



Nursing Advisory Committee

April 15, 2021

MEETING MINUTES

Growing jobs, careers, communities...

TIME: 10:00 a.m. - 12:00 p.m.

LOCATION: Zoom Meeting

COMMITTEE CHAIR: Shelly Davis, MN, RN PHN CCHP- Siskiyou County Health & Human Services

COMIITEE VICE-CHAIR: Mike Michelon, Siskiyou Child Care Council Director

STAFF: Rhonda Brown MSN Ed RN-BC – Interim Nursing Program Director
Hallie Coppi MSN – Assistant Nursing Program Director
Karen Bezzam – Nursing Program Coordinator
Stephanie Richardson – Nursing Program Assistant

ADVISORY COUNCIL MEMBERS PRESENT: Rhonda Brown, Hallie Coppi, Karen Bezzam, Stephanie Richardson, Shelly Davis, Char Perlas (*left early at 10:05AM*), Emily Anderson-Moser, Teri Burk, Marie Caldwell (*left early at 10:58AM*), Toby Reusze (*left early at 10:58AM*), Jennifer Druey, Deborah Howell, Mark Klever, Andy Lecklider, Mike Michelon, Kristine Neel, Trudy Old, Kim Peacemaker, Elizabeth Pulatie, Sandra Rock (*left at 10:57AM*), Ashlie Smith, Christina Van Alfen, Susan Westphal

GUESTS PRESENT: Barry Ohlund (*arrived at 10:26 A.M.*), Josh Collins

MEETING MINUTES:

◆ **Welcome and Introductions**

Shelly Davis and Rhonda Brown started the meeting at 10:00 A.M., Rhonda called out everyone on Zoom and had them give their name and a brief introduction. Char Perlas introduced herself and thanked everyone for participating in this meeting. She excused herself for another meeting after her introduction at 10:05 A.M.

◆ **Review/Approve Minutes**

Shelly requested a motion to approve the 10/15/2020 meeting minutes. Elizabeth Pulatie motioned, Deborah Howell seconded. 10/15/20 minutes were approved.

◆ **Packet Contents – Rhonda Brown**

Rhonda gave a brief explanation of the packet contents that were emailed out prior to this meeting:

- Advisory Committee Contact information – if there are any changes to this contact information, please email either Karen Bezzam (kbezzam@siskiyous.edu) or Stephanie Richardson (srichardso6@siskiyous.edu).
- Siskiyou Community College District CTE Advisory Committees Handbook – this is for reference and information on how this Nursing Advisory Council body works.
- Historical article – The Nursing Faculty Shortage: A Crisis in Health Care – Rhonda has been collecting data to get as much support as possible to keep the COS LVN-RN step-up program going. This report is 15 years old and its research is global. It predicted the situation we're in now. There has not been a lot of response to this report, but there has been more research. Hallie is doing her PhD on this topic. They are finding solutions to the nursing faculty shortage are increasing pay. It also speaks to the fact that we are now dealing with a younger generation – addressing their needs vs. the older, retiring nursing population. Research is also showing that nurses work hard to get the credentials needed to be academic nurses, it takes time, effort and money. Tuition reimbursement is another hiring incentive idea. The BRN is antiquated, they are not really stepping up to the new environment of the working nurse. Rhonda Brown, California Nursing School Director, has been pleading with the board to make their minimum qualifications lower, but their strict

requirements remain in place. There is a new BRN director who is young and who might be able to update and make changes, but this will take time. The kinds of changes needed are political decisions and pose huge challenges. There are six director vacancies and 16 faculty vacancies in the state of California. When Rhonda speaks with the BRN they have sympathy, but are not in a position currently to make changes that will address our needs. Everyone is working to help, but everyone is overburdened. This is an exhausting, but important drive.

- Academic Nursing Qualifications – PowerPoint – This PowerPoint was put together by Rhonda Brown and Hallie Coppi, and it outlines the requirements for each position in our program as well as the overall program approval requirements.
- COS Faculty Brochure – This brochure was created for recruitment efforts for our current faculty openings. Rhonda thanked Deborah Howell at Fairchild Medical Center for sending it out. It was part of our virtual job fair as well. Please feel free to share this brochure out.
- Clinical Site Survey Results – Thank you for responding – please respond if you haven't done so yet. This data is important to bring to the BRN to show that we have committed clinical sites are available for our students. This is critical data evidence.

