

MINUTES OF THE MEETING  
OF THE  
NEBRASKA CENTER FOR NURSING  
BOARD MEETING  
February 20, 2003

**Call to Order**

The meeting of the Nebraska Center for Nursing Board was called to order by Gloria Gross, Vice-Chairperson, at 9:00 a.m. CST, February 20, 2003 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, Chairperson (in at 12:07)  
Gloria Gross, Vice-Chairperson  
Linda Lazure, Secretary  
Barbara Wenz  
Chuck Stepanek  
Pat Lenaghan  
Diana Stevens  
Linda Walline  
Rosalee Yeaworth  
Carole Douglas

The following members were absent:

Lois Sietsema  
Maxine Guy

A quorum was present and the meeting convened. Present from the Credentialing Division were Charlene Kelly, Section Administrator for Nursing and Nursing Support, Sheila Exstrom, Nursing Education Consultant, and Anne Owens, Administrative Assistant. Also present as a guest from the Health Care Association was Becky Veak. Ellie Eisenmenger from College of St. Mary was present as a guest of Pat Lenaghan.

**Report/Discussion of Status of Board Membership**

*Board Member Resignations, Re-Appointments and New Member Appointments*

Dennis Joslin and Jane Elliott have both resigned from the Center for Nursing Board since the last meeting. Larry Krafka and Marian Williams resigned in the fall of 2002. Board members whose terms have expired but who wish to remain on the board are: Maxine Guy, LPN; Pat Lenaghan, RN – recommended by The Nebraska Hospital Association; Lois Sietsema, RN – Florence Home in Omaha; Chuck Stepanek, Executive Director, Nebraska Nurses Association; Diana Stevens – who works at the hospital in Oshkosh and Linda

Walline – faculty at Central Community College and recommended by the Nebraska Community College Association. These members have not received official notification from the governor’s office that they have been re-appointed, and there has been no notification of new member appointments. It was also noted that Gross’, Lazure’s and Wenz’s appointments expire in June 2003. Kelly has been in communication with Dick Nelson about the delay in notifications, and he has indicated that he has been making repeated requests for appointments and will continue trying to solve the problem. Stepanek will contact Shalla Young, who coordinates board appointments at the Governor’s office, regarding the delay. It was suggested that all board members seeking re-appointment contact Ms. Young about their appointments. Becky Veak has been recommended by the Health Care Association to fill Jane Elliott’s position on the board, but has not yet been appointed.

### **Approval of Minutes**

#### **Minutes of the December 4, 2002 Meeting**

The board discussed the December 4, 2002 minutes as presented and suggested the following changes:

- Page 4, paragraph 4, *Update on H-1B Skills Training Grant Application* – should be changed to reflect that only Hastings completed a grant application, and that it was through the Workforce Investment Board (not the Chamber of Commerce). In addition, although the grant application has been considered in the Grand Island area, no proposal has been submitted;

1. Douglas made the motion seconded by Walline **to amend the section of the minutes regarding the review of the survey conducted by the Nursing Leadership Group at last Spring’s Nursing Summit.**

Discussion followed.

2. Stepanek made the motion seconded by Douglas **to call the question.**

Voting aye: Wenz, Lazure, Walline, Stepanek, Gross, Stevens, Yeaworth, Douglas and Lenaghan. Voting nay: none. Abstain: none. Absent: Travis, Sietsema and Guy. Motion passed and the question was called.

(Vote on Motion #1)

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

- Page 4, same section – that the minutes be clarified by eliminating names and summarizing the concepts that were addressed rather than including a detailed description of the discussion. Kelly suggested that the minutes be amended to state “There was a lengthy discussion on educational levels and educational issues.”

- Page 6, regarding AHEC’s request for partners to connect with them for continuing education – the cost to partner with AHEC would be \$150,000, not \$15,000, and Central Community College is not participating at this time;
  - Page 6, regarding the funding from UNMC – Kathryn Fiandt, APRN, DNS, FNP, is the person from UNMC who is coordinating the interdisciplinary group, not Carol Pullen.
3. Douglas made the motion seconded by Stevens **that the board approve the minutes of the December 4, 2002 meeting as amended.**

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

**Reports of Presentations, Exhibits and Meetings attended since the last meeting and those scheduled for future dates**

*Speaking engagements*

Wenz spoke about the strategic plan at the District I NNA meeting on February 10<sup>th</sup>. Yeaworth testified at the HHS committee in favor of LB 351. Stevens presented the strategic plan to the Rural Health Care Cooperative Network. After her presentation, the Network wrote a letter to the Nebraska Hospital Association asking the Association to financially support the Center for Nursing.

**Update on status of distribution of loan funds under the Nursing Student Loan Act**

Kelly reported that Dick Nelson has approved the distribution of the last 16 student loans. The loans have been allocated and will be distributed to the schools next week.

There are twelve students who are in repayment status on their nursing student loans because they left the state or dropped out of school. More funds may be available due to their payback.

**Financial Report as of December 31, 2002**

Kelly presented the December 31<sup>st</sup> financial report, which shows that the budgeted funds for the fiscal year have been adjusted to show the full \$60,000 initially appropriated.

*Legislation*

Stepanek reported that the appropriation hearing for the Center for Nursing is scheduled on the legislative agenda on March 17<sup>th</sup>. It is his understanding that the Center has not been targeted for budget cuts, but that the student loan funding has.

*Contracts to be paid*

Ruth Pakieser needs to be paid for the work that she has done for the Center. The data entry contractor has completed the data entry and the NEAR Center is working on the analysis of the 2002 RN renewal questionnaires, so the bills for those services will need to be paid from this year’s budget.

### **A Gathering of State Nursing Workforce Centers, April 24-26, 2003**

The North Carolina Center for Nursing and The Robert Wood Johnson Foundation are sponsoring a gathering of state nursing workforce centers, *Taking the Long View*, in Raleigh, NC, from April 24-26, 2003. Representatives of workforce centers, planning centers and coalitions of key stakeholders from all 50 states have been invited to participate in the event. This is the first gathering of its kind.

The board is interested in sending representatives to the meeting as well as sending along CFN magnets and other materials that have been developed by the center such as brochures, etc.

4. Stevens made the motion seconded by Douglas **that Travis and Kelly represent the Center for Nursing at the Gathering of State Nursing Workforce Centers in Raleigh, NC, April 24-26, 2003.**

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

### **Update on H-1B Skills Training Grant Application**

Greater Lincoln Workforce Investment Board has received notice that their application for a grant for a Healthcare Skills Shortage Training Program was not approved. However, the proposal was highly ranked, and they will therefore be a recipient of one-on-one technical assistance to improve their application. After receiving the assistance, the application will be resubmitted to the U.S. Department of Labor. Exstrom suggested that we respond to Colleagues in Caring's request regarding H-1B grants in various states. Staff will respond.

### **Progress report on Workforce Survey project**

All of the 2002 RN surveys were sent to the data entry contractor and the data was compiled by mid-January and forwarded to the NEAR Center. The contract target date for the analyzed data is 12 weeks from the date the NEAR Center received the data, which should be in April. The data will consist of approximately 400 tables, which will then need to be put into a user-friendly report. Kelly has been in contact with Misty Damewood, a doctoral student and faculty member at Creighton, who would like to use this project for her dissertation.

It was also agreed that the board would like to have an updated Employer Survey and report. The one page survey will be used to request information about vacancy rates. It will be sent to the Chief Nursing Officers of the licensed facilities throughout the state, and will be printed on an eye-catching colored paper. Ms. Damewood is also interested in helping with this report.

Compensation package for nurses in the Health & Human Services System

Kelly reported that one of the changes in the 2003-2005 NAPE/AFSCME Labor Contract raises the salary for nurses currently working within the HHS system in a range from 2.5% to 25%, depending on years of service. This will allow nurses working for the state to be paid on a more competitive basis. The base salary range in the system has not changed.

Nurse recruitment

Exstrom met with representatives of a nurse recruitment firm from California that is opening a satellite office in Lincoln with the intention of staffing the new Heart Hospital and HHS agencies. They will be recruiting nurses from the Philippines. With the prospect of two new hospitals in Omaha, another company will be recruiting nurses from East India.

Poudere Valley Hospital (a magnet hospital) is building a new trauma hospital at Loveland, CO. The CFN should watch the development of new hospitals.

Lenaghan noted that all of the Omaha hospitals are working on the mental health issues caused by the closing of the Richard Young facility. The facility has 50 beds, with approximately 10 walk-ins and 100 triage calls per day.

10:15 a.m. the board took a short break

10:28 a.m. the board reconvened

**Old Business: Follow-up activities to last meeting**

- 1) Randy Korth, CFO for Immanuel Health Systems, indicated to Kelly that the Mission Committee of the Board of Directors at Immanuel has forwarded a resolution to Alegent to fund our efforts in community benefit work. The Alegent Board generally agrees with the principle, but has not yet agreed to the funding. Korth hopes to have an answer to the board's questions by the end of April.
- 2) Kelly added the need for funded faculty positions to the Request for Funding presentation.
- 3) Distribution of the revised presentation in support of financial funding for the CFN has been done.
- 4) The board reviewed the projects that have been completed by Ruth Pakieser.
  - A. School/student mentor packet with script for presentation to be sent to the schools of nursing:
    - Delete the U.S. Army Reserve information because of the current military situation.
    - Change the Creighton contact phone number from 2004 to 2000.
    - Central Community College is listed as "Community College" – add "Central"
    - Add BryanLGH College of Health Sciences to the list
    - Kelly will write a cover letter and send a packet that includes the school presentation and the Power Point presentation to the schools so that students can connect with their previous high school over spring break. She will refer to the website and change the format of the presentation so that the text is at the bottom of the slides.

- Staff will create an address book for Human Resource contacts at hospitals, long-term care facilities and nursing homes and send the presentation there as well.
- B. Brochure – “Need a Nurse?”
- “Splash-up” the cover with borders, etc.
  - Change “institution” to “facility”
  - Add CFN information on the front
  - Target audience – all licensed facilities employing nurses
- C. Brochure – “EMTs – Have You Considered Nursing?”
- Add CFN information on the front
  - Change “nursing salaries are very attractive” to “nursing salaries are competitive”
  - Mail to all licensed EMTs
- D. Brochure – “Men in Nursing in Nebraska”
- Add Nebraska connections, i.e. Nebraska nurses – John from “Survivor”, etc.
  - Too much history in the piece. Gross and Kelly will rework the entire piece and edit. What about using the Oregon CFN slogan “Are you man enough to be a nurse?” with Nebraska nurses?
  - Kelly will e-mail board members asking for names and information regarding male nurses
  - Make the piece less bulky – one 11 X 17 page folded to create four 8 ½ X 11 pages.
  - All of the Omaha hospitals are working together on minorities and men in nursing. Lenaghan will let the hospitals know that the CFN is working on this project and ask for feedback. David Lawton could be consulted.
5. Website updates: NC video, updated board member list, educational programs, minutes and helpful links.
6. Travis, Kelly, Gross and Stepanek met with Mike Shambaugh-Miller and Mary Cramer from the UNMC Department of Preventive and Societal Medicine on February 19<sup>th</sup>. They asked for and received the CD that Shambaugh-Miller had indicated he could create containing the Phase I data. Mary has received a grant from the American Nurse’s Foundation to develop the model on nursing needs.

