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## Nursing Department Community Advisory Board Meeting Minutes

Date: Thursday, April 13, 2023, from 3:30 to 4:30 p.m.

Location: Online via TEAMS

### Welcome

**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.*

### Members Present:

Debera Charlton (VA), Jamie Garcia (HC), Kristina Kenning (HC), Amy Linder (Benefis), Tessa McGree (St Pete's), Marie Page (HC), Debra Rapaport (HC), Sevda Raghil (St. Pete's), and Greg Thompson (HC)

### Review of Minutes

- Approved

### Update on Cohorts

- Currently, we have 75 students total in our Nursing Program:
  - 13 Freshmen - 1<sup>st</sup> semester
  - 17 Sophomores – 2<sup>nd</sup> semester, 3 of which are returning LPN students continuing their education in the RN Program
  - 15 Juniors - 3<sup>rd</sup> semester and 15 Seniors, 4<sup>th</sup> semester
  - 15 LPN students – we have our largest group yet with 11 in Helena and 4 in our satellite office at Bitterroot College in Hamilton.
- Our current students are academically strong and many already have degrees in other areas. There are also a lot of them working on their BSN completion through our coop program with Grand Canyon University.
- It is nice to have our students back out doing clinicals.

### Community Partnerships

- We have an ECN survey and standard 5.4.D is about how effective our students are as nurses. I am updating it to match our current student learning outcomes we see how well the students are able to meet those criteria once they are in the workplace. As soon as we get it updated, emails will be sent to people who have hired our students.
- The Career Fair took place in March and we had over 20 different vendors.
- The Pinning Ceremony is May 5, 2023 at 1:30 p.m. at St Mary's Church, 1700 Missoula Ave, Helena, MT with a cake reception immediately following in the St. Mary's Social Center around 3:00 p.m. The Advisory Board is invited to attend!
- Let's hear from our partners: what are we doing well and what do we need to improve...anything that we aren't doing that we should be doing? Please tell us about your facilities' requirements for COVID testing, COVID and flu vaccinations, and masking.
  - Amy Linder, Benefis:
    - We currently are not requiring COVID testing or COVID and flu vaccines for students and our staff. We dropped our masking requirements unless the patient

or the staff have respiratory symptoms. So, if they have any, even if it is allergies, we ask our staff to masks. Of course, if they are sick they have to stay home.

- We don't have any of your students right now but would love to have some! Our new building probably won't be up and running until February or March 2024.
- Deb Charlton, VA:
  - We are not doing COVID testing right now and not sure about COVID vaccines, but flu vaccines are required. We are still masking in the clinical areas.
  - We have a new nurse recruiter, Robyn Higley and a new nursing director for nursing clinicals, Joseph Dunn.
  - As always, we love HC nursing students! Thank you!
- Tessa McGree, St. Peter's Hospital
  - No COVID testing for nursing students. Of course, if students are sick we ask that they refrain from attending clinical rotations. We just dropped our masking mandate at the Regional Medical Center. In accordance with CMS, we require either a COVID declination or vaccination, as well as the flu vaccine for seasonal influenza this year.
  - We love seeing your students. Deb responded we have 8 applicants for the summer internship.

### **NCLEX Pass Rates**

- Unfortunately, the pass rates on your agenda are erroneous, as I have more current information from the Board of Nursing. Our current pass rate is 78% which is unusually low; however, we have a very strong class getting to graduate in May which I am counting on to bolster that number before the end of the calendar year.
- The graduating class in December was the last of our groups from when we did a once a year intake. These students were in the 24-32 ranking. This class was greatly impacted by COVID. We have since modified our application process to include a points system, and also now accept students twice a year.
- The pass rates
  - 2023 - RN 78% (represents first quarter-Dec 22 graduates)
  - 2022 RN to date 96.43% (includes Dec 21 & May 22 graduates)
  - Montana RN pass rate 82.73%
  - LPN December graduates - 100% 6/8 have passed

### **Board of Nursing Update**

- Annual report.
  - Our program was approved for both our RN and LPN programs for this calendar year based on our annual report.
- Board discussions.
  - The Board is considering repealing continuing education requirements for nursing relicensure as they realize most of the hospitals provide or required continuing education credits. They will figure out the wording and put it out to the public.
  - The Board is also going to revise the language related to the cap that they've put on simulation. During COVID we could use almost as much simulation as we needed, but the Board put it back to 50%. We are struggling with clinicals for OB and Pediatrics, which is true statewide, so the Board will reword language a bit to say that up to 50% of clinical time **per program** can be through simulation.
- Waivers
  - The BON allows nursing programs to utilize BSN nurses in the faculty role, provided they are actively seeking their Master's degree in Nursing.
  - Jamie Garcia is on waiver but is just weeks away from getting her masters in nursing and as her final project, she's been working on update our policies and working a lot of the dedicated SIM Lab. Congratulations Jamie!

