

Nursing Education Council of British Columbia

Friday, June 8, 2012

Langara College

Minutes of Meeting (BCCAT)

In Attendance:

Debbie Sargent (Vice Chair)	Vancouver Community College
Stephen Bishop	Camosun College (CRNBC Ed. Committee Rep)
Pamela Cawley	Douglas College
Janine Lennox (Secretary)	Langara College
Jocelyne Van Neste-Kenny (Treasurer)	North Island College
Jan Meiers	North Island College
Pam Burton	CAEN Coordinator
Teresa Petrick	Selkirk College
Hannah MacDonald (teleconference)	University of the Fraser Valley
Noreen Frisch (Chair)	University of Victoria
Pam Novak-Cawley	Douglas College
Tricia Marcks	University of British Columbia (Okanagan)
Barb Fenwick	College of the Rockies
Sherri Dahlkie	Vancouver Island University
Jean Nicholson-Church	Kwantlen Polytechnic University
Martha McLeod (teleconference)	University of Northern British Columbia

Regrets: Yvonne Moritz Okanagan College

Guests: Maura MacPhee (UBC) and Hi Jae Jong (UBC student), Cynthia Johansen, Executive Director, CRNBC, Mary Shaw, Christin Penney and Joyce Black, CRNBC.

1. Welcome and Introductions

The meeting was brought to order at 0915 hrs. by Noreen Frisch, Chair. Introductions were made around the table and from those participating by teleconference.

2. Approval of Agenda

Noreen reviewed the agenda and it was approved by consensus.

3. Review of Minutes of March 23, 2012

Minutes were approved as distributed, by consensus with the following corrections.
Correct Tricia's name spelling and add Pam Cawley as participant.

4. Business Arising from the Minutes

4.1 Report of the meeting which took place May 29, 2012 regarding the NECBC Action Framework. Lori McKenzie and Paul Clarke, Ministry of Advanced Education. (MAEd), Sharon Stewart and Debbie McLaughlin, Ministry of Health (MoH). Debbie Sargent, Stephen Bishop, Jean Nicholson-Church and Janine Lennox presented from the NECBC briefing notes and copies of the NECBC Action Framework were given out to these Ministry representatives.

- The participants from the MAEd seemed most appreciative and the responses were generally positive. Quarterly meetings between this Ministry and NECBC were suggested by Lori McKenzie.

- Lori assured us that there is no intent to cut nursing seats. However, there also seemed to be a message that student FTEs would need to be maintained in order for institutions to maintain current levels of funding. Jocelyne suggested that the FTE generations come from the campus and not necessarily specific programs.
- Martha stated two regional health joint information forums have been held in Northern BC. . Lori had indicated that there in intent to do this around the province.
- Sharon Stewart suggested that population based education with an emphasis on Elder Care be visible in our curricula.
- An additional discussion item was the proposed new Entry to Practice Exam for RNs. Both Ministries seemed surprised at some of the information we imparted related to the pass rate statistics for the NCLEX style of test, and they expressed a wish to continue to be informed regarding this topic.
- It was determined to maintain and develop these relationships and to try to include both Ministries in further discussion. Debbie constructed and sent a letter to all participants to thank them afterward and to summarize the discussion and action items.

Action Items:

- 1) **Debbie will make arrangements for further meetings with the Ministries.**
- 2) **Continue with the “alignment” discussion with Lori McKenzie as part of these discussions.**

4.2 Report of the meeting with the CRNBC April 30, 2012 regarding the proposed new Entry-to-Practice Exam.(see letters/briefing note attached to agenda).Janine and Noreen participated as representatives of NECBC with Susan Duncan and Sally Thorne representing the ARNBC. Cynthia Johansen and Pam Ratner from the CRNBC hosted the meeting.

- Cynthia agreed to consider an advisory group from nursing education.
- The contract has been signed with National Council of State Boards of Nursing (NCSBN).
- We suggested a pilot test with some of our graduates.
- Information was not available at this meeting as to whether all provinces had signed on to provide this same exam.

Action Item:

Motion:

5 Reports

5.1 Treasurer's Report (Jocelyne Van Neste-Kenny)

Report was circulated by Jocelyne and accepted by consensus. Participation and fees from Northern Lights (Gerry Gauthier) and North West Community College (Steve Groves) has not been evident over the last year. Jocelyne will investigate.

