



# Illinois Department of Financial and Professional Regulation

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## Division of Professional Regulation

PAT QUINN  
Governor

MICHAEL T. McRAITH  
Acting Secretary

DANIEL E. BLUTHARDT  
Director  
Division of Professional Regulation

Minutes  
Illinois Center for Nursing  
Advisory Board Meeting  
10:00 A.M., Thursday, April 2, 2009  
320 West Washington Street  
Third Floor, Director's Conference Room  
Springfield, Illinois

### ATTENDANCE

#### Board Members Present:

*Michele Bromberg, Chairperson*  
*Marcia Maurer*  
*Donna Meyer*  
*James Renneker*  
*Maureen Shekleton*  
*Deborah Terrell*

#### Call-in:

*Kathryn Christiansen*  
*Nancy Cutler*  
*Linda Fahey*  
*Mary Lebold*

#### Excused Absence:

*Susan Campbell*  
*Donna Hartweg*

#### Guests:

*Daniel E. Bluthardt, Director, IDFPR*  
*Bob Sheets, DCEO*  
*Mitch Daniels, IDES*  
*Mark Gibbs, IDPH*  
*Mary Anne Kelly, MCHC*  
*Mary Pat Olson, MCHC*  
*Mary Ann Merano, DCEO*  
*Cary Minnis, Connect SI*  
*Chris Morrison, IDFPR*  
*Scott Parke, ICCB*  
*Chris Reynolds, DCEO*  
*Annie Tillman, ISBE*  
*Jenny Collings, The Greater Springfield Chamber of Commerce*

Staff:

*Linda B. Roberts, ICN Manager*

*Gloria Evenson, Assistant*

At 10:10 a.m. Chairperson Bromberg officially called the meeting to order. There were six board members present, which did not represent a quorum.

ANNOUNCEMENTS

1. Actions deferred in the absence of a quorum:
  - a. Review and approval of minutes from the March 5, 2009 ICN meeting.
  - b. Review of ICN BOD meeting dates and locations for remainder of the year.

OLD BUSINESS

1. US DOL/RWJF/AARP (CCNA) Center to Champion Nursing in America
  - a. Simulation Lab Asset Mapping-status update
    - Partner organizations—Illinois Hospital Association (IHA), Metropolitan Chicago Healthcare Council (MCHC), and the Illinois Homecare Council (IHCC) have agreed to distribute the online survey to their members; final details, primarily formatting, being worked out.
    - Illinois State Medical Association to be contacted re: participation.
  - b. National nursing minimum dataset project status update
    - Advisory group: There are three areas—education, supply and demand.
    - The survey is still in the process of being vetted throughout the country.
    - Standardized definitions are proposed.
  - c. Center to Champion Nursing (CCNA) Website, [www.champoinnursing.org](http://www.champoinnursing.org)
    - There was discussion of a recent email from RWJF asking for information about innovative clinical practices.
    - The CCNA considers Illinois a model state for many initiatives.
2. Career Clusters
  - a. Illinois Pathway Development Team Kick Off Meeting was held March 24, 2009
    - The Team is initiating roll-out of proposed guidelines.
    - Seamless pathways from high school to RN, ADN or BSN.
      - Concerns: students obtain a solid foundation of—math, science, history and English while in high school.
    - Deans and directors from associate degree programs were present at the meeting.
      - The deans and directors received and responded to the survey of proposed guidelines.
      - Deans and directors expressed concern about some of the proposed courses specific to health care career being given while in high school. From the survey it was not clear that enough initial emphasis will be on the basics.

- The ICN also recommends that high school students have strong science and math preparation, and possibly a second language such as Spanish.
3. Illinois Board of Higher Education FY2009 Nurse Educator Fellowship Recipients:
- a. Awards presentation at May 7, 2009 ICN BOD meeting.
    - The IBHE Nurse Educator Fellows will be requested to do a 10-minute presentation.
    - Plan: Distribute press releases to local nursing magazines prior to the next ICN meeting, recommending the Fellows as interviewees.
  - b. Survey- status update
    - The ICN and IBHE are finalizing the survey.

### NEW BUSINESS

1. Nursing Supply-Demand Data analysis, statewide data, Mitch Daniels, Illinois Department of Employment Security, IDES.
- a. Demand
    - There was discussion of input from the supply and demand analysis. Last year, when nursing workforce analysis was done and projections were made, the most weakness was on the supply side.
    - The current analysis will be more robust, reflecting a data agreement between Department of Commerce and Economic Opportunity, DCEO and Illinois Department of Financial and Professional Regulation, IDFPR that was recently completed.
    - The initial review was completed in December, 2007 and January, 2008.
    - Projected growth rate is a high priority.
  - i. Overview of Methodology
    - Methodology was reviewed. IDES routinely reviews data, and has standard calculations for many things. The calculations and subsequent projections this year will be more robust due to the data sharing agreements between IDFPR and DCEO.
    - Again, the primary goal is to determine the number of RNs working in direct patient care.
    - In a comparison of data for newly licensed RN data to the ICN 2007 Illinois Nursing Workforce Survey, the workforce survey results were verified by examining the percentage of RNs working in a non-healthcare industry: 12.1% in the ICN Survey to 12.2% in licensure data analysis.
    - If there are additional questions or concerns once this meeting is completed, please send feedback to ICN staff.
  - ii. Preliminary data, state level
    - The primary goal is determining the number of RNs working in direct patient care.
      - This is a second step in the calculation of Illinois RNs.
    - Discussion of projected growth rates.

