

NORTHLAND

COMMUNITY & TECHNICAL COLLEGE

Nursing Fall 2025 Advisory Committee Meeting Minutes

October 21, 2025 @ 4:00 via Zoom

Attendees:

<u>Advisory Members:</u>	<u>Advisory Members:</u>	<u>Faculty/Staff:</u>	<u>Faculty/Staff:</u>	<u>Students:</u>
<input checked="" type="checkbox"/> Shauna Paulson: Co-Chair <input checked="" type="checkbox"/> Jessica Baumgarten <input type="checkbox"/> Heather Bregier <input type="checkbox"/> Cory Geffre <input type="checkbox"/> April Grunhovd <input checked="" type="checkbox"/> Roxy Kjos	<input checked="" type="checkbox"/> Nancy Moser <input checked="" type="checkbox"/> Cassie Olson <input type="checkbox"/> Jennifer Semling <input checked="" type="checkbox"/> Tracy Wright: Co-Chair <input type="checkbox"/> Mattlyn Erickson <input checked="" type="checkbox"/> X Nate Ellingson	<input checked="" type="checkbox"/> Lisa Anderson <input type="checkbox"/> Tami Byklum <input type="checkbox"/> Laura Dvergsten <input checked="" type="checkbox"/> Katie Hallin <input type="checkbox"/> Frieda Larson <input checked="" type="checkbox"/> John Fields <input checked="" type="checkbox"/> Lisa Johnson	<input checked="" type="checkbox"/> Kari Koenig <input checked="" type="checkbox"/> Lindsey Kuntz <input type="checkbox"/> Melissa Marcott <input type="checkbox"/> Lisa Olson <input checked="" type="checkbox"/> Mei Sather <input type="checkbox"/> Candi Seyfried <input checked="" type="checkbox"/> Karen Znajda	Arial Barta: RN Student Laura Nyblad: RN Student

Topic	Responsible Party	Discussion/Outcome	Action	Follow-Up
Introductions		Members: Will review membership at spring meeting and vote on co-chairs as well		
1. Review of fall 2024 Advisory Committee Minutes		Review of minutes: Minutes sent via email after fall meeting and with Spring 2025 agenda.	Minutes Approved	

2. Goal(s) for meeting:		<ol style="list-style-type: none"> 1. PN and AD Curriculum/Program updates 2. Advisory Member's/Partnership updates? 3. Enrollment/Recruitment 		
3. AD Program Outcomes/KK	Kari /faculty	<p><u>NCLEX pass rates:</u></p> <ul style="list-style-type: none"> • 2025: 80.36% (State average 82.54 and National average 86.74%). This was after third quarter with one student left to test • 2024: 94.37% (State average 88.86 and National average 90.54) • 2023: 93.12 (State average 82.11 and National average 87.75) • 3-year average: 89.28% (State average 84.50% and National average 88.34%) <p><u>ACEN Accreditation Standard:</u> Above 80%.</p> <p><u>2025 Program Assessment Plan:</u></p> <p> 2025%20AD%20Nursing%20Career%20Pr</p> <p>Plan: Continue to work on implementing resources to improve clinical judgement.</p>	Question on increased difficulty: Wondering if it is one area, or across the Spectrum. Kari will be hearing a presentation from the NCSBN at a future meeting so will provide more information on this.	
4. PN Program Outcomes/Lisa	PN faculty	<p><u>NCLEX Pass rates:</u> The 3-year average will be 80% (as per CNEA standards).</p> <ul style="list-style-type: none"> • 2025: Through Q3 93.33% (MN 86.94, National: 87.4%) • 2024: 92.21% (MN 87.55, National 88.38). • 2023: 89.61% (MN 83.73%, Nat 86.67%) 		

