

MINUTES OF THE MEETING
NEBRASKA CENTER FOR NURSING
May 17, 2019

Call to Order

The meeting of the Nebraska Center for Nursing (CFN) Board was called to order by Lisa Walters, Chair, at 9:37 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
- Suszanne Deyke, RN
- Kayleen Dudley, RN
- Anna May, RN (via teleconference)
- Joan Nelson, RN
- Dorothy Scrivner, RN
- Pam Uhlir, RN
- Lisa Walters, RN

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

The following Board members were absent: Kathy Bowman, Teresa Faith, Christi Glesmann, and Kathy Harrison.

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*
- Jacci Reznicek, RN, *Nursing Education Consultant*
- Sherri Joyner, *Health Licensing Coordinator*
- Juan Ramirez, PhD, *Independent Consultant (arrived at 11:00 a.m.)*

Adoption of the Agenda

Motion: Deyke made the motion, seconded by Uhlir, to adopt the agenda for the May 17, 2019, meeting of the Nebraska Center for Nursing Board.

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

9:38 a.m. *Burbach arrived to the meeting.*

Approval of the Minutes

Motion: Bostwick made the motion, seconded by Dudley, to approve the minutes of the March 22, 2019, meeting of the Center for Nursing Board.

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

These minutes were approved by the Nebraska
Center for Nursing Board on January 24, 2020.

Budget Report

Members reviewed the Center's proposed budget for Fiscal Year 2019-2020. Oertwich said it is similar to the Center's current budget with some monies redistributed to account for the increase in the salary of the Center's statistical consultant, Juan Ramirez. Oertwich said that the Center previously contracted directly with Ramirez, but the Department's new procurement procedures no longer allow for contracts with individuals due to liability concerns. Oertwich stated that Ramirez now works for a company that has a contract to provide DHHS with technical support, which requires that he be paid the state consultant rate.

Walters reported that she attended the May 9th Board of Nursing meeting where she presented on the Center's activities for the previous year, including the Center's Regional Dialogues and the publication of the Center's biennial report. She also updated the Board of Nursing on the Center's future plans, which include co-sponsoring two summits for nurses to discuss workforce issues. Walters added that she has spoken with Doug Haas of the Nebraska Nurses Association (NNA), and that he expressed eagerness to collaborate with the Center on appropriate strategic initiatives. Walters reported that the Board of Nursing approved the Center's proposed budget with enthusiasm.

9:45 a.m. *Allen arrived to the meeting.*

Social Media Report

Oertwich reported Center's website continues to get increased hits and the Facebook page is kept current and relevant. Members are encouraged to like and share the Facebook page.

CFN Foundation Updates

Bostwick reported that the Foundation has worked with Ramirez on locating potential grant sources. They are considering applying for a grant from the William and Ruth Scott Family Foundation, which has a mission that seems to be in alignment with the Center's mission. They hope to meet with an officer from the Scott Foundation at their July 29th meeting. Bostwick said that the CFN Foundation knows they need to be specific in their request and that they need to present evidence that the proposed project will be successful.

Oertwich suggested that the Foundation use grant monies to provide seed grants to individuals who can make a difference in their local communities. Walters suggested that a local person might use the money to provide scholarships to nursing students. Oertwich also suggested a project to help employers develop better work cultures, noting that a major reason why nurses leave employment is due to poor work environments. Uhlir suggested looking into virtual nursing and other innovative models that might help address the nursing shortage. Uhlir also mentioned using grant monies to research refresher courses or even to help create a refresher program. She noted that the only refresher program available in Nebraska via distance education is through South Dakota State University. Burbach suggested that the Center might create a module that schools would then be willing to purchase. Oertwich said that there was a need for an innovative approach to refresher programs given that the existing programs focus solely on bedside nursing. Nelson suggested helping nurses pursue cultural education, such as providing funds to nurses who want to learn Spanish.

May, whose second term on the Center for Nursing Board ends in June, will also be leaving the Foundation Board. Walters thanked May for her years of promoting the Center for Nursing and her work on both boards. Walters said that she was motivated to apply for a Board position after hearing May talk about the Center's mission and activities. May will be given a certificate of recognition for her years served on the Board.

