



NURS -MINUTES
May 19, 2025, at 8:30 AM
Zoom

Members Present: Gail Weeks (Committee Chair) Ambulatory Infection Preventionist, PeaceHealth SW WA Medical Center; Sean Moore, Senior Project Manager, Workforce SW WA; Bev Lohrman Nursing Professional Development Specialist, PeaceHealth Systems; Adrienne Watson, System Director Clinical Education, PeaceHealth

Guests:

Members Absent: Travis Elmore (Vice-Chair) RN Nurse Representative, Washington State Nurses Association; Angela Brittain, Clinical Assistant Professor, Washington State University College of Nursing; David Van Duong, BSN, RN, Preceptor, Peace Health Southwest Medical Center

Labor Representative: Labor recruitment attempted

Clark College: Jennifer Obbard, Associate Dean of Health Sciences, Clark College; Heather Reynolds, Clark College Nursing faculty, 6th quarter; Margit Brumbaugh, Nursing Clinical Placement Manager, Clark; Elizabeth Torgerson, Nursing Faculty; Susan Thornton, Clark College faculty, 6th quarter; Halina Brant-Zawadzki, Clark College Nursing Faculty 4th Quarter; Kimberly Love, Associate Director of Nursing Outcomes Inclusion and Support, Clark College; Angie Bailey, Nursing Department Chair, Clark College; Valerie Cline; Jenny Fredrickson, Instructor, Clark College; Elizabeth Flores, Advisory Coordinator, Clark College

The meeting began at 8:33 AM and a quorum was met.

NEXT MEETING DATE

The committee will meet next on October 6, 2025 (90-min)

MINUTES OF THE PREVIOUS MEETING

The minutes from the previous meeting on February 10, 2025, were approved.

COLLEGE UPDATES

Angie shared that the program is currently in week 7 of the academic term and the program is preparing for the upcoming fall quarter and staffing.

The program is in the process of hiring a tenure track position and a Mental Health Clinical adjunct faculty position and adjunct for clinicals during the first quarter in long term care and potentially

other adjunct faculty openings will be available. Angie shared that the program is working with the faculty to assess needs and for more information please contact Angie.

Angie shared that the program is in process of screening applications for holistic admissions for the upcoming fall cohort.

Jennifer shared that the college is recruiting and hiring for a Vice President of Human Resources and Student Affairs. Additionally, the college is in the beginning of faculty bargaining and Jennifer is part of the bargaining team and plans to advocate for nursing. The program is also putting in their fall request for placements and the program is exploring long term care placements. Learning needs, relational and assessment as a priority and the program is brainstorming long term.

Jennifer noted an ongoing opening for standardized patients. The program has received student feedback and shows positive interest. This is conducted in the first and some in the second quarter of the program. There is a potential to expand standardized patients in the assessment class since positive feedback has been discussed.

Halina shared that the fourth quarter students are using a simulation instead of a mannequin, since the change there has been positive student feedback.

Jennifer added that the program is working on simulations on the fifth quarter on mental health as it was recommended by the advisory committee.

Elizabeth added that during the winter quarter mental health simulations should be implemented.

SPEIGHTS FOUNDATION BUDGET

Jennifer noted that the program will share the budget more, especially in areas where it varies.

Jennifer shared the Speights presentation with the committee and the attachments were shared with the committee beforehand.

Jennifer shared that the program has emergency funds through Speights and The Clark College Foundation. Jennifer discussed the funds allocated in the last two years and noticed a larger need last year and there were only two students that requested support. After review, Jennifer sent an email to all nursing students to encourage them to inquire about available resources. Since then, the program has been able to support over 20,000 in emergency grants for students this quarter. However, it does not affect this proposal. Some approvals included rent and housing costs.

Staff Development

Jennifer discussed faculty development and available resources. The program aims to adhere to the accreditation requirements for faculty professional development, nursing education and practice as well as diversity, equity and inclusion (DEI).

Jennifer noted that the program has expended the faculty development funds and it will be renewed.

Jennifer shared that the faculty were able to attend conferences and support formal education.

Jennifer announced that BO LI has completed his Doctor of Nursing Practice and obtained a high education teaching certificate from Harvard.

Jennifer noted that the program is in good shape with most of our faculty meeting the accreditation site visit.

Jennifer shared some of the local and global conferences and highlighted that some faculty are trained in Basic Life Support (BLS). Jennifer shared the upcoming conferences such as the World Congress and the Nurse Educators Conference in the Rockies.

Jennifer discussed that the faculty as a program continues to do preceptor appreciation as it has been in process for a couple of quarters.

- **Ongoing summary:** *up to 300 appreciation boxes, 160 gift bags and thank you cards distributed. Certificates and pens have been awarded to preceptors each quarter.*
- *Jennifer noted there is a second tier of appreciation that excess funds were used for further acknowledgment.*

The Program Budget

Jennifer discussed the budget from last fiscal year. The program had a distribution of 165,000 and there were excess funds from the pandemic the program started with 231-232,000.

