

MINUTES OF THE VIDEO CONFERENCE MEETING
NEBRASKA CENTER FOR NURSING
September 16, 2022

Call to Order

The meeting of the Nebraska Center for Nursing (CFN) Board was called to order by Lisa Walters, Chair, on September 16, 2022, at 1:35 p.m. The central meeting location was at the Nebraska State Office Building, Room 3W, 301 Centennial Mall South, Lincoln NE 68508. Copies of the agenda were distributed in advance to the Board members on June 8, 2022, posted outside the Licensure Unit within the Nebraska State Office Building on June 8, 2022, and posted on the Department of Health and Human Services website on June 8, 2022. Walters announced that a current copy of the Open Meetings Act was available at the central meeting location as well as online using the link listed on the agenda.

Roll Call

The following Board members answered roll call via teleconference:

- Lina Bostwick
- Suszanne Deyke
- Charity Ebert
- Christi Glesmann
- Lisa Walters

The following Board member arrived after roll call: Laura Weber

The following Board members were absent: Tamara Allen, Sheila Bjerrum, Kathy Bowman, Beth Burbach, Ronda Ehly, Kathy Harrison, and Joan Nelson.

Three Board positions were vacant.

A quorum was not present. Members were advised that they could not make motions or decisions, and that the meeting was for informational purposes.

The following staff members were present: Ann Oertwich, *Program Manager*, and Sherri Joyner, *Health Licensing Coordinator*.

The following staff members attended via videoconference: Ginger Rogers, *Nursing Practice Consultant*, and Juan Ramirez, PhD, *Independent Consultant*.

Adoption of the Agenda & Approval of the Minutes

Motions were not made due to lack of quorum.

Social Media Reports

Ramirez reported that the most popular page on the Center's website after the landing page is the Education page, which is viewed by 13.6% of site users. The second most popular page after the landing page is the COVID-19 Resources page (viewed by 11.6% of users), followed by the About page (viewed by 9.7% of users).

Glesmann reported that the number of followers on the Center's social media accounts seem to be stable with no significant decreases or increases.

These minutes were approved by the Nebraska
Center for Nursing Board on December 20, 2022.

Center for Nursing Focus Groups

Oertwich said that she is creating a PowerPoint presentation that can be used to disseminate the results of the Center's focus groups with front-line nurses. She is interested in including a sound component so that people can hear the words of the nurses. The analysis of the data collected during this study found that nurses tend to be deeply caring and share the attributes of grit, perseverance, flexibility, and adaptability. These attributes, however, can contribute to nursing being overworked and burning out. Nurses reported that they were exhausted, overwhelmed, underappreciated, worried, and afraid of violence in the work setting. A primary concern expressed by nurses is that they are not able to provide quality care because they are overworked. Many have been operating in survival mode for a long time.

In their perceptions of their work environments, nurses reported disappointment in leadership and work culture, and saw major deficits in the respect and appreciation accorded to the nursing profession. The increasing use of travel nurses further exacerbates dissatisfaction. Dyke noted the staff nurses often do not have "skin in the game." They come in, get three times the pay of staff nurses, and then leave. They often have no ties to the community and have little incentive to help create a better facility.

The five major stresses that nurses consistently reported were supply shortages, lack of boundaries, staff shortages, workload, and constant changes. These stresses affected their ability to provide quality patient care. One nurse reported that she engages more with a computer while at work rather than engaging directly with patients.

Nurses reported that they lacked meaningful support in the workplace and that attempts to show appreciation feel like hollow gestures. Nurses reported that they get most of their support from other nurses. They infrequently use the mental health resources offered by their employers due to limited awareness about these resources, the ineffectiveness of the resources, stigma around using the services, and a lack of trust that their participation would be kept confidential.

Nebraska Hospital Association

Oertwich reported that she recently attended a meeting for the scope-of-practice task force convened by the Nebraska Hospital Association (NHA). Oertwich said that the task force is focusing on potential legislative proposals to address the health care worker shortage by eliminating barriers to scope of practice. Oertwich said she was asked to provide NHA with a list of tasks that nurses can perform, although she noted that nursing is more than performing a set of tasks. Oertwich said that she found that facilities were restricting scope of practice beyond what is required by statute and regulation.

Marketing Plan Proposal

Oertwich reported that an RFP (Request for Proposals) will be issued for bids for a marketing plan for the Center for Nursing. In discussing the services they could like to be included in the plan, such as a promotion campaign for the nursing profession and an overhaul of the Center's website, they found that the cost might exceed \$50,000, which would require an RFP before a contract could be signed.