The question posed to Shambaugh-Miller and Cramer was: What will they give us for Phase II, and how much will it cost? The information we receive would be from 11 counties, with projected numbers for specific medical conditions, including Alzheimer’s, etc., at 5 years, 10 years, etc. It would include data only on RNs to meet these needs.

Their proposal would combine the following to develop a predictive model for the nursing workforce and would cost \$50,000:

- Our Licensure Data
  - State Demographic Data
  - Health Indicator Data (available from HHS)
  - Mary Cramer’s determination of the number of nurses needed based on other data.
- The CFN would then determine actions to sustain the needed supply.

It was suggested that the CFN needs more information, such as how much does the age of the nurse impact demand – which factors, over time, have the biggest impact on

supply/demand of nurses? There was discussion that the board's intent has always been for this to be a "fluid" model.

The group asked DPSM to present the board with another proposal for Phase II of the project for our review.

It was suggested that we seek other proposals. Lenaghan suggested that Kelly and Travis check with attendees at the April meeting in North Carolina to see if anyone else has similar models in place. Would it be possible to collaborate with other states? Yeaworth suggested that the board check with the U.S. Department of Health (HRSA) to see if they already have a predictive model.

5. Lazure made the motion seconded by Stepanek **that the board write an RFP and put out a call to formulate a broad predictive model. Timeline for RFP development by the April board meeting.**

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

*Progress report on revised Executive Summary and plans for distribution*

Kelly will put the updated Executive Summary on the website and send copies to all areas represented by the CFN and to legislators on the Appropriations and HHS Committees of the Legislature. For the legislators, put a summary on the first page with bullets and then detailed content on the following pages. Kelly will include the information that Johnson & Johnson has awarded a grant in the amount of \$10,900 to the CFN for television commercials during the boy's and girl's basketball tournaments March 8<sup>th</sup> and 15<sup>th</sup>.

*Strategic plan to assure administrative support for the Center for Nursing*

What level of expertise should the support person have – administrative assistant or higher? Can the position be funded by licensure increases? Kelly and Travis will gather information from other groups at the April meeting in NC.

*Work plan for distribution of minority recruitment project*

Walline reported for the committee. We need to start recruitment early – in 1<sup>st</sup> and 2<sup>nd</sup> grade, and let kids know that it's always okay to ask questions. Creighton has the Health Professions Pipeline Initiative (HPPI) material that may be beneficial. We could approach companies to help fund the Center for Nursing and list donors on our website. We need to go where the minorities are. Kelly will contact the Nebraska Minority Public Health Association to see if they will send a representative to the next board meeting.

*Contact Johnson & Johnson for recruitment advertising*

Stepanek received a promise of a \$10,900 grant from Johnson & Johnson to fund recruitment advertisements during the boy's and girl's basketball tournaments March 8<sup>th</sup> and 15<sup>th</sup>. We will rotate the phone number and website address on the commercials. The timing of these commercials is good – the appropriations committee meets on March 17<sup>th</sup>.

12:07 p.m. the group broke for lunch and Travis joined the group

12:33 p.m. the board reconvened, with Travis presiding

#### Nurse Reinvestment Act (NRA)

Exstrom drafted a letter over Travis' signature to Nebraska's congressional delegation in support of NRA. She will find out how to apply for funds.

#### Stakeholders conference

Lenaghan presented a projected budget for the CE event in Kearney. We are actively seeking a keynote speaker. Carol Bradley was suggested as a speaker. The theme would be "How to build a culture where people want to work". Kelly discussed the Nursing Management Recruitment and Retention workshop May 2 – 4, 2003. Linda Aiken is the speaker. Should the board send a representative? Bonnie Wiezcorik or Dennis Sherrod could be potential speakers. Lenaghan will find out about honoraria, availability, etc. She also has a list of potential sponsors who could possibly offset the cost of the meals. She will refine the budget after more information is known. The target audience would be nurse administrators, middle managers, etc. The format would be keynote speaker/luncheon/breakout groups.

### **Reports of follow-up activities related to the strategic plan since the last meeting and identification of next steps in relation to the strategic plan**

#### Recruitment

##### 1) Advertising/promotion:

- Book covers – need prototype for middle school/junior high kids
  - Can we have a contest for kids to design book covers?
  - Can we find some place that has made book covers?
  - Kelly will ask Lincoln School of Commerce if they can design book covers around the theme "Save 1 life, you're a hero; save 100 lives and you're a nurse"
- Coloring books - \$2.00 each. Continue to keep a supply on hand
- Ad targeting men – Kelly will contact the Oregon CFN to determine whether or not we can use the "Are you man enough to be a nurse?" line on our own ad. We can purchase copies of the Oregon poster or make a similar poster with male nurses in Nebraska. The Oregon website also has a slide show of the making of the poster.
- Kim Bartek has drafted a press release about "Men in Nursing"
- The Center has about 15 volunteers for the mentor program. One person has been giving reports. We could send the volunteers the student presentation and a Pfizer book. Would the mentor who is reporting be willing to contact other mentors with suggestions?

#### Increasing educational capacity

- 1) Faculty Loan Program (LB 351, in committee); NRA – will find out more information and put on website. NRA calls for \$3 million for faculty.
- 2) Faculty position funding
  - Are there any creative models?
    - Board of Nursing is asking for information
    - Per Exstrom, Children's Hospital has a model – faculty is getting paid from schools, and they are getting the same person to work with multiple schools
    - Methodist pays an additional \$1.00 per hour for precepting
  - Faculty

- Kelly noted that there are Nurse Practitioners who are having a difficult time finding Nurse Practitioner jobs. It's hard to find a collaborating physician, especially for inexperienced NPs. These people have master's degrees and might want to teach nursing.
- Walline is trying to get faculty in Grand Island. Douglas has altered (flexed) work schedules to allow employees doing clinical requirement. There are problems with no open faculty lines and a lack of incentives for RNs to complete BSNs to eventually get into teaching positions.
- Next meeting – look at data available and make projections for faculty positions. (Deans and Directors will have met and the annual reports will have been completed by then.)

Retention

- 1) Nursing Summit – March 25<sup>th</sup>
- 2) Do we re-submit our grant application to fund mini-grants? The deadline for submission is April 1, 2003. Where should we put our energies? The group will leave the strategy in place but will not rewrite the grant application.

Leadership management and data collection for sustainability

- 1) Have already discussed phase I and II progress
- 2) Funding sources – Lenaghan – if Alegent agrees to fund projects, we should contact the other Omaha healthcare systems

**Other**

Stepanek received an invitation from Channel 10/11 for their 50<sup>th</sup> anniversary celebration on March 1, 2003. He will attend on behalf of the board. Stepanek also stated that the tape that was submitted to the American Academy of Nursing from the CFN did not win. The tape submitted by NNA received an honorable mention.

Nurses week

There is no time to sponsor specific activities this year.

Set future meeting agenda

The April 17 agenda should include:

- a) Faculty issues
- b) Minority recruitment guests
- c) Draft for RFP
- d) Review Men in Nursing brochure
- e) Nebraska Nurses Week

2:00 p.m. the board adjourned

Respectfully submitted,

Linda Lazure, Secretary

MINUTES OF THE MEETING  
OF THE  
NEBRASKA CENTER FOR NURSING  
BOARD MEETING  
April 17, 2003

**Call to Order**

The meeting of the Nebraska Center for Nursing Board was called to order by Shirley Travis, Chairperson, at 9:03 a.m. CDT, April 17, 2003 at the Country Inn & Suites, 5353 N. 27<sup>th</sup> St., Lincoln, NE. Copies of the agenda were sent to board members and posted.

*Roll Call*

The following members were present:

Shirley Travis, Chairperson  
Barbara Wenz  
Chuck Stepanek (arrived at 10:30 a.m.)  
Pat Lenaghan  
Diana Stevens  
Linda Walline  
Rosalee Yeaworth (arrived at 9:18 a.m.)  
Maxine Guy  
Lois Sietsema

The following members were absent:

Gloria Gross, Vice-Chairperson  
Linda Lazure, Secretary

A quorum was present and the meeting convened. Present from the Credentialing Division were Charlene Kelly, Section Administrator for Nursing and Nursing Support, Sheila Exstrom, Nursing Education Consultant, and Anne Owens, Administrative Assistant. Present as a guest from the Health Care Association was Becky Veak. Marilyn McGary, Administrator, Office of Minority Health and Human Services and Donna Polk-Prim, a representative from the Nebraska Minority Public Health Association were present to participate in a discussion of minority nursing recruitment strategies. Kim Bartek, Web Master for the Center for Nursing was also present.

**Report/Discussion of Status of Board Membership**

*Board Member Resignations, Re-Appointments and New Member Appointments*

Carole Douglas submitted her resignation from the board on April 3, 2003 due to health reasons. None of the remaining board members have received notification of their reappointments and no appointments have been made to replace board members who resigned from the board in 2002 - 2003.

## Approval of Minutes

### **Minutes of the February 20, 2003 Meeting**

The board discussed the February 20, 2003 minutes as presented and suggested the following changes:

- Page 1, *Roll Call*: Guy's name was deleted from the list of those who were present.
  - Page 1, paragraph 1, addition: Ellie Eisenmenger from College of St. Mary was present as a guest of Pat Lenaghan.
  - Page 5, paragraph 3, *Pouder Valley Hospital* was corrected to *Poudere Valley Hospital*.
  - On Page 7, under *Progress report on revised Executive Summary and plans for distribution*, the first sentence was revised to read: Kelly will put the updated Executive Summary on the website and send copies to all areas represented by the Center for Nursing and to legislators on the Appropriations and HHS Committees of the Legislature.
1. Stevens made the motion seconded by Guy **to approve the minutes of the February 20, 2003 meeting as amended.**

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

9:18 a.m. Rosalee Yeaworth joined the meeting.

### **Reports of Presentations, Exhibits and Meetings attended since the last meeting and those scheduled for future dates**

#### Report of 2003 Nursing Summit – Intergenerational Nursing

Exstrom and Stepanek reported regarding the 2003 Nursing Summit. The keynote speakers were well received and summit participants felt that they left the meeting with a much better insight into the difficulties of intergenerational nursing. It was suggested that cultural reference lists be put on the website. Lenaghan volunteered to put together the lists and forward them to Kelly to have them put on the website.

#### Meetings

Walline attended the Deans and Directors meeting and Guy attended the LPNAN board meeting. Kelly and Travis will attend the first national Gathering of Nursing Workforce Centers in Raleigh, North Carolina, April 24-26. The meeting is sponsored jointly by the NC Center for Nursing and Colleagues in Caring. About 40 states are expected to attend the meeting. The content of the meeting will include: how to start a Center for Nursing; funding opportunities; educational initiatives; integrating education and practice; keeping data based on a minimum data set and innovative strategies.

### AHRO Conference Calls

The Agency for Healthcare Research and Quality is hosting two Web-assisted conference calls designed for state and local policymakers on health workforce shortages. The April 23<sup>rd</sup> conference will be on “The Nursing Crisis: Improving Job Satisfaction and Quality of Care”. The April 30<sup>th</sup> conference will be on “Caregivers and Quality in Long Term Care”. Lenaghan, Walline and Yeaworth will all try to participate in the April 23<sup>rd</sup> call, and Sietsema and Yeaworth in the April 30<sup>th</sup> conference call.

