Welcome and Introductions - Terri Funk

- Agenda Review, Additions, Changes, Introductions
- In Attendance: Cora Brownell, Interim Director of Nursing, COS; Michele McQuillan, CNO, Modoc Medical Center; Renee' Barr, STEP; Mike Michelon, Siskiyou Child Care; Donna Emerson, SRMC; Terri Funk, Public Health Director; Melanie Harrington, Admin, Shasta View Nursing Center; Marijo Welborn, Siskiyou Home Health; Bob Taylor, Dean of CTE, COS; Todd Scott, VP Instruction, COS; Trudy Old, DSN Health; Terri Berenson, Madrone Hospice Executive Director; Craig Hanna, Director of Education, Mercy Medical Center, Mt. Shasta.

Review and Approve Minutes
- Mike Michelon corrected that the Darkness to Light grant was written in partnership with the YMCA.
- Michele McQuillan corrected that the pharmacy is not yet open at Modoc Medical Center, and planned to open summer of 2016.
- Michelon/Taylor approved with recommended changes.

Nursing Program Update - Cora Brownell

- Organization Update
  - Nursing Program Director Cora is still serving as interim. College is updating Director’s job description at this time so it is currently not posted. Cora is now administrative and is not teaching. Assistant director, Brian Busk and two adjunct instructors are covering Cora’s teaching position: Rhonda Brown, who has an extensive background in mental health nursing, and Christine Vourakis, who has a PHD and was an instructor with CSU Sacramento. Christine will be a guest lecturer and is looking forward to joining us.
  - Instructor Job description is in today’s packet/folder. The ADN Program is looking for a Master’s prepared OB/Peds instructor with ability to also teach either MH or MS. We would also like to have a full time vocational nursing instructor who could teach clinical four days a week, and substitute in theory. Part-time instructors’ time is limited by regulations/laws, and they can quickly run out of time teaching in the clinical area. For the VN program, having two cohorts, and numbers of students in those cohorts, depend upon hospital census. We monitor carefully so we don’t overwhelm the hospitals. Both Mercy Mt Shasta and Fairchild Medical Center are supporting the two cohorts of VN students this spring.
  - Welcome to Todd Scott who is the new VP of Instruction for COS. The Nursing Program faculty and staff appreciate the strong support of College administration.

- BRN, BVNPT, CNA, IV Certification all remain fully approved
  - BRN Self-Study for re-approval is due in written form in 2016, with a full visit in Spring, 2017. We will be working on gathering data for next year. The employer surveys will be going out soon, and the input from employers of recent COS Nursing graduates is very important for our program. Employers can call the nursing office with any questions.

- Current Active Clinical Sites:
  - New Clinical Sites: ADN students are now at SRMC Discharge Planning
  - All current clinical sites are still active for 2015-2016
  - Mercy Redding has submitted notification to not renew contract ending July 2016

Having clinical experience for our students is essential, and COS Nursing thanks all for their support. Our local sites in Siskiyou County are very supportive for both the VN program and as out rotations for the RN program. The ADN program was created with commitment of the needed support from the Redding hospitals. Both SRMC and Vibra in Redding have also been very supportive. However Mercy Medical Center in Redding now wants to discontinue COS’s OB/Peds rotation. The Med/Surg rotation was discontinued by them in 2013. OB/Peds is difficult to find. MMCR is the only possibility for the ADN program in all of Siskiyou and Shasta County. COS Nursing has appealed to other sites further away in other counties, and they are full, serving schools in their area. Leadership from outlying hospitals have noted that it is the responsibility of hospitals to support the schools in their vicinity. COS has a meeting with MMCR to see if we can convince them to continue our contract. There are reports that Simpson, the only BSN program in the area, is adding another cohort and is planning to have more students in Redding facilities. According to the IOM, 80% of
nurses should have a BSN by 2020. Hospitals who want to have magnet status must employ BSN nurses and that pressure can influence their decisions.

