

**NURSING EDUCATION ADVISORY COMMITTEE - MINUTES**

**Monday, October 15, 2018 \* 8:00-10:00 a.m.**

**Clark College at WSU-V, Room 122/124**

**Members Present:** Rebecca Kendrick, Committee Chair, Providence H&S;Travis Elmore, Vice Chair, WSNA; Dave Brantley, Manor Care;

**Members Absent**: Allison Carlson, Legacy Salmon Creek; Gail Helland-Weeks, PeaceHealth; Laura Kleiser-Smith, Legacy; Pat McClure, WSNA; Melody Routley, Kaiser; Cheryl Snodgrass, PeaceHealth; JoAnn Vance, Providence H&S; Catherine Van Son, WSU- V Nursing Faculty; Ben Young, Manor Care;

**Clark College:** Brenda Walstead, Dean BHS; Jennifer Obbard, Assoc. Dean Health Sciences; Angie Bailey, Department Chair; Nursing Instructional staff – Lisa Aepfelbacher, Valerie Cline, Mary Ellen Pierce, Dianne Lucia; Renee Schiffhauer, Associate Director of Advising; Jessica Johnson, ECD; kathy Chennault, Foundation; Cathy Sherick, Assoc. Dir. for Instructional Programming & Innovation; SueAnn McWatters, Program Specialist – Advisory Committees

Committee Chair Rebecca Kendrick called the meeting to order at 8:08am and introductions were made.

**Minutes of the Previous Meeting**

Since quorum was not present, the minutes of April 30, 2018 were sent out via electronic approval. As of

**Next Meeting Date**

The committee will next meet on **Monday, April 29th, 2019 8:30am.**

**Office of Instruction Announcements**

Cathy Sherick made the following announcements:

Welcome back to 2018-19 Academic year, Advisory Committees will continue to see how they fit in to the implementation work of **Pathways at Clark.** The goal is to improve rates of completion, transfer and attainment of jobs to that end this year we will be working very closely with other colleges to make sure our programs link directly to opportunities for students who are continuing. Our high school partners are also working with us to ensure that their programs are also aligning closely to Clark.

To that end, Clark will be producing the **Career and Technical Education Insert** again this year. It will go out in February in the Food Day Columbian reaching 56,000 households. We are asking business partners to advertise in the insert again – and we will be working on some very compelling stories of students in CTE programs. Please contact Cathy Sherick in the Office of Instruction if you would like to advertise or for more details.

Clark is always opening the invitation to more **Advisory volunteers** for the twenty-five committees that support CTE programs. It might mean infusing current committees with new members or building new committees for new programs. Also, we are continuing to work on the **Master Advisory Committee** as well to assist with visiting current committees to talk to members, planning and hosting an Advisory event and reporting to the Board of Trustees every year on the great work of Advisory Committees.

The energy is heating up around the development of the new **Advanced Manufacturing Center** planned for the North Campus at Boschma farms. Contact Dean Genevieve Howard for details on this amazing new building and the advanced manufacturing programs that will be located there.

October 9th Clark College, in partnership with Partners in Careers (PIC) and Workforce SW, hosted over 250 local high school students on campus for National Manufacturing day. Special thanks to S.E.H. America, Columbia Machine, Graphic Packaging, Silicon Forest Electronics, General Sheet metal, and BagCraft for providing activity stations.

**Election of Committee Leadership**

Tabled to next meeting.

**Department Updates**

*Accreditation Reminder*

Jennifer reminded the committee of the Nursing Accreditation forums meeting February 5-7th. The program is submitting the self-study in early December 2018.

*Budget Update and Faculty Shortage*

**Slide 1: Proposed General Budget**

Jennifer spoke on what the budget entails and how money is distributed across the program:

* Pinning Ceremony – it was originally taken offsite, but was recently brought back. Nursing bought pins for all of the students and are paying for the Gaiser Hall location.
* Nursing has also supported faculty in new innovations in the classroom.
* The program has been offering mentoring. It supports those who are supporting and those being supported.
* Last year, the program added in extra stipends to adjuncts who stayed the whole year.
* Angie has been on full release; partially to support orientation and partially to support the faculty shortage. There are many administrative issues and extra work involved.
* Clark College has been supporting parking at the WSU Vancouver campus. Nursing also added a single day or full quarter parking pass to the adjuncts.
* Emergency Fund – some students have struggles and we’d like to be able to help them in case by case situations (a student had to get new tries to be able to go to work and attend school, textbooks, unexpected crises, etc.). The fund is not usually all expensed.
* Student Success Coach – not a nursing faculty member, but creates a different kind of dynamic
* Accreditation – the program is paying for site visitors and number of things related to it.

**Slide 2: The BIG Problem – Wages**

The average wage for a nurse with a BSN in Washington is $78,130.

