

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

**Southeast Community College Continuing Education Center
301 South 68th Street Place Room 304
Lincoln, NE 68510
February 8, 2007**

The meeting of the Nebraska Center for Nursing Board was called to order by Judy McGee, Chairperson, at 9:02 a.m., Thursday, February 8, 2007 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 (left at 1:00 p.m.)
Steve Pitkin (out of meeting room from 9:00 a.m. until 10:03 a.m.)
Sharon Hayek
Kim Woods
Florence Brown
Pat Lopez (arrived at 9:28 a.m.)
Carol Wahl (arrived at 9:31 a.m.)

The following members were absent:

Nancy Shirley
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; Karen Bowen, Nursing Practice Consultant; Rosalee Roberts, Public Relations Consultant; Juan Ramirez, Research Assistant; Anne Beckius, Staff Assistant and Joseph Dreher, Graduate Student at Clarkson College.

Anne Beckius served as secretary for this meeting.

B. Approval of Minutes of December 7, 2006 Meeting

Yeaworth pointed out some grammatical errors in the minutes, as well as including information about the Hiruth Grant and the SIM man. That information will be added into the minutes.

Valerio made the motion seconded by Woods **that the board approve the December 7, 2006 Nebraska Center for Nursing minutes as corrected.**

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

C. Project/Activity Reports

1. Nursing shortage environmental scan

Yeaworth belongs to a study group in Omaha that did a study on the use of information technology in the workplace. IT has saved about 2 hours time in an 8 hour shift for nurses on average. There is a statewide group called the Nebraska Health Information Initiative (NHII) that is exploring the creation of a system external to the information system of a hospital that will allow patients to view and correct their own records. Valerio raised a question about the security of the system. Wahl added that there are systems that provide security, and each site accessing the system will have their own security as well. However, there are also systems similar to a centralized server or tier to tier security. Stone asked Kelly if the statewide TeleHealth network had been explored as an avenue of the clinical scheduling system as they already have every hospital set up, including rural health clinics. Woods said that TeleHealth was mostly over the phone and doesn't allow anything beyond videoconferencing.

Kelly distributed a pamphlet entitled "Creating Positive Practice Environments" as well as a copy of an article in the Omaha World Herald naming Registered Nursing as the top job in Nebraska. Also distributed was an article from the Lincoln Journal star about different efforts to fight the nursing shortage.

Roberts had read some various articles and distributed synopses of the articles. Kelly requested that Roberts add the sources to her synopses in the future.

Kelly reported on a statutorily required study done in Florida to determine if nursing regulations contribute to the nursing shortage. Valerio mentioned that facilities in Colorado were recently required to begin meeting nurse/patient ratio requirements, if they do not meet the requirements they will be fined \$5,000 daily.

1. Public Relations Report

Roberts distributed a handout regarding the advantages of telling stories while speaking to the media. Roberts also discussed more about the Michigan governor's "No Worker Left Behind" initiative. Kelly and Roberts met with the Commissioner of the Department of Labor, Fernando "Butch" Lecuona III. They were told that we could link to their website and submit information for distribution with one of the monthly reports that the Commissioner puts out to employers. Kelly had also spoken with him about obtaining aggregate salary information by type of facility and geographic location. Lecuona will follow up and get back with Kelly.

Roberts is looking at how to use the annual report to approach foundations. Roberts also thanks Valerio and Yeaworth for their help on a radio spot. A reporter had approached Roberts to ask for help to fill a half hour radio spot, so Valerio and Yeaworth spoke about the shortage in general, why and how it came about, and activities of the Center for Nursing among other topics. Julie Hicks, a recent graduate from nursing school who works as a general pediatric nurse with Children's Hospital, was included in the interview. Yeaworth mentioned that we should see about getting on Tom O'Connor's show.

2. Update on Web Site

Kelly got the contract approved with the Sacco group. The new URL is www.center4nursing.com. Roberts asked if staff will be able to make updates to the site. The update software won't work with the software that the website is currently set up on, so Kelly plans to do an analysis to compare the costs of redesigning the web site so that staff can make updates without paying the Sacco group to make updates. Roberts suggested that if we have Sacco make the updates, updating the site every three months might be more economical than more frequent updates.

3. Report of Distribution and Feedback on Annual Report

The second week in January 766 copies of the annual report were distributed electronically. In addition approximately 250 copies of the report were mailed to contacts that we wanted to ensure they received a printed copy and to contacts for which we had no email addresses. We have received some good feedback and some suggestions of what people wish they could have seen.

4. Faculty Loan Program, Status Update

There have been eight loans out of ten issued so far. Some of the programs are waiting for next semester to issue the loans.

Pitkin rejoined the group at 10:03

The Board took a short break at 10:15 a.m. and reconvened at 10:26 a.m.

5. Finalization of Plans for Retention Conference cosponsored by the Nebraska Hospital Association, The Nebraska Health Care Association and the Nebraska Center for Nursing

The conference is May 8, 2007. The NHA will be doing the fliers, etc. The speaker and hotel are booked, and the location is the Interstate Holiday Inn in Grand Island. The brochures will be sent to hospitals, human resources people and administrators.

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

Dreher gave a status report on his research project on the nurses who placed their license inactive or lapsed status. By the April meeting he should have the study completed and will present a final report to the board. Dreher is focusing more on the nurses that left the state and whether or not they think they will return, the nurses that have changed careers (why they left nursing and what did they leave to do?) and those that identified workplace

issues as reasons for not renewing. Valerio thinks that what's stopping people from retiring are health benefits, and that if we find a way to insure people that are retired, many more nurses would retire. Rennecker mentioned that if the next administration focuses on healthcare, that might have a radical impact with more nurses leaving the field; many nurses are waiting to be covered by Medicare before they leave the profession.

Valerio asked what criteria was used on determining whether or not someone would be denied their initial license. The Board makes the decision on an individual basis, but some factors are criminal history, chemical dependency, treatment, etc. Sometimes the board will recommend initial probationary licenses. Hayek asked about whether or not theft played a part in the initial denial. Kelly said that she didn't think anyone had been denied on those minor offenses, most are denied for recent felonies, multiple alcohol or drug offenses, etc.

D. Financial Report

December 31, 2007 Budget Status Report

Operating expenses are under budget, the personal services were on target and the Board of Nursing transfer was made into the account. Overall, we are under budget. Rennecker asked if there was anything large coming in the next few months where we could expect to make a major expenditure. Beckius and Ramirez are handling the RN workforce data, which is saving around \$6,000. Sacco will cost a little more than Ballyhoo, but not significantly. The travel budget has not been used yet this year, and there are some meetings/conventions coming up that will be discussed later on in the meeting. Kelly said that if we don't spend the money, it will be carried over to the next year so we don't need to worry about spending it all. She added that there was \$1400 in print expenses from the annual report, along with \$600 in postage that are in the more recent January report.

12:00 p.m. – The Board recessed briefly, then continued with the meeting over lunch.

E. The State of Nebraska's Nursing Workforce – An analysis of current nursing workforce data and comparison to supply and demand projections

Ramirez distributed a Fact Sheet summary of the data and projections that we have from the surveys and reports. Earlier analysis had projected that the nation would be facing a shortage of around 1 million nurses by the year 2020; however, the newest research conducted by Buerhaus, Staiger and Auerbach projects that we will be facing a shortage of only 340,000 nurses by 2020. The earlier projection of a 1 million nurse shortage was made in 2000 with data from the 1998 census whereas the new report uses data from 2005. The reasons for the differences in numbers are mostly because we have many new demographic changes. More women in their late 20s and early 30s are entering the nursing workforce, and in the earlier report the authors could not predict that this new cohort would be entering the workforce. The authors state that other reasons could be 9/11, as well as more foreign born nurses entering the workforce and Johnson & Johnson initiatives providing more funds to promote nursing as a career. Pitkin raised the concern that because we are getting additional younger people in the profession, policymakers could see that and assume that the shortage isn't so serious. Discussion followed about traditional vs. nontraditional students. Pitkin said that for a long time he had more traditional students than nontraditional students. Valerio added that more graduates seem to stay when they are fairly nontraditional. The board then discussed the impact of how

hard nurses are working. Valerio said that the group of nurses in the 40-65 age range start feeling that hard work, and we could potentially start losing more seasoned nurses because of how physically and mentally difficult it is. Yeaworth raised the point that in the 1980s, the projections went up and down, and she hopes we aren't getting ourselves into that type of situation again. Travis suggested that we look at the average age of a nursing student and see what effect that has on the predictive model. Travis noted that she sees the largest turnover rate from those employees that are 2-5 years out of nursing school because they have experience and are marketable. Yeaworth said that loyalty to employers has changed, she thinks because of pensions. Businesses are getting out of pensions and are going into 401-ks, which employees can take with them employer to employer. AARP along with other organizations are mounting a project to propose that the nation should have a retirement system and healthcare for everyone. They are calling it "Divided We Fail". Yeaworth then discussed creating statewide pools that employers wouldn't have to deal with as far as insurance company negotiations, etc. Everyone would be required to have insurance and everyone would be required to pay something. Yeaworth said that it wouldn't cost anything more than what we are paying for the system now.

The board then discussed younger nurses not expecting to work 12 hour shifts or nights, as they had in previous generations. At McGee's facility, all nurses take turns working the 12 hours shifts, which are 3 to 3; that way, everyone has to work some part of the night.

Ramirez moved on to the graphs that he obtained from HRSA. Nebraska is above average at 1,061 nurses to 100,000 people. In the past, Pitkin had asked Ramirez about comparing the 2006 vacancy data with the 2002 vacancy data. Ramirez did this, and found it interesting that approved positions in rural hospital facilities accounted for 549 positions in 2002, while in 2006 there were 606 positions. All rural facilities followed the same pattern. Urban facilities reported a decrease in the number of approved positions. Rennecker thinks that a lot of this is due to rural nursing homes as they moved off the cost reimbursement system when the state changed the payment system.

Ramirez also had data pertaining to the numbers of new graduates and students in RN programs. From 1999-2005, the total students in RN programs grew from 2012 to 3090. Ramirez said that we need to keep monitoring the supply and demand of nurses closely, including the new graduates, turnover rates and aging nursing population. He suggested that we do some sort of update on the status of the nursing shortage during each meeting.

Yeaworth mentioned that in 1999 and 2000, many states implemented Centers for Nursing, but the Buerhaus, et al., report gives a lot of credit to 9/11 for the growth in the number of nurses. Kelly mentioned that the Center can't take the credit for the increased enrollment in nursing education programs. We do serve as a information coordination center and the best source for current reliable data on factors related to the shortage. Pitkin distributed handouts that pertained to projections of the most lucrative positions. Stone raised the concern that someone could take this data and say "there is no nursing shortage". Roberts said that if someone really understands the figures, they could say that, but the real threat is still coming as the baby boomers retire.

