

MINUTES OF THE MEETING
NEBRASKA CENTER FOR NURSING
September 21, 2018

Call to Order

The meeting of the Nebraska Center for Nursing (CFN) Board was called to order by Lisa Walters, Chair, at 9:35 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:

- Tamara Allen, RN
- Kathy Bowman, RN
- Beth Burbach, RN
- Charity Ebert, RN
- Christi Glesmann, RN
- Kathy Harrison, RN
- Joan Nelson, RN
- Dorothy Scrivner, RN
- Pam Uhlir, RN
- Lisa Walters, RN

The following Board member arrived after roll call: Lina Bostwick, RN (arrived at 9:50 a.m.).

The following Board members were absent: Suszanne Deyke, RN, Kayleen Dudley, RN, Teresa Faith, LPN, and Anna May, RN.

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*
- Jacci Reznicek, RN, *Nursing Education Consultant*
- Juan Ramirez, PhD, *Independent Consultant*

Introductions

Introductions were made on behalf of Beth Burbach, the Board's newest member.

Adoption of the Agenda

Motion: Uhlir made the motion, seconded by Bowman, to adopt the agenda for the September 21, 2018, meeting of the Nebraska Center for Nursing Board.

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

Approval of the Minutes

Motion: Burbach made the motion, seconded by Allen, to approve the minutes of the July 20, 2018, meeting of the Center for Nursing Board.

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

These minutes were approved by the Nebraska
Center for Nursing Board on November 16, 2018.

Report on Regional Dialogues Tour

Walters, Ramirez, and Oertwich reported on the Center's Regional Dialogues in Scottsbluff, North Platte, Kearney, Lincoln, Norfolk, and Omaha. The dialogues presented data from the Center's workforce model and collected feedback from attendees on how the Center can partner with them to alleviate nursing shortages. The events were well attended. Attendees indicated that the outputs of the model matched their perceptions of nursing supply-and-demand issues in their regions. Walters noted that the quality of the Center's workforce model is feasible because of the quality of Nebraska's nursing workforce surveys; many states would not be able to create comparable models. Ramirez reported that Craig Moore, who developed the model, said he thought Nebraska's model is the best workforce model that he has developed.

One theme that emerged from the dialogues was the need to understand generational differences. Walters noted that millennials tend to place a high value on work-life balance and might not be as willing as older nurses to work overtime. Walters noted that some nurses are taking half-time positions based on the expectation that they will be able to pick up extra shifts at a higher rate of pay. Oertwich said that given population numbers, recruiting young people into the nursing profession will not be sufficient; the key to filling nursing shortage lies in attracting second-career people into nursing.

Another theme that emerged during the presentations was that more employers, especially in western Nebraska and in rural areas, are recruiting nurses from overseas, particularly from Jamaica and South Korea. Walters noted that if the community is not welcoming, nurses from overseas might not stay in Nebraska after fulfilling their contractual requirements.

Walters noted that many people seem to assume that the answer to addressing the nursing shortage is to simply educate more nurses. Oertwich reported that some nursing education programs are not filling all of their seats, and that one of the ideas that emerged from the regional presentation was to create a dashboard so that people could see which programs had space for new students. Glesmann noted that in order to accept more students, there needs to be more sites available for students to do their clinicals. She also noted that some students graduate but then never take the licensure exam. Many nurses also leave the workforce during the first two years after graduation. Bostwick noted that more could be done to support students from diverse ethnic and socioeconomic backgrounds.

Uhlir noted that innovations in technology can play a key role in addressing nursing shortages. She would like to see stakeholders throughout the state come together to find ways that innovative nursing models or technologies, such as virtual reality, can be used to fill gaps in nursing care.

Allen noted that when a nurse has been out of the workforce for a while, finding a refresher course and clinical experience required for license reinstatement can be challenging. She asked if more could be done to help nurses who have taken time off to raise their families or for other reasons, noting that nurses in this age range often make excellent employees.

Oertwich announced that the Board of Nursing will hold an Issues Forum on October 10th regarding workforce issues. The Board of Nursing would like members from the Center for Nursing to attend so that both groups can discuss how they can best collaborate to address nursing shortages. Oertwich will send a meeting invite to Center members.

10:35 a.m. Meeting went into recess.

10:50 a.m. Meeting reconvened.

Strategic Planning

Walters reviewed the PowerPoint slides developed during previous meetings that captured the Center's "hedgehog," mission, vision, and goals. Oertwich made updates to the slides as members discussed tactics for accomplishing the goals.

