



## **Nursing Advisory Board Meeting - Fergus Falls**

**October 27, 2017 at 11am**

**Mission Statement:** **M State:** Provide dynamic learning for living, working and serving.

**Vision Statement :** **M State:** A success story for every student and stakeholder.

**Values Statement:** **M State:** M State is focused on excellence, integrity, respect, and innovation.

- Excellence in teaching and service
- An environment conducive to learning and working
- A culture of diversity and inclusiveness
- Responsiveness to communities served
- Respect and civility in communications
- Openness to innovation and change
- Accountability and transparency in decision-making

**Nursing Programs:** Prepare practical and associate degree nursing students for licensure by providing dynamic learning, while fostering scholarship and excellence in nursing to contribute to the health of the community and create a positive impact to healthcare.

**Members:** Danielle Ballweg, Jennifer Bieniek, Missy Johnson, Jennifer Kohorst, Lynn Lundquist, Heidi Narimani, Deb Nelson, Katie Peterson, Karen Stenstrom

**Faculty:** Amber Reed, Mary Roers, Jamie Steinle, Diane Wolden

**Students:** Barbara Axness, Tori Hull, Lisa Nordeng, Jennifer Vesbach

**Others:** Jennifer Jacobson, Tracy Morstad, Larissa Ness

Direct link to Annual CQI Plan (CQI = Continuous Quality Improvement)				
Agenda Item	Lead	Discussion	Quality Improvement Action Plan • Write a Quality Improvement action plan for Program Development or Revision.	Follow-up actions taken
Welcome	Diane	Introductions		
Minutes from Last Meeting	Diane	Motion and second to approve as written.	No additions or corrections.	
Board Membership	Mary	Board membership should be rotated on a routine basis – input from advisory board regarding new membership ideas was sought.	No ideas presented at this time – members will email faculty with new names, if applicable.	Missy has agreed to be vice-chair.
	Diane	Missy agreed to lead the meeting in Brandi’s absence. Missy has been asked to be the vice chair to act in the role of chair when that person is absent, and to assume the role of chair after this year. She has asked for time to consider this.	Diane will follow-up with Missy at a later date.	
CNEA Standard I Outcomes (NCLEX, Program Completion, Job Placement, Exit, Graduate, Faculty and Employer Surveys/Feedback)				
Accreditation Update	Tracy	CNEA Candidacy timeframe: application due Nov. 13 – a sub-committee will look at our application to see if we have identified challenges and have a plan in place. They then forward their recommendation to the Board of Commissioners. This group meets 3 times per year (next meeting is Feb.) – they make a decision based on their review and suggestions from the sub-committee. We will not hear a decision until about March – after the meeting and decisions are made. Tracy was involved in a site visit for another college – this was a good opportunity to observe what accreditors look for and at. We have only 1 year to prepare for our site visit – the hard deadline is May 2019. This gives us a one year turnaround – so that will be a very busy year. There never has been a demand for <b>accreditation</b> until now. We have always been <b>approved</b> by the Minnesota Board of Nursing. MN never required programs to be accredited until recently. In the past, approval was the only requirement. The fee for accreditation is very large – we were not willing to become accredited until the law was required.	We are moving forward with our plan for accreditation, as we have the likelihood of becoming fully accredited.  We will build the accreditation fee into our budget.	