5.2 Deans & Directors Updates (Bernice Budz)

No recent meeting held.

6 New Business

6.1 **Maura MacPhee (UBC and Hi Jae Jong (UBC student) presentation on developing student eCoP for the province.** A forum for nursing students has been

set up on InspireNet. The focus is on research and sharing of information with the hope that our students and graduates will become more active as researchers. It will be student driven with faculty oversight. There is a document file for each school and a discussion forum. Webinars will be scheduled. They request that we identify representatives for faculty and student to be contact persons. They wish for help with recruiting and ideas. There was a suggestion that participation could become part of course content.

The InspireNet forum will be held Monday, November 5, 2012. Noreen suggested that this is a good way to also connect with CNSA and other student associations. Jae Jung will have a table at the Inspire Net conference.. This will be the first group for students on this forum.

Hand outs included information regarding abstracts and the poster contest for the November 5, Connect 2012 event. Abstract deadline is July 13, 2012 and Posters need to be completed by October 29, 2012. See the InspireNet site for further details.

Action Item: Solicit faculty members from each School of Nursing and forward names to Maura McPhee (UBC) or Pat Atherton (Inspire Net)

6.2 Guest: Cynthia Johansen, Executive Director, CRNBC at 1000.

Cynthia explained her experiences in Health Policy. She was registrar with the College of Dental Hygienists and also worked with the government during initiation of the HPA legislation. She has been with CRNBC for 6 years prior to this current appointment. She sat as the CRNE council chair for years as part of her duties at CRNBC.

- She will count on Deans and Directors and NECBC for information in enacting her role. She wants open communication and is open to both phone and email contact.
- She initiated discussion about the proposed change in the Entry to Practice exam. She acknowledged our concerns and apologized for previous lack of communication.
- Cynthia gave some history of the decision to go with this new exam. Discussion related to this change began prior even to 2006 but the work has been out of the context of nurse educators. Regulators' concerns about security with the CRNE spurred on the decision to move forward with the CAT format. The NCLEX has been in position since 1994 and this is important because building this kind of test takes approximately 10 years. Regulators feel it is a very good practice based exam. As explained by Laurel Brunke (January 20, 2012 minutes) negotiations with the NCSBN has involved a functional practice analysis in both BC and Ontario with new graduates.
- CRNBC has now signed a contract with the NCSBN which is binding to move forward for January 2015. Participation continues with CRNE until then. She emphasized that the level of review is substantive and that CRNBC as the regulator can now look at exam items throughout the year. This is a significant advancement for them as the regulator has not been able to look at the questions with the ASI format. CRNBC has the ability to veto questions with this new exam.

- Development of the new exam will take place soon and we will hear more in next few months. Watch the CRNBC site for updates. There will be opportunities for nurse educators to have input as item reviewers and writers.
- Tricia Marcks asked for further information about the organization of a nurse educator advisory group. Cynthia will see how this proposal fits with the larger group of regulators and NCSBN to ensure our input has the best value. Provincial exam buyers will create a committee to start to work as a collective and the hope is that by the fall there will be clarity. Tricia emphasized her hope for this relationship.
- Noreen Frisch described her experiences with the NCLEX in the United States from the point of view of being faculty in several different states. She states the CAT is psychometrically sound but that she had experienced that faculty find they need to teach to the exam. Currently we teach to the Competencies but the NCLEX tests from a functional job analysis. There is concern that the BSN competencies will not be tested.
- Cynthia stated that a survey of educators will take place and an implementation plan will be developed. BC educators will have the right to review exam items from CRNBC. They have made it clear to NCSBN that this exam needs to reflect our competencies. It is possible to have different CAN and US items as we can take out and put in items as necessary. NCLEX and NCSBN apparently will talk with us as nurse educators in the fall. Barb Fenwick asked how those who live outside the Lower Mainland will participate in the discussion with NCLEX?.
- Jocelyne asked if we have individual exam banks in the States and Canada, will this affect licensure across Canada (migration) or into the US. Cynthia was not sure yet about that.
- Tricia reiterated that our hopes that a rep from our group would be a participant at the implementation design level. Cynthia responded that they need time to figure that out.
- Barbara commented that the BCAAHC had not been informed until just recently about the change in the exam format and that the Health Authorities and BC government ministries were appalled that they did not know this change was taking place. Barbara offered her appreciation of the new interest in informing nursing organizations about the exam issue but it is also true that this one issue has deflated the morale of nurse educators within British Columbia. Jocelynne expressed the wish that we recapture our former relationship.
- Noreen raised the fact that Canadian nurses don't do well on NCLEX and we will have to face issues with extra preparation for this exam. Is there a CRNBC plan for this? Cynthia replied that the job of CRNBC is to regulate the profession and the role is to ensure the exam meets competency expectations. Again, the point was made that they need is to connect with those who are experts in nursing education. Cynthia indicated that it is their intention to do this. .
- Jean made the point that student who will write this new exam are already in our programs and that there is great anxiety about the change. The NCLEX site has some sample tests on their website and they will meet with educators and students.
- Stephen expressed that CASN was concerned as well.

