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Commissioner of Higher Education



BOARD of REGENTS
STATE OF LOUISIANA

P. O. Box 3677
Baton Rouge, LA 70821-3677
Phone (225) 342-4253, FAX (225) 342-9318
www.laregents.edu

David J. Aubrey
Christian C. Creed
Blake R. David
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Terrie P. Sterling
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Judy A. Williams-Brown
Catarena M. Lobré, Student

AGENDA

FACILITIES AND PROPERTY COMMITTEE

Wednesday, April 26, 2023
9:40 a.m.

Claiborne Building, 1st Floor
Louisiana Purchase Room 1-100
1201 North Third Street
Baton Rouge, Louisiana

- I. Call to Order
- II. Roll Call
- III. Consent Agenda: Small Capital Projects
 1. LSU A&M: Alex Box Repairs and Waterproofing
 2. LSU A&M: Athletic Administration Building 2nd Floor Renovations
 3. LSU A&M: Chemical Engineering Building – CO₂/Water Electrolysis Laboratory Renovation
 4. LSU A&M: Mobility Implementation Phase 1 – Union Hub
 5. LSU A&M: Nicholson Hall 4th Floor Renovations
 6. LSU A&M: Pleasant Hall 2nd Floor Renovations for PTS
 7. LSU A&M: Tiger Stadium North Stadium Sanitary Sewer Replacement
 8. LSU A&M: U High Boiler Replacement
 9. LSU A&M: U High Replace Flooring Multiple Rooms
 10. LSU A&M: UREC New Challenge Course (Budget Increase)
 11. LSU HSCNO: Dental Clinics HRSA Grant Space
 12. LSU HSCNO: Lion's Eye 2nd-4th Floor Restroom Renovation
 13. LSU-S: Science Building Annex (Budget Increase)
 14. Nunez: Building B Repairs
 15. NWLTC-Shreveport: Building A Storefront Window Replacement
 16. NWLTC-Shreveport: Building F HVAC Replacement
 17. NWLTC-Shreveport: Campus Restroom Renovations
 18. NWLTC-Shreveport: WSHP Replacements

- IV. HB 2 Update
- V. Grambling State University Library Update
- VI. Other Business
- VII. Adjournment

Committee Members: Robert W. Levey, Chair; Felix R. Weill, Vice Chair; Christian C. Creed; Randy L. Ewing; Darren G. Mire; Wilbert D. Pryor; Catarena M. Lobré (*student member*); LCTC System Representative; LSU System Representative; SU System Representative; UL System Representative

Staff: Chris Herring, Associate Commissioner for Facilities and Planning & Emergency Management

Note: The Board of Regents and any committee thereof reserve the right to enter into Executive Session, if needed, in accordance with R.S. 42:11 *et seq.*

AGENDA ITEM III.

Consent Agenda

Small Capital Projects Report

In accordance with the Facilities Policy, small capital project proposals are reviewed by staff, approved where appropriate, and thereafter reported at the next meeting of the Facilities and Property Committee. Pursuant to R.S. 39:128, Board of Regents (BoR) staff may internally approve small capital projects ranging from \$175,000 to \$1,000,000 and report these approvals to the Board during a subsequent meeting.

All projects were approved by their respective systems or management boards and submitted for consideration. Staff approved the following small capital projects since the previous report:

1. Louisiana State University and A&M College (LSU): Alex Box Repairs and Waterproofing – Baton Rouge, LA

The existing exterior stucco and brick surfaces are damaged, leaking, and require repair. This project will seal all cracks in the stucco, patch any open voids or missing areas, repair or replace any broken or damaged bricks, seal the repaired bricks, refinish all areas, and apply a waterproof coating to the stucco once the repairs are complete and cured. **The total project cost is \$220,000 and will be funded with auxiliary revenues.**

2. Louisiana State University and A&M College: Athletic Administration Building Second Floor Renovation – Baton Rouge, LA

This project renovates existing space on the second floor of LSU's Athletic Administration building to create new and updated spaces for staff offices, storage, and a nutrition center. The project scope involves selective demolition of partitions and finishes, installation of new finishes, new framing, casework, power, lighting, and HVAC, and modifications for the new configuration. Plumbing will also be updated as required. **The project renovates approximately 2,305 square feet (SF) of space at a cost of \$107.16/SF, for a total project cost of \$247,000. The project will be funded with auxiliary revenues.**

3. Louisiana State University and A&M College: Chemical Engineering Building Carbon Dioxide (CO₂)/Water Electrolysis Laboratory Renovation – Baton Rouge, LA

The purpose of this project is to provide a state-of-the-art research and energy capture facility within LSU's Chemical Engineering building. The project scope includes installation of new chemical fume hoods and associated HVAC along with general renovations to the laboratories within the facility. The project will also address any necessary electrical upgrades and utility infrastructure required for laboratory operation. **The total project cost is \$862,400 and will be funded through a federal U.S. Department of Commerce Economic Development Administration Grant.**

4. Louisiana State University and A&M College: Mobility Implementation Phase I Union Hub – Baton Rouge, LA

This project will renovate LSU's existing Student Union South parking lot to transition into a central bus depot. The project scope includes concrete modifications to provide bus maneuverability and safe pedestrian drop-off/pick-up as well as construction of a covered pedestrian area. **The project renovates approximately 37,579 SF of space at a cost of \$12.64/SF, for a total project cost of \$475,000. The project will be funded with auxiliary revenues.**

5. Louisiana State University and A&M College: Nicholson Hall 4th Floor Renovations – Baton Rouge, LA

This project renovates space within LSU's Nicholson Hall to create office space and workstations for the Department of Physics and Astronomy faculty as well as graduate and postdoctoral students. The project scope involves selective demolition of existing finishes, installing new partitions, new interior finishes, millwork, and plumbing in the breakroom. The scope also includes installing new power and LED lighting, HVAC, and interior glass walls and doors. **The project renovates 2,028 SF of space at a cost of \$102.08/SF, for a total project cost of \$207,000. The project will be funded with operational funds.**

6. Louisiana State University and A&M College: Pleasant Hall 2nd Floor Renovations for Parking and Transportation Services (PTS) – Baton Rouge, LA

This project will renovate space on the second floor of LSU's Pleasant Hall for the PTS main office. The scope of work includes selective demolition, abatement, new finishes, millwork, signage and branding, modifications to the existing HVAC, installation of new HVAC controls, new power, LED lighting fixtures, fire alarm, data cabling and pathway, telecom, and replacement of selective plumbing fixtures. **The project renovates approximately 7,515 square feet (SF) of space at a cost of \$76.65/SF, for a total project cost of \$576,000. The project will be funded with auxiliary revenues.**

7. Louisiana State University and A&M College: Tiger Stadium North Stadium Sanitary Sewer Replacement – Baton Rouge, LA

The sanitary sewer drainage within Tiger Stadium's North section is no longer operating properly. This project will correct the issues by replacing the deteriorating piping. The old piping will be capped and removed from the facility. **The total project cost is \$250,000 and will be funded with auxiliary revenues.**

8. Louisiana State University and A&M College: University High (U-High) Boiler Replacement – Baton Rouge, LA

U-High's existing steam boiler is near the end of its useful life and replacement with a new boiler will provide the school with more efficient operations in the future. The project scope involves replacing the current steam boiler with a gas fired hydronic boiler and removing all steam equipment associated with the current boiler. If funding permits, U-High will also relocate the hot and chilled water lines. **The total project cost is \$500,000 and will be funded through a grant from the U.S.**

Department of Education's Elementary and Secondary School Emergency Relief Fund (ESSER III).

