



Janice K. Brewer
Governor

Joey Ridenour
Executive Director

Arizona State Board of Nursing

REFRESHER COURSES ANNUAL MEETING MINUTES June 1, 2012

AGENDA ITEM	TOPIC	DISCUSSION	ACTION
I.	Call to Order	The meeting was called to order by Pamela Randolph at 10:04am	
	Introduction and Welcome	Randolph welcomed everyone. Participants and Board staff introduced themselves.	
II.			
A	Refresher Course Data	<p>Randolph reviewed the findings of the 2011 Refresher Course Survey provided by refresher program directors. Enrollment in RN refresher programs declined to 250, representing a 43% decline over 2 years from a high of 437 in 2009. Graduation also declined to 139, the lowest number of completers since 2006 when 147 students graduated from refresher programs. Randolph attributed the decline in refreshers to greater awareness of the practice requirement for renewal. There were 17 (7%) Board-ordered refresher students representing a substantive increase from 2009-2010 when 6-9 (2-3%) students enrolled in refresher programs were Board-ordered.</p> <p>Compared to 2010, enrollment in LPN refresher programs demonstrated greater stability than enrollment in RN refresher programs. There was a slight increase in Board-ordered LPN refresher students with 17 in 2011 compared to 14 students in 2010 and 6 students in 2009.</p> <p>Members of the Committee provided additional information regarding current enrollments:</p> <ul style="list-style-type: none"> • Erdman reported Northland Pioneer College NPC enrolled 4 strong students in Spring 2012. • Kutzler reported Pima Community College experienced decreased enrollment and 	

AGENDA ITEM VII.E.2.a.

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		<p>observed fewer students referred by healthcare facilities for being out of practice for 6 months to a year.</p> <ul style="list-style-type: none"> • Borze reported nurse recruiters are screening applicants resumes and it's becoming more difficult to acquire employment. • Weirmann indicated former students are interested in review course because they didn't take their boards when they should have. • Cottrell indicated about a third of her enrollment are NCLEX candidates preparing for the exam and interested in the benefits of the 7 week didactic presentations. Cottrell assure program completers test within 10 days of program completion. Cottrell is seeing more foreign educated students trying to familiarize themselves with the American way. • Heying-Stanley had a reentry nurse from India completed an evidence-based study on the importance of completing Refresher programs. • Dietz reported Mesa Community started strong in the Spring 2012 with 22 students enrolled but many withdrew and did not finish. 	<p>Randolph expressed an interest in reading the student's paper.</p>
B	Program Innovations	<p>Kutzler reported clinical placement challenges have influenced Pima CTD to require students acquire a written clinical agreement with a clinical facility prior to beginning the program. Kutzler shared Pima CTD's Pre-Enrollment Assignments requirements to assure student can demonstrate adequate computer skills to successfully complete the refresher course. The procedure is available at http://dv.pima.edu/~sstimpson/NursingRefresherAssignments.html</p> <p>Erdman reported Northland Pioneer requires students to complete a precourse to enroll in an online course.</p> <p>Dietz reported Mesa Community College's online option continues to be a viable option. The MaricopaNursing structure and preceptorship scheduling system changes will negatively impact the refresher population. Heying-Stanley said the GCC program is more traditional and invited online programs to refer students who prefer this delivery method.</p> <p>Cottrell indicated Seven Healthcare Academy is enlarging their curriculum with activities including the Rapid Response Team and evidence-based practices supporting standards of care and considering extending from 7 to 8 weeks to provide students additional lab time.</p>	<p>Randolph provided attendees with the link to the pre-enrollment assignments policy/procedures on 06/01/12.</p>

AGENDA ITEM VII.E.2.a.

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	Program Challenges	<p>Dietz reported there continues to be confusion regarding scope of practice and St. Joseph’s and Phoenix Children’s will no longer accept refresher students.</p> <p>Cottrell indicated while St. Joseph’s did not accept one of their employees who was enrolled in a refresher program and requested a preceptorship, the hospital ultimately hired and oriented her.</p> <p>Kutzler explained there are fewer RNs available in long-term care (LTC) to supervise refresher students. Cottrell indicated she is very fortunate to have an agreement with a LTC that staffs RNs and the facility is grateful to have the students. Randolph attributed the increase in RN staffing at LTC to an increase in the acuity of patients.</p> <p>Borze experienced challenges with Board-ordered students’ background checks which since resolved with assistance from the Board.</p> <p>Several attendees opined that future clinical scheduling may return to 8 hour shifts as older nurses are less interested in 12 hour shifts. Randolph indicated fatigue studies indicate that back-to-back 12 hour shifts do not provide nurses with adequate rest.</p> <p>Erdman had difficulty acquiring clinical experiences and used a local Indian Health Service Unit, a hospice facility and a community-based behavioral health unit.</p>	
	Program Successes	<p>Cottrell shared she has experienced improved results finding clinical placements in outpatient surgery centers. One student was able to arrange a clinical experience with her neonatologist. Seven Healthcare Academy has experienced success working with psychiatric facilities. Despite these successes, Cottrell informs students she cannot promise they will be able to complete their clinical hours in a hospital setting. Cottrell opined that depending on how long the refresher student has been out of practice, a LTC may be an appropriate placement to acquire basic skills.</p> <p>Cottrell arranged for RN and LPN refresher students at Seven Healthcare Academy to complete background checks and undergo mandatory drug testing. Randolph indicated the hospital criminal background requirements resulted from legal opinion. Randolph shared a recent opinion from the U.S. Equal Employment Opportunity Commission (EEOC) cautions employers to avoid discrimination based when conducting criminal background checks and to base decisions on workplace requirements.</p>	<p>Randolph sent the Health Law Alert article regarding the new guidance from EEOC to refresher program directors on 06/01/12.</p>

AGENDA ITEM VII.E.2.a.

