



NURSING PROGRAM ADVISORY COMMITTEE MEETING

Tuesday, February 26, 2019

11:30 am-1:00 pm

Automotive Showroom (2120) - Working lunch meeting

MINUTES

Attendees: Debbie Kelly (Chair), Kathryn Ogden (Swedish), Julie Baxter (Swedish), Amy Curtis (Public Health), Jeannie Shirley, Emmie Cupat (Ida Culver), Meaza Teckie, Sidney James, Angelina, Niki Kirby (VM), Lindsey Kirsch (Seattle Childrens), Patty Endicott (NWH, Janelle Hansel, Sara (Seattle Cancer Care Alliance)
Aparna Sen, Lauren Hadley, Anna Sterner, Mark Glover, LeAnn DeLuna, Sharon Lowenborg, Betty Kost, Mary Burroughs

- I. **Welcome & Introductions** - Debbie Kelly
See above for members present
- II. **Approval of Minutes from October 23, 2018**
Minutes were lost from the last meeting
- III. **Committee Member Updates**
 - a. **Niki Kirby - [Virginia Mason]** - new nurse residency program starting in October and March. They continue to use the Vizient curriculum. VM is re-vamping their behavior health training for staff.
 - b. **Lindsey Kirsch - [Seattle Childrens]** -also doing residencies. Anna Sterner asked question regarding hiring ADNs. Lindsey said that directors from different departments are looking for a very diverse workforce/community college grads are being looked at more closely.
 - c. **Patty Endicott - [NWH]** - A lot of transition with UW taking over 2020. Residency program being changed, combining best from UW and NWH. Residents will be in both places for classes. Will be starting a new clinical experience in outpatient clinics with Shoreline this spring. Recruiting ADN nurses again.

- d. **Janelle – [Bayview]** – finished large remodel. Have a new director of nursing, currently searching for CEO. We have NAC students and a management student coming in spring.
- e. **Kathryn (Swedish)** = CPNW – Mary McDonald will be leaving (retiring the first of June) – looking for replacement now. Eastside placement coordinator position open, posting will be coming soon for Mary’s position. Currently looking for feedback on modules and upcoming bylaw revision will be coming out soon. SWEDISH – Julie now doing the clinical placement role with Kathryn. InfoPort replacement is the next issue that will be reviewed, Julie will be working on this. Julie will be working on the 19-20 clinical placements. Kathryn is currently handling the 18-19 placement.
- f. **Julie Baxter (Swedish)** Pyxis update will be finished next week. Residency update: we did not do residency in December due to unit closures and moving current staff around to open position, resulted in very few layoffs. March will be a huge new residency program (130 +). Will also have a cohort in August. Onboarding update – New onboarding and EPIC requests – will be done electronically on Smart Sheet. Instructors will receive a link to the form, please be sure you are accurate. If grids have already been submitted, no need to resubmit.
- g. **Robin Lawrence (CRISTA)** – Doing lots of new trainings on trauma informed care and infection prevention. Coming up in November, will be getting certified for infection prevention/infection control through _____. Crista really enjoys the SCC students. Facility has long term care/rehab/memory care as part of the CCRC. 800 people live on the Crista campus. Swedish services follow all of the Crista residents.
- h. **Jamie [UW Bothell]** - Just completed accreditation. Before this meeting, discussed with Mary how to bring more SCC grads to UWB. Master’s program will have enough students interested in education and will have opportunities for projects and bringing in master’s students into your classroom this next fall and winter, returning to a directed clinical placement model... There is also a track for Nursing Leadership (Administrator Leadership) that partners with school of Business for this track, very robust cohort this year. Administrative students looking for projects, anyone that might have a project please let UWB know. Lindsey from Seattle Childrens complimented the UWB program for helping them with clinical placements and projects, many other programs expect the students to find the opportunities which is frustration. Patty from NWH wondered about the need for clinical placements in the Master’s program, particularly in Community Health. Jamie responded that this is a big part of the program and need 36 practice partners each year. Kathryn from Swedish agreed that is was a good thing to provide help in finding a project. Jamie then asked what UWB can improve for the SCC program, noting that the articulation agreement is being updated

