

**MINUTES OF THE MEETING
OF THE
NEBRASKA CENTER FOR NURSING
BOARD MEETING
February 2, 2006**

Call to Order and Roll Call

The meeting of the Nebraska Center for Nursing Board was called to order by Judy McGee, Vice-Chairperson at 9:00 a.m., Thursday, February 2, 2006, in the Garrett Room at the Cornhusker Hotel Conference Center, Lincoln, Nebraska. Copies of the agenda were previously sent to Board members and posted.

The following Board members were present at various times throughout the meeting:

Judy McGee, Vice-Chairperson
Pat Lopez (arrived at 9:05 a.m.)
Marilyn Valerio
Florence Brown (arrived 9:06 a.m.)
Rosalee Yeaworth
Larry Rennecker
Linda Dulitz
Shirley Travis
September Stone
Barb Wenz
Kim Woods
Linda Lazuaire (arrived at 9:10 a.m.)
Pat Karsk

The following members were absent

Gloria Gross
Carol Wahl
Nancy Shirley

A quorum was present. The meeting was officially convened. Also present from the Credentialing Division, HHSS, were Charlene Kelly, Section Administrator for Nursing and Nursing Support, Sheila Exstrom, Nursing Education Consultant, Rosalee Roberts, Public Relations Contracted Consultant, Juan Ramirez, Contracted Research Assistant and Carly Runestad from the Nebraska Hospital Association.

Yeaworth agreed to serve as secretary for this meeting.

Approval of Minutes of December 15, 2005 Meeting

The minutes were reviewed and several typographical and wording errors were noted and corrected.

1. Valerio moved seconded by Travis **that the board approve the December 15, 2005 Nebraska Center for Nursing minutes as corrected.**

Voting aye: McGee, Valerio, Yeaworth, Rennecker, Dulitz, Travis, Wenz, Woods, Karsk and Stone. Voting nay: none. Abstain: none. Absent: Lopez, Brown, Lazure, Shirley, Gross, and Wahl. Motion carried.

Project/Activity Reports

Environmental Scan

Recent articles on faculty recruitment at the University of Maryland and the University of Nebraska Medical Center were noted

9:05 a.m. Lopez arrived.
9:06 a.m. Brown arrived.

It was suggested that we need to continue to relate the impact of the nursing shortage on the quality of patient care. This is something the public cares about and can relate to.

9:10 a.m. Lazure arrived.

A discussion ensued on staffing ratios in California and the impact on patient care and resources. It was noted that the mandated ratios have resulted in all nursing staff with no assistive personnel so the impact on nursing workload may not have been as great as had been anticipated. It was noted that Kaiser Permanente thinks the ratios have helped them.

It was suggested that health care is in the same predicament as the airline industry and the auto industry – we are pricing ourselves out of the market. Examples included clinics that charge separately for the use of the examination room and the doctor’s visit and separate fees for nurse anesthetist care and the “supervising” anesthesiologist. It was noted that fee for service clinics are popping up in retail stores. Many of these are nurse-run clinics. Some physicians have stopped accepting insurance payments and simply charge a fee per visit. One was as low as \$37.

The issue of practice breakdown that results from a shortage of nurses was discussed. It was noted that studies, including one by the National Council of State Boards of Nursing, are underway.

Update on Staffing for the Center for Nursing

Kelly reported that the Research Assistant position has been filled. Dr. Juan Ramirez has accepted this position. Dr. Ramirez was present and gave a brief overview of his educational and experiential background. The Staff Assistant position has been classified and the position has been advertised. Kelly is in the process of screening the applicants. It is hoped that interviews can be conducted next week.

Minority Health Poster Project

Runestad reported that applications for participation in the Minority Health poster project are now available and are being published in the newsletters of the organizations participating in this project. The application will be in the upcoming *Nursing News*. The poster will feature health professionals from a diverse group of professions and ethnic backgrounds. A question was raised why NNA was not included in the group of organizations. Runestad explained that the Center for Nursing was considered representative of nursing, but that any interested organization is certainly welcome to participate

Budget Status Report

The board reviewed the December 31, 2005 budget status report.

Report and Discussion of Public Relations Strategies

Roberts reported on activities since the last meeting and plans for future work. She sees her primary role as increasing the visibility of the Center for Nursing. She provided tips for board members on connecting with the media. She presented ideas for some potential upcoming news releases, a news conference to roll out the Nursing Supply and Demand findings and mechanisms to keep stakeholders informed. She stressed the importance of pointing people to our Web site and the need to focus on greater Nebraska as well as the eastern portion of the state. She will collect professional profiles of board members so that when she learns that somebody is looking for a source for information she can direct them to the best person to answer questions. She plans a newsletter in the future directed at targeted audiences. She is also keeping an eye out for potential grant sources.

10:05 a.m. Dr. David Rosenbaum arrived.

Runestad noted that the shortage is on the radar screen of hospital administrators. The shortage has been the number one or two issue identified in the past several years. Karsk noted that for community colleges the lack of availability of clinical sites is the number one reason to limit enrollments. Small hospitals would like to have students, but their census is not large enough to warrant sending a faculty member with a small group of students.

10:15 a.m. The meeting recessed.

10:30 a.m. The meeting reconvened.

Runestad left the meeting.

Nursing Supply and Demand Projection Study

Dr. Rosenbaum presented the revised projection study. It was noted that the number of nursing graduates was underestimated by the national model. He used the estimated growth rate in the supply of RNs to estimate the growth in the LPN supply. It was suggested that we need to look at the migration of LPNs and some of the other variables we look at with registered nurses. We need to think about incentives to achieve more work hours from existing nurses as well as how to increase the pool of workers. The LPN projections have been added to the report. The possibility of further refining the LPN data was discussed. The group was reminded that there will always be inaccuracies in projections. It was the consensus of the group that we should wait until we get the revised supply data from the LPN workforce survey before doing any further refining.

11:00 a.m. Dr. Rosenbaum left the meeting.

Nurse Friendly Hospital Project

McGee reported that she has talked to Stephanie Tabone from the Texas Nurses Association. The model cannot be adapted by states for application to other types of facilities, etc. Nebraska hospitals could apply to the TNA. TNA has applied for grant funding to expand into Louisiana and Arkansas. They hope to eventually go national. It was noted that the process does not include a facility survey and is based on online responses of 40% of nurses from a facility. Based on this information it was determined that it would not be beneficial for CFN board members to attend the training offered by TNA. It was suggested that an appropriate strategy for the CFN would be to work in conjunction with the NHA and NHCA to develop a tool kit to help employers become employers of choice. This would be an excellent project to seek grant funding for. This idea was forwarded to the retention workgroup to discuss and develop.

Employer/Demand Survey

The survey forms used in 2001 and 2003 were reviewed. As soon as the staff assistant position is filled this survey will be the priority. The mailing list was discussed. It was decided that staying with all the licensed facilities is the best approach acknowledging that this misses nurses in some settings. It was decided to stay with the abbreviated survey tool. It was suggested that the term “budgeted position” should be changed to “approved position”. It was suggested that open-ended questions related to identification of the three major barriers to recruitment and three major barriers to retention should be included in the survey. Also, a question regarding identification of the major nursing workforce challenges five years from now should be included.

12:20 p.m. The meeting recessed briefly and then continued over lunch.

Review of the 2005 RN Workforce Report

The final report from the RN Workforce survey conducted with the 2004 license renewal was reviewed. It was noted that the average age of a nurse in Nebraska has decreased and the percentage of graduates from BSN programs has increased.

Review of Abstract for Presentation at Annual Meeting of Nursing Workforce Centers

The annual meeting of nursing workforce centers will be held in Jersey City, New Jersey April 27-28, 2006. A call for abstracts has been received for this meeting. An abstract of the CFN project to apply the national supply and demand model to our in-state data was submitted for presentation/poster at the meeting. Word has not yet been received as to whether the abstract was accepted. Kelly and Rennecker plan to attend the meeting.

Strategic Plan

The board worked together on the strategic plan to identify one priority action step for each goal.

Goal 4:

Discussion included the need to disseminate data, especially the supply and demand data from the projection study. It was suggested that we include Chambers of Commerce in our dissemination. We need to convince small hospitals to fund graduate education for staff members so they qualify to serve as preceptors for students. The priority action identified for this goal is to set the date for the press conference and get the supporting materials ready for distribution.

Goal 3:

The Deans and Directors have formed workgroups to develop the student passport idea and to explore the flat graduation rates in light of increased enrollment. The CFN board's priority action identified for this goal is to support LB 962 which will provide funding for graduate students loans for students willing to teach in nursing education programs.

Goal 2:

We need to look at the percentage of license non-renewals each year and explore the reasons why the licensee did not renew. The employer vacancy survey is the priority action identified for this goal.

Goal 1:

We need to secure a place on the agenda for the Minority Health Conference this year. Lopez has talked with Jackie Miller and she assures us we will be on the agenda. The priority for this goal is to implement focus groups of male nurses to discuss barriers to male recruitment and develop strategies to overcome the barriers.

Press Releases

Roberts will work with Kelly on the press release on the projection study.

Election of Officers

The board elected officers for 2006. McGee will serve as chair and Valerio will be vice-chair. The staff assistant will provide secretarial services.

2006 Meeting Schedule

The board will meet on April 6, June 1, August 11, September 28 and December 7 in 2006.

Recruitment and Retention Conference

The board designated Kelly and Stone to attend the Recruitment and Retention conference in Las Vegas, Nevada the end of March

Board Appointments

Board members made suggestions for replacement members for Lazure, Gross and Wenz whose terms end this year. These suggestions will be forwarded to the Department Director who will be asked to forward them to the Governor.

Adjournment

The meeting adjourned at 2:45 p.m.

Respectfully submitted,

Rosalee Yeaworth, Acting Secretary

**MINUTES OF THE MEETING
OF THE
NEBRASKA CENTER FOR NURSING BOARD MEETING
Southeast Community College, Continuing Education Center
301 South 68th Street Place, Room 404
Lincoln, NE 68508
April 6, 2006**

Call to Order and Roll Call

The meeting of the Nebraska Center for Nursing Board was called to order by Judy McGee, Chairperson, at 9:07 a.m., Thursday, April 6, 2006, in room 404 at the Southeast Community College Continuing Education Center, Lincoln, Nebraska. Copies of the agenda were previously sent to Board members and posted.

The following Board members were present at various times throughout the meeting:

Gloria Gross
Judy McGee, Chairperson
Marilyn Valerio
Rosalee Yeaworth (arrived at 9:15 a.m.)
Larry Rennecker
Linda Dulitz
Shirley Travis
Barb Wenz
Kim Woods
September Stone
Pat Lopez (arrived at 9:10 a.m.)
Nancy Shirley (arrived at 9:15 a.m.)
Carol Wahl (arrived 9:25 a.m.)
Linda Lazure (arrived at 12:45 p.m.)

