NORTHLAND
COMMUNITY & TECHNICAL COLLEGE

Nursing Fall 2023 Advisory Committee Meeting Minutes
October, 2023 @ 4:00 via Zoom

Zoom:

https://minnstate.zoom.us/j/91760542738

Attendees:

Advisory Members:	Advisory Members:	Faculty/Staff:	Faculty/Staff:	Students:
☒Shauna Paulson: Co-Chair	☒Nancy Moser	☒Mary Amundson	☒Kari Koenig	
☒Jean Tate	☒Cassie Olson	☒Lisa Anderson	☒Lindsey Kuntz	
☒Jessica Baumgarten	☒Jennifer Semling	☒Tami Byklum	☒Melissa Marcott	
☒Heather Bregier	☒Jean Tate	☐Laura Dvergsten	☒Lisa Olson	
☒Cory Geffre	☒Tracy Wright: Co-Chair	☒Katie Hallin	☒Mei Sather	
☐April Grunhovd	☒Brianna Trontvedt	☐Frieda Larson	☐Candi Seyfried	
☒Roxy Kjos	☒Mattlyn Erickson	☐Stephanie LeDuc	☐Erica Srnsky	
		☒Lisa Johnson	☒Karen Znajda	

Topic	Responsible Party	Discussion/Outcome	Action	Follow-Up
Introductions		Members: NURSING ADVISORY COMMITTEE MEMBER		

1. Review of spring 2023 Advisory Committee Minutes		Review of minutes: Minutes sent via email after spring meeting and with fall 2023 agenda.	Roxy motioned/Heather seconded. Motion carried, minutes approved.	
2. Goal(s) for meeting:		1. PN and AD Curriculum/Program updates 2. Advisory Member's/Partnership updates? 3. Enrollment/Recruitment		
3. AD Program Outcomes/KK	Kari /faculty	<u>Program Assessment Document:</u> 2023 AD Nursing Career Program Asses Follow-up from: Continue to track NCLEX-RN since passing standard for the Comprehensive Predictor was changed (from 90% to 95%). Will track data this year on mode of delivery regarding student satisfaction and retention rates. <u>Systematic Evaluation Plan (SEP):</u> Measures End of Program Student Learning Outcomes (EPSLO'S) and Program Outcomes: • SEP updated starting fall 2023 to align with the new ACEN standards (5 standards vs 6). Will revise more this year to make easier to follow		

		SEP Standard
		5.1.docx
		
		NCLEX pass rates:
		  • **2021:** 83.33% (State average 78.65% and National average 78.78%)
		  • **2022:** 81.43% (State average 72.59% and National average 77.91%)
		  • **2023:** 93.94 State average 82.73 and National average 87.74 (this is after third quarter
		  • **3-year average:** 86.23% (State average 77.99% and National average 81.47%)		

4. PN program outcomes/Lisa	PN faculty	**Employment rate**: FY23 grads: 75 grads total, still evaluating employment rate. Continue with asking about employment on the Comp Predictor advising form and this has helped. **Program completion rate**: Outcome: 80% completion. Retention/completion rates for Spring '21 – Fall '21: 56/79 = 71% Fall '21 – Spring '22: 52/63 = 83% Spring '22 – Fall '23: 46/50 = 92% Fall '22 – Spring '23 25/27= 93% **FY22 Total: 108/142 = 76%. Not met.** Is increasing again. First half of FY23 (spring '22-Fall '22 = 92%) has improved not counting personal reasons for dropping. **Satisfaction surveys**:	Will note that Covid was impactful to enrollment and completion rates and mental health.	

		• *Grad exit survey*: Outcome: 90% of grads will agree or strongly agree that they're satisfied with program effectiveness. This has been met last 3 years. <u>Fall '22</u> results: 98% (58/59) rated agree or strongly agree. Spr '23: 90% (28/31) rated agree or strongly agree.
		  Total: 86/90= 96% met.
		• *6-12 month grad survey*: Outcome: 90% of grads responding will rate questions with agree or strongly agree. TBD for FY23 after Nov. survey
		• *Employer survey*: Outcome: 90% of employers will rate this question with agree or strongly agree (to what degree has graduate exhibited educational prep to perform their role). FY22 16/16 of employers responding high or very highly agree with this statement. 100 % also agreed that they would hire a grad from our program again. 16/35 Employers responded for 46% return rate
		• *Faculty survey*: 90% of faculty will rate question that they are satisfied with program effectiveness with an agree or strongly agree. 2022-2023: 100% (8/8) strongly agreed or agreed. Met.
		• <u>Pass rates</u>: Outcome: The 3-year average will be 80% (as per CNEA standards).
		• **2020: 91.59**%.
		  2021: **90.48%**
		  2022: 91.18%
		  2023: TBD (3rd qtr. 88.89%; 2nd qtr. 100%, 1st qtr. 83/72%= 89.04% YTD avg)
			One survey comment "With long term care changing and the demand to take on more acute residents, having IV as part of the curriculum would be ideal" IV is within the curriculum. If ND licensed, still need ND cert.	

		• Average of 3 years: (2020-2022) **91.08** %. **Met**. National ave for those 3 years: 83.09%, 79.60%, 79.93%. Ave: 80.87% State ave for those 3 years: 85.15%, 83.54%. 80.91%. Ave: 83.2% IV update: WDS ran an IV Cert course this summer semester. A class is currently going, it is open enrollment/hybrid, work at your own pace, so students can get through quickly or as it best fits their schedule, it is open through June.	Discussion on communicating the ND BON rule within the survey and communication with ND BON for consideration in rule/legislation.	
5. PN Curriculum/Accreditation updates	Lisa/PN Faculty	Accreditation for Fall 2024; working on application No new updates. Updated ATI package for Spring '24 starts to Complete Package Clin care II 4 cr began fall 2023. Faculty are implementing NGN type questions as able Will begin utilizing EHR programs from ATI to incorporate into curriculum. Using cards/questions on clinical judgement for Next Gen NCLEX preparation.		

