

**MINUTES OF THE VIDEO CONFERENCE MEETING  
NEBRASKA CENTER FOR NURSING  
November 18, 2022**

**Call to Order**

The meeting of the Nebraska Center for Nursing (CFN) Board was called to order by Lisa Walters, Chair, on November 18, 2022, at 9:34 a.m. The central meeting location was at the Nebraska State Office Building, Room 3W, 301 Centennial Mall South, Lincoln NE 68508. Copies of the agenda were distributed in advance to the Board members on November 14, 2022, posted outside the Licensure Unit within the Nebraska State Office Building on November 14, 2022, and posted on the Department of Health and Human Services website on November 14, 2022. Walters announced that a current copy of the Open Meetings Act was available at the central meeting location as well as online using the link listed on the agenda.

**Roll Call**

The following Board members were in attendance during all or part of the meeting via virtual conference:

- Lina Bostwick
- Kathy Bowman
- Beth Burbach
- Ronda Ehly
- Christi Glesmann
- Kathy Harrison
- Joan Nelson
- Lisa Walters

The following Board members were not in attendance: Tamara Allen, Sheila Bjerrum, Suszanne Deyke, Charity Ebert, and Laura Weber.

Three Board positions were vacant.

**A quorum was not present.** Members were advised that they could not make motions or decisions, and that the meeting was for informational purposes.

The following staff members were present: Ann Oertwich, *Program Manager*, and Sherri Joyner, *Health Licensing Coordinator*.

The following staff members attended via videoconference: Ginger Rogers, *Nursing Practice Consultant*, Jacci Reznicek, *Nursing Education Consultant*, and Juan Ramirez, PhD, *Independent Consultant*.

**Adoption of the Agenda & Approval of the Minutes**

Motions were not made due to lack of quorum.

**Social Media Reports**

Ramirez reported that minutes and agendas for previous Center for Nursing Board meetings have been posted to the Center's website. Ramirez also provided data on the number of visitors to the

These minutes were approved by the Nebraska  
Center for Nursing Board on December 20, 2022.

website. The average number of visitors per month was 282 in 2019, 578 in 2020, 305 in 2021, and 351 in 2022. The spike in visitors in 2020 was driven by the publication of information on the site's COVID-19 Resources page. In the previous 18 months, however, the site's Education page has become the most popular page after the landing page.

Glesmann reported that the traffic on the Center's social media accounts has been driven mostly by licensing topics. The number of followers is stable. 90% of followers are women, and most live in Lincoln, Omaha, and North Platte.

### **Foundation Report**

Bostwick reported that the Foundation is considering starting an annual fundraising event. The Foundation would like to wait until the Center's strategic plan is approved before making firm plans for an event. Bostwick also reported that the Foundation will soon deliver applications and payments for the Center for Nursing's specialty license plates to the Department of Motor Vehicles. People who applied for the specialty plates will receive a letter from the DMV informing them when they can pick up their plates. The expectation is that the plates will be available in January. Bostwick noted that depending on when you pick up your plates, your vehicle registration date may change. Bostwick said that the Foundation will send instructions to people who ordered the plates.

### **Marketing Plan**

Oertwich reported that the timeline for the Center's marketing plan will need to be reset. There had been a plan to combine the Center's marketing campaign with two other marketing campaigns for DHHS. The other marketing campaigns, however, have been put on hold. Oertwich said that the plan is to draft an RFP to get bids on a marketing plan for the Center for Nursing. The three main goals of the marketing plan would be to promote nursing, to recruit more people into nursing careers, and to promote the Center's workforce data.

### **Center for Nursing Focus Groups**

Oertwich said that she has prepared a PowerPoint presentation that can be used to disseminate the results of the Center's focus groups with front-line nurses, but that she still needs to add audio clips with the participants' feedback. Walter expressed concerns about protecting the anonymity of the participants. Oertwich said that she will have the Center review the presentation after audio clips are added to see if additional steps should be taken to protect participant anonymity.

### **HRSA Grant**

Walters reported that UNMC is wrapping up the pilot program on psychological first aid, which has been provided to nurses at four critical access hospitals via ECHO sessions. Walters said that the course is designed for people who have experienced trauma. The larger HRSA grant project focuses on self-care. Feedback gathered from nurses participating in the pilot program indicates that some would like to cover self-care topics first before doing the psychological first aid course.