- Hospital CEO's say they continue to recruit for direct care RN's.
- IDES does expect continued growth in the healthcare workforce.
- Statistics:
  - Most growth is expected to be RNs working directly with patients.
- A key national issue is not only what industries will lead out of the recession, but which will re-claim previous employment levels after the recession.
  - Healthcare is expected to recover quickly and return to a 2% growth in employment.
  - The amount of patient care demand has NOT diminished .
  - The concern is that there are too few people to take care of more patients, especially with the aging population.
- Regional impact must be considered; there was general discussion of various rural and urban areas of Illinois, some parts a more desirable place to work than others.
- A physician shortage is projected by 2012, and at a recent public event, Nancy Nielsen, AMA President, indicated that in the future APNs will be the ones to provide primary care, due to the physician shortage.
  - There was discussion of what types of nurses will be needed in the future.
- Occupation will grow at a different rate than the industry.

In the current evaluation, we used data with timeframes that we were confident would remain reliable as our study progresses. In the near future, we'll produce more current data (different timeframe) with improved level of detail. The summary-level data analysis introduced during the ICN BOD mtg. was:

- During 2001-2002 recessionary period (2001-2003 in IL), employment in Illinois declined by 2% while within the Healthcare sector employment expanded by 2%.
- For 2009 and 2010, employment growth in the Healthcare sector will soften but is still projected to be about 1%.
- Number of RNs working in Patient Care in IL = 115,000.
- Number of Licensed RNs not working = 12,250, (10,000 are retired).
- For those RNs licensed since 2000 and working in IL, 88% are working in healthcare. Of the 12% that are working in another industry:
  - 3% in Misc. Services
  - 3% in Personnel Supply Services
  - 2% in Education
  - 2% in Government.
- From 2003-07, approximately 20,000 associate and baccalaureate degrees for RNs were granted in Illinois. 52% at public community colleges; 14% at public colleges and universities; 11% at private colleges and universities; 13% undetermined.

- iii. Plan for regionalizing data and enhancing analysis, including MCHC and Connect-SI input
  - IDES projects the local workforce level.
  - For example there is one general projection for the Northeast Chicago area.
    - This provides a general overview for the Northeast area.
    - IDES can also subdivide the data into smaller regions in an area.
  - IDES is asking for growth rates for RN's rather than for the facilities.
  - Questions were raised about specific areas.
    - A question was raised as to how to segment growth by region.
      - There is a growing demand for public health and home health care.
      - IDES does collect data on long-term care clinics, physician's offices, and home health.
      - Data for mental health, not sure how it is collected, but will check.
    - Question re: school nurses, where are they captured:
      - Some are under education, and some in government.
  - In the future, IDES might want to work with other states to locate and track travelling nurses.
    - There are about 2,000 nurses IDES cannot account for.
    - Some of those might be travelling nurses.
  - Senator Dick Durbin is compiling data to determine the types of partnerships schools have with hospitals.
  - Proprietary schools: these schools are approved by IBHE, information is captured there.
- b. Supply Handouts:
  - Table 1: Working Status of RNs 2003-2007 Program and Active Licensed Completers thru 2008Q3 in the State, MCHC and ConnectSI regions
  - Table 2: Training and Working Status of Active Licensed RNs Year License Issued thru 2008Q3 in the State, MCHC and ConnectSI regions
  - Table 3: Mobility of RNs, Licensed Completers 2003-2007, thru 2008Q3 in the State, MCHC and ConnectSI regions
- i. Overview of Methodology: above tables were distributed. Data has not yet been entered.
- ii. Preliminary data, state level
  - Daniels discussed Table 1: preliminary data was presented earlier.
  - The data team does not have individual records on all program completers, but is working on this.
  - Data is also needed and being sought on mobility figures.