	<ul style="list-style-type: none"> • 2022: 91.18% (MN 80.91%, Nat 79.93%) <p>Program completion rate: 70% completion rate will be achieved by PN students, with students completing the program within 150% of the standard timeframe (3 semesters, based on 2-semesters once starting nursing courses). Exclusions from this metric include students who withdraw for personal reasons (i.e. mental health, pregnancy, illness) or change majors.</p> <p>2025 Cohort: Sp25: continued tracking through 150% TRF 7/9; Distance 7/13 (4 pending); EGF 12/18 3 pending) Fa24: 31/37 84%</p> <p>2024 Cohort: 78.7% (78/99) (met) Sp24: 51/61 (83%) FA23: 71% (27/38)</p> <p>Employment rate: 70% of PN graduates who are not pursuing further education in nursing, will obtain employment in nursing within 6-12 months of graduation</p> <p>FY25Grads: 20/30 67% (not met) But: <u>FY25 52/62 84% employed and/or furthering education</u> 20 working, 10 unknown, 25 continuing ed and working, 7 RN programs</p> <p>SP25: 11/16 69% 11 working, 5 unknown, 14 continuing ed and working, 1 RN programs</p> <p>FA24: 9/14 64%</p>		
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	<p>9 working, 5 unknown, 11 continuing ed and working, 6 RN programs</p> <p>FY24 Grads: 28/39=71.7% (met)</p> <p>Sp24: 15/21=71%</p> <p>Faculty info and Comp predictor form: 40 graduates; 15 working, 6 unknown, 19 continuing ed at 9 mos</p> <p>Fa23: 13/18 72%</p> <p>Faculty info and Comp predictor form: 33 graduates; 13 working, 5 unknown, 15 continuing ed at 12 mos.</p> <p><u>Satisfaction surveys:</u></p> <p><u>Grad exit survey:</u> Outcome: 90% of grads will agree or strongly agree that they're satisfied with program effectiveness.</p> <p>FY25 55/57 (96%) Met.</p> <p>Sp'25 35/37 (94%) Agree or strongly agree-satisfied with program effectiveness. Discussed themes of strengths: Instructors, hands on learning/clinical, small class size, communication; Growth opportunity: grading, time management, organization, clinical opportunities.</p> <p>12.17.24 Fa'24 20/20 100% agreed or strongly agreed. Discussed themes of strengths (hands on learning, supportive/engaged faculty, Teaching and resources) and weaknesses (Enhance clinical opportunities, pharmacology, simulation, and more online opportunity for campus-based program)</p>		
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5. IV Certification/ Nursing Assistant	Karen	<p>IV Certification Course:</p> <ul style="list-style-type: none"> • Continues to be open enrollment. • Last year 23 students completed the course • There are currently 7 students enrolled: There are dates available for students to complete the lab hours. <p><u>Nursing Assistant Update:</u></p>		

		<ul style="list-style-type: none"> • NA enrollment for EGF 3 sections this fall; 1 section in TRF. Have seen a nice increase in the enrollment • This past year 159 students came through for testing 		
6. PN Curriculum/Accreditation updates	Lisa/PN Faculty	<p>Began new student QI method “Cookies and Conversation” offering open opportunity to engage students and obtain program feedback. Events for each student/campus group (ie. 2nd Semester EGF/Distance, TRF). First event was held with a great turnout and good feedback received from students. Upcoming sessions for remaining students</p> <p>Continue to utilizing EHR in simulation and other courses. Enhanced medication administration test out to include EHR and scanner.</p> <p>Implemented Capstone via ATI for second semester students in PNSG 1270 course as part of NCLEX Prep and meeting course objectives. Students complete virtual review and assessment in preparation for Comprehensive Predictor and NCLEX.</p> <p>We continue with 3 high fidelity simulations within the program; LTC-elderly patient-prioritize assessment and implanting an intervention; Clinic-pediatric patient with respiratory concerns; Med-Surg-care of post-surgical patient.</p>		

		Changed to in person TEAS testing for admissions effective 3/1/25; increasing minimum score required to 53% (was 50%)		
7. AD Curriculum/Accreditation updates	Kari/AD faculty	<p>Will begin “Cookies and Conversation” in upcoming weeks similar to PN; broke down by cohort/campus to obtain feedback.</p> <p>Updating admission requirements and evaluating program delivery options.</p> <p>Utilized Capstone and Virtual prep for NCLEX preparation. This is incorporated in the NURS 2133 Professional Role Course. Restructuring the course to try improve the NCLEX Prep portion</p> <p>Simulation: Using EHR through ATI has been a big enhancement. Very successful use of Standardized patients for three of the four simulations. Enjoy having MSUM grad students help with our Spring simulation</p> <p>Continue to update equipment and supplies for simulation and lab</p>		
8. Facility Dress Codes	Kari/Lisa	<p>Discussion on dress code and undergarments: Will individually address if inappropriate under garments in lab or clinical. Will check with advisory committee on this topic: Overall discussion on dress code: uniforms- lab jacket, undergarments, tattoos, nails, hair color, nose piercings, false eyelashes etc.</p> <p>Discussion: Most facilities allow tattoos that only need to be covered if offensive. Piercings allowed if they</p>		