1:00 – Stone left the meeting.

F. Strategic Plan:

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.

1. Apply the Nursing Supply and Demand Projection Model to monitor Nebraska's nursing workforce trends

The National Council of State Boards of Nursing would like to start trending workforce data next year. We will be collecting LPN data this year. The nursing demand survey was completed and Ramirez would like to know when we would like to do the nursing demand survey again? The board thinks that every two years would be sufficient, so 2008 will be the next time that we conduct that survey. Valerio asked about the Omaha hospitals being represented in the survey. Ramirez said that they were represented, but only around 25% of them responded. The group brainstormed on different techniques to get more responses back from Omaha hospitals. Some board members volunteered to help out in the effort to have more surveys completed. Travis suggested that we add 'increase participation' to the goal related to the demand survey.

2. Develop creative mechanisms to attract a diverse group of students to nursing as a strong career option.

The group is still exploring approaches to ensuring that high school guidance counselors are informed about preparation for careers in nursing. Pitkin has been working with the AHEC director in central Nebraska. McGee asked if that was something we were still interested in doing with them. Pitkin thinks the best thing might be to work with the AHECS since it really is their responsibility. Kelly suggested that we generalize item A – "Provide information to high school counselors with the help of AHECs – possibly go to their annual meeting and present information as a breakout speaker".

Valerio mentioned that when she walked into an accelerated program class, she noted that 11 of the 29 students were men. Pitkin asked if the Men in Nursing Calendar would be something that would return. Roberts said that she would talk to Runestad and find out if that was something the NHA was planning on doing.

Ramirez thinks that we should seek to participate with the Minority Health Conference again this year. Brown added that she couldn't attend any exhibits because of the way that the conference was structured (many speakers/presentations, not a lot of free time). Brown and Ramirez both expressed desire to present at the next year's conference.

A previous brochure developed by the Center for Nursing was mentioned. It had content about developing housekeeping workers, janitorial staff, etc. into nurses. List said that it is definitely an issue, especially in rural communities. Valerio mentioned that some rural students were asking when nursing programs are going to be available online. The concern would be the preceptor clinical studies. Kelly said the Good Samaritan system has a video-linked program throughout their whole network. They partner with one of the universities in South Dakota. The program provides nurse aide training. A nurse aide to LPN program and possibly an LPN to AD program. Kelly will provide more information on this program at the next meeting.

There was discussion of the 'Grow your Own' campaign. Beckius will bring those brochures to the next meeting. Travis suggested that nurse aides and medication aides might also be people who could be developed into nurses.

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

1. Following each license renewal period determine percentage of nurses who did not renew their license.

McGee pointed out that the calculation of non-renewal of RNs is at 5.9%. Kelly explained to the group how she did the equation. McGee suggested holding off setting a goal for 2010 until we get the results back from Dreher's studies. Pitkin suggests that a goal be set for maintaining 6% or less and Kelly added that if we can maintain 6% we will most likely be ahead of the game. Kelly also noted that when people retire they don't put their license on inactive status; they wait for the next renewal period so that's when a lot of activity occurs. McGee suggested that we build a trend line for what is going on in relation to non renewal of licenses.

2. Conduct a random survey of nurses who did not renew their license to determine reason for non-renewal.

The survey has been sent out, and Dreher will be entering the data and analyzing it.

3. Based on the survey results, develop strategies to retain nurses in the workforce as evidenced by reduction in percentage of non renewal of licenses.

Kelly said that we had done the position paper on the faculty shortage, and that Travis was to work on the position paper for retaining older nurses. However, the Robert Wood Johnson Foundation has done the position paper on maintaining the older nurse in the workforce. Kelly asked the board if we should add that paper to our website; the general consensus was yes. McGee added that it may be something to do at the retention conference as well. We are looking at ways to give the conference attendants practical things they can do for retaining nurses. A board member asked if we had done any research about retaining 62+ nurses. Ramirez will pull that information and share it. Bowen said that she gets a lot of calls from older nurses trying to find out how they can retain their licenses. They are usually interested in volunteering as well. Valerio suggested putting something on the CFN website listing ways of maintaining licensure and opportunities to keep your license. Lopez asked how we let people know that it is there. We could put an article in *Nursing News*.

The tactic related to posting nursing positions on our website will be deleted. The tactic related to implementing the Nurse-Friendly program will be noted as explored and found not to be feasible. A tactic related to the Retention Conference needs to be added.

3. Promote a positive image of nursing.

McGee reminded members that we had done some exploration of the Johnson & Johnson gala. The Board decided that it would be a lot of work, and the money wouldn't come back to the Center. Roberts thought that something more localized would be better. Yeaworth briefly discussed an article that she had read saying that nurses value the amount of time that they spend with patients, but it is decreasing due to the amount of paperwork needed. Kelly suggested that we have a campaign asking the public to tell us about a nurse that made a difference. Each nurse nominated would receive a letter and a certificate from the CFN acknowledging their nomination. Valerio added that we should 'cc' the nurses' employer and maybe the employer will congratulate them as well. The

campaign could also be publicized on the website. There was consensus that this was a good idea, and Roberts will look more into it.

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

1. Identify methods to increase funding for faculty education.

The board discussed various foundations that might be approached for funding for faculty education.

2. Implement procedures to recruit, maintain and utilize existing faculty to the fullest extent possible. Creative ways to increase the number of faculty positions were discussed. One approach that has been successful in other areas is to identify practicing nurses who meet the qualifications to serve as faculty. The nurse's employer releases the nurse for part time teaching. In return, the nursing education program banks credit that can be used by the employing institution for further education for their nurses. The program in place in Colorado was discussed in more detail.

3. Increase the availability of laboratory and clinical facilities to all nursing programs.

A report of the findings of a recent survey conducted by faculty at Bryan LGH on the use and need for simulators will be presented to the board at a future meeting.

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

1. Identify and engage stakeholders, policy makers and decision makers who can influence the supply and demand for nurses.

The stakeholder list is pretty well finalized, and Lopez suggested that we just disseminate the information from the model and the tactic related to researching groups and organizations that have identified the nursing shortage as an issue off of the strategic plan.

2. Disseminate data to ensure that stakeholders, policy makers and decision makers are accurately and broadly informed.

Tactics related to the annual report and the press conference are completed. The Workforce Development group will be contacted. The target timeline was updated to 2007. Roberts suggested changing the wording to say something like "Create a plan with a timeline and list of organizations for input into data from the projection model" Tactics related to maintaining data on the Web site and the electronic newsletter will be maintained. A plan to get the word out about the website change was discussed. It was suggested that we put something in *Nursing News* and include the information in our exhibit at the summit.

3. Form alliances with stakeholders to meet the outcomes for Goals I-IV of the Strategic Plan

Roberts will create a plan and list the organizations that we would want to work with on that project.

4. Seek external funding to support activities beyond the basic operations funded through licensure fees

No grants have been identified yet, but Kelly said that we need to figure out specific target activities before we ask for money. Travis suggested that as we want to spend money, we should look for sources that support what we want to spend the money on. Kelly had previously asked about joining the brainstorm think tank group to network with the workforce centers. She will re contact the organization.

Kelly will go through and update the plan and make a 2007 plan based on the discussions during the meeting.

F. Upcoming Meetings:

1. Nursing Recruitment and Retention Conference – May 4-6, Chicago, IL
Kelly went to this last year and said that it was quite good. McGee and Kelly talked about the different topics that this year's conference would be covering. The cost is \$400 for registration. It was decided to forego this conference this year.

2. Annual Conference of State Nursing Workforce Centers – June 7-8, San Francisco, CA – In the past, we have sent two or three people to this. Lopez said that she thinks that Kelly should definitely go to this one, and Travis added that whoever the chairperson will be at the time of the conference should go as well. Rennecker added that this conference would be priority.

3. Governor's conference – April 10 and 11 – Cornhusker in Lincoln
The registration for the conference is \$395. It was decided not to attend this conference this year.

Kelly clarified that there is \$1000 in registration, \$1400 in commercial traveling, and \$2800 for board and lodging in this year's budget that has not been expended.

G. Set priorities for next meeting agenda

Should Valerio go back to Deans and Directors with the clinical scheduling program?
The consensus was yes. Hayek thinks that the program would be great. Kelly suggested that we just ask if they would want us to pursue the program again.

H. Adjournment

The meeting adjourned 2:35 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**

**Jefferson Community Health Center
2200 H Street
Fairbury, NE 68352
April 12, 2007**

The meeting of the Nebraska Center for Nursing Board was called to order by Judy McGee, Chairperson, at 10:04 a.m., Thursday, April 12, 2007 at Jefferson Community Health Center, Fairbury, Nebraska. Copies of the agenda were previously sent to Board members and posted.

The following Board members were present.

Judy McGee, Chairperson
Marilyn Valerio, Vice-Chairperson
Rosalee Yeaworth
Linda Dulitz
Shirley Travis
September Stone
Sharon Hayek
Florence Brown
Nancy Shirley (arrived 10:10)

The following members were absent:

Pat Lopez
Pam List
Carol Wahl
Larry Rennecker
Steve Pitkin
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; Rosalee Roberts, Public Relations Consultant; Juan Ramirez, Research Assistant; Anne Beckius, Staff Assistant and Joseph Dreher, Graduate Student at Clarkson College.

Anne Beckius served as secretary for this meeting.

10:10 Nancy Shirley arrived.

B. Approval of Minutes of February 8, 2007 Meeting

Lopez's name was on the previous minutes twice as being present. Florence Brown's name was not on the list as being present or absent, and Yeaworth requested that Julie Hicks' name be added to the third page talk about the radio spot. There were a few grammatical and spelling errors that Beckius will also fix.

Yeaworth made the motion seconded by Brown **that the board approve the February 8, 2007 Nebraska Center for Nursing minutes as corrected.**

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

C. Project/Activity Reports

1. Nursing Shortage Environmental Scan

Yeaworth discussed the Midwest Nursing Research Society's meeting. They had people from Robert Wood Johnson and from HRSA and she thought HRSA had a particularly good PowerPoint presentation that related to issues this board is concerned about.

Kelly described a documentary that hopes to increase the number of men in nursing. It was funded by the National Association of Nurse Anesthetists, among others. Male nurses across the United States are featured, and the DVD includes action footage to give people an idea of what nurses do. The nurses in the DVD explain how they chose nursing as a career, how their career paths are unfolding, etc. Kelly will find out how much it costs and will follow up to try to get it ordered.

