

NURSING ADVISORY COMMITTEE MEETING MINUTES

Title of Group/Meeting: **Nursing Advisory Committee Meeting**

Purpose of Meeting: Discussion, decision making, strategy, information sharing, brainstorming

Date: Monday, April 18, 2022 1:00 p.m. – 3:00 p.m.

Location: Zoom <https://minnstate.zoom.us/j/99211403894>

Facilitator: Monica Van Otterloo, Murray County Medical Center - chair

Handouts: Agenda, Minutes from October 2021 Advisory Committee Meeting, Feedback Evaluation Summary

Attendees: Kelsey Andrews, DON Sanford Windom Area Health; Laurie Jo Johansen, SMSU Director of Nursing Program; Anna Marie Atteberry-Gustafson, Nurse Recruiter Sioux Falls Veterans Administration Health Care System; Leah Bittner, Health Services Specialist Tri-Valley Opportunity Council, Inc.; Nancy Ruth Leibold, SMSU Faculty; Gwen Post, Sanford; Carol Reichel, Nursing Education Specialist Mayo Clinic; Kris Garman, Carris Health – Redwood Hospital; Jessica Brouwer, DON Colonial Manor Lakefield; McKenna Samuelson, LPN student; Kristee Hart, Mary Jane Brown Home Luverne; Jenny Heckman, LPN student; Ruth Van Heukelom, Nursing Faculty/SMSU; Donna Hage, Nursing Faculty/MNWest; Rachel Vetter, AS student; Laura Laackmann, Adjunct Faculty/MNWest; Stacy Christensen, Nursing Faculty/MNWest; Sheila Westfield, DON Sanford Luverne; Kylie Turner, Sanford Worthington Clinic; Dawn Gordon, Dean of Nursing; Jodi Christensen, MN West Nursing Admissions Total number of attendees: 22

Agenda Item	Discussion Summary
<p>Welcome & Introductions</p>	<p>Dawn welcomed attendees and shared her appreciation for attending and serving on the advisory committee. Thank you to Monica VanOtterloo who has agreed to chair the meetings.</p> <p>The committee meets twice a year and the purpose of the Advisory Committee is to give insight and guidance to the program and to make sure that Minnesota West nursing graduates are meeting the needs of healthcare partners.</p> <p>Introductions of members present were made.</p>
<p>Approval of Agenda</p> <p>Approval of Fall 2021 Minutes</p>	<p>The Fall meeting agenda was reviewed.</p> <p>The Fall/October 2021 Minutes were approved by Donna Hage and Kelsey Andrews, and attendee membership votes.</p>
<p>Nursing Department Updates</p>	<p>We appreciate and celebrate partnerships with our clinical facilities. The opportunities for our students' workforce experiences are positive and back to normal. Building Tomorrow is a way to build the nursing workforce. The Midwest is seeing a decrease in enrollment; however, the east and west coasts are seeing an increase in enrollment. MN West will continue to build the high school connections through high school Reach programs, hosting scrubs camps and career expos etc. Pipestone campus will host a Nursing camp on Thursday, April 28th to approximately 35 high school students. We will continue to encourage high school students to take courses such as medical terminology, biology etc. to develop interest in the medical fields. MN West is also hiring a Healthcare Navigator to build relationships with area facilities and students to increase enrollment. Johnson & Johnson is an advocate for and also supports the nursing career. Relationship building is what healthcare is all about.</p>

