

MINUTES OF THE MEETING
NEBRASKA CENTER FOR NURSING
MARCH 21, 2014

New officer elections for the Nebraska Center for Nursing Board were held in January 2014. Nominations were received by the Office of Nursing by e-ballot January 8-17, 2014. There were fifteen members on the Board at the time of the election. Fifteen members participated in the election. Brandi Netzel, the LPN Member on the Nebraska Center for Nursing Board, had resigned in December 2013.

There was only one nominee for Chair: Liane Connelly. There were two nominees for Vice-Chair: Linda Stones and Pamela Uhlir. There was only one nominee for Secretary: Alice Kindschuh. Connelly received fifteen votes for Chair. For Vice-Chair, Stones received eight votes and Uhlir received seven votes. Kindschuh received fifteen votes for Secretary.

CALL TO ORDER

The meeting of the Nebraska Center for Nursing Board was called to order by Liane Connelly, Chair, at 9:38 a.m., March 21, 2014, at Cornhusker State Industries, 800 Pioneers Boulevard, Room C, Lincoln, NE. Copies of the agenda were emailed in advance to the Board members, news media, and other interested parties in accordance with the Open Meetings Act. Connelly announced the location of an available copy of the Open Meetings Act within the room. Connelly thanked Linda Stones for having been Chair of the Center for Nursing Board for the past two years.

ROLL CALL

The following Board members were present to answer roll call:

- Liane Connelly, RN, *Chair* -- Nurse educator recommended by the Board of Regents, University of Nebraska
- Kayleen Dudley, RN -- Governor appointed member
- Nolan Gurnsey, RN -- Governor appointed member
- Cindy Hadenfeldt, RN -- Member recommended by the State Board of Health
- Peg Kennedy, RN -- Hospital industry representative appointed by the Governor
- Alice Kindschuh, RN, *Secretary* -- Member recommended by the State Board of Health
- Linda Stones, RN, *Vice-Chair* -- Governor appointed member
- Pamela Uhlir, RN -- Governor appointed registered nurse
- Mary Wendl, RN, *Secretary* -- Governor appointed member

The following Board members were not present to answer roll call:

- Carman DeMare, APRN-NP -- Member recommended by the State Board of Health (*arrived at 10:00 a.m.*)
- Cheryl Echtenkamp, RN -- Governor appointed member
- Nick Faustman -- Long-Term Care representative appointed by the Governor
- Diane Hoffmann, RN -- Nurse educator recommended by the Nebraska Community College Association
- Anna May, RN -- Governor appointed registered nurse
- Aubray Orduna, RN -- Nurse educator recommended by the Nebraska Association of Independent Colleges & Universities

A quorum was present and the meeting convened.

The following staff members from the Department were also present:

- Karen Bowen, RN, *Executive Director*
- Niki Eisenmann, RN, *Practice Consultant*
- Juan Ramirez, *Independent Consultant*
- Shane Bailey, *Board Coordinator*
- Teresa Hampton, *Attorney (arrived at 10:05 a.m.)*

These minutes were approved by the
Nebraska Center for Nursing Board.

ADOPTION OF THE AGENDA

Connelly informed the Board of the need to rearrange items requiring a quorum on the agenda due to the anticipated loss of a quorum in the early afternoon. The planned meeting with representatives from the Nebraska Action Coalition (NAC) was going to be postponed to another meeting.

MOTION: Uhlir made the motion, seconded by Kindschuh, to adopt the agenda with modifications.

Voting Yes: Connelly, Dudley, Gurnsey, Hadenfeldt, Kennedy, Kindschuh, Stones, Uhlir, and Wendl.
Voting No: None. Abstain: None. Absent: DeMare, Echtenkamp, Faustman, Hoffmann, May, and Orduna.
 Motion carried.

APPROVAL OF THE MINUTES

MOTION: Kennedy made the motion, seconded by Stones, to approve the minutes of the December 6, 2014 meeting with modifications.

Voting Yes: Connelly, Dudley, Gurnsey, Hadenfeldt, Kennedy, Kindschuh, Stones, Uhlir, and Wendl.
Voting No: None. Abstain: None. Absent: DeMare, Echtenkamp, Faustman, Hoffmann, May, and Orduna.
 Motion carried.

COMMUNICATION**National Forum of State Nursing Workforce Centers' Annual Conference**

Bowen informed the Board of the annual conference of The National Forum of State Nursing Workforce Centers' annual conference which is to be held in Hartford, Connecticut, June 12 & 13, 2014. The theme of the conference is "Strengthening Nursing Practice." For some unknown reason, there won't be a poster presentation from participating states at the annual conference. Bowen stated she will not be attending the conference. The budget of the Nebraska Center for Nursing permits Ramirez plus two board members to attend the conference. Last year, Ramirez, Connelly, and Stones had attended the annual conference in Arizona. Bowen distributed the conference agenda plus information on the keynote speakers. The Board was asked to send an email to Bailey by March 31st, indicating their interest in attending the conference.

MOTION: Stones made the motion, seconded by Wendl, for the Board to support sending Ramirez plus two board members to attend the annual conference in Connecticut.

Voting Yes: Connelly, Dudley, Gurnsey, Hadenfeldt, Kennedy, Kindschuh, Stones, Uhlir, and Wendl.
Voting No: None. Abstain: None. Absent: DeMare, Echtenkamp, Faustman, Hoffmann, May, and Orduna.
 Motion carried.

