

MINUTES OF THE MEETING
NEBRASKA CENTER FOR NURSING
NOVEMBER 21, 2014

CALL TO ORDER

The meeting of the Nebraska Center for Nursing Board was called to order by Liane Connelly, Chair, at 10:01 a.m., November 21, 2014, at Cornhusker State Industries, 800 Pioneers Boulevard, Room C, Lincoln, NE. Copies of the agenda were emailed in advance to the Board members and interested parties, posted outside the Licensure Unit within the Nebraska State Office Building, and posted on the Department of Health & Human Services website. Connelly announced the location of an available copy of the Open Meetings Act within the room.

ROLL CALL

The following Board members were present to answer roll call:

- Kathy Bowman, RN -- Hospital industry representative appointed by the Governor
- Liane Connelly, RN, *Chair* -- Nurse educator recommended by the Board of Regents, University of Nebraska
- Carman DeMare, APRN-NP -- Member recommended by the State Board of Health
- Kayleen Dudley, RN -- Governor appointed member
- Cheryl Echtenkamp, RN -- Governor appointed member
- Cindy Hadenfeldt, RN -- Member recommended by the State Board of Health
- Anna May, RN -- Governor appointed registered nurse
- Linda Stones, RN, *Vice-Chair* -- Governor appointed member
- Pamela Uhlir, RN -- Governor appointed registered nurse
- Lisa Walters, RN -- Governor appointed member

The following Board members were not present to answer roll call:

- Nick Faustman -- Long-Term Care representative appointed by the Governor
- Alice Kindschuh, RN, *Secretary* -- Member recommended by the State Board of Health
- Aubray Orduna, RN -- Nurse educator recommended by the Nebraska Association of Independent Colleges & Universities (arrived at 10:07 a.m.)

At the time of the meeting, there were three vacant board member positions:

- One registered nurse (RN) member
- One licensed practical nurse (LPN) member
- One nurse educator recommended by the Nebraska Community College Association

A quorum was present and the meeting convened.

The following individuals were also present:

- Karen Bowen, RN, *Executive Director*
- Nancy "Niki" Eisenmann, RN, *Practice Consultant*
- Phillip Baker, *Research Administrator, Dept. of Labor*
- Shane Bailey, *Board Coordinator*
- Juan Ramirez, PhD, *Independent Consultant*

ADOPTION OF THE AGENDA

MOTION: Stones made the motion, seconded by Orduna, to adopt the agenda.

Voting Yes: Bowman, Connelly, DeMare, Dudley, Echtenkamp, Hadenfeldt, May, Orduna, Stones, Uhlir, and Walters. **Voting No:** None. **Abstain:** None. **Absent:** Faustman and Kindschuh. **Motion carried.**

These minutes were approved by the
Nebraska Center for Nursing Board.

APPROVAL OF THE MINUTES

MOTION: Orduna made the motion, seconded by Dudley, to approve the minutes of the May 30, 2014 meeting with modifications.

Voting Yes: Bowman, Connelly, DeMare, Dudley, Echtenkamp, Hadenfeldt, May, Orduna, Stones, Uhlir, and Walters. **Voting No:** None. **Abstain:** None. **Absent:** Faustman and Kindschuh. **Motion carried.**

PRESENTATION: NEBRASKA NURSING WORKFORCE

Guest speaker Phillip Baker was introduced. Baker is the Labor Market Information Director and Research Administrator of the Nebraska Department of Labor. Baker provided a PowerPoint presentation on the Nebraska nursing workforce. Among the topics covered in the presentation were the following: long-term occupation projections for licensed practical nurses (LPNs) and registered nurses (RNs); long-term occupation projections by region; metro vs. non metro nursing wages; and top industries employing nurses. The Nebraska Department of Labor doesn't list occupation professions by county but by regions. There are ninety-three counties in Nebraska. In some counties, the data would be so small that there would be a breach of confidentiality. Therefore, the data is organized by nine economic regions within Nebraska.

The long-term projections for LPNs were higher than what the Board had expected, considering the ongoing national push for LPNs to become RNs, and for RNs to obtain Bachelor of Science in Nursing (BSN) degrees. It was then explained that with more and more people retiring, there is a need to employ more nurses to care for the elderly. LPNs are predicted to be the main caregivers in long-term care facilities to assist with the increasing number of elderly patients.

