



**Illinois Department of Financial and Professional Regulation**  
**Division of Professional Regulation**

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Minutes  
Illinois Nursing Center  
Advisory Board Meeting  
10:00 A.M., Thursday, April 3, 2008  
320 W. Washington, 3<sup>rd</sup> Floor Conference Room  
Springfield, Illinois

ATTENDANCE

Board Members Present:

*Michele Bromberg -Chairperson*  
*Susan Campbell*  
*Kathryn Christiansen*  
*Linda Fahey*  
*Donna Hartwig*  
*Donna Meyer*  
*James Renneker*

Call-in

*Bridget Cahill*  
*Nancy Cutler*  
*Maureen Shekleton*  
*Deborah Terrell*

Absent

*Marcia Maurer*

Other

*Karen Helland, IBHE*  
*Kathy Lively, Connect SI*  
*Mary Pat Olson, MCHC*

The meeting was officially called to order at 10:15 a.m. by Chairperson Bromberg. There were 6 board members present representing a quorum.

The first item on the agenda was consideration of minutes from the March 6, 2008 meeting. James Renneker moved to accept the minutes, and Linda Fahey seconded the motion. The motion carried.

Chairperson Bromberg moved to the second item on the agenda, Old Business:

Handout:

## “Nursing Initiative Update—Summary of Key Regional Strategies”

### Update on outreach to APNs/MSNs

- Publication

Chairperson Bromberg has presented ICN feedback on the concept of a publication as a recruitment outreach tool to the State. Approval is pending on the special contract process, with tentative plans to produce a publication three times per year. Chairperson Bromberg asked ICN members to consider having a board member form a publication committee. The Manager of the Center will be the lead contact person for the publication.

### Illinois Board of Higher Education

Presentation by Karen Helland, IBHE

- Expansion Grants
- NLN accreditation

Handouts:

“2007 & 2008 Nursing School Expansion Grant”

“Accreditation Issue - April 2008”

There was discussion of the handouts.

- Comparison of requirements and outcomes for the expansion and improvement grants.
- 5 and 10-year statistics on NCLEX scores in relation to accreditation.
- Pros and cons of whether accreditation should be a criteria for both the expansion grants and improvement grants.
- Determination of NCLEX score levels.

### Issues

- As of April, 17 community colleges are not accredited by the NLN.
- Many institutions claim they do not have staff or funds to complete the application process for accreditation, but would be willing to do so with adequate funding.
- Accreditation provides more options for a nurse to advance in the profession. Some hospitals will only accept nurses from accredited schools.
- There was a suggestion that grant money be used to improve programs rather than for accreditation costs.

There was a unanimous consensus of the ICN Advisory Board that expansion grants will continue to include national accreditation as a criteria.

There was a unanimous decision by the members of the ICN Advisory Board that improvement grant and expansion grant NCLEX scores will be determined annually by the Advisory Board. IBHE will consult with the Advisory Board. Also ICN will keep the provision of accreditation for both programs' expansion grants and improvement grants.

### Update of Southern Illinois Regional Nursing Workforce Initiative

Presentation by Kathy Lively, Connect SI

Handouts:

- "One Region - One Vision - Connect SI"
- "Connect SI Short-Term Framework (18-24 months) for Addressing the Nursing Shortage in the Region"

There was discussion of the handouts.

#### Issues

- Connect SI plans to increase focus on on-line technology.
- Initiatives were based on "grow your own programs" and on-line technology.
- SI needs to target students with an interest in Southern Illinois, and assist them in increasing their skill levels.
- Burnout of nurses is a concern in considering retention strategy, as is achieving a return on the investment of education/mentoring.
- An impending primary care provider shortage has been mentioned in Washington. APNs may soon be substituting for the primary care provider.
- Some hospitals do a very good job of recruiting primary care providers, and include paid tuition. However, this also generates considerable expense.

### Update on N.E. Illinois Regional Nursing Workforce Initiative

Presentation by Mary Pat Olson, MCHC

Mary Pat Olson summarized status of the Northeast region.

#### Issues

- The Northeast region has enough qualified applicants, but not enough seats for them in education programs.
- Diversity is an issue. Ninety percent of nursing students in the Northeast region are Caucasian female.

The City is doing a similar process to that of the State. It has held meetings to determine how to intersect and blend diversity. The Diversity Committee met for first time this week, represented by hospitals, community-based organizations, the State and City, public schools, community colleges, and higher education institutions.

Mary Pat Olson summarized goals of the City, which include career awareness, support services and diversity.

There was discussion of what indicates a quality diversity program.

#### Issues

- Program capacity, business plan writing, faculty salary, student support services, why students drop out, how to increase NCLEX passing rates, education expansion and clinical faculty academy.

Mary Pat Olson summarized transition and retention concerns.

#### Issues

- Many nurses do not stay longer than two years in direct patient care. The younger leave earlier. Older, second career nurses are more likely to stay.
- Teaching the “next generation” should be part of the job. There could be untapped potential for teaching, however, there is a need to determine interest.
- Front-line supervisors and managers are often cited as a reason why nurses leave.
- There was discussion of evidence-based precepting.

#### Clinical Faculty Academy

Handout:

“Clinical faculty academy, Table of Contents”

Mary Pat Olson summarized the Missouri/Kansas Clinical Faculty Academy material. This will be a pilot program that can be used to target clinical MSNs, APNs for a 2-day program based on NLN criteria. The material can be bought and licensed, and the ICN would “house” the license if purchased. The ICN will be invited to sit in on a pilot held by the Southwest Metropolitan Education Council. The ICN Board will then review that pilot and its outcomes.

Chairperson Bromberg said that after much research, nothing has been found that is comparable to the Missouri/Kansas material in the State of Illinois.

There was a consensus of the ICN Advisory Board that the Clinical Faculty Academy from Missouri/Kansas be used for a pilot program. After the pilot, there will be an evaluation to determine if it should be used in future Clinical Faculty Academies throughout the State of Illinois.

Chairperson Bromberg moved to the third item on the agenda, New Business:

Linda Fahey made a suggestion that ICN consider how Illinois regulatory issues impact our ability to recruit and retain nurses in comparison with those of other states.

Handout:

“A Public Agenda for college and career success,” an IBHE initiative provided by Karen Helland.

Chairperson Bromberg summarized the handout.

#### Issues

- Diversity. 50 percent of minorities don't graduate from high school, therefore affecting our ability to maintain diversity.

There was discussion of ICN's roll in trying to increase funding for the center. Deborah Terrell offered to help with grant writing.

There was discussion of the 2007 Workforce Survey. Questions included when ICN will repeat the survey, the need for a timeline and data source, the possibility of an overall survey at the next renewal. Chairperson Bromberg will include the survey on the agenda for the next ICN meeting.

There was a suggestion that strategic plan updates be added to the agenda for the next ICN meeting.

There was also a suggestion that outside funding be added to the agenda for the next ICN meeting. Questions include framework on what we can and can't do on outreach, funding, grants, etc.

There were no other matters to be brought before the board; the meeting was officially adjourned at 2:10 pm by Chairperson Bromberg.