In the Seattle area, RN salaries range from $55,888 to $117,689 per year with a median of $83,158.

In the Vancouver area, RN salaries range from $63,665 to $118,651 per year with a median of $91,152.

The Portland metro location is the highest in the area.

**Slide 3 and 4: Fall Quarterly Retention Strategy and The Details: Rationale for Amount**

It is hard to keep faculty administrators in nursing programs. They can barely keep up with accreditation because there are always so many changes.

The program is offering tuition reimbursement. It will generally be to support education, mentoring, orientation, increasing salary, and keeping workload at a reasonable rate. Right now, faculty have a very heavy workload and are working moonlight in addition to the 16 contact hours (minimum).

**Slide 5: Speight’s Balances**

The Speight’s fund was donated in 2005 and has grown over time. About $15,000 will cover stipends to provide further support to the faculty. It is only used for faculty development and is distributed every year.

Mary explained that many programs are moving towards the magnet status, which requires a BSN. Clark graduates are well-prepared, clinically strong, and get hired over other programs. There is incentive for this program to keep moving forward, however these issues are causing a lot of problems. Dave agreed that the faculty issues definitely affects the size of the Clark program. Travis indicated that just about every college is dealing with these same issues. He is advocating to the legislature for increased funding. At the moment, Clark has 6 full-time positions opened with only about 50% staffed. Rebecca suggested partnering with other institutions or staff sharing. The program has been looking to that and it might be a possibility. The committee discussed courses that are online. There are 3 hybrid courses, but none are 100% online.

Jennifer has been in conversation with hospitals to highlight their struggles with nursing administrators. The program is actively working on further conversations.

**Curriculum Revision**

The new curriculum goes into effect for the fall 2019 cohort.

* 1st quarter - reducing the clinical and simulation hours from 60 hours down to 40 hours.
* NURS&113: Physical Assessment - change to 3 credits instead of 2 credits in order to make the class more holistic. There will be lots more simulation in the lab; basic skills. Weeks 8-10 would be clinical. The goal is to have a proposal to the campus curriculum committee by early December deadline.
* 2nd and 3rd quarter - not a lot of change but moved a few things around to be more efficient. There will be more simulations and stations that students work through while they’re waiting to be tested.

**Program Outcomes**

Angie asked the committee if the program outcomes still align with what the students need to have coming out of the program. Rebecca mentioned frontline care delivery and their role in engagement. There will need to be a change in management and process if we are asking staff to do more of that kind of work in their day to day. Dave talked about using line members as ad hoc members. New graduates are also showing more development in clinical judgement.

**Strategic Planning/Nursing Exercise**

Rebecca talked about David Lafiana and building strategic plans.

*Bold = the top questions the committee found to be most important*

Big Questions:

* **How do we recruit and retain faculty?**
* **How can we increase the cohort size?**
* What will be the biggest healthcare challenges in the next 5-10 years?
  + Baby boomers retiring
  + Continued changes in environment and food sources
  + Technology
* What’s the impact of telehealth
  + Big advocates of rest breaks and staffing
* **What will be the changing role of the nurse?** 
  + Faculty: constant curriculum change they have to address
  + Student: stressed out because they aren’t expecting what they thought
  + Many do not know how to supervise people - very unprepared
* **What is the plan for healthcare @ federal law?** 
  + Money; funding for education
* What will be the impact of the increase in legal risk to nurses?
* **How do we develop a workforce that reflects the patients we serve?** 
  + Cultural humility; ageism
* How can we get nursing assistants a living wage?
  + As the minimum wage is going up around the country; how can we get these nursing assistants to stay committed when they can get the same pay somewhere working much easier? The stress level is so high.
* How do we infuse PPI in all courses?
* **How can we develop the capacity for resilience/self-care?** 
  + Donivee did a study; 33% of all nurses leave within the first 2 years
* How do we help students manage stress?
* How do we achieve work/life balance for faculty?
* How do we teach students about their rights as a nurse?
  + Many do not know that they have certain rights
  + Teach students that there is a way to challenge authority
* **How do we teach assertive communication? (tied in with the resilience and self-care)**
* **How do we streamline the path to higher degrees?**
* **What are the resources your students need and the program needs?**
* **How do we secure and retain clinical placements?**

Industry Updates

Dave mentioned that his company is no longer a for profit company; now non-profit. They were bought by ProMedica

Jessica Johnson let the committee know that they are offering nursing classes on January 7th, 2019.

Travis mentioned that the Washington State Nurses Association is putting on an advocacy camp (Monday, January 28th, 2019) and legislative day (Thursday, February 28, 2019). A coalition has been created to help with protecting immigrants. The Trump administration has declared that immigrants will no longer be able to have Medicare, Medicaid, or federal public housing. We are encouraging people to give feedback.

The meeting was adjourned at 9:58am

Prepared by SueAnn McWatters

 

 

