

## 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, October 18, 2021 1:00 p.m. – 2:30 p.m.

Location: Zoom <https://minnstate.zoom.us/j/99495966670>

Facilitator: Dawn Gordon, Dean of Nursing filling in for Monica Van Otterloo, chair

Handouts: Agenda, Minutes from April 2021 Advisory Committee Meeting

Attendees: Erika Freking, MN West Faculty; Brenda Pomerence, MN West Faculty/Clinical Coordinator; Briana Breuer, RN student; Emily Negen, RN student; Kelsey Andrews, DON Sanford Windom Area Health; Laurie Jo Johansen, SMSU Director of Nursing Program; Sheila Westfield, Director of Nursing Sanford Luverne; Shelly Roth, Education Specialist Veterans Administration Sioux Falls; Leah Bittner, Health Services Specialist Tri-Valley Opportunity Council, Inc.; Nancy Ruth Leibold, SMSU Faculty; Gwen Post, Sanford; Denae Winter, Inpatient and Behavior Health Manager Avera Marshall; Carol Reichel, Nursing Education Specialist Mayo Clinic; Jennifer Wiik, Sanford; Myranda Sharkey, Clinical Director Avera Marshall; McCall Lutmer, MN West Faculty; Jessica Brouwer, DON Colonial Manor Lakefield; Dodie Derynck, Clinical Operations VP Avera Marshall; Dawn Gordon, Dean of Nursing; Jodi Christensen, MN West Nursing Admissions. Total number of attendees: 20


<b>Agenda Item</b>	<b>Discussion Summary</b>
<b>Welcome &amp; Introductions</b>	<p>Dawn welcomed attendees and shared her appreciation for attending and serving on the advisory committee.</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>The Fall 2021 meeting was held via Zoom due to COVID restrictions. Dawn Gordon chaired the meeting.</p> <p>Introductions of members present were made.</p>
<b>Approval of Agenda</b>	<p>The Fall meeting agenda was reviewed.</p>
<b>Approval of Spring 2021 Minutes</b>	<p>The Spring/April 2021 Minutes were approved by Shelly Roth and Laurie Jo Johansen, and attendee membership votes.</p>
<b>Election of an Advisory Committee Chair</b>	<p>Thank you to chair, Monica Van Otterloo, DON Murray County Medical Center, who served for the past year. Monica Van Otterloo has agreed to continue the chair position for the coming year. Motion passed to accept Monica by Carol Reichel and Denae Winter, and attendee membership votes.</p>

Agenda Item	Discussion Summary
<b>Nursing Department Updates</b>	<p>Simulation Center – The House Capital Investment Committee will be touring MN West College in October. The college will be showcasing Worthington campus in the areas of Nursing and Public Peace Officer training which are part of the design phase in the bonding request. They will also be touring the student services area at the Granite Falls campus.</p> <p>COVID – Students are attending classes on campus and attending clinicals at area facilities. There seems to be a more normal focus and feeling. Masks are required to be worn on all campuses and the vaccine is widely available. Students are required to be vaccinated at area clinical facilities.</p> <p>Top ranked PN program in MN - The Practical Nursing Program is celebrating its 50<sup>th</sup> year of nursing education. The first year of admitted students in the program was 1970 with the first graduates in 1971. 1971 to 2021: 50 years of practical nursing training in southwestern Minnesota. Over the 50 years, 1806 graduates (plus upcoming 2021 graduates of approximately 40 students). The AS program is looking at 25 years next year and anticipating around 70 graduates.</p> <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.</p>
<b>Curriculum Structure of Nursing Programs</b>	<p>Start/Graduate: Both the PN and AS nursing programs start in the Fall term, graduate in the Spring term. Does this meet the needs of our communities? Facilities expressed concern about nursing shortages/retirees/workforce issues/pandemic challenges.</p> <p>Year 1/Year 2: This fall, we started 69 students in the PN program (46 FT, 23 PT) and 101 students in the AS program (76 FT, 25 PT).</p> <p>LPN Level: How do we encourage more interest in nursing careers? Offering career expos, career fairs, scrubs camps, and focused marketing campaigns. Also, more hands-on activities and high school/community events. Mayo Clinic offers a Career Investment Program which includes tuition reimbursement. Sanford is offering a Pipeline Grant. Many facilities are offering a sign-on bonus.</p> <p>Champion Paths of Nursing Education in our region: Year 1 and Year 2 at Minnesota West Community &amp; Technical College; RN to BSN currently offered SMSU. Starting next year, 2022-2023, they will add the MSN Nurse Educator Program.</p>

