MINUTES OF THE MEETING
NEBRASKA CENTER FOR NURSING
MARCH 13, 2015

CALL TO ORDER

The meeting of the Nebraska Center for Nursing Board was called to order by Liane Connelly, Chair, at 9:37 a.m., March 13, 2015, 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 a current copy of the Open Meetings Act within the room.

ROLL CALL

The following Board members were present to answer roll call:
- Kathy Bowman, RN
- Liane Connelly, RN, *Chair*
- Cheryl Echtenkamp, RN
- Nick Faustman
- Cindy Hadenfeldt, RN
- Alice Kindschuh, RN, *Secretary*
- Anna May, RN
- Linda Stones, RN, *Vice-Chair*
- Pamela Uhlir, RN

The following Board members were not present to answer roll call:
- Carman DeMare, APRN-NP
- Kayleen Dudley, RN
- Aubray Orduna, RN (arrived at 9:42 a.m.)
- Lisa Walters, RN (arrived at 9:43 a.m.)

A quorum was present and the meeting convened.

The following individuals were also present:
- Karen Bowen, RN, *Executive Director*
- Juan Ramirez, PhD, *Independent Consultant*
- Nancy "Niki" Eisenmann, RN, *Practice Consultant*
- Teresa Roddy, RN, *Education Consultant*
- Shane Bailey, *Board Coordinator*

ADOPTION OF THE AGENDA

MOTION: Faustman made the motion, seconded by Bowman, to adopt the agenda.

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

APPROVAL OF THE CONSENT AGENDA

MOTION: May made the motion, seconded by Kindschuh, to approve the minutes of the January 16, 2015 board meeting with modifications.

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

9:42 a.m. *Orduna arrived to the meeting.*
9:43 a.m. *Walters arrived to the meeting.*

These minutes were approved by the Nebraska Center for Nursing Board on November 20, 2015.

Connelly stated that the intent of the day's meeting was to focus on nursing workforce data reports. The next board meeting will be focused more on strategic planning. The data reports that will be reviewed during the current meeting will help guide the Board in strategic planning.

PRESENTATION: OUTCOMES OF THE STRATEGIC PLAN: 2010-2015 & BOARD DISCUSSION

Ramirez showed a PowerPoint presentation of nursing workforce data from the last five years. Survey data for 2010 came from 17,576 RN online renewal surveys. Survey data from 2014 came from 21,015 online renewal surveys. It was explained that the sample size was smaller than the actual, current RN workforce due to a number of nurses who prefer to fill out a paper renewal application. The majority of nurses who renew their licenses do so online, but there is still about 7-9% percent who prefer paper renewal applications and surveys to complete and mail into the Department. The data from the paper surveys needs to be manually entered by an employee.

The Board discussed the importance of getting the most current nursing workforce data from the Nebraska RN and LPN renewal paper surveys. Currently there is a delay in culling the data from the paper surveys as there is not an employee designated at the Department who can enter the data. Bowen explained that she is in the process of trying to secure a temporary employee who can enter the data. With the relocation of the Licensure Unit within the Nebraska State Office Building, there is currently a challenge in finding an empty desk or cubicle to place a temporary employee who can enter the data. Some of the board members expressed the need to have 100% of the data from the renewal surveys and suggested having an annual plan in place to ensure the data gets entered as soon as possible. Connelly stated 91 – 93% response rate was very acceptable in data analysis.

Ramirez's presentation was organized around the Center for Nursing's current strategic plan goals of 1) recruitment, 2) retention, 3) enrollment, and sustainability. Survey data over the last five years has shown increases in recruitment and retention. Nebraska nurses obtaining higher nursing education (enrollment) has also increased.

Ramirez pointed out that between 2010 and 2014, twenty-three (23) Nebraska counties lost RNs whereas sixty-six (66) Nebraska counties gained RNs. Since the year 2000, the following counties have not had a working RN: Arthur, Loop and McPherson. The Board expressed interest in looking at data from bordering states to compare to Nebraska's data.

10:56 a.m. The meeting recessed.
11:06 a.m. The meeting reconvened.

BOARD DISCUSSION OF WORKFORCE DATA

Connelly directed the Board to discuss the workforce data from previous presentations of the last two meetings. Board and staff members briefly discussed the conflicting reports on the nursing workforce from Health Resources and Services Administration (HRSA) and Georgetown University. The report from Georgetown University will later be emailed to all of the board members.

