

MINUTES OF THE MEETING
NEBRASKA CENTER FOR NURSING
MARCH 18, 2016

CALL TO ORDER

The meeting of the Nebraska Center for Nursing Board was called to order by Linda Stones, Vice-Chair, at 9:38 a.m. at Cornhusker State Industries, Room C, 800 Pioneers Blvd., Lincoln, Nebraska. 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. Stones announced the location of a current copy of the Open Meetings Act within the room.

ROLL CALL

The following Board members answered roll call:

- Kathy Bowman, RN
- Kayleen Dudley, RN
- Cheryl Echtenkamp, RN
- Nolan Gurnsey, RN
- Kathy Harrison, RN
- Anna May, RN
- Aubray Orduña, RN
- Linda Stones, *Vice-Chair*
- Lisa Walters, RN

The following Board member was not present during roll call:

- Pamela Uhlir, RN (*arrived at 9:40 a.m.*)

The following Board members were absent:

- Liane Connelly, RN, *Chair*
- Suzanne Deyke, RN
- Cindy Hadenfeldt, RN

The following individuals were also present:

- Becky Wisell, *Licensure Unit Administrator*
- Juan Ramirez, PhD, *Independent Consultant*
- Sherri Joyner, *Health Licensing Coordinator*

A quorum was present, and the meeting convened.

ADOPTION OF THE AGENDA

Motion: Orduña made the motion, seconded by Echtenkamp, to adopt the agenda.

Voting Yes: Bowman, Dudley, Echtenkamp, Gurnsey, Harrison, May, Orduña, Stones, Uhlir, and Walters. **Voting No:** None. **Abstain:** None. **Absent:** Connelly, Deyke, and Hadenfeldt. **Motion carried.**

These minutes were approved by the Nebraska
Center for Nursing Board on May 20, 2016.

APPROVAL OF THE MINUTES

Motion: Walters made the motion, seconded by Dudley, to approve the minutes of the January 15, 2016, meeting.

Voting Yes: Bowman, Dudley, Echtenkamp, Gurnsey, Harrison, May, Orduña, Stones, Uhlir, and Walters. **Voting No:** None. **Abstain:** None. **Absent:** Connelly, Deyke, and Hadenfeldt. **Motion carried.**

REPORTS FROM STRATEGY GROUPS

Group 1 – Provide Supply-and Demand Data Model

Uhlir and Ramirez discussed a recent supply-and-demand model available from the Health Resources & Services Administration (HRSA). Uhlir did not see any significant differences from HRSA's previous model.

Uhlir said it was important to engage people and groups who can provide the data needed for the Center's new supply-and-demand model. She thought the Nebraska Hospital Association might be a good resource to use. She also thought it was important to take into account all the new roles that now exist for nurses. Stones noted that focusing on roles was important because nursing shortages are not just about the number of nurses but also about having the right kind of nurses for the roles available.

Group 2 – Disseminate Data

Stones passed around statistics on the Center for Nursing's Facebook page. She noted that they are reaching a lot of people throughout the state, especially in western Nebraska. So far, the Facebook page had 247 "likes." Stones will continue posting on the Facebook page until the end of March, at which time Deyke will be the primary person responsible for posting to the site.

Uhlir asked whether the Center was able to access data from the Nebraska Department of Labor. Members would like to contact Phil Baker from the Department of Labor to see if he would be able to attend a future Board meeting.

Group 3 – Mobilize Stakeholders

Group 3 had not been able to meet yet. In terms of mobilizing stakeholders, it was noted that May will represent the Center on the Nebraska Nurses Association's Legislative Committee.

Group 4 – Evaluate Initiatives

Bowman reported that one of the items her group discussed was making online renewal mandatory. Stones asked Juan if he could do an analysis of those who renew online and those who use paper renewals broken down by age and location so that they could better determine how requiring online renewals might affect different groups. Stones said she could ask Liane to draft a letter to the Department requesting that all nurse license renewals be done online.

Motion: Uhlir made the motion, seconded by Gurnsey, that the Center for Nursing supports the idea of moving towards an all online process for nurse license renewals.

Voting Yes: Bowman, Dudley, Echtenkamp, Gurnsey, Harrison, May, Orduña, Stones, Uhlir, and Walters. **Voting No:** None. **Abstain:** None. **Absent:** Connelly, Deyke, and Hadenfeldt. **Motion carried.**

NURSES DAY AT THE LEGISLATURE

Ramirez reported on the Center's display at the Nurses Day at the Legislature event in February. Ramirez was impressed by the interest in the display and by the passion so many nurses expressed for their profession. Everyone he spoke with indicated that there was a need for more nurses in Nebraska. Many nurses expressed a willingness to work in rural areas.

Stones reported that around 600 people attended the event. One of the presentations dealt with a bill in the Legislature that would protect the confidentiality of persons reporting concerns about health care workers and facilities. Stones said the bill was prompted by an incident where nurses were retaliated against after a Department investigator released their names.

