**NURSING SUPPLY AND DEMAND COUNCIL**

**MINUTES**

**August 7, 2019**

The Nursing Supply and Demand Council (NSDC) met on August 7, 2019, in the Board Conference Room of the Claiborne Building 6th Floor, 1201 North Third Street, Baton Rouge, Louisiana. Chair Cynthia Bienemy called the meeting to order at 1:32 p.m. The roll was called, and a quorum was established

ROLL CALL

|  |  |
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| **COUNCIL MEMBERS OR DESIGNEE PRESENT** | **COUNCIL MEMBERS ABSENT** |
| Chair Cynthia Bienemy, LA State Board of Nursing \*  Vice Chair Bronwyn Doyle, LAICU \*  Kenneth Alexander, LA Hospital Association  Jennifer Badeaux, Nurse Anesthetists \*  Sandra Brown, Southern University School of Nursing  Lisa Deaton, LA State Nurses Association \*  Karen Denby, Board of Regents  Gail Gibson, Office of Public Health  Wes Hataway, LA Nursing Home Association  Johnette Kay representing Lynn Ansardi, LA State Board  of Practical Nurse Examiners  Christy Lenahan representing Kathy Baldridge, Louisiana  Association of Nurse Practitioners \*  Teresita McNabb for Beth Norris, LA Organ of Nurse Execs  Wendi Palermo, LCTC System  Cheryl Taylor, LA State Black Nurses Organization  Nathalie Walker, LA Council of periOperative Reg Nurses | Wendy Bailes, LA Council of Admin. Of  Nursing Education  Melissa Bird, LA School Nurses Organization  **GUESTS**  Carolyn Blanchard, Board of Regents  Dorothy Kelly, LA Federation of LPNs  Ms. Poole, Terrebonne General Medical Ctr.  \*Executive Members |

APPROVAL OF MINUTES

Minutes from the April 4, 2019, meeting was reviewed.

**On motion of Jennifer Badeaux, seconded by Lisa Deaton, the Nursing Supply and Demand Council voted unanimously to approve the August 7, 2019 minutes.**

ANNOUNCEMENTS/CONSENT AGENDA

Each member present noted some high points from their agencies such as:

1. Funding of $2.5 million from the recent legislative session given to the Health Works Commission to distribute to Louisiana nursing programs for the purpose of increasing nursing education capacity;
2. The 2018 Nurse Supply Addendum Report represents the first report, since converting to ORBS, that provides information on all RNs and APRNs licensed to practice in LA on December 31st 2018;
3. Shortage of nurse faculty;
4. Chief Nurse recently hired for the Office of Public Health;
5. Nurse Anesthetists conference on October 18-20, 2019 in Baton Rouge
6. Need for filters, exhaust hoods to be ‘Smoke Free’ in operating rooms;
7. Lack of experienced perioperative nurses;
8. Louisiana State Black Nurses Organization annual meeting was held on July 27, 2019 in New Orleans;
9. Struggle to hire CNAs;
10. Louisiana Action Coalition Culture of Health Summit will be held on October 8, 2019.

REVIEW PROPOSALS REGARDING NURSING FOR RECOMMENDATION TO THE HEALTH WORKS COMMISSION

Chair Bienemy explained that for the past several years the legislature has appropriated $100,000 to the Board of Regents specifically for the Health Works Commission to fund projects that would enhance the healthcare workforce in Louisiana. A request for proposals was disseminated by the Board of Regents with a deadline of August 1st. One proposal was submitted by the Louisiana Council of Administration of Nursing Education (LACANE) which was entitled “Expanding the Louisiana Nurse Educator Workforce.” See Attachment A.

Chair Bienemy said the purpose of this project is to assist Louisiana Schools/Colleges of Nursing, who are members of LACANE, in developing a pool of qualified nurse educators who are available for employment as nursing faculty in LA’s undergraduate (Bachelors of Science in Nursing) and graduate nursing programs (Masters and Doctoral), and/or retaining current nurse educators who are pursuing advanced academic degrees. The LaCANE Board will serve as manager of the funds and the LACANE committee chair will act as the LACANE liaison.

