**NURSING SUPPLY AND DEMAND COUNCIL**

**MINUTES**

**February 19, 2019**

The Nursing Supply and Demand Council (NSDC) met on February 19, 2019, in the Louisiana Board of Regents

Board Conference Room. Chair Cynthia Bienemy called the meeting to order at 10:33 a.m. The roll was called, and a quorum of the Council was established.

ROLL CALL

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| **COUNCIL MEMBERS OR DESIGNEE PRESENT** | **COUNCIL MEMBERS ABSENT** |
| Chair Cynthia Bienemy, LSBN  Melissa Bird, LA School Nurses Organization  Sandra Brown, LA Assoc of Nurse Practitioners  Vice Chair Lisa Deaton, LA State Nurses Association  Karen Denby, Board of Regents  Gail Gibson, Office of Public Health  Paula Hellums, LCTC System  Jacqueline Hill, Southern University School of Nursing  Johnette Kay, State Board of Practical Nurse Examiners  Beth Norris, LA Organization of Nurse Executives  Wendi Palermo, LA Council of Admin of Nursing Ed.  Cheryl Taylor, LA State Black Nurses Organization | Kenneth Alexander, LA Hospital Association  Jennifer Badeaux, Nurse Anesthetists  Bronwyn Doyle, LAICU  Wes Hataway, LA Nursing Home Association  Nathalie Walker, LA Council of periOperative  Registered Nurses  **GUESTS**  Dr. Latricia Greggs, Southern University School  of Nursing |
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Before the meeting began, Chair Cynthia Bienemy told the Council that Dr. Larry Tremblay, a former member of the NSDC, retired recently after 42 ½ years of service at the Board of Regents. She acknowledged all his contributions to the NSDC. Next all members present introduced themselves.

APPROVAL OF MINUTES

Minutes from the August 13, 2018, meeting were reviewed.

**On motion of Lisa Deaton, seconded by Gail Gibson, the Council voted unanimously to approve the minutes.**

ANNOUNCEMENTS/CONSENT AGENDA

Chair Bienemy said she sent out several reports to members before the meeting by email. Some of these reports included the *Nursing Education Capacity Report*; *Findings from the Louisiana Center for Nursing 2018 Nurse Faculty Survey*, the *Future of Nursing Campaign for Action* Listening Sessions Summary Report along with several other reports. Chair Bienemy hopes to present some of these reports to the Council at the next meeting.

Vice Chair Lisa Deaton handed out a short update of events from the Louisiana State Nurses Association (LSNA). She mentioned upcoming events on April 8-10, 2019. She said that during these dates a “Membership Assembly and Nurse Day” will be held with the keynote speaker, Dr. Ernest Grant, President of ANA, on April 9th. A legislative reception will be held at the Capital Welcome Center in Baton Rouge. Vice Chair Deaton reminded Council members that the legislature convenes on April 8 at noon.

Member Wendi Palermo of LaCANE said they sent out a reminder to all deans/directors to support the proposal that was funded by the Health Works Commission to address the need for qualified individuals to become nurse faculty. Member Paula Hellums, representing LCTCS, said that LCTCS is working with education partners to see how nursing supply is being impacted. It was mentioned that retention of nursing students is a critical issue. Member Gail Gibson, OPH, said they were excited about the new hire of a chief public health nurse after the position had been vacant for several years.

Chair Bienemy said a statewide Nurse Employer Survey was launched on February 7, 2019, by the Center for Nursing to gain information from employers of nurses about the numbers and types of nursing personnel that are needed. Over 1,400 health care agencies received the survey. She also mentioned that the State Board of Nursing approved updating and enhancing the Nursing Workforce Forecasting Model. Her third item to mention was the 2019 Louisiana Action Coalition (LAC) COH Summit which is being held on October 8that Pennington Conference Center.

OLD BUSINESS/NEW BUSINESS

1. Nurse Faculty Survey Report

Chair Bienemy shared with the Council members that important data has been gathered from the 2018 Nurse Faculty Survey. She noted that 95% of full-time nurse faculty are female and 77% are White. Dr. Bienemy mentioned that 56% of full-time nurse faculty are 50 years old or older. She continued by saying that 63% of full-time faculty are likely to leave their current teaching position in ten years.

Discussions continued around the possible reasons for the shortage in nurse faculty along with reasons for a decrease in enrollment of students. Ms. Johnette Kay, State Board of Practical Nurse Examiners, mentioned that enrollment of students was down due to many students having difficulty receiving federal aid due to stricter guidelines and a greater number of online programs offered to students. Dr. Denby said there was a time when nurses received capitation monies to recruit/retain nurse faculty, but due to budget cuts that has been removed.

Vice Chair Deaton said the Louisiana State Nursing Association (LSNA) met to discuss major issues around nursing and focused on items that could be taken to the legislature. Funding was an issue discussed since nursing receives only a small amount of money. She said that around 2008 the NSDC became an advisory council instead of a commission and was moved from the Department of Health to the Board of Regents. She has been researching websites to find what year NSDC lost the line item for funding. Vice Chair Deaton said at one time the NSDC was going to be dissolved because it was included in Health Works activities, but after some discussions it was decided that NSDC would be an advisory council instead of a commission, so it was a compromise and not a step down.

