

# NURSING PROGRAMS ADVISORY COMMITTEE

## MINUTES

April 29, 2025 / 4:30 PM /HSB 235 OR ZOOM

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### I. CALL TO ORDER:

Karen Godbole called the meeting to order at 4:36 pm.

### II. INTRODUCTIONS

#### Industry:

Kelly Klein (Co-Chair), Employee Health, US Department of Veterans Affairs

Karen Godbole (Co-Chair), Director of Clinical and Nurse Education, PeaceHealth Columbia Network

#### Education:

Kelsey Pascoe, Clinical Assistant Professor, WSU College of Nursing

Merry Bond, Dean of Nursing, Allied Health, and Wellness, Lower Columbia College

Kali Brandt, Assistant Associate Degree Nursing Program Director, Lower Columbia College

Jennifer Jenkins, Health Science Careers Instructor, Kelso High School

Katie Gersen, Health Science Careers Instructor, Kelso High School

#### Guests:

Sean Moore, Workforce Southwest Washington

Amy Boultinghouse, Nursing Assistant Program Director, Lower Columbia College

Jennie Bergman, Workforce Education Manager, Lower Columbia College

Cassie Stogianis, Student, Lower Columbia College

Nicole Buffham, Staff, Lower Columbia College (recorder)

### III. BUSINESS/INDUSTRY/LABOR EMERGING TRENDS (industry partners)

Kelly reported that the VA is experiencing slow hiring and "RIFs" (reductions in force). He remains hopeful for future opportunities for LCC nursing students and graduates.

Sean announced a new Radiology Technology (Rad Tech) program in development with Clark College. He mentioned a Washington State healthcare sentinel network survey regarding healthcare jobs and barriers, and thanked Merry Bond for sharing it with clinical partners.

Karen provided updates from PeaceHealth. There have been few open positions lately, which is disheartening for new graduates. The Nurse Residency program is in development. PeaceHealth is working toward increased use of high-flow oxygenation technology instead of CPAP. This provides a new way of thinking with their providers. Karen also reported that PeaceHealth is growing their new community hub, part of

Southwest's Emergency Department, to connect patients with community resources. She also noted plans to start a "Healthcare Horizon" summer program.

#### **IV. ADD TOPICS FOR REVIEW AND INPUT FROM BUSINESS/INDUSTRY/LABOR**

##### **A. Curriculum & Environment**

###### **a. Program content and enrollment**

###### **i. NA-C Common Curriculum update**

Amy Boultinghouse discussed the Nursing Assistant (NAC) program. The Washington State Board of Nursing (WABON) has paused the new specialty modules (developmental disabilities, dementia, mental health/mental illness) until September 2026. Due to the delay, the program remains at seven credits, rather than the 10 credits mentioned at the last meeting. LCC is currently implementing the new state skills testing into the course curriculum. This will be a required part of the course passing criteria starting in the summer.

When Merry asked how Kelso High School was addressing the curriculum changes for the NA-C, Katie confirmed that they had successfully incorporated the new specialty modules into their Health Science Careers program. They noted they cannot participate in the pilot program for skills testing due to a lack of facilities, and that their students register for testing at other centers, including LCC, Centralia, or Vancouver.

###### **ii. BSN accreditation update**

Kali shared that the recent accreditation review went very positively. The final decision on BSN accreditation is expected in the fall, and it will be retroactive to March, ensuring the first cohort of BSN students graduates from an accredited program, if approved.

###### **iii. Enrollment & Application Cycles**

###### **NA-C**

Amy reported that NA-C enrollment has returned to full capacity, with 20 students per quarter. They have successfully implemented an "alternates" system to fill seats if students withdraw early.

###### **AN-DTA**

Merry noted that the AN-DTA program has an enrollment of 193 students out of a capacity of 220 due to attrition. She reported an upward trajectory in application numbers for the ADN programs after a post-COVID slump.

###### **BSN**

Kali shared that we expect a full BSN cohort of 26 students starting the program in the fall, and the application will remain open until all seats are filled.

Merry reported that the first cohort of 14 BSN students will graduate in June.

**iv. Admission Criteria & Selective Admission**

Merry explained there were updates to admission criteria, including adding a selective admission point for previously eligible applicants and removing the point for international students. The program is exploring other ways to capture life experience, such as a professional resume and essay, similar to the current BSN process.

**v. Program Outcomes Data (AN-DTA)**

Not discussed.

**b. Review labor market information (all programs)**

Merry presented data showing that the projected growth for registered nurses has flattened slightly but remains significant, especially in Cowlitz County.

**c. Mission/vision/values update**

**Mission, vision, outcomes schematic**

Merry asked the committee for input on the proposed new mission and vision statements for the nursing program, emphasizing the need for feedback on whether the drafts accurately capture the future of nursing and align with LCC's mission. She will request feedback via email with guidance.

Karen suggested a two-week window for feedback with a one-week reminder.

Kelsey recommended a three-week window due to her current workload.

**d. Policy & Procedure Review**

**i. Substance use/misuse (draft policy)**

Merry presented the substance use/misuse draft policy, which was updated for clarity on procedures for impaired students, drug testing, and monitoring for returning students. The policy references the WHOOPS and RAMP programs.