◆ **Nursing Programs Update** – Rhonda Brown

- Critical need for Full-Time Instructors – We have part time faculty, but full-time faculty are **absolutely needed**. The BRN is strict about that because of the dedicated commitment level and ability to fully complete the curriculum. Currently our faculty are: Rhonda Brown, Hallie Coppi and Kim Parham (part time). Rhonda is not serving in a faculty role at present since she is interim director. Rhonda's contract is done on June 30th, and she will not renew. Kim Parham has put in her resignation to be done on June 30, which just leaves Hallie. The nursing department has worked with Faculty Association (FA) and COS Administration: a retention and recruitment bonus was proposed, based on historical findings of grant money from the Chancellor's office that covered recruitment and retention in 2007 and went until around 2012. Since that time, Hallie and Rhonda went back to get their Master's to help this program continue. Asked FA and Administration to consider taking money out of the nursing budget that hasn't been spent on faculty this last year and put it toward recruitment and retention. It was refused. Rhonda said the attitude between the COS Administration and faculty association is malignant, and the BRN Nursing Education Consultant questions how much they really support the nursing program. The next plan is to make an urgent request BRN to give us another year-long pause. It's a long shot because we will not have data for them to examine for two years for our continuing approval accreditation, but it is one of our only avenues to pursue at this time.
- Vocational nursing class (Planned graduation December 2021) – we are in second semester now, we hope to graduate them in December. We are hoping to have enough staff to keep LVN program going.
- LVN-RN Step-Up program – on pause
- Next LVN application Period (Tentative Fall 2021---Graduation December 2022)
- CNA summer session – June 14 – August 6 – Only a cohort of 15 will be accepted since Shasta View can only handle that many students due to COVID. That will run as planned.
- Equipment Needs – Ventilator – Rhonda made our need for a ventilator known – we will look at grant funds for that. Christina Van Alfen said she can help look for funds, there will likely be some for this.
- Current skills additions- Nasopharyngeal Swabbing for COVID-19 testing, COVID-19 vaccination training – Students have all been trained on vaccine procedures, they are being allowed to work in clinics and gaining valuable clinic experience. Rhonda expressed thanks to everyone working with our students in these clinics.

- Program Funding – Enrollment Growth Grant for RN and RUPE for CNA Strong Workforce Funds for all programs

Questions/Discussions regarding Rhonda Brown's Nursing Program Update:

- Trudy Old asked what the name of the \$20,000 grant was from the Chancellor's office. Rhonda clarified it was called the Nursing Recruitment and Retention Grant. Trudy will look into this past grant, and see if there's anything else we can do for future grants. Rhonda thinks this will really help. Trudy will be in touch with Rhonda about that further.
- Shelly Davis invited more discussion – she loves the nursing program here. She emphasized how much of the county's nurses and specifically SCPH, come from this program. She said it is sad it's being diminished as much as it is.
- Elizabeth Pulatie – some of her staff can help with part-time hours. She has a few that are Master's prepared. Elizabeth is willing to help as much as her schedule allows. This program is important to them – there are a lot of nurses at Mercy retiring in the next few years. It's important to grow our own nurses as it's hard to recruit from out of the area.
- Shelly Davis commented that it would have been nice for Dr. Perlas to stay in the meeting.
- Debbie Howell encouraged everyone to participate in the Collaborating for the Future of Nursing event on April 30th from 2:00 P.M. – 3:30 P.M. Rhonda will email the invite out to everyone.
- Mark Klever pointed out that if we don't get a pause from BRN, then our step-up program will close for good, since the BRN is no longer approving these programs in the state of CA. Once it's gone, it's gone for good. At that point it would be very difficult and costly to change it to a straight-through ADN program.
- Hallie Coppi said the point we need to make is that on June 30th, it's not just the step-up program we're in jeopardy of losing, and it's **all nursing programs** if we don't have a director in place. She said they have been speaking about this and asking for years. We are in crisis mode. We're to the point where everything will end in just a few months.
- Deborah Howell commented that she was not aware of the June 30th deadline, and thanked Hallie for making that clear.
- Barry Ohlund asked if the hospitals would have anyone qualified to be director. Hallie said it's not likely since you have to have two years of recent instructor experience.
- Elizabeth Pulatie asked if there would be any exception to the minimum qualifications set for the positions – Rhonda said no, that's part of the rigidity that we're dealing with the BRN.
- Hallie Coppi clarified again that the director position is full time. Elizabeth Pulatie said candidly that she's not willing to take that big of a pay cut. Hallie said honestly, the pay here is very low. She's not compensated for her education. Elizabeth said she has techs that make more money. That is the sad reality.
- Factors other than compensation are that bedside nurses don't want to come into an instructor position and feel like a beginner. Hallie Coppi emphasized that we want to nurture and support new faculty, and we want to foster an environment where they feel comfortable to grow into the role.
- Shelly Davis asked if the low pay is the same hiring issues with other vacancies across the state. Hallie said yes and no, with COS it's different because it's hard to recruit someone into a position where the program is unstable and is very likely failing.