Vote for a Representative from Deans & Directors to Be on the Center's Foundation

Bowen informed the Board that they needed to vote for a new representative from the Nebraska Assembly of Deans and Directors to be on the Center's Foundation. The current representative from Deans and Directors is leaving due to her term expiring. Kathryn Girard from Deans and Directors had expressed interest in serving on the Foundation. Girard is the current Chair of ITT/Breckinridge School of Nursing & Health Sciences in Omaha.

MOTION: Stones made the motion, seconded by Gurnsey, for the Board to approve Kathryn Girard of the Nebraska Assembly of Nursing Deans and Directors to be on the Nebraska Center for Nursing Foundation.

Voting Yes: Connelly, Dudley, Gurnsey, Hadenfeldt, Kennedy, Kindschuh, Stones, Uhlir, and Wendl.
Voting No: None. Abstain: None. Absent: DeMare, Echtenkamp, Faustman, Hoffmann, May, and Orduna.
 Motion carried.

10:00 a.m. *DeMare arrived to the meeting.*

Budget Update

Bowen informed the Board that the Center for Nursing typically operates on \$60,000/year. The Nebraska Board of Nursing is allowed by Nebraska regulation to give funds to the Center for Nursing. In January of this year, the Board of Nursing moved to give \$60,000 to the Center for Nursing. Travel, hotel accommodations, meals, and Ramirez's contract are all deducted from the Center's annual budget. Bowen has contracted with UNL for a student to conduct data entry from paper surveys. Ten percent (10%) of nurses still use paper surveys rather than electronic surveys. Discussion arose on the subject of the budget and the need to increase funding so the Center can effectively operate and accomplish its work. Board members suggested increasing the percentage of funds received from licensure fees. Bowen stated that the Center for Nursing does not have the authority to increase the percentage received from licensure fees.

10:06 a.m. *Hampton arrived to the meeting.*

Connelly asked for the topic of funding and strategies to be on the next meeting agenda. Kindschuh reported that the Foundation is having difficulty in asking for funds because they currently do not have a project they can stand behind. Kennedy stated that the Nebraska Action Coalition and the Center are competing for the same funds.

PRESENTATION: THE OPEN MEETINGS ACT

Teresa Hampton, DHHS Attorney, gave a PowerPoint presentation on The Open Meetings Act to the Board. The topics of teleconference meetings, meeting agendas, and having a quorum were covered in the presentation.

10:55 a.m. *The meeting recessed.*

11:04 a.m. *The meeting reconvened.*

COMMUNICATION

Review Legislative Mandate of the Center

The Board was provided copies of the Statutes Relating to the Nebraska Center for Nursing Act (2010). Bowen briefly referred the Board to the Legislative mandate of the Center—its goals, duties and purpose.

PRESENTATION: LOGO & WEBSITE

Bailey shared with the Board proposals (cost estimates) for logo and website design from four designers: Ebbeka Design, Pickering Creative Group, Snitily Carr, and Chip Thompson Design. A fifth group had been contacted, the Office of the Chief Information Officer of Nebraska, which had provided a proposal for website design only (their graphic designer had recently left their team). Logo design costs ranged from \$600 to \$5,000. Website design costs ranged from \$3,500 to \$18,070 (not including maintenance

and hosting fees). Bailey informed the Board that, in the event the Center did not have the funds available to pay a designer to create a new website, he had started creating a “mock website” via Weebly. Bailey explained that Weebly is one of two of the top most highly acclaimed website builders within the U.S. The other website builder is Squarespace which Bailey had started to work with but discovered that they only allow two weeks for a free trial. Weebly has an unlimited free trial which allowed Bailey to create the “mock website.” Weebly costs \$8 to \$25 per month. (\$25 is for a website that has e-commerce: the ability to sell items from the website.) Weebly has 24/7 customer service and it will allow the Center to use its current website domain name (www.center4nursing.com). Bailey presented the created website to the Board via computer and projector. The “mock website” was created to be easy to navigate, with separate webpages devoted to recruitment, data/reports, rural nursing, information on the Center (its history, board members, Foundation, and sponsors), announcements, and resources for nurses which can help with the Center’s goal in retention. Board members expressed appreciation and interest in the “mock website.” Board and staff members asked for more information about Weebly on the following: 1) the cost breakdown, 2) method of payment (credit card or invoice?), and 3) whether or not there is a limit on storage, Gigabytes? Bailey stated he would consult with Weebly and will provide answers at the next meeting. Dudley and Uhlir expressed interest in joining the Website Group.

Due to the length of time it would take to read through all the proposals, Stones made the suggestion for the Website Group to read through the proposals and make a recommendation at the next meeting. Bailey and the Website Group will provide an update at the next board meeting.

12:05 p.m. *The meeting recessed for lunch*
 12:10 p.m. *The meeting reconvened.*

CENTER FOR NURSING FOUNDATION

Gurnsey, Foundation President, informed the Board that the Foundation is re-launching the *Nurses Who Make a Difference* campaign. This campaign is intended to recognize and reward nurses who make a positive contribution. Nurses will be nominated through an application process. Gurnsey has written up an application. On March 25, 2014, Gurnsey will send out the applications and will announce the campaign through a press release. The deadline for nominations will be April 21, 2014. Winners will be notified the following week. Gurnsey is looking at having an awards banquet in a central Nebraska location (Kearney or Grand Island), possibly at the Heartland Event Center. It was estimated that it would cost \$3,000 to put on the event. Attendees would need to pay for the event. Dinner would be catered in at a cost of \$25-\$30 per plate. The awards banquet was suggested to be held at 6:00 or 6:30 p.m. on May 9, 2014. Basic set-up would be done at the event.

