



**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, October 2, 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*

*Linda Fahey*

*Donna Hartweg*

*Mary Lebold*

*Marcia Maurer*

*Donna Meyer*

*James Renneker*

*Maureen Shekleton*

*Deborah Terrell*

*Linda B. Roberts, ICN Manager*

*Gloria Evenson, Assistant*

Call-in:

*Susan Campbell*

*Nancy Cutler*

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

The first item on the agenda was consideration of minutes from the September 4, 2008 meeting.

Corrections

Page 3, Under Suggestions, last bullet point - Delete ", in the future,"

Page 4, First sentence, first bullet point - reword to say, "Once the adjunct clinician is hired, the Lead School Instructor needs to maintain contact with the adjunct clinical faculty--within the individual school."

Page 6, First bullet point and after the word Publicity: - reword to say, "The ICN continues to reach out to the media." Delete the remainder of the sentence.

Page 7, Under Suggestions, first bullet point - reword to say "The ICN initiate contact with long-term care groups, home health care, and hospice."

Page 6, Under Discussion, last bullet point - add at the end of the sentence "from the date of the last survey."

Linda Fahey moved to accept the minutes as corrected, and Marcia Maurer seconded the motion. The motion was approved.

#### Action

The minutes were approved as amended.

#### **Outreach/Communication**

Chairperson Bromberg reported that publication of a BON/ICN magazine has been approved by all IDFPD departments. Daniel Bluthardt and Dean Martinez previously approved publication of a magazine that will have statewide distribution.

- Pipeline Goal: Develop a diverse qualified applicant Pool:  
Diversity seminar. The ICN is considering a partnership with the organization *disabilityworks*, and has spoken with their Executive Director, Karen McCulloh. Chairperson Bromberg reviewed concerns from deans and directors of nursing schools about how to best assist those schools in working with students with disabilities, while maintaining compliance with disability regulations.
  - Proposed: A seminar to be held in Springfield in the spring of 2009, featuring two national experts. In the afternoon, nurses with disabilities, including mental health, will speak on how they have overcome barriers and their successes as nurses. The ICN is also considering a poster board presentation. Target audience: Deans and Directors and potentially one or two additional staff from each school. A legislative reception will be held after the educational seminar. Location TBD.

#### Discussion

- Resources for the disabled student to be included.
- Policies, regulations on disabilities to be reviewed.
- How to address functional limitations.
- Patient focused care, patient care always a priority.
- Keep all meetings related to the seminar in Springfield for proximity to legislators.
- Hold the March ICN Board meeting the day after the seminar so the Board can de-brief. Change the meeting date if possible to accommodate. Possibly Integrate the ICN meeting into seminar work being done, in lieu of a March meeting.

#### Action

- The ICN is in favor of an accessibility seminar and legislative reception, targeting the leadership of Illinois Nursing Educational institutions.
- Student Nurses' Association of Illinois (SNAI) annual meeting. This meeting will be held Saturday, October 18, 2008 at Bradley University in Peoria, Illinois. Linda B. Roberts will attend, and present ICN information via a poster display. ICN Board members are also encouraged to attend. Further information on the meeting will be distributed. IBHE Nurse Educator Fellow award recipient Karen Egenes plans to attend.

- Home Health report. Kathryn Christiansen reported that the Department of Commerce and Economic Opportunity (DECO) has asked ICN to initiate a review of home health issues related to the nursing shortage, and to compile and prioritize a report on those issues.
  - Main issues
    - ◆ Workforce preparation and availability,
    - ◆ Technology, and
    - ◆ Underlying issue of reimbursement (the State can address some funding, but much is at the Federal level with MEDICARE and MEDICAID).
  - The top priority is an aging population and aging workforce expected within the next five to ten years. Due to the nursing shortage, length of hospital stays and personal preferences, it is anticipated that there will be an unprecedented demand for health care in the home with too few healthcare providers.
  - K. Christiansen has spoken with the president of the Illinois HomeCare Council, Mary Newberry. The Council is receptive to setting up a forum for the ICN to invite members from the various regions to further discuss these issues.

#### Discussion

- Types of workforce--availability of workforce goes beyond RN's and includes therapists, aides, etc.
- Reimbursement.
- Care planning.
- Rural agencies are closing. The price of gas is a major concern for rural Illinois. Rural areas don't always have necessary resources or funding for technology. A determination must be made of what is needed for these areas.
- Some nurses prefer home care to hospital work, resulting in less workforce for hospitals.
- Some home phones are not at the level to support medical technology.
- The ICN is providing information to the Dept. of Commerce and Economic Opportunity related to issues of home health.
- ICN bring the four main issues forward for the State to address, (workforce, preparation, technology, reimbursement.)