Currently the program is receiving less distribution and starting with a higher balance and excess balance outside of the program's budget.

Jennifer shared that the program has about two years of reserves at the Clark College Foundation. Jennifer shared a presentation of the summary of differences.

- The program plans to increase the holistic admissions total by 5,500 to compensate faculty reviewers with the higher demand of applicants.
- Compensation for faculty orientation especially with adjunct faculty.
- Preceptor appreciation is decreasing slightly due to review of what they need and not due to a lack of success.

Proposals

Jennifer discussed budget allocation for well-being, team development and DEI. The proposal is to decrease by 10,000 due to challenges in finding time to fully utilize funds for purpose. The funds will go unused but there will be funds available it will just not be allocated.

Travel Grant

Jennifer discussed a proposal for 30,000 that is displayed in the budget for a travel grant for students where potentially they could receive 2,000-4,000 for travel grants to offset the cost. The program is piloting a two-week experience to Japan in the summer of 2026 -pending approvals at the college. The proposal includes faculty and interpreters, and the focus would be on cultural immersion, robots in healthcare, disaster/emergency planning, and cultural differences in eldercare.

Student Nurses Association of Clark College (SNACC)

Jennifer discussed the last proposal for the Student Nurses Association of Clark College (SNACC). Susan discussed this year was the start of the club again and in January the program received a C-News Now Challenge, to see if students would like to get involved in the National Students Nurses Association and student leadership accepted. Student leadership was able to encourage 13-15 student registration applicants which qualified the program to support one delegate voice for the National

Convention in Florida back in April. Two students attended with Susan and Suan discussed how the program obtained funding for the convention.

Susan shared that there is an ongoing request for students to get involved in the development of the chapter locally and part of the proposal is to provide further opportunities to fund students to attend the national convention.

Adrienne asked regarding national travel, what will the students share particularly with the exposure of humanitide and elder care

Jennifer discussed this is still in development, but the program hopes to incorporate reflective experiences and writing for students. The program is going to brainstorm ways and potentially brainstorm through SNACC but hopes to develop that portion further.

Adrienne asked SNACC would like a partner from Peace Health a colleague of Adrienne's use to be the President of the National Student Nurses Association and Adrienne offered to bridge communication with him and the club for support.

Approval of the Speight's Budget Proposal 2025-2025

Sean presented a motion to approve Speight's budget proposal for 2025-2026, Adrienne seconded and all unanimously approved Speight's budget proposal for 2025-2026.

Workplan outcomes

Angie shared that the faculty met to review the outcomes assessments for this academic year and two out of five were assessed for the end of program student learning outcomes

Angie presented the outcomes assessment of EPLSO 2024-25 presentation for an overview summary of findings of what was conducted.

Angie noted the specific outcomes that assessed:

- Mid-program overall assessments.
- Teamwork and interprofessional collaboration. The results were excellent, and the program used embedded assessments in three of the courses (NURS 110, NURS 251, and NURS 261). Angie discussed the targets, scoring and the outcomes.
 - NURS 101: The program exceeded their target as 100% of the students earned a 5/5 on the learning mastery rubric and the target goal was exceeded.
 - NURS 251: Angie discussed the group project and evaluations. 100% of students earned a 5/5 on the learning mastery rubric and the target goal was exceeded.
 - NURS 261: Angie discussed the future leader's project. 100% of students earned a 5/5 on the learning mastery rubric and the target goal was exceeded. Angie noted that the course increased from 1 to 4 credits since 2023. Therefore, the structure was changed significantly and aimed at being successful.
- Clinical judgment. Angie noted that the program used embedded assessments.
 - NURS 110: Angie discussed the need to assess with problem-based care plan. 91 % scored a 5 and 9% scored a 4 and so the target goal was exceeded. Angie shared that it was disaggregated by gender, race and ethnicity, language (multi-lingual or not

multi-lingual, first-generation college student and there were no equity gaps that were evident.

- NURS 122: Angie noted that the program used problem-based care planning in the second quarter of the program as well. The target was 85% of students will earn 5/5 on the learning mastery rubric. The target was not met and below slight by 83% scored a 5, 14% scored a 4, and 3% scored a 3. Disaggregated by gender, race and ethnicity, language (multi-lingual or not multi-lingual, first-generation college student. No equity gaps were evident.

Angie shared this was the first quarter the students were using an updated assignment guideline and a new problem-based care plan template.

Angie stated that faculty will continue to work and refine toward interrater reliability.

- NURS 251: Angie noted the program used problem-based care planning in the second quarter-second year of the program. 100% of students earned a 5 and the target goal was exceeded. The program continues with assessments and the use of multiple cohorts for larger sample sizes.
- NURS 264: Angie discussed the sixth quarter, and the program moved to using PassPoint a comprehensive computerized adaptive exam to help students prepare and the program uses this for assessment of clinical judgment. 100% of students earned a 6 or higher and the target goal was exceeded. Angie noted that this was a small sample size, and the program pulled data from the fall of 2024 and the winter of 2025 together to review. The program will use a larger sample size to gain a better assessment.

