Collis B. Temple, III
Chair

Gary N. Solomon, Jr.
Vice Chair

Robert W. Levy
Secretary

Kim Hunter Reed, Ph.D.
Commissioner of Higher Education

REGENTS

BOARD of REGENTS
STATE OF LOUISIANA

David J. Aubrey
Christian C. Creed
Blake R. David
Randy L. Ewing
Stephanie A. Finley
Phillip R. May, Jr.
Darren G. Mire
Wilbert D. Pryor
T. Jay Seale, III
Terrie P. Sterling
Felix R. Weill
Judy A. Williams-Brown
Catarena M. Lobré, Student

January 26, 2023

The Honorable Larry Bagley
Chair, House Committee on Health and Welfare
671 HWY 171
Stonewall, LA 71078

Dear Representative Bagley,

Senate Resolution 129 (SR 129) of the 2022 Legislative Session urges and requests the Nursing Supply and Demand Council (NSDC) to study and make recommendations to improve statewide nurse retention in response to the nursing workforce shortage. SR 129 further calls for the NSDC to administer a survey to licensed nurses in Louisiana as well as conduct research on other state policies and practices regarding nurse retention and nurse well-being initiatives.

Attached please find the NSDC's response, which includes a report of key survey findings as well as other state initiative research conducted by the Council.

If you have any questions regarding the response to SR 129, do not hesitate to contact me. I look forward to working with you in the upcoming 2023 Regular Legislative Session.

Sincerely,

Kim Hunter Reed, Ph.D.
Commissioner of Higher Education

cc: The Honorable Patrick Page Cortez, Senate President
The Honorable Clay Schexnayder, Speaker of the House
Yolanda Dixon, Secretary of the Senate
Michelle Fontenot, Clerk of the House
Poynter Library (DRPLibrary@legis.la.gov)

The Board of Regents is an Equal Opportunity and ADA Employer

RESPONSE TO SENATE RESOLUTION 129 OF THE 2022 REGULAR SESSION OF THE LOUISIANA LEGISLATURE

NURSING SUPPLY AND DEMAND COUNCIL

January 2023

Prepared by: Ahnyel Burkes, DNP, RN-BC, NEA-BC

Table of Contents

Study Description

Study Title: The Impacts of Healthy Work Environments on Retention and Well-being of the Nursing Workforce in Louisiana

Research Team: Ahnyel Jones-Burkes, DNP, RN-BC, NEA-BC (Principal Investigator), Benita N. Chatmon, PhD, MSN, RN, CNE (Co-Investigator), Alison H. Davis, PhD, RN, CNE, CHSE (Co-Investigator)

IRB: LSUHSC-NO #4740

Study Purpose

Senate Resolution No. 129 (SR 129) of the 2022 Regular Session of the Louisiana Legislature charged the Nursing Supply and Demand Council (NSDC) to conduct a study in order to improve statewide nurse retention in response to the nursing workforce shortage (see Appendix A). To inform this study, all Licensed Practical and Registered Nurses in Louisiana were surveyed regarding factors impacting retention and well-being to determine contributing factors to the nursing workforce shortage. The goal is to explore factors contributing to retention and turnover so that actions can be better informed when implementing statewide retention strategies and creating meaningful ways to stabilize the nursing workforce shortage. In addition, this study also explores the well-being of nurses in Louisiana. Once the major barriers to statewide retention are identified, the public can be better informed of what resources and programs are needed to retain nurses in the state of Louisiana.

Survey Demographics

The survey to support the recommendations set forth in this study was administered statewide through distribution lists of both the Louisiana State Board of Practical Nurse Examiners and the Louisiana State Board of Nursing. This survey was sent out on October 27, 2022, with a closing date of November 27, 2022. The survey received 1,209 total responses across the following demographics:

- White (925, 77.2%), Black or African American (164, 13.7%), Native American or Alaskan Native (7, 0.6%), South Asian (0, 0.0%), Chinese (2, 0.2%), Korean (2, 0.2%), Japanese (0, 0.0%), Filipino (6, 0.5%), Arab/West Asian (0, 0.0%), Pacific Islander (1, 0.1%), Other Asian (2, 0.2%), More than one race (21, 1.8%), Some other race (8, 0.7%), Prefer not to answer (60, 5.0%), Missing (11, 0.9%)
- Identified as Hispanic, Latinx, or Spanish? Yes (23, 1.9%), No (1,129, 94.3%), Prefer not to answer (45, 3.8%) Missing (12, 1.0%)
- Female (1,025, 85.9%), Male (140, 11.7%), Non-binary (1, 0.1%), Prefer not to answer (27, 2.3%), Other (0, 0.0%), Missing (16, 1.3%)
- Registered Nurse (867, 72.6%), Licensed Practical Nurse (327, 27.4%) Missing 15 (1.2%)
- Acute care hospital (adult, pediatric, maternity, other) (458, 43.7%), Ambulatory (surgery, urgent care center) (128, 12.2%), Home/community care (82, 7.8%), Non-clinical (e.g., quality improvement, risk management, social services, insurance company, consulting) (49, 4.7%), Nursing school (15, 1.4%), School health/student health service (13, 1.2%), Specialty hospital (psychiatric, rehabilitation, other) (69, 6.6%), Subacute/long-term care (90, 8.6%), Telehealth (10, 1.0%), Temporary staffing agency (8, 0.8%), Other (127, 12.1%), Missing (160, 13.2%)

Survey Results

The following captures highlighted results of the statewide survey. Appendix C details all questions included in the survey. The figures highlighted findings the NSDC wished to spotlight, to further inform the recommendations related to this response.

Figure 1

How likely are you to advise a qualified individual to pursue a career in nursing?

- Definitely Would — 30%
- Probably Would — 35%
- Probably Would Not — 27%
- Definitely Would Not — 8%

Figure 2

Independent of your present job, how satisfied are you with being a nurse?

- Very Satisfied — 37%
- Somewhat Satisfied — 39%
- Somewhat Dissatisfied — 18%
- Very Dissatisfied — 6%
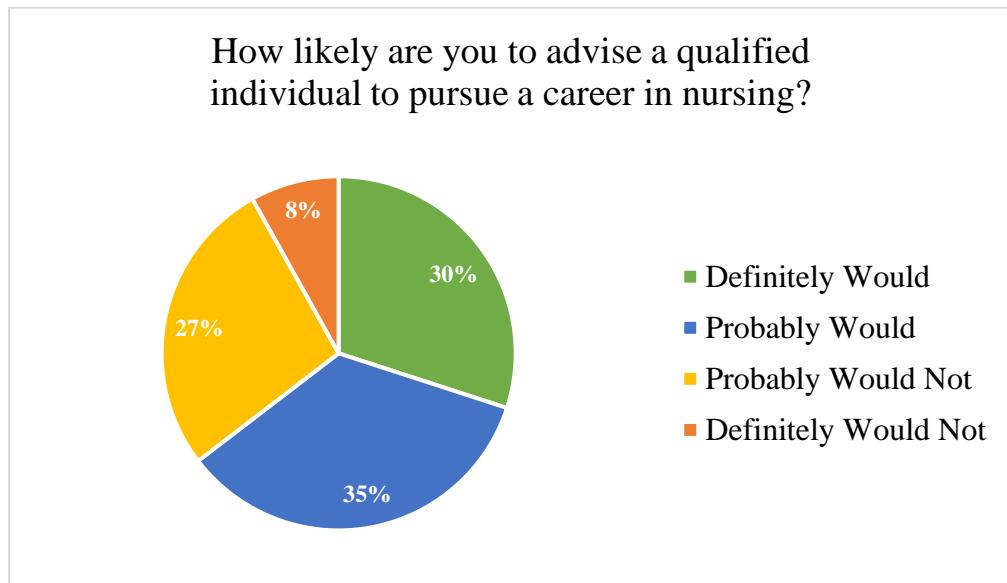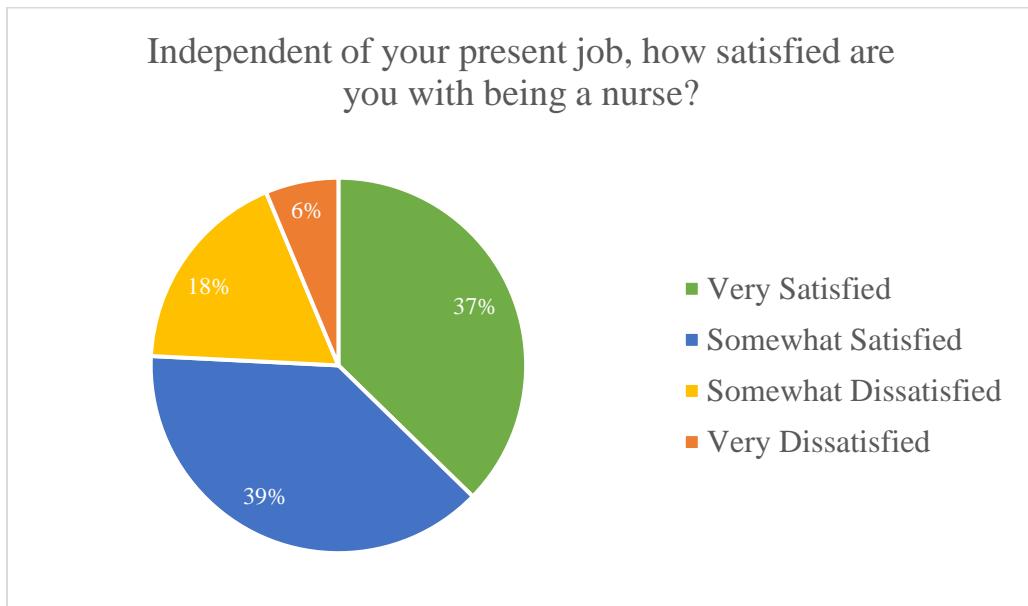
Figure 3

This question defined moral distress 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.
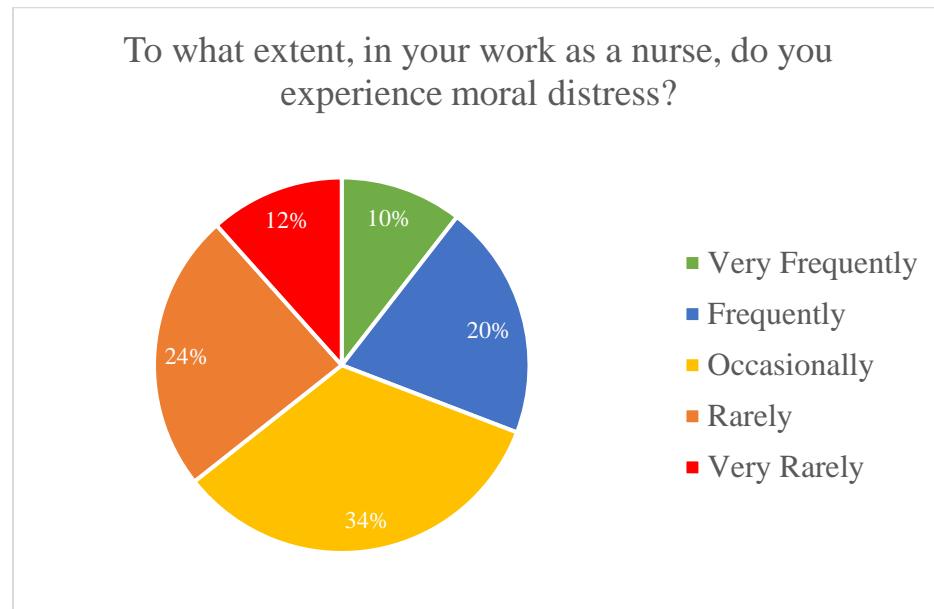

Figure 4
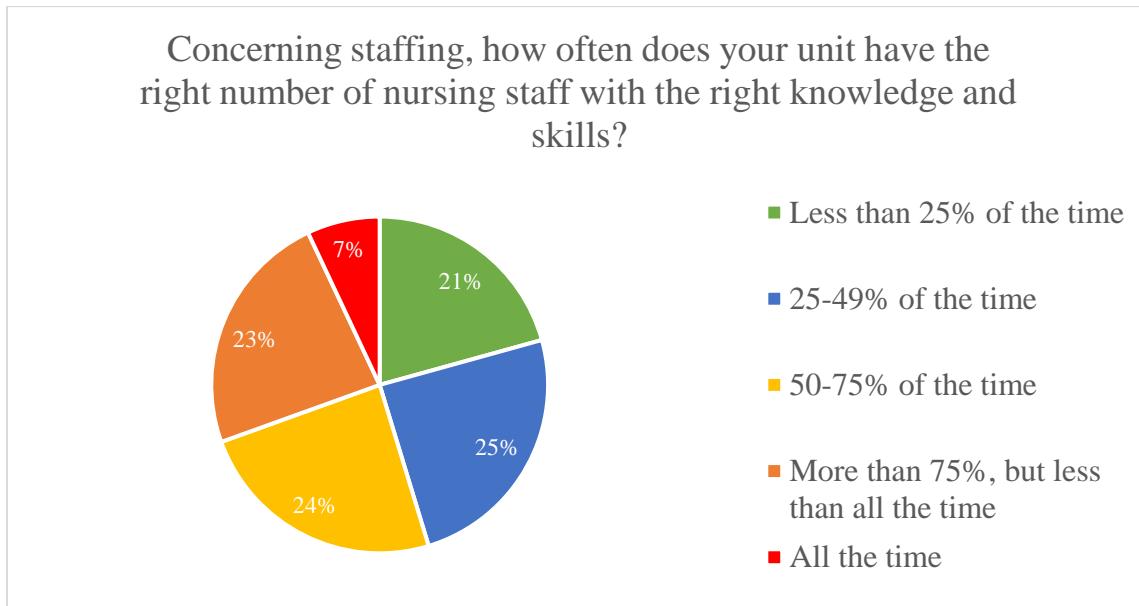
Figure 5

Respondents could select more than one factor.

What are the two main factors that keep you working in your current unit or organization?	Percentage
Patients I care for	38%
Work schedule	36%
People I work with	34%
Salary and benefits	27%
Location	26%
Work environment	9%
Leader of my work unit	7%
Reputation of the organization	4%
Opportunities for professional development	3%
Support for nurses	3%
Opportunities for advancement	3%
Level of staffing	2%
Meaningful recognition	2%

Figure 6

Respondents could select all that apply. Actions cited could be by patients, patients' families, colleagues, etc.

In the past year, in your work, have you experienced any of the following? Please select all that apply.

- Sexual harassment 12%
- Physical abuse 16%
- Discrimination 20%
- I have not experienced any of these 44%
- Verbal Abuse 50%
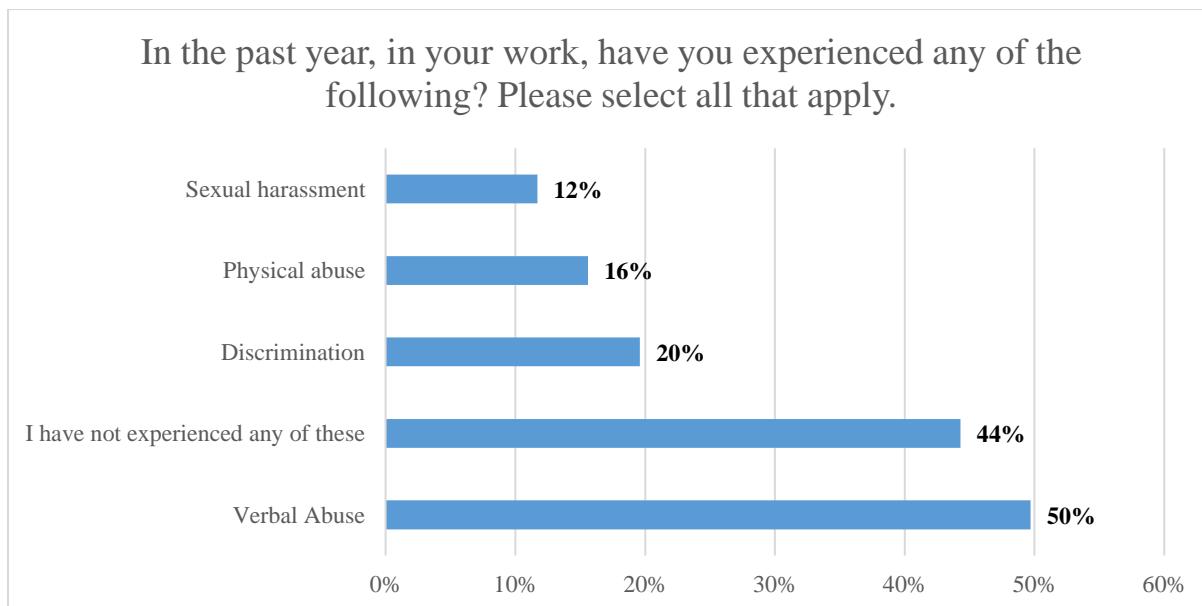
Figure 7

The following information was collected in response to the question in Figure 6. Respondents could select any categories that applied. A total of 540 respondents replied to this question.