6.	AD Curriculum/Accreditation updates	Kari/AD faculty	<u>Accreditation Outcome:</u> A huge thank-you to those who supported the accreditation visit. We are still waiting for our final notification Continue to work on ways to improve clinical judgement (cards/questions) and incorporate NGN style questions within lectures to prepare for NGN NCLEX Exploring alternative modes of program delivery offerings: Online/hybrid, multiple starts, etc. Appears to be more interest in weekend and evening clinical. Enhanced the question on the application for new spring applicants to assess interest in additional clinical groups. Updating resources. Increasing ATI package	
7.	Department Staffing Updates	Kari/Lisa	**One Nursing Program Director for each program**: serves all sites. Welcome to Lisa Anderson as the PN program director **Health and Human Services Verification Specialist:** Assists in a Variety of ways **Simulation Operations Specialist:** Both programs are working to increase simulation offerings for clinicals and labs **Retirements and New Faculty:** PN is welcoming Lisa Johnson as FT faculty; Mary Amundson is retiring Dec '23. AD program is welcoming new faculty Laura Dvergston **Nursing Tutor:** Hired clinical instructor Erica Srnsky as a nursing tutor	

8. Recruitment/Enrollment	Kari/Lisa	Northland Health Career Fair: • Last Spring was very successful. Thank you for participating! Plans are in place to repeat the career fair next spring. We should be sending out the date soon. • Facilities/Colleges are welcome on campus to table in the halls and speak about opportunities • We continue to post information for facilities • Virtual Career Center Link: Working on getting this updated with the new link *Enrollment: Update on applicants for PN and AD for spring '24.* *PN plans to admit…EGF (30), Distance (15)* *==RN plans== to admit… EGF (28), TRF (8)* Enrollment history forms left on from last year. This past summer, PN had many students who qualified for a recalculation of points and were able to be admitted for a fall 2023 start. RN App data_Spring2017_fal PN Application Data.xlsx	Anticipate February 28 & 29, EGF Campus for Northland Career Fair. Will continue to post open positions on our learning management system.	
9. Partnership updates:	Advisory Committee members:	Altru Health System: Hospital progressing anticipating March 2025 move-in at latest. RiverView Health: Starting January 1, contract with psychiatric medical care and will provide some services in		

		the living center. Fewer nursing openings needing to be filled. Sanford Health and Behavioral Health: staffing seems to ebb and flow. Lifecare Medical Center: remodeling in skilled nursing center and implementing a memory care unit (mid-fall 2024). Staffing continues to ebb and flow. Valley Senior Living: Lower vacancy rates. Remodeling at Columbia and 42nd location. Oakland Park: Some turnover with nursing, but improving. Opening 5 bed Assisted Living attached to the skilled nursing home. Benedictine Living Community Crookston: New elevator project in Assisted Living. Staffing ebb and flow. Some travel staff present. MSUM: MINNESOTA STATE UNIVERSITY MOORHEAD Teaching & Learning Competency (TLC) Requirements can be completed through MSUM and help with pursing your MS degree. Accelerated RN to MSN Online Degree Pathway Master of Science with Major in Nursing (MS) Master of Health Administration (MHA)		

		Doctor of Education in Educational Leadership: Healthcare Emphasis (Ed.D) Certificate in Informatics, Evidence-Based Practice & Project Management Strategy Certificate in Nurse Educator (NED) Certificate in Nurse Administration and Organizational Systems Leadership (NAOSL) https://www.mnstate.edu/academics/graduate/nursing/courses/		
Uniform updates	Faculty	All have converted to red scrubs. Many students are desiring to purchase a red scrub jacket due to the temperature of the clinical sites. Is this acceptable by all the sites?	No objections from clinical partners.	
13. Committee Discussion	All	Discussion topics: Left on from last fall: • Enhancing clinical judgement in students #1 • LPN (and overall nursing) Shortage #2 • Civility/conflict in nursing #3 • Topics/content needed in curriculums? Diversity/equity/inclusion, etc. Facility training on DEI: • Altru has some training modules and is working on enhancing this with employees and patients • Lifecare: Has training modules for staff. Joint commissions is looking closer at Health Care Disparities on upcoming surveys Faculty training DEI:	These three remained the top three topics on the spring 2023 survey. Any other topics to add?	

		• MSUM had a training day on this topic. It was very interactive and practical. Was a D2L course with MSUM's Instructional Design department Student Feedback • Civility Mentor and DEI modules were helpful • PN is introducing this as well through ATI AI Discussion: MSUM-how dealing with AI and how to deal with the student. Showing an ethical and just way to use; use citations. Altru-encouraging staff to talk through their care and documenting in real time. Train to talk at $4^{th}/7^{th}$ grade level, so AI can confirm care and document in real time. Opportunity to increase communication with patient and nursing. Is part of an epic interface. Nurses spending 120-180 minutes in documenting per shift. Lateral violence us harming each other, help people to make this connection. Health care disparities discussion and incorporating into clinical time as well. DEI important for things to be just, incorporating in the J for justice.		

14. Other? Questions?			Kuddos to faculty from advisory committee.	
15. Spring Meeting	All	March: Time: 4pm Mode: Zoom	Committee continuing with virtual meetings via Zoom towards end of the day is a great option.	