



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

**Minutes**

Illinois Nursing Center  
Advisory Board Meeting  
9:00 A.M., Thursday, September 6, 2007  
Heartland Community College  
1500 W. Raab Road  
Community Commons Room - 1406 and 1407  
Normal, Illinois

**ATTENDANCE**

Board Members Present:  
*Michele Bromberg -Chairperson*  
*Kathryn Christiansen*  
*Nancy Cutler*  
*Susan Ehlers*  
*James Renneker*  
*Deborah Terrell*  
*Marcia Maurer*  
*Donna Hartweg*  
*Linda Fahey*

**Excused**

*Bridget Cahill*  
*Maureen Shekleton*

**Other**

*Deans/Directors of Illinois' approved Associate Degree Nursing Programs*

At 9:30 am, the meeting was officially called to order by Chairperson Bromberg. There were nine board members present, representing a quorum.

The first item on the agenda was the consideration of the minutes of the August 2, 2007 meeting. There was a motion by Susan Ehlers, seconded by Jim Renneker, to approve the minutes. The motion carried.

Chairperson Bromberg moved to the first item on the agenda, which was a discussion of the preliminary report of the 2007 Nursing Workforce survey. The final draft of the survey is due from NRC October 1, 2007.

At 10:45 am the Board took a short recess to prepare for the Deans/Directors of the Illinois approved Associate Degree Nursing

Programs. At 11:00 am, the Board reconvened. After a brief introduction of the Board members and Deans/Directors, Chairperson Bromberg went forward with the agenda. The next item on the agenda was a discussion with the Dean/Directors regarding the following questions:

### **Retention**

1. Are you turning away qualified applicants each admission cycle? Do you do anything to retain qualified applicants that are turned away?
2. Are students remaining in the community following graduation? What percentage of your students secures employment within a 50 mile radius of your school? What percentage of your students secures employment either out of state or more than a 50 mile radius from your school? What types of positions are your graduates taking (e.g., hospital agencies, community health, doctor's office etc)?
3. What is the enrollment capacity of your program? Is your program at capacity? If not, what are the factors that you believe are preventing your program from being at capacity? Are you receiving any outside pressure to increase your enrollment and from whom?
4. How many students do you graduate each year? How long is it taking the students to complete your program?

### **Recruitment**

1. Do you have any high school recruiting tools?

### **Faculty**

1. How many faculty are employed full time in your program? Part time? How successful are you in recruiting faculty? Retaining faculty?
2. Between now and 2010 what is the anticipated percentage of faculty that will be retiring?
3. Is there a succession plan in place for retiring faculty?
4. Where do you find faculty
  - a. Local vs. relocating from outside their community
  - b. Do you recruit faculty from local hospitals or health departments?
5. What is the average tenure for your faculty
  - a. What percentage of new faculty leave after one year?
  - b. What percentage has been with your program longer than 5 years?
6. Does your faculty teach within their specialty?

### **Advisory Board**

1. What role do you see this Advisory Board playing relative to your nursing program?

Below are the highlights from that discussion:

### **General Discussion**

1. More BSN completion agreements between ADN and BSN programs are needed
2. The issue of securing faculty was addressed and the major barrier identified was the poor salary scale for Community Colleges (CC) faculty.
3. Fourteen Deans/Directors stated that they will have significant numbers of faculty retiring in two years.
4. Discussed the need to foster partnerships, especially with clinical agencies.
5. The nursing programs are important to the CC but are also the most expensive (according to school administrators)

### **Retention**

#### **Northern Region**

- o CC students are working too many hours due to the need for insurance benefits
- o GPAs for bridge students (LPN to RN) are higher
- o Instituted a Significant Other support group for the students
  - At the 1<sup>st</sup> session, the student brings a significant other of their choice
  - 4 avenues of support are discussed: Attitudinal, Emotional, Financial, & Social
- o LPN retention is poor
- o Incoming students may have acceptable GPAs coming in but have difficulty with nursing curriculum - lack critical thinking skills
- o Tutoring
  - Remedial education in reading and math is available, but in science it is lacking
  - Perkins funds can be used for tutoring
  - Peer tutors
  - Tutoring service on campus
  - Review all missed exam questions

