



Illinois Department of Financial and Professional Regulation

Division of Professional Regulation

Minutes
Illinois Nursing Center
Advisory Board Meeting
10:00 A.M., Thursday, September 4, 2008
J.R. Thompson Center
100 W. Randolph Street, Room 9-171B and C
Chicago, Illinois

ATTENDANCE

Board Members Present:

Michele Bromberg, Chairperson
Kathryn Christiansen
Nancy Cutler
Mary Lebold
Marcia Maurer
Donna Meyer
James Renneker
Deborah Terrell

Linda B. Roberts, ICN Manager
Gloria Evenson, Assistant

Call-in:

Susan Campbell
Linda Fahey
Maureen Shekleton

Excused Absence:

Donna Hartweg

The meeting was officially called to order at 10:15 a.m. by Chairperson Bromberg. There were seven board members present and three on the phone, representing a quorum.

The first item on the agenda was consideration of minutes from the June 5, 2008 and August 14, 2008 meetings.

- **Action:** James Renneker moved to accept the minutes from the June 5 meeting, and Kathryn Christiansen seconded the motion. The motion was carried.
- **Action:** Marcia Maurer moved to accept the minutes from the August 14 meeting, and Donna Meyer seconded the motion. Both motions were approved.

Chairperson Bromberg summarized contents of the information Packets.

Handouts:

"An Introduction to Illinois CTE Programs of Study"

Meeting dates

Parking information

Outreach/Communication

Articles mentioning the ICN appeared in the August 18, 2008 issue of "Advance for Nurses;" and the August 25, 2008 issue of "Nursing Spectrum, Greater Chicagoland Area."

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

DOL, RWJF, AARP National Education Capacity Summit Update

Handout:

"Nursing Education Capacity Summit Action Planning Tool"

Chairperson Bromberg summarized the four draft Action Plans from the DOL/RWJF/AARP Summit:

- Develop a plan for expansion of simulation opportunities in Illinois.
- Create a toolkit that articulates the business plan and the return on investment for expanding nursing school capacity.
- Map or remap assets in the three regions and conduct a gap analysis.
- Communication plan: regional workforce initiatives in Northeast, Central and Southern Illinois must be effectively shared and communicated across regions.

Discussion

- The MCHC education capacity workgroup has responsibility for creation of a toolkit that articulates the business plan and the return on investment for expanding nursing school capacity, and is working on its development.
- The ICN has responsibility for development of a plan for expansion of simulation opportunities in Illinois.
- There was discussion of simulation labs, how to find out where they are located, and what structures they might have in place that the ICN can review as models for how simlabs could help to expand nursing education capacity in Illinois.
 - Types of experts that will be needed to assist in the creation and maintenance of simlabs, as well as education of instructors/resources of these facilities.
 - Information regarding the use of simulation as a learning tool in addition to the performance of tasks in a simulation setting
 - Integration of simulation learning within curricula
 - The need to establish simlab guidelines.
 - Examination of financing to operate the simlab centers.
 - Concern about the coordination of simlab hours in addition to clinical hours, maintaining face-to-face contact with patients.
 - Some rural areas have difficulty in accessing all the specialty clinical experiences.
 - Are there specific skills that can be acquired in a simulation lab that would then not need to be tested in a clinical setting?

- The ICN Advisory Board plans to further examine this issue.

Suggestions

- Examine NCSBN's simulation research.
- Consider all sources that have simlabs, including providers.
- Consider the military as a simulation resource.
- Develop a simlab task force, possibly involving some of the IBHE Nurse Educator Fellows.
- A student survey on what value simlabs held for them.
- Outcome is how the utilization of simlabs would result in expanding capacity for Illinois nursing school programs.

Outcomes

- At the DOL Summit, Pam Jeffers, an expert in simulation from Indiana State University recommended three experts in simulation research. The ICN will contact Jeffers, and locate Illinois individuals who have done surveys and task forces, nursing educators, nurses and non-nurses with access to simlabs.
- Chairperson Bromberg and Linda B. Roberts will gather the information on simlab centers, and devise a plan to be brought back to the ICN Board for further review and development.
- The deadline for completion is July, 2009.

Recaps

- The ICN has reviewed the DOL, AARP, RWJF Nursing Education Capacity Summit four draft Action Plans:
- Action: The ICN Advisory Board accepts the lead responsibility of the DOL/AARP/RWJF Nursing Education Capacity Summit Action Plan: "Develop a plan for expansion and coordination of simulation opportunities in Illinois".
- Initial plan includes: further investigation of simulation labs, contacting simulation lab expert Pam Jeffers at IU, contacting the individuals in Illinois who have simulation expertise including those in both industry and education, requesting and compiling information regarding simulation lab learning, consideration of the creation of a task force regarding simlabs in Illinois that would include both nurse educators, nurses from the industry, and non-nurse experts.