Valerio talked about AACN giving away Corporate Citizen Awards (sponsored by Blue Cross Blue Shield) supporting nursing practice and research. Valerio went into some detail about what has been done in Florida, and mentioned that we should investigate and see if we can transfer that program to Nebraska.

Roberts distributed a synopsis of recent articles on nursing workforce issues, and she discussed each article briefly.

2. Public Relations Report

Roberts said that she had done a news release to the Fairbury media to announce that we are having a meeting here, and any nurses or other medical professionals are invited to attend.

She is still working on the faculty loan program recipient release, doing follow up and working on National Nurses Week interviews. Kelly is tentatively scheduled for a May 16 program with Tom O'Connor at UNMC. Gloria Gross is at UNMC in Omaha and including her experience and insight on the program would be good. O'Connor likes to have at least one UNMC representative on each program he does. Roberts talked about the 'Nurses Who Make a Difference' campaign, saying that we are getting good coverage on that. To date, we have received around 50 nominations. The news release and nomination form are on the website. Kelly and Roberts met with Deb Suttle, who was involved in the legislation that created the Center. Roberts has also spoken with Senator Price to try to engage her in trying to help our further efforts with the legislature. Suttle suggested that we concentrate on the new senators. Roberts would like Beckius to mail Senator Price a copy of the annual report. Roberts then distributed some media speaking tips. Hayek reported having the opportunity to do a TV interview with a local station in Hastings that wanted to do a story on the nursing shortage. Hayek talked about having the opportunity to use all of Ramirez's statistics and information and told the TV station that all of the information came from the Center for Nursing. The station also spoke with

a faculty member and a student. Valerio added that she had been using Ramirez's PowerPoint presentations for their honor society, and Ramirez offered the data sets and presentations for anyone to use.

Kelly mentioned that we are getting a lot of employers, supervisors and coworkers nominating nurses; she had thought we would be receiving more nominations from patients, but there are some stories from patients. Kelly suggested that if we run this campaign again in the future, we could think of how to tweak the verbiage so that we can let people know what we are looking for. Roberts mentioned that she thought we should have people keep sending nominations in even after the deadline (April 14). She also suggested following up with one of the recipients and/or nominators to make a story out of it in the future. The board and staff agreed that the deadline could be extended until the first of May.

3. Update on Website

The website is back up in its old format, and we are working on updating the things that are out of date. Alegent was having trouble opening the Nurses Who Make a Difference nomination form and new release, but this was because of the old software that the Web site uses; they just need to refresh the browser. Kelly mentioned that we need to think about updating and redesigning the website. There is \$7,500 in the budget for the Web site, and we have only spent \$1,750 this year. Redesigning the website would cost anywhere from \$5,000 to \$7,500. Kelly mentioned that there is some software that is inexpensive and will allow staff to make changes themselves, once the Web site redesign is done. Travis mentioned that she had gone on the website to look at the strategic plan and said that it was an old version; Kelly had sent Sacco the revised plan to put on the site, so she will follow up with Sacco. There was consensus that the money should be spent on updating the website.

4. Faculty Loan Program, Status Update

We had ten loans allocated, and we still have just eight issued. Since we are wrapping up on the end of the year, Beckius has sent out an email to Creighton and UNMC who each have one more loan. Shirley is concerned that when we have to prove outcomes to the legislature and we say 'We gave ten loans and we have two new faculty members', the legislature might wonder how much good the loan fund did. Kelly explained that we cannot prevent the loans from being given to faculty who are already been faculty, and are continuing their education. She said the intent is to encourage the schools to select people that aren't currently teaching. Exstrom asked if the issue of awarding smaller loans had been resolved; some programs had been having trouble spending all of the award money in one year. Kelly had met with the legal department and they had said yes, we probably could, for example, award two \$2,500 loans in lieu of a \$5,000 loan. Yeaworth asked that if the students are going to school part time, is there any timeline on when they payback has to be done (teaching or repaying the loan). The tracking of teaching hours begins after graduation, so there are no time limits.

The Board took a short break at 11:05 a.m. and reconvened at 11:20 a.m.

5. Finalization of plans for Retention Conference cosponsored by the Nebraska Hospital Association, the Nebraska Health Care Association and the Nebraska Center for Nursing – Planning Committee

The planning committee had a conference call and everything seems to be on track. A sign up sheet was distributed for board members that are attending the conference and/or

need hotel rooms. The brochure and press release were distributed electronically to the Center for Nursing list serve, and Kelly distributed paper brochures to have the board members hand out to people who might be interested in attending. The three organizations sponsoring the event became the Healthcare Workforce Retention Coalition in order to be able to award Continuing Education hours (in order to award these hours, you must be one entity, not more than one organization). There are 15 people registered so far, and we need 40 to break even. Kelly clarified that the Center for Nursing would be paying for the board members' registration and lodging.

6. Report and Discussion of Nurses Who Make a Difference campaign

This had already been discussed earlier in the morning, but so far we have received over 50 nomination forms, and the nomination forms can be found on the website. The deadline was April 14, but has been extended to May 1. The certificates and letters will be sent out during National Nurses Week, May 6 through May 12.

12:15 p.m. – The Board recessed briefly for lunch, took a tour of the facility, then continued with the meeting.

7. Analysis of Survey Results of LPNs and RNs who placed licenses on inactive or lapsed status in 2005 and 2006

Dreher prepared a PowerPoint presentation based on the survey results from the 2005-2006 renewals for LPNs and RNs who placed their licenses on inactive or lapsed status. There were eight response options for why the nurse went inactive or lapsed, and the most popular answers were moving, changing field or profession, and environmental issues. Dreher explained that there were 300 total responses received online, and a few people responded two or three times. Dreher contacted some of the individuals who responded, and some did not understand what the survey questions were asking for, so Dreher suggested wording the questions more clearly. Most that were contacted worked in hospitals. Dreher expressed not wanting to alienate the respondents by pushing them for more information. Dreher confirmed that most of the out of state movers were trailers (following their spouses) as opposed to leaders. Ramirez and the board members gave Dreher a lot of feedback on his presentation as he will be presenting it at the college's research day soon.

D. Financial Report

February 28, 2007 Budget Status Report

As of the end of February, there is over \$18,000 remaining from the \$80,000 transferred from the Board of Nursing this fiscal year. There will be some vacancy savings since Beckius has resigned her position effective in two weeks. Kelly explained that there is a hiring freeze right now because some jobs are being closed down in Hastings. The freeze should be released soon, they usually last just a couple of weeks. Kelly said that some supplies should probably be ordered. Kelly also pointed out that we have spent \$4,800 in travel expenses, but we have \$13,600 remaining. Our cash balance also draws interest. Whatever is left in the account on June 30 (end of the fiscal year) will stay in the account to be used in future years, based on the cash spending authority.

E. Upcoming Meetings

1. Retention Conference, May 8, Interstate Holiday Inn, Grand Island

Details of the Retention Conference were previously discussed in the meeting. A sign up sheet was circulated to board members and Dulitz, McGee, Exstrom, Ramirez and Hayek all indicated that they were planning on attending.

2. Annual Conference of State Nursing Workforce Centers (June 7-8, San Francisco)

The 5th Annual Conference of Nursing Workforce Centers will be held in San Francisco in June. A request for abstracts was received and Ramirez developed an abstract “Successful Strategies Implemented by the Nebraska Center for Nursing (CFN) to Increase the Number of Students in RN/LPN Nursing Education Programs”. We have some data about enrollment figures, challenges to increase men in nursing, etc. Kelly was notified this week that the abstract was accepted. Kelly said that she would still be happy to go if the Board would like her to. The dates of the conference conflict with the next CFN meeting, and Kelly asked if we’d like to reschedule the meeting. It was agreed upon that the CFN meeting will be rescheduled for the following week, June 14. Travis suggested that three people go to the conference. We have funds available for three people to go. Valerio said she would be willing to attend since the conference focuses on education and she works in a nursing education program. Valerio also suggested that Pitkin attend. McGee agreed that it would be nice for the educators to attend.

F. Board term expirations and status of reappointments and recommendations for new appointments

McGee’s term is up at the next meeting, but she is still available for another appointment. Brown’s term also expires, as does Lopez’s, Stone’s, Travis’, Valerio’s and Yeaworth’s. Travis and Yeaworth are the only board members who are not eligible for reappointment. Kelly stated the governor’s office always welcomes suggestions of individuals that the board thinks would be helpful to add to the mix of board members. Kelly would be glad to pass along any suggestions. It was suggested that Marian Price would be an excellent board member, as she’s been interested in the work of the Center. Valerio said that a representative from Southeast Community College could serve as the community college representative, if Karsk has resigned her position. Stone suggested Mary Trumble, program chair for SCC in Lincoln. Exstrom mentioned Virginia Hess as a community college representative as well. Travis suggested that we have a physician on the board, and Kelly suggested Steve Martin from Blue Cross Blue Shield, who could also be helpful as far as fundraising projects.

G. Status Report on collection of data on average age of students in Nebraska Nursing Education Programs

We have 25 nursing programs in the state (initial licensure). Exstrom distributed a form that had been developed to collect data on the age of the students. Exploring the age factor will help add richness to our projection data. Exstrom will send out a reminder to the schools as she has only received responses from five of the schools so far.

H. Report on number, age and educational preparation of faculty

The number of faculty members has grown from 317 in 2004 to 574 in 2006. The number of nursing programs has also increased. The average age has increased from 48.6 years to 48.9 years. Ramirez is working on getting detailed data to make the projections more accurate. Valerio said that unless we can make the salaries in education as lucrative as they are in advanced practice, she doesn’t see how we will overcome the faculty shortage that will occur when current faculty retire. The board discussed how faculty members could be attracted in the past with the promise of work-free summers, evenings, and weekends, but that isn’t the case anymore. There was also discussion that in other industries, working 50 hours per week would be overtime, but 50 hours per week in nursing is considered full-time hours. Kelly is bothered by discussion of salaries because

she has never seen good enough data to compare the salaries of faculty members and APRNs or other types of nurses. Ramirez suggested doing a cross analysis with the surveys. Kelly brought up a preliminary discussion held with Workforce Development asking if aggregate salary information could be provided if we supplied them with social security numbers for groups of nurses in various practice roles, geographic areas, etc. There was consensus that if we can garner Workforce Development support to obtain this type of information it would provide valuable data from which to develop strategies.