- Mark Klever spoke up when Shelly Davis asked what college leadership has to say. Mark said he hoped Dr. Perlas could have stayed in this meeting to address this question. He and Rhonda clarified that the director position has been open for more than a year. One faculty position has been open for one year. The other faculty position has been open six months. We've had failed searches. People who are unqualified apply. Mark spoke about the community impact and what that means for our hospital staffing. Community impact will be huge – it is critical for our small community. Mark asked for clarification on what percentage of our hospital staff comes from the COS Nursing Programs. Rhonda said she thinks it's about 75% staffing, and added that a lot of the nursing leadership in the community is also from our program.
- Debbie Howell said she would want to discuss options about Fairchild adding to the salary and helping with bonuses.
- Elizabeth Pulatie said she would talk to Dignity Health Foundation to see what funds could be possibly added. Defunding the position and putting it back into community benefit – is that an option?
- Trudy Old – Glendale College offers post-baccalaureate courses that would help them get the minimum qualifications needed. She said Health Workforce Initiative would be willing to cover tuition for those courses if anyone is interested. Rhonda said there is a new course through Homestead and that the Glendale one is not approved anymore. She will send Trudy the new course information.
- Mark Klever highlighted the complexity of this problem... asked Josh or Kim to speak about impacts to the other areas on campus (pre-requisite classes). Kim Peacemaker said it will significantly impact enrollment for all pre-requisites, especially the sciences. 152 students enrolled in the fall semester at COS have active Nursing majors, 132 in spring semester. However, this program closing will have a huge impact on the college as a whole, not just nursing majors. Josh Collins added that we currently teach one section of microbiology, but you could kiss it goodbye. We won't fill it without nursing students. The same is true of Anatomy and Physiology – we might be able to fill one of three sections. The social sciences will also take a big hit.
- Mark Klever said – this is emergency mode. He Acknowledged Rhonda and Hallie for the work they're doing to keep us open. Mark asked if there is anyone else that can communicate with the BRN to ask permission for the pause. Rhonda said people can write letters to the BRN and send them to her. She can forward them. Rhonda also reiterated our need for people to fill out the survey that was sent as this is important data to pass on to the BRN.
- Hallie Coppi said having the community really show the BRN how important this program is to the community would be really helpful. She said we have excellent pass rates, we've always had continuing approval for all of our programs. If they see the impact it will have to the community, they will be more apt to consider another year-long pause. Support is really, really important. Letters from the community and from COS administration. Hospitals committing to holding spots for clinical students. Mark Klever added a request for clinical sites to please include percentages of their staff that come from the COS Nursing programs.
- Shelly Davis said the BRN is one thing, but we still are dealing with this issue at the local level. The COS Board and Administration need to recognize the need. Hallie encouraged everyone to write letters and attend board meetings – have public comment at board meetings. Letters can be written directly to the board. She asked when the next COS Board meeting is – it is April 20th at 6:00 P.M.
- Barry Ohlund said people can come to the board meeting and voice their opinion in public forum. Barry said the problem is the salary steps at COS. Barry has spoken to Jonathan Andrus and Roger Page, they asked for a resolution that says we need help. Elizabeth asked for clarification: what did Barry ask Jonathan – he asked for some type of salary stipend. Can we employ the nurses through the hospital part time?

- Debbie Howell and Susan Westphal said Jonathan Andrus is working with Dr. Perlas and has requested a strategic plan showing commitment from the college before they can offer monetary assistance. Susan said they need clear direction and accountability from the college. She said they are a committed partner to the program and they will do whatever they can. She said strongly that they need the nurses the college turns out.
- Elizabeth Pulatie pledged her support, said she would attend meetings if needed.
- Shelly Davis urged everyone again to please write letters of support.
- Hallie Coppi expressed that she is glad it seems that the board now understands – she asked everyone to please make your concerns and support known to the board.
- Mark Klever also briefly brought up that RHSI was built on a bond specifically intended for the nursing program and expansion of healthcare programs – and what that means if this program closes. This needs to be acknowledged as we talk about this crisis.