- Sara Moser is also on waiver, as she has a Master's degree in Health administration. She is researching Master's programs and plans to start classes in fall 2023.

### **Program /Curriculum Update**

- NCLEX pass rates
  - One of our goals is to continue to work on NCLEX pass rates so the faculty discussed what we could do differently. We wanted to start using our ATI resources more and implement quizzes for all the different topics during their final semester in the leadership course. Based on those scores, we help students prepare a study plan to prepare them for the NCLEX.
- Third Skills Lab
  - We moved the nursing office from DON107 to DON112 which is closer to the student center and the old nursing office has become a third skills lab.
- Dedicated Simulation Lab
  - Our Sim Lab is coming along and we have purchased some audio-visual recording capability equipment to afford students the opportunity to use recordings with our debriefing to identify areas missed and ensure they are following good standards.
- Accreditation
  - We will have an accreditation site visit on March 19, 2024. The faculty and I are gathering data to start preparing that report.
  - We submitted our ACEN report for the 2021-2022 academic year and it was accepted and we didn't have to do anything for that. They did, however, change all of the standards for 2023, so that is making it a bit more challenging.
- Applications
  - We had a lower number of applications last year, but received 16. Due to personal reasons, three deferred and will be here in the fall. Applications aren't due until May 15, and we already have two new ones.
- LPN/RN Bridge Program
  - Any currently licensed LPNs may apply to the RN program and follow the same application process as the regular RN students. Once they are in the program we look at ways to give them credit for prior learning, especially in regard to the fundamentals class and lab. We will have them test out of the pharmacology lab to be sure they are doing medication calculations correctly. They will not have to do the gerontology clinicals, but they will take both the pharmacology lecture and adult (gerontology) lecture.
  - In our sophomore group we have three LPNs that are part of that cohort and one LPN in our freshmen group.
  - At this point we do not foresee going back to the traditional bridge program due to faculty time constraints.
- Program Expansion
  - In 2021 the Board of Nursing approved our program to expand up to 20 students per semester/40 per year. However, we haven't been able to get a sufficient number of qualified applicants in part because we have raised the bar.
  - We are surprised we have not gotten more applicants given the demand for nurses and pay increases for such.

### **Training/CEU/Professional Development/Faculty**

- Nothing additional to report on professional development.

- We have two full-time faculty vacancies, as sadly, both Marie and Kristina are moving on to other opportunities. They are both very good, strong educators but have new endeavors in their future. Thus, we are looking for instructors: if you know of someone who would want to teach here at HC, please have them contact us. We are not having much success in recruiting applicants.
- We also have a Simulation Specialist that's a full-time position with summers off. This person will help the faculty create and implement the simulations. They will also set up labs and be a second person to assist lab instructors with set up, clean up and to run operations.
- Sevda asked if the Simulation Position requires an RN? Deb responded that although she initially was going to make it optional, she thought perhaps this position could help teaching in some labs and classes. She noted the pay is \$30/hour and for only 10 months.

#### **Other**

- Deb opened the discussion to questions or suggestions on how what we could do to make our students more successful.
  - Greg asked if we are short-staffed will we still try to get 20 students each semester? Deb responded that the classes have to be taught regardless of the number of students so we will try to get more adjunct faculty if needed. We do have current adjunct who are willing to teach more classes. She also noted that we can have an ADN or a bachelor's degree to teach in our labs and clinical areas. Deb emphasized the importance of being able to hire two full-time faculty as that is in the best interest of the students. Instability in faculty can negatively impact pass rates. Deb encouraged the group to send leads her way!
- Deb thanked the group for attending and noted that maybe we can do an in-person meeting in the future. She asked that anyone contact her with questions or concerns.

The meeting ended at 4:17 p.m.