MINUTES

Oregon Nurses Association
Cabinet on Education
Professional Services Cabinet on Nursing Education - Sept 2018 Meeting
Thursday, September 20, 2018, 12:00 pm - 3:00 pm
ONA Library / Conference Call: 1-888-537-7715; passcode 49431967#

1. Welcome & Introductions
   Agenda Review
   Phone attendance: Amber Vermeesch, Heather Aldrich
   In-person attendance: Sandra Kellogg (new member), Joanne Noone, Kelley Ilic (guest from OCN)
   Staff: PK Martin, Larlene Dunsmuir, Daniel Bunten-Foster, Carl Brown, Whitney Wong
   Unable to attend: Amy Blankenship, Sheryl Oakes Caddy, Nichole Pagniano

Welcome & Introductions – Joanne called the meeting to order at 12:06 p.m.
Introductions were made around the room/phone.

Agenda Review – item added to next agenda:
Nichole Pagniano – term was to end next June, yet has not met attendance requirement, added to today’s agenda to determine Cabinet member status.

2. Approval of June 2018 Minutes

Joanne 10 min
Approval of June 2018 Minutes- approved as written
Joanne 12:11

3. BoardPaq Training
Whitney Wong

3. BoardPaq Training-
Whitney Wong 12:20

Moving all governance boards to this online tool. Member can take notes inside BoardPaq. Whitney showed ways to navigate BoardPaq and answered questions.

4. Environmental Scan
Larlene 12:30

Environmental Scan
Larlene 12:30

Joanne – OHSU – Ashland – In June 32 graduated into traditional baccalaureate and 32 graduated in the accelerated program, making a total of 64 graduates. 31 students will graduate this Sept. Three are going to the FNP track. Faculty shortage issue at OHSU. Not having full faculty is a limiting factor in numbers of accepted students. Recently participated locally with the work force meeting and Gov. Brown’s staff was in attendance. Senator Wagner was there. Topics included nursing shortage and tax credit discussion – with state level suggestions such as taxing health care to fund faculty salaries.

Sandi – Chemeketa Community College not part of Oregon Consortium of Nursing Education (OCNE). Licensed Practical Nurse (LPN). The students can sit for their NCLEX-PN test after they complete the first year of our nursing program. Chemeketa has a faculty shortage as well. Four losses in faculty group, with 3-4 retirement coming up. Not a lot of young faculty. Hired two new this year. There is a limit to the number of students to take each year, due to
faculty shortage. Clinical situation in the school when new facility. Lack of senior faculty means there is a pull down with the number of students to orientate them correctly. School starts next week. Adjunct faculty, historically CCC has not relied on adjunct. Looking to other school models to see how to effectively use adjunct faculty. Also, develop new schemes on how to educate new students.

Tax credit discussion included Kelley Ilic. Sandy will email legislative concept to Larlene. Discussion of long legislative session coming up.

Amber – U of P has about 300 new students in this incoming class and yes, we are in week 4 of semester. The University of Portland - School of Nursing is home to a state-of-the-art model hospital and acute care unit, used to prepare graduate and undergraduate nursing students. The newly remodeled and updated Simulated Health Center will continue to grow and develop in the coming years.

Features:

- 17 acute care patient beds
- Six simulation suites
- High-fidelity medical manikins

Heather – BAH – 17 new graduates on-boarding the bridge program. First 9 months of employment. Great retention and feedback. There is a community grant that is subsidizing the pay for clinical instructors so that they will receive a wage that is comparable to current wages earned at our local hospital. There is a need for Preceptors for working clinical hours.

5. RN-MSN CE Update

RN-MSN CE Update— Joanne 12:40
ONA gets calls for recommendations about what to look for in nursing programs. One goal for the Cab on Edu was to create a one-hour online course covering this topic to include funding for scholarships through American Association of Colleges of Nursing (AACN) for nursing students. A Google drive has been set-up. Helpful sites around scholarships added to Google drive. The educational planning table for the course was discussed. Joanne created a mock 5-year program within the presentation. Joanne adopted and adapted several resources to create presentation since resources were limited.

Question to group: are things missing or need to be added to PowerPoint?

Topic returning to school strategies

Sandy – what schools in Oregon offer instate, price points, on site and online options.

Joanne - Rather than provide the information, provide strategies, create a table that gives comparisons of what to look for.

