

MINUTES OF THE MEETING
NEBRASKA CENTER FOR NURSING
March 22, 2019

Call to Order

The meeting of the Nebraska Center for Nursing (CFN) Board was called to order by Lisa Walters, Chair, at 9:42 a.m. at Cornhusker State Industries, Room C, 800 Pioneers Blvd., Lincoln NE 68502. Copies of the agenda were distributed in advance to the Board members, posted outside the Licensure Unit within the Nebraska State Office Building, and posted on the Department of Health and Human Services website. Walters announced the location of a current copy of the Open Meetings Act within the room.

Roll Call

The following Board members answered roll call:

- Sheila Bjerrum, RN
- Lina Bostwick, RN
- Kathy Bowman, RN
- Charity Ebert, RN
- Christi Glesmann, RN
- Kathy Harrison, RN
- Anna May, RN
- Pam Uhlir, RN
- Lisa Walters, RN

The following Board member arrived after roll call: Tamara Allen, Beth Burbach, and Suzanne Deyke.

The following Board members were absent: Kayleen Dudley, Teresa Faith, Joan Nelson, and Dorothy Scrivner.

The following people were also in attendance during all or part of the meeting:

- Ann Oertwich, RN, *Program Manager*
- Kathy Hoebelheinrich, APRN, *Nursing Practice Consultant*
- Sherri Joyner, *Health Licensing Coordinator*
- Juan Ramirez, PhD, *Independent Consultant*

Introductions

Introductions were made on behalf of Sheila Bjerrum, the Board's newest member.

9:53 a.m. *Allen arrived to the meeting.*

Adoption of the Agenda

Motion: Bowman made the motion, seconded by Bostwick, to adopt the agenda for the March 22, 2019, meeting of the Nebraska Center for Nursing Board.

Voting Yes: Allen, Bjerrum, Bostwick, Bowman, Ebert, Glesmann, Harrison, May, Uhlir, and Walters.
Voting No: None. Abstain: None. Absent: Burbach, Deyke, Dudley, Faith, Nelson, and Scrivner.
Motion carried.

Approval of the Minutes

Motion: Ebert made the motion, seconded by Bostwick, to approve the minutes of the November 16, 2018, meeting of the Center for Nursing Board.

Voting Yes: Allen, Bostwick, Bowman, Ebert, Glesmann, Harrison, May, Uhlir, and Walters. Voting No: None. Abstain: Bjerrum. Absent: Burbach, Deyke, Dudley, Faith, Nelson, and Scrivner. Motion carried.

These minutes were approved by the Nebraska
Center for Nursing Board on May 17, 2019.

Budget Report

Oertwich reviewed the latest Center for Nursing budget report. She noted that Ramirez's salary has exceeded that budgeted amount, which was expected, but that overall the Center is not expected to go over budget this fiscal year. Another major budget expense was travel costs associated with the six workforce forums that the Center presented across Nebraska in July 2018. The Center has also paid the \$500 annual membership fee to the National Forum of State Nursing Workforce Centers. Oertwich said she thought the Center's budget for Fiscal Year 2019-20 would be similar to the 2018-19 budget, with more money allocated for the consultant's salary and monies for other items moved around. Oertwich said that she will send Walters a draft budget. Walters will present the Center's budget request to the Board of Nursing's May meeting.

Glesmann asked about the budget allocation for the Center's planned workforce summit. Oertwich said that the cost for the summit could be even less than projected. Ebert asked if the current allocation for social media was sufficient. Glesmann noted that they have not yet tried Facebook boosts. Oertwich agreed that it might be worthwhile to do these boosts to help promote the summit. Lina asked about a plan to purchase magnets shaped like the Center's proposed license plates as a promotional item. Oertwich said funds were still available in the current budget to buy promotional items. She also suggested that there might be other cost-effective ways to promote the Center, and mentioned advertising on Pandora as one possibility. She said that if the Board was comfortable with a total budget request of \$130,000.00, she thought there was still room to fit in the additional items.