H. Review and Discussion of Revised Strategic Plan

Based on suggestions from the board, Kelly had revised the strategic plan. Valerio asked about the data from the employer vacancy survey; we were missing some of the larger employers in Omaha for the vacancy data. There was brief discussion about how to improve Omaha's response rate in that survey in the future. Kelly will change the date of the vacancy survey to 2008 because the board had agreed to do two year cycles on that survey. Kelly will also see if we are on the agenda for the Minority Health Conference. She will try to get us on the agenda if we are not already. There was discussion about school's waiting lists, and how much recruitment the board would like to do if students have to wait in line to get into these programs. Exstrom said that Southeast Community College's A.D.N. program had a five year waiting list. Hayek got a letter from Central Community College saying they were opening twenty more spots to alleviate their waiting list. There was further discussion about community colleges accepting anyone who applies, and they can have a higher drop out rate because of that. McGee brought up the topic of finding things for 62+ nurses to do to keep them in the profession longer. Robert Wood Johnson has a study of this done, but McGee suggested putting a question like this on the next employer vacancy survey. Exstrom wrote an article on nursing volunteer positions that will be published in the next edition of *Nursing News*. Kelly said she would clean up the timelines and put the accomplishments on the strategic plan. Exstrom mentioned the individual from BryanLGH having a simulation presentation that she could present to the board at some point in the future.

I. Set Priorities for next meeting agenda

- Report on the May 8 Retention Conference by those who attend
- Report of the Annual Conference in San Francisco by those who attend
- Update on Web site redesign by Kelly
- Faculty loan update by Kelly
- Final report of the student age project by Ramirez/Exstrom
- Presentation on the simulation study done by BryanLGH faculty member (Exstrom will arrange)
- Report of historical graduate information by Ramirez/Exstrom
- Final report on Nurses Who Make a Difference campaign by Kelly
- Election of officers for FY 2008

K. Adjournment

The meeting adjourned 3:05 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**

**Nebraska Methodist College
Josie Harper Campus
720 North 87th Street
Omaha, NE
June 14, 2007**

The meeting of the Nebraska Center for Nursing Board was called to order by Judy McGee, Chairperson, at 10:10 a.m. on Thursday, June 14, 2007 at Nebraska Methodist College, Josie Harper Campus, in Omaha, Nebraska. Copies of the agenda were previously sent to Board members and posted.

The following Board members were present:

Judy McGee, Chairperson
Marilyn Valerio, Vice-Chairperson
Sharon Hayek
Steven Pitkin
Larry Rennecker
September Stone
Shirley Travis
Carol Wahl
Rosalee Yeaworth
Florence Brown (arrived at 10:15 a.m.)
Linda Dulitz (arrived at 10:20 a.m.)

The following Board members were absent:

Pat Karsk
Pamela List
Patricia Lopez
Nancy Shirley
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, Sheila Exstrom, Nursing Education Consultant, Juan Paulo Ramirez, Research Assistant and Melissa Drozda, Staff Assistant. Also present were Rosalee Roberts, Public Relations Consultant and Brendon Polt, Nebraska Health Care Association Assistant Executive Director.

Melissa Drozda served as secretary for this meeting.

B. Approval of Minutes from the April 12, 2007 Meeting

Valerio had some corrections for grammatical errors, and Drozda made those changes, accordingly.

McGee made the motion seconded by Pitkin that the Board approve the April 12, 2007 Nebraska Center for Nursing minutes as corrected.

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

C. Project/Activity Reports

1. Nursing Shortage Environmental Scan

Stone mentioned an employee satisfaction study that analyzes nursing in long-term care. Stone said there were over 1,000 respondents, and the results should be available in approximately one week. She will try to make these results available to the Board. Valerio discussed the expectations for teaching in baccalaureate programs as well as impacts on the supply of nurses, particularly with doctoral degrees. Kelly said one main factor under review on the national level is the years of education an individual has. New York, New Jersey and Connecticut are looking at increasing the education requirements for nursing practice—to obtain a Baccalaureate degree within ten years of completing an Associate degree or the individual’s license will be revoked. The Board discussed an article titled “Impact of Aging and Health Care: When I’m 64—How Boomers Will Change Health Care.” Pitkin said there is a lack of nurses who have geriatric specialty. Yeaworth agreed and said many don’t think there are jobs available in this specialty. Kelly said Bowen will update the Board on the Corporate Citizen Award at the next meeting.

2. Public Relations report

Rosalee Roberts discussed recent coverage that the Nebraska Center for Nursing received. Roberts brought samples of articles from newspapers, including those from the Nurses Who Make a Difference awards. Roberts also discussed a TV program, “Consider This,” hosted by Andrea McMaster at UNO. On Tuesday, July 10, 2007, Kelly and Valerio will be featured as guest speakers on the 11:00 a.m. broadcast. Roberts would like one more volunteer to represent the Board. Additional publicity efforts by Roberts include talking to Cox Cable and NETV for potential coverage. Roberts also plans to speak with Senator Marian Price again who would like to talk further with state legislators, particularly with newly-elected Senators. Roberts discussed media training including tips on interviews. She also provided a handout with general tips on communicating in times of crisis—timely and empathetic communication to the community especially for crises that relate to human life. Roberts recommended taking this information to the organization that each Board member represents to see if any additional tips are suggested.

3. Update on Website

Kelly discussed cost estimates to redesign the Center for Nursing website. Kelly said the website will most likely have a different look, but the most important aspect is the improvement of functionality. She is currently working with the web designers and hopes to have an update for the next meeting.

4. Faculty Loan Program, status update

Nine of the ten \$5,000 faculty loans were issued for the 2006-2007 academic year. Notices were sent out for second year loans for the 2007-2008 academic year. So far, seven loans have been issued for the second year. Creighton, Wesleyan and UNMC each

have one additional loan available. Kelly mentioned that in order to guarantee loan funds, the three schools need to have their recipients chosen within the next week as the fiscal year is quickly coming to an end. Kelly said that if the original student does not need the second year loan, a school can appoint a new loan recipient. The students do not need to be full-time; they may still be awarded a loan as a part-time student.

5. Final report on Nurses Who Make a Difference campaign

Kelly reported that the Center for Nursing received 128 nominations for Nurses Who Make a Difference. Awards were sent out during Nurses Week, May 6th-12th. Nominees received a certificate and letter, and the nominators received a copy of the letter. Kelly sent Roberts excerpts of “stories that touched the heart” from a few of the nominations to use in future publications. Roberts said the excerpts from patient nominations would work well in newspaper articles. Additionally, Roberts recommended starting the campaign earlier next year. Pitkin asked if agencies would consider putting the nomination forms in patient care areas. He said if a patient has a good experience, the forms would be readily available to them. Stone agreed and said employers would want that information also. Valerio proposed the campaign be extended three to four months, and the Board thought this was a good idea. Travis proposed an advertisement in the local newspaper that would give a web address to an online nomination form; then the nominator could submit the form electronically. Kelly said that there will be a short article and a list of award recipients in the next issue of Nursing News. Many board members were pleased with the number of positive responses and thought the Nurses Who Make a Difference campaign was something that was rewarding and could be done annually.

D. Financial report

April 30, 2007 Budget status report

The Board spent a little over \$82,000 according to the budget report from April 30th. Kelly said \$80,000 was transferred over from the Board of Nursing, but additional funds did not need to be transferred. Kelly said she will talk to the Board of Nursing to see what their projected needs will be for next year. Brendon Polt, who previously worked for HHSS DAS, clarified that limitations on an agency’s budget occur at both the agency and program level. As an example, Polt said that there could be 100 programs (subprograms) within the main program. This means that a program level expenditure can never exceed what is budgeted, yet a subprogram expenditure can exceed that amount. Polt also explained that unless there is specific language that stipulates limited use of funds, there is no legal requirement, and funds can be used for other purposes.

The Board took a short break at 10:55 a.m. and reconvened at 11:10 a.m.

E. Report of Retention Conference held May 8, 2007 at the Interstate Holiday Inn, Grand Island, Nebraska.

Kelly thought there was a good mix of people at the conference from both metro and rural areas and acute and long-term care facilities; a number of Board members were also present. Kelly mentioned the evaluations were very positive, and the general consensus was that everyone is dealing with similar types of issues. Exstrom discussed how smaller hospitals without a lot of cushion can’t promise full-time status year round, so the major issue is reassurance regarding job security. Yeaworth added that this doesn’t happen only at smaller facilities; larger facilities such as UNMC are also dealing with the same issue. Travis said that other issues are managing budgets and employee flexibility. Staff have the opportunity to work at sister-facilities or in different departments that are short-staffed, but many don’t accept these options. Valerio agreed and said many have the mindset they are hired specifically for cardiac or surgery, for example, as

a specialty. Yeaworth suggested focusing on hiring for general positions that allow for overlap in different units, rather than hiring for a specific position. Pitkin and Valerio pointed out the debt students have when they leave school: \$20,000-\$30,000. Exstrom added that it is difficult for some to plan on a monthly income from many nursing jobs, and Valerio thought that may drive people out of the field of nursing. Kelly and McGee proposed to compile the suggestions and ideas discussed at the conference regarding hiring, orientation, recruitment and retention and to use some of the revenue to publish this information. This information could then be made available on the Center for Nursing website. Kelly said she will put the Retention Conference on the next meeting's agenda so the Board can make recommendations regarding what to do with the generated revenue.

The Board recessed briefly for lunch at 11:45 a.m. and reconvened at 12:15 p.m.

F. Report of Annual Conference of State Nursing Workforce Centers held June 7-8, 2007, San Francisco, California.

Pitkin, Valerio and Kelly attended this conference. Kelly discussed one of the main points from the conference: "It's not the materials you distribute. It's a well crafted message developed by well qualified volunteers." In other words, face-to-face contact is key along with trying to have a presence in as many groups as possible. The conference also covered changing the focus from recruiting into the nursing profession to recruiting for nursing school—school is the key to develop leadership, to draw nurses to climb the career ladder. One survey presented analyzed what draws people in and what drives them out regarding faculty positions; the survey also tracked highest education levels achieved. One main finding of the survey was that minorities and men tend to go back to school more often. Kelly said that workforce planning models may need to be regionalized, as regionalization may work better than a state-wide basis model for fluidity purposes. Kelly also mentioned that the Michigan Center for Nursing worked with Blue Cross and Blue Shield to transition nurses from acute care to long-term care. An online didactic course for long term care and geriatrics training was developed, and Kelly thought this was a creative idea. Stone said she is starting to see more certification in geriatrics. But Stone added that, unfortunately, those with masters degrees tend to move up the corporate ladder into office positions. Valerio discussed research on patient outcomes: The Quality Safety and Education in Nursing grant supports development of curriculum for nursing educators. The main focus of this program is the emphasis on skill and development of the mind for critical thinking and analysis. Valerio also mentioned that recent research supports the argument that the higher the level of education, the safer the patient—a 10% increase in baccalaureate degrees equals nine fewer deaths for every 1,000 people. Pitkin suggested being careful with some of the newly published research since it may be misleading. He said the nursing shortage is still a problem, and some of the predicted solutions are not as promising as they seem. Ramirez concurred and explained demand is much harder to predict because of the number of variables; the supply is easier to predict because data is available. Pitkin said one thing the Board needs to continue to do, is to become brokers to bring the right people together around the right issues—bringing service and education together, bringing schools together to find common ground and to monitor trends around the country.