<p>Advisory Board Survey: Results and Follow-up</p>	<p>Faculty/ Tracy</p>	<p><b>Aug 2017 Benchmark:</b></p> <p>80% of Advisory Board members will agree or strongly agree to each question.</p> <p>80% of employers will agree or strongly agree to satisfaction of the preparation of graduates</p> <p>Qualitative comments are reviewed and changes made to the program as needed.</p> <p><b>Analysis:</b></p> <p>Spring 2017 Advisory Board Survey results:</p> <ul style="list-style-type: none"> <li>• N = 10 Advisory Board Members combined from all 4 locations (Clinical Partners that filled out the online after the meeting).</li> <li>• 100% agreed or strongly agreed to each of the questions.</li> <li>• 100% agreed or strongly agreed to satisfaction of the preparation of graduates.</li> <li>• Qualitative Comments: <ul style="list-style-type: none"> <li>• Some of the advisory board members did not have direct access to the students at their facility so chose neutral on the survey (perhaps change survey to N/A instead).</li> <li>• Felt the faculty should relax more at the Advisory Board meetings.</li> <li>• Students need to be more prepared for larger assignments (multiple clients).</li> <li>• Do not give information on the other allied health programs during the nursing advisory board meetings.</li> <li>• The majority of the comments were positive.</li> </ul> </li> </ul> <p>We sent out the survey online after the advisory board meeting, and only got 10 responses. Last year we got 20 responses. Will discuss the idea with the advisory board members of filling out the survey at the beginning of the meeting in the spring.</p>	<ol style="list-style-type: none"> <li>1. Plan to determine ways to gather more employer input at fall advisory board meeting.</li> <li>2. Will revise survey to reflect the needs of the program for the spring advisory board meeting.</li> <li>3. Get feedback from Advisory Board in the fall on decreasing #s of advisory board meetings for the nursing program from 8 a year to 4 a year.</li> </ol> <p>Implement critical thinking exercises to improve ability to care for multiple patients – possible simulation activity.</p> <p>We hope facilities will provide a thorough orientation process for new graduates.</p> <p>Spring survey will come to board members with invite asking to complete prior to meeting. Will want to have combined results from all campuses, so survey will be coming out well before meeting.</p>	
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		<p>Currently we have an advisory board meeting at each of the 4 campus locations twice a year (8 meetings a year). Discuss possibility of changing to 4 meetings a year and combine campuses.</p> <p>Example: (DL/Moorhead)</p> <ol style="list-style-type: none"> <li>DL (all campus in the spring) and Moorhead in the fall? Telepresence?</li> </ol> <p>(Fergus Falls and Wadena)</p> <p>Fergus Falls in spring and Wadena in the fall? Telepresence?</p> <p>Other suggestions? Group is certainly open to changes.</p>																																										
NCLEX Results and Job Placement	Mary/Diane	<p><b>NCLEX Benchmark:</b></p> <p>The Nursing Programs 1<sup>st</sup> time NCLEX pass rate will be 80% or above average over last 3 years.</p> <table border="1"> <thead> <tr> <th colspan="5">NCLEX Results 3 Year Average</th></tr> <tr> <th></th><th>2013</th><th>2014</th><th>2015</th><th>3 Year Avg</th></tr> </thead> <tbody> <tr> <td>ADN</td><td>94.74%</td><td>85.34%</td><td>92.98%</td><td>91.02%</td></tr> <tr> <td>Practical Nursing</td><td>98.17%</td><td>98.89%</td><td>97.59%</td><td>98.21%</td></tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="5">NCLEX Results 3 Year Average</th></tr> <tr> <th></th><th>2014</th><th>2015</th><th>2016</th><th>3 Year Avg</th></tr> </thead> <tbody> <tr> <td>ADN</td><td>85.34%</td><td>92.98%</td><td>82.86%</td><td>87.06%</td></tr> <tr> <td>Practical Nursing</td><td>98.89%</td><td>97.59%</td><td>91.67%</td><td>96.05%</td></tr> </tbody> </table> <p>M State is rated #1 PN program in MN.</p> <p><b>Job Placement Benchmarks:</b></p> <p>PN and AD: 90% of graduates will be employed in their field within 1 year of graduation.</p> <p>PN and AD: 20% of students will continue on for further education.</p>	NCLEX Results 3 Year Average						2013	2014	2015	3 Year Avg	ADN	94.74%	85.34%	92.98%	91.02%	Practical Nursing	98.17%	98.89%	97.59%	98.21%	NCLEX Results 3 Year Average						2014	2015	2016	3 Year Avg	ADN	85.34%	92.98%	82.86%	87.06%	Practical Nursing	98.89%	97.59%	91.67%	96.05%	<p>Continue to monitor, make program adjustments as needed, and share results with the advisory board.</p> <p>Updated grading policies implemented. Increased use of ATI. Curriculum changes.</p>	
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Major and Year	Response Rate	Job Placement	Continuing Ed
2015 Nursing AD	110/116 = 95%	96%	23%
2014 Nursing AD	111/117 = 95%	97%	20%
2013 Nursing AD	129/136 = 95%	100%	20%
2015 Nursing PN	77/82=94%	98%	56%
2014 Nursing PN	81/84 = 96%	100%	63%
2013 Nursing PN	126/138=91%	100%	74%
<p>This data relates to what our advisory board has been saying, that the LPN's are continuing their education to be an RN, contributing to an increased demand for LPN's in the workplace.</p> <p>Vibra is hiring in FM area – they are moving to new Sanford building.</p>			

