

Nursing Supply & Demand Council Minutes

Thursday, July 14, 2022
10:00 a.m. – 12:00 p.m.

North Dakota Room
1st Floor of the Claiborne Building
1201 N 3rd Street
Baton Rouge, LA 70802

CALL TO ORDER

Chair Bronwyn Doyle called the meeting of the Nursing Supply & Demand Council to order at 10:03 a.m. on July 14, 2022.

ROLL CALL

The roll was called by Ms. Cara Landry, Executive Assistant, and a quorum was established. After roll was called, members who were present introduced themselves.

Members Present	Affiliation
Paul Salles	LA Hospital Association
Christina Costanza	LA State Board of Practical Nurse Examiners
Kathy Baldrige	LA Association of Nurse Practitioners
Sandra Brown	LA Council of Administrators of Nursing Education
Sarah Luneau (designee)	LA State Board of Nursing
Staci Taylor	Southern School of Nursing
Ahnyel Burkes	LA State Nurses Association*
Susannah Craig	Board of Regents*
Bronwyn Doyle, Chair	LAICU*
Wes Hataway	LA Nursing Home Association
Wendi Palermo	LCTCS*
Mary Kelly	LA State Black Nurses Organization
Nathalie Walker	LA Council of Perioperative Registered Nurses Chapter
Members Not Present	Affiliation
Jennifer Badeaux	LA Association of Nurse Anesthetists*

Jill Gautreau	LA School Nurses Organization
VACANT	Office of Public Health
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 December 1, 2021 meeting. On motion of Kathy Baldrige, seconded by Dr. Sandra Brown, the Nursing Supply & Demand Council approved the minutes.

LEGISLATIVE SESSION 2022 UPDATES

Chair Doyle discussed updates from the 2022 Legislative Session, starting with an overview of bills related to the work of the Nursing Supply & Demand Council. Dr. Ahnyel Burkes provided an overview of the bills, including:

- 1) Senate Bill 194 (now Act 83) by Senator Sharon Hewitt adds the president of the Louisiana State Nurses Association (or designee) to the Health Works Commission.
- 2) House Resolution 155 by Representative Turner creates a study group to evaluate options and make recommendations for reforming healthcare workforce training and development in the state.
- 3) Act 549 by Senator Cleo Fields provides new return-to-work legislation for higher education critical shortage areas specific to adjunct nursing instructor positions.
- 4) Senate Resolution 129 by Senator Hewitt requests the Nursing Supply and Demand Council study and make recommendations to improve statewide nurse retention in response to the nursing workforce shortage.

Chair Doyle noted that Senate Resolution 129 aligns with last year’s Commission recommendation and work groups around nurse retention, including groups considering academic practice partnerships, nursing retention, and diversity. Information from those work groups was used to form recommendations for inclusion in the Health Works Commission annual report. She proposed that the same nurse retention group continue and potentially include other stakeholders to move forward with the work related to Senate Resolution 129. Dr. Burkes added that this work group looked at practice and retention as well as proposed recommendations but was missing the voice and input of nurses. She suggested a statewide survey sent to nurses would give insight to frame recommendations for future efforts.

In addition, LCTCS received funding for the workforce training rapid response fund. Dr. Wendi Palermo spoke about this fund and stated LCTCS was charged during the Session with

several healthcare-related initiatives and other areas where there are gaps in the workforce. LCTCS has a rapid response fund in which they can receive funds and allocate them to LCTCS institutions to meet three- to five-star jobs that align to Louisiana Workforce Commission priorities. Dr. Palermo noted that anything in healthcare is going to be considered a five-star job in this space. She added that, in this past legislative session, \$25 million was appropriated to LCTCS to expand healthcare, nursing, LPN, nurse aids, etc. She noted that all of the healthcare positions are short and LCTCS is ensuring work is prioritized by region.