CENTER FOR NURSING FOUNDATION REPORT

May reported that five persons attended the previous CFN Foundation Board meeting, including Gurnsey. Because Gurnsey has not yet been appointed to the Foundation, a quorum was not present. New members on the Foundation include Lin Hughes, who represents the Nebraska Nurses Association, and Helen Johnstone, who represents the Nebraska Assembly of Nursing Deans and Directors (NANDD). With the resignation of Monica Seeland, the Foundation now needs a representative from the Nebraska Hospital Association. There is also a vacancy for the representative from the Nebraska Organization of Nurse Leaders.

The Foundation will wait until fall before deciding whether or not to do another Nurses Who Make a Difference Campaign. The Foundation has committed to continue providing the Passport program for student nurses.

Motion: Echtenkamp made the motion, seconded by Walters, to appoint Nolan Gurnsey as the Center for Nursing representative to the Nebraska Center for Nursing Foundation.

Voting Yes: Bowman, Dudley, Echtenkamp, Harrison, May, Orduña, Stones, Uhlir, and Walters. **Voting No:** None. **Abstain:** Gurnsey. **Absent:** Connelly, Deyke, and Hadenfeldt. **Motion carried.**

Gurnsey reported that a major impediment the Foundation faces is a lack of specificity in goals. He noted that the role of the Foundation is to be a conduit of funding for goals established by the Center. He asked if there were any items that the Board wanted to focus on. Ideas included: encouraging more nurses to renew online; developing a more in-depth supply and demand model; recruiting nurses to work in rural settings, and the possibility of establishing a Sheila Exstrom scholarship fund.

Stones requested that at the next Board meeting groups report on which items they think the Foundation should focus on.

NATIONAL FORUM ANNUAL CONFERENCE PRESENTATION

Stones reported that she and Connelly reached out to the National Forum of State Nursing Workforce Centers and they received permission to participate more actively in the National Forum instead of just attending the annual conference.

Ramirez showed members a preliminary version of the presentation that he and Connelly will present at the National Forum Conference in April. The research project focuses on changes over time in the geographical distribution of RNs in Nebraska, particularly focusing on rural vs. urban areas and the ages of nurses in these areas. The final presentation will be shared with members at the next Board meeting.

CFN WEBSITE

Elizabeth Burr and Melanie McCluskey, both graduate students at UNMC College of Nursing in Norfolk, gave a presentation on a prospective new Center for Nursing website. Based on their research of the websites of several organizations, they provided a summary of the advantages and limitations of various website design and maintenance services. They recommended that the Center have a website that could be accessed on tablets and phones, especially as a way to reach younger audiences.

They spoke with Don Wesley, lobbyist for the Nebraska Nurses Association, about what he would like to see on the Center for Nursing's website. Wesley said he was interested in lists for the number of RNs and LPNs in Nebraska, the degrees they hold, and the level of nursing in which they practice. He was also interested in information on nursing scope of practice.

Wesley had mentioned variances in the number of nurses reported by the Center for Nursing. Ramirez noted that the variances might be due to discrepancies between the number of licensed nurses and the number of nurses who respond to the renewal survey. Members discussed the Center's responsibility to report to the Legislature on the numbers of nurses in Nebraska and the need to clarify what these numbers represent.

Burr and McCluskey recommended that the website include resources aimed at getting high school students interested in nursing. They spoke with a high school guidance counselor, who suggested that in addition to providing steps on how to become a nurse, the website address the misconception that nursing is a "girl's" profession. The counselor also suggested that the website spotlight the diversity in nursing in terms of gender, ethnicity, rural vs. urban, administrative vs. bedside, and other areas.

The presenters recommended that the website include buttons or tabs specifically for 1) high school students (including info on shadowing in hospitals, nursing school options, and NCLEX pass rates), 2) students in nursing schools, 3) scope of practice, 4) nursing events in Nebraska, and 5) donations.

11:50 a.m. Meeting went into recess.

12:03 p.m. Meeting reconvened.

ELECTION OF SECRETARY

Stones explained the role and duties of the Secretary position. The position became vacant when the former Secretary's term on the Center for Nursing Board expired. Walters said she was willing to serve as Secretary.

Motion: Walters made the motion, seconded by Gurnsey, to elect Lisa Walters as the Center for Nursing Board's Secretary.

Voting Yes: Bowman, Dudley, Echtenkamp, Harrison, May, Orduña, and Stones. **Voting No:** None.

Abstain: Walters. **Absent:** Connelly, Deyke, Hadenfeldt, and Uhlir. **Motion carried.**

NEWSLETTERS

Members suggested running article in the Nebraska Nurses Association newsletter regarding the Center for Nursing's Facebook page, the importance of renewing online, and an outline of the Center's strategic plan.

