



Illinois Department of Financial and Professional Regulation

Division of Professional Regulation

PAT QUINN
Governor

BRENT E. ADAMS
Secretary

Daniel E. Bluthardt
Director
Division of Professional Regulation

Minutes

Illinois Center for Nursing
Advisory Board Meeting
10:00 A.M., Thursday, December 3, 2009
JR Thompson Center
100 W. Randolph Street
Ninth Floor, Room 9-171B and C
Chicago, Illinois

ATTENDANCE

Board Members Present:

Michele Bromberg, Chairperson
Susan Campbell
Nancy Cutler
Kathryn E. Christiansen
Donna L. Hartweg
Mary Lebold
Marcia Maurer
Donna Meyer
Deborah A. Terrell

Excused Absence:

James Renneker
Maureen Shekleton

Guests:

Mary Pat Olson, MCHC

ICN Staff:

Linda B. Roberts
Adam Webber

At 10:09 a.m. Chairperson Bromberg officially called the meeting to order. A quorum was present.

ANNOUNCEMENTS

1. Review and approval of minutes from October 1, 2009.
 - a. Amendment: page #3, item #2: US DOL/RWJF/AARP Team Illinois: Section #a: third sentence beginning: "ICN and Team IL have invited, and are working with regional groups, such as the recent RWJF..." change to add "been" between "have" and "invited" so that it will now read: "ICN and Team IL have been invited, and are working with regional groups such as the recent RWJF..."

- b. Amendment: page #4, item #New Business: Section #a: Mission, Vision, Goals: Vision statement: "The Illinois Center for Nursing will be a state of the art workforce center that will provide necessary and informative resources, long range planning and policy development, excellence in nursing service and education; serve as best practice model." Remove the semicolon from between "education" and "serve" and insert a comma and the word "and", so that the ICN Vision statement will now read: "The Illinois Center for Nursing will be a state of the art workforce center that will provide necessary and informative resources, long range planning and policy development, excellence in nursing service and education, and serve as best practice model."

No further amendments proposed.

M. Lebold moved and K. Christiansen seconded the motion to approve the minutes as amended, minutes approved.

- c. Illinois Board of Higher Education Nursing Education Improvement Grants FY 2010: anticipate recipient approval at the IBHE Board of Directors December 2009 meeting. The ICN BOD had discussed multiyear follow-up of improvement grant recipients (awards are for a one year period).
Plan: multi-year evaluation of IBHE Nursing Education Improvement Grant recipients conducted in concert with IBHE based on ICN BOD recommendations. Tentative plan is to distribute questions at the end of the grant period, April/May/June 2010, when grant evaluations are scheduled.

2. NCLEX® Regional Workshop, Peoria, IL, October 13, 2009

- a. Attendees included 17 deans, nursing faculty from over 30 Illinois Nursing Education programs, and Julio Santiago, the IDFPR Board of Nursing Chairperson. CEU's were awarded to workshop attendees by Methodist College of Nursing.
- b. Next program is tentatively planned for October 2010; the South Metropolitan Higher Education Consortium, located in southern Cook County, has offered to host. NCSBN allows only one program per state per 12 month period.

3. Legislative Update

- a. Nursing Rules: the initial period for comment ended November 16, 2009. Comments are under review.
- b. National legislation: health care reform, no new information, last we heard CCNA is still talking about Medicare Funding being used for nursing education, nothing new, nothing guaranteed
Action: to include on the agenda for the February 4, 2010 ICN BOD meeting a discussion of the tenets of national health reform legislation, current plan, various options.

OLD BUSINESS

1. U.S. Department of Labor/Robert Wood Johnson Foundation/AARP Team Illinois.
Agenda reordered, as guest Mary Pat Olson, MCHC, is here as a resource for the discussion on the Team Illinois Action Plan: Business Case: Create a toolkit that articulates the business plan and the return on investment for expanding nursing school capacity. Strategies for addressing nursing faculty salaries are part of the toolkit, MCHC was the lead regional partner with this Team Illinois Action Plan.
 - a. Project update: Business Case: the Metropolitan Chicago Healthcare Council (MCHC) workgroup has continued to meet over this past year, with the final document being vetted with University provosts in the summer of 2009. This document was constructed to be a living document, to be adapted and updated on an ongoing basis. The Business Case attachments are structured to be adapted with local information that is specific for each region.

Next steps: there is a need to adapt and pilot this tool in different areas. However, the timing, based on the economy, may not be optimum.

Return to the agenda, next item:

b. Team Illinois Update:

- Quarterly meetings continue to be held around the state. On October 25, 2009, Team IL members met in Marion, IL at Man-tra-con Corporation/Connect-Si offices.
- Additional Team IL members: invitations have been extended to other groups with similar interests, such as the recent RWJF Partners In Nursing of Central IL (Central Illinois Nursing Initiative, CINI); the Bloomington-Normal IL former RWJF PIN grant recipient that is now working with 5-6 communities to foster regional collaboration on initiatives to reduce the nursing shortage, expand nursing education capacity.
- Outcome plan: to continue to support each other, prioritize three common areas of interest: education capacity, data sharing- workforce supply-demand-regional information, growing regional partnerships.
- Next meeting, February 8, 2010, Springfield, IL, hosted by the Central Illinois Nursing Initiative (CINI).

c. Project Update – IL Nursing Simulation Lab asset mapping

Results of the ICN initiated simulation lab survey will be presented as a poster presentation at The Second Annual Nursing Technology Conference, Methodist College of Nursing, Peoria, IL, on December 18, 2009. (Sponsors: Bradley University, IL Central College, Methodist College of Nursing and St. Francis Med Center College of Nursing).

