

## MEETING SUMMARY

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

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

Date: April 6, 2015

Facilitator: Karen Wiltrout, Director of A.S. Nursing Program; Rhoda Brunz, Nursing Advisory Board Chair; Dawn Gordon, Director of Practical Nursing Program

Handouts: PN and AS Program Outcomes for 2010-2014

Announcements:

Attendees: Tracy Hansen, Marissa Marten, Kathi Haberman, Rhoda Brunz, Karen Wiltrout, Dawn Gordon, Beth Bents, Tricia Cowen, Brenda Pomerence, Diane Vangsness, Dawn Allen (Adobe Connect), Laurie Jo Johansen, Mary Jones, Kim Pfaar, Dodie Derynck, Mitz Diemer

Total number of Attendees: 16

Agenda Item	Discussion Summary
<b>Welcome and Introduction</b>	Karen, Dawn and Rhoda shared the opening remarks. Introductions were made around the room and by Adobe Connect.
<b>Clinical Partners Report and Facility Updates presented</b>	<p>Dawn Allen – The Redwood Falls clinicals are going well. Total joint replacement surgery has started which gives students additional opportunities. There are currently two employment opportunities.</p> <p>Kathi Haberman (with input from Jennifer Weg who was unable to attend) stated that One Chart training is ongoing with a learning curve. Hospital is changing and growing. Generally, clinical students are doing well but may suffer from shortage in computers for inputting data. The upgrading of competencies is always being improved. Sanford Worthington Medical Center does not hire a lot of LPNs as their focus is registered nurses. Everybody learns from each other. The Clinic does employ LPNs.</p> <p>Dawn reported that 12 students will graduate from the Sanford Clinic partnership for Practical Nursing program. A couple have chosen part-time. Sanford is working very hard for scholarship opportunities. A two-year employment commitment is being discussed (along with a \$5000 scholarship for students' LPN education).</p> <p>Dodie from Avera – Represents all areas of care. They currently have one RN position available. Their scholarship program for students offers investment of resources upfront and includes TMAs and NAs. The hospital has three health charge positions. Turnover in hospital continues, as well as home care/hospice.</p>

Agenda Item	Discussion Summary
	<p>Electronic medical record piece continues to be a struggle. Transitioning from LPN to RN can be difficult. In long-term care, complexity of managing care is an issue. Other issues include the role of the recent graduate, the difference in the role of the NA and the LPN, training within the organization, critical thinking skills, leadership in role transitions and payment structure for all health care providers across the region.</p> <p>Kim stated there are no employment openings in Westbrook but there is in Tracy.</p> <p>Laurie Jo and Mary Jones from SMSU stated they have two graduates completing the RN to BSN Program at SMSU. The accreditation review was completed in the fall. They are optimistic about receiving accreditation status. Nursing is always a work in progress – we need to keep speaking to the needs of nursing. They continue to work with articulation agreements, recruiting, etc.</p>
<p><b>Miscellaneous</b></p>	<p>Karen stated that according to the latest needs assessment, 62% of respondents preferred mobility program.</p> <p>Dawn reported on the success of College Central, a repository for students seeking employment and employers seeking employees. Ninety new jobs were posted in March; 350 positions have been posted since LARC began the partnership in August.</p>
<p><b>PN Program Updates and Accreditation Plans presented by Dawn Gordon (Handout)</b></p>	<p>Dawn reported that the nursing department was gearing up for the 2015-2016 nursing students. The Practical Nursing Program has extended acceptance to 134 applicants; 15 applicants have been accepted to the Sanford cohort which is the practical nursing coursework only. Orientations for incoming practical nursing students will be held from April 15-20, 2015.</p> <p>Pharmacology course structure was added to the curriculum in 2013-2014 and it is going well.</p> <p>Hurst and Kaplan – NCLEX review courses for PN students will be conducted following completion of the program.</p> <p>Accreditation for the Practical Nursing program will begin with the candidacy process in late fall 2015. The state of Minnesota chose to have all programs accredited, so we are moving forward with that mandate.</p> <p>She encouraged everyone who employs our nursing graduates to complete employer surveys as they are received. Employer feedback is important for accreditation.</p> <p>We are in the process of filing preceptorship spots. Contracts are a big issue.</p>

