

MINUTES OF THE MEETING
OF THE
NEBRASKA CENTER FOR NURSING
BOARD MEETING
MARCH 15, 2001

Call to Order

The meeting of the Nebraska Center for Nursing Board was called to order by Chuck Stepanek, Chairperson at 10:00 a.m. CST, March 15, 2001 at the Staybridge Conference Center, 2791 Fletcher Ave, Lincoln, Nebraska. Copies of the agenda were sent to board members and posted.

Roll Call

The following members were present:

Chuck Stepanek, Chairperson
Shirley Travis, Vice-Chairperson
Rosalee Yeaworth
Linda Lazure
Linda Walline
Maxine Guy
Dennis Joslin
Carole Douglas
Gloria Gross
Diana Stevens
Pat Lenaghan

The following members were absent:

Barbara Wenz
Lois Sietsema
Marian Williams
Larry Krafka
Jane Elliott

Sufficient members were present to constitute a quorum and the meeting convened. Also present from the Credentialing Division was Charlene Kelly, Section Administrator for Nursing and Nursing Support Sheila Exstrom, Nursing Education Consultant and Vicky

Burbach, Nursing Practice Consultant. Two graduate students from the UNMC College of Nursing graduate program were also present. The chairperson welcomed new member Pat Lenaghan to the board.

Agenda

The agenda was reviewed. There were no suggestions for revision. By consensus, the agenda was approved as printed.

Minutes of the November 16, 2000 meeting

The chair asked for a motion to dispense with the reading of the minutes of the November 16, 2000 meeting.

1. Walline made the motion seconded by Joslin **that the board dispense with the reading of the minutes of the November 16, 2000 meeting.**
Voting aye: Guy, Joslin, Lazure, Stepanek, Travis, Walline, Gross, Stevens, Douglas, Lenaghan and Yeaworth. Voting nay: none. Abstain: none. Absent: Sietsema, Krafka, Elliott, Wenz and Williams. Motion carried.

The board reviewed the minutes of the September 21, 2000 meeting.

2. Lazure made the motion seconded by Joslin **that the board approve the minutes as printed.**

Voting aye: Guy, Joslin, Lazure, Stepanek, Travis, Walline, Gross, Stevens, Douglas, Lenaghan and Yeaworth. Voting nay: none. Abstain: none. Absent: Sietsema, Krafka, Elliott, Wenz and Williams. Motion carried.

Report of the media subgroup

The media subgroup reported that they had discussed several ideas for promoting a positive image for nursing. They indicated that there is a need for common specifications for video tape, photos and use permit. Several ideas centered around Nurses Week in May were discussed. It was suggested we challenge the media to only cover positive things about nursing Nurses Week. It was suggested that the Center establish a free standing web site. Yeaworth described the media blitz UNMC did several years ago to recruit farmers and other men into nursing. She shared some printed materials from that media campaign. Walline shared some information collected at a recent Job Fair at Central Community College related to ideas for celebrating Nurses Week and ideas for recruiting students into nursing. It was suggested that we need short and long-term goals for a media campaign to include a marketing plan and strategies for implementation of the plan and that we need to solicit the participation of the media in developing a plan. The media subgroup will work on development of the plan and strategies.

3. Lazure made the motion seconded by Joslin **that the board challenge the media to**

publish only positive stories during Nurses Week.

Discussion followed related to the focus, the need to provide positive stories and time constraints in preparing materials in time for Nurse Week. It was suggested we may want to consider contracting for public relations work. Both the motion and the second were withdrawn.

4. Lenaghan made the motion seconded by Douglas **that the board investigate the hiring of a firm to put together a short term and long term marketing plan communicating a positive image of nursing.**

Discussion followed. There was still concern about the focus. It was suggested that we might want to form a task force to investigate this issue. It was also suggested that we publish what the Center is and what we are doing. Even nurses don't know about the Center for Nursing. It was noted that the NU Regents had suggested forming a study group related to the nursing shortage. The Regents are represented on the Center board. At least two board members indicated that they are communicating with the Regents regarding this issue.

5. Douglas made the motion seconded by Gross to **call the question.**

Voting aye: Guy, Joslin, Lazure, Stepanek, Travis, Walline, Gross, Stevens, Douglas, Lenaghan and Yeaworth. Voting nay: none. Abstain: none. Absent: Sietsema, Krafka, Elliott, Wenz and Williams. Motion carried.

Vote on motion #3:

Voting aye: Lazure and Lenaghan. Voting nay: Walline, Guy, Gross, Stevens, Douglas, Joslin, Yeaworth, Travis. Abstain: Stepanek. Absent: Sietsema, Krafka, Elliott, Wenz and Williams. Motion failed.

Stepanek reported on NNA's plan to sponsor a media "nurse of the day" during Nurses Week. They will also have TV spots from March 26 through April.

6. Travis made the motion seconded by Walline **that the board do public communication (via a press release) throughout the state on the activities and work of the Center for Nursing.**

Voting aye: Guy, Joslin, Lazure, Stepanek, Travis, Walline, Gross, Stevens, Douglas, Lenaghan and Yeaworth. Voting nay: none. Abstain: none. Absent: Sietsema, Krafka, Elliott, Wenz and Williams. Motion carried.

Kelly will contact the HHSS Communications Department about a press release and mail a copy of the release to all board members. The release should include information on names of members and groups represented on the Center board. It was also noted that the board members need to communicate with their constituencies

7. Gross made the motion seconded by Travis **that the board explore hiring a public relations firm.**

Voting aye: Guy, Joslin, Lazure, Stepanek, Travis, Walline, Gross, Stevens, Douglas, Lenaghan and Yeaworth. Voting nay: none. Abstain: none. Absent: Sietsema, Krafka, Elliott, Wenz and Williams. Motion carried.

Kelly will explore these resources and their associated costs before the April meeting if possible. Kelly will also develop printed and AV material for board members to distribute to and/or present to their constituencies.

Kelly suggested that the best approach to developing and maintaining a current web site for information on the Center might be to contract with somebody to do this work. Possible links to the web site were discussed.

8. Lazure made the motion seconded by Stevens **that the board explore contracting for development and maintenance of a free-standing (separate from HHSS) web site.**

Voting aye: Guy, Joslin, Lazure, Stepanek, Travis, Walline, Gross, Stevens, Douglas, Lenaghan and Yeaworth. Voting nay: none. Abstain: none. Absent: Sietsema, Krafka, Elliott, Wenz and Williams. Motion carried.

10:55 a.m. meeting recessed.

11:03 a.m. meeting reconvened

Legislation Update

Stepanek gave the board an update on pertinent legislation. It was reported on LB 468, the nursing incentive bill which is an outshoot of the original Center for Nursing legislation. The bill was heard before the Health and Human Services Committee. All testifier were in favor. It has been advanced to general file and is a Speaker's priority bill. Each board member should contact their constituent groups to support this bill. Stepanek also reported on other legislation of interest to the group.

A question was raised related to the Health Services Corp for practitioners. Physicians and mid-level practitioners can get their schooling paid for if they agree to work in an underserved area for at least two years. There is a similar program for nurses. It was noted that this type of information should be included with media promotional material.