McGee and Kelly agreed that the role of the Board is to provide a discussion table for stakeholders and to focus on priorities.

G. Status report on Board appointments and reappointments

Kelly informed the Board that ideas for new members were forwarded to Governor Heineman, who will be making those appointments fairly soon. Kelly said that Pat Karsk communicated a verbal resignation to the governor's office that she can no longer continue her appointment as the community college representative. The Center for Nursing had two retiring members: Shirley

Travis, 2000-2007, and Rosalee Yeaworth, 2000-2007. Both Travis and Yeaworth were original members when the Board was founded in 2000. They were awarded engraved clocks in recognition for their commitment to nursing in Nebraska. Valerio will move from Vice-Chairperson to Chairperson. Hayek nominated Pitkin as the new Vice-Chairperson. There were no other nominations, and the Board unanimously voted in favor of Pitkin as Vice-Chairperson.

H. Report on collection of data from average age of students in Nebraska Nursing Education Programs

Exstrom explained that there was not 100% participation from the programs in the state. Clarkson's data was not sorted by level, so that data was not included in the report. Ramirez discussed the findings of the study: Schools have significant differences in ages in different levels, and there seems to be a very high variation in terms of age for every level. Ramirez also noted the gender ratio: Of the number of students in nursing programs, 10% are male. Kelly added that accelerated students tend to be older because they are second degree students. Pitkin suggested analyzing the data by separating the accelerated students from the rest. Valerio said she thinks the latest trend has been the non-traditional students, 25-26 years of age, versus 18-19 years of age. However, Valerio said this trend has reversed for her program because campus housing is now available. Valerio added that, unfortunately, there are numerous outside variables to consider.

I. Historical report of graduation information

Ramirez presented a fact sheet on new licenses issued in 2004, 2005 and 2006. Exstrom said Nebraska currently has the highest number of students enrolled in nursing programs since 1991. Nebraska also has the highest number of graduates in nursing since 1991. Additionally, four new programs have been started. Exstrom will bring copies of the full report to the next Board meeting. Exstrom added that at some graduations, schools report where their graduates will take jobs. As an example, Exstrom said one school had 34 graduates, yet 18 of those graduates took jobs outside of Nebraska—for that one school, that equates to 53% of graduates leaving Nebraska for employment.

The Board took a short break at 1:50 p.m. and reconvened at 2:00 p.m.

J. Review and discussion of Revised Strategic Plan and identification of next priority strategies

The Board discussed priorities and updated the strategic plan. Kelly said items that have been completed will be removed from the plan and placed in a summary section for progression purposes. This summary section will also aid in compiling the annual report.

GOAL 1, Recruitment: Kelly is satisfied with recruitment outcomes, but believes it is still important to have resources available. Stone agreed but also said she thinks it is important to continue recruitment efforts for minorities and males. Pitkin added that the number of males in nursing has remained consistent for years and asked if it's worthwhile to put extra time and effort into recruiting males. However, Pitkin thinks it is imperative to continue recruiting efforts for minorities. Exstrom proposed looking at diversity, not for the numbers, but for what minorities and males bring to the profession. Travis supported Exstrom's statement. Exstrom has read research that shows people who are successful in college nursing have solid backgrounds in hard-sciences. She thinks students need to be exposed to more hard-science in high school.

GOAL 2, Retention: McGee briefly mentioned the 2006 survey and reiterated the importance of repeating the survey annually to track both the number of and reasons for non-renewal of licenses. McGee mentioned there are numerous retention articles available in most nursing

journals for item 3b—conduct literature review of current retention strategies. Stone said that employers want to get rid of Nurses Week (held in the beginning of May each year). According to Stone, employers don't want to be politically incorrect by honoring only one segment of healthcare. The Board did not like this notion.

GOAL 3, Enrollment: Valerio thinks the passports can be dealt with through a secure website and suggested the Center for Nursing website as a possibility. The Board liked this idea, and Kelly said this is a concrete and fundable project. Implementing a strategy is the next step. McGee said that clinical placement is still important, but is not an immediate need. McGee also mentioned regional simulations, and wants to discuss this with Kim Leighton. Pitkin recommended looking at reports from other states to see what variables worked and those that did not work. Exstrom added that some states are interested in replacing all of their clinical work with simulations.

GOAL 4, CFN Sustainability: Pitkin thinks it is a good idea to continue making reports available on the Center for Nursing website for greater access. The Board agreed. Valerio would like data detailing salary differences between masters and doctoral positions depending on place of employment. A continued segment of this goal is to determine which issues to focus on with the stakeholders. Ramirez said there are currently ten, but Roberts thinks that a group of ten is not representative of a state-wide area. Therefore, Roberts suggested there should be more stakeholders in order to be more effective overall. Roberts will look at the list of stakeholders Kelly currently has and make additional recommendations from that. Valerio proposed this meeting should occur in the fall.

K. Set priorities for the next meeting agenda

- Advance with stakeholders group.
- Communicate to organizations what the highest need is currently.
- Update on Corporate Citizen Award (Bowen).
- Update on changes to website (Kelly).
- Make use of Men in Nursing DVD (Kelly).
- Review revenue from Retention Conference.
- Research state budget information (Polt).
- Additional research on faculty turnover (Exstrom)
- Kim Leighton presentation on simulation (Exstrom).
- Appoint someone for Passport project and further discuss grant funding.
- Review and update strategic plan.

The next meeting is scheduled for August 2nd at the Staybridge hotel in Lincoln.

L. Adjournment

The meeting adjourned at 3:15 p.m.

Respectfully submitted,

Melissa M. Drozda, Staff Assistant, Nebraska Center for Nursing

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

**Staybridge Conference Center
2701 Fletcher Avenue
Lincoln, NE 68504
August 2, 2007**

The meeting of the Nebraska Center for Nursing Board was called to order by Marilyn Valerio, Chairperson, at 9:03 a.m. on Thursday, August 2, 2007 at the Staybridge Conference Center in Lincoln, Nebraska. Copies of the agenda were previously sent to the Board members and posted.

The following Board members were present:

Marilyn Valerio, Chairperson
Steven Pitkin, Vice-Chairperson
Linda Dulitz
Sharon Hayek
Pamela List
Judy McGee
Nancy Shirley
Carol Wahl
Kim Woods
Florence Brown (arrived at 9:30 a.m.)

The following Board members were absent:

Patricia Lopez
September Stone
Larry Rennecker

A quorum was present. The meeting was convened. Also present from DHHS, Division of Public Health, Licensure Unit, Office of Nursing and Nursing Support were: Charlene Kelly, Administrator, Sheila Exstrom, Nursing Education Consultant, Juan Paulo Ramirez, Research Assistant and Melissa Drozda, Staff Assistant. Also present were Rosalee Roberts, Public Relations Consultant, Brendon Polt, Nebraska Health Care Association Assistant Executive Director and Kim Leighton, Associate Professor of Simulated Learning, Bryan-LGH.

Melissa Drozda served as secretary for this meeting.

B. Approval of Minutes from the June 14, 2007 Meeting

Pitkin made the motion, seconded by Hayek, that the Board approve the June 14, 2007 Nebraska Center for Nursing minutes.

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

C. Project/Activity Reports

1. Nursing Shortage Environmental Scan

Roberts provided an article synopsis handout that summarized nursing news across the country:

- A \$25 million student health services and nursing building is being constructed on Boise State University's campus to help alleviate the nursing shortage in Idaho. Nursing enrollment is expected to increase by 30% after the building opens in 2010.

- Maryland projects a need for 2,340 more nurses to address the state's current nursing shortage. Meanwhile, as new hospitals are being constructed across the state, additional nurses will be needed in addition to the projected 2,340 nurses.

- Minneapolis—a survey of high school graduates showed students considering a nursing career weren't interested in geriatric nursing until they were given information on the high demand for geriatric specialties.

- The University of California-Davis received a \$100 million donation to establish a professional nursing school.

- Clinique announced the first recipients of its nursing scholarships. The program was established partly to address the nationwide nursing shortage. The Clinique Nursing Scholar program is based in New York City; however, the company plans to extend this program to other regions.

- Tennessee—Southern Adventist University School of Nursing is helping alleviate the state and nationwide nursing shortage by offering a pilot program known as the Summer Study Option (SSO). This intensive program allows students to complete their RNs over the course of three summers.

- The Pennsylvania Higher Education Foundation, a financial aid program started in 2001, has helped increase nursing school enrollment in the state by nearly 60%, and graduation rates have increased by 86%.

Kelly discussed a meeting with Bruce Rieker, lobbyist for the Nebraska Hospital Association, regarding two HRSA funding opportunities:

- The Nurse Education Practice and Retention grant would offer care to under-provided communities. Accredited collegiate schools of nursing, nursing centers, local governments, for-profit and non-profit agencies are eligible.

- The Nursing Workforce Diversity grant would increase nursing opportunities for underprivileged individuals and minorities. The Board discussed different sectors of the state with high Hispanic populations, particularly the Grand Island area. Kelly said Rieker is trying to form a network of stakeholders to see what needs might be met with a grant like this. Pitkin emphasized the need to include the Two Rivers Public Health Department and Central District Health Department.

Exstrom discussed that the University of Nebraska Medical Center, which includes University Hospital and Clarkson Hospital, will no longer employ LPNs in their facilities. Current LPNs have six months to either retire or to enroll in a RN program.

Dulitz talked about article in the LPN 2007 magazine which discussed salaries, and according to the article, long-term care wages are at the lower end of the salary spectrum.

Exstrom reported that the Central Community Board of Trustees has been mandated to increase enrollment by adding ten students due to an increase in applicants wanting to study nursing. Exstrom also commented that inactive nurses are having increasing difficulties completing refresher courses. The issue is that these returning nurses cannot find refresher preceptors. Facilities are hesitant to accept responsibility for serving as preceptors for nurses in refresher courses. Exstrom also said there are numerous online nursing programs now, but certain states will not approve programs with online clinical courses. Another issue Exstrom discussed is that some programs will not allow students from out-of-state to complete preceptorships in their state. Exstrom thinks this is about schools wanting to protect their own in-state students. Shirley made an important point by saying, "If we want to address the nursing shortage, there needs to be middle ground with this." Pitkin mentioned using critical access facilities to assist with this issue, but Kelly cautioned saying most critical access hospitals can't accommodate eight students. McGee agreed and said her facility could not accommodate a lot of students, but she thinks a rural environment would be very good for a refresher nurse. Exstrom added that refresher clinical courses range from 80 to 120 hours. Shirley said, "If I was a nurse trying to come back, and I'm having trouble getting the refresher done, I think I would be very concerned about getting a job." Exstrom said she will try to provide updated information for the next meeting.