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	<p>Accreditation – The PN and AS programs are both accredited by Accreditation Commission for Education in Nursing (ACEN). The AS program will be renewed in Spring of 2023 and the PN program will be renewed in Spring of 2024. MN Board of Nursing regulates our nursing program. The MN state statute for nursing program compliance is a lifespan of care within the illness to wellness continuum. All stages and ages are shown to our students.</p> <p>Our NCLEX updates include a 100% pass rate for the PN program. Many students are staying in the practical nursing career and not continuing into the RN level. The RN NCLEX pass rates are down. Our nursing student graduates are also down this year. The AS program is looking at anticipating around 40 graduates; the PN program is at approximately 20 students. These smaller numbers are reflective of students during the COVID pandemic. Facilities expressed frustration with the pandemic. Violence, media attention and the pandemic contributing to nursing not being a number one career choice anymore. Nursing needs a renewal/refresh/renaissance. Nurses are burnt out needing to take the time to reframe.</p>																		
<p>Curriculum Structure of Nursing Programs</p>	<p>Champion Paths of Nursing Education in our region: Year 1 and Year 2 at Minnesota West Community & Technical College; RN to BSN currently offered SMSU. Starting next year, 2022-2023, SMSU will add the MSN Nurse Educator Program.</p> <p>Student Learning Outcomes (SLOs) guide the practical nursing program curriculum. There are eight concepts for each PN course and they are still reflective. Our patient centered care experts are advocates for nurses and their families. The AS program is guided by QSEN competencies. This is to make sure the future nurses have the knowledge and skills to meet the expectations of health care providers. Facilities feel that these to platforms are meeting the expectations of our health care providers.</p> <p style="text-align: center;">Student Learning Outcomes (SLOs) Guide the Practical Nursing Program Curriculum</p> <p style="text-align: center;">The 8 SLOs are below and adapted for each PN course.</p> <table border="1" data-bbox="445 1000 1640 1409"> <thead> <tr> <th data-bbox="445 1000 768 1024">Concept</th> <th data-bbox="768 1000 1640 1024">Student Learning Outcome (SLO)</th> </tr> </thead> <tbody> <tr> <td data-bbox="445 1024 768 1049">Informatics/Technology</td> <td data-bbox="768 1024 1640 1049">Utilize information technology in the health care setting.</td> </tr> <tr> <td data-bbox="445 1049 768 1089">Managing Care of the Individual Patient</td> <td data-bbox="768 1049 1640 1089">Utilize an established plan of care for an individual patient to organize or assign aspects of care under the direction of a RN or other HCP.</td> </tr> <tr> <td data-bbox="445 1089 768 1130">Nursing Judgment/ Evidence-based Care</td> <td data-bbox="768 1089 1640 1130">Utilize evidence-based nursing judgment when providing and prioritizing care and promoting the health of patients across the lifespan.</td> </tr> <tr> <td data-bbox="445 1130 768 1195">Patient-Relationship Centered Care</td> <td data-bbox="768 1130 1640 1195">Demonstrate therapeutic communication skills to practice holistic nursing that is patient, culturally sensitive and based on the physiological, psychosocial and spiritual needs of patients across the lifespan.</td> </tr> <tr> <td data-bbox="445 1195 768 1235">Professional Identity and Behavior</td> <td data-bbox="768 1195 1640 1235">Demonstrate professional behaviors and accountability to legal and ethical nursing practice standards.</td> </tr> <tr> <td data-bbox="445 1235 768 1300">Quality Improvement</td> <td data-bbox="768 1235 1640 1300">Participate in quality improvement by recognizing opportunities for improvement and collaborating with the health care team to enhance effective and cost-efficient health care services.</td> </tr> <tr> <td data-bbox="445 1300 768 1341">Safety</td> <td data-bbox="768 1300 1640 1341">Promote quality care, recognize complications and provide a safe environment for patients, self, and others.</td> </tr> <tr> <td data-bbox="445 1341 768 1406">Teamwork and Collaboration</td> <td data-bbox="768 1341 1640 1406">Serve as a member of the interprofessional team using open communication, mutual respect, and shared decision making to promote safe, quality, patient-centered care.</td> </tr> </tbody> </table>	Concept	Student Learning Outcome (SLO)	Informatics/Technology	Utilize information technology in the health care setting.	Managing Care of the Individual Patient	Utilize an established plan of care for an individual patient to organize or assign aspects of care under the direction of a RN or other HCP.	Nursing Judgment/ Evidence-based Care	Utilize evidence-based nursing judgment when providing and prioritizing care and promoting the health of patients across the lifespan.	Patient-Relationship Centered Care	Demonstrate therapeutic communication skills to practice holistic nursing that is patient, culturally sensitive and based on the physiological, psychosocial and spiritual needs of patients across the lifespan.	Professional Identity and Behavior	Demonstrate professional behaviors and accountability to legal and ethical nursing practice standards.	Quality Improvement	Participate in quality improvement by recognizing opportunities for improvement and collaborating with the health care team to enhance effective and cost-efficient health care services.	Safety	Promote quality care, recognize complications and provide a safe environment for patients, self, and others.	Teamwork and Collaboration	Serve as a member of the interprofessional team using open communication, mutual respect, and shared decision making to promote safe, quality, patient-centered care.
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NLN Associate Degree and QSEN Program Student Learner Outcomes

