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| **MEMBERS IN ATTENDANCE**  |
| Odom, Michelle | ACH | Rogers, Misty | CMMC | White, Becky | NPCC | Middaugh, Donna | UAMS |
| Clark, Veronica | ARNA | Landrum, Barbara | HSU | Burrow, Debbie | SMH | Rainey, Larronda | UAMS |
| Claussen, Tammy | ARSBN | Pierce, Kathy | JRMC | Matthews, Carol | SMH | Gatto, Susan | UCA |
| Hasley, Jill | ARSBN | Kinney, Tamme | Mercy | Brandeburg, Jan | St. Vincent | Quinn, Kelly | UCA |
| Burris, Rebecca | ATU | Rhea, Candice | Mercy | Fritz, Kristy | St. Vincent | Nunnally, Carolyn | WCMC |
| Hammilton, Laura | BHMC | Abernathy, Tamara | NPCC | Porter, Kim | UALR |  |  |
| Cook, Carolyn | CMMC | Ivers, Janice | NPCC | Erickson, Susan | UAMS | Bogaards, Anna-Kate (recorder) | ACH |
| Summary of Topics, Decisions/Conclusions and Next Step/Action: |
| TOPIC | MAIN POINTS | DECISIONS/NEXT STEPS | RESPONSIBLE for FOLLOW UP |
| **Special Presentation** **& Lunch***SkillSurvey* | 1. **Skill Survey-** *Gave presentation on how HR can impact patient satisfaction scores at hospitals by accurately hiring the best employees.*
* HCAHPS
	+ Hospital consumer assessment of healthcare providers and systems.
	+ Patient gives evaluation of their experience at the hospital via a standardized set of questions. Has to do with whether or not they liked their stay at hospital.
	+ New way to find good services is to look at online reviews. Feedback is the new advertisement.
	+ Hospitals are in the same game. Go to hhs.gov (look for hospital rankings on customer feedback). Gave examples of hospital rankings in Arkansas.
* Financial Impact to Hospitals
	+ This review system hits the bottom line. Transforms patients to active purchaser rather than passive.
	+ Affects reimbursement rates. % rate on reimbursement rate is based on scores. HCAHPS is 30% of calculation, other 70% is quality related.
* HR Role
	+ Can recruit based on themes on HCAHPS survey, i.e. communication & staff responsiveness. Only thing that matters on HCAHPS is always- need to find employees who consistently show high performing behaviors.
	+ Comes down to hiring people upfront people who are predisposed to have those competencies. Look for people who are already communicative, friendly, honest, etc.
* Reference Checking
	+ Screen, Interview, confidential reference from previous manager is how we find info on prospective employees.
	+ Traditional reference checking is difficult. Managers are unresponsive and very rarely do you get something that makes you change your mind.
	+ SkillSurvey sends out confidential survey to managers with feedback that actually impacts hiring decision. Sent to 5 references, 2 of which are prior managers.
	+ Reference gets email and fills out survey which takes about 8 minutes, can be filled out on mobile device.
	+ Confidentiality guaranteed. Know candidate will not know what they said.
	+ 80-85% response rate.
	+ End product comes in 2-5 business days. 6 page pdf document you can attach to applicant record. You have in writing info to validate hiring decisions.
	+ Helps the manager have better picture. Report is not the end all be all, but gives them another piece of information. You want to hire people that you’re going to retain.
* Discussion
	+ School faculty member commented that SkillSurvey makes completing references easy.
	+ ACH and UAMS are using it and love it.
	+ Q: What if some don’t feel comfortable about sharing reference? A: We send attachment about the confidentiality and they usually go ahead and participate.
	+ Q: Is there a survey that is geared towards grad questions? A: Yes, developed one specifically for new grads with ACH.
	+ Report shows IP Address of those filling out references. Can see if they all come from the same IP which throws up red flags. We can call those references and see if they are the ones completing the references. We don’t publicize that we can track that.
	+ Can do a 90-day trial with SkillSurvey to see if you like it.
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| **Introduction***Kim* | 1. **Welcome**
* New members introduced: Carolyn Cook and Kelly Quinn.
1. **Review Minutes**
2. **Next Meeting Set:** September 3 at Arkansas Children’s Hospital
 | Minutes approved as submitted |  |
| **Communications***Kim* | 1. **Postcards**
* Post Cards developed with link on it.
* Sent out to high school counselors,
1. **Website**
* Changed last year to: [www.arkansas4nursing.org](http://www.arkansas4nursing.org)
* If you have any changes you want to see to the website, let Jeanne Castleberry know.
1. **Marketing Budget- Upcoming Ads**
* Saved a lot by cutting back on advertisements. Dropped Arkansas Press Association ad. Dropped next ad for Hospital Association.
* Arkansas Times is one ad that we continue to do as we got a good discount. $1300 last year. Group will brainstorm with Tiffany for the Annual Nursing Guide.
* PCI sent out post card to everyone for us.
* Arkansas Bound sends out a post card.
* Q: Are we tracking where people hear about AFN? A: We are looking at best ways to track hits on the website that is as far as we’ve come.
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| **Financials***Kim* | 1. **Financials/ Dues** (see dues paid list)
* Have $32,000 currently.
* Reviewed list of dues paid/statement. Shows how the schools support what we do.
