

Canadian Association of Schools of Nursing
Council Meeting
November 21-22, 2017

Annual General Meeting

1. Call to Order

The CASN President called the meeting to order at 08:30 on Tuesday, November 21, 2017.

1.1 Words of Welcome and Announcements

The President welcomed members to the meeting, and introduced the 2016 CASN Board of Directors, CASN's Executive Director, national office staff, regional affiliate members, special guests and exhibitors. The President also explained the raffle in support of the Pat Griffin Fund of CASN, and the 75th Anniversary Diamond Gala dinner that will be held that evening.

The President requested that the Executive Director call the roll. The Executive Director announced that, as required by Bylaw 8A, the majority of member schools were present, representing 73% of the total membership, and five votes by proxy. Thus, the meeting had quorum.

The President briefly explained the guidelines for voting for the meeting according to Robert's Rules of Order. It was indicated that only voting member schools could vote on motions before the assembly. Every member school has one vote, and each received a coloured voting card.

1.2 Adoption of Agenda

08:43, the President called for the adoption of the agenda.

Moved by Pierre Godbout

Seconded by Jennifer Medves

THAT the agenda of the CASN Council Meeting, 2017 be approved as circulated.

CARRIED

1.3 Approval of Minutes, November 2016

08:44, the President called for the adoption of the minutes of Council 2016.

Moved by Suzanne Duncan

Seconded by Carrie McCullough

1 person abstained

THAT the minutes of the November 2016 Council Meeting be approved as circulated.

CARRIED

2. Treasurer's Report

2.1/2.2 Status Report on Budget / Financial Statements

On behalf of the audit committee the President presented the Treasurer's report which included a status report on this year's budget and the proposed 2018-2019 budget, as approved by the Board of Directors.

2.3 Auditor's Report

Carole Lekadir, CA, partner at Welch LLP, presented the auditor's report for the year ending June 30, 2017.

09:15, the President called for the adoption of the auditor's report.

Moved by Vicky Smye

Seconded by Shannon Spenceley

THAT the auditor's report for the year ending June 30, 2017 be adopted.

CARRIED.

3.1 Report from the Awards and Nominations Committee

The President invited Mary Ann Krahn, Chief Electoral Officer, to the podium to provide a brief report from the Committee. Gail introduced the members of the Nominations Committee. She explained that the call for nominations was held in early 2017. The committee held one teleconference to review the nominations received, and to prepare the slate of nominations in conformity with the CASN Bylaws. She also provided information on the process for voting, which would take place on the following day, Wednesday, November 22 from 07:30-08:30.

3.2 Call for Nominations from the Floor

The President noted the nominations received in advance of the Council meeting and called for additional nominations from the floor. She also provided guidelines for the nomination process.

Treasurer:

Nomination Required

Jennifer Medves **nominates Kirsten Wooden, Dean, Trent University.**

Kirsten Wooden accepts the nomination.

Director,

Western-Northwestern Region:

Three existing nominations (Donna Murnaghan, Lorraine Holstlander, Darlene Jantzen)

No nominations from the floor.

Director, Ontario Region:

Two existing nominations (Victoria Smye, Tammie McParland)

Jennifer Medves **nominates Sandra DeLuca, Fanshawe College**

Sandra DeLuca accepts the nomination.

Director, Atlantic Region:

Two existing nominations (Alice Gaudine, Willena Nemeth)

No nominations from the floor.

Committee on Awards & Nominations

Western-Northwestern Region:

Nomination Required

Shannon Spencely **nominates Monique Sedgewick, University of Lethbridge**
Monique Sedgewick accepts the nomination.

**Committee on Awards & Nominations
Atlantic Region:**

Nomination Required
Alice Gaudine **nominates Kathy Watkins, Centre for Nursing Studies**
Kathy Watkins accepts the nomination.

Chief Electoral Officer:

One existing nomination (Gail Orr)
No nominations from the floor.