1. NLN Human Flourishing

Graduate will advocate for patients and families in ways that promote their self-determination, integrity, and ongoing growth as human beings.

1A. QSEN: Patient Centered Care

Graduate will recognize the patient or designee as the source of control and full partner in providing compassionate and coordinated care based on respect for patient's preferences, values, and needs.

2. NLN Nursing Judgment

Graduate will make judgments in practice, substantiated with evidence, that integrate nursing science in the provision of safe, quality care and that promote the health of patients within a family and community context.

2A. QSEN: Safety

Graduate will minimize risk of harm to patients and providers through both system effectiveness and individual performance.

2B. QSEN: Informatics

Graduate will use information and technology to communicate, manage knowledge, mitigate error, and support decision making.

3. NLN Professional Identity

Graduate will implement one's role as a nurse in ways that reflect integrity, responsibility, ethical practices, and an evolving identity as a nurse committed to evidence-based practice, caring, advocacy, and safe, quality care for diverse patients within a family and community context.

3A. QSEN: Teamwork and Collaboration

Graduate will function effectively within nursing and inter-professional teams, fostering open communication, mutual respect, and shared decision-making to achieve quality patient care.

4. NLN Spirit of Inquiry

Graduate will examine the evidence that underlies clinical nursing practice to challenge the status quo, question underlying assumptions, and offer new insights to improve the quality of care for patients, families, and communities.


4A. QSEN: Quality Improvement

Graduate will use data to monitor the outcomes of care processes and use improvement methods to design and test changes to continuously improve the quality and safety of health care systems.

4B. QSEN: Evidence Based Practice

Graduate will integrate best current evidence with clinical expertise and patient/family preferences and values for delivery of optimal health care.

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Agenda Item	Discussion Summary
	<div data-bbox="766 151 1213 253" style="text-align: center;">  </div> <div data-bbox="489 277 1491 396" style="text-align: center;"> <p>Minnesota West Community & Technical College Department of Nursing Program Outcomes and Student Achievement Data</p> </div> <p>Associate Degree in Science (AS) Nursing Program (RN training): Program Outcomes:</p> <ul style="list-style-type: none"> • The Professional (Associate Degree of Science in Nursing) Program began in 1996 and the first graduates completed in 1997. • Job placement by 2020 graduates in the AS Nursing Program was 95.7% - reported 2020-2021. • Student Satisfaction: Graduates of the program in 2021 reported 95.56% overall satisfaction with their education and the AS Nursing Program. • National licensure examination pass rate (NCLEX) for the AS Nursing Program students from 2021 was 46.3%. • Program Completion (students start and complete the degree program in 1 year) for the AS Nursing Program in 2021 was 61.3%. The completion rate of students that complete in 1 or 2 years (additional time in program) is 71%. In 2021, 55 students graduated from the AS Nursing Program. • The AS Nursing Program holds accreditation from the Accreditation Commission for Education in Nursing (ACEN). <p>Practical Nursing Program, Diploma Degree (LPN training) Program Outcomes:</p> <ul style="list-style-type: none"> • The Practical Nursing Program began in 1970 and celebrated the first graduates in 1971. • National licensure examination pass rate (NCLEX) for the Practical Nursing Program students from 2021 was 100%. Minnesota West's PN program passing rates exceeds state and national averages! • Job placement for 2020 graduates in the Practical Nursing Program was 100% - reported in 2020-2021. • Student Satisfaction: Graduates of the program in 2021 reported 94.18% overall satisfaction with their education and the Practical Nursing Program. • Program Completion (students start and complete the degree program) for the Practical Nursing Program in 2021 was 35.8%. The completion rate of students that complete in 1 or 2 years (additional time in program) is 44.2%. In 2021, 32 students graduated from the Practical Nursing Program. • The Practical Nursing Program holds accreditation from the Accreditation Commission for Education in Nursing (ACEN). <p>updated 03/03/2022 ■</p>
<p>Curriculum Structure of Nursing Programs continued</p>	<p>The PN program had a curriculum change and will add a mental health course to begin this fall 2022-2023. The AS program is adding additional nursing courses and decreasing advanced standing. Also adding required (not optional) clinical experience at the RN level. Faculty promotes a preceptorship during May term. This 1:1 time will be beneficial and help with confidence, competence and critical thinking skills.</p>

