Present:   Joanne Noone, Amber Vermeesch, Sheryl Oakes Caddy, Larlene Dunsmuir, PK Martin
By Phone:   Janice Carey, Amy Blankenship, Heather Aldrich
Unable to Attend:   Nikki Pagniano

Welcome & Introductions – Joanne called the meeting to order at 9:10am

Agenda Review – Education Cabinet meeting time was adjusted to end at 11:30am instead of noon to transition to the Joint Cabinets Luncheon

Approval of September 7, 2017 Minutes – Amber moved to accept, seconded by Sheryl; minutes approved as written

OCAP – Tax Credits for Nurse Educators
Joanne announced that starting January, Sheryl will be the new Nurse Educator for the OSBN, and the Board liaison to the Nursing Education Advisory Group.

In September, Sheryl, along with Sandi Kellogg and Linda Wagner (members of OCAP – Oregon Council of Associate Degree & Practical Nursing Programs) presented a proposal to the Community College Presidents’ Council. The specific proposal was that OCAP “would like to collaborate with the Oregon Presidents’ Council and the lobbyist(s) from the Community College association (OCCA) to identify Oregon legislators willing to write and introduce a bill providing a tax credit incentive to assist Oregon nursing programs to recruit and retain qualified nurse administrators and nursing program faculty” (for full details see attached Proposal regarding Nursing Faculty Shortage Crisis). The Council seemed to be supportive based on the discussion, and OCAP hopes that ONA could be involved – primarily through legislative backing and organizational support – whether or not collaboration with the Council moves forward. This proposal has been presented to OCNE, the OSBN Education Advisory Group, and others in the education community and has garnered a lot of interest. A question that remains is how will this affect the state budget?

ANCC Accreditation and Reviews – PK reported that ONA has recently been granted ANCC accreditation for another four years for both the Provider and Approver Units. With this renewal, ONA will be able to conduct a new line of business in approving other Provider Units. With this expansion, ONA Professional Services will likely see an increased workload in the coming year, and may seek paid volunteers to become Nurse Peer Reviewers. January 1, 2018 will be the launch of the Approved Provider portion of the OCEAN program, and an update will be provided to the Cabinet at the March meeting.
Mandatory CE Literature Review – At the last meeting, Cabinet members discussed goals for the coming year and agreed to work on one of ONA’s goals which was to conduct literature reviews in order to have resources for position statements, white papers, etc. Additionally, an OSBN workgroup was created to explore mandating CE in Oregon and recently released an issues brief. Note: Since the September Cabinet it appears the Board will likely not move forward unless there is evidence to support mandating CE.

Joanne, Heather and Nikki worked on the literature review and found 25 articles which are hosted on a shared google drive (for access to this drive, please contact PK). See the attached Literature Review Table for a summary of the articles. The lit review was very broad due to the following: few studies on this topic have been conducted; some studies focused outside of nursing; CE is different than “mandated” CE – many studies discussed CE without the “mandated” component; lots of literature related to barriers to mandating CE; some related to what’s been done in other countries focused on creating a professional portfolio (i.e., CE is part of the portfolio mixed with presentations at conferences and quality improvement studies).

Discussion ensued regarding what should be done with the information collected in this literature review. It was discussed that if mandatory CE were ever to be enacted, some factors to be considered included: guidelines around what CE nurses need and in what time frame to help guide those who are unsure what they want vs what they need – supported by 3rd article in lit review list and NCSBN article (Smith, page 3); the difference between what hospitals requires vs what is appropriate for continuing competency; CE should include effective learning strategies; how to overcome cost and access barriers for rural area nurses; evaluating how many discipline cases the OSBN has received related to nursing competency.

CONCLUSION – evidence is not there to support mandating CE – only one study showed a higher percentage of compliance with mandated CE. If the OSBN ever moves forward with mandating CE, the Cabinet may consider, as a potential next step, to produce a best practices paper, or write a summary statement based on what we know from this lit review. Joy Ingwerson from OSBN has expressed interested in learning if the lit review has revealed any new information and also has resources she can share with the Cabinet as well.

OCN Report – Jana Bitton and Kelley Ilic
The charge of the Oregon Center for Nursing is to work to make data as independently accurate and complete as possible so nursing can use it to develop policy. The Center also collaborates with different groups to work around similar issues.

The OCN’s recent Nurse Faculty Exit Survey revealed the top 3 reasons nurse faculty leave their positions are pay, increased workload, and lack of collegiality, which is due to the lack of capacity to implement mentoring programs (includes peers, nursing faculty administration, and administration of the school as a whole). Mandating mentorship, however, is not effective, rather a culture of mentorship must be created. Characteristics of a successful mentorship culture include set expectations for both sides, availability of colleagues to relieve others so they can have time to do mentor work, built-in accountability, and financial incentives should be a factor.

The survey results have been shared with many nurse educator groups in Oregon, and with two other states who have or will do surveys on nursing faculty workload development, for the purpose of triangulating sources to build better information around this issue. One critique the report has received was that the recommendations (see OR-Nurse-Faculty-Workforce_Why-Are-They-Leaving, page 10) seemed very superficial and that more of a deep-dive needs to happen to make lasting changes.
Last week, a taskforce met to discuss concerns that a common barrier for community colleges is that they cannot increase nurse faculty pay without increasing pay for all other faculty. Kelley pulled together labor union contracts from many colleges and found they are represented by many different unions, thus it was hard to find similarities in the contract language used.

A few ideas developed from the taskforce included:

1) ONA could get OCN a meeting with AFT, AFL-CIO to discuss/address these common issues across various schools to figure out solutions from a labor contract perspective.

2) OCN partners with ONA’s Cabinet on Education to develop education (webinar and/or in-person) around understanding your contract and/or the language nurse faculty can use to advocate for themselves when negotiating their contracts. At a minimum, some talking points could be developed that are useful. For example, what are some useful tools to in handling conversations where faculty are pressured by their dean to meet department goals, but their workload is too high.

3) ONA could work with their bargaining unit facilities to get leeway/relief for nurses to continue to teach while maintaining their clinical FTE to supplement their income. This is a way to maintain nursing competence while teaching. A current barrier is universities seem to be moving away from adjunct to full-time faculty, limiting nurse faculty availability to maintain their clinical practice.

Statewide Academic Partnership – OCN, along with Sheryl, Joy Moceri, Sandi Kellogg and others are working to form this group to bring together all the different nurse educators groups out there who are likely working separately on the same issues.

Goals / Agenda setting for 2018 – the group reviewed the brainstorm ideas from 9/7/17 meeting and narrowed them down to a few goals for 2018:

- continue mandatory CE work
- nurse faculty/retention issue is BIG – this group should be at the forefront of it – matches ONA’s organizational goal
- recruitment of nurse educator members – another ONA organizational goal – maybe working on education around contract language followed by a networking event
- Develop one CE for OCEAN and/or live regarding nursing education
- OCNE – May 10-11 – have Cabinet presence there maybe with an education offering the evening or day after to recruit new members

Set 2018 Meeting Dates
March 8, 12 – 3 pm
June 7, 1 - 4 pm
Sept 20, 12 - 3pm
Dec 6 – Joint Cabinets Luncheon, time TBD

Cabinet on Education meeting adjourned at 11:30 am