Agenda Item	Discussion Summary		
<b>Overview of Program Outcomes</b>	<b>2021 (with 2019,2020 comparisons)</b>		
		Associate Degree Nursing Program	Practical Nursing Program
	<b>Graduates</b>	2019: 69 2020: 73 2021: 56	2019: 48 2020: 46 2021: 32
	<b>NCLEX</b>	2019: 77.94% 2020: 69.74% 2021: 51% (as of 10/1/2021)	2019: 97.96% 2020: 89.13% 2021: 100% (as of 10/1/2021)
	<b>Job Placement</b> <small>(student resource on surveys if employed in nursing career at employment level desired)</small>	Minnesota State survey results 2019: 100% 2020: 100% 2021: in progress	Minnesota State survey results 2019: 100% 2020: 100% 2021: in progress
	<b>Completion Rates (pre/post COVID)</b> <small>Reporting increments: 100% (start/finish on time) and 150% (slower pace <a href="#">max</a> 2 years)            2021 – accreditation now only measures by 100% (start/finish on time; no allowance for 1 missed course or slower pace)</small>	Pre-COVID (2019): 67% at 100%; 84% at 150% COVID (2020): 75.3% at 100%; 89.4% at 150% COVID (2021): 61.3% at 100%; 71% at 150% 2021 grads: 41.9% at 100%	Pre-COVID (2019): 28% at 100%; 35% at 150% COVID (2020): 35.7% at 100%; 46.8% at 150% COVID (2021): 35.8% at 100%; 44.2% at 150% 2021 grads: 32.4% for 100% reporting
<p>Both programs experienced a dip in NCLEX passing rates for graduates in 2020 when programs experienced COVID closures to campuses. Testing preparation at the end of the programs was noted as a major influence to student preparation for the NCLEX. Pearson VUE locations were also closed with delayed and limited reopening, pushing many AS graduates to NCLEX testing 2-3 months or more after graduation (long delay = possible testing experience or knowledge loss). Accreditation only looks at full time students (100%) for completion rates.</p>			

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	<div data-bbox="716 147 1087 280" data-label="Image"> </div> <div data-bbox="485 310 1325 467" data-label="Section-Header"> <p style="text-align: center;"><b>Minnesota West Community &amp; Technical College</b>  <b>Department of Nursing</b>  <b>Program Outcomes and Student Achievement Data</b></p> </div> <div data-bbox="485 527 1178 552" data-label="Section-Header"> <p><b>Associate Degree in Science (AS) Nursing Program (RN training): Program Outcomes:</b></p> </div> <div data-bbox="520 570 1325 857" data-label="List-Group"> <ul style="list-style-type: none"> <li>• The Professional (Associate Degree of Science in Nursing) Program began in 1996 and the first graduates completed in 1997.</li> <li>• Job placement by 2019 graduates in the AS Nursing Program was 95.1% - reported 2019-2020.</li> <li>• Student Satisfaction: Graduates of the program in 2020 reported 96.94% overall satisfaction with their education and the AS Nursing Program.</li> <li>• National licensure examination pass rate (NCLEX) for the AS Nursing Program students from 2020 was 70%.</li> <li>• Program Completion (students start and complete the degree program) for the AS Nursing Program in 2020 was 89%. In 2020, 73 students graduated from the AS Nursing Program.</li> <li>• The AS Nursing Program holds accreditation from the Accreditation Commission for Education in Nursing (ACEN).</li> </ul> </div> <div data-bbox="485 873 1125 898" data-label="Section-Header"> <p><b>Practical Nursing Program, Diploma Degree (LPN training) Program Outcomes:</b></p> </div> <div data-bbox="520 915 1325 1252" data-label="List-Group"> <ul style="list-style-type: none"> <li>• The Practical Nursing Program began in 1970 and celebrated the first graduates in 1971.</li> <li>• National licensure examination pass rate (NCLEX) for the Practical Nursing Program students from 2019 was 89%. Minnesota West's PN program passing rates exceeds state and national averages!</li> <li>• Job placement for 2019 graduates in the Practical Nursing Program was 92.3% - reported in 2019-2020.</li> <li>• Student Satisfaction: Graduates of the program in 2020 reported 94.4% overall satisfaction with their education and the Practical Nursing Program.</li> <li>• Program Completion (students start and complete the degree program) for the Practical Nursing Program in 2019 was 46.8%. In 2020, 46 students graduated from the Practical Nursing Program.</li> <li>• The Practical Nursing Program holds accreditation from the Accreditation Commission for Education in Nursing (ACEN).</li> </ul> </div> <div data-bbox="485 1268 625 1287" data-label="Text"> <p>updated 02/11/2021</p> </div>

