

MINUTES OF THE MEETING
NEBRASKA CENTER FOR NURSING
January 24, 2019

Call to Order

The meeting of the Nebraska Center for Nursing (CFN) Board was called to order by Lisa Walters, Chair, at 9:32 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 (via teleconference)
- Sheila Bjerrum
- Lina Bostwick
- Kathy Bowman
- Kayleen Dudley
- Charity Ebert
- Ronda Ehly
- Christi Glesmann
- Dorothy Scrivner
- Lisa Walters
- Laura Weber

The following Board members were absent: Beth Burbach, Suzanne Deyke, Kathy Harrison, and Joan Nelson.

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

- Ann Oertwich, RN, *Program Manager*
- Sherri Joyner, *Health Licensing Coordinator*
- Juan Ramirez, PhD, *Independent Consultant*

Introductions

Introductions were made on behalf of two new members, Ronda Ehly and Laura Weber.

Adoption of the Agenda

Motion: Bostwick made the motion, seconded by Ebert, to adopt the agenda for the January 24, 2020, meeting of the Nebraska Center for Nursing Board.

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

Approval of the Minutes

Motion: Ebert made the motion, seconded by Scrivner, to approve the minutes of the May 17, 2019, and July 19, 2019, meetings of the Center for Nursing Board.

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

These minutes have not been approved by the
Nebraska Center for Nursing Board.

Workforce Data: 2018 RN and 2019 LPN Renewal Survey Data

Ramirez reported on the workforce surveys conducted in association with the 2018 RN renewal period and the 2019 LPN renewal period. These surveys included for the first time questions about incivility and bullying were in the workplace. Other key components have been kept consistent over the years, allowing for longitudinal analysis. Ramirez noted the Nebraska is one of the few states that has enough workforce data to do extensive analysis.

RN Survey Results - 29,092 RNs responded to the survey. Only data from the 23,972 RNs who indicated that they work in Nebraska were included in the results. Highlights from the RN report include:

- 63.0% of RNs work in urban areas.
- 11 Nebraska counties have no RNs (Arthur, Deuel, Grant, Hayes, Keya Paha, Logan, Loup, McPherson, Sioux, Thomas, and Wheeler).
- Madison County has the highest density of RNs - 1,851 RNs per 100,000 population. Lancaster County, by comparison, has 1,320 RNs per 100,000.
- In rural areas of the state, there is one RN for every 100 residents. In urban areas, there are two RNs for every 100 residents.
- Ramirez said that he and Lina are trying to analyze rural nursing in more detail, noting that practice situations for rural nurses can vary significantly from nursing in urban areas.
- Overall, Nebraska has 1,243 RNs for 100,000 population. Nationally, the rate is 902 RNs for 100,000.
- The RN workforce in Nebraska is becoming younger. 2018, the average age was 43.8 years. Ten years ago, the average was 46.6 years.
- Nebraska's RNs are on average younger than the national RN workforce, which has an average age of 51.
- The number of male RNs in Nebraska is slowly increasing. In 2018, males made up 6.3% of the RN workforce in Nebraska, compared to 5.6% in 2008. Nationally, 9.1% of RNs are male.
- The percentage of minorities in the Nebraska RN workforce is 7.1%, which represents a 2% increase from 2008. Nationally, 19.2% of RNs are minorities.
- The percentage of RNs in Nebraska who hold bachelor degrees has increased significantly in the previous ten years, from 51.3% in 2008 to 68.1% in 2018. The percentage of RNs in Nebraska with bachelor degrees is also significantly higher than the national average of 56%.
- 17.3% of RNs in Nebraska reported having experienced incivility/bullying in the workplace in the previous six months.
- Since 2008, Nebraska RNs have consistently reported high levels of satisfaction with nursing as a career. In 2018, 97.4% indicated that they were "very satisfied" or "somewhat satisfied."

LPN Survey Results – 4,584 LPNs responded to the survey in 2019. The report only includes data from the 4,317 LPNs who reported that they work in Nebraska. Highlights include:

- Compared to RNs, LPNs are more likely to work on non-urban areas. Only 44% of LPNs work in urbanized areas, compared with 63.0% of RNs.
- 10 Nebraska counties have no LPNs (Arthur, Banner, Deuel, Grant, Hayes, Logan, Loup, McPherson, Sioux, and Thomas).
- Overall, Nebraska has 301 LPNs per 100,000 population. This is higher than the national rate of 225 per 100,000.
- The LPN workforce in Nebraska is aging. In 2019 the average age of an LPN working in Nebraska was 47.3 years compared with 42.4 years in 2009. This is still younger than the national average of 52.
- LPNs working in rural areas are on average almost two years older than LPNs in urban areas.
- The percentage of male LPNs in Nebraska has decreased in the past ten years. In 2019, 3% of the LPN workforce in Nebraska was male, compared with 3.4% in 2009. Nationally, 7.8% of LPNs are male.
- The percentage of minorities in the Nebraska LPN workforce is 12.7%, which represents a 4.7% increase from 2009. Nationally, 29% of LPNs are minorities.
- 8% of LPNs working in Nebraska reported that they are enrolled in a nursing education degree program. Bostwick wondered if this number would be higher if more LPNs could find funding for education.
- 13.8% of LPNs in Nebraska reported having experienced incivility/bullying in the workplace in the previous six months.
- LPNs in Nebraska also report high satisfaction levels. In 2019, 97.7% indicated that they were “very satisfied” or “somewhat satisfied” with nursing as a career.