<b>Agenda Item</b>	<b>Discussion Summary</b>
<b>AS and PN Preceptorship Discussion</b>	A.S. Nursing preceptorships are more involved; credentials, training, number of hours, evaluations for preceptorships. Accreditation is driving preceptorship experience for students; must be master prepared to oversee students. Less than 5% of A.S. students choose preceptorship; students encouraged to consider value of preceptorship.
<b>A.S. Program Outcomes presented by Karen Wiltrout (Handout)</b>	<p>Eighty-three current students are moving toward graduation. We lost 12 students in the fall for a variety of reasons. Program completion and Board pass rates are a good evaluation tool for the new curriculum.</p> <p>Program Completion Rate – Numbers represent the rigor of the new curriculum.</p> <p>It is a struggle to get responses from graduates once they have completed the program and are employed. ACEN requires survey data – initial graduate satisfaction survey sent in November/December.</p> <p>Job placement rates are great. Students are finding employment.</p>
<b>ACEN Continued Accreditation Visit January 20-22, 2015 presented by Karen Wiltrout</b>	<p>In January, the five year accreditation team visited campuses and classrooms, clinical sites, conducted student meetings, public meetings, staff/administration meetings and Advisory Committee meeting to gather information addressed in the Self-Study. Findings from that meeting were to work on Board pass rates and decrease the length of program. Our challenges are: how do we reduce credits and at the same time graduate well-educated nurses, evaluating needs of our partners, collecting continued accreditation data and reducing program credits to 72.</p> <p>Three years of aggregated cohort data is required by ACEN.</p>
<b>MN BON Visit January 2015 presented by Karen Wiltrout</b>	Recommendation was to change Preceptorship language. Students will graduate <u>after</u> they complete NURS 2275 Preceptorship course, if they choose to take the course.
<b>Nursing Database</b>	Tricia briefly touched on the Microsoft Access program that tracks data and stores in central location developed by the nursing staff and Jim John.
<b>New Patient Simulator for Labs</b>	Dawn stated that the State of Minnesota has approved leveraged funds for a new SimMan with high fidelity simulation. This purchase will be a great tool for education enhancement. A partner is required and we are working with Worthington Health Care Foundation (\$28,600) and Avera (\$500). We hope to have funding in place soon so that SimMan can arrive by the end of this fiscal year.
<b>Selection of Advisory Chair for 2015-2016</b>	Dawn will seek 2015-2016 committee chair. Thanked Rhoda for her service.
<b>Follow Up Survey from Today's Meeting</b>	Karen asked that everyone complete and leave the Nursing Advisory Committee Feedback Evaluation.
<b>Motion to Adjourn</b>	Rhoda moved, seconded by Karen, to adjourn the meeting. The motion carried unanimously.
<b>Date of Next Meeting</b>	The next meeting is scheduled for October 2015

Attachments as noted in Meeting Summary

## Advisory Committee – PN Program

- 1) Incoming PN students = accepted 134; 15 LPN only
- 2) Orientations for incoming PN students April 15-20, 2015
- 3) Curricular - Pharmacology course structure added 2013-2014; 2<sup>nd</sup> year – going good
- 4) Hurst and Kaplan – NCLEX review courses for PN students
- 5) Accreditation – late fall 2015 begin Candidacy process
- 6) Reminder to submit program evaluation forms
- 7) College Central – free job posting – Minnesota West website

Minnesota West Practical Nursing Program Outcomes 2010 – 2014

Program Outcomes	2010	2011	2012	2013	2014
Number of graduates ( <i>n</i> )	72	81	84	72	90
1. Performance on licensure exam	<p>97%</p> <p>87.06%</p> <p>Above state and national mean</p>	<p>96.5%</p> <p>NCLEX National mean 84.04%</p> <p>Above state and national mean</p>	<p>93.6%</p> <p>NCLEX National mean 84.23%</p> <p>Above state and national mean</p>	<p>97.1%</p> <p>National mean 84.63%</p> <p>Above state and national mean</p>	<p>84.09%</p> <p>NCLEX National mean 82%</p> <p>MN state: 86%</p> <p>New test for NCLEX-PN</p>

MnWest Associate in Science Nursing Program Outcomes 2010 – 2014

ACEN Standard 6.4 The program demonstrates evidence of achievement in meeting the program outcomes.

Program Outcomes	2010	2011	2012	2013	2014
<p><b>1. Performance on licensure exam</b> <b>ACEN Standard 6.4.1</b></p> <p>ELA: The program's three-year mean for the licensure exam pass rate will be at or above the national mean for the same three-year period.</p>	81%	84% NCLEX National mean for ADN programs =86.99%	84% NCLEX National mean for ADN programs= 89.32%	76.4% (New NCSBN NCLEX test plan). National mean for ADN programs: = 81.43%	82.35% NCLEX National mean for ADN programs = 81.78%  **Above both MN and National mean for 2014!
<p><b>2. Program Completion</b> <b>ACEN Standard 4.8 and 6.4.2</b></p> <p>ELA: 75% of students will graduate on time – within 150% of program length.</p>	83%  graduates	85%  76 graduates	90%  87 graduates	77%  90 graduates	75% (New curriculum)  66 graduates
<p><b>3. Graduate Program Satisfaction</b> <b>ACEN Standard 6.4.3</b></p> <p>ELA: 6 to 12 months post-graduation at least 85% of responding graduates will express satisfaction with specified components of the AS nursing program.</p>	3 responses: 100% of responses 'strongly agree' and 'agree'.	15 responses (20% response rate): 100% of responses 'strongly agree' and 'agree'.	23 responses (26% response rate): 95.7 – 100% of responses 'strongly agree' and 'agree'.	29 responses (32% response rate): 94.4 – 100% of responses 'strongly agree' and 'agree'.	Data pending
<p><b>4. Employer Program Satisfaction</b> <b>ACEN Standard 6.4.4</b></p> <p>ELA: 6 to 12 months post-graduation at least 85% of responding employers will express satisfaction with AS program graduates.</p>	Response rate < 10 received with Survey Monkey. Poor response rate limited statistical analysis.	No employer responses received with Survey Monkey. Unable to analyze data.	5 responses received with Survey Monkey. 97.1% of employers report 'strongly agree' and 'agree' with satisfaction with AS program graduates; poor response rate limited statistical analysis.	RightNow Survey results pending after re-deployment x 2	Data pending – will complete survey period on May 2015
<p><b>5. Job Placement rates</b> <b>ACEN Standard 6.4.5</b></p> <p>ELA: 6 to 12 months post-graduation, at least 85% of graduates are employed in a nursing position.</p>	91.4% employed in nursing	83.1% employed in nursing	96.4% employed in nursing	97% employed in nursing	Data pending MnSCU report