Workforce/Employer Data Collection Update

Kelly reported that RN and LPN data entry is complete. The RN data has been analyzed and the results have been received. The UNL NEAR Center is working on analysis of the

LPN data this month. The return rate for LPN data exceeded 60%. Kristin Everhardt, UNMC nursing graduate student, will be compiling and analyzing the written comments from the RN and LPN surveys. Over 400 employer surveys have been returned. Christine Sheldon, UNMC nursing graduate student, is compiling responses to the open-ended questions on this survey. She reported that the most frequently reported skill that nurses will need in the future that they do not have now is computer skills followed by management skills. The most critical staffing needs appear to be LPNs and CNAs. Strategies for recruitment include increased salaries and educational opportunities. Plans are to contract with the UNL NEAR Center for data analysis of the remainder of the employer survey data.

9. Travis made the motion seconded by Gross **that the agenda be suspended to address item G. “RN Workforce Report.”**

Voting aye: Guy, Joslin, Lazure, Stepanek, Travis, Walline, Gross, Stevens, Douglas, Lenaghan and Yeaworth. Voting nay: none. Abstain: none. Absent: Sietsema, Krafka, Elliott, Wenz and Williams. Motion carried.

17,939 RN workforce surveys were returned. Of this number 14,408 had both survey data and licensing data that could be merged. Of those 11,996 were primarily employed in Nebraska. This number is the basis for the reported data. Nebraska’s nursing workforce is 97.8% caucasian. 0.9% report being of Hispanic origin. 95.9% are female. 39.4% are between 41 and 50 years of age. 59.9% are between 41 and 60 years of age. Only 7.9% are under 30 years of age. 76.2% of the nurses working in Nebraska were educated in Nebraska. 23.4% were educated in other states and 0.4% are foreign educated. 83.1% of RNs work for one employer. 12.2% work for two employers and 4.7% work for three or more employers. 65.6% of RNs reported their major activity as patient care. When asked what they liked most about their principal employment, the highest responses were “the work itself” (39.5%), and “the people for whom I provide service (patients)”(23.9%). When asked what they liked least, the highest responses were “salary” (31.4%) and “hours/schedule” (19.9%). 19% of RNs reported that were very likely or somewhat likely to leave their principal employment in the next 12 months. The most frequent reason they might leave was “dissatisfaction with the job” (24.2%). Finally, when asked if they would choose nursing as a career if they had it to do over, over 70% said they would. 66% said they would “encourage others to choose nursing as a career.”

One board member reported that nurses she spoke to admitted not being truthful when responding to the survey because they knew the information they provided was to be merged with their license information and they feared reprisal from the licensing board.

Kelly reported that the analysis of the RN data that has been received is all in table form. There is a wealth of data, but in its present form it is difficult to read and understand. A written report of the major findings of the survey needs to be prepared in order to be useful to the board for strategy development and public dissemination. It was suggested that we contract with somebody capable of producing such a report. Several names of individuals were suggested. Kelly will follow up to contract with a person to get this

activity accomplished. It was suggested that the recently released report of the National Sample Survey of Registered Nurses might serve as a format for the Nebraska report. The board gave direction to contract with an appropriate person to achieve the goal of getting this report written.

12:00 p.m. Meeting recessed

12:20 p.m. Meeting reconvened over lunch

Nursing Staff Study Summary

The board reviewed the Nursing Staff Study Summary on Nurse Recruitment and Retention in Nebraska Nursing Facilities conducted by the Nebraska Health Care Association. The board noted that the information contained in the summary is interesting. Some questions and issues were raised surrounding the study design. These issues included: 1) the gathering of the data following the focus group discussion as opposed to prior to that discussion, 2) the low number of RN staff participants (it was noted that this may be a true reflection of staffing patterns in nursing facilities), 3) the aggregate reporting of responses, 4) the origin of the questions for the focus groups. It was suggested that additional refinement and analysis of the data might render additional information. It was noted that this data should be compared with the results of the Center's employer survey when they become available. Kelly was directed to communicate the Center's comments to the Nebraska Health Care Association.

Nursing Program Enrollment Report

Exstrom reviewed the report of the nursing enrollment data which is based on the 2000 annual reports. This is a preliminary report. There is still more data to be obtained and analyzed. The data shows a slight upturn in numbers of graduates. It was reported that the Nebraska College of Business plans to open an LPN program. Methodist College of Nursing is closing the Jennie Edmundsen Associate Degree Program, however, Jennie Edmundsen will become a clinical site for Iowa Western Community College Associate Degree Program enabling them to increase their enrollment. There will also be two new masters level programs at Nebraska Wesleyan and Nebraska Methodist. Both will have a nursing education track to prepare nursing faculty. Exstrom also presented a cursory survey of nursing education programs designed to determine potential capacity for students and barriers to reaching that capacity. Results revealed some additional capacity if faculty and clinical sites were available.

Grant Application

Board members had received a draft copy of the proposed grant submission for the Excellence in Health Care Grants. The board gave Kelly suggestions for revisions,

deletions and additions for the grant narrative. It was suggested to include AARP and the Minority Public Health Association as partners if they were agreeable. It was also suggested that more detail be added to the outcomes. Suggestions were also offered for the budget section.

10. Lazure made the motion seconded by Travis **that Charlene Kelly complete the Grant application incorporating the board's suggestions and submit it prior to the grant application deadline.**

Voting aye: Guy, Joslin, Lazure, Stepanek, Travis, Walline, Gross, Stevens, Douglas, Lenaghan and Yeaworth. Voting nay: none. Abstain: none. Absent: Sietsema, Krafka, Elliott, Wenz and Williams. Motion carried.

1:50 p.m. Meeting recessed

1:58 p.m. Meeting reconvened

Budget Status Report

The board reviewed the budget status report as of January 31, 2001. Kelly informed the board that she is attempting to rectify the fact that printing and postage changes are not consistently be charged back to this budget. Therefore the budget status report does not accurately reflect the amount that has been expended on Center activities.

Nursing Summit 2001 Update

The Nursing Summit on Nebraska's Nursing Workforce: Issues and Challenges will be held in Kearney, NE at the Holiday Inn. The Center for Nursing is the co-sponsor for this event. Registration forms were published in several publication during the last two weeks and registrations are beginning to flow in. The allotted number of vendor spaces are nearly all reserved. All board members who had indicated they will be able to attend have been registered. Room reservations have been made for April 9 and 10 at the Ramada Inn in Kearney. The meeting of the Center on April 11 will be held at the Ramada Inn in the Ginger Room.

Request for Presentation at 2001 NNA Convention

A request has been received for a fifty- minute presentation at the 2001 NNA Convention on the Center for Nursing activities to date. The convention will be held October 25-26, 2001 in Kearney. Travis volunteered to give the presentation. It was also noted that members should be alert to other opportunities for speaking engagements at meetings.

Identification of next steps

It was clarified that the Pfizer book on various roles in nursing will supposedly be available in May.

Kelly will order copies of the video tapes of the nursing series that was recently broadcast on the Discovery channel.

Kelly will order copies of the AONE publication *Perspectives on the Nursing Shortage – Blueprint for Action* for each board member

Stepanek will check with LGNNO regarding presentations on the Center at specialty organization meetings.

Next meeting April 11, 2001, Ramada Inn Ginger Room, Kearney, NE 8:00 a.m. to 12:00 p.m.

Adjournment

The meeting adjourned at 2:25 p.m.