The Nebraska Department of Labor utilizes the O*Net OnLine website (onetonline.org) to obtain general job descriptions. Projections data can be found on the Nebraska Department of Labor's NEworks website (networks.nebraska.gov), located under the heading *Labor Market Information*.

The Board asked how they could assist the Nebraska Department of Labor. Baker stated that the following are two ways the Nebraska Center for Nursing Board can assist the Department of Labor:

- 1) Provide licensing data to the Nebraska Department of Labor.
- 2) Encourage health care employees to fill out the surveys they receive from the Nebraska Department of Labor.

The Board thanked Baker for his presentation.

11:33 a.m. *Baker left for the remainder of the meeting.*

NURSES DAY AT THE LEGISLATURE

Stones informed the Board of Nurses Day at the Legislature. The event will be held on Thursday, February 12, 2015. In the past, the Board has sponsored the event by contributing \$200. Last year, 600-700 attended the event, many of them were nursing students.

MOTION: Stones made the motion, seconded by Uhlir, for the Board to sponsor Nebraska Nurses Day at the Legislature with a \$200 contribution.

Voting Yes: Bowman, Connelly, DeMare, Dudley, Echtenkamp, Hadenfeldt, May, Orduna, Stones, Uhlir, and Walters. **Voting No:** None. **Abstain:** None. **Absent:** Faustman and Kindschuh. **Motion carried.**

PRESENTATION: HISTORICAL WORKFORCE DATA ON REGISTERED NURSES (RNs)

Ramirez provided a PowerPoint presentation which covered RN workforce data from 2000 to 2012. Among the topics covered in the presentation were the following: age, gender, diversity, job satisfaction, and the distribution of RNs across Nebraska counties.

11:55 a.m. *Victoria Vinton, RN, arrived to the meeting.*

Ramirez stated that, on average, since the year 2000, Nebraska has gained three full-time RNs per every one-thousand people. Since the year 2000, Nebraska has seen an increase in men and minorities entering the nursing profession; however, the Nebraska percentage of male nurses and minority nurses is still short of the national average.

12:00 p.m. *The meeting recessed.*

12:09 p.m. *The meeting reconvened.*

MEETING WITH THE NEBRASKA ACTION COALITION (NAC)

Connelly introduced Victoria Vinton, RN, Director of the Nebraska Action Coalition. Vinton spoke to the Board, providing a background on the history of the NAC, its activities, and its work group teams. The NAC's Executive Committee meets once a month for two hours. Connelly represents the Nebraska Center for Nursing at these meetings. The NAC Education Team has identified five BSN competencies and is currently working on increasing diversity. The NAC Leadership Team is working on increasing diversity overall within nursing. The NAC Practice Team has been working with nurse practitioners on introducing new legislation which would remove barriers for nurse practitioners and allow them to work at their full scope of practice. Vinton receives fundraising training via webinars from the Robert Wood Johnson Foundation and suggested that somebody from the Board could view the webinars with her to receive the same training. The next fundraising training webinar would be held in December. Vinton asked the Board if they would consider partnering with the NAC.

The Board discussed how they and the NAC share some common goals and the fact that there are a number of members of the Nebraska Center for Nursing Board who are also members of the NAC. The following question was proposed: Can the Nebraska Center for Nursing, being created by the Legislature, still work with other groups? Membership of the Board is defined in statute. However, the statute does mention that the Nebraska Center for Nursing can work with stakeholders and have task groups. It was suggested that such task groups could partner with the NAC and meet a couple times a year with other groups and stakeholders.

12:56 p.m. *The meeting recessed and Vinton left for the remainder of the meeting.*

1:01 p.m. *The meeting reconvened.*

WORKING LUNCH/ENVIRONMENTAL SCAN

During lunch, board members provided updates and highlights on current happenings in health care across the state. Some of the highlights from this environmental scan:

- The recent issue of Blue Cross Blue Shield insurance no longer providing coverage for patients receiving health care from Catholic Health Initiatives (CHI) has caused a number of patients to seek health care at other facilities. As a result, CHI is looking at reducing nursing staff. Non-CHI facilities are now seeing a huge increase in patients and increased workloads.



