

**NURSING EDUCATION ADVISORY COMMITTEE - MINUTES**

**Monday, November 1st, 2021 \* 8:00-9:30am**

**Zoom Online**

**Members Present:** Dave Brantley (Committee Chair), Manor Care; Travis Elmore (Vice Chair), WSNA; Vicki Densen, WSU-V Nursing Faculty; Gail Helland-Weeks, PeaceHealth; Rebecca Kendrick, Providence H&S;Nancie Parmenter, Retired; JoAnn Vance, Providence H&S; Adriane Watson, PeaceHealth

**Members Absent**: Allison Carlson, Legacy Salmon Creek; Mariah Graves, Manor Care; Laura Kleiser-Smith, Legacy; Kathy MacGuire and Misty Ortiz on behalf of Jennifer More, PeaceHealth Medical Center; Melody Routley, Kaiser; Cheryl Snodgrass, PeaceHealth; Catherine Van Son, WSU- V Nursing Faculty;

**Clark College:** Angie Bailey, Nursing Department Chair; Nursing Instructional Staff – Lisa Aepfelbacher, Valerie Cline, Marie McGhee, Susan Thornton, Linda Benak; Jennifer Obbard, Associate Dean of Health Sciences; SueAnn McWatters, Program Specialist – Advisory Committees

Committee Chair Dave Brantley called the meeting to order at 8:15am and introductions were made.

**MINUTES OF THE PREVIOUS MEETING**

The minutes of *June 7th, 2021* were presented for approval. Travis Elmore motioned to approve. Dave Brantley seconded and was unanimously approved.

**NEXT MEETING DATE**

The committee will next meet on **Monday, May 2nd, 2022 at 8:30am.**

**OFFICE OF INSTRUCTION ANNOUNCEMENTS**

Jennifer Obbard and Angie Bailey made the following announcements:

The college is in the process of hiring a new Vice President of Instruction and a new Vice President of Student Services.

The main campus is still mostly remote. Starting winter term, Clark will be a fully vaccinated campus. Students will need to be fully vaccinated or have an exemption.

The college is looking at a student enrollment plan. There is still a priority around diversity inclusion. Nursing continues to have 160-200 applicants every quarter for the selection cycle. However, overall, the low enrollment at the college has an effect on the budget.

**NURSING DEPARTMENT UPDATES**

*COVID Impacts*

Jennifer Obbard stated that the program is concerned about winter placements. The program has always had a hard time finding preceptor placements. They want to make sure and keep the program moving and students progressing, wherever possible.

Angie Bailey added that several students have withdrawn because of the vaccine mandate. 17-18 students withdrew specifically due to the mandate. Dave Brantley asked about students coming into the program and how the mandate would affect them. Jennifer answered by explaining that most of the new students understood and were fine with the mandate. The college has been allowing students the option for this academic year to defer up to one year. Travis Elmore asked how the college is dealing with the exemption requests. Jennifer stated that the college is accepting exemptions for medical and religious on a case-by-case basis. However, because clinical partners are not allowing exemptions, the only accommodation available to exempted students is to defer their progression in the program for up to one year.

Angie Bailey spoke on clinical partners not being able to take placements for winter and spring because of short staffing. Adriane Watson stated that there is a need to balance student clinical experiences as well as having the ability for the preceptors to be available to focus on precepting newly licensed registered nurses.

*Staffing*

Angie Bailey acknowledged a new tenure track faculty member, Heather Reynolds. She will be teaching alongside Susan Thornton. There are some full-time/temp faculty that were either hired outside or moved from an adjunct to a full-time/temp role. Ashley Causey will be teaching with Lisa Aepfelbacher. in the third quarter. Halina Wyss will be with Lynda B. in the fourth quarter. Teresa Lashchuk will be teaching in the fifth quarter.

They will be recruiting for three tenure track faculty for next academic year.

*Outcomes Assessment Plan*

The program finalized and adopted the new end of program student learning outcomes that were presented in the last spring meeting.

For outcomes assessment, they are using a feature within the Canvas Learning Management System called Learning Mastery Gradebook. It allows them to link the end of program student learning outcomes into the grading rubric for various assignments at the course level. This will hopefully bring the outcomes assessment measurement much closer to the actual work that instructors and students are doing on an ongoing basis. Faculty are then able to mark those outcomes with a scale of level of mastery and identify how students are doing. We are not just getting these program outcomes at the end, but instead getting progress updates throughout program. It is currently in a pilot implementation for fall and hopefully have full implementation by winter.

The previous strategy was using categories of questions that aligned with end of program student learning outcomes (EPSLO) on the HESI Exit Exam, a standardized test designed to predict success on the NCLEX-RN exam. Cohort scores on the questions and categories were used to assess achievement of the EPSLO.

*Concurrent Enrollment Program with WSUV*

This will allow students in the Clark College Nursing Program to enroll at WSU and take RN to BSN courses during the summers when Clark does not offer nursing courses. We are getting very close to getting the language for an MOU that would be signed by both schools. Jennifer and Angie met with leadership recently to talk about contracts. Vicki Denson has been working on this on the WSU Vancouver side. They are also working on submitting an innovation to the Nursing Commission. This is a new partnership and different way of doing academic progression in nursing, so they need to get approval at the Nursing Commission level for that project.