The following members were absent:

Pat Karsk
Florence Brown

A quorum was present. The meeting was officially convened. Also present from the Credentialing Division, HHSS, were Charlene Kelly, Section Administrator for Nursing and Nursing Support, Sheila Exstrom, Nursing Education Consultant, Rosalee Roberts, Public Relations Contracted Consultant, Juan Ramirez, Contracted Research Assistant, and Anne Beckius, Staff Assistant for the Center for Nursing.

Anne Beckius served as secretary for this meeting.

Approval of Minutes of February 2, 2006 Meeting

The minutes were reviewed and the minutes state there was no quorum. It was realized that there must not have been a quorum at the prior meeting, in December 2005. It was noted that the minutes would be changed to reflect that there was a quorum.

1. Valerio made the motion seconded by Travis **that the board approve the February 2, 2006 Nebraska Center for Nursing minutes as corrected.**

Voting Aye: Gross, McGee, Valerio, Rennecker, Dulitz, Travis, Wenz, Woods, Stone, Lopez. Voting Nay: None. Abstain: None. Absent: Karsk, Lazure, Shirley, Brown, Wahl, Yeaworth.
Motion Carried.

Project/Activity Reports

1. **Nursing Shortage Environmental Scan**

Dulitz brought in some articles from the Grand Island newspaper that recognized some LPNs and shared with the board.

9:14 – Yeaworth and Shirley arrived.

9:25 – Wahl arrived.

2. **Update on Staffing for Center for Nursing**

Kelly introduced Beckius and Ramirez to the board.

3. **Update on the Minority Health Recruitment Project**

Kelly reported that the diversity posters should be out later this month. There were approximately 50 applications. The committee selected 12 people for the Minority poster. The photo shoot was a week ago Monday morning (3/27/2006). Kelly shared a proof of the poster, and discussed the backgrounds and occupations of the different people that were pictured. Each organization has agreed to contribute \$500 towards the project. The posters will be distributed throughout schools. The title of the poster will be “the Changing Face of Healthcare”.

4. **Plans for Poster Session at the 4th Annual Conference of State Nursing Workforce Leaders.**

Kelly was notified that the application submitted was accepted for a poster session. Ramirez showed the board a PowerPoint presentation on the posters. Ramirez has adapted David Rosenbaum’s report into an Executive Summary. Ramirez had used the word ‘measure’ several times in the presentation, and said that he had wanted to change the word ‘measure’ to ‘policy’. There was a general consensus that ‘measure’ would be the word to be used. It was noted that there were lots of words on the posters (slides), that it’s hard to read a lot of words when you just want to look at a poster. Using bullets

might be easier to read. Gross mentioned using the word ‘effective’ instead of ‘prominent’. Lopez suggested keeping what was done for other purposes. Stone mentioned that she was concerned that LPNs were not included in the presentation. She said that she did understand that the LPN results mirrored the RN results. She said the LPNs would feel like they were not represented at all. Shirley suggested a statement be included in the beginning about how the LPN shortage is similar to the RN shortage. If the rest of the report could just mention ‘nurses’, not ‘RNs’. Kelly and Ramirez said that they could work on the project and revise it to reflect the LPN shortage as well. Valerio raised a question regarding the new graduates: the new graduates will leave Nebraska because there will not be any jobs for them. It was noted that we don’t know where the critical areas of the shortage are in the state. One of our first goals in the strategic plan was that we have geographic coverage. The data that shows from 2006-2010, there’s an excess if we implement all of the policies. If we know this, we need to place the students, because they keep coming because they want a career. We need to do these models by region.

We need to make the facilities a better working environment – that if we’re known for having wonderful work environments in Nebraska, that might attract some out of state nurses. Concern was expressed about fatigue in nursing, saying that we’re working faculty to the bone, and it’s hard to give them the time to rejuvenate, because we try to run everything all the time. Faculty has fairly good retirement, so when they make it to the age when they can retire, they’re retiring when they still have a lot they can contribute.

10:35a.m. – The meeting recessed

10:45a.m. – The meeting reconvened.

5. Report and Discussion of Public Relations Strategies

Roberts started the discussion about the press conference at the capitol rotunda on Monday, April 10th at 9AM. She discussed the notice of the news conference, news release, and the executive summary. Senator Price will be in attendance at the press conference, and probably speaking. The plan is to announce the results of the Rosenbaum report, and discuss the possible solutions briefly. The group was reminded that the real intent of this model was to identify the factors that we could manipulate to help reduce the peaks and valleys of the shortage. Kelly mentioned that she could add that into her introduction. Roberts mentioned that Minority health month is coming up, then in the first week of May is National Nurses’ week. Roberts then distributed handouts ‘How to be a good interview on a radio talk show’. Shirley added that young people who think about being a nurse may be persuaded to not be a nurse now, because of the lack of job opportunities that are shown in the media. Exstrom added that the baby boomer retirees are going to make a big dip in the supply once they retire. She added that Senator Nelson’s office has been doing a lot of promotion in regard to supporting the nursing shortage solutions and keeping the rural hospitals alive. Shirley said that there was a nursing breakfast for Senator Nelson coming up this month. Roberts said she would make sure that both Senators Nelson and Hagle would receive copies of the press conference.

6. Progress Report on Employer/Demand Survey

Kelly said that the survey forms were all mailed last Friday. We had about 900 survey forms that went out. About 50 completed forms were returned this week.

7. Review of First Issue of Electronic Newsletter

Kelly said that we were trying to time the release of the newsletter to follow the press conference. Logos were brought up. Roberts says that normally you do not put your slogan and your Web site within the logo, referring to the old logo. Kelly said we could take the Web site off of the current logo, make the name bigger, and clean it up a little bit. It was suggested that we need the Web site very prominent on the newsletter. Roberts said that we want people to recognize what we do and who we are, etc. Stone suggested putting “more” under an introductory link to an article so that the reader can get more information if they wanted it. Someone suggested just posting the links to the articles on the first page, that way it would shorten the whole newsletter. During lunch, the group brainstormed on titles for the newsletter. The ideas: In Touch, Nursing Vision, Visions for Nursing, Insight, Impact, Take Action, Impressions, Caring Actions, Nebraska Vision, Center4Nursing, C4Nursing, CFN, Nebraska Visions for Nursing, Nursing Future, Nebraska’s Touch in Nursing, Keep in Touch, Nursing Workforce-Briefly, Nursing...Briefly, Future Visions, N-Visions, Envision, C for N Notes, C4N Notes. The group liked the names In Touch, Impact, Nursing...Briefly, Future Visions, N-Vision. Someone mentioned that we should probably do a Google search on these names to make sure we’re not taking anybody’s name. After doing a Google search, the group decided on Nursing...Briefly.

11:45a.m. – The board recessed briefly and then reconvened over lunch.

12:15p.m. – Valerio and Travis left the meeting.

8. Work Group to Study Gap Between Admission and Graduation Rates

The workgroup believes the gap is in part due to divergent practices between programs related to how students are counted. The workgroup will make a recommendation regarding standardized definitions.

12:45p.m. – Lazure arrived at the meeting with several students.

Report of Nursing Leadership Summit

Dulitz, Rennecker, Shirley, Valerio, Exstrom, Karsk, and Kelly attended. There were about 225 people in attendance – only about half as many as previous years. The title was “Building Communities at Work”. It was suggested that maybe the title was what turned people off. Everyone who went thought it was a very good learning experience.

Report on Recruitment and Retention Conference

Kelly attended the conference in Las Vegas. She said that it was very beneficial, especially since the topic relates to two of the goals that we are trying to accomplish in our strategic plan. She said that there was more focus on retention than recruitment. The speaker talked about needing data on what your staff is thinking – not just once a year/ You need an ongoing vital sign assessment. If you see a program working somewhere

else – don't just take the program and plug it into your facility. You need to take the thinking that they used to set up a certain program, then set up a program that will work for your facility. Kelly had made handouts to give to board members that summarized the conference.

Financial Report

The board received the 2/28/06 budget status report. Kelly provided a document that listed expenditures for each line in the budget status report. Kelly reported that she is watching expenditures closely to determine if we need to obtain additional spending authority and additional funding from the Board of Nursing fund.

Global Scholarship Alliance

This program recruits nurses from other states to a state's nursing education (BSN or MSN) programs in return for remaining in the state to practice. Kelly will contact Colorado to see what their experiences were. Gross will get more information from GSA.

Work on Strategic Plan

Kelly walked through the goals, and all of the priorities have been identified and are underway. Priorities for Goal I are the focus group on men in nursing and the 2006 minority conference. She mentioned the tactic of meeting with high school counselors. Stone noted we're getting close to the end of the school year. Kelly said it would probably be something we could do this fall.

Goal II: The study to determine out-migration was discussed. The outcome to reduce out-migration by 50/yr – came directly out of the study. McGee asked everybody to bring back 15 strategies for retention to the next meeting. The strategies will be shared in the newsletter.

Goal #3: Increasing Capacity

Facilities should identify a nurse who could be a possible faculty member, then offer to pay for some of their coursework. This could help facilities attract students for clinical experience and help education programs by providing a faculty member.

2:05p.m. – The meeting recessed.

2:15p.m. – The meeting reconvened.

2:20p.m. – Stone left the meeting

Kelly Announced that LB192 had passed a few minutes ago, and was going to the governor for signature.

Goal #4: Sustain the Work of the Center for Nursing:

The stakeholder meeting held a few years ago was discussed. McGee asked board members to come prepared with other stakeholder ideas and names to the next meeting. Kelly asked the board to please send e-mail addresses for the electronic newsletter.

Set Future Meeting Dates and Next Meeting Agenda

Next meeting is scheduled for June 1st. It will be at Staybridge.

Adjournment

The meeting adjourned at 2:40 p.m.

Respectfully Submitted,

Anne C. Beckius, Staff Assistant, Center for Nursing

**MINUTES OF THE MEETING
OF THE
NEBRASKA CENTER FOR NURSING BOARD MEETING**

**Staybridge Suites Conference Center
2701 Fletcher Avenue
Lincoln, NE 68504
June 1, 2006**

The meeting of the Nebraska Center for Nursing Board was called to order by Judy McGee, Chairperson, at 9:06 a.m., Thursday, June 1, 2006, at the Staybridge Suites Conference Center, Lincoln, Nebraska. Copies of the agenda were previously sent to Board members and posted.

The following Board members were present at various times throughout the meeting:

Judy McGee, Chairperson
Rosalee Yeaworth
Larry Rennecker
Linda Dulitz
Shirley Travis
Barb Wenz
Kim Woods
Nancy Shirley
Carol Wahl
Linda Lazure
Florence Brown (arrived at 9:08 a.m.)
September Stone (arrived at 11:10 a.m.)

The following members were absent:

Gloria Gross
Marilyn Valerio, Vice Chairperson
Pat Karsk
Pat Lopez

A quorum was present. The meeting was officially convened. Also present from the Credentialing Division, HHSS, were Sheila Exstrom, Nursing Education Consultant, Karen Bowen, Nursing Practice Consultant, Rosalee Roberts, Public Relations Contracted Consultant, Juan Ramirez, Contracted Research Assistant, and Anne Beckius, Staff Assistant for the Nebraska Center for Nursing.

Anne Beckius served as secretary for this meeting.

