

MINUTES OF THE MEETING
NEBRASKA CENTER FOR NURSING
March 16, 2018

Call to Order

The meeting of the Nebraska Center for Nursing (CFN) Board was called to order by Lisa Walters, Chair, at 9:40 a.m. at Cornhusker State Industries, Room C, 800 Pioneers Blvd., Lincoln NE 68502. Copies of the agenda were distributed in advance to the Board members, posted outside the Licensure Unit within the Nebraska State Office Building, and posted on the Department of Health and Human Services website. Walters announced the location of a current copy of the Open Meetings Act within the room.

Roll Call

The following Board members answered roll call:

- Lina Bostwick, RN
- Kathy Bowman, RN
- Liane Connelly, RN (via phone)
- Christi Glesmann, RN
- Kathy Harrison, RN
- Anna May, RN
- Pam Uhlir, RN
- Lisa Walters, RN

A quorum was not present. Members were advised that no decisions could be made at the meeting and that only items of an informational nature could be presented.

The following Board members arrived after roll call: Tamara Allen, RN (arrived at 10:03 a.m.)

The following Board members were absent: Suszanne Deyke, RN, Kayleen Dudley, RN, Charity Ebert, RN, Teresa Faith, LPN, Cindy Hadenfeldt, RN, and Dorothy Scrivener, RN.

The following staff members were also in attendance:

- Ann Oertwich, RN, *Program Manager*
- Kathy Hoebelheinrich, APRN, *Nursing Practice Consultant*
- Sherri Joyner, *Health Licensing Coordinator*
- Jacci Reznicek, RN, *Nursing Education Consultant*
- Juan Ramirez, PhD, *Independent Consultant*

Adoption of the Agenda and Approval of the Minutes

No motions were made due to lack of quorum.

Budget for Fiscal Year 2018/19

The Board of Nursing will make a recommendation at its May 10th meeting on the Center's budget request for the fiscal year that begins July 1, 2018. Walters, plans to attend this meeting either in person or by phone. Members reviewed the budget request that had been drafted by Walters and Oertwich. They will request funding in the amount of \$130,000.00 for the next fiscal year. Oertwich noted that the proposed budget would cover the cost for a new booth for use at conferences, marketing swag, and costs for implementing the new workforce data model, including a summit for stakeholders.

Walters said that she had been contacted by Victoria Vinton from the Nebraska Action Coalition (NAC) inquiring if the Center planned to help sponsor the NAC's fall conference. May noted that the Center will not be presenting awards at the 2018 conference. Uhlir said that certain levels of sponsorship include an opportunity to have a booth at a conference.

These minutes have not been approved by the
Nebraska Center for Nursing Board.

Annual Report

Oertwich said that she and Juan wish to combine the 2016 RN renewal surveys, the 2017 LPN renewal surveys, the Board's strategic plan, and other updates on Board activities into a single, biennial "annual" report.

Social Media Updates

Walters noted that when a Google search is done for "Nebraska Center for Nursing" the first site listed is for the Center's old, inactive website. Oertwich said that the contract for the old site is through Time Warner and that other websites are apparently bundled into the same contract. Finding out how to take down the old site has proven to be difficult.

Oertwich said that the "Pathways to Nursing" chart, which shows the different educational routes to nursing careers, would be a good addition to the Center's website. She is looking for a graphic artist to update the chart, which was originally created for the Nebraska Assembly of Nursing Deans and Directors. Connelly suggested that a link for the Northeast Nebraska Behavioral Health Network be added to the website's resources page.

Allen arrived at 10:04 a.m.

Oertwich asked members to email any suggestions they have for items to post on the Center's Facebook page. Oertwich said she would like to post something to the page weekly. Glesmann suggested posting notices when *Nursing News* is published and posting information about the Licensee Assistance Program.

Nurse's Day at the Legislature

Ramirez reported that he received positive responses from the Center's booth at the Nebraska Nurses Association's Nurses Day at the Legislature event. Many students visited the booth, including many students from rural areas. Visitors seemed particularly struck by the lack of nurses in the Sandhills region.

Members and staff noted that LB360 and LB1127 garnered a lot of discussion at the event. LB360 would create a surgical technologist registry in Nebraska and would allow physicians to delegate to anyone. LB1127 would add \$10.00 a year to license renewal fees in order to fund the Nebraska Coalition for Patient Safety. The Nebraska Nurses Association opposes both bills.

National Forum

Walters, Oertwich, and Ramirez plan to attend the National Forum of State Nursing Workforce Centers' Annual Conference, which will be held June 6-8, 2018, in Chicago. Ramirez has agreed to apply for a podium presentation on Nebraska's data model.