Kelly shared information regarding an audioconference scheduled for May 8, 2003 at 11:30 CDT. The conference, sponsored by NLN’s Nurse Educator Workforce Advisory Council in cooperation with the Joint Commission on Accreditation of Healthcare Organizations, will be on “Who Will Teach Our Future Nurses? Innovative Programs to Address the Nurse Faculty Shortage”.

### **Update on status of distribution of loan funds under the Nursing Student Loan Act**

Kelly presented a status report on the Nursing Student Loan Program. A total number of 390 loans have been issued: 62 in ADN programs; 59 in LPN programs; 17 in diploma RN programs; 197 in BSN programs and 55 in MSN programs. Fifteen loans are in repayment and none have been forgiven. There was discussion regarding the number of loans in repayment and attrition rates. It was suggested that selected pictures of loan recipients be placed on the website.

9:57 a.m. Lazure joined the meeting via conference call.

### **Discussion of Minority Nursing Recruitment Strategies**

Marilyn McGary, Administrator, Office of Minority Health and Human Services and Donna Poke-Prim, Executive Director of the Nebraska Urban Indian Health Center joined the meeting. The board members introduced themselves and Ms. McGary and Ms. Poke-Prim explained their positions and what they hope to accomplish. They would like the board to partner with African-Americans, Native Americans, Hispanics and Pacific Islanders.

Ms. Poke-Prim works with Native Americans and health care professionals trained outside of the U.S. It is important to provide an environment that is welcoming to minorities and people from other countries. They are often intimidated by big institutions – getting in at the ground level would be helpful, as well as role models.

Information on Cultural Linguistics Appropriate Services (CLAS) was presented. They can help with environmental assessment at [www.nuihc.com](http://www.nuihc.com), Neighborhood Universal. The World Health Organization is bringing together a group of representatives from internationally accredited schools to find out how to get these people tested and accredited in the U.S.

10:35 a.m. the board recessed briefly and Lazure discontinued her telephone participation.

Stepanek arrived at the meeting.

10:51 a.m. the board reconvened.

### **Report on press release on men in nursing**

Bartek and Kelly reported that the press release on men in nursing was done. The board asked Bartek to add the press release to the Center for Nursing website. Channels 10/11 contacted Kelly following the publication of the press release and asked if they could do a TV spot on the subject of men in nursing. Kelly met representatives from the station at St. Elizabeth Hospital and they interviewed and filmed male nurses for the news segment.

Bartek is working on a press release regarding the Center for Nursing's recruitment efforts aimed at men and minorities in nursing. Kelly told the group that the Oregon Center for Nursing has a link that allows people viewing the site to make donations to the Center for recruitment and retention of nurses. There was discussion about the Center for Nursing setting up a comparable link, with different types of donations identified. Donor information could be added to the website as well.

### **Oregon Center for Nursing**

Kelly showed the board a copy of a new poster that has been created by the Oregon Center for Nursing, celebrating diversity in nursing. The board was interested in doing something similar. Suggestions included getting estimates for the cost of creating our own poster and the possible involvement of the Nebraska Hospital Association in the funding of the project.

### **Financial Report as of March 31, 2003**

Kelly reported that the board has expended \$33,862 year-to-date. She reminded the group that they need to use the remainder of the allocated funds before the end of the fiscal year or they will be lost.

### **Progress report on Workforce Survey Project**

#### **RN Workforce Survey Data Analysis**

Kelly has spoken with Misty Damewood at Creighton University, who has indicated an interest in putting the data from the RN Workforce Survey into a report. Peggy Hawkins has offered to share the template for the 2000 report with Misty.

#### **Employer Survey on staff vacancies**

The one page employer survey was sent out on April 11, 2003. Some of the completed surveys have already been returned.

12:02 p.m. the board recessed.

12:41 p.m. the board reconvened over lunch.

## **Old Business: Follow-up activities to last meeting**

### Communication with UNMC Department of Preventive and Societal Medicine (DPSM)

Kelly received a letter from Keith Mueller in follow-up to meetings held between CFN representatives and DPSM representatives. It has been decided that work on the predictive model for determining nursing workforce needs should take parallel tracks at this time in order to maximize efforts and better utilize limited resources. Kelly responded that the CFN will look forward to a presentation by Dr. Mary Cramer in 2004 on her work that will be supported by the ANF funding.

### Report of TV recruitment spots

The staff received the Media Kit that was purchased from the North Carolina Center for Nursing in time to use the “Imagine” portion of the video for commercials for the boys and girls state basketball tournament finals. The video was adapted to include the Nebraska Board of Nursing tag line. Stepanek and Kelly indicated that they felt that there was not much of an impact felt from the TV commercials this year.

### Johnson & Johnson

Kelly showed the group a letter that she had written to that Johnson & Johnson for the \$10,900 grant that was given to the Center to pay for air time on Channels 10/11 for the recruitment video spots.

North Carolina CFN – Staff were directed to adapt the materials and provide on CD and in paper copy – to hospitals, LTC and school nurses. Staff should also continue development of our own brochures and poster.

### Status of plans for Recruitment and Retention Seminar

Lenaghan met with Gallup representatives regarding speakers. Susan Jeffries attended a presentation in Iowa and will try to get their speaker.

### Update on plan to assure administrative support for the CFN

Kelly will review administrative support information from the Florida survey and the Workforce Center meeting.

### Contact with SECC regarding design for book covers

Kelly reported that she is waiting for information to come back from SECC regarding the design for the book covers.

### Report of distribution of materials for student ambassador program

Materials for presentation by student volunteers were distributed to all education programs prior to spring break. To date, no feedback has been received on the materials.

### Report on distribution of ambassador materials for use by facilities

Kelly reported that this material has not yet gone out to the facilities.

### Report of distribution of materials to mentor volunteers

Kelly reported that the Nursing Ambassador Program was coming together, with about 20 nurses volunteering to be mentors. Three nurses in particular are already very active in

mentoring and two have volunteered to give their time to the CFN as we launch this program during the spring and summer months. In addition to the Power Point Presentation, each mentor will receive a copy of a Pfizer guide that they can use when talking with individuals and/or groups. Owens is to send this information to the mentors that we have listed.

*Update on revisions to and distribution of Executive Summary*

Kelly will submit the revised Executive Summary to Dick Nelson for review prior to distribution to the executives in the nursing organizations and programs in the state and members of the Health and Human Services and Appropriations Committees of the legislature.

*Report on nursing program enrollment, educational capacity and education/practice partnership initiatives*

Exstrom reported that information regarding enrollment figures, including minority and male enrollments as well as education/practice partnership initiatives, have been received with the annual reports from the nursing programs. The information will be summarized and presented at the next CFN meeting.

*Response to letters to congress regarding Nursing Reinvestment Act*

Letters in response to the letters of thanks for support of the Nursing Reinvestment Act were received from Congressmen Doug Bereuter and Lee Terry.

**Identification of next steps in relation to the strategic plan**

Travis indicated that she and Kelly will get together and clean up the strategic plan. They will present the updated plan to the members at the next board meeting.

The remainder of the available funds in the current budget should be directed toward (1) development of recruitment/informational materials for distribution to school nurses and other groups, and (2) development, printing and distribution of book covers.

**Set Future Meeting Agenda**

The June 19th agenda should include:

- a) A report from the North Carolina Workforce Meeting
- b) Review the Strategic Plan
- c) Funding for CFN
- d) Employer Survey
- e) Actions in response to presentation on recruitment of minorities
- f) Enrollment figures and education/practice partnership initiatives

3:53 p.m. the board adjourned.

Minutes taken by Anne Owens.

MINUTES OF THE MEETING  
OF THE  
NEBRASKA CENTER FOR NURSING  
BOARD MEETING  
June 19, 2003

**Call to Order**

The meeting of the Nebraska Center for Nursing Board was called to order by Shirley Travis, Chairperson, at 9:00 a.m. CDT, June 19, 2003 at the Staybridge Conference Center, 2701 Fletcher Ave., Lincoln, NE. Copies of the agenda were sent to board members and posted.

*Roll Call*

The following members were present:

Shirley Travis, Chairperson  
Gloria Gross, Vice-Chairperson  
Linda Lazure, Secretary  
Barbara Wenz  
Chuck Stepanek  
Diana Stevens  
Linda Walline  
Lois Sietsema (arrived at 9:10 a.m.)  
Judy McGee

The following members were absent:

Pat Lenaghan  
Marilyn Valerio  
Rosalee Yeaworth  
Maxine Guy

A quorum was present and the meeting convened. Present from the Credentialing Division were Charlene Kelly, Section Administrator for Nursing and Nursing Support; Sheila Exstrom, Nursing Education Consultant; Karen Bowen, Nursing Practice Consultant and Anne Owens, Administrative Assistant.

**Status of Board Appointments/Reappointments**

*Reappointments and New Member Appointments*

The following board members have been reappointed: Stepanek, Lenaghan, Guy and Walline. Gross, Wenz and Lazure's appointments are expiring in June 2003, and Travis is working with the governor's office in an effort to expedite those reappointments. The governor appointed three new board members in June: Judy McGee, representing the hospital industry; Marilyn Valerio, representing Independent Colleges and Universities and Beck Veak, representing the Long Term Care Industries. Walline announced that she was leaving her position with Central Community College and will be the Vice-President of Nursing at the Columbus Community

Hospital. She has been the board representative for Community Colleges. There are still two unfilled “at large” spots on the board, and Walline indicated that she would be willing to be considered for one of those positions. Kelly will submit her name to the governor, but reminded the board that we already have names in for consideration for those spots.

### **Approval of Minutes**

#### **Minutes of the April 17, 2003 Meeting**

The board discussed the April 17, 2003 minutes as presented and Stepanek stated that he arrived at the meeting at 10:30 a.m. The board accepted the corrected minutes by consensus.

### **Reports of Presentations, Exhibits and Meetings attended since the last meeting and those scheduled for future dates**

#### *Report of attendance at A Gathering of State Nursing Workforce Centers, April 24-26, 2003*

The first meeting of state nursing workforce centers was held April 24<sup>th</sup> – April 26<sup>th</sup> in Raleigh, NC. Kelly and Travis attended the meeting and reported to the board. They both indicated that they had come away from the meeting with the feeling that the Nebraska Center for Nursing is not far behind the other states, with the exception of North Carolina and Oregon. Kelly suggested that the board spend the last two year’s of the board’s existence getting outside groups involved, incorporating new, fresh ideas. Travis would like to see the board identify the need for nurses by population and articulate outcomes/changes made by the Center for Nursing. Travis distributed an outline of what she felt were the most important aspects of the meeting.