Hayek brought an article from the July issue of Nursing Management. The article, "Bridging the faculty shortage gap," was a recruitment and retention report that discussed using nurse managers as adjunct faculty for clinical rotations. As stated in the article, the rationale for this is, "Nurse managers always work more than 40 hours a week anyway," which the Board found humorous, but disturbing.

Kelly reported that the Corporate Citizen Report was explored and found not to be a viable option to meet CFN needs.

2. Public Relations Report

Roberts sent out a public announcement on the recent board appointments of Valerio as the new CFN Chairperson and Pitkin as the new CFN Vice-

Chairperson. Roberts said she also wants to publicize any new board appointments made by Governor Heineman. Roberts summarized the TV show "Consider This" that featured Kelly and Valerio. The show aired across the state on NETV. Roberts said Rennecker was unable participate in the program due to illness; she was hoping to have a male representative featured. Roberts wants to contact the station to see if any viewers called with questions. Roberts also said she is still trying to coordinate a meeting with Senator Marian Price and the newer senators before the next legislative session begins. Roberts would like to provide an overview of the annual report at this meeting with the senators. Additionally, Roberts provided a media tip handout for the Board. She reminded Board members that anything said can be "on record," so plan potential answers in advance. Roberts said, "You have to be available to the media if there is a crashing story, but there are also many opportunities to set up your own interviews." She also discussed body language and different interview positions (e.g., where to place hands when sitting or standing).

3. Update on Website Redesign

Kelly presented two versions of a redesigned CFN website. The Board wanted different pictures on the website, specifically showing diversity. Kelly said she will talk with the web designers and will try to provide updated templates for the next meeting.

4. Faculty Loan Program, Status Update

Kelly said Elmer Meiler from DHHS accounting is paying the last two loan recipients for the 2007-2008 academic year from fiscal year 2007 funds. Kelly said loan funding for the following academic year, 2008-2009, is covered by RN renewals from the previous year (approximately \$21,000) and LPN renewals this year (approximately \$6,500). Kelly said that a student will be placed in repayment of their loan if they do not finish their nursing program, do not teach in an education program or teach outside of the state. Repayments go into general funds. Shirley specified federal loans require a student to have full-time status whereas the CFN loans do not. Kelly added that the DHHS Office of Nursing and Nursing Support has the authority to discipline a license if an individual in repayment has defaulted.

5. Status Report on Board Appointments and Reappointments

Kelly spoke with Peggy King who said Governor Heineman was comfortable reappointing current Board members Brown, Lopez and Valerio. Governor Heineman also approved Polt to replace Stone's position. The Governor would like additional information on applicants for the unfilled positions (i.e., positions of former Board members Yeaworth, Travis and Karsk).

6. Progress Report on 2007 Annual Report

Ramirez expects to have the first draft of the Annual Report finished by the end of August. He is collaborating with Cheryl Walburn, Nursing and Nursing Support

employee who has written the workforce supply reports in the past. Included in the report will be data collected from the 2006 RN survey as well as salary ranges versus education level and the CFN strategic plan.

D. Financial Report
June 30, 2007 Budget Status Report

The Board reviewed budget status reports for the Center for Nursing, the Nursing Faculty Loan Program and the Nursing Student Loan Program. Kelly said the CFN did not spend over budget.

The Board took a short break at 10:30 a.m. and reconvened at 10:40 a.m.

State Budgeting Process Overview

Polt informed the Board that budgets are always set for two-year periods. This concerned the Board because the Nursing Faculty Loan program is a three-year program. Valerio asked why the statutes would call for a three-year program when, with a two-year budget, the money might not be available for the third year. Polt said the spending bill is only good for two years, but there might be intent language in a statute or a bill that shows legislative intent to appropriate funds in future legislative sessions. Exstrom said Polt “is valuable to have on the Board for his insight in this.”

E. Presentation on Simulation—Kim Leighton

Leighton is an Associate Professor of Simulated Learning at the Bryan LGH College of Health Sciences. She gave a presentation on the number and use of simulators in Nebraska. Leighton said she learned that very few institutions are using simulation models to their full capacity. Exstrom asked if funds needs to go towards setting up a regional simulation program or if funds would be more effective if put towards maintaining already-established simulation programs. In response, Pitkin said the CFN should put together a program to teach nursing faculty about simulators.

The Board recessed briefly for lunch at 12:20 pm.

F. View Career Encounters: Men in Nursing DVD

The Board continued the meeting over lunch and watched the Men in Nursing DVD. The DVD last approximately 25 minutes. Kelly said the cost per DVD is \$15 and is available from the American Association of Men in Nursing, www.aamn.org. Valerio thinks different recruiting programs would use this DVD. Hayek mentioned that different high schools have a “career course” where they discuss different career options. Dulitz added that other high schools have “career nights” for juniors. List said that they host a career night at their hospital. Kelly said she will contact AAMN to see if there is a volume discount for purchasing copies of the DVD.

G. Update on the Passport Project

Valerio said the main questions from deans and directors regarding the Passport Project include:

1. Would the CFN facilitate the funding of this program?
2. If so, how would the CFN fund this program?
3. How would this program be administered?
4. Can the CFN provide a staff person (if needed) to assist with this program?
5. How can this program be sustained if the CFN lost funding?

Valerio said the CFN would have to pay for the initial setup fee of \$30,000 and annual maintenance fees of \$6,000. McGee said the passport program would work best where there are multiple student populations. Exstrom does not think a clinical scheduling system is needed in order to have the passport program, and the Board agreed. McGee suggested to contact the top ten clinical sites, and said, "That should give you a 90% consensus on what they require." Pitkin agreed and said, "If the agency has other things that the student has to do, that should be on their website so the student goes there and completes that. The common ground items should be passport items." Wahl added that without a passport program, this is a cost issue for every institution to keep repeating training components. Pitkin said he will contact Lee Elliot at St. Francis Hospital to see what can be done. Exstrom said, "What is key right now is to introduce them to this concept." Pitkin asked about the enabling language from the legislation regarding the CFN and asked if the center should work towards getting constituted as a 501(c)(3). He also said the CFN is a neutral body without vested interests, by and large. Polt said the CFN can't lobby the legislature then. Kelly recommended finding out if programs will buy-into the passport idea first and if they think the CFN is a logical center for this. The Board discussed details of the passport program and agreed the categories of social security number, marital status and age can be removed. Secondly, the Board agreed that the Immunizations section should be kept on par with CDC designations.

H. Additional Research on Faculty Turnover

Exstrom said that she and Ramirez have collected all the necessary data and they are in the process of analyzing trends. This information will be included in the annual report. Exstrom added that she will email schools for ethnical background information on faculty in nursing education. Exstrom asked if there were other variables the Board would like to research, and McGee asked about salary of nursing faculty and the number of nurses leaving the state after graduation. Exstrom said part of the retention issue in the state is that it's actually faster and cheaper for new graduates to test in Nebraska and get their in-state license for \$76; they can then pay a fee to get a license transfer to a different state, a license endorsed to CA for example. It could take up to six months to test out-of-state and get an out-of-state license initially. Exstrom said the two main factors for this are money and job benefits.

The board recessed briefly for a break at 2:25 p.m. and reconvened at 2:35 p.m.

I. Outline Plans for Stakeholders Meeting

- Identification of invitees
- Approach/topics for meetings/outcomes

Kelly and Roberts discussed the need to outline accomplishments and create a wish list of things to do. Roberts thinks this is an opportunity to talk about the CFN in general. In Roberts's opinion, being designated a "stakeholder" means being knowledgeable about healthcare. She suggested over-inviting to make sure there is a cross-section of people in attendance. Exstrom said, "The purpose of the CFN was originally to address the shortage of nursing, and I think the people that have controls over monies like foundations, etc., should be there. They seem like appropriate stakeholders to me for the CFN." Pitkin agreed but added that these "stakeholders" should be primarily statewide-based and not those with a limited coverage area. Valerio asked about numbers, and Roberts replied perhaps 25-30. Kelly, Roberts and Polt are planning to revise the list of stakeholders (health-related organizations, governmental/legislative representatives, etc.) and draft an agenda.

J. Identification of Highest Priorities and Fundable Projects

- Simulation
- Exploring the structure for the CFN, 501(c)(3)
- More thorough salary data
- Faculty loan information budget

K. Recommendations on use of Revenue from the Retention Conference

According to McGee, there was approximately \$3,000 in revenue over expenses from the conference. The money could be used to fund pilot projects—to implement some of the ideas and tools discussed at the Retention Conference and last board meeting. Wahl reminded the Board to think of tools that would specifically address the recruitment and retention problems. Wahl said she likes the mentoring ideas. Pitkin agreed but also recommended revising the list first.

L. Identify Changes to the Strategic Plan

Pitkin said one of his main concerns is that the strategic plan is discussed at the end of the board meetings. He would like to place the strategic plan earlier on the agenda for the next meeting—to specifically dedicate one meeting for revisions. The Board agreed that this needs to be done. Exstrom suggested having two versions of the strategic plan, a public version and a working (Board) version.

M. Set Priorities for the Next Meeting Agenda

The next meeting is scheduled for Thursday, September 27th. The place and time have not been determined at this point.

- Place the Strategic Plan first on the agenda (Kelly)
- Update on refresher nurses and out-of-state preceptorships (Exstrom)
- Update on website design (Kelly)
- Press release on new CFN Board appointments when appointed by Governor Heineman (Roberts)
- Update on Annual Report (Ramirez)
- Contact AMMN about Men in Nursing DVD (bulk-purchasing discount) (Kelly)
- Contact Lee Elliot at St. Francis Hospital about Passport Project (Pitkin)

- Review revisions to Passport Project informational categories (Board)
- Update on ethnical background information and salaries for nursing faculty (Exstrom)
- Revise list of stakeholders and draft agenda (Kelly, Roberts, Polt)
- Revise list for tool kit from Retention Conference (Board)
- Planning group's decision on use of funds from Retention Conference (Kelly)
- Revisit highest priorities and fundable projects: Simulation, 501(c)(3) structure, etc. (Board)
- Review stakeholders list, agenda and set date (Board)

N. Adjournment

The meeting adjourned at 3:40 p.m.

Respectfully submitted,

Melissa M. Drozda, 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
Room 304
September 27, 2007**

The meeting of the Nebraska Center for Nursing Board was called to order by Marilyn Valerio, Chairperson, at 9:05 a.m. on Thursday, September 27, 2007 at the Southeast Community College Continuing Education Center in Lincoln, Nebraska. Copies of the agenda were previously sent to the Board members and posted.