Center for Nursing Biennial Report

Oertwich reported that the Center's Biennial Report has been distributed to Board of Nursing members and all state Senators, and has been posted to the Center's website.

Members discussed Nurses' Day at the Legislature, a recently held event sponsored by the Nebraska Nurses Association (NNA). Oertwich reported that LB205, the bill to create a Surgical Technician Registry, is still in committee. Walters asked where NHA (the Nebraska Hospital Association) stands on the APRN bill (LB730), which would create one practice act for the four APRN roles. Oertwich said she thought they were waiting for the Nebraska Medical Association to take a position. Oertwich also reported that Senator Sara Howard thinks Certified Nurse Midwives should undergo a Credentialing Review Process prior to passage of the bill. Oertwich thought this was problematic because LB730 does not change the scope of practice for Certified Nurse Midwives, although it does drop the requirement that midwives maintain a practice agreement with a supervising physician.

10:15 a.m. Deyke called into the meeting via teleconference.

Bostwick noted that APRNs attending the Nurses Day at the Legislature event clearly explained to the Senators present why they needed the APRN bill. Oertwich said that Thomas Rauner, a manager with the Department's Office of Rural Health, thinks midwives play an important role in the health care of rural communities especially because many smaller hospitals no longer do deliveries. Walters mentioned that a Sunday-morning television show recently aired a feature on how closings of community hospitals can devastate smaller communities. Oertwich said that she would ask Rauner if he could speak at a future Center for Nursing Board meeting.

10:15 a.m. Burbach arrived at the meeting.

Walters noted that NHA recently published a report on health care data. Ramirez thought approximately 60% of Nebraska hospitals responded to the NHA survey. Burbach asked if small or large hospitals were less likely to participate. Walters said that in previous reports, it was larger hospitals that did not respond,

which could skew the final data. Ramirez reported that the NHA surveys and analysis are done by a third-party contractor, and he did not know the sample size that was used.

Walters asked Ramirez if he wished to point out key talking points from the Center's biennial report. Ramirez noted that table on pages 10-12, showing the total population and number of RNs and LPNs for each county in Nebraska. Ramirez said that most counties in Nebraska do not have enough nurses. Walters noted that Madison County seems to have enough nurses, but she wondered how many of them are near retirement. Ramirez recommended that the Center provide health departments serving rural areas with data from the report so that they can use it for planning purposes.

Ramirez, noting the lower health outcomes among Native Americans, pointed out the Knox County includes the Santee Sioux nation, and that Thurston County has two reservations. Walters noted that the Santee are currently working on a grant and might be able to use information from the Center. She also noted that health care workers with Indian Health Service might not be licensed in Nebraska, and thus might not have been included in the Center's survey.

Bjerrum asked about how the closure of long-term care facilities affects smaller communities, and what happens to the staff and clients. She also wondered if facilities close because they cannot find enough staff. Oertwich said she would ask Dan Taylor to speak at a Board meeting on the issue; Taylor works for DHHS and was involved in the recent receivership of a chain of facilities. Hoebelheinrich noted that she has received calls from nurses working in long term care facilities who feel compelled to resign because the long hours and understaffing are simply not sustainable.

Uhlir said that in researching state plans for workforce development, she found that the focus in central Nebraska is on development of manufacturing jobs. Planners do not seem to understand that people do not want to work in an area if they will not have access to health care. Uhlir said that the Center still needs to capture the ears of the right people. Uhlir and Hoebelheinrich both noted that planners assume that health care will be available rather than being a resource that needs to be developed. Walters said that higher education plays an important role in developing health care workers but that there is a common attitude that if the state needs more respiratory therapists, for example, that schools will just be able to produce more respiratory therapists. Uhlir suggested doing a workforce analysis for higher education. Ramirez noted that the renewal surveys do capture some faculty data as do the annual reports submitted by Nebraska nursing programs, but that we do not know the ratio of faculty supply and demand.