Respectfully submitted,

Linda Lazure, Designated Secretary

MINUTES OF THE MEETING
OF THE
NEBRASKA CENTER FOR NURSING
BOARD MEETING
APRIL 11, 2001

Call to Order

The meeting of the Nebraska Center for Nursing Board was called to order by Chuck Stepanek, Chairperson at 8:00 a.m. CDT, April 11, 2001 at the Ramada Inn, Kearney, NE. Copies of the agenda were sent to board members and posted.

Roll Call

The following members were present:

Chuck Stepanek, Chairperson
Shirley Travis, Vice-Chairperson
Lois Sietsema, Secretary/Treasurer
Linda Lazure
Linda Walline
Maxine Guy
Carole Douglas
Gloria Gross
Diana Stevens
Barbara Wenz
Marian Williams
Larry Krafka
Jane Elliott

The following members were absent:

Rosalee Yeaworth
Pat Lenaghan
Dennis Joslin

Sufficient members were present to constitute a quorum and the meeting convened. Also present from the Credentialing Division was Charlene Kelly, Section Administrator for Nursing and Nursing Support Sheila Exstrom, Nursing Education Consultant and Vicky Burbach, Nursing Practice Consultant.

Agenda

The agenda was reviewed. Members requested that proposed federal legislation be included as item D.2. and the NHCA Study be included as item E.2. By consensus, the agenda was approved as revised.

Minutes of the March 15, 2001 meeting

The chair asked for a motion to dispense with the reading of the minutes of the March 15, 2001 meeting.

1. Douglas made the motion seconded by Travis **that the board dispense with the reading of the minutes of the March 15, 2001 meeting.**

Voting aye: Guy, Lazure, Stepanek, Travis, Walline, Gross, Stevens, Douglas, Sietsema, Krafka, Elliott, Wenz and Williamsn. Voting nay: none. Abstain: none. Absent: Joslin, Yeaworth and Lenaghan. Motion carried.

The board reviewed the minutes of the March 15, 2001 meeting.

2. Krafka made the motion seconded by Travis **that the board approve the minutes as printed.**

Voting aye: Guy, Lazure, Stepanek, Travis, Walline, Gross, Stevens, Douglas, Sietsema, Krafka, Elliott, Wenz and Williamsn. Voting nay: none. Abstain: none. Absent: Joslin, Yeaworth and Lenaghan. Motion carried.

Report of Activities Since the Last Meeting

Kelly reported on the following activities since the last meeting:

- *Web Site* Kelly is negotiating with Ballyhoo Creative Design to do web site development. Costs will be \$100 per page for development and \$32.50 per hour for updates.
- *Press Release on Activities of the Center for Nursing* The press release will be done now that the Summit has been held.
- *Public Relations Firm* Kelly has not yet had time to interview any public relation firms.
- *AV Packet for Members* Kelly will put together a packet of Power Point, overheads and script materials on the RN and LPN supply data for distribution to board members.
- *Data Collection* Preliminary report data has been received on the LPN data. The full report should be available before the end of April. Kelly has not yet completed the contract with the NEAR Center for analysis of the closed-ended questions on the employer survey. A graduate student is compiling the responses to the open-ended questions.
- *Data Report Writing* Dr. Peggy Hawkins has agreed to write the report on the RN Workforce Survey data. Kelly will develop a contract for this project. Proposed deadline is July 15.
- *Grant application* The grant application for the Nebraska Health Care Fund grant was submitted before the deadline. Kelly thanked board members for their prompt response to her request for letters of support.

- Pfizer publication Kelly will follow up with Pfizer to determine if the previously announced May publication date is still valid.
- Discovery Channel Nursing Series Video Tapes Kelly distributed a set of five video tapes of the Discovery Channel nursing series to each of the board members.
- Kit and Perspectives from AONE The kit and perspectives on the nursing shortage from AONE have been ordered and will be sent to board members when they arrive.
- Announcement to LGNNO Stepanek was reminded that he had agreed to announce to LGNNO members that Center for Nursing staff and board members are available to give presentations on the Nursing Workforce Survey data and the activities of the Center for Nursing.
- Media Subgroup There have been no further activities since last meeting.
- Creighton Scholarships Lazure provided the board with information on the scholarship program that was announced last week whereby several hospitals have agreed to provide scholarships for students to complete the accelerated nursing program at Creighton.
- Free CNA Course Williams announced that the Beverly Enterprise facility in Broken Bow will be offering free CNA courses in their community. This is often the first step for persons interested in a nursing career.

Legislation

- LB 468 Stepanek updated the board on the status of this legislation. This bill will provide financial incentives for nursing education. The bill is expected to be debated on the floor next week.
- Nurse Reinvestment Act Elliott updated the board on this proposed federal legislation.

Nursing Leadership Summit Reflection

- Timely information for the board
- Nurses seem reluctant to act on needed change
- “How to do more with less” was threatening
- No discussion on technology
- Was an awakening for some
- Leadership needs to listen to nurses
- Need training for leadership
- We are driving force – we need to institute changes
- LPN negative reaction to Dr. Anderson’s presentation
- Professionalism issues
- Need to get rid of myths

9:35 a.m. meeting recessed

9:45 a.m. meeting reconvened

NHCA Study

Elliott clarified some issues related to the study NHCA had conducted. It was noted that the reported reasons for why DONs in long term care leave their positions are the State survey process and the lack of support from administration.

Strategic Plan Development

The board was presented with the strategies suggested at the Nursing Leadership Summit and the Nursing Workforce Model from AONE that was suggested as a possible framework for the strategic plan. After significant discussion it was suggested that a vision needs to be formulated before proceeding with the development of the strategic plan. Following several suggestions the following vision statement was drafted:

There will be a sufficient supply of competitively compensated nurses providing leadership in care in a differentiated practice environment that consistently meets the needs of health care consumers in Nebraska.

10:55 a.m. meeting recessed

11:01 a.m. meeting reconvened

3. Travis made the motion seconded by Elliott **that the board adopt the following vision statement: There will be a sufficient supply of competitively compensated nurses providing leadership in care in a differentiated practice environment that consistently meets the needs of health care consumers in Nebraska.**

Voting aye: Guy, Lazure, Stepanek, Travis, Walline, Gross, Stevens, Douglas, Sietsema, Krafka, Elliott, Wenz and Williamsn. Voting nay: none. Abstain: none. Absent: Joslin, Yeaworth and Lenaghan. Motion carried.

It was decided that the most efficient way to proceed with the development of the strategic plan is to divide into working groups around the six areas to develop strategies. At the next meeting the work groups will meeting from 8-10 a.m. and the full board will meet beginning at 10 a.m.

Financial Obligations Related to the Nursing Leadership Summit

The board had agreed to co-sponsor the Nursing Leadership Summit. This commitment would have included sharing expenses over revenue. However, the Summit had revenue over expense. The question to the board was, "Do you expect to receive a share of the revenue as a co-sponsor?" It was suggested that since the Center board did not contribute

to the costs of the Summit, that the Center contribute funds to support mailing the proceedings of the Summit to all participants.