At the same time, local hospitals and clinical facilities are faced with a growing nursing shortage as older nurses have started retiring in greater numbers. Orienting a new nurse is very costly, and they may leave after one year. Public Health Department is having nurses retire also. COS would like to bridge our students into the local hospitals and facilities. Nurse residency programs in hospitals help prepare new grads to start working. MMCR has stated that they have no space for COS students because they have to make space in their 18 week Nurse Residency Program. SRMC also brings grads into their 12 week Nurse Residency Program. COS students start an orientation to the local clinical sites during their clinical experience, which can give them a head start. Our recent grads have reported that they find they are well prepared to enter residency programs or to just start working.

- Applications for Incoming Cohorts
  - Fall 2016 ADN admission application period is open from 10/5/15 through 2/19/16. Due to contract issue with MMCR we had a late start of the application period, and the finalization of the class depends on clinical sites.
  - Fall 2016 VN admissions period will open in March 2016
  - Further review will take place on decisions regarding VN admission schedule. This one depends on facility census.
  - CNA admission problem regarding perquisites is now fixed. Due to changes in the English pre-requisite, we had some trouble with the last class getting approved.
    - An application period for CNA is now planned to start in Spring 2016. We hope to have another year of RUPE Foundation support.

- Post Graduate Survey for the ADN class is to be sent this month.

- Program Activities: We want the students to realize the links they have with the community.
  - VN Students participated in Senior Health Fair in Spring 2015. This was a very good experience for the students.
  - Instructors and VN students participated in 8 Grade Career Fair in Spring 2015.
  - Visit from Rupe Foundation representative on 10/23/15. She will be getting a tour of the area and our facility.
  - Next College Fair Day is November 10, from 10 to 12. A number of colleges will be here to give information about BSN and MSN opportunities. Students and nurses from around the area are welcome to attend.
  - Next Graduation/Pinning ceremonies will be in Spring 2016.

- Packet contents
  - Program Demographics included in packet. Cora went over the information.
    - CNA tester has been here the last two years. Summer 2015 all passed the state test.
  - Cora discussed the chart of student demographics showing where our students live when they come to the program and where they currently working. This shows we are generating a local workforce.

- Discussion/Feedback

- Public Health is in need of nurses with three openings. People apply, not realizing what a Public Health nurse actually does and that there is no clinical M/S experience. She would like applicants to get their hospital experience and then apply.
- Shasta View also has a hard time finding RNs who want to do long term care.
- Robert Taylor was talking with Southern Colorado University and they project the next couple years will be a 35% shortage of nurses.
- Michele McQuillan - Modoc Medical Center also needs nurses. There are 280 ER jobs in California and no one to fill the jobs. New nurses do their 6 months new grad and then go back to cities for larger pay.
- SRMC has influx of new nurses and started a nurse residency program of 12 weeks. It covers extensive training in every department to get an overall working and clinical based knowledge of the hospital. A nurse residency program can make it harder to take on other students. Not enough nurses to go around. A Mentor is assigned one-on-one to new grads.
- Simpson offers a BSN and they want to add another cohort which will impact the local community colleges. Trudy says Jan from Chico State has a grant and is researching other ways to offer a BSN.
- Public Health currently supports students from Simpson BSN and Western Governor’s BSN and MSN programs.
- Several of our recent grads remarked that they feel better prepared than students from other schools.
- Most of SRMC patients come in through ED so there are a lot of acute patients. Opening a Geriatric Psych unit soon.
- Latest data says 265,000 nurses are needed across the country.
- Bob remarked that our grads are some of the best. We have a new grant for adult ed. and career & tech ed. We still need a director, instructor, and clinical sites. His grants are not for salary support.
- Donna brought up generational differences in the new grads compared to those nurses that are retiring, and mentioned the book “Ties to Tattoos, Turning Generational Differences into a Competitive Advantage”. Nursing is going to need to change with the generation’s attitude. New generation wants to “work to live” not “live to work”.
- It was noted by several present that core nursing skills are being lost/bypassed by new grads for higher positions. BSN students don’t want to do bedside care. It is an important foundation when instructors keep their hand in doing skills with the first semester students.
• COS does not have an articulation agreement with anyone at this time. We do have college fairs. Melanie asked if any of the hospitals offer financial support to help nurses get BSN or higher. Trudy says that MMCMS does have a program supporting their employees getting higher degrees.
• Terri suggested we have more meetings than just two per year to discuss our needs as a group. There are many nurses who get help locally to finish a higher degree and as soon as it is attained they leave to go somewhere else.
• Cora said that many of our people do stay in the area to work. The more Community and Public Health experience they get in their studies, the more likely they are to stay. Trudy said that Sutter Hospital in Sacramento is looking for LVNs again. Many clinics went away from employing LVNs and are now coming back to wanting them.