Bostwick reported that the Foundation Board currently has seven members. Lin Hughes, the Foundation's treasurer, has agreed to serve another term. Bostwick has also asked Doug Hass from the NNA to join the board. Bostwick expressed interest in recruiting more members. She said that persons interested in serving on the Foundation Board should email her.

Bostwick reported that the Foundation has received 61 pre-applications for the Center for Nursing specialty license plates. They need 250 application before the plates can be minted. Bostwick encouraged people to distribute the application form that includes detailed instructions, rather than referring people to the DMV website, noting that in order to be accepted by the DMV, the initial 250 applications must be "perfect."

Walters noted that some people are hesitant to order the plates because they are concerned that they will have to pay again for their vehicle registration tags. Walters explained that applicants will receive a letter once the plates are ready to be picked up. At that time, they can either turn in their old plates and pay \$14 for replacement stickers or they can wait until their current tags expire and then pick up the new plates.

Bostwick showed a large mock-up of the license plate that can be used at the Center's upcoming presentations and that can also be used as a white board. She said she can order additional boards for any members interested in receiving one. Deyke suggested sending out information about the plates to all new nursing graduates. She also recommended adding a "thermometer" to the Center's website so that people can see how close they are to the goal of 250 applications.

10:25 a.m. Ebert arrived to the meeting.

Location for July Meeting.

Bostwick said that she would reserve a room at Bryan College of Health Sciences for the Center's July 19th meeting. Walters said that Tom Rauner, from the DHHS Office of Rural Health will be guest speaker at the meeting. Hoebelheinrich said that Rauner particularly informative on the importance of community ties in retaining health care workers in rural areas. She also mentioned that Rauner's first priority is the patient, and that he does not favor a particular type of provider. Allen said that Rauner has helped high schools develop programs for training students in the health care field.

Nurses Making a Difference Award Campaign

Oertwich asked for feedback on the applications that will be used collect nominations for the Center's Nurses Making a Difference Award. Uhlir noted that when she printed a copy of the application, the address to use for submitting the application was cut off. Walters recommended that heavy promotion of the campaign should start in mid to late summer. The deadline for nominations is October 1st. Oertwich recommended that the Foundation select the award recipients.

The awards will be presented at the Nebraska Action Coalition's Leadership Conference on November 8th. Deyke said that planning for the conference has begun. The main topics will be civility, diversity, and literacy. Oertwich said that she expects that the Center will help sponsor the conference at the \$500.00 level, the same rate the Center contributed last year.

10:47 a.m. Meeting went into recess.

11:12 a.m. Meeting reconvened.

Walters presented a certificate to Uhlir, whose second term on the Board will end in June. Walters thanked Uhlir for all of the ideas she has generated for the Center, noting that it will be a challenge to fill her shoes. Uhlir said she was very satisfied with the progress the Center has made in the past six years. She said seeing the Center's workforce model come to fruition was especially gratifying.

Conferences and Presentations

Walters and Ramirez will present the Center for Nursing Workforce data at the Nebraska Educator's Conference in Lincoln June 7th. They will introduce faculty data and engage in a discussion with the Educators.

Walters and Ramirez will attend the National Forum of State Nursing Workforce Center's annual conference June 12-14th. Together, they will give a podium presentation on Nebraska's workforce model.

Walters reported that she has been participating in the National Forum's quarterly phone conferences. One topic that generated a lot of interest is apprenticeships for nurses. Walters said she would send members information on the subject. Other issues that states are focusing on include faculty issues, medical marijuana, nurse retention, behavioral health, RN to BSN programs, interprofessional relationships, and APRN scope of practice.

Center for Nursing Board Vacancies

Oertwich reported that replacements will need to be found for the positions currently held by Faith, May, and Uhlir. Burbach suggested making an announcement at the June conferences in which the Center will be participating, noting that the personal touch can be instrumental in convincing people to apply for board positions. Bjerrum said that she became interested in serving on the Board after attending one of the Center's Regional Dialogues last summer.

