

Nashua Community College
 Department of Nursing
 Advisory Board Meeting Minutes
 McIntyre Conference Room
 May 8th 2018
 2-3pm

Attendance: Carole Boutin, Terry Williams, Tyler Waite, Jennifer O'Neill, Mary Heinzl, Lisa Gray, Debra Costa-Nino, Elizabeth Mitchell (Bedford Nursing and Rehab Center), Lucy Saia (Home health care Merrimack), Jean Hayes (Rivier University), Paula Williams (Rivier University), Peggy Moriarty-Litz (SNHU), Ann Marie Trowbridge (Southern NH Medical Center), Vicky Fieler (St Joe's via phone)

Topic	Discussion and Relevant Data	Actions/Person Responsible	Evaluation
Introductions & Updates	Elizabeth- Bedford Nursing and rehab Center joined the board Lucy Saia- successful survey for home health care 6/21/18 - Peggy invited CCSNH system to 5 year anniversary on June 21 st . Ann Marie- DNV survey complete and updates for SNHMC. Improved ratios for nursing staff on SNHMC Paula Williams (Rivier)- Initial accreditation for DNP program underway. ACEN accreditation in fall 2018. First BSN program sit for NCLEX. Vicky Fieler (St Joes): Accreditation received		

<p>Minutes from last meeting</p>	<p>Minutes from last meeting reviewed and approved</p>		
<p>Program updates:</p>	<p>NEASC visit April 15-18th. Comments on exit meeting were positive. No major areas of concern. Will await final report.</p> <p>2018: Completion- 95% based on 150% graduation- up from 2017 which was 70%</p> <p>Survey sent out to last three graduating classes to update education and job placement with no responses. Planning on starting a linked in page for a nursing alumni group to stay in touch with our graduates. Have seen several grads over this academic year and all stated they would be interested in an alumni group; good for networking, etc.</p> <p>Class of 2020- ?15 admits; 1 seat saved for a student to return next year in 140. Difficulty with finding qualified students; ATI- meeting TEAS cut-off scores on the first attempt is indicative of success in the first semester only. No data to support meeting cut-offs on successive attempts. Data is being collected for the past three classes for those who were admitted regarding number</p>	<p>Discussion from each school regarding admission numbers and criteria for admission.</p>	

	<p>of TEAS attempts to meet cut-off scores, how many times it took to obtain the B- in A&P I and II, Grades throughout the program, completion or not, passed NCLEX or not. Also reviewing the literature to obtain best practice on what is most predictive of success in a nursing program. Plan to use this information to update admission criteria in the future. Thoughts?</p> <p>Freshman Level: Started with 14; 1 left 140 for a job opportunity after spring break, but did finish 230. 1 student failed both 140 and 230. Retention Rate 86%. Small numbers affect percentages greatly. ATI- mental health results continue to be low. This is consistent with previous years. Will be assessing what areas they are weak in for curriculum planning for mental health. We have cut down the number of weeks of mental health clinical to 4 weeks- thoughts? ATI fundamentals is up from last year. 76.9% obtained level 2 or above compared with 55% last year. ATI fundamentals was given at the end of 140 instead of the end of 125 or middle of 140 as in previous years. This suggestion came from a meeting with the educator at ATI with suggestions of when to administer ATI exams based on when we teach content.</p> <p>Senior Level: Started off in the fall with 21 students. One lost due to academic failure in 220, hopefully returning. Graduating 20 students. Three LPN's graduating this spring. Pinning May 17 and graduation May 19. ATI practice exams scheduled for the students and included in their participation grade. The students' predictors were much better utilizing this</p>	<p>Faculty to review weak areas in mental health as well as length of the clinical rotation for appropriate changes for next year.</p>	<p>Mental Health clinical to be increased next year and to include rotations to community sites.</p>
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tool. Class of 2018 is the 15th graduating nursing class from NCC.

Simulation Lab: Simulation included in the curriculum at both levels. We are using docucare at both levels as an adjunct. Also utilized vsim for the freshmen this year. We have had positive and negative feedback from the students.