For the first goal – "By 2025, the Center for Nursing will be a sustainable organization, providing essential, reliable forecasting and workforce information improving access and distribution of nurses" –

Oertwich noted that sustainability might include relying more heavily on grants to fund the Center's activities, and that the Center should carefully develop its "ask" to avoid the phenomenon of grant conditions driving an organization's mission.

Walters noted the need to have a summit to pull together stakeholders and develop a statewide plan so that groups are not duplicating the same task. Oertwich asked if the Center should have one or two summits. Uhlir said that based on the high attendance at the Workforce Dialogue in Scottsbluff, two summits – one in western Nebraska and one in eastern Nebraska – were warranted. Oertwich reported that NET (Nebraska Educational Telecommunications) has a system that could be used to broadcast to several sites. Walters noted that the use of such technology could facilitate the creation of regional action plans.

Other ideas for the summits included: addressing generational issues in nursing, such as burnout among older nurses; issuing a call for abstracts on best practices in nursing; holding the summit in conjunction with another healthcare related meeting; and finding a way to better do hand-offs in nursing practice so that patient safety is not affected, which would allow employers to offer a greater variety of shift options.

Ebert said that owners of skilled nursing facilities or assisted living facilities might be interested in having one-on-one consulting sessions with Center for Nursing staff or members, and they would likely be willing to pay for the service. Bostwick noted that many other organizations are not aware that the Center can provide information that they need when making healthcare decisions.

Ebert said that the Center might consider partnering with organizations to make refresher courses more accessible for persons wishing to return to nursing. She noted that many employers who need nurses are willing to cover training costs. Walters noted that poor access to simulation labs poses a barrier to where refresher courses can be held. Burbach described the SIM-NE program, which brings mobile simulation labs to critical access facilities in order to train EMTs and emergency room personnel, including nurses. Members and staff expressed interest in a similar program to provide simulation labs for refresher courses. Oertwich suggested that such a program might be a blended model that addresses the needs of both nurses who need continuing education and nurses who need a refresher course.

12:07 p.m. Meeting went into recess.

12:25 p.m. Allen left the meeting.

12:40 p.m. Meeting reconvened.

Center for Nursing Foundation

Nebraska Nurses Association (NNA) Reception

Ramirez and Oertwich attended the NNA Legislative Reception in Omaha on August 28th. Theresa Delahoyde from CFN Foundation also attended. The Foundation had provided funding to help sponsor the event. Ramirez reported that he received favorable feedback on the posters he had prepared with information on statewide and Omaha nursing shortages, noting that a speaker at the event quoted a number from one of the posters.

Specialty License Plates

Approximately 170 people have already expressed interest in ordering Center for Nursing specialty license plates. Bostwick reported that she is still working with the DMV to obtain approval. Persons will need to pay \$70 to obtain the plates, and that fee would need to be paid annually. Bostwick had previously been told that organizations could tack on additional fees in order to raise funds, but she has since learned that this is not feasible if the plates are approved through the DMV. Bostwick noted that obtaining approval through the Legislature instead of the DMV would probably take a year.

Social Media Updates

Glesmann reported that the Center's Facebook page has approximately 500 followers. She demonstrated how members can invite friends to follow the page and how they can share posts from the page with their own message. Glesmann also noted that many cohorts in nursing schools have their own closed Facebook groups. Joining these groups can be a way to share items from the Center for Nursing's Facebook page.

Strategic Planning (Continued)

Members expressed satisfaction with the mission, vision, and goals that had developed and posted on the PowerPoints. Discussion coalesced around three main projects: 1) planning for the workforce summits, 2) developing consultation models, and 3) building and maintaining the workforce. Ideas for the "workforce" project included exploring mobile education labs for continuing education and refresher skills, marketing nursing as a second career option, and making education more accessible to people from diverse backgrounds.

Members agreed to form workgroups for each of the three projects. Walters noted that in the past the Center created small groups that met in the months when the Center did not have board meetings. The groups that members expressed interest in joining were:

Summit group: Bostwick; Bowman, and Glesmann.

Consultation group: Ebert, Scrivner, and Walters.

Workforce group: Burbach, Harrison, Nelson, and Uhlir.

Oertwich asked for clarification of the timeframe for the strategic plan. Members agreed on 2018-2021 timeframe.

Motion: Uhlir made the motion, seconded by Bowman, to adopt the Strategic Plan as outlined in the PowerPoint slides.

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

2019 Meeting Schedule

Members selected the following dates for Center for Nursing Board meetings:

January 18, 2019

March 22, 2019

May 17, 2019

July 19, 2019

September 20, 2019

November 22, 2019

CONCLUSION

The meeting concluded at 2:33 p.m.

Respectfully submitted,



Sherri Joyner
Health Licensing Coordinator