Clinical Faculty Academy

Handouts:

"Blowing Open the Bottleneck"

"Clinical Faculty Academy" August 6-7, 2008

Resources and references

List of attendees

James Renneker reported on his attendance at the Clinical Faculty Academy (CFA) held August 6 and 7, 2008 and reviewed the handouts.

Discussion

- 32 people attended the Clinical Faculty Academy (31 of whom were new faculty). All attendees were skilled clinically.
- Ratings for the sessions were very high.

- The purpose of the current CFA DCEO pilot project is to foster transition of clinicians into Nurse Educator roles.

Suggestions

- Contact Chicago Deans and Directors to do a panel discussion at the next Clinical Faculty Academy which will be in Chicago.
- Maximize/increase resources to maintain nursing education capacity by having schools to participate in conducting CFA's.
- Once the adjunct clinician is hired, the "Lead School Instructor" needs to maintain contact with the adjunct clinical faculty—within the individual school.
- Have an additional CFA for seasoned faculty, for example to facilitate learning with some of the new/innovative information technology. Continue with CFA as in the pilot to utilize with transition from the Clinician to the Nurse Educator role; this would be a strategy for recruitment.

Outcome

- The Chicago Clinical Faculty Academy will hold an open house on Tuesday, October 28 from 6:00 to 8:00 p.m., at Rush University Medical Center. The CFA will be held December 9 and 10, at 2-day event, at Wright College.

Recaps

- The current Clinical Faculty Academy pilot is designed for the retention of committed new faculty members.
- Action: The ICN Advisory Board recommends the Clinical Faculty Academy be adapted and opened to participation from clinicians who are not yet committed to teaching but possibly are interested in becoming faculty.
 - To look at Clinical Faculty Academy as having at least two phases. The ICN Advisory Board's suggests possibly expanding the Clinical Faculty Academy program after the pilots are completed, beginning with the open house, to offer an overview of the Nurse Educator role and responsibilities as well as a recruitment tool to transition into the Nurse Educator role.

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

Handouts:

"Strategic Planning FY 2009"

"Workforce Development" 8-29-08 Weekly Report grid

"Illinois Center for Nursing" 13 Goals and Mandates

"Professions and Occupations (225 ILCS 65/) Nurse Practice Act."

Strategic Planning

- Review state statute

Chairperson Bromberg referenced the handout Workforce Development grid. This is an internal document, updated weekly with information from MCHC, Connect SI, and other participating groups. After the updates, the document is sent to the Governor's office for review.

- Review mission, vision and goals

Chairperson Bromberg read the mission and vision of the ICN from the Strategic Planning FY 2009 document.

Outcomes

- Action: James Renneker moved to reaffirm the Mission of the ICN as stated in the Strategic Planning FY 2009 document: "To advocate and ensure for the appropriate nursing resources necessary to meet the healthcare needs of the citizens of Illinois." Mary Lebold seconded the motion. The motion was approved.
- Action: Mary Lebold moved to reaffirm the Vision of the ICN as stated in the Strategic Planning FY 2009 document: "The ICN will ensure that the nursing workforce in Illinois is adequate to meet the demands of a growing and aging population. Conditions for the nursing workforce will be carefully examined to promote retention and recruitment. Ultimately, collaboration with agencies, associations, stakeholders, nurses and citizens will help build a state of the art Center for Nursing that will provide necessary and informative resources, long range planning and policy development, excellence in nursing education and serve as a best practice model for similar initiatives." Donna Meyer seconded the motion. The motion was approved.

- Review accomplishments

Chairperson Bromberg continued review goals from the Workforce Development grid and match the goals with ICN accomplishments on the Strategic Plan.

Accomplishments

- Recommendation of a strategy to meet with college presidents, provosts and trustees regarding the nursing education salary gap and other related issues. Subsequently, the MCHC education capacity workgroup is creating a toolkit that articulates the business plan and the return on investment for expanding nursing education capacity. MCHC is also conducting webinars with provosts and deans of schools of nursing to optimize contents of the planned toolkit, including nursing educator salaries.
- Surveys: In 2006 the ICN Advisory Board created and conducted a 2007 Nursing Workforce Survey. In addition many issue specific surveys were completed. Chairperson Bromberg reviewed the surveys:
 - "Is your program at capacity?" January, 2007
 - "Five top areas to program expansion" February 2007
 - Various surveys on physical space, faculty funding, and clinical placement pre-requisite courses
 - "Open positions, future positions and salary barriers" 2008
 - "Do you use a standardized exam for admission to your program or as a requirement for graduation" April, 2008
- Meetings:
 - Stakeholder Summits:
 - September 2007: Attendees included Deans and Directors, entry level nursing programs: ADN programs and hospital program.
 - November, 2007: Attendees included Deans and Directors, entry level nursing programs: BS and entry-level Masters programs In addition Deans and Directors of graduate level nursing education programs participated
 - January, 2008: Attendees included Deans and Directors, LPN programs.