Nightingale: Variety of fundraisers this year. They supported Bridges this year and raised \$528 in silent auction. They assisted with open houses and we did a career discovery da with the local high schools as well as participating in the marketing videos for the school. Moving forward many motivated students to continue the program.

Pinning: May 17, 2018

Theresa Williams

Discussion Items:

Age limit for clinicals: Rivier stated no age limit but if radiation on a unit then student must be 18years old.

Review of Curriculum Plan- Comments and suggestions from the Board for content etc

-Jean: Concepts need to be correlated with competencies. Need to look at gap between concepts and competencies. Critical thinking application. Talked about cognitive development and what we are expecting of new grads- is this reasonable?

Ann Marie: Discussion about flexibility and needs in the hospital.- We teach flexibility from day one.

Accountability, professionalism lacking in new grads.

Peggy Moriarty: Interprofessional collaboration and diversity is important for accreditation. Has seen literature on requiring nursing students to have an LNA to be accepted to nursing school. Others have not seen any literature on this. Discussion regarding unlearning habits they have formed.

Overall- board was pleased with the curriculum. No suggestions for additions or deletions.

Faculty to reinforce flexibility, accountability and professionalism as well as interprofessional collaboration and diversity in the curriculum.

Other	Thank you to board for attending the board meeting today.		
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Respectfully Submitted,

Nashua Community College
 Department of Nursing
 Advisory Board Meeting Minutes
 McIntyre Conference Room
 October 29, 2018
 7-9 am

Attendance: Carole Boutin, Terry Williams, Tyler Waite, Mary Heinzl, Lisa Gray, Katie Calvo, Rachel Davis, Deb Costa Nino, Sue Kinney, Anne Marie Trowbridge; Peggy Moriarity

Topic	Discussion and Relevant Data	Actions/Person Responsible	Evaluation
Introductions & Updates	<p>Sue Kinney – St A’s RN to BSN program – in re-evaluation process (not accepting students currently); Currently has largest incoming freshman class; starting search for new college president;</p> <p>Anne Marie- Staffing continues to be a challenge and an issue; struggle to find LNA’s; Challenge is to attend orientation (very structured process); 3 East – probably going to increase beds from 22 – 26 beds in near future; will now need staff for additional volume of pts; Birth place recently took on an international traveler (these nurses go through significant training; placed for 3 years); Anne Marie recently went to a conference and learned there will be a world wide nursing shortage in 2020; orientation (very structured process); 3 East – probably going to increase beds from 22 – 26 beds in near future; will now need staff for additional volume of pts; Birth place recently took on an international traveler (these nurses go through significant training;</p>		

	<p>placed for 3 years); Anne Marie recently went to a conference and learned there will be a world wide nursing shortage in 2020;</p> <p>West 3 – nursing student is hired to work with a nurse (? Externship) - trial of one student; ? Length of program; ? Stipulation that it had to be a BSN student ; (Carole to follow up with Karen Tollick)</p> <p>Sue – has experience with an externship with a former employer; they were AS and BS programs; program was stopped when there was a plethora of nurses (10 week summer program; pd program and not allowed to give medications)</p> <p>Peggy – SNHU – successful NEASC visit in the fall; lots of changes – renaming the division – will be called “Global Campus”; leadership structure is changing – have hired a new associate chief nurse administrator (works as the “external” person); hiring for one associate dean for nursing program and clinical faculty (on-line and clinical); CCNE accreditation visitors coming in March 2019; all courses are on-line</p>		
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<p>Minutes from last meeting</p>	<p>Changes made to clarify age limit and radiation exposure by Rivier University</p>	<p>Minutes approved</p>	
<p>Program updates/Evaluation</p>	<p>Graduated 20 students with 100% NCLEX pass rate for 2018. Employment rate =95%; Completion rate= 74% for on time, but waiting to see if one student graduates this year from that class which will increase completion rates to 78% for completing in 150% time which ACEN uses as on time completion.</p> <p>Question re: why the 5% was not employed – DC explained follow up is difficult; measures being put into place to maintain communication with grads (LinkedIn; letters sent to grads; word of mouth)</p> <p>DC recently at ACEN conference - We will be looking as a faculty at ELA's and making sure they are appropriate for demographics; DC encouraged Board members to maintain communication regarding our grads</p> <p>One faculty member resigned this summer. Was replaced with an adjunct for clinical.</p>		

