



**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, May 3, 2007  
James R. Thompson Center  
100 West Randolph, Room 9-040  
Chicago, Illinois

**ATTENDANCE**

Board Members Present:

*Michele Bromberg -Chairperson*

*Kathryn Christiansen*

*Linda Fahey*

*Donna Hartweg*

*Maureen Shekleton*

*Marcia Maurer*

*Nancy Cutler*

*Susan Ehlers*

*Bridget Cahill*

*James Renneker*

*Deborah Terrell*

**Fellowship Grant Recipients**

*Kay Gaehle, S I U - Edwardsville*

*Cindy MacDonald, College of Lake County*

*Margaret Gas, Oakton Community College*

*Sharie A. Metcalfe, Illinois Wesleyan University*

*Constance J. Hardy, St. Xavier University*

*Wendy Carter Kooker, Bradley University*

*Judith Hertz, Northern Illinois University School of Nursing*

*Donna J. Plonczynski, Northern Illinois University School of Nursing*

*Ethel C. Ragland, Benedictine University*

*Cynthia E. Reese, Lincoln Land Community College*

*Kelly Ruppel, MacMurray College*

*Sandie Soldwisch, North Park University*

*Wendy Woith, Illinois State University*

*Mary Oesterle, Elmhurst College*

At 10:15 am, the meeting was officially called to order by Chairperson Bromberg. There were ten board members present, representing a quorum.

The first item on the agenda was the consideration of the minutes of the April 5, 2007 meeting. A suggestion was made to change the wording in one of the paragraphs. The sentence originally read "The motion was CARRIED by ....." but should read "The motion was MADE by ....." All agreed. This was the only change. There was a motion by Marcia Maurer, seconded by Maureen Shekleton, to approve the minutes with the change in wording. The motion carried.

Chairperson Bromberg gave a status report on the Center's Nursing Workforce Survey. The contract for the approved vendor has been signed and the Center was working with the survey company to move the process along.

The next item on the agenda was the introduction of the fifteen (15) Nurse Educator Fellows. Chairperson Bromberg began by giving a presentation detailing the progress of the Illinois Center for Nursing. Each Fellow introduced themselves and explained how they were utilizing the Grant they received from The Illinois Board of Higher Education. Below is a synopsis:

- Sandie Soldwisch, North Park University. Sandie decided to use her Grant toward professional development. She has utilized her funds to attend three conferences, including the Master's Education Conference and the Nurse Educator Certification Review Program. She has also used her Grant funding toward "scholarship support". This is to devote attention and funds toward research projects. One of the projects central focus will be clinician collaboration for research. It will focus on a specialized, intensive, clinical experience for new graduates, as well as, new nurses within an institution. The second project will focus on institutional barriers to professional caring. Sandie is also utilizing her Grant toward a project that she calls "Caring Connections" or "Colleague Connections". Through this program, Sandie is bringing together colleague's to socialize and network together. In addition, Sandie has allocated a portion of the funds to give a brunch to the faculty colleagues for whom she is serving as a mentor. Finally, she is using a portion of the funds toward "creative development".
- Kay Gaehle, S I U - Edwardsville. Kay is utilizing her funds toward Oncology nursing. As this is a new field for her, she has spent her Grant funds to get a better understanding of the field. For example, Kay attended the Oncology Nursing Society Conference. Kay also plans to attend a conference for Advanced Practice Nurses in Pittsburg, PA. Kay also used her Grant funds to purchase books from the Oncology Nursing Society. She was

able to use the books to plan and develop course work for graduate classes. She has also completed an on-line Cancer Basics Course and intends to complete the Cancer Biology Course. In addition to this, she also attended a Cancer Genetics Course. This summer, Kay will begin a Research Facilitation position in Springfield. Her hope is that she will be able to do research in the field of Oncology.