Budget Report

Members reviewed the most current budget report. The Center for Nursing’s expenditures for the 2019-20 fiscal years are lower than expected due to Board vacancies and the cancellation of two meetings for lack of quorum. Oertwich explained that by statute, the Board of Nursing can recommend annually that a certain percentage of nursing licensure fees be allocated to the Center for Nursing. A representative for the Center usually goes to the Board of Nursing in April or May each year to make a budget request.

Walters explained the one item on the Center’s yearly budget is \$500.00 for membership dues to the National Forum of State Nursing Workforce Centers. Walters reported that the Forum’s annual meeting is a good opportunity to learn what other state nursing workforce centers are doing.

Social Media Reports

Glesmann reported that the Center’s Facebook page currently has 985 followers.

11:10 a.m. *Meeting went into recess.*

11:20 a.m. *Meeting reconvened.*

Nurses Making A Difference Awards

Four nurses received the Center's Nurses Making a Difference Awards at the Nebraska Action Coalition's annual conference in November 2019. Walter's reported that the awards presentation was well-received. Walters explained that the Center conducts the Nurses Making A Difference award campaign every other year, alternating with the Nebraska Action Coalition's 40 Under 40 recognition event.

2020 Meeting Calendar

Members were asked to reserve the following days in their calendars for Center for Nursing Board meetings in 2020: March 27, May 1, July 24, September 25, November 6, and December 4.

Board Vacancies

The Board currently has a vacancy for an LPN member. Additional vacancies are expected in June 2020, when Bowman, Deyke, Dudley, and Walters complete their second terms. Walters encouraged members to spread the word about these vacancies. Members said it would be helpful to have a document with bullet points on why people should join the Board along with a link to the website where people can submit applications. Scrivner suggested that having an APRN on the Board might be beneficial. Joyner said that she would inquire whether any of the Board members whose terms expire in June are eligible to apply for a third term, which might be possible if their first term was a partial term (i.e. they replaced a Board member who left the Board before completing a full term).

Foundation Report

Bostwick reported that the Foundation needs 130 more applications for Center for Nursing specialty license plates in order to move the plates into production. The Foundation is putting together a media packet in order to promote the plates through newspapers and television. Ebert suggested promoting the license plates during Nurses Week when many organizations have special events for nurses. Allen recommended contacting nursing-related student groups since their members are often passionate about nursing.

Bostwick reported that she, Ramirez, and Foundation Board member Theresa Delahoyde are doing research for a grant proposal regarding rural nursing. They plan to survey RNs and APRNs working in rural setting regarding their educational needs in order to obtain fundamental data for their grant request.

Allen suggested partnering with other groups when applying for a grant, noting that sometimes grants are more likely to be awarded to applicants with an interdisciplinary approach. Members expressed concerns about watering down a focus on Nursing. Walters noted that the Center's statutory mandate only extends to nursing-related matters. Bjerrum noted that in rural areas, nurses need to collaborate often with other agencies and that collaboration is how rural Nebraska functions.

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

12:30 p.m. Meeting reconvened.

Strategic Planning

Walters reviewed the Board's strategic plan and its three main components: data, collaboration, and promotion. She encouraged members to read the minutes of the Board's July 2019 meeting, when

Tom Rauner from the DHHS Office of Rural Health spoke with the Board. Walters said Rauner did an excellent job identifying the constraints on getting health care workers to serve in rural areas, and the Board might want to incorporate his ideas into the strategic plan. Another item that Walters suggested might be incorporated into the strategic plan is helping retain international nurses in Nebraska by addressing issues of isolation that they might face. Ehly mentioned a program that has prepared an educational unit for international nurses on cultural issues that can affect patient care. Walters also summarized two initiatives previously discussed by the Board. One is the possibility that hospitals and other health care entities might be willing to pay a fee for access to the Center's workforce model. Another initiative is to hold a statewide forum on nursing workforce issues so that nurses can have a dialogue on how best to address shortage issued. Walters and Oertwich said that the Nebraska Nurses Association has expressed interest in collaborating with the Center on the forum. On the theme of collaboration, Walters reported that she has been contacted by the Nebraska Action Coalition (NAC) about resuming discussions on having NAC become a part of the Center or the Foundation's organizational structure. Walters expressed uncertainty whether it is a good time for the Center to revisit this issue, noting that she would prefer to concentrate on the Board's strategic planning at this time.

The meeting concluded at 1:40 p.m.

Respectfully submitted,



Sherri Joyner
Health Licensing Coordinator