* Q: Are schools notified about AFN and what they get out of this membership, other than through this meeting? A: No, but we can send out a direct letter to nursing department chairs or deans with a justification letter to give schools a better idea. We need schools to do better
 | Send direct letter to schools about AFN and dues. |  |
| **Reports***Kim* | 1. **ASBN**
* Next meeting at UAMS on March 7 for an educational workshop from NANEP.
	+ NCLEX regional review March 6 at UAMS.
	+ 38 of 57 schools will be represented there. People coming in from Chicago giving big update
	+ New director/new faculty orientation that morning, afternoon meet and do any procedures.
* ASBN update has a lot of good info in it.
	+ As of Jan 1, our compact rules change with primary state of residency being established within 30 days to 90 days.
* CE workshops again, will be in ASBN update.
* CE cruise: April 12, 2015, Carnival Cruise to Belize, Cozumel, and Roatan. Hopefully do an Alaskan Cruise in June or July.
* APRN- as of last spring, APNs are now APRN and license says CNP. APN and ANP are still protected by law, but encouraging hospitals to move forward with new title. Article about that in ASBN
1. **ARNA**
* March 11, Nurses Day at Capitol. See more info on website.
* Next Advanced Practice Oncology Seminar- April 19 in LR and September in Rogers.
* Annual Convention at Embassy Suites Oct 23.
* Student Association meeting date not set yet.
1. **Hospitals Update** (see spreadsheet for updated numbers, other updates below)
* Arkansas Children’s Hospital
	+ New CEO, new CNO, undergoing a lot of restructuring right now.
	+ Michelle Odom is over all recruitment now (Nurse & HR Recruiters, Employee Relations.)
* NPCC
	+ Merger with St. Vincent’s.
* St. Vincent’s-
	+ New Residency Director. Retention for Residency Program is-85% at 2 years. Nurse Residents from 20 states and 70 schools.

4. **Schools Update** (see spreadsheet for updated numbers, other updates below)* UAMS
	+ Go live with EPIC training on May 3.
	+ Nurses Week theme will be “UAMS nurses are epic.” Doing it in April ahead of EPIC roll out. Going to floors to take team pictures, handing out epic survival kits, etc.
	+ Going through challenges with the Affordable Care Act. Had to do some creative things to keep PRN nurses satisfied.
* Searcy
	+ New residency program is very successful. Managers are on board and nurses are excited. Currently 7 enrolled with capacity of 12.
	+ Acquired another clinic in town.
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| **Other Discussion** | 1. **Officer Rotation**
* Michelle Odom (ACH) will become new AFN Chair.
* Bringing Nurse Recruitment Specialist, Anna-Kate Bogaards (ACH) to take minutes as new Secretary. AK will get minutes and emails more organized.
1. **School Pins**
* Passed out pins to schools.
1. **NAHCR (National Association of Healthcare Recruiters)**
* Conference in Orlando, July 22-25 at Hyatt Regency in Downtown Disney area. Can purchase afternoon passes for Disney if want to go after conference. Food included in registration.
* It’s like a 2-Day Orientation for new recruiters and a meeting for the 800 members. Great for networking and getting ideas from fellow recruiters about challenges and successes.
* Sends out monthly updates about what’s going on in the industry.
1. **Admissions- TB Tests, Testing Products, Transfers, Background Checks**
* **TB Tests for Students**
	+ Some hospitals totally out of TB tests for students.
	+ State Dept did survey and found 1 vendor in area giving them out for $20 but that’s expensive for students.
	+ Mercy will start administering vaccine to staff again when there is no longer shortage.
	+ Russellville having same issue.
* **Admissions Testing**
	+ Some schools dropping admissions testing (TEASE, EVOLVE, etc) as it’s too expensive.
	+ TEASE works well at UAMS.
* **Transfer Students**
	+ There are many community college transfer students. Hard for nursing schools to turn down their own students because transfers are taking up all the places, but still finding ways to continue to let transfer students in. Many do really well.
* **Background Checks**
	+ Have to look at students that have best chance of being successful. Starting to see some with background check issues.
	+ Records on background will not necessarily keep them from getting a license (goes through review, there are specific bars to licensure).
	+ Record should not bar them from acceptance to school. Can’t deny their educational rights. Just makes them a lower tier applicant.
	+ Record can deny them access to hospitals where they do clinicals, however.
	+ Counsel students that come in with records on how to work to expunge and seal their files.
	+ Need to look at consistent way to handle this.
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| **Vendor Presentations/**  | 1. **PCI Publishing-** Suzanne Ramsel and Laura Wehner
* Compassionate Nurse/Educator Awards June 7 at Chenal Country Club.
* Soliciting nominations and support for the event. Proceeds go to nursing scholarships.
* 10th Annual Nursing Expo is being planned.
1. **Kaplan -** Amanda
* Exam Prep designed for nursing students to do better on nursing exams with audio/visual component. Discount rate is $99 for 2 years. Very cost friendly.
* RN & LPN faculty seminar for nursing school faculty to talk about test changes.
* NCLEX Review coming in the area.
* Q: can students buy review materials through bookstore? A: Yes, but sometimes there is a big mark up. Could purchase through EVOLVE website but then scan barcode to pick up in bookstore.
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| **Next Meeting:**  |
| **DATE:** | September 3, 2014 | **TIME:** | 11:00AM – 2:00PM | **PLACE:** | Arkansas Children’s Hospital |