

**NURSING EDUCATION**

**ADVISORY COMMITTEE MINUTES**

**Monday, October 24, 2016**

**8:00-10:00 a.m.**

**Clark College at WSU, Room 124**

**Members Present:** Rebecca Kendrick, Committee Chair, Providence H&S; Travis Elmore, Vice Chair, WSNA; Cheryl Snodgrass, PeaceHealth; Natalie Burke, Legacy Salmon Creek; Gail Heiland-weeks, PeaceHealth; Sandy Heresa, Kaiser Permanente; Dave Brantley, Manor Care; Lida Dekker, WSU-Vancouver; JoAnn Vance, Providence H&S

**Members Absent:** Pat McClure, WSNA; Deborah Bernal, Gentiva Health Services; Jared Williamson, PeaceHealth; Randy Dalton, Community Home Health & Hospice; Lori Hutchison, Legacy Salmon Creek Medical Center; Erin Schmidt, PeaceHealth SW Medical Center; Kate Williams, Legacy Salmon Creek Medical Center; Erin Robbins, Legacy Salmon Creek Medical Center

**Guests:** Melody Routley (Kaiser)

**Clark College:** Brenda Walstead, Interim Dean Business & Health Sciences; Linda Valenzuela, Interim Assoc. Dean Health Sciences; Cindy Myers, Professor – student Retention; Nursing Instructional staff – Lisa Aepfelbacher, Laurie Brown, Mary Ellen Pierce; Margit Brumbaugh, Advising – HEOC; Brianna Lisenbee, Careers Services; Nichola Farron, Secretary Senior – Advisory Committees

New Committee Chair Rebecca Kendrick called the meeting to order at 8.14am and introductions were made.

Minutes of the Previous Meeting

*The minutes of the 23rd of May were presented for approval. A motion to accept the minutes was made by Travis, this was seconded and approved unanimously.*

Next Meeting Date

The committee will meet again on Monday 24th April 2017 at 8.00am

Office of Instruction Updates

Nichola made the following announcements:

The theme “Transformation” is being used to describe two large intersecting initiatives. One is the Academic Plan, which will guide Clark’s programs and student services over the next five years. The first goal of the plan is to implement Guided Pathways, the second large initiative.

All Washington State community colleges will implement Guided Pathways. This is aligning schedules and building program *pathways* that have clearer more defined structures, saving students time and money getting to graduation. Training for advisory members on Guided Pathways will be on March 24.

Specific *transformations* that advisory members will see this year include a *r*edesign of the meeting agenda format. This provides faculty and committees with a connection to the academic plan and will streamline the meeting while including committee work plan activities. The committee composition will now include students and Clark Alumnae. Students will be able to earn a small stipend and a letter of recommendation for their attendance and participation. Piloted this year, we hope that students will be a regular and vital presence on every committee in the future.

Transforming the role of committee members, from just meeting attendees to being a part of our learning community. Not just trainings, the series of Business and Community Learning events on campus are set up to be quick and friendly ‘lunch and learn’ opportunities. FREE and open to the public, the workshops will be scheduled from 11:30 a.m. to 1:30 p.m., and held in the Gaiser Student Center, allowing people to attend on their lunch hour. Food is available in the carts on campus, and guests are welcome to bring their brown bag. Additional information to follow in emails.

* Friday December 9th Advocacy
* Friday February 24th Millennials in the Workforce
* Friday March 24th Pathways
* Friday May 19th The Power of Completion

An evening event will be planned in the Spring to thank our advisory committee members for their time and expertise. Look for information during winter term.

A complete computer systems upgrade to campus registration, human resources and finance systems. The ‘go-live’ date for will be January 30. It will not impact the advisory committees, but it will impact campus business so there will be a moratorium on advisory meetings from mid-January to mid-February.

The new Bachelor of Applied Science in Applied Management (BASAM) is accepting students beginning winter term 2017. For additional information go to: <http://www.clark.edu/academics/programs/bus/basam/index.php>

Department Updates

Dean Walstead formally introduced Linda Valenzuela as the Interim Associate Dean of Health Sciences and also acknowledged Cindy’s work as retention specialist. She continued that she wanted to make the committee aware of the hard work of the faculty over the summer.

Linda highlighted that the college’s new focus on Transformation is timely as Nursing is also undergoing change. The department is working on pathways for fall as part of the State and national initiative: colleges are realizing that students are accruing credits without a focus on completion.

Linda shared that Mary Ellen had represented Nursing at the Clark College summer institute on Pathways where there is an effort to establish means to help students identify their skill sets early, so that they can focus on a prompt path to graduation without amassing un-needed credits, costing them extra time and money. The degree is already fairly tightly structured around the 6 quarter schedule, but the Department will continue to work on this.

Linda outlined that new regulations were introduced for Nursing in WA on September 19th – with notification only being given on September 20th! Whilst many of the changes do not have a direct impact, there is a now a requirement that new hires in the Department are in possession of a Master’s Degree. Consequently, the Department had to launch an appeal for one long-serving staff member: this appeal was successful, but follows a WAC directive that state permission must be granted before the offer of a job.

Linda continued that she was in Atlanta for ACEN conference, and that that body had also implemented changes in September. Program accreditation is due in 2018; consequently, the Department have aligned across both the State and ACEN programs for a more streamlined effective approach. This should be beneficial when the accreditation assessments are undertaken.