PN 2<sup>nd</sup> quarter: 100% YTD: 95%  
 PN 3<sup>rd</sup> quarter: 100% YTD: 95.83%  
 AD 2<sup>nd</sup> quarter: 74 (18 failed): 75.68% YTD: 74.31%  
 3<sup>rd</sup> quarter: 14 – 8 passed: 57.14% , 72.36%  
 FF 2017: 20/25: 80%  
 1 student came to 1 course in spring having failed it twice before  
 1 student had failed a course once before  
 2 were surprises and one had test-taking accommodations (anxiety-provoking)

		<p>Accreditors require us to meet a benchmark of 80% average over past 3 years. BON requires every year 1<sup>st</sup> time pass rates of 75%. If not, have to write a report to BON. We will be doing this. Looking in various areas for reasons for the drop in pass rates. Possible cheating occurring.</p> <p>What type of follow-up resources are available? Who can CEP contact for assistance with students? Contact faculty. Recommend review course – and continue to use ATI resources (if students had this in their program). Students need to contact ATI to set up a review/remediation.</p> <p>We are not alone: Northland also had an unexpected drop in rates. We are collaborating with other programs to see what works and what needs to be changed.</p> <p>82% statewide pass rate.</p> <p>Students are trying to work while attending school.</p>		
<b>CNEA Standard II Administration</b> (Mission, Values, Goals, Governance, Advisory Board, Publications, Policies, DON, Budget, Resources)				
Workforce Development	Jenn	New Workforce Development Center on the Moorhead campus. Host classes and are available for industry partners.		
Presidency		Dr. Kennedy has announced her retirement. The search is underway for our next President. Our Chancellor is conducting listening sessions from faculty and staff. The plan is for the new President to be in place by July 1 <sup>st</sup> .		
Academic Leadership		We have had turnover in our academic leadership team: Gary Henrickson retired and now Matt Borcharding is in place as Dean of Liberal Arts Education. He has responsibilities on all campuses. Dllona Clendenen resigned and Carrie Ward replaced her as Academic Dean of Career and Technical Programs on the Moorhead campus.		
New Programs		New programs: Cardiovascular Technology opened in Jan. – this is a fast-growing field. Dialysis Tech – need faculty; has been on the books for 2 years. The original thought was to offer in MHD, now moving to FF. Reposting faculty position		

Misc.		this spring. Certified Medical Assistant program in DL starting in the fall.  MSUM listening sessions in FM community: M State is at that table – 1 week ago had healthcare sector meeting. They want us to explore a Scribe Certification class – 30 credits (9 mo. long). Anticipating a Higher Learning Commission visit this spring. Career Academy in FM area: We have been removed from that table – money was not going to be offered to us and we already offer the programs.		
<b>CNEA Standard III Faculty</b> (Faculty Individual and Collective Outcomes, Preceptors, Resources for Faculty Development)				
Faculty Updates	Tracy	Commission for Nursing Education Association (CNEA) is our accrediting body. They require faculty to be credentialed with Master's in Nursing degrees. We are always looking for qualified faculty. Amber Reed on the FF campus and Shannon Dahms on the MHD campus have completed their Doctorate in Nursing Practice (DNP) degrees – both are published. Here are links to their published manuscripts:  <a href="https://www.elynsgroup.com/journal/article/implementati-on-of-advance-care-planning-in-a-rural-minnesota-long-term-care-facility">https://www.elynsgroup.com/journal/article/implementati-on-of-advance-care-planning-in-a-rural-minnesota-long-term-care-facility</a>  <a href="https://www.ncbi.nlm.nih.gov/pubmed/28281336">https://www.ncbi.nlm.nih.gov/pubmed/28281336</a>  Janell Juelich on the MHD campus is now a Certified Nurse Educator (CNE) and is in the process of obtaining her PhD.		
<b>CNEA Standard IV Students and Resources</b> (Support Services, Policies, Communication of Changes in Policies, Student Records, Formal Complaints)				
Student Representatives	Jennifer (ADNS)          Lisa N. (ADNS)	New grading policies were scary, but we see the value in that. Hoping for better board pass rates. Nursing organization is raising money for student's brother-in-law who has Burkett's Disease – bake sale raised \$479. Will be selling badge reels for \$5 each. Nursing organization was awarded Student Organization of the Year spring 2017. Review course: did not have enough students last year to run it. Normally that is offered on campus. Need 15-20 students. Heidi Peterson, ADN Student, has contacted students and is working with the course representative to get that course here.		