ENVIRONMENTAL SCAN

Bowman reported that at her hospital in St. Paul, they are short five nurses, leading to a lot of overtime hours for existing staff. They are also seeing a decline in inpatient hospitalizations, which is in line with national trends.

Dudley reported that many physician offices are short-staffed. Her organization is doing salary comparisons between Lincoln, Omaha, and greater Nebraska.

Echtenkamp reported that in her area many people are concerned about students coming out of nursing school without realistic expectations. Many students seem unprepared for 12-hour shifts, and they seem to lack sufficient experience at the bedside. Orduña remarked that many students in Omaha do have 12-hour shifts in their clinicals, but that it is unusual for students to do night shifts. Harrison noted that at rural facilities, there might not be much happening at night, so students at these facilities might not get enough experience if they did overnight shifts.

Stones reported that the Nebraska Nurses Association (NNA) will be forming district groups. The NNA's Nurses Day at the Legislature planning committee will meet soon. The NNA's political action committee is sending questionnaire to all legislative candidates, and the results will be posted on the NNA's website. Stones also reported on the status of pending legislation. The Surgical First Assist bill seems to be moving along, as is the Surgical Tech bill. Stones said that surgical techs want to be on a registry under the Board of Medicine, but that others think it might be more appropriate to put the registry under the Board of Nursing given the dynamics of the operating room.

Gurnsey reported that it is difficult to recruit for lower-paying positions in the Imperial area because the unemployment rate is so low and housing is scarce.

May reported that Nebraska Medicine has 200 vacancies for nurses. She also reported that the Emergency Nurses Association will meet with legislators in Washington D.C. in mid-May, and they will focus primarily on behavioral health needs but also address funding of nursing programs. Walters commented that every hospital she has worked for has experienced problems with behavioral health in the emergency room.

Orduña reported that Clarkson has a large number of applicants for most of their nursing programs. They are having difficulty expanding their BSN program due to lack of space. They will close their LPN program at the end of April. That program has been a part-time program that was especially helpful to CNAs pursuing their LPN degrees, but the program seems to have served its purpose. Clarkson is also assigning students at the end of their program a coach to help with modules designed to prepare students to take NCLEX. They are moving towards making some form of NCLEX preparation a mandatory part of required coursework. Orduña reported that the Nebraska Action Coalition is focusing on streamlining processes to make it easier for RNs to obtain a BSN degree, and that NANDD will have an educational conference in June that will focus on accommodations for students. Orduña noted that Hispanic and immigrant populations in Nebraska have grown tremendously and that it might be worthwhile for Ramirez to address in his reports how this affects healthcare.

Harrison reported that at her school the number of students enrolling in the LPN programs has decreased. She noted that at the most recent NANDD meeting, a big concern was the difficulty in finding faculty members who hold MSN degrees. She also noted that her program is changing their orientation process so that students are better prepared for the workforce.

Orduña's and Harrison's reports prompted further discussion about the status of LPNs. Stones asked if the LPN renewal data from 2015 has been analyzed. Ramirez reported that he had not yet received data from the paper renewals. Harrison reported that the College of St. Mary's has a large increase in their LPN enrollment, but that the school has someone actively promoting the program. Stones noted that one reason hospitals are not using LPNs as much is because they are uncertain about the LPN scope of practice, and that this might be an issue for the Center to address. Bowman noted that smaller acute

care hospitals do rely on LPN-Cs. Orduña suggested that the Center might reach out to Nebraska's Licensed Practical Nurse Association. Gurnsey, who was an LPN before becoming an RN, remarked that if he had to do it again, he would have pursued the RN first due to the lack of advancement opportunities for LPNs.

Uhlir reported the CHI plans to implement a Virtual Nursing Care Model at some of their facilities. The model uses interactive televisions in inpatient settings to allow nurses and physicians to talk directly with patients. Uhlir said she was concerned we are heading for a major nursing shortage crisis given the aging population, healthcare reform, and the number of nurses nearing retirement might. Uhlir also expressed concerns that nursing programs are being pressured to increase their course pass rates and that as a result, graduates may be less likely to pass NCLEX.

Wisell reported that she is working with Support Services to expand Ramirez's contract to include development of a new data model. She also reported that the Department has made an offer to the top candidate for the Nursing Section's Program Manager position.

BUDGET REQUEST FOR FISCAL YEAR 2017

Stones asked members for their input on items that thought should be included in the Center's budget request for the upcoming fiscal year. Suggestions included: developing a new data model, updating the Center's website, producing a rural nursing video, publishing and distributing the Center's new strategic plan, holding a statewide conference, purchasing promotional items such as pins or magnets, and paying for radio and/or television spots to promote nursing.

CONCLUSION & ADJOURNMENT

The meeting adjourned at 1:45 p.m.

Respectfully submitted,



Sherri Joyner
Health Licensing Coordinator