Foundation

Bostwick reported that the Center for Nursing Foundation met on February 1st. The Foundation has a new member, Rita Thalken, who represents the Nebraska Board of Nursing. Bostwick reported that the Nebraska Assembly of Nursing Deans and Directors is now administering the Passport Program, which provides orientations to nursing students doing clinicals. Bostwick reported that the Foundation is thinking of ways to raise money for the Center. Ramirez might help with grant writing. Walters brought up the idea of Center for Nursing license plates or license plate holders. Bostwick also reported that the Foundation is considering doing presentations to raise awareness about the Center and its resources. Uhler suggested that they might ask to speak about the Center at the Nebraska Nurses Association convention in October. Oertwich also noted that Dr. Craig Moore will give presentations on Center's new data model at various locations in Nebraska this spring, and that they expect the presentations will help raise the profile of the Center.

Meeting went into recess at 10:45 a.m.

Meeting reconvened at 10:57 a.m.

Workforce Data Model

Oertwich reported that she and Ramirez gave a presentation at Children's Hospital, during which Ramirez demonstrated how the Center's data model could be used to help the hospital with a planned expansion.

Ramirez showed members a draft of the *Technical Report and Main Findings* for the Center's Multiregional Nursing Workforce Model. Staff will email the draft report to all Board members. Oertwich said that the final version of the report will be published on the Center's website and will be used at presentations with stakeholders across the state. Oertwich asked Board members to review the report and to email her if they have any feedback.

Ramirez gave a presentation on the workforce model. He noted that the Center's model is fundamentally different than the widely-disseminated model from HRSA (Health Resources & Services Administration). Uhler suggested that this point be emphasized when presentations about the model are made to stakeholders. The HRSA model, for example, assumes that the base year has no nursing shortages. Ramirez also explained that the demand for nurses is driven not just by population but also by age, gender and urban versus non-urban population numbers, and that the Center's model incorporates these demographic differences to project nursing demand.

Ramirez showed how the model indicates a statewide shortage of nurses in 2018. Shortages can be broken down into regions and license types. The Panhandle and Sandhills regions have the highest proportion of unmet demand for RNs. Omaha has the highest proportion of unmet demand for LPNs. The Central region has the highest proportion of unmet demand for APRNs. The model shows that by 2025 there will still be nursing shortages in all regions.

Ramirez also demonstrated how the model can be used for simulations. If a new facility with 225 beds opens in Kearney, for example, the model predicts that it would increase the nursing shortage in the Central region by 485 RNs.

Meeting went into recess at 12:10 p.m.
Meeting reconvened at 12:37 p.m.

Strategic Planning

Mission Statement

Members reviewed that role and purpose of the Center as set forth in statute. Walters said she would like a mission statement that captures "who we are, what we do, and how we do it." Members and staff who were present drafted the following as a possible mission statement for the Center:

The Nebraska Center for Nursing drives change in the nursing workforce through data collection and dissemination, education, and policy development.

Vision Statement

Members and staff who were present drafted the following as a possible vision statement for the Center:

Nebraska Nurses: When and where we need them.

Goals

Those present reviewed the three BHAGs (big, hairy, audacious goals) that were developed at the Board's January strategic planning session:

1. By 2025, the Center for Nursing will assume a self-sustaining position, providing essential, reliable forecasting and workforce information resulting in equitable access and distribution of nurses.

2. To solve the nursing shortage in Nebraska as measured by the outputs of the supply and demand model.
3. Simultaneously educate the nursing workforce, legislators, and the public on the value of the profession thereby advocating for policy.

Members discussed their goals and found their ideas coalesced on three major themes: 1) data, 2) collaboration, and 3) promotion. They formulated the following ideas for goals:

1. Data
 - The Center for Nursing will create value by assuming a self-sustaining position, providing essential, reliable forecasting and workforce information resulting in equitable access and distribution of nurses.
 - Establish funding to support goals, activities, and research (e.g. innovative care delivery models).
 - Maintain a 501(c)3 Foundation.
 - Work to alleviate the nursing shortage in Nebraska.
2. Collaboration
 - Work with key stakeholders to unify the voice of nursing in Nebraska.
 - Support nursing workforce development by engaging in dialogue and advocating for policy change
 - State legislators, communities, nurses, physicians, workforce developers.
 - Relationship Building.
3. Promotion
 - Strengthen the image and voice of nursing in Nebraska through work with other nursing organizations and associations.
 - Communicate the value of the profession to external stakeholders.
 - Education.

Walters asked about the timeframe for the strategic plan. Those present liked the idea of a three year plan.

Next Steps

Members and staff articulated the following next steps for developing the Center's strategic plan:

1. Review BHAGs and develop specific, measurable, achievable, relevant and timely (SMART) strategies
2. Develop tactics for each strategy
3. Establish timelines

Walters suggested forming work groups to develop goals and implement the strategic plan. Glesmann ask that the Powerpoints used to capture the Board's discussion on the strategic plan be sent to all Board members.

CONCLUSION Nebraska Nurses: When and where you we need them.

The meeting concluded at 2:23 p.m.

Respectfully submitted,



Sherri Joyner
Health Licensing Coordinator