The Board discussed the events. Educators on the Board stated that the week of May 9th tends to be busy due to nursing program graduations. It was suggested that the banquet could possibly be held later in the year. Board members also suggested that instead of holding a banquet, board members could show up at the winners’ homes or worksites and present the award to them in person.

It was suggested that one nominee from each congressional district should be selected. It was then suggested that two nominees from each congressional district should be selected.

MOTION: Stones made the motion, seconded by Kindschuh, for the Board to recommend that the Nurses Who Make a Difference campaign is to recognize two nurses from each congressional district.

Voting Yes: Connelly, DeMare, Dudley, Gurnsey, Hadenfeldt, Kennedy, Kindschuh, Stones, Uhlir, and Wendl. Voting No: None. Abstain: None. Absent: Echtenkamp, Faustman, Hoffmann, May, and Orduna. Motion carried.

MOTION: Kennedy made the motion, seconded by Stones, that the Board not exceed \$1,000 to support the Nurses Who Make a Difference awards banquet.

Voting Yes: Connelly, DeMare, Dudley, Gurnsey, Hadenfeldt, Kennedy, Kindschuh, Stones, Uhler, and Wendl. Voting No: None. Abstain: None. Absent: Echtenkamp, Faustman, Hoffmann, May, and Orduna. Motion carried.

12:39 p.m. Dudley and Kindschuh left for the remainder of the meeting.

Bowen said that photos of the winners could be published in the *Nebraska Nursing News* newsletter.

Discussion turned to other Foundation matters. Connelly reported on how there had been discussion about the Passport Project at a recent meeting of the Nebraska Assembly of Nursing Deans and Directors. Some members of Deans and Directors had voiced their opinion to drop support of the Passport Project. Alegent Health will not accept the Passport Project. Connelly will speak to Deans and Directors about the matter. Wendl informed the Board that the Foundation was not awarded the grant from Union Pacific Foundation.

PRESENTATION: DISTRIBUTION OF NURSES WITHIN NEBRASKA

Ramirez gave a brief PowerPoint presentation to the Board. The presentation consisted of graphs and maps illustrating the workforce distribution of LPNs and RNs throughout Nebraska by county. Data on nursing workforce distribution within urban and rural areas and by healthcare setting was also presented.

STRATEGIC PLANNING

Due to the loss of a quorum and the need for other board members to leave early, the strategic planning session was cut short. Connelly asked for the following items to be included on the agenda for the May 30th meeting: 1) the Website Group to report on the website and logo proposals, 2) the face-to-face meeting with the NAC to be held in the morning, 3) focus on the budget and strategic planning, 4) report from the Foundation on the *Nurses Who Make a Difference* campaign, and 5) the Executive Committee to address who will be attending the annual conference in June.

Bowen will email a list of the Center for Nursing's accomplishments over the years. Bowen will also send out information on budgets and structuring from other state centers for nursing.

It was briefly discussed how Nebraska has the only state nursing workforce center that is not working with its Action Coalition.

CONCLUSION AND ADJOURNMENT

There being no further business, the meeting adjourned at 1:41 p.m.

Respectfully submitted,



Shane Bailey
Board Coordinator

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

MAY 30, 2014

CALL TO ORDER

The meeting of the Nebraska Center for Nursing Board was called to order by Liane Connelly, Chair, at 9:32 a.m., May 30, 2014, at Cornhusker State Industries, 800 Pioneers Boulevard, Room C, Lincoln, NE. Copies of the agenda were emailed in advance to the Board members, news media, and other interested parties in accordance with the Open Meetings Act. Connelly announced the location of an available copy of the Open Meetings Act within the room.

ROLL CALL

The following Board members were present to answer roll call:

- Liane Connelly, RN, *Chair* -- Nurse educator recommended by the Board of Regents, University of Nebraska
- Cheryl Echtenkamp, RN -- Governor appointed member
- Nick Faustman -- Long-Term Care representative appointed by the Governor
- Cindy Hadenfeldt, RN -- Member recommended by the State Board of Health
- Peg Kennedy, RN -- Hospital industry representative appointed by the Governor
- Alice Kindschuh, RN, *Secretary* -- Member recommended by the State Board of Health
- Anna May, RN -- Governor appointed registered nurse
- Aubray Orduna, RN -- Nurse educator recommended by the Nebraska Association of Independent Colleges & Universities
- Pamela Uhlir, RN -- Governor appointed registered nurse
- Mary Wendl, RN -- Governor appointed member

The following Board members were not present to answer roll call:

- Carman DeMare, APRN-NP -- Member recommended by the State Board of Health
- Kayleen Dudley, RN -- Governor appointed member
- Nolan Gurnsey, RN -- Governor appointed member
- Diane Hoffmann, RN -- Nurse educator recommended by the Nebraska Community College Association
- Linda Stones, RN, *Vice-Chair* -- Governor appointed member

A quorum was present and the meeting convened.

The following staff members from the Department were also present:

- Karen Bowen, RN, *Executive Director*
- Nancy "Niki" Eisenmann, RN, *Practice Consultant*
- Shane Bailey, *Board Coordinator*

ADOPTION OF THE AGENDA

MOTION: Kennedy made the motion, seconded by Uhlir, to adopt the agenda.

Voting Yes: Connelly, Echtenkamp, Faustman, Hadenfeldt, Kennedy, Kindschuh, May, Orduna, Uhlir, and Wendl. **Voting No:** None. **Abstain:** None. **Absent:** DeMare, Dudley, Gurnsey, Hoffmann, and Stones. **Motion carried.**

These minutes were approved by the
Nebraska Center for Nursing Board.