	<p>Increasing time in mental health this year and putting it at the beginning of the semester. The amount of clinical time had been reduced to 3-4 weeks over the last few years and it isn't enough to help them put theory into practice. ATI scores on mental health have been low. Will also be have rotations out to community mental health facilities as well. We will re-evaluate at the end of the semester.</p>		
<p>Senior Level Report</p>	<p>13 students (3 males; 10 females); lost one due to academic and clinical failure</p> <p>Diversity projects are upcoming</p> <p>Completed 3 Flu clinics; invited to one more</p> <p>Students are currently at 4 West and 3 East</p>		

Freshman Level Report

15 Freshman students
Lost one FT Faculty to St. A's ; replaced with adjunct

DC comments we are having difficulty finding qualified students and faculty; she is looking at admission criteria and how people actually do in the program; looking at research articles regarding success in a nursing program; we are still doing the acceptance screening interviews (ACEN believes the interviewing process is acceptable)

Question if NCC partners with other programs in CCSNH system for admission criteria – NCC requires a B- for A&P I and Intro to Psych; our criteria are a little more stringent (most of the other colleges require a C); we require a B- for all Nursing courses whereas the other schools require a C. Discussion as to whether or not it needs to be about the “grade” - there are very good nurses who took two attempts to pass boards

Suggestion as to if we look at “generations” of our students – does the demographic make a difference in the grade achievement; Question about financial aid – if students might be able to cut back with their employment to allow for more time with school work

We will be changing some mental health curriculum for next semester – potentially increasing the amount of clinical; allow students to see how mental health is applied in the community – develop partnerships with more acute settings; will try to do it at the start of the second semester rather than at the middle or end

	<p>Anne Marie thinks this change is a good idea as there are so many mental health challenges in acute care; there is a 6 bed annex at SNHMC for mental health</p> <p>Rachel sees mental health challenges as well in the out patient setting; Rachel sees transgender population in outpatient setting and finds patients are OK if you are up front with them regarding name/preferred pronoun</p> <p>Peggy – SNHU is trying to do a “day of service” looking specifically at the Veterans population in the spring; trying to formulate something with the nursing and mental health department (working with Farnum Center)</p> <p>Lisa – senior students planning health ed day – discussion to date is about the transgender population</p> <p>Nightingale- focusing on volunteerism this year rather than fund raising.</p> <p>General studies Health- Pathway for students who may want work in the healthcare field. Is a pathway for nursing as well as other healthcare fields.</p>		
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Discussion Items:	<p>New Grad skills: Professionalism; Time management – natural for students to acclimate this skill over time (reality of transition); SNHMC has an 8 week orientation; resilience cannot be taught, comes from life experience; LNA experience within the same facility may help with comfort in adjusting to facility but not necessarily to duties as LNA is very task oriented</p> <p>Culture we put students into – culture of health is changing – What is the role of the nurse – now we overlap with other professionals; What is added to all of this we did not have computers or so many regulatory bodies; now the focus seems to be on the computer vs the patient; are we losing the “art” of nursing</p> <p>Vote in MA re: nursing staffing - Reality is that mandating ratios is not the answer; nurses at the bedside may want ratios mandated; what is troubling is that it is not just nurses that are voting – people who do not understand are voting; depending on where you work, the implications will be different; the result of the vote will have implications for NH hospitals; this is not just about #'s it's also about acuity; Faculty qualifications – in NH educators require approval from BON, no other surrounding states do this; there needs to be some oversight for monitoring qualifications of faculty</p>		
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<p>Other</p> <p>Meeting Adjourned at 8:55am</p>	<p>Deb – A& P was changed from 100 to 200 level and how to accommodate students; exists for both nursing and science; trying to analyze results of this at present Sometimes lowest entry exam is the high scorer in the class – reflects the commitment of the student; the student wants the end product (want the result, but may not be committed to the work) - how do we teach this</p>		
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Respectfully Submitted, T Williams