Strategic Planning

Walters noted that the strategic plan had been placed in a new format. The Board recognizes the strategic initiatives will require full Board involvement.

Bostwick confirmed that she had reserved a room at Bryan College of Health Sciences for the Board's July meeting. Walters asked if any members knew if they could not attend in July. Burbach was the only member in attendance who indicated she would not be available. Walters, noting that it would be useful to have professional head shots of each Board member, asked about the possibility of having a photographer come to the July meeting. Oertwich suggested that Ramirez take photos of the Board members.

11:30 a.m. Meeting went into recess.

12:10 p.m. Meeting reconvened.

Members reviewed the Center's strategic plan and its three primary goals – data, collaboration, and promotion.

Data - Ramirez gave an update on the workforce information gathered during the 2018 RN renewal cycle. The number of RNs in NE grew about 1.0% since 2016. Approximately 24,000 RNs work in NE, but Ramirez has not yet broken this number down by region.

Ramirez said that he is looking into ways to make analysis of the data less time-consuming in the future. One possibility would be to require nurses to enter a numerical response in the field on the survey for zip code. Ramirez said that when nurses do not list the zip code of their place of employment, he will try to find the information by using Google maps or by looking up the nurse's previous renewals. He said he enjoyed taking these extra steps to ensure that Nebraska's data set is as complete as possible.

Members and staff reported on the action item regarding refresher programs. Nelson reported that Southeast Community College is currently doing a major revamping of its program. Reznicek said that one

way to assess the need for more refresher programs is to survey people with inactive nurse licenses. Reznicek said she would develop questions for the survey and would bring these draft questions to the July meeting. Oertwich said she would be more interested in recruiting second career people into nursing rather than pulling nurses out of retirement.

Ebert asked about progress on the initiative to disseminate data. Walters said that RN renewal data will be included in the Center's presentations at the Nurse Educator Conference in June, after which it can be posted to the Center's website. Ebert asked if people searching for Nebraska nursing data online could easily find the Center's website or would they be directed to other organizations. Members confirmed that the Center's website was the first site listed when doing a web search for "Nebraska nursing workforce."

Collaboration – Walters noted the benefits of collaborating with the NNA on the workforce summits. The NNA has the capacity to provide continuing education and to take care of registrations. Next steps could include meeting with Haas and the NNA board. Oertwich recommended reaching out to Haas to determine the best way to proceed. Uhlir asked if the Nebraska Organization of Nurse Leaders could play a role in organizing the summit. Walters welcomed their inclusion.

12:45 p.m. *Allen left the meeting.*

Burbach pointed out that the strategic plan specifies collaboration with nurses and leaders but does not address collaboration with educational institutions. Oertwich added "educational institutions, faculty, and students" as the third group of stakeholders listed on the strategic plan. Bostwick noted that provosts and other people in decision-making roles at educational institutions seemed to be absent at the Center's Regional Dialogue in Lincoln.

Promotion - Deyke said that the Center needs to have a solid identity as it interacts with various groups. She recommended using the assistance of a marketing professional, and suggested that this be added as an action item to the strategic plan. Walters noted that a marketing campaign to establish the Center's identity might help the Center with obtaining grant monies. Oertwich suggested that a college student might be able to design a marketing strategy for the Center as part of a class project or internship. She said she had a contact at Creighton who might be able to help. Uhlir referred to a UNL website that listed student internship opportunities.

Burbach and Bostwick expressed interest in obtaining promotional items such as t-shirts and cups. Oertwich advised against purchasing too many items now because the marketing plan might help determine which types of items would work best.

Conclusion

Walters suggested inviting Board of Nursing members to the Center's July 19th meeting to hear Tom Rauner's presentation. Bostwick asked if Foundation members should also be invited. Oertwich agreed, noting that the discussion might be relevant to the Foundation's grant request.

Bostwick will attend the Midwest Regional Health Policy Conference on June 7th. Hoebelheinrich said she could staff the Center's booth at the conference.

The meeting concluded at 1:13 p.m.

Respectfully submitted,



Sherri Joyner
Health Licensing Coordinator