- November, 2007: In Illinois, the first ever meeting of 14 state agencies that are working on the nursing shortage initiative was convened.
 - May, 2008: Legislative briefing: Building the Nursing Education Workforce.
- Website: The ICN has a state-of-the-art website. Chairperson Bromberg summarized website maintenance and updating. There are 40 open faculty positions posted. There was discussion of how to make potential users aware of the website. The planned ICN newsletter will refer readers to the website. The website has also been referenced in articles published in local nursing magazines such as *Illinois Nurse*, *Nursing Spectrum*.
 - Publicity: The ICN continues to reach out to the media. Chairperson Bromberg requested names of additional publications and contacts. There was discussion about the possibility of future articles. Future articles: Every attempt will be made to notify ICN Advisory Board members in advance of potential future publications.
 - Scholarship information is available on the ICN website. The scholarship providers update this information.
- IBHE Nurse Educator Fellows: The Fellows have been receptive to potential participation in projects such as the Clinical Faculty Academy, speaker's bureaus, and writing articles.
- Grant eligibility criteria:
 - There was discussion about national accreditation as a criteria for IBHE Nursing School Grant Program, Nurse Expansion and Improvement grant eligibility.
 - Action: The ICN Advisory Board supports maintaining national certification with the NLNAC or the CCNE in order to be eligible for grant application.
 - There was discussion of NCLEX. The Board determines the required NCLEX score for grant eligibility. The ICN will discuss this with the IBHE when the new cycle comes around.
 - IDPH: The ICN has determined merit criteria for IDPH Nurse Education Scholarship Law scholarships.

Discussion:

- iCRISP, an on-line clinical rotation scheduling tool, has begun the pilot phase in Kane, and Du Page counties. This program has the potential to increase the number of clinical spaces available by approximately 10%. This pilot project is coordinated by MCHC.
- The ICN Advisory Board anticipates forming a publications workgroup initially to work with the ICN/BON publication. This will probably require an editorial board and an advertisement review board.
- The next statewide nursing survey. A lengthy discussion ensued as to the timing of the next survey. Experts recommend that a survey of this type should be done every 2-3 years from the date of last survey.
 - Action: The ICN Advisory Board is in favor of a nursing survey to be sent in the month of October.

Suggestions

- The ICN Board members will recommend that their individual institutions link to the ICN website. The ICN website currently has a link to all the schools with nursing education programs.

- Recommendation: That ICN e-mail Deans and Directors of the nursing programs and the IHA, and ask them to link the ICN website to their websites as well.

Outcome

- The ICN Board is in favor of an October survey, and will determine the year after further information is obtained.

Recaps

- Action: The ICN Advisory Board is in support of the toolkit that articulates the business plan and the return on investment for expanding nursing education capacity. The ICN Advisory Board has a concern about negotiations with unions that may add a complication to raising nursing faculty salaries. MCHC needs to follow-up with this aspect during the toolkit development.
- The ICN Advisory Board is in favor of a nursing survey to be sent in October to licensees.

Break: 12:35 p.m.

Reconvene: 1:10 p.m.

Strategic planning discussion continued.

Discussion

- Questions were raised as to whether any best practices emerged as a result of the DOL/RWJF/AARP summit, if there has been any follow-up on results, and whether there should be another round of summit meetings, and with who.
- The need for contact with long-term care groups was discussed, and the AARP being used as one possible source.

Suggestions

- The ICN initiate contact with long-term care groups, home health care, and hospice. A question was raised as to where the workforce needs are in these settings. A growing aging population is a concern.
- Discussion of where to obtain a list of long-term care groups in addition to the AARP. The VA, public health etc. were also suggested, and further discussion of which groups, associations to consider.
- Survey Deans and Directors for stand-alone geriatric courses to discuss needs of nursing students in relation to the elderly. Bromberg suggested forums for this segment of the workforce.
- Use feedback from groups such as Deans and Directors of various entry level nursing programs, LPN, hospital, ADN, BSN and entry-level MSNs. The ICN will have another meeting with them.

Outcomes

- Bromberg and Roberts will obtain a list of long-term care associations, groups from the AARP and other sources.
- The ICN will have another meeting with the Deans and Directors of nursing education programs.
- For the next meeting, Board members are to review the ICN website and bring comments to the meeting.

- The ICN will consider formation of issue specific workgroups.

Recap

- The ICN Advisory Board is in support of having a meeting with the long-term care, home health, hospice associations, having a forum to discuss with them their workforce issues and their workforce needs.

The October 2, 2008 ICN Advisory Board meeting will be held in Chicago.

There were no other matters to be brought before the board; the meeting was officially adjourned at 1:55 p.m. by Chairperson Michele Bromberg.