with current information. A recruiter comes to SCC each quarter to meet with 6 quarter students. Discussion ensued that perhaps we should consider an early admission to UWB in the second quarter which would allow them to take their BSN prerequisites in the summers. Students would need to submit an essay for admission. LeAnn asked about GPA requirements for grads, Jamie responded that very few students that come out of SCC don't get accepted. Shoreline is second to Everett with students coming to UWB, usually look for a 3.2 GPAs, but one quarter of bad grades will not prevent an admission. Biggest challenge for students is writing and reading skills. UWB will put together some advising materials for students with specific courses and an example plan on how to achieve.

- i. **Sara (SCCA)** – Has a residency program, just hired someone to handle residencies. Currently have 10 and 15 residency spaces available. Most come from SU but all students can apply. Mary asked if SCCA be willing to take on Health Promotions students. Sara will give Mary the contact person's name.
- j. **Emmie & Meaza (Ida Culver)** – Ida Culver has 74 beds – Acute/memory care/long term care. We have 6 Q and 10 Q management students currently and will have students again in spring. They are preparing for 2016 SNF/NF Requirements of Participation which will significantly increase the acuity of patients. Working on Antibiotic Stewardship program and other ways to prepare for ROP Payment (Medicare/Medicaid) including preparing nurses for higher acuity, almost a med-surg unit. Anticipating this to start in October. Sydne asked if the payment model is changing and why this change – this is to have r better outcomes and improving quality of care. Janelle mentioned that federal regulations have changed. LeAnn asked what the staffing ratio look like – it will be changed a lot, not 1:4 like at the hospitals, but less patients than now. Reimbursement will now be tied to the level of nursing care provided, not just for the bed charge.
- k. **Sydne James (WSNA)** – Jan 28th was Advocacy Camp with 400 participants. SCC had two cohorts at the camp. The camps was changed to be more instructional instead of listening to speakers. This Thursday is Nurse Lobby Day – this event is meant for nurses to have an opportunity to talk with legislators about the current issues. WSNA State convention will be May 1st – 3rd and will include suicide prevention training. Members will be voting and have the right to join committees and even go to the ANA membership convention. Washington has the most voting delegates in the US. Issues we are hearing about include more than usual concern on night shift – lack of support for new nurses, not having the confidence to speak up and ask for support. Please encourage your new grads to seek out support. Lindsey asked how to handle specific questions from new grads – suggest having a mentor program. Niki (VM) commented that there are clinical resources for nurses, we need to remind new nurses to call for

information and guidance, to know where the list of phone numbers for them to call at night, all agreed it's very important that new nurses know where the resources are.

- I. **Angelina (Kaiser)** – coming up on 2 years since acquisition – Jennifer Graves new Chief Nursing officer. Starting nurse residencies is ambulatory care, where most new nurses practice as the hospital care is getting shorter, more patients going into ambulatory care. SCC does have an ambulatory practicum.

IV. **Shoreline Nursing Program Updates**

a. Winter application numbers

- 1) 109 Applicants including 3 LPN to RN Advanced Placement
 1. Fall application is currently opened for 6 and 10 quarter programs
 2. 32 students accepted 3 times per year and every other year an additional 24 students
- 2) 13 Disqualified

V. **Medication Calculation Exam changes and input**

- a. Medication calculation exam policy was reviewed and changes to the policy were discussed. Due to lack of time, several members offered to review the exams for appropriateness of content.
- b. We will discuss further at the spring meeting.

VI. **Discussion of content related to setting boundaries & building confidence**

Reviewed content covered in NURS 121/131 (communications about setting boundaries. Short discussion _____. Deferred to next meeting.

VII. **Discussion and Input from Members**

VIII. **Next meeting: May 21, 2019**

IX. **Adjournment**