Approval of Minutes of April 6, 2006 Meeting

Yeaworth made the motion seconded by Lazure **that the board approve the April 6, 2006 Nebraska Center for Nursing minutes.**

Voting Aye: McGee, Wenz, Shirley, Wahl, Lazure, Dulitz, Woods, Brown, Rennecker, Travis, and Yeaworth. Voting Nay: None. Abstain: None. Absent: Karsk, Gross, Valerio, Lopez, and Stone. Motion Carried.

Project/Activity Reports

1. Nursing Shortage Environmental Scan

McGee pointed out an article that states the nursing shortage could be resolved if the working conditions were improved. She also noted another article that talked about a reality show starring traveling nurses that would aim to interest people in the profession. Exstrom called the board's attention to a couple of nursing articles that had been in the Lincoln Journal Star in the last few days. Lufei Young, the RN that was in "The Changing Face of Healthcare" poster was featured in the paper this morning. She commented on how much she has accomplished since she's been in the United States. Yeaworth had a 16-page newspaper that included articles about all sorts of aspects of Nursing. The articles were all passed around to the board members and staff. The group discussed nurses that migrate out of the state, and how various states are recruiting Nebraska nurses. The group discussed the issue of out-migrating nurses.

2. Public Relations Report

Roberts reported that she had spoken with Carly Runestad from the Nebraska Hospital Association (NHA). She said that the posters have been distributed. April 10 the Center for Nursing held a news conference announcing the supply and demand study results. The event was held at the State Capitol, Roberts was pleased with the outcome of the news conference. KETV from Omaha and KFOR radio from Lincoln were both there. Roberts said she was later able to talk with the Associated Press for statewide coverage. Kelly also did a radio interview with KFAB on that Friday afternoon after the press conference. The Omaha World Herald also did a story about it. The NHA had agreed to distribute the news release to all of the hospitals in their membership. Roberts did follow up with the media to make sure they had the information they needed. She said that during the summer there are more open spaces, more open time for media to do things. Roberts noted how much money other states are receiving in comparison to the \$150,000 appropriated in Nebraska. She noted the large number articles on nursing recruitment into the United States from countries around the world.

3. Progress Report on Employer/Demand Survey – Ramirez

Ramirez gave a presentation on the objectives and strategies use to conduct the survey. Data received to date was presented.. The significant change of the number of approved positions in facilities from 2000 to 2006 was noted. Travis noted that the response rates of the two surveys are not the same, so perhaps the results are not comparable.. There are fewer vacant positions, but overall there appear to be many fewer positions. Exstrom

asked how we can get data on RNs are working mandatory overtime, seven days a week, or at multiple facilities. Bowen said that it seems like a lot of long-term care nurses have to work an average of 1-2 extra mandatory shifts per week, up to 60 hours per week. Concern was expressed that nurses are working so much mandatory overtime. It's a vicious cycle. Employers can't hire because of the poor working conditions, so they have to force nurses to work mandatory overtime, or mandatory extra shifts. McGee mentioned having a PRN pool, but Travis said that there are not people who want to do that right now. Maternity leaves are really hurting employers because the people on maternity leaves plan to return, so employers can't fill the position. It's hard to find nurses who will be flexible about hours. Yeaworth mentioned using floaters, hiring full time people who could work in several different areas, and then floating those nurses wherever they were needed at the moment. It was noted that each specialty is so complex it makes it difficult to move easily in and out of the specialties. Rennecker and Travis agreed that the budget situation is not going to get any better. One option might be to have a regional traveling nurse company. It would be more economically feasible to have one organization to meet the regional needs. McGee said that in most cases, you'd have another facility in that region that needs the same kinds of things, so that organization would be able to meet the needs of multiple organizations. Rennecker thinks it would be a very good resource to the rural areas of the state. McGee said that employing nurses on-call has been a real satisfier for their staff, they pay 40% of the nurses' hourly wage if they're on call. .

4. Response to first issue of Electronic Newsletter – Plans for Next Issue – Ramirez

Ramirez asked if the board liked the appearance of the newsletter, and asked for suggestions. Travis said she couldn't open the newsletter. Wenz suggested the problem might be due to a firewall on the facility network. Rennecker also couldn't open the newsletter. Ramirez promised to investigate the problem. The next newsletter will be released on August 14. It will include a brief summary of the survey results, the LPN workforce survey analysis, and a report on the Nursing Faculty Student Loan Act. Ramirez encouraged board members to let staff know of any news or information to post in the newsletter, or any ideas for future newsletters.

5. LPN Workforce Survey Analysis – Initial Report – Ramirez

Ramirez presented the initial results of the LPN workforce survey. Comparisons with previous years' survey results were made. The group discussed the changes that have occurred over the years with LPNs. In 1980, 42% of nurses were under 30 years old. The board commented that those were the baby boomers. Shirley pointed out that the way we're educating is changing, and it would be beneficial to ask "Have you ever held an LPN license" so that we can see what effect that might have on our numbers in both LPN and RN. Travis said we might have an "artificial blip" in the LPN rates, or it might be a steady increase over time if these educational options remain.

6. Grant Fund Search and Potential Projects – Ramirez

Ramirez presented a possible grant funded project entitled “Risk Detection Index of Health Care Needs in Rural Nebraska”. Although we have data to project the nursing shortage for the entire state, it’s important to get area-specific data to identify areas with specific needs. The model that was used for the statewide supply and demand projection study could be used on a smaller scale to project the needs in specific geographic regions of the state. Ramirez has compiled a list of foundations that grant funding for projects. Omaha-Connect, the online application for grants through the Omaha Community Foundation is another resource that could be explored. There was a consensus that the board wanted to find out if there was anyone working on this, and if not, we should. Shirley mentioned possibly collaborating with another agency or organization to collect the information.

11:00 – The meeting recessed.

11:10 a.m. – September Stone arrived.

11:20 a.m. – The meeting reconvened.

Financial Report

The board reviewed the budget status report for the period ending February 28, 2006. Discussion followed.

Report on Potential Collaborative Activities between CFN and NHA and/or NHCA

The board reviewed the written report prepared by Kelly of potential collaborative efforts between the Center, NHA and possibly the NHCA. Potential projects include a gala sponsored by Johnson & Johnson and a statewide nursing retention conference for employers. Funds raised from the gala could help support the Nursing Student Faculty Loan Program. Shirley suggested that if there’s a list to get on for Johnson and Johnson, why not get on it, even if it’s in 2008. The board agreed that we should pursue Johnson and Johnson, but if that’s not a possibility, we should pursue a local sponsor for a similar event. Yeaworth mentioned the pharmaceutical companies as a possible source for funding. McGee asked if the group saw potential for other sources if Johnson and Johnson didn’t work out. Shirley mentioned that even if Johnson and Johnson say yes, we should pursue a local sponsor as well. The board also thought that a retention conference would be a good idea. Exstrom clarified that the retention conference would be for employers, not staff nurses. Shirley mentioned doing the conference sometime next spring to coincide with the Nursing Summit in Kearney. This activity will be assigned to Workgroup 2. Rennecker said that, based on his experience with the NHA, if you have conferences in Omaha, you don’t get people from Omaha hospitals or Lincoln hospitals to come (NHA.) The idea was brought up that this is a pre-conference conference, something we could do the day before the Summit. Exstrom reiterated that this conference would be a major event with a key-note speaker in the morning talking about retention and afternoon discussion of individual retention efforts and concerns. The target audience and the focus for this event and the Summit are very different. The consensus of the board was that (1) they are interested in pursuing these projects, (2) they fit within with the goals of the strategic plan and (3) that

Workgroup 2 should begin work on these projects. The board concurred that partnerships for these projects should not be limited to organizations that deal with one type of facility, but should be inclusive for all types of facilities where nurses are employed.

A discussion was held on the need for a centralized source of all available nursing positions in the state. It was felt that this would be a good resource to help stem out-migration from the state. A broad spectrum of links posted to the CFN Web site might be a helpful resource.

12:00 p.m. – The meeting recessed.

12:25 p.m. – The meeting reconvened over lunch.

Report of 4th Annual Conference of Nursing Workforce Centers

Copies of the written report had been mailed out to board members. Rennecker discussed the conference, saying that he was very pleased with what was discussed. They had the opportunity to talk to people who were responsible for applications to foundations for grants, and they also heard a lot of interesting information regarding surveys and survey results. Rennecker reported that the workforce centers are organizing into a fledgling organization with a steering group that meets periodically. The dues for this organization are \$500 per year. He suggested we explore joining this group so we can be on the “leading edge” and have all of the current information. Kelly had been asked to pursue additional information. Ramirez reported that he spoke with various speakers about the demand/supply model, and found that it does may have flaws, but right now it is the best model we have. He was very surprised that in comparison with other states, Nebraska has really done a lot as far as data collection and analysis is concerned.

Work on Strategic Plan

The board decided to meet as one group instead of in smaller work groups.

Goal 1: Recruit new nurses for the state through examination and endorsement in order to ensure an adequate nursing workforce for Nebraska, in terms of number, diversity, educational mix and geographic distribution.

- **Conduct regional breakfast informational sessions with high school counselors in metropolitan and rural areas:**
 - ✚ **Purpose:** To ensure accurate understanding of the need for nurses
 - ✚ **Target dates?** - Fall would seem logical, high school graduates are making out their applications to colleges in the fall. It was noted that the high school counselors may have an organization? If so, we should contact them. Beckius will check and see if there is an organization and how to contact them. It was suggested that we should get on the agenda for one of their organization meetings.. We need to find out if/when they meet. It would be good to get 1 contact person in each regional area. TARGET is EARLY FALL.
 - ✚ **How many?** Was not specified
 - ✚ **Location(s)?** Was not specified

- ✚ **Who do we invite?** *High school counselors and administrators from schools of Nursing.*
 - ✚ **Invitations/Publicity?** *Was not specified*
 - ✚ **Who will present?** *A board member in that area.*
 - ✚ **Content of presentation: need for nurses; educational preparation; nursing roles; nursing salaries; resources for prospective students** – *Ramirez suggested a teleconference or videoconference might be another approach. It was suggested that we should develop a Toolkit of resources for high school counselors and post it on our Web site.*

- **Conduct 3-5 focus groups with junior high and high school-aged students in metropolitan and rural areas:**
 - ✚ **Purpose: To assess perceptions of nursing as a career, factors that impact career choice and most effective strategies to attract young people to nursing as a career.**
 - ✚ **How many? Dates? (Combine with regional breakfasts?)** – *was not specified*
 - ✚ **Location(s)?** – *Different areas across Nebraska. We should talk to the school nurses and use them as our contacts. We should identify five sites across the state to ensure geographical diversity and contact a school nurse in each area. It was suggested that we should look at a school area/district that has a great number of minority students as one of the focus groups. Lazure suggested using a survey tool for the focus groups to find out what factors students consider when choosing a career.*
 - ✚ **Who do we invite? How?** – *was not specified*
 - ✚ **Who will lead focus groups?** – *was not specified*
 - ✚ **Format and content?** – *Stability of a career in nursing, economic information on nursing, geographical flexibility of nursing, and diversity of opportunities in Nursing.*

- **Plan for a focus group of men practicing in nursing:**
 - ✚ **Purpose: To identify strategies to address stereotypes and recruit more men into nursing.**
 - ✚ **Target date** – *was not specified*
 - ✚ **Who do we invite?** – *was not specified*
 - ✚ **Location?** – *was not specified*
 - ✚ **Who will lead the focus group?** – *What would motivate younger men to become nurses? More men going into the accelerated programs, but only a few young men come into the traditional education programs. What can we do to say “nursing is nursing”, and it’s not a gender job? The media doesn’t show male nurses well (Meet the Parents). There isn’t anything on TV that shows a positive, responsible role of nursing. Males go for higher administration, ICU, CRNA. Part of that is salary, part of it is career commitment. Where do we find the men? NHA’s male calendar was mentioned. Roberts said that focus groups work best in person, it would be okay to do at least 1 of these on the phone, but the junior high and high school students need to have people in front of them.*

Goal 2: Identify and promote known successful strategies for retention of nurses in the workforce.