9. Louisiana State University and A&M College: University High Replace Flooring in Multiple Rooms – Baton Rouge, LA

This project will replace deteriorating carpet flooring in twelve U-High classrooms. The existing carpet will be replaced with a new finish flooring that is easier to clean and maintain. **The project replaces 17,130 SF of flooring at a cost of \$10.28/SF, for a total project cost of \$176,000. The project will be funded through a grant from the U.S. Department of Education's ESSER program.**

10. Louisiana State University and A&M College: University Recreation New Challenge Course (Budget Increase) – Baton Rouge, LA

The existing LSU UREC challenge course is small and does not meet current demand. This project installs a new challenge course and elements (ropes, swinging logs, scissor bridge), zip lines, and other climbing exhibits in a new location on campus. New thirty-five- to forty-foot-high towers will also be installed, and the existing challenge course will be demolished. The project was originally approved by staff in August of 2023 for \$250,000, but the project bid higher than anticipated. **The project increased by \$249,500 for total revised project cost of \$499,500. The project will be funded with auxiliary revenues.**

11. Louisiana State University Health Sciences Center New Orleans (HSCNO): Dental Clinics Health Services and Resources Administration (HSRA) Grant Space – New Orleans, LA

LSU HSCNO's existing dental clinic spaces are outdated and in need of modernization. The current chairs are over twenty years old, and the finishes and cabinetry are original to the building constructed in 1972. LSU HSCNO received a grant from the HSRA to install new chairs by December 2024 so renovating the space is necessary to maximize the HSRA equipment grant. The project scope involves renovating a portion of the third-floor clinic space to accommodate the new dental chairs being purchased. New cubicle walls and walls around the perimeter will be constructed and receive new finishes to support new dental cabinetry. Any alterations to the utilities required to support the new chairs or casework will be included in the project as well and new flooring will replace the existing, original floor tiles. **The project renovates 8,000 SF of space at a cost of \$109.90/SF, for a total project cost of \$879,200. The project will be funded with operational funds.**

12. Louisiana State University Health Sciences Center New Orleans: Lion's Eye Center Second Through Fourth Floor Restroom Renovation – New Orleans, LA

The existing restrooms within LSU HSCNO's Lion's Eye Center have not been renovated since the building was originally constructed in 1986 and do not meet current code requirements. This project will construct restrooms on the west side of the Lion's Eye Center's second through fourth floors. The restrooms will be located and sized to meet current occupancy and ADA requirements for the building. The east restrooms will be renovated in a subsequent phase. **The project renovates**

1,410 SF of space at a cost of \$300/SF, for a total project cost of \$423,000. The project will be funded with operational funds.

13. Louisiana State University Shreveport (LSUS): Science Building Annex (Budget Increase) – Shreveport, LA

The LSUS Science Building Annex will support research performed by the Biology Department on small rodents and reptiles. The project scope involves construction of a new building adjacent to the Science Building Lecture Auditorium. The project was originally approved by staff in March of 2022 for \$385,000. Since that time, the institution received additional funding from the legislature allowing LSUS to modify the interior of the facility from strictly animal storage to the addition of laboratory space. The original HVAC system designed for the facility was also underestimated with the planned modifications. **The project constructs 1,600 SF of space at a cost of \$606.25/SF. The project increased by \$585,000 for a total revised project cost of \$970,000. The project will be funded with operational funds.**

14. Nunez Community College (Nunez): Building B Repairs – Chalmette, LA

This project will solve humidity issues within Building B at Nunez which will improve comfort and mitigate negative health impacts. The project scope involves installation of a new outdoor air unit and automation controls to provide better air quality within the building. **The total project cost is \$326,000 and will be funded with operational funds.**

15. Northwest Louisiana Technical College Shreveport (NWLTC-Shreveport): Building A Storefront Window Replacement – Shreveport, LA

The glass windows and doors on NWLTC's Building A on the Shreveport campus have deteriorated to the point that they no longer protect the interior of the building from moisture and warm outside air intrusion. This project will replace the current storefront windows and doors which will reduce the relative humidity in the building. **The total project cost is \$208,067 and will be funded with federal Coronavirus Aid, Relief, and Economic Security (CARES) Act funding.**

16. Northwest Louisiana Technical College Shreveport: Building F HVAC Replacement – Shreveport, LA

The HVAC units within NWLTC-Shreveport's Building F require replacement to improve air quality for the students, faculty, and staff. Currently, the institution is unable to reduce the relative humidity of the building to a level that is not conducive to the spread of airborne transmitted viruses. This project will install new HVAC units and associated ductwork. **The total project cost is \$192,817 and will be funded with federal CARES Act funding.**

17. Northwest Louisiana Technical College Shreveport: Campus Restroom Renovations – Shreveport, LA

The restrooms on the NWLTC-Shreveport campus need to be updated and renovated to meet current code and accessibility requirements. This project will install new plumbing fixtures and partitions, paint the walls, and install new LED lighting. **The total project cost is \$450,000 and will**

be funded with federal CARES Act funding.

18. Northwest Louisiana Technical College Shreveport: Water Source Heat Pump Replacements – Shreveport, LA

The water source heat pump units within NWLTC-Shreveport’s facilities need to be replaced to improve air quality for the students, faculty, and staff. The institution is currently unable to reduce the relative humidity in the buildings to a level that is not conducive to the spread of airborne transmitted viruses. This project replaces all water source heat pumps with Climate Master water source heat pump units. **The total project cost is \$239,828 and will be funded with federal CARES Act funding.**

STAFF RECOMMENDATION

Senior Staff recommends approval of the consent agenda containing the small capital projects reports as presented.

AGENDA ITEM IV. & V.

House Bill 2 Update and Grambling State University Library Update

These items are for informational purposes only.

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AGENDA
LEGISLATIVE COMMITTEE

Wednesday, April 26, 2023

10:40 a.m.

Claiborne Building, 1st Floor
Louisiana Purchase Room 1-100
1201 North Third Street
Baton Rouge, Louisiana

- I. Call to Order
- II. Roll Call
- III. 2023 Legislative Update
- IV. Legislative Study Reports Update
 - a. 2022 Health Works Commission Annual Report
 - b. Report regarding Senate Resolution 129 of the 2022 Regular Legislative Session
- V. Adjournment

Committee Members: Phillip R. May, Jr., Chair, Terrie Sterling, Vice Chair, David J. Aubrey, Blake David, Randy L. Ewing, Robert Levy, Catarena Lobré (Student Member), LCTC System Representative, LSU System Representative, SU System Representative, UL System Representative
Staff: Uma Subramanian, Executive Counsel

Note: The Board of Regents and any committee thereof reserve the right to enter into Executive Session, if needed, in accordance with R.S. 42:11 *et seq.*

Agenda Item III.

A Legislative Priorities Update and Other Bills of Interest Review will be shared for information purposes only.

Agenda Item IV.

LEGISLATIVE REPORT AND STUDIES UPDATE

An overview of the Legislative Reports and Studies that involve the Board of Regents will be presented for informational purposes only.

Legislative Reports:

2022 Health Works Commission Annual Report and Report regarding Senate Resolution 129 of the 2022 Regular Session of the Louisiana Legislature

Background Information

The Louisiana Health Works Commission, a legislatively created Commission, serves as a collaborative working group charged with coordinating resources relative to health care workforce development within various state departments and key organizations. The Commission is comprised of postsecondary, legislative, and medical organizations. The Board of Regents provides the necessary staff to support the legislative charge and work of the Commission.

The Health Works Commission is required, pursuant to LA Revised Statute §17:2048.51, to submit an annual report. In Part 1 of the report, an overview is provided highlighting the work of the Commission and related councils in 2022. In Part 2 of the report, the Nursing Supply and Demand Council (NSDC), a subset of the Health Works Commission, responds to its charge to study all aspects of supply and demand of Advanced Practice Registered Nurses (APRNs), Registered Nurses (RNs), Licensed Practical Nurses (LPNs), and Nurse Aides. This report was approved by the Health Works Commission on December 13, 2022.

In addition, Senate Resolution 129 of the 2022 Legislative Session requested the Nursing Supply and Demand Council to study and make recommendations to improve statewide nurse retention in response to the nursing workforce shortage and to administer a survey to licensed nurses in Louisiana.

Staff Summary

Health Works Commission Annual Report:

- Part 1 of the annual report provides a description of work accomplished since the publication of the last annual report of the Health Works Commission. Highlights of this work include:
 - **Distribution of a Request for Applications (RFA) to Establish Regional Healthcare Innovation Partnership Grants:** To address healthcare workforce regional needs, a request for applications was distributed in November 2022. This RFA sought entities to establish regional healthcare innovation partnerships between higher education institutions and healthcare providers throughout Louisiana, with a goal of increasing the number of healthcare graduates in each identified regional labor market. Over twenty

applications have been submitted and we will share an update with the Board at our June 2023 meeting. Notification of award decisions will be made following the May 2023 Health Works Commission meeting.