- Focus on what the lack of nurses will do to the public’s health, not on nursing problems
- Determine how we want our Center structured
- Determine funding
- Host Key Stakeholders meetings
- Determine data
- Role of the Center
- Share what the Center does for the nursing shortage

Some highlights of the presentation by the North Carolina Center for Nursing:

- The NC Center for Nursing began in 1991 with legislative action (\$500,000 per year)
- They are a Colleagues in Caring site
- They are a state agency – tax funded plus grants
- There are 16 board members
- There are 50 Advisory Council members
- All data is public
- Retention is addressed by a Reward and Recognition Program
- Research program – researches in cycles – demand in one cycle, supply in the next
- Recruitment – target 6<sup>th</sup> & 10<sup>th</sup> graders, use student nurses to recruit, have a patch program, have a grant program which offers \$50,000 every other year (10 grants \$5,000 each) and offer a kids page on their website

Kelly stated that some of the information on our website is stale. North Carolina's focus is on data-driven policy decisions. Kelly has worked on developing an updated version of the Center for Nursing's strategic plan, incorporating outside work groups into the plan.

*Report of the Agency for Healthcare Research and Quality (AHRQ) Web-assisted conference call*

Sietsema was able to participate on one of the conference calls. She did not feel that there was any new or useful information exchanged during the call.

*Report of presentations, exhibits and meetings attended since the last board meeting and those scheduled for future dates*

Walline reported on the combined Deans and Directors and NONE meeting. McGee liked the topic of "transition to practice" – new graduates going into the work setting. NONE and Deans and Directors are looking at the competencies of new graduates. Lenaghan stated that they can't afford the dollars needed to orient graduates. Gross stated that at UNMC, graduates spend five weeks with a mentor at the location where the graduate nurse thinks they would like to work. She indicated that the biggest concern of the graduates during that five week period is time management. Lazure replied that Creighton does this for a semester with conventional students and for five weeks with the accelerated students. Exstrom commented that it is often difficult for new graduates to know when to call a physician. Kelly stated that the transition of the new graduate into nursing is a definite process – going from an expert student to a novice nurse, then from a novice nurse to an expert one.

Kelly shared an Educational Mobility brochure developed with a Deans and Directors Fuld grant. Kelly obtained a supply of the brochures and has dispersed them to Omaha School nurses. Exstrom said that they are starting with a leadership group who will probably get work groups going to address differing expectations of education vs. workplace. The speaker from National Council of State Boards of Nursing advocates "ships" – preceptorships, mentorships, internships, partnerships, etc. Several of the Nebraska Schools of Nursing have concentrated periods of "real-world" experiences.

**Update on status of distribution of loan funds under the Nursing Student Loan Act**

Kelly reported that \$124,000 has been appropriated for student loans for this year with the understanding that there will be no funding for loans next year. The allocation of the funds for this year has not been determined. There currently 19 students in repayment; these students dropped out of school or left the state to practice. Seven of the 19 are paying in a timely manner, seven are scheduled to begin payment at a later date and five are not paying at all. Stepanek suggested following-up with nurses whose loans have already been forgiven and obtaining statements from them to put in a press release or on the website.

**Financial Report as of May 31, 2003**

Kelly reported that out of the \$60,000 allocated to the Center for Nursing, \$61,813 has been expended during this fiscal year. The Johnson & Johnson grant for \$10,900 is in the cash fund, and the TV ads were paid for with general funds. July 1<sup>st</sup> is the beginning of the new fiscal year, and we have both the \$20,000 NHA grant and the \$10,900 Johnson & Johnson grant in the cash fund, as well as accumulated interest. She is hopeful that the Center will receive \$60,000

in funds for the 2003-2004 fiscal year. The Center will only be funded through the next two years.

10:21 a.m. the board recessed briefly

10:35 a.m. the board reconvened

### **Progress report on data projects**

#### *RN Workforce Survey Data Analysis*

Kelly reviewed the preliminary report with the group. There was a 3.6% decrease in total number of RNs because of the compact state legislation. The number of RNs working more than 50 hours a week decreased from 16.3% in 2000 to 7.3% in 2002. There seems to be an increase in the number of BSNs. The percentage of nurses under the age of 30 almost doubled from 2000 to 2002. Gender and race statistics are basically unchanged. Hospital employment increased from 51% to 55.3%. Average earnings are up slightly. Fewer nurses cited salary as the least-liked aspect of nursing (27.6% in 2002 vs. 31.4% in 2000); more cited salary dissatisfaction as their reason for leaving a job (23.5% compared to 18.3% in 2000), and more would encourage others to chose nursing as a career (75.4% compared to 70.2% in 2000).

#### *Employer Survey on staff vacancies*

Kelly presented the preliminary findings to the board, but the data is still being processed. We will compare budgeted FTE's and vacancies from this survey with budgeted FTE's and vacancies from last year's survey. She encouraged board members to help select someone to write the report after all of the data has been collected.

#### *Nursing Education Program reports of male, minority and overall enrollment and reports of innovative strategies*

Exstrom reported that enrollments were up in each school and that most of the schools have waiting lists. She distributed a handout showing the enrollment goals for increasing minority and male students, by school, by the year 2005. After discussion, it was agreed that there were some readjustments needed in the formula used, and Exstrom will take care of the recalculations. The group discussed a second handout from Exstrom that contained data from all of the nursing schools regarding existing or developing partnerships.

### **Business: Follow-up activities to last meeting**

#### *Actions in response to presentation on minorities*

Kelly has incorporated points from the presentation into the Center's strategic plan.

#### *Follow-up activities related to the predictive model*

Kelly is going to contact Richard Smiley at the National Council of State Boards of Nursing regarding national data. Mary Cramer is going to develop a model for selected counties and will share it with us at a later date.

#### *Report of meeting with Laura Redoutey, President, Nebraska Hospital Association*

Kelly met with Laura Redoutey to share information about the Center for Nursing. They discussed putting links to the NHA on our website, and Kelly shared the Student Presentation

with Ms. Redoutey, who is planning to disseminate it to all of the hospitals in the state. Ms. Redoutey asked Kelly for a proposal from the Center for additional funding.

12:00 p.m. the board adjourned briefly

12:24 p.m. the board reconvened over lunch

Update of plans for Recruitment and Retention Seminar

No report was given.

Update on plan to assure administrative support for the Center for Nursing

Some states are funding their Centers for Nursing through a voluntary addition to licensure fees. Other states (South Dakota) fund their Center through mandatory fees. Kelly will check to see if it would require legislative action to make either of these changes to the current licensure program.

Update of book cover designs by students at SECC and timelines for printing and distribution

Kelly reported on her meeting with Mike Keating from Southeast Community College. He will be having his students work on designs and we will have those in hand by August 1<sup>st</sup>. Staff will contact the Board of Education to determine the number of stand-alone middle schools, middle/high schools and high schools. Several means of distribution were discussed, including via school nurses. Kelly will contact Rose Ann L'Heureux, HHSS School and Child Health Coordinator, to see whether or not it would be appropriate to send book covers to the school nurses at their home addresses so that they have them on hand before school starts. A supply of each design chosen will be sent to each board member so that they can distribute book covers to their chosen school(s). It was suggested that we have the proposed book covers scanned and e-mail them to the board members so that they can choose the designs they find most appealing. It is possible that the book covers will be an item that we can put on the Center's website for sale to other states.

Report on distribution of presentation materials for use by nurses in facilities

The Power Point presentation with script will be put on the website, sent to hospitals and to NAHSA.

Report of distribution of materials to Resource Network volunteers

A report will be given at the next meeting.

Update on the Executive Summary

A report will be given at the next meeting.

Report of recruitment materials for men in nursing

Kelly contacted several male nurses whose names had been given to her by board members and asked them if they would be agreeable to being photographed and interviewed about their role as nurses in Nebraska. She and Kim Bartek were able to interview and photograph seven male nurses, each of whom agreed to allow the Center for Nursing to use their comments and photographs in our recruitment materials. Kelly contacted Box Butte Hospital in Alliance for the right to use their "Boys II Men II Nurses" photographs and testimonials, which will supply coverage from western Nebraska.

Update on printed/website brochures for recruitment of men into nursing, EMTs and employer recruitment of minorities

Kelly showed the group three brochures: an employer brochure, “Have you looked close to home?”; an EMT brochure, “Have you considered nursing?”; and a brochure created by the North Carolina Center for Nursing, “nursing: the power to make the difference”, which is aimed at elementary to middle school children.

Report on Website updates

A donation option has been added to the Center for Nursing website. Board members would like a supply of Center for Nursing magnets. They will be distributed at the next meeting.

Update on printing of recruitment posters

Kelly circulated the color brochure and four posters that have been adapted by the graphics department of HHSS from the North Carolina Center for Nursing to show the Nebraska Center for Nursing tag line. The group liked the size of the 11x17 sample posters and it was decided that the board would order 1,000 each of the three color brochures and 2,000 each of the four posters. Staff will order the recruitment materials and mailing tubes.

Distribution of Nebraska Pathways to Nursing Degrees material to school nurses

Kelly indicated that this material has already been distributed to the school nurses.

12:58 p.m. Veak left the meeting

**Identification of next steps in relation to the strategic plan**

The group discussed what types of projects could be done in conjunction with NHA and with the previous \$20,000 grant from NHA.

There was discussion about how Nebraska could use the concept of North Carolina’s Institute for Nursing Excellence Reward and Recognition Program. North Carolina uses their program as a means of developing leadership skills, teaching communication skills and to reward and retain nurses. They sponsor a week-long retreat for 30 RNs on an annual basis. The RNs chosen for the program each year must go through an application process and be recommended by both a peer and their supervisor. Directories of participants in the Institute for Nursing Excellence retreat program become their Speaker’s Bureau. The program costs \$25,000, and the employer provides the nurses with paid time off to attend the retreat. The Center for Nursing would need to identify its target audience, provide selection criteria, logistics, content and ongoing expectations after the program has been completed. Would it be possible for someone from the North Carolina Center for Nursing to speak with us via conference call at the next board meeting or provide handouts? Kelly will try to obtain information from NC prior to the meeting.

The Center could provide mini-grants from the \$20,000 NHA grant money. It would be possible to fund projects with an obligation on the part of the recipient(s) to share their results with the Center. We could also provide sponsorship or co-sponsorship for a recruitment and retention seminar.

1:07 p.m. the board adjourned briefly

1:17 p.m. the board reconvened

Kelly presented her conceptualization of framework for work on the strategic plan that has yet to be accomplished, including the tactics that have already been completed or are in process, as well as proposed new tactics. The board agreed with her premise that the last two years of the board's existence are critical. She passed out handouts and used the dry erase board to identify work groups of current members and stakeholders that could work together to provide tangible results of the board's progress to the public and to employers. She visualized using four separate groups of board members and staff to address four critical areas, and then adding volunteers and their facilities to each area.

<u>Recruitment</u>	<u>Retention</u>	<u>Increase Capacity</u>	<u>Sustainability</u>
Stepanek	Lenaghan	Yeaworth	Travis
Lazure	Stevens	(Walline)	Gross
Wenz	Guy	Exstrom	Kelly
Sietsema	Exstrom		
Kelly			

\*Need to add McGee, Valerio, Veak and Bowen

The other possibility would be to work on one of the four areas at a time, getting help with facilitation and planning. Kelly will put the plan in type and present it at the August meeting.

#### **Identification of focus area for next press release**

Kelly will get in touch with Laura Redoutey at NHA with suggestions for projects that NHA could possibly fund: 1) recruitment and retention, 2) Institutes for Excellence Retreat and 3) mini-grants.

