



RICK SNYDER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY  
AFFAIRS  
LANSING

SHELLY EDGERTON  
DIRECTOR

**MICHIGAN BOARD OF NURSING**

**MAY 5, 2016 MEETING**

**APPROVED MINUTES**

In accordance with the Open Meetings Act, 1976 PA 267, as amended, the Michigan Board of Nursing met on May 5, 2016, at the Ottawa Building, Conference Room 3, 611 West Ottawa Street, Lansing, Michigan 48933.

**CALL TO ORDER**

Meringa, Chairperson, called the meeting to order at 9:08 a.m.

**ROLL CALL**

**Members Present:** Joshua Meringa, MPA, MHA, BSN, RN-BC, ONC Chairperson  
Ronald Basso, Public Member, Vice Chairperson  
Reginald Armstrong, Public Member  
Kathy Bouchard-Wyant, RN, BA  
Jill DeVries, LPN  
Lars Egede-Nissen, Public Member  
Paula Hopper, RN, MSN  
Elaine Leigh, DNP, RN, FNP-BC  
Lawrence Olson, Ph.D, Public Member  
Kristoffer Tobbe, Public Member  
Jessica Ann Tyson, Public Member (Left at 11:05)  
Mary VanderKolk, RN, MSN  
Deborah Vendittelli, DNP, RN, ANP-BC  
Amy Zoll, RN, CNM

**Members Absent:** Cynthia Fenske, RN, DNP, CNE  
Patricia Harney, Public Member  
Tiffany McDonald, RN  
Glenn O'Connor, CRNA, MS  
Elizabeth Recker, MSN, RN, CNOR  
Denise Steele, LPN

**Staff Present:** Cheryl Pezon, Manager, Board and Committees Section  
LeAnn Payne, Board Support, Boards and Committees Section  
Kerry Przybylo, Policy Analyst, Boards and Committees Section  
Krista Moorman, Analyst Enforcement Division  
Virginia Abdo, Manager, Compliance Section  
Bridget Smith, Assistant Attorney General







## MOTION PREVAILED

Hopper directed the Board to the Education Committee RN Report and provided a verbal highlight. (See attached addendum #3)

MOTION by Hopper, seconded by Basso, to accept the RN Report presented by the Nurse Education Committee.

Discussion was held.

A voice vote followed.

## MOTION PREVAILED

### **Department of Health and Human Services – Office of Nursing Policy Report**

Deborah Bach-Stante prepared the “MDHHS - Office of Nursing Policy (ONP) Report,” dated May 5, 2016. (See attached Addendum #4.)

### **Vice Chairperson’s Report**

Basso informed the Board he had the opportunity to work on the DSC. He expressed what a great experience it was and what great people sit on the committee.

### **Chairperson’s Report**

Meringa directed the Board to the Chairperson’s Report as follows:

March 2016:

- Allegation review 26 cases (20 authorized for investigation)
- Summary suspensions 6
- CE Review/approvals 3
- Case reviews/Conferee 0
- Compliance conferences 0
- NCSBN: Midyear Meeting March 14-16 (Josh & Paula Attended)

April 2016:

- Allegation review 10 cases (6 authorized for investigation)
- Summary suspensions 3
- CE Review/approvals 4
- Case reviews/Conferee 0
- Compliance conferences 0
- NCSBN: None
- NCSBN IT/Operations Conference, May 24-25, Chicago, IL
- NCSBN Discipline Case Management Conference, June 6-8, Norfolk, VA

- NCSBN NCLEX Conference, September 12, Philadelphia, PA

Meringa informed the Board we need two alternates for the DSC. He asked board members to email him if they are interested.

## **OLD BUSINESS**

Przybylo informed the Board that scholarships are not available from the Nurse Professional Fund for HPRP enrollees as it is not listed as a permissible use of funds pursuant to MCL 333.16315

## **NEW BUSINESS**

### **Discussion of Latoya regarding deficiencies**

Hopper advised the Board that Latoya has less than a 40% pass rate. The site visit indicated they have not implemented the NCLEX improvement plan.