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Collaborative Discussions/Updates with Healthcare Nursing Leaders	<p>Sharing current workforce trends and key areas of suggestion or focus for the MW nursing programs.</p> <p>Facilities expressed concern about nursing shortages/retirees/workforce issues/pandemic challenges. Kelsey Andrews, Windom Area Health is a small critical access hospital. They need well rounded nurses that can work in OB/ER/etc. They recently remodeled and have an 8 room ER (previously 5 rooms) with new equipment. They currently have openings for 8 or 12 hours shift hoping that the flexibility will help them get fully staffed. Monica VanOtterloo, MCMC stressed the importance of confidence and critical thinking skills in nurses. She has a concern for LTC facilities and a placement for the elderly. MCC High School offers a Medical Careers class to show high school students about different healthcare careers. They also offer job shadows/growing your own model. They currently have 2 casual & 2 FT positions open. Carol Reichel, Mayo represents SW MN with facilities in St. James, Waseca, Mankato and Fairmont and have many openings available. They also have positions available in Nurse Tech and Nurse Residency. Their challenges are needing healthcare workers, nurses and nursing instructors. Shelia Westfield, Luverne also has appx 4 to 5 PT/FT openings available including patient care techs and nursing assistants. Anna Atteberry-Gustafson, VA SF talked about current openings in ICU/Med Surg/Outpatient Clinic Area. They are starting a RN transition to practice this fall and need nurse mentors. They continue to follow COVID guidelines. Kylie Turner, Sanford Worthington revisiting how nursing is structured due to COVID and traveling nurses. They added a new role, Patient Care Tech (CNA's) and are hiring 3 new employees. They have 2 RN openings in the clinic and a few openings in the hospital. Leah Bittner, Tri Valley said it is harder to fill public health-based positions. They are shifting their models to adapt to nursing shortages. Kristie Hart, Mary Jane Brown Home, Luverne said they didn't have any applicants for NA position. The availability of LTC is concerning. Geriatrics is shifting to 40/50/60 y/o and it will be hard to meet the needs based on facility/nursing shortages. Jessica Brouwer, Colonial Manor Lakefield has 1 FT RN position open. Their biggest struggle is hiring nursing assistants and they have 14 positions open. They can't take admissions because of staff shortages. The past four months, they've seen an increase in people looking for employment. They are going through an expansion and remodel of their resident rooms. Kris Garman, Carris Health in Redwood Falls is happy about the preceptorship in the RN program. They have several openings on the hospital side with staff retiring and transitioning. They work in collaboration with local schools to get students interested in healthcare and other opportunities. Anna Atteberry-Gustafson also said they are seeing traveling nurses come back. Traveling nursing doesn't allow for relationship building. Relationships are nurses support system.</p>
Nursing Student & Faculty Sharing	<p>MN West: Donna (AS faculty) talked about simulations that offer experiences that the students may not get with hand's-on experience. The students enjoy the variety offered.</p> <p>SMSU partners: Nancy Ruth talked about the RN to BSN curriculum. SMSU will also offer a Master's program. The accreditation report went to HLC and could take until late summer to early fall to gain approval. This was a huge undertaking as they revised the curriculum and they are excited to see it coming together. They have 2 open positions for faculty. Laurie Jo is currently on sabbatical this year. Her study is the impact of COVID on nurses. She would also like to diminish barriers for students. Ruth VanHeukelom expressed importance of how much we need each other and need to work together. The misconception of high school students and healthcare careers needs to be addressed. We need to guide the thinking of students, address challenges and build a strong workforce. She also expressed concern with the booming aging population and LTC facilities.</p> <p>McKenna Samuelson & Jenny Heckman, PN student representatives – thanked everyone who partnered for them to complete their clinicals. McKenna currently works as a CNA and is concerned about the future of LTC. Jenny said promoting the 8- or 12-hour shift allows for more flexibility of employees.</p>

