



NURSING PROGRAM ADVISORY COMMITTEE MEETING

Spring 2021 – May 18, 2021

11:30 am-1:00 pm

MINUTES

ATTENDEES: Mary Burroughs, Debbie Kelly, Alissa Stebbins, Destry Turner, Lauren Hadley, Anna Sterner, Sheryl Rasmussen, Betty Kost, Christy Dallenbach, Julie Baxter (Swedish), Pru Arquist, LeAnn DeLuna, Niki Kirby (VMMC)

- I. **Welcome & Introductions** - Debbie Kelly
 - a. Introductions from all committee members

- II. **Approval of Minutes from Previous Meeting**
 - a. One correction: Kim Robitelle
 - b. Motion to approve: Niki 2nd: Julie Baxter
 - c. All in favor: yes Oppose: none

- III. **Committee Member Updates**
 - a. Niki Kirby – still working through merger

Students are doing a great job as vaccinators
 - b. Emmie Cupat – interim administrators coming on board through the transitions – facility is opening for getting the family back into visiting in the facility. Preparing for survey from state – the state is now back doing surveys - it has been a year since the state has visited.
 - c. Julie Baxter – Swedish – not a whole lot of changes since last meeting. Covid numbers are staying steady – which is good

Residency for August cohort – switching back to 3 cohorts instead of 4. 3 works better.

Nurse techs are being hired – a big group is starting in May.

For fall – students will start taking care of Covid patients in the Fall – Swedish will fit test the students for N095 masks that will be working on Covid floors

- IV. **Shoreline Nursing Program Updates**

- a. 4 new tenure track faculty will be hired for Fall
- b. Application numbers – 227 applicants
 - 1) First quarter of new revised points calculation
 - 2) Decisions are being mailed out today
- c. Feedback on Shoreline graduates
 - 1) This is a requirement of the state nursing commission – asking for feedback
 - 2) Very strong graduates working at VM checking numbers of hired grads/Swedish checking on number of hired grads

The state has authorized the college to start designing and planning a new Music, Math, and Nursing Building. This will be built in 2023 – including a sim lab. Very excited about this new building.

Grant: approved for a \$250K HEET grant for this next year to work on assisting incumbent healthcare workers to be successful in prerequisite and in the nursing program. It includes funding for contextualized classes with success seminar incorporated, a nursing student navigator, seminars within the nursing program, and a community of practice for the nursing faculty.

Two new tenured faculty: Pru Arnquist and LeAnn DeLuna

V. **Guided Pathways General Education Outcomes Revision Group**

- a. What do you want students to know and be able to do outside of the technical skills they learn in the program?
 - i. We really need feedback – the college is reviewing and revising general education requirements
 - ii. What do college graduates need to do – outside of nursing - one committee mentioned communications skills
 - iii. How to talk to a “customer”
 - iv. Think of what skills a nursing student needs to do – what you would like to see in a new hired graduate
 - v. Niki – the ability to ask and receive feedback – the new grads have better results if they are open to asking questions/being inquisitive/asking for feedback/how we can do better/conflict resolution/try not to get emotional in a conversation/ability to talk to colleagues to be able to work side by side/cost containment an budget and business – what is your part in that – how can you make good decisions
Adaptive change – “rolling with the punches” changes is so fast – the need for flexibility
DEI work – walking the walk of DEI – being an “upstander” not just knowing the terms – walking the walk
Us vs They – no us and they is we
Why are we doing this
Having an inquisitive nature
 - vi. Julie Baxter – the piece of receiving and providing feedback – working on making sure that the feedback is constructive. Taking time to reflect on what is working and what isn’t/working together as a team

Incorporate cultural experiences into your work – identifying the need to have resilience/being able to reflect on needs as an individual/knowing coping skills.

- vii. Debbie Kelly – problem solving the ability to identify problems and know your own limitations/problem solving a huge skill that is needed/emotional intelligence is very important and being able to navigate this – this will get student far
 - viii. Emmie Cupat – Hearthstone – rolling with the punches/bending with the bamboo – helping students to understand the changes and sometimes you have to make hard decisions – and being compassionate at the same time. Maintaining the balance of being compassionate
 - ix. Mary Burroughs – having students understand that they need the life skill of being able to see things through other peoples eyes – walking in others shoes
 - x. Sheryl Rasmussen – new students being able to adapt/students not having to dive into the work gossip/
 - xi. Pru – the ability to speak up and make change
 - xii. Christy Dallenbach – teaching three things: hard working; how to get along with others that aren't like you; attendance – works with students to not call in sick – these three things doctors and nurses see a lot of (Lauren: these are the soft skills and all the committees have mentioned these necessary skills.
- b. Can you provide specific examples or scenarios in which employees live up to expectations related to that outcome and when they do not?
- i. Scenario of a new hired grad that was able to handle a conflict.

VI. **Diversity, Equity & Inclusion work**

- a. The college and program are working on DEI issues. The college has a Day of Learning every spring. All sessions will be on DEI.
- b. The program – the students were asked what their experience has been regarding DEI– a group has been meeting all year long – brainstorming with faculty and students. We will be having 2 workshops with faculty to look at our teaching. Are we unknowingly committing microaggressions? How do students perceive the classroom, is it inclusive and safe? The work will continue, we know we are just beginning. We will make DEI part of the program structure. Committee members expressed excitement of bringing in a consultant, having a shared background and foundation
- c. We will be doing a survey of students, what has been their experience in the classroom and the program. We will use these real-life incidences in the training.

- d. Niki – Discussed how to hand “where are you from” questions – sometimes that can be too much/scripting on how to handle when these topics come up Niki will share scripts with Mary.
- e. How to create a culture on campus to have students of color stories to be heard – looking for input from committee members (destry – everyone has their own story – need to be heard) – workshops and trainings very helpful.
- f. Julie – experience with family member – multiple times Hispanic family member asked what language she speaks and making language an issue when It isn’t necessary/making assumptions
- g. We will keep the committee updated on the progress

VII. LPN to RN

- a. Starting in W22 we will be accepting 8 LPN to RN students. In the past the LPNs were accepted on a space available basis. The cohort of 8 will stay together in clinical.

VIII. Adjournment 12:50 p.m.

- IX. Next meeting on: Tuesday, October 19th starting at 11:30 a.m. (maybe in person?) Perhaps, Tuesday, February 22nd; Tuesday, May 24th, 2022**