



RICK SNYDER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY  
AFFAIRS  
LANSING

SHELLY EDGERTON  
DIRECTOR

**MICHIGAN BOARD OF NURSING  
SEPTEMBER 1, 2016 MEETING**

**APPROVED MINUTES**

In accordance with the Open Meetings Act, 1976 PA 267, as amended, the Michigan Board of Nursing met on September 1, 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 9:10 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  
Jill DeVries, LPN  
Lars Egede-Nissen, Public Member  
Cynthia Fenske, RN, DNP, CNE  
Patricia Harney, Public Member  
Paula Hopper, RN, MSN  
Tiffany McDonald, RN  
Glenn O'Connor, CRNA, MS  
Elizabeth Recker, MSN, RN, CNOR  
Denise Steele, LPN  
Kristoffer Tobbe, Public Member (Left 11:17 a.m.)  
Jessica Ann Tyson, Public Member  
Mary VanderKolk, RN, MSN  
Deborah Vendittelli, DNP, RN, ANP-BC  
Amy Zoll, RN, CNM (Left 11:00 a.m.)

**Members Absent:** Elaine Leigh, DNP, RN, FNP-BC  
Kathy Bouchard-Wyant, RN, BA  
Lawrence Olson, PhD, Public Member

**Staff Present:** LeAnn Payne, Board Support, Boards and Committees Section  
Kerry Przybylo, Policy Analyst, Boards and Committees Section  
Krista Moorman, Analyst, Compliance Section  
Bridget Smith, Assistant Attorney General



MOTION by Hopper, seconded by Tobbe, to grant reinstatement and place Respondent on probation for two years, not to exceed five years, with quarterly employer reports.

Discussion was held.

A roll call vote followed:      Yeas – Armstrong, DeVries, Egede-Nissen, Fenske, Harney, Hopper, McDonald, O'Connor, Recker, Steele, Tobbe, Tyson, Vanderkolk, Vendittelli, Zoll, Basso, Meringa  
Nays- None

MOTION PREVAILED

**Tanya Denise Isom, RN – Proposal for Reinstatement**

MOTION by Harney, seconded by Steele, to grant reinstatement and place Respondent on probation for two years, not to exceed five years, with quarterly employer reports.

Discussion was held.

A roll call vote followed:      Yeas – Armstrong, DeVries, Egede-Nissen, Fenske, Harney, McDonald, O'Connor, Recker, Steele, Tobbe, Tyson, Vanderkolk, Vendittelli, Zoll, Basso, Meringa  
Nays- None  
Abstain - Hopper

MOTION PREVAILED

**Katelyn Ann Kelly, RN – Proposal for Reinstatement**

MOTION by Hopper, seconded by DeVries, to grant reinstatement. Prior to reinstatement Respondent must complete 25 hours of continuing education, with one hour in pain and symptom management and a minimum of three hours in each of the following: safe documentation for nurses, critical thinking, pharmacology, preventing med errors, professional and legal accountability, delegation, and a skills competency in head to toe physical assessment, medication administration, documentation, surgical asepsis and infection control, safety, including fall prevention, body mechanics, and transfers. Upon reinstatement Respondent will be placed on probation for two years, not to exceed five years, with quarterly reports.

Discussion was held.

A roll call vote followed:      Yeas – Armstrong, DeVries, Egede-Nissen, Fenske, Harney, Hopper, McDonald, O'Connor, Recker, Steele, Tobbe, Tyson, Vanderkolk, Vendittelli, Zoll, Basso, Meringa  
Nays- None

MOTION PREVAILED

**Tracy Lynn Milks, RN – Proposal for Reinstatement**



Tyson, Vanderkolk, Vendittelli, Zoll, Basso, Meringa  
Nays- None

MOTION PREVAILED

**Tony Williams, RN – Proposal for Reinstatement**

MOTION by Tobbe, seconded by Armstrong, to accept the Proposal for Decision any deny reinstatement.

A roll call vote followed: Yeas: Armstrong, DeVries, Egede-Nissen, Fenske, Harney, Hopper, McDonald, O'Connor, Recker, Steele, Tobbe, Tyson, Vanderkolk, Vendittelli, Zoll, Basso, Meringa  
Nays: None

MOTION PREVAILED

**COMMITTEE REPORTS**

**Disciplinary Subcommittee (DSC)**

Egede-Nissen reported that the DSC has met once since the last meeting. The DSC reviewed 106 regulatory considerations, 61 were consent order and stipulations. They rejected one consent order and consideration, and offered a counter offer on an HPRP evaluation.

**Rules Committee**

Przybylo informed the Board on the changes the Rules Committee made after reviewing the comments that were made at the public hearing, held on July 5, 2016, or electronically submitted.

MOTION by Recker, seconded by Hopper, to add *“and supervisor recommendation”* to the language in R 338.10305c(1)(b)(i).