MOTION by Hopper, seconded by Tobbe to send a letter giving Latoya a timeline to comply with the improvement plan. If they do not comply, a withdrawal of status as an approved program will begin.

Discussion was held.

A voice vote was held.

MOTION PREVAILED

### **Discussion of Nursing Education Committee's position on R 338.1204 Examinations; eligibility; reexaminations (5) and (6).**

Przybylo asked the Board two questions:

1) What nurse education programs are acceptable to the board for students who have not passed their NCLEX Exam within the confines of Rule 338.10204?

It was decided the wording under Rule 338.10204 is confusing.

MOTION by Hopper, seconded by DeVries, to permit that the following programs be considered acceptable to the board under Rule 338.10204:

- A) NCLEX-PN review courses for students desiring to take the NCLEX-PN exam.
- B) NCLEX-RN review courses for students desiring to take the NCLEX –RN exam.
- C) Certificate of completion must be submitted to determine eligibility to re-sit for the NCLEX exams.

Discussion was held.

## MOTION PREVAILED

2) Can a student who has completed an RN program sit for the NCLEX-PN? The Nurse Education Committee recommends that RN students cannot sit for the NCLEX-PN under the current rules.

The Board confirmed an RN cannot sit for the NCLEX-PN without being certified as a PN prior to sitting for the exam.

## HPRP Annual Report

Linda Taft presented the Board with the Annual Report. Taft thanked the Board for the opportunity to be on the Health Professional Recovery Committee. Taft informed the Board her term is up 12/31/16. They will need to appoint someone else.

## Department Update

Przybylo updated the Board the Rules are moving.

## PUBLIC COMMENT

None

## ANNOUNCEMENTS

The next regularly scheduled meeting will be held June 1, 2016 at 9:00 a.m. at the Ottawa Building, 611 West Ottawa Street, Upper Level Conference Center (UL), Conference Room 3, Lansing, Michigan.

## ADJOURNMENT

MOTION by Tobbe, seconded by Bouchard-Wyant, to adjourn the meeting at 11:35 a.m.

A voice vote followed.

## MOTION PREVAILED

Minutes approved by the Board on Jun 1, 2016.

Prepared by:

LeAnn Payne, Board Support

May 5, 2016

Addendum #1

# **AMENDED MINUTES** **For** **Nursing Education Committee**

March 2, 2016  
1:30 p.m. to 3:30 p.m.  
Conference Room 4  
611 W. Ottawa, Upper Level

Chairperson: Paula Hopper  
Members Present: R. Armstrong, E. Leigh, M. VanderKolk, D. Vendittelli,

**NOTE:** All Board members may vote on this report, pursuant to MCL 333.16148.

## **LPN PROGRAMS**

### **Initial Program Approval:**

Dorsey Schools: They submitted acceptable evidence of additional instructors and clinical sites to support students. Board requested a site visit before initial program approval is granted.

### **Self-Study**

Schoolcraft College: Self Study was approved. Very well done.

### **Self-Study Extension Request**

Kirtland Community College: Final Extension granted until 5/2016.

### **Major Program Change:**

Kirtland Community College: School has withdrawn the request.

Schoolcraft Community College: School requested additional students and a decrease in total program credits. Report was well written and well supported.

Gogebic Community College: Approved and we look forward to hearing their experiences with a concept based curriculum. Committee noted that it was innovative and written exceptionally well.

**Faculty Exception:** Kirtland Community College: Approved for year 2 of 5. Margaret Gerulski 2<sup>nd</sup> year exception approved.

Addendum #2

## **EDUCATION COMMITTEE LPN MINUTES**

**May 4, 2016**  
**12:30 p.m. - 3:30 p.m.**  
**Ottawa Building – Upper Level Conference Room 5**

Chairperson: Paula Hopper  
Members: R. Armstrong; C. Fenske; E. Leigh, K. Olson; M. Vanderkolk; A. Zoll, D. Venditelli

### **Amendment to 3/2/16 minutes:**

There was an error on the 3/2/16 minutes pertaining to Dorsey Schools. Below is the original entry and the corrected entry.