Bilingual Faculty Representative:

One existing nomination (Suzie Durocher-Hendriks)
No nominations from the floor.

The President noted three people volunteered to be scrutineers for the Council meeting: Sylvie Smith (Saskatchewan Polytechnic), Susan Hammond (Douglas College), and Thelma Riddle (Western University). Attendees were reminded that voting would take place on the following day, Wednesday, November 22 from 07:30-08:30 in the Capital-Carleton Room.

4. Appointment of the Auditor

09:32, the President called for the motion for the appointment of the auditor.

Moved by Linda Johnson

Seconded by Elizabeth Saewyck

1 person abstained

THAT the firm of Welch LLP be appointed as auditor for the Canadian Association of Schools of Nursing for the 2017-2018 Fiscal Year.

CARRIED

5. Report from the President, Pauline Paul

The President presented her report highlighting CASN's achievements over the past year and outlining next steps and future directions for the association.

6. Report from the Executive Director, Cynthia Baker

CASN Executive Director, Cynthia Baker, presented her report outlining CASN's main goals and activities as they relate to the priorities of the strategic plan. The Executive Director also highlighted some of the major projects and events that CASN was involved in throughout 2017.

7. What are the Most Pressing Challenges Facing Schools of Nursing Today? (Open Mic Session)

NCLEX:

- Repetitive failures; students having PTSD/NCLEX syndrome; students feel unsupported

- Huge decline in graduation rates resulting from the NCLEX exam; many French educated students are writing the exam in English with very high stress levels

Nursing Shortages:

- Lack of dialogue referring to the nursing shortages across the country. Strategies need to be developed, need to have more of a conversation around this
- Under served specialty areas; Ministry of Health and Advanced Education needs to find gaps
- Pressure on students to work in specialty areas; need to have conversations with governments on how to support this demand
- Faculty needs to work with the government /policy makers to discuss nursing education and to ensure nursing is incorporated in policy. Put more resources to prepare for meetings with the government

Clinical Issues:

- Large groups; staffing problems; hard to find placements that are needed
- Increase hours for clinical and simulation
- The ratio between the number of students at universities and practice settings is large, as well as the ability and capacity to host students; competing with private companies. What do we mean by simulation and what qualifies as simulation for clinical hours?
- With extended clinical groups, there's an increase in student success rates.
- Use of intentional clinical lectures and models
- Tying together theory and lab in clinical settings; this gives students a focus, confidence building, set a foundation to build on skill set

Well-Being/Mental Health/ Violence Concerns:

- Health and well-being of nurses is a priority issue listed at ICN. Students are working 12 hr shifts to prepare for the "real world"; 12 hour shifts should be abolished to ensure patient safety; student health and well-being should be put first
- Increasing number of students presenting mental health concerns; transition for practice is about helping them understand mental health issues
- Noticing escalation in horizontal violence for clinical students in the clinical environment (towards each other, with students, other staff members); how do we start with dealing with this?

8. **Pat Griffin Scholar Annual Lecture**

Dr. Linda McGillis Hall, the 2017 Pat Griffin Scholar, presented on her personal history as a researcher and on her program of research. Dr. McGillis Hall presented her work on the transition in Canada from the CRNE to the NCLEX-RN exam, specifically on students and the implications for Canadian Nursing Education Institutions.

11:55, Christine Rieck Buckley briefly speaks about the foundation for nursing scholarship (CNF).

Academic Administrator Forum

9. **Student and Faculty Survey**

Siobhan Bond, CASN's Manager of Communications and Data, presented the results of the

2015-2016 Student and Faculty Survey, which included outlining the admissions, enrollment and graduate numbers (and their implications for human health resource planning), as well as an in-depth look at the current faculty cohort in schools of nursing across Canada.