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Follow Up Survey from Today's Meeting	The results from the Nursing Advisory Committee Feedback Evaluation follow:					
		Strongly Agree 4	Agree 3	Disagree 2	Strongly Disagree 1	Not Applicable 0
	I clearly understood the agenda and knew what we were to accomplish at the meeting.	8 (89%)	1 (11%)			
	The agenda was well planned and organized.	9 (100%)				
	The Minnesota West Nursing programs value our committee's feedback, opinions and feelings.	9 (100%)				
	I feel the members of the Minnesota West Nursing Advisory Committee have input into the nursing processes and decision making. (ACEN standard 1.3)	9 (100%)				
	Program outcomes (NCLEX results, program completion rate, satisfaction surveys and job placement data) are shared annually with the advisory board at spring Advisory meeting. (ACEN standard 6. 3)	9 (100%)				
	This was an important and productive meeting.	8 (89%)	1 (11%)			
	The PN and AS program dean provides effective leadership for the meeting.	8 (89%)	1 (11%)			
	The PN and AS program dean communicate effectively with the committee.	8 (89%)	1 (11%)			
	I feel the members of this committee understand their role and assignment.	9 (100%)				
	I feel satisfied with the activities and accomplishments of the committee.	9 (100%)				
	I feel my time and efforts are well spent in serving as a member of this advisory committee.	9 (100%)				
Please discuss any area(s) in question #1 in which you disagree or strongly agree. I think MN West faculty & directors do consider input from the						

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	<p>partners we work with and hope that continues.</p> <p>The meeting was focused and followed the agenda, yet allowed for flexibility and good dialog. Dawn does an excellent job keeping the meeting focused and positive.</p> <p>Thank you for the collaboration and the great partnership between educational and the profession. I appreciate you taking feedback both at the meeting and during clinical/professional needs and making adjustments to the curriculum to support the profession in the educational needs.</p> <p>What other additional comments or suggestions do you have concerning the Advisory Committee?</p> <p>I appreciate the Advisory committee and all it does to collaborate with area facilities in searching for what is needed in students. Always wish there was more interaction from facilities regarding questions asked during meetings.</p> <p>Appreciate discussion time/opportunities in these meetings.</p> <p>Always enjoy the positive, contemporary, and collaborative nature of the Minnesota West Advisory Council meeting! Thanks!</p> <p>Much better participation with Zoom as it provides convenience for those participating.</p> <p>Well facilitated and organized meeting. I appreciate the program's willingness to listen and base program decisions on what the students will be expected to know post graduation. Collaborations such as this (board advisory groups) lead to positive outcomes for nursing programs and the future employers.</p>						
Additional Business/Discussion	Anna Atteberry-Gustafson also said they are seeing traveling nurses come back. Traveling nursing doesn't allow for relationship building. Relationships are nurses support system.						
Next Meeting	The next meeting will be held October 3 rd , 2022 from 1-3 PM.						
Motion to Adjourn	Motion to adjourn.						