

MINUTES
College of Nursing Advisory Committee
ZOOM

Date of Meeting: March 17th, 2021

Members Present: Dr. Amanda Daniels (SPC Level 3 Chair), Anna Neuzil (SPC Level 1 Chair), Brianna DeLaRosa (Director of Learning Empath Health), Jacqueline Hawkins-Johnson (SPC Level 2), Jacqueline Munro (BayCare), Judith Belden (Director of Organizational Development and Learning - BayCare), Katie Marceron (SPC Student Support Coordinator), Kerry Carlisle (Pinellas Health Department), Dr. Louisiana Louis (SPC Dean), Dr. Mary Etten, Hong Tran (SPC Student/NSNA President)

Members Excused: Amari Walker, Andrea Coppage, Andrea Shimko, Angelina Carroll, Clare Owen, Denise Chaney, Janie Johnson, Jennifer Dennis, Jessica Jones, JoAnne Cattell, Monica Roberts, Peggy Dupee (Pinellas County Schools), Sheila Hartigan, Sunita Mejia, Tammy Cappleman, Virginia Schneider

Others present: Terra Bredeson, Marilyn Browne, Dr. Sandy Campbell, Reney Lizotte,

Call to order: 9:00am by Brianna DeLaRosa-Chair Person

Previous Minutes Approved: Postponed to spring meeting.

1. Motion made by: Anna Neuzil to approve minutes of October 28th meeting as written
2. Second by: Amanda Daniels

New Business:

● **Student Testimonial-**

- *"I hope this email finds you well. I would like to share gratitude for my experience at SPC College of Nursing. Graduating in May of 2020, during quarantine and the height of this pandemic proved to be challenging and at times overwhelming. Together, we did it and pushed through. I was fortunate to take and pass the NCLEX in July of 2020."*
- *"During my nurse residency and transitioning from nursing student to a new nurse I often reflect on my educational career at SPC and how prepared I felt as a new nurse. During residency, I felt confident with the information and was able to answer questions that others were unable to because their school simply didn't cover the topics."*
- *"The instructors, content, and resources (Tutoring/NIP) we had available to us as students allowed for such a wonderful learning experience and I wanted to thank you and all of the instructors for this time. I am currently in the BSN program and hope to one day pursue my ARNP."*
- *"Eight months at my new job, I am a preceptor for new grads, have students shadow regularly, and love caring for my patients. The tools and skills I learned at SPC are being shared with integrity. Tips and fun ways to study that I learned from my professors are being passed on to the next generation of new nurses and I cannot express how happy I am to say I am and always will be a Titan Nurse!"*
- *"Special thanks to Dr. Robinson, Dr. Pels, Mr. Greg Morris, and Mrs. Mistretta for their dedication and passion for teaching. You are the real heroes."*
- *"Hi Dr. Louis,
I just wanted to take a moment to say thank you for always being so supportive and encouraging, from that first day I met you in the elevator on the way to Dr. Schroeder's event back in 2018. You always took the time to listen to me and even let me vent when I needed to and I will remember that and your positive energy forever. I am delighted to tell you that I'm starting an ICU Residency on March 29 in Ocala. I hope the new semester is going well for everybody! Wishing you many blessings in 2021!"*

*Sincerely,
AN, RN"*

● **What would you like to see in our nursing program?**

- a. **What should we stop doing?**
- b. **What should we keep doing?**
- c. **What should we start doing?**

- *"we value our partnership and we are always impressed with the quality of education that the nurses at sp College receive, they receive a stellar education from the College. Just one thing as it relates to the pandemic; just an opportunity, I think that you have already put systems and processes in place in regards to enhancing the curriculum of infectious disease and COVID pathology, nursing intervention as it relates to care of patients with infectious diseases and the practice of donning and docking PPE. We are still in the pandemic and I suspect we will be seeing further infectious disease in the future. Strengthening that in the curriculum would be a plus. We also talk about the transitions of care; how patients move throughout the continuum and population based care would be a topic to enhance."-JM*
- *"I second what was said. One thing that I would say about any of our new employees is that we are bringing on is that in the area of community health, as I imagine it is in the hospitals as well, communication skills are something that we continually have to reinforce and reeducate staff for."-BD*