- **Cindy MacDonald**, *College of Lake County*. Cindy has decided to use her Grant funds toward research to determine if there is a pattern in the way colleges evaluate a student's clinical performance and clinical skill. She has developed a survey that she has sent to all online and accredited ADN Nursing Programs in the Midwest, as well as, all online and accredited Baccalaureate Nursing Programs in Illinois. Cindy will also be attending the Conference Boot Camp for Nurse Educators in New Mexico. She has also purchased textbooks related to nursing. In addition, Cindy has enrolled in an online course on the role of the clinical educator.
- **Margaret Gas**, *Oakton Community College*. Margaret wants to utilize her Grant funds to create a video on physical assessment. She's also interested in creating a mentorship program at her college, as well as, attending creative teaching conferences.
- **Sharie A. Metcalfe**, *Illinois Wesleyan University*. Sharie has chosen to utilize her funds toward professional development. She will be attending the Conference Boot Camp for Nurses to sharpen her skills as an educator. The Boot Camp will also give her the opportunity to re-connect with younger faculty members. Sharie will also be attending a conference on evidence based practice. This is to help change the nursing research course to have more evidence based practice focus. This way the transition into the workforce for graduates can be more evidence based. Sharie has also set aside a portion of her Grant funds to help purchase equipment for her university's Nursing Interventions Laboratory.
- **Constance J. Hardy**, *St. Xavier University*. Constance has used her Grant funding toward receiving her Doctorate Degree. She explained that due to the amount of time and project related work that it will take to pursue her doctorate, she will not be able to teach this summer or work extra hours in the fall. Therefore, she is utilizing her funds to subsidize her salary. In addition, Constance is using some of the funds to take the CNL certification.

- **Judith Hertz**, *Northern Illinois University School of Nursing*. One of the ways that Judith is utilizing her Grant funds is by working with recent graduates of her university's nursing program, nursing faculty, and preceptors to find ways to improve the university's current program. Judith is also active in several professional organizations. In addition, she has used her grant funds to attend nursing conferences and to supplement her salary.
- **Donna J. Plonczynski**, *Northern Illinois University School of Nursing*. Donna chose to use her funds in a variety of ways. She paid for a three day Advanced Statistics course to help facilitate a nursing research class that she will be teaching in the Fall. The funds will also be used to pay for a trip to Vienna where Donna will present to Sigma Theta Tau. Donna will also be using her funds to subsidize her income as she has decided to forgo teaching this summer to help develop a boot camp for nursing graduates. She will also be enrolling in an online course that focuses on Oncology education.
- **Ethel C. Ragland**, *Benedictine University*. Ethel has used a portion of her Grant funds to attend the ACN Spring meeting this past March, as well as, the CCNE Accreditation Workshop. She also purchased a laptop computer and a projector as a tool for her off-site curriculum activities. In addition, Ethel has purchased several books and is actively looking into research for incorporating the Arts/Humanities into the nursing curriculum.
- **Wendy Carter Kookan**, *Bradley University*. Wendy has decided to use a portion of her Grant funds toward completing her PhD. Wendy will also be donating a portion of her funds to her university as they develop a new nursing lab. She went on to say that she will also be using her funds toward research into her student's stress levels. Wendy has utilized drawings as a research tool to determine her student's feelings about being a student nurse as they progress through the program.
- **Cynthia E. Reese**, *Lincoln Land Community College*. Cynthia is using a portion of her Grant funds toward completing her PhD. She also used a portion to attend the Midwest Nurses Research Society Conference.
- **Kelly Ruppel**, *MacMurray College*. Kelly plans to use her Grant funds to develop her role as an Educator. She plans to attend the ACN Leadership, Network, and Baccalaureate Education Conference in the Fall. She also plans to take the Nurse

Educator Certification test this Summer. Kelly also purchased a laptop computer and projector to use as tools in the classroom.