Board President's Report

Walters reported that she, Ramirez, and Oertwich will present at the Nurse Educator Conference on June 7th at Southeast Community College. One of the speakers at the event will be Philip Dickison from NCSBN (National Council of State Boards of Nursing) who will speak on Next Generation NCLEX. Bostwick asked about encouraging provosts and other non-nurse officials from nursing programs to attend the Center's presentations at the conference. She noted that not enough people who are in decision-making roles in higher education attended the Center's workforce model presentation in Lincoln in July.

Walters reported that NAC (the Nebraska Action Coalition) has asked for volunteers to help plan their annual leadership conference. Deyke reported that she is part of the planning committee, which will meet the following week and set a date for the conference. The conference is usually held the first week in November. Walters noted that it is the Center's turn this year to do the awards presentation. Walters also noted that in recent years the Center has contributed \$500 to help sponsor the conference. Oertwich noted that sponsorship also allows the Center to do a display at the conference.

Walters encouraged Center members to attend the Midwest Regional Health Policy Conference on June 7th. Oertwich said that this will be the inaugural meeting for the conference, which is aimed at people from all areas of health care. The focus this year will be on nurse education. Oertwich said that helping sponsor the event will give the Center significant recognition. Walters noted that it would also be a good opportunity to promote the Foundation's license plates. Noting that she, Oertwich, and Ramirez will not be able to attend due to the Nurse Educator Conference scheduled for the same day, Walters asked for volunteers to help staff a booth for the Center at the conference. Hoebelheinrich said she might be able to help.

Motion: Burbach made the motion, seconded by Glesmann, to approve sponsoring the Midwest Regional Health Policy Conference in the amount of \$1,000.

Voting Yes: Allen, Bjerrum, Bostwick, Bowman, Burbach, Dyke, Ebert, Glesmann, Harrison, May, Uhler, and Walters. Voting No: None. Abstain: None. Absent: Dudley, Faith, Nelson, and Scrivner. Motion carried.

Walters also reported that Ramirez will do a podium presentation at the National Forum of State Nursing Workforce Centers conference, which meets June 12-14th in Denver. Walters noted that quite a few state workforce centers struggle to get an adequate response rates to their surveys, and that Nebraska has achieved a high response rate by tying the Center's survey to the nursing license renewal application.

11:13 a.m. Meeting went into recess.

11:33 a.m. Meeting reconvened.

Foundation Updates

Bostwick reported that the Center for Nursing Foundation will meet on April 1st. Bostwick said that instructions for applying for Center for Nursing license plates should be available in the next two weeks. Oertwich said the instructions will be sent to all the people who have expressed interest in applying for the plates. Oertwich said that a minimum of 250 people must first pre-pay for the plates and submit "perfect" applications before the plates will become available. Bostwick said that the initial applicants will need to pay \$77 in addition to their registration fees. Of that fee, \$7 will go to the Foundation. After the initial batch of applicants, the fee will be \$70. Allen noted that it would be worthwhile to try to get as many people as possible to pre-pay. She suggested emailing Directors of Nursing and also using the plates as a tie-in for Nurses Week. Bostwick said that she thought it was reasonable to expect people to take six to eight weeks to submit their applications.

Bostwick also reported that Ramirez spoke with the Foundation about grants, and that he is willing to help them find grants that would be a good fit for the Foundation. Ramirez said that there are good opportunities for the Foundation to obtain grant monies. He advised that that the mission of the funding source should fit with the mission of the Foundation, and to keep requests as simple as possible.

11:55 a.m. Meeting went into recess.

12:21 p.m. Meeting reconvened.

Social Media Updates

Glesmann reported on the Center's Facebook page. She would like to include posts highlighting Board members. In order to gather information for these posts, she requested that Board members fill out information sheets she had distributed. Members can also send Glesmann photos of themselves if they wish. Glesmann said she has also talked with the graphic designer who designed the Center for Nursing license plates about creating artwork for the Facebook page.

Walters said she would forward to Board members an email she had received from NCSBN regarding Next Generation NCLEX. She suggested that the information also be posted to the Center's website.