After further discussion,

**On motion of Bronwyn Doyle, seconded by Cheryl Taylor, the Nursing Supply and Demand Council voted unanimously to approve the proposal submitted by the Louisiana Council of Administration of Nursing Education (LACANE) entitled “Expanding the Louisiana Nurse Educator Workforce” for the entire $100,000 allocated to the Board of Regents for Health Works Commission distribution.**

WORKPLACE VIOLENCE AMONGST HEALTHCARE PROFESSIONALS

Chair Bienemy discussed House Concurrent Resolution 60 of the 2019 Legislative Session regarding creating a safer workplace environment. This resolution requests the Louisiana Health Works Commission, with assistance and guidance from the Nursing Supply and Demand Council and the Department of Children and

Family Services, to study and make recommendations concerning potential policy changes for creating safer workplace environments for physicians, nurses, and social service workers in this state, and to report these recommendations to the legislative committees on health and welfare and on labor and industrial relations. A report is due on or before February 1, 2020 to the House and Senate Committees on Health and Welfare and the House and Senate Committees on Labor and Industrial Relations.

Chair Bienemy said that NSDC members who wished to serve on the subcommittee formed to assist with the response should contact her.

CAPITATION FUNDING AND FUTURE FUNDING

Karen Denby, Board of Regents, said that at the end of the 2019 Legislative Session, $2.5M was allocated in House Bill 105 to the Board of Regents (BoR) for distribution as determined by the Health Works Commission “for the limited and specific purpose of increasing the number of student admitted to and graduating from CNA, LPN, ASN, BSN, MSN, and DNP programs of study.” She said the funds are in the budget for FY 2019-2020.

A Health Works Commission subcommittee developed a survey/application to determine interest and capacity for starting up a capitation program to increase LPN, ASN, and BSN students in Fall or Spring of this

academic year. She said that the survey is due to the BoR by Friday, August 9. Dr. Denby noted that the Commission will meet on August 13, 2019. Approval of the proposal for the $100,000 funding opportunity and the allocation of the $2.5 million in capitation funding to increase nursing education capacity, will be the primary items on the agenda. See Attachment B.

REVIEW OF THE 2018 NURSING EDUCATION CAPACITY REPORT APPROVED AT THE JUNE 2019 LSBN BOARD MEETING

Chair Bienemy shared findings from the 2018 Nursing Education Capacity Report. She said that much of the information found in the NSDC annual report comes from this report. She asked the Council to read the report in preparation for the next NSDC meeting and to be prepared to discuss major areas that the NSDC should address in the 2019 NSDC annual report such as the aging nurse faculty and other issues related to nursing education capacity.

Lisa Deaton reminded the Council that some members thought the format should be changed for the next NSDC annual report. The Council members should keep this in mind when preparing to write the 2019 report.

PUBLIC COMMENTS

Lisa Deaton mentioned that the name of the Louisiana Organization of Nurse Executives was being changed to the Louisiana Organization for Nursing Leadership. She said that legislation may need to be presented in Spring 2020 to ensure the name change is officially documented.

Chair Bienemy said the next Health Works Commission meeting will be Tuesday, August 13, 2019, at 1:30 p.m. She also mentioned that the Nurse Leader Institute is being held on January 27-31, 2020.

NEXT MEETING DATE

The next meeting will be scheduled for September through Doodle poll.

ADJOURNMENT

There being no further business, the meeting adjourned at 3:17 p.m.

