Attendees:
Vickie Gukenberger, College of DuPage, Associate Dean of Nursing and Health Science
Jeri Lynn Else, Alexian Brothers Health System, Director, Recruitment and Workforce Planning
Joan Libner, Benedictine University, School of Nursing
Carmella Moran, Aurora University, School of Nursing
Janet Davis (for Debra O’Donnell), Central DuPage Hospital
Mary Pat Olson, National Council of State Boards of Nursing, Director
Connie Uhlken, Northern Illinois University, School of Nursing
Lynn Englemann, College of DuPage, Full Time Faculty

Recorder: Colleen Prola (for Nancy Boutcher) These minutes were approved on 10/25/12.

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<td>6:45</td>
<td>1. Welcome and Introductions</td>
<td>Gukenberger</td>
<td>Introductions were made. Intent of this meeting is to discuss the direction as to where we should go in terms of nursing and COD, practice environment and the educational advancement for nurses in Illinois.</td>
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<td>6:55</td>
<td>2. Approval of Minutes from November 9, 2011 meeting</td>
<td>All</td>
<td><a href="http://cod.edu/programs/nursing/pdf/advisory-meeting-minutes-1111.pdf">http://cod.edu/programs/nursing/pdf/advisory-meeting-minutes-1111.pdf</a> Review of meeting minutes from November 9, 2011.</td>
<td>Minutes from November 9, 2011 meeting have been approved.</td>
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| 7:00  | 3. Discussion of the Educational Advancement of Nurses in IL | Gukenberger | Materials attached. Goals of this meeting is to develop and discuss a view or vision of the future to help us prepare in the education field. The goal is to have seamless academic progression here at the college. The current COD students are thinking about continuing their nursing education beyond the Associate’s level. The IONL recommends that nurses should be prepared at the bachelorette level. Implications and Actions:
Question proposed: What are your feeling as employers to implement the need for nurses to be educated at the bachelorette level? (Aurora) |                                            |
• Suggested that it would be helpful to have a very accelerated RN to BSN completion program, lasting about 12 or 13 months and strictly full-time.
• Those with another bachelors would have an advantage over other non-bachelor students.

Would that be attractive to students?

(COD - Lynn Engelmann)
• It would be attractive to students by making them more marketable.
• Many of our students have bachelors in other areas. Students are looking to move on and struggling with what pre-reqs to take.

(NCSBN)
• We currently do not have enough nurses prepared at a higher level.

(CDH)
• Any program longer than 12 months would be a struggle for adult students.
• Think about how many are in a hurry to obtain a job. Students are very cognizant of the need to pursue on.

Question proposed: As an employer, what are you finding in the field?

(CDH)
• We only hire nurses with Bachelor's.
• Those without must agree to obtain their Bachelor's within the next couple of years.
• Younger nurses are very interested in continuing their education.
• Many of the CDH nurses are going back to school.

(NIU)
• Has a full-time, one year completion program.
Discussed the affects of this current trend. What are we doing here for articulation agreements and how we prepare our students. We have a critical mass of students who need to obtain their bachelors.

(NCSBN)
- Looking at whether or not there needs to be a 3 level exam for NCLEX. Should we have an NCLEX PN and NCLEX RN and A.D.N?
- The BSN value is on the education side and not the clinical practical side.

Question proposed: What percentage of staff should be bachelors? Where does the educational reform take place? COD is sensitive to these questions. Thoughts on educational advances.

(CDH)
- Many PCT’s continue on to A.D.N. programs.
- Upon employment, CDH stresses the importance of the need to move on to a bachelor’s program.

(NIU)
- The cost of going from A.D.N. to a Bachelor’s is cheaper.

(NCSBN)
- A.D.N. is a milestone and not a completion. They are pushing nurses to obtain their Masters, however, it is important to be sure they stop and gain practical experience.

(BU)
- Nurses need to know that A.D.N. is not the end of their education.
- BU currently has a large amount of students seeking admission.
- Have concerns about those who have their bachelor’s in other field who obtain their Masters
with R.N. The employer must notice that they are new nurses.

- A number of BSN’s apply to the online Master’s at BU. These are not new students but have been working in the field for a while.
- Some students are seeking face to face Master’s programs.

(Aurora)

- Aurora offers a face to face Master’s program.

What actions should we take on the current discussion of the education of nurses in IL?

(NIU)

- The state is looking at it from two places.
  1. Legislative
  2. Happens through the employer. Encouraging students to continue.
- Their students are coming right into a completion program.

(NCSBN)

- Transitional year of learning how to practice and take ed courses that they need.
- Doing a transitional practice study.
- Nursing continues to be the largest profession in healthcare.
- How is healthcare changing?
- 60% of care is acute care.
- Long term care and community based care is growing.
- 30 – 35% of employers are saying they only hiring BSN.