Connelly led the group into a discussion of the data presented during Ramirez's strategic plan data report.

- Goal 1 – Recruitment
  - The Center met their goal of increasing FTE Registered Nurses by at least 10%.
  - The Center did not meet their goal of increasing ethnic minorities into nursing by 50%.
    - It was suggested that the Nebraska Action Coalition (NAC) has data that is pending which may help the Center meet their goal.

        - It was suggested that people identify their ethnicity in different ways, so the data may not always be clear, accurate.
        - The Board questioned if the original goal of increasing ethnic minorities into nursing "by 50%" was an accurate measurement. Should this goal be rewritten?
        - The Board questioned how to increase ethnic minorities into nursing.
        - What groups could the Center partner with to help meet the goal?
    - The Center met their goal of increasing males into nursing by 25%.

- Goal 2 – Retention
    - The Center's goal of decreasing by 50% the out migration of nurses was considered to be unclear in its wording and method of measurement.
    - The Center's goal of decreasing numbers of non-renewals of registered nurses and licensed practical nurses was also considered to be unclear in its measurement method.
    - The Center met its goal in sponsoring three activities for retention. This was met through the *Nurses Who Make a Difference* campaigns and a white paper published on the Center's website.

- Goal 3 – Enrollment
    - The Center met its goal of increasing registered nurses with doctorate degrees.
        - Board members questioned how many of these nurses who obtained doctorate degrees went on to become nurse educators.
    - The Center did not meet its goal of increasing registered nurses with Bachelor of Science in Nursing (BSN) degrees. There was only small growth.

- Goal 4 – Sustainability
    - The Board did not choose to address this topic at the meeting.

The officers of the Board—Connelly, Stones and Kindschuh—briefly spoke on a recent meeting they had with Bowen regarding the Center for Nursing and its relationship to the Department. They learned that the Center for Nursing is a quasi-board and that there are constraints on money and time for the Department. These things should be kept in mind when the strategic plan is revised.

WORKING LUNCH / ENVIRONMENTAL SCAN

During lunch, the board members each shared took turns speaking on nursing-related events and happenings in their parts of the state. A few highlights from the environmental scan are below:

- Job Openings – some hospitals currently have over 100 job openings for nurses. This is largely in part due to Catholic Health Initiatives (CHI) not accepting insurance coverage from Blue Cross Blue Shield. As a result, many patients covered by Blue Cross Blue Shield are seeking treatment at non-CHI healthcare systems, causing an increased workload and a high demand for additional nurses.
- Expanding Facilities – In St. Paul, there is a new infusion room. In the Kearney area, the University of Nebraska Medical Center (UNMC) School of Allied Health has begun construction on a new facility to expand the health education programs of the UNMC-Kearney campus.
- Education – Enrollment at Clarkson College is strong. A new dean of nursing will start in July at Creighton University. UNMC-Norfolk will host a summer camp for high school students interested in nursing.
- Global Nursing – Nebraska Methodist College is looking at educating nurses overseas on the importance of "one needle, one use." Creighton University is working to start to a nursing education program in Zambia, Africa within the next five years.

SELECTION OF A NEW LOGO

Bailey presented three design concepts to the Board. Graphic designer Chip Thompson of Chip Thompson Design had created the logo concepts. Bailey stated that each concept is a draft. Board members were allowed to comment and make suggestions for edits on any of the logo designs. Bailey explained that if the Board didn't approve of any of the designs, he would need to inform the designer what exactly the Board wanted in a logo. Board and staff members discussed the logo designs. General consensus was to have a simple logo design with "Nebraska Center for Nursing" in block text and to appear inside an outline of the state of Nebraska. Limiting the colors to just two colors—red and black--could help save on printing costs. Bailey will communicate the Board's preferences to the designer. A new draft with the Board's recommendations will be presented at the next meeting.

BOARD DISCUSSION ON COLLABORATING & PARTNERING WITH OTHER ORGANIZATIONS

The Board reviewed a proposal for collaboration from the Nebraska Organization of Nurse Leaders (NONL). Connelly explained that NONL brought forward the proposal after Nurses Day at the Legislature in February. The proposal suggests the following nursing organization to collaborate together to create a stronger, more professional and influential nursing workforce within Nebraska: NONL, Nebraska Center for Nursing, Nebraska Nurses Association (NNA), and Nebraska Action Coalition (NAC). The proposal at this point is only conceptual. The Board considered including the proposal within the new strategic plan when it is revised. It was suggested that the Licensed Practical Nurse Association of Nebraska (LPNAN) should be considered becoming a part of the collaboration. Connelly will meet with NONL to discuss the proposal further.