*In absence of a quorum, the NSDC Executive Committee is authorized to hear the agenda and take action as required. Executive Committee Members are:*

*LSBN Cynthia Bienemy, Chair LANP Kathy Baldridge*

*LSNA Lisa Deaton LAICU Bronwyn Doyle, Vice Chair*

*LANA Jennifer Badeaux*

**Attachment A**

**LOUISIANA HEALTH WORKS COMMISSION FOR 2019-2020**

1. **ENTITY MAKING REQUEST – Louisiana Council of Administrators in Nursing Education (LACANE).** LACANE Board will serve as manager of the funds and the LACANE committee chair (changes every two years) will act as the LACANE liaison. Proposal authors are the current LACANE Board: Chairperson: Dr. Demetrius J. Porche (LSU Health – New Orleans); Vice-Chairperson: Dr. Wendi Palermo (SOWELA); Secretary: Dr. Jennifer Manning (LSUHSC New Orleans); Treasurer: Dr. Wendy Bailes (University of Louisiana at Monroe); Director at Large: Dr. Cheryl Taylor (Southern). Dr. Danna Clawson, Previous Chair of LACANE will be invited to assist with the implementation of this project to ensure consistent implementation from the previous funded project by the Board of Regents. Dr. Porche is the current LACANE chair until 2021 and therefore will be the responsible person for the 2019-2020 project/grant period.
2. **PROJECT REQUEST CONTACT**
   1. Name Dr. Demetrius J. Porche
   2. Title – LACANE Chairperson & Louisiana State University Health-New Orleans School of Nursing, Dean and Professor
   3. Affiliation – LACANE and LSU Health-New Orleans School of Nursing
   4. Phone – 504-568-4106 (Office); 504-234-3027 (Cell)
   5. Email – dporch@lsuhsc.edu
   6. Mailing Address –

LSU Health – New Orleans

School of Nursing

Dean’s Suite, 4th Floor

1900 Gravier St.

New Orleans, LA 70112

1. **DATE OF SUBMISSION** - July 30, 2019
2. **PROJECT TITLE – Expanding the Louisiana Nurse Educator Workforce**
3. **PURPOSE – EXPLAIN THE PURPOSE OF THE PROJECT. INCLUDE:**

To assist Louisiana Schools/Colleges of Nursing, who are members of Louisiana Council of Administrators in Nursing Education (LACANE), in developing a pool of qualified nurse educators available for employment as nursing faculty in their undergraduate (Bachelors of Science in Nursing) and graduate programs (Masters and Doctoral), and/or retaining current nurse educators who are pursuing advanced academic degrees. An increase in the number of qualified nursing faculty members has the potential to result in Louisiana nursing schools ability to maintain and/or increase enrollment of nursing students with an ultimate outcome of increasing the number of qualified RNs and APRNs entering the nursing workforce. Financial assistance and incentives to current nursing faculty pursing an advanced academic degree linked with an extended employment commitment to Louisiana’s colleges and schools will promote the retention of current nursing faculty members, once their academic degree is earned. In addition, the financial incentive to purse an advanced academic degree may encourage nurses to consider nursing education as an avenue to accomplish their goal of attaining an advanced academic degree and securing a commitment to be hired as a nurse educator.

**A. ANY RELATED PAST OR CURRENT PROJECTS WHICH SUPPORT THE NEED FOR THE REQUESTED PROJECT.**

This request builds on the previous funding request submitted in 2018 to 2019 by Dr. Clawson (Previous Chair of LACANE) that provided tuition reimbursement for current nursing faculty or prospective nursing faculty of LACANE’s member schools seeking graduate nursing education. Outcomes from prior years’ funding, as reported by the previous LACANE chair, Dr. Danna Clawson, are as follows:

* The entire grant amount of $62,500.00 was distributed to 37 recipients who will be employed at 14 Louisiana Colleges/Schools of Nursing
* Fall 2018 total amount funded was $31,250.00
  + 25 recipients received funding in fall 2018
* Spring 2019 total amount funded was $31,250.00
  + 28 recipients received funding in 2019. Of these 28 recipients in the spring 2019 semester, 16 also received funding in the fall 2018 semester