	<p>Tori (ADNS)</p> <p>Barbara (PN Cohort)</p>	<p>Faculty discussion: ATI customizes a content review for each cohort. This includes a 3-day review of content. Need content understanding, but also need to think, analyze, and synthesize – Kaplan does not go over content. They go over strategies for testing and answering questions. ATI is already included in tuition. Kaplan will be another \$500 (approximately).</p> <p>\$99 was added to our tuition for an EHR program that was implemented this year – we can scan meds, armbands, documents, etc. The entire background of the patient is in the system. We can use a flow sheet, nurse's notes, physician orders that match, etc. The program is from F.A. Davis, which also links to our Fundamentals textbooks.</p> <p>Started with 11 students and now at 4. Suggestions made to implement earlier interventions for students who are struggling so that we can retain them. May need to get away from evening classes for traditional students. Suggestion to sell it in a different way to increase numbers. Graduate in May 2018.</p>		
Student Handbook	Tracy	We will have a new version of the student handbook out very soon. We will set up meetings with advisors to discuss the content. The hope is to improve consistency across campuses. The handbook will then be posted online.		
<b>CNEA Standard V Curriculum</b> (Student Learning Outcomes, Competencies, Professional Standards, Program Plan, Evidenced Based, Intra and Inter-Professional, Clinical, Teaching and Evaluation Methods, Technology)				
Curriculum		See above.		
<b>Other Items</b>				
Spring Meeting	Mary	When to plan for Spring meeting. Suggestion from Jenn: wait to see when confirmation from HLC visit. Send out meeting wizard or doodle poll for next meeting date and time that works for the majority of the members.		
Nurse Aide	Karen	NA classes are held monthly in FF and MHD. Pass rates for M State: 94% written (91% statewide), Skills 78% (73% statewide). Two classes per year are offered at the Kennedy Secondary School in Fergus Falls. Sue Risbrudt is teaching that course this year, with Amber Reed mentoring. There are 7 students in the current class, with 10 being the max allowed to register. Lakes & Prairies, Inc. requested a		



		NA course in MHD for young mothers. The course was scheduled during daycare/school hours for convenience. There are 10 students in that class. A pre-CNA course was provided the 2 weeks prior to the NA class starting, per Lakes & Prairies' request.		
CEP	Heidi	CEP will be moving on to the FF campus in approx. 2 years in the library area.	Diane will visit with Katie regarding contact information.	
Home Care	Katie	Staff are caring for trach-vent babies in home care. Is there a possibility of this adjusting our curriculum to increase knowledge and skills in this area? Pediatric Home Services (out of the Twin Cities) pairs with New Dimensions. They provide amazing trainers which could provide us with guest speaker opportunities.		
Job Opportunities	Tracy	What are the job opportunities in your facilities? New Dimensions: LPNs and RNs LRH: LPNs in the clinic and RN and CNA needs in the hospital always; staff start on med/surg and expand to other specialized areas after experience LB Hospice: 1 RN Pioneer: LPNs and RNs – CNA needs are improved, but there is always a need		
	Jenn	Reminder about our careers.minnesota.edu website – you can post openings for our graduates to see. Sue Zurn is the career director – she will be contacting you for spring job fairs.		
Next Meeting: will be in April but cannot set until we know when the HLC visit will be.		Spring 2018 meeting will be determined following a survey poll.  <b>Agenda Items that need follow-up: Missy's decision regarding the vice chair role.</b>	Survey poll will be sent to advisory board members in early spring semester.	

Adjourned at 1:10pm

Minutes respectfully submitted by: Amber Reed