- **Develop a survey tool for random administration to nurses who do not renew license:**
 - ✚ **Purpose: To determine reason for non-renewal**
 - ✚ **What questions do we want to ask?** – *Why did the nurse not renew? For online license renewal, can we link a question like that to the online renewale? We could do something like “If you are not going to renew, please go to this website and let us know why!”.* Moving? Retiring? Burnout? Refresher Course? No job opportunities in my area? Moving out of state? Work place environment? Career Change? If so, to what? Deceased?
 - ✚ **Sample size? All or percentage?** - was not specified

Goal 3: Increase the enrollment capacity of Nebraska’s Nursing Education Programs.

- **What is our next priority for this goal?** – *Faculty fundraising, scholarships, loans. Buffet Foundation/Susan Buffett? They fund education/teaching kinds of things. We could maybe look at this if Johnson and Johnson doesn’t come through. The board suggested contacting both. Roberts asked ‘Who should contact them and what should we say?’.* She said we need to be very prepared before we do anything. Should we include Senator Price (faculty loan program)? Senator Price had mentioned that she was really eager to help out with the fundraising for Nursing faculty funding. There was a discussion that the faculty shortage could be based both on lack of available faculty and the programs not being able to afford hiring any more faculty. Roberts mentioned offering sponsorship by saying something like “we have a faculty shortage that you can help donate to, also, you can help us by doing one of the following things, etc. etc.”. She also said that people like to have things named after them, so we should keep that in mind too. McGee requested that Roberts help the sub group with this. Valerio, Karsk, Brown, Yeaworth, and Exstrom are in that group.

Goal 4: Take action to sustain the work of the Nebraska Center for Nursing

- **Build our Stakeholders list.**
- **What do we want to do with our Stakeholders?** – *Rotary clubs. The Nebraska Workforce was a good group. It was mentioned that we need to get the old stakeholders list and make any changes or additions that it needs. Exstrom said that she thinks we really have to go beyond nursing employers. McGee mentioned that we have much more information now than we had before, so maybe we’re ready to expand to other people than those involved in healthcare. Rennecker mentioned that the Clergy and ministerial associates have a tremendous interest in what we do. Dulitz mentioned contacting the VA system, because they’re experiencing the nursing shortage too.*

All workgroups are to come back to the next meeting with ideas of what to do with their priority activities. McGee also read off her 15 ideas of retention which she had asked everybody to do at the last meeting in April, but everybody else forgot. The board members

will be compiling these lists and sending them to McGee, who will then compile them and we can use them in the future for *Nursing...Briefly* or *Nursing News*.

Identification of Next Steps

Priorities for next meeting agenda

Board members are to come up with 15 ideas for retention of nursing staff, e-mail these to McGee who will compile them, they they'll be used in the future for the newsletter or for *Nursing News*. McGee would like everyone to come back to the next meeting with the progress they've made in their subgroups. There was some confusion over who was in what group, so McGee mentioned that we might have to reassign some people to different groups since Gross, Lazure, and Wenz would be leaving.

Set Future Meeting Dates and Next Meeting Agenda

Next meeting is scheduled for Friday, August 11th. It will be at SECC Continuing Education Center, Room 301.

Adjournment

The meeting adjourned at 2:16 p.m.

Respectfully Submitted,

Anne C. Beckius, Staff Assistant, Center for Nursing

**MINUTES OF THE MEETING
OF THE
NEBRASKA CENTER FOR NURSING BOARD MEETING**

**Southeast Community College Continuing Education Center
301 South 68th Street Place
Lincoln, NE 68510
August 11, 2006**

The meeting of the Nebraska Center for Nursing Board was called to order by Marilyn Valerio, Vice-Chairperson, at 9:05 a.m., Friday, August 11, 2006, at the Southeast Community College Continuing Education Center, Lincoln, Nebraska. Copies of the agenda were previously sent to Board members and posted.

The following Board members were present at various times throughout the meeting:

Marilyn Valerio, Vice-Chairperson
Rosalee Yeaworth
Linda Dulitz
Shirley Travis
Pat Lopez (arrived at 9:35 a.m.)
Carol Wahl
Steve Pitkin (arrived at 9:10 a.m.)
Sharon Hayek (arrived at 9:40 a.m.)
Florence Brown

The following members were absent:

Judy McGee, Chairperson
September Stone
Pam List
Larry Rennecker
Nancy Shirley
Pat Karsk
Kim Woods

A quorum was not present. The meeting was convened. Also present from the Credentialing Division, HHSS, were: Charlene Kelly, Section Administrator for Nursing and Nursing Support; Sheila Exstrom, Nursing Education Consultant; Karen Bowen, Nursing Practice Consultant; Rosalee Roberts, Public Relations Consultant; Juan Ramirez, Research Assistant; and Anne Beckius, Staff Assistant for the Nebraska Center for Nursing.

Anne Beckius served as secretary for this meeting.

B. Approval of Minutes of June 1, 2006 Meeting

There was not a quorum present and the board made the decision to hold the approval of the previous meeting's minutes until there was a quorum.

9:10 a.m. – Steve Pitkin arrived.

C. Project/Activity Reports

1. Education-Related Projects

a. Demonstration of Clinical Scheduling program from Oregon
The board participated in a conference call from Linda Snow, a representative from the Oregon Center for Nursing. She provided a demonstration of a clinical scheduling software program. Snow illustrated to the board the different ways the software program could be used, including requesting and confirming placement opportunities, and tracking clinical passport forms. Exstrom had explained that the demonstration will be presented to the Deans and Directors in October. The question was asked as to how the Oregon Center for Nursing was funding the software. Snow indicated that the project had been a volunteer operation so far, the Center for Nursing had applied for grants in the beginning, and that they were now charging fees for the rights to use the software. Snow explained that there was a one time “cloning” fee of \$3,000 for the software company to replicate the software. Annual maintenance and upkeep runs right around \$5,480, \$5,000 of which is the annual licensing fee for the software. The software launch was funded by a workforce study group in Oregon for \$30,000. The board raised questions regarding the time it takes to implement a software program of this nature, and Snow replied that it depends on any existing collaboration between hospitals. Snow reiterated that the software program is only a tool, the key to successful use is collaboration, and that participation increases over time. Snow said that schools prepare grids in Excel worksheets to track enrollment, starting with the prior academic year, and that many hospitals already have tracking systems in place. Each year, the information just rolls over, so the only information added to the rosters is information that is additional or that has changed. Pitkin asked what the average downtime is for the software; Snow said that she had never experienced any. The Oregon Center for Nursing holds the license and copyright to the software, and they also host the site that has the software. There was a consensus that the software was very impressive and was something that we should think seriously about. Kelly said she would see about setting up a similar demonstration of a similar program from California for the next meeting..

9:35 a.m. – Pat Lopez arrived.
9:40 a.m. – Sharon Hayek arrived.
10:30 a.m. – the meeting recessed.
10:40 a.m. – the meeting reconvened.

b. Enrollment data from 2005 Annual Reports

The board members reviewed an informational packet compiled by Exstrom. Exstrom went over the basics of the report with the board. One of the main points was that in 2005, there were 1,043 graduates from nursing programs in Nebraska, and there are 1,177 projected to graduate in 2006. The data is received from pre-licensure programs, and there have been activities and emphasis relative to increased educational capacity. Another key point was that the total number of students in LPN programs has skyrocketed because of the four new programs in the state. Yeaworth made the comment that there were a very low number of BSN completion graduates. Lopez mentioned that it looked like enrollment numbers were increasing, but not necessarily graduation numbers. Exstrom explained that a lot of students were taking classes part time, so it extends their graduation dates, and that Deans and Directors analyze that information very thoroughly. Kelly noted that enrollment looked to be up about 70%. The board discussed the fact that a lot of students are not taking very many hours of classes, and the lower the number of credit hours they're taking, the less of a chance that they will pass the exams. Yeaworth expressed that a lot of the older nursing students put family first, work second, and school third, and unfortunately that also decreases the chances of successful completion of written and clinical exams.

c. Summary of Supplemental Questionnaires on 2005 Annual Reports

There was discussion about the representation of minority and male students. The data was sorted by the number of minority and male students per level of education, and displayed how many of those students were international minorities. Exstrom pointed out that of 397 minority students, only 55 were international, but that the data varies by program. Pitkin was surprised at the number of places that indicated they had difficulty with clinical placement. There was discussion about why nurses and faculty would work for significantly less money than they could make in other places and there was a consensus that they wouldn't – nurses just aren't paid enough. Valerio reiterated that nurses aren't paid enough in the first place, and then on top of that, facilities and schools of nursing are asking nurses to take on faculty roles, or asking faculty to perform clinical functions. The board members agreed that this practice is not safe, it's not comfortable, and nurses aren't paid enough to be expected to work like that. Lopez said that you can't mandate teaching, that some nurses just aren't interested in teaching.

d. Update on Student Passport Project

Exstrom provided an overview of the students passport project that the Deans and Directors have been working on. The goal of the project is to eliminate duplicate orientation and transference of information such as HIPAA awareness, OSHA requirements, CPR certification and immunization records. Yeaworth raised the question as to whether social security numbers and marital status needed to be included with the information on the passport – the general consensus was no. Pitkin suggested issuing ID numbers for the students, and the student’s birth date would be a good way to validate the student. One of the members asked if the passport would be student property. The response was, “Yes, they would carry it with them as they move from facility to facility for clinical experience. The goal of the passport is to standardize the requirements, ease the sharing of information and reduce the duplication and paperwork. Every school would have the same database and they would keep the records updated for their own school. Travis thinks it would work well, that employers where the student is performing clinical training could send out letters periodically to verify and validate the passports, and that they would only have to produce evidence when joint commission comes and for audit purposes..

2. Nursing Shortage Environmental Scan

The National Association of City Council Health Organizations (NACCHO) has asked Lopez to help them look at health provider shortage area issues. Lopez said that they have talked about the supply demand model for the nursing shortage. Pitkin asked who the program director was, Lopez answered that it was Jean Moore. This group is advising HRSA on adjusting the health provider shortage designation model.