Angie shared that results are improving with the holistic admissions data the program can collect the demographic data from applications.

Angie shared for the next academic year the program will be assessing:

- Patient centered care.
- Reassessing professional standards.
- Reassessing patient safety.

Gail asked how long the program has been using PassPoint?

Susan responded that the program piloted PassPoint last winter and spring and implementation began in the fall.

Jennifer shared that the NCLEX pass rates have gone up 10% since the sixth quarter changes and this has led to better outcomes.

Adrienne shared a recent conference and discussion about clinical judgment versus clinical reasoning and asked for the programs feedback. There might be a gap between the two, when students come into the work field and practice. Adrienne will share a document with the program.

Holistic Admissions Update

Angie presented the first-year holistic admissions summary and highlights presentation.

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Angie shared that the program began the holistic admissions process with the fall 2024 cohort and 3 cohorts have been admitted. The program has received positive feedback from faculty, advisors and clinical partners.

Angie reported that the program has seen increased: Racial diversity, multilingual students, first generation students, higher GPA and retention rates.

Angie presented the application and selection statistics. Angie shared the outcomes and that applicants of color have been proportionate to those that are selected. Applicants of color made up 40% of the applicant pool and 39% of students selected. 19% of students were selected as alternates and 42% of students were not selected.

Angie shared the student diversity cohort demographics. The racial diversity fluctuated between the different cohorts and variations.

Student Retention Rates

Angie displayed the retention rates for the start of the second quarter and the third quarter. Angie noted the strong retention and that of all students admitted via holistic admissions, only 3 have exited the program so far this year. Of those, only 1 was an academic exit – the other 2 students were for personal reasons.

Gail noted the success of the retention rates.

Jennifer noted that retention, success and NCLEX rates that holistic admissions has documented to make improvements.

Student Success and GPA

Angie displayed the scale for average 1Q GPA by racial demographics with cohorts 147-154.

Through holistic admissions the gap is closing on cohorts with a historically wider gap.

Adrienne asked what is attributing to the smaller gap?

Angie discussed that the holistic admissions process supporting students in a variety of ways like providing support systems and encouraging resources. The program has noticed there are more students asking for help and engaging with student success supports. Additionally, students have acquired more realistic self-appraisals and developed self-esteem with navigating systems and achieving a long-range goal within the program.

Angie acknowledged the support of faculty, updating textbooks and online support.

Jennifer highlighted the program's attention to the data and looking for trends, gaps and attending to those matters more carefully.

Kimberly shared that the program has implemented more supports such as testing time and lecture notes recording and increased resources for students.

Work Plan

Angie shared that the program reviewed the work plan and its associated goals. One of the original objectives was a large-scale, holistic curriculum revision. However, given the upcoming accreditation site visit and the extensive preparation required for self-study, the program is strategically focusing on smaller-scale changes for the time being. These changes are intentionally limited to those that do

not require multiple levels of approval. A comprehensive curriculum overhaul is now being planned for implementation following the accreditation visit.

Upcoming program goals:

- Deliberate practice model into the skills lab.
- Add peer reviews, mixing up the peers, rotation schedules and students are required to give formalized feedback to peers.
- Skills lab class structure review for meaningful engagement and thoughtful instruction.
- Simulation planning for mental health in the fourth quarter.
- Angie requested input of the list of skills and welcomed committee feedback. Angie shared the programs clinical skills sets for the first, second and third quarters.

Jennifer shared that blood draws are now being offered in the third quarter.

Halina discussed the importance of Bev's point about violence in the workplace from patients.

Halina recommends adding more discussions about violence in the workplace and noted students could benefit from more guidance.

Adrienne recommended exploring a partnership focused on addressing workplace violence. She emphasized the value for students in learning how to recognize signs of escalating behavior in patients, as well as how to provide care for individuals who are neurodivergent, have dementia, or are experiencing suicidal ideation. She highlighted potential courses that could support this focus and expressed strong support for integrating this topic into student preparation efforts.

Bev is in favor of this and discussed she also incorporates patients who smoke fentanyl into the mental health simulation. The bulk of the learning is conducted during the debrief. Bev discussed the techniques and preparations for the mental health simulations and post survey evaluations.

Angie is in favor of further partnership and shares some practice with scenarios in a theory classes with some practice but building upon that is something the program is interested in.

Elizabeth is in favor of further partnership and discussed some of the escalation techniques shared in the classroom and clinical.

Jennifer encouraged if escalation preparedness is needed before the fifth quarter the program welcomes feedback and suggestions as the demands change.

Gail offered to provide input or guidance on infection prevention as this was a learning curve for her in the beginning of her career. Infection prevention is rapidly evolving, and standard precautions are important as some students do not know what they mean.

Jennifer discussed that the program is trying to remain current and aligned with contemporary practice and welcomed ongoing input and guidance.

The meeting adjourned at 9:50 am