

# Minutes

Meeting: **Illinois Nursing Workforce Center**  
 Meeting Date: October 21, 2020  
 Meeting convened: 11: 03 am  
 Meeting Adjourned: 12: 41 pm  
 Meeting Locations: Video Conference: Remote

Board Members Present: Linda D. Taylor, Chairperson  
 Lynda M. Bartlett, Member  
 Krista L. Jones, Vice-chairperson  
 Cynthia Maskey, Member  
 Marsha A. Prater, Member (beginning 12noon)  
 Theresa E. Towle, Member

Board Members Absent: Laura W. Bernaix, Member  
 Staff Present: Linda B. Roberts, Manager  
 Michele Bromberg, Nursing Coordinator

Guests: ANA-Illinois: President Dr. Elizabeth Aquino, Executive Director Dr. Susan Swart,  
 Illinois Organization of Nurse Leaders (IONL): President-Elect Elaine Kemper  
 Michelle Neubrandner, SVP, System CNO and Post Acute-Care Officer, Amita Health

In accordance with the provisions of Governor JB Pritzker’s Executive Order 2020-07 issued on March 16, 2020, the Board will meet remote via an interactive webinar, which may also be accessed telephonically. That Order provided that a public body may convene a properly noticed meeting with any number of members physically present or no members physically present, so long as the total participating members constitute a quorum. Please note that this meeting will be conducted remotely, and that members of the public are encouraged to attend by accessing the meeting via the interactive webinar.

Topic	Action
<b>I. Call to Order</b>	Meeting called to order by L. Taylor, Chairperson
Review Rules a. Mute, all participants will be placed on mute when the meeting begins b. Unmute yourself when it is your time to present or when you wish to speak	
<b>II. Declaration of a Quorum at 11: 03 am</b>	L. Taylor declares quorum
<b>III. Approval of Minutes (Action)</b> Approval of the September 9, 2020 Illinois Nursing Workforce Center Advisory Board meeting minutes. Motion was made/seconded: C. Maskey/K. Jones to approve the September 2020 meeting minutes.	September 09, 2020 minutes approved
<b>IV. Announcements</b> 1. COVID-19 Illinois Department of Public Health (IDPH) update a. COVID-19 temporary permit expiration date extended through December 31, 2020. 2. IDFPR RN and APRN renewal deadline ended September 30, 2020 3. Public Health Nurses Advocating for Public Health Nursing: Creating Change: webinar October 29, 2020: Illinois Healthcare Action Coalition (IHAC) Illinois Public Health Nurse Workgroup	
<b>V. Reports</b> 1. Chairperson Report, L. Taylor	

