

Nursing Department Community Advisory Board Meeting Minutes

Date: Thursday, Oct. 24, 2024, at 1600-1709

Location: DON 207

1.1 WELCOME AND INTRODUCTIONS

In Attendance: Molly Litchfield (SPH), Kelli Dailey (SPH), Blake Wade (Benefis), Christy Modrow (PureView), Sandra Bauman, HC Dean/CEO, Debra Rapaport (HC), Jamie Garcia (HC), Dana Palen (HC), Nathan Munn (HC), Laura Senn (HC), Courtney Radke (HC). Recorder: Paige Payne

***Nursing Mission Statement:** To provide exceptional nursing education using innovative academic, simulated, and clinical experiences that prepare our graduates as safe, competent, direct-care nurses poised to meet the diverse healthcare needs of our community.*

1.1.1 Review of Minutes

- There is one correction on page 3 under “Curriculum” heading. Correct the date from 18 to 4/18/24.
- Update from the last meeting: The faculty met to edit the outcomes identified by the ACEN review.

1.1.2 Update on Cohorts - enrollment, recruitment, promotional events

- Applications and Application process
 - Numbers of applicants -Dec 2023 -24 applicants with 19 qualified and 18 students accepted, 1 declined. There are fewer qualified applicants. HC accepts students who score 70% or higher on the ATI TEAS test into the program, which ensures that the student is prepared for the program.
 - The current first semester cohort has 18 students.
 - There are no changes to the RN application. Applications are due December 2, 2024.
 - LPN Program
 - At the last Advisory Board meeting in April 2024, Helena College announced that it would not be accepting LPN student in Hamilton. This has changed. Helena College will CONTINUE TO ACCEPT LPN applications in Hamilton. Director Deb Rapaport met with the administration of Missoula College, Bitterroot College, and Bitterroot Health to explain that without support, HC was unable to continue to accept students. Bitterroot Health has hired a fulltime nurse educator to help oversee the LPN clinical placements and work directly with the Director and instructors in Hamilton to ensure smooth clinical scheduling process. The Bitterroot College will also help address issues with supplies being used by other programs. Applications are due December 2, 2024.
- Recruitment
 - The nursing program has had multiple student inquiries about the program and upcoming application date.
 - The nursing department is planning to begin LPN-RN continuation or bridge program.
 - The program has tentative start date of Summer 2025. (Summer >Fall> Spring grad).

- Credits for Prior Learning Assessment (PLA) will be part of the bridge program.
- The program will recruit faculty to teach pharmacology and lab, pathophysiology, maternal/infant, and an LPN transition class/lab in the summer.
- Promotions
 - Helena Wins Healthcare Prospects event on October 22nd was combined with the Nursing Career Fair. The Prospects event brings in high school students from the area who are interested in a healthcare career. The freshman students hosted four hands-on stations for the high school students that included taking vitals, nutrition and wellness, and human anatomy trivia.
 - Twenty healthcare vendors attended the HC Career Fair. Both college and high school students and staff were able to visit each vendor and pick up some swag.
 - The next Nursing Career Fair is April 1, 2025.

1.1.3 NCLEX Pass Rates ACEN Standard 5.3

- PNs 2023—100%
- RN Pass rate for 2024 90.3%. RN Pass Rates for Jan 1, 2024, thru September 30, 2024 (Dec 2023 and May 2024 graduates)
 - 28 out of 31 passed their first attempt which calculates out as 90.32 % overall pass rate for the first attempt.

	NCLEX-PN	NCLEX-RN
Helena College	100%	90.32%
Montana	100%	92.87%
National	91.09%	92.10%

1.1.4 Program /Curriculum/Faculty and Staff Update

- ACEN Accreditation Site Visit March 19-21, 2024.
 - ACEN Board of Directors met 9/2024 and granted **Continuing Accreditation for 2024-2032**.
 - There were four areas identified for improvement. The nursing department was able to meet and submit some changes, so the final report identified only two areas that needed improvement.
- Report of End of Program Outcomes
 - **Program Completion** (ACEN standard 5.2)
 - RN completion rate for AY 2023-2024 remains constant at 94%.
 - **Job Placement** rates (ACEN standard 5.4)
 - Ninety-seven (97%) RN graduates are employed in nursing 6-months following graduation.
 - **Two Additional BON Outcomes** relate to student satisfaction with their education and employer satisfaction with new graduates hired as employees.
 - EP Student Satisfactory Surveys Fall 2023 4 responses of 16 students responded, while 5 of 16 responded for Spring 2024 EP student satisfaction surveys.
 - Snapshot of data-most students felt “very well” prepared in the areas addressed in the survey.
 - They struggle with interacting with the patient’s families, and working in interdisciplinary teams. HC tries to implement scenarios for the students and will work on implementing it better.

- Based on surveys received from Nurse Managers, our students are able to perform at the entry level. The response has been poor partly due to the fact that Helena has only a few employers in town. We only received two surveys.
 - Nursing is working on a Qualtrics survey that can be sent via email and shared directly with Nurse Managers.
- Curriculum
 - Ongoing process to review curriculum
 - Nursing is going to use the end of program student surveys to identify areas students feel less prepared and target those areas in our curriculum.
- Mentoring- Laura Senn
 - Orientation day and mentoring lunch with the freshman and then the established students came for lunch.
 - Mentoring activities, tutor system seniors mentoring the freshman.
 - Precepting in the community connection. Guidance to the preceptors to ensure student success and protect them.
- Faculty and Staff updates
 - There are four full time faculty.
 - Will have openings in spring for at least one clinical instructor for Adult I (Gero) clinicals, and LPN Gero clinicals provided we have LPN applicants in Helena. The LPN program will also need someone to teach the LPN skills labs and pharmacology lab. The positions are posted on website.
- Equipment
 - Perkins Grant:
 - Nursing is going to purchase VR Headsets/Simulation Systems through the Perkins grant to supplement the students critical thinking and judgement skills.
 - Beds will need to be replaced in year or so. Nursing is creating a rotation schedule to replace ten beds. The Academic Fee pot may be a funding source.