10. 360 Perspective on Accommodations in the Clinical Settings

Panel Members: Lynn Power; Elly Rasenberg; Dianne Norman; Christopher Rutherford

This session featured presentations on the various ways in which clinical partners are accommodating students. The panel members included Lynn Power, Executive Director of the Association of Registered Nurses of Newfoundland and Labrador; Elly Rasenberg, Manager of the Nursing Resource Team at the University Health Network in Toronto; Dianne Norman, Manager of Student Affairs and Academic Relations at Hamilton Health Sciences; and Christopher Rutherford, an Associate at Low Murchison Radnoff. Some questions that were posed were as follows: what does that mean for the education of the student? How much is too much? What are the responsibilities of the educational institution towards the student, and towards the clinical partner?

Comments from the floor:

- Requests for accommodation is rare for students and even more rare when hired, the requests come in after they're hired and finished orientation
- Once students are placed it's rare to have issues raised
- What is the duty to accommodate the student if the student can't perform based on their anxiety?
- Need to create welcoming environments; nurses with disabilities organization invites dialogue with health care professionals living with disabilities

11. Disciplinary Action in the Modern Academic Setting

Brenda Stoesz, from the office of academic integrity at the University of Manitoba, presented on the "new normal" educators face when it comes to disciplining students in the modern academic setting. Dr. Stoesz discussed new and dynamic ways in which administrators and faculty can ensure academic integrity and prevent academic misconduct in the classroom.

Comments from the floor:

- Plagiarism related to stress: Undergraduate nursing students have to write more papers than any other discipline
- Faculty don't realize rule of thumb with course credits and number of assignments
- Giving students weekly online quizzes before class; be clear about intent of assignment
- Teaching and learning approach rather than punitive, attend time-management workshops, clearly define requirements, constructive feedback, create committees
- Establish baseline trust with students
- Change assignments, allow students to build on work

10. Where we're at and where we're going: A Cross-country check-up on NCLEX-RN®

Linda McGillis Hall presented an update on her research concerning the impact the NCLEX-RN® has had on Canadian nursing students and educators and gave an overview of the activities CASN has engaged in over the last year in follow-up to the 2016 motions regarding the NCLEX-RN®.

Participants had the opportunity to share with colleagues how their professional experiences have gone over the last year, and to identify issues that require further discussion and follow-up.

Participants discussed the transition to the NCLEX-RN®, some issues that were raised was student support needed due to very high stress levels, pressure on students to pass, translation issues, tools and resources for studying, possibility of regulatory body choosing exam, minimal time for students to prepare for exam.

12. Elections

Voting for the CASN elections took place between 07:30-08:30, on Wednesday, November 22, 2017.

Undergraduate Forum- Wednesday, November 22, 2017

13. Transitioning from a Generalist Education to Specialized Practice

Panel Members: Caroline Riopel; Cheryl Isaak; Paula Prendergast

A panel of experts in the employment and regulatory milieu discussed the expectations and possible solutions for overcoming the gap between education and practice. Caroline Riopel, ICU and Organ Donation Program Coordinator for The Ciusss du Nord de L'Île De Montreal discussed the Hopital du Sacre-Coeur De Montreal's Innovative residency program for nursing students. Cheryl Isaak, Associate Dean of Specialty Nursing at the British Columbia Institute of Technology, shared BCIT's specialized education programs for registered nurses looking to focus their career on specific areas of care. Paula Prendergast, Acting Manager of Registration Services at the College of Registered Nurses of Nova Scotia, discussed her experience in clinical nursing and her experience with managing registration and licensure services for CRNNS and the program approval for undergraduate, NP, and re-entry programs.

The challenges discussed were the difficulties in choosing a specialty; many students don't get their first choice; level of expectation confusion between BSN and Specialty Nursing at the same clinical site; and many specialty areas are not offered. Benefits discussed were that it introduces students to a specific specialty and strengthens their knowledge; prepares them for practice; meets a need in the system; reduces cost for employers; and a career pathway for students. Three key components that were identified are active engaged learners, pre-grad transition support, and orientation/onboarding support.

