



NURSING EDUCATION ADVISORY COMMITTEE MINUTES

Monday February 24, 2014

8:00-10:00 a.m.

Clark College at WSU, Room 124

Members Present: Cheryl Snodgrass, Committee Chair, PeaceHealth SW Medical Center; Vicki Scheel, Vice Chair, Ft. Vancouver Convalescent Center; Lori Hutchison, HCR Manor Care Salmon Creek; Renee Hoeksel, PhD, RN, WSU-Vancouver; Erin Robbins, Legacy Healthcare Salmon Creek; Natalie Burke, Legacy Healthcare Salmon Creek; Gail Helland-Weeks, PeaceHealth SW Medical Center; Sandy Heresa, Kaiser Permanente

Members Absent: Deborah Bernal, Gentiva Health Services; Ginny Guido, WSU-Vancouver; Pat McClure, WSNA; Erin Schmidt, PeaceHealth SW Medical Center; Kate Williams, Legacy Salmon Creek Hospital; Wendy Jones, Ft. Vancouver Convalescent Center; Denise Fall, MSN RN, Legacy Salmon Creek;

Clark College: Cindy Myers, Director, Nursing; Gail Fujimoto, Assoc. Director, Nursing; Randy Givens, Professor; Rosemary Sievila, Professor; Becky Ellis, Professor; Ethel Reeves, Instructor; Terri Nosack, Instructor; Lisa Aepfelbacher, Instructor; Susan Nieman, Instructor; Linda Valenzuela, Instructor; Blake Bowers, Dean, Business & Health Sciences; Shelley Ostermiller, Health Occs & Ed Advising Div. Mgr; Rachele Bakic, Program Manager, Health e-Workforce Consortium; Adriana Ghan, Instructional Support Student Navigator; Andreana DiGiorgio, Secretary Sr., Advisory Committees

Committee Chair Cheryl Snodgrass called the meeting to order at 8:07 a.m. and introductions were made.

Review of the Minutes of the Previous Meeting

The committee took a few moments to look over the October 21, 2013 meeting minutes. A motion was made to approve the minutes with one correction. The motion was seconded and unanimously carried.

Director/Division Chair Report:

Director of Nursing, Cindy Myers, started off by reporting that in December 2013, Ellen Wirtz resigned her position at the college. She announced that Gail Fujimoto has come back to this role from retirement until the end of the academic year. Cindy also announced that Angie Corson, Administrative Assistant 2, also resigned and so in the interim, Toni Fulkerson has agreed to come back and take on this role on a part time basis. This open position will be posted and Cindy is hoping that she can fill it very soon. Cindy said with all these changes, it has given them an opportunity to look at the administrative structure of the Nursing Education Department. She said the staff held a half-day retreat to discuss what changes needed to be made to better support the program. Moving forward, Cindy said, the Administrative Assistant 3, Tia Schmidt, will report directly to the Director of Nursing and will support the Nursing Department in a variety of ways.

Cindy next told the committee that two open tenure track positions are open. One has been posted and has candidates. The second position took a while to draft and formulate and she is now awaiting approval to post this position. This second tenure track position will be a lab instructor and coordinator and also some other teaching responsibilities within the program. This is different from the usual instructor position and they are looking for someone who has simulation experience. Rosemary Sievila will train this new individual.

Update on NCLEX pass rates. Cindy asked Terri Nosack to give an update on this. Cindy said Terri is currently teaching a capstone course that focuses on NCLEX-RN prep. Terri explained that every three years, the National Council State Board of Nursing (NCSBN) uses findings from employer and new grad RN surveys to modify the test. This is done, so the NCLEX-RN exam can more accurately assess competencies which align with the practice settings where new graduate RN's are actually working (i.e., long-term care, skilled nursing facilities, acute med-surg). The 2013 Test Plan changes went into effect April 2013. There was a significant increase in the number of questions using the multiple-multiple format (i.e., multiple answers are correct and require prioritization) to assess clinical judgment, reasoning, and critical thinking.

The NCLEX-RN exam uses Computerized Adaptive Testing (CAT) which means when a candidate answers a question correctly, the next question gets a bit harder. When a candidate answers incorrectly, the next question gets a bit easier. This process continues until a scientifically calculated decision is made to determine if the candidate met or did not meet the minimum competency standard after answering 75 to 265 questions. In 2013, the NCSBN raised the CAT passing standard (i.e., literally raised the pass/fail bar), which proved to have an impact on first-time NCLEX-RN pass rates.