The board discussed the unionization activities that have been occurring at BryanLGH.

It was mentioned that it’s ironic that healthcare is becoming the deciding factor in whether or not people accept new positions; if you have a small business, it’s almost impossible to hire someone if you don’t provide healthcare.

3. Public Relations Report

Roberts passed out handouts: *Media Training and Presentation Tips*. There were tips about telling stories during presentations and interviews that are a good way to get the public to remember what you’re talking about. Roberts discussed the importance of building the key message – use the most common language, avoid using acronyms that non-medical people don’t understand.

In 2004, the Center for Nursing was asked if they’d like to participate in a documentary with production company who planned to air the production on the Discovery Health Channel. The video was produced and we have it. To the best of our knowledge the documentary never aired. Roberts said that the video, or parts of it, could be used as a background for other promotional materials or to

accompany television interviews. Roberts said that she has been unable to locate the production company, but that these types of production companies come and go so that is not unusual. The Center for Nursing owns the rights to the video, so we can use it any way that we want to, possibly streaming it onto our website. Yeaworth asked what the chances would be of getting it on a health channel or public television. Roberts said that NETV does quality segments and that she would see if they'd be interested in doing something original regarding the Nebraska Center for Nursing and the nursing shortage in the State of Nebraska. The Center for Nursing has several newsworthy pieces of information, including new board members and the faculty student loan program. We are waiting to receive the names of the first loan recipients that will be something to put in the electronic newsletter. Yeaworth said that she wished there was a way to use the story about the Missouri hospital that got sued for not having adequate nursing care – that might alert people to the seriousness of the nursing shortage. It was also noted that the interview that Lopez and Kelly did was aired on the radio again recently.

12:05 – the meeting recessed briefly and then reconvened over lunch.

4. Progress Report on Employer Vacancy Survey

Ramirez did a presentation on the analysis of the Employer Survey. One of the questions on the survey asked facilities what challenges they'd faced in recruiting and retaining men on their nursing staff. As the board was told how the answers came in, they both agreed and disagreed with the way the nursing administrators had answered. The board was also very surprised at the way the nursing administrators had answered another one of the survey questions: Do you have an unmet need for bilingual nurses on your staff? 80% of respondents indicated that they did not, while only 20% indicated that they did have an unmet need. There was some discussion that the question might have been phrased in a confusing way, and that in the future this should be made into two questions: Do you have a need for bilingual nurses on your staff? And is that need met? That might clear up some of the confusion in the future. Pitkin asked if we have matched facility to facility to look at those results before – no, we had not. That is something that Ramirez and Beckius should do because those results and analysis would be good for us to see.

5. Summary of Exhibits/attendance/advertising for Fall Conferences

Kelly went over the exhibits and meetings, advertisements and things that we'll be participating in this fall. Brown and Ramirez agreed to be involved with the Minority Health Conference in October. We have exhibit space at the NHA Convention at the Qwest Center, and Kelly also mentioned the bottled water with our logo on it that we will be handing out during the health walk at the NNA 100th anniversary convention.

6. Plans for Survey of Nurses Whose Licenses have Recently been Placed on Lapsed or Inactive Status

Kelly reviewed plans for the survey. If someone selects ‘inactive’ or ‘lapsed’ options on the online renewal, the website will direct them to the questionnaire to find out why they’re going inactive or lapsed – for the paper renewals, Kelly said that we’d mail them a survey to get their responses as well.

7. Plans for next issue of the electronic newsletter

Ramirez reported on the newsletter. The next issue is set to roll out in September. Things to be put in the newsletter would be the faculty loan program, the new board members, our attendance at conferences, and possibly the annual report. The board agreed that the look of the newsletter was nice.

8. Review of draft of annual report

The board reviewed the draft of annual report and found a few grammatical errors that were noted. Yeaworth mentioned that the columns in the report are kind of hard to follow, but Ramirez explained that we formatted it that way because it is easier to read. Wahl asked who we would send the report to; Roberts said that we could send it to the media, legislators, stakeholders, and it would be something we could hand out at exhibits and conferences and that we should also put it on the website. Hayek commented that it was a very good orientation for a new board member.

9. Update on faculty loan program

Kelly met with the representatives of the graduate programs. There was \$150,000 appropriated, and that we are starting to get the \$1 nurse licensure fees on renewal, so that will add another \$20,000-\$30,000 to the fund over the next 18 months. Kelly said that we have to have \$15,000 in the fund for each \$5,000 loan that we issue in order to guarantee three years of loans for each recipient. Schools were awarded the loans based on enrollment. Schools were encouraged to select students to receive the loans who are not current faculty going back to school to further the degrees. The intent of the loan program is to grow new faculty by encouraging graduate students to pursue a career in teaching. Roberts said she would organize a press release, even if we aren’t yet sure of the names of the students receiving the loans, we can do a general overview of the legislation. The schools of nursing would probably publish something in their own publications. Roberts said that it might be possible to have Senator Price come to the press conference; Roberts would try to reach her.

D. Financial Report

Kelly presented the financial report. Our total budget is \$97,046, and we have spent \$92,000. \$80,000 is transferred from the Board of Nursing into our cash fund. Kelly mentioned that we need to go back to the board and ask for another allocation for FY2007. It was discussed that the allocation from Board of Nursing cash fund is our only source of operating funds. The elimination of general funds was one of the conditions of the Center for Nursing being continued for an additional five years.

E. Minutes of the June Meeting

A quorum now being present, the minutes from the June 1, 2006 meeting were reviewed and several grammatical errors were corrected. **Wahl made the motion seconded by Pitkin that the board approve the June 1, 2006 minutes with corrections.**

Voting Aye: Valerio, Brown, Dulitz, Travis, Wahl, Yeaworth, Pitkin, Lopez, Hayek.
Voting Nay: None. Abstain: None. Absent: McGee, Stone, List, Rennecker, Shirley, Karsk, Woods.
Motion Carried.

F. Identify content/presenters for Minority Health Conference, October 31-November 1, 2006 – Kearney, NE

Brown and Ramirez agreed to present at the Minority Health Conference. Kelly will assist with the development of the presentation.

G. Work on Strategic Plan

The board members decided to break into their workgroups, then reconvene and share ideas.

Group 1: *Recruit new nurses for the state through examination and endorsement in order to ensure an adequate nursing workforce for Nebraska, in terms of number, diversity, educational mix and geographic distribution*

There was consensus that this group would do some research to see if high schools have any already established focus groups that we could tap into. It was mentioned that junior high school students might be a better target audience since many high school students already have their minds made up about their career paths. Hayek mentioned Youth Leadership Groups – they would be able to provide us with some information as far as what students look for when selecting careers. There was talk about the sexual stereotypes in nursing. Pitkin thinks it is going away, but said that he would discuss this issue with some of his students to get their perceptions. The group agreed that the thing that draws men into nursing is typically money, and that there's a big difference between those who enter accelerated programs and those who enter traditional programs.

Group 2: *Identify and promote known successful strategies for retention of nurses in the workforce.*

Wahl and Bowen were the only two present from this workgroup. They discussed having a speaker/panel at a retention conference coming up, and having separate panels for each facility type. Location? Kearney and Lincoln seem to be the two places that would bring the most people in. Pitkin asked if someone from a Magnet hospital staff should come to present: Yeaworth offered some pamphlets that she had regarding the questions students should ask their prospective employers. Valerio stressed the importance of offering retention tips that have been proven – “this has been effective in this setting”. Wahl said that we need to develop new roles to keep the older nurses at work and keep them involved in research projects, theses, etc. Travis said that she would finish writing her position paper on keeping the older nurse by the bedside.

Group 3: *Increase the enrollment capacity of Nebraska's Nursing Education Programs.*

Group 3 discussed various sources of funding for the faculty student loan program – Roberts brought up the Johnson and Johnson gala. The group mentioned that rather than jumping in and saying “this is what the people want”, we should get a group of stakeholders together to see what they want and need. Who are important stakeholders for us to identify? Exstrom had asked what kinds of simulation are being used, and the board discussed the idea of a simulation center – either centrally located or something that could be mobile. Exstrom reiterated that the Deans and Directors would be deciding on the student passport plan in October. There was consensus of the board members that we need to make sure we aren’t getting into competition with other groups who might be going after the same grants/funds as we are.

Group 4: Take *action to sustain the work of the Nebraska Center for Nursing*

Beckius was given an updated list of stakeholders, prepare the list for review within the committee and the rest of the board. Group 4 wants to schedule a think tank meeting to brainstorm more strategies. We need to review how other Centers for Nursing are being funded again, that hasn’t been reviewed for a while. Exstrom expressed that it seemed more beneficial for the board to break into subgroups at each meeting, there was consensus of this.

H. Set priorities for next meeting agenda

The next meeting will be Thursday, September 28, 2006 at Staybridge. Kelly will do some research on the California System. Exstrom asked Ramirez if he could manipulate the data from the annual report to perform further analysis, he said he would do that. Beckius and Ramirez agreed to work on matching facility to facility from the 2002 and 2006 Employer Survey data.

The meeting adjourned at 3:55 p.m.

Respectfully submitted,

Anne C Beckius
Staff Assistant
Nebraska Center for Nursing

**MINUTES OF THE MEETING
OF THE
NEBRASKA CENTER FOR NURSING BOARD MEETING**

**Staybridge Suites
2701 Fletcher Avenue
Lincoln, NE 68504
September 28, 2006**

The meeting of the Nebraska Center for Nursing Board was called to order by Judy McGee, Chairperson, at 9:00 a.m., Thursday, September 28, 2006 at Staybridge Suites, Lincoln, Nebraska. Copies of the agenda were previously sent to Board members and posted.

The following Board members were present at various times throughout the meeting:

Judy McGee, Chairperson
Marilyn Valerio, Vice-Chairperson
Rosalee Yeaworth
Linda Dulitz (arrived at 11:19 a.m.)
Shirley Travis
Pam List
Nancy Shirley
Larry Rennecker
September Stone
Steve Pitkin
Sharon Hayek
Florence Brown

The following members were absent:

Pat Lopez
Carol Wahl
Pat Karsk
Kim Woods

A quorum was present. The meeting was convened. Also present from the Credentialing Division, HHSS, were: Charlene Kelly, Section Administrator for Nursing and Nursing Support; Karen Bowen, Nursing Practice Consultant; Rosalee Roberts, Public Relations Consultant; Juan Ramirez, Research Assistant; and Anne Beckius, Staff Assistant for the Nebraska Center for Nursing.

Anne Beckius served as secretary for this meeting.

B. Approval of Minutes of August 6, 2006 Meeting

McGee made the motion seconded by Travis **that the board approve the August 11, 2006 Nebraska Center for Nursing minutes as corrected..**

Voting Aye: McGee, Valerio, Yeaworth, Travis, List, Shirley, Rennecker, Stone, Pitkin, Hayek, Brown. Voting Nay: None. Abstain: None.
Absent: Karsk, Lopez, Wahl, Woods. Motion Carried.