Who has been involved in these verbal abuse experiences? Please select all that apply.

| Category	Percentage
From an administrator	12%
From a Nurse Manager	14%
From other healthcare personnel	14%
From another Nurse	19%
From a Physician	23%
From patients' families/significant others	63%
From Patients	76%
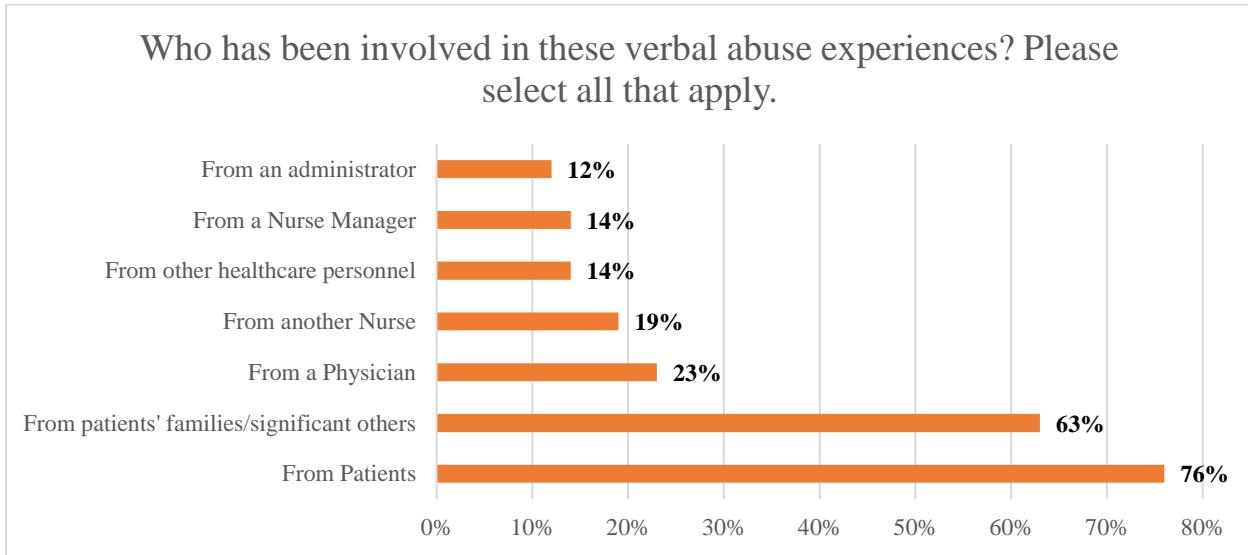
Figure 8

The following information was collected in response to the question in Figure 6. Respondents could select any categories that applied. A total of 208 respondents replied to this question.

Who has been involved in discrimination experiences? Please select all that apply.

| Category	Percentage
From a Physician	18%
From other healthcare personnel	31%
From patients' families/significant others	31%
From an administrator	34%
From a Nurse Manager	36%
From another Nurse	36%
From Patients	41%
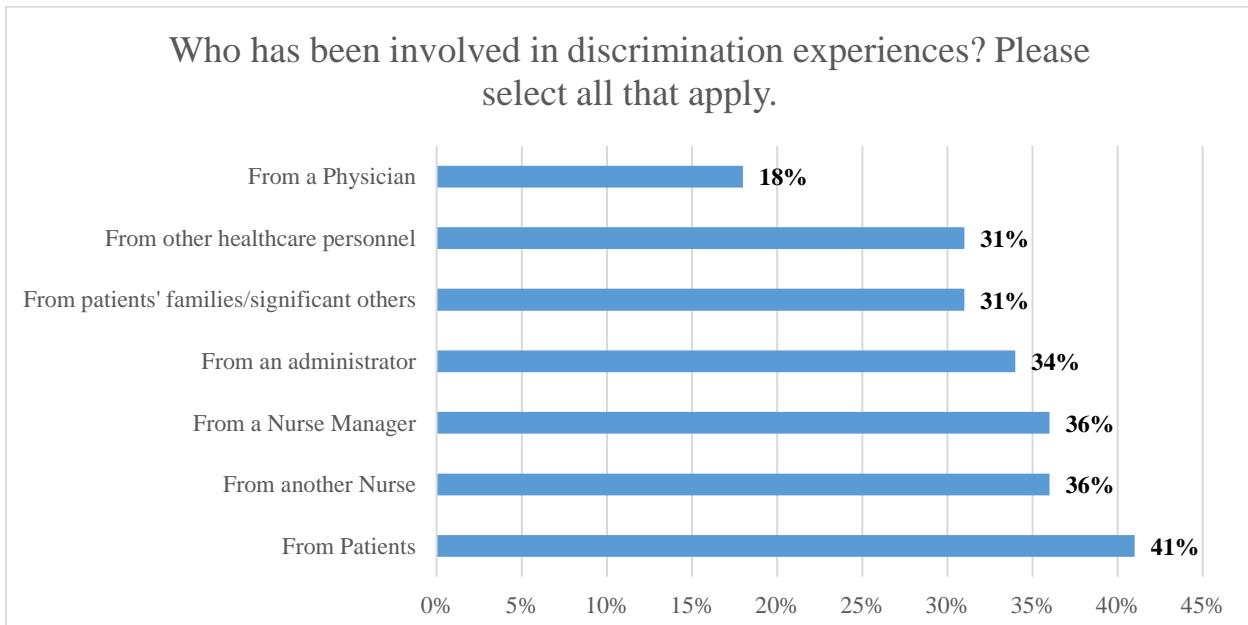
Figure 9

The following information was collected in response to the question in Figure 6. Respondents could select any categories that applied. A total of 171 respondents replied to this question.

Who has been involved in physical abuse experiences?

Category	Percentage
From a Physician	0%
From other healthcare personnel	0%
From patients' families/significant others	0%
From an administrator	0%
From a Nurse Manager	0%
From patients' families/significant others	10%
From Patients	98%
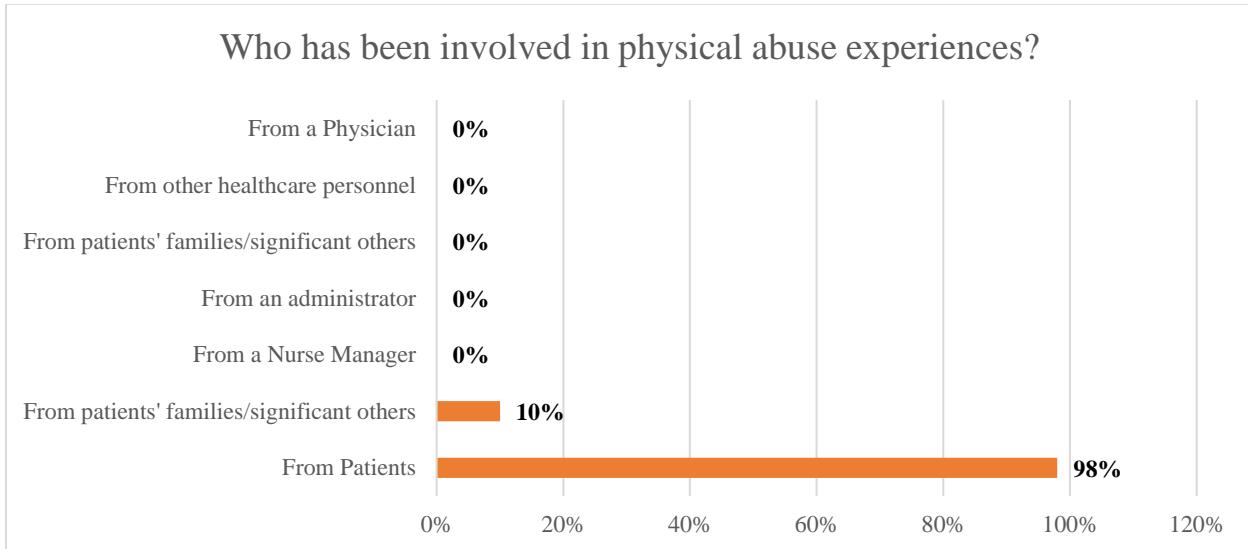
Figure 10

The following information was collected in response to the question in Figure 6. Respondents could select any categories that applied. A total of 125 respondents replied to this question.

**Who has been involved in these sexual harrassment experiences?**

Category	Percentage
From other healthcare personnel	8%
From another Nurse	14%
From a Physician	16%
From patients' families/significant others	22%
From Patients	85%

9

Figure 11

Do you plan to leave your present nursing position?

- Yes within the next six months: 17.5%
- Yes within the next 7-12 months: 13.5%
- Yes within the next three years: 27.7%
- No plans to leave within the next three years: 41.2%

Figure 12

How likely would each of the following be to influence you to reconsider your plans to leave your present position?

Categories (top to bottom):
- More/better equipment and technology resources
- More respect from frontline management
- More respect from administration
- More opportunities to influence decisions about patient care
- More opportunities for professional development
- More meaningful recognition for my contribution
- More flexible scheduling
- More autonomy
- Higher salary and benefits
- Better staffing
- Better leadership

Legend: Not Likely At All | Not Very Likely | Somewhat Likely | Very Likely

Post-Study Recommendations

Based on the results of the survey and the discussions of the NSDC meeting January 12, 2023, the Council offers the following recommendations:

1. **Promote Transition to Practice (TTP) programs for Registered Nurses (RN) and Licensed Practical Nurses (LPN).**

   Reflecting on the results of the survey, the NSDC encourages TTP programs as a key driver of improving retention for new graduate nurses. The Accreditation Commission for Education in Nursing indicates that TTP programs are a critical time in which nurses develop the skills and attitudes necessary for autonomous nursing practice within their level of licensure. The NSDC recommends TTP programs be available statewide for all nursing graduate students.

2. **Support recommendations set forth in response to House Concurrent Resolution 36 (HCR 36) of the 2022 Regular Session.**

   In the 2022 Regular Session, HCR 36 built upon a study conducted in 2021, forming a Task Force to identify and study policy options and practices through which workplace violence in healthcare settings can be addressed, mitigated or prevented. Several members of the NSDC also participate in this Task Force, which similarly is producing a report with recommendations, to be submitted by February 1, 2023. Reflecting on the survey results for SR 129, the NSDC emphasizes support for the HCR 36 Task Force recommendations specific to workplace violence and the creation of policies to eliminate further workplace violence impacting nurses in Louisiana.

3. **Explore the feasibility of a statewide marketing campaign to promote nursing.**

   One of the questions included in the survey conducted for SR 129 was, "how likely are you to advise a qualified individual to pursue a career in nursing?" Responses revealed that 65% definitely would or probably would advise an individual to pursue the profession, while 35% probably would not or definitely would not advise an individual to pursue a career in nursing. The NSDC discussed how promoting the profession with a statewide marketing campaign may further increase interest in nursing while lifting up those presently in the profession.

Other States' Initiatives

In addition to administering a statewide survey, this resolution researched national practices regarding statewide initiatives and nurse well-being. The following information highlights states with readily available information concerning statewide initiatives. States not listed in this study have been excluded due to information not being readily available during the research process.

1. **Alabama**
   Source: https://www.uab.edu/nursing/news/home/sustainable-scholarship/item/2617-hrsa-grant-promotes-nurse-well-being

   The three-year grant is a part of HRSA's Health Workforce Resiliency Award, a program aiming to establish a culture of wellness and resiliency among the healthcare workforce during the ongoing pandemic.

The grant will create the Workforce Engagement for Compassionate Advocacy, Resiliency and Empowerment, or WE CARE, program at UAB Hospital. The program will hire five nursing development specialists who will receive additional training in resilience and psychological first aid, through a program developed by Johns Hopkins University, to assist with selected hospital units. A mental health nurse practitioner will provide counseling support services exclusively to nurses. Additional funds will be allocated to support improvements and expansion efforts of oasis areas, or respite rooms, within the hospital.

Source: https://alabamaworks.com/alabama-office-of-apprenticeship-launches-program-to-help-meet-nursing-shortage/

The Alabama Office of Apprenticeship has partnered with the Alabama Board of Nursing and the Alabama Community College System to develop the state's first nursing registered apprenticeship program.

2. **Alaska**
   Source: https://gov.alaska.gov/newsroom/2021/12/21/governor-dunleavy-awards-2-1-million-to-uaa-for-recruiting-and-retaining-nursing-faculty/

$2.1 million from the Governor's Emergency Education Relief Funds have been awarded to the University of Alaska Anchorage (UAA) College of Health to increase its capacity to train registered nurses.

The grant includes $875,000 for hiring bonuses and relocation allowances for up to 23 new faculty members or current faculty relocating to areas of high need. The grant also includes $900,000 for loan repayment for up to 15 new and 10 current faculty members. $125,000 will be used for tuition assistance for up to five bachelor's-prepared clinical instructors to receive a master's degree required by the Board of Nursing to qualify for a full faculty appointment. The grant also includes $200,000 to hire a firm with nursing faculty recruitment experience to facilitate the searches.

The grant is funded by the Governor's Emergency Education Relief Fund (GEER II), a component of the Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act, 2021.

3. **Arizona**
   Source: https://www.azleg.gov/legtext/55leg/2R/laws/0330.pdf

House Bill 2691, signed by Gov. Doug Ducey on June 29, 2022, appropriates $15.5 million from the state General Fund (GF) to the Arizona Department of Health Services (ADHS) in fiscal years 2023 through 2025, and $32 million from the state GF to the Arizona Health Care Cost Containment System (AHCCCS) over the same period.

The funding is to be used for healthcare workforce grant programs, placing special emphasis on the nursing profession. Provisions in the bill call for the establishing of the Arizona Nurse Education Investment Pilot Program, or the Nurse Program, within ADHS, for which $15 million from the state GF is allocated between FYs 2023 and 2025.

4. Arkansas
Source: https://humanservices.arkansas.gov/news/112-million-in-funding-available-to-support-home-and-community-based-services-workforce-stabilization-incentive/

$112 million in funding is available to support home and community-based services workforce stabilization incentives.

5. California
Source: https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202120220AB184

California has set aside money to thank medical professionals who have worked through the COVID-19 pandemic. In addition to giving the hazard pay to doctors, nurses and other frontline healthcare workers, legislators expanded retention pay to onsite employees in departments such as clerical, dietary, environmental services, laundry, security, engineering, facilities management, administration, and billing. Managers and supervisors are ineligible for the payouts.

Full-time workers will receive the biggest potential payments, up to $1,500, including $1,000 from the state of California and $500 in a match from their employers, according to the text of Assembly Bill 184. Part-time workers will get as much as $1,250, a maximum of $750 of which comes from the state and $500 from their employers. Physicians will receive up to $1,000 from the state.

The hazard pay will go not only to workers at general acute-care hospitals, government-operated hospitals, skilled nursing facilities and physician practice groups but also to employees at acute psychiatric hospitals, many nonprofit clinics, hospital outpatient clinics, and any heath facility owned or operated by the state of California or any state department.

A total of $1.3 billion in stipends will be provided to healthcare workers who have been most impacted by the pandemic.

6. Connecticut
Source: https://portal.ct.gov/Office-of-the-Governor/News/Press-Releases/2022/08-2022/Governor-Lamont-Announces-Launch-of-Program-To-Increase-Opportunities-for-Aspiring-Nurses

A collaborative partnership among Connecticut State Colleges and Universities (CSCU), the Office of Workforce Strategy (OWS), multiple state agencies, the University of Connecticut (UConn), the Connecticut Conference of Independent Colleges (CCIC), and the Connecticut Hospital Association, this new program seeks to address the state's workforce shortage in critical healthcare areas through three strategic pillars:

- Tuition assistance to incentivize low-income and minority students to enter accelerated and cost-effective nursing and social work programs.
- Recruitment and retention of faculty to rapidly expand seat capacity and train the next generation of nursing and behavioral health workers.
- Innovative programs to promote partnerships between employers and institutes of higher education to build career pathways.

The $35 million initiative, funded with federal American Rescue Plan Act money, was approved as part of the state budget bill that Governor Ned Lamont recently signed into law.

7. Delaware
Source: https://governor.delaware.gov/rescue-plan/

ARPA Funds: $5 million to the Delaware Academy of Medicine to provide student financial aid for medical, dental, and nursing students.

8. Florida
Source: https://flgov.com/2022/07/26/12-million-in-down-payment-assistance-awarded-to-hometown-heroes-since-june-1/

Florida Housing received $100 million from the state legislature in 2022 to establish the Hometown Heroes program, which assists individuals such as law enforcement officers, educators, healthcare professionals, and active military or veterans in purchasing their first home in Florida. Since the program's launch a total of $12.1 million in assistance has been provided to 843 families throughout the state.

The Hometown Heroes program provides down payment and closing cost assistance to help Florida's frontline community workers in more than 100 eligible professions purchase a primary residence in the communities where they work. Eligible homebuyers will receive up to 5% of their first mortgage loan amount (up to a maximum of $25,000) in down payment and closing cost assistance in the form of a 0%, non-amortizing, 30-year deferred second mortgage. To qualify for this program, homebuyers must connect with one of Florida Housing's participating loan officers, have a minimum credit score of 640, provide certification for one of the eligible occupations, and meet the income threshold for their county.

The Hometown Heroes Housing Program is available to Floridians including law enforcement officers, firefighters, educators, healthcare professionals, childcare employees, and active military or veterans. Including this $100 million program, Governor Ron DeSantis approved $363 million for affordable and workforce housing in the 2022-2023 budget, the highest total in 15 years.