APPROVAL OF THE MINUTES

MOTION: Uhlir made the motion, seconded by Faustman, to approve the minutes of the March 21, 2014 meeting with modifications.

Voting Yes: Connelly, Echtenkamp, Faustman, Hadenfeldt, Kennedy, Kindschuh, May, Orduna, Uhlir, and Wendl. **Voting No:** None. **Abstain:** None. **Absent:** DeMare, Dudley, Gurnsey, Hoffmann, and Stones. **Motion carried.**

COMMUNICATION

Annual Conference: June 12-13, 2014

Bowen informed the Board that Juan Ramirez, Independent Consultant, and Linda Stones, Vice-Chair, will be traveling to the annual conference of The National Forum of State Nursing Workforce Centers. The conference is to be held in Hartford, Connecticut, June 12 & 13, 2014.

Board members inquired of the expenses involved in attending a conference on the East Coast. Bailey stated the projected costs for Ramirez and Stones were approximately \$2,000 per person, which included airfare, hotel accommodations, conference registration, and miscellaneous expenses. Bowen and board members briefly discussed the expenses and the Center for Nursing's budget. Bowen informed the Board how the Nebraska Board of Nursing is allowed to give a percentage of their funds to the Nebraska Center for Nursing. Earlier this year the Board of Nursing had allocated \$60,000 to the Center for Nursing. Bowen has since been working with DHHS Accounting to get that money transferred. The \$60,000 has allowed the Center for Nursing to operate in the past. The funds are used for Ramirez's contract, for mileage reimbursements for the board members, hotel accommodations, meals for the meetings, travel expenses for annual conferences, etc. Bowen stated that next year it may be difficult to acquire \$60,000. Lengthy discussion followed regarding finances, the Foundation, and the Department. The Nebraska Center for Nursing is tied to the Department of Health & Human Services. Funds for the Center must go through the Department. The Nebraska Center for Nursing Foundation is not directly tied to the Department and has a 501(c)(3) status as a non-profit organization. Funds raised by the Foundation go directly to the Center and not through the Department.

Fall 2014 Conventions

Bowen addressed the need for the Center for Nursing to have a presence at conferences. Bowen would like to be continually kept informed of when health organizations will be holding conferences so Ramirez could attend and have a booth set up. Board members were asked to share any information they may have on upcoming conferences and their dates. Board members shared their knowledge of upcoming conferences:

- Nebraska Hospital Association (NHA) will be having their Annual Convention in Lincoln at the Cornhusker Marriott, October 22-24.
- Nebraska Nurses Association (NNA) will be holding a convention in mid-October.
- Public Health Association of Nebraska (PHAN) will also be meeting sometime in October.
- Nebraska Methodist will be holding a conference in Spring 2015—possibly during April.

Board members suggested that the future website should have links to other nursing organizations available on a webpage. Bailey stated that he had already created such a webpage with hyperlinks of national and state nursing organizations on a prototype of a website he had created via Weebly, the website builder.

Board Member Positions

Bowen stated that there were six members on the Board whose terms were ending at the end of June. The terms of Gurnsey, Hoffmann, and Wendl are ending and are not eligible for reappointment. The terms of Dudley, Echtenkamp, and Kennedy are also ending. However they are eligible for reappointment.

There is still a vacant position on the Nebraska Center for Nursing Board for an LPN Member.

The vacancies of Gurnsey and Wendl will impact the Foundation. Their positions on the Foundation will also need to be filled. Bowen asked for a list of the members on the Foundation. Kindschuh said that the list would need to be obtained from Gurnsey.

With the number of members whose terms are expiring at the end of June, the Board wondered if there will be a quorum for the July 18th meeting of the Board. Bowen said there was a possibility that the board members whose positions are not eligible for reappointment may be able to stay on until somebody new is appointed. Bowen will look into the matter and report to those board members whose terms are ending and had expressed interest in attending the July, if allowed.

WEBSITE GROUP UPDATE

Bailey presented to the Board the recommendations from the Website Group for logo and website design.

For a logo, the Website Group recommended Chip Thompson Design. The cost estimate submitted by Chip Thompson Design was \$600. Half of this cost will need to be paid as a down payment before work on the logo can begin. The remaining \$300 will be due after the logo has been designed and approved by the Board.

MOTION: The Website Group made the recommendation for the Nebraska Center for Nursing Board to approve the proposal submitted by Chip Thompson Design to design a new logo for the Nebraska Center for Nursing.

Voting Yes: Connelly, Echtenkamp, Faustman, Hadenfeldt, Kennedy, Kindschuh, May, Orduna, Uhlir, and Wendl. **Voting No:** None. **Abstain:** None. **Absent:** DeMare, Dudley, Gurnsey, Hoffmann, and Stones. **Motion carried.**

The Board discussed payment options. It was decided that the Foundation had the funds available to pay the down payment. The Foundation can write a check for the down payment of \$300 and have it sent to Chip Thompson Design.

Connelly inquired on the status of the Board's previous request to have a social media presence on Twitter and Facebook. Connelly was reminded how there had been a small group separate from the Website Group who had worked on the social media request. The Website Group was not responsible for the social media request. Eisenmann stated how the Center's request to have social media had to be approved by the Department and that she had submitted the proposal to Bowen. Bowen informed the Board that it had to go through the proper approvals before it could be implemented.