- *"I think that we could even take this to a different level or put a different spin on it. Very often the students have to influence in their role at some level, they are still following their preceptors but, I would like to see them when they become young nurses to be able to influence without authority or position because they are a leader when it comes to the patients they take care of. Beginning to help them understand those concepts of communication and conflict. Understanding how to get their opinions heard by physicians, managers, peers and patients. Also, understanding the diversity of the patients that they work with as well as the people they are working with." –JB*
- *"as a student we are confused about where we are going so steps or keys to communication would be helpful." – HT*
- *"in the summer and fall, we started to require students to do weekly ESBAR's and weekly reflections. That is the communications tool we are trying to use in guiding our students to learn the ways to communicate. Students are required to do one weekly ESBAR; it is submitted and they get feedback on it. We tell them that these should be from a variety of situations. I the idea is that implementing these on a weekly basis will help with communication, since communication is something that the board has previously discussed with us. We also have students doing weekly reflections. Students are supposed to journal weekly on what they are doing well and areas they are finding difficult. This is a way for the faculty to interact and guide students in the areas that are having difficulty." - AD*
- *"we can see a real growth with the beginning level students from the beginning of the semester to the end of the semester. We can see the discussions getting more complex."-AN*

- **CON Reimagine: Transformation, Innovation, and Creativity:**

- a. **The way we teach: Clinical Reasoning;** we have a 3-5 year plan of changes that need to happen, looking at the way we teach. Clinical reasoning is at the top of things that we need to be teaching our students. We are looking at how best to embed clinical reasoning into our curriculum from the first semester and build on that through the program.
- b. **Revising our curriculum**
 - i. **Concept based nursing;** it has been recommended that our program needed to be updated the last accreditation which was 9 years ago. We were just re-accredited last year and we want to make sure that this update is accomplished in advance of our next accreditation. Nursing schools have been adopting a concept-based curriculum because this is the type of curriculum that will help our students be better critical thinkers as well as better prepare them for the Next GEN. NCLEX coming out in 2023.
 - ii. **AACN competency based nursing;** Revising standards and incorporating the competency based nursing. This means that the BSN program will need to be updating their curriculum as well in the next few years.
- c. **How is content delivered;** students learn differently now and learning is different now, we have to adapt.
 - i. **New modality-Live Online;** we adopted this model due to COVID. Our classes were offered online in real time.
 - ii. **Hybrid model;** this semester we adopted a class where students could be in a face-to-face class with the instructor while other students zoomed into that class. We have worked with new modalities and are looking at ways to get the program ready to better support student success. We know that nursing has always been a 100% contact model of teaching and that this may not always be possible in the future so we believe that the hybrid model of teaching is here to stay. We are looking at ways, we can get ourselves ready and all the ways in which students will continue to use technology to learn in different and innovative ways.
- d. **Preparing for the Next Gen NCLEX;** looking at the ways we need to get ourselves ready so that we can prepare students for the Next Gen. NCLEX in 2023
- e. **Student Success;** with all of these changes student success can be impacted in a number of different ways, so we are looking at what steps we need to take to ensure continued student success.
- f. **Simulation expansion;** we are at expanding the simulation experience, this step is underway.
- g. **Updated/using technology in an innovative way;** making sure our classrooms are updated with the technology that we have available to us so that we can continue to educate our students in an innovative way.

Program Updates:

1. **ASN/AND;** we will continue encouraging nursing school enrollment, although we are not increasing our enrollment we are looking at adding an additional weekend program. Our student were featured in the ABC News feature listed below. We are ranked currently 14th in the state. Many of the schools that were compared to graduate 70-90 students a year. Our program is one of the few programs in Florida that graduates over 300 students every year. Even though these results are good we are not satisfied, we will continue to work on our pass rate.