1.2 COMMUNITY PARTNERSHIP UPDATES:

- Blake Wade: Benefis does not have any HC students currently. Benefis is expanding by adding a Spine Institute. Dr. Russo out of Great Falls will travel to Helena weekly. A great opportunity for the students to experience a large surgery.
- Kelli Dailey: St. Peters just onboarded a large number of nurses. Three HC students will be accepted depending on passing the NCLEX. They revamped the preceptor, student, and new employees onboarding and orientation.
- Dana Palen HC Scholarships: All of the St. Pete's scholarships are posted on the HC website. She is waiting for Benefis to get back to her on the LPN scholarship. Dana was able to learn about some other healthcare scholarships when she visited with the vendors at the Career Fair last week.
- Christy Modrow: The HC students assigned to clinicals at PureView are giving influenza vaccinations and drawing blood. Laura's visit to discuss what skills the student could perform has helped the nurses tremendously.
- Nathan Munn, HC Instructor: The students in psychology and public health courses are engaged and productive.
- Molly Litchfield: St. Peter's peri-operative services has a few HC clinical students. The students are organized and well-prepared. The peri-operative department is revamping the career pathway to provide cross training to channel nurses in needed areas like scrub nurses.

- Sandra Bauman, Dean/CEO: Healthcare scholarships are a good way to recruit employees. HC is working on getting students into the CNA and EMT courses through the Community Education Center.
- Ann Willcockson, (TRIO): Two new services available to the nursing students. **Glean and Timelycare**. Timelycare is a virtual medical and mental health services for students at no cost. Glean is a personal study application that allows students to record lectures. This assistive academic program and tool is designed to increase student success. TRIO is going to look into financial support to our students.

QUESTIONS FOR OUR ADVISORY BOARD MEMBERS

- In the area of **Student Performance**
 - Have you identified any gaps in the knowledge or training of our graduates? If so, can you please expand on the identified gaps? None.
 - What do our recent graduates seem to struggle with most? A new nurse on the floor struggles with taking a full load of patients so the hospital is reducing the number of patients and providing more support.
 - The current simulation labs are creating scenarios with three patients. The VR googles will also create care for more than one patient scenarios.
- In the area of **Student Preparation**
 - Are you anticipating any new services requiring different skill sets? Are any changes needed in our curriculum to address this? If so, please share suggestions.
 - Prepare them for the use of AI and virtual nursing management at the hospitals.
 - The senior students are writing a paper on VR and AI use in nursing.
 - Current health research projects include AI processes and the future in healthcare.
 - Please rate your satisfaction with our graduates, specifically their ability to meet your workforce needs on a scale of 1-5 (1 is *barely meets workforce expectations* and 5 is *meets workforce expectations*).
 - The RN students = 4-5
 - The LPN at PureView = 5
- Considering **Upcoming Needs**
 - What is your anticipated workforce needs in 1 year, 3 years, 5 years?
 - SP is going to open up 8 beds in the med-surgery floor in March 2025. Dialysis is opening up in December.
 - Benefis is going to expand oncology services, in outpatient infusion. They employ 3 FT nurses now, but will likely need to double their staff in the next 6 months. They are expanding their interventional radiology.
 - PureView is going to bring a BRAVADO clinic in 2025. And are planning to purchase a Community Outreach Van.
 - Medical van in the community.
 - Shodair is going to receive some patients from the Mental Hospital in Warm Springs. There is a movement to create group homes for mental patients that provide nursing and mental health support.
 - How can we better partner/collaborate with you?
 - SP would like to schedule a problem incident study involving the HC students in February using the senior and junior cohorts.

- Benefis could pay for the drug screening, if that is the creating a barrier to students. This will open up another venue for clinicals. Courtney is planning to send 4-5 leadership students in spring and then the faculty will evaluate which cohort to send. When we use Benefis, they require a drug screen, so HC Nursing will need a policy on drug screening.
- Other?
 - Are there other people or employers you would recommend for this advisory board?
 - If you think of someone, email Deb Rapaport.
 - Are you interested (or know someone) in teaching or supervising training skills in our program?
 - Guest lecture, come help with a simulation (act as patient), participate in a panel for seniors, mentor a nursing student, etc.
 - SP OR nurses Elyse and Molly have offered guest lecturers at Carroll College and can offer them at HC. Topic would be on care of peri-op patient, reviewing pre/intra/ and post op care.
 - Summer Internships – contact Sarah Maddox

1.3 OTHER TOPICS?

- Future Dates
 - Pinning Ceremony Dec 13, 2024 Helena College Student Center at 1:30 p.m.
 - Nursing is looking for new venue for pinning. Does anyone have any ideas?
 - Spring semester starts Jan 13, 2025.
 - Tentative Dates:
 - Career Fair is scheduled for April 1, 2025.
 - Nursing Advisory Board Meeting Thursday is scheduled for April 3, 2025.