

MINUTES OF THE MEETING
NEBRASKA CENTER FOR NURSING
July 20, 2018

Call to Order

The meeting of the Nebraska Center for Nursing (CFN) Board was called to order by Lisa Walters, Chair, at 9:43 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
- Lina Bostwick, RN
- Kathy Bowman, RN
- Charity Ebert, RN
- Kathy Harrison, RN
- Anna May, RN
- Joan Nelson, RN
- Dorothy Scrivner, RN
- Lisa Walters, RN

The following Board member participated by telephone: Pamela Uhlir, RN.

The following Board members were absent: Suzanne Deyke, RN, Kayleen Dudley, RN, Teresa Faith, LPN, and Christi Glesmann, 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*
- Lin Hughes, RN, *CFN Foundation Member*
- Rita Thalken, *CFN Foundation Member*
- Robin Ehredt

Adoption of the Agenda

Motion: Bostwick made the motion, seconded by Allen, to adopt the agenda for the July 20, 2018, meeting of the Nebraska Center for Nursing Board.

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

Approval of the Minutes

Motion: Scrivner made the motion, seconded by Bowman, to approve the minutes of the May 18, 2018, meeting of the Center for Nursing Board.

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

These minutes were approved by the Nebraska
Center for Nursing Board on September 21, 2018.

Introductions

Introductions were made on behalf of Joan Nelson, the Board's newest member.

Budget Report

Walters reported that a year-to-date report was not available because the State's fiscal year just recently ended.

Oertwich reported that instead of having a separate contract with Juan Ramirez, the services he provides for the Center for Nursing will be done through the Department's contract with Convendis Technologies. Oertwich said that Ramirez is expected to receive approximately \$90,000 a year, which will be paid through licensing fees.

Social Media Updates

Walters encouraged members to keep promoting the Center for Nursing's website. She also noted that Glesmann has been added as an administrator to the Center's Facebook page. Oertwich encouraged members to share items that might make good Facebook posts with Glesmann.

Center for Nursing Foundation

Specialty License Plates

Bostwick explained that the Foundation could apply for specialty license plates by either using the Department of Motor Vehicles' application process for organizational plates or by getting legislation passed. If the DMV process is used, persons will need to pay a minimum of \$70.00 for the plates and a minimum of 250 people will need to pre-apply. Ehredt said that she could provide ideas for marketing the plates. Members and staff thanked Bostwick for her work on the project.

Center for Nursing members provided feedback on their preferred design for the plates. Foundation members who were present voted to approve the design.

Foundation Board Appointments

Bostwick reported that Angela Johnson of UNMC and Jodi Nelson of Southeast Community College are possibly interested in serving on the Foundation Board.

Nebraska Nurses Association Reception

Oertwich reported that the Nebraska Nurses Association has an annual reception for nurses and candidates for political offices. The reception might be an opportunity to present the Center's workforce data. Staff suggested that \$250 or \$500 would be a reasonable amount for the Foundation to provide. Walters suggested that magnets shaped like the Center for Nursing's specialty license plate would make good promotional items.

Foundation members voted to approve the Foundation's Treasurer Report.

10:50 a.m. Meeting went into recess.

11:03 a.m. Meeting reconvened.

Strategic Planning

Walters asked members to brainstorm actions and tactics that will help the Center accomplish its three major goals. She noted that the tactics and actions will be further developed based on feedback the Center receives from stakeholders during the Regional Dialogue presentations. Members agreed that three years seemed to be a reasonable time frame for the strategic plan, but that they wanted the plan to be a "living document" that could be continuously reviewed and updated as needed.

For Goal #1 (By 2025, the Center for Nursing will be a sustainable organization, providing essential reliable forecasting and workforce information improving access and distribution of nurses), Nelson asked if the proposed tactics were representative of different generations of nurses. Oertwich and others agreed that strategies should be planned to address generational differences. Bostwick noted that it was also important to use qualitative data to inform the strategies. Ebert noted concerns with nurses being replaced with people who do not have the same level of training and skills that nurses have. Data regarding nursing shortages might be used to justify using non-nurses to provide services.

For Goal #2 (Collaborate with key stakeholders to address the nursing shortage in Nebraska), members added nursing programs, the Nebraska Assembly of Nursing Deans and Directors (NANDD), and Area Health Education Centers (AHECs) to the list of groups with which the Center should collaborate. Walters noted that more could be done to get people into nursing who have the skill sets and ability, but who cannot afford the required education. Scrivener noted the importance of knowing how many students apply to nursing programs and how many qualified applicants are turned away.

