

**NURSING EDUCATION ADVISORY COMMITTEE - MINUTES**

**Monday, April 30, 2018 \* 8:00-10:00 a.m.**

**Clark College at WSU-V, Room 124**

**Members Present:** Rebecca Kendrick (Committee Chair), Providence H&S;Travis Elmore (Vice Chair), WSNA; Laura Kleiser-Smith, Legacy; Cheryl Snodgrass, PeaceHealth; JoAnn Vance, Providence H&S; Catherine Van Son, WSU- V Nursing Faculty; Gail Helland-Weeks, PeaceHealth;

**Members Absent**: Dave Brantley, Manor Care; Allison Carlson, Legacy Salmon Creek; Pat McClure, WSNA; Melody Routley, Kaiser; Ben Young, Manor Care;

**Clark College:** Angie Marks, Department Chair; Nursing Instructional staff – Lisa Aepfelbacher, Dianne Lucia, Donivee Jones; Jennifer Obbard, Associate Dean of Health Sciences; Leila Hobart, Program Coordinator – ECD; Cathy Sherick, Assoc. Dir. for Instructional Programming & Innovation; SueAnn McWatters, Program Specialist – Advisory Committees

Committee Chair Rebecca Kendrick called the meeting to order at 8.03am and introductions were made.

**MINUTES OF THE PREVIOUS MEETING**

The minutes of October 23, 2017 were presented for approval.  *Gail made a motion to approve as written; this was seconded by Travis and passed unanimously.*

**NEXT MEETING DATE**

The committee will next meet on **Monday, October 15th at 8:00am.**

**OFFICE OF INSTRUCTION ANNOUNCEMENTS**

SueAnn McWatters made the following announcements:

**Welcome SueAnn McWatters,** for those who may not have met SueAnn, she is the new Advisory Coordinator. The position was formerly held by Nicola Farron, and she started in January of this year providing meeting coordination and support to the twenty-seven Career and Technical Education Advisory Committees in addition to administrative support in the Office of Instruction. Sue Ann comes to us most recently from WSU Vancouver where she worked in the College of Business, Finance and Operations, and Development and Alumni. She is a former Clark student and graduate of WSUV, attaining a Bachelor’s in Business Administration.

**Healthy Penguin Walkabout** Saturday June 2, 2018, registration opens at 9:00 with the event beginning at 10. Community members and anyone interested in good health are invited to participate in this FREE event to stroll the beautiful campus and receive free health assessments.

**Spring Recognition event** planned for June 13th. The event will be held here at Clark College in PUB 161. It is our opportunity to share some refreshments and acknowledge and thank each of our community advisory members for their service to the college. Watch for a save the date, coming to your email soon.

**Need for new Advisory Members** we are asking our advisory members to think about others in the community that you know that might be interested in being a part of building student success at the college. Our committees are shrinking and we are in need of folks to provide that employee as well as employer perspective.

**DEPARTMENT UPDATES**

Jennifer spoke about accreditation planning. They are getting all of the information together to run a self-study in December. The dates are set for February 5-7th; the public can give input on the 6th. 6-7 from the program are going to an education/accreditation conference. They will be talking to board directors, peer evaluators, staff, plus taking session for quality improvement.

Angie talked about the Admission criteria. The purpose of the revision is to make the criteria more holistic and reduce the weight given to GPA. In the current criteria, there are two GPA categories with the science courses being counted twice. This incentives students to repeat courses until they get an A, making it difficult for students to find a seat in the pre-requisite courses. In the new criteria, if a student has 3 or fewer course repeats, they can get an extra 3 points added to the admission criteria. This will allow for some flexibility but also still hold them accountable. Additionally, healthcare experience points have been increased and points for community service/volunteer hours have been added.

The first group of students coming in under the new admission criterial will enter the program in fall 2019. There is no longer a requirement for NAC certification so the program will have to start from ground zero. There will be a large skill variation, however it does offer an opportunity to control the quality of that instruction. It levels the playing field of knowing HOW students are getting taught. The vision is to integrate the students into the assessment skills. It gets ride of the culture of getting the highest grade.

The committee discussed this relations to the healthcare field and criteria. Angie explained that there is a form that students will fill out. The employer will document their hours with a list of job titles. If it is outside a specific job title, they can submit a job description where a small of faculty can get together to approve or deny the requests. Recently added job descriptions have been:

* Vet technician
* Educationally focused (autism – social aspect)
* Mixed roles (front office and some direct patient contact)

The students will also fill out a form for volunteering, describing what the experience is. There are several examples on the form trying to include community organizations, food banks, Red Cross, etc.

Margit (Advising) explained the need for figuring out the number of hours required. We want to make sure students have all of their hours by the time they apply. Each process would be different to each student. Gail mentioned that with the new criteria, she wouldn’t be sure if she would have been able to get into the program. Angie stated that with any new system, there is an expectation of a dip and a smaller application pool. The plan is to see how it plays out with students and keep communicating with advising. This is a great opportunity to combine career and advising. There is a lot of continuing conversation on the next step of the healthcare experience. If the student doesn’t get into the program, what are the next best options? We want to make sure they have a Plan B by informing them about other careers and what courses are applicable for multiple avenues.