Discussion was held.

A roll call vote followed: Yeas: Armstrong, DeVries, Egede-Nissen, Fenske, Hopper, O'Connor, Recker, Steele, Tobbe, Tyson, Zoll, Basso  
Nays: Harney, McDonald, Vanderkolk, Vendittelli, Meringa

MOTION PREVAILED

MOTION by Armstrong, seconded by Hopper, to change the language of R 338.10305c(1)(b)(ii) to *“Have a minimum of an associate’s degree or diploma in nursing, have demonstrated competencies that are appropriate for the student’s learning experience, and have a minimum 1 year of clinical nursing experience and supervisor recommendation.”*

Discussion was held.

A roll call vote followed: Yeas: Armstrong, DeVries, Egede-Nissen, Fenske, Harney,

Hopper, McDonald, O'Connor, Recker, Steele, Tobbe,  
Tyson, Vanderkolk, Vendittelli, Zoll, Basso, Meringa  
Nays: None

MOTION by Basso, seconded by DeVries, to approve the rules as amended.

A roll call vote followed: Yeas: Armstrong, DeVries, Egede-Nissen, Fenske, Harney,  
Hopper, McDonald, O'Connor, Recker, Steele, Tobbe,  
Tyson, Vanderkolk, Vendittelli, Zoll, Basso, Meringa  
Nays: None

MOTION PREVAILED

### **Education Committee**

Hopper directed the Board to the Education Committee LPN Report and provided a verbal highlight. (See attached addendum #1)

MOTION by Hopper, seconded by Vanderkolk, to accept the LPN Report presented by the Nurse Education Committee.

Discussion was held.

A roll call vote followed: Yeas: Armstrong, DeVries, Egede-Nissen, Fenske, Harney,  
Hopper, McDonald, O'Connor, Recker, Steele, Tobbe,  
Tyson, Vanderkolk, Vendittelli, Zoll, Basso, Meringa  
Nays: None

MOTION PREVAILED

The Board requested an agenda item be placed on the November agenda to discuss Latoya's Health Education Program approval status.

Discussion was held.

A voice vote followed.

MOTION PREVAILED

Hopper directed the Board to the Education Committee RN Report and provided a verbal highlight. (See attached addendum #2)

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 presented the “MDHHS - Office of Nursing Policy (ONP) Report,” dated September 1, 2016. (See attached Addendum #3.)

### **Vice Chairperson’s Report**

Basso thanked Przybylo for all of her hard work on the rules.

### **Chairperson’s Report**

Meringa directed the Board to the Chairperson’s Report as follows:  
June 2016:

- Allegation review 36 cases (24 authorized for investigation)
- Summary suspensions 1
- CE Review/approvals 3
- Case reviews/Conferee 0
- Compliance conferences 0
- NCSBN: None

July 2016:

- Allegation review 17 cases (13 authorized for investigation)
- Summary suspensions 4
- CE Review/approvals 3
- Case reviews/Conferee 0
- Compliance conferences 0
- NCSBN: Knowledge Network call 7/21

August 2016:

- Allegation review 35 cases (24 authorized for investigation)
- Summary suspensions 5
- CE Review/approvals 1
- Case reviews/Conferee 2
- Compliance conferences 0
- NCSBN: Annual Meeting webcast
- NCSBN NCLEX Conference, September 12, Philadelphia (Deborah Venditteli attending)

### **OLD BUSINESS**

None

### **NEW BUSINESS**

#### **Elections**

Przybylo ran the election for Chairperson.



**Department Update**

None

**PUBLIC COMMENT**

None

**ANNOUNCEMENTS**

The next regularly scheduled meeting will be held November 3, 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 O'Connor seconded by Basso, to adjourn the meeting at 11:50 a.m.

A voice vote followed.

Prepared by:

Approved on \_\_\_\_\_ November 3, 2016 \_\_\_\_\_

Nakisha Bayes, Board Support

November 8, 2016

Addendum #1

## **EDUCATION COMMITTEE LPN MINUTES**

**August 31, 2016**

**1:30 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. Vendittelli

### **Informational Changes:**

**Dorsey Schools – Madison Heights:** Rebecca Pariseau, MSN, RN-BC, CSHA is the Interim Director of Nursing.

### **Initial Approval:**

**Dorsey Schools –Roseville:** The initial program approval is granted pending receipt of evidence of clinical sites for Peds and OB. Permission for site visit granted after receipt of clinical sites information.

### **Minor Program Change:**

**Everest-Southfield** is changing their admission criteria from 70% on the Elsevier's A2 PN (HESI) to 75% and eliminating test from Wonderlic testing. The minor program change is approved.

**Jackson Community College:** They would like to split LPN 186 which is a combined maternity and pediatric course into two stand-alone courses. The credits will be evenly split. The minor program change is approved.