Strategic Planning

Walters said that there seemed to be some confusion about which tasks in the strategic plan belonged to which work groups. She thought perhaps they proceeded too quickly. She thought it would be valuable to rewrite the strategic plan in a clearer format and to clarify which tasks should go with which goals. As members discussed the plan, Oertwich used their ideas to complete a chart of initiatives, action steps, and target dates for the plan's three strategic initiatives: data, collaboration, and promotion.

Walters said that planning for the Center's summit was too big of a project for just 3-4 people. Oertwich reported that she has reached out to Douglas Haas of the Nebraska Nurses Association about the possibility of collaborating with the Center on the summit. Oertwich said that the Board of Nursing is also interested in helping. Walters asked if the event should be referred to as a "summit," "conference," or "forum"? She said that "summit" conveyed the sense of a dialogue on issues, while "conference" seemed more of an educational event. Oertwich said that "forum" sounded to her like an educational conference.

One idea for the strategic plan that had been discussed previously was for the Center to provide one-on-one consultations to skilled nursing facilities and other facilities who needed information on the nursing workforce. Glesmann said that she thought the place for the consultations in the strategic plan was under the plan's third goal – promotion. Others agreed.

Another idea previously discussed was to help increase the availability of refresher courses for former nurses interested in returning to the profession. Glesmann asked if this idea went beyond the Center's mission. Walters wondered if there were enough people interested in returning to nursing to justify the effort. Uhlir said that Jacci Reznicek was pulling together data on inactive nurses and that these nurses could be surveyed to gauge their interest in taking a refresher course. Walters suggested that data on nurses interested in returning to nursing could be included in the Center's presentation at the June 7th Nurse Educator Conference. She said it would be an example of how the Center can provide data to help solve a workforce issue and then invite other groups to take action. Harrison suggested that community colleges might be able to provide refresher courses by collaborating and sharing resources similar to how they developed the common core curriculum for the LPN-C course. Uhlir reported that the Indiana Center for Nursing has worked with a community college to develop a refresher course. Oertwich mentioned that people need to do clinicals for a refresher course, and that there is already a shortage of clinical sites.

Uhlir asked if representatives from the Departments of Labor should be involved with the Center's planned summit. Oertwich said that she saw the summit as an opportunity for nurses to discuss strategies. Walter said that after the first summit, targeted to nurses, a second meeting could be held with people who can help facilitate the plans that emerged from the nurse's summit. She thought the Department of Labor could play a role at this second meeting.

The Board's strategic initiative for collaboration included action items for working with stakeholders to address nursing shortages. Hoebelheinrich noted that the Center has talked about recruiting people to nursing but not so much about retaining nurses in the profession. Walters said that information on healthy work environments might be helpful with retention. Uhlir noted that 12-hour shifts are harder on older nurses and might pose a barrier to keeping these nurses in the profession. Walters said that retention policies need to be flexible because what keeps one generation in the workforce might not work with another generation.

On the topic of collaboration, Walters reported that NAC has again reached out to the Center about resuming the discussion on combining NAC and the Center for Nursing. Bostwick said that she would not be interested in spending a lot of time on the project. She also noted that having NAC involved with the Center might make it harder for the Center to focus on clarifying its mission. May noted that the previous

attempt to merge NAC with the Foundation was time-intensive and the legal fees ate into the Foundation's funds. Oertwich did not think the NAC's current mission items were a good fit with the Center's current strategic plan.

Walters noted that Board members might have questions about next steps. Oertwich recommended reforming the work groups at a later date. She said she might contact Douglas Haar from the NNA about the possibility of attending the Board's next meeting. She suggested meeting with Haar first before proceeding with planning for the summit. She thought members could start thinking about what the summit should look like from a nurse's perspective. She thought that ideally there would be two meetings in different parts of the state.

CONCLUSION

The meeting concluded at 1:56 p.m.

Respectfully submitted,

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

Sherri Joyner
Health Licensing Coordinator