The following Board members were present:

- Florence Brown
- Linda Dulitz
- Sharon Hayek
- Pamela List
- Steven Pitkin
- Brendon Polt
- Larry Rennecker
- Terrie Spohn
- Marilyn Valerio

The following Board members were absent:

- Patricia Lopez
- Judy McGee
- Nancy Shirley
- Carol Wahl
- Kim Woods

A quorum was present. The meeting was convened. Also present from DHHS, Division of Public Health, Licensure Unit, Office of Nursing and Nursing Support were: Charlene Kelly, Administrator, Sheila Exstrom, Nursing Education Consultant, Juan Paulo Ramirez, Research Assistant and Melissa Drozda, Staff Assistant.

Melissa Drozda served as secretary for this meeting.

Kelly introduced Brendon Polt and Terrie Spohn as official Center for Nursing Board members appointed by Governor Heineman. Their terms began 9/17/07 and expire 6/21/10. Current Board members Brown, Lopez and Valerio were reappointed to the CFN Board by the governor; their terms expire 6/21/10. Kelly said there are two

vacancies on the Board, and Governor Heineman's office is reviewing applications to fill these two positions.

B. Approval of Minutes from the August 2, 2007 Meeting

Polt had one correction for the State Budgeting Process Overview in the Financial Report of the last meeting. Drozda noted the changes. Pitkin made the motion, seconded by Dulitz, that the Board approve the August 2, 2007 Nebraska Center for Nursing minutes as corrected.

Voting Aye: Valerio, Pitkin, Brown, Dulitz, Hayek, List, Polt, Rennecker, Spohn.

Voting Nay: None.

Abstain: None.

Absent: Lopez, McGee, Shirley, Wall, Woods.

The motion carried.

C. Finalization of plans for stakeholders meeting and discussion of each of the documents to be distributed at this meeting

-Invitation Letter:

Kelly read the template invitation letter to the Board, and members approved the letter for mailing.

-Agenda:

The Board discussed the date of November 15th to hold the stakeholders meeting. Agenda topics included a status report on the nursing shortage in Nebraska and a fact sheet for the mailing packets. There will also be a faculty shortage overview and a separate environmental scan, i.e., what other states are doing and how they are receiving funding. Polt suggested adding a discussion section to the agenda. Kelly said she will add a question and answer session.

-Accomplishments and Activities:

Overall, Board members agreed that the draft summary was thorough. The consensus was to organize the accomplishments and activities according to the four goals of the CFN's Strategic Plan. Pitkin suggested posting this information on the CFN website. Hayek and Valerio suggested including the website address and contact information for Board members and whom each represents. Spohn asked about men in nursing activities. Kelly said she will add information about the Men in Nursing calendar and the healthcare workforce diversity poster. Brown and List asked about providing a visual display and PowerPoint presentations. Exstrom suggested that retention and recruitment activities should be kept separate. Polt said to include an outcomes section to show the results of the Center's accomplishments and activities.

-Strategic Plan:

Pitkin suggested adding pictures for the strategic plan brochure. List asked where the passport program was in the strategic plan. Ramirez noticed that last page was not

finished; there were only 11 pages instead of 12. Brown recommended to crop pages according to sections. List suggested including information for all abbreviations.

-Projects:

Kelly said she will ensure the headings on the project lists match the headings in the stakeholders meeting agenda. Three of four project summaries were discussed. Kelly said she will draft a proposal for the fourth project, Nurses Who Make a Difference.

Project 1: Implementation of Online Clinical Scheduling for Students in Nursing Education Programs

Project 2: Nursing Faculty Loan Program

Project 3: Facilitation of Learning in a Simulation Environment

Kelly said she spoke with Kim Leighton about the simulation project. Leighton said what is needed most is a regional simulation expert. Kelly and Leighton came up with six training sessions and modules. The Board expressed concern over the number of simulation experts, specifically that more than one expert would be needed across the state. The Board agreed that at least two simulation experts are needed. Valerio said, “What is equally important is having schools and institutions use these experts. If there isn’t faculty available for this, or positions created for this, then this knowledge won’t get used.” Exstrom added that there at least 55 simulators available across the state and not all are being used. Kelly said she will generalize the need for regional expertise and training for faculty in the proposal. Kelly added that the purpose of the proposal sheets is to explain project ideas, and more specific details can be discussed at the stakeholders meeting.

-Invitation list:

List said the Center may receive feedback from the first stakeholders meeting regarding which foundations would be beneficial to contact. The consensus was to remove major foundations from the draft invitation list for the first meeting. A second meeting will be decided upon after the November 15th meeting and will include foundations such as Kiewit, Suzy Buffet, Union Pacific, Cabella’s and ConAgra.

-The Board recessed briefly at 10:35 a.m. and reconvened at 10:45 a.m.

D. Project/Activity Reports not already covered in agenda item C

1. Nursing shortage environmental scan

List discussed a rural-area shortage in many healthcare professions. She hopes this will not hurt potential funding for nursing since other healthcare-related professions are experiencing shortages. Exstrom said the Robert Wood Johnson Foundation is issuing scholarships specifically for faculty. She provided a handout discussing an increase in parish nursing. Exstrom also discussed the NLN National Summit Conference, and the four main issues discussed were: salaries, workload equity, faculty development and lack of appreciation. Valerio said the University of Iowa program is cutting their BSN program in half from 150 to 75 students, specifically to encourage students to pursue higher degrees. Kelly discussed the Wyoming Labor Force Trends article, “Where did the nurse go? Using Administrative data to track changes in employment in nursing.”

2. Public Relations report

Roberts was absent.

3. Update on Website redesign

Kelly summarized the website redesign models shown at the previous Board meeting. Kelly said she reviewed photos and tried to match photos to the different topics on the website. Kelly is waiting for the company to finish adding the photos and correcting the layout before she updates the content. Otherwise, the CFN would have to pay the company extra for that service.

4. Faculty loan program, status update

In total, 11 faculty loans have been issued since the program started in 2006. For the following academic year, 2008-2009, the Center will need approximately \$17,500. Kelly said the CFN has approximately \$35,000 for future faculty loan funding. Pitkin suggested listing awardee names on the website.

5. Follow-up report on meeting with Bruce Reiker (NHA) regarding feedback on potential grant applications

Kelly said Reiker didn't see a need to seek out funding since other institutions/facilities were already implementing many of the project ideas.

6. Update on scheduling meeting with NONL to discuss student passports and clinical scheduling

The meeting with NONL is scheduled for November 1, from 10:00 a.m. to 11:30 a.m., and the Board will have 30-40 minutes to present student passport and clinical scheduling information. No location has been set yet.

7. Update on the Nurse Friendly Program

Bowen was absent.

Not on Agenda:

Exstrom discussed a meeting she had with an individual concerned with increasing the number of black nurses. There are 25 black nurses in Lincoln: 13 LPNs and 12 RNs. This individual's goal is to complete a Master's degree and become a nurse practitioner; she believes there is not enough information given to black individuals regarding dietary needs, particularly diabetes. Pitkin asked about the number of black nurses in Nebraska, and Ramirez said there are currently 235 across the state. Brown discussed the importance of recruiting more African-American nurses as well as Hispanic nurses because of language barriers. Valerio added the importance of developing more minority mentors. Exstrom believes this individual wants guidance, and Exstrom asked if the Board is interested in meeting with this person. The Board agreed the Center could provide guidance for this individual.

E. Financial Report

1. August 31, 2007 Budget Status Report

Kelly summarized the budget status report.

2. Proposed Budget Approval

Kelly discussed a proposed 2008 budget including software for Ramirez's research, staff assistant salary, printing and mailing costs, etc. Kelly said the cash transfer needed is at least \$63,000, and she hasn't approached the Board of Nursing yet for funding. Kelly will ask Board members for budget approval at the end of the day's meeting. She will then take the approved Center for Nursing budget to the Board of Nursing to request funding.

-The Board recessed briefly for lunch at 12:00 p.m. and reconvened at 12:30 p.m.

F. Discussion of distribution of Men in Nursing DVD

The Board discussed a potential distribution list including Board members, high schools, colleges and universities. Hayek mentioned recruiters at colleges of nursing, career services and general studies at colleges and universities might be interested. Brown suggested purchasing a certain number of DVDs and distributing them at special events. Both Polt and Dulitz think the DVD does not target a younger audience. Kelly said she will not add DVD costs to the Center's budget, but she will draft a letter for funding and draft a distribution list and letter to see if there is interest.

G. Cooperative salary data analysis project with Nebraska Workforce Development

Kelly discussed a collaborative opportunity with Mary Finley from Workforce Development. The Center can aggregate nurses in various groupings and provide social security numbers, and Workforce Development has salary data by social security number. Kelly reviewed a proposed list of groupings in 13 categories. She said the project will be looking at full-time data only. Rennecker was concerned with the proposed six geographic groups, pointing out rural versus metro salary differences. Pitkin suggested using a rural versus micropolitan versus metropolitan approach for geographic salary data. The Board agreed that was a good idea, but to also use the six geographic regions and then compare the two analyses for differences. Ramirez and Spohn discussed using data that specifies "the number of years worked in the nursing profession" which replaces wording in categories 10 and 11.

Dulitz said it would be nice to have comparisons from 2005, 2006 and 2007. Kelly said the cost to exchange data was quoted as \$50 per year. The Board was pleased and excited about this collaborative opportunity.

H. Report of discussions with Central Community College—Simulation Conference

Pitkin provided an email handout for the Board to discuss potential co-sponsorship for a Simulation Conference at Central Community College. Valerio said because of the Center's neutral role, she didn't think the Center should be a co-sponsor. Hayek said a

better role for the Center would be to have a booth or table at the conference to provide information. The Board agreed.

I. Review of 2006 RN Workforce Survey Report

Ramirez reported there were 489 male RNs in Nebraska in 2000. That number has increased to 1,127 male RNs in 2006. Ramirez remarked, “This is a great outcome of the Center’s activities.” Ramirez added that these numbers only represent those who responded to the survey. The Board discussed how nurse anesthetists might skew salary data. List asked if women’s salaries are lower because of part-time work. Ramirez said the data represents both full-time and part-time work.

J. Review of Draft of 2007 Annual Report

Ramirez said CFN budget information was added to the annual report for the first time. The full strategic plan was also included. Ramirez said Cheryl Walburn wrote the narrative for the 2007 Nebraska RN Survey Report using 2006 license renewal data. He also said future annual reports will be sent as PDF files to save copying materials and costs. Overall, Board members were very pleased with the draft report. Ramirez asked Board members for comments and edits within the next two weeks. The final annual report should be completed in one month.