- **Wendy Woith**, *Illinois State University*. Wendy is using her Grant funds toward professional development. She will be presenting her dissertation research at the US/Russian Nursing Conference Tour. She is also developing a student/faculty exchange program between the United States and Russia. In addition, she is working on a research project to educate staff in tuberculosis hospitals. With the rest of her Grant money, Wendy would like to establish a fund to be used to support the travel cost for Russian students to come to the United States.
  
- **Mary Oesterle**, *Elmhurst College*. Mary is utilizing her grant funds toward professional development, outcome studies, and outreach. Mary has attended several workshops including the Midwest Faculty Conference, the Health Literacy and Cultural Competence Conference, and she presented at the AACN Masters Conference. Mary is also studying the effectiveness of her program in developing clinical leadership and educational skills in their students.

At 12:15 pm, Chairperson Bromberg broke the group for lunch. Everyone returned at 12:45 pm.

Chairperson Bromberg moved on to the next item on the agenda, which was a continued discussion with the Fellows; specifically the Board wanted the Fellows to address the following:

- Faculty Development
- Mentorship Programs
- Transition from Clinical to Educator
- Expert to faculty novice

Chairperson Bromberg discussed the need for more nurse educators and raised the question to the Fellows as to what they believed could be done to combat this issue.

One of the Board members responded that she believes that salary is a major impediment to graduates moving into teaching. Another Board member said that she believes it is part of the Deans responsibility to negotiate salary at the university level. As an example, at this Board member's university, nurse practitioners automatically get a higher salary when they are hired on as faculty. The Board member went on to say that those same practitioners are given a day off for practice. They are also allowed to supplement their salary. A Fellow then commented that she has

seen a lot of "benchmarking" when it comes to faculty salary. Generally, "benchmarking" means figuring out what the median salary range is for nurse educators. The same Fellow doesn't agree that this is the best method because it is time prohibitive and because other universities often do not want to release information on faculty salaries. One of the Board members replied that the information is available through organizations such as the American Association of Colleges of Nursing. Several conversations ensued regarding the issue of salary for nursing educators. All agreed that college's and universities need to find ways to supplement incomes and find ways to make teaching positions more attractive.

A question was raised by one of the Fellows as to how easy it is for an institution to add a faculty member. One of the Board members responded that currently she sits in a good position with her university because enrollment numbers have been good. Therefore, she is able to make requests for new faculty as enrollment numbers increase. A discussion ensued amongst the group regarding faculty/student mentorship, research, and the role of the Illinois Center for Nursing.

At this point, Chairperson Bromberg suggested that, based on the groups discussion, a project that could be initiated for a "Boot Camp for Deans". The project would teach Deans how to advocate for faculty for higher salaries. She suggested that we invite the Deans from all of the Illinois approved nursing programs to one of the Advisory Board meetings to get their feedback on this discussion. All agreed.

Chairperson Bromberg then raised the question of how to assist nurses who want to make the transition from clinical to teaching where salary is not a barrier. Several ideas were proposed including workshops, "boot camps", and an orientation transition program.

Based on the discussion, a five prong model was suggested for the Illinois Center for Nursing to use as a guide for education support:

1. Economic -
  - a. Increase salary levels and
  - b. Provide for professional development
  
2. Role development in the following -
  - a. Evidence-based practice
  - b. Simulation methodology & use
  - c. Teaching role functions
  - d. Mentoring - virtual faculty center -colleagueship building
  - e. New teaching models
  - f. Nursing Education Research
  
3. Motivation (to take on educational role functions)-

- a. Increase comfort with role
  - b. Increase confidence in ability to take on role
  - c. Empowerment to take on role
- 4. Build education/service partnerships
  - 5. Enhance Leadership skills in nursing education and service administrators-
    - a. " Boot Camp" for Deans
    - b. Increase comfort of nursing service administrators in dealing with deans & directors

At this point, the Advisory Board commended the Fellows on their hard work and thanked them for coming.

There were no other matters to be brought before the Board; Chairperson Bromberg entertained a motion to adjourn at 2:12 P.M. by Board member Marcia Maurer and seconded by James Renneker.