14. The Role of Nursing in the Opioid Crisis: Harm Reduction

Luc Cormier, Nursing Team Leader for Supervised Injection Services of the Oasis program at Sandy Hill Community Health Centre, explored the role of nursing in the growing opioid epidemic, specifically the legal, ethical, and harm-reduction implications. Mr. Cormier shared his experiences working at an injection site and discussed what important components should be incorporated in nursing programs to better educate and prepare

nursing students on the opioid epidemic.

15. Introduction of the New Board of Directors

Gail Orr, Chief Electoral officer, presented the results of the elections.

The President called for the motion to destroy the election ballots.

Moved by Jennifer Medves

Seconded by Pierre Godbout

THAT the election ballots be destroyed.

CARRIED

The President thanked the members of the awards and nominations committee that are completing their terms of office: Colleen McKay, Representing the Ontario Region; Chantal Cara, Representing the Quebec Region

The President thanked the members of the Board of Directors who have finished their term: Johanne Goudreau and Sandra DeLuca.

The President introduced the returning and new Directors of CASN's Board to Council. They are:

2017-2018 Board of Directors

Pauline Paul, President

Sonya Grypma, President-Elect

Kristen Woodend, Treasurer

Janine Lennox, Western-Northwestern Region

Lorraine Holtslander, Western-Northwestern Region

Donna Murnaghan, Western-Northwestern Region

Linda Patrick, Ontario Region

Sandra DeLuca, Ontario Region

Victoria Smye, Ontario Region

Amélie Blanchet-Garneau, Québec Region

Clémence Dallaire, Québec Region

Alice Gaudine, Atlantic Region

Willena Nemeth, Atlantic Region

Peter Stinnissen, Student Representative

Suzie Durocher-Hendriks, CAB Chair

Louise Sweatman, Public Representative

Cynthia Baker, Executive Director

In addition, the faculty members of the CASN Accreditation Bureau were introduced:

2017-2018 Accreditation Bureau

Suzie Durocher-Hendriks (University de Moncton at Edmundston) – Chair

Chantal Saint-Pierre (Université de Quebec en Outaouais)

Mina Singh (York University)

Landa Terblanche (Trinity Western University)

Frances Gallagher (Université de Sherbrooke)

Finally, the members of the Awards and Nominations Committee were introduced:

2017-2018 Awards and Nominations Committee

Amy Palma (Ontario) 2016-2018

Johanne Goudreau (Québec) 2016-2018

Monique Sedgwick (Western-Northwestern) 2017-2019

Kathy Watkins (Atlantic Region) 2017-2019

Gail Orr (Chief Electoral Officer) 2017-2019

A video by the band A Tribe Called Red was presented in recognition of the missing and murdered Indigenous women in Canada. This message spoke to Indigenous peoples lives and the complexity of the socio-historical context that needs to be considered by educators and policy makers. CASN President Pauline Paul, discussed CASN's collaboration with CINA and McMaster University, School of Nursing who hosted a 'Post Truth and Reconciliation-Nursing Education Leadership Think-tank'. The goal was to bring together senior nursing school administrators to discuss current issues related to how to implement the TRC Calls to Action with respect to nursing education. Pauline Paul let participants know that a full symposium of the think-tank will be available later in 2018, and that if anyone would like to participate in the planning process to contact CINA.

16. Winners of the Raffle in Support of the CASN Pat Griffin Fund

The raffle winners of the 2017 CASN Pat Griffin Fund prizes were announced.

17. Incorporating Digital Health into Curriculum

Richard Booth, Assistant Professor at the Arthur Labatt Family School of Nursing at Western University, and a Status-only Assistant Professor at the Institute of Health Policy, Management and Evaluation at the University of Toronto, explored how digital health intersects with health care delivery in every aspect of nursing, specifically its increasingly important role in delivering effective healthcare, and the implications for nursing education.