#### **Set Future Meeting Agenda**

The next meeting of the Center for Nursing will be held in Lincoln at Staybridge Suites on August 21, 2003, 9:00 a.m. CDT.

2:20 p.m. the board adjourned

Respectfully submitted,

Linda Lazure, Secretary.

MINUTES OF THE MEETING  
OF THE  
NEBRASKA CENTER FOR NURSING  
BOARD MEETING  
August 21, 2003

**Call to Order**

The meeting of the Nebraska Center for Nursing Board was called to order by Shirley Travis, Chairperson, at 9:00 a.m. CDT, August 21, 2003 at the Staybridge Conference Center, 2701 Fletcher Ave., Lincoln, NE. Copies of the agenda were sent to board members and posted.

*Roll Call*

The following members were present:

Shirley Travis, Chairperson  
Gloria Gross, Vice-Chairperson  
Linda Lazure, Secretary  
Barbara Wenz  
Marilyn Valerio  
Rosalee Yeaworth  
Maxine Guy  
Diana Stevens  
Judy McGee  
Becky Veak

The following members were absent:

Linda Walline  
Pat Lenaghan  
Lois Sietsema  
Chuck Stepanek

A quorum was present and the meeting convened. Present from the Credentialing Division were Charlene Kelly, Section Administrator for Nursing and Nursing Support; Sheila Exstrom, Nursing Education Consultant; Karen Bowen, Nursing Practice Consultant and Anne Owens, Administrative Assistant.

**Status of Board Appointments/Reappointments**

*Reappointments and New Member Appointments*

Travis reported that she is working with the governor's office in an effort to expedite appointments to the board. Walline's name has been given to the governor as a possible "at large" appointment to the board.

## **Approval of Minutes**

### **Minutes of the June 19, 2003 Meeting**

1. McGee made the motion seconded by Guy **that the board approve the June 19, 2003 minutes as presented.**

Voting Aye: Gross, Guy, Lazure, McGee, Stevens, Travis, Valerio, Veak, Wenz and Yeaworth.

Voting Nay: none. Abstain: none. Absent: Walline, Lenaghan, Sietsema and Stepanek.  
Motion carried.

## **Reports of Presentations, Exhibits and Meetings attended since the last meeting and those scheduled for future dates**

### *Nebraska Minority Health Conference*

Kelly informed the group about the Nebraska Minority Health Conference, which will be held in Kearney on September 30 and October 1, 2003. Attendees will be health care professionals, members of the Board of Minority Health and interested citizens. Kelly has scheduled exhibit space for the Center for Nursing during the conference and will take the new posters, book covers and brochures for display and distribution. Valerio indicated that she would be able to help on October 1<sup>st</sup> if needed. She will be attending the NNA convention following the Minority Health Conference.

Stevens reported that she attended Ben Nelson's swing through western Nebraska and indicated that he is interested in obtaining funding for faculty in nursing programs. Travis asked Stevens if she felt that the board should prepare a letter or memo to Ben Nelson with facts related to the nursing educator shortage. Stevens felt that a short, bulleted communication would work best and suggested that it address the following: the age of current faculty, growing waiting lists for students and the increase in enrollments in nursing programs. The Center for Nursing did send letters to the governor and legislators regarding this issue during the Nurse Reimbursement Act Campaign.

Kelly will check with Stepanek to verify that he has planned for an exhibit booth for the Center for Nursing during the Nebraska Nurses Association Convention in Kearney on October 2 and 3, 2003. She will also check with Licensed Practical Nurses Association of Nebraska about exhibiting during their convention on October 9th. If it's too late to set up a booth, it's possible that we can have materials available at the registration desk. The annual conferences for the Hospital Association and Health Care Association are coming up.

## **Update on status of distribution of loan funds under the Nursing Student Loan Act**

Kelly reported on the Nursing Student Loan Program. The total number of Agreements to Practice received for fiscal years 2001 – 2003 was 390. Of the 390 loans issued, 50 students have received two loans. As of June 30, 2003, 152 students had graduated from their nursing program. Eight students have worked enough hours to have their loans forgiven, with a possibility of 14 more forgiven loans this quarter. Three loans have been paid in full and three checks were returned to the Center for Nursing by the student. Fifteen students have dropped out

of their nursing program and eighteen loans are in repayment. Three of the loans in repayment are students who have moved out of state. The total loan allocation for fiscal year 2003 – 2004 is 124 loans.

### **Financial Report as of July 31, 2003**

The board reviewed the financial reports as of June 30, 2003 and July 31, 2003, as well as the proposed budget for FY 2004. Kelly reported that there was approximately \$31,000 in the cash fund as of the June 30<sup>th</sup> fiscal year end, and that this is money that can be carried over into FY 2004.

2. Wenz made the motion seconded by Yeaworth **that the board approve the FY 2004 budget.**

Voting Aye: Gross, Guy, Lazure, McGee, Stevens, Travis, Valerio, Veak, Wenz and Yeaworth.

Voting Nay: none. Abstain: none. Absent: Walline, Lenaghan, Sietsema and Stepanek.  
Motion carried.

### **Progress report on data projects**

#### *RN Workforce Survey Data Analysis – Writing the Report*

Kelly reported that Cheryl Walburn, RN, Health Nurse Consultant in the Credentialing Division, has agreed to analyze the 2002 RN Workforce Survey data and is hopeful that her report will be completed by the next board meeting.

#### *Employer Survey on staff vacancies – preliminary report of findings*

June Smith, from the National Council of State Boards of Nursing, has completed the analysis of the Employer Survey on staff vacancy data. Kelly provided handouts showing a comparison between 2001 and 2002 employer vacancy data. Ten percent of budgeted RN positions are vacant and seven percent of budgeted LPN positions are vacant. Five percent of the unlicensed assistive personnel positions are vacant. There are fewer budgeted positions and the overall vacancy rate is relatively unchanged. Gross suggested that Kelly send an executive summary back to the reporting facilities as well as putting the data on the CFN Web site. Travis felt that the summary should include projected numbers at 10 years, 15 years, etc. Cheryl Walburn will work on the staff vacancy report when she has completed the RN survey report and Kelly will create an Executive Report to present to the legislature.

Kelly will forward her Power Point presentation on the Employer Vacancy Survey to board members for their use in presentations.

Kelly reported that the 2003 LPN renewals have been sent out. LPNs will be able to renew online with a credit card, effective September 2, 2003. The LPN survey is included with the renewal documents and online.

#### *Nursing Education Program reports of male and in relation to targets*

Exstrom passed out handouts of her revised enrollment goals for increasing minority and male students in each of the nursing programs by 50% from 2002 to 2005. She will share the

enrollment goals with the Deans and Directors. There was discussion about the need to work with middle school and high school counselors to raise their expectations for minority students so that the students will feel comfortable considering nursing as a career. Gross suggested that Kelly's report to the legislature include the factors of higher enrollments in nursing programs, waiting lists and the aging faculty issue so that they know that the board is looking at all contributing factors. Also, flexibility is a real issue with today's students.

10:38 a.m. the board recessed briefly.

10:50 a.m. the board reconvened.

### **Old Business: Follow-up activities to last meeting**

#### Updates to the Web site

Kelly reported on updates to the Web site. The introduction has been redone and the board information updated. A contribution button has been added to the home page with a link to potential projects to be funded as well as information about current contributors. The school information has been updated and the minutes are up-to-date. The federal loan repayment information is outdated and will be removed from the Web site. It was suggested that a link to the list of approved refresher courses, requirements for licensure and list of LPN-C courses be added to the Web site.

#### Follow-up activities related to the predictive model

Kelly has sent the Phase I data from NEAR and demographic information to Richard Smiley, a demographer with the National Council for State Boards of Nursing research department. It is possible that he will be able to create a predictive model that wouldn't cost us anything and can be applied to other states. The question was raised as to whether or not we could identify a time period when there wasn't a nursing shortage and compare demographics.

#### Report on authority to implement a "check off" on license renewals

Legal counsel is researching this issue, but feels that we would need statutory authority to implement a "check off" on license renewals to provide a potential revenue source. Kelly also reported that licensure fees are going to increase in nursing.

#### Distribution of book covers, brochures and posters

Mike Keating, Instructor in Visual Publications at Southeast Community College, Lincoln, had one of his graphic arts classes prepare five sample book covers for the board's review. One design was selected by the board and the staff had 15,000 book covers made for distribution. Each board member was given a package of 500 to take to the schools in their respective communities. Each member was also given Center for Nursing magnets and several of each of the four posters and the brochure that the CFN purchased the rights for from the N.C. Center for Nursing.

### Men in Nursing brochure

The group reviewed the “mock-up” version of the Men in Nursing brochure and suggested several changes to the piece. It was the consensus of the board that because all of the nurses shown were RNs, and most worked in a hospital setting, it would be advantageous to replace one of the existing RNs with a male LPN from a long-term care facility. Travis or Guy will locate a nurse to be added to the brochure. Owens will check with Vicky Cerino to verify that the flight nurses shown on the cover page are actually nurses. The board also approved the printing and mailing costs for up to 10,000 copies of the “EMT – Have you Considered Nursing?” brochure to be mailed to EMTs and paramedics who do not currently hold a nursing license.

### Additional information on North Carolina’s Nursing Excellence Reward and Recognition Program

#### Program

Kelly suggested that the board invite Laura Redoutey from the Nebraska Hospital Association to the next board meeting and arrange a conference call with the North Carolina Center for Nursing to discuss their Nursing Excellence Reward and Recognition Program. Pat Snyder might also be included in the discussion. Kelly will ask the North Carolina CFN to send information regarding their program prior to the board meeting.

### Review of plan to involve work groups in the implementation of the strategic plan

The group agreed that they wanted to proceed using work groups. The new board members were assigned to a work group, and each group was assigned a staff member. Lenaghan is working on a workshop for people interested in nursing. Gross stressed that we need to be sure to address the demand side as well as the supply side, citing the recent example of closing a psychiatric hospital in a metro area. The patients are going into long-term care facilities, which are not equipped to handle the needs of psychiatric patients. Where will we find the psychiatric nurses to care for them?

The group agreed by consensus to change the “Retention” work group’s name to “Effective Nursing Workforce Environment”. This would address the importance of the work environment for nurses and of better ways to allow nurses to better serve their patients.

12:15 p.m. the board adjourned briefly.

12:46 p.m. the board reconvened over lunch and watched a video that Kelly received from the woman who produced the commercials for Children’s Hospital in Omaha.

### **Identification of next steps in relation to the strategic plan**

Kelly presented the proposed plan to involve stakeholders in the continued implementation of the strategic plan, with two different options for implementation. The board reviewed and discussed the proposed options and agreed to use Option #2, which targets more specifically the goals and objectives of the strategic plan. The group will break out into the following four work groups later in the meeting. The work groups are identified below.