Source: https://floridajobs.org/news-center/DEO-Press/2022/05/19/governor-ron-desantis-approves-over-$125-million-for-nursing-education-to-provide-scholarships-and-expand-infrastructure-at-colleges-and-universities-for-clinical-training

Governor DeSantis announced approval of over $125 million for nursing education in the 2022-2023 Fiscal Year, bringing the total amount of investment in workforce education funding to more than $5 billion since 2019. Additional funding for nurses in this year's budget will include student loan reimbursement and scholarships for nurses, expanding infrastructure at colleges and universities that provide nursing education, and salary and recruitment incentives for nurses within the Department of Veterans Affairs.

Funds will be distributed through two major programs, including:

- $100 million to establish the Prepping Institutions, Programs, Employers, and Learners through Incentives for Nursing Education (PIPELINE) program to financially reward colleges and universities for their nursing education programs, based on student success; and

- $25 million to establish the Linking Industry to Nursing Education (LINE) fund for schools to recruit faculty and clinical preceptors for their nursing programs, to work toward combating the shortage of nursing instructors, with funds matched dollar-to-dollar by healthcare partners in their communities.

9. Georgia
Source: https://www.legis.ga.gov/legislation/54921

A Preceptor Tax Credit allows deletion of an income tax for certain physicians serving as community-based faculty physicians: to create a new income tax credit for taxpayers who are licensed physicians, advanced practice registered nurses, or physician assistants who provide uncompensated preceptorship training to medical students, advanced practice registered nurse students, or physician assistant students for certain periods of time.

Source: https://www.brenau.edu/healthsciences/nursing/preceptor/

The Preceptor Tax Incentive Program (PTIP) implements an incentive structure so a preceptor will earn a lesser amount for the first three rotations precepted, and the amount will increase for additional rotations. Physicians will receive a $500 credit for each of the first three rotations and $1,000 for each rotation from four to ten. A physician preceptor who provides ten rotations, then, would earn $8,500 in tax credits for the calendar year. An APRN or PA preceptor would earn $375 for each of the first three rotations, and $750 for the fourth through tenth rotation, for a maximum of $6,375 in a calendar year.

Source: https://gov.georgia.gov/press-releases/2022-01-20/icymi-governor-kemp-outlined-plan-safer-stronger-georgia

Governor Brian Kemp's budget proposals include an initial $1 million for the University System of Georgia to expand nursing programs up to 500 students annually over five years and provide funding for Florida's Technical College System to grow its partnership with Allied Health to serve up to 700 additional students annually. One-time bonuses of $1,000 are available for bus drivers, nurses, nutrition workers and part-time employees.

10. Hawaii
Source: https://www.capitol.hawaii.gov/session/measure_indiv.aspx?billtype=HB&billnumber=2437&year=2022

Hawaii legislation creating a Preceptor Tax Incentive Program (PTIP) allocates $1.5 million per year to provide up to five $1,000 tax credits per preceptor. The funding would cover preceptors for all of the state's students enrolled in programs of advanced practice nursing, medicine, and pharmacy, which are the health professions covered by the legislation.

11. Idaho
Source: https://healthandwelfare.idaho.gov/providers/rural-health-and-underserved-areas/loan-repayment-and-grants#:~:text=SLRP%20is%20a%20multi%2Ddiscipline,provided%20through%20a%20federal%20grant.

In October 2020, Healthcare Transformation Council of Idaho (HTCI), appointed by the Governor, approved a Task Force to develop a rural nurse loan repayment program to encourage

newly graduated registered nurses to seek employment in rural communities in Idaho. SLRP is a multi-discipline, state-based loan repayment program for nurses, clinicians, and physicians working in federally designated Health Professional Shortage Areas. Loan repayment is provided through a federal grant. Participating sites must implement a sliding fee scale for low-income and uninsured patients and accept Medicare and Medicaid. Recipients may receive loan repayment awards of up to $25,000 per year. A service obligation is required, with full-time practitioners fulfilling a two-year term. Sites must submit annual reports during the funding period. Participants currently receiving loan repayment and fulfilling a service obligation are not eligible.

Rural Loan Repayment Expansion Bill (Failed)

Source: https://legislature.idaho.gov/sessioninfo/billbookmark/?yr=2022&bn=S1287

12. Illinois
Source: https://www.illinois.gov/news/press-release.24784.html

Illinois' FY 2023 budget includes several healthcare incentives, including:

- Waiving licensing fees for nearly 470,000 frontline healthcare workers;
- Setting aside $180 million to preserve and expand the healthcare workforce through Medicaid providers, focusing on underserved and rural areas;
- Creating the $25 million Pipeline for the Advancement of the Healthcare (PATH) workforce grant program through the Illinois Community College Board, to train and provide support to students entering high-demand healthcare professions; and
- Providing a $7.8 million increase in state support to Nurse Scholarships and Grants in higher education institutions.

13. Indiana
Source: https://ic4n.org/strategic-initiatives/needs2b-program/

The Indiana Center for Nursing is among 24 organizations throughout the nation that will receive significant federal funding for programming that addresses the role of nursing in building a culture of health and promoting health equity. The HRSA Diversity in Nursing grantees were selected based on submissions of replicable strategies to accomplish these goals, while highlighting the importance of collaboration with diverse stakeholders. Through this grant, the Indiana Center for Nursing (ICN) will receive $2,189,646 over the next four years to support the Nursing Education and Engagement in Diversity Statewide 2B (NEEDS2B) Program.

The NEEDS2B Program includes subawards to eight schools of nursing in Indiana participating in the program: Anderson University, Goshen College, Indiana University East, Indiana Wesleyan University, Marian University, Purdue University, University of Saint Francis-Crown Point, and University of Southern Indiana. In addition, Community Health Network is involved in the Program.

Through the grant, each school will work collaboratively to achieve the following goals:

- Increase diversity and inclusion in the Indiana nursing workforce by implementing objectives that include: scholarships and stipends for students accepted into the program; holistic review and admissions to the school of nursing, mentoring programs; faculty recruitment and

retention of diverse faculty; increased percentage of enrollment; retention and graduation of diverse students; and inclusion of cultural intelligence education;

- Expand implementation of the current mentoring programs of the schools; and
- Address social determinants of health and education through a collaborative partnership representing academia, practice, and the community at large.

14. Iowa

Source: https://iowacollegeaid.gov/HealthCareAwardProgram

The Health Care Award Program provides financial awards to nurse educators teaching full-time at eligible Iowa colleges and universities, as well as applicants who agree to practice as registered nurses, advanced registered nurse practitioners, or physician assistants in service commitment areas for five consecutive years, and who meet the requirements of the program. The maximum annual award is $6,000 per year for up to five consecutive years of full-time employment.

15. Kansas

Source: http://www.kslegislature.org/li/b2021_22/measures/documents/hb2510_enrolled.pdf

Wichita State Technical College was allocated $1.84 million for smart manufacturing, industry training 4.0 and associate's degree nursing programs.

Source: http://www.kslegislature.org/li/b2021_22/measures/documents/hb2510_enrolled.pdf

Emporia State University received $5 million for the nursing program relocation and staffing.

Source: https://covid.ks.gov/wp-content/uploads/2021/10/SPARK-Frontline-Hospital-Employee-Retention-Plan-1.pdf

The Iowa SPARK Committee approved up to $50 million to help hospitals throughout the state retain front-line workers through strategies such as retention bonuses and premium pay.

16. Kentucky

Source: https://cpe.ky.gov/ourwork/kyhwc.html

Kentucky's Healthcare Workforce Collaborative (HWC) is a $10 million initiative funded by the legislature to bring together state leaders, policy experts, campus leadership and the healthcare industry to solve Kentucky's healthcare crisis.

The appropriation, designated in the 2022 budget bill and to be administered by the HWC, will serve several purposes:

- Providing direct grants to Kentucky's public institutions;
- Funding administrative, research, consulting, planning and analysis costs for an advisory group;
- Raising student awareness of and interest in healthcare occupations;
- Improving pathways between high school career and technical programs to college-level healthcare programs; and
- Helping healthcare organizations support career growth and development for their employees.

17. Maine

$1 million in FY 2022 ARPA funding provided one-time funds to the nursing education loan repayment program to enable it to begin making loan repayments and to accommodate the increased loan repayment amounts.

The credit for educational opportunity provides an income tax credit for Maine resident taxpayers who are qualifying graduates (and employers of qualifying graduates) and who make eligible education loan payments on loans obtained to earn:
- An associate's or bachelor's degree from an accredited Maine college or university after 2007 and before 2016; or
- An associate's or bachelor's degree from an accredited Maine <u>or</u> non-Maine college or university after 2015; or
- A graduate degree from an accredited Maine college or university after 2015.

Eligible graduates must live, work, and pay taxes in Maine.

The credit is limited to tax, with the exception that for tax years beginning on or after January 1, 2013, the credit allowed to a program participant is refundable if the program participant obtains an associate's or a bachelor's degree in science, technology, engineering or mathematics (STEM). Unused portions of the nonrefundable credit may be carried forward for up to 10 years. Certain limitations apply.

An employer of a qualifying graduate may also qualify for the credit on eligible education loan payments made during the term of the qualified graduate's employment.

STEM Degrees - Definition applicable to degrees awarded on or after January 1, 2020

For degrees awarded on or after January 1, 2020, a STEM degree means a degree in a program of study classified under one of the following Classification of Instructional Programs (CIP) codes according to the Integrated Postsecondary Education Data System (IPEDS) of the National Center for Education Statistics (NCES):

- CIP codes listed on the United States Department of Homeland Security, Immigration and Customs Enforcement STEM Designated Degree Program List as of the year in which the degree was awarded;
- Dental Hygiene/Hygienist (CIP code 51.0602);
- Kinesiology and Exercise Science (CIP code 31.0505);
- Marine Science/Merchant Marine Officer (CIP code 49.0309);
- Occupational Therapy/Therapist (CIP code 51.2306)
- Registered Nursing, Nursing Administration, Nursing Research, and Clinical Nursing (CIP codes 51.3801 through 51.3899); and

- Secondary Education and Teaching: STEM Concentrations (CIP code 13.1205 with a concentration in a field that would qualify as a STEM degree under subsections A through F if the degree were earned in that field directly).

18. Maryland
Source: https://mhec.maryland.gov/Pages/6-3-20.aspx

Maryland Higher Education Commission (MHEC) Secretary Dr. James D. Fielder, announced that $29.3 million was awarded for 29 Competitive Institutional Grant proposals at fourteen Maryland nursing programs by MHEC's Nurse Support Program II (NSP II).

19. Massachusetts
Source: https://www.mass.gov/doc/administrative-bulletin-22-01-101-cmr-20600-standard-payments-to-nursing-facilities-supplemental-payments-for-nursing-facilities-for-workforce-retention-and-recruitment-initiatives-effective-january-15-2022-0/download

A $25 million appropriation was provided to support nursing facility workforce retention and recruitment initiatives.

20. Mississippi
Source: https://www.msbn.ms.gov/onw/nursing-student-retention-scholarship-program

To address the shortage of nurses in Mississippi, the Office of Nursing Workforce established a new Nursing Student Retention Scholarship Program (NSRSP). The program provides scholarship opportunities to all nursing students and nurses in the state of Mississippi who are pursuing degrees in nursing, with the goal of attracting and retaining nurses in the state. The program targets students at all levels of nursing and the funds can be used to cover the cost of educated-related expenses, including tuition, fees, supplies, textbooks, and housing. Students selected as recipients of this award must complete their nursing degree and agree to practice nursing in the state of Mississippi for a certain period.

Source: http://billstatus.ls.state.ms.us/documents/2022/pdf/HB/1500-1599/HB1521SG.pdf

ARPA funds of $6 million in FY 2022 were dedicated for the purpose of providing funding for the Nursing and Respiratory Therapy Education Incentive Program.

21. Missouri
Source: https://governor.mo.gov/press-releases/archive/nearly-3-million-grants-approved-eleven-missouri-colleges-and-universities

Nearly $3 million in grant funding was approved for 11 Missouri colleges and universities to help enhance nursing education programs and develop solutions to alleviate staffing shortages felt nationwide.

These 11 competitive grants, totaling $2,997,690, were part of a special appropriation to the Missouri State Board of Nursing. The approved grants include:

- $298,016 to Avila University in Kansas City
- $296,000 to Bolivar Technical College
- $269,793 to Cox College in Springfield
- $300,000 to Goldfarb School of Nursing in St. Louis

- $275,900 to Jefferson College in Hillsboro
- $230,044 to Missouri Western State University in St. Joseph
- $300,000 to South Central Career Center in West Plains
- $298,137 to St. Louis University
- $300,000 to University of Missouri – Kansas City
- $300,000 to University of Central Missouri in Warrensburg
- $129,800 to William Jewell College in Liberty

The nursing programs that were awarded funds proposed innovative solutions to assist in alleviating the nursing shortage by increasing nursing faculty, developing career ladder programs that start in high school, leveraging virtual simulation and distance learning, and expanding earn-while-you-learn models through which students earn a wage while obtaining clinical education.

22. Montana

Source: https://news.mt.gov/Governors-Office/Gov-Gianforte-Announces-Innovative-Program-to-Recruit-Health-Care-Workers-to-Montana

Under Montana's new program, participating employers can offer new employees reimbursement of up to $12,500 for moving expenses, plus 35% of the total reimbursement amount to offset expected payroll tax deductions for actual qualifying moving and relocation expenses incurred by the employee. To qualify for the program, healthcare providers must commit to permanently relocate to Montana and remain employed for at least twelve consecutive months.

23. Nebraska

Source: https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=47196

ARPA funds of $5 million were provided in FY 2022 for scholarships to students (a) residing in Nebraska, (b) intending to enroll or enrolled in a nursing program, (c) intending to practice as a licensed practical nurse, licensed registered nurse, or nurse aide upon completion of the approved nursing program, and (d) agreeing in writing to work for two years in Nebraska as a licensed practical nurse, licensed registered nurse, or nurse aide upon completion of the approved nursing program. Each qualifying student receives a scholarship of up to $2,500 per semester.

24. Nevada

Source: https://www.leg.state.nv.us/App/InterimCommittee/REL/Document/26707

$20.7 million was allocated to the Division of Public and Behavioral Health for the Nurse Apprentice Program, to increase the pool of healthcare workers in Nevada.

25. New Mexico

Source: https://www.nmlegis.gov/Legislation/Legislation?Chamber=H&LegType=B&LegNo=2&year=21s2

ARPA funding of $15 million was provided to the Higher Education Program Development Enhancement fund for expanding enrollment in and graduation from nursing programs at state institutions of higher education.

Source: https://www.nmhealth.org/about/phd/pchb/oprh/rhcptc/

The New Mexico Rural Health Practitioner Tax Credit is available to licensed physicians practicing in a rural area, who are eligible for $5,000 per year; and other licensed healthcare practitioners, including nurses, who are eligible for $3,000 per year.

26. New York

Source: https://www.governor.ny.gov/news/governor-hochul-announces-direct-payments-healthcare-workers-part-10-billion-healthcare-plan

To grow New York's healthcare workforce by 20% over the next 5 years, Governor Kathy Hochul plans a $10 billion, multi-year investment in healthcare, including more than $4 billion to support wages and bonuses for healthcare workers.

Key components of this multi-year investment are:

- $2 billion to support healthcare wages
- $2 billion to support healthcare and mental hygiene worker retention bonuses, with up to $3,000 bonuses going to full-time workers who remain in their positions for one year, and pro-rated bonuses for those working fewer hours
- $500 million for cost-of-living adjustments (COLAs) to help raise wages for human services workers
- $2 billion for healthcare capital infrastructure and improved lab capacity
- Other investments in workforce and healthcare access and delivery

These efforts include:

- Increasing the Training Capacity of Medical Institutions: This initiative will cover the costs of new programs, provide compensation to allow workers to train full-time support staff (who help free up existing staff do more training), and the development of new training techniques.
- Attracting Students into Healthcare by Relieving Their Financial Burdens: Governor Hochul will provide direct financial support for the education of healthcare professionals, provided that they work in New York State for a specified period after obtaining their credentials. The plan will offer free tuition, cover instructional costs for high-demand health occupations and provide stipends to make up for lost income while in school. It will also provide for wraparound services such as childcare or transportation support to eliminate obstacles that stand in the way of New Yorkers training for healthcare professions.
- Awarding Prior Learning Credit Across SUNY and CUNY: As part of the Governor's plan to make it easier for New Yorkers to move between college and career, the State University of New York (SUNY) and the City University of New York (CUNY) will adopt a consistent, statewide policy for crediting relevant prior learning and work experience, supporting credit accumulation, certifications, and post-secondary attainment.
- Recruiting Medical Professionals to Work in Underserved Areas: Governor Hochul recognizes the need to recruit medical professionals to work in underserved areas, particularly in rural parts of the state. To achieve this goal, New York State will:
  o Increase funding for the Doctors Across New York Program, providing loan forgiveness up to $120,000 for doctors who work in underserved areas for three years;
  o Create a "Nurses Across NY" Program based on the successful Doctors Across NY program, placing nurses in underserved areas across the state; and
  o Expand the SUNY Pre-Medical Opportunity Program and the Diversity in Medicine Program, recruiting and training a diverse healthcare workforce that represents the

diversity of the patients in underserved communities to ensure health equity across the continuum of care.