C. Project/Activity Reports

1. Demonstration of Clinical Scheduling program from California (tentative) (45 minutes)

Kelly was unable to reach the contact person from California to set up the conference call. She said we should decide whether Oregon or California had the most desirable program, get support from the deans and directors, then continue with other organizations. Kelly began discussing the Robert Wood Johnson packet that was distributed to Board members and staff. The packet contained information relating to grant applications and proposals. The board discussed the fact that a government entity can not be the applicant, that the applicant must be a foundation, which means that we would need to partner with a foundation in order to be able to apply for grants; that foundation must also be a 501C3 organization. Yeaworth mentioned the importance of partnering with a foundation that wouldn't favor any health profession over another, like NNA. Kelly mentioned that finding an organization that would match with us would be hard to find. Travis asked if, when we partnered with someone, they would be solely responsible for matching the funding? Kelly said she didn't think so, that we could also help contribute. Stone asked what the money would be used for – Kelly said a number of things, the clinical placement program, student passport project, etc. The items of highest priority are strategies to recruit and retain faculty, the retention conference, the simulation center(s), and diversity. Stone was unclear as to why the clinical scheduling was such an important item for centers for nursing. Kelly said that it is an online system where all the clinical opportunities are and that it would need to be centrally operated for use. Travis mentioned when she had worked with RWJF in the past, it was nice to get the money and project, but the people from Washington were very involved and almost bothersome, and that we should keep that in mind. There was a consensus that this was something the Board would like to explore, and that focus should be from the educational capacity standpoint. Shirley said there was a teleconference next week (October 4, 2006), Kelly asked Beckius to schedule a conference call immediately following the teleconference to discuss thoughts and ideas.

2. Nursing Shortage Environmental Scan

Pitkin found an article in the lobby of Staybridge that had information relating to the number of jobs healthcare has created compared to other industries. Yeaworth had a couple of articles from the Colorado Center for Nursing Excellence that went into detail regarding their simulation centers. Stone talked about an article she had read this morning regarding re-evaluating every state's health practice acts.

3. Public Relations Report – Roberts

Roberts discussed the Annual Report and the fact that we need to determine recipients, and do the news release on the student loan recipients. She contacted NETV to see if there was something we could do with them as far as a nursing shortage segment. Roberts also mentioned that there was a new program called Living in Omaha. They do a daily public affairs show. They have segments for which companies can purchase a section, mostly Home/Health/Community related items. Roberts distributed another handout relative to talking to media and speaking tips.

The Board recessed at 10:32 a.m., then reconvened at 10:50 a.m.

4. Update on Web Site Issues

Kelly updated the Board and staff on the website issues. The reason we decided not to put our website through the State system was so we could do more and so that it would be easier to find. We contracted with Kim Bartek, who is a free lance entrepreneur who did website design. She contracted with Global Hosting and was charged a contract fee each year for hosting the site. In turn, Global Hosting paid the licensing fee to Ecom for the domain fee. In 2000, 2002 and 2004, Global Hosting always paid Ecom directly. Global Hosting had been bought out and neither Bartek nor Kelly had received a notice saying they needed to renew the license, so the license expired and the domain name was picked up by a another group. Kelly and Roberts are looking for a vendor who will both maintain and host the website. Kelly said that if the asking price to buy the domain back is less than \$1,000, we would do it, and that we do have the content of the website on a disc. Roberts said that she was told to go out and buy all of the center4nursing.com, .net, etc. and that we shouldn't be calling the current owner asking for prices too much because otherwise they may keep increasing the buying price. Stone mentioned that she knows of a local vendor that is very good but would talk to Kelly about it after the meeting.

5. Review of Annual Report and discussion of plans for dissemination

The Board members were given estimates of what it would cost to print the report at various quantities (500, 1,000, 1,500, 2,000). Roberts suggested sending the report electronically to as many people as possible to reduce postage costs. Kelly discussed the revisions that had been made to report, and that the length was kept as the report could be used as a resource for information as well as an annual update. Kelly also contacted the publishing company that does Nursing News, they said they could lower the prices if we would allow advertising on the front and back covers, and one page in the middle of the report. There was consensus that if we could afford to print the report without advertising, that would be favorable, however if there is advertising, Pitkin suggested putting in a note stating that we allowed advertising so we could spend money on other ongoing projects.

6. Update on Faculty Loan Program

To date, we have received the names of two students to receive the loans and are in the process of getting the checks processed. Kelly explained all of the criteria involved in the loans and the issuance of loans.

D. Financial Report

1. End of FY06 cash balance Report

The expenditures this year so far have been around \$14,800. As of a year ago we are cash funded, we have no more general funds. If we spend the money, that's fine, but if not, it stays in our account for the next year. As of 6/30/06, we had \$33,000. Those are the previous donations that have never been spent. The Board of Nursing at their meeting last week did agree to transfer \$80,000 again this year. The BON is in a deficit right now, but as we are in an RN renewal year nursing's revenue we erase the deficit. Kelly said that we may be looking at some fee increases for nursing licensure fees again sometime soon.

2. Current Expenditures Report

Kelly went through the expenditures with the Board; postage for annual reports, printing costs, staff assistant salary, conference fees, rent for board meeting space, exhibit space rental, hotel rooms, overhead. Travis asked why we were paying overhead. Kelly said that because the staff occupied space in the state office building, use administration, accounting services and the mail room, all of that gets utilized for the work of the Center. Stone raised a question regarding meeting places and if we could meet somewhere for free. Kelly explained that when we meet at SCC it is free, so we do that as often as possible. Data entry of workforce surveys from paper renewals can possibly be done by Beckius also. Stone asked if the point was for the CFN to sustain forever, Kelly said she didn't think so, but for the processes and projects to sustain.

3. Proposed 2007 Budget

\$110,889.

4. Request to Board of Nursing for transference of funds

At their meeting last week, the BON agreed to transfer \$80,000 to our fund again.

12:15 p.m. – The board recessed briefly and then continued meeting over lunch

E. Plans for Presentation at Minority Health Conference – October 31-November 1, 2006 – Kearney, NE

Ramirez described the PowerPoint presentation that he was going to present (6 slides). They relate to the minority presence of nurses in the State in comparison with national data. In detail, the slides show that Hispanic representation in Nebraska is lower than the national rate, both for LPNs and RNs. Also, African American distribution is concentrated mainly in Douglas and Sarpy Counties, as well as Asian/Pacific Islanders. Brown is going to present what the Center is doing in order to recruit more minorities into nursing. Brown will pose a series of questions so that we can possibly bring back ideas to the CFN as to how to go about recruiting/retaining ethnic minorities into nursing. Brown mentioned that African Americans tend to feel the need to leave the state just

because they can relate more to places like Atlanta, Chicago and Texas, and that we need to start looking at how we can compete with that. She mentioned developing a “buddy system” for minorities that come to Nebraska from out of state, or going to their churches when they have health fairs to talk about careers in healthcare. Pitkin also mentioned that we now have the Hispanic Nurses Association in Nebraska as of last year.

F. Work on Strategic Plan (12:45) – Individual Board/Workgroups

Group 1: Recruit new nurses for the state through examination and endorsement in order to ensure an adequate nursing workforce for Nebraska, in terms of number, diversity, educational mix and geographic distribution

Group 1 is planning to convene some focus groups, Hayek, Pitkin and Dulitz are covering the middle part of the state – Grand Island, Kearney, North Platte, Norfolk. Pitkin may also do the western part. Kelly will cover Lincoln, Omaha-Metro areas. They will send out an invitation to schools to give to all of their male students explaining what the Center for Nursing does and inviting them to a focus group. Group 1 will ask questions such as “why did you choose to go into nursing? What influenced you? What challenges/barriers/stereotypes have you encountered while in school? What strategies need to be put in to place to eliminate those kinds of barriers, and how can we recruit more men into nursing? For minority recruitment and junior high school students, Group 1 decided to hold off until after the Minority Health Conference to see what kind of feedback we get from that, then continue with minorities and junior high school students.

Group 2: Identify and promote known successful strategies for retention of nurses in the workforce.

Data on why RNs placed their license on inactive or lapsed status is being collected during RN renewal. It was hoped that a graduate student would take on the project of analyzing this data, but the timing was not right for the graduate student who had inquired. There are plans to collect data from LPNs who did not renew last year also. Bowen said that we will have that information and just need to put it together. There was a lot of discussion based on all of the literature that is out there regarding retention. McGee was talking about having a retention conference and having the attendees do a survey – analyze that information, and have them address it with potential solutions. The point would be to use ideas that have been used and proven and to give that information to attendees. Co-sponsors could include NHA, NHCA, NONE, and Shirley will check with NNA. Travis brought up that people don’t leave their organization, they leave their manager; List added that in rural communities the managers are there only because of their longevity, they’ve had no formal management training so they aren’t great at dealing with management issues.

Group 3: Increase the enrollment capacity of Nebraska’s Nursing Education Programs.

Valerio mentioned that we should review the California scheduling program before we make a decision as to whether we want to model California’s or Oregon’s program. A stakeholders meeting will be extremely important. Next week with deans and directors we should pose the question about simulation – where are we as educational institutions

with simulations – is there something we could do with a traveling simulation type of program? NHA had talked about wanting to take hold of the Johnson & Johnson gala, but as Roberts pointed out, the gala has not been explored yet, and Helene Fold is someone we should look to for funds. Valerio brought up the fact that groups 2 and 3 should figure out who each is going to approach for funds so we're not asking the same people.

Group 4: Take *action to sustain the work of the Nebraska Center for Nursing*

Group 4 went through the stakeholder list and made a few additions, there are approximately 20 different key organizations. They're going to make sure they get a copy of the annual report, and are planning on hosting a meeting with the stakeholders the first or second week of January to present annual report, our history, what we've accomplished, and get feedback. A 2-hour meeting in the morning would be sufficient. They need to decide on a location, time, etc. Rennecker wants Kelly to get a list of what other centers are doing to get funding.

G. Sharing/Discussion of workgroup planning session and identification of next steps See Above.

H. Set priorities for next meeting agenda – Board and Staff

Kelly mentioned that she forgot to put on the budget that group that is the think tank of all the Centers for Nursing cost \$500. She will add it.

Items for the next agenda include: update on our website, report from groups on progress, annual report distribution update, information on Helene Fuld, have 1-2 page description of loan program, Minority Health Conference follow up, feedback from Deans and Directors, California scheduling program, Ramirez and Beckius - matching employer for employer on past surveys.

The meeting adjourned 2.19 p.m.

Respectfully submitted,

Anne C Beckius
Staff Assistant
Nebraska Center for Nursing

**MINUTES OF THE MEETING
OF THE
NEBRASKA CENTER FOR NURSING BOARD MEETING**

**Southeast Community College Continuing Education Center
301 South 68th Street Place
Lincoln, NE 68510
December 7, 2006**

The meeting of the Nebraska Center for Nursing Board was called to order by Judy McGee, Chairperson, at 9:02 a.m., Thursday, December 7, 2006 at Southeast Community College Continuing Education Center, Lincoln, Nebraska. Copies of the agenda were previously sent to Board members and posted.