Kelley- Graduate schools – state only lists programs associated with a pre-licensure programs

Discussion around on-line support for the students, clinical experience.

Joanne and PK to follow up with recording this as and OCEANs session.

6. Break 5 min

7. ANCC Update & Review 45 min

**ANCC Update & Review**

- Carl and PK, Larlene 1:10 pm

Overview American Nurses Credentialing Center (ANCC) and the ONA OCEAN programs. Professional Services saw ANCC as the most trusted and highest quality CE accreditation program.

Carl - Recommendation to group is we go to an annual basis for review on our CE oversight from the Cab on Edu. During our initial application
process, we fell into a gap of having to reapply within 18 months after received accreditation. 4 goals for Approver Unit (AU) and 4 goals for Provider Unit (PU). Move to a qualitative, rather than quantitative survey, evaluation format going forward. Provider Unit accredited until 2022 (walls in – all the CE activities provided by ONA and its umbrella of organizations – NPO, ONF, OCCNS). Approver Unit accredited until 2021 (walls out - activities from organizations outside of ONA). Third step AU Renewal – now able to approve other provider units.

**Slide 5**– Two organizations have been granted Approved Provider status by OCEAN - NW Kidney Center and WSU College of Nursing. Keeping up good standards. Three groups starting application process for approved provider status: UofP, WhidbeyHealth in WA, Health Care Association of HI. ONA is the only ANCC Approver Unit in Northwest. Established an annual in-person, ANCC-replicated workshop here at ONA. Our first workshop (August 2018) had 8 attendees. Create online resources for CE providers on OCEAN platform. Create two or three new classes every month for the OCEAN platform. Upcoming courses include a 3-part series on Meeting Management and ANA Code of Ethics. More clinical topics were requested by the OCEAN focus group which took place before today’s meeting. Hot topics – e.g., KRATON, next generation of designer chemistry. Revenue for OCEAN $17,455, almost covers the cost of OCEAN online implementation. Plans to increase revenue for ONA/Professional Services.

**Slide 6**– slides 6-13 will discuss each Strategic Goal set for the AU/PU, current progress towards meeting the goal, and plans to move forward on each goal. For PU Effectiveness #1, not having Lobby day and the statewide staffing workshop reduced the number of overall nurse participants in ONA activities from previous year. Do more advertising and promotion. Membership bonus to use OCEAN. Consensus was to maintain strategic goals as written.

**Slide 7**– PU Effectiveness #2 – 5% increased participant satisfaction based on survey feedback, but not considering this as measurable goal at this time. PK - Do we keep or scrap current goals for satisfaction? Joanne - Standardize questions for satisfaction for all activities so that this can be a measurable goal. Joanne - suggested remodeling the recommendations on satisfaction based on
an article on outcome-based goals she cited. Heather – what is our data on dissatisfaction? If we don’t have feedback from people who were unhappy, what is your base line?

**Slide 8 / 9**

Larlene – PU Nursing Professional Development (NPD) 1 & 2 – priority by ANCC

Joanne – suggests making it time bound in statement – e.g., “ONA will hold a NLI at least every other year” – to ensure it happens. Board of Directors determines funding for NLI and approves the program moving forward. Carl – any of these goals are up for discussion to maintain or scrap or reset. Larlene – evaluate our goals regularly to see what is working, not working and measure it. Sandy – is the goal reasonable? Look at ways to reframe the goal so it is reasonable. Restate to broader view and keep it reasonable. Sandy – more online CE staffing and leadership.

Sandi – keep goal on slide 9 as it will be good to measure practice changes after OCEAN has implemented suggestions made by the focus group.

**Slide 10** – AU Effectiveness #1 - continue to monitor, keep goal as is. No disagreement voiced.

**Slide 11** – AU Effectiveness #2 – we have exceeded this strategic goal. Joanne – source of revenue, so keep as a goal, and suggested change to one new provider unit annually.

**Slide 12** – AU NPD #1 - made goal but was close. PK, some of this is out of our hands, discussed ways to talk to other providers around leadership CE. Larlene – avenues for other organizations to offer CE. Carl – suggest leave as is for this year and reevaluate next year. Sandi suggested increasing the percentage of the goal to 15% from 10%.