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III.	Board Update		
	Four-Year Follow-Up of Refreshers	<p>Randolph presented her research conducted while completing an NCSBN Fellowship of Regulatory Excellence. Regarding Employment Patterns of Refresher Nurses (RCN) in Arizona.</p> <ul style="list-style-type: none"> • Study supported literature findings that return to employment is high among RCNs • RCNs demonstrated a tendency to work more in non-hospital settings than the general RN population however hospitals were still largest employer • Largest number of RCNs work in medical surgical clinical units • More RCNs work part-time and seasonally than the general RN population -- specifically fewer worked more than 40 hours per week • Refresher course completion is one mechanism to increase RN workforce because refreshed nurses continued to work for many years after the completion of the refresher courses <p>Attendees discussed the value of the Retired Nurse status.</p>	
IV.	Licensure Issues	<p>Bontrager explained the refresher licensure was going smoothly from the Board's perspective and introduced Donna Frye who handles RN/LPN renewals. The Board continues to be alert to the information that is received to assure the source of the information is secure and legitimate. Bontrager provided attendees with handouts regarding Digital Signature Procedures and a handout entitled <i>Obtaining a Temporary License for Refresher Course Only</i>.</p> <p>Bontrager explained that if the refresher program requests additional time the refresher for the student to complete the program, the Board can extend the expiration date of the temporary license for refresher course only license.</p> <p>Bontrager indicated that the Department of Public Safety is not accepting digitally generated fingerprints at this time secondary to budgetary limitations. Bontrager indicated fingerprint approval for exam and endorsement candidates are taking approximately 23 days from the time they are submitted to the time results are received. Bontrager encouraged program directors to let the licensing department know when there was a special need to get the license processed.</p>	<p>Randolph provided refresher program directors with the Digital Signature Procedures and RN/LPN Temporary Refresher Course Only Packet that included a handout entitled <i>Obtaining a Temporary License for Refresher Course Only</i> on 06/01/12 via email following the meeting.</p>
V.	Other Issues	<p>Randolph provided attendees with proposed rule revisions for R4-19-214 which had been reviewed by the Education Advisory Committee. Faculty qualifications previously</p>	

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	<p>Proposed Rule Revisions</p> <p>R4-19-214.</p> <p>Approval of Refresher Programs</p>	<p>unspecified will require the director to have a graduate degree in nursing and faculty to have a baccalaureate degree. Board staff checked to assure the qualifications did not impact any currently approved programs. Program qualifications do not impact clinical preceptors. Cottrell inquired if she were unavailable, would there be another option to allow her faculty to teach. Randolph pointed out a proposed rule indicating “other licensed health care professionals may participate in course instruction consistent with their licensure and scope of practice and under the direction of the program director or faculty”.</p> <p>Programs will need to provide “validation that a student has the necessary theoretical knowledge to function safely in the assigned role and setting before starting clinical experiences”. Randolph explained such evidence might include valid examination test scores, skills check-off lists and documentation of laboratory performance.</p> <p>Quality and Safety Education for Nurses (QSEN) competencies are integrated into the nursing care concepts and skills requirements including patient centered care, evidence-based practice, working with interdisciplinary teams, informatics including documentation with electronic health records, and quality improvement. The foundation of the coursework should be centered on meeting the psychosocial and physiological needs of adult clients with medical-surgical conditions and provide instruction in ethics. The term for approval of a refresher program is proposed to increase from 4 to 5 years.</p> <p>The Board may accept a refresher program from another U.S. jurisdiction on a case-by-case basis. Approved programs are required to notify the Board of changes in contact information, the number of clinical or didactic hours and program delivery methods. Randolph explained that while electronic health records (EHR) may not be available at every facility, didactic information regarding EHRs should be available to all students.</p> <p>Heying-Stanley expressed concerns that many ADN students were not accepted by area hospitals. Cottrell indicated one hospital sent her a survey to identify how many of her graduates were prepared at the masters and BSN level. Randolph explained the Board supports the IOM Coalition goals and is encouraged with the development of concurrent enrollment programs.</p> <p>Kutzler described an articulation agreement with the Eastern New Mexico University BSN</p>	

AGENDA ITEM VII.E.2.a.

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		<p>Completion Program that offers student in state tuition rates.</p> <p>Randolph provided the following Board updates:</p> <ul style="list-style-type: none">• Certified Registered Nurse Anesthetists are now defined in law and their scope of practice is now in statute.• The moratorium on rule-making has been lifted allowing the Board to process five rule packages. Rule changes should take about a year to complete the review and approval process.	
VI.	Adjournment	Randolph expressed the Board's appreciation for the participants' attendance and participation.	Meeting adjourned at 11:37 am.

AGENDA ITEM VII.E.2.a.

June 1, 2012 Refresher Courses Annual Meeting Attendance

Members Present	Members Absent	Board Staff	Guests
<p>Ilene Borze, Gateway Community College Regina Cottrell, Seven Healthcare Academy Diane Dietz, Mesa Community College Betty Heying-Stanley, Gateway Community College Diane Hutquist, Pima Community College Margaret Erdman, RN, MSN, CNE David Kutzler, Pima Community College Sandra Malone South Dakota State University of College of Nursing (left the meeting prior to 10:52am) Penny Weiermann, Northland Pioneer College</p>		<p>Pamela Randolph, Associate Director, Education and Evidence- Based Regulation</p> <p>Judy Bontrager, Associate Director, Operations & Licensing</p> <p>Debra McGinty, Education Program Administrator</p> <p>Donna Frye, RN and LPN Renewal</p>	