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

**Everest – Southfield:** The program is providing the teach-out plan for the old curriculum. The teach out plan is approved.

**Lake Superior State University:** They would like to change the PN program from a 4 semester program to a 3 semester program. The major change is denied. The change does

not distribute the courses throughout the curriculum so that an unreasonable overload does not exist in any segment of the sequence per R 338.10307(2)(e)(i). Further there was no evaluation plan submitted for the change per R 10303(3)(c).

**Montcalm Community College:** The change is to reduce the number of credits from 82 to the mid-60's and reduce program length in order to pursue accreditation in the near future. The major program change is approved.

### **Quadrennial Report:**

**Northern Michigan University:** 1/7/2015 the report was approved pending receipt of leveled objectives. The school submitted the leveled objectives for review on June 1, 2016. The report is approved.

### **Self-Study:**

**Lake Superior State University:** The self-study is approved.

### **NCLEX Improvement Plan:**

**Northern Michigan University:** The plan was approved.

### **Old Business:**

#### **Latoya's Health Education:**

- **Deficiency letter:** The program submitted some evidence of addressing the deficiencies. The board tabled its decision until all the deficiencies are adequately addressed.
- **Self-Study submission** was due from May 31, 2016 meeting. The program was given permission to resubmit it for the September meeting. The self-study is not approved. It lacked evidence of supporting standards in multiple areas.
- **NCLEX Improvement Plan** was due 8/17/ 2016. It was not submitted.

The program has failed to adequately address all of the deficiencies in the May 5, 2016 letter that was sent to the director of the program. The self-study lacked evidence of supporting standards in multiple areas. The NCLEX Improvement Plan was not completed. The program had the ability to use a nurse consultant paid for by the department when comprising the requested materials.



## **EDUCATION COMMITTEE RN MINUTES**

**August 31, 2016**  
**1:30 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. Vendittelli

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

### **Informational Changes:**

**Hope College:** The Director of Nursing position is changing from Barbara Vincensi, PhD, MSN FNP to Donna Garrett, MSN, RN effective July 1, 2016.

**Kirtland Community College:** The program is moving to a new facility in Grayling. The DON seeks verification on whether a site visit is required by the BON. The committee requests a site visit.

**Lansing Community College:** As of July 1, 2016, Lori Pincumbe, MSN, RN is the Director of Nursing. She replaced Carole Stacy.

**Oakland Community College:** Rosalind Woodson, DNP, MBA, RN is the new Academic Dean of Nursing and Health Professions effective May 2, 2016.

**Siena Heights:** Stacey M. Meyers, RN, MSN, APRN-BC, PMHNP is now the Director of Nursing.

### **Initial Program Approval:**

**Baker College – Jackson:** Approval was granted to this program pending a site visit. The report by Esther Bay has been submitted for review. Initial approval has been granted.

**Lawrence Technological University:** Initial approval is granted pending site visit. The committee commends the school on an excellent presentation.

### **Self-Study:**

**Baker College – Jackson:** The self-study is approved.

**Lake Superior State University:** The self-study is approved.

**Madonna University:** The self-study is approved.

**Mid-Michigan Community College:** Self-study is approved.

**Southwestern Michigan College:** The self-study is approved. The report was very well done.

**Minor Program Change:**

**Chamberlain College of Nursing:** Program is requesting a temporary increase of 25 additional seats. This temporary increase is approved. This is a one-time exception until the program receives final approval.

**Kellogg Community College:** A minor program change request was submitted in October 2015 and was not submitted to the board. The proposed change is to move the NURS 160 Pharmacology application in Nursing Practice into the first semester for the part time and full time ADN programs. The course was paired with NURS 155 (OB/Peds). Student success rates are dropping due to the heavy academic load. Based on student feedback and supporting statistical data, the switch is occurring in the Fall of 2016. In addition, moving Pharmacology with Nursing Fundamentals within the first semester allows the full time and part time programs to be more consistent.

Lastly in the Fall of 2017, the program plans to 1) delete the prerequisite requirement of Fundamentals of Chemistry (CHEM 100) as it does not correlate to nursing program success compared with Anatomy and Physiology. 2) implement the use of the Kaplan Nursing Admission Testing for all nursing program applicants.  
The minor program change is approved.

**Major Program Change:**

**Kirtland Community College:** The major program change for leveled outcomes is approved.

**Lansing Community College:** Major program changes to mission statement, philosophy, conceptual framework, outcomes and decrease in the number of credits is approved.

**Madonna University:** Recommended changes in course descriptions, course objectives, and prerequisite and/or co-requisite course requirements for several courses. The major program change was approved.