- Suggestions are to Run test exams prior to the unveiling. Cynthia will investigate. There was further concern about the scope and regulation differences between LPNs and RNS. Cynthia feels that this will not be an issue.
- Pam asked if our graduates will meet US requirements for practice if they pass the NCLEX.
- Programs to assist with writing the NCLEX are big business in the US. We don't have the resources to assist our students with this. (It is a multiple choice test that tests decision making).
- Jan Meiers asked about other provinces: Quebec not there yet. May be a NA exam but not there yet. Not all the provinces have signed the binding contract yet. Ontario and BC participated in the last NCLEX item analysis. This helped NCLEX to make the decision to go ahead and bid for the contract. Not a large difference between US and those provinces. The practice analysis will be done again.
- Sandy: This test is more inclined to an appeal process. Students need to know that they will be writing a different exam (Cynthia says a process is in place for appeal of decisions). Institutions will be sued if students are upset. Stephen what do we do if 66% pass rate only.
- Exam will be called the NCLEX. (National Council Licensure Exam) Cynthia; Wants to talk and collaborate. Will come out in a variety of ways. Intent is for NA exam but we have a level of scrutiny.
- Cynthia agrees to become a regular participant at our meetings and will bring updates. Wants to reassure us of the CRNBC intent to provide us with information, participation in the development of the exam, and review as well as to re-build trust and connect with us. . She is excited about the change and the opportunity to move nursing regulation into the 21st C.
- We emphasized that our need is to prepare students and Cynthia was given a copy of the NECBC Given Policy Framework.

<p>Action Item:</p>

6.3 Guests: Mary Shaw (find their titles), Christine Penney (Director of Policy , Joyce Black. CRNBC. Professional standards revision (see briefing note which was attached with the agenda).

Changes in the Standards were presented. It was noted that knowledge and application standards have ben amalgamated and self-regulation has moved under professional accountability and accountability. The effective date for implementing the changes will be November 1, 2012. There is intent to build a conceptual model to help us understand the changes. CRNBC is seeking our advice to get information out to educators. The suggestions are to use existing networks such as Nursing Practice Consultants coming to faculty meetings and dissemination through CRNBC student rep programs or in fact to coordinate both in a joint session so everyone gets the same messag). Barbara noted that there is some consolidation of competencies nationally. Noreen noted that other non-nurse managers require this information.

- Problems exist in several areas. ESN students are being asked to do things they shouldn't do and new graduates also require support. Mentorship programs not as complete as previously. Models for nursing education need updating and Jena noted that the "Hen and chicks mode" doesn't help nursing students with IPP and decision making.
- Suggestions were stronger ties with HA. Invite CRNBC to the forum. (offer to help with transition to practice). ESN and student standard
- Changes were positively received.
- Jocelyne wonders why standards are mostly written for clinicians. How do you apply to instructor/educator relationship? They may start writing these standards to reflect Education/Research/Admin/Policy (client is different)
- PhD students now can't count their doctoral work as practice hours for registration. Mary promises she will bring this forward. Noreen would be happy to work with them. .

Action Items: Future discussion at this table. Reality Shock. What will do?
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7 Lunch

8 Other:

8.1 CASN Guest: Cynthia Baker, Executive Director, Canadian Association of Colleges of Nursing. Discussion of CASN and Issues related to accreditation and other areas of interest nationally for nurse educators.

CASN is interested in NECBC because of the uniqueness of nursing education in BC.