#### **Original Entry:**

##### **Major Program Change:**

Dorsey Schools: They submitted acceptable evidence of additional instructors and clinical sites to support students. Board requested a site visit before major program changes is approved.

#### **Corrected Entry:**

##### **Initial Program Approval:**

Dorsey Schools: They submitted acceptable evidence of additional instructors and clinical sites to support students. Board requested a site visit before initial program approval is granted.

### **Major Program Change Request:**

**Grand Rapids Community College:** The major program change was well done and is approved.

### **Report:**

**Davenport University:** The general education courses for PN programs for Midland and Warren Campuses were submitted. The report is approved.

### **Self-Study:**

**Kirtland Community College:** The self-study was very well done. The report was approved.

### **NCLEX Improvement Plan:**

Everest – Southfield: The improvement plan was received and approved.

**NCLEX Improvement Plan Letters:** The committee determined that 12 PN programs were to receive NCLEX Improvement Plan letters.

### **Other Business:**

**Latoya's Health Education:** Approval of committee post site visit to send a letter notifying the school of deficiencies in order to set the time line to withdraw approval.

**Dorsey Schools:** Approved school's request to extend pilot program.

**Discussion of Nursing Education Committee's position on R 338.1204 Examinations; eligibility; reexaminations (5) and (6).**

1) What nurse education programs are acceptable to the board for students who have not passed their NCLEX Exam within the confines of Rule 338.10204?

Nursing Education Committee recommends that the following programs be considered acceptable to the board under Rule 338.10204:

- a) NCLEX-PN review courses for students desiring to take the NCLEX-PN exam.
- b) NCLEX-RN review courses for students desiring to take the NCLEX –RN exam.
- c) Certificate of completion must be submitted to determine eligibility to re-sit for the NCLEX exams.

2) Can a student who has completed an RN program sit for a PN NCLEX? The Nurse Education Committee recommends that RN students cannot sit for the NCLEX-PN under the current rules.

**Follow Up:**

Northern Michigan University: The committee approved to begin withdrawal of program approval procedures if the program did not submit leveled objectives that were requested on 1/7/2015. The deadline was set for May 17, 2016 at 5:00 p.m.

Addendum #3

**EDUCATION COMMITTEE RN MINUTES**

**May 4, 2016  
1:30 p.m. - 3:30 p.m.  
Ottawa Building – Upper Level Conference Room 4**

Chairperson: Paula Hopper

Members: R. Armstrong; C. Fenske; E. Leigh, K. Olson; M. Vanderkolk; A. Zoll, D. Vendittelli

**PLEASE NOTE: Pursuant to MCL 333.16148(5), a Board member who is an LPN cannot vote on RN program actions.**

**Initial Program Approval:**

**Baker College – Jackson:** Initial program approval is approved pending a site visit.

**Spring Arbor University:** Initial Program Approval was granted.

**Full Program Approval:**

**Baker College- Allen Park:** The site visit was received and very well done. Full program approval has been granted.

**Self-Study:**

**Saginaw Valley State University:** The self-study was received and approved.

**Major Program Change:**

**Grand Rapids Community College:** Major Program Change was received and approved.

**Monroe County Community College:** Major Program Change was received and approved.

**Annual Report:**

**Alma College:** Approved pending submission of a Faculty Exception Request for Allison Neyer.

**4 year report:**

**Davenport University:** The 4 year report was received and approved.

**Kirtland Community College:** The self-study received an approved.

**NCLEX Improvement Plan:**

**Eastern Michigan University:** The NCLEX Improvement plan was received and approved.

**Kirtland Community College:** The NCLEX Improvement plan was received and approved. We look forward to seeing improvement in NCLEX pass rates.

**NCLEX Improvement Plan Letters:**

The committee determined that 28 RN programs were to receive NCLEX Improvement Plan letters.

**Faculty Exception Requests:**

**Baker College –AH (ADN):**

The committee granted exception requests for:

Tammy DiSteffano: approved for year 1 of 5.

Jill Kaiser: approved year 1 of 5.

Suzanne Luggier: approved year 3 of 5.

**Delta College:**

The committee granted exception requests for:

LeAnn Reif: approved year 1 of 5.