4. Douglas made the motion seconded by Elliott **that the board contribute up to \$500 to print and mail the proceedings to all participants.**

Voting aye: Guy, Lazure, Stepanek, Travis, Walline, Gross, Stevens, Douglas, Sietsema, Krafka, Elliott, Wenz and Williamsn. Voting nay: none. Abstain: none. Absent: Joslin, Yeaworth and Lenaghan. Motion carried.

Adjournment

There being no further business the meeting adjourned at 11:45 a.m.

Respectfully submitted,

Lois Sietsema, Secretary

MINUTES OF THE MEETING
OF THE
NEBRASKA CENTER FOR NURSING
BOARD MEETING
June 7, 2001

Call to Order

The meeting of the Nebraska Center for Nursing Board was called to order by Chuck Stepanek, Chairperson at 10:00 a.m. CDT, June 7, 2001 at the Staybridge Suites, 2791 Fletcher Ave., Lincoln, NE. Copies of the agenda were sent to board members and posted.

Roll Call

The following members were present:

Chuck Stepanek, Chairperson
Shirley Travis, Vice-Chairperson
Lois Sietsema, Secretary/Treasurer
Linda Lazure
Linda Walline (arrived 12:30 p.m.)
Maxine Guy (arrived 11:30 p.m.)
Carole Douglas
Gloria Gross
Diana Stevens
Barbara Wenz
Marian Williams
Jane Elliott
Pat Lenaghan

The following members were absent:

Rosalee Yeaworth
Larry Krafka
Dennis Joslin

Eleven members were present to constitute a quorum and the meeting convened. Also present from the Credentialing Division was Charlene Kelly, Section Administrator for Nursing and Nursing Support and Vicky Burbach, Nursing Practice Consultant.

Minutes of the April 11, 2001 meeting

The chair asked for a motion to dispense with the reading of the minutes of the April 11, 2001 meeting.

1. Lazure made the motion seconded by Travis **that the board dispense with the reading of the minutes of the April 11, 2001 meeting.**

Voting aye: Lazure, Stepanek, Travis, Gross, Stevens, Douglas, Sietsema, Elliott, Wenz, Lenaghan and Williams. Voting nay: none. Abstain: none. Absent: Joslin, Yeaworth, Guy, Walline and Krafka. Motion carried.

The board reviewed the minutes of the April 11, 2001 meeting.

2. Travis made the motion seconded by Elliott **that the board approve the minutes as printed.**

Voting aye: Lazure, Stepanek, Travis, Gross, Stevens, Douglas, Sietsema, Elliott, Wenz, Lenaghan and Williams. Voting nay: none. Abstain: none. Absent: Joslin, Yeaworth, Guy, Walline and Krafka. Motion carried.

Agenda

The agenda was reviewed. Members and staff requested that Distribution of Summit Proceedings, Speaking Engagements and Board Reappointments be added to the list of activities since the last meeting. It was also requested that the 2002 Budget and Funding of the Media Project be added under Agenda Item E.

3. Gross made the motion seconded by Lazure **that the board adopt the revised agenda.**

Voting aye: Lazure, Stepanek, Travis, Gross, Stevens, Douglas, Sietsema, Elliott, Wenz, Lenaghan and Williams. Voting nay: none. Abstain: none. Absent: Joslin, Yeaworth, Guy, Walline and Krafka. Motion carried.

Report of Activities Since the Last Meeting

Kelly reported on the following activities since the last meeting:

- Summit Proceedings The printed proceedings of the Nursing Leadership Summit were distributed to all Summit participants.
- Web Site The draft version of the website was distributed to all members for review and comment several days ago. Comments received were forwarded to the website developer. Members made the following additional suggestions for inclusion on the website:
 - Add the following on every page:
 - A “return to homepage” button
 - A “contact us” e-mail link
 - Make sure the entire screen will print.
 - Add a list of upcoming meetings.

Seek permission to add links to related websites.

Ask related websites to add a link to our website.

Add a notation of the board member and staff availability for speaking engagements on the Center for Nursing activities.

- Press Release On April 26, 2001 the Department of Health and Human Services issued a press release on the nursing shortage. Kelly apologized for the omission of the names of three of the board members. Dr. Richard Raymond, Chief Medical Officer for the Department also released a Letter to the Editor in advance of Nurses' Week referencing the Center's survey data and expressing appreciation for nurses.
- Public Relations Firm Kelly stated that she has postponed pursuing a public relations firm until the strategic plan is finalized and the specific public relation needs can be identified.
- AV Packet for Members Kelly distributed a packet of Power Point, overheads and script materials on the RN and LPN supply data to each board member.
- Data Analysis The final data analysis on the Employer nursing demand data was received today.
- Data Report Writing Dr. Peggy Hawkins is preparing the report on the RN Workforce Survey data. Kelli King, UNMC graduate student is preparing a similar report of the LPN Workforce Survey data. Both reports are to be completed by July 15. Kristin Eberhardt, UNMC graduate student is compiling the open-ended and "added" comments from the RN and LPN Workforce surveys. Christine Sheldon, UNMC graduate student is analyzing the open-ended responses from the Employer Survey. Kelly will attempt to find and contract with an appropriate person to write the report of the data from the Employer Survey. It was suggested that national employer demand data be obtained from Colleagues in Caring.
- Pfizer Publication Kelly stated she has not had time to recontact Pfizer to determine if their publication on nursing roles has been revised and reprinted, but she will do so before the next meeting.
- Media Subgroup Kelly contacted Stepanek several weeks ago to discuss utilization of funds remaining in the 2001 budget. It was decided to pursue the production of a television ad that would support nursing as a career choice. KOLN/KGIN TV agreed to produce the 30 second spot for a very reasonable fee. The spot was shot earlier this week and is currently being edited. Board members will be asked later in the meeting to authorized funds to air the spot. The use of radio and newspaper promotional ideas were also discussed.
- Speaking Engagements Stepanek gave a presentation on Center activities to Secure Care. Travis presented to NONE and Heartland Alliance. Gross, Kelly and Stepanek have been invited to participate in a presentation to the University of Nebraska Regents on June 22, 2001.
- Board Reappointments Governor Johanns has reappointed Douglas, Travis, Yeaworth, Elliott, Joslin and Krafka for another term on the Center for Nursing Board.

Legislation

- LB 468 This legislation creating a loan fund for nursing students passed the legislature and was signed into law by the governor. The loan program will be administered by the Nursing and Nursing Support area in the Department of Health and Human Services Regulation and Licensure.

Budget Status Report

The board reviewed the May 31, 2001 budget status report which shows over \$41,000 in funds unexpended.

4. Sietsema made the motion seconded by Lenaghan **that the board accept the May 31, Budget Status Report.**

Voting aye: Lazure, Stepanek, Guy, Travis, Gross, Stevens, Douglas, Sietsema, Elliott, Wenz, Lenaghan and Williams. Voting nay: none. Abstain: none. Absent: Joslin, Yeaworth, Walline and Krafka. Motion carried.

FY 2002 Budget

Kelly reported on the proposed FY 2002 budget for the Center for Nursing.

5. Sietsema made the motion seconded by Elliott **that the board adopt the proposed 2002 budget for the Center for Nursing.**

It was suggested that perhaps the approval of the budget should be deferred until after the strategic plan development has occurred.

6. Lazure made the motion seconded by Douglas **that the board table the motion.**

Voting aye: Lazure, Stepanek, Guy, Travis, Gross, Stevens, Douglas, Sietsema, Elliott, Wenz, Lenaghan and Williams. Voting nay: none. Abstain: none. Absent: Joslin, Yeaworth, Walline and Krafka. Motion carried.