With regards to the cohort reduction, the first class of 32 as opposed to 48 began in September. Linda thanked Cindy and the team for their assistance in devising an effective plan to implement the reduction. The Department is choosing to regard the change as an opportunity to refine curriculum, review text books etc. So far, the transition to the lower class size is progressing well.

Rebecca asked whether the new cohort size was now fixed or could be reviewed in future. Dean Walstead responded that it is a continuing question of economics as the program is costly to run. However, the College, under the auspices of the Pathways initiative, is looking at ways to help those students who are not successful in entering the Nursing program investigate and consider other directions in healthcare.

Travis asked how many applications had been received, and Linda shared with the committee that, whilst the department normally receives between 80 and 100, there were 150 in this round. Combined with the cohort reduction, this resulted in incredibly stringent scoring parameters for program entry. With a maximum score of 48, the Department could normally accommodate a broader spectrum of scores, but this time all the 48s were accepted, as well as the 47, five 46s and a couple of 45s: nobody scoring below 45 was entered into the program. This marked a big change from previous years; Linda outlined that there is some concern that students are now retaking classes on numerous occasions to build up the score base they need, for example micro biology. The implementation of the new CtCLink computer system should make it easier for the Department to check across the State to see if students are continually retaking classes: the system will flag if a pre-requisite has been taken more than 3 times.

The committee then discussed how to address the issue of a lack of qualified candidates to meet growing industry demands and shortfalls. Dave and Travis spoke to the increasing need to meet the gaps in the workforce. Travis outlined that Seattle Children’s hospital is having to defer and divert surgery due to a shortage of OR nurses. Dave continued that the ANA predicts a shortfall of a quarter million; Linda ventured that the number will be far greater when retirees are factored in.

Following this, Linda, Lisa and Mary Ellen outlined that there is an option for students to explore OR nursing and protocols as an elective and also during their rotations. The committee agreed that it was essential for students to get exposure to different areas so that they are given the opportunity to select diverse specializations.

The committee then discussed the possibilities that arise from hospital reorganization and partnerships. Rebecca spoke about the join partnership between Providence and PeaceHealth on Padden Parkway Wellness Center, set to open late 2018. The new center combines medical care with wellness and physical fitness. Rather than a hospital, it will be an ambulatory care facility based on human experience principles. It is an example of two organizations with similar mission statements working on a community project. Gail outlined how this links to wider concepts of population health that students increasingly need to be aware of.

Lida then shared that WSU is currently undergoing an intensive curriculum analysis to ensure outcomes are being met for baccalaureate nurses. This has prompted a partnership with Clark to ensure that content avoids repetition, and that also recognizes that the needs of acute care addressed in the Associate degree are shifting. Linda stressed the importance of advisory committee input to make sure Clark is still preparing the associate degree students for the workforce: there is a need for constant reassessment as industry changes are announced.

The committee then had a conversation about the areas for improvement in graduate students. Melody stressed the need for students to have a breadth of skills and to be able to go beyond commonplace nursing requirements. Dave continued that it was essential that all nurses in contact with patients recognize the need for care management, maintain a culture of customer service, and also recognize the psychosocial needs of family. Lida shared that, when requests from employers for student recommendations are received, WSU use that as an opportunity to investigate which skills are being targeted.

Dave also emphasized the role of the nurse in terms of ongoing patient and family confusion in navigating insurance as they become a liaison with other health professionals.

JoAnn spoke of the need for employee retention: Providence wants nurses who are able to lead. In turn that provides job satisfaction and ensures retention whilst allowing people to reach the top of scope.

Linda outlined that this conversation was vital to department efforts to clarify what an associate level candidate should look like, especially as some areas of the workforce become increasingly more specialized.

Cheryl shared that the key skill she identifies as frequently lacking in students is the ability to think critically and apply clinical reasoning. Students tend to focus on the narrow definition of the task, rather than on the broader complexities. There needs to be a focus on understanding the ‘Why?’.

The committee also discussed the need for graduates to be task-orientated individuals, but more importantly to have confidence in their abilities and to make decisions. Melody linked this to a broader issue of understanding their scope of practice.

One solution for these areas was the suggestion of a physical interview, rather than just testing parameters, for potential candidates. However, Linda outlined that that would not be possible due to financial and man-power constraints, and also because of a need to avoid bias.

Mary Ellen continued that the Department is working to infuse broader understanding of their scope to Students across the 6 Quarters. In addition, as part of the program improvement initiative at the College, there will be detailed and methodical evaluation of each program.

The committee were in agreement that students need to recognize that the field is constantly evolving, and that growth as a nurse comes from having a ‘life-long learner’ attitude.

In addition, there was discussion of the benefits of working a stint as a CNA if students are having difficulties in the program. Clark advises students who need to exit the program to undertake at least 200 hours as a CNA if they wish to reenter. It was agreed that that experience would provide positive outcomes in terms of developing as a nurse.

Other Announcements

Travis extended an invite to all committee members for the WSNA Nurses Connect event on October 25th where a presentation on the need for caution in the use of social media would be made.

Linda invited those who were able to tour the lab facilities following the meeting.

Rebecca adjourned the meeting at 9.57

Prepared by Nichola Farron