Kelly Kalinowski: approved year 1 of 5.

**Kirtland Community College:**

The committee granted exception requests for:

Stephanie Mansfield: approved year 1 of 5.

Melinda Hawley: approved year 1 of 5.

**Montcalm Community College:**

The committee granted exception requests for:

Kimberly Holt: approved year 3 of 5.

**Change in President's Office:**

St. Clair County Community College has a new President and CEO., Dr. Deborah A. Snyder has replaced Dr. Kevin Pollock. Next meeting May 31, 2016

Addendum #4



RICK SNYDER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF HEALTH AND HUMAN SERVICES  
LANSING

NICK LYON  
DIRECTOR

DATE: May 5, 2016

FROM: Deborah Bach-Stante, Director, Office of Nursing Policy

TO: Michigan Board of Nursing

RE: **MDHHS – Office of Nursing Policy Report**

**FY2017 Planned Projects**  
**Online Support for Transition to Practice**

Nursing education and practice have identified an increasing need to recognize and address the need for support for new nurses as they transition from educational programs to their first clinical nursing position. National data demonstrates greater than 40% turnover of licensed nurses from their first job within two years of graduation. This increases costs to health systems and impedes the ability of healthcare provider organizations to realize the improved safety and efficiency benefits gained by having more experienced nurses on staff. There is also a shift occurring in healthcare nationwide that is characterized by shorter inpatient stays and more reliance on community based care. Nursing education still occurs primarily in acute care settings, leaving new nurses less prepared for increasing available roles in non-acute care settings. While large health systems have begun to adopt nurse residency and other comprehensive transition to practice programs, smaller community hospitals, critical access hospitals, and long term and community based organizations, often lack the educational expertise and available staff to develop sufficient transition to practice programs. In addition to the Preceptor Academy performed in FY2016, the Office of Nursing Policy (ONP) is addressing this need through creation of online resources to support transition to practice in all health care settings. Informed by a FY2014 provider survey of nurse executives in acute, long term, and community based healthcare settings in Michigan on current transition to practice efforts and needs, and subsequent meetings of a focus group of individuals surveyed, three educational modules are currently being developed and will be in various stages of testing and completion at the end of FY2016. In FY2017, the final module will be programmed and tested, with two being finalized based on input provided during testing conducted in FY2016 and FY2017. These initial modules were created for the following three areas that were identified by all three types of care settings, as being most in need of educational reinforcement during transition to practice:

- Communication.
- Safety and Quality.
- Evidence Based Practice.

Evaluation data will be collected at the completion of each module. In addition, an outcome evaluation to measure the impact of the training at the point of care will be developed and implemented in FY2017,

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once modules are finalized and in use. The timing and structure for the evaluation will be presented to the Steering Committee at their next meeting. Budget, not to exceed \$124,764.

#### **Nursing Licensure Survey and Workforce Analysis**

This project is in year two of a three year grant that began in FY2016. The project includes updating, formatting, evaluating and reporting the results of the nursing licensure survey distributed by LARA in conjunction with nursing licensure renewal. Based on the input of stakeholders, the survey tool was updated early in FY2016. A subsequent review of the tool will be performed late in FY2016 and could result in additional edits to the tool in FY2017. Evaluation of the data will be presented in both a written report and an interactive, online, searchable format. Budget, not to exceed \$68,997.

#### **Nurse Mapping**

This project is in year two of a three year grant began in FY2016. The project includes updating, evaluating and reporting the characteristics of nurses licensed in Michigan based upon analysis of data obtained by LARA during the nursing licensure renewal process. The results are presented in an online, searchable format that can be viewed at the following URL: <http://www.minursemap.org>. Evaluation of the results will include comparison of past evaluations. Budget, not to exceed \$48,000.