- **Statewide Simulation Expo:** Hosted on April 29, 2022, at the University of Louisiana at Lafayette, with over 250 people in attendance, the Expo provided a free professional learning experience for simulation educators. This event featured national experts and presenters sharing best practices, all geared towards supporting healthcare simulation education in Louisiana.
- In part 2 of the report, the Nursing Supply and Demand Council provided its analysis of the supply and demand of nurses in Louisiana. Some of the key findings of this study include:
 - An overall 9% increase in the number of students enrolled in APRN programs as well as a 40% increase in the number of APRN graduates compared to the previous reporting year (2019-20).
 - A 24% increase over the last five years in the number of qualified applicants admitted to RN programs. There has also been a 7% decrease in the number of applicants since 2021. In addition, the number of graduates from Louisiana's pre-Registered Nursing (RN) licensure programs increased by 14% as compared to 2019-20.
 - An increase in admission to LPN programs of 7.6% in 2020-21 although there has been a general decline in the number of LPN graduates, totaling a 28% decrease since 2009-10.

Report regarding Senate Resolution 129 of the 2022 Regular Legislative Session:

- This study resolution charged the NSDC to expand its research focus, with specific attention to retention. To meet the charge, the NSDC distributed a statewide survey and received 1,209 total responses. Pages 5-10 of the report highlight the survey results.

**HEALTH WORKS COMMISSION
2022 ANNUAL REPORT**

January 2023

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Part 1: Health Works Commission Overview

This report includes the annual report of the Nursing Supply and Demand Council, a subset of the Louisiana Health Works Commission. Table 1, below, indicates the objectives of each legislatively created healthcare-workforce-related Commission or Council staffed by the Louisiana Board of Regents.

Table 1

Group	Charge
Health Works Commission	Coordinate resources relative to healthcare workforce development within various state departments and key organizations.
Nursing Supply and Demand Council	Study all aspects of the supply of and demand for nurses in Louisiana, making annual reports to the Health Works Commission.
Simulation Medical Training and Education Council of Louisiana	Enhance the effective use of simulation training for students, faculty, residents, fellows and practitioners throughout the health professions statewide.

In 2022, all three healthcare-related Councils and Commissions advanced recommendations set forth in 2021. Tables 2-4 capture high-level accomplishments of each group.

Table 2: Health Works Commission

Action Item	Description
Established Nursing and Allied Health Capitation Programs	These programs are designed to expand the state’s nursing program capacity and reduce the waiting list for admission into nursing programs. As a result of the state appropriation in 2019, this program has promoted an increase in the number of students admitted to Practical Nursing, Associate of Science in Nursing, and Bachelor of Science in Nursing programs (see Appendix C).
Created the Louisiana Council of Administrators in Nursing (LACANE) Faculty Grant	The Faculty Grant was established with the goal of increasing the number of nursing faculty prepared at the doctoral level to meet programmatic accreditation standards. In 2019 this program received \$100,000 in funding from the Commission, which was increased to \$200,000 in 2020. In 2019, 40 new and current faculty members pursued an advanced degree through this program, and this increased in 2020 to 58 faculty.

Funded Nurse Aid Testing for Certification	Identified as one of the barriers to nurse aides becoming a Certified Nurse Aide (CNA) was the certification testing required by the Louisiana Department of Health. Wanting to increase the number of CNAs in Louisiana, the Commission began funding testing waivers for nurse aide students completing their programs in the Louisiana Community and Technical College System.
Issued a Request for Applications to Establish Regional Healthcare Innovation Partnership Grants	To meet healthcare workforce regional needs, a request for applications was distributed in November 2022. This RFA seeks entities to establish regional healthcare innovation partnerships throughout Louisiana to increase the number of healthcare graduates in each identified regional labor market. Selected applications will be announced in Spring 2023.

Table 3: Nursing Supply and Demand Council

Action Item	Description
Facilitated Work Groups Specific to Topics of the Council	The Council facilitated five workgroups specific to its priority topics and recommendations. These workgroups met to further refine the recommendations and next steps related to each topic.
Continued Research and Discussion Related to Nursing Supply and Demand in Louisiana	The Council reviewed reports from the Louisiana State Board of Nursing (LSBN), Louisiana Center for Nursing (LCN), Louisiana State Board of Practical Nurse Examiners (LSBPNE), and LDH Health Standards Division regarding the supply of APRNs, RNs, LPNs, and Nurse Aides and made appropriate recommendations based on findings in these reports.
Drafted the Response to Senate Resolution 129 of the 2022 Regular Legislative Session	This study resolution charged the Council to further expand upon its research, with specific attention to retention. To meet the charge, the Council distributed a statewide survey and will submit this report to the Louisiana Legislature by February 1, 2023.

Table 4: Simulation Medical Training and Education Council of Louisiana

Action Item	Description
Hosted a Statewide Simulation Expo	Hosted on April 29, 2022, at the University of Louisiana at Lafayette, this professional development opportunity for simulation educators provided a free learning experience for over 250 people in attendance. The expo featured national experts and presenters sharing best

	practices, all geared towards supporting healthcare simulation education in Louisiana.
Supported the Scaling of Simulation Certification Available Statewide	This program provided an avenue for educators to become certified as simulation educators or operation specialists.
Facilitated Camp Fast Forward, a Middle School Healthcare Career Exploration Camp	This free-of-charge camp was geared towards middle school students to promote healthcare professions through simulation learning. The facilitator of this program, Southwest Louisiana Area Health Education Center, hosted eight different summer camps throughout the state, with a total of 130 students participating.

Despite the advances of each one of the healthcare-related groups, significant progress must be made in order to meet the high level of need and demand for healthcare services in Louisiana. Shortages significantly contribute to these deficits and this report further highlights the significant progress that must be made in order to meet the state’s healthcare workforce needs.

Part 2: Nursing Supply and Demand Council Annual Report

I. Key Takeaways

According to the national Agency for Healthcare Research and Quality, Louisiana ranks in the bottom ten states for overall healthcare quality. Louisiana’s low ranking is driven largely by the limitations residents face in accessing different types of care. In effect, Louisiana has a high level of need, and the corresponding high demand for healthcare services in Louisiana is not being met. Labor shortages are a major contributor to this deficit.

Since its creation in legislation, the Nursing Supply and Demand Council has reported specifically on the supply and demand of Advanced Practice Registered Nurses (APRNs), Registered Nurses (RNs), Licensed Practical Nurses (LPNs) and Nurse Aides (NAs) in Louisiana. Through its work, the Council has provided recommendations related to this multifaceted issue, which is present both in Louisiana and nationwide.

Key findings from the 2022 annual report include:

Advanced Practice Registered Nurses (APRN)



ADMISSION

↑ 9%

There was an overall 9% increase in the number of students enrolled in Louisiana's APRN programs during the 2021 reporting year.



GRADUATES

↑ 40%

There was a 40% increase in the number of graduates in 2021 when compared to the previous reporting year (2019-20).



DEMAND

419

Open Positions
in November 2022

Registered Nurses (RN)



ADMISSION

↑ 24%

Over the last five years, there has been a 24% increase in the number of qualified applicants admitted to RN programs. There has also been a 7% decrease in the number of applicants declined in 2021.



GRADUATES

↑ 14%

The number of graduates from Louisiana's Pre-RN licensure programs has increased by 14%.



DEMAND

7,369

Open Positions
in November 2022

Licensed Practical Nurses (LPN)



ADMISSION

↑ 7.6%

LPN programs admitted 77.6% of qualified applicants in 2020-21, compared to 70% in 2019-20 and 64% in 2018-19.



GRADUATES

28% ↓

There has been a general decline in the number of LPN graduates, totaling a 28% decrease since 2009-10.



DEMAND

1,469

Open Positions
in November 2022

In addition to analyzing data related to admission, graduates, and demand, the Council also reviewed data-based on ethnicity/race compared to the Louisiana population. As seen in Figure 4, in comparison with APRNs and RNs, LPNs are more reflective of Louisiana’s population by race/ethnicity. To effectively address health disparities and inequities and improve health outcomes for diverse and marginalized racial and ethnic minorities in Louisiana, the nursing workforce should mirror Louisiana’s population (Academy of Medicine 2020-2030 Future of Nursing Report).