**B. EXPLAIN HOW THIS PROJECT ADDRESSES HEALTHCARE WORKFORCE NEEDS OF THE STATE OF LOUISIANA.**

Louisiana healthcare workforce projections show a continued need for RNs and APRNs through 2020 (Louisiana Center for Nursing [LCN], 2014). Currently there are over 2500 RN and APRN positions available in Louisiana (LCN, 2014). The Louisiana Workforce Commission (LWC, 2014) estimates that a minimum of 1,080 job openings for RNs will occur annually, in Louisiana, between 2012 and 2022 due to replacement of current employed RNs. Lastly, according to the US Department of Health and Human Services Health Resources and Services Administration (HRSA)’s 2015-2030 Nursing Workforce Demand Projections, Louisiana will have a deficit of at least 8,210 RNs by 2020 and 9,320 RNs by 2025.

To produce RNs and APRNs educated at the MSN, DNP and DNS/PhD level, Louisiana needs nurses who are educationally prepared at the MSN, DNP or DNS/PhD level and who are willing to serve as nurse faculty. A major contributor to the lack of qualified nurse educators is an increasing number of educator retirements, or an aging nurse faculty workforce. According to the Louisiana State Board of Nursing Center for Nursing – Nursing Education Capacity in Louisiana 2018 report, over half (55%) of the nurse faculty in Louisiana were 51 years and older with 26% who were 61 years or older. There were 28 vacant nurse faculty positions reported by Deans and Directors in the current report year. The number of faculty exceptions for not meeting the graduate degree in nursing requirement by the LSBN increased from 33 in 2017 to 44 in 2018, representing a 33% increase. In 2017-2018, Louisiana nursing education programs experienced 21 faculty on leave, 48 resignations, 16 retirements, 23 terminations, and three deaths. A second major factor is job competition from clinical sites, or specifically the low salaries of Louisiana’s nurse educators compared to nurses who have less collegiate education and are working at the bedside. For example, the mean salary for a RN Assistant Professor in Louisiana is $59, 465; compared to the mean salary of a newly graduate associate degree RN who is employed Full-Time as a Staff Nurse, of $63, 370; and to the mean salary of a MSN prepared RN, nurse practitioner of $93, 469.00 (LCN, 2018 Nurse Faculty Survey).

One method to help offset a small portion of this salary discrepancy is to offer nurses who are enrolled in MSN, DNP or DNS/PhD programs a monetary educational incentive and a promise of future employment at a Louisiana College/School of nursing after graduation. This project, which incentivizes nurses to complete their masters or doctorate degrees in nursing, will increase the pool of qualified individuals qualified to serve as Louisiana nursing faculty. It is expected that an increase in qualified MSN, DNP, or DNS/PhD prepared nurse educators will result in an increase in the number of nurse faculty positions and thus the acceptance rates of qualified applicants into Louisiana’s nursing programs. In 2017-2018, approximately 30% (1,393) qualified applicants were denied admission to Louisiana’s pre-RN licensure programs, which represents a 1% decrease from the 2016-2017 time period. If the number of nurse applicants accepted into nationally accredited nursing programs increases, hopefully there will be proportional increase in the number of Louisiana’s RNs and APRNs. In summary, the past four years of Louisiana State Board of Nursing (LSBN) annual reports revealed that one of the top three reasons cited by Deans/Directors of Louisiana’s RN programs, as to why qualified applicants were not admitted into nursing programs was not enough qualified faculty (LSBN Annual Reports, 2014-2018).

**6. EXPECTED OUTCOMES -**Describe the desired outcomes of the study. Include:

**A. HOW THE OUTCOMES SUPPORT THE PURPOSES OF THE COMMISSION.**

According to RS 17:2048:51 Part IV-B, the “Louisiana Health Works Commission shall address the workforce issues in the health care industry in Louisiana; support the education of future health care workers; and, study and make recommendations on increasing the capacity of existing education programs to maintain or increase the supply of health care professionals in Louisiana and incentive programs for faculty retention.” This proposal will support the education and thus development of future health care workers, RNs and APRNs, by providing a monetary incentive program for nurses who want to become nurse educators to complete their degree and become employed as nursing faculty in one of Louisiana’s nursing colleges/schools. An increase in the number of qualified nursing faculty will increase Louisiana’s colleges/schools of nursing acceptance of a larger number of qualified nursing students and thus increase the number of RNs and APRNs who serve Louisiana citizens’ healthcare needs. In addition, with the number of nurses retiring from practice and nursing education, increasing the number of qualified nursing faculty will permit educational programs that experience retirement of nursing faculty to maintain their current number of nursing students admitted and enrolled.