	Effective Nursing		
<u>Recruitment</u>	<u>Workforce Environment</u>	<u>Increased Capacity</u>	<u>Sustainability</u>
Stepanek	Lenaghan	Yeaworth	Travis
Lazure	Stevens	(Walline)	Gross
Wenz	Guy	Valerio	Veak
Sietsema	McGee	Exstrom	Kelly
Kelly	Bowen		

There was discussion about how to involve stakeholders in the strategic plan and how to categorize the stakeholders into two tiers. The consensus for the next step was to try to gather all of the stakeholders together so that the role of the Center for Nursing could be defined for them and then to break into the four smaller groups to address the plan's goals. Each group should have the same general information available as well as copies of the plans from the other three groups. Travis listed the five objectives that the group felt each of the four small groups should achieve by the end of today's meeting:

1. Select "team leaders"
2. Identify what information would be needed for the meeting
3. Determine/finalize stakeholders
4. Review objectives assigned to the work group
5. Establish the stakeholder group's mission goal

It was suggested that the board look at the first or second week of December for the meeting with the stakeholders. Dates suggested were Thursday, Dec. 11<sup>th</sup> or Friday, December 12<sup>th</sup>. The meeting would have to be held at a different location to accommodate the larger group, and the former Gallup facility was suggested as a possibility. The staff person included in each of the four small groups may make revisions to the suggestions of the group in overlapping areas.

The board members and staff broke out into the smaller work groups for one hour. The meeting reconvened and the leader for each team presented an outline of their plan to the whole group.

### **Set Future Meeting Agenda**

The next meeting of the Center for Nursing will be held in Lincoln at Staybridge Suites on October 16, 2003, at 9:00 a.m. CDT.

3:07 p.m. the board adjourned

Respectfully submitted,

Linda Lazure, Secretary.

MINUTES OF THE MEETING  
OF THE  
NEBRASKA CENTER FOR NURSING  
BOARD MEETING  
October 16, 2003

**Call to Order**

The meeting of the Nebraska Center for Nursing Board was called to order by Shirley Travis, Chairperson, at 9:00 a.m. CDT, October 16, 2003 at the Staybridge Conference Center, 2701 Fletcher Ave., Lincoln, NE. Copies of the agenda were sent to board members and posted.

***Roll Call***

The following members were present:

Shirley Travis, Chairperson  
Linda Lazure, Secretary  
Marilyn Valerio  
Rosalee Yeaworth  
Diana Stevens  
Judy McGee  
Becky Veak  
Pat Lenaghan  
Lois Sietsema  
Chuck Stepanek

The following members were absent:

Gloria Gross, Vice-Chairperson  
Linda Walline  
Barbara Wenz  
Maxine Guy

A quorum was present and the meeting convened. Present from the Credentialing Division were Charlene Kelly, Section Administrator for Nursing and Nursing Support; Sheila Exstrom, Nursing Education Consultant; Karen Bowen, Nursing Practice Consultant and Anne Owens, Administrative Assistant.

**Status of Board Appointments/Reappointments**

Three of the board members appointments expired in June 2003: Gross, Wenz and Lazure. Travis reported that she did get a verbal commitment for reappointment of these members from the governor's office in May. She has e-mailed and called the governor's office and has not received a response. She will try to contact the governor directly. Walline's appointment to the board as an "at large" member has not been officially approved.

## **Approval of Minutes**

### **Minutes of the August 21, 2003 Meeting**

1. Yeaworth made the motion seconded by McGee **that the board approve the August 21, 2003 minutes as presented.**

Voting Aye: Travis, Lazure, Valerio, Yeaworth, Stevens, McGee, Veak, Lenaghan, Sietsema and Stepanek.

Voting Nay: none. Abstain: none. Absent: Gross, Walline, Wenz and Guy.

Motion carried.

## **Reports of Presentations, Exhibits and Meetings attended since the last meeting and those scheduled for future dates**

### *Exhibits*

Kelly reported that she and other staff members exhibited at the Nebraska Health Care Association meeting at the Cornhusker Hotel on September 23<sup>rd</sup>. Owens exhibited at the Minority Health Care Conference and Nebraska Nurses Association Annual Convention in Kearney during the week of September 29<sup>th</sup>, and Owens and Kelly exhibited at the Licensed Practical Nurses Association of Nebraska Annual Convention in Grand Island on October 9<sup>th</sup>. The board sponsored the keynote session at the LPNAN Convention and the exhibit was in the meeting room. Coloring books, magnets, posters, pamphlets and book covers were all well received at all of the exhibit sites. The group discussed how to best distribute the posters and book covers across the state.

Travis and Stevens both had information about a book that was written by 14 graduate nursing students at George Mason University, called "The Magic Stethoscope". The cost of the book is \$12.00, and Owens will order a copy of the book for the group to review.

### *Presentations*

Kelly presented at the middle school summer camp on July 17<sup>th</sup> at Winnebago for the Northeast Nebraska Area Health Education Consortium; at the Nebraska chapter of the American Nephrology Nurses Association in Omaha on September 25<sup>th</sup> and at the Nebraska Nurses Association Convention in Kearney on October 3<sup>rd</sup>. Guy presented an overview of the progress made by the Center for Nursing at the LPNAN Convention in Grand Island in October.

### *Meetings Attended*

Kelly attended the Governor's Summit on Workforce Development in Lincoln on October 7<sup>th</sup> and 8<sup>th</sup>. There were two health care focus groups this year. She felt that the speakers on the future of technology, Dr. Ray Weinberg, and Mary Pipher were very good.

## **Update on status of distribution of loan funds under the Nursing Student Loan Act**

Kelly reported that the total loan allocation for nursing student loans for fiscal year 2003 – 2004 is 124 loans, or \$124,000. There will be no state funding after this year. We have received 116 loan applications and nineteen applications for alternates. The eight additional loans will be chosen from the nineteen alternate applications.

Kelly asked the group for their direction regarding continued funding of the loan program. Do we want to continue to try to obtain funding from the state? Stepanek feels that the sense at the legislature last year was that we were lucky to get funds to maintain the Center for Nursing and that there were no dollars available for loan funding. There would have to be compelling testimony that this program is more important than other programs competing for the money. There was discussion about obtaining outside funding. It was felt that asking for money would be much less effective than talking about quality of care or safety. The legislature needs to be aware that there is a direct link between funding and quality of care and that if the quality is not there, safety isn't either. There has been a lot of attention in the media about patient safety. The problem is still the shortage of nurses. Stepanek stated that we have a strong message, but we have to first identify who needs to hear it and second, craft the message and get the word out to them. We need to target the appropriations committee for dollars for loan funding.

## **Financial Report as of September 30, 2003**

Kelly reviewed the September 30<sup>th</sup> financial report and discussed various expenditures.

## **Progress report on data projects**

### *RN Workforce Survey Report*

Cheryl Walburn has most of the narrative part of the RN Workforce Survey report done. She needs some assistance with graphics, etc. but Kelly is hopeful that the report will be available by the next board meeting.

### *Employer Vacancy Report*

Kelly sent the employer vacancy data to Kim Bartek, who is getting some preliminary information on the CFN web site. We will have to talk with the NEAR Center about the LPN data. There won't be any data entry costs for the LPNs who renewed on-line. There was discussion regarding television and newspaper interviews with Mary Cramer from UNMC in which she discussed the nursing shortage and did not clarify that her original source for data was the Nebraska Center for Nursing. Cramer has received a grant to help fund research on the nursing shortage from the ANA foundation. It was suggested that a letter be written to Sara Fox from the Omaha World Herald, author of the newspaper story, congratulating her on the piece being picked up by the Associated Press. At the same time, we could fill her in on the role the Center for Nursing played in the collection of the data used by Cramer. A letter of congratulations will be written to Cramer with a copy of the letter to the Omaha World Herald enclosed. [ See clarification in December 2004 minutes]

The group discussed the information available from the employer vacancy data. Kelly reminded the group that the data from last year and this year can't be compared exactly. The surveys are "snapshots" of data because the responders are not consistent from year to year and it is difficult

to compare the studies. It was agreed that we cannot decide whether or not we have enough nurses and nursing faculty in various counties to provide care because everyone's definition of "enough" varies. Our goal has been to level out the peaks and valleys and to project where we will be in 15 years.

10:42 a.m. the board recessed briefly

10:52 a.m. the board reconvened

Discussion continued on the "state of nursing in Nebraska". Kelly provided white papers from the Iowa Center for Workforce Planning for the group to review. They are calls to action rather than executive summaries. The group agreed by consensus that it would like the staff to develop similar papers, using the Iowa white papers as a template. Suggested papers were:

1. RN Workforce Supply
2. Vacancy Data/Demand
3. Faculty Shortages/Schools & Enrollment
4. The Impact of an Aging Population on Nursing
5. Minorities/Males in Nursing

The white papers could be put out on the CFN web site – some could be press releases on key items. Our main messages need to get out to ordinary people, not just to nurses, faculty, etc. We need to articulate where we are and where we're going. People could pull the information that is most meaningful to them from the white papers. Exstrom stated that even when we look at vacancies from year to year, we need to keep in mind that there were twice as many RNs budgeted five years ago than now. Veak and Stevens spoke about long term care facilities and RN multitasking. We are seeing a greater number of individuals going into long term care with higher acuities than ever before.

Yeaworth said that AARP had a forum the previous week, drawing from different agencies. The board could present a large forum on shortages in health care and the aging population. The projections for health care workers don't meet projected needs. AARP could co-sponsor the forum and arrange for publicity. Stepanek checked about funding for the forum. We would need to target appropriations and ask for the funds specifically. Senator Kruse attends AARP meetings.

#### LPN Workforce data collection

LPN workforce data analysis will begin once the licensure process is completed.

12:00 p.m. the board adjourned briefly

12:30 p.m. the board reconvened over lunch

## **Old Business: Follow-up activities to last meeting**

### Letter to Senator Ben Nelson regarding faculty shortage

Kelly presented a draft of a letter to Sen. Ben Nelson thanking him for his support regarding faculty shortages. Some changes were made and Kelly will send the revised letter to Sen. Nelson.

### Mail summary of vacancy survey to facilities

The summary has not been sent to facilities yet. Kelly will write a white paper summarizing the vacancy survey data.

### Put vacancy data on the Web site

This has been done.

### Executive report to the Legislature

Rather than sending an executive report to the legislature, it was suggested that the staff could meet with senators and their staff over lunch, providing white papers and a chance for discussion.

### Send Power Point of vacancy data to board members

This Power Point presentation has already been sent to the board members, but Stepanek noticed that on slide 12 the less than and greater than signs were reversed. Members were asked to make the change on their copies of the presentation. An e-mail will be sent to them as a reminder. Where can we obtain information about current salaries for RNs in Nebraska? The Nebraska Hospital Association may have that data. Can we put the data on the CFN web site?

### Share enrollment goals with Deans and Directors

Exstrom distributed handouts of the revised enrollment goals for the schools of nursing regarding ethnic and male minorities. She will be tracking enrollment goals yearly with the annual reports submitted by each nursing program. Page six of the Iowa Center for Health Workforce Planning's September 15, 2003 "White Paper on Registered Nurse Supply and Demand: A Call to Action" included the results of a 2002 survey of 1,320 employers of nurses and nursing assistive personnel. One of the goals arising from the survey was to increase funding for education. The Iowa group received 45 grant awards after publication of the white paper.

### Follow-up activities related to the predictive model

Kelly has interacted with Richard Smiley, a demographer at the National Council of State Boards of Nursing, who is interested in helping us build a predictive model. She will follow-up with him to see how he thinks things are going.

