MINUTES
Cabinet on Education
June 7, 2018
1:00 – 4:00 pm

Phone attendance:
  Joanne Noone, Amy Blankenship, Amber Vermeesch, Sheryl Oakes Caddy
In-person attendance:
  Kelley Ilic, PK Martin, Larlene Dunsmuir, Deborah Riddick, Daniel Bunten-Foster
Unable to Attend: Nikki Pagniano, Janice Carey

Welcome & Introductions – Joanne called the meeting to order at 1:05 pm

Agenda Review – no additions to add at this time

Approval of March 8, 2018 Minutes – approved as written

Environmental Scan – venue to share what is going in on your “portion of the nursing world”

Larlene – ONF held a successful fundraising event on June 3, focused on raising funds to support the development of a diversity scholarship for nursing students. Joanne is on the equity and inclusion board at her school and is open to working with ONA on any intersection of these issues.

Sheryl – the nursing program is growing at LBCC. The school began a new partnership with Kaiser incorporating night shift clinicals which has received positive feedback from the students involved. Last winter the program admitted 64 students (8 of which were LPN students from the KP partnership).

Amber – UofP is undergoing a lot of transition to include a new RN-BSN program and new concept-based curriculum to be rolled out in the fall.

Joanne – OHSU-Ashland will have 32 graduates in June and 31 graduates from the accelerated program planned in September. OHSU has implemented many equity and inclusion initiatives including unconscious biased trainings for all employees, multicultural curriculum assessment across the schools at OHSU (medicine, nursing, etc), and offerings trainings from Kenya Beard, a national expert on equity and inclusion. They are moving from a cultural competency mindset to equity pedagogy, teaching nursing students and faculty about systemic racism in healthcare systems.

Discussion based on Deborah’s question of student backgrounds – they are a mix of students looking for a career change and nurses seeking advanced degrees; some have another healthcare degree, but need nursing education to do the work they want to do. There is generally a good matriculation rate among groups, especially in the accelerated programs.
OCN Updates

- Kelley Ilic brought recent publications related to data collected by OSBN, both of which are available on the OCN website [http://oregoncenterfornursing.org/](http://oregoncenterfornursing.org/) (also attached)

- The infographic provided shows growth in BSN graduates, but a steady decline in AND graduates. This is likely due to a decline in seats in associated degree programs 2016-2017. Throughout the state, ADN seats have been reduced by almost 80 seats, a direct consequence of the faculty shortage. Several metro area community colleges are looking at shutting down nursing programs. Warner Pacific offerings classes sometime in the future.

- Additional data shows ADN programs had 14 unfilled faculty positions and 8 unfilled associate positions; 34 are planning to retire in the next 5 years. Schools will need to recruit 50 nurse educators and 24 associate positions. BSN data is not reported here as there was missing data associated with one of the larger schools in the state.

- Nursing faculty taskforce held their last meeting in March. They’ve been working with ONA’s labor relations teams around collective bargaining agreements, and how those interconnect around the issue of salary, reimbursement and the ability for schools to recruit nurse educators. They are looking to plan a workshop or training for nursing school directors to examine areas in contract language that might impede recruitment, and look at proposing different language. The next step is to meet with OSEA around this issue.

- For the 2019 legislative session, OCN is working with OCAP to create a tax credit for nurse faculty. Conversations about recruiting faculty have stalled out. Feedback about the Maryland model was that their initiative looks interesting, but would not make a dent on salaries, so probably won’t be effective.

- July 12 – Education & Practice Summit – the theme is around creating a nursing model in Oregon that brings education and practice together in the same room to look at what nursing could look like in future – what workforce needs are and how education can play a hand in that. Registration is full at 90, but OCN will review the list to ensure equal/variety of representation in the room, from educators vs direct care nurses, to rural vs urban, to acute vs LTC or other community settings. ONA Professional Services, Joanne and Sheryl will attend.

Mandatory CE Statement

Joanne and Sheryl reported on feedback from the OSBN – NEAG has generally talked about requirements for maintaining licensure, but there has been no discussion directly about the Cabinet’s statement. Joanne is awaiting Joy Ingwerson’s response. NEAG will potentially disband after Division 21 work is complete pending they have no new issues to work. Mandatory CE would fall under Division 31, but Board has not elaborated on anything new on this issue. Sheryl will keep the Cabinet updated on any new developments.

2018 Goals:

- **mandatory CE work** – see update above

- **nurse faculty/retention issue** – Discussion that Oregon should adopt a similar model to the Maryland one, but money should go to fund faculty salaries. Whatever the solution, resolving faculty salaries should be main objective Oregon collectively works for.
• **recruitment of nurse educator members** – ONA’s new strategic plan calls for a focus on increasing Professional Association membership, the two target markets being nurse practitioners and nurse faculty. Cabinet was asked the level of involvement they want in this work, what ideas do you have for this work. Sheryl suggested ONA get put on OCAP’s October 19 agenda taking place at PCC. The meeting will include department chairs and faculty. Idea for ONA to request a table at the July 12 OCN summit. UPDATE – they will not have exhibitors at this particular event. Larlene will report back about the turnout at the ONA table at the recent OCNE conference. NLI can be another recruiting tool. Currently many NLI graduates have leadership positions within ONA.

• **Develop one CE (live and/or OCEAN) regarding nursing education** – nursing faculty taskforce suggested the topic “what to look for in grad school programs” – maybe is more suited for current members, not necessarily to attract more nurse educator members. The NEAG recently discussed “what to look for in RN-BSN programs”, however this may be a conflict of interest on Joanne’s end as a nursing program director. Sheryl suggested “what to look for in an RN-MSN model”. The goal is to make a one-hour online CE to include funding sources, resources for ESL students, readiness self-assessment and any videos available about different types of programs. Joanne, Amy, and Sheryl will work on content research and development. PK will set up a google drive folder to house this information, and work on the content editing portion. A draft of the content outline will be presented for the group’s approval at the September meeting.

**ANCC Update**

• ONA’s Approver Unit now has two approved providers – NW Kidney Center and WSU College of Nursing. Healthcare Association of Hawaii and UofP School of Nursing will be submitting their approved provider applications this summer.

• August 6th will be the first approved provider training. Cabinet members are invited to attend to learn the ANCC accreditation criteria. Training will be “boot camp style” and PK will send information once registration is open.

• Cabinet members will be invited to become nurse peer reviewers as the ONA Approver and Provider programs expand.

• April 9th – conducted an OCEAN retreat to assess members’ and staff’s readiness to move forward to build a bigger program and expand OCEAN online to become a revenue generator for ONA. Positive feedback received and many ideas were generated. The next 6 months will be focused on developing and implementing this new business plan.

• Individual activity applications received this year are double the number they were at this time in 2017.

• Cabinet annual evaluation of the ANCC and OCEAN programs will take place at the September meeting.

**Other business** – Sandi Kellogg, was elected to the Cabinet and will join the September meeting. Appointment procedures for new cabinet members will be discussed at ONA’s Board meeting tomorrow, and an update will be provided to the Cabinet.

**Next meeting** – Thursday, September 20, 12:00 – 3:00 pm, ONA Library

**Adjournment** – 2:25 pm

Minutes transcribed by PK Martin, Continuing Education & Research Coordinator