- Connect Immigrant New Yorkers to Direct Support Professions: State agencies will work with external partners to develop an apprenticeship job training program that provides new and existing immigrant workers with a career pathway in the workforce — addressing the gap in immigrant employment while filling more urgently needed direct support professions.
- Allow Doctors and Nurses to Easily Relocate to and Practice in New York: Governor Hochul is proposing legislation for New York to join the Interstate Medical Licensure Compact and the Nurse Licensure Compact. Joining these compacts will enable doctors and nurses to relocate to New York and use their existing license to more quickly be able to practice in the state through telehealth or otherwise, attracting more healthcare workers at a time of great need.
- Expand Workforce Development Partnerships to Build a Human Services Talent Pipeline: To further strengthen the human services talent pipeline, Governor Hochul will use federal funds to:
  - o Expand the Direct Support Professional Career and Technical Education Program to offer high school students the opportunity to become direct care workers; and
  - o Expand the SUNY for All Partnership with OPWDD to all ten SUNY Educational Opportunity Centers statewide to offer a free training tool for direct support professionals to enhance their skills and help them enter, or advance, in the health and human services field.
- Grow the Home and Community-Based Healthcare Workforce Through Benefits and Skills Development: Under Governor Hochul's leadership, New York State has applied to the Federal government to spend $2.2 billion on 14 initiatives to strengthen its care workforce. These include:
  - o Home Care Workforce Initiative: Enables home care agencies to implement evidence-based programs that help them to recruit, retain, train, and support their direct care workers.
  - o Workforce Transportation Incentive: Solves transportation-related barriers related to home care worker recruitment and/or retention.
  - o Enhanced Wages for the Intellectual or Developmental Disabilities Workforce: Provides longevity and retention incentives to direct support professionals.
  - o Direct Support Professional Workforce Development Grants: Provides skills development for direct support professionals.
  - o Workforce Recruitment Initiative: Implements data-driven strategies for effective recruitment of workers for OPWDD.
  - o Community Residence Program: Increases funding for rising direct care staff costs.

27. North Carolina

Source: https://www.ednc.org/2021-11-16-senate-gives-initial-thumbs-up-to-budget-gov-cooper-says-he-will-sign-it/

The new state budget allocated $1.31 billion to the North Carolina College System (NCCCS) for 2021-22 and $1.34 billion for 2022-23. That budget did not specifically address nursing programs, but did provide a 5% salary increase over two years for community college personnel. It also included a one-time bonus, minimum wage increases, and, for the first time, over $20 million to recruit and retain faculty in high-need areas.

28. Ohio

Source: https://www.ohiochildrensalliance.org/post/ohiomhas-announces-bh-workforce-retention-initiative

Following successful advocacy efforts on the FY 22-23 budget, OhioMHAS announced the Behavioral Health Workforce Retention Initiative, a $5 million grant available for one-time awards of up to $50,000 to OhioMHAS certified community behavioral health centers (CBHCs).

29. Oklahoma

Source: https://oklahoma.gov/careertech/media-center/press-releases/2022/legislature-approves--8-8-million-for-oklahoma-careertech-to-mee.html

The Oklahoma Legislature appropriated $8.8 million in American Rescue Plan Act funds to expand Oklahoma CareerTech programs and address the state's nursing workforce shortage.

30. Oregon

Source: https://oregon.public.law/statutes/ors_315.613

The Oregon Rural Health Tax Credit is a non-refundable tax credit of up to $5,000 to physicians, physician's assistants, and nurse practitioners that practice in a rural setting. A 2015 survey conducted by the Oregon Office of Rural Health found that 78% of respondents indicated that the tax credit was "important" or "very important" in their decision to practice in rural Oregon.

31. Pennsylvania

Source:https://www.legis.state.pa.us/cfdocs/billinfo/billinfo.cfm?syear=2021&sind=0&body=H&type=B&bn=889

Act 22 of 2022 allows Pennsylvania's State Board of Nursing to approve graduates of international professional nursing education programs to sit for the RN licensure examination provided such programs are determined to be equivalent to that which is required in Pennsylvania. Prior to this law's passage, the Professional Nursing Law allowed graduates of nursing programs in countries outside of the United States to sit for the RN licensure examination, but only if they had first been licensed, registered or duly recognized in their home country.

32. South Dakota

Source: https://doh.sd.gov/providers/ruralhealth/recruitment/rap.aspx

The Recruitment Assistance Program (RAP) provides qualifying physicians, dentists, physician assistants, certified nurse practitioners, certified nurse midwives, or certified registered nurse anesthetists incentive payments in return for three continuous years of practice in an eligible rural community. Requests for participation in this recruitment program are reviewed on a first-come, first-served basis. The amount of the incentive payment beginning July 1, 2022, for a qualifying physician or dentist is $252,902. The amount of the incentive payment beginning July 1, 2022, for a qualifying physician assistant, certified nurse practitioner, certified nurse midwife, or certified registered nurse anesthetist is $70,456.

Source: https://doh.sd.gov/providers/ruralhealth/recruitment/SLRP.aspx

South Dakota's State Loan Repayment Program (SLRP) is for primary care providers, mental health providers, and dental health providers practicing in rural and urban Health Professional Shortage Areas in South Dakota. The purpose of South Dakota's State Loan Repayment Program (SD SLRP) is to improve access to primary care by assisting underserved communities with recruitment and retention of primary care providers.

Eligible Licensed Health Professionals:

- Primary Care Physicians (MD or DO)
- Dentists
- Dental Hygienists
- Certified Nurse Midwives
- Nurse Practitioners
- Physician Assistants
- Health Service Psychologists
- Licensed Clinical Social Workers
- Licensed Professional Counselors
- Psychiatric Nurse Specialists
- Marriage and Family Therapists
- Registered Nurses
- Pharmacists
- Alcohol and Substance Abuse Counselors

33. Vermont

Source:
https://legislature.vermont.gov/Documents/2022/Docs/ACTS/ACT183/ACT183%20As%20Enacted.pdf

$2 million in ARPA funding is allocated for the purpose of providing emergency interim grants to Vermont's nursing schools over three years to increase the compensation for their nurse faculty and staff.

Source:
https://legislature.vermont.gov/Documents/2022/Docs/ACTS/ACT183/ACT183%20As%20Enacted.pdf

$2.5 million was allocated to the Agency of Human Services, to be carried forward, for the purpose of providing grants to healthcare employers to create nursing pipeline or apprenticeship programs, or both, that will train members of healthcare employers' existing staff.

Source:
https://legislature.vermont.gov/Documents/2022/Docs/ACTS/ACT183/ACT183%20As%20Enacted.pdf

$400,000 was allocated to the Agency of Human Services to provide incentive grants to nurses employed by critical access hospitals in Vermont to serve as preceptors for students enrolled in Vermont nursing school programs.

$1.4 million was provided to the Vermont State Colleges to open 40 to 45 seats in the Practical Nurse Program.

34. West Virginia

West Virginia will invest $48 million in a new program to improve and expand nursing education, retention, and recruitment in the state, tackling the issue on multiple fronts.

Education

The program will expand nursing programs and increase scholarship opportunities for both faculty and students at three West Virginia institutions – Concord University, Glenville State College, and BridgeValley Community and Technical College – while also continuing work to expand similar programs at other West Virginia institutions.

Retention

The program will incentivize retention of West Virginia's current workforce of nurses as well as evaluate a scope of practice to alleviate burdens and provide new opportunities for skilled workers.

Recruitment

The program will expand the nursing workforce by recruiting healthcare professionals from surrounding states and major metropolitan areas to work in West Virginia.

Appendix A: Senate Resolution 129

2022 Regular Session   ENROLLED

SENATE RESOLUTION NO. 129

BY SENATOR HEWITT

<div align="center">A RESOLUTION</div>

To urge and request the Nursing Supply and Demand Council to study and make
recommendations to improve statewide nurse retention in response to the nursing
workforce shortage.

WHEREAS, the United States is in the midst of a critical nurse shortage expected
to continue through the year 2030 and its impact is far-reaching; and

WHEREAS, according to the Louisiana State Board of Nursing's 2020 annual report,
over nine thousand three hundred registered nurses currently working and residing in
Louisiana indicated that they were planning to leave their current nursing position; and

WHEREAS, according to a recent Louisiana Center for Nursing survey, in 2018 the
median turnover rate for registered nurses employed by Louisiana hospitals was nineteen
percent compared to a median turnover rate of almost fourteen percent in 2014 and
seventeen percent in 2010; and

WHEREAS, according to the Louisiana Health Works Commission's 2021 annual
report, in 2020 there were sixty-six thousand seventy-six registered nurses holding an active
license in Louisiana compared to sixty-nine thousand six hundred forty-seven in 2019, which
represents a five percent decrease in licensed registered nurses; and

WHEREAS, data on job postings for healthcare occupations in Louisiana during the
past five years shows that registered nurses account for the greatest labor shortage, with an
average of one hundred sixty-four unique job postings per month; and

WHEREAS, labor supply estimates for the year 2030 indicate that the nurse shortage
will continue unabated if interventions are not undertaken and it is estimated that as many
as forty-two percent of the total nursing positions will go unfilled; and

WHEREAS, the COVID-19 pandemic has left lasting impressions on the healthcare
workforce, including an impact on nurse wellbeing which may negatively influence nurse

retention if not addressed; and

WHEREAS, pursuant to R.S. 37:1007, the Nursing Supply and Demand Council is charged with studying all aspects of the supply of and demand for nurses; and

WHEREAS, because Louisiana has a pronounced shortage of nurses which has been exacerbated by the COVID-19 pandemic, fostering a greater supply of nurses is a vital public health priority of this state.

THEREFORE, BE IT RESOLVED that the Senate of the Legislature of Louisiana does hereby urge and request the Nursing Supply and Demand Council to study and make recommendations to improve statewide nurse retention in response to the nursing workforce shortage.

BE IT FURTHER RESOLVED that the council may do any of the following:

(1) Review pertinent statewide studies to identify actionable recommendations regarding the retention of nurses in Louisiana.

(2) Research national practices regarding statewide nurse retention initiatives and nurse wellbeing.

(3) Consult with other interested stakeholders who have experience in nurse retention initiatives or nurse wellbeing.

(4) Conduct surveys of licensed nurses with the assistance of the Louisiana State Board of Nursing and the Louisiana State Board of Practical Nurse Examiners.

BE IT FURTHER RESOLVED that the council shall make a written report of its findings and recommendations to the Senate and House committees on health and welfare no later than February 1, 2023.

BE IT FURTHER RESOLVED that a copy of this Resolution be transmitted to the Board of Regents.

Appendix B: SR 129 Work Group Membership

Member	Organization and Role
Ahnyel Burkes, DNP, RN-BC, NEA-BC, NSDC Vice Chair/ Workgroup Lead	Louisiana State Nurses Association- Director of Health Policy and Advocacy
Aimee Cloyd, BSN, RN	Louisiana Hospital Association- Vice President of Quality Improvement and Member Services
Benita N. Chatmon, PhD, MSN, RN, CNE	Louisiana State Nursing Association -President Elect
Christina Costanza, RN	LSBPNE-Associate Executive Director/Director of Education
Ecoee Rooney, DNP, RN, AFN-C, NPD-BC, SANE-A, DF-AFN	Louisiana State Nursing Association -President
Jana Semere, MSHSA, BSN, RN	Louisiana Organization of Nurse Executives / CNO Chabert Medical Center
Jennifer Badeaux, DNP, CRNA	Louisiana Association of Nurse Anesthetists
Karen C. Lyon, PhD, MBA, APRN-CNS, NEA	Louisiana State Board of Nursing - Chief Executive Officer
Kathy Baldridge, DNP, FNP-BC, FAANP	Louisiana Association of Nurse Practitioners-President
Kelly D. Smith, DNP, APRN, PHCNS-BC, CNE	Southern University of New Orleans - Chair/Associate Professor

Louisiana Nurse Well-being and Statewide Retention

There are a few things to keep in mind as you complete the survey. Some questions will ask you to rate both "your organization" and your work unit." When responding to questions about "your organization," think of your organization as a whole (i.e., the entire facility). When answering about "your work unit," think of your specific work unit and/or department (for example, Surgical ICU East or Emergency Department). If you work at more than one job, please answer the survey questions thinking of your primary employer.

Please complete the survey by November 27, 2022 . Your responses are critical, and the survey should only take 20-25 minutes to complete.

Are you currently working as a nurse?	○ Yes ○ No, I stopped within the past 12 months ○ No, I stopped more than 12 months ago
How likely are you to advise a qualified individual to pursue a career in nursing?	○ Definitely would ○ Probably would ○ Probably would not ○ Definitely would not
Independent of your present job, how satisfied are you with being a nurse?	○ Very satisfied ○ Somewhat satisfied ○ Somewhat dissatisfied ○ Very dissatisfied
How would you describe the quality of care for patients in your Organization?	○ Excellent ○ Good ○ Fair ○ Poor ○ N/A
How would you describe the quality of care for patients in your Work unit?	○ Excellent ○ Good ○ Fair ○ Poor ○ N/A
In the past year, how has the quality of patient care changed in your Organization?	○ Much better ○ Somewhat better ○ About the same ○ Somewhat worse ○ Much worse ○ N/A
In the past year, how has the quality of patient care changed in your Work unit?	○ Much better ○ Somewhat better ○ About the same ○ Somewhat worse ○ Much worse ○ N/A
Does your unit work on improving any work environment factors such as staffing, leadership, decision making, recognition, communication, or collaboration?	○ Never ○ Rarely ○ Sometimes ○ Often ○ Always
In your work unit, Nurses are as proficient in communication skills as they are in clinical skills.	○ Strongly agree ○ Agree ○ Disagree ○ Strongly disagree

In your work unit, Nurses are relentless in pursuing and fostering true collaboration.	○ Strongly agree ○ Agree ○ Disagree ○ Strongly disagree		

In your work unit, Nurses are valued and committed partners in making policy, directing and evaluating clinical care, and leading organizational operations.	○ Strongly agree ○ Agree ○ Disagree ○ Strongly disagree		

In your work unit, Nurses are engaged in the selection, adaptation, and evaluation of technologies that increase the effectiveness of nursing care delivery.

○ Strongly agree
○ Agree
○ Disagree
○ Strongly disagree

In your work unit, Nurses have opportunities to influence decisions that affect the quality of patient care.

○ Strongly agree
○ Agree
○ Disagree
○ Strongly disagree

In your work unit, Nurse staffing ensures the effective match between patients needs and nurse competencies.

○ Strongly agree
○ Agree
○ Disagree
○ Strongly disagree
○ N/A

In your work unit, nurse leaders (formal and informal) fully embrace the concept of a healthy work environment.
(Healthy work environment- a place of "physical, mental, and social well-being," supporting optimal health and safety.)

○ Strongly agree
○ Agree
○ Disagree
○ Strongly disagree

In your work unit, nurse leaders (formal and informal) engage others in achieving a healthy work environment.
(Healthy work environment- a place of "physical, mental, and social well-being," supporting optimal health and safety.)

○ Strongly agree
○ Agree
○ Disagree
○ Strongly disagree

	Strongly agree	Agree	Disagree	Strongly disagree
Nurses are recognized for the value each brings to the work of the organization, in your Organization.	○	○	○	○
Nurses are recognized for the value each brings to the work of the organization, in your Work unit.	○	○	○	○

	Strongly agree	Agree	Disagree	Strongly disagree
Nurses recognize others for the value they bring to the organization, in your Organization	○	○	○	○

| Nurses recognize others for the value they bring to the organization, in your Work unit | ○ | ○ | ○ | ○ |

How would you rate the quality of communication in your organization between...

	Excellent	Good	Fair	Poor
Nurses	○	○	○	○
Nurses and physicians	○	○	○	○
Nurse staff and frontline nurse managers	○	○	○	○
Nurses and administration	○	○	○	○

How would you rate the quality of collaboration in your organization between...

	Excellent	Good	Fair	Poor
Nurses	○	○	○	○
Nurses and physicians	○	○	○	○
Nurse staff and frontline nurse managers	○	○	○	○
Nurses and administration	○	○	○	○

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?

- ○ Very frequently
- ○ Frequently
- ○ Occasionally
- ○ Rarely
- ○ Very rarely

Concerning staffing, how often does your unit have the right number of nursing staff with the right knowledge and skills?

- ○ Less than 25% of the time
- ○ 25-49% of the time
- ○ 50-75% of the time
- ○ More than 75%, but less than all the time
- ○ All the time

What are the two main factors that keep you working in your current unit or organization?

- ☐ Level of staffing
- ☐ Location
- ☐ Meaningful recognition
- ☐ Opportunities for advancement
- ☐ Opportunities for professional development
- ☐ Patients I care for
- ☐ Reputation of the organization
- ☐ Salary and benefits
- ☐ Support for Nurses
- ☐ People I work with
- ☐ Work environment
- ☐ Work schedule
- ☐ Leader of my work unit
(Please select only two.)

Please rate the skill of your manager in the following areas:

	Excellent	Good	Fair	Poor
Communication	○	○	○	○
Providing staff resources	○	○	○	○
Providing supplies, equipment, and other non-human resources	○	○	○	○
Decision-making	○	○	○	○
Recognition of others' contributions	○	○	○	○
Leadership	○	○	○	○
Ensuring the provision of high-quality patient care	○	○	○	○
Promoting a professional practice environment	○	○	○	○
Overall effectiveness	○	○	○	○

In the past year, in your work, have you experienced any of the following (this could be by patients, patients' families, colleagues, etc.)?

Please select all that apply.