**Slide 13** – AU NPD #2 – require annual reporting from Approved Providers due in Feb 2019, 2-3 sample files to verify criteria. Could collect evaluations half yearly if we wanted to check progress on this goal sooner. Important that they are being effective. Joanne: Can you make that a requirement? Larlene – we
cannot dictate the effectiveness of the CE. Offer the two ways of evaluations of activities written or verbal.

**Slide 14/15 – OCEAN plans in progress**

Larlene – PK’s position has changed to all things OCEAN. New business plan launch planned for Feb. 2019. Currently OCEAN courses are free to members, $20/1 CE for non-members. Price is competitive to other online platforms. Originally a membership bonus/reward, we are exploring ways to make OCEAN a revenue generating program.

**Questions & Discussion Slide:**

Joanne/Sandi – add a hot topic a year that deals with emerging trends.

Sandi – One leadership topic each year. Suggested – How do you talk to your administration? Training on giving nurses tools to engage/talk to management and how to be successful.

8. **Faculty Recruitment Discussion**

**Faculty Recruitment Discussion 2:15**

Joanne - Focus on increasing nurse educator members. OCAP Oct 19 agenda question? Nicole Cantu (ONA nursing practice consultant) staffed the OCNE conference. Good turnout at the table, but we do not know if we got new members from that conference.

Joanne – nurses who have issues/ baggage around union work.

Larlene – Make clear that you can join for Professional Association membership benefits versus BU benefits. Places/campuses the new hire can go to speak about professional association membership.

Joanne – getting a group together to go to ONA lobby day. Feb 5th, 2019.
Larlene - Harder to get the word out to students, so send info out to Cab members to spread the word with students, which was generally accepted by those in the room. Issue with professional association, cost about $500 a year, difficult for NP to see benefits. Developing the value proposition to join ONA as a Professional Association member.

9. OCN Nurse Faculty Update
   Jana Bitton

**OCN Nurse Faculty Update**
Kelley Ilic 2:28

OCN’s Nurse Faculty Task Force will reconvene on September 28th. OCN staff have been working on connecting with collective bargaining representatives from Oregon Nurses Association and Oregon Education Association (which represents faculty at several community colleges). OCN has a request out to OEA to potentially present before their community college council (made up of college presidents) to continue the discussion of recruitment and retention issues related to nurse faculty. OCN is asking the Nurse Faculty Task Force to consider language in collective bargaining units for staff nurses and how it may impede nurse faculty from accepting joint appointments or positions which allow them to continue to practice at the bedside. There are potentially 3 different legislative concepts related to nurse faculty that will go before the legislature in 2019 including a tax credit ask from the Oregon Council of Associate and Practical Nursing programs, and a recruitment and retention ask from Oregonians for Rural Health. OCN is also tracking innovative ways to address faculty shortages including an effort by the Southwestern Oregon Workforce Investment Board to identify master’s-prepared nurses at Bay Area Hospital willing to work as clinical instructors for Southwestern Oregon Community College students, creating more time for faculty at SWOCC to devote to lectures/teaching and reducing their workload. OCN will be participating in a Workforce Talent and Development Board conference on November 7 where the focus will be apprenticeships as pathways to healthcare careers.
Joanne - Economic development approach by recruiting students to go to the schools for community development.


Sandi – RN to BS – different accreditation. Prelicensure programs OSU in bend RN to BSN? What clinical opportunities are being provided. Graduating 1750 students. [Missing word/subject] 2600 annual openings (where??) in 2027. Division 21 language moving to at least 51% direct patient care.

Two pillars of faculty and clinical placement. Faculty side, SW workforce board, capital campaign with BAH nurses. How to adjust faculty workload. Equity and clinical placement hours. Wide range assigned, one college 120 hours vs 260 hours. That affect capacity for students. Get the providers to the tables to see how resources are being used. ADN program. BSN program.

Kelley– conference Nov. 7th, downtown Portland, OR. Workforce talent and development board – apprenticeship paths. There are a lot of conversations, happening around the state, about how to deal with the impending nursing shortage including alternative ways at educating nurses.”

10. Reminder of Next Meeting & Adjournment

Reminder of Next Meeting & - Adjournment – 2:55

Total Meeting Time: 3h 0m

Next Meeting
December 6, 2018 (All ONA Cabinets) 9:00 am – 2:00 pm (final time TBD)