Additional discussion on the use of Center funds and the media campaign was held.

7. Lazure made the motion seconded by Lenaghan **that the board ratify the \$500 expenditure for production of the TV nursing promotional spot.**

Voting aye: Lazure, Stepanek, Guy, Travis, Gross, Stevens, Douglas, Sietsema, Elliott, Wenz, Lenaghan and Williams. Voting nay: none. Abstain: none. Absent: Joslin, Yeaworth, Walline and Krafka. Motion carried.

8. Stevens made the motion seconded by Douglas **that the board authorize the Expenditure of \$35,025 for airing of the TV nursing promotional campaign.**

Voting aye: Lazure, Stepanek, Guy, Travis, Gross, Stevens, Douglas, Sietsema, Elliott, Lenaghan and Williams. Voting nay: Wenz. Abstain: none. Absent: Joslin, Yeaworth, Walline and Krafka. Motion carried.

Strategic Plan Development

The board continued the strategic plan development process that had been started by the workgroup earlier in the morning. (See Attached)

12:10 p.m. The Board recessed while lunch was served.

12:50 p.m. The Board reconvened and continued their work over lunch.

2:15 p.m. Lenaghan left the meeting

9. Sietsema made the motion seconded by Lazure **that the board declare motion #5 on the table and vote on adoption of the proposed 2002 budget.**

Voting aye: Lazure, Stepanek, Guy, Wenz, Travis, Gross, Stevens, Douglas, Sietsema, Elliott, Walline and Williams. Voting nay: None. Abstain: none. Absent: Joslin, Lenaghan, Yeaworth, and Krafka. Motion carried.

Identification of Next Steps

Staff will refine the strategic plan, adding tactics and time lines based on today's discussion.

It was suggested that the board explore becoming a member of Colleagues in Caring.

Next Meeting

The next meeting will be held on Friday August 3, 2001 at the Staybridge if the facility is available. Primary agenda item will be the finalization of the strategic plan.

2:55 p.m. Meeting adjourned.

Respectfully Submitted,

Lois Sietsema, Secretary

MINUTES OF THE MEETING
OF THE
NEBRASKA CENTER FOR NURSING
BOARD MEETING
August 3, 2001

Call to Order

The meeting of the Nebraska Center for Nursing Board was called to order by Chuck Stepanek, Chairperson at 10:05 a.m. CDT, August 3, 2001 at the Staybridge Suites, 2791 Fletcher Ave., Lincoln, NE. Copies of the agenda were sent to board members and posted.

Roll Call

The following members were present:

Chuck Stepanek, Chairperson
Shirley Travis, Vice-Chairperson
Linda Lazure
Linda Walline
Maxine Guy
Gloria Gross
Barbara Wenz
Marian Williams
Jane Elliott
Pat Lenaghan
Rosalee Yeaworth
Larry Krafka

The following members were absent and excused:

Dennis Joslin
Lois Sietsema
Diana Stevens
Carole Douglas

Twelve members were present to constitute a quorum and the meeting convened. Also present from the Credentialing Division was Charlene Kelly, Section Administrator for Nursing and Nursing Support, Vicky Burbach, Nursing Practice Consultant and Sheila Exstrom, Nursing Education Consultant.

Minutes of the June 7, 2001 meeting

The chair asked for a motion to dispense with the reading of the minutes of the June 7, 2001 meeting.

1. Travis made the motion seconded by Lazure **that the board dispense with the reading of the minutes of the June 7, 2001 meeting.**

Voting aye: Lazure, Stepanek, Travis, Gross, Yeaworth, Krafka, Elliott, Wenz, Lenaghan and Williams. Voting nay: none. Abstain: none. Absent: Joslin, Douglas, Sietsema and Stevens. Motion carried.

The board reviewed the minutes of the June 7, 2001 meeting. Several corrections were noted.

2. Lazure made the motion seconded by Lenaghan **that the board approve the minutes as corrected.**

Voting aye: Lazure, Stepanek, Travis, Gross, Yeaworth, Krafka, Elliott, Wenz, Lenaghan and Williams. Voting nay: none. Abstain: none. Absent: Joslin, Douglas, Sietsema and Stevens. Motion carried.

Agenda

The agenda was reviewed. Members and staff requested several additions to the agenda including a discussion of the data analysis, Colleagues in Caring, and the purchase of a display board for exhibits.

3. Lenaghan made the motion seconded by Guy **that the board adopt the revised agenda.**

Voting aye: Lazure, Stepanek, Travis, Gross, Yeaworth, Krafka, Elliott, Wenz, Lenaghan and Williams. Voting nay: none. Abstain: none. Absent: Joslin, Douglas, Sietsema and Stevens. Motion carried.

Report of Activities Since the Last Meeting

The board heard reports on the following activities since the last meeting:

Web Site Development

The web site is up and functional. The web contractor is still fine tuning some things to make it more operator friendly. The board suggested that a mechanism for comments on sections of the web site be added.

Data Report Writing

The RN Workforce Report has been completed. Copies were distributed to board members. The LPN Workforce Report is nearly completed. It still needs some editing and then it will be ready for review. The Employer Survey Report is due to be completed by September 15, 2001. The board reviewed the RN Workforce Report and made several suggestions for additions and clarity. Kelly will make changes and additions as requested and ensure that the same changes are made on the web site version. Staff will distribute replacement pages to board members. Mechanisms for general distribution of the report were discussed. It was suggested that a mailing be sent to all licensed facilities notifying them of the availability of the reports and options for obtaining the reports. The notice should include the information that the copy on the web site is in color and therefore the charts are easier to read in the color format.

4. Walline made the motion seconded by Krafka **that the board send a notification to all licensed facilities that the reports are available in hard copy and on the web site. This notification should also be published in *Nursing News*.**

Voting aye: Lazure, Stepanek, Travis, Gross, Yeaworth, Krafka, Elliott, Wenz, Lenaghan and Williams. Voting nay: none. Abstain: none. Absent: Joslin, Douglas, Sietsema and Stevens. Motion carried.

Media Project

Stepanek reported that the over 80 calls were received in response to the television and radio ad campaign that was run in late June. He took the video tape of the ad to the ANA convention and it was shown for all of the attendees to see. It received a tremendous positive response. Several states have requested copies of the tape to review. The Iowa Nurses Association has requested to purchase rights to use the ad in their state. The board discussed charging a fee for use of the ad.

5. Yeaworth made the motion seconded by Gross **that the board copyright the ad and then charge \$100 for purchase of the ad by other organizations. Copies of the video ad should be sent to all TV stations in Nebraska along with a request to run the ad as a Public Service Announcement. Copies of the audio tape should be sent to all radio stations with a similar request. A continuous loop copy of the ad should be made available to any board member who requests it for use in exhibit areas. The web site should be added to the tape before it is duplicated.**

Voting aye: Lazure, Stepanek, Travis, Gross, Yeaworth, Krafka, Elliott, Wenz, Lenaghan and Williams. Voting nay: none. Abstain: none. Absent: Joslin, Douglas, Sietsema and Stevens. Motion carried.