Jennifer reiterated that is it not fair to accept someone to the program that will struggle. Some of these repeat students aren’t the ones that didn’t get an A or A+, it’s the ones that failed. The program will track the students based of the HESI (Health Education Systems Incorporated) standardized test. It will be used both as an assessment tool at the cohort level and also as an individual. If a student has a lower score, we need to figure out how we can best support them. At the end of each year, the student will take the HESI test and we will be able to compare the pre and post admission criteria. There is also no minimum amount of points to get in. The idea was to decide on each cohort based on how they do.

The committee discussed what the scores have been produced out of the 48. 45 has been the “low” but there have been tie breakers at 47. Fall, however, is much more competitive than the spring applicants. Luckily, there have been to change in admissions even with the reduced capacity of the program. Students were made aware of these changes via letter last fall.

NAC (Nursing Assistant Certified) Skills

Angie talked about the deans and directors meeting across the state with a lot of change and discussion occurring. She has reached out to a few other directors to see how they have incorporated this into their curriculum.

Preceptors

There has been a change in the WAC’s since September 2017. All RN preceptors have to have at least 2 years of experience in their specialty. We recognize they want high quality preceptor experience, but it also brings up a whole issue on tracking; how do we determine how much experience someone has in a particular specialty? The nursing commission was going to allow an exception that could allow a report of 1 yea and could get approved if there is enough evidence that shows they could be a quality preceptor. Right now, it is all about awareness. There is a requirement that the program has to report on the orientation and qualifications of the preceptors. We hand out a packet with the syllabus, policies, expectation, forms, etc., however it can be turned in too late if they don’t meet certain expectations. Jennifer asked to hear from the employers on what they are doing to orient their preceptors.

* Cheryl discussed that PeaceHealth’s preceptor program is in a whole new redesign. If the required is 2 years of experience, they won’t have any. The 1 year is achievable. Their qualifications are they have to take preceptor class. Is it intended for all clinical staff. We need to make sure that all are in alignment with the rule. During the 2nd tier, there is a session where we actually talked and work with the students.
* Laura explained that Legacy has a preceptor class, but nothing specifically for students.

**ACCREDITATION**

Jennifer spoke about the change in criteria; making sure that we are following the trends. Our courses have to be aligned to the end of program student outcomes. We have to have adequate documentation that is occurring. Program outcomes and end of program student outcomes are different, but we have to address both. It is challenging to address these all with busy faculty who are also trying to teach. The accreditation body has suggested taking surveys in practice. They are wanting rates and satisfaction.

Travis agreed that similar to political work and volunteering, there is a very high success rate. They have them in their own hand writing say that they will vote on a post card. They then send it back to them to remind them.

Cheryl spoke about getting information from the graduates. Angie stated that it comes from planning and effectiveness (institutional data). The report gives a raw number. It is based on overall employment, not necessarily an RN. We are getting such low response rates that it is hard to report meaningful data. The program has historically had an employer satisfaction survey, but there weren’t very good responses. The ACEN determined that it was too hard and so no longer require it, however the nursing commission does require it for Washington.

Jennifer mentioned that NCLEX (National Council Licensure Examination) rates around 86% pass rate for all in the community. We are also trying to make sure students see that the HESI test is valuable. The test has components for all six of the student outcomes. We are aware that it has limits and we will evaluate and try to incorporate all areas for the student. Angie stated that they are preparing students for NCLEX in the 1st quarter. We are buying the review book and there is also an online course. There are specific content and material that is assigned. Students have modules every week and a lot of review questions where they can get feedback. They have to pass with a 90% or higher in there 6th quarter capstone course.

**FACTULY SHORTAGE**

The committee discussed the need for more faculty. Angie mentioned that the current staffing status in the department is difficult. There are a few faculty who are out on medical/personal leave, temporary faculty, however the program has 3 tenure track faculty positions to be posted this year, which puts 7 potential openings. There is a lot of attrition for full time faculty for a variety of reasons:

* Salary is not competitive with clinical RN wages
* Workload is too heavy
* Many are going to other schools/relocating
* Health issues
* Just a general shortage

ActionNOW is a partnership between CNEWS group and the Washington Center for Nursing and the WA Nursing Commission to tackle some of these issues. The identified priority has been the relief in the nursing faculty shortage and recruitment of nurse educators while also increasing diversity. Pay is a significant issue compared to the work/life balances. It is $52k-$73k for a full-time faculty, adjuncts make about $52.80/hour (1 day/week for 6-12 hours), however everyone carries overload. Jennifer mentioned that the program has Foundation funds that can support a little bit and are looking for different ways to provide more incentive. Adjuncts need to be enrolled in a master’s degree program however the program can submit an exception for those with a BSN or holding other related degrees (Master’s in Public Health). Another issue is retention and keeping these faculty. Angie has been working diligently to help with support for faculty. It is unfortunate that the program has to turn away students because it doesn’t have the faculty to support it.

The meeting was adjourned at 10:03am

Prepared by SueAnn McWatters