



NURSING ADVISORY COMMITTEE MINUTES

MEETING: April 21, 2022, 4:32 pm, Zoom

I. **CALL TO ORDER** - The meeting was called to order at 4:32 pm via Zoom.

II. **INTRODUCTIONS**

a. **In attendance:**

Industry:

Kelly Klein, Occupational Health Nurse, Nippon Dynawave Packaging

Stephanie Grasser, Assured Home Health

Michelle Ashby, Cowlitz County Health and Human Services

Jennifer Jenkins, Kelso High School

Katie Gersen, PeaceHealth

Jackie Laes, PeaceHealth

Debbie Slyter, PeaceHealth

Melissa Selzler, Health Catalyst (Chair)

Beth Cumberland, Valley View Health Center

Education:

Merry Bond, LCC Associate Dean of Nursing

Kali Brandt, LCC Faculty

Nicole Buffham, LCC Administrative Assistant (Recorder)

III. **APPROVAL OF MINUTES**

A Google form will be sent with a link to the October and current minutes to review and obtain approval.

IV. **CONSENT CALENDAR:**

a. **APPROVALS**

i. **K12 CTE CONDITIONAL CERTIFICATION**

None at this time.

ii. **COURSES AND CIP CODES**

None at this time.

V. **INDUSTRY UPDATES**

Jackie shared that the hospital is still hiring. COVID and employee attrition have left significant staff shortages.

Debbie shared that the hospital has had few new graduate applicants. Graduates don't seem to understand they can be hired as soon as they're licensed, unlike many other residency programs that have set start and stop dates. Now that students are becoming aware of this, there seems to be a significant uptick in applicants. There will be 10 starting in May. There are more residencies, so there is an increase in traditional RN applicants to postings for Med-Surg, ICU, and ED.

Michelle shared COVID COVID-related issues have decreased. New nursing positions have opened, but there have not been many applicants. They are looking to expand at least one, maybe two nursing roles to include infection prevention to help members of the community. Though a bachelor's degree is preferred, an RN is the requirement for the positions.

Beth shared that things are challenging due to no-shows for interviews. She recommends students be reminded that if they receive multiple offers to notify HR departments to let them know they've accepted another position and cancel the interview, rather than being a no-show.

Another issue has come up regarding the trial result for RaDonda Vaught, an ex-Vanderbilt nurse who was convicted of criminally negligent homicide for a patient's death in 2017. This has affected anyone who performs medication administration. Nurses are worried and are considering resigning due to the ruling. Beth recommends students be encouraged to self-report and would like community partners to put out statements and continue to self-report.

Kali shared students are discussing the Vaught ruling and notes that LCC focuses on safety and accountability. Faculty discuss with students what they can do to protect themselves and their patients.

Merry shared that LCC emphasizes just culture within the Nursing program and that's what it taught in the Ethics in Healthcare classes.

Stephanie shared they still need nurses and are currently supplementing with travel nurses. RN applicants are rare. Stephanie concurs with Beth regarding no-shows and professional courtesies.

VI. Education (LCC and K12) UPDATES

a. Curriculum (Fall)

None at this time.

b. Labor Market (Spring)

Noted in the LCC update below.

c. Facilities, Equipment, Technology (Fall)

None at this time.

d. Student Success/Performance (Fall/Spring)

Noted in K12 and LCC updates below.

e. K12 Updates

Katie shared they have resumed practicing clinical in facilities and it is going well. It's a small class, which has eased the transition back to clinical. They are following the curriculum and completing clinical hours to graduate with a Nursing Assistant certificate. The current class has 16 students, but the capacity is 40. Before COVID, classes averaged about 30 students. COVID closures and lack of exposure to the program appear to be the cause of low enrollment.

f. LCC Updates

Merry shared that nurses are needed in the job market. In the last published data from September for Cowlitz-Wahkiakum, there were over 1000 annual job openings for registered nurses with a growth rate of .8% between 2017 and 2027. Employers are increasingly seeking registered nurses with bachelor's degrees, especially in acute care.

There has been a shift in enrollment numbers, but enrollment has been fairly steady, even through COVID, for the nursing program. The biggest drop was in Spring 2020, when the pandemic started.

Nursing Program Enrollment

Spring 2022	Spring 2021	Spring 2020
177	173	167

Fall 2021	Fall 2020	Fall 2019
176	181	179

Merry also shared that the Fall 2021 cohort passed NCLEX on their first try. The last cohort with 100% was Summer 2020. This brought the year-to-date total almost to 90%. That is LCC's tracking data by cohort. The Department of Health number will differ because they track testers per year regardless of when they graduated. For 2021, the DOH result is 85.58%.