- **News Worthy;**

- **ABC Action News Feature:** COVID -19 pandemic encourages nursing school enrollment. Enrollment at nursing schools

across Tampa Bay is increasing despite some experts worrying the COVID-19 outbreak would scare people away from healthcare professions. <https://youtu.be/vOsjCFFU9E>

- #14 ADN program in Florida: the assessment methodology, which uses several years of data to calculate each school's NCLEX-RN pass rate among first-time test-takers: <https://www.nursingschoolsa;manac.com/rankings/adn/florida>

- **COVID-19 Vaccines;** we have been working hard to get nursing faculty access to the vaccine. Many of our students were able to get vaccines through companies for which they work. We had a plan to work with the health department to be a vaccine distributor but, FEMA stepped in and we have now been added into these processes.
"JB- So regarding your vaccines; just so I am understanding, your faculty is getting vaccinated; what are your projected timelines for your students? It sounds like you were looking to vaccinate them as well.
LL- Well, right now with the work that we have done with the health department and the code they have given us our students who are currently in clinical were given the opportunity to get vaccinated. We do not have any numbers on how many have gotten vaccinated but, we gave them the information on how to get that done before our break.
JB-You don't know who opted to do that but you are offering that to your current direct patient care clinical students?
LL- Yes
JB- is that at all levels?
LL-Yes, all levels.
AD- we are getting feed back from some students. Some don't want it, which is personal preference. We did get emails back from the information that we sent out asking if this was required. We do have some hesitation from some of our students for whatever reason but many are taking advantage and getting it to be protected.
JB-will this be an ongoing option for them? Because there may be some students who, when they get to the hospital think that yes they do want to get this?
AD- As of now, we are not requiring it. I know there are schools in south Florida and some organizations that are already, in order for students to go to clinical and attend nursing school. We have not done that yet. I assume that it will be a consideration for the table to discuss for the future whether it will be a required vaccine or not but, as of now we do not require only recommend it.
JB-Okay good but I was just asking if students would be able to change their minds later?
AD-Oh yes I believe so. There is no timeline on it. Just the availability of the vaccine. We are not stopping or ending the code."
- **Fall Master Rotation;** We had asked for all the request from other schools to be turned weeks prior to this so that all the requests could be slotted in and conflicts found so that when we do go to master rotation it is as seamless as possible. This master rotation will occur on April 21st at 9:00am. We will continue to be via zoom this semester.
- **Program Outcomes;**
 - **Completion rates:** 2017-2018 TBD
 - **Job Placement rates:** 99% based on CON survey
- **NCLEX Pass Rates;**
 - **2019-2020:** second quarter pass rates 97.83% for the NCLEX. Program overall for 2020 at 94.51%. We are very proud of these numbers. We are expecting a dip in the 2021 numbers with the impact of COVID, although we are confident that we will remain above the national average in the 80% and the Florida average that is usually in the 70%.
- **Weekend/Evening Program;** this is where we are looking to expand. The President and the State have been looking at our College to see how we can expand the opportunity. We brought it forward to this Advisory Committee a few years ago, that we are looking into this. With the Hough Foundation being able to expand our simulation center, the President is hopeful that we would at least be able to have a small Evening/weekend program. Especially with the other changes that we have made to our current curriculum, where we do not really have an evening program right now. The plan is currently on the President's desk. We hope that by the next Advisory meeting we will be able to bring this plan and details to you. Worked hard to make sure that this would not be a burden to our clinical partners and we did hear what your reservations about this program were and hopefully we were able to address all of them, we will come back to this topic at the next Advisory meeting.
- **Curriculum Changes;** the college got funding to send two (2) members of our faculty and curriculum committee to a conference so that we can begin to start offering and presenting more next Gen NCLEX style questions. We are process driven currently we are finding that by the time the students move to the next semester we need to reteach the concept to be able to build upon it. In a concept-based curriculum, we will build upon a concept at every level. This will help students to learn how to apply their knowledge to multiple symptoms. These ideas lead directly to the Next Gen where they will be given a scenario to deal with. Currently looking at our curriculum and removing things that are repeated, this will be a big overhaul and we will see a change in how our semesters are laid out. There will need to be a phased out, we hope to begin to implement this by the fall 2022.
- **Upgrade to Simulation Center-Hough Foundation;** we received a large grant to reconstruct our simulation lab and to add to it. We are in the pre-construction phase; construction will begin in the next couple of weeks and should be finished by July. This will give us space for briefing and talking through what students are doing. We have