Travis Elmore asked how long it would take for a student to go from the concurrent program beginning to end and will they get both the Associate’s and a bachelor’s when it is finished. Jennifer confirmed with a yes. Angie stated that the length of time depends on which quarter they would start. Students would be taking some of the BSN coursework during the summer. Clark nursing does not offer summer courses, so this will keep the students moving through. Jennifer explained that this came from examples that work well in other states.

*Simulation Updates*

There has been a lot of virtual simulation, but that can only be utilized up to 50% in any one course per nursing commission regulations. In-person simulation is preferable as it engages psychomotor and decision making; however, it takes some time to develop. They have started utilizing standardized patients in the first quarter, which has been very successful. The students have enjoyed getting live feedback. Pediatric simulations have also started and are increasing in hours each quarter of this academic year. By spring, there will be 24 hours of pediatric simulation in the second quarter of the program. They have received some federal grant funding for more mannequins and one of them will be a pediatric mannequin.

**DEPARTMENT VALUES AND VISIONING**

Jennifer Obbard spoke about the program’s resource use and what kind of processes they use. There is not a current statement of values, however there is a list of ones that she is looking at. She asked the committee for suggestions and feedback to help create the program’s vision and mission to develop great entry level nurses.

* Accountability
* Aesthetics
* Authenticity
* Care of Self
* Curiosity & Intellectual Humility
* Empathy, Compassion & Caring, Altruism
* Equity & Inclusion
* Excellence
* Human Dignity
* Integrity
* Respect
* Social Justice
* Trustworthiness

Travis Elmore agreed. He would love to see nursing schools telling their nurses that it is okay to take their vacations and breaks. Lack of time away contributors to burn out. Dave Brantley asked Travis if he hears that not taking those breaks or vacations is due to the patient loads being so heavy that nurses do not think they have the time to if they want to get everything finished. Travis stated that he does see workloads playing a role in that, but he tells the members to be advocates for themselves and insist on getting their vacation and breaks. He believes that some of it cultural and the other piece is acuity and workloads. Adriane Watson spoke on feeling guilty about taking breaks so as not to burden another coworker with the same patient load. **She suggested that instead of “Care of Self,” adding in Mental and Physical Well Being.** Susan Thornton talked about integrating this type of resilience in the sixth quarter about how to maintain their mental and physical well beings.

**SPEIGHT’S BUDGET PLANNING**

Jennifer Obbard sent out a survey to the faculty and staff. She asked the committee what might be more important in the near future?

The program has an endowment which has distributions of about $115,000 a year. As of right now, there is about $215,000 due to CARES and other funding, which has covered most of the $35,000/quarter cost of virtual simulation during the pandemic. There is also a separate faculty development fund that’s generally around $80,000 but is currently sitting at about $40,000.

There are some commitments with the money. They have been supporting a student success coach part-time. They also support the student pinning ceremony as well as parking for all faculty and staff. They have also maintained a student emergency fund.

Department Priority Input

* Simulation: more robust for all quarters & space
* Stabilize staffing (faculty and staff)
* Prepare students for Next Generation NCLEX-RN
* Finalize concurrent enrollment with WSUV
* Promote student success
* Take action to promote diversity, equity & inclusion
* Smart classrooms
* Support faculty pursuing doctoral level education
* Align outcomes
* Well-being

Ideas

* Additional instructors for simulation
* Technology to debrief in any classroom
* Support for ESL students
* Continue to provide salary supplements for staff
  + Adriane reached out to have a separate conversation with Jennifer about those nurses who are nearing retirement coming to help out
* Prep students for Next Gen-adaptive testing, faculty development
* Pay for a consultant to work with nursing faculty and staff on diversity, equity and inclusion
* Increase hours for student success coach
* Bring smart technology to classrooms
* Hire simulation faulty team/dedicated simulation team and faculty – more than we have now
* Change how the skills lab is used – the entire lab program is outdated – need more sim in the program
* More administration staffs
* Automatic door openers (not a Speight’s item – there is other funding for this)
* Preceptor appreciation
* Partner outreach
* Nurse tech/apprentice program

Nancie Parmenter asked to speak with Angie and Jennifer in the future. She also spoke on the difficulty of when going to accredit a school, she is not able to find where the values are embedded clearly. As you are looking and refining this list, you will need to look at what course, where you are teaching that, where you are measuring it, so that you can build that whole structure. Being able to put this on paper and saying this is what we are going to do is vastly different from being able to show it in a nursing program.

**THEMES, TRENDS, OR UPDATES FROM PARTNERS**

Vicki Denson explained that the RN to BSN program moved to a new curriculum with an eight-week course session. This was implemented with the dual enrollment with Clark College in mind.

The meeting was adjourned at 9:33am.

Prepared by SueAnn McWatters