

**MINT**  
**JUNE 20, 2002 MINUTES**

**Attendance:**

Cynthia Gustafson, Carroll College  
Joanne Green, Montana Tech  
Ellen Wirtz, Helena COT  
Karen VanDaveer, Montana Tech  
Cheryl Alt, MSU Great Falls COT  
Susan Raph, MSU Bozeman – Great Falls  
Margaret Wafstet, UM Missoula COT  
Jocie Waldron, Carroll College  
Connie Schultz, Chief Nsg. Officer FMDH, Glasgow  
Karen Pollington, Northern MT Hospital  
Casey Blumenthal, MHA  
Barbara Swehla, Board of Nursing  
B. Joan Holbrook, Nurse Recruiter, St. Vincent Healthcare, Billings  
Cheré S. Allen, Project Director, St. Vincent Healthcare, Billings  
Barbara Dewinski-Robinson, MSU Bozeman – Billings  
Betty Mullette, MSU Bozeman – Billings  
Julie Hicketier, Benefis Healthcare, Great Falls  
Danette Melvin, Montana Tech  
Audrey Conner Rosberg, MSU – Billings/COT  
Kathleen Wankel, Miles Community College  
Mary Anne Harding, Montana Tech COT, Administrative Assistant  
Lea Acord, MSU Bozeman  
Susan Kershan, Bozeman Deaconess  
Jane Baker, Montana Tech, Dean

**Welcome 9:40am:**

Margaret Wafstet, UM Missoula COT

Introduction and welcome of Casey Blumenthal, MHA, VP Extended Care Services, who replaced Judy Peterson.

May 21 Meeting – review of minutes. Corrections made and minutes approved.

**Morning Session:**

Open discussion and review of “5 Homework Questions”.

Common theme “Proud of Programs”

- Review and work through strengths and weaknesses.
- Process of collaboration.
- Student / faculty advantages and disadvantages of clinical rotation and experience of students  
24/7.
  - Concern of over saturation of students, which can overburden patients.
  - Patients welcome students and understand they are in the process of learning their profession.
- Importance of embracing fellow employees and students, teach respect.
  - Encourage mentorship / preceptorship.

- Nursing Internship Programs
  - Review with the State Board of Nursing.
  - Develop guidelines and rules to protect students during their internship and to define and differentiate between the student and employee role.
  - Preparation at different levels of nursing education (LPN, ASN, BSN).
  - Get and review data regarding established internship programs.
- Role and demand of LPN vs. RN
  - Barbara Swehla – by the year 2020 the primary need for nursing is the RN.
  - Employer data used to determine needs based on patient care population.
  - Models of care drive models of staffing (review the needs for healthcare and demands of nursing statewide and nationally for next 10-20 years).
- Scenario Planning – goals to accomplish and preparation of needs leading to years to come in nursing care.
  - Data needed statewide and nationally to determine needs.
- Better articulation needed to bridge LPN and RN programs
  - Many difficult barriers.
  - Attitude, Attitude, Attitude (question #3).
  - MINT is working to resolve issues for a brighter future.
  - Scope of practice for LPN and RN are very different making it difficult to mix both levels in nursing education.
  - Complexity of care / practice makes it difficult to produce two levels of nurses in curriculum requirements.
- Articulation LPN to RN to BSN
  - Issues within scope of practice.
  - Concerns of meeting demands of long-term care while limiting LPN education.
  - Strategy and tactics need to be developed for future demand in the marketplace as well as education needs.
    - Produce more RN's to meet demands of 2020.
    - LPN educators would need to be Masters prepared for ASN instruction.
    - Implications for employers, employees and students to move to ASN programs from LPN.
    - Could faculty development be funded by grant similar to North Carolina Grant?
    - Is Oregon Model a solution for Montana education and practice?
    - Explore partnership with AFL-CIO grant – high paying jobs could be developed.
- Concerns of nursing graduates leaving the state for employment within the past 2-3 years.
  - Out of state facilities will pay higher salaries, repay loans (tuition reimbursement), bonuses.
  - Due to limited funding, Montana facilities and hospitals are not financially able to compete with the out of state offers graduates are receiving.
- Johnson & Johnson Campaign
  - Use as a guideline to explain to high school students the nursing profession.

**Lunch Break 12:00-1:00pm:**

**Afternoon Session:**

**Action Items:**

1. Internships for nursing students – Kathy to contact Vermont by July meeting. Barb to ask National Council. (St. Vincent's and Deaconess interested).
2. Lea to explore Oregon Health Sciences collaboration with community colleges, will report at July meeting.

3. \$\$ Grant – EC to call Jerry Driscoll regarding Grant (AFL-CIO).
4. Strategic Plan – based on National Council and South Dakota work. Bring information or send to Margaret (names, availability, etc.) for July meeting.
5. Image of Nursing – support GTF proposal for increased publicity.
6. Loan repayment / tuition refund. Send letters to federal legislators to support. Gather any other relevant information on qualification process.

Connie and Karen to look into how to gather data from Long Term Care & Critical Access Hospitals.

### **Data Committee:**

Presented by Lea Acord. Committee Members: Connie, Karen, Barb, Julie, Lea.

- Use data to help develop Strategic Plan or use as recommendations from conclusions.
  - Discussion of survey for licensed nurses and students.
    - Need to have individual to analyze and summarize data received back from surveys.
    - Danette Melvin offered the *possibility* of having Health Care Informatics students analyze data for class project in Spring 2003.
    - Suggestion of no Survey, use money for Strategic Plan.
- Joyce Scott presented the question to the Data Committee, “What is the capacity of each nursing program in Montana?”
  - Plan method of collecting information at July meeting.
  - **Nursing Education Directors meet to determine tool to find capacity in statewide programs.**
    - **Meeting scheduled July 22, 8:00-10:00am at Commissioners Office, 2500 Broadway, Helena, MT.**
    - **RSVP by July 17.**

### **Articulation:**

Presented by Karen VanDaveer

- Review of handout to clarify individual programs.
- Students have presented questions regarding accreditation.
- Graduation numbers will be added to handout.
- Please e-mail your changes to [mharding@mtech.edu](mailto:mharding@mtech.edu).
- Information will be given to Joyce Scott.
- Consideration of putting information on Board of Nursing web page.
  - Barbara Swehla offered the Board of Nursing to maintain the web page.

### **LPN Directors Meeting:**

- Change of curriculum by Board of Nursing.
- Involvement in RN education.
- Need for LPN education and approach to modify programs.
- Discussed Joyce Scott’s question regarding LPN education by September.
  - Credits, AAS degree, certificate LPN.
- Should all COT’s offer ASN degrees?
- Continue discussion of needs in nursing.
- Financial impact of supporting both LPN and ASN degrees in nursing.

**Next MINT meeting is July 22, 10:00am, at Commissioners Office, 2500 Broadway, Helena, MT.**

**Meeting Adjourned 3:30pm:**