#### Action

- The ICN will plan a needs assessment summit with the Illinois HomeCare Council, and include representation from home health and hospice.

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

#### **DOL, RWJF, AARP National Education Capacity Summit Update**

Handouts:

"DCEO Programs and Services Guide"

"Blowing Open the Bottleneck in Nursing" Power Point Presentation

Chairperson Bromberg reviewed handouts.

DOL/RWJF/AARP Nursing Education Capacity Summit Final Action Plans:

- ◆ Asset Mapping
- ◆ Business Case, building the business case for increasing education capacity
- ◆ Communication, enhancing communication within regions and across the state; articulation between ADN, BSN and graduate programs

- ◆ Simulation, evaluate strategies to expand simulation capacity
  - HRSA Grant: Faculty Development: Integrated Technology into Nursing Education and Practice (ITNEP) Initiative. There is a HRSA grant application re: simulation and IT funding. Brenda Jeffers has provided background information on this grant. HRSA awards two grants per year.
    - Deborah Terrell has reviewed some background information on this HRSA grant. Its purpose is to integrate technology into nursing education. The due date has not yet been published. A December, 2008 deadline is potentially workable.
    - NLN is holding a technology conference at the end of October.
    - A suggestion was made to consider traveling simlabs.

Action

- Coordinate the HRSA application process with regional entities, Connect SI, MCHC, PIN of Central Illinois.

Action

- The ICN supports the four Team Illinois Action Plans.

The handout "Blowing Open the Bottleneck in Nursing" was summarized and discussed.

- Susan Campbell summarized "Strategic Partnership Development and Resource Alignment." She stressed importance of out-of-the box thinking.
- Chairperson Bromberg summarized "The Role of Policy and Regulation," pages 15-18.
  - Faculty Training: Illinois requires MSN-prepared instructors. Some states have different rules, and Illinois will retain its focus.
  - Data: The ICN is collecting data on nursing school enrollment for Team Illinois. Timely BON Annual School Survey responses were received and there were minimal questions. The ICN will forward these results to National Center: The Center to Champion Nursing.

Discussion

- Chairperson Bromberg mentioned that preliminary data analysis shows that the state overall attrition rate is not as high as previously thought.
- Standard definitions for enrollment: Linda B. Roberts reported that standard definitions were distributed with the surveys. Definitions and questions for the BON Annual School Survey will not change from year to year. That is the plan.
- Team Illinois will be a resource leader in data collection.
  - ◆ This year the ICN has a baseline survey, making it possible for anecdotal questions to be added next year.
  - ◆ Determination of the Illinois State attrition rate is a priority.
  - ◆ A suggestion was made to include BSN completion programs in the survey next year.
  - ◆ A question was raised as to whether collaboration could be expanded to include education outside of hospitals. Bromberg replied that this is being explored.
  - ◆ A suggestion was made to add community-based programs to the survey.

Suggestion

- ◆ The plan for collaboration is to ensure that ICN has all groups that need to be at the table.

- Donna Meyer summarized “Increasing Faculty Capacity and Diversity,” pages 19-21. The Clinical Faculty Academy is a good example of what is being done to expand the pool of available faculty. Diversity among faculty is also an issue. Page 19 - No. 3 “Policy related to local, state, regional, and Federal issues,” all of the practice acts are different. Page 20 - Team Illinois is looking into enrollment strategies. Faster preparation from ADN to MSN is also needed.

#### Discussion

- A tenure track enhances retention of nursing educators.
- Mentoring is critical. Many new faculty say they “didn’t realize how difficult it would be, or what they were getting into.” The Clinical Faculty Academy is one way to address this concern.
- Donna Meyer also summarized “Education Redesign,” pages 22-26.
  - Focus on simulation and information technology was discussed.
- Chairperson Bromberg summarized “Moving Forward with Technical Assistance,” pages 28-34. The National Center will provide the ICN with technical assistance webinars, teleconferences, state-to-state meetings, as listed on page 31.
  - Pages 32 and 33 - the ICN has volunteered to be on the data collection resource team. Team Illinois was among three of 18 states to collect data on schools of nursing, supply and demand. Illinois and ICN Surveys include:
    - ◆ Workforce survey,
    - ◆ Supply and demand,
    - ◆ School data, and
    - ◆ Informal surveys re: HESI, capacity, etc.
- Chairperson Bromberg summarized the “Technical Assistance Calendar,” from page 35.

Chairperson Bromberg summarized the Four Action Plans from the Nursing Education Capacity Summit, and noted progress.