K. Additional Housekeeping Items

1. Discussion of 2008 Center for Nursing Board Meeting Schedule

The Board decided to change the December 6, 2007 meeting to November 15, 2007 to coincide with the stakeholders meeting. The Board will meet in the afternoon following the stakeholders meeting in the morning. Polt mentioned the upcoming legislative session and asked if the Board should meet before the 2008 session begins. Spohn suggested keeping the meeting schedule as is and to schedule additional meetings if needed to discuss the legislative session. The Board agreed.

2008 Nebraska Center for Nursing Board Meeting Schedule:

- Thursday, February 14, 2008 9:00 a.m. TBD
- Thursday, April 10, 2008 9:00 a.m. TBD
- Thursday, June 26, 2008 9:00 a.m. TBD
- Thursday, August 14, 2008 9:00 a.m. TBD
- Thursday, October 23, 2008 9:00 a.m. TBD
- Thursday, December 11, 2008 9:00 a.m. TBD

2. 2008 Budget Review

Kelly will add the cost of website update/management software to the budget. The budget stands as is, with this one addition.

Dulitz made the motion, seconded by Spohn, that the Center for Nursing accept the budget as corrected.

Voting Aye: Valerio, Pitkin, Brown, Dulitz, Hayek, List, Polt, Rennecker, Spohn.
Voting Nay: None.
Abstain: None.
Absent: Lopez, McGee, Shirley, Wall, Woods.
The motion carried.

Pitkin made the motion, seconded by Rennecker, that the Center for Nursing request a transfer of funds of \$80,000 from the Board of Nursing.

Voting Aye: Valerio, Pitkin, Brown, Dulitz, Hayek, List, Polt, Rennecker, Spohn.
Voting Nay: None.
Abstain: None.
Absent: Lopez, McGee, Shirley, Wall, Woods.
The motion carried.

L. Set priorities for next meeting agenda

- Introduce newly appointed Board members (Kelly)
- Debrief from stakeholders meeting (Board)
- Report back from NONL meeting (Valerio, Kelly)
- Public Relations update (Roberts)
- Simulation Conference update (Pitkin)
- Website update (Kelly)
- Nurse Friendly Program update (Bowen)
- Men in Nursing DVD progress update (Kelly)
- 2008 Budget update (Kelly)
- Final Annual Report (Ramirez)
- Post Annual Report on website (Kelly)

M. Adjournment

The meeting adjourned at 2:15 p.m.

Respectfully submitted,
Melissa M. Drozda, Staff Assistant, Nebraska Center for Nursing

These minutes have not been approved by the Board

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

**Holiday Inn Downtown
141 North 9th Street
Lincoln, NE 68508
November 15, 2007**

The meeting of the Nebraska Center for Nursing was called to order by Marilyn Valerio, Chairperson, at 12:45 p.m. on Thursday, November 15, 2007 at the Holiday Inn Downtown in Lincoln, Nebraska. Copies of the agenda were previously sent to Board members and posted.

The following Board members were present:

Florence Brown
Lela Claussen
Sharon Hayek
Diane Hoffmann
Pamela List
Patricia Lopez
Judy McGee
Steven Pitkin
Larry Rennecker
Terrie Spohn
Marilyn Valerio
Carol Wahl
Kim Woods

The following Board members were absent:

Linda Dulitz
Brendon Polt
Nancy Shirley

A quorum was present. The meeting was convened. Also present from DHHS, Division of Public Health, Licensure Unit, Office of Nursing and Nursing Support were: Charlene Kelly, Administrator, Sheila Exstrom, Nursing Education Consultant, Juan Paulo Ramirez, Research Assistant and Melissa Drozda, Staff Assistant.

Melissa Drozda served as secretary for this meeting.

Kelly introduced Lela Claussen and Diane Hoffmann as official Center for Nursing Board members appointed by Governor Heineman. Their terms began 10/15/2007 and expire 06/21/2010 and 06/21/2008, respectively.

B. Approval of the Minutes of the September 27, 2007 meeting

List made the motion, seconded by Pitkin, that the Board approve the September 27, 2007 Nebraska Center for Nursing minutes.

Voting Aye: Valerio, Pitkin, Brown, Claussen, Hayek, Hoffmann, List, Lopez, McGee, Rennecker, Spohn, Wahl, Woods

Voting Nay: None.

Abstain: None.

Absent: Dulitz, Polt, Shirley

The motion carried.

C. Debrief from Stakeholders Meeting

Overall the Board thought the Stakeholders meeting was a success. They were pleased with the turnout. Spohn suggested inviting rural area hospitals next time to make sure the CFN doesn't exclude smaller hospitals or private hospitals from future Stakeholders meetings.

The Board discussed the issue of keeping nurses at the bedside, which was brought up in the question session. Pitkin said he is pleased that the Nebraska Organization of Nurse Leaders was considering this issue also. He suggested the CFN should partner with them since they are working on their strategic plan.

During her presentation, Kelly discussed that the "nursing shortage" is not a nursing problem but a public health issue. Wahl commented and said by viewing the shortage as a public health issue, a broader stakeholders group can be addressed. Wahl suggested specifically targeting CEOs. At the NHA meeting prior to the Stakeholders meeting, many CNOs said they felt left out because they were not sent invitations. Because some CEOs did not pass on the information as requested in the invitation letter, Valerio said we should target both CEOs and CNOs next time. Wahl said the CEOs of hospitals would need to help the CFN with project funding. Rennecker agreed and said the CFN is a catalyst to bring leadership in, and without money, the CFN can't further pursue these projects. Rennecker added the CFN needs to get CEOs thinking the same way as CNOs and the CFN. Woods said CEOs meet according to districts, and they have quarterly meetings across the state. She suggested sending Board members to these quarterly meetings, to take this information to them and not to expect the CEOs to come to CFN meetings.

McGee liked how the CFN presented four specific projects, particularly the descriptions and funding breakdowns. She said these same four project ideas can be presented at the CEO district meetings. Roberts suggested that when asking for funding, it should be

handled either privately or broadly. The Board also discussed the idea of a CFN gala which would be different from the March of Dimes gala.

Kelly said Andrew Zimmerman, legislative aide to Senator Abbie Cornett, spoke to her about the need for the CFN to hold a meeting at the Capitol for all legislative aides. The Board liked this idea. Exstrom added that Senator Joel Johnston told her he is interested in helping solve nursing issues. Wahl asked if the Board should invite Senator Johnston to an upcoming meeting. Board members thought that was a good idea, and suggested the Kearney meeting on June 26.

Kelly said she will prepare a brief synopsis of the meeting, a “next steps” for follow-up and a thank you letter for the attendees. Kelly suggested having two versions: for those who attended and those who were unable to attend.

The Board discussed the idea of a 501(c)(3) status. Kelly said according to the legislature, the CFN Board term ends in 2010. Pitkin thinks there needs to be a parallel group: a CFN and a CFN Foundation. Roberts suggested having an attorney to help with legal implications. She also suggested finding an accountant.

Pitkin made the motion, seconded by Wahl, that the CFN Board direct staff to pursue the formation of a 501(c)(3) standing and to revise the four projects. Valerio asked for discussion. Brown agreed and supported the motion. Rennecker asked if the motion precluded looking at an existing 501(c)(3). Pitkin said no, but that is a possibility. Wahl said the assumption would be that if the Board can’t pursue this, then they would examine why. Spohn asked if the Board needs to develop a CFN Foundation first. Kelly said she will need to discuss the 501(c)(3) status with departmental people first. Valerio clarified the motion: As this group, through this group or through an existing group.

Voting Aye: Valerio, Pitkin, Brown, Claussen, Hayek, Hoffmann, List, Lopez, McGee, Rennecker, Spohn, Wahl, Woods

Voting Nay: None.

Abstain: None.

Absent: Dulitz, Polt, Shirley

The motion carried.

D. Report of Meeting with NONL

Kelly and Valerio said the passport and clinical placement ideas they presented were well received. Kelly discussed the need to get a core group together who want to implement these ideas, to get a baseline cost established and then to bring aboard others who are interested. Kelly said a deadline for this needs to be set. Pitkin asked if the CFN would host the passport on the website. Valerio said the CFN could host a link to each school for institutions to use to see which sections students have completed.

E. Public Relations Update

Roberts discussed a “Presentation and Media Tips” handout with the Board members. Roberts said she will be following blogs to broaden the environmental scan. Roberts mentioned an article in the Omaha World Herald about the nursing shortage. She also discussed a potential opportunity with NETV. Roberts will do a press release on the new Board members Claussen and Hoffmann. For the Stakeholders meeting, Roberts said she wants to do a quick press release about 50 healthcare leaders coming together and provide some of the data and reasons for the existence of the CFN. In addition to going to the normal media, she wants to go to healthcare association newsletters so the CEOs will see the press release.

F. Simulation Conference

Pitkin said there are two schools that are doing simulation conferences in spring and summer. The Board previously discussed how these simulation conferences would fit in with the CFN’s simulation goals. Pitkin recommended putting this matter on hold since the Board is saturated with projects. The Board agreed.

G. Web site update

Kelly said she needs to contact the company again for an update. Kelly said she will set a timeline for the company.

H. Nurse Friendly Program

There was no update for the Nurse Friendly Program. McGee discussed a similar program.

I. Men in Nursing DVD solicitation letter

Kelly said she will call AANA to obtain ordering information for the DVD. Then she will draft a notice to be sent to the CFN newsletter listserv notifying those individuals of the availability of the DVD and the Center for Nursing believes this DVD can be a valuable recruitment resource.

J. 2008 Budget Update

Kelly said the Board of Nursing approved the 2008 CFN budget. The Board of Nursing approved a transfer of \$80,000.

K. Final Annual Report

Ramirez thanked staff who helped with the annual report. He said a PDF format is available, and he will email that to the Board members and State Senators.

L. Set priorities for next meeting agenda

- Set meeting locations for 2008 meetings and update meeting schedule (Drozda)
 - April 10th meeting at Methodist-Omaha
 - June 26th meeting UNMC-Kearney
 - remaining meetings in Lincoln
- Draft synopsis, next steps and thank you letter for Stakeholder attendees (Kelly)
- 501(c)(3) information (Kelly)
- Contact web site company and set deadline (Kelly)
- Men in Nursing DVD letter (Kelly)
- Discuss and set a date for Nurses Who Make a Difference 2008 Campaign—starting in January (Kelly)
- Keep in mind upcoming legislation priorities (Board)

M. Adjournment

The meeting adjourned at 3:15 p.m.

Respectfully submitted,
Melissa M. Drozda, Staff Assistant, Nebraska Center for Nursing