NATIONAL FORUM ANNUAL CONFERENCE

Stones reported on the conference she had attended with Ramirez in Connecticut in June 2014. Stones provided printouts of PowerPoints from the conference. The materials will be emailed to the board members.

1:46 p.m. Ramirez left for the remainder of the meeting.

Bowen informed the Board of the upcoming conference in June 2015 which will be held in Denver, Colorado. Due to the proximity to Nebraska, it may be possible for those attending the conference to drive there rather than rely upon air travel. Connelly, Hadenfeldt, and Stones expressed interest in attending. Ramirez will be attending. Anyone who wants to attend the conference should email Bowen soon so arrangements can be made.

CENTER FOR NURSING FOUNDATION

Kindschuh reported on the recent activities of the Foundation. Nomination applications for Nurses Making a Difference have been sent to the executive directors of the Nebraska Assembly of Nursing Deans and Directors, Nebraska Health Care Association, and Nebraska Hospital Association.

There are approximately 2,100 nursing students signed up for the Passport Project. The cost is $8.00 per student.

Kathy Girard resigned from the Foundation due to her moving out of state. Deans and Directors had nominated Helen Johnstone to replace Kathy Girard as their representative on the Foundation. Bowen informed the Board that they would need to vote on approving Helen Johnstone to serve on the Foundation.

MOTION: Kindschuh made the motion, seconded by Stones, to approve Helen Johnstone to be on the Nebraska Center for Nursing Foundation.

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

COMMUNICATION

Bowen informed the Board that the Governor recently appointed Suszanne Deyke to be a Registered Nurse Member on the Board. There are still two vacant positions on the Board: 1) Nurse Educator Recommended by the Nebraska Community College Association and 2) Licensed Practice Nurse Member. Bowen asked Faustman if he would contact the Licensed Practical Nurse Association of Nebraska (LPNAN) and ask for their help in reaching out to LPNs who may be interested in filling that role on the Board.

The Board of Nursing is currently working on revising the nursing program regulations to incorporate the LPN-Certified (LPN-C) curriculum into the LPN curriculum and then repeal the LPN-C Act.

Bowen has been attending meetings at Nebraska Health Care Association. The meetings are about the role of nurses within assisted living facilities and how to educate the public—social workers, stakeholders, citizens—about their role.

Omaha Magazine had recently reached out to Bowen to ask if the Center for Nursing would be interested in sponsoring their *Excellence in Nursing* campaign. The Board decided to not participate as the magazine's intent is to focus only on Omaha-area nurses. The Center for Nursing is already involved in their own *Nurses Who Make a Difference* campaign as a way to award nurses across the state.

Bowen informed the Board that she didn't have an update on the current budget. She has currently been working with the Department's accounting office on the budget items. Bowen provided an overview of the Center for Nursing's funding history. In the beginning, the Legislature had allotted $60,000 in funds to the Center to operate. After 2005, a percentage of the nursing licensure fees may be recommended by the Board of Nursing to the Center. The Board of Nursing is allowed to ask up to 15% of the licensing fees. The nursing licensing fees go into a general fund. The general fund has its money allocated out to other licensing groups within the Licensure Unit for their annual costs. The Center normally operates on an annual budget of $60,000 which covers travel costs, convention expenses, and Ramirez's contract. The Center must have spending authority from the Legislature for any monies spent during the fiscal year.

Bowen informed the Board how the old posters and coloring books used by the Center had recently received water damage due to a water leak in a shared storage room at the Nebraska State Office Building. Many of the materials in that room, including the Center's posters and coloring books, had to be discarded due to mildew.

FUTURE MEETING PLANNING

The Board briefly discussed the number of times they should meet each year. Currently the Board meets every other month. Board members were not opposed to meeting quarterly but there was voiced concern about losing momentum and making progress.

Connelly suggested having a facilitator at the next board meeting which is scheduled for May 29, 2015. The focus of the meeting will be on strategic planning.

MOTION: Walters made the motion, seconded by Uhlir, to have a facilitator at the next board meeting and for the Chair and Executive Director to select a facilitator.

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

Names of professional facilitators are to be given to Connelly.

CONCLUSION AND ADJOURNMENT

There being no further business, the meeting adjourned at 2:25 p.m.

Respectfully submitted,

Shane Bailey
Board Coordinator