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	<p data-bbox="520 175 1566 272" style="text-align: center;"><b>Student Learning Outcomes (SLOs) Guide the Practical Nursing Program Curriculum</b></p> <p data-bbox="443 337 1079 358">The 8 SLOs are below and adapted for each PN course.</p> <table border="1" data-bbox="443 418 1640 930"> <thead> <tr> <th data-bbox="447 418 768 443">Concept</th> <th data-bbox="768 418 1635 443">Student Learning Outcome (SLO)</th> </tr> </thead> <tbody> <tr> <td data-bbox="447 443 768 472">Informatics/Technology</td> <td data-bbox="768 443 1635 472">Utilize information technology in the health care setting.</td> </tr> <tr> <td data-bbox="447 472 768 529">Managing Care of the Individual Patient</td> <td data-bbox="768 472 1635 529">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="447 529 768 581">Nursing Judgment/Evidence-based Care</td> <td data-bbox="768 529 1635 581">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="447 581 768 662">Patient-Relationship Centered Care</td> <td data-bbox="768 581 1635 662">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="447 662 768 716">Professional Identity and Behavior</td> <td data-bbox="768 662 1635 716">Demonstrate professional behaviors and accountability to legal and ethical nursing practice standards.</td> </tr> <tr> <td data-bbox="447 716 768 797">Quality Improvement</td> <td data-bbox="768 716 1635 797">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="447 797 768 850">Safety</td> <td data-bbox="768 797 1635 850">Promote quality care, recognize complications and provide a safe environment for patients, self, and others.</td> </tr> <tr> <td data-bbox="447 850 768 930">Teamwork and Collaboration</td> <td data-bbox="768 850 1635 930">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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	<div data-bbox="911 175 1188 293" style="text-align: center;">  <p>Minnesota West COMMUNITY &amp; TECHNICAL COLLEGE Canby • Granite Falls • Jackson Pipestone • Worthington Centers in: Fairmont, Luverne, Marshall, Redwood Falls</p> </div> <hr style="border: 2px solid blue; margin: 10px 0;"/> <div data-bbox="669 342 1444 370" style="text-align: center; background-color: #e0e0e0; padding: 5px;"> <b>NLN Associate Degree and QSEN Program Student Learner Outcomes</b> </div> <ol style="list-style-type: none"> <li data-bbox="453 375 1535 415"> <b>1. NLN Human Flourishing</b>            Graduate will advocate for patients and families in ways that promote their self-determination, integrity, and ongoing growth as human beings.           <ol style="list-style-type: none"> <li data-bbox="512 427 1619 488"> <b>1A. QSEN: Patient Centered Care</b>                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.             </li> </ol> </li>   <li data-bbox="453 513 1629 574"> <b>2. NLN Nursing Judgment</b>            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.           <ol style="list-style-type: none"> <li data-bbox="512 578 1455 618"> <b>2A. QSEN: Safety</b>                Graduate will minimize risk of harm to patients and providers through both system effectiveness and individual performance.             </li> <li data-bbox="512 621 1482 662"> <b>2B. QSEN: Informatics</b>                Graduate will use information and technology to communicate, manage knowledge, mitigate error, and support decision making.             </li> </ol> </li>   <li data-bbox="453 686 1625 748"> <b>3. NLN Professional Identity</b>            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.           <ol style="list-style-type: none"> <li data-bbox="512 751 1619 813"> <b>3A. QSEN: Teamwork and Collaboration</b>                Graduate will function effectively within nursing and inter-professional teams, fostering open communication, mutual respect, and shared decision-making to achieve quality patient care.             </li> </ol> </li>   <li data-bbox="453 837 1650 899"> <b>4. NLN Spirit of Inquiry</b>            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.           <ol style="list-style-type: none"> <li data-bbox="512 902 1640 964"> <b>4A. QSEN: Quality Improvement</b>                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.             </li> <li data-bbox="512 967 1604 1008"> <b>4B. QSEN: Evidence Based Practice</b>                Graduate will integrate best current evidence with clinical expertise and patient/family preferences and values for delivery of optimal health care.             </li> </ol> </li> </ol> <p data-bbox="512 1016 554 1032" style="margin-left: 20px;">2/2014</p>