**ii. Invasive & Non-invasive procedures (draft policy)**

Invasive procedures informed consent (draft)

Merry also presented the invasive and non-invasive procedures and informed consent policy drafts. This is a new procedure with clear guidance on students participating as "patients" for skills practice. It includes an updated informed consent form for invasive procedures, such as capillary blood glucose checks and peripheral IV catheter insertion. Students can opt out of these procedures; however, they must still pass the competency test or competency checklist.

**iii. Still in the works - success plan/professional accountability model (might we send it out by email for review later this spring?)**

Merry shared that a professional accountability model is in development. It would be a progressive discipline model, similar to a workplace setting, to

address recurring issues and unprofessional behavior. The goal is to finish this model before the end of the year and pilot it in the fall.

**B. ~~Facilities, Equipment, Technology & Training (fall 2025)~~**

**~~a. Facilities and Technology~~**

**~~b. Training/Professional Development~~**

**C. Implementation of Pathways & CTE Programs of Study**

**a. Alignment with K12 and CTE Dual Credit (all programs & K12 partners)**

Merry explained that some LCC programs have articulation agreements allowing specific high school courses to provide dual credit at the high school and college level, which then counts toward degree requirements at LCC. Unfortunately, nursing doesn't have that option because of the nature of the nursing program courses. Also, the program's prerequisite courses are college-level sciences, math, and English.

**b. Stackable Credentials**

**i. Nursing Technician (not technically stackable as the student must be enrolled in a nursing education program)**

Merry highlighted that students enrolled in the RN program are eligible for a Nursing Technician license to gain work experience under the supervision of a registered nurse. The license is only good for 30 days after the student graduates from their program.

**ii. LPN**

Merry also shared that students can opt to take the NCLEX-PN exam after their 4th quarter to work as a Licensed Practical Nurse (LPN) while finishing the remaining 2 quarters of the AN-DTA/MRP program. While only about ¼ of the RN students take the LPN exam, those who do gain valuable experience with patient care, time management, and prioritization.

**c. Opportunities for graduates- Higher Education & Career Advancement**

**i. Articulation from NAC through BSN**

Merry called attention to the fact that students entering LCC can have no credentials and progress through steps from NA-C to BSN-prepared nurse.

**ii. Preparing students for graduate programs in nursing**

According to Merry, the BSN program prepares students for various graduate programs. They can apply for programs to become nurse practitioners, educators, nurse leaders, nursing informaticists, and other specialized roles

**D. Student Success, Performance & Equity**

**a. Success gaps identified in curriculum & program reviews (NA-C, AN-DTA/MRP)**

**i. AN-DTA/MRP**

ii. NA-C

- b. **Retention/attrition rates (AN-DTA) - brainstorming to increase program progression and retention**
- c. **Recruiting nursing and nursing assistant employees and organized labor representatives for the advisory committee**

Merry shared data showing that male and BIPOC individuals remain underrepresented in nursing programs at LCC, which aligns with national data. She discussed challenges students face, including economic disadvantage and food insecurity. The college is working to provide its students with resources. Merry is considering developing a retention specialist position for the nursing programs. She would likely need to seek grant funding for this role as it is not supported by the current operating budgets or legislative provisos.

Sean shared that Worksource has grant funds and opportunities to help with support services. The Washington State Opportunity Scholarship is also available.

**V. K12 General updates**

**A. Around the Table: other updates from K12 attendees**

There were no additional updates from K-12.

**B. Around the Table: updates from other higher education attendees**

Kelsey provided an update from WSU, noting budget issues and a freeze on faculty hiring. She shared that WSU is stable in nursing enrollment and is developing a new Master's Entry to Practice in Nursing (MEPN) program. There is a social work program opening in the Tri-Cities, and a public health program will start in the fall on the Vancouver campus. The RN to BSN program on the Vancouver campus continues to grow. The program is also transitioning to a competency-based grading system. The shift has been challenging for both faculty and students, but it became necessary to align with the associate degree programs. Kelsey offered to share resources when Merry stated that LCC's nursing programs are also interested in moving to a competency-based grading system.

**VI. LCC General updates**

**Around the Table: other updates from LCC faculty/staff**

Kali shared that the BSN program is seeking more preceptorships in the north. She requested that anyone who knows of facilities willing to host a BSN student should reach out.

Merry explained that when the BSN was in development, they weren't aware of how many LPN2RN eLearning students would want to move on to the BSN program. She posited that the students become comfortable with the program and faculty, and wish to continue their education here. The 2024-25 BSN cohort is predominantly comprised of LPN2RN students, several of whom drive quite a distance for in-person class sessions and local field experiences.

**VII. OLD BUSINESS**

Communications, voting preferences (responses to October survey/voting)  
See above for discussion about surveys.

**VIII. NEW BUSINESS**

None at this time.

**IX. UPCOMING PROGRAM OR COMMUNITY EVENTS**

**A. Spring RN Pinning:** Wednesday, June 18, 2025; 6:30 pm; Wollenberg Auditorium in the Rose Center for the Arts

**B. LCC Commencement:** Friday, June 20, 2025; 6:00 pm; Schroeder Field at Kelso High School

**C. Summer RN Pinning:** Thursday, August 22, 2025; 2:00 pm; Wollenberg Auditorium in the Rose Center for the Arts

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

October 28th, 2025, at 4:30 pm in HSB 235 and via Zoom

**XI. Meeting end:**

The meeting concluded at 5:52 pm

**RESOURCES**

**ADVISORY COMMITTEE HANDBOOK**

**Non-Discrimination and Anti-Harassment Statement**

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