- iii. Plan for regionalizing data and enhancing analysis, including MCHC and Connect-SI input
    - There was discussion of what should be added to the survey that was not on it last time.
      - Retirement, there were three questions in the 2007 ICN workforce survey on retirement.
    - In 2007 the ICN wanted to survey every nurse in Illinois, but this was quite expensive. A random sample of RNs and LPNs and all APNs were surveyed. ICN will continue to survey all the APN's.
    - IDES continues to work in partnership with regional, local organizations regarding nursing workforce data and projections.
- c. Remaining Issues
- i. Full-time vs. Part-time
    - There was discussion of full-time vs. part-time questions.
      - Differences in region from across the State have been examined
      - Information is currently being evaluated, but can be provided in four to six weeks.
      - Faculty, adjunct faculty, full-time, part-time, shared faculty
  - ii. Migration from one area of the state to another
  - iii. Graduate degrees- number of RNs with graduate degrees that are not currently teaching nursing
  - iv. National data: follow-up: the Standard Occupational Classification (SOC) revision process [at <http://www.bls.gov/soc/#Revision>] in the just completed revisions for 2010, Nurse Practitioners (SOC # 29-1171) will be included at the full six-digit level. Thus, estimates of current employment, projections for future employment, and wage data will be available for the nation in 2012 and Illinois and its local areas in 2013. (Note: As you review the structure, I am not confident that Nurse Midwives will be a large enough occupation in the state to present unsuppressed data at the local level.) Unable to locate definitions on this website.

The structure for Registered Nurses will now be:

- 29-1140 Registered Nurses
- 29-1141 Registered Nurses
- 29-1150 Nurse Anesthetists
- 29-1151 Nurse Anesthetists
- 29-1160 Nurse Midwives
- 29-1161 Nurse Midwives
- 29-1170 Nurse Practitioners
- 29-1171 Nurse Practitioners

- d. Discussion
  - Director Bluthardt expressed satisfaction with the work of the ICN, the constant focus on easing the Illinois nursing workforce shortage.

- 2. Nursing School Data Project, Scott Parke, Illinois Community College Board, ICCB.

- a. Targeted areas: Northeast, South
    - The Regional Registered Nursing Workforce Initiative was summarized.
    - Information obtained before a student graduates, the purpose is to help to determine why a region is losing some students, where losses are occurring, and potential strategies to lessen attrition.
    - Colleges participating: 35 Northeast and 12 South.
    - Individual student data, who is enrolled, who graduates.
      - Tracks cohorts over time.
      - Examination of sub-populations.
    - Request for participation was sent to:
      - Directors and Deans of nursing programs and/or data department
    - Discussion:
      - if request was not sent to the Dean or director of a nursing program there might not be the follow-through to obtain this amount of information.
      - Shared data agreements.
      - Protection of records.
    - ICCB is working on numbers of students who graduate.
    - Issues: Improving data, and where Illinois is losing people.
1. Status Update/MCHC and Connect SI
    - Metropolitan Chicago Healthcare Council, MCHC:
      - Mary Anne Kelly and Mary Pat Olson presented.
    - The Northeast Region has two or three programs working with the State.
    - Qualified Applicant Pool – The focus is improving the diversity of the applicant pool.
    - Instituto del Progreso Latino has recently received approval to establish a health career academy as part of the Renaissance 2010 initiative.
      - Charter school
      - 600 students
      - Will be located on the southwest side of Chicago
      - Pilot site for career cluster model.
      - Will reach out to hospitals, etc. to provide mentoring, shadowing, etc.
    - Working on strategic framework for industry partnership role.
      - Students can come in at any level; the plan is to lead in enrichment and remediation.
    - Mapping tools – 2010 reviewed asset mapping of diversity programs, this project is still in progress.
    - The template is in place.
      - Consider researching other State models.
      - Find out if those will be tracked.
      - Data will be matched.
    - A question was raised on timeframe for model development funding, and how models will be pulled together.
      - Northwest Region and Southern Region have different diversity.
      - There are two timeframes: Pilots in August, 2009 and January, 2010.
      - There is funding for one year, which might continue.
    - Education capacity and improving graduation rates –

- Attrition is generally academic the first year, and socio-economic after that.
- There was discussion of retention, pilots and programs to decrease attrition.
- A pilot in three Chicago City Colleges:—Olive Harvey, Kennedy-King, and Richard J. Daley—emphasis retention of students, various strategies
  - One semester has been completed.
  - City data is not yet available.
  - All second-year students have returned.
- The Illinois Education Foundation used the same model in another school. The first semester return rate improved by 45 percent.

#### Connect SI

- Cary Minnis spoke.
  - Minnis discussed a blended on-line RN program that is being developed.
    - Target incumbent workers.
    - Designed to be more available to working students.
    - Funding will target incumbent workers, low-income adults.
- Southern Illinois Workforce Investment Board is working with other boards to develop a policy on this issue in this region.
- Clinical rotation for on-line students:
  - Access will be similar to what is done now, except with more convenient time slots for working students.
  - Each community college will have 10 students in this initiative.
  - Each community colleges will be responsible for providing clinical instructors for the on-line students, pass rates will be part of the community colleges.
- This initiative will go before the Board of Nursing on May 1, 2009.
- The summer health careers internship program is to be expanded this summer.
- Shadowing was discussed.
- Since the initiatives are geared toward ADN; a concern was raised about the baccalaureate.
  - Funding has been requested for MSN scholarships.

#### ADJOURNMENT

The meeting was adjourned at 1:25 p.m. by Chairperson Bromberg