(Alexian)

- Alexian does not mandate the BSN.
- They have aspirations to become a magnet facility.
- They like to hire new grads.
- Just merged with the largest healthcare system based out of St. Louis.
• Jeri Lynn would really like to see a concentration in the specialty areas (post-licensure).
• Fearful for those who go through the completion programs are overlooked because of the lack of practical skills.
• Promote the clinical side and make sure the nurses have enough clinical background before going into specialty; ie) ER & critical care.

Fall 2010 students were surveyed in their intent and ability to continue. The majority intended to continue. 35% already have a bachelor’s degree or higher.

(COD – Lynn Engelmann)

• Ohio has mandatory internships for students upon graduation.
• Believes that students who already have their Bachelor’s should go straight for their Masters.
• (Vickie) – RN to MSN seems to be the most desirable option.

Question proposed: How do we rise above this and how do you prepare the student for what employers and the system needs?

**Articulations agreements and others**
Requirements for articulation is being minimized because students are not getting jobs.
Dr. Breuder mentioned 3+1 agreements. Most are offered here on campus. Currently we have a 3+1 with Governor’s State for Nursing.

(NIU)

• Finding there is a bigger demand for online completion programs.

(Alexian)

• What are the MSN nurses looking for and what are they expecting in the work field? By law, they have to complete 2 years of practice before they can obtain management positions.
4. Curriculum updates and developments

- A.D.N. and P.N. program revisions
- Gerantology Certificate
- Program of Study project; promoting access and success from secondary to post-secondary education

A. Ideas to consider for promoting a contemporary curriculum to prepare today's nurses.

- At COD we are looking at A.D.N. and P.N. program revisions. In the Fall, the faculty suggested we go through a curriculum revision for A.D.N. program revision. We have employed 2 consultants to help us with revisions.
- (See attachment – “Givens”)
- Professing there must be a career ladder program. Have one admission program as if they are all entering the A.D.N. program. Would have the same pre-reqs.
- Looking at twice a year admission and eliminating the stand alone PN program. Possibly have a nursing program where students would sit for the PN exam after 1st year.
- Looking at grounding their clinical practice.
- Timeline to implement the new curriculum = Fall 2013.

Question proposed: What do you all think of the 1+1 concept?

- The PN’s are finding jobs, primarily in Long Term Care.
  (Aurora)
- This model is recognized nationally and very successful.
  (BU)
- In their experience, putting together the curriculum was a struggle, however, there is a real benefit to this model.

To be discussed further: What happens to if other PN’s from other programs would like to take our A.D.N? There would probably need to be some type of testing.

B. Gerontontology Certificate
• Looking at a 9 credit offering.
• Geared towards RN and PN for expertise in gerontology.
• Vickie requested that all members look at the survey.

Would you support your staff to go through this type of certificate?

(Alexian) Yes, as long as it qualifies for tuition reimbursement.

C. Program of Study
• Currently working with 4 school districts; 203, 204, 94, and TCD to create a program of study recommendation for students in 9-12 grade level in preparation for being accepted into a nursing program or classes to take during high school for dual enrollment.
• Current dual credit includes: Biomedical terminology and Nursing Assistant.
• Purpose is so that they can have an advantage during the application process.

5. Simulation and Simulation Learning Center project

Results of survey regarding clinical site “skills” opportunities (preliminary information attached)
• March 12th Phase I renovation will occur.
• There will be a 4 bed hospital environment.
• One will be a birthing center and the other three will be a hospital environment.
• Viewing rooms will be available.
• The project will hopefully be complete by the end of May.
• Phase II will be a nursing home and home healthcare environment. Being requested in 2013 budget.
• There is an evidenced based value of simulation environment.
• Will be adopting an electronic medical records system.

Looking for an opportunity for employers to use the space for training.
6. Other Announcements

- May 4th in SRC 2800 – COD will host the 1st annual practical education symposium. Keynote Speaker: Dr. Carol Durham, Ed.D, RN, ANEF.

- The National Council has developed a white paper on nurses using social media. Please visit the website for details. Regulators have been receiving a lot of complaints about the unethical use of social media.

- Lynn Engleman will be retiring in the Fall but will be with us this coming Summer.

- Register by calling 630-942-2208 or visit www.cod.edu/academics/conted

For details. Registration: $129 per person, includes lunch and materials. Early bird (by March 31) and group rate: $110 per person. Opportunities for vendors exist. Contact Dr. Robert Berry (berryr@cod.edu) or Maureen Waller (waller@cod.edu).

- April 18th, 10 am – 2pm – COD is holding an education fair. 14 colleges who offer BSN programs and above will be in attendance. This is open to the public.

8:00 7. Adjournment

All

Next Meeting Date in Fall 2012