Chair Doyle how these funds could be accessed. Dr. Palermo responded that it is for two-year institutions, including LCTCS institutions, SUSLA, and LSUE, with the structure resembling the existing nurse capitation program. She noted that program sharing is important in this space. She added that the funding is \$25 million over three years.

Dr. Burkes asked how the funding is designated whether it is to the students or to faculty. Dr. Palermo responded that it is based on program expansion and increased enrollment, but only calculated on the number of students who complete. Chair Doyle asked how funds will be effective for students in the program if they do not receive the funds until after graduation. Dr. Palermo responded that LCTCS assumes the risk of funding additional students until they can be reimbursed through the Rapid Response Fund. She added that LCTCS specializes in short-term and stackable credentials. By increasing the number of completers, each institution will receive funds that they can reinvest in the faculty. The goal is to have the money spent within three years. Dr. Burkes asked if the funding will be divided up by region or by institution to expand programs. Dr. Palermo responded that fund distribution will be based on performance measures.

NURSING SUPPLY & DEMAND COUNCIL ANNUAL REPORT NEXT STEPS

Chair Doyle gave some background on the work underway with the Council's annual report and requested feedback on structure, content, and how to set the context for legislators and the Health Works Commission. In previous years, the report was structured to begin with supply (in terms of education), with APRNs, RNs, CNAs, and LPNs interwoven into different sections rather than telling the unified story of each of these fields. The proposed structure of the upcoming report aims to provide a holistic view of each nursing field to include past rates, faculty, current work force, demand needs, etc. A suggestion was provided to include a more detailed executive summary. Another suggestion was made to reduce the narrative and provide key pertinent information to indicate what has happened over the past five years. A concern was voiced that important information can get lost if not strategically placed. Mr. Salles agreed with suggested that having this information in the appendix would make the document easier to read. He added that legislators want to see recommendations rather than just concerns. Chair Doyle agreed and stated that, ideally, chief concerns should tie into recommendations. She proposed that the recommendations be connected to both discussion points and major concerns. Dr. Brown

agreed and stated that legislators say they want no data without a story and no story without data. Dr. Palermo added that legislators want the information to be concise. Dr. Baldrige noted that the authors should not assume that legislators understand the information as well as those in the field and should include basic information and background in the report.

Dr. Burkes returned to the topic of graphics and including an appendix. Chair Doyle and Dr. Burkes suggested partnering with Regents staff when the report contents are complete to create a one-page executive summary with graphics that could be included with the annual report. Mr. Hataway added that the Louisiana Workforce Commission can show the number of open positions for nurses, which currently is 9,500 openings. The Council discussed how this data could be utilized and expressed concern that the number might be an undercount. Chair Doyle noted that LSBN is planning to accelerate its nursing survey, rather than only sending it out every four years.

Chair Doyle transitioned to discussing the timeline for report drafting. Ms. Mellynn Baker said ideally the report should be done by December to be submitted by February 1, 2023. The members continued to discuss ways to incorporate additional data into the report and Chair Doyle indicated that the data should be solidified in October, with recommendations and commentary added after analysis.

REVIEW OF 2021 NURSING SUPPLY AND DEMAND DATA

Chair Doyle then transitioned into a discussion of data and several reports created by the Center for Nursing. Dr. Brown noted the recurring theme of the work environment. The members discussed the 13% response rate. They identified the data breakdown on “Newly Licensed Nurses”, noting that the Council needs to be cognizant of the impact the NextGen NCLEX exam has on passage rates. Chair Doyle then refocused the Council on comments related to the work environment and not feeling prepared. They also discussed comments related to RN turnover and the impact of travel nursing. Dr. Burkes noted that Representative Miller’s bill that would establish guidelines for nursing staffing agencies. Council members suggested breaking down data to see how many nurses are going into advanced practice. The Council discussed the decline in nurses returning to graduate school. Dr. Burkes noted that New York is working towards this by establishing supportive programs.