### Report on authority required to implement a "check-off" on license renewals

Kelly shared e-mail correspondence between herself and Roger Brink, HHSS attorney, regarding the authority to implement a voluntary "check-off" on license renewals. Brink does not believe that the check-off could be added to licensure fees without specific statutory authority, and that we would also need statutory authority to expend funds to collect a voluntary donation.

Distribution of book covers, brochures and posters

Staff will frame one of the book covers and send a letter of appreciation to the student who created the cover.

Men in Nursing brochure

The group decided at the August meeting that they would like to see a male LPN who works in a long term care facility included in the brochure. Travis sent the name of a nurse to Kelly, who forwarded it to Kim Bartek. Kim has been unable to contact the nurse. She will continue to try to contact him. Sietsema has the name of another nurse if we are not able to contact this person.

EMT Brochures

These have not been sent to the printer yet.

Additional information on North Carolina's Nursing Excellence Reward and Recognition Program

Kelly spoke with Amy Adams, from the Nebraska Hospital Association, about North Carolina's program. Adams indicated that the Hospital Association is working with Johnson & Johnson regarding faculty recruitment. Johnson & Johnson is sponsoring galas in different states to honor nurses. J&J pays the expenses for the gala and all funds received go to faculty education. Arizona raised \$250,000 for faculty graduate education through a J&J gala. Nebraska is on the list for sponsoring a gala in 2004-2005. Kelly will invite NHA to a future meeting so that we can hear more about the program.

Change "Retention" goal/workgroup to "Effective Nursing Workforce Environment Environment"

Changed on Power Point – will change on Web site.

Add refresher courses, licensure requirements and list of LPN-C courses to the Web site

Bowen is working with Bartek to make these changes to the Web site.

Review of plan to involve work groups in the implementation of the strategic plan

The work group summaries from last meeting were reviewed. There are four work groups structured around the four primary goals of the CFN. Some initial work was done in each of the four areas by those attending the August meeting and their summaries were discussed.

**Identification of next steps in relation to formation of workgroups structured around the four goals of the strategic plan**

The group identified potential stakeholders to include in a "stakeholders meeting" in December. After some discussion, the group decided that it would be best to invite up to twelve key stakeholders to the December 18<sup>th</sup> board meeting, using the first part of the meeting to review the strategic plan and ask for feedback and direction. This will not be an all-inclusive group, but an initial stakeholders group; a "think tank" that will allow us to launch to a larger stakeholders group and solicit the next layer of stakeholders. The items to review with the initial stakeholders are:

- Center for Nursing history – a broad picture
- “Think Tank” concept – who can help us?
- Strategic Plan
- Tactics to achieve plan
- What do they as stakeholders already have in place to address our needs?
- Facilitator – Kelly will find someone from HHS to serve as facilitator.
- Invitations – staff will send invitees and board members a packet including a cover letter from Shirley Travis outlining the purpose of the stakeholders meeting, a copy of the strategic plan and the statues governing the Center for Nursing.
- Invitees:
  - Laura Redoutey, Nebraska Hospital Association
  - Colleen Chapp, Heartland Health Alliance
  - Patricia Snyder, Nebraska Health Care Association
  - Marilyn McGary, HHSS, Minority Health
  - Lee Elliott, HR, St. Francis Hospital
  - Dick Nelson, HHSS, Regulation and Licensure
  - Sandy Johnson, Nebraska Medical Association
  - Dennis Baack, Association of Community Colleges
  - Larry Rennecker, Interested Citizen
  - Pat Lopez, RN, Lincoln Lancaster County Health Department
  - Marion Price, State Senator

### **Identification of focus area for next press release**

Kim Bartek is working on an ethnic/minority press release.

### **Set Future Meeting Agenda**

The December 18, 2003 meeting will be held with the stakeholders invited from 9:00 a.m. to 2:00 p.m., with a working lunch planned. The regular board meeting will begin at 2:00 p.m. and continue until business is completed.

The meeting schedule for 2004 was established as follows: February 19, April 15, June 17, August 19, October 21 and December 16. The meetings will begin at 9:00 a.m. and will be held at the Staybridge Conference Center.

2:00 p.m. the board adjourned

Respectfully submitted,

Linda Lazure, Secretary.

MINUTES OF THE MEETING  
OF THE  
NEBRASKA CENTER FOR NURSING  
BOARD MEETING  
December 18, 2003

**STAKEHOLDERS MEETING**

9:00 a.m. the Stakeholders meeting convened.

**Welcome and Introductions**

Shirley Travis, President of the Nebraska Center for Nursing Board, welcomed board members, staff, stakeholders and other guests to the meeting. The board members present were: Shirley Travis, Gloria Gross, Linda Lazure, Lois Sietsema, Barbara Wenz, Pat Lenaghan, Diana Stevens, Linda Walline, Rosalee Yeaworth, Becky Veak, Maxine Guy, Judy McGee and Marilyn Valerio. Also present from the Credentialing Division were Charlene Kelly, Section Administrator; Sheila Exstrom, Nursing Education Consultant; Karen Bowen, Nursing Practice Consultant and Anne Owens, Administrative Assistant. The stakeholder guests were: Amy Adams, Nebraska Hospital Association; Colleen Chapp, Heartland Health Alliance; Patricia Snyder, Nebraska Health Care Association, Marilyn McGary, Nebraska Minority Public Health Administrator; Lee Elliott, Human Resources, Saint Francis Hospital; Sandy Johnson, Nebraska Medical Association; Dennis Baack, Association of Community Colleges; Larry Rennecker, interested citizen and Pat Lopez, Lincoln-Lancaster County Health Department. Also present were Kim Bartek, Center for Nursing Webmaster, and Jackie Miller, Health Surveillance Administrator, acting as facilitator for the Stakeholders Meeting.

The attendees introduced themselves and stated what their relationship was to the Center for Nursing.

**Overview of the Center for Nursing and accomplishments to date**

Charlene Kelly, Section Administrator with the Credentialing Division, presented a brief history of the Center for Nursing and its accomplishments to date. She explained that the Credentialing Division included surveys with the 2000 and 2002 RN renewal applications in order to acquire and analyze data relating to age, gender, ethnic background, likes/dislikes about nursing, retirement projections, level of education, employment information and other factors. One primary objective of the CFN is to build a predictive model for the future needs for nursing in Nebraska, with new data being added following each renewal period. This would allow the group to project nursing supply and demand as far as fifteen years into the future. LPNs were surveyed in 2001 and again in 2003. The most recent LPN data has not yet been analyzed.

Employer surveys were sent to hospitals, nursing homes, assisted-living facilities, home health agencies, health clinics (private and state clinics), ICFMR facilities and hospices in 2002 and 2003. The surveys were used measure vacancy rates for RNs, LPNs and unlicensed assistive personnel by type and geographic location of the facility.

Kelly shared with the stakeholders the direction that the CFN plans to take in its last two legislature-funded years. The strategic plan has four goals. Work groups, comprised of board members and staff, are assigned to refine and plan implementation strategies for each of the four goals. Each of the work groups presented their goal to the group and described the progress that had already been made in the achievement of that goal. Board members, staff and stakeholders discussed each goal.

### **Goal 1: Recruitment of enough new nurses to meet the nursing care needs for Nebraska**

Lazure presented information that the board has learned through the RN surveys:

- 13% of Nebraska's RNs are under age 30
- 70% of Nebraska's RNs are from Nebraska and graduated from nursing programs in the state
- The number of ethnic minorities in nursing in Nebraska is low, and the percentage of male nurses in the state is 5%

Lazure also shared packets of information with the stakeholders, including the posters, book covers, brochures, magnets and other materials the Center has created and used for the recruitment of new nurses.

Travis informed the stakeholders that although many of the U.S. states who have Centers for Nursing were at least partially funded by the Robert Wood Johnson Foundation, the Nebraska CFN was not included in that program. She reported that the first annual Gathering of State Nursing Workforce Centers was held in April 2003, and that she and Kelly attended the conference. They found that although Nebraska has not received a great deal of funding, our CFN has accomplished as much as many of the states present at the conference. They felt that the sharing of ideas between the states represented at the conference was very good.

Kelly showed the videos produced by the CFN for the purpose of recruiting young people into nursing. Johnson & Johnson provides recruitment materials free of charge on their web site. The CFN has purchased one of the North Carolina Center for Nursing recruitment videos to use in tandem with one produced by the CFN. The videos have been run primarily during the girls and boys state basketball tournaments. The Nebraska CFN web site also has free items that can be ordered by nurses for visits to grade school through high school students to challenge them to consider nursing as a career. Items available include coloring books, *What do Nurses Do?*, the Pfizer book *Opportunities to Care: the Pfizer Guide to Careers in Nursing*, Nebraska Center for Nursing magnets and a Power Point presentation that can be downloaded for use with middle/high school students. Nurses can also order brochures, posters and book covers by contacting the CFN via e-mail or telephone.

Wenz made the point that the Nebraska Center for Nursing works with a much smaller annual budget than Centers for Nursing in many other states.

The question was asked, "How have you measured your outcomes to date?". Exstrom explained that the schools of nursing in Nebraska are required to submit an annual report to the Department. Each program has been issued a five-year enrollment target that would double the number of ethnic and male minorities in each program. The progress toward meeting this goal will be tracked each year.

### Discussion - Goal I

Programs in which long-term facilities encourage nurse aides to become nurses were discussed. The aides can still work while their facility helps them attend school, they can continue to have the benefits that they currently have, and the program has a positive effect on their self-esteem.

#### Other ideas/discussion topics:

- Access alumni boards for money and ideas – also use their veteran nurses as mentors
- Better use of technology
- Could the stakeholders help establish a program to allow students to “shadow” nurses?
- Partnering with professional organizations and associations; i.e.: The Black Nurses Association, etc.
- Partnering with local public schools
- Build on the idea of using schools of nursing
- Public Health Nursing Association – “Train the trainer” sessions, informing volunteers what materials are available and how to access them
- Work with the Nebraska Nurses Association –
  - Call us!
  - List Serve
  - Web site
- Create a “Tool Kit” for nurses to use when they go out to visit kids in school – maybe focus on geriatric nurses?
- Put 1) suggestions for recruitment visits to the schools, and 2) how to obtain the materials that are available, on the CFN web site
- Associations – Hospital, Long Term Care, List Serve for school nurses
- Have staff ready to go out in the community to talk about nursing

Lee Elliott spoke about the things that they are doing at Saint Francis Hospital in Grand Island in conjunction with the high schools and Central Community College.

- Holding “Health Camps” that are more “process-oriented” than ever before
- Health-care curriculum starting in high school with virtual hospital rooms, etc.
  - Students begin the program in their sophomore year in high school and go through CCC so that when they graduate from high school they are ready to become a nurse aide
  - Disaster drills are held periodically using students as “victims”
  - Students are trained in infection control and HIPAA awareness
  - This program gives the students a realistic picture of what nurses do
  - Students are expected to be prepared for the program with a strong college preparatory program and the essential education they will need in the future is defined
  - This program needs powerful recruiters – physicians, dentists, etc. to partner with high schools, beginning in the student’s sophomore year

Exstrom told the group about the Good Samaritan program that was presented to the Nebraska Board of Nursing. Good Samaritan is partnering with the University of South Dakota to provide distance learning throughout their network of nursing homes. Nurse aides and other employees at Good Samaritan facilities are being recruited to go into the nursing field. Because of the distance learning, the class schedule is flexible enough to allow students to continue working while they go to school. They are able to get some of their clinical experience in their own facility. The cost of the program is “forgivable” as long as the employee works at the facility in their new capacity as a

nurse for the same period of time that they were in school. The program has been extremely successful and is an exciting way of “growing your own” employees.