1) CASN accreditation. We expressed the hope that we can coordinate with CRNBC for CASN accreditation. CRNBC now has 7 year approvals. Cynthia confirmed that the intent is to make it easier. They developed an initial tool. CASN is revising accreditation as well. A working group has been created (?Joyce Black involved). (Norma Goldie, Stephen, Joni). CASN is offering accreditation 101 teleconferences. Can ask Joni and Cynthia to do that. Contact Joni Boyd. The point was made that accreditation allows us to make a case for obtaining resources from the Recommendations. (CRNBC seems to have left out faculty credentials, library resources, Didn't ask for faculty CV or research capabilities. Mandate is for entry level competencies.) Now they are not concerned for our philosophical base for our curriculum. (Jean says they were challenged by one school which did not have a philosophy). Progression or attrition rate was not as emphasized. Mantra for CASN: Promoting quality in education. BCIT is having them run through it with them (Barbara Patterson). Scholarship: How many phds, research what is the evidence we need to present?) WE have to have a strategic plan and HR plan.

2) CRNBC does not want to release the review process. Want to streamline. (Credentials and research. Why are these questions n.b. What are the indicators that they find helpful). Patient safety documents. Jean says (resources are n.b. uniqueness, partnerships). Cynthia says have a plan for progress. WE have a variety of educational units and models in BC. Scholarship day maybe at WNRCSN in Edmonton. Various members expressed some concerns about the need to portray all domains of scholarship. Maybe Webinar and use InspireNet. Jocelyne (HHR template. Maybe I need to look into this). Jocelyne and Barbara identified some issues with filling out HHR template after accreditation. Operational issue and Cynthia will investigate. Now there is some orientation for accreditation bureau members. Also issues with reviewers Barb Fenwick. Training of new reviewers helps. And

they will initiate an evaluation process for reviewers. Questions: Can some of the review be done using technology? Expense of 6 days of review!!!

2) CRNE

3) Board meeting in May. Annual conference and interest in hosting it here in 2013. In Ontario still in 2012 (where?).

8.2 CRNE. Position statement. Advisory committee Anne Cogle (College of Registered Nurses of Ontario) is now chair (not Laurel) (apparently a Laurel clone). Response to CASN letter. Wants to foster for success to NCLEX. Early and ongoing communication with educators. Share our interest. CCRNR. Meet in July and will get back to CASN in the summer. Noreen is concerned about preparation. Again we are asking for a pilot in 2014. Council meeting in Nov with comparison regarding the exams. Send Cynthia a letter (advisory committee. BCAHC and government appalled. Go to US regulators websites. Cynthia asked for US/CAN Noreen, Craig Phillips, Julie Gibbler. We appreciated the CASN response. CNSA (? Have an after party). We will share our briefing notes with CASN. Has not met with any other provincial groups like ours. (Manitoba and Quebec didn't sign). Noreen has been asked to call into the next Alberta meeting and will share the briefing note. Noreen says we will need to prepare them. Get someone on the board

Action Items: Cynthia letter. Advisory committee. Who they would talk to? HA involvement. October meeting. We invite MOH and MAED and CRNBC and we create the forum and push the dialogue. Plus HA. Contact NCSB to come too.

8.3 Conference: Host 2013 conference in Vancouver. Us host it. What help does CASN provide. Planning committee working with CASN CASN does leg work and logistics. May change cycle to have three streams (health services, advancing nursing scholarship through teamwork, IPP) Run on cost recovery. What is our financial commitment? (CASN). What is our role? Have a planning committee of about 5 people. They have about 5 meetings with CASN. (June 24 and 25 2013). Would happen during CNA for 1st meeting. Staff at CASN (Choose a theme, peer reviewers, can change the date, Give names to Janine. Meet at CNA (Jean, Janine, Shelli, Noreen, Sandy, Pam Burton). Email to Cynthia.

8.4 RAinE Summary (attached with agenda) Hannah MacDonald (see attachment with agenda)

9 Future Meetings October 26, 2012

10 Additional Consideration

10.1 Noreen Frisch will be on leave from January 2013-June 2013. NECBC will need a new Chair. Debbie pointed out that we need a nominating committee: Tricia and Barbara will form (? Chair, Vice Chair, Treasurer)

June 8, 2012

October 26, 2012

11 Announcements

11.1 WNRCSN will be held on February 19, 2011 in Edmonton, Alberta at the Fantasyland Hotel.

Adjourned at 1520.

WE NEED TO LET THESE STUDENTS KNOW NOW THAT THEY WILL BE WRITING A DIFFERENT EXAM. Take it off the website etc. It is on the brochure that they will write the CRNE.