☐ Sexual harassment
☐ Discrimination
☐ Verbal abuse
☐ Physical abuse
☐ I have not experienced any of these

Please indicate the number of times you experienced Sexual harassment, in the past year.

_____

Please indicate the number of times you experienced Discrimination, in the past year.

_____

Please indicate the number of times you experienced Verbal abuse, in the past year

_____

Please indicate the number of times you experienced Physical abuse, in the past year

_____

Who has been involved in these experiences?

	From patients	From patients' families/ Significant others	From another Nurse	From a physician	From a nurse manager	From an administrator	From other healthcare personnel
Sexual harassment	☐	☐	☐	☐	☐	☐	☐
Discrimination	☐	☐	☐	☐	☐	☐	☐
Verbal abuse	☐	☐	☐	☐	☐	☐	☐
Physical abuse	☐	☐	☐	☐	☐	☐	☐

Please rate your current emotional health.

○ Very emotionally healthy
○ Emotionally healthy
○ Not emotionally healthy
○ Not at all emotionally healthy

Recognition is most meaningful when it comes from (select one):	○ Other Nurses ○ Physicians ○ Healthcare colleagues (other than Nurses and physicians) ○ Frontline managers ○ Administrators/executives ○ Patients and families ○ Other
To what degree do you agree with the statement, My organization values my health and safety?	○ Strongly agree ○ Agree ○ Disagree ○ Strongly disagree
On the whole, how satisfied are you with your current job?	○ Very satisfied ○ Somewhat satisfied ○ Somewhat dissatisfied ○ Very dissatisfied.
Do you plan to leave your present nursing position?	○ Yes within the next six months ○ Yes within the next 7-12 months ○ Yes within the next three years ○ No plans to leave within the next three years
Do you plan to work in a different state?	○ Yes ○ No
What do you plan to do after leaving your present nursing position?	○ Retire ○ Take a different position in clinical/patient care nursing ○ Take a different position in non-clinical/patient care nursing ○ Return to school to pursue additional nursing education ○ Pursue a job in another profession ○ Take time out for family or other personal reasons ○ Other

How likely would each of the following be to influence you to reconsider your plans to leave your present position?

	Very likely	Somewhat likely	Not very likely	Not likely at all
Better leadership	○	○	○	○
Better staffing	○	○	○	○
Higher salary and benefits	○	○	○	○
More autonomy	○	○	○	○
More flexible scheduling	○	○	○	○
More meaningful recognition for my contribution	○	○	○	○

How likely would each of the following be to influence you to reconsider your plans to leave your present position?

	Very likely	Somewhat likely	Not very likely	Not likely at all
More opportunities for professional development	○	○	○	○
More opportunities to influence decisions about patient care	○	○	○	○
More respect from administration	○	○	○	○
More respect from frontline management	○	○	○	○
More/better equipment and technology resources	○	○	○	○

How likely are you to recommend employment to a valued nurse colleague in your...?

	Definitely would	Probably would	Probably would not	Definitely would not
Organization	○	○	○	○
Work unit	○	○	○	○

As of August 31, 2022 , how many years of experience do you have working as a Nurse? The years do not have to be consecutive. If you have fewer than 12 months of experience, please enter 1.	_____

Which area is your work setting located?	○ rural ○ urban ○ suburban

Which of the following describes your current work setting?	○ Acute care hospital (adult, pediatric, maternity, other) ○ Ambulatory (surgery, urgent care center) ○ Home/community care ○ Non-clinical (e.g., quality improvement, risk management, social services, insurance company, consulting) ○ Nursing school ○ School health/student health service ○ Specialty hospital (psychiatric, rehabilitation, other) ○ Subacute/long-term care ○ Telehealth ○ Temporary staffing agency ○ Other

Is the facility a Magnet designated facility? (If the acute care hospital is chosen)	○ Yes ○ No

projectredcap.org

REDCap

Which of these descriptions below best fits your work unit?	◯ Clinic/outpatient ◯ Dialysis ◯ Emergency department/trauma center ◯ General medical and/or surgical care (adult or pediatric) ◯ Intensive care unit (Med/Surg, Pediatric, Coronary Care, etc.) ◯ Labor & Delivery/OB ◯ Operating room ◯ Progressive care (intermediate care, step-down unit, telemetry unit, etc.) ◯ Psychiatry ◯ Recovery/PACU ◯ Subacute/long term care ◯ Tele-ICU ◯ Other
Which of the following best describes your current nursing position?	◯ Direct patient care nurse ◯ Academic faculty ◯ Clinical educator/staff development ◯ Clinical nurse specialist ◯ Director/executive/administrator ◯ Frontline or unit-level manager ◯ Nurse practitioner - Acute care ◯ Nurse practitioner - Family ◯ Other advanced practice role ◯ Other
Select if you are Licensed as a Practical Nurse or Registered Nurse	◯ Registered Nurse ◯ Licensed Practical Nurse
Since the start of the COVID pandemic, how often did you care for a patient who tested positive or was suspected of having COVID-19?	◯ Never ◯ Rarely less than 10% of the time ◯ Occasionally about 30% of the time ◯ Sometimes about 50% of the time ◯ Frequently about 70% of the time ◯ Usually about 90% of the time ◯ This whole time ◯ Not Applicable
After you stopped working as a nurse, did you...?	◯ Retire ◯ Pursue a job in another profession ◯ Take time out for family or other personal reasons ◯ Other
What is your year of birth?	_____
Age Cal	_____
Are you...?	◯ Female ◯ Male ◯ Non-binary ◯ Prefer not to answer ◯ Other
Do you identify as Hispanic, Latinx, or Spanish	◯ Yes ◯ No ◯ Prefer not to answer

Do you consider yourself...?

- ◯ White
- ◯ Black or African American
- ◯ Native American or Alaskan Native
- ◯ South Asian
- ◯ Chinese
- ◯ Korean
- ◯ Japanese
- ◯ Filipino
- ◯ Arab/West Asian
- ◯ Pacific Islander
- ◯ Other Asian
- ◯ More than one race
- ◯ Some other race
- ◯ Prefer not to answer

Data Exports, Reports, and Stats

Number of results returned: 1209
Total number of records queried: 1209

SR 129 Responses

How likely are you to advise a qualified individual to pursue a career in nursing? *(recruit)*

Total Count (N)	Missing*	Unique
1,195	14 (1.2%)	4

Counts/frequency: Definitely would (358, 30.0%), Probably would (414, 34.6%), Probably would not (326, 27.3%), Definitely would not (97, 8.1%)
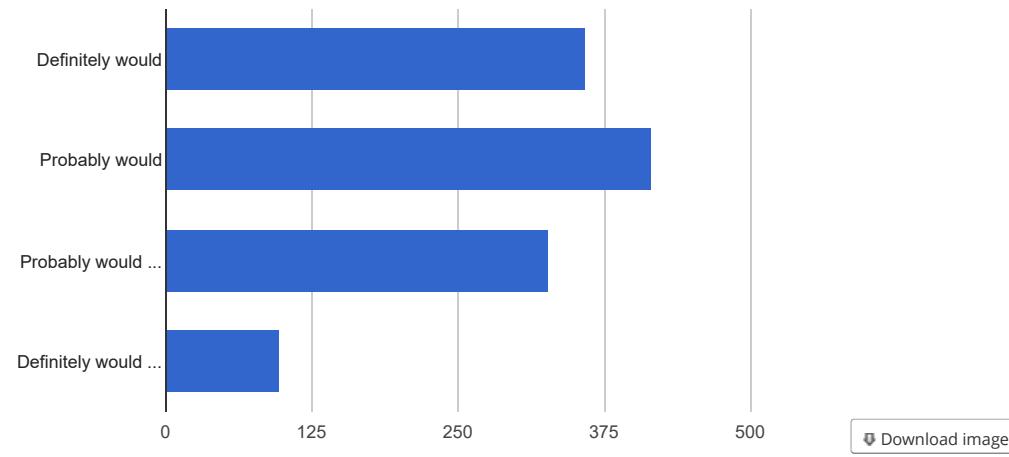
Independent of your present job, how satisfied are you with being a nurse? *(nurse_sat)*

Total Count (N)	Missing*	Unique
1,041	168 (13.9%)	4

Counts/frequency: Very satisfied (388, 37.3%), Somewhat satisfied (401, 38.5%), Somewhat dissatisfied (186, 17.9%), Very dissatisfied (66, 6.3%)
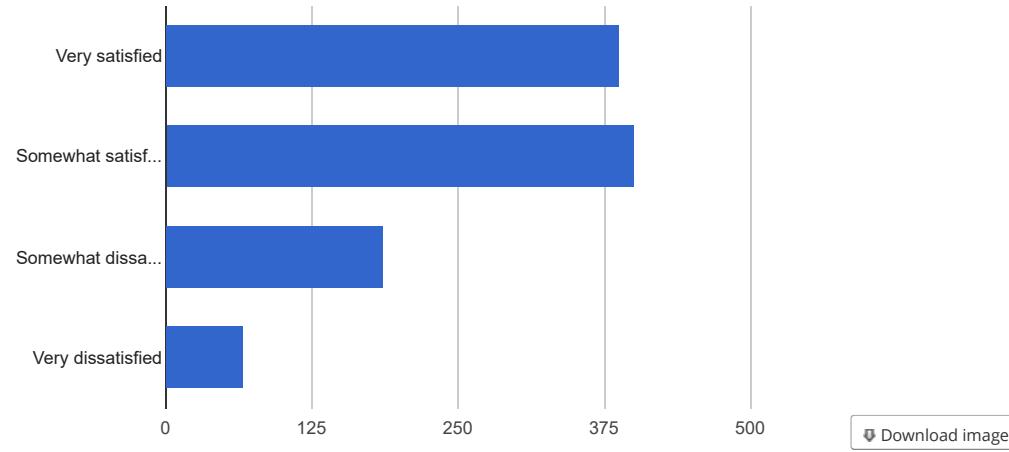
Moral distress is defined as occurring when you know the appropriate action to take but are unable to act upon it or you act in a manner contrary to your personal and professional values, which undermines your integrity and authenticity. To what extent, in your work as a nurse, do you experience moral distress? *(moral_distress_is_defined)*

Total Count (N)	Missing*	Unique
1,048	161 (13.3%)	5

Counts/frequency: Very frequently (110, 10.5%), Frequently (213, 20.3%), Occasionally (351, 33.5%), Rarely (252, 24.0%), Very rarely (122, 11.6%)
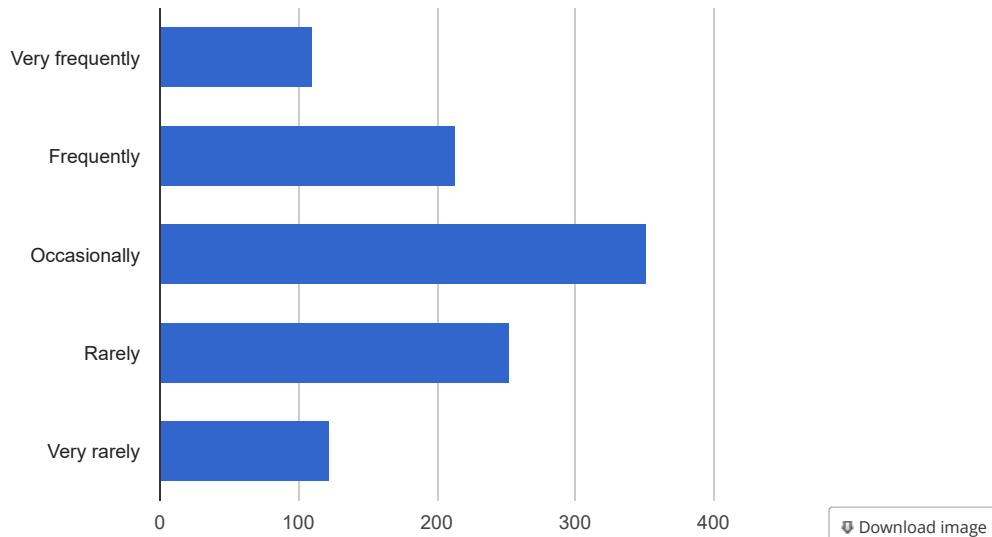
Concerning staffing, how often does your unit have the right number of nursing staff with the right knowledge and skills? *(concerning_staffing_how_of)*

Total Count (N)	Missing*	Unique
1,043	166 (13.7%)	5

Counts/frequency: Less than 25% of the time (216, 20.7%), 25-49% of the time (257, 24.6%), 50-75% of the time (252, 24.2%), More than 75%, but less than all the time (245, 23.5%), All the time (73, 7.0%)
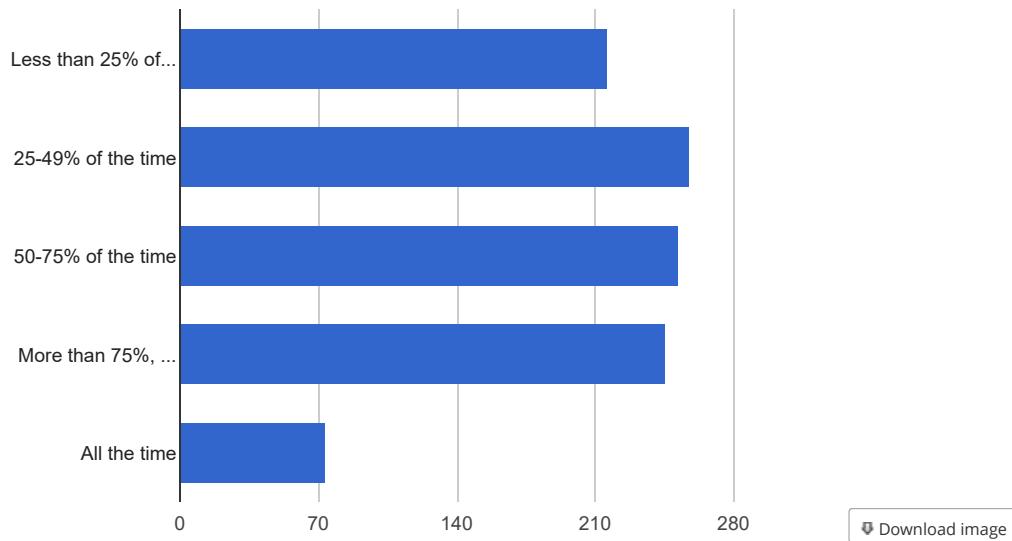
What are the two main factors that keep you working in your current unit or organization?
(what_are_the_two_main_fact)

Total Count (N)	Missing*	Unique

1,045	164 (13.6%)	13

Counts/frequency: Level of staffing (23, 2.2%), Location (275, 26.3%), Meaningful recognition (17, 1.6%), Opportunities for advancement (29, 2.8%), Opportunities for professional development (32, 3.1%), Patients I care for (393, 37.6%), Reputation of the organization (39, 3.7%), Salary and benefits (278, 26.6%), Support for Nurses (31, 3.0%), People I work with (353, 33.8%), Work environment (89, 8.5%), Work schedule (371, 35.5%), Leader of my work unit (70, 6.7%)
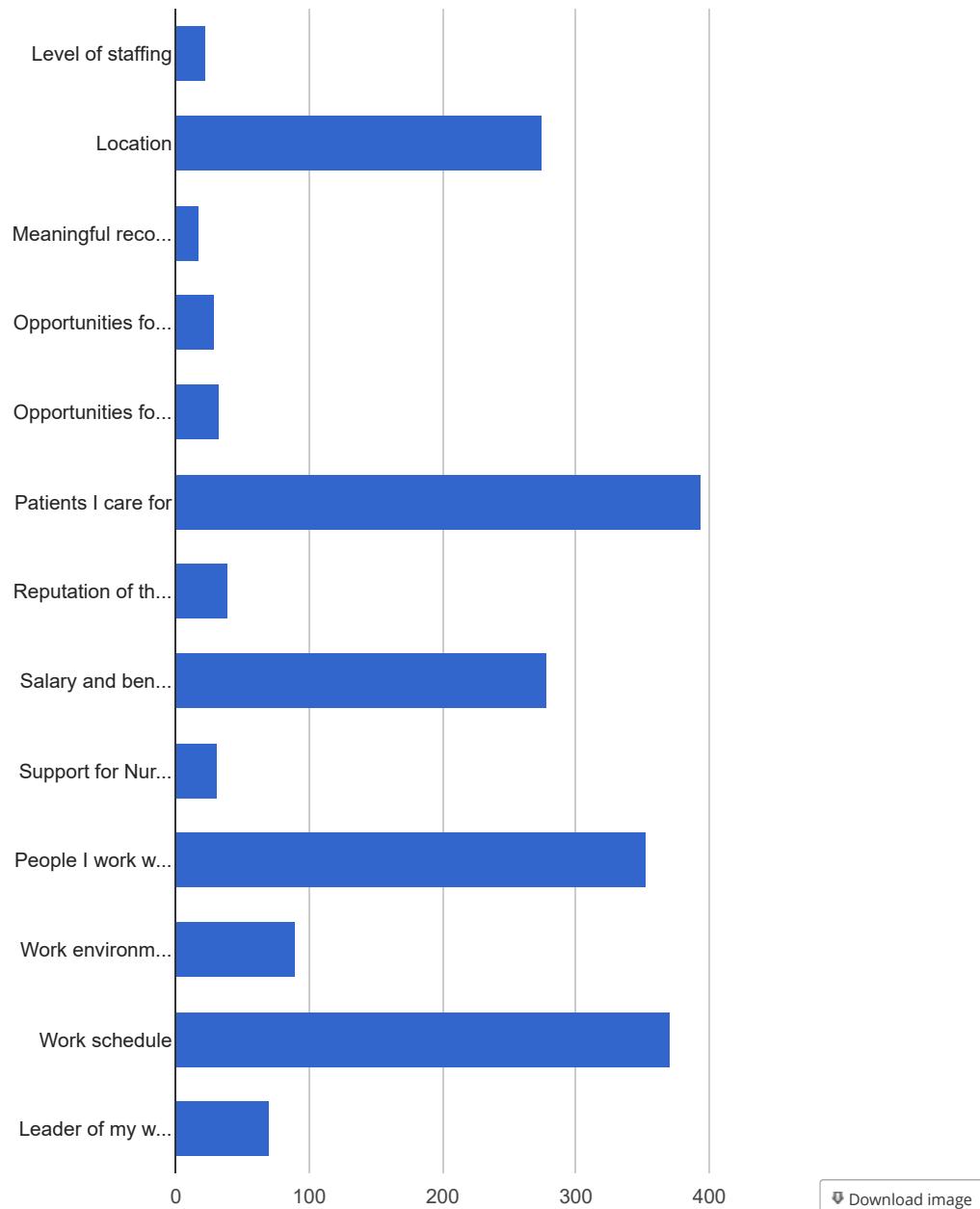
In the past year, in your work, have you experienced any of the following (this could be by patients, patients' families, colleagues, etc.)? Please select all that apply. *(in_the_past_year_in_your_w)*