18. Truth and Reconciliation Report: Cross-country

A follow-up session on last year's undergraduate forum where we heard from a panel of educators on how their schools are incorporating the recommendations of the TRC. Donna Murnaghan, Dean and Professor from Thompson Rivers University, presented her experience with implementing the findings of the TRC into her school's nursing curriculum and shared with colleagues the successes and challenges your own school has experienced.

Comments from the floor:

- Important to be aware of what terms are acceptable in various parts of Canada
- Curriculum should connect to vision/mission of the school
- Indigenous health course should be a required course; currently an elective
- Need to recognize and integrate respective approaches
- Curriculum revision in response to TRC
- Approaches should be holistic not Eurocentric
- Need more data on the success rates of Indigenous students passing the NCLEX; work with regulators and stakeholders to acquire data,; CINA would support this

Motion from the floor by David Gregory for CASN to respond formally to the TRC Calls for Action in partnership with CNSA, CINA, and other organizations.

Pauline Paul responded by letting participants know that the Board of Directors has been discussing actions that will be taken.

Second by Netha Dyck

CARRIED

Wrap-up /Closure

Pauline Paul thanked all the attendees for all their hard work over the last two days. She indicated that information for upcoming CASN courses can be found on the website of the Canadian Nurse Educator Institute.

CASN's Biennium Conference will be held in Montreal on May 28-29, 2018, and invites abstract submissions by visiting the CASN website.

The 2018 Graduate Studies Forum will be held on Monday, November 19, 2018 and CASN Council 2018 will be on Tuesday, November 20 and Wednesday, November 21, 2018; both meetings will be at the Ottawa Marriott Hotel.

The President thanked all those who bought raffle tickets in support of the Pat Griffin Fund of CASN, and indicated their efforts raised more than \$3,000 for the Fund.

The President informed participants to drop their coloured voting cards, name badges, and evaluation forms in the appropriate box outside the meeting room.

The meeting was adjourned at 15:00.

APPENDIX A – LIST OF PARTICIPANTS

CASN Council Meeting 2017

List of Participants

First Name	Last Name	Organization Name
Annette	Bailey	Ryerson University
Chris	Barlow	Saskatchewan Polytechnic
Maureen	Barry	University of Toronto
Sylvia	Barton	University of Northern British Columbia
Pamela	Baxter	McMaster University
Richard	Booth	Western University
Ian	Bowmer	Medical Council of Canada
Jodi	Brennan	Aurora College
Andrea	Brennan-Hunter	Memorial University of Newfoundland
Anne	Bruce	University of Victoria
Sandra	Carroll	McMaster University
Nancy	Carter	McMaster University
Wenda	Caswell	Nipissing University
Pamela	Cawley	Douglas College
Lynn	Corcoran	Athabasca University
Luc	Cormier	Sandy Hill Community Health Centre
Heather	Cross	Conestoga College
Greta	Cummings	University of Alberta
Clémence	Dallaire	CASN Board of Directors
Sandra	Davidson	Western North-Western CASN
Sandy	DeLuca	CASN Board of Directors
Terrace	Desnomie	Canadian Indigenous Nurses Association
Spencer	Dickson	Lambton College
Dianne	Diniz	Trent University
Maureen	Doherty	Nunavut Arctic College
Stéphanie	Dollé	CIUSSS Nord-de-l'île-de-Montréal
Glenn	Donnelly	University of Regina
Susan	Duncan	University of Victoria
Suzie	Durocher-Hendriks	CASN Board of Directors
Netha	Dyck	Saskatchewan Polytechnic
Nancy	Edgecombe	Nunavut Arctic College
Anne Tran	Fazzalari	Canada Health Infoway
Daniel	Gagné	Université de Saint-Boniface
Alice	Gaudine	CASN Board of Directors