### **Recruitment**

#### **Northern Region**

- o Enrollment numbers are increasing
- o Denials are asked if they would like to be reviewed at the next application cycle

- o Denials are encouraged to seek information about other health care fields
- o Applicants are encouraged to meet an advisor for nursing
- o Applicants are advised to attend an information session about the program
- o Provide an orientation to what nursing is about utilizing a simulated lab
- o LPN transition programs are allowed to go out of their district to recruit LPN to RN students
- o Admission criteria - very competitive
  - Requires students to have a CNA certificate before starting nursing
  - GPA based on required courses for AAS
  - Number of courses completed towards AAS
  - Admission test given such as ATI. A score of 60 or below the applicant will do poor in the nursing program
  - A Merit system is then used for the selection of the students based on the above
  - For students not admitted in a particular cycle, 25% of the points that they earned in the Merit system the previous year are added to the next merit year or evaluation
- o Outreach to High School Students
  - The CC participates in a High School career day on campus
  - Conducts a health career fair on campus for two days. Regional High Schools are invited
    - All health careers are represented at the fair, not just nursing
    - The area hospitals also have booths at the fair and informational packets are sent home with the attendees
    - Typically 1500 students attend the fair and of these 900 indicate that they are interested in a health career
    - It costs \$15,000 to run this event for 2 days
- o Boot Camp with Upward Bound presenting nursing to the attendees
- o Males in Nursing event
- o A health career club which will reach out to High Schools initially, then Junior High, and then to the Middle Schools

### **Central Region**

- o Some students have tried 3-4 years to get into a nursing program
- o "Kids on Campus"

- The aim of the program is to “open their eyes” to a career in health care. Two week long program

### **Southern Region**

- Work with the CNA program to recruit the brightest students
- Informational meetings are held at the High Schools and parents are encouraged to attend
  - The CC brings an admission counselor and a nursing advisor to these sessions
- “Nurse 129” which is an introductory course to nursing for High School students. The students pay for this course
  - Criteria:
    - Have to be age 16
    - The participants go to the skills lab to learn about various nursing specialties
    - They are in the program for one week from 9AM to 1PM for four days. The 1<sup>st</sup> day is didactic and the last three days the participants shadow a nurse
    - 24 students are admitted to the program per summer
    - They are contemplating doing this over 4 Saturdays rather than 4 consecutive days
  - Results of the Program
    - Two years later, students from this program are going into nursing
- Program for High School Counselors:
  - Deans, Directors, and nursing faculty orient High School counselors to understand what a career in nursing is all about

## **Faculty**

### **Northern Region**

- Must justify the need to replace retiring faculty to the college administration

### **Central Region**

- Stated that national searches are not successful. The most effective recruitment is word of mouth
- Cannot get seasoned faculty to mentor new faculty because they don't have enough faculty on staff
- Hospitals and areas schools are partnering with the CC providing faculty

### **Southern Region**

- Identified that they can't pay salaries that faculty in the metropolitan areas earn and added that the qualified people are simply not in the rural areas

- o Secured a Department of Labor grant to finance a full time person to work part time
- o Specialty faculty are difficult to find

**Needs Identified That The ICN Advisory Board Can Facilitate**

- o Foster partnerships between schools to share specialized faculty
- o Increase funding for students to help meet their day-to-day needs/supportive services
- o The MCHC model for centralized clinical placements, standardized clinical contracts, and clinical orientation.
- o It was suggested that perhaps a state-wide summit bringing education and service together might be considered by the Advisory Board

There were no other matters to be brought before the Board; Chairperson Bromberg entertained a motion to adjourn at 2:14 P.M. by Board member James Renneker and second by Marcia Maurer.