The following Board members were present at various times throughout the meeting:

Judy McGee, Chairperson
Marilyn Valerio, Vice-Chairperson
Rosalee Yeaworth
Linda Dulitz
Shirley Travis
Pam List
Larry Rennecker
September Stone (arrived at 12:45 p.m.)
Steve Pitkin
Sharon Hayek (arrived at 9:10 a.m.)
Pat Lopez
Carol Wahl (arrived at 9:10 a.m.)
Kim Woods

The following members were absent:

Nancy Shirley
Florence Brown
Pat Karsk

A quorum was present. The meeting was convened. Also present from the Credentialing Division, HHSS, were: Charlene Kelly, Section Administrator for Nursing and Nursing Support; Sheila Exstrom, Nursing Education Consultant; Karen Bowen, Nursing Practice Consultant; Rosalee Roberts, Public Relations Consultant; Juan Ramirez, Research Assistant; Anne Beckius, Staff Assistant for the Nebraska Center for Nursing; and Carly Runestad from the Nebraska Hospital Association.

Anne Beckius served as secretary for this meeting.

B. Approval of Minutes of September 28, 2006 Meeting

Woods made the motion seconded by Dulitz **that the board approve the September 28, 2006 Nebraska Center for Nursing minutes.**

Voting Aye: McGee, Valerio, Yeaworth, Dulitz, Travis, List, Rennecker, Pitkin, Hayek, Lopez, Wahl, Woods. Voting Nay: None. Abstain: None. Absent: Shirley, Brown, Karsk, Stone.

C. Project/Activity Reports

1. Demonstration of Clinical Scheduling program from California

A conference call with Cheryl Swenson and Nikki West with the California Nursing Workforce Center was held to provide a demonstration of the California Bay Area Clinical Scheduling program. The website of the program is BayAreaNRC.org. The board was told about the Gordon & Betty Moore foundation that donated \$110 million dollars to develop the web-based system and faculty resource center for the California community colleges in the bay area (this includes 24 schools of nursing and 10 LPN schools and 62-65 acute care hospitals in the 9 counties in the bay area). The operating committee for the program includes deans and directors, deans of education and directors of nursing. Swenson emphasized that the program is a user-driven system that is successful because of the users' input. She also noted that every placement and relationship that was existing prior to the launch of the program was not affected in any way. All data entry is completed online by school and hospital users. The Centralized Clinical Placement System (CCPS) searches for potential clinical placement matches based on a school's parameters, and also organizes the placement requests. All of this is available online for review, and hospitals can either accept or decline proposals online. West explained that some of the benefits of this program are that it centralizes, coordinates and streamlines the clinical placement process for hospitals and schools, and standardizes the process, creates consistency and helps identify areas of untapped clinical placement capacity. The program does not guarantee clinical placements, eliminate the need for communication between partners, replace formal contracts or 'police' individual behaviors. The costs of licensing include set up, consultation, training for up to a six month period. Beyond that there is an annual user fee for each 'site' in the area (schools and hospitals) within them and covers any upgrades made. The setup fee is \$60,000 and the annual user fee is \$975 per site. West pointed out that depending on the goals and objectives, there are a lot of ways to use a system like this. It takes the "pencil/paper" method online and also can create a sense of unity and partnership. Kelly asked how the California system is different from the Oregon system. Apparently California's system is web-based, which means that it is real time online 24/7 and they're the only system that has the online matching component versus having one person compiling information and making decisions. Valerio asked if each site is responsible for paying the \$975 user fee.

This is correct, but there have been situations where the sites were sponsored by a larger facility. Exstrom asked if the program only handled acute care hospitals. West answered that the system has the ability to take on any sort of agency, but they started with acute care hospitals only. They're now starting to add other agencies and hospitals. Valerio asked about the level of education in the schools. West answered that there are no diploma programs in the state of California, but in the system they have ADN, BSN, Accelerated BSN and entry-level Masters. Kelly told West and Swenson that she would let them know when/if we want to share the information with others (deans, directors, stakeholders, etc.). Valerio commented on the reaction received from deans and directors regarding setting up a clinical scheduling program. Exstrom added that the deans and directors didn't "jump on this and run with it" at all, so it might be difficult to get their support on something like this. Yeaworth reported that she attended a program presented by Marianne Horner on Colorado's clinical scholars program. They received a \$3.5 million grant from the WELLS (Work, Education and Life Long Learning) Center Project. The clinical scholars project is a nursing faculty development initiative using nurses employed in clinical agencies. The agencies are asked to select expert nurses in their setting and release them from their normal job responsibilities to accept a rotation of students. Thirty-five nurses can be selected at a time. They become clinical scholars by attending a 40 hour, 5 day course on teaching/learning taught by 26 different faculty considered to be the most engaging and highly qualified teachers by the schools involved in the project. These clinical scholars are leased to the schools, and then precept students rotating through their agency. Their agency continues to supply the salary and benefits, but the schools compensate the agencies by paying what they would pay for a faculty salary plus money from the grant to equal the clinical salary. Two hundred nurses have completed the clinical scholars program. Outcomes are that 40% of these clinical scholars are now interested in going back to school and 79% have an increased interest in teaching. A significant number admitted that prior to this experience they were feeling burned out and thinking of leaving the profession, but they are now "re-enrolled." Colorado also uses the Oregon clinical placement system and they are working on student passports to save faculty time. Yeaworth also met with Beth Beam who is a Project Coordinator on Carol Pullen's grant to prepare the health care workforce across Nebraska for bio-terrorism. For this training they have a truck with a trailer that serves as a learning lab equipped with Sim-man and four computers. They have developed scenarios and equipment to simulate bio-terrorism and chemical terrorism. They are looking for opportunities to use this in training and have a Heroes Web site for training and testing. Since the Center for Nursing sub-group on capacity talked about the need for more simulation equipment or a possible mobile simulation lab, this could help fill the need. Beth provided business cards for Center members.

2. Nursing Shortage Environmental Scan

Pitkin asked Roberts about the articles being sent regarding strikes. Roberts stated she wanted to just make the board aware of what is going on. Sometimes those

issues could cross over, and also some of those things that the strike participants are demanding might already be able to be met. There was a request made to get the articles consolidated, and Roberts and Kelly will work on trying to get the articles sent to board members sent once weekly. Roberts said that we should identify someone in the legislature to get our information to. McGee said that we should not assume that the legislature is aware of all the issues and things going on in other states. Roberts also mentioned that the legislature might be feeling like we've been "crying wolf" for a while, and that the media wants to know what we have going on right now.

3. Public Relations Report – Roberts

Roberts said that she was going to pursue getting some exposure at the Governor's workforce development conference. Roberts handed out a list of tips to make PowerPoint presentations successful, tips to calm speaking fears, and tips on presenting and speaking to media. When contacting media regarding potential coverage, their question is 'what's new, what's exciting?' Roberts has been working on a press release on the loan recipients. She said that it has been exciting to talk to the loan recipients. The recipients are very grateful, have been able to concentrate on their education more and they are very excited. One of the recipients said that her focus would be on women's health, and her research focus is combat-induced stress. Roberts has been trying to figure out how we can get additional funding for the loan program. Pitkin suggested Union Pacific or Burlington Northern., Roberts said she had thought about them as well as Blue Cross/Blue Shield of Nebraska. There was some talk of the Johnson & Johnson gala, and Roberts said she had spoken with some organizations that had done projects with them, and was told that each time Johnson and Johnson underwrites the entire gala. Any money raised wouldn't go to the Center for Nursing, it would go towards awarding scholarships, etc. Pitkin asked whether Roberts was making a recommendation either way. Roberts said that her recommendation is that we do not consider it at this point, but she would be willing to go back and see if they have other kinds of options besides the gala. Roberts would suggest that we look at an event that is geared more towards honoring nurses in Nebraska and do something more localized. That way, we could direct the money wherever we want it to go. Exstrom mentioned that it is important that we raise money to sustain the Center for Nursing as a promise that was made to the legislature and Senator Price.

10:44 a.m. – Carly Runestad from the Nebraska Hospital Association arrived

11:05 a.m. – The board recessed briefly and reconvened at 11:20 a.m.

4. Update on Web Site Issues

Kelly has met with four vendors, two in Lincoln and two in Omaha. One vendor in Lincoln would be the least expensive for the hosting, but they don't have the software to upload our old website and would have to start from scratch. The other Lincoln vendor's annual fee for hosting/maintaining the website would be

\$2300.00. The Omaha vendor can reestablish the website for \$800-\$1200, and would register a domain for us for 10 years for about \$100.00. Kelly went out and purchased two domains: center4nursing.net and necenter4nursing.org. When the board decides which vendor to go with, we can pursue getting the old domain back if we can buy it relatively cheap. Kelly's recommendation is the Sacco group from Omaha, as they are established and well known and relatively inexpensive. Kelly will find out from the department whether we need to contract with them, or if we can just pay them as a vendor.

Wahl made the motion seconded by Valerio **that the board pursue the Sacco group as the new website vendor for the Nebraska Center for Nursing website.**

Voting Aye: McGee, Valerio, Yeaworth, Dulitz, Travis, List, Rennecker, Pitkin, Hayek, Lopez, Wahl, Woods. Voting Nay: None. Abstain: None. Absent: Shirley, Brown, Karsk, Stone.

5. Report of Distribution of Annual Report

261 copies are being printed made to be mailed, the rest will be e-mailed. The email will go out about the same time that the report is mailed out. We had hoped to have them by now, but by the next several weeks it will be out. Wahl asked if the CEOs would be receiving one by mail, Kelly said that she believes the intent is to email copies to the leaders in the health care facilities.

6. Update on Faculty Loan Program

There have been seven loans issued so far. It had been decided that ten would be issued this year. There need to be three years of funding available per recipient in order to issue the first year's loan. Kelly had received a comment from the University of Nebraska that the \$5,000 loan was too much money for many of the students to use since its use is limited to tuition, fees and books. They did eventually did find people that could accept the loans and use the money. Kelly said that after looking at the Statutes and meeting with legal counsel it was determined that we can be more flexible with subsequent loans and issue more loans to UNMC in smaller amounts. All of the other programs are private and their tuition and fees are more than \$5,000, even for some part time students.

