

MINT MEETING
September 17, 2002

Present:

Chere S. Allan	St Vincent Healthcare	chere.allan@svh-mt.org
Thora Beck	Northern Montana Hospital, Havre	
Casey Blumenthal	MHA	casey@mtha.org
Christina Ciccirelli	MSU-COT	
Audrey Conner-Rosberg	MSU Billings-COT	
Blaine Dautec	MSU-COT	
Barbara Derwinski-Robinson	MSU-Bozeman, Billings Campus	bderwins@montana.edu
Milly Gutkoski	for Linda Henderson/ MNA	
Patti Iversen		
Kim Krueger	MSU-COT	
Monica Lenard	MSU-COT	
Marilyn Lindell	MSU-B COT	
Danette Melvin	Montana Tech – Butte	
Carol Moore	MSU Bozeman – Billings	moore@montana.edu
Betty Mullette	MSU Bozeman – Billings	mullette@montan.edu
Kathy Okland	Independent Consultant	kokland@aol.com
Pat Oliver	MSU-B COT	pnpoliver@starband.net
Sharon Pearson	Sen. Conrad Burn's Office	
Leigh Ann Persson	MSU-B COT	
Karen Pollington	Northern Montana Hospital, Havre	
Jenny Price	MSU-B COT	
Mary Rapsom	Colleagues in Caring-Project Director	
Paulette Salyer	MSU-B COT	
Connie Schultz	FMDH, Glasgow	fschco@fmdh.org
Honey Sheline	MSU-B COT	
Janet Suregao-Houk	MSU-B COT	
Shiela Swallow	MSU-COT	
Barbara Swehla	Board of Nursing	bswehla@state.mt.us
Mary Thompson	Deaconess Billings Clinic	mthompson@billingsclinic.org
Karen VanDaveer	Montana Tech	kvandaveer@mtech.edu
Nadine Teal	MSU-B COT	
Margaret Wafstet	College of Technology – Missoula	wafstetm@selway.umt.edu
Kathy Wankel	Miles Community College	wankelk@milesc.edu
Gayle S. Webster	MSU-COT	
Shanna Whiteshield	MSU-B COT	
Ellen Wirtz	Helena College of Tech, UM	wirtze@hct.umt.edu

Welcome and Call to Order: Margaret Wafstet welcomed everyone and introductions were made.

Minutes of July 22, 2002 meeting: The minutes of the July 22, 2002 meeting were reviewed. Corrections were made; Bobbi Derwinski-Robinson made a motion to accept the minutes. Karen Pollington seconded the motion and the board approved the minutes of the meeting.

Report from Data subcommittee: Connie discussed the “white paper” on supply. She informed the group it is difficult to keep ahead of the literature. We need to revisit the goals. The committee is overwhelmed with the changes noted in the literature; somehow the media stays ahead of us. Barbara encouraged everyone to substantiate why we are concerned (i.e. the difficulties in recruitment and retention of nurses.) The consortium needs to make recommendations based on the information gathered.

Mary Thompson mentioned St. Vincent’s and Deaconess in Billings each have a need for over 40 FTE nursing positions. Mary Rapson encouraged everyone to make a case for the future need for more nurses.

Barbara Swehla discussed the need for the National Council of State Boards of Nursing and Immigration Naturalization Services (INS) to work together to help people get visas and licensed in this country. There was a discussion about the ethics of putting the population of the Philippines in harms way by taking the “cream of the crop” nurses from them to fill our needs. We need to show the shortage of nurses in Montana with the hours of overtime worked, the number and cost of traveling nurses, and hiring of Filipino nurses.

Another immediate issue is dealing with present work force issues (i.e. rotating shifts). Mary Thompson discussed nurses quitting their jobs after working night shifts with a 7:1 patient: nurse ratio. They would have one LPN and one CNA to assist them throughout the shift. Kathy Wankel responded to a PN student who complained of being treated disrespectfully as an LPN, by suggesting we should push hospitals toward becoming magnet hospitals. Mary Thompson discussed forming partnerships between school and clinical sites. Audrey Conner Rosberg discussed the millions of dollars being spent on traveling nurses in the Billings area while Connie Schultz shared that those nurses charge up to \$48 per hour and she believes they care nothing for the environment of the agency they work for. Connie shared the workplace environment needs to be addressed; pointing out financial needs were the last on the list.

Barbara Swehla reminded the group of the RN focus because research shows that the positive outcome in patient care is due to the increased numbers of RNs. This does not minimize the need for CNAs and LPNs. New PN students should be encouraged to learn assertiveness.

Bobbie Derwinski-Robinson talked about the work force survey being sent out with the license renewals this fall. Everyone was asked to encourage others to complete and return the forms.