Figure 1: Louisiana Population by Race/Ethnicity

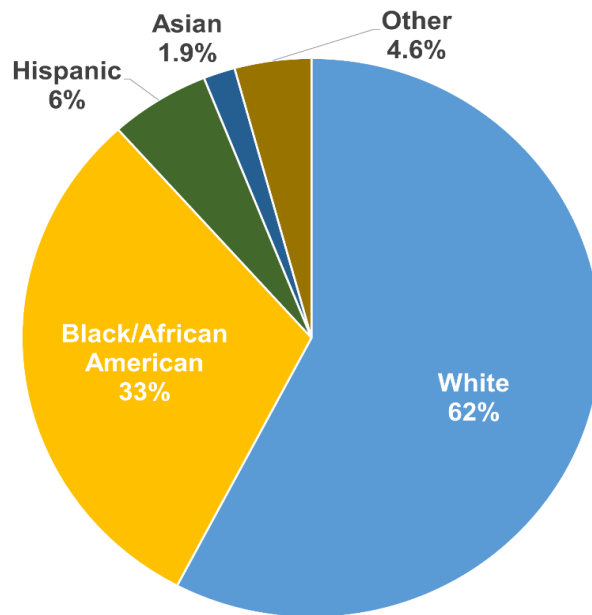


Figure 2: APRN

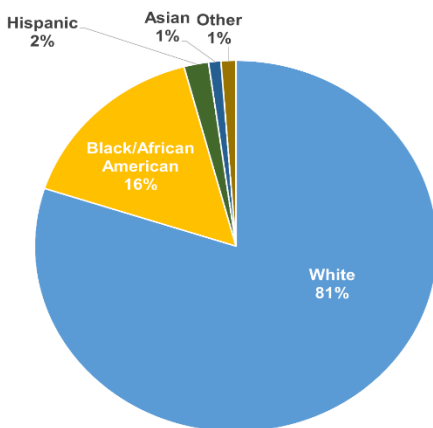


Figure 3: RN

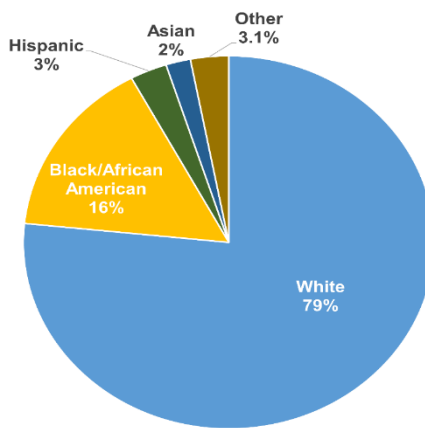
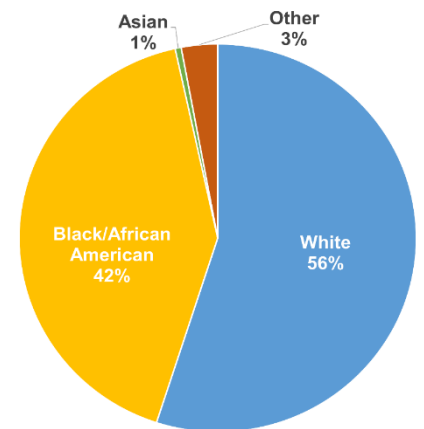


Figure 4: LPN



This report provides additional data and further amplifies the need for statewide collaboration among education and healthcare providers to improve Louisiana’s health workforce and overall health outcomes.

II. Introduction

The Nursing Supply and Demand Council (NSDC), a subset of the Louisiana Health Works Commission, is pleased to submit a report of its activities for 2022 and recommendations for 2023. The charge of the NSDC is to study all aspects of supply and demand for Advanced Practice Registered Nurses (APRNs), Registered Nurses (RNs), Licensed Practical Nurses (LPNs) and Nurse Aides (NAs) in Louisiana. Information in this report was obtained from data captured in the most recent reports on Nursing Education Capacity in Louisiana and Nurse Supply, as well as from the Louisiana State Board of Practical Nurse Examiners annual report (LSBPNE) and the Louisiana Department of Health (LDH).

In the face of the ongoing demand for nurses at all levels, the Council continues to have concerns about the following:

- shortage of faculty;
- number of qualified students not admitted;
- nurse faculty salaries well below national median data;
- insufficient funding for nursing education; and
- challenges related to increasing the diversity of Louisiana’s nursing workforce.

III. Key Findings Pertinent to the Council’s Charge

A. Advanced Practice Registered Nurse (APRN)

APRNs are registered nurses educated at the master’s or post-master’s level. APRNs include Certified Nurse Practitioners (CNP), Clinical Nurse Specialists (CNS), Certified Registered Nurse Anesthetist (CRNAs) and Certified Nurse Midwives (CNMs).

I. Demand

- i. There were 340 open positions for Nurse Practitioners, 78 for Nurse Anesthetists, and 1 for Nurse Midwife listed on the Louisiana Workforce Commission website as of November 2022.

II. Admission and Enrollment

- i. In the 2020-21 report year, there was a 5% decrease in the number of students admitted to APRN programs in Louisiana, compared to an 8% decrease reported in the previous year.

- ii. Eighty-two percent (530) of the 647 newly admitted students enrolled in NP programs and 18% (117) enrolled in CRNA programs.
- iii. There was an overall 9% increase in the number of students enrolled in Louisiana's APRN programs during the current report year: 83% were enrolled in NP programs, 17% in CRNA programs, and no students in CNS programs. Presently, there are two new midwifery programs in the state; however, there are no graduates from these programs to date.
- iv. Diversity:
 - 1. In 2020-21, approximately 36% of the students enrolled in Louisiana's APRN programs were minorities compared to 29% in 2017.
 - 2. Since 2017, there has been a 57% increase in the number of Hispanic/Latino students, a 68% increase in the number of Black/African American students, and a 69% increase in the number of Asian students enrolled in Louisiana's APRN programs.
 - 3. In 2021, 16% of APRN students were male and 84% were female.

III. Graduates

- i. In the 2020-21 report year, a total of 606 students graduated from Louisiana's APRN programs, which represents a 40% increase in number from the 434 graduates in the previous report year (2019-20).
- ii. In this report year, the majority of the graduates were from NP programs (90%), followed by CRNA programs (10%). There were no graduates from CNS programs in the current report year.
- iii. Diversity:
 - 1. Thirty-three percent (203) of the graduates from APRN programs in Louisiana were minorities, compared to 29% (127) in the previous report year.
 - 2. Males represented 89 of the graduates from Louisiana's APRN programs, compared to 77 in the previous report year. Fifty percent (31) of the CRNA graduates were males.

IV. Passage Rates

- i. In 2020-2021, 371 APRN candidates sat for their respective certification exams. Three hundred fifty (350) candidates successfully passed their certification exams, resulting in a 94.34% passage rate for the state.

V. Faculty

- i. There was a 7% increase in the number of graduate nurse faculty holding a doctorate in nursing, which is consistent with the previous report year.
- ii. There was a 7% increase in the number of faculty holding a DNP in 2020-2021, with a total 26% increase over the past five years. The number of PhDs decreased by nine, going from 44 in 2019-2020 to 35 in 2020-2021.
- iii. There were 182 filled full-time graduate nurse faculty positions reported statewide, which reflects an 40% increase in number (2020 had 130 filled full-time graduate nurse faculty positions). Only four vacant graduate nurse faculty positions were reported in 2020; in 2021 ten vacant graduate nurse faculty positions were reported.
- iv. Diversity:
 1. Nineteen percent (69) of the faculty teaching in graduate nursing programs in Louisiana were minorities in the current report year.
 2. There was a 9% decrease in the number of graduate nurse faculty who were males during the current report year.

VI. Current Workforce

- i. In 2021, there were 8,284 APRNs holding an active Louisiana APRN license, which represents a 9% increase over the previous year (7,630 in 2020) and a 28% increase over the last four years (6,480 in 2018). Eighty-five percent (7,072) of the APRNs reported residing in Louisiana.
- ii. Of the APRNs residing in Louisiana, 77% (5,226) were Nurse Practitioners (NPs), 20% (1,382) were Certified Registered Nurse Anesthetists (CRNAs), 2% (104) were Clinical Nurse Specialists (CNSs), and 1% (56) were Certified Nurse Midwives (CNMs).
- iii. Diversity:
 1. In 2021, the racial distribution of APRNs residing in Louisiana was 81% White (down from 83% in 2018), 16% Black/African American, 1% Asian, and less than 1% for each of the other races

(two or more races, American Indian/Alaskan Native, Native Hawaiian/Pacific Islander and Other). Two percent of APRNs in Louisiana were of Hispanic origin.

