



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

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Minutes  
Illinois Nursing Center  
Advisory Board Meeting  
9:00 A.M., Thursday, December 6, 2007  
Illinois Valley Community College  
815 N. Orlando Smith St.  
Room C 316  
Oglesby, Illinois

ATTENDANCE

Board Members Present:

*Michele Bromberg -Chairperson*

*Kathryn Christiansen*

*Marcia Maurer*

*Donna Hartweg*

*Bridget Cahill*

*Maureen Shekleton*

*Susan Campbell*

*Deborah Terrell*

Absent

*Linda Fahey*

*Nancy Cutler*

*James Renneker*

Other

*Directors of Illinois approved LPN programs*

At 9:32 am, the meeting was officially called to order by Chairperson Bromberg. There were seven board members present representing a quorum.

The first item on the agenda was the consideration of the Minutes of the November 1, 2007 meeting. Susan Campbell moved to accept with the minutes and was seconded by Deborah Terrell. The motion carried.

Chairperson Bromberg moved to the second item on the agenda, which was the 2008 Board Meeting Schedule. NCSBN's annual meeting schedule conflicts with the August Board meeting. The August Board meeting was changed to August 14, 2008.

Chairperson Bromberg moved to the third item on the agenda New Business, the Governor's initiative.

#### Statewide Framework, Figure 1 (Diverse applicant pool)

- Tailor high school math and science to correlate to the medical field
- Age is a factor in diversity
- Need students directly from high school to enter nursing (not 20yrs later)
- Lack of education with high school counselors about nursing
- Need more fast track programs for the current professional

#### Statewide Framework, Figure 2 (program capacity & completion)

- Communication and collaboration with CEO and trustees of schools
- More mentoring programs
- Need more clinical opportunities
- Evening/weekend/summer clinicals need to be utilized

#### Statewide Framework, Figure 3 (transition)

- Still evaluating pilot programs
- Students not staying in the southern and central region
- Students not staying in the profession
- 35% are moving into other professions

#### Statewide Framework, Figure 4 (retention of experienced nurses)

- Midwest has the lowest salary range

#### Northeast Framework

- Need to track students after school to get the “why and why not reasons”
- Are they staying in nursing/health care
- Are they staying in the region.

#### Labor & Market Supply Demand & Analysis (NE Region)

- Cross referencing all the data bases (being done for the first time)
- Still defining the gaps

#### 2007 Nursing Workforce Survey

- Section 6 - aging workforce, retirement and shortage are some of the biggest issues as this time.
- Through the Governor's initiative many of the issues are being addressed
- Survey will now be published on the ICN website

#### Suggestions & Other

- Grant writer for outside funding
- Create partnerships
- Look at the Johnson and Johnson nurse educator campaign
- Add campaigns - develop strategies
- Data has been important in developing the estimate for the nursing shortage in Illinois
- Surveys have been sent out to the northeast and southern region and that information is now being compiled.

- Only RN and ADN issues are being addresses - need to look at LPN and Master levels as well.

Short break at 11:02am and reconvened at 11:15 am.

### Retention

Chicagoland:

- Older nurses are not welcoming to newly transitioned nurses "eating the young"
- Do not want it invest their time in someone who will not be there in 5 years

Northern:

- 100% employment within 50 mile radius
- Many students return for their RN licensure

Central:

- Mentoring services offered within the schools

Southern:

- Many students return to the Chicago area after school

### Recruitment

Chicagoland:

- Turning away applicants - not enough teachers for the demand

Northern:

- Recently added night classes
- Turning students away
- Students 30-40yr old coming/back to school "find meaning" & change of careers

Central:

- Pulling students from the Peoria area
- Turning students away
- Bridge/ladder programs turning out RNs - takes away from LPN pool

Southern:

- Turning students away

### Faculty

Chicagoland:

- \$20-\$25 thousand pay cut if you become an educator
- Unions are a problem - they set the salaries
- No benefits for part-time faculty
- Needs more orientation for adjunct faculty
- Working on tuition reimbursement if teacher goes back to school

Northern:

- \$20-\$25 thousand pay cut if you become an educator
- Not paying faculty enough (\$34,000-BSN & \$43,000-Masters)
- Faculty who have a background in education stay teaching longer
- Willing to work nights - increase in spots available to students
- Adjunct only makes \$28-\$30 hr (classroom time only)

Central:

- \$20-\$25 thousand pay cut if you become an educator
- Unions work well for full-time faculty - 193 days work yr (typical HS setting)
- Not enough clinical spots (more RNs needed in the area).
- Faculty coordinator
- Turns away applicants because not enough faculty.
- Taking BSN and helping them get their masters.

Southern:

- Many faculty are at retirement age

Private:

- 10 wk. program for educators - lesson plan, testing, clinicals and they shadow another instructor.
- Pays faculty \$55,000 - no issues in this arena.

### Education

- 5 year statute on science classes - students enrolled in the program have to take pre-requisites" before they can begin the nursing curriculum
- Students not strong with math and science skills
- Need to offer more theory and general education classes online
- Have high school math and science programs aligned to healthcare careers.

### What Board can do

- Meeting with or get information to college Presidents and board of trustees.
- Keep ICN updated

There were no other matters to be brought before the board; Chairperson Bromberg entertained a motion to adjourn at 2:07 PM by board member Susan Campbell and second by Donna Hartweg.