also received funding from PERKINS to send 10 faculty members to receive their educators' certification for the simulation center. Our new simulation room will have three (3) additional rooms and a control room for the new simulation layout. Five (5) simulations will be able to be run at the same time and students can rotate through. Will be able to run 5 simulations at the same time with students rotating through (shared blueprints for the new simulation lab)

2. BSN

Expected Program Outcomes- these outcomes were revised in 2021.

- 1) trying At least 70% of students will have graduated with a baccalaureate degree in nursing in five years
- 2) At least 70% of all graduates will be employed in the practice of nursing in roles reflective of the BSN degree, enrolled in further nursing education, or serving in the military as a commissioned officer within six to nine months after graduation.
- 3) Within one year of graduation, a minimum of 70% of the respondents will report adequate educational preparation for their role as professional nurses.
- 4) 70% of service area employer respondents will report satisfactions with the knowledge , leadership skills, and practice displayed by the majority of RN-BSN Program graduates at 12 months following graduation
- 5) Within one year of graduation, 70% of graduate respondents will report participation in an activity demonstrating professional commitment to nursing such as membership in a professional organization, serving on a health agency board or committee, or providing volunteer community service in a nursing related capacity; mentoring, precepting, certification, conference or workshop, or ongoing education. Our evaluation committee has tracked these out comes for the last five (5) years and we are currently not only meeting but also, exceeding all of these outcome goals. With the new program that we have implemented out numbers have been steadily rising.

• Enrollment/Marketing Plan

- a. **New RN-BSN flyer-** we did create a new marketing plan and have created a new RN-BSN flyer that we believe was sent to you last time we met. We can resend this if any organizations are still in need of this or would like it sent again.
- b. **Are your organizations having any types of career fairs?** Currently, none of our partner are holding in person career fairs but it does seem that this will change in the near future.
- c. **Any recruitment ideas?** - Looking for new and innovative strategies for increasing the numbers in our RN-BSN program. We would love to hear from anyone who has ideas.

• Curriculum changes implemented fall 2020

- a. **Tracking students who have not completed their Gen.Ed.** - Reney has implemented a system for this so that there is a stopping point for students who have entered the program with outstanding general education requirements. With the changing times and market we had to find ways to remove barriers to getting students into our program while also making sure that at the five (5) year mark they were graduating.

- **Leadership practicum;** the number of hours for students shadowing used to be 45 hours. In the past, this has been a struggle, with COVID we needed to make some changes. Now that students are back in the hospital, the requirements for the course have not changed but the number of hours that a student needs to meet with a leader for shadowing and presentation and has been decreased to 25 hours. We are still experiencing some barriers, and are looking for suggestions for improvement.

"There are many moving parts and different hospitals have a number of different requirements. We are dealing with hospitals across the USA. We are offering the practicum in a virtual way this semester so that students can fulfill their requirements without having a physical preceptor. Hospitals have different requirements and want to keep the students and the employee situation very separate." RL

We have begun to look at this course in its entirety, does a leadership course necessitate a student needing to complete such a course spend a certain amount of hours shadowing a leader? We are looking for creative ways in which a student could complete such a course without having to do hours in a hospital.

"I would be delighted to get a sub group together and do some brainstorming about different clinical experiences. I really like your idea of having a virtual opportunity with a leader you can easily do a virtual meeting with a leader and ask them about an organizations culture and what their personal leadership style is, you could get a lot of great information in that manner. I also agree with the additional virtual component of participating in meetings that a leader would go to, where they are able to observe behaviors and styles of leadership of the people participating. The virtual platform is wonderful suggestion and a great avenue to accomplish the end result of the course." JM

Sub-committee to be formed in the first weeks of summer volunteers include: Jackie Munro, Kerry Carlisle, Brianna DeLaRosa, and Sandy Campbell

- **Accreditation-virtual November 15-17, 2021;** as our advisory board we will reach out to you because we are sure that our accreditors would at least like to speak with you. They have decided to continue with virtual

accreditations through 2021.