2. In 2021, 36% (2,536) of the APRNs residing in Louisiana were between 30 and 39 years of age; 30% (2,132) were between 40 and 49 years old; 11% (747) were between the ages of 50 and 59; and 18% (1,275) were 60 years or older. These data are similar to last year's report.
3. The gender of APRNs residing in Louisiana is predominantly female: 80% female (5,658), 20% male (1,414).

Council Impressions of APRN Data:

- The COVID-19 pandemic caused increased salaries and wages for RNs practicing at the bedside. This, coupled with the unpredictable economy, may have resulted in more nurses staying in acute care positions in lieu of seeking additional education.
- The increase in faculty positions may be attributed to program expansion related to capitation funding and other initiatives.
- It was noted for future inclusion in the annual report to review APRNs by type and population.
- The Council discussed the need for more nurse midwives, citing the Louisiana Pregnancy Associated Mortality Review Report recommending expanded access to care. As state legislation to increase access to doulas and midwives for pregnancy-related care is adopted, it is noted that policies should also extend to women who are incarcerated.
- Attention was drawn to the need for PhD-degreed faculty, who are crucial to helping advance the science of nursing, but it was noted the reviewed data show numbers are decreasing. The Council will monitor in future reports.

B. Registered Nurse (RN)

RNs are licensed by the Louisiana State Board of Nursing upon passage of the NCLEX-RN exam and completion of a diploma program, an Associate of Science in Nursing program or Bachelor of Science in Nursing program.

I. Demand

- i. There were 7,369 open positions listed on the Louisiana Workforce Commission website in November 2022.

II. Admission and Enrollment

- i. LSBN approved 30 pre-RN licensure programs during the 2020-21 report year: one diploma program, 12 associate's degree (AD) programs, and 17

baccalaureate (BSN) programs. These programs prepare students to become candidates for initial RN licensure in Louisiana.

- ii. In 2020, 14,079 students enrolled in postsecondary education settings in Louisiana declared nursing as their major. This represents a 4% decrease in the number of enrolled students. Over the last five years (2017 through 2021) there has been a 14% increase in the number of students applying for admission to Louisiana’s pre-RN licensure programs.
- iii. In 2021, pre-RN licensure programs in Louisiana admitted 74% (3,717) of the 5,004 qualified applicants. Over the last five years, there has been a 24% increase in the number of qualified applicants admitted.

Report Year	Total # of Qualified Applicants	# and % of Qualified Applicants Admitted	
2021	5,004	3,717	74%
2020	4,992	3,611	72%
2019	4,889	3,390	69%
2018	4,591	3,198	70%
2017	4,401	2,995	68%
1- and 5-year variance	▲ 0.2% / ▲ 14%	▲ 3% / ▲ 24%	

- iv. In 2021, the number of students enrolled in clinical nursing courses increased by 1%, compared to an 8% increase in 2019-20.
- v. In 2020-21, 62% of pre-RN students were enrolled in baccalaureate (BSN) programs, 37% in associate’s degree (ADN/ASN) programs, and one percent in the state’s only diploma program.
- vi. *Diversity:*
 - 1. In 2020-21, 43% of the students enrolled in pre-RN licensure programs in Louisiana were minorities. This reflects an 8% increase in the number of Black/African American students, a 6% increase in the number of Asian students, a 6% decrease in the number of Hispanic/Latino students, and a 6% increase in those reporting Other.
 - 2. Males continue to account for only 11% of the students enrolled in pre-RN licensure programs.

VI. Graduates

- i. The number of graduates from Louisiana's Pre-RN licensure programs increased by 14%, as compared to 2019-20.
- ii. Of the 2,438 pre-RN graduates in 2020-21, 60% (1,474) completed BSN programs and 40% (964) completed AD programs.
- iii. There was a 49% increase in the number of graduates from LPN to AD programs (160 in 2020, 238 in 2021), a 42% decrease in the number of graduates from LPN to BSN programs (31 in 2020, 18 in 2021), and a less than one percent increase (109 in 2020, 110 in 2021) in the number graduating from accelerated programs.
- iv. The number of male graduates increased by 21% in 2020-21 (285) when compared to 2019-20 (235).
- v. *Diversity*: In 2020-21, 33% (802) of the graduates from pre-RN licensure programs in Louisiana were minorities, which reflects an 19% increase in the number of minority graduates when compared to 2019-20 (674). The largest numbers of African American/Black graduates (302), Hispanic graduates (59), and Asian graduates (30) were in BSN programs.

VII. Passage Rate

- i. In 2021, there were 2,412 RN candidates (2,158 in 2020) from nursing education programs in Louisiana who took the NCLEX-RN examination for the first time, which represents a 12% increase in the number of examinees.
- ii. In 2021, the first-time passage rate on the NCLEX-RN exam for candidates from Louisiana was 88.93%, which exceeds the 82.48% national passage rate. The overall passage rate on the NCLEX-RN exam for Louisiana's graduates continues to exceed that of the nation.

VIII. Faculty

- i. A lack of qualified faculty is the major contributing factor associated with the inability of Louisiana's pre-RN licensure programs to admit an additional 1,287 qualified students during the current report year.
- ii. There were 485 budgeted full-time nurse faculty positions reported by Louisiana's pre-RN licensure programs as of October 15, 2021, compared to 505 on October 15, 2020, reflecting a 4% decrease from the previous year.

- iii. There were 37 vacant nurse faculty positions reported by deans and directors in the current report year, compared to 23 in the previous report year, representing a 61% increase in the number of vacant nurse faculty positions across the state.
- iv. The Louisiana Council of Administrators in Nursing Education (LACANE) received a grant from the Health Works Commission to administer a tuition scholarship program with the goal of increasing the number of nursing faculty prepared at the doctoral level, to meet programmatic accreditation standards. This program received \$100,000 in funding from the Commission in 2019 (FY 20), which was doubled to \$200,000 in 2020 (FY 21). In 2019, 40 new and current faculty members pursued an advanced degree through this program, increasing to 58 faculty in 2020.
- v. In 2021, 48 faculty positions were funded from grants, capitation funds, additional appointments, and/or other funding sources, which is the same number as in 2020.
- vi. In 2020-21, 49% of the nurse faculty teaching in Louisiana's pre-RN licensure programs were 51+ years and 21% were 61+ years of age. Nursing programs cite a lack of qualified faculty and noncompetitive salaries for nursing faculty as the top reasons that Louisiana's pre-RN licensure programs cannot admit hundreds more qualified students.
- vii. *Diversity*: In 2020-21 approximately 34% (319) of the faculty teaching in Louisiana's pre-RN licensure programs were minorities, which represents a 12% increase in number compared to the previous report year.

IX. Current Workforce

- i. In 2021, there were 65,131 RNs holding active licenses in Louisiana compared to 66,076 in 2020 and 69,647 in 2019. Of those licensed RNs, 93% were Louisiana residents and 7% resided outside of Louisiana.

Louisiana became a Nurse Licensure Compact (NLC) state in July 2019. Currently, there are 39 jurisdictions in the United States and its territories that are members of the NLC. The NLC increases access to care while maintaining public protection at the state level. Under the Compact, nurses can practice in other NLC states without having to obtain additional licenses. Because of this, nurses who are licensed in

other Compact states are not required to be endorsed by the LSBN but instead automatically have the privilege to practice (PTP) in Louisiana. All nurses who receive original licensure by examination in Louisiana and meet the qualifications of the NLC receive a multi-state license (MSL), which then authorizes them to practice in any of the 39 U.S. jurisdictions that are members of the NLC. Additionally, nurses who move to Louisiana from an NLC jurisdiction can transfer their MSL to Louisiana through the endorsement process. Louisiana currently has 18,082 licensees with Louisiana MSLs. Additionally, our sister states of Texas, Mississippi, and Alabama have 327,361, 47,390, and 19,886 RNs with MSLs, respectively, all of whom can practice in Louisiana with a PTP and provide our state with additional nursing workforce.

