

## Nursing Council on Workforce Sustainability (NCWS) Meeting Agenda

MEETING INFORMATION	INVITEES 12/14/2023		
<p><b>Conference Line Info for Zoom:</b></p> <p><b>Join from PC (Program Coordinator), Mac, Linux, iOS, or Android:</b>  <a href="https://umassmed.zoom.us/j/97466362684?pwd=Um9QNnl1aFdLUlIiYlNlYlNGUGpyWjdHQT09">https://umassmed.zoom.us/j/97466362684?pwd=Um9QNnl1aFdLUlIiYlNlYlNGUGpyWjdHQT09</a>            Password: 001935</p> <p><b>To call in (audio only)</b>            (312) 626 6799  <b>Meeting ID:</b> 974 6636 2684  <b>Password:</b> 001935</p>	<p>Adam Cutler (Commonwealth Corporation)</p> <p><b>Amanda Stefanczyk Oberlies</b> (Organization of Nurse Leaders)</p> <p>Angel Soto (National Association of Hispanic Nurses, Massachusetts)</p> <p>Antoinette Hays (Association of Independent Colleges and Universities, Regis College)</p> <p>Brittany Brown (Bureau of Community Health and Prevention)</p> <p><b>Charlene Verga</b> (Massachusetts Nurses Association)</p> <p>David Auerbach (Health Policy Commission)</p> <p><b>David Cedrone</b> (Department of Higher Education)</p> <p><b>Dave Cruise</b> (MassHire Hampden County Workforce Board)</p> <p><b>Eamon McCarthy</b> (ForHealth Consulting)</p> <p>Ernest Houle (Massachusetts Association of Vocational Administrators)</p> <p><b>Eileen Merisola</b> (Massachusetts Executive Office of Health and Human Services)</p> <p><b>Hannah Hermanson</b> (ForHealth Consulting)</p> <p><b>Heather Cambra</b> (Massachusetts Board of Registration in Nursing)</p> <p>Jacob Ward (Interprofessional Center for Experiential Learning &amp; Simulation at UMass Chan)</p>	<p><b>Jay Prosser</b> (St. Vincent's Hospital)</p> <p>Jennifer James (Executive Office of Labor and Workforce Development)</p> <p>Jessica Carpenter (ForHealth Consulting)</p> <p>Joanne Marqusee (Executive Office of Health and Human Services)</p> <p>Judith Pelletier (Upper Cape Cod Regional Technical Schools)</p> <p><b>Karri Davis</b> (Beth Israel Lahey Health)</p> <p><b>Kim Stevenson</b> (Massachusetts Health and Hospital Association)</p> <p><b>Laura Black</b> (Massachusetts Coalition of Nurse Practitioners)</p> <p><b>Lisa Carchia</b> (Massachusetts Association of Community Colleges)</p> <p><b>Lisa Fugel</b> (Springfield Technical Community College)</p> <p><b>Lisa Thomas</b> (Massachusetts and Rhode Island League for Nursing)</p> <p>Lozel Greenwood (Philippine Nurses Association of New England)</p> <p><b>Lynne Hancock</b> (American Nurses Association, Massachusetts)</p>	<p><b>Marie Tobin</b> (Department of Higher Education)</p> <p><b>Michelle Heatley</b> (ForHealth Consulting)</p> <p><b>Pat McNamee</b> (Massachusetts Board of Registration in Nursing)</p> <p>Pat Noga (Massachusetts Health and Hospital Association)</p> <p>Paulette Seymour-Route (UMass Memorial Medical Center)</p> <p><b>Patricia Yu</b> (Executive Office of Health and Human Services)</p> <p><b>Peta-Gaye Johnson</b> (MassHire Hampden County Workforce Board, Inc.)</p> <p>Sasha Albert (Health Policy Commission)</p> <p>Sasha DuBois (New England Regional Black Nurses Association)</p> <p><b>Sara Goodrich</b> (Bay Cove Human Services)</p> <p>Sasha Albert (Health Policy Commission)</p> <p>Silda Melo (American Nurses Association, Massachusetts)</p> <p><b>Tara Gregorio</b> (Massachusetts Senior Care)</p> <p><b>Tammy Retalic</b> (Hebrew SeniorLife)</p> <p><b>Teresa Cataldo</b> (RFK Community Alliance)</p> <p><b>Tim Burgers</b> (Home Care Alliance)</p> <p><b>Traci Alberti</b> (Merrimack College)</p>