Connelly quickly inquired on the status of the continuing education unit (CEU) which had been proposed late last year by the CEU Group with the intention of being placed on a future webpage. The CEU development was currently on hold.

The Website Group recommended to the Board that a new website be created through the online website builder Weebly. Bailey give a quick overview of the proposals which had been previously submitted by local design groups. In the event the Center didn't have available funds to hire a design group to create a new website, he had created a mock website through Weebly, an online website builder. Bailey showed a demo of two alternate versions of a prototype he had created through Weebly. Bailey presented handouts with answers to questions previously raised about Weebly at the last meeting. Bailey stated that the Center could keep its current domain name: www.center4nursing.com. Weebly has customer service available twenty-four hours a day, seven days a week. There is unlimited data storage. No unwanted advertisements will be placed on the website. Weebly allows for Google Analytics to be added.

Bailey addressed the cost of using Weebly. There are four price plans: Free, Starter, Pro, and Business. The Free Plan has very limited features. The Starter Plan would cost approximately \$50/year. The Pro Plan would cost approximately \$100/year and allows for header slideshows, a video player feature for 1GB video files (in the event the Board created their own short videos in the future), an audio player, and unlimited storage space for files that are no more than 250 MB per file. The Business Plan would cost approximately \$300/year and includes all the features of the other plans but allows for e-commerce (an online store). Bailey pointed out that the Center had no need for the Business Plan as the Center would not be selling merchandise.

Method of payment was discussed. Weebly could be paid on a monthly basis or with an annual payment. Weebly only accepts payments from major credit cards or via PayPal. Bailey suggested that the Foundation has a PayPal account in which donations are made to the Center. The payment could be withdrawn from the PayPal account. Because the Foundation is a non-profit and a recognized 501(c)(3), the Department would not need to pay Weebly for the website. If the Foundation didn't have enough funds, then it would be easy and affordable for any board or staff member to make a small donation to the Foundation via PayPal to pay Weebly to host the website. The Board expressed approval of this idea. The Board reviewed Weebly's price plans and suggested going with the Pro Plan at an annual cost of \$100/year.

MOTION: The Website Group made the recommendation for the Nebraska Center for Nursing Board to approve that a new website for the Nebraska Center for Nursing be created by through the online website builder Weebly at the Pro Plan level.

Voting Yes: Connelly, Echtenkamp, Faustman, Hadenfeldt, Kennedy, Kindschuh, May, Orduna, Uhlir, and Wendl. **Voting No:** None. **Abstain:** None. **Absent:** DeMare, Dudley, Gurnsey, Hoffmann, and Stones. **Motion carried.**

Connelly expressed her desire for the Board to have any action items completed in a timely manner. There was discussion regarding the length of time it will take to have the website completed and launched. Bowen expressed concern that there were Department priorities, such as the upcoming RN renewal, and she and Bailey would have to discuss a timeline. Bailey and Bowen will work out a timeline and schedule for completing the website. Connelly asked to be able to review the timeline and schedule and perhaps have another board member involved in reviewing it. Kennedy volunteered. Bailey, Bowen, Connelly, and Kennedy will review the information prior to the next scheduled board meeting.

10:50 a.m. *The meeting recessed.*
11:01 a.m. *The meeting reconvened.*

CENTER FOR NURSING FOUNDATION

Kindschuh reported on the recent *Nurses Who Make a Difference* campaign. Approximately \$400 was spent on engraved plaques which will be hand delivered to the three award winners of the campaign. There were no nominations from Nebraska Congressional District 1. Gurnsey will hand deliver an engraved plaque to the nurse selected from District 3 (Central and Western Nebraska). Kindschuh and Wendl will hand deliver engraved plaques to the two nurses selected from District 2 (Omaha area).

Kindschuh informed the Board that she will be taking over as President of the Foundation after Gurnsey leaves. Kindschuh asked for more members to be on the Foundation to fill the vacancies. Kindschuh also expressed to the Board that the Foundation needs a project to get behind in order for them to raise money.

The Board discussed the Foundation's Nebraska Passport Project. It was reported that the University of Nebraska Medical Center (UNMC) had recently announced their decision to not participate in the Passport project. The Nebraska Assembly of Nursing Deans and Directors originally agreed to support the Passport Project for five years. Based on that commitment, the Center had funded the set up and first two years of the Passport. The Nebraska Hospital Association donated \$20,000 to the Center for a special project. That donation funded the first year of the Passport. The decision of UNMC will have a financial impact to the other schools. Other nursing education programs in the state were reporting lower enrollment numbers.

Connelly asked for any volunteers from among the Board who would be willing to be on the Foundation. Hadenfeldt and May volunteered. Board members had no objection to Hadenfeldt and May joining the Foundation.

The next meeting of the Nebraska Center for Nursing Foundation will be held on the afternoon of Friday, August 15th at the office of the Nebraska Hospital Association.

ENVIRONMENTAL SCAN

Connelly led the Board into an environmental scan by asking the members to take turns speaking on what is happening in their parts of the state as it relates to nursing and health care.

Orduna reported that Clarkson College will be closing their LPN program. A new Doctor of Nursing Practice (DNP) program will be starting up at Clarkson College. Orduna expressed a need for more nursing faculty.

May informed the Board she moved into a new position as nurse manager in the emergency department at Bellevue Medical Center. May reported that their health care system has decided to decrease the hiring of nurses with associate degrees.