HRSA Grant

Walters reported that ECHO sessions are being piloted at four critical access hospitals. Nurses who are participating in the program complete part of a Johns Hopkins course every other week, and in the

intervening weeks they discuss the course with UNMC staff. Walters sat in on one of the discussion sessions and heard nurses expressing stress and anxiety due to scenarios they have faced in during the pandemic, such as seeing patients die after they could not get the care they needed. Walters said the ECHO sessions will end in November. They are recruiting sites for the next round of ECHO sessions that will start in January.

Walters reported that the UNMC College of Nursing has rolled out a self-care program for their first-year nursing students. They plan to expand the program to cover all students.

Oertwich reported that 217 people attended the Heal the Healer virtual conference, which was held earlier that day. A recording of the conference will be made available. Walters said she was intrigued by the hybrid care model discussed during the conference – high tech and high touch. Walters also noted that just getting people to meditate is not effective; meditation doesn't work for everyone and it is not what everyone needs. Bostwick said she appreciated the information on self-assessments. She noted that administrators need to give staff the time to do the self-assessments and to engage in self-care activities. The challenge is how to find this time.

National Forum of State Nursing Workforce Centers

Ramirez attended the National Forum of State Nursing Workforce Centers' Annual Meeting in June 2022. He reported that he was intrigued by the projections of Peter Buerhaus, which still predict a surplus of nurses through 2030. Another study projected a shortage of 600,000 nurses in 2030. Ramirez said that every state uses different measure and models for the nursing workforce, making it challenging to make national forecasts. Ramirez also noted that Buerhaus has shown that the nursing workforce is counter-cyclical with the economy (economic downturns tend to draw more nurses back into the workforce) which makes it even more difficult to predict nursing workforce numbers.

Oertwich said that if all nurses were enrolled in the National Council of State Boards of Nursing's e-Notify system, the NCSBN would then have consistent data that they could submit to HRSA.

Walters reported on her participation the National Forum's JEDI (Justice, Equity, Diversity, and Inclusion) committee. People are often unaware of the roadblocks that can prevent people from disadvantage communities from becoming nurses, such as not having relatives who can help fill out financial aid forms and school applications.

Board Vacancies

Oertwich reported that she is not aware of any recent appointments to the Center's Board to fill the Board's three vacancies and to replace the six members who have already completed their second terms. The Board of Health makes recommendations for many of the Board's positions, but the actual appointments are made through the Governor's office. Walters suggested inviting people who might be interested in serving on the Board to sit in on the Board's meetings.

Foundation Report

Bostwick reported that the applications for the Center for Nursing's specialty license plates have been submitted to the Department of Motor Vehicles. The DMV staff person who accepted the applications said that they seemed be properly completed. It is Bostwick's expectation that people will be able to pick up their license plates starting in January 2023.

Bostwick reported that she along with Ramirez and former Foundation member Theresa Delahoyde have drafted a white paper on their research project on the educational needs of rural nurses. The study found that rural nurses identified diabetes, mental health, and trauma as the three areas where

they most needed additional educational resources. With the white paper, they hope to obtain funding that would allow them to get resources on these three topics to rural nurses. At the Rural Health Association's annual conference, they found that Nebraska already has great resources on diabetes and mental health. What is needed is a person who can coordinate these resources in order to make them more accessible to rural nurses. Bostick said that those who did the research feel a responsibility to deliver assistance to their rural colleagues.

Strategic Planning

Oertwich reported that a bill was introduced in Congress that would provide HRSA monies to state-level nursing workforce centers. Oertwich said that it might be an opportune time to start thinking of applying for grants for the purpose of creating a Nebraska Center for Nursing Excellence through the Foundation. Oertwich noted that Colorado, Connecticut, Hawaii, and Wisconsin have large workforce centers with paid staff. The Colorado Center for Nursing Excellence includes a CNA program, the Colorado Action Coalition, and training resources for preceptors. Potential services that might be hosted by a Nebraska Center for Nursing Excellence could include a leadership academy, preceptor training, a rural nursing education series, refresher courses, and nurse residency and onboarding resources.

Conclusion

The meeting concluded at 3:15 p.m.

Respectfully submitted,

A handwritten signature in cursive script that reads "Sherri Joyner".

Sherri Joyner
Health Licensing Coordinator