Discuss next steps: Action: Activities to include:

- Research successful models of simulation lab collaboration.
- Determine components of best practices in healthcare simulation labs.
- Define collaboration, issues around collaboration.
- Facilitate regional meetings: invitees to include those that responded to the survey, existing groups of regional nursing lab coordinators, and state group of nursing education simulation lab coordinators.
- Discussion at regional meetings to include: the challenges and benefits of Interdisciplinary simulation lab usage; best practices; equipment cost and maintenance; what exists now (include in discussion the virtual simulation lab) and what is needed to move forward; how advancement in technology facilitates growth.
- ICN Board recommends meeting with the groups regarding collaboration.
- Providing information on the ICN website such as: a resource person at participating simulation labs; upon completion and review: guidelines for the sharing of health care simulation labs.

11:45-12:15 Lunch break

2. Home Health, Home and Community Based Services Initiative

A successful meeting was held on November 5, 2009, attendance from approximately 30 organizations, including consumer groups. Focus of the meeting was on opportunity and support models for direct care workers in the in-home setting. Presentations were by individuals from Addus HealthCare, Inc., Provena Home Care, Asi Inc and the UIC Institute on Disability and Human Development. A brief summary of presentations:

- Addus, Inc.: focus on increasing employee retention, wages, health care benefits, involvement of home care aide in decision making for patient

- Provena Home Care: focus on retention, communication, showing appreciation to employees, such as employee of the month, etc; turnover has decreased to 6%
- Asi, Inc.: orientation is six weeks of unpaid training, recruitment is primarily word of mouth, turnover of staff is minimal.
- UIC Institute on Disability and Human Development: 4 year project with Minnesota, focus on retention of home care worker for the disabled, results were some limited decrease in turnover, but not overall; strategies for next time

Discussion: included broadening the role of caregiver, involvement of the recipient in the hiring and retention of caregivers, effective chronic care management. There was limited discussion of levels of caregivers in the in-home care setting, licensed and unlicensed.

Commonalities amongst all presentations: changes in interviews techniques and strategies to better determine appropriateness of hiring unlicensed individuals into the in-home care setting, communication, opportunities for highlighting the value of employees, improvement of benefits/wages.

NEW BUSINESS

1. Strategic Planning (combination document used as resource: legislation, goals and FY2009 accomplishments). Continue focus on pipeline issues: Regional initiatives and solutions focus on four transition points in the pipeline:
 - 1) Develop a Qualified Applicant Pool
 - 2) Program Capacity, Progress and Completion
 - 3) Transition of Nursing Program Completers to Healthcare Employment
 - 4) Retention of Experienced Nurses in Healthcare Employment
- a. Initiatives in partnership with regional partners: the many activities reflect continued growth of the ICN, continued partnership with government agencies, additional regional partners working on shared initiatives. Many activities have now completed the pilot phase; these initiatives have received mixed embracement throughout the state, activities such as iCRSP (Illinois Clinical Rotation Scheduling Program). Discussion included: level of involvement of Illinois Center for Nursing (ICN), various activities including shared promotional activities of initiatives, promotion of initiatives especially those receiving state of IL funds, communication of ICN activities throughout the nursing healthcare community- in addition to bi-monthly ICN status updates to the Deans/Directors of IL nursing education programs.

A question was raised requesting to clarify the relationship between MCHC and the IL Center for Nursing. M. Bromberg clarified the role of the initial regional partners, MCHC and Connect SI, as they initiate projects based on deliverables as outlined by the IL State agency DCEO (Department of Commerce and Economic Opportunity). The IL Department of Commerce and Economic Opportunity is the partial funding source of many workforce initiatives that are implemented with advice from the IL Center for Nursing Advisory Board input. As the regional partnerships, such as the Central Illinois Nursing Initiative (CINI), Central Illinois Regional Collaborative Effort (CIRCLE) and the RWJF PIN grant (Quad Cities Initiative) are initiated into the workforce projects, ICN will orient them to the role of ICN in nursing workforce development and other initiatives.

- b. To add to strategic plan:
 - i. Nursing in home health: role and function of Advance Practice Nurses, Registered Nurses and Licensed Practical Nurses in addition to unlicensed care providers in in-home care.
 - ii. Review nursing workforce in non-acute care setting.
 - iii. Nursing education clinical placement, explore additional places for nursing student clinical experiences, including in long-term care facilities, schools, outpatient clinical facilities, WIC program clinical facilities, etc.
 - iv. Disability access to nursing education seminar. Anticipated funding for the previously planned seminar did not materialize. The current thought is to utilize V-teleconference at two or three schools throughout Illinois in 2010.
 - v. Policy: utilize data to provide input into how we care for the people of Illinois. Such as, what are the workforce needs in order to care for the patients in Illinois.
 - vi. Data collection: more detailed questions regarding reasons an individual is leaving the nursing workforce and those who have already left the workforce.
- c. RWJF Institute on Medicine Future of Nursing meeting, February 22, 2010; focus of this meeting is nursing education. Two ICN BOD members are planning to attend; ICN is anticipating providing written testimony, potential oral testimony.
- 2. Post-licensure Nursing Education School Survey – preliminary results – deferred until the next meeting

ADJOURNMENT

D. Terrell moved and D. Meyer seconded the motion to adjourn. The meeting was adjourned at 2:10pm by M. Bromberg. Next meeting will be held on February 4, 2010, 10am-2pm, Chicago, IL.