			<b>Waleed Khawaja</b> (ForHealth Consulting)
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12/14/23 Agenda			12/14/23 Decisions and Next Steps	
Name	Time	Topics	Key Notes/ Decisions	Next Steps
Jay Prosser & Michelle Heatley	11:30 – 11:40	Welcome message from the new NCWS Executive Director, Jay Prosser	<ul style="list-style-type: none"> <li>Jay yielded extra time to Heather Cambra from BORN</li> <li>She provided updates on the approved policies that address internal changes to alleviate staffing challenges for individuals entering the workforce.</li> <li>The board approved two policies: <ul style="list-style-type: none"> <li>When education institutes sought to increase their attendance, they had to reach BORN 6 months in advance. Policy has cutback from 6 months to 2 months.</li> <li>Nursing Programs must have accreditation from BORN institute and program. Out of state LPN without accreditation, the policy allows them to investigate the curriculum and program for approval. Allow the individual to begin practicing in Massachusetts.</li> </ul> </li> </ul>	

			<ul style="list-style-type: none"> <li>▪ Not waive accreditation, but when accreditation is the sole issue, it allows them to investigate the curriculum.</li> <li>• Sought to address the expediency and efficiency of the accreditation.</li> <li>• Pat McNamee provided insight that it is important that education must be considered when evaluating the LPN programs.</li> <li>• Any questions, please reach out to Heather Cambra by email: <a href="mailto:heather.j.cambra@state.ma.us">heather.j.cambra@state.ma.us</a></li> </ul>	
Jay Prosser	11:40 – 11:50	Clinical Placement committee update: findings on use in different states	<ul style="list-style-type: none"> <li>• Deliverable by 12/31 was to look at the various Clinical Placement systems in other states and research their programs, the processes around Clinical placements, and end user feedback (individuals from hospital and care world)</li> <li>• In-depth review of the current Massachusetts clinical placement model for access, functionality/value, and processes around the workflow</li> <li>• The current CCP system already has, or has a framework of, most of the key elements.</li> <li>• Created a list of seven recommendations and created a document to bring to the council for implementation.</li> <li>• Over the future months, committee will further detail the seven CCP recommendations</li> </ul>	
Hannah Hermanson	11:50 – 12:00	Data committee update: dashboard design	<ul style="list-style-type: none"> <li>• The committee submitted recommendations to EOHHS for what should be included in a nursing workforce dashboard.</li> <li>• The goal is to help organizations across the commonwealth better understand workforce trends and advocate for policy and funding to ensure sustainability of the workforce.</li> <li>• Allows users to visualize and understand the data clearly and understand trends that are affecting the workforce.</li> <li>• Committee members agreed upon primary and secondary variables that allow for filtering of the data.</li> <li>• Demonstrate positive and negative changes of the workforce across years in the past and future.</li> <li>• Tammy Retalic asked about investigating where the LPNs are currently working. Is important to monitor as the LPN role expands and evolves into other care locations. Hannah provided insight of the filters for LPNs that will allow for understanding of job setting.</li> <li>• This dashboard will be first iteration and will be expanded upon after feedback from users for a second iteration in the future.</li> <li>• The dashboard will provide a platform to forecast changes in the workforce based on changes in the healthcare system</li> </ul>	

Karri Davis	12:00 – 12:10	Policy & Practice committee update: NLC recommendation	<ul style="list-style-type: none"> <li>• Leadership of the NCWS discussed the need to establish a standard voting proceeds for when the committee drafts recommendations. <ul style="list-style-type: none"> <li>◦ Adhere to the Robert's Rules of Order which states 2/3rds of a majority are needed to pass a recommendation.</li> </ul> </li> <li>• The committee drafted recommendations on Massachusetts' entry into the Nursing Licensure Compact</li> <li>• Investigated the NLC from the lens of patient access to care, administrative burden, and creating a safe environment for the nurses.</li> <li>• After council meeting, Eamon will provide an email to all council members to vote.</li> <li>• Committee will continue the discussion regarding Medication Administration Technicians and their roles in community settings</li> <li>• Traci Alberti states that the NLC will positively impact nursing education for faculty and students. Allow students and teachers to travel for education and ease the burden on the education.</li> <li>• Laura Black sought clarity about Nurse Practitioners in the compact. <ul style="list-style-type: none"> <li>◦ Heather stated that the NLC does not include APRN and there is a separate compact in early stages that will include.</li> </ul> </li> </ul>	
Tammy Retalic	12:10 – 12:20	Student Pipeline committee update: scholarship distribution	<ul style="list-style-type: none"> <li>• The committee sought scholarship distribution and funding recommendations to increase the number of students entering and completing nursing programs.</li> <li>• Sought to advance diversity, reduce barriers, and promote success for students by providing incentives, grants, and scholarships to support them.</li> <li>• Provided evidence-based literature to support the recommendations when providing them to legislators. The draft will be reviewed and finalized. <ul style="list-style-type: none"> <li>◦ Committee sought to ensure their recommendations can articulate the goals clearly to legislators</li> </ul> </li> </ul>	
Peta-Gaye Johnson	12:20 – 12:30	Simulation committee update: survey plans	<ul style="list-style-type: none"> <li>• The committee began investigating the usage of simulations to support clinical placements to alleviate the burden on nursing faculty and students and address the shortage.</li> <li>• The committee is creating a proposal to increase simulation access, use, resource, and training by up to 50% for all nursing programs.</li> <li>• Recommending that nursing programs do not want to establish 50% of simulation programs to substitute direct care clinical education, but only supplement to direct care clinical placements.</li> </ul>	