Cyndi	Gilmer	Trent University
Nancy	Goad	University of the Fraser Valley
Pierre	Godbout	Université de Moncton
david	Gregory	University of Regina
Patricia A.	Gregory	Red River College
Sonya	Grypma	CASN Board of Directors
Susan	Hammond	Douglas College
Cheryl	Isaak	British Columbia Institute of Technology
Darlaine	Jantzen	Camosun College
Gulrose	Jiwani	University of Prince Edward Island
Linda	Johnston	University of Toronto
Lisa	Kraft	Okanagan College
Mary Anne	Krahn	Fanshawe College
Diane	Kunyk	University of Alberta
Anne	Lamesse	Fanshawe College
Janet	Landeen	McMaster University
Sylvie	Larocque	Université Laurentienne
Kathleen	Lechasseur	Quebec Region CASN
Judy	Lee	Kwantlen Polytechnic University
Janine	Lennox	CASN Board of Directors
Yujin	Lim	Langara College
Hannah	MacDonald	University of the Fraser Valley
Cathy	MacDonald	Saint Francis Xavier University
June	MacDonald-Jenkins	Loyalist College
Judith	Macdonnell	York University
Christa	MacLean	Saskatchewan Polytechnic
Tony	Malette	Seneca College
Sarah	Malo	Red Deer College
Madonna	Manuel	Western Regional School of Nursing
Lenora	Marcellus	University of Victoria
Karen	Mason	North Island College
Janet	McCabe	University of Ontario Institute of Technology
Graham	McCaffrey	University of Calgary
Karey	McCullough	Nipissing University
Jennifer	Medves	Queen's University
Jayden	Meville	CASN Board of Directors
Donna	Murnaghan	CASN Board of Directors
Willena	Nemeth	CASN Board of Directors
Behi	Nikaiin	Centennial College
Dianne	Norman	Hamilton Health Sciences
Cathy	O'Brien-Larivee	University of New Brunswick - Saint John
Karin	Page-Cutrara	York University

Linda	Patrick	University of Windsor
Pauline	Paul	CASN Board of Directors
Jacinthe	Pepin	Université de Montréal
Teresa	Petrick	Selkirk College
Diane	Pirner	Ryerson University
Cheryl	Pollard	MacEwan University
Karen	Poole	Lakehead University
Lynn	Power	Canadian Council of Registered Nurse Regulators
Paula	Prendergast	College of Registered Nurses of Nova Scotia
Dawn	Prentice	CASN Board of Directors
Paula	Price	Mount Royal University
Thelma	Riddell	University of Western Ontario
Caroline	Riopel	CIUSSS Nord-de-l'île-de-Montréal
Chris	Rutherford	Low Murchison Radnoff LLP
Brenda	Sabo	Dalhousie University
Elizabeth	Saewyc	University of British Columbia
Liz	Seabrook	Lambton College
Susan	Sepa	Canada Health Infoway
Vanessa	Sheane	Grande Prairie Regional College
Norma	Sherret	College of the Rockies
Cindy	Smith	Saskatchewan Polytechnic
Victoria	Smye	Arthur Labatt Family School of Nursing
Shannon	Spenceley	University of Lethbridge
Brenda	Stoesz	University of Manitoba
Andrea	Sullivan	Thompson Rivers University
Wendy	Sword	University of Ottawa
Marie	Tarrant	University of British Columbia
Anne Marie	Tracey	Eastern Health
Huey-Ming	Tzeng	University of Saskatchewan
Glenda	Vardy Dell	College of New Caledonia
Francoise	Verville	Saskatchewan Polytechnic
Wanda	Wadman	College of Licensed Practical Nurses Newfoundland & Labrador
Nancy	Walton	Ryerson University
Kathy	Watkins	Eastern Health
Kathryn	Weaver	Atlantic Region CASN
Bernadine	Wojtowicz	Lethbridge College
Arlene	Wortsman	Canadian Indigenous Nurses Association
Baiba	Zarins	Nipissing University
Lela	Zimmer	University of Northern British Columbia