When the 2013 Test Plan was launched, nursing programs across the nation experienced a significant drop in first-time NCLEX-RN pass rates. First-time NCLEX-RN pass rates are a critical factor linked to nursing program accreditation. Prior to 2013, the Clark College Nursing Program first-time pass rates were consistently within the 90-95% range. In April 2013, results dipped during one quarter to 69%, and averaged 77% for the year.

To facilitate improvements in first-time NCLEX-RN pass rates, the Clark College Nursing Program decided to implement a one-credit NCLEX-RN Capstone Course for 6th Quarter nursing students. The course launched in fall 2013, and is a combined classroom and online format. The course utilizes a wide variety of interactive and experiential classroom, on-line, book, live review, audio, and video learning methods. Students are taught NCLEX-RN test-taking strategies, self-care, and relaxation techniques. By the end of the course each student will have answered over 2300 NCLEX-RN practice questions, through completion of pre/post assessments; module exams; comprehensive exams; classroom Jeopardy NCLEX-RN questions, and the HESI NCLEX-RN Predictor Exam.

The Clark College Nursing Program has used the Health Education Systems, Inc. (HESI) National Council Licensure Exam (NCLEX) as a measurement tool to help predict nursing student readiness to pass the NCLEX-RN, since spring 2009. The HESI NCLEX-RN Predictor has a 95% accuracy rate, based on eight evidence-based research studies. A HESI score of 850 or above is the target for predicted NCLEX-RN success.

The NCLEX-RN Capstone Course is now in its' third quarter (Spring 2014). Our HESI Predictor and first-time NCLEX-RN pass rate statistics to date, are as follows:

- Fall 2013 HESI NCLEX-RN Predictor class mean 856, with a 90% first-time pass rate
- Winter 2014 HESI NCLEX-RN Predictor class mean 922. First-time pass rate TBD.
*Update: 90% first-time pass rate.
- Spring 2014 statistics to be determined.
*Update: Spring 2014 HESI NCLEX-RN Predictor class mean 905. Pass rate TBD.

Nurse's week activities. Cindy said it's going to be exciting. She said they are partnering with the student nurse program (formerly a club). They are working on getting Suzanne Gordon. She said on Tuesday, May 6 Suzanne will be speaking and there will also be a dinner. They've decided to do an interactive play called "Bedside Manners." She said there are 15 parts for the play. The play will be audience participatory and they felt that this would be a great way to get folks involved. It will be held in the WSUV auditorium. In the play,

they will emphasize patient safety and interdisciplinary speaking. Cindy said students are excited and want to help. Many fun things will take place including doing something on Florence Nightingale's birthday. Cindy said will send the committee all the information about Nurse's Week.

Work Plan:

The following items on the work plan were discussed:

1. *Provide input into continued course and program outcomes assessment implementation.* Randy Givens reported on this. He said that trying to assess program outcomes can be very difficult. He said last year, the main assessment focus was clinical judgment. The vehicle in which they were encouraged was using a student portfolio and the portfolio would cover six assessment exhibits. He said this year they are focusing on "caring." A discussion took place about how to assess caring in their students. He said it's easy to assess when caring doesn't happen, but he asked the committee what caring looks like. Cheryl thought that they can assess students in their level of patient caring in the way they interact with other students. Randy said that it would be helpful to define what caring is and then go back and adjust the care plans. Becky Ellis, Randy Givens and Renee Hoeksel are working together to link portfolios between Clark and WSU and to also make it electronic. They said this will be very helpful to the students. Timeline: Report by fall 2014/Ongoing. The report to include to be able to articulate what is working and what is missing that isn't working. Vickie Scheel will be a subcommittee of one, which will help with this.
2. *Recruit additional nursing staff to serve on the advisory committee to ensure a 50% employee/50% employer balance that is required by state guidelines.* Cheryl reported that this is still being worked on. Currently, the committee is at 7-8 ratio. A member suggested a representative of Manor Care. Cindy asked the committee for feedback on member attendance requirements. She suggested that if a member hasn't been at a meeting within one year that they will be contacted to find out their level of commitment. Timeline: Ongoing.
3. *Ensure that high-technology equipment is maintained in the nursing program.* Rosemary Sievila said that they need a mid-level mannequin. She said that "Fred" is very low level, however, still very functional. A request is in process for another mannequin. She said that since starting the new curriculum, mannequins are in high demand. She added that students enjoy the interaction. She also reported that they just bought a new IV pump and should be coming soon. This item stays the same with a timeline of March 2014.
4. *Engage in Vision 2020 discussions for nursing program.* Blake reported that he has been working with Cindy to draft a 5-year strategic plan. He asked what the committee thought it should look like. He said the committee will soon see the draft and be allowed to provide input. He said there will be more information forthcoming at the next meeting but the draft will be put on the Nursing Advisory Website soon. Blake added that there are two new tenure track positions that have been approved that will put the program at full compliment.