Report Year	Total # of Nurses Holding an LA RN License
2021	65,131
2020	66,076
2019	69,647
2018	67,428
1- and 4-year variance	▼1% / ▼3%

ii. Diversity:

1. In 2021, 16% (9,817) of licensed RNs living in Louisiana were 60 years or older and 19% (11,814) were between the ages of 50 and 59. These percentages do not reflect a significant change from 2020.
2. In 2021, the racial distribution of RNs residing in Louisiana was 79% White, 16% Black/African American, 2% Asian, and 1% or less for each of the other races (two or more races, Other, American Indian/Alaskan Native, Native Hawaiian/Pacific Islander). In 2021 3% of RNs in Louisiana were of Hispanic origin, which was unchanged from 2020.
3. The gender of RNs residing in Louisiana continues to be predominantly female (88% female, 12% male).

Council Impressions of RN Data:

- Nurses who are licensed in another Compact state are no longer required to be licensed in Louisiana to practice in the state. Therefore, tracking the number of nurses practicing in Louisiana is more challenging. The LSBN is working on a way to register or track any nurse practicing in Louisiana.

C. Licensed Practical Nurse (LPN)

LPNs are licensed by the Louisiana State Board of Practical Nurse Examiners (LSBPNE) upon passage of the NCLEX-PN exam and completion of an accredited practical nursing program.

I. Demand

- i. There are 1,496 open positions listed on the Louisiana Workforce Commission website.

II. Admission and Enrollment

- i. LPN programs admitted 77.6% (2,015 of 2,597) of qualified applicants in 2020-21, compared to 70% (1,649 of 2,342) in 2019-20 and 64% (1,735 of 2,704) in 2018-19.
- ii. In the 2020-21 academic year 1,565 students withdrew from LPN programs in Louisiana, compared to 1,210 in 2019-2020. Of the 1,565 withdrawals, 1,015 were African American, 510 were white, nine were Hispanic, nine were American Indian/Alaskan Native, six were Asian, two were Hawaiian/Pacific Islander, and 14 were Multiracial.
- iii. *Diversity*: Approximately 66% (1,726 of 2,597) of the students admitted (both first-time and readmits) to Louisiana's LPN programs in 2020-21 were minorities. Approximately 63.2% (1,641) of the new admits were Black/African American, 33.5% (871) were white, 0.8% (21) were Hispanic/Latino, and 2.5 % (64) were American Indian/Alaskan Native, Asian, Hawaiian/Pacific Islander, Multiracial, and Other.

III. Graduates

- i. In 2020-21, there were 984 graduates from Louisiana's LPN programs, compared to 875 in 2019-20. Graduate numbers have fluctuated, but there has been a general decline in the number of LPN graduates over the last ten years: 984 graduates in 2020-2021 compared to 1,370 in 2009-2010, which represents a 28% decrease in number.
- ii. *Diversity*: In 2020-21, of the 984 graduates from Louisiana's LPN programs, 525 of the graduates were Black/African American, 419 were white, 14 were Hispanic/Latino, 2 were American Indian/Alaskan Native, 9 were Asian, 12 were Multiracial, and 3 were Other.

IV. Passage Rate

- i. The 2020 NCLEX-PN national LPN passage rate for first-time, U.S.-educated graduates was 80.51%. Louisiana's LPN passage rate was 82.76%. The 2019 NCLEX-PN national LPN passage rate for first-time, U.S.-educated graduates was 83.7%. Louisiana's LPN passage rate was 84.7%. Louisiana's LPN programs have exceeded the national average in all of the past 27 years, except 2018.

V. Faculty

- i. In 2020-21, there were 195 budgeted full-time Practical Nurse faculty positions, which was an increase over 2019-20 (188). Of the budgeted positions, 84.6% (169) were filled in 2020-21, compared to 92.6% (174) in 2019-20.
- ii. *Diversity*: Data concerning the diversity of the LPN faculty were not available.

VI. Current Workforce

- i. In 2020-21, 21,481 nurses held a license to practice as an LPN in Louisiana, a decrease from the previous year (23,010).
- ii. *Diversity*: In 2020-21, 12,065 of the LPN workforce were white, 9,118 were Black/African American, 182 were American Indian/Alaska Native, 111 were Asian, 18 were Native Hawaiian/Pacific Islander, and 224 were Multiracial/Other.
- iii. In terms of gender, there were 983 male and 20,326 female LPNs in 2020-21.

Council Impressions of LPN Data:

- The Council noted that LPN programs have high rates of withdrawal/failure. Discussion of the reasons for this identified the following possible causes:
 - Admissions criteria set by each program and students entering programs may not be academically prepared for the rigor of the program.
 - Students in pre-requisite courses are counted in total enrollment numbers for LPN programs and many of those students do not persist and enter clinical courses.
- The diversity of LPNs in Louisiana more closely mirrors the Louisiana population as compared to RNs in Louisiana. The Council discussed the need for additional academic and financial support for LPNs, especially minorities, seeking RN education.

D. Nursing Aides (NA)

NAs are regulated by the Louisiana Department of Health and become certified upon completion of an approved training program (four- to 12-week program) and passage of the certification exam.

I. Admission and Enrollment

- i. In 2020-21, 122 Certified Nurse Aides (CNAs) applied for articulated credit for entry into practical nurse programs (compared to 169 in 2019-20; 189 in 2018-19; 226 in 2017-18; 213 in 2016-17; and 225 in 2015-16). Of those who applied in 2020-21, 86.9% (106) were granted credit.

II. Graduates

- i. As of December 31, 2021, 168 active nurse aide training programs had been approved by the Louisiana Department of Health.

III. Current Workforce

- i. Data on the supply of NAs are available only from the Louisiana Department of Health's CNA Registry. Once certified and employed, many NAs do not recertify and are therefore not represented in the data. These data also do not capture the number of Nurse Technicians, who are nursing students working in a capacity similar to NAs.
- ii. In 2021, there were 211,898 NAs, both certified and uncertified, in the registry, compared to 209,815 NAs in 2020 and 207,524 in 2019. In 2021, 41,112 certified NAs were in good standing on the CNA Registry, which is a decrease from 41,744 in 2020. There were 1,998 new CNAs in 2021, 2,347 new CNAs in 2020 and 4,756 in 2018. Every year, thousands of CNAs change in status from certified to not certified (4,903 in 2021, 4,530 in 2020, 7,671 in 2019, 4,400 in 2018, and 7,697 in 2017).

Council Impressions of NA Data:

- Monitoring the existing number of and the demand for nurse aides continues to be a challenge.
- Regulatory requirements as well as the cost and scheduling of certification exams are often barriers to certification.

V. Recommendations

Based on the findings of this report and discussions of the Nursing Supply and Demand Council as well as the Health Works Commission, the following items are recommendations for 2023:

- **Advocate for funding of academic-practice partnerships to leverage public and private investments designed to encourage innovation, increase the capacity of healthcare programs, and address regional healthcare workforce needs.**
- **Align nurse faculty salaries with median national salary market data.**
- **Support funding opportunities (grants, scholarships, tuition reduction programs, etc.) to decrease tuition costs for nursing students, especially those from diverse backgrounds and including those with barriers related to social determinants of health.**
- **Reinstate the stipend program previously administered by the Board of Regents, which provided a maximum of \$40,000 to nurses who agreed to pursue an academic graduate degree (master's and/or doctorate) in nursing and committed to teach in a Louisiana RN program one year for each \$10,000 received in support.**
- **Standardize and streamline roles and regulatory requirements for healthcare occupations.**
- **Continue to support capitation funds, which provide support for postsecondary education institutions to increase the capacity of RN and LPN programs in Louisiana.**

Data References:

Data used in this report were taken from reports completed by the Louisiana State Board of Nursing – Center for Nursing, available at the following links:

<https://nursingla.wpengine.com/wp-content/uploads/2022/11/2021NurseSupplyReport.pdf>

<https://nursingla.wpengine.com/wp-content/uploads/2022/11/2021NurseEdCapacity.pdf>

<https://nursingla.wpengine.com/wp-content/uploads/2022/02/NursingWorkforceDemandReport2019.pdf>