- a. **Self-Study update #5;** we have been working on our self-study for at least a year and a half, we are currently on the fifth version, we feel like we are really on target for what the end result should be.
- b. **Consultant is reviewing;** we have hired a consultant, she is very knowledgeable works at Barry University and has lead visits. She is currently reviewing Self-study number 5.

Student Updates: Hong; SNSA President; have been working hard to get students involved with the pandemic. They have worked hard and reached out to students on other campuses with the Medical club to expand the knowledge bases for students wanting to know more about careers, creating events and collaboration for students to get involved.

- Spring 2021 Pinning May 6th, 2021 at 9:00am Clearwater Campus
- They are currently arranging a study Kahoot for lower levels this Friday
- Looking to do Badges for donations next month and attending the convention virtually.

Industry Updates & Discussion:

- **Career Outreach Specialist;** Monica is out Marilyn filling in 2 updates-HCA West Hospital is setting up a meet and greet regarding their graduate nursing program. It will be for the Level 4 students and held in April or May, more details to come. In addition, Health and human services have a career fair on March 24th the PDF has been put in the chat if any of the hospitals would like to attend.

- **Industry Updates;**

Brianna DeLaRosa and Mary Etten - Empath Health: *"Empath Health, Suncoast Hospice have officially partnered with Stratum Health Care, this will be a new and different venture. They have a Nurse Residency Program where they invite a nurse graduate who is interested in working in being a hospice nurse to complete a 12-month training program to be better able to work with the dying and their families. Hope that this partnership will develop other innovative programs such as this" ME*

"Stratum Health is in Manatee, Sarasota, Desoto, and Charlotte Counties. We are looking forward to working with them they have similar values to Empath Health and operate in a similar way." BD

Judith Belden and Jacqueline Munro – BayCare: *"Looking at expanding student experiences in our COVID positive and persons under investigations units. This would be for students in their final practicum. We hope to be able to come to final decision and create an announcement that will be able to be sent out to our school partners. We continue to work towards automating the students on boarding and Master Rotation process. As a team, we will be having further discussions. We are launching a new role called the graduate nurse role. Traditionally we hire students after graduation after they have completed and passed their NCLEX exam. We are exploring the opportunity that once a student receives a letter from the state board of nursing as well as ATT they could be hired into the system to start working on their skills at the bedside." JM*
"Judith and I (Dr. Louis) have been working together transitioning the BSO students to attend classes on campus. This will allow for better consistency across the board, simulation will still take place at the BayCare site." LL

Kerry Carlisle-Health Department: *"The Health department is still all about COVID. We are helping to get vaccinations rolled out, and working with many partners. There are about 190,000 people in Pinellas County who have been vaccinated and 50% of them are seniors. I have been working with the COVID investigation for Pediatric patients. We have been working 6 days a week for a number of weeks now. We are starting to see a lull in the numbers although with Spring Break and the visitors to the state we expect to see an uptick in those numbers." KC*

Sandy Campbell- College Fund of Pinellas County: *"we help financially needy but scholastically excellent students obtain scholarships for college. Students can attend any college in the country but must live in Pinellas county. Typically, we work with high school seniors but we have adults who are returning to higher educations as well as single parents. Students need to have a high school GPA of 2.5 and show financial need, we usually see if they qualify for a Pell grant. We are always looking for students, and funds, we accepted 27 students into the program last summer. They receive \$600 per semester or \$1200 a year for four (4) years." SC*

www.collegefundpinellas.org

<https://www.facebook.com/CollegeFundPinellas/>

Plans for next meeting:

- **Evaluation Link-** [Advisory Committee Annual Evaluation 2020-2021](#)
- **Faculty Needs-** We do have faculty needs, specifically adjuncts but we will have full time available if you know anyone who would be interested.

Adjournment:10:37am

Secretary -TB