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	<table border="1"> <tr> <td data-bbox="432 131 548 233" rowspan="2">EP SLO #2</td> <td data-bbox="548 131 642 233">June 2019</td> <td data-bbox="642 131 779 233">NURS 2190 and 2290: 90% of students will earn a satisfactory grade under each SLO/Role Competency Criteria on the</td> <td data-bbox="779 131 915 233">Clinical Coordinator, Brenda Pomeranke</td> <td data-bbox="915 131 968 233">ELA met.</td> <td data-bbox="968 131 1262 233">NURS 2190 73/74 (98.6%) NURS 2290 69/70 (98.5%)</td> <td data-bbox="1262 131 1482 233">ELA met. Continue with current SLO Role Competency Criteria.</td> <td data-bbox="1482 131 1591 233">6.2019 program review meeting.</td> </tr> <tr> <td data-bbox="548 233 642 347">June 2020</td> <td data-bbox="642 233 779 347"></td> <td data-bbox="779 233 915 347">Clinical Coordinator, Brenda</td> <td data-bbox="915 233 968 347">ELA met.</td> <td data-bbox="968 233 1262 347">NURS 2190 76/77 (98.6%) NURS 2290 72/72 (100%)</td> <td data-bbox="1262 233 1482 347">Continue with current criteria.</td> <td data-bbox="1482 233 1591 347">5.2020 Program Review Meeting.</td> </tr> </table>							EP SLO #2	June 2019	NURS 2190 and 2290: 90% of students will earn a satisfactory grade under each SLO/Role Competency Criteria on the	Clinical Coordinator, Brenda Pomeranke	ELA met.	NURS 2190 73/74 (98.6%) NURS 2290 69/70 (98.5%)	ELA met. Continue with current SLO Role Competency Criteria.	6.2019 program review meeting.	June 2020		Clinical Coordinator, Brenda	ELA met.	NURS 2190 76/77 (98.6%) NURS 2290 72/72 (100%)	Continue with current criteria.	5.2020 Program Review Meeting.
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<b>Collaborative Discussions with Healthcare Nursing Leaders</b>	<p>Shared current workforce trends and key areas of suggestion or focus for the MW nursing programs. Gwen Post suggested a PN preceptorship and offering 2 clinicals Spring term for the RN students. Sanford has a rich internship program/hospital leadership. Students are paid and retained as employees. Mayo also offers internships for PN students. Suggested an academic school to create the course and when to complete this - 4 weeks over Christmas break or 10 weeks over summer break. After students take their NCLEX, suggested processing the test results quickly so students don't have to wait for results. Carol Reichel suggested a capstone or preceptorship. Working one on one. Offering an externship to CMA's. Denae Winter</p>																					