Patty Iverson discussed her research on the nursing shortage in Eastern Montana. She referred to nursing in Eastern Montana as “frontier nursing” where they have a population of 6 per square mile. People that grew up in the area are more likely to work in the frontier settings.

Differentiated practice model project at Northern MT Hospital: Karen Pollington reports seeing changes in the traditional roles in the hospital. The LPN/RN roles are clearer and the people are working together better. Barbara Swehla discussed the issue of licenses limiting your scope of practice, not your ability.

Scenario and strategic planning: Cathy Okland informed the group of her plans for strategic planning if the consortium decided to utilize her services. She was involved in the beginning of the MINT process and knows what it is about. Barbara Swehla mentioned the scenario planning process is a 4 – 6 day event and the information already completed could be utilized in the strategic planning process.

The meeting broke for lunch from 12:00 - 1:00.

Report on Articulation Plan: Audrey Conner-Rosberg opened the afternoon session with a report on the articulation plan. Mary Rapson explained articulation is about more accessibility, without sacrificing uniqueness of each program. It is a tough political issue in nursing because everyone has to give up something to succeed. People wondered “if the model is voluntary, does that dilute it?”. The market place, peer pressure, student pressure, etc. may move people to “voluntarily join.” If we can get most schools involved will that be better than none of them?

Part of gaining support for the program would be to go to the constituencies to present a model. We need to have state forums go back to the schools and show why this is a better way to go. Barb Swehla encouraged everyone to develop a plan to publicize the model. Mary Rapson pointed out if we publicize this, we need to first lay ground work to get ready for an onslaught of students.

John Cech, Dean of MSU Billings COT, along with MSU President Jeff Gamble, will be in Billings this fall to discuss issues between the schools. Barbara Swehla pointed out there is a question of the “quality” in education. We need to define what we think is important in RN education and decide what is the bottom-line need for RN clinicals.

Several students expressed frustration with the lack of transferability of courses between RN and PN programs. They ask why people say an RN “thinks” differently than an LPN. Mary Rapson explained it is a different socialization process. Students want us to find a common goal. The cost of tuition is up and students feel they should have a voice in education. If Montana doesn’t offer flexible education, students will go out of state.

Mary Rapson suggests the steps we need to go through are:

1. Spruce up the articulation model. We need to resolve “1 year work experience” in the Articulation Committee. Karen VanDaveer said work experience and the number of credits to be awarded is a nightmare to document.
2. Take it to the full MINT committee for approval.
3. Then go to the authority figures at each school (a) Dean of School, b) Dean of Nursing, c) Registrar) explaining the model.
4. List the participating schools on the web.
5. Publicize and prepare for an onslaught of students.

Discussion ensued about the authority of the Board of Regents in articulation, the use of NLN mobility tests and faculty qualifications.

Sharon Pearson stated Conrad Burns' office invites the group to make a grant proposal to his office for funding by February, 2003.

Break from 3:15 – 3:30.

Publicity efforts: Kathy Wankel asked if we need to address competency levels for the MINT brochure. Bobbi Derwinski-Robinson stated she feels the brochure is for the whole MINT project and more individual brochures need to be developed for articulation, differentiation, data, etc.

Bobbi will check to see if MSU is able to continue to maintain the MINT web page. Danette Melvin will look into MINT (or nursing education) owning its own web address

There was a discussion about providing information on all schools in the state in the grid developed by Karen VanDaveer. A question arose as to whether or not the information should be included on the Board of Regents web page or on MINT with links from MNA, Board of Nursing, Board of Regents, or elsewhere. The group will make a decision in October about where the information should be and how to maintain current information.

Montana Tech has a statement about different levels of nursing and schools in the state. Karen VanDaveer agreed to share this information with the group at the October meeting and to possibly use in developing a pamphlet about nursing education in Montana. It may be possible for the Montana State University system to fund the development of the pamphlet. We may be able to link with other sites such as Johnson & Johnson, Choosenursing.com, and other sites having information about nursing.

Margaret will write an article for Pulse on the survey with renewals and Casey Blumenthal will write the same for the MHA newsletter.

Next meeting: The next meeting will be held on October 2, 2002 in Missoula just before the Montana Nursing Association meeting.

Agenda items:

- ½ day for subcommittees to work on
 - Articulation model
 - White paper for data
 - Brochures for publicity

The afternoon will be used to discuss and reach a consensus on the articulation model and discuss plans to publicize/circulate to key players.

The November meeting will be held in Miles City and we will discuss our future. Should we apply for grants to continue the work? Should we go through strategic planning with Kathy Okland or someone else?

Adjournment: The meeting adjourned at 4:45 p.m.