**Montcalm Community College:** The major program change to curriculum is approved.

**University of Detroit Mercy:** The program is making changes to its philosophy. The program is approved.

**NCLEX Improvement Plan:**

**Baker College- Allen Park:** The plan is approved.

**Baker College- Auburn Hills:** The program is being discontinued.

**Baker College- Cadillac:** The program is being discontinued.

**Baker College- Flint:** The program is being discontinued

**Baker College- Owosso:** The program is being discontinued

**Montcalm Community College:** The plan is approved.

**Northern Michigan University:** This plan was approved in January 2016. However the board requested further information from the BSN program to address faculty, administrative support and curriculum. The program has provided the requested information. The plan is approved with the recommendation to continue to evaluate curriculum for future improvement in addition to hiring a simulation coordinator.

### **Faculty Exception Request:**

**Glen Oaks Community College:** Michelle Romeo submitted a Faculty Exception Request to the Board in December 2015. The dates are for January 11, 2016 –January 10, 2017 in the areas of Leadership in Nursing and Nursing Role Transition. This her 4<sup>th</sup> exception.

**Hope College:** Kyle Hoffmaster submitted a Faculty Exception Request to the Board in June, 2016. The dates are for July 1, 2016 – June 30, 2017 in the areas of Psychiatric and Mental Health Nursing. This is his first exception.

**Montcalm Community College:** Kimberly Holt submitted a Faculty Exception Request to the Board on August 16, 2016. The dates are for September 1, 2016 – August 31, 2017 in the areas of Advanced Nursing Care of the Adult Client and Pharmacology. This is her 4<sup>th</sup> exception.

**St. Clair County Community College:** Jill Thuston submitted a Faculty Exception Request to the Board on August 2, 2016. The dates are for September 2, 2016 – September 1, 2017 in the area of Mental Health Nursing. This is her 1<sup>st</sup> exception

Next meeting November 3, 2016

Addendum #3



RICK SNYDER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF HEALTH AND HUMAN SERVICES  
LANSING

NICK LYON  
DIRECTOR

DATE: September 1, 2016

TO: Michigan Board of Nursing

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

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. 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, the first module has been programmed and will soon be released for testing. The second module is currently in the process of being programmed and the third module is still being written. 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.

Budget, not to exceed \$124,764.

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

This project will be 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 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.

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### **Nurse Mapping**

This project will be 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. This pilot project proposes to target middle school students in Detroit, which 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. To synchronize with the educational calendar, the pilot project will necessarily begin late in FY2017. Planning for the specifics of the effort will begin with the schools and a diverse array of nursing groups in the community 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 in FY2018.

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 starting with the advanced practice and Baccalaureate level, as recommended by the former Michigan Nursing Education Council and 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 BSN programs identified as having the most unfilled need was pediatric, followed by mental health, obstetrics and gynecology and community health. Pediatric and women's health nursing clinical placements were in short supply for APRN students in all

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specialties with the need for training in pediatrics or women's health followed by internal medicine, primary care and obstetrics and gynecology. 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 mentioned things that impact productivity, implying 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 in the Flint area, where there is a need for additional nursing services and availability of new placement sites. The goal of this pilot project is to explore a variety of newer models of clinical placements that may be able to be replicated in other communities, 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, and the impact of the newer models of nursing clinical placements on the Flint community. Pediatric and community health clinical placements for nursing students will occur at Head Start sites, at a Federally Qualified Health Center, and in conjunction with community organizations, addressing the education and outreach needs of deaf and Latino community members in Flint that may involve provision of services to the clinical setting in exchange for supervised learning opportunities. To not affect existing clinical placement arrangements, clinical placement sites with the opportunity for new or additional types of clinical placements, were approached for these educational experiences. Following are the clinical placements planned for FY2017:

- Michigan State University/ Flint Head Start Program: 1 BSN clinical placement.
- Michigan State University/Greater Flint Area Head Start Program: 1 BSN clinical placement.
- University of Michigan/Federally Qualified Health Center: 2 NP placements.
- University of Michigan/Federally Qualified Health Center and education and outreach with Latino community members in Flint: 1 BSN clinical placement.

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- Oakland University/ Community Access Center, and possibly other organizations involved in community education and outreach with deaf community members in Flint: 1 BSN clinical placement.

The research questions are: Are clinical sites and the nurses employed at those sites more or less productive due to the presence of a nursing clinical placement? And, “Do nursing collaborative partnerships with community organizations, to address the educational and outreach needs of the community, provide a learning experience that meets the needs of the students and provides a benefit to the community in which they are located? 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 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, were approached for participation in this pilot project. Those that responded were included in the pilot project. MPHI will design outcomes analyses measuring the impact of the clinical placements on nurse productivity, student learning experiences and the communities they serve. Data methodology employed for the outcomes evaluation will include some combination of the following:

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- 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 nurses in similar settings.

Budget, not to exceed \$394,602.

Total Budget for all projects not to exceed \$689,441.

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