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	<p>said Avera Marshall is struggling to fill positions in hospital, long term care and clinic. Need to increase staff to cover higher census. Outside applicants are down, they are hiring from within which leads to reorganizing as employees transfer to different departments. They are looking at dedicated coaching time, staffing models, efficient training. Staff training and simulation teams keep employees confident. Nursing internships are a 12-week program to recruit students and work with current teams. Sheila Westfield said they have 3 RN positions open with no applicants. Recently hired a patient care tech. Jennifer Wiik said students don't usually apply for jobs until they know they have passed their boards. Aberdeen/Watertown both have a one-year nurse residency program for students that have been RN's less than 15 months. Emphasis on caring for neighbor/caring for community. Gwen Post said they have decreased applicants to open positions which requires them to leave them open longer. Seeing an increase in traveling nurses. New graduates may be going that route which leads to new competition. Incentives are higher bonuses. COVID has taught them to work better together/team settings. Shelly Roth is also struggling with employment. Have some nurses leaving to become traveling nurses. Developing a more robust residency program/confidence building/better support to new grads. Carol Reichel stated they have many open LPN and RN positions. 55 in Mankato alone. They also offer a nurse residency program, winter &amp; summer internships. They are hosting hiring fairs. Many nursing positions are filled by working moms who may also be FT students and have spouses. There is only so much a human spirit can take. COVID forced us to be innovative, creative, resilient and flexible. Kelsey Andrews said they had a very busy summer with new staff coming in. Orientation needs to include critical thinking, confidence as a nurse. Try to avoid burnout of staff. Leah Bittner was a former MN West student. Their facility hires both RN and PN students. Leah's position involved migrant/seasonal head start families who parents are in agricultural work/meat processing plants. Her job is to make sure their families/children have access to immunizations, vision/hearing screenings, medical/dental exams etc. Jessica Brouwer reported that their RN and PN positions are currently full. Their biggest struggle is filling Nursing Assistant positions. Floor nurses are filling in as CNA's. Trying to avoid staff burnout. Carol R. stated CNA wages pay less than McDonalds currently hiring at \$20/hour. Easier work but not as fulfilling.</p>
<p><b>Nursing Faculty Updates</b></p>	<p>SMSU partners: Nancy Ruth talked about the master's degree program. RN to BSN curriculum revision was a huge undertaking. Focus on grad skills, promoting self-care in themselves and their patients, 2-way communication, collaborate in other disciplines, program assessments. Healthcare is changing quickly. SMSU has a great partnership with MN West. Early entry collaboration as SMSU visits nursing students at MN West orientation in the Spring.</p> <p>Brenda (AS faculty/clinical coordinator) has 10 clinical groups scheduled this fall. Thankful for clinical partnerships to host hands-on experience for our students.</p> <p>McCall Lutmer (PN faculty/clinical coordinator) has 5 clinical groups scheduled this fall. Said the staff at each facility know what it's like to be new and are thankful they help encourage students and set a good example. Talked about student balance/keeping students motivated to complete the program/help fill rosters. Importance of didactic courses – hard to apply clinicals if they aren't doing well in didactic courses. The best nurses know it wasn't easy getting there but realize it when they get there. Looking for feedback to help shape the program.</p> <p>Donna (AS faculty) students currently finishing midterms and starting clinicals. Also looking for feedback for improvements to steer the nursing program in the right direction.</p>



Agenda Item	Discussion Summary					
<b>Student Update</b>	Briana Breuer and Emily Negen, AS student representatives – They reported that they are finishing up midterms and anxious to start clinicals to apply the skills they have learned. They are very excited to do nursing assessments/practice ABC's and are looking forward to attending clinicals at area facilities including a behavioral health unit.					
<b>Follow Up Survey from Today's Meeting</b>	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.		10 (91%)	1 (9%)			
The agenda was well planned and organized.		11 (100%)				
The Minnesota West Nursing programs value our committee's feedback, opinions and feelings.		11 (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)		10 (91%)	1 (9%)			
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)		11 (100%)				
This was an important and productive meeting.		10 (91%)	1 (9%)			
The PN and AS program dean provides effective leadership for the meeting.		10 (91%)	1 (9%)			
The PN and AS program dean communicate effectively with the committee.		10 (91%)	1 (9%)			
I feel the members of this committee understand their role and assignment.		10 (91%)	1 (9%)			
I feel satisfied with the activities and accomplishments of the committee.		11 (100%)				

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	I feel my time and efforts are well spent in serving as a member of this advisory committee.	11 (100%)				
<b>Additional Business/Discussion</b>	None shared. Appreciated participation in the Advisory Committee for the Nursing Programs at Minnesota West. Network building and partnerships are key. Pipeline for future employees and student training – mutual benefit.					
<b>Next Meeting</b>	The next meeting will be held either April 18, 2022 or March 28th via Zoom from 1-3 PM. Meeting link will be emailed to members.					
<b>Motion to Adjourn</b>	Motion to adjourn.					

Attachments as noted in Meeting Minutes/Summary