

**NURSING SUPPLY AND DEMAND COUNCIL**  
**MINUTES**  
**August 1, 2017**

The Nursing Supply and Demand Council (NSDC) met on August 1, 2017, in the Louisiana Board of Regents Board Conference room. Chair Bienemy called the meeting to order at 10:08 a.m. The roll was called, and a quorum was established.

**COUNCIL MEMBERS PRESENT**

Chair - Cynthia Bienemy, LSBN  
Jennifer Badeaux, LANA  
Cindy Cobb, LANP  
Lisa Deaton, LSNA  
Kim Eaves, LCTCS  
Andrea Ferguson, LSNO  
Johnette Kay, LSBPNE  
Mike Thompson, LHA  
Larry Tremblay, BoR  
Nathalie Walker, PCPRN  
Ann Warner, LACANE

**COUNCIL ORGANIZATIONS ABSENT**

LAICU  
LHNA  
LONE  
LSBNO  
LSPRN  
OPH  
SUBR

**GUESTS**

**APPROVAL OF MINUTES**

Minutes from the March 23, 2017 meeting were reviewed. On motion of Nathalie Walker, seconded by Larry Tremblay, the Council voted unanimously to approve the minutes.

**Announcements**

Chair Cynthia Bienemy reviewed reports distributed from the State Board of Nursing, Center for Nursing, and the Louisiana Action Coalition (LAC). She also indicated that LAC held its first Culture of Health Summit in Kenner, LA on April 27<sup>th</sup>. The Summit was based on the work that has been done in Louisiana in implementing the recommendations from the IOM Report on the Future of Nursing in the areas of nursing leadership, diversity, and removing barriers to practice for all nurses. The overarching goal for the implementation of the recommendations is to prepare nurses to lead change, advance health, and develop collaborative relationships with other entities to build healthy communities across the state. Dr. Bienemy also shared that the 2018 Nurse Leader Institute will be held in January.

On motion of Nathalie Walker, seconded by Lisa Deaton, the Council voted unanimously to accept the consent agenda as published.

Nathalie Walker announced that the AORN National Convention, the largest nursing trade show, is coming to the Moriel Center in New Orleans on March 24-28, 2018. Last year 10,000 attended – 6,000 nurses and the rest were exhibitors and vendors. This is an event where AORN invites faculty and students from across the region and the state to come at no charge. Faculty can bring students and introduce them to perioperative nursing through all the educational offerings and exhibits. One of the most beneficial days was changed from being a complete hands-on day where students observed gowning/gloving, for example, and changed to a more critical thinking skills simulation. There are simulation labs on the floor during the exhibition and opportunities for students to attend CE sessions

and other offerings to help them develop a better understanding of perioperative nursing. Ms. Walker would certainly like to extend an invitation to this council.

Andrea Ferguson informed the council that the Louisiana School Nurses organization has set its conference on March 21-23, 2018, in Lake Charles. "Sprinting for School Health" is this year's theme. As mental and physical health are essential for students, staff and school nurses need to make sure they are healthy in order to take care of students with significant problems and family issues at home. A general discussion followed.

### **New Business**

Chair Bienemy stated that new business would be the review and approval of the 2017 Project Funding Proposals. Dr. Larry Tremblay gave a brief overview of the funding process. There is a template for project proposals which was shared with all members. The deadline for submission of proposals to the Health Works Commission (HWC) is Friday, August 4<sup>th</sup>. The HWC will be meeting on August 23<sup>rd</sup> to determine which proposals will be funded. The LACANE proposal is a continuation of an initiative to help fund nurse educators to go back and further their education on a tuition reimbursement basis. Participants in this program commit to service (for every \$5,000, it is a year of service) which has not been an issue to date. Gail Poirrier has been leading this initiative in her capacity with LACANE and has offered ULL as the administrator of the program.

This year's proposal is for a total of \$95,000. LACANE hopes to continue to serve nurses who have participated in this program before and wish to continue on seeking their higher credential, and fifteen potential new nurse educators. Students will be reimbursed for tuition costs only, and funding preference will be given to students who are teaching as BSN exception faculty, those who are currently enrolled in a graduate nursing program, those who are nearing program completion, and those who are attending Louisiana schools (not necessarily in priority order). Further review followed with suggested edits to the proposal; Dr. Tremblay stated he would contact Dr. Poirrier and speak with her about these edits.

Dr. Bienemy discussed her proposal which was not available for review by the Council at this time but will be submitted to HWC by August 4<sup>th</sup>. The NSDC has informed the Health Works Commission and many other groups about what appears to be a looming nurse faculty shortage in Louisiana; it is identified in the NSDC annual report as an issue that needs to be addressed. Colorado did a study on the nursing faculty shortage and the related return on investment. The Massachusetts Action Coalition conducted a study focused on nurse faculty workload issues and the looming faculty shortage. They developed a survey to obtain data to better describe factors that were contributing to the nurse faculty shortage in Massachusetts. The Center for Nursing is developing a proposal that would essentially replicate the Massachusetts study in Louisiana using a modified version of their survey. The survey will be used to determine factors that may be contributing to the nurse faculty shortage in Louisiana. The survey includes elements of descriptive information from the faculty regarding job satisfaction, teaching responsibilities, preparation as a nurse educator, intent to leave their current nurse faculty position, and reasons for leaving.

Since 2012, there has been a 15% decrease in number of budgeted full time faculty, a 38% increase in the number of vacant faculty positions, a 17% increase in the number of resignations, and a 63% increase in retirements statewide among Louisiana's nursing programs. In 2016, 22% of the nursing faculty in Louisiana were 61+ years of age.

The outcomes of the proposal are to A) obtain a more comprehensive picture of nurse faculty teaching in Louisiana's pre-RN nursing programs in terms of demographics, work load, job satisfaction, and building retirement (the survey); B) identify variables that may be contributing to a nursing faculty shortage in pre-RN nursing programs in Louisiana, which again will be coming from the survey; and C) provide objective data that can be used to inform policy makers about the impact of a nursing faculty shortage on the supply and demand of RN's in Louisiana and relate that information to the economic impact of having a nursing shortage in our state.

The survey will be administered online and would provide needed information about Louisiana's nurse faculty workforce and the challenges they are experiencing. It was also Dr. Bienemy's aim to explore how the findings from the survey could be used to describe the impact that a nurse faculty shortage would have on the number of nurses produced in our state. Upon further discussion with the group, Dr. Bienemy agreed that conducting a descriptive study that would explore factors that may be contributing to a nurse faculty shortage in Louisiana should be the first step. It was also requested by the Council that in addition to faculty teaching in undergraduate and graduate nursing programs, we include faculty teaching in LPN programs in the proposal.

On motion of Larry Tremblay and seconded by Nathalie Walker, the council unanimously endorse the LACANE project proposal, as amended.

On motion of Larry Tremblay and seconded by Andrea Ferguson, the council unanimously endorsed in concept the nurse faculty survey proposal as described by the chair.

#### **PUBLIC COMMENTS**

There were no public comments.

#### **NEXT MEETING DATES**

The next meeting will be scheduled with a Doodle poll.

#### **ADJOURNMENT**

There being no further business, the meeting adjourned at 12:07 p.m.