Faustman reported Nebraska Health Association and the Nebraska Assisted Living Association have been looking at the topic of the future of nursing within assisted living. Faustman informed the Board that seventeen of the senators who had given their support to LB 916 (the legislative bill which proposed to change the integrated practice agreement between nurse practitioners and physicians) will be gone next year. Faustman's group is currently building relationships with the candidates for Legislature, and he encouraged the Board to do the same. Faustman briefly spoke on LR 422 which is the legislative resolution formed to look at the future of health care within Nebraska.

Wendl reported UNMC is currently researching the economic impact of injuries on the farm.

Kindschuh said Nebraska Methodist College is starting a DNP program this fall. They are currently looking at how their accelerated Bachelor of Science in Nursing (BSN) program is being implemented.

Hadenfeldt reported how Creighton University had all of their nursing graduates get job offers right away, which is an indication the job market is strong for nurses right now. Creighton is currently implementing dedicated education units (DEUs) where floor nurses are providing education within their units.

Echtenkamp said that there is disappointment in her area of the state regarding how LB 916 was vetoed by the Governor.

Uhlir informed the Board how the Nebraska Organization of Nurse Leaders (NONL) is partnering with the Nebraska Action Coalition (NAC) in sponsoring the *Forty Under Forty*, a campaign which recognizes and rewards nurse leaders who are under the age of forty. Good Samaritan Health Systems is currently meeting with LPNs to see if they could support those LPNs interested in getting an Associate Degree in Nursing (ADN). After which, they are expected to obtain a BSN within a set period of time.

Kennedy reported that the Fremont-area nurses are focusing on the recommendations of the Institute of Medicine (IOM) for nurses to receive advanced education. Nurses with associate degrees are progressing to BSN degrees. Fremont Area Medical Center anticipates having 70% of their employed nurses to hold BSN degrees by August 2014. The Fremont Medical Center is currently undergoing new construction and renovation which will create larger open floor spaces. Nursing units are currently considering the impact of working in a larger open space.

Eisenmann informed the Board she has seen a newly released report on how nurses actually save health care systems money.

Connelly updated the Board on how the University of Nebraska Medical Center is reaching out to disadvantaged groups who are interested in nursing. UNMC will be holding a nurse camp on the campus of Northeast Community College in Norfolk, NE. Students who are interested in a career in nursing are being encouraged to bring a grandparent with them to the camp. Research shows that a grandparent is a strong support system for younger people as they transition into a secondary education program.

Connelly informed the Board that she has spoken with representatives from the Nebraska Action Coalition (NAC) and that they will be available to attend the July 18th meeting of the Nebraska Center for Nursing to discuss common goals and the potential of merging together.

12:05 p.m. *The meeting recessed.*

12:18 p.m. *The meeting reconvened.*

STRATEGIC PLANNING

Connelly directed the Board to focus on the original strategic plan: Recruitment, Retention, Enrollment, and Sustainability. In the past year, the Board had developed small committee workgroups to focus on specific action items for the Center: Website Group, Social Media Group, the CEU Group, and the Rural Nursing/Rural Image Group.

Kennedy suggested that the Board shouldn't just focus on rural areas but should also look at suburban areas. The Board briefly discussed how there is also a shortage of nurses in suburban areas, not just rural. The Board will revisit this topic at another time.

The Board reviewed the original strategic plan. It was decided that Enrollment (emphasis on doctoral education) would fall under Recruitment. Therefore the original four strategic planning groups were reduced to three.

Connelly asked everyone to join a group which would focus on each part of the strategic plan. The Board and Department staff members assigned themselves to the following:

- Recruitment: Connelly, May, Kennedy, and Eisenmann.
- Retention: Orduna, Uhlir, Hadenfeldt, and Bailey.
- Sustainability: Kindschuh, Faustman, Echtenkamp, Wendl, and Bowen.

The Board broke up into their assigned groups and discussed ideas and action plans for the remaining thirty minutes of the meeting. Each workgroup was asked to report on their ideas and action plans at the next board meeting in July.

1:32 p.m. *Kennedy and May left for the remainder of the meeting.*

CONCLUSION AND ADJOURNMENT

There being no further business, the meeting adjourned at 1:36 p.m.

Respectfully submitted,



Shane Bailey
Board Coordinator

**MINUTES OF THE MEETING
NEBRASKA CENTER FOR NURSING
NOVEMBER 21, 2014**

CALL TO ORDER

The meeting of the Nebraska Center for Nursing Board was called to order by Liane Connelly, Chair, at 10:01 a.m., November 21, 2014, at Cornhusker State Industries, 800 Pioneers Boulevard, Room C, Lincoln, NE. Copies of the agenda were emailed in advance to the Board members and interested parties, posted outside the Licensure Unit within the Nebraska State Office Building, and posted on the Department of Health & Human Services website. Connelly announced the location of an available copy of the Open Meetings Act within the room.

ROLL CALL

The following Board members were present to answer roll call:

- Kathy Bowman, RN -- Hospital industry representative appointed by the Governor
- Liane Connelly, RN, *Chair* -- Nurse educator recommended by the Board of Regents, University of Nebraska
- Carman DeMare, APRN-NP -- Member recommended by the State Board of Health
- Kayleen Dudley, RN -- Governor appointed member
- Cheryl Echtenkamp, RN -- Governor appointed member
- Cindy Hadenfeldt, RN -- Member recommended by the State Board of Health
- Anna May, RN -- Governor appointed registered nurse
- Linda Stones, RN, *Vice-Chair* -- Governor appointed member
- Pamela Uhlir, RN -- Governor appointed registered nurse
- Lisa Walters, RN -- Governor appointed member

The following Board members were not present to answer roll call:

- Nick Faustman -- Long-Term Care representative appointed by the Governor
- Alice Kindschuh, RN, *Secretary* -- Member recommended by the State Board of Health
- Aubray Orduna, RN -- Nurse educator recommended by the Nebraska Association of Independent Colleges & Universities (arrived at 10:07 a.m.)