1. **THE NEEDS FOR THE HEALTHCARE WORKFORCE IN LOUISIANA**

The expected outcome of this project is to increase the number of faculty prepared at the MSN, DNP or DNS/PhD level who are committed to becoming nurse educators in one of Louisiana’s undergraduate or graduate nursing programs. Louisiana’s nursing programs desperately need nurse faculty who are doctorate prepared to meet the SACSCOC accreditation standard that 25% of all BSN courses are taught by doctorate prepared faculty. The second outcome is to increase the number of faculty prepared at the MSN, DNP or DNS/PhD level committed to becoming nurse educators in one of Louisiana’s advanced practice registered nursing programs, that prepares advanced practice registered nurses (nurse practitioners, nurse anesthetists, and clinical nurse specialists) to care for Louisiana’s citizens. This project is congruent with the Health Works Commission’s purpose “to integrate and coordinate resources relative to health care workforce development within various state departments and key organizations” (Louisiana Health Works Commission, 2006). LACANE serves as the voice of administrators of registered nursing education programs with geographic representation throughout Louisiana and is qualified to coordinate the project.

**7. TIMELINE**  - August 2019 – June 30, 2020 (Fall 2019 and Spring 2020 semesters)

**8. BUDGET**

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| --- | --- |
| **Category** | **Amount** |
| Tuition Funding Fall 2019 | $50,000 |
| Tuition Funding Spring 2020 (plus carryover from Fall 2019) | $50,000 |
| Total Request 2019-2020 | $100,000 |

**Tuition Funding** – Eligible students could receive funding for a maximum 6 credits/semester, not to exceed 18 credits/year OR a maximum of $5,000/semester, not to exceed $15,000/year. Eligible students are those who apply and who are employed at a LACANE member institution and are a full-time or part-time student in a MSN, DNP, or DNS/PhD program during the semester that reimbursement is received. Tuition reimbursement will be provided only for completed courses taken for credit from a nationally accredited MSN, DNP, or DNS/PhD nursing program with a grade of “B” or higher. Students will be reimbursed for tuition/fee costs and funding preference will be given to:

(1) graduate students who are BSN exception faculty and enrolled in the final year (final Fall/Spring or Fall/Spring/Summer) of a MSN program with an education concentration; followed by

(2) graduate students who are enrolled in in their final year (Fall/Spring or Fall/Spring/Summer) of a PhD (DNS, DNSc) program with an education concentration; followed by

(3) graduate students who are enrolled in their final year (Fall/Spring or Fall/Spring/Summer) of a DNP program who have completed at least 6 credit hours of nursing education courses; followed by

(4) graduate students who are BSN exception faculty and enrolled in the final year (Fall/Spring or Fall/Spring/Summer) of a MSN program without educational concentration; followed by

(5) graduate students who are enrolled in their final year (Fall/Spring or Fall/Spring/Summer) of a DNP program who have not completed courses in nursing education; followed by

(6) graduate students who are BSN exception faculty and not enrolled in their final year of a MSN program (education or non-education concentration); followed by

(7) graduate students who are enrolled in PhD (DNS, DNSc) or DNP programs not enrolled in the final year of program completion.

Regardless of the type of university/college/school in which the student is enrolled (public/private/in-state/out-of-state) the maximum tuition reimbursement per credit hour and the maximum fee reimbursement will not exceed the highest maximum tuition or fees of a public in-state university.