Ramirez said that one issue that has come up during the ECHO session is incivility and bullying in the workplace. He is interested in gathering more data on these issues. One possibility is to use nursing workforce data collected during license renewals to compare the number of hours nurses work with their reported levels of exposure to bullying and incivility. Walters suggested organizing a conference

on bullying and incivility. Oertwich suggested involving the Nebraska Assembly of Nursing Deans and Directors (NAAND) and the Nebraska Organization of Nursing Leaders (NONL) in such a conference. Oertwich noted that participation by NONL would be essential given the role that workplace culture plays in bullying and incivility.

Walters reported that another component of the grant project is to help create critical response teams. Walters said she would like to see teams of physicians, psychologists, spiritual counselors, and others who could be sent to a hospital after the hospital experiences a critical incident. Walters said that DHHS does offer Critical Incident Stress Management (CISM) training, but the program is used primarily by first responders. Participation by physicians, psychologists, and other professions is hampered because DHHS does not provide continuing education credit for the training. Walters said that through the grant, UNMC is making it feasible for some professions to receive continuing education credit. They are also looking into helping more nurses attend the two-day CISM training by providing scholarships.

### **Nebraska Healthcare Workforce Collaboration**

Ehly spoke about the Nebraska Hospital Association's recent scope-of-practice workgroup. The group was originally started to find ways to address the health care worker shortage by expanding the scope of practice for unlicensed staff. They have found, however, that there are already statutes and regulations in place that allow unlicensed staff to do many nursing-related tasks via delegation and competency testing. Ehly said that instead of expanding scope of practice for unlicensed staff, the main challenge is to educate nurses and hospitals about delegation.

Oertwich reported that the Nebraska Hospital Association has also organized a collaborative with the Nebraska Rural Health Association along with other professional organizations with the goal of finding long-term solutions to the healthcare worker shortage.

Walters asked Ehly about the Nebraska Organization of Nursing Leadership (NONL). Ehly reported that NONL is putting together a strategic plan which they would like to align with the Center's strategic plan. The group is also working on getting more nurse leaders actively involved in the group.

### **Environmental Scan**

Nelson reported that she has retired from her regular nursing position. She is still involved with federal disaster response.

Burbach said she continues to see the effects of high levels of stress on nursing student. Fewer students are willing to continue their education and obtain higher degrees in nursing. Graduate students are taking lighter course loads. Burbach said she is excited about at Bryan Health program that aims to keep more nurses with masters degrees at the bedside.

Walters said that she is seeing more nursing undergraduates switch to part-time status. She is also seeing declines in NCLEX scores. Rather than studying with the aim of passing NCLEX on their first attempt, more students seem willing to take NCLEX in order to find out what areas they need to study. Burbach noted that students have been acculturated to the practice of being allowed to retake tests until they pass, which can foster an attitude that might not be an appropriate for high stakes exams. Glesmann said that this attitude is also a source of frustration in her program. In response, they give their students a calendar for completing self-assessments, online benchmark exams, and other work to prepare for NCLEX. When they started using the NCLEX preparation calendar with their LPN

classes, they saw a boost in NCLEX pass rates. BSN students who stick with their preparation calendars also have significantly higher pass rates.

Bostwick noted that facilities are trying to hire more LPNs by offering bonuses and other incentives. Given that many newer RNs have never worked with LPNs before, Bostwick suggested that it might be a good time to have a campaign to educate nurses and administrators on delegation. Walters suggested partnering with the Nebraska Hospital Association, which might be able to provide funding to raise awareness on delegation issues.

### **2023 Meeting Dates**

Joyner noted that the Board has not had a quorum at its recent meetings and that new Board members might be appointed soon. She suggested finding a date for the Board's next meet rather than trying to schedule meetings for the whole year. . Walters suggested scheduling a short meeting in December so that the minutes from previous meetings might be approved before current members are replaced by new appointments.

### **Strategic Planning**

Oertwich reported that she has incorporated items into the Center's draft strategic plan based on the SWOT analysis from previous meetings. Oertwich asked Board members to let her know if they see anything that should be added to the plan. Walters said that a strategic plan would provide a road map for future Board members rather than requiring the Board to start from scratch.

### **Conclusion**

The meeting concluded at 11:21 a.m.

Respectfully submitted,



Sherri Joyner  
Health Licensing Coordinator