For Goal #3 (Promote the value of the nursing profession), members added “recruitment and scholarship” to the list of actions.

11:50 a.m. Meeting went into recess.
12:00 p.m. Meeting reconvened.

Report on American Nurses Association (ANA) Hill Day

Linda Stones, who previously served on the Center for Nursing Board, presented on her experiences in Washington D.C. for ANA’s Hill Day. Stones is Chair of the Nebraska Nurses Association’s Political Action Committee (NNA PAC) and is legislative consultant for the Nebraska Action Coalition (NAC). At the Hill Day event, Stones and other NNA members met with staff from the offices of Sen. Deb Fischer, Sen. Ben Sasse, and Rep. Jeff Fortenberry. They shared four key messages: 1) support safe staffing levels for nurses 2) support reauthorization of Title VIII, which provides funding for nursing education, 3) support funding to the Centers for Disease Control for the purpose of researching gun violence, and 4) support passage of H.R. 6, which is aimed to combat the opioid crisis, but oppose the amendment that would prevent APRNs from providing buprenorphine. Stones also showed staff members the Center’s Technical Report & Main Findings for the Center’s Multi-Regional Nursing Workforce Model.

On the state-level, Stones said that increased collaboration between the Center for Nursing, the NNA, and NAC could help each group find out who is doing what so that the groups could move forward on nursing-related issues more effectively.

Stones reported that NNA PAC met recently with State Senators Ebke and Lindstrom. At both meetings, she shared the Center’s Nursing Workforce Report. The three state-level messages they emphasized were 1) oppose using licensure fees to fund non-nursing projects, 2) reduce barriers to practice, including support for the licensure compacts, and 3) address access to healthcare.

2017 LPN Workforce Survey Results

Ramirez presented on the results of the workforce survey completed by LPNs during the 2017 renewal cycle. Compared to the 2015 survey results, he found no major changes in the geographic distribution of nurses. Changes that were found include 1) an increase in the percentage of LPNs from minority groups (from 10.6% in 2015 to 11.7% in 2017), 2) an increase in LPN salaries, and 3) a decrease in the number of LPNs who report working in hospitals (from 13.0% in 2015 to 10.7% in 2017). The percentage of LPNs who report that they are either satisfied or extremely satisfied with nursing as a career has increased steadily throughout the years that surveys have been conducted.

National Forum Annual Conference

Walters, Oertwich, and Ramirez reported on their attendance at the National Forum of State Nursing Workforce Centers Annual Conference in June. Walters reported that she reached out to Louisiana about

who can access data from their model and whether or not they charge a fee. Louisiana responded that because the model is complicated they do not let everyone use it, but that anyone can use the data generated from the model.

Oertwich showed a brochure from the Colorado Center for Nursing. She noted that the Colorado Center for Nursing has a budget of over \$2,000,000.00, most of which comes from grants and other forms of self-funding. Oertwich also reported that Maryann Alexander from the National Council of State Boards of Nursing (NCSBN) gave a presentation on workforce data. Some attendees seemed concerned about which groups had primary responsibility for gathering and analyzing nursing workforce data.

Ramirez reported that Louisiana updated their workforce models for some regions after it was found that what the models presented did not match stakeholder's own observations of the regions. He said that Dr. Moore, who designed both Louisiana's and Nebraska's models, likes to receive this type of feedback in order to improve the models he creates. Ramirez noted that it was impossible to create an absolutely perfect model given the multitude of variables that affect nursing supply and demand. He pointed out that HRSA's workforce model is based on an irrational assumption that there is not a nursing shortage in the base year. Ramirez also noted that while some states struggle to collect enough data from their nurses, Nebraska has a very high return rate on its workforce surveys.

Regional Dialogues on Nursing Workforce

From July 23rd through July 26th, Walters, Oertwich, Ramirez, and Craig Moore will provide presentations on the Center and Nebraska's nursing workforce in Scottsbluff, North Platte, Kearney, Lincoln, Norfolk, and Omaha. Walters said she will start the presentations by providing background on the Center's history, including why the Center was created, and touch on the Call to Action report from the Institute of Medicine (IOM). She noted that the IOM report underscores that nurses increasingly provide more than just bedside care, which means that impact of nursing shortages will be different than in the past. The second part of each presentation will be a focus group with attendees.

CONCLUSION

The meeting concluded at 1:58 p.m.

Respectfully submitted,



Sherri Joyner
Health Licensing Coordinator