

## Nursing Supply & Demand Council Minutes

Wednesday, November 30, 2022  
 1:00-3:00 p.m.  
 North Dakota Room, 1<sup>st</sup> Floor of the Claiborne Building  
 1201 N 3<sup>rd</sup> St.  
 Baton Rouge, LA 70802

### CALL TO ORDER

Chair Bronwyn Doyle called the meeting of the Nursing Supply & Demand Council to order at 1:01 p.m. on November 30, 2022.

### ROLL CALL

The roll was called by Ms. Cara Landry, Executive Assistant, and a quorum was established.

Members Present	Affiliation
Aimee Cloyd	LA Hospital Association
Christina Costanza	LA State Board of Practical Nurse Examiners
Sandra Brown	LA Council of Administrators of Nursing Education
Karen Lyon	LA State Board of Nursing
Ahnyel Burkes	LA State Nurses Association*
Mellynn Baker (designee)	Board of Regents*
Bronwyn Doyle, Chair	LAICU*
Nicole Coarsey (designee)	Office of Public Health
Wes Hataway	LA Nursing Home Association
Laura Poole	LA Organization of Nurse Leaders
Wendi Palermo	LCTCS*
Nathalie Walker	LA Council of Perioperative Registered Nurses Chapter
Members Not Present	Affiliation
Jennifer Badeaux	LA Association of Nurse Anesthetists*
Kathy Baldrige	LA Association of Nurse Practitioners
VACANT	LA School Nurses Organization
Staci Taylor	Southern School of Nursing
Mary Kelly	LA State Black Nurses Organization
Jana Semere	LA Organization of Nurse Executives

\* Member of the Executive Committee

## APPROVAL OF THE JULY 14, 2022 MINUTES

**Chair Doyle called for a motion to approve the minutes of the July 14, 2022 meeting. On motion of Sandra Brown, seconded by Karen Lyon, the Nursing Supply & Demand Council approved the minutes.**

## 2022 ANNUAL REPORT REVIEW & RECOMMENDATIONS DISCUSSION

Chair Doyle presented the draft of the NSDC annual report to the Council and noted changes made in the structure of the report. She provided an overview of the report and noted that the introduction and inclusion of a key takeaways section were new to this year's report. The key takeaways section was added on recommendation of the Council. The Council discussed the most reliable workforce demand data. Ms. Baker noted that there are two data sources which the Council could utilize: from the Louisiana Workforce Commission and from Lightcast, a national data set. Many members agreed that demand data are not often completely accurate. Dr. Baldrige cited the extensive efforts to receive this information through the demand survey, noting that larger hospital systems are completing the survey but it is more difficult to receive information from smaller, more rural institutions. The Council continued to discuss ways to generate more survey responses, articulate healthcare job demand and rectify the differences in data. Dr. Cynthia Bienemy commented that, even though response rates are not at ideal levels, Louisiana still has relatively high response rates in comparison with other states. Dr. Burke raised the question of how often the demand survey is done and whether LPNs are included in these numbers; the answer is that this study is done every four years and does include LPNs, as hospitals include APRNs and LPNs. The survey is being conducted this January as it has not been done since COVID. Following this discussion, the Council determined to use LWC data for this year's report and the demand survey data for next year's report, as it will be available. Ms. Baker outlined the plan to use the data for the key takeaways page along with the caveats as discussed.

Chair Doyle then continued with an overview of the report, focusing in detail on the data. She noted that she would like to tap the expertise of Council members to analyze increases and decreases in the data, in order to add a data reflections section for each nursing type. Members discussed key data points along with comments and impressions to be added into the report. After discussing each section, Chair Doyle referenced the handout given to Council members, which included the 22 previous report recommendations. She noted that a group comprised of Health Works Commission members looked at these recommendations along with others to create a more succinct list (six recommendations from this group), which has been provided to the Council members. She reviewed the list and asked Council members for feedback. Members generally agreed with the six recommendations, with a few edits to the language provided.

**Chair Doyle asked for a motion to accept and allow the Council and Board of Regents' staff to edit in order to finalize the 2022 Annual Report prior to its submission to the Health Works Commission, then the Louisiana Legislature. On the motion of Wendi Palermo, seconded by Ahnyel Burkes, the Nursing Supply & Demand Council (NSDC) approved the motion.**

## DATA DISCUSSION RELATED TO SENATE RESOLUTION 129 OF THE 2022 LEGISLATIVE SESSION

The next item on the agenda was the response to Senate Resolution 129 of the 2022 Legislative Session. Vice Chair Ahnyel Burkes provided a brief overview of the work conducted to date, noting that a statewide survey had been administered in October 2022 through the Louisiana State Board of Practical Nurse Examiners as well as the Louisiana State Board of Nursing. The survey closed on November 27, 2022, and to date over 1,000 responses had been submitted

To ensure the legislative response captured all of the data the Council wanted to highlight, the Council reviewed all of the questions in the survey and selected the following for inclusion in the report:

1. How likely are you to advise a qualified individual to pursue a career in nursing?
2. Independent of your present job, how satisfied are you with being a nurse?
3. Moral distress is defined as occurring when you know the appropriate action to take but are unable to act upon it or you act in a manner contrary to your personal and professional values, which undermines your integrity and authenticity. To what extent, in your work as a nurse, do you experience moral distress?
4. Concerning staffing, how often does your unit have the right number of nursing staff with the right knowledge and skills?
5. What are the two main factors that keep you working in your current unit or organization? In the past year, in your work, have you experiences any of the following (this could be by patients, patients' families, colleagues, etc.)? Please select all that apply.
6. Itemized list of who was involved in these experiences.
7. Do you plan to leave your present nursing position?
8. Do you plan to work in a different state?
9. How likely would each of the following be to influence you to reconsider your plans to leave your present position? (List of options)
10. Include demographics such as age and gender of respondents.

The Council agreed that at its next meeting on January 12, 2023, members would review a draft of this legislative response to finalize any edits needed in advance of its legislative due date of February 1, 2023.

## 2022 LEGISLATIVE SESSION UPDATES

Due to the limited time remaining in the meeting, this item was deferred for consideration at the Council's January meeting.

## NOMINATIONG AND VOTING OF CHAIR AND VICE-CHAIR

The Council then took up the nomination of and voting for Chair and Vice-Chair of the Council.

**Bronwyn Doyle offered a motion to nominate Ahnyel Burkes as Chair of the Council. This motion was seconded by Nathalie Walker. With no further discussion, Ahnyel Burkes was unanimously voted as Chair of the Nursing Supply and Demand Council.**

Discussion was had as it relates to the position of Vice-Chair to the Council. With no formal nominations received at this time, it was determined that the position of Vice-Chair would be considered at the Council's next meeting, January 12, 2023.

**OTHER BUSINESS**

No other business was brought forth to the Council.

**PUBLIC COMMENTS**

Cynthia Bienemy requested the introduction of another public attendee, Sierra Higgins, sharing that she serves as an Assistant Professor at McNeese State University.

**ADJOURNMENT**

With no opposition, Chair Doyle adjourned the meeting at 3:02 p.m.

**ADDITIONAL GUESTS & ATTENDEES:**

<b>Name</b>	<b>Affiliation</b>
Cara Landry	Board of Regents
Cynthia Bienemy	All Things Professional LLC
Michelle Dennis	BRCC
Michael Tipton	BSBSLA
Sierra Higgins	McNeese