		<p>don't interfere with infection control. Discussions on eyelashes: should they be allowed. Student discussed reasons why false eyelashes are not a good idea. She also discussed how it is important to be aware of undergarments especially with the lighter scrubs. Pimple patches were also discussed: Advisory committee suggested approaching situations with professional dress attire. Might need to have a difficult conversation if the attire is not professional and/or distracting. Suggestion to put the dress code in categories: Clean, well groomed, etc. Use AI to help generate wording and examples. A student mentioned how important safety is with piercings.</p>	<p>Thanks for the suggestions, They will be used as we update our policies</p>	
9. Department Staffing/Administration Updates	Kari/Lisa	<p><u>Administration Updates:</u></p> <ul style="list-style-type: none"> • Dr. Shari Olson was named President of Northland in Spring 2026. • John Fields VP is serving as Interim Dean of Nursing and Allied Health. Campus visits for candidates for new Dean of Nursing and Allied Health week of Oct 13, hope to hear of newly appointed Dean in the near future. • Administration bringing back supper meals during advisory committees. Please see invites for 11/5 and 11/6 sent if you wish to come; ? what would the committee like to do for Spring 26. <p><u>Faculty/Staff Updates:</u></p> <ul style="list-style-type: none"> • Kari Koenig-Sabbatical FY25 • Melissa Marcott-Sabbatical FY25 • Jane Johnson new FT TRF faculty 	<p>Good discussion on upcoming advisory meal meeting. Will seek input from this group once spring advisory meal date is set. If our meeting is on the same day, we will plan to do the zoom meeting first and those who plan to attend the campus meal can join the meeting in person</p>	

		<ul style="list-style-type: none"> • Candace Wetterlund-PT Adjunct RN and PN 		
10. Recruitment/Enrollment	Kari/Lisa	<p>Northland Health Career Fair:</p> <ul style="list-style-type: none"> • Spring Career Fair will be held February 11 & 12 on EGF Campus. Will continue with tabling events for TRF campus. <p>Facilities/Colleges are welcome on campus to table in the halls invites being sent with available dates, looking at 2 times per semester to enhance student engagement.</p> <ul style="list-style-type: none"> • We continue to post information for facilities regarding opportunities • Virtual Career Center Link: Handshake <p>Please let us know if you would like us to attend any events at your facilities</p> <p>Spring Admissions; 30 AD RN EGF; 28 PN EGF; 28 PN Distance</p>		
11. Partnership updates:	Advisory Committee members:	<p>VSL: Looking forward to students on site for PN Clinical Care I. Always have great results with Northland Grads</p> <p>Altru: New patient parking will be live in two weeks</p> <p>MSUM: CNEA visit in two weeks. International hybrid program has taken off (RN-BSN). Masters program will also have courses offered on-line with a mirrored section that is hybrid and on campus for those students on a Visa who need campus hours. Masters is now 31 credits than can choose their path from there.</p> <p>Riverview: Nate was able to connect with clinical students last week and will follow up more with them.</p>		

12. Action Items	Kari/Lisa	<p>Updated AD Program Admission Rubric:</p> <p>Current:  Admission%20Criteria%20Rubric.docx</p> <p>Proposed:  Admission%20Criteria%20Rubric%20Revis</p> <p>Approved Rubric with changes: Final AD Admission Rubric with changes:</p> <p> Admission%20Criteria%20Rubric%20Revis</p>	<p>Add a line for direct healthcare experience: maybe 1 point. Instead of 0.45 FTE maybe make it cumulative hours: Worked at least 100 hours in past 2 years. Will leave it as direct care experience. Roxy motioned to approve with changes discussed. Cassie seconded. Motioned carried.</p> <p>Suggested to change scale from highest to lowest or lowest to highest: be consistent. Possible to award 0.5 points for a certificate or diploma. Roxy motioned to accept changes and is and consider future changes for next go around. Ariel seconded it. Motioned carried.</p>	
13. Committee Discussion	All	<p>Discussion topics: Left on from last fall:</p> <ul style="list-style-type: none"> • Enhancing clinical judgement in students • Civility/conflict in nursing • Topics/content needed in curriculums? 		

		<ul style="list-style-type: none"> • A lot of discussions at MSUM on AI use: Good discussion on what we are doing in academia related to AI. 		
14. Other? Questions?				
15. Spring Survey	Spring 2025	Link will be shared at spring meeting		
16. 2025-2026 Meetings	All	<p><u>Proposed:</u></p> <p>March 24, 2026 4:00 via zoom ? change to advisory meal time: Will follow up on this once college wide spring advisory date is set.</p>		