Graduate nursing students accepting the tuition/fee reimbursements, offered through this project, will agree to undertake full-time employment as a faculty member/coordinator/administrator at a LACANE member institution for aperiod of one year for any reimbursement amount up to $4,999.99; a period of two years for reimbursement amounts of $5,000.00 to $9,999.00 received; and a period of three (3) years for reimbursed amounts over $9,999.00.

Upon graduation, if a recipient is unable to secure a full-time position as a nursing faculty member/ coordinator/ administrator at a LACANE member institution or affiliate, alternate accommodations may be made on a case-by-case basis with initial approval of the current LACANE chair, and final approval by the BOR. If employment is not available at the sponsoring LACANE institution, the institution is responsible for submitting a letter to the Program Manager (Current LACANE chairperson) indicating employment is not available. Recipients are also responsible for securing employment as a nurse educator in Louisiana to avoid being in default. Recipients are responsible for receiving the current LACANE chair and Board of Regent’s approval in writing or be in default of repayment. Recipients found to be in default of the educator stipend commitment will be required to repay monies reimbursed for the time period in which employment services did not occur. If a recipient is not able to secure employment because Colleges/Schools with vacancies not desiring to hire that specific recipient, then the recipient will be responsible for repayment of their funds or securing approval from the current LACANE chair and Board of Regents to avoid default. Recipients will be required to repay at least 25% of total amount owed per calendar year. Interest will accrue monthly on the non-repaid balance. Repayment shall begin no later than 60 days following the Board of Regent’s declaration of nurse educator student default. Failure to institute repayment, as outlined, will result in the matter being turned over to the Board of Regents, who will in turn refer the agreement to the Attorney General’s office for collection. The LACANE chair will be responsible for alerting the Board of Regents when a student informs them that they cannot meet their contractual obligations.

**Attachment B**

**LA BoR/Health Works – Nurse Capitation Grant Award Program**

Application: FY2019-20

NOTES:

1. **Submit one application form per pre-licensure nursing program.**
2. Institution’s nursing program must have full LSBN/LSBPNE approval and national nursing program accreditation, with no compliance concerns regarding NCLEX scores or completion rates.
3. One copy of the most recent accreditation letter must be submitted along with the campus application(s).
4. The Board of Regents and Health Works Commission will work with the 2020 Legislature to seek continued funding, with expansion to include faculty development (targeting graduate nursing education programs and students).
5. Capitation funds awarded must be used to directly augment and support nursing programs.

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| **College/University** | |  | | | | | | |
| **Dean/Director** | |  | | | | | | |
| Email Address | |  | | | | | | |
| Telephone | |  | | | | | | |
| Mailing Address | |  | | | | | | |
|  | | | | | | | | |
| **Program Type & Title**  (DP/PN, ASN, BSN) | | |  | | | | | |
| Number of **semesters/terms** in clinical component: | | | | | | | | |
| Number of new students admitted/enrolled in the program’s clinical component: | | | | | | | | |
| Fall, 2016 |  | | | Spring, 2017 |  | Summer,2017 | |  |
| Fall, 2017 |  | | | Spring, 2018 |  | Summer, 2018 | |  |
| Fall 2018 |  | | | Spring, 2019 |  | Summer, 2019 | |  |
| Fall, 2019 |  | | |  | | | | |
|  | Spring, 2020 | | |  | *← Anticipated, without capitation grant* | | | |
| Summer, 2020 | | |  |
| Fall, 2020 | | |  |
| ***Additional students you would admit/enroll in the clinical component with a Capitation Grant***  **(@ $7,000/student/year). Minimum of 8** **→** | | | | | **Fall, 2019** | |  | |
| **Spring, 2020** | |  | |
| **Summer, 2020** | |  | |
| **Fall, 2020** | |  | |
| *Would you be able to participate next year, with additional/continued funding? Please briefly describe how the funding will or would help increase the size of the entering (and subsequently graduating) class.* | | | | | | | | |

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Dean/Director Date

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President/Chancellor or Provost Date