Oregon Nurses Association
Cabinet on Education
Professional Services Cabinet on Nursing Education - Mar 2019 Meeting
Thursday, March 14, 2019, 9:00 am - 11:30 am
ONA Library / Conference Call: 1-888-537-7715; passcode 49431967#

In Attendance
Amber Vermeesch; Joanne Noone; Larlene Dunsmuir, DNP, FNP, ANP-C; Sandra Kellogg

Not In Attendance
Daniel Bunten-Foster; Heather Aldrich; PK Martin; Sheryl Caddy

1. Welcome & Introductions

   Agenda Review

   Cabinet members discussed whose terms will be ending in June. Noone and Vermeesch will both be rotating out. New Cabinet members will meet in September, as there is no meeting scheduled for July.

2. Approval of Dec. 2018 Minutes

   The Cabinet approves the minutes from the December 2018 meeting.

3. Environmental Scan

   A. Vermeesch: Reports many curriculum changes are being rolled out at University of Portland; new Dean started three months ago. Vermeesch adds that the integrative health major and minor in the baccalaureate program is now up and running.

   S. Kellogg: Reports Chemeketa Community College is preparing for the national accreditation self-study (to occur Spring 2021). Adds that the nursing program has transitioned to a concept-based curriculum. Kellogg notes that their school is experiencing issues related to faculty retirements. There are currently three open positions that will need to be filled by the fall, with few applicants.

   J. Noone: Reports that Ashland has four to five faculty positions to fill before the fall; OHSU is also experiencing a nursing faculty shortage. Noone adds that
Ashland is preparing for mission interviews this weekend for the accelerated nursing program that starts in June; interviews for the traditional baccalaureate will be in April. Noone reports AACN is doing an environmental survey at OHSU regarding diversity. Noone adds that she is working with an equity and inclusion group to generate recommendations for nursing schools, which will be presented to the AACN board soon. Noone states that she will share these findings with the Cabinet after they have been published.

Cabinet discussed negative impacts of nursing faculty shortages state-wide. Cabinet members note ONA’s Board of Directors should be considering issues around the current faulty shortage instead of limited clinical placements, as increasing faculty would then solve the clinical placement shortage. Cabinet discussed equity and inclusion related to nursing program curriculum, ex: textbooks continuing to include white-centric language such as “pink and warm skin.”

L. Dunsmuir: Shared the journal article Nursing Schools: Dumbing Down, or Reaching Up? (see attached PDF). Reports that she will be attending the Board of Directors meeting in April. ONA Statewide elections are happening now and reminds the Cabinet to vote. Dunsmuir reports that ONA CEO M. Taylor will not be renewing his contract and will be leaving ONA on June 30, 2019. Dunsmuir adds that the Board of Directors is in the process of a nation-wide search for Taylor’s replacement. Dunsmuir reminds the Cabinet that the Bargaining Unit Leadership Conference will be April 10-11 in Portland and that details are on ONA’s website. Other upcoming events include the Nurse Practitioners of Oregon Pharmacology Conference on April 6 (includes eight hours of CE), and Oregon Nurses Foundation second annual fundraising event on April 28 at the Crowne Plaza hotel in Tigard. Dunsmuir notes that OHSU will be a sponsor for this event and Wanda Mandalvo, Executive Director of the Jonas Foundation will be a keynote speaker.

Cabinet members reviewed ONA’s statewide election voting brochure. Cabinet discussed plans for 2020 convention; Noone reports that she is willing to speak about equity and inclusion from a patient-care perspective during the conference.

Cabinet members discussed work around equity and inclusion in their respective schools’ applications processes. Kellogg notes that Chemeketa is in a data-gathering phase of changing their application, with the ultimate focus to bring in more students of color and male students. Cabinet discussed incidents of racism that current students of color are experiencing in their clinical settings. Kellogg reports a student at Chemeketa is filing a grievance after receiving feedback from staff and patients that she was difficult to understand.

Dunsmuir reports that she and Bacher recently attended the OSNA Convention.
Cabinet members discussed how the nursing student population seems to be more racially diverse than the current workforce. Noone reports there is data from OCN that shows students of color increasing in recent years.

4. Break

5. Review previous goals and set goals for 2019

Discussion/nominations for new Chair

Goals Review:

Cabinet reviewed goals from the December 2018 meeting minutes. Dunsmuir reports that Bacher has been hired to specifically develop professional membership. Bacher reports that her focus has primarily been on NPs and invites the Cabinet to provide suggestion on recruitment efforts for nurse faculty. Bacher adds that ONA did not receive any membership applications following the letter sent to deans of nursing programs in Oregon.

Cabinet agrees to keep the goals for 2019 as detailed in the December 2018 meeting minutes; Cabinet will add to this list to develop a quarterly publication for professional members. Cabinet members note that the new Cabinet members (beginning their term in July) will generate goals for 2020.

Kellogg states that she recently presented at OCAP. Kellogg notes that she received feedback from attendees around professional members feeling ONA is too focused on political and union activities, versus professional development and support. Dunsmuir notes that 98 percent of ONA’s dues-paying members are bargaining unit, direct care nurses. Cabinet discussed ways for ONA to better engage professional members, including the development of a quarterly publication specific to these members’ interests.

Cabinet discussed offering a CE specific to nursing faculty. Cabinet discussed future sponsorship of OCME or ANA events to establish more nursing faculty connections. Cabinet discussed feedback from professional members that ONA is politically biased and should be politically neutral. Dunsmuir notes that ONA, as defined by its mission and vision, is an advocacy organization and is politically engaged by necessity.

Action Items:

- Dunsmuir to invite OCN to the next Cabinet meeting (contact is Jana).
- Amber to coordinate with PK re: OCEAN CE on sexual harassment from patients.
- Noone to contact OCNE re: exhibitor table at their May 10 event.
• Kellogg to request feedback from professional members group about projects/issues that a professional membership publication could highlight

• Dunsmuir to develop plan for a quarterly publication for professional members and highlight the new OCEAN CE discussed above.

• ALL CABINET MEMBERS: Consider topics that can be presented on OCEAN

**Discussion/Nominations for a new Chair:**

Cabinet discussed current members’ terms. Vermeesch notes that she will consider being appointed for a second term. Kellogg states that she is willing to serve as Chair after Noone completes her term; June 2019 will be Noone’s last meeting as Chair. Dunsmuir provided details around developing Cabinet meeting agendas and timelines.

**Action Items:**

• Noone will email Dunsmuir and OCME re: May 10 event sponsorship/exhibit and keynote speaker for 2020

6. Faculty Recruitment Discussion

[Cabinet discussed this agenda item during the Environmental Scan]

7. Tax credits

   **Cabinet Next steps**

   Cabinet discussed SB 764 that would offer tax credits to nurse faculty teaching in rural communities. Cabinet discussed reasoning for providing the tax credit only for rural nursing faculty. ONA government relations staff have reported to Dunsmuir that the bill sponsors wrote the bill for rural communities to get it passed and they plan to go back and open the tax credit for all faculty after. Dunsmuir notes that next year there is a short session and the Cabinet could request ONA’s government relations team make this expansion a priority. Cabinet members note that the nurse faculty shortage is state-wide, in both urban and rural communities. Multiple Cabinet members have submitted letters of support to increase salaries for nursing faculty state-wide to encourage more nurses to consider teaching.

8. Set 2019 meeting dates/adjourn

   **2019 meeting dates:**

   • June 6
- Sept. 12
- Dec. – TBD by new Cabinet

Meeting adjourned at 10:28 a.m.

Total Meeting Time: 1h 20m

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