Total Count (N)	Missing*	Unique
1,096	113 (9.3%)	5

Counts/frequency: Sexual harassment (128, 11.7%), Discrimination (215, 19.6%), Verbal abuse (545, 49.7%), Physical abuse (171, 15.6%), I have not experienced any of these (486, 44.3%)
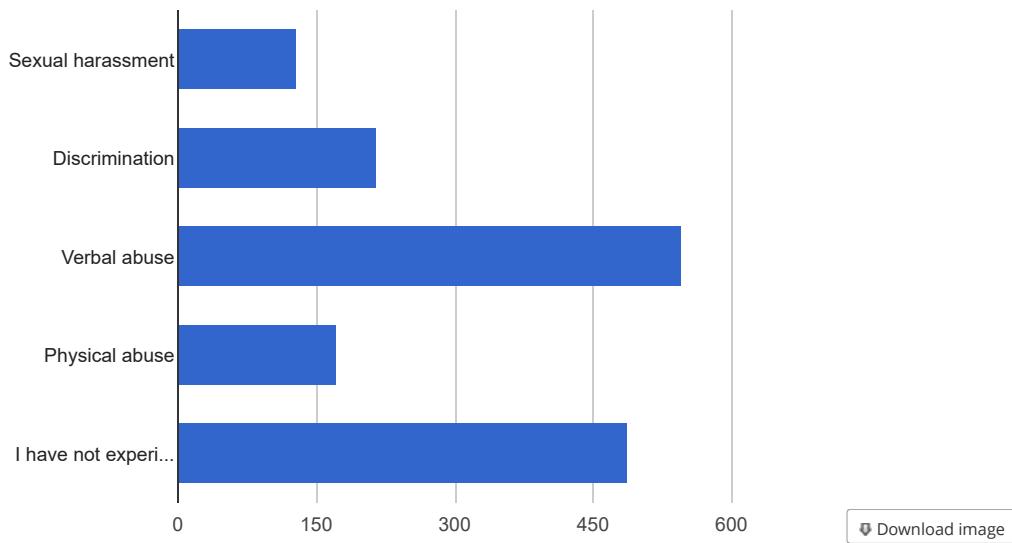
Sexual harassment *(sexual_harassment)*

| Total Count (N)	Missing*	Unique
125	1084 (89.7%)	7

Counts/frequency: From patients (106, 84.8%), From patients' families/ Significant others (27, 21.6%), From another Nurse (18, 14.4%), From a physician (20, 16.0%), From a nurse manager (5, 4.0%), From an administrator (3, 2.4%), From other healthcare personnel (10, 8.0%)
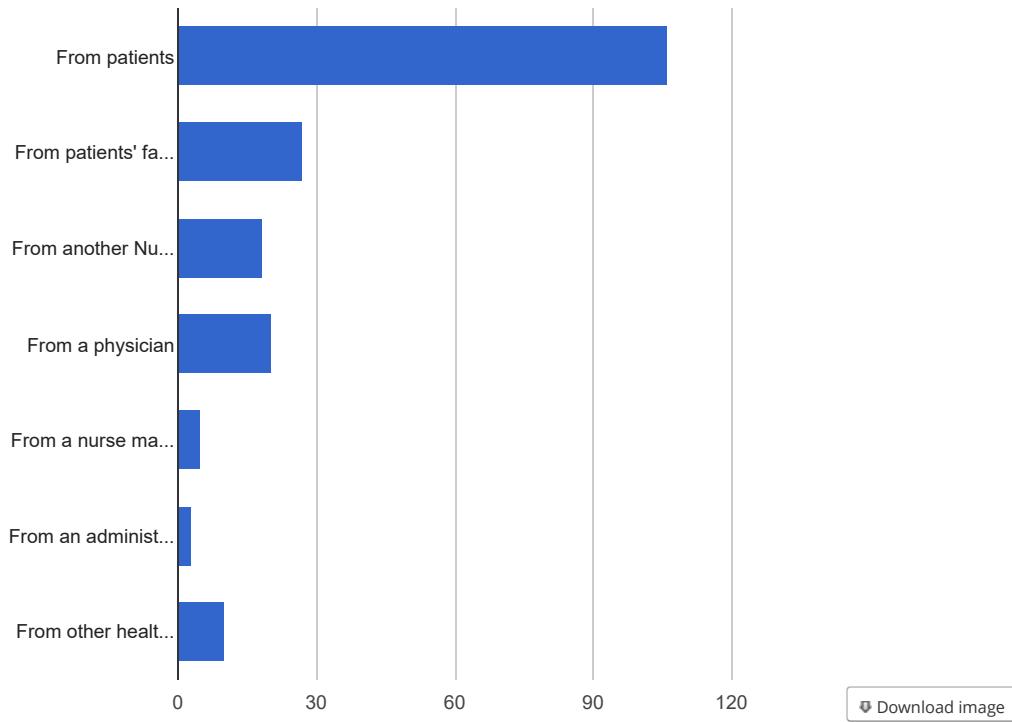
Discrimination *(discrimination)*

Total Count (N)	Missing*	Unique
208	1001 (82.8%)	7

Counts/frequency: From patients (86, 41.3%), From patients' families/ Significant others (65, 31.3%), From another Nurse (74, 35.6%), From a physician (38, 18.3%), From a nurse manager (75, 36.1%), From an administrator (71, 34.1%), From other healthcare personnel (65, 31.3%)
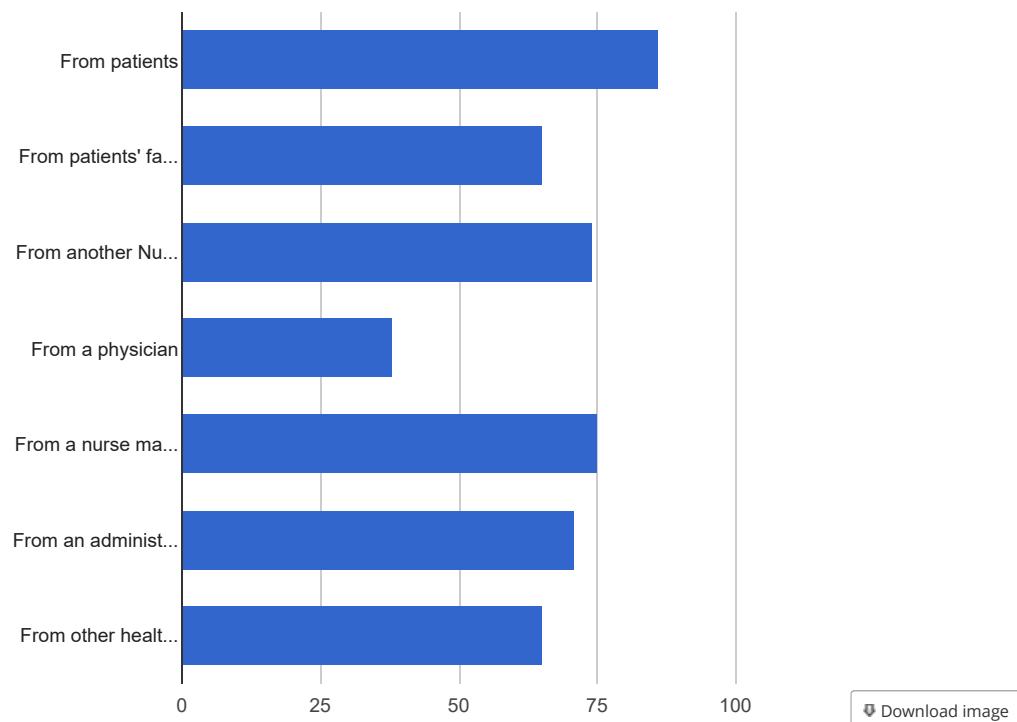
Verbal abuse *(verbal_abuse)*

Total Count (N)	Missing*	Unique
540	669 (55.3%)	7

Counts/frequency: From patients (411, 76.1%), From patients' families/ Significant others (339, 62.8%), From another Nurse (102, 18.9%), From a physician (123, 22.8%), From a nurse manager (73, 13.5%), From an administrator (62, 11.5%), From other healthcare personnel (77, 14.3%)
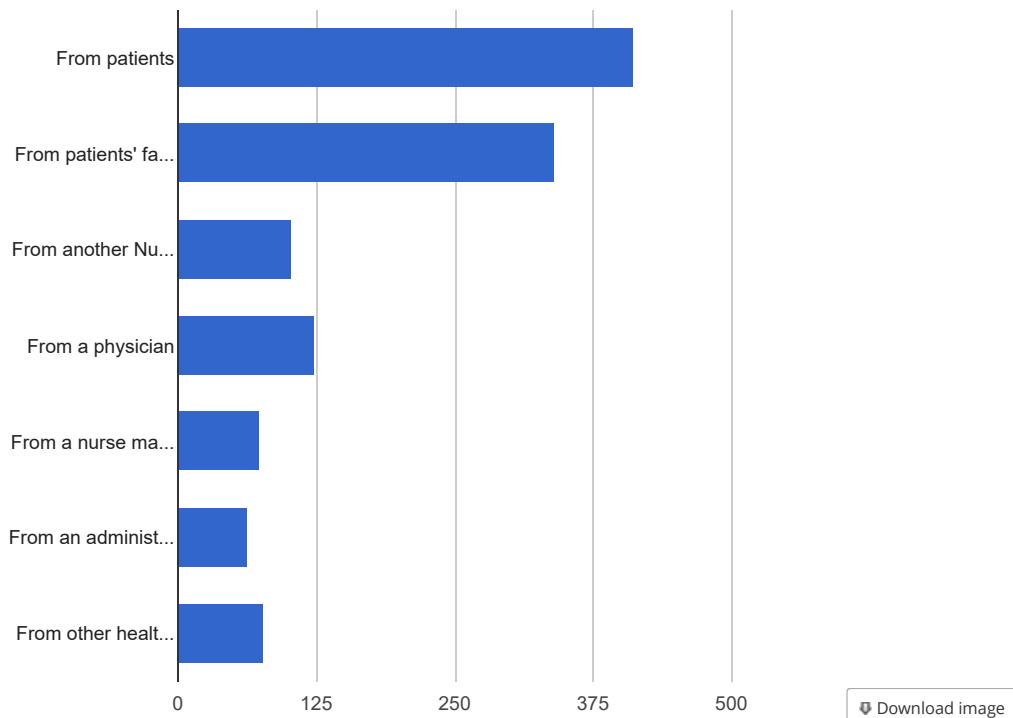
Physical abuse *(physical_abuse)*

Total Count (N)	Missing*	Unique
171	1038 (85.9%)	5

Counts/frequency: From patients (167, 97.7%), From patients' families/ Significant others (17, 9.9%), From another Nurse (1, 0.6%), From a physician (1, 0.6%), From a nurse manager (0, 0.0%), From an administrator (0, 0.0%), From other healthcare personnel (1, 0.6%)
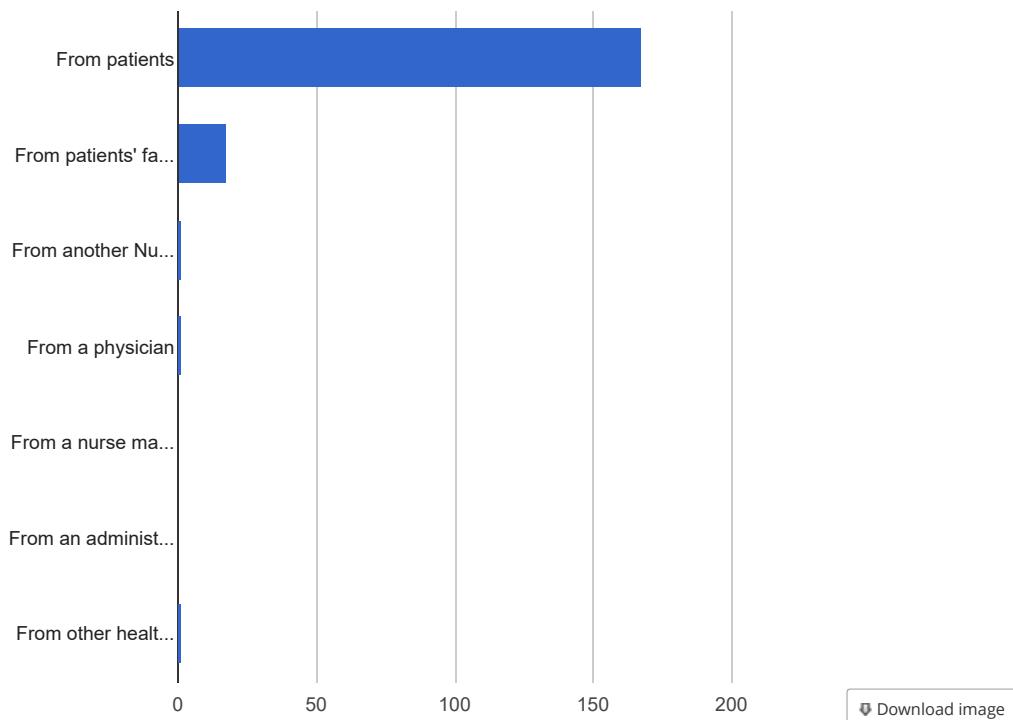
Please rate your current emotional health. *(please_rate_your_current_e)*

Total Count (N)	Missing*	Unique
1,199	10 (0.8%)	4

Counts/frequency: Very emotionally healthy (256, 21.4%), Emotionally healthy (660, 55.0%), Not emotionally healthy (251, 20.9%), Not at all emotionally healthy (32, 2.7%)

Download image
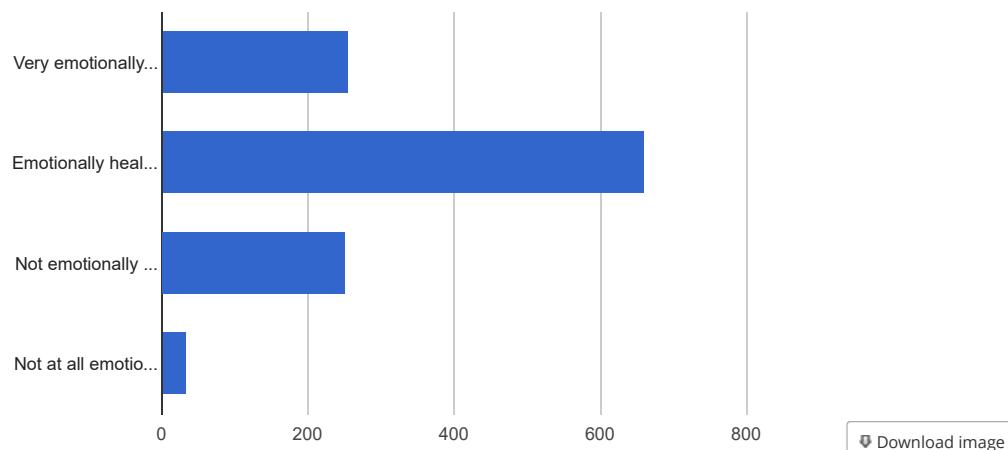
Do you plan to leave your present nursing position? *(do_you_plan_to_leave_your)*

Total Count (N)	Missing*	Unique
1,043	166 (13.7%)	4

Counts/frequency: Yes within the next six months (183, 17.5%), Yes within the next 7-12 months (141, 13.5%), Yes within the next three years (289, 27.7%), No plans to leave within the next three years (430, 41.2%)