Speaking Engagements

Gross reported to the board that on June 22 she, Kelly and Stepanek participated in a presentation the University of Nebraska Regents on the nursing shortage. The

presentation was well received and several of the Regents asked questions or made comments on the shortage and the information presented.

Travis will give a presentation on the accomplishments of the Center for Nursing at the NNA convention in October.

Colleagues in Caring

The question was raised regarding if we should be in contact with Colleagues in Caring in order to have access to information from other states who are working on solutions to the nursing shortage. Kelly told the group that Colleagues in Caring had contacted us to obtain copies of the tools we had used for data collection. They are attempting to develop standard tools for use by states so that the data can be compared. Kelly will find out if the board members can be put on the mailing list to receive Colleagues in Caring newsletters.

Nursing Student Loan Act

Kelly explained that the regulations to implement the Nursing Student Loan Act are currently under development. A stakeholders meeting of the representatives from the nursing programs and the financial aide offices of the programs was held to get input into the regulations. The regulations will be set for public hearing in September. There will 140 \$1,000 loans available in January of 2002. Recipients will be required to work at least 36 hours for a period of a year to qualify for loan forgiveness.

Financial Report

The board reviewed the end of year budget status report. The budget was overspent due to printing charges from throughout the year being charged to the Center's account during the last month. Kelly also informed the board that the FY 2002 budget was decreased by 5% or \$3,000 per directive from the department and the governor.

Stepanek suggested that the Center purchase a display board for use when we are invited to exhibit.

6. Gross made the motion seconded by Wenz **that the board purchase two display boards and other supplies/materials for exhibits.**

Voting aye: Lazure, Stepanek, Gross, Yeaworth, Krafka, Elliott, Wenz, Lenaghan and Williams. Voting nay: none. Abstain: Travis. Absent: Joslin, Douglas, Sietsema and Stevens. Motion carried.

Governor's Summit on Workforce Development

Registration forms for the Governor's Summit on Workforce Development were distributed to board members. Anyone interested in attending was encouraged to complete a registration.

Report on Canadian Conference

Travis reported to the board on her attendance at the Canadian conference on the nursing shortage in that country. She reported that several of the presentations were beneficial. The Canadians are somewhat threatened by Americans because they recruit nurses out of Canada for higher wages in the U.S. A copy of Travis' report is attached to these minutes.

12:10 p.m. The board took a short break while lunch was served.

12:33 p.m. The meeting reconvened over lunch.

Upcoming Summit

Fourteen national nursing organizations will comprise the steering committee for a summit of the nursing community to address the critical issues of nurse staffing and the nursing shortage. The meeting will be held September 8-11, 2001 in Reston, Virginia. Kelly will find out if this meeting is open to other organizations. Pat Lenaghan and Linda Lazure indicated an interest in attending if the meeting is open.

Strategic Plan Development

The board spent the rest of the meeting time working on the strategic plan. It was decided to streamline the plan. The following primary goals were suggested:

1. Insure an adequate nursing workforce for Nebraska.
2. Develop an ongoing system to project demand for nurses.
3. Maximize effective use of the nursing workforce.
4. Take action to sustain the Center for Nursing.

It was decided that the plan should be further developed by a work group and submitted to the board for finalization at their next meeting. Gross, Lazure, Lenaghan and Krafka volunteered to serve on the work group. They will meet on August 31, 2001 in Omaha.

Next Meeting

The next meeting of the Center for Nursing board will be held September 26, 2001 at the Staybridge Conference Center beginning at 10 a.m.

In the absence of the secretary, minutes were taken by Gross.

Gloria Gross, Acting Secretary

MINUTES OF THE MEETING
OF THE
NEBRASKA CENTER FOR NURSING
BOARD MEETING
September 26, 2001

Call to Order

The meeting of the Nebraska Center for Nursing Board was called to order by Chuck Stepanek, Chairperson at 10:00 a.m. CDT, September 26, 2001 at the Staybridge Suites, 2791 Fletcher Ave., Lincoln, NE. Copies of the agenda were sent to board members and posted.

Roll Call

The following members were present:

Chuck Stepanek, Chairperson
Shirley Travis, Vice-Chairperson
Linda Walline
Maxine Guy
Gloria Gross
Barbara Wenz
Jane Elliott
Pat Lenaghan
Rosalee Yeaworth
Dennis Joslin
Lois Sietsema
Diana Stevens
Carole Douglas (arrived at 10:15 a.m.)

The following members were absent and excused:

Marian Williams
Larry Krafka
Linda Lazure

Thirteen members were present to constitute a quorum and the meeting convened. Also present from the Credentialing Division was Charlene Kelly, Section Administrator for Nursing and Nursing Support, and Sheila Exstrom, Nursing Education Consultant.

Agenda

The agenda was reviewed. Members and staff requested the following additions to the agenda: add speaking engagements at NNA and LPNAN conventions under Agenda Item C-speaking engagements, add grant application under Agenda Item C.

1. Travis made the motion seconded by Walline **that the board adopt the revised agenda.**

Voting aye: Sietsema, Stepanek, Travis, Gross, Yeaworth, Elliott, Wenz, Lenaghan, Joslin, Walline, Guy and Stevens. Voting nay: none. Abstain: none. Absent: Williams, Krafka, Lazure, and Douglas. Motion carried.

Minutes of the August 3, 2001 meeting

The chair asked for a motion to dispense with the reading of the minutes of the August 3, 2001 meeting.

2. Yeaworth made the motion seconded by Guy **that the board dispense with the reading of the minutes of the August 3, 2001 meeting.**

Voting aye: Sietsema, Stepanek, Travis, Gross, Yeaworth, Elliott, Wenz, Lenaghan, Joslin, Walline, Guy and Stevens. Voting nay: none. Abstain: none. Absent: Williams, Krafka, Lazure, and Douglas. Motion carried.

The board reviewed the minutes of the August 3, 2001 meeting. It was noted that Gross was acting secretary, not Travis.

3. Travis made the motion seconded by Joslin **that the board approve the minutes as corrected.**

Voting aye: Sietsema, Stepanek, Travis, Gross, Yeaworth, Elliott, Wenz, Lenaghan, Joslin, Walline, Guy and Stevens. Voting nay: none. Abstain: none. Absent: Williams, Krafka, Lazure, and Douglas. Motion carried.

10:15 a.m. Carole Douglas arrived.

Report of Activities Since the Last Meeting

The board heard reports on the following activities since the last meeting:

Web Site Development

Information has been added to the website as it becomes available.

Data Report Writing

The RN Workforce Report has been completed. Changes that were suggested at the last meeting are being made. Updated versions will be sent to board members and posted on the web site when the changes are completed. The LPN Workforce Report is complete, but still need some editing and refinement before it is distributed and posted to the web site. The Employer Survey Report is complete. However, the response was significantly less than had been hoped, therefore the results do not accurately reflect the workforce deficit. After much discussion it was decided that a follow up survey should be mailed to the chief nursing officer at each licensed facility. A telephone follow-up will be conducted to ensure a good return. The survey should be brief and simply ask for current numbers and FTE that are employed and how many positions are currently vacant. This information should be requested for RNs, LPNs and unlicensed assistive personnel. Staff were directed to develop the survey form and then have it reviewed by the subcommittee that developed the original employer survey tool before sending it out. The information from the original survey related to barriers to recruitment and retention is valid information that can be used for strategic plan development and implementation.