			<ul style="list-style-type: none"> <li>○ Heather provided insight that the 50% is a regulation from BORN and will require additional support if greater than 50%</li> <li>○ Lisa Thomas added that it cannot be more than 50% within a specialty area. Schools can be cited by BORN if this is done.</li> <li>• The committee is working on creating a pilot outline and the key elements of the pilot. Plans to create a survey to collect data from nursing programs to capture information needed to conduct the program.</li> <li>• Traci Alberti sought clarity on what will be included on the pilot program and its intended goals, plans, and metrics especially across the state and institutes. <ul style="list-style-type: none"> <li>○ Traci stated that she has colleagues whom would be a good addition to the committee as it moves forward to write recommendations</li> </ul> </li> </ul>	
Traci Alberti	12:30 – 12:40	WCC committee update on Prezi and progress	<ul style="list-style-type: none"> <li>• The workforce capacity committee is working on creating a visual platform that shows the roles and barriers facing the nursing workforce.</li> <li>• Different areas of the roadmap have the definition, importance, barriers, and potential solutions facing that area.</li> <li>• Sought to create a singular location to display the interconnectedness facing the entire workforce. Will be ready for council presentation in January</li> </ul>	
Lisa Thomas	12:40 – 12:50	Faculty committee update: recommendation on nursing faculty policy changes/investments	<ul style="list-style-type: none"> <li>• Faculty committee created two recommendations: <ul style="list-style-type: none"> <li>○ MA Nurse Educator Scholar Program (MANES): full support of 50 graduate students' education within the state of Massachusetts <ul style="list-style-type: none"> <li>▪ Requirements: nurses are enrolled in a MSN, DNP, EdD, or PhD program in MA with focus on nursing education.</li> <li>▪ Requires a service obligation of four years FT as a nurse faculty.</li> <li>▪ Traci Alberti provided insight that it can potentially be limiting when requiring a focus on nursing education as many nurses faculty have educational background outside of nurse education. <ul style="list-style-type: none"> <li>• Lisa Thomas stated that the program will require a 9-credit minimum specific to nursing</li> </ul> </li> </ul> </li> </ul> </li> </ul>	

			<p>education will allow for eligibility for the scholarships.</p> <ul style="list-style-type: none"> <li>▪ Lisa Fugiel asked about addressing the turnover rates facing nursing faculty during the pandemic and post-pandemic</li> <li>○ MA Nurse Faculty Salary Recommendations: compiled salary data for nurse educators (of all levels) and nurse clinician data <ul style="list-style-type: none"> <li>▪ Recommend a salary increase over the two years: 8.7% in year one and 10.5% in year two, totaling 19.2%</li> </ul> </li> <li>• Link to proposed legislation: <a href="#">Titles - S.2815 - 118th Congress (2023-2024): Nurse Faculty Shortage Reduction Act of 2023   Congress.gov   Library of Congress</a></li> </ul>	
Hannah Hermanson	12:50 – 12:55	NCWS updates & upcoming events	<ul style="list-style-type: none"> <li>• MHA 2024 Annual Meeting on January 25-26<sup>th</sup>: great opportunity for members and non-members for networking, learning, and attending speakers. <ul style="list-style-type: none"> <li>○ Meeting will be at The Westin Hotel in Copley Place in Boston <ul style="list-style-type: none"> <li>▪ Parking is available.</li> <li>▪ Potential group rate for hotel booking.</li> </ul> </li> <li>○ Register link: <a href="#">87th Annual Meeting - Massachusetts Health &amp; Hospital Association (mhalink.org)</a></li> <li>○ Speakers are listed on their website</li> </ul> </li> <li>• Michelle and Hannah are presenting at the National Forum of State Nursing Workforce Centers. <ul style="list-style-type: none"> <li>○ Annual Subscriber Meeting will be January 10<sup>th</sup> to 11<sup>th</sup> in New Orleans, LA</li> <li>○ Presenting about using data to address nursing workforce challenges. <ul style="list-style-type: none"> <li>▪ Presentation title: <b>“Ask, Analyze, Achieve, Using Data to Address Nursing Workforce Challenges”</b></li> </ul> </li> </ul> </li> </ul>	
All	12:55 – 1:00	General discussion & wrap up	<ul style="list-style-type: none"> <li>• Next committee meeting is Thursday January 11<sup>th</sup> at 11:30 am</li> <li>• Slideshow deck and voting email will be shared after the meeting</li> </ul>	

**The meeting ended at 12:35.**

**Future agenda items:**