Download image
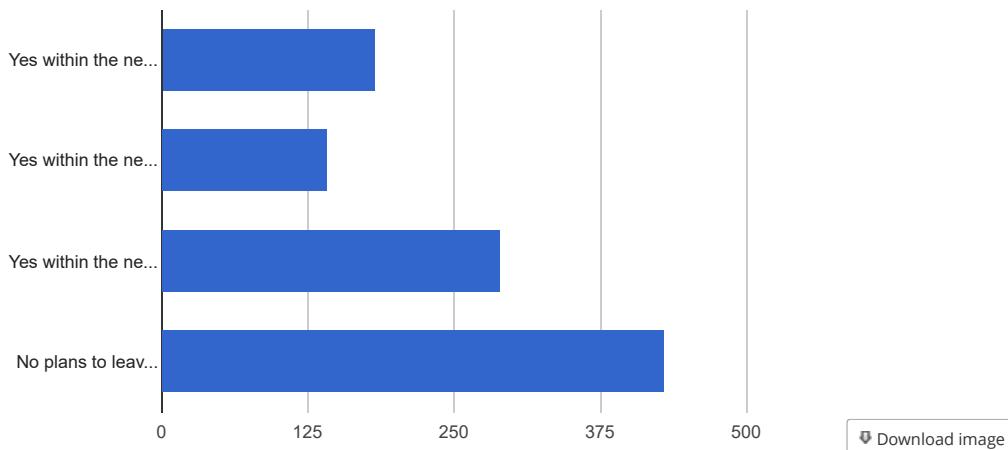
What do you plan to do after leaving your present nursing position? *(what_do_you_plan_to_do_aft)*

Total Count (N)	Missing*	Unique
612	597 (49.4%)	7

Counts/frequency: Retire (71, 11.6%), Take a different position in clinical/patient care nursing (197, 32.2%), Take a different position in non-clinical/patient care nursing (112, 18.3%), Return to school to pursue additional nursing education (68, 11.1%), Pursue a job in another profession (78, 12.7%), Take time out for family or other personal reasons (39, 6.4%), Other (47, 7.7%)
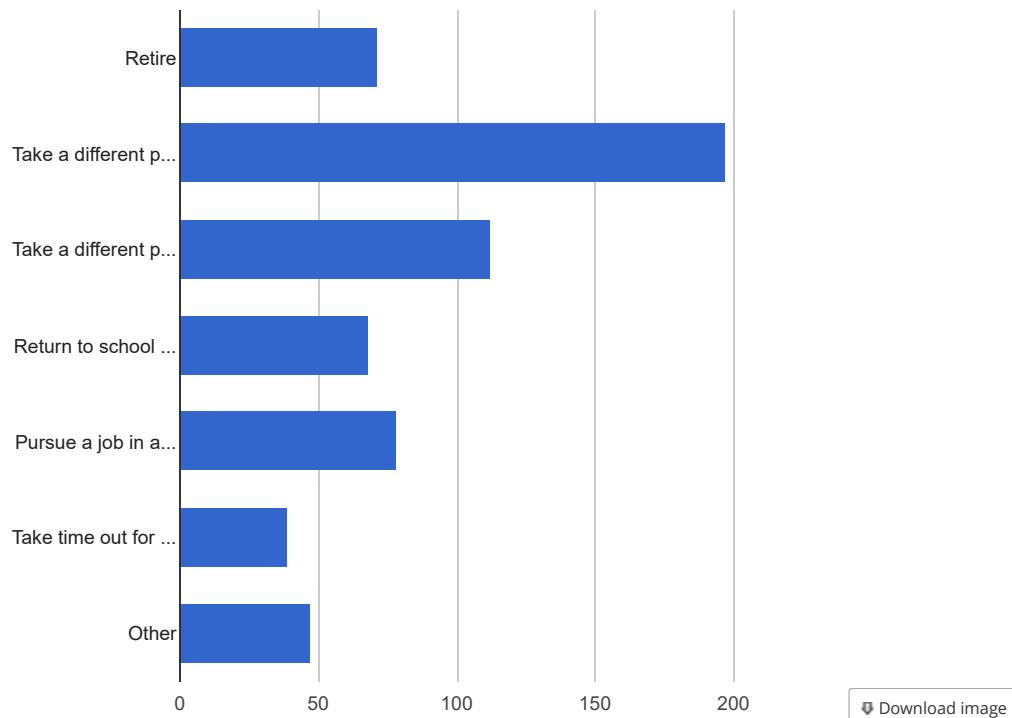
Better leadership *(better_leadership)*

Total Count (N)	Missing*	Unique
602	607 (50.2%)	4

Counts/frequency: Very likely (245, 40.7%), Somewhat likely (205, 34.1%), Not very likely (92, 15.3%), Not likely at all (60, 10.0%)
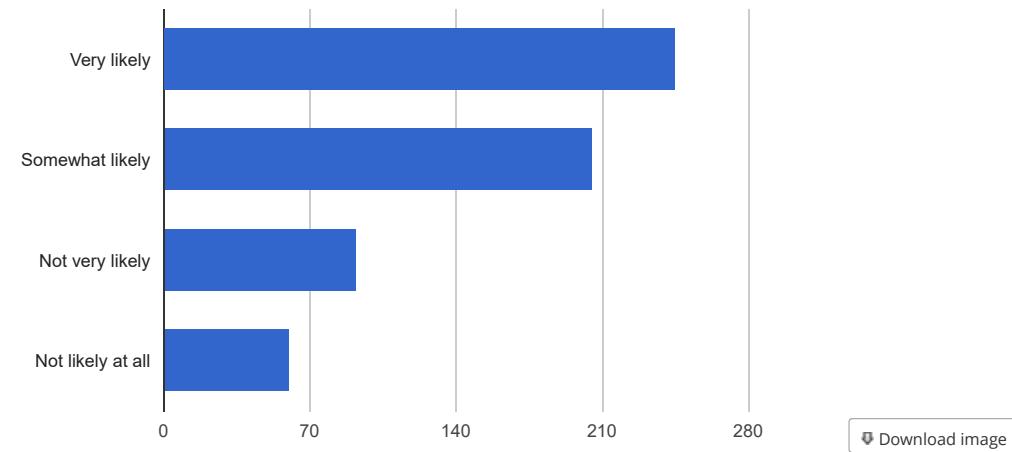
Better staffing *(better_staffing)*

| Total Count (N)	Missing*	Unique
604	605 (50.0%)	4

Counts/frequency: Very likely (349, 57.8%), Somewhat likely (137, 22.7%), Not very likely (67, 11.1%), Not likely at all (51, 8.4%)
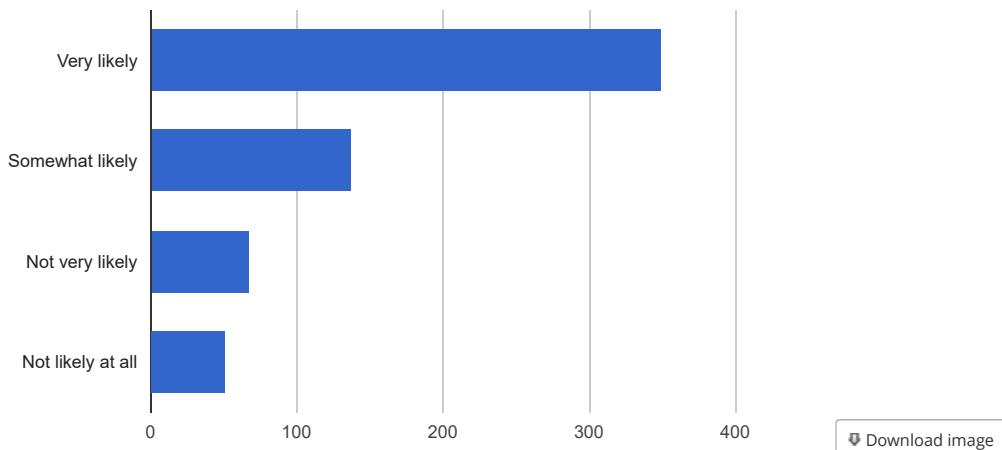
Higher salary and benefits *(higher_salary_and_benefits)*

Total Count (N)	Missing*	Unique
604	605 (50.0%)	4

Counts/frequency: Very likely (441, 73.0%), Somewhat likely (98, 16.2%), Not very likely (34, 5.6%), Not likely at all (31, 5.1%)
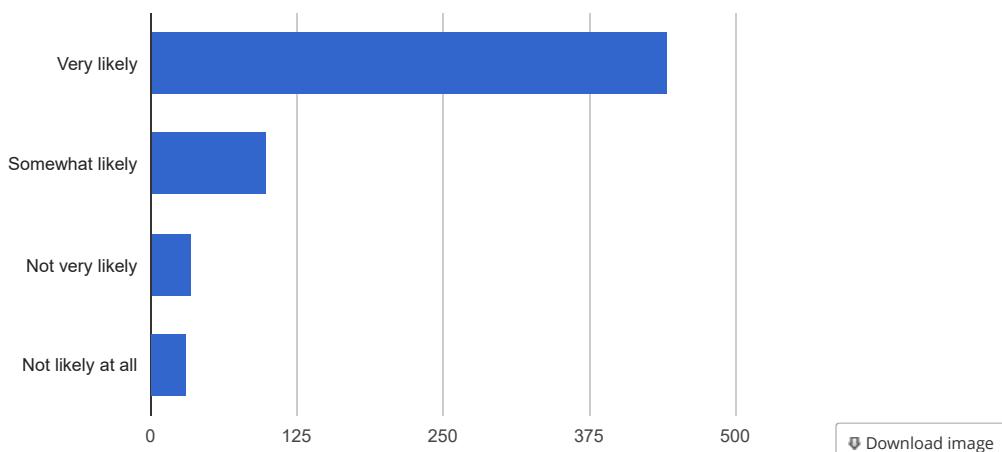
More autonomy *(more_autonomy)*

Total Count (N)	Missing*	Unique
599	610 (50.5%)	4

Counts/frequency: Very likely (177, 29.5%), Somewhat likely (196, 32.7%), Not very likely (159, 26.5%), Not likely at all (67, 11.2%)
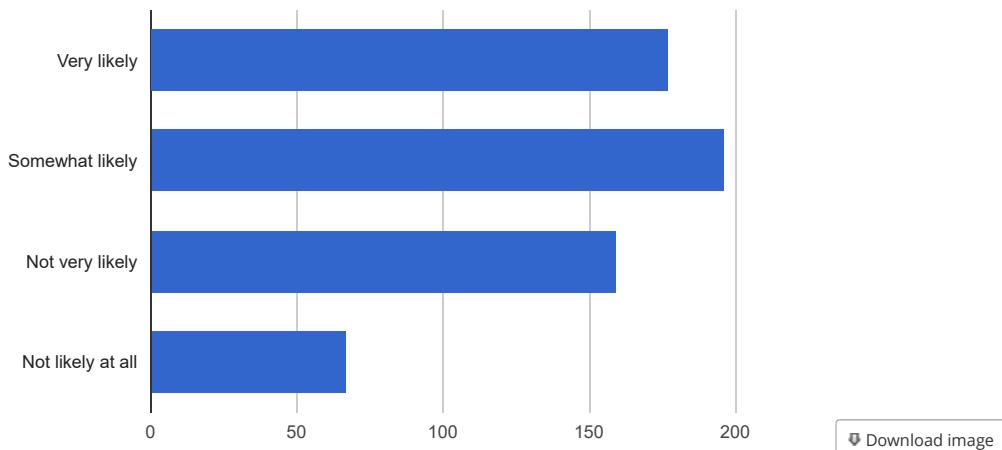
More flexible scheduling *(more_flexible_scheduling)*

Total Count (N)	Missing*	Unique
597	612 (50.6%)	4

Counts/frequency: Very likely (258, 43.2%), Somewhat likely (167, 28.0%), Not very likely (106, 17.8%), Not likely at all (66, 11.1%)
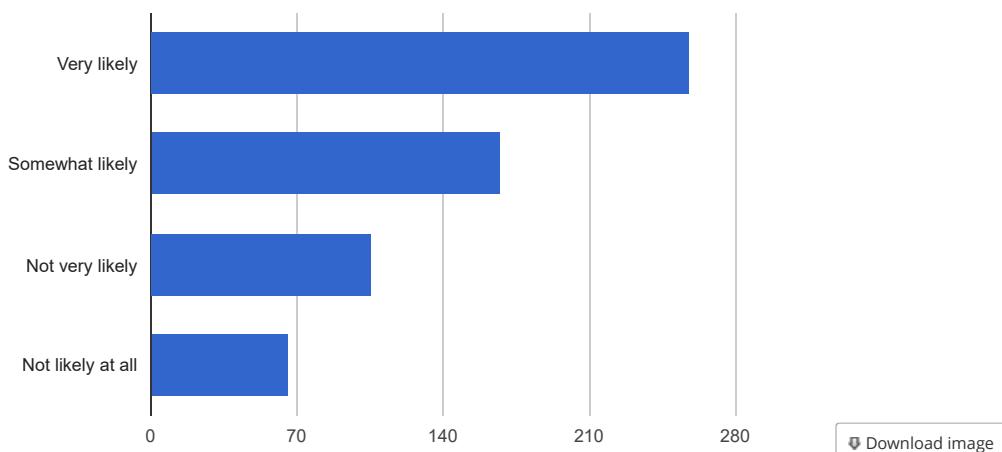
More meaningful recognition for my contribution *(more_meaningful_recognitio)*

Total Count (N)	Missing*	Unique
598	611 (50.5%)	4

Counts/frequency: Very likely (236, 39.5%), Somewhat likely (192, 32.1%), Not very likely (107, 17.9%), Not likely at all (63, 10.5%)
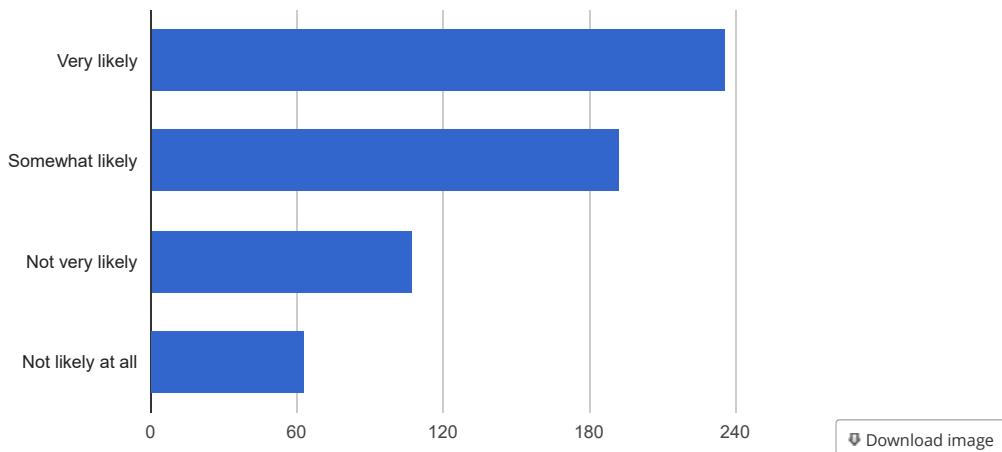
More opportunities for professional development *(more_opportunities_for_pro)*

Total Count (N)	Missing*	Unique
600	609 (50.4%)	4

Counts/frequency: Very likely (153, 25.5%), Somewhat likely (201, 33.5%), Not very likely (148, 24.7%), Not likely at all (98, 16.3%)
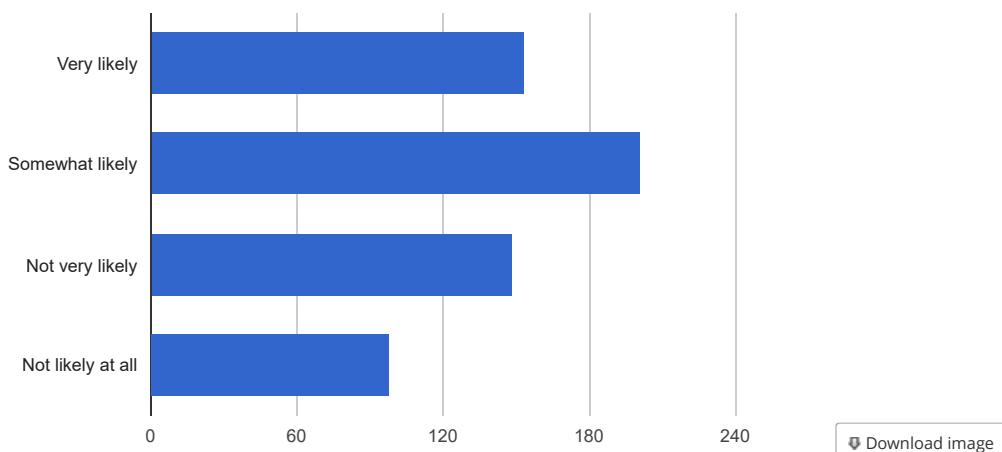
More opportunities to influence decisions about patient care *(more_opportunities_to_infl)*