After discussing age, gender, and race/ethnicity demographics, Chair Doyle transitioned to discussing educational preparedness, pointing to data showing an increase in those in the LPN-to-RN in total numbers, but not in percentage. The number of nurses in the diploma programs has decreased and the reasons were discussed. Chair Doyle then noted the data surrounding graduate degrees. A member suggested distinguishing a clinical versus a nonclinical DNP. Chair Doyle noted the importance of monitoring licensed RN and post-RN programs to track increases as more scholarships are offered. She added that there has been an increase of 10% for MSN programs and an increase in faculty as well, with a small increase in Ph.D.

programs.

Chair Doyle then transitioned into reasons for unemployment, citing home/family care as the main reason. She noted that many nurses have been out of practice for a decade and want to come back into the workforce, but there are not many programs available to help “re-up” their training.

Chair Doyle then transitioned to primary employment setting data, noting a 24% increase in community health and a 20% increase in public health. She noted that there has not been a change in RNs providing direct care and discussed the reasons RNs are leaving their positions. She noted that recently salary has grown by 13% and retirement has gone down, which may be due to this increase in salary. The citation of the work environment as a reason for leaving a position has increased in the past year, as have changing of specialty and raising a family.

Chair Doyle noted recent salary data and led a discussion on salary differences, the reasons for data fluctuations, and how the Council might want to collect these data moving forward. Ms. Brasseaux noted that legislators may want to know the average salary related to whether individuals would continue to go to school for this career. She noted that this salary information does impact faculty as faculty salaries are potentially lower than bedside nurses’. Dr. Craig noted that the average can be skewed if nurses earn salaries on either end of the spectrum. Mr. Salles noted it may be beneficial to average salaries based on years of experience. Dr. Palermo suggested standardizing data collection by utilizing the Louisiana Workforce Commission information. Dr. Burkes added that Workforce Commission data may allow a comparison of faculty to practice pay. The Council clarified that the data are from employers.

Looking at APRNs, Chair Doyle pinpointed the significance of the number of those holding a license who are classified as advanced practice registered nurses and added that it could be interesting to compare demand data for this role. Related to APRN data, the group discussed potential issues with the scope of practice as it is not fully understood. Chair Doyle noted the gap in specializations of those nurse practitioners when examining the supply and demand and noted that the analysis will use Louisiana Workforce Commission salary data. A Council member noted that the number of APRNs in Louisiana but residing elsewhere has increased, which speaks to the problem of workforce departures. Others noted that this may be attributable to these individuals working in cities near state borders.

Chair Doyle requested that Council members review the *Nursing Education Capacity Report* ahead of the next meeting and highlight points of interest. Dr. Burkes indicated she would work on recrafting the report based on Council members’ feedback, with the goal of presenting a full draft report at the next meeting.

Ms. Baker discussed the scheduling of future meetings, including of the Health Works Commission, and noted the importance of making the report digestible with prioritized

recommendations. Dr. Brown suggested the Council be intentional and focused when bringing forth these recommendations.

Dr. Burkes asked if anyone was interested in joining the workgroup centered on practice and retention and made some recommendations for individuals who may wish to join.

OTHER BUSINESS

A Simulation Council meeting will be held on Monday, July 25, 1:00-3:00 p.m. in the Iowa Room of the Claiborne Building. The next Health Works Commission meeting will be held Wednesday, September 14, 10:00 a.m.-12:00 p.m., in Claiborne's North Dakota Room.

PUBLIC COMMENTS

There were no public comments.

ADJOURNMENT

With no opposition, Chair Doyle adjourned the meeting at 11:57 a.m.

ADDITIONAL GUESTS & ATTENDEES:

Name	Affiliation
Cara Landry	Board of Regents
Mellynn Baker	Board of Regents
Hannah Courtney	Board of Regents
Doreen Brasseaux	Board of Regents
Mary Fernandez	Nunez Community College
Alisa Morrio	LDH/HSS
Cullen Brewer	LDH/HSS
Michelle Dennis	BRCC
Robert Baldrige	LANP

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