<ul style="list-style-type: none"> <li>i. Illinois Department of Public Health (IDPH) Diversity in the Healthcare Workforce Task Force. The subcommittees continue to meet. She is on the leadership subcommittee, their current focus – where would the workforce pipeline be most impacted by intervention.</li> <li>ii. Appointments, 3 interviews are complete. All board members should have received and completed reappointment required documents. S.Edamala has resigned from the board.</li> <li>iii. Remote board meetings will continue through the end of FY20.</li> </ul> <p>2. Illinois Nursing Workforce Center Manager Report, LBRoberts</p> <ul style="list-style-type: none"> <li>i. RN survey had a 20% response rate. Data analysis has begun.</li> <li>ii. APRN survey response was low, are discussing options to resurvey the APRNs and FPA-APRNs with Director Abundis.</li> <li>iii. The Board of Nursing (BON) pre-licensure nursing education program annual mandatory survey: a page of questions from the National Forum of State Nursing Workforce Centers was added, the focus: COVID-19 pandemic and student education.</li> <li>iv. LPN survey data collection will begin in November, the voluntary individual online survey will be offered post renewal payment. The survey participation request will be included in the license renewal reminder email and on the IDFPR license renewal page.</li> <li>v. The Nation Forum of State Nursing Workforce Centers, one project is about changes in the nursing pipeline since March 2020, with examples from different states. Illinois participated with pre-licensure nursing education, NCLEX<sup>®</sup> testing and some diversity information.</li> </ul> <p>3. Nursing Organization updates</p> <ul style="list-style-type: none"> <li>i. Public Health Nurse Leaders Workgroup: K. Jones: <ul style="list-style-type: none"> <li>• Article accepted for publication in the journal: <i>Public Health Nursing: Academic practice partnerships: a review of a statewide population health nursing leadership initiative</i></li> <li>• October 29, 12 noon CT. Webinar: Advocacy: Public Health Nurses Advocating for Public Health Nursing: Creating Change. Speakers: Robin Hannon (RWJF grant PI), Dr. Karen Kelly, Dr. Glenda Morris-Burnett. Free 1-hour CE. Registration open.</li> </ul> </li> </ul> <p>4. Nursing Coordinator, M. Bromberg:</p> <ul style="list-style-type: none"> <li>i. Board of Nursing: this past month they have completed four site visits to the school campuses of schools that are on probation; visits maintained safety standards.</li> <li>ii. National Council State Board of Nursing (NCSBN): currently 34 states have adopted the nursing compact. There is conversation about a national nursing license – NCSBN continues to advocate for individual state nursing license, and the current nursing compact and rules.</li> </ul>	
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<p><b>VI. Old Business</b></p> <p>1. The nursing workforce pipeline, academic-practice partnership task force – discussion included individuals from ANA-Illinois, Illinois Organization of Nurse Leaders (IONL) and Amita Health. Resource distributed prior to the meeting: June 2020 presentation: The Rutgers Sustainable Academic-Practice Partnership Model to Develop the Operating Room Workforce. Discussion included: the operating room in a unique entity and does require additional time for orientation; both locally and nationally there is a current need for nurses with critical care expertise.</p> <p>Questions: do we know if in Illinois access to clinical sites for pre-licensure students is more difficult that before the COVID-19 pandemic safety guidelines? Have there been changes in the orientation of new hires, new nurses? Where in Illinois are the nurse residencies? Where are nursing dedicated education units? Are questions such as these something that Chief Nursing Officers (CNO)’s, hospital administrators would be interested in answering through a survey?</p> <p>Discussion: the transition of pre-licensure nursing students to specific specialty areas. In the past, employers offered summer externships, to work on a unit during the summer between the junior and senior year of nursing school. Sometimes externships rotated one through many nursing units over the summer. The Rutgers resource indicated the operating room (OR) is the third most vacant nursing position, what is the first and second?</p>	<p>Action: contact Illinois Hospital Association, discussion with L. Taylor, K. Jones re: survey of Illinois hospital CNO’s re: the retention of and transition of the nursing workforce.</p>
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<p>Psych-mental health? Community or public health? One of the components of the Rutgers model is use of the local school of nursing simulation lab. Plan: contact individual at the Illinois Hospital Association (IHA) to discuss a possible survey of Illinois CNO's about models of academic-practice partnerships.</p> <p>Discussion: during the COVID-19 pandemic, with the current surge of new cases, there is concern about nurse and health care provider resilience. How are we to make sure there is enough of a workforce during these times. There are shifting guidelines during these new realities in care to broaden the wholistic manner of supporting the healthcare workforce, specifically the nursing workforce. Anecdotal examples were given of current clinicals, practice, numbers of patients as well as schools with state-of-the art simulation labs, operating room (OR) technician programs, etc.</p>	
<p><b>VII. New Business</b></p> <p>1. Licensed Practical Nursing (LPN) survey will be offered post license renewal beginning November 2020 through license expiration date of January 31, 2021. The questions are similar to past surveys with a few changes and proposed changes as listed below:</p> <ul style="list-style-type: none"> <li>• Q#7: highest level of education, wording of options for type of school revised to reflect the same identifying language as that of the Illinois Board of Higher Education (IBHE).</li> <li>• Q#10: what year did you obtain your LPN license? 10 years deleted as so few in the RN survey responded in that their license was obtained in these years.</li> <li>• Q#15: What is your employment status (mark all that apply): added if you are not currently working, skip to Q#16. Q#16 includes the option of retirement.</li> <li>• Q#22 is new: this question asks the nurse to indicate his/her specialty area. Options for specialty practice are from the RN survey.</li> </ul> <p>Discussion: most LPNs work in non-acute areas, such as long-term care, rehabilitation, outpatient clinics. Agreement to add these 3 areas as options.</p> <ul style="list-style-type: none"> <li>• Q#1: do we want to add an additional gender option, in addition to Male or Female? Discussion: most national surveys include only 2 options, male or female. Will we have many that respond other than male or female? Agreement to add both "other" and "prefer not to answer".</li> <li>• Q#9: do we want to add as a barrier to increasing education "language" or English as a second language? Discussion: faculty have experienced this with students, with coworkers who expressed doubts about continuing education. Agreement to add as an option.</li> </ul> <p>Motion to approve LPN survey as amended: was made/seconded: T. Towle/C. Maskey.</p> <p>2. Registered Nurse (RN) preliminary survey results reviewed. Compared with past survey results. Data analysis begun.</p>	<p>Action: approve the LPN post-license renewal survey as amended: Q#22: add answer option: outpatient clinic, long-term care, rehabilitation. Q#1: add answer options: other, prefer not to answer. Q#9: add answer option: language, change tuition option from tuition to costs.</p>
<p><b>VIII. Public Comment</b></p>	<p>None</p>
<p><b>IX. Adjournment</b></p> <p>The next meeting of the Illinois Nursing Workforce Center will be Wednesday, December 9, 2020. Motion was made/seconded: C. Maskey/T. Towle to adjourn.</p>	<p>Approved</p>
	<p>There being no further business to be brought before the Board, the meeting adjourned at 12:41 pm</p>

Members of the Illinois Nursing Workforce Center (INWC) Advisory Board of Directors: Lynda Bartlett, Chicago, IL; Laura Bernaix, Edwardsville, IL; Krista Jones, Broadlands, IL; Cynthia Maskey, Springfield, IL; Marsha Prater, Springfield, IL; Linda Taylor, Rockford, IL; Theresa Towle, Tinley Park, IL.

The Illinois State Healthcare Action Coalition (IHAC) was convened to advance *The Future of Nursing: Campaign for Action*<sup>™</sup>, a collaboration created by the Robert Wood Johnson Foundation and the AARP Foundation <http://championnursing.org/>.

The Illinois Nursing Workforce Center (INWC) (formerly the Illinois Center for Nursing) was established in 2006 to advocate for appropriate nursing resources necessary to meet the healthcare needs of the citizens of Illinois. INWC is working with industry professionals and educational institutions to ensure that Illinois has a nursing workforce necessary to meet the demands of a growing and aging population. INWC Website: <http://nursing.illinois.gov>