### **Goal 3: Increase educational capacity**

Walline and the members of her group discussed the problems that have been identified concerning educational capacity. One of the biggest problems is faculty shortage.

- Exstrom verified that the annual reports from the schools of nursing reflect that the schools are not/cannot be competitive with salaries for a masters prepared faculty member when that person can be a Nurse Practitioner in the community with more income and better hours
- The Board of Nursing approved three new Licensed Professional Schools in 2003
- Facilities within Nebraska’s colleges and universities are not adequate for the number of students
- Yeaworth, who represents AARP on the board, indicated that the median age of an RN with a masters degree in Nebraska is 47 years. Nurses take an average of 16 years to obtain a doctoral degree in nursing versus an average of eight years in other fields
- Lenaghan indicated that nurses are getting masters degrees in programs other than nursing because the process is easier and faster
- Kelly stated that there needs to be an outreach to let nurses know what it takes to become an educator
- Several people spoke about the gaps between what students learn in school and what is needed at clinical sites. Students go from being “professional students” to “novice nurses”. Exstrom explained that the National Council of State Boards of Nursing recognizes this problem and suggests that it be addressed by a series of what they call “ships” – “internships”, “preceptorships”, “mentorships”, etc.

### **Discussion - Goal 3**

- Can this board develop a plan to inform masters prepared nurses what it takes to become an instructor?
- How can we use those MSNs who are already in the workforce?
- We need to keep quantifying faculty needs on an ongoing basis using current information
- Joint appointments often develop into two full-time jobs with one salary
- Masters level courses that are on-line are a plus. Wesleyan and other schools are already offering these courses
- How do we broaden people’s view of what it means to be a nurse?
- Information about innovations in Geriatrics/Gerontology – new options are opening up all the time, and a larger portion of our population will be in this age group before too long
- Curriculum changes are needed – most nurses won’t need a fifteen-week course in inpatient pediatric care, for example. Nursing education must change and adapt its focus
- Linda Lazure said that instead of the intensive inpatient pediatric course, Creighton University students are out there now with grade school through high school students
- Many people in administration have no idea what the skill sets of new nurses are – there is, therefore, a gap in skill and expectations
- Employers say, “I want someone who can think!”
- Are we educating appropriate numbers of nurses in the right sections of the state?
- Nurses need good career guidance
- Educate people so that they know what it takes to become a faculty member

- Career pathing – identify potential future faculty and nurture those people
- Be cognizant of who is going into nursing school now and what their motivations are
- What about compensation?
- The Nebraska Hospital Association is working on a model of capacity level versus demand projected over the next 5 – 10 years. Import nurses? Look for ways to let nurses bid for shifts that will be better for their home schedules

Kelly told the group that although the UNMC group has completed Phase I of the predictive model that the CFN has been pursuing, we don't have the money required for Phase II. Pat Snyder indicated that Dave Rosenbaum, a demographer at UNL, created a similar economic model for long-term care and that we should contact him to see if he could assist the CFN in creating the model we need at a much lower cost. She will give Kelly Mr. Rosenbaum's phone number so that she can contact him.

## **Goal 2 – Foster an effective nursing workforce environment to help retain the nurses we have**

Lee Elliott suggested that we create a sophisticated plan to include other groups in workforce planning. He suggested broadening the scope of the plan to include lab techs, rad techs, etc. Pat Snyder suggested that the board investigate workforce/government grants. Dennis Baack is a member of the State of Nebraska Workforce Investment Board and will check with that group concerning grants. Snyder also suggested that we check with the Harris family since they've sold Harris Labs.

### *Discussion – Goal 2*

- Creative use of the current workforce – consider veteran older nurses versus younger, more energetic nurses in terms of shifts/placement
- Encourage creative and self-scheduling
- Urge nurses to take on the job of recruitment
- Change the culture of certain facilities to make sure that nurses are treated as professionals
- Create a model for identifying/projecting specific needs (forecasting) on an ongoing basis – a demographer such as Dave Rosenbaum?
- What about holding a workshop or conference to address our needs? We could use any of the community colleges free of charge
- The Nebraska Health Care Association has planned their annual conference and will be having a national speaker. Snyder felt that it was probably too late and the agenda too full to include a speaker from the CFN
- A workshop/conference should focus on Quality First Goals –teach management (nursing home management) how to develop/use an empowerment model. A TQI approach to empower a team of nurses, letting them set up their own schedules, find their own replacements
- Lenaghan suggested teaching the Magnet philosophy during a conference/workshop

## **Goal 4 – Sustain the work of the Nebraska Center for Nursing**

- Staff should write a “White Paper” on the goals of the CFN
- Dollars to fund the CFN? Counsel does not believe that we have legislative authority at this point to initiate a voluntary check off on renewal applications because of the cost of collecting the dollars

- Is it possible to introduce legislation to allow the CFN to be folded into the Board of Nursing, with a paid staff position created to run the CFN?
- Lobby all nursing organizations to gain support for the voluntary check off legislation
- Broaden the scope of the work of the demographer to include other professions as stated above

### **Identify the next steps to be taken by the Nebraska Center for Nursing**

- Dennis Baack is on the Executive Committee of the Nebraska Workforce Investment Board. There are about 50 members on the board – he suggests presenting to their group
- Pat Snyder will get Dave Rosenbaum's (the demographer from UNL) phone number to Kelly, Travis or Exstrom as soon as possible
- Gain representation on the WIB board to create an awareness of the Center for Nursing and what it does
- Create an educational piece on the importance of the check off on licensure – pursue legislation in this regard
- Go out and meet with various nursing organizations and associations
- Plan two workshops/conferences regarding:
  - the need for recruitment of nursing faculty
  - the need for retention of nursing faculty
- Check on the provisions of the faculty loan portion of the Nursing Reinvestment Act
- Ask for donations to the Center for Nursing
- Keep working with the legislature to try to get continued funding for the CFN
- Write a White Paper on successful recruitment and retention

### **Call to Order**

The meeting of the Nebraska Center for Nursing Board was called to order by Shirley Travis, Chairperson, at 2:00 p.m. CDT, December 18, 2003 at the Staybridge Suites Conference Center, 2701 Fletcher Ave., Lincoln, NE. Copies of the agenda were sent to board members and posted.

### ***Roll Call***

The following members were present:

Shirley Travis, Chairperson  
 Gloria Gross, Vice-Chairperson  
 Lois Sietsema  
 Barbara Wenz  
 Pat Lenaghan  
 Diana Stevens  
 Linda Walline  
 Rosalee Yeaworth  
 Becky Veak  
 Maxine Guy  
 Judy McGee  
 Marilyn Valerio

The following members were absent:

Linda Lazure, Secretary  
Chuck Stepanek

A quorum was present and the meeting convened. Also present from the Credentialing Division were Charlene Kelly, Section Administrator; Sheila Exstrom, Nursing Education Consultant; Karen Bowen, Nursing Practice Consultant and Anne Owens, Administrative Assistant.

### **Status of board appointments/reappointments**

#### *Board Member Reappointments and New Appointments*

The three board members whose terms expired in June 2003: Gross, Lazure and Wenz, still have not received official notification from the governor's office that they have been reappointed to the board. Pat Lopez, RN, stated that she was notified by the governor's office via telephone that she has been appointed to replace Carole Douglas on the board, but has received nothing in writing. Linda Walline was notified in writing that she had been reappointed to the board in the role of an RN selected by the governor. Travis indicated that she had contacted the governor's office to verify reappointments and new appointments several times and was promised a call back early this week by a new employee. As of the date of the meeting, she had not heard anything. She will continue to follow-up with the governor's office.

### **Approval of Minutes**

#### **Minutes of the October 16, 2003 Board Meeting**

1. McGee made the motion seconded by Sietsema **that the board approve the minutes of the October 16th meeting as printed.**

Voting aye: Travis, Gross, Sietsema, Wenz, Lenaghan, Stevens, Walline, Yeaworth, Veak, Guy, McGee and Valerio. Voting nay: none. Abstain: none. Absent: Lazure and Stepanek.  
Motion carried.

### **Reports of Presentations, Exhibits and Meetings attended since the last meeting and those scheduled for future dates**

Sietsema reported that she met with and now serves on the Health Occupations Advisory Council in Omaha. The purpose of this organization is to educate and advise high school students on careers in health care and namely, nursing.

Travis reported that the second annual Gathering of State Nursing Workforce Centers has been scheduled for April 29 – 30, 2004 in Orlando, FL. The consensus of the group was that it would be beneficial to send representatives to this meeting for exchange of information and ideas. A decision will be made at a later date as to who will attend.

## **Financial Report as of October 31, 2003**

Kelly presented the October 31, 2003 financial report. After three months, we have spent approximately one-fourth of the annual budget, so the expenses are in line with budgeted funds.

## **Progress report on data projects**

### *RN Workforce Survey Report*

A draft of the report was included in the packet mailed to the board members. It is in the process of being refined and Kelly will have it put on the CFN Web site. Color copies of the report will be sent to the board members and a supply kept on hand for others who ask for a copy. It was suggested that a summary of the changes between the 2000 and 2002 data be added to the report. Kelly will make sure that it is done.

### *Employer Vacancy Report*

Kelly will verify that the report has been added to the Web site.

### *LPN Workforce data collection*

There was no data available for review.

## **Reports of follow-up activities related to the strategic plan since the last meeting and Identification of next steps in relation to the strategic plan**

Follow-up with the stakeholders who attended the meeting with a thank you, an invitation to share their ideas and thoughts via e-mail and a summary of the meeting. Lenaghan and Kelly will talk about a meeting or conference regarding recruitment and retention and then share their ideas with Pat Snyder's group at the Nebraska Health Care Association.

## **Identification of focus area for next press release**

The group decided that the next press release should be focused on the stakeholders meeting. Bartek was also able to contact the male LPN whose name was given to the staff for inclusion in the "Men in Nursing" brochure and they are working to set up a time for a photo session and an interview.

## **Set future dates/agendas**

The next meeting will be held on February 19, 2004 at Staybridge Suites. The group will discuss the information obtained at the stakeholders meeting and then break up into the four work groups for further action.

Veak will check to determine whether or not the GEM Nursing program that was shared at the meeting is something that we can connect our volunteer mentors to or if it is just related to the Lincoln-Lancaster County area. She will advise us of her findings at the next meeting.

Gross suggested that we might invite Dr. Dave Rosenbaum, the demographer from UNL to the next meeting.

It was suggested that the term “White Papers” might carry a negative connotation with ethnic minority groups, and that better terms might be “Position Papers”, etc.

3:00 p.m. the meeting adjourned.

Minutes taken by Anne Owens, Administrative Assistant.