- Simulation. Research surveys that have successfully been used, NCSBN will see if other states have done surveys on simlabs. A survey should be available in the near future for distribution to industry and education.
  - L. Roberts reported that she has contact with three Illinois Ph.D. candidates working with simlab expert Pam Jeffers of Indiana State University. They are: Cindy Reese, PhDc, RN, CNE Lincoln Land Community College, Springfield, IL, and Sue Brown, RN, PhDc, and Theresa Hoadley, PhDc, RN, St. Francis Medical Center College of Nursing, Peoria, IL.
- Asset mapping. The ICN, Team Illinois, will be working on Asset Mapping; hospice and home health are to be included. Asset Mapping document received from RWJF/AARP/DOL was reviewed. NLN simulation position paper May, 2008: This will be distributed to the ICN Advisory Board.

- Communication. On November 5 a meeting between the ADN deans/directors and the BSN deans/directors is planned. Donna Meyer and Brigid Lusk have invited deans and directors from all Nursing Educational Institutions to attend.
- Toolkit. MCHC is working on the toolkit.

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

### **Career Clusters**

Handouts:

“National Healthcare Pathways and Sample Careers”

“Health Sciences Cluster Rollout Plan”

“ICN Nursing Initiatives”

Chairperson Bromberg summarized the design curriculum (from pre-school to 8<sup>th</sup> grade, followed by high school and then college) used to recruit students for Sample Careers listed in the handout. This is the beginning of the pipeline, the intent is to strengthen the pipeline.

The handout “Health Sciences Cluster Rollout Plan” was summarized and discussed.

### **Discussion**

- Responsible parties reviewed.
- Questions were raised about development of career pathways and a concern that some careers in nursing are not mentioned, such as APNs.
- The need to develop a statewide model pathway in nursing.
- How to fill in what is missing in career clusters.
  - There is a need to educate counselors in schools on career pathway development that includes APNs.
- A suggestion was made that AACN explore the issue of including APNs as a Career Cluster Therapeutic Services pathway with the National Consortium.
- Chairperson Bromberg and Linda B. Roberts will also research the issue of entry level and pathway, and how it fits into the workforce development shortage.

### **Action**

- The ICN express concerns to the Illinois Board of Nursing that when the Career Cluster curriculum comes forward it should include the pathway to Advance Practice nursing through higher nursing education.
- Recommendation that during this Career Cluster pilot phase that ICN express concerns regarding the lack of inclusion of APN’s as a sample career in the Career Cluster Therapeutic Services Pathway to the ICCB and to recommend that this concern be included in the state report to DCEO and other granting agencies.
- Motion: Mary Lebold. Second: Maureen Shekleton. The motion passed.

Break 12:45 p.m.

Reconvened 1:05 p.m.

## Chicago Leads

Handouts: "Chicago Leads" PowerPoint

Chairperson Bromberg summarized Chicago Leads.

## Discussion

- Page 4 – Chairperson Bromberg read goals from the "Chicago Leads" handout. The hospital tiers listed on page 4 are based on hospital capacity.
- Page 2 - contribution options were discussed.
- Page 3 - Chairperson Bromberg listed the Chicago Leads committees:
  - Retention and recruitment,
  - Diversity,
  - Education capacity, and
  - Workforce development."iCRISP was discussed.
- There was discussion of funding.
- Instituto:
  - Instituto has submitted a proposal for a Health Science Career Academy.
  - The proposal was sent to the Board of Education.
  - Three applications went forward.
  - There were originally more than 19 applicants, but this number dropped dramatically after the first step.
  - A community outreach forum was the most recent step.
  - Results should be available after a board meeting later in October.

## Website Review

Linda B. Roberts presented a review of the ICN website.

## Discussion

- Which links need to be on the website.
- The possibility of having Spanish translations on the website.
- The website should only list the Professional Nursing Organizations that have links.
- A suggestion was made to combine the Professional Nursing Organizations category with the Additional Resources.
- How should news releases be listed? Should this be expanded?
- "Under Nursing Initiatives, update these at top."
- Is school capacity expansion listed?
- "Take Additional Resources and wrap it into the specialty list."

## Outcomes

- ICN Board members will further review the website categories for updating and provide links to their institutions.

## Action

- Maintain the current ICN logo. Maureen Shekleton moved to maintain the same logo for the ICN website. Deborah Terrell seconded the motion. The motion was approved.

The November ICN Advisory Board meeting will be held in Springfield.

There were no other matters to be brought before the board; the meeting was officially adjourned at 2:20 p.m. by Chairperson Bromberg.