♦ **Committee Member/Agency Updates** – Round table discussion/sharing – All

- Shelly – Public Health – continuing vaccinations in county. If you're vaccinated, you don't need to quarantine if you're exposed. Seventh mass vaccination clinic happening today. They do vaccination clinics the first Thursday of every month in Mt. Shasta, and the third Thursday of every month in Yreka. After that, they do one in Tulelake as well. Looking at broadening vaccine efforts to farther reaches of the county. Just got a mobile vaccination clinic, so will be using that. Vaccine clinics are a great place for students to do their clinical rotations.
- Debbie Howell – Fairchild Medical Center - Focusing on Coved event, vaccine clinic going on today, but usually their clinics take place Mondays and Fridays. There are usually around 100 people per clinic. They are also experiencing staffing issues – they currently have more travelers than ever before.
- Trudy Old – Healthcare Workforce Initiative – Nursing faculty professional development coming up in April/May. These courses are FREE and online. 1.7 CEUs per session. Rhonda will share this information via email.
 - Psych / Mental Health : April 23 from 2 P.M. – 4 P.M.
 - Gerontology: May 14 from 12 P.M. – 2 P.M.
 - Pediatric: May 21 from 12 P.M. – 2 P.M.
- Ashley Smith – S.M.A.R.T – nothing to report. Thank you for letting her join the meeting.
- Mike Michelin – Siskiyou Childcare Council – He shared they are in the same situation as our nursing program with childcare providers – it is difficult to recruit people to become providers. Compensation is the issue. Hoping for the median income to be raised from the 2015 median income to at least 2018 or maybe 2020.
- Shelly Davis – SCPH is experiencing same issues – staffing, low pay
- Mark Klever – COS – expressed his appreciation for everyone showing up. Rhonda, Hallie, Karen & Stephanie. Working hard and passionate about keeping the program going.
- Kim Peacemaker – COS Counseling – Priority registration and graduation dates approaching
- Josh Collins – COS Advising – nothing to add, but thank you all in our community for the work you do and your support

- Christina Van Alfen – COS CTE Grant Manager – appreciation for faculty who are working hard to keep the program going amongst all the barriers – stepped up above and beyond.
- Elizabeth Pulatie – Dignity Health, MMCMS –They have more travelers open as well and positions they can't fill. They are offering small scale vaccine clinics within the hospital when there's a need, but mostly through clinics and county
- Emily Anderson-Moser – COS Grant Development Office – She is more than willing to help with grants, research, etc.
- Kristine Neel – thank you for all efforts, they love having students and giving them that experience. She also asked how much publicity has been put out with local outlets, social media, etc. Rhonda said there was an article in last Thursdays paper about the possibility of the program closing, and that it's been shared on Facebook as well. The nursing office will send out a flyer and information to share on social media.
- Teri Burk – Vibra – They love having students at Vibra. Pledged her support for our students and program
- Jennifer Druey – Mercy Redding Home Health – Wasn't really aware of what's been happening. Pledged her support and wants to get the word out.
- Andy Ledlicker – SRMC – said his hearts go out to nursing program, pledged his support and wants to write letters and walk with COS Nursing through this
- Barry Ohlund – COS Board of Trustees – thank you all for hanging in so hard and so tough. He will make sure board is fully aware of situation.

◆ **Good of the Order**

Josh asked how this may also impact Modoc and other surrounding areas. He wanted to know if our nurses feed those areas as well. Kim Peacemaker commented that it will also impact Southern Oregon and Redding. Shelly Davis said she will reach out to the director of Public Health in Modoc to see if letters of support can be sent from them as well.

◆ **Important Dates/Tasks to Remember**

- COS Board of Trustees Meeting – Zoom Meeting – Tuesday, April 20th at 6:00 P.M. (Zoom Link: <https://cccconfer.zoom.us/j/92992380245>)
- Collaborating for the Future of Nursing Event – Zoom Meeting – Friday, April 30th at 2:00 P.M. (Zoom Link: <https://siskiyous-edu.zoom.us/j/94331153577>)
- Please remember to fill out the Clinical Site Survey, [linked here](#).
- Write letters of support to COS Administration, Board of Trustees and CA Board of Registered Nursing. Contact information and further direction will be included in a follow-up email.

◆ **Meeting was adjourned at 11:20 A.M.**