- There is a large demand for providing health care services to people-in-need within the Kearney area and, therefore, a free clinic is in the process of being developed to meet the need. Funds will need to be raised to obtain medical equipment for the free clinic.
- The Nebraska Nurses Association (NNA) is working on reintroducing the nurse practitioner bill to the Nebraska Legislature.
- Clarkson College admitted their last LPN class this summer as the PN program will be closing. The RN classes are growing.
- There is an ongoing challenge to provide education opportunities for nursing students within a clinical setting at various Nebraska hospitals.

COMMUNICATION

Board & Department Staff Changes

Bowen briefly informed the Board that there are three vacancies on the Board. Within the Department of Health and Human Services, Becky Wisell had been hired as the new Licensure Unit Administrator, and Teresa Roddy, RN, had been hired as the new Nursing Education Consultant. (Roddy was not able to attend the day's board meeting but will plan on attending future meetings.)

Select Board Meeting Dates for 2015

Bowen asked the Board to select meeting dates for their 2015 board meetings. The Board looked through their calendars and schedules and selected the following dates to meet in 2015:

- January 16, 2015
- March 13, 2015
- May 29, 2015
- July 17, 2015
- September 25, 2015
- November 20, 2015

Connelly emphasized the need for board members to commit to meeting on these dates and to politely decline other meeting invites that conflict with these meeting dates. It is important for board members to make an effort in attending the meetings in order for the work of the Nebraska Center for Nursing to make progress.

Bowen pointed out how the Board has had to cancel a number of meetings in the past few years due to there not being a quorum of board members. Per Open Meetings Act law, a quorum is needed in order for the Board to meet. If there is no quorum, the Board cannot hold a meeting. Nine board members are needed for a quorum on the Nebraska Center for Nursing Board. (Department staff members are not counted as part of a quorum.)

Bailey will send out a Doodle (electronic meeting invite) with the selected 2015 meeting dates to everyone on the Board.

CENTER FOR NURSING FOUNDATION

May provided the Board with an update on recent activities of the Foundation. The Foundation met on October 20, 2014. The following Foundation members were elected as the officers for 2014-2015:

- Alice Kindschuh, President
- Kermit Moore, Vice President
- Anna May, Secretary
- Kathy Girard, Treasurer

The Foundation brought forth two proposals to the Board for their approval. The first proposal was about the Passport Project's contract and payment process. The second proposal was in regards to the Foundation's fundraising ideas and plans to host a fundraising event to honor Nebraska nurses. Board members discussed the two proposals. There has been ongoing concern about the Passport Project due to some schools stating their plans to drop out of their commitment to support it. The Board discussed a fundraising event and the possibility of partnering with other groups and associations (Nebraska Hospital Association, March of Dimes, and the NAC). Questions arose among board members as to what specifically was being asked of them from the Foundation. Connelly asked the Foundation to redevelop/rewrite their plans for clarity and to resubmit to the Board at the next meeting.

The previous conversation with Vicki Vinton was briefly discussed. It was suggested that somebody from the Foundation could meet with Vinton to receive the fundraising training through the educational programs she received.

MOTION: Stones made the motion, seconded by Walters, for the Board to approve having a member of the Nebraska Center for Nursing Foundation engage with Vicki Vinton to receive fundraising training.

Voting Yes: Bowman, Connelly, DeMare, Dudley, Echtenkamp, Hadenfeldt, May, Orduna, Stones, Uhlir, and Walters. **Voting No:** None. **Abstain:** None. **Absent:** Faustman and Kindschuh. **Motion carried.**

STRATEGIC PLANNING

Connelly asked the Board and staff to break up into their strategic planning work groups: Retention, Recruitment, and Sustainability. (At the May 30, 2014 board meeting, it had been decided that the Enrollment group could be absorbed into Recruitment.) Board and staff members divided up into their assigned groups and discussed strategic planning until the meeting adjourned.

CONCLUSION AND ADJOURNMENT

There being no further business, the meeting adjourned at 2:55 p.m.

Respectfully submitted,



Shane Bailey
Board Coordinator