Instruction and Curriculum - Cora Brownell
• Faculty Development
  o Nine faculty members attended the Cynthia Clark training on civility in the classroom and workplace. It was excellent and the training information was reviewed with all faculty at our August 12 meeting.
  o 2 Full-time and 5 Part-time COS nursing instructors are currently in Master’s Degree Programs. We are hoping they will be the foundation of the program in the future.
  o Curriculum
    o Revisions and updates report: Part of the self-study is to complete our curriculum revision.
    o Sim and Skills lab updates schedule: We are changing the Sim-Lab from analog to digital. Wireless manikin is over $100K alone. Cameras and AV equipment is also going to be updated. The total will be around $400K. Planning to hire an additional person in Sim-Lab. Possibly the EMT class will use the Sim-Lab also. COS grant helped FMC with students access to EHR, and gives access to EHR computer labs for $104k. Our instructors are training our students for FMC. Two more WOWs and other equipment for lab are being purchased.
    o Interdisciplinary Activities: We would like to start Home Health Aid program. Other possibilities are Medical Assistant, Physical Therapy, Clinical lab scientist. Cora would like to do a market analysis to see what is needed in our area. If internships and residency experience happen locally, people are more likely to stay to work.
    o Trudy suggested the HHA and MA are best for our area.

Committee Member/Agency Updates
  o Mike Michelon - would still like to offer “Darkness to Light” training to the nursing program students and staff. They have 13 facilitators in county. Workshop takes about 2.5 hours.
  o Michele McQuillen - Modoc is in the process of joining a GPlA, an agreement/partnership with local facilities in their vicinity. Also Modoc is getting close to building a new facility. Mayors Memorial received endowment for the SNF to retrofit. They are looking to partner with other facilities. Need RN, VN and Paramedics. Would like to be a clinical site for paramedics. Also ACLS and PALS. Want to be a training site for forest service, sheriff office, etc. Working with BH to get a site for M/H patients.
  o Terrie Berentsen – The census is huge. Currently looking for a Public Relations coordinator. Student nurses in rotation from COS are doing great. Voices for Hospice is doing a concert to raise money. Starting a Death & Dinner night to have conversations about what people want. Assisted suicide has been signed into law. Most Hospice workers think it is a good thing. Patient has to be able to do it, Hospice can’t help.
  o Donna Emmerson - SRMC will continue to support the COS nursing program
  o Trudy Old -HWI has several more programs for nurses. Call her or check the website.
  o Craig Hanna – Mercy Mt. Shasta is glad to accommodate the nursing students. Believe in growing our own and hopes that all goes well to continue the Redding rotation.
  o Marijo Welborn – Home Health currently has enough nurses. Looking for supervisory nurses. Many of the specialized staff who have been with the agency many years are getting ready to retire.
  o Melanie Harrington - would also like to meet more often. Still need more nurses and would like to talk to past Shasta View employees to update their impression of work there.

Other Business -

Thank you and Adjourn-Next Nursing Advisory Meeting will be held in January - Date TBA.