At the time of the meeting, there were three vacant board member positions:

- One registered nurse (RN) member
- One licensed practical nurse (LPN) member
- One nurse educator recommended by the Nebraska Community College Association

A quorum was present and the meeting convened.

The following individuals were also present:

- Karen Bowen, RN, *Executive Director*
- Nancy "Niki" Eisenmann, RN, *Practice Consultant*
- Phillip Baker, *Research Administrator, Dept. of Labor*
- Shane Bailey, *Board Coordinator*
- Juan Ramirez, PhD, *Independent Consultant*

ADOPTION OF THE AGENDA

MOTION: Stones made the motion, seconded by Orduna, to adopt the agenda.

Voting Yes: Bowman, Connelly, DeMare, Dudley, Echtenkamp, Hadenfeldt, May, Orduna, Stones, Uhlir, and Walters. **Voting No:** None. **Abstain:** None. **Absent:** Faustman and Kindschuh. **Motion carried.**

These minutes were approved by the
Nebraska Center for Nursing Board.

APPROVAL OF THE MINUTES

MOTION: Orduna made the motion, seconded by Dudley, to approve the minutes of the May 30, 2014 meeting with modifications.

Voting Yes: Bowman, Connelly, DeMare, Dudley, Echtenkamp, Hadenfeldt, May, Orduna, Stones, Uhlir, and Walters. **Voting No:** None. **Abstain:** None. **Absent:** Faustman and Kindschuh. **Motion carried.**

PRESENTATION: NEBRASKA NURSING WORKFORCE

Guest speaker Phillip Baker was introduced. Baker is the Labor Market Information Director and Research Administrator of the Nebraska Department of Labor. Baker provided a PowerPoint presentation on the Nebraska nursing workforce. Among the topics covered in the presentation were the following: long-term occupation projections for licensed practical nurses (LPNs) and registered nurses (RNs); long-term occupation projections by region; metro vs. non metro nursing wages; and top industries employing nurses. The Nebraska Department of Labor doesn't list occupation professions by county but by regions. There are ninety-three counties in Nebraska. In some counties, the data would be so small that there would be a breach of confidentiality. Therefore, the data is organized by nine economic regions within Nebraska.

The long-term projections for LPNs were higher than what the Board had expected, considering the ongoing national push for LPNs to become RNs, and for RNs to obtain Bachelor of Science in Nursing (BSN) degrees. It was then explained that with more and more people retiring, there is a need to employ more nurses to care for the elderly. LPNs are predicted to be the main caregivers in long-term care facilities to assist with the increasing number of elderly patients.

The Nebraska Department of Labor utilizes the O*Net OnLine website (onetonline.org) to obtain general job descriptions. Projections data can be found on the Nebraska Department of Labor's NEworks website (networks.nebraska.gov), located under the heading *Labor Market Information*.

The Board asked how they could assist the Nebraska Department of Labor. Baker stated that the following are two ways the Nebraska Center for Nursing Board can assist the Department of Labor:

- 1) Provide licensing data to the Nebraska Department of Labor.
- 2) Encourage health care employees to fill out the surveys they receive from the Nebraska Department of Labor.

The Board thanked Baker for his presentation.

11:33 a.m. *Baker left for the remainder of the meeting.*

NURSES DAY AT THE LEGISLATURE

Stones informed the Board of Nurses Day at the Legislature. The event will be held on Thursday, February 12, 2015. In the past, the Board has sponsored the event by contributing \$200. Last year, 600-700 attended the event, many of them were nursing students.

MOTION: Stones made the motion, seconded by Uhlir, for the Board to sponsor Nebraska Nurses Day at the Legislature with a \$200 contribution.

Voting Yes: Bowman, Connelly, DeMare, Dudley, Echtenkamp, Hadenfeldt, May, Orduna, Stones, Uhlir, and Walters. **Voting No:** None. **Abstain:** None. **Absent:** Faustman and Kindschuh. **Motion carried.**

PRESENTATION: HISTORICAL WORKFORCE DATA ON REGISTERED NURSES (RNs)

Ramirez provided a PowerPoint presentation which covered RN workforce data from 2000 to 2012. Among the topics covered in the presentation were the following: age, gender, diversity, job satisfaction, and the distribution of RNs across Nebraska counties.

11:55 a.m. *Victoria Vinton, RN, arrived to the meeting.*

Ramirez stated that, on average, since the year 2000, Nebraska has gained three full-time RNs per every one-thousand people. Since the year 2000, Nebraska has seen an increase in men and minorities entering the nursing profession; however, the Nebraska percentage of male nurses and minority nurses is still short of the national average.

12:00 p.m. *The meeting recessed.*

12:09 p.m. *The meeting reconvened.*

MEETING WITH THE NEBRASKA ACTION COALITION (NAC)

Connelly introduced Victoria Vinton, RN, Director of the Nebraska Action Coalition. Vinton spoke to the Board, providing a background on the history of the NAC, its activities, and its work group teams. The NAC's Executive Committee meets once a month for two hours. Connelly represents the Nebraska Center for Nursing at these meetings. The NAC Education Team has identified five BSN competencies and is currently working on increasing diversity. The NAC Leadership Team is working on increasing diversity overall within nursing. The NAC Practice Team has been working with nurse practitioners on introducing new legislation which would remove barriers for nurse practitioners and allow them to work at their full scope of practice. Vinton receives fundraising training via webinars from the Robert Wood Johnson Foundation and suggested that somebody from the Board could view the webinars with her to receive the same training. The next fundraising training webinar would be held in December. Vinton asked the Board if they would consider partnering with the NAC.