Total Count (N)	Missing*	Unique
600	609 (50.4%)	4

Counts/frequency: Very likely (188, 31.3%), Somewhat likely (214, 35.7%), Not very likely (128, 21.3%), Not likely at all (70, 11.7%)
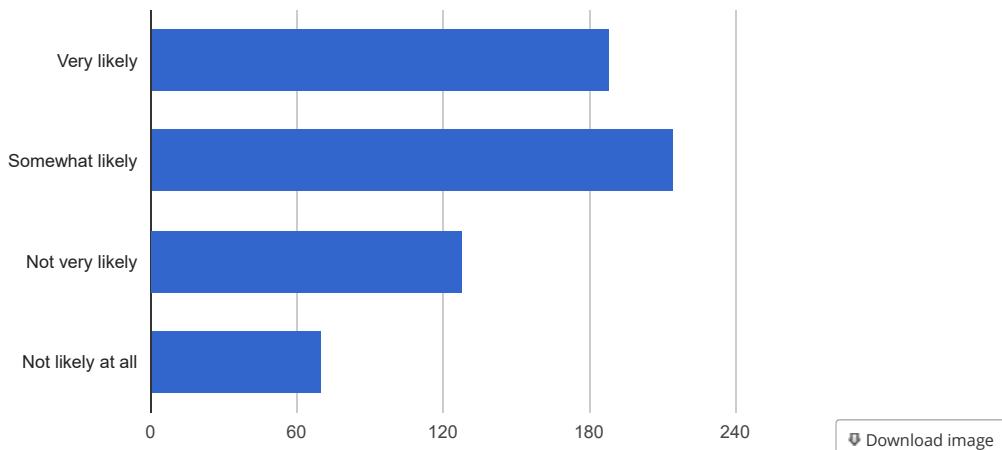
More respect from administration *(more_respect_from_administ)*

Total Count (N)	Missing*	Unique
601	608 (50.3%)	4

Counts/frequency: Very likely (295, 49.1%), Somewhat likely (157, 26.1%), Not very likely (89, 14.8%), Not likely at all (60, 10.0%)
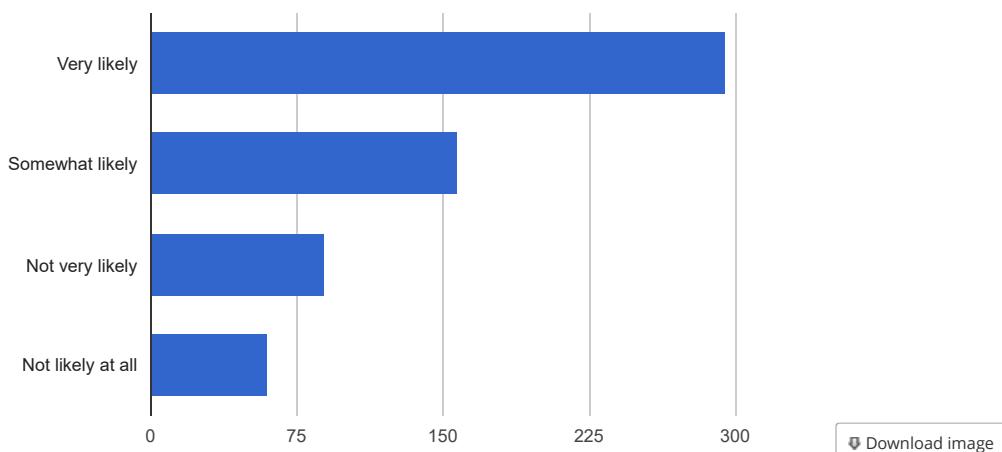
More respect from frontline management *(more_respect_from_frontlin)*

Total Count (N)	Missing*	Unique
595	614 (50.8%)	4

Counts/frequency: Very likely (256, 43.0%), Somewhat likely (171, 28.7%), Not very likely (99, 16.6%), Not likely at all (69, 11.6%)
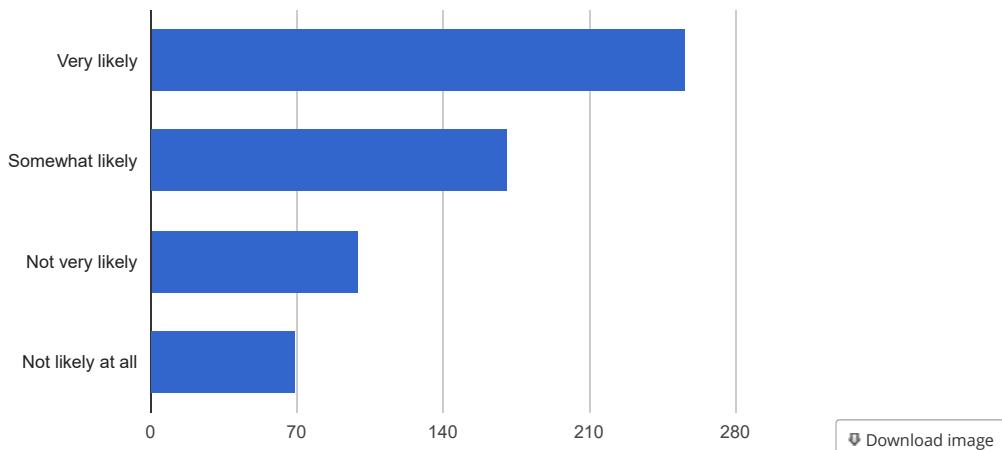
More/better equipment and technology resources *(more_better_equipment_and)*

| Total Count (N)	Missing*	Unique
598	611 (50.5%)	4

Counts/frequency: Very likely (217, 36.3%), Somewhat likely (170, 28.4%), Not very likely (130, 21.7%), Not likely at all (81, 13.5%)
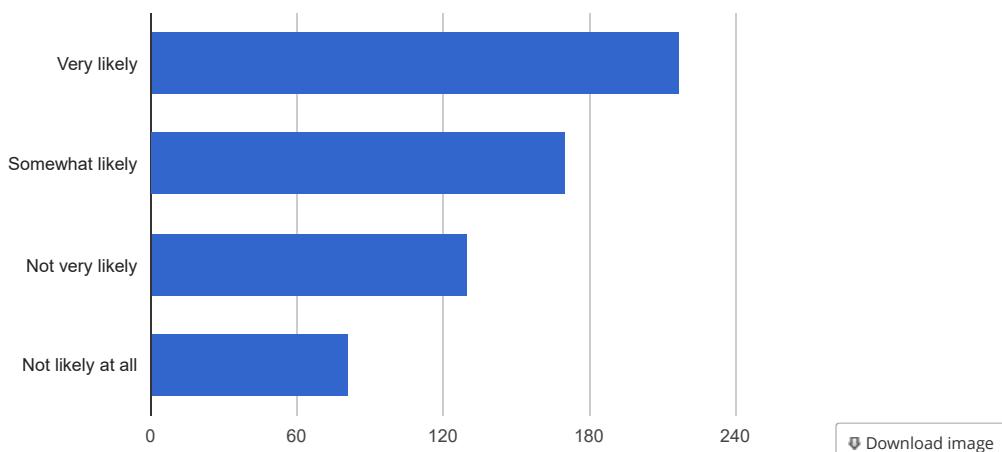
Are you currently working as a nurse? *(nursing_status)*

| Total Count (N)	Missing*	Unique
1,202	7 (0.6%)	3

Counts/frequency: Yes (1054, 87.7%), No, I stopped within the past 12 months (67, 5.6%), No, I stopped more than 12 months ago (81, 6.7%)
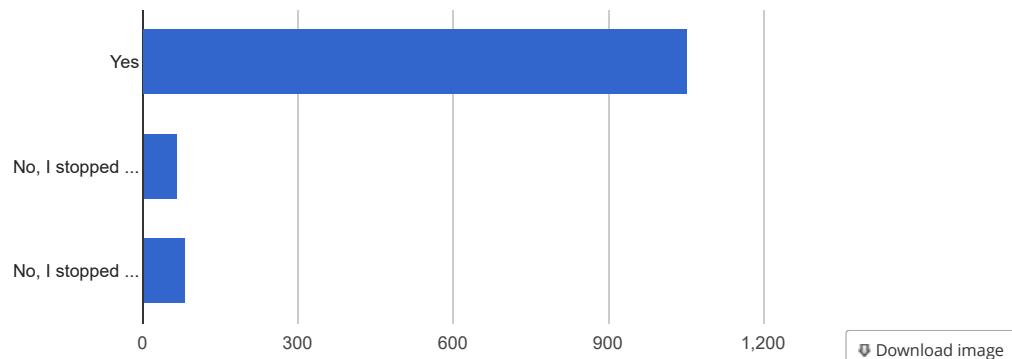
Are you...? *(are_you)*

| Total Count (N)	Missing*	Unique
1,193	16 (1.3%)	4

Counts/frequency: Female (1025, 85.9%), Male (140, 11.7%), Non-binary (1, 0.1%), Prefer not to answer (27, 2.3%), Other (0, 0.0%)
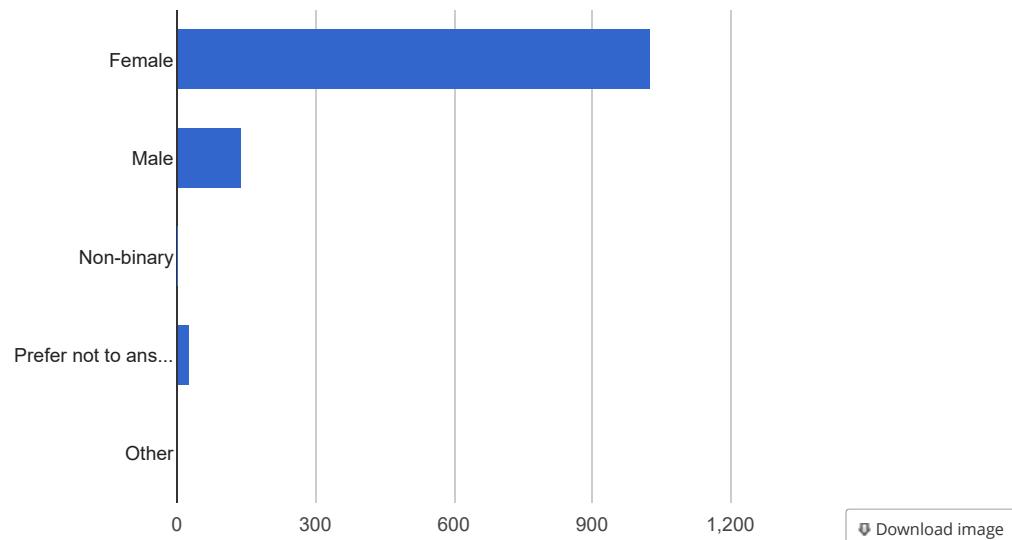
Do you consider yourself...? *(do_you_consider_yourself)*

Total Count (N)	Missing*	Unique
1,198	11 (0.9%)	11

Counts/frequency: White (925, 77.2%), Black or African American (164, 13.7%), Native American or Alaskan Native (7, 0.6%), South Asian (0, 0.0%), Chinese (2, 0.2%), Korean (2, 0.2%), Japanese (0, 0.0%), Filipino (6, 0.5%), Arab/West Asian (0, 0.0%), Pacific Islander (1, 0.1%), Other Asian (2, 0.2%), More than one race (21, 1.8%), Some other race (8, 0.7%), Prefer not to answer (60, 5.0%)
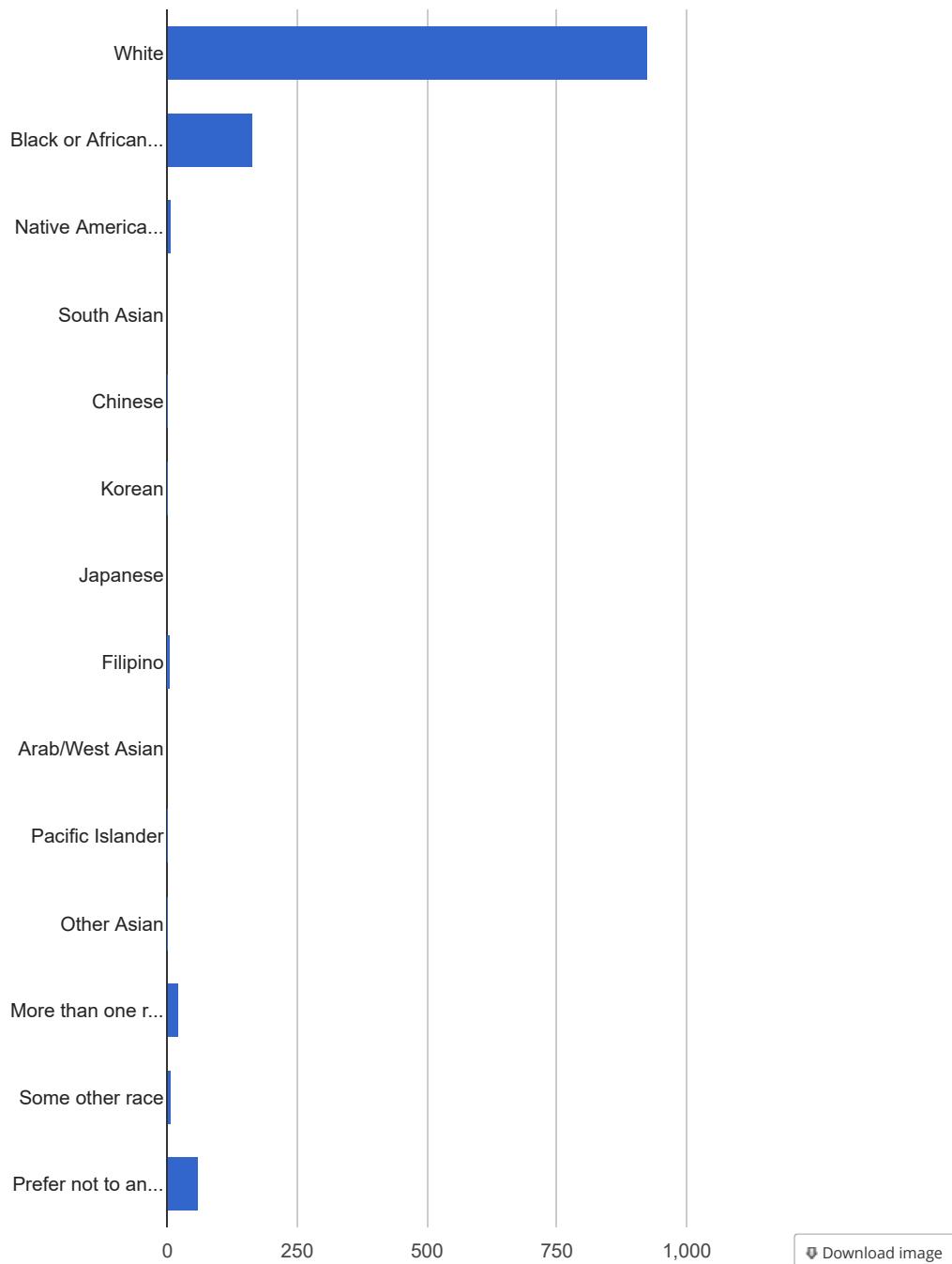
Do you identify as Hispanic, Latinx, or Spanish *(do_you_identify_as_hispani)*

| Total Count (N)	Missing*	Unique
1,197	12 (1.0%)	3

Counts/frequency: Yes (23, 1.9%), No (1129, 94.3%), Prefer not to answer (45, 3.8%)
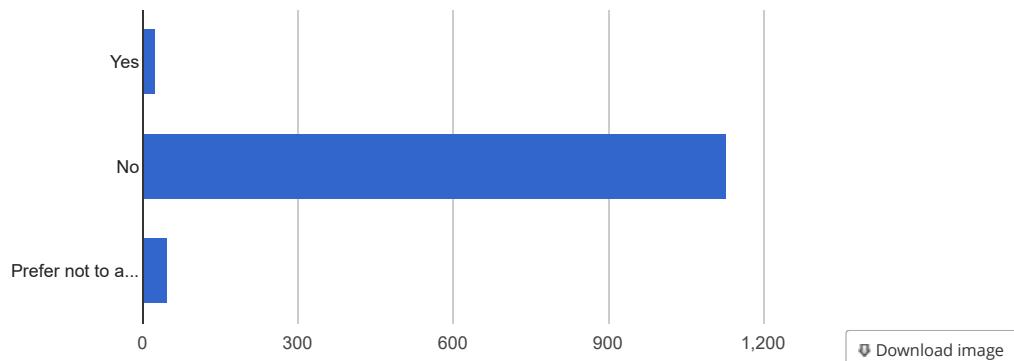
Select if you are Licensed as a Practical Nurse or Registered Nurse *(select_if_you_are_licensed)*

Total Count (N)	Missing*	Unique
1,194	15 (1.2%)	2

Counts/frequency: Registered Nurse (867, 72.6%), Licensed Practical Nurse (327, 27.4%)
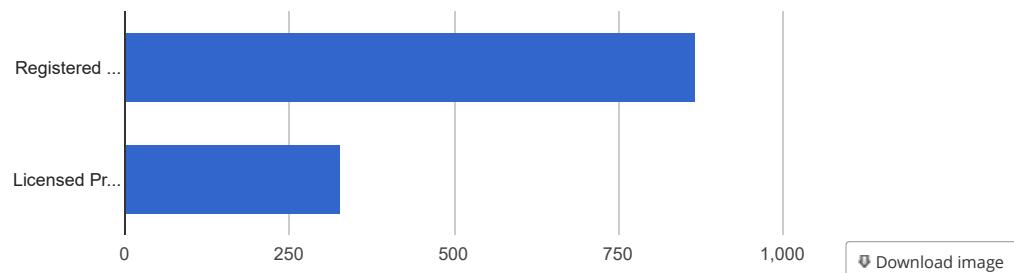
* Note: Values listed as 'Missing' may include records with a Missing Data Code (if Missing Data Codes are defined).