1. NSDC Annual Report

The discussion next centered on the 2018 Annual Report that must be completed and submitted to the Health Works Commission within the next few weeks. Chair Bienemy said that according to the Rules of Proceeding, the Vice Chair is charged with serving as the chair of the NSDC Annual Report Drafting Committee. Today, the Council will talk about the content of the report. It was noted that the Faculty Survey was funded, completed and has findings so this can be discussed in the report. Many items for the 2018 report related to the LPN workforce have already been updated by Lynn Ansardi, ED for the State Board of Practical Nurse Examiners. A typo was noted in Item VI. under Activities that read *2016 NSDC Annual* *Report* but should have read *2017 NDSC Annual Report*. The section under VII. Nurse Aides is being updated from the Department of Health. Vice Chair Deaton said it would be helpful if a couple of people would assist her in editing the report and then submit to members in the next 30 days.

**Activities**

The first section discussed is entitled “Activities” on pages 1 and 2 of the 2017 Annual Report. After review of the six items under “Activities” it was decided that some items should be removed and others reworded in the 2018 Annual Report. It was suggested that this section be entitled “Accomplishments” and then follow with “Ongoing Activities.”

**Key Findings Pertinent to the Council’s Charge**

Under the section entitled “Key Findings Pertinent to the Council’s Charge” Item IV. should have read “2016 **LPN**, RN and APRN Licensure Data.”

**Recommendations/Ongoing Initiatives**

A review of the 10 recommendations/ongoing initiatives listed on page 5 and 6 of the 2017 Annual Report. was conducted by Vice Chair Deaton:

* Item A will remain
* Item B will remain
* Item C will remain
* Item D (include the Summit)
* Item E would be deleted
* Item F are still ongoing recommendations
* Item G are still ongoing recommendations
* Item H should be updated to include the diversity report
* Item I will remain
* Item J will remain (As we get snapshots/reports, each of us can individually help to drive the reports)

Member Wendi Palermo inquired about “deliverables” and if any policies have changed due to the work of NSDC or the Health Works Commission. Vice Chair Deaton said the NSDC annual reports and faculty survey findings are good sources of information if any pieces of legislation were presented regarding funding for nurses. Chair Bienemy said a major accomplishment by Senator McPherson, et al assisted with the development of a Center of Nursing.

The members began to list accomplishment of the NSDC and it was reported that the Center of Nursing along with the workforce forecasting tools were accomplishments.

Member Gail Gibson inquired if the Governor received a copy of the report to see what the NSDC really needs in funding. Questions centered around what happens to the NSDC annual report after it is presented to the Health Works Commission, and if the NSDC priorities were submitted to the legislature. Vice Chair Deaton recommended the need to look at the law that created the Nursing Supply and Demand Council and see who exactly receives the final report each year.

Chair Bienemy said the final report should identify the “nurse licensure compact.” Vice Chair Deaton said that perhaps under Recommendations a bullet point could be developed about the compact being effective and what NSDC will do to monitor the compact. It was suggested to include the collaboration that occurred last year to get a compact. Member Cheryl Taylor suggested separating the “Recommendations” from “Ongoing Initiatives.” She also suggested taking a group picture at the next meeting to include in the final report. Member Wendi Palermo said the goals of the NSDC should be included under Ongoing Activities and show where the Council is going. Vice Chair Lisa Deaton reminded the Council that anything the Council does must be tied into the charge of the NSDC.

Member Gail Gibson suggested that after the Executive Summary in the annual report a question could be asked, “What are the priorities of NSDC?” It was noted that a specific ask could be made of the Health Works Commission in the annual report. Member Jacqueline Hill asked if the report could be reformatted as a table, but it was noted that there is not enough time this year to reformat.

Vice Chair Deaton said she would contact Member Kathy Baldridge, Louisiana Association of Nurse Practitioners, to assist on the advanced practice side of the report. Other Council Members that agreed to help Vice Chair Deaton in drafting the 2018 NSDC Annual report were Member Wendi Palermo and Member Cheryl Taylor. Member Cheryl Taylor requested a copy of the rules of proceedings and legislation from Chair Bienemy.

PUBLIC COMMENTS

There were no public comments.

NEXT MEETING DATE

Chair Bienemy said that according to the Rules of Proceedings, a new Chair and Vice Chair are to be elected this year, and this will be done at the next meeting. She said the NSDC will also need to meet again to approve the annual report. The next meeting will be scheduled with a Doodle poll for early April.

ADJOURNMENT

There being no further business, the meeting adjourned at 12:19 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:*

*Chair Cynthia Bienemy LANP Kathy Baldridge*

*Vice Chair Lisa Deaton LAICU Bronwyn Doyle*

*LANA Jennifer Badeaux*