Media Project

Stepanek reported that the beta format tapes have been produced for sale to Iowa and Illinois and are ready to mail. The VHS tapes for distribution to the state's television stations are also ready to be mailed out along with a cover letter that will be written by Stepanek. Stepanek and Kelly will meet with department communication division personnel to discuss distribution of the audio tape PSA to radio stations.

Speaking Engagements

Board members reported on recent speaking engagements related to Center for Nursing activities. Travis is scheduled to give a presentation on Center for Nursing activities at NNA convention and Guy is scheduled to present at LPNAN on the same topic. Appropriate content for these presentations was discussed. It was suggested that the content focus on the activities of the Center for Nursing to date as well as the strategic plan. Any feedback from participants related to the plan should be communicated back to the board.

Grant Application

Stepanek informed the board that a letter has been received notifying the board that their grant application for the Excellence in Health Care funds has been denied.

Nursing Student Loan Act

Kelly reported that the public hearing on the regulations to implement the nursing student loan act was held on September 20, 2001. There were no comments in opposition. The regulations will now be sent to the Attorney General for review.

Financial Report

The board reviewed the budget status report dated 8/30/2001. It was noted that the \$20,000 donation received last year is still in the cash fund, even though it is not reflected in this year's budget. We would need to obtain additional spending authority if these funds need to be used.

Governor's Summit on Workforce Development

Board members and staff who attended the Governor's Summit on Workforce Development reported on the sessions attended. It was noted that this was a good conference and of benefit to the work of the Center for Nursing.

Presentation

UNMC graduate nursing student Kelli King presented her research findings on Nurses and Employers Perception of Factors Contributing to the Nursing Shortage in Nebraska. Discussion followed the presentation and the board members asked the presenter several questions. The board expressed their appreciation to King for the information provided.

12:00 p.m. The board took a short break while lunch was served.

12:15 p.m. The meeting reconvened over lunch.

Presentation

UNMC graduate nursing student Kristin Eberhardt presented her research findings on Nursing Shortage in Nebraska: Results of RN Survey. Questions and discussion followed. The board also expressed their appreciation to Eberhardt for sharing this information with them.

Employer Report

The board discussed in more detail their intended approach to obtain better employer data on the current number of nurses employed and current vacancy rates. The board directed that another abbreviated survey be done in an attempt to improve the response rate. It was decided to survey all licensed facilities, schools of nursing and insurance companies. The data obtained should be able to be analyzed by the type, size and geographic location of the employer. A cover letter should accompany the survey expressing the urgent need for this data. A wide choice of options for returning the data should be made available to employers – mail, fax, email. It was suggested that the survey be put on the web site for ease of access and return. It was noted that the original survey had a large number of responses from "other" types of facilities. Staff were asked to review the survey forms to try to determine who the "other" facilities might be. In addition to current numbers employed and vacant positions, it was suggested that we obtain basic information on which employees qualify for benefits and what type of benefits are available. It was also suggested that we ask if there are any services that cannot be provided because of short staffing. It was suggested we explore a scannable format for the survey tool. The sub-

committee that developed the original tool will finalize the revised tool before it is sent out for response. The sub-committee is Travis, Elliott, Gross, Stevens and Walline. It was suggested that data be collected annually after the first of the year.

Questions raised included, “Do we know the number of nurses that are required per 100,000 population?” “How many nurses is enough nurses?” “What type of expertise do we need to help us develop a model to support an ongoing adequate supply of nurses?” It was suggested that we explore assistance available through Nebraska Workforce Development.

4. Douglas made the motion seconded by Joslin **that the survey tool be mailed by the end of November.**

Voting aye: Sietsema, Stepanek, Travis, Gross, Yeaworth, Elliott, Wenz, Lenaghan, Joslin, Walline, Guy, Douglas and Stevens. Voting nay: none. Abstain: none. Absent: Williams, Krafka, and Lazure. Motion carried.

Strategic Plan Development

The board reviewed the draft strategic plan that had been developed by the workgroup. Several suggestions for modifications were made. Revised plan is attached to these minutes.

5. Travis made the motion seconded by Douglas **that the board adopt the strategic plan as an interim plan until additional data is collected.**

Voting aye: Sietsema, Stepanek, Travis, Gross, Yeaworth, Elliott, Wenz, Lenaghan, Joslin, Walline, Guy, Douglas and Stevens. Voting nay: none. Abstain: none. Absent: Williams, Krafka, and Lazure. Motion carried.

2:15 p.m. Douglas left the meeting.

Staff were directed to prepare an executive summary of the work of the Center for Nursing to date be developed and sent to Senator Suttle and other members of the Health and Human Services Committee.

It was noted that two of the strategies involve legislation – faculty incentives and mini-grants for projects to maximize the use of Nebraska’s workforce. Stepanek and Elliott will draft legislation for review by the board at their next meeting.

Next Meeting

The next meeting of the Center for Nursing board will be held November 15, 2001 at the Staybridge Conference Center beginning at 10 a.m. Agenda items will include: draft legislation, a presentation on the magnet hospital concept, and a presentation by representatives from Workforce Development.

Respectfully submitted,

Lois Sietsema, Secretary

MINUTES OF THE MEETING
OF THE
NEBRASKA CENTER FOR NURSING
BOARD MEETING
November 15, 2001

Call to Order

The meeting of the Nebraska Center for Nursing Board was called to order by Shirley Travis, Vice-Chairperson at 10:00 a.m. CST, November 15, 2001 at the Staybridge Suites, 2791 Fletcher Ave., Lincoln, NE. Copies of the agenda were sent to board members and posted.

Roll Call

The following members were present:

Shirley Travis, Vice-Chairperson
Lois Sietsema, Secretary
Carole Douglas
Jane Elliott
Gloria Gross
Maxine Guy
Dennis Joslin
Linda Lazure
Pat Lenaghan
Diana Stevens
Linda Walline
Marian Williams
Rosalee Yeaworth

The following members were absent and excused:

Chuck Stepanek, Chairperson
Larry Krafka
Barbara Wenz

Thirteen members were present to constitute a quorum and the meeting convened. Also present from the Credentialing Division was Charlene Kelly, Section Administrator for Nursing and Nursing Support, and Julie Lanham, Administrative Assistant.

Agenda

The agenda was reviewed. A report of the AHCA survey was added to the agenda.

1. Douglas made the motion seconded by Lazure **that the board adopt the revised agenda.**

Voting aye: Travis, Douglas, Elliott, Gross, Guy, Joslin, Lazure, Lenaghan, Sietsema, Stevens, Walline, Williams, Yeaworth. Voting nay: none. Abstain: none. Absent: Stepanek, Krafka, Wenz. Motion carried.

Barbara Baier Presentation

Barbara Baier, Grants Administrator/Writer for the City of Lincoln Finance Department, made a presentation to the board regarding the H-1B Technical Skills Training Grant. Any proposal the board would like to make regarding the grant would be due to Baier by the end of January. The board discussed whether their role would be best served as a partnership or technical assistance/resource.