The Board discussed how they and the NAC share some common goals and the fact that there are a number of members of the Nebraska Center for Nursing Board who are also members of the NAC. The following question was proposed: Can the Nebraska Center for Nursing, being created by the Legislature, still work with other groups? Membership of the Board is defined in statute. However, the statute does mention that the Nebraska Center for Nursing can work with stakeholders and have task groups. It was suggested that such task groups could partner with the NAC and meet a couple times a year with other groups and stakeholders.

12:56 p.m. *The meeting recessed and Vinton left for the remainder of the meeting.*

1:01 p.m. *The meeting reconvened.*

WORKING LUNCH/ENVIRONMENTAL SCAN

During lunch, board members provided updates and highlights on current happenings in health care across the state. Some of the highlights from this environmental scan:

- The recent issue of Blue Cross Blue Shield insurance no longer providing coverage for patients receiving health care from Catholic Health Initiatives (CHI) has caused a number of patients to seek health care at other facilities. As a result, CHI is looking at reducing nursing staff. Non-CHI facilities are now seeing a huge increase in patients and increased workloads.

- There is a large demand for providing health care services to people-in-need within the Kearney area and, therefore, a free clinic is in the process of being developed to meet the need. Funds will need to be raised to obtain medical equipment for the free clinic.
- The Nebraska Nurses Association (NNA) is working on reintroducing the nurse practitioner bill to the Nebraska Legislature.
- Clarkson College admitted their last LPN class this summer as the PN program will be closing. The RN classes are growing.
- There is an ongoing challenge to provide education opportunities for nursing students within a clinical setting at various Nebraska hospitals.

COMMUNICATION

Board & Department Staff Changes

Bowen briefly informed the Board that there are three vacancies on the Board. Within the Department of Health and Human Services, Becky Wisell had been hired as the new Licensure Unit Administrator, and Teresa Roddy, RN, had been hired as the new Nursing Education Consultant. (Roddy was not able to attend the day's board meeting but will plan on attending future meetings.)

Select Board Meeting Dates for 2015

Bowen asked the Board to select meeting dates for their 2015 board meetings. The Board looked through their calendars and schedules and selected the following dates to meet in 2015:

- January 16, 2015
- March 13, 2015
- May 29, 2015
- July 17, 2015
- September 25, 2015
- November 20, 2015

Connelly emphasized the need for board members to commit to meeting on these dates and to politely decline other meeting invites that conflict with these meeting dates. It is important for board members to make an effort in attending the meetings in order for the work of the Nebraska Center for Nursing to make progress.

Bowen pointed out how the Board has had to cancel a number of meetings in the past few years due to there not being a quorum of board members. Per Open Meetings Act law, a quorum is needed in order for the Board to meet. If there is no quorum, the Board cannot hold a meeting. Nine board members are needed for a quorum on the Nebraska Center for Nursing Board. (Department staff members are not counted as part of a quorum.)

Bailey will send out a Doodle (electronic meeting invite) with the selected 2015 meeting dates to everyone on the Board.

CENTER FOR NURSING FOUNDATION

May provided the Board with an update on recent activities of the Foundation. The Foundation met on October 20, 2014. The following Foundation members were elected as the officers for 2014-2015:

- Alice Kindschuh, President
- Kermit Moore, Vice President
- Anna May, Secretary
- Kathy Girard, Treasurer

The Foundation brought forth two proposals to the Board for their approval. The first proposal was about the Passport Project's contract and payment process. The second proposal was in regards to the Foundation's fundraising ideas and plans to host a fundraising event to honor Nebraska nurses. Board members discussed the two proposals. There has been ongoing concern about the Passport Project due to some schools stating their plans to drop out of their commitment to support it. The Board discussed a fundraising event and the possibility of partnering with other groups and associations (Nebraska Hospital Association, March of Dimes, and the NAC). Questions arose among board members as to what specifically was being asked of them from the Foundation. Connelly asked the Foundation to redevelop/rewrite their plans for clarity and to resubmit to the Board at the next meeting.

The previous conversation with Vicki Vinton was briefly discussed. It was suggested that somebody from the Foundation could meet with Vinton to receive the fundraising training through the educational programs she received.

MOTION: Stones made the motion, seconded by Walters, for the Board to approve having a member of the Nebraska Center for Nursing Foundation engage with Vicki Vinton to receive fundraising training.

Voting Yes: Bowman, Connelly, DeMare, Dudley, Echtenkamp, Hadenfeldt, May, Orduna, Stones, Uhlir, and Walters. **Voting No:** None. **Abstain:** None. **Absent:** Faustman and Kindschuh. **Motion carried.**

STRATEGIC PLANNING

Connelly asked the Board and staff to break up into their strategic planning work groups: Retention, Recruitment, and Sustainability. (At the May 30, 2014 board meeting, it had been decided that the Enrollment group could be absorbed into Recruitment.) Board and staff members divided up into their assigned groups and discussed strategic planning until the meeting adjourned.

CONCLUSION AND ADJOURNMENT

There being no further business, the meeting adjourned at 2:55 p.m.

Respectfully submitted,



Shane Bailey
Board Coordinator