Appendix A: Health Works Commission Membership

Member	Seat Information
Claire Stevenson	Governor’s Office
Lynn Ansardi	Louisiana State Board of Practical Nurse Examiner (LSBPNE)
Kathy Baldrige	Louisiana Association of Nurse Practitioners
Sandra Brown	Southern University System
Susannah Craig	Board of Regents
Sharon Dunn	LSU Health Science Center Shreveport
Wes Hataway	Louisiana Nursing Home Association
Jawanda Givens	Occupational Forecasting Conference
James Henderson	University of Louisiana System
Tina Holland	Louisiana Association of Independent Colleges and Universities (LAICU)
Chaquetta Johnson	Department of Health
Ragan LeBlanc	Louisiana Academy of Family Physicians
Karen Lyon	Louisiana State Board of Nursing (LSBN)
Rep. Chris Turner	House Committee on Health and Welfare
Kristi Anderson	Senate Committee on Health and Welfare
Wendi Palermo	Louisiana Community and Technical College System
Demetrius Porche	LSU Health Science Center New Orleans
Kellie Taylor-White	Workforce Commission
Jeffery Williams	Louisiana State Medical Society
Ecoee Rooney	Louisiana State Nurses Association
Paul Salles	Louisiana Hospital Association
Ad Hoc Members	
Bronwyn Doyle	Nursing Supply and Demand Council
Daryl Lofaso	Simulation Medical Training and Education Council of Louisiana

Appendix B: Nursing Supply and Demand Council Membership

Member	Seat Information
Amiee Cloyd	Louisiana Hospital Association
Lynn Ansardi	Louisiana State Board of Practical Nurse Examiner (LSBPNE)
Jennifer Badeaux	Louisiana Association of Nurse Anesthetists
Sandra Brown	Louisiana Council of Administrators of Nursing Education (LACANE)
Kathy Baldrige	Louisiana Association of Nurse Practitioners (LANP)
Karen Lyon	Louisiana State Board of Nursing (LSBN)
Vacant	Louisiana School Nurses Organization
Staci Taylor	Southern University School of Nursing
Ahnyel Burkes	Louisiana State Nurse Association
Susannah Craig	Board of Regents
Bronwyn Doyle	Louisiana Association of Independent Colleges and Universities (LAICU)
Darmyra Perry	Office of Public Health
Wes Hataway	Louisiana Nursing Home Association
Laura Poole	Louisiana Organization of Nurse Executives (LONE)
Wendi Palermo	Louisiana Community and Technical College System
Mary Kelly	Louisiana State Black Nurses Organization New Orleans
Nathalie Walker	Louisiana Council of Preoperative Registered Nurses (LCPON)

Appendix C: Nurse Capitation Funding Allocations

Louisiana State University System Nurse Capitation Allocations					
System Amount	Institution	Semester	Funding Amount	Program	Number of Students Past Baseline Enrollment
\$ 80,500.00	LSUHSC-NO	Spring 2020	\$ 38,500.00	BSN	11
	LSUA	Spring 2020	\$ 42,000.00	ASN	12
\$ 70,000.00	LSUHSC-NO	Summer 2020	\$ 35,000.00	BSN	10
	LSUA	Summer 2020	\$ 35,000.00	ASN	10
\$ 24,500.00	LSUA	Fall 2020	\$ 24,500.00	ASN	7
\$ 115,500.00	LSUA	Spring 2021	\$ 94,500.00	ASN	27
	LSUHSC-NO	Spring 2021	\$ 21,000.00	BSN	6
\$ 101,500.00	LSUS	Fall 2021	\$ 38,500.00	ASN	11
	LSUHSC-NO	Fall 2021	\$ 63,000.00	BSN	18
\$ 66,500.00	LSUS	Spring 2022	\$ 38,500.00	ASN	11
	LSUHSC-NO	Spring 2022	\$ 28,000.00	BSN	8
\$ 31,500.00	LSUE	Summer 2022	\$ 31,500.00	ASN	9
\$ 21,000.00	LSUHSC-NO	Fall 2022	\$ 21,000.00	BSN	6

Notes:

ASN = Associate of Science in Nursing, BSN= Bachelor of Science in Nursing
 The Nurse Capitation program is designed to increase the number of students admitted beyond the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average); therefore, the last column reflects the number of students enrolled past the baseline (average) and may include semester-to-semester duplicated headcount.

Louisiana Community and Technical College System (LCTCS) Nurse Capitation Allocations

System Amount	Institution	Semester	Funding Amount	Program (s)	Number of Students Past Baseline Enrollment
\$ 546,000.00	NLTCC	Spring 2020	\$ 56,000.00	PN	16
	NTCC	Spring 2020	\$ 262,500.00	PN	75
	SOWELA	Spring 2020	\$ 28,000.00	ASN & PN	8
	BRCC	Spring 2020	\$ 31,500.00	ASN	9
	BPCC	Spring 2020	\$ 70,000.00	ASN	20
	CLTCC	Spring 2020	\$ 98,000.00	PN	28
\$ 434,000.00	Delgado	Summer 2020	\$ 56,000.00	ASN	16
	NLTCC	Summer 2020	\$ 49,000.00	PN	14
	NTCC	Summer 2020	\$ 203,000.00	PN	58
	CLTCC	Summer 2020	\$ 98,000.00	PN	28
	SOWELA	Summer 2020	\$ 28,000.00	ASN & PN	8
\$ 147,000.00	Delgado	Fall 2020	\$ 56,000.00	ASN	16
	BRCC	Fall 2020	\$ 31,500.00	ASN	9
	BPCC	Fall 2020	\$ 59,500.00	ASN	17
\$ 532,000.00	BPCC	Fall 2020	\$ 66,500.00	ASN	19
	CLTCC	Fall 2020	\$ 87,500.00	PN	25
	Fletcher	Fall 2020	\$ 35,000.00	PN	10
	LDCC	Fall 2020	\$ 115,500.00	ASN & PN	33
	NTCC	Fall 2020	\$ 189,000.00	PN	54
	NLTCC	Fall 2020	\$ 38,500.00	PN	11
\$ 717,500.00	BRCC	Spring 2021	\$ 84,000.00	ASN	24
	CLTCC	Spring 2021	\$ 66,500.00	PN	19
	Delgado	Spring 2021	\$ 119,000.00	ASN	34
	Fletcher	Spring 2021	\$ 14,000.00	ASN	4
	LDCC	Spring 2021	\$ 105,000.00	ASN & PN	30
	NTCC	Spring 2021	\$ 112,000.00	PN	32
	NLTCC	Spring 2021	\$ 28,000.00	PN	8
	SOWELA	Spring 2021	\$ 28,000.00	PN	8
	BPCC	Spring 2021	\$ 161,000.00	ASN	46
\$ 581,000.00	BRCC	Fall 2021	\$ 122,500.00	ASN	35
	SOWELA	Fall 2021	\$ 52,500.00	PN	15
	NTCC	Fall 2021	\$ 178,500.00	PN	51
	LDCC	Fall 2021	\$ 56,000.00	PN	16
	Delgado	Fall 2021	\$ 45,500.00	ASN	13
	BPCC	Fall 2021	\$ 98,000.00	ASN	28
	Fletcher	Fall 2021	\$ 28,000.00	ASN	8
\$ 889,000.00	BPCC	Spring 2022	\$ 84,000.00	ASN	24
	BRCC	Spring 2022	\$ 189,000.00	ASN	54
	CLTCC	Spring 2022	\$ 189,000.00	PN	54
	Delgado	Spring 2022	\$ 21,000.00	ASN	6
	LDCC	Spring 2022	\$ 56,000.00	ASN	16
	Nunez	Spring 2022	\$ 14,000.00	PN	4
	RPCC	Spring 2022	\$ 14,000.00	PN	4
	SLCC	Spring 2022	\$ 87,500.00	PN	25
	SOWELA	Spring 2022	\$ 52,500.00	PN	15
	NTCC	Spring 2022	\$ 182,000.00	PN	52
	\$ 108,500.00	SLCC	Summer 2022	\$ 56,000.00	ASN
BRCC		Summer 2022	\$ 52,500.00	ASN	15

Notes:

PN = Practical Nursing, ASN = Associate of Science in Nursing, BSN= Bachelor of Science in Nursing

The Nurse Capitation program is designed to increase the number of students admitted beyond the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average); therefore, the last column reflects the number of students enrolled past the baseline (average) and may include semester-to-semester duplicated headcount.

