



Illinois Department of Financial and Professional Regulation

Division of Professional Regulation

Minutes
Illinois Nursing Center
Advisory Board Meeting
10:00 A.M., Thursday, June 5, 2008
J.R. Thompson Center
100 W. Randolph Street, Room 9-171B
Chicago, Illinois

ATTENDANCE

Board Members Present:

Michele Bromberg, Chairperson
Kathryn Christiansen
Nancy Cutler
Donna Hartweg
Mary Lebold
Donna Meyer
James Renneker
Maureen Shekleton
Deborah Terrell

Linda B. Roberts, ICN Manager

Excused Absence

Susan Campbell
Linda Fahey
Marcia Maurer

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

The first item on the agenda was consideration of minutes from the May 1, 2008 meeting. Maureen Shekleton moved to accept the minutes, and James Renneker seconded the motion. The motion carried.

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

Update on legislative briefing

Handouts

"Building the Illinois Nursing Workforce, Legislative Briefing May 14, 2008"

“Workforce Development” spreadsheet

Chairperson Bromberg reported on the legislative briefing held May 14, 2008. Items covered were:

- The pipeline approach
- Diverse qualified applicant pool programs
- Capacity progress and completion
- Transition of program completers
- Retention of experienced nurses

Bromberg added that Senator Heather Steans and State Representatives Bob Pritchard and Julie Hamos, as well as staff members of several other legislators, expressed great interest in what the ICN is doing.

Discussion

- One ICN initiative is to determine the attrition rate in the Northeast Region.
- The Dept. of Employment Security is working to establish a uniform definition of when a student becomes a qualified applicant. They sent a 10-year survey to the data collectors at each school in the Northeast and Southern Regions. The deadline for data collection is June 1, but will probably be extended.
- Applicants from more diverse populations are unaware of the career opportunities in nursing.
- The Northeast Region has a need for 3,000 new RN's per year. However, a more realistic goal of the number that could be added is 300 by 2010, and 1,500 by 2014. DECO and IDES helped to arrive at these figures.
- MCHC is starting a foundation through which the ICN could leverage State funds with the funding from private/public partnerships.
- A suggestion was made that legislators be kept better informed about needs to upgrade prerequisite course capacity and for additional physical/facility space in State universities and State-affiliated programs.
- The posting of faculty positions on the ICN website has generated a favorable response. This is a free service. The clinical rotation schedule will also be added to the website.
- Many newer nurses leave the profession after one to three-year periods. As a solution, the ICN is exploring best model practice programs to work with front-line supervisors, and mentoring programs for students. An NCSBN study indicates a six-month mentorship followed by a six-month support group helps the new nurses remain in the profession. A hospital was discussed that monitors unit environment, including which of its nurses contribute to mentoring and which abuse. It fires nurses who abuse new nurses. There was discussion of the “no jerk” rule. This is actually considered a workplace violence issue, requiring an anti-bully rule and zero tolerance.
- There was discussion of magnet resources vs. other institutions, and comparison of retention results. There was a suggestion to ensure that legislators are aware of magnet resources. There are about 18 magnet resources in the Regions.
- There was a suggestion of eight-hour rather than 12-hour shifts to help retain the older nurses.

Decisions

- Develop an on-going communication vehicle for follow up between the Center and legislators.

Update on Nurse Educator Fellows

Handouts

Congratulation letter to Fellows and invitation to August 14, 2008 meeting
Title 23: Fellow requirements

Discussion

- The Fellows will attend the August 14 ICN Board meeting in Springfield.
- A Clinical Faculty Academy is planned for August.
- ICN needs to provide MCHC with a list of every APN licensed in the State. This is the only access the ICN has to the masters-prepared RNs. The reason ICN does not otherwise have that access is because the masters-prepared are not licensed as APNs. MCHC will send invitations to the APNs about the Clinical Faculty Academy.
- It was mentioned that while everyone is invited to the open house, they must have a faculty appointment starting in the Fall in order to attend the Clinical Faculty Academy. There was further discussion, and a suggestion that this requirement be changed.

Decisions

- Change the paragraph on who is invited to the Clinical Faculty Academy to include others beside those with faculty appointments.
- Locate funding and resources in order to have the Fellows produce a video on faculty role to put on the website.
- Present certificates to honor the Fellows at the August meeting, as a means of enhancing the image of nursing and to generate discussion of that image and role.

Update on AARP, DOL and Robert Wood Johnson Foundation Nursing Education Capacity Summit

Handout

Team Illinois Application to Department of Labor Summit

The number attending the DOL Summit June 26 and 27 has been increased to 18 centers.

The purpose of attending the summit is to learn best practices, from the perspective of AARP, DOL and Robert Wood Johnson Foundation, on how to solve the nursing shortage. A report will be provided. Participating centers will then be required to report on their progress for three reporting periods.

Discussion

- There is a National Conference of Workforce Centers being held in Denver June 11 and 12, 2008. At this summit there will be a meeting of the states participating in Nursing Capacity Education Summit. The 18 participating states are invited to attend an information session. Linda B. Roberts and Mary Pat Olson (MCHC) will attend and represent Team Illinois.
- There was discussion on simulation, precepting and re-design in relation to education capacity. There were questions as to how this new technology could safely be used. Questions such as:
 - Strategic partnerships
 - Resource alignment
 - State policy and regulation
 - Increasing faculty capacity
 - Education re-design

Decisions

- Linda B. Roberts and Mary Pat Olson will attend the workforce group conference in Denver June 11 and 12, 2008. There are 28 states that are currently members of this national group. In addition to the educational sessions, they will network with other workforce centers.

Outreach and communication

- Article for "Illinois Nurse"
- Newsletter

Handouts

"The Illinois Nurse" February, March April 2008 issue
Memorandum listing Chicagoland and Illinois Newsletters for Nurses

Linda B. Roberts has researched Illinois nursing publications. Chairperson Bromberg distributed copies of four newsletters, and read their circulation statistics:

- "Illinois Nurse" - Quarterly to RN, LPN, APN - Illinois licensees, 180,000 total.
- "Spectrum" - Bi-weekly except December to RN - Greater Chicagoland area, \$20 to those outside the area.
- "Advance" - Bi-weekly to RN - Greater Chicago and Metro areas, Wisconsin and Indiana, 85,000 total.
- "Nursing Lounge" - Monthly to RN - Cook, DuPage, Lake, McHenry and Will Counties.

Discussion

- The public needs the repetition of a newsletter or article to learn about the ICN.
- The ICN needs a communication vehicle besides its website. If people don't know about the website they don't know what the ICN is doing.
- Suggestions for articles—who can write?
 - Preparing for grad school
 - How to choose a school
 - How to work with an employer in advance
 - Legislation and resolutions

- There was a suggestion to produce a brochure rather than a newsletter, and to do it as a pilot with the cost to be worked out.

Decisions

- Linda B. Roberts will prepare an ICN brochure, as well as an article for the upcoming August/September issue of "Illinois Nurse." The ICN website address will be included in the brochure and the article.

As Chairperson Bromberg had to leave for a mandatory meeting, Linda B. Roberts moved to the third item on the agenda, New Business.

Strategic Planning

Handouts

- "Goals and mandates"
- "Act as to when we got started"

Discussion

- There was a review of the legislation creating ICN as well as the Goals and Mandates set last year.

Decisions

- Hold a strategic planning session for the entire September meeting.

There will be no ICN meeting in July. The August meeting will be held in Springfield.

There were no other matters to be brought before the board; the meeting was officially adjourned at 2:15 pm by Linda B. Roberts.