Measurement of completion has changed from 150% of the program length to 100% of the program length, per our accrediting body. This means the completion rate may look like it is going down, though it is not. In the latest data, we see that only 14 of 19 students completed on time. We track why students leave the program, when they return, and when they finish the program. The expected level of achievement may be adjusted in the future based on the completion rate data going forward.

The employment rate has dropped. This data is returned six months after graduation, so LCC has only recently received the Summer 2021 data. Student comments indicate that they are waiting for employment due to COVID and vaccination requirements. Some are continuing their education rather than seeking employment.

In response to a question from Beth about why students are leaving, Merry noted that students leave for various reasons, commonly family-related, health-related, or academic performance-related. When the COVID vaccination became mandatory it impacted attrition significantly. Combating misinformation can be key when students have concerns about receiving or administering the vaccine. She recommends continuing to educate people on the vaccine.

Merry also stated that the campus is fully open. LCC and the nursing program are trying to bring courses back to campus while being mindful of student needs and gains. Success in courses early in the program was affected by the change to online modality, so bringing those courses back to campus is a priority. The first quarter is mostly back on campus in person with some hybrid courses. All of the instructors are bringing their students to campus some of the time.

Jackie shared that by far LCC's program is better for student preparation and produces better graduates than strictly online programs.

Merry shared that applications are open for fall and winter admission for the traditional program and for fall admission to the LPN2RN programs through June 30. A Test of Essential Academic Skills (TEAS) test prep course is being piloted through our Transitional Studies program for the spring term and will also be offered summer term due to high demand. Students only pay \$25 and the course materials are covered through a grant.

Admission to the LCC Nursing program is highly competitive, so the Associate in Pre-Nursing DTA/MRP has been developed to give the option to pursue a Bachelor in nursing at another institution. This is pending approval through our accrediting body.

Annette Ward is retiring at the end of the year. She'll stay on as adjunct faculty.

Three new tenure track positions will start the fall term. Two faculty were adjuncts who are now hired for Tenure Track, the third was a full-time temporary faculty.

LCC Nursing is constantly hiring adjunct faculty. They are needed to help backfill whenever adjuncts move to full-time positions, for clinical, and for skills lab staffing.

The LCC Nursing program's accreditation through the Accreditation Commission for Education in Nursing (ACEN) is good through October 2022. There will be a site visit September 27-29, 2022. The Nursing Commission will visit at that time as well. The Nursing Commission calls this a collaborative visit and it is a new process that started in 2020.

LCC has submitted an intent to explore a possible RN to BSN degree. There was a successful focus group in February. Surveys were sent to prospective students. PeaceHealth and Keiser will be sent surveys. A statement of need for the State Board for Community and Technical Colleges (SBCTC) will be written next. If approval is received, a feasibility study will be completed for the Nursing Commission. That will be phase one of the Nursing Commission process.

Debbie shared that PeaceHealth is on the journey to Magnet status. PeaceHealth recently posted a Magnet Director position at St. John. With Magnet status, nurses are expected to obtain bachelor's degrees. Currently, all residents are required to obtain their bachelor's degree within two years of signing their residency contract.

Beth shared she had heard there were discussions regarding making a bachelor's degree a requirement at the national level.

VII. OLD BUSINESS:

None at this time.

VIII. NEW BUSINESS:

None at this time.

IX. UPCOMING PROGRAM OR COMMUNITY EVENTS

None at this time.

X. NEXT MEETING (DATE/TIME/PLACE):

TBD. In-person at 4:30 pm.

XI. RESOURCES

- a. [ADVISORY COMMITTEE HANDBOOK](#)
- b. [LCC: Professional-Technical Advisory Committees Meeting Minutes](#)
- c. [The Carl D. Perkins Vocational and Technical Education Act, Public Law 105-332](#)
- d. [College Advisory Committee Procedures](#)

e. [K12 CTE Advisory Committee Procedures](#)

f. **Terms:**

- i. **V-Code:** Vocational (V) Code. This is tied to the certification code and dictates the K12 courses that a teacher is certified to teach. The teachers' education or industry experience is reviewed to determine the V-codes for certification.
- ii. **CIP Code:** Classification of Instructional Programs (CIP) Code. A federally accepted course and program code that identifies courses taught throughout the United States, this includes CTE courses. CIP codes are aligned to V-codes that clarify which courses the teacher has been certified to teach in K12. CIP codes are also used for reporting purposes from the district to OSPI and college to the SBCTC.

Meeting close: Melissa called the meeting to close at 5:18 pm.

PREPARED BY: Nicole Buffham

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