Southern System Nurse Capitation Allocations

System Amount	Institution	Semester	Funding Amount	Program	Number of Students Past Baseline Enrollment
\$ 105,000.00	SUBR	Spring 2020	\$ 56,000.00	BSN	16
	SUSLA	Spring 2020	\$ 49,000.00	ASN	14
\$ 112,000.00	SUBR	Fall 2021	\$ 56,000.00	BSN	16
	SUSLA	Fall 2021	\$ 56,000.00	ASN	16
\$ 112,000.00	SUBR	Spring 2021	\$ 56,000.00	BSN	16
	SUSLA	Spring 2021	\$ 56,000.00	ASN	16
\$ 98,000.00	SUBR	Fall 2021	\$ 56,000.00	BSN	16
	SUSLA	Fall 2021	\$ 42,000.00	ASN	12
\$ 84,000.00	SUBR	Spring 2022	\$ 56,000.00	BSN	16
	SUSLA	Spring 2022	\$ 28,000.00	ASN	8
\$ 56,000.00	SUBR	Fall 2022	\$ 56,000.00	BSN	16

Notes:

ASN = Associate of Science in Nursing, BSN= Bachelor of Science in Nursing
 The Nurse Capitation program is designed to increase the number of students admitted beyond the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average); therefore, the last column reflects the number of students enrolled past the baseline (average) and may include semester-to-semester duplicated headcount.

University of Louisiana System Nurse Capitation Allocations

System Amount	Institution	Semester	Funding Amount	Program (s)	Number of Students Past Baseline Enrollment
\$ 168,000.00	La Tech	Spring 2020	\$ 28,000.00	ASN	8
	ULM	Spring 2020	\$ 28,000.00	BSN	8
	NSU	Spring 2020	\$ 112,000.00	ASN & BSN	32
\$ 38,500.00	Southeastern	Summer 2020	\$ 38,500.00	BSN	11
\$ 196,000.00	La Tech	Fall 2020	\$ 28,000.00	ASN	8
	ULM	Fall 2020	\$ 28,000.00	BSN	8
	NSU	Fall 2020	\$ 101,500.00	ASN & BSN	29
	Southeastern	Fall 2020	\$ 38,500.00	BSN	11
\$ 196,000.00	La Tech	Spring 2021	\$ 28,000.00	ASN	8
	ULM	Spring 2021	\$28,000	BSN	8
	NSU	Spring 2021	\$ 101,500.00	ASN & BSN	29
	Southeastern	Spring 2021	\$ 38,500.00	BSN	11
\$ 150,500.00	La Tech	Fall 2021	\$ 10,500.00	ASN	3
	NSU	Fall 2021	\$ 70,000.00	ASN	20
	NSU	Fall 2021	\$ 70,000.00	BSN	20
\$ 224,000.00	La Tech	Spring 2022	\$ 63,000.00	ASN	18
	McNeese	Spring 2022	\$ 7,000.00	BSN	2
	NSU	Spring 2022	\$ 91,000.00	ASN	26
	NSU	Spring 2022	\$ 35,000.00	BSN	10
	Southeastern	Spring 2022	\$ 28,000.00	BSN	8
\$ 259,000.00	La Tech	Fall 2022	\$ 63,000.00	ASN	18
	NSU	Fall 2022	\$ 119,000.00	ASN	34
	NSU	Fall 2022	\$ 49,000.00	BSN	14
	Southeastern	Fall 2022	\$ 28,000.00	BSN	8

Notes:

ASN = Associate of Science in Nursing, BSN= Bachelor of Science in Nursing

The Nurse Capitation program is designed to increase the number of students admitted beyond the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average); therefore, the last column reflects the number of students enrolled past the baseline (average) and may include semester-to-semester duplicated headcount.

Franciscan Missionaries of Our Lady University (FranU) Nurse Capitation Allocations

Institution	Semester	Funding Amount	Program	Number of Students Past Baseline Enrollment
Fran U	Spring 2020	\$ 35,000.00	BSN	10
Fran U	Summer 2020	\$ 35,000.00	BSN	10
Fran U	Fall 2020	\$ 35,000.00	BSN	10
Fran U	Spring 2021	\$ 70,000.00	BSN	20
Fran U	Fall 2021	\$ 122,500.00	BSN	35
Fran U	Spring 2022	\$ 87,500.00	BSN	25
Fran U	Fall 2022	\$ 87,500.00	BSN	25

Notes:

BSN= Bachelor of Science in Nursing

The Nurse Capitation program is designed to increase the number of students admitted beyond the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average); therefore, the last column reflects the number of students enrolled past the baseline (average) and may include semester-to-semester duplicated headcount.

**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

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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

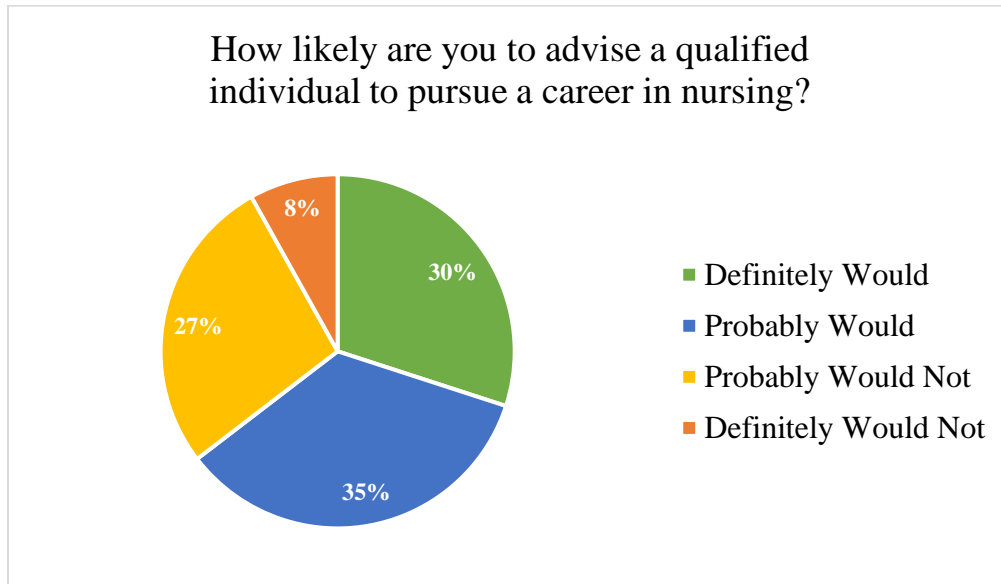


Figure 2

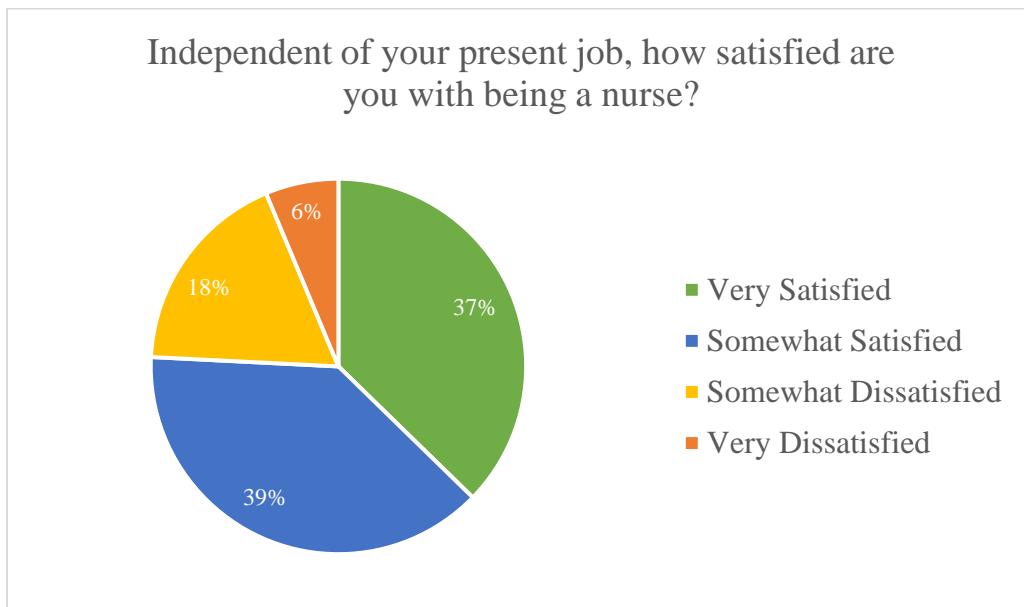


Figure 3

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.