2. Lenaghan made the motion seconded by Stevens **that the board investigate an affiliation with this project based on whether other Workforce Development boards are doing proposals related to health care.**

Voting aye: Travis, Douglas, Elliott, Gross, Guy, Joslin, Lazure, Lenaghan, Sietsema, Stevens, Walline, Williams, Yeaworth. Voting nay: none. Abstain: none. Absent: Stepanek, Krafka, Wenz. Motion carried.

11:00 – 11:05 Break

Minutes of the September 26, 2001 meeting

The board reviewed the minutes of the September 26, 2001 meeting.

3. Lenaghan made the motion seconded by Elliott **that the board approve the minutes.**

Voting aye: Travis, Douglas, Elliott, Gross, Guy, Joslin, Lazure, Lenaghan, Sietsema, Stevens, Walline, Williams, Yeaworth. Voting nay: none. Abstain: none. Absent: Stepanek, Krafka, Wenz. Motion carried.

Report of Activities Since the Last Meeting

The board heard reports on the following activities since the last meeting:

Web Site Development

Kelly indicated the web site has been redesigned. She will check into adding “return to home page” at the bottom of each page and the possibility of linking the site with a search engine. The board discussed avenues to get the web site address out to potential users. Kelly will add the address to her e-mail signature block and will check into having magnets or business cards made that could be handed out with the address on them. Also it should be added to letterhead or elsewhere on any correspondence that goes out. Kelly will check into the possibility of adding links to other organization web sites such as the NNA and ANA, and also financial assistance web sites. The board will look at the web site at the next meeting

Data Report Writing

The RN Workforce Report has been completed and is available on the web site. The abbreviated Employer Report is also on the web site. The LPN Workforce Report is currently being updated and refined and when completed will be also be available on the web site. The Employer Survey Report is complete however the response was significantly less than had been hoped so a shorter one-page survey was developed by staff and then reviewed by the subcommittee that developed the original employer survey tool. This survey will be mailed out on November 30 with a requested return date of December 15. Those who do not respond by the December 15 deadline will receive a follow-up phone call.

Media Project

Kelly reported that the PSAs were distributed to TV media and she will follow-up with those stations regarding how much air time the PSAs received.

Speaking Engagements

Board members reported on recent speaking engagements related to Center for Nursing activities. Guy spoke at the LPNAN convention and Travis spoke to the NNA. Lenaghan spoke with NHA regarding the workforce shortage plan. Stevens spoke with the western Nebraska hospital CEO's. Walline spoke with community colleges regarding rural health plan. Kelly reported Sheila Exstrom spoke at the Nursing Leadership Conference. Kelly will ask Joni Kovar to present at the next board meeting. Future speaking plans include Gross to speak to the Regional West Board, Lenaghan to speak to the Omaha Medical Society and also the statewide medical group, and Sietsema to the Nebraska Homes and Services for Aging. Staff were directed to develop updated presentation materials for use by board members.

Executive Summary

Kelly is working on Executive Summary to send to Legislative HHS Committee, the Governor's Office, and the Center for Nursing Board.

Financial Report

The board reviewed the budget status report dated 9/30/2001. It was noted that the \$20,000 donation received last year is still in the cash fund, even though it is not reflected in this year's budget. Kelly will review the food expense and contract service numbers as they don't appear to be correct.

AHCA Nursing Survey

Elliott shared with the board the preliminary report results of the 2001 AHCA nursing position vacancy and turnover survey.

12:05 p.m. The board took a short break while lunch was served.

12:30 p.m. The meeting reconvened over lunch.

Presentation

Lenaghan made a presentation on the Magnet Hospital Concept. Her facility will be going through the Magnet declaration process.

Demographic Projection Analysis

Kelly discussed resources required to conduct demographic projection analysis. She will contact the NEAR Center to see if they have someone who could help with this or can suggest a resource to us. The board suggested that projections for decrease in workforce based on retirement at ages 55, 60, 65, and 70 be done.

Sub-Committee Report

Kelly reported that the subcommittee to develop the vacancy rate survey tool had met prior to the board meeting to go over the survey and cover letter. The cover letter will be addressed to "chief nursing officer." The letter and survey will be mailed November 30 with a due date of December 15. Follow-up phone calls will be made to those not responding by the 15th.

Strategic Plan Development

The board reviewed the strategic plan that had been developed and assigned workgroups or identified next steps to be taken.

Goal 1

Action 1, Tactic D., Encourage nursing programs and the health care industry to develop partnerships to address faculty, facility, and clinical resources needed to meet targeted enrollments.

Workgroup: Walline will work with Deans and Directors (NANDAD)

Action 2, Tactic A, Sponsor a “conference” to highlight/identify existing and potential strategies to increase minorities in nursing; and Tactic B, Convene focus groups of high school and junior high students to identify sources of influence for career choice; Tactic G, Create a student ambassador program to have nursing students make presentations to their home high-schools on nursing as a career of choice.

Workgroup: Lazure, Douglas, Lenaghan

Action 2, Tactic H, Distribute Pfizer book to each School of Nursing and high school in Nebraska.

Staff will order “Opportunities to Care: The Pfizer Guide to Careers in Nursing” and put notice on web site that book is available free of charge. The publication is available by e-mailing your request to careerguides@pfizer.com. The e-mail request needs to include your name, address, phone number, and quantity you’d like. Kelly will find out of a counter can be put on the web site to monitor volume to the web site. Stevens will discuss having the coloring books available to be given out at immunization clinics.

Action 3, Tactic A, Develop an “Each On Reach One” campaign to encourage current faculty to identify one potential faculty member and mentor that person to achieve preparation to teach; and Tactic B, Host an annual even to recognize participating faculty and their mentorees.

Workgroup: Joslin

Action 3, Tactic D, Host a faculty conference on creative strategies for teaching nursing.

Workgroup: Walline will work with Nina Wardell, NLN

Action 3, Tactic E, Develop a financial incentive program to support faculty educational preparation and seek legislative funding to support the incentives.

Workgroup: Stepanek, Elliott, Yeaworth

Action 4, Tactic A, Further explore satisfiers and dissatisfiers in nursing that affect retention and disseminate information from the study; and Tactic B, Disseminate information on the magnet hospital concept and provide consultation on implementation.

Workgroup: Lenaghan

Action 4, Tactic C, Develop and implement a curriculum for seminars and/or self-study on leadership development and interpersonal skills in nursing and host a recognition activity for those who complete the curriculum.

Board to be thinking about this.

Action 4, Tactic D, Explore issues related to the facility accreditation/approval process and seek resolution of identified problems.

Staff will write a letter on behalf of the board to Nancy Brown and Gay Bates expressing concerns regarding state surveys.

Goal 2

Action 2, Tactic B, Develop a career information center for nurses for information on career opportunities and advancement.

Put on survey. Ideas to Denny Berens.

Goal 3

Action 1, Tactic A, Fund and award mini-grants for pilot projects that maximize the use of Nebraska's nurse workforce; and Tactic B, Sponsor a summit conference/think tank on Maximizing the Use of Nebraska's Nursing Workforce with presentations by grant recipients.

Workgroup: Gross, Williams, Guy

Next Meeting

The next meeting of the Center for Nursing board will be held January 31, 2002 at the Staybridge Conference Center beginning at 10 a.m. Agenda items will include: Report by workgroups on progress on strategic plan, review of web site, discussion with representative from NHA. The following meeting will be held April 10 in Kearney.

Respectfully submitted,

Lois Sietsema, Secretary