#### **Develop and Begin Careers in Nursing Pilot to Run for 2017/2018 School Year**

Recruiting into health professions individuals from communities with health professional shortages is a strategy that has demonstrated some success in addressing the shortages in those specific communities. Efforts addressed at offering scholarships and holistic admissions policies have had limited success, often due to individuals from these communities having insufficient preparation and associated long educational paths to meet academic requirements for admission and success in health professional education programs. One strategy showing some success at addressing this issue has been to target efforts at K-12 students to interest them in and prepare them for careers in healthcare. Various programs exist to provide supplemental educational opportunities to communities and information about careers in nursing to students, their parents, counselors, and teachers. By targeting a diverse student population, some of these efforts also attempt to address health disparities in their community by attracting a more diverse pool of students to the nursing workforce.

This pilot project proposes to target middle school students in an urban community that has designation as a health professional shortage or medically underserved area. The middle school population was chosen for this pilot project due to this being the first point in a young person's educational experience when they are making decisions about what coursework they will, and will not include, in their educational experience. In addition, in Michigan, the final year of middle school is the time when students are required to think about careers and create an educational plan for high school that will provide the educational foundation for their identified, preferred areas of study. A student not identifying nursing as an area of interest at this point in their education, may later lack required coursework to meet criteria for admission to nursing educational programs. They may also fail to seek information and learn about opportunities for enrichment that would both strengthen their application to a nursing educational program and better prepare them for success in that program. For this effort to be successful, it would require identification of the pilot community and education and outreach to necessary community

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partners. To synchronize with the educational calendar, the pilot project would necessarily begin late in FY2017. An evaluation of the number of students from the pilot community preparing to pursue and pursuing nursing careers, and the responses of parents, counselors, and teachers would be evaluated at the conclusion of the pilot project. Budget, not to exceed \$53,078.

#### **Clinical Placement Pilot Project**

Last year, through a grant from the ONP, the Michigan Public Health Institute (MPHI) conducted a survey of nursing educational programs in Michigan to determine whether clinical placement needs were being met, and if not, identify the types of clinical placements in the shortest supply and reasons provided for inability of a clinical site to provide a clinical placement opportunity. In survey responses, Michigan nursing education programs have identified clinical placement as a concern for students in both Bachelor of Science in Nursing (BSN) programs and Advanced Practice Registered Nurse (APRN) programs. The clinical placement type identified as having the most unfilled need was pediatrics. Pediatric nursing clinical placements were in short supply for BSN students in general and for APRN students in all specialties with the need for training in pediatrics. One of the reasons provided for not allowing a clinical placement was the perceived negative impact on provider productivity at the site and other responses to this question. Mentioning things that impact productivity, implied a perceived negative impact of clinical placements on the productivity of providers.

In follow up to this survey, the ONP has provided a grant to MPHI to develop and evaluate a clinical placement pilot project. The goal of this pilot project is to gain an understanding of the process and available data for conducting a study of this nature while improving the evidence base with respect to the impact on nursing productivity of hosting a nursing clinical placement at a clinical site. Pediatric clinical placements for nursing students may involve provision of services to the clinical setting in exchange for supervised pediatric learning opportunities. To not affect existing clinical placement arrangements, new clinical placement sites are being explored for these educational experiences. The research question is: Are clinical sites and the nurses employed at those sites, more or less productive due to the presence of a nursing clinical placement? The MPHI will assist the ONP, Michigan Department of Health and Human Services in configuring and evaluating the project for the 2016/2017 academic year. Based upon identified pediatric clinical placement needs, reasonable proximity to available sites, and a clinical placement structure that aligns with available placements, schools that responded to the FY2015 survey and indicated a willingness to participate in follow up efforts to the survey are being approached for participation in this pilot project. Discussions are in progress with pediatric community health clinic placement sites, so no specific details are available for the pilot project at this time. An outcomes analysis measuring the impact of the clinical placements on nurse productivity at the sites will be designed following selection of sites. Dependent upon the characteristics of the clinical placement sites, data methodology employed for the outcomes evaluation will include some combination of the following:

- Descriptive statistics and comparisons among sites. (Excel, SPSS)
- Survey results, time series, and trends. (SPSS)
- Qualitative analyses of interview results using software. (Excel, SPSS, other)
- Pre-/post comparisons of nursing productivity, both quantitative and qualitative. (SPSS, Excel). Compare to standards for local public health nurses.

Budget, not to exceed \$94,602.

Total MPHI Budget not to exceed \$389,441.