



## State of Ohio Board of Nursing

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### Advisory Group on Continuing Education (CE)

#### Meeting Minutes July 23, 2021

**Members Attending:** Daniel Lehmann, Board Member, Chair; Deborah Hartzell; Kelli Schweitzer; Stephanie Clubbs; Terry Pope; Lucinda Cave; Melanie Morris; Deborah Shields

**Members Absent:** Lisa Hachey; Janet Winterstein; Jane Mahowald; Nancy Lopiccolo; Angela Thompson

**Staff Attending:** Lisa Emrich; Chantelle Sunderman

**Guests Attending:** Sandy Swearingen, Ohio Nurses Association; Brittany Turner, Ohio Nurses Association; Cecilia Bidigare, Sinclair College; Michelle Cox, Sinclair College

#### Call to Order

Daniel Lehmann, Chair, called the meeting to order at 10:00 a.m. Chair Lehmann welcomed members and guests and Advisory Group members introduced themselves.

#### Approval of the March 19, 2021. Minutes

The Advisory Group agreed by general consensus to approve the minutes as submitted.

#### Guest Presentation/Request for Required CE: Implicit Bias

Cecilia Bidigare and Michelle Cox presented information regarding the importance of implicit bias education/training for nurses. They summarized the supporting evidence about the need for implicit bias training in health care and how the education/training can reduce health disparities. They stated there is a lack of research on the occurrence of implicit bias among nurses, however, there is research regarding the occurrence among health care providers. C. Bidigare and M. Cox proposed the Board require two hours of implicit bias education/training of individuals within five years immediately preceding nursing licensure in Ohio, and two hours of implicit bias CE during each renewal cycle. The goal is to increase awareness of implicit biases and encourage change. They stated their proposal is similar to Michigan's law and rules and California is considering requiring implicit bias education.

Kelli Schweitzer mentioned that nurses may be taking courses on implicit bias now without a mandate and asked how the education/training outcome will be measured. Terry Pope stated that implicit bias is caused by many factors in one's life and most persons are unaware of their implicit biases. She agreed it is an important societal issue that must be addressed but questioned the effectiveness of it being mandated CE. C. Bidigare responded that she compared the requirement to the current Category A CE requirement and reiterated the goal is to raise nurses' awareness of their implicit biases.

The Advisory Group discussed the importance of implicit bias education/training, and that nurses may be required by their employers to complete this type of education and training or do so independently, but they raised concern about mandating CE. Stephanie Clubbs

agreed. The Advisory Group agreed by general consensus to not recommend it be a mandatory CE topic for licensure at this time.

The Advisory Group commended C. Bidigare and M. Cox on their work and proposal. Chair Lehmann suggested they contact CE providers to explore opportunities to increase the availability of implicit bias CE. Melanie Morris noted the quality and quantity of their work and stated it is important information to publish in an article.

### **Legislative Report**

The Advisory Group discussed SB 3, was recently enacted for Ohio to join the Nurse Licensure Compact (NLC), with a January 2023 implementation date. The NLC, once implemented, permits RNs and LPNs to practice in other Compact states if they are issued a multistate license by the nurse's home state. L. Emrich stated additional information about Ohio's implementation of the NLC is not available at this time.

### **Follow-up to CE Broker Presentation**

L. Emrich stated she was contacted by CE Broker following its presentation. She stated that Board staff are continuing to review the capability of eLicense functions regarding CE. After this review, CE Broker's products and the concerns raised by the CE Advisory Group could be discussed again.

### **HB 6 and HB 404**

L. Emrich stated the implementation of HB 6 from May 14 to July 1, 2021, significantly increased the workload of the Licensure Unit due to additional manual processes needed to issue the temporary licenses. If an individual was issued temporary license and did not pass NCLEX on or before July 1, 2021, their license status was required by law to be changed to closed with an expiration date of July 1, 2021. Those individuals whose temporary licenses were closed could take NCLEX using their current ATT, but they had to submit a new application before they could be issued a new license/license number based on their NCLEX pass result.

### **RN and APRN Renewal**

L. Emrich stated over 60,000 licenses have renewed their licenses since renewal began July 1<sup>st</sup>. APRNs are required to renew their RN license prior to renewing the APRN license. She said individuals who did not renew their RN license and were issued their initial APRN license on after July 1, 2021, have an expiration date of October 31, 2021, on their APRN license. Once the RN license is renewed, the APRN license will be updated to reflect an expiration date of October 31, 2023.

### **Update from OBN Approvers and Providers of CE**

OBN Approvers and Providers experienced an increase in web-based content in 2020 and continue to see additional increases in 2021. T. Pope said there is a larger attendance in webinars and predicts the number of virtual CE hours will continue to grow.

Discussion ensued regarding CE hours for volunteering to assist with COVID-19 vaccinations and applicability of Rule 4723-14-03 (L), OAC. L. Emrich stated that she was contacted by a health district representative, and she provided information about the rule, qualifying factors, and documentation.

**Remaining 2021 Meeting Date: September 24**

**Remembering Board President Lauralee Krabill**

Chair Lehmann described the Board's memorial tribute to President Krabill, who passed on June 29, 2021. Lauralee was a former Chair of the Advisory Group on Continuing Education. The Advisory Group members held a moment of silence in remembrance, shared stories, and commented on their respect and admiration of Lauralee.

**Adjournment:** The meeting adjourned at 12:02 p.m.