Old Business

NEEHR Perfect Computing Charting Software. Blake reported that he is in discussions with a vendor and hasn't yet made the announcement on the decision of which vendor they will go with. He said a decision will be made by the end of the academic year.

HeW Grant. Rachele Bakic, Program Manager for the Health e-Workforce Consortium Grant, gave a quick review and update to the committee about the HeW Grant and the currently enrolled students. She reminded the members that they are infusing health informatics into both the Nursing and Pharmacy Tech programs.

The grant is funded by the Department of Labor and \$11.7M was given to the consortium as a whole, of which Clark College received about \$500K. Rachele recapped that a special focus is placed on veterans, their eligible spouses, and Trade Adjustment Assistance (TAA) eligible workers. Rachele explained that TAA supports dislocated employees whose jobs have been outsourced overseas. She said they are holding three selection spots per selection period for these students who meet the minimum admission qualifications of the programs. In fall 2014 they had one veteran; in winter 2014 there are four student veterans, spouses and TAAs enrolled in the program. With the funds allocated, Clark College will:

1. Develop and pilot Health Information Technology infusion concepts into the existing Nursing and Pharmacy Technician programs
2. Provide academic, life and career coaching to students enrolled in the programs.
3. Develop an Articulation Agreement with Bellevue College for students to earn a BAS degree in Healthcare Technology and Management

Rachele introduced Adriana Ghan, who is an academic, life and career coach for the students benefiting from the HeW Grant curriculum. Adriana works with the students on test preparation, finance management, time management and other academic and life coaching topics. Rachele said as the students are in the last few quarters of their programs, Adriana will assist them with resumes, mock interviews, and life challenges in general. Adriana gave a presentation on the resources that are available to the students via Canvas.

Committee Bylaws. Cheryl mentioned that in the October meeting minutes, there was a question whether the bylaws had changed from simple majority to just five being the quorum requirement. Andreana offered to bring the bylaws up on screen to verify this. During this time, Cindy passed out a draft copy of the Nursing Program Strategic Plan. She said not a lot of work has been done yet however, she'd like the members and faculty to look at this and discuss it at the next advisory meeting. She also asked if a couple of members would be interested in being on a subcommittee to help with the strategic plan and Renee and Cheryl offered to be the subcommittee. There was a question about whether the strategic plan should crosswalk with the work plan. Dean Blake Bowers answered that yes, they work hand in hand. He said that this is part of the Vision 2020 plan. He said that long term planning is very important to the Nursing program. He told the committee that there is a lot of information about Clark College's strategic plan on the main advisory committee website. He suggested they take a look at it so that they know how extensive the planning is and who all is involved with this process. Next, Blake reported to the committee that a new facility will be built in the north county, probably the Ridgefield area. This facility will hold all the Allied Health programs. He said this is a great opportunity to work on the Vision 2020 and Strategic Plan for nursing and include what they see and need for the next five years. Cindy suggested to add strategic plan to the work plan. *A motion was made to add Strategic Plan to the work plan. The motion was seconded and was approved unanimously by the committee.*

The bylaws were brought up on screen and Cheryl saw that the bylaws still say that a quorum consists of a simple majority of the committee members. She asked if the committee would like to change this quorum requirement to five. *A motion was made to change the bylaws to reflect that a quorum will consist of five members. The motion was seconded and passed unanimously.*

Cheryl summarized the meeting and asked when the committee would like to meet again. After some discussion, they decided that Monday, May 19, 2014 will be the next meeting date.

Cheryl and Cindy thanked the committee members for attending this meeting and in participating in this work. The meeting was adjourned at 9:37 a.m.