



Minutes of the COADN North Meeting
February 11, 2022 11 am -12 pm
(Zoom) Meeting ID: 987 2024 5956
Passcode: 027938

Reconvened at 11:00 am by President Lynette Apen after Joint North-South meeting.

Present: (names collected from chat)

Last Name	First Name	Affiliation
Apen	Lynette	Evergreen Valley College
Behrens	Kim	Porterville College
Bright	Alicia	College of Marin
Butler	Kelly	Modesto Junior College
Cazares	Kitty	Merced College
Dameron	Carrie	Ohlone College
Giusto	Debra	City College of San Francisco
Hewitt	Suzanne	Mendocino College
Johnson	Barbara	Cabrillo College
Johnson	Beth	Cuesta College
Kato-Gee	Kimi	Madera Community College
Kawasaki	Yuko	Mission College
Kersten	Belen	College of the Sequoias
Loop	Laura	Monterey Peninsula College
Lucchesi	Lisa	San Joachin Delta College
Massad	Sana	De Anza College
McCullough	Krista	Modesto Junior College
Meyer	Laurie	Butte College
Miskin	Peter	Evergreen Valley College
Peterson	Susan	American River College
Scott	Marcia	Cuesta College
Telles	Connie	Chabot College
Trevathan	Enna	Gavilan College
Wisherop	Janis	College of San Mateo
Wright	Jacki	Contra Costa College

Agenda and last minutes approval: The agenda was accepted. Please send any corrections to the minutes of 12/3/2021 to Laura Loop lloop@mpc.edu

Continued Business

1. Treasurer's Report
 - a. Balance: Janis Wisherop reported a balance of 54,204.84 with outstanding amount due to Flo's Cookie Jar of \$5000 (as voted at the 9/24/21 COADN North meeting).
 - b. ACNL Conference in Anaheim: Thank you to Enna Trevathan for representing COADN at the ACNL Conference where she presented with Tammy Vant Hul on gaps in enrollment capacity due to faculty shortage. Travel was reimbursed by COADN. CCNL Chair Kimberly Long thanked ADN faculty for their work, stating that associate degree grads are often better prepared for bedside practice than their BSN counterparts. The conference also inspired speaker ideas on the topic of bias.
2. Elections process update (Enna)
 - a. President Elect: Enna Trevathan is transitioning to President Elect to prepare to take over as President next year.
 - b. Nominations needed: Vice President and Secretary positions are scheduled for election. Please consider running! Gerry Hinayon and Sana Massad volunteered for the nominations committee; members are still welcome to join that committee.
Bylaws update: Feedback from south pending to correlate election dates; too many positions on same election cycle in the north. Need to rotate timing for better continuity. Also need a process to set up committees, e.g. scholarship, legislative representative. As we lose directors to retirement need to consider asking Emeriti to help with mentorship. Need to also encourage Assistant Directors to join COADN and to be involved as officers and on committees. (No additional cost for AD involvement; dues fee is for the *program*). Need to vote in April to put Executive Team in place for 2022-2023. Bylaws can be found under "Resources" on COADN website.
3. Updates on COADN Goals
 - a. Faculty Shortage:
 - i. Lynette Apen described the Nursing Faculty RJV for the Bay Area, funded by local and regional Strong Workforce funds. 15 out of 17 Bay Area colleges contributed and can participate in developing new faculty through the Benner Institute with cohorts starting in April 2022. Each cohort will complete 24 hours of online training. The Bay area consortium will meet soon to develop a system to apply and a repository of those who have completed (for recruitment). The model can be replicated in other areas of the state by reaching out to your regional Strong Workforce navigator. Nanette Solvason (HWI for Bay area) can help you to locate the navigator for your region.
 - b. Nursing Director Retention and Succession Planning:
 - i. Mentorship survey update: Laura Loop reported that the survey yielded 8 mentee requests and 14 mentorship offers, including 2 Emeriti. If your name is not on list and you'd like it to be, please email Laura or complete the survey (link placed in chat). Unless someone has a specific request or preference, the Executive Team will pair up, likely by geography if possible.

- ii. OADN Leadership Training: OADN is a separate membership for individual colleges. Includes Honor Society for students, Leadership Institutes. Cost is approximately \$900 for members and \$1300 for nonmembers to attend the Leadership Institute. Lots of training available for ADs and faculty as well.
- c. Clinical Displacement Check-In
- College of San Mateo: Most clinical sites open with some COVID restrictions.
 - Merced: Better, but some resistance to vaccines; support from college admin to mandate the vaccine without exemptions. PPE testing completed.
 - Mission College: Some sites want antigen testing same morning. Worries about supply chain. One site reduced student capacity slightly (by 1 student). Overall situation is better than last year.
 - Ohlone: Boosters required at sites; college already requires vaccine. Had a hard time filling class. If no booster, students must test twice per week and are allowed to use own tests. Some units reduced capacity, resulting in losing some units entirely because no instructor for a unit with few students.
 - Chabot: Peds reduced drastically; may need to reduce admissions. Also down 2 faculty.
 - Gavilan: Has relationship with CNO who advocates for student placements, understanding the needed with a nursing shortage. Makes problem worse if new grads because not well prepared; can't keep stealing from one another in the specialties. Using specialty staff to speak to students to recruit.
 - American River College: Can't fill faculty positions, though students are back to clinical. BRN approvals of new programs/expansion hurts placements and it's getting worse. Hospitals need to start working with us not against us.
 - De Anza: RN is proud of increasing 1100-1300 grads, but numbers do not reflect CC AND, mostly private schools. Also noted that if a program has a small number of students, one NCLEX failure can be significant.
4. Other news: Janis Wisherop asks for our thoughts her faculty grieves the sudden passing of Leann Kennedy (simulation specialist, College of San Mateo) on Jan. 5th.

New Business

1. Fall 2022 Conference Planning: Please complete fall 2022 conference planning survey; link in chat. Location will be Monterey Plaza Hotel Oct. 19th 21st. The Executive Team planning committee is working on registration forms to be posted to website hopefully by April. No guarantee that we can offer livestream; need IT vendor--trying to collect your input first.
2. Scholarship Planning: Kelly Butler will send scholarship flyer and seek input about scholarship criteria using the Google group. (e.g. students in 2nd, 3rd or 4th semester; 3.0 GPA in sciences, extra activities, etc.). Note that Kelly will be retiring soon and volunteers are needed for scholarship coordination. This is another process to be addressed in the bylaws
3. Announcements/Celebrations: Yuko Kawasaki is holding a Nursing Student Conference at Mission College on April 16th. It will feature a poster contest, panels, hiring committee experiences, new grads in their first year.
4. Other:
 - a. Multi-criterion Selection Process equity: Carrie Dameron sent an email blast seeking input about how to make screening points more equitable. e.g. already having a degree, license/work exp in health care makes it more difficult for underrepresented

students. We all implement differently. Please share your tool; send to Carrie at Ohlone. Need follow up with Brenda Fong/Chancellor's Office and direction about disproportionate impact studies; need the right people at the table to promote equity.

Upcoming Dates

- a. March 17th & 18th COADN Spring Conference (South)- schedule pending
- b. COADN Meeting: May 6th, 9am-12pm
- c. Fall COADN/CACN Conference- October 19th-21st, 2022
 - i. Monterey Plaza Hotel & Spa

Adjourned: 12:00 pm

Respectfully submitted,

Laura Loop

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Interim Secretary