7. Report of Presentation at Minority Health Conference – October 31-November 1, 2006

Brown was absent and Ramirez reported on their presentation at the 2006 Minority Health Conference in Kearney. Ramirez presented information on the minority distribution in Nebraska, as well as distribution of minority nurses in Nebraska. Ramirez said that he received very good feedback from the audience. They specifically wanted to know more about the distribution of nurses throughout the state of Nebraska. Brown's presentation was on the Center for Nursing goals to recruit more minorities in the state into the nursing profession. Ramirez has asked the audience the question "Why don't we have more minority

students in our nursing education programs?” He distributed a handout with the responses he received from the audience. The answers were summarized into seven responses – not enough scholarships for minorities, balance of work and family, young children not being prepared for higher sciences, institutions not being aware of isolated areas where many minorities are located, the need for whole families to be involved in educational programs, creating discovery education one, and creating a partnership with different ethnic groups’ organizations. Ramirez discussed the stigmas associated with the Central American/Mexican culture as far as not wanting to pursue higher sciences. Pitkin said that the University of Nebraska at Kearney held a conference on educating minorities. There were nine minority students that were interested in nursing, so Pitkin had asked them a lot of questions. He said the number one problem seemed to be that high school counselors are not helping minorities with the FAF (financial aid form). Also, high school counselors are not helping minority students fill out the application forms for colleges. Pitkin added that Dr. Mary McNamee (involved in multicultural affairs at the college) found out that new immigrants are not watching American television. They’re watching Hispanic television, so any advertisement about healthcare is not getting through to new immigrants. In greater Nebraska, the Hispanic programs that are being watched are not even generated in Nebraska. They’re generated in Florida, so we’re not able to penetrate that population. There was discussion that these new immigrant students have a very limited understanding of what the healthcare delivery system really is and who works in it, and that their main contact with the system is the emergency room. Pitkin added that UNMC and UNK are getting together to target Lexington-Grand Island to see what we can do to get their school systems working with the minority students and assist them in filling out the FAFs, college applications, and giving them some understanding of what healthcare workers do and what that experience would be like. Valerio brought up the issue of whether or not many of the students could qualify for financial aid if their parents aren’t documented as citizens.

12:00 The Board recessed briefly, then continued with the meeting over lunch

12:45 – Stone arrived.

8. Discussion of Plans for Retention Conference cosponsored the Nebraska Hospital Association, the Nebraska Health Care Association and the Nebraska Center for Nursing

Runestad said that the date is May 8th, 2007. It will be held at the Holiday Inn on the interstate in Grand Island. The plan is for a classroom style setup for 150 people, then also have breakout rooms, although there’s not an agenda set yet. Marsha Borling is the speaker that has been booked. Runestad distributed handouts of a biography on Borling. Audience will be HR directors, nurses, CEOs. Runestad asked for insight and input on topics that Borling should speak on, when she should speak, what we should do about schedule(have Borling speak in the morning then have breakout sessions in the afternoon, etc.). Wahl

suggested compiling all of the retention ideas and making some sort of handout/takeaway item for the attendees. McGee wants the attendees to come away with something they can implement after the conference – small pieces that would be easy to apply. Valerio said that ‘coaching skills’ would be something good to include. Wahl suggested a presentation on ‘conflict’. McGee wants the speaker to not only speak, but do things that will get the attendees actively involved in the presentation –working together, etc. Valerio said a selling point would be to ask people to bring a team from their institution so they’re not there alone. Runestad asked the board if they would like the focus to be primarily retention. The response was, “yes.” Stone’s concern was “will they pay to send 2 or 3 people”. Stone wants the program to be unique enough that the attendees won’t just be getting the information from someone else. Ramirez mentioned that videotaping the conference would be valuable. It was decided that the retention group will discuss the conference more extensively. Rennecker discussed how some people in the healthcare field are so negative and tend to be a big problem for retention by driving other workers away. He thinks that would be a good thing to discuss at the retention conference. Rennecker thinks that putting a positive light on it and discussing it would be worthwhile.

9. Update on survey of LPNs and RNs who placed licenses on inactive or lapsed status in 2005 and 2006

This project came out of the retention work group. Kelly developed a survey for administration during RN renewal. If anybody checked inactive or lapsed on an online renewal they were triggered to complete the survey. If anybody did paper renewal, they were mailed the survey. Kelly also mailed the survey to LPNs who placed their license on inactive or lapsed status during the 2005 renewal. A research student from Clarkson College will complete data collection and analysis as his capstone research project.

10. Information on Helene Fuld Grants

Roberts said that their primary mission is to support and promote the health/welfare of student nurses. An organization in California that is similar to the Center received a grant. A school of nursing received \$1.5 million to promote leadership in nursing, giving the nurses an opportunity to work with a mentor from an inpatient setting. The grant monies used to need to be tied in to the students. Roberts agreed to look into it more.

11. Feedback from Deans and Director’s meeting

Valerio had given some feedback in response to the Oregon clinical scheduling program. She said that the deans and directors discussed the program, but didn’t make any decisions. McGee said that they are the key people that need to jump on board for the clinical scheduling program, and until they are on board it will be useless to pursue the program. There is another meeting in the spring, so it will be discussed again then. Exstrom said that the problem with the group is that they only meet twice a year, so it’s hard to keep the momentum going. Valerio thinks they’ve rallied around the legal background pieces, drug testing students, etc.

Travis asked that if the competition and territorialism is between the schools, or between the provider sites, or if it was a combination of everything. Valerio thinks it's a combination. Community College programs aren't associated with a health system and may be concerned about being left out. Travis thinks we should get some feedback from the vendors of the program. Did they have any issues getting the program going, and how did they overcome their obstacles? McGee said that it might be worthwhile to ask if the deans and directors to participate in a conference call with schools and facilities that are using the program. McGee said that if the schools aren't interested, then what's the point? Rennecker said that we need to show the deans and directors something that might work, or reconsider.

12. A Retrospective Analysis of the Nebraska Nursing Employer Vacancy Survey Report: 2002-2006

The 2006 Employer Survey Report compared the vacancy rates from the Employer Survey Reports for the years 2000 and 2002 for all nursing workforce employees. In previous meetings it was suggested to match facilities and then examine vacancy rate changes. Ramirez matched facilities that responded to the 2002 and 2006 employer surveys. Results and suggestions are as follows: A total of 262 facilities responded to both the 2002 Employer Survey Report and the 2006 Employer Survey Report. Three facilities types concentrated over 85% of all responses: Nursing Home (39.7%), ALF (25.2%), and Hospitals (20.2%). Vacancy Rates (VR) calculated by matching facilities show that overall RNs, LPNs and UAPs decreased their VR when comparing 2002 and 2006 Employer Surveys. RNs decreased their VR for all types of facilities with the exception of ASCs. LPNs decreased their VR for Nursing Homes, ALF and Hospitals, but increased for Home Health Agencies. UAPs decreased their VR for Nursing Homes, Hospitals and Home Health Agencies, but increased for ALFs. When comparing all facilities for both Employer Surveys, VR increased for LPNs and UAPs, but decreased for RNs.

It was suggested that data projections from the Nursing Supply and Demand report should be compared with the employer survey results to look at what is the current situation of the nursing shortage in the State of Nebraska. It was also suggested that Board Members should analyze and discuss in detail all the data that has been produced in the last year to further understand the current situation of the nursing workforce in Nebraska.

D. Financial Report – October 31, 2006 Budget Status Report

It was noted that the Budget Summary Report distributed to the board was incomplete. Kelly will send out a revised budget summary report. In the past the workforce data collected during renewal was sent to the NEAR center at the University for analysis; however Ramirez will now be able to undertake the analysis of the data and Beckius can do the data entry of the workforce surveys received with paper renewals with the help of a temporary employee. This will save about \$6,000-\$7,000 by doing that work in house. Kelly also

distributed a handout of how the different centers for nursing are funded. NCSBN wants to be a repository for research on workforce data collection and wants us to participate in a pilot project, where we would feed our workforce data into them so that they can analyze it. Kelly asked if anyone had objections to giving them our data. Pitkin wanted to make sure that we would still own the rights to the data. Kelly assured him that we would. Pitkin asked what we get back from them. Kelly said we would get comparison data from state to state.

E. Work on Strategic Plan – Individual Board/Workgroups

Goal 1: Recruit new nurses for the state through examination and endorsement in order to ensure an adequate nursing workforce for Nebraska, in terms of number, diversity, educational mix and geographic distribution.

Group 1 plans to hold focus groups for male nursing students to determine why they chose nursing as a career. They also plan to target high school counselors to discuss realities and preparation for nursing as a career. They have picked areas to focus on starting in the central region working with AHEC to coordinate this. Kelly will work with metro and southeastern sections of the state, sharing with them the information regarding the problems that all students, in particular minority students, have been having and connecting them with the appropriate resources. The plan is to inform the counselors about nurses' salaries, education, etc. and encouraging preparation with hard science courses. Group 1 would like to coordinate this with the AHECs so that they can maybe help line up the sessions. Stone thought that AHECs received a large grant for cultural diversity projects. Pitkin is meeting with an AHEC representative in January, so he will clarify.

Goal 2: Identify and promote know successful strategies for retention of nurses in the workforce.

Group 2 is working on the Retention Conference. May 8th is the date. The location is the Interstate Holiday Inn in Grand Island. The speaker is Marsha Borling. The plan is to attract all types of healthcare facilities. NHA has said that they would take care of the registration process and do the brochures. There is some space for vendors/sponsors – McGee asked for ideas from the group of who might want to sponsor. Exstrom mentioned that sponsors/vendors could be people who make lifts, people who do information technology, and other factors that are widely involved in retention/nurses leaving the profession. Runestad suggested seeking sponsors for lunch, breaks and presentation sessions. Revenues from the conference can be forwarded to the faculty loan fund. McGee thinks the main theme for the day will be very similar to the Iowa conference as shown in the handout that Runestad distributed earlier in the meeting.

Goal 3: Increase the enrollment capacity of Nebraska's nursing education programs.

Valerio discussed sources of funding for the faculty loan fund. Roberts agreed to do some looking into specific funding sources and what their requirements would be. It was mentioned that someone should contact Marian Price to see how she would like to be involved and tell her we would like her to be involved. Valerio thinks we need to further explore the best approach to the clinical scheduling programs and student passports and explore what resistance/problems there were and how were they overcome? Those questions need to be asked of Oregon and California before the next deans and directors meeting in March. Kelly wanted to know if there was some way that we could turn the clinical scheduling program into a study; to look at how things are before and after the clinical scheduling took place to make it more fundable. Yeaworth said a goal was to cut back on the amount of time that faculty spends on this, so that is one of the benefits. Pitkin asked if Oregon had any plans to revise and update their current program. Exstrom said that we need to be cautious since California and Oregon still are just in their little pockets, hasn't gone nation wide. Exstrom is interested on doing a survey on simulators from hospitals and schools to find out exactly what the situation is (how many, quality, etc.).

Goal 4: Take action to sustain the work of the Nebraska Center for Nursing

Travis talked about synthesizing what would really want to be done with the stakeholders. Group 4 talked about having a meeting with a group of senators to present the Annual Report and to tell them what we'll be doing in the future as an effort to continue funding for the Center. There is now several years of data and our model, but how many of us can articulate what the state needs to do to move forward? By the year 2010, what is our RN shortfall? Travis said the shortfall is 1,916 nurses if we don't do anything. The group is recommending that we spend more time understanding our own data. There is a need to quantify what is needed. Travis requested that the agenda for the next meeting allot enough time to discuss what the funding request is and what is really being asked of the stakeholders. There was discussion that we need to work with the data that we've been waiting so long for.

F. Set priorities for next meeting agenda

The board requested that time be allotted to discuss the Annual Report in its entirety.

The meeting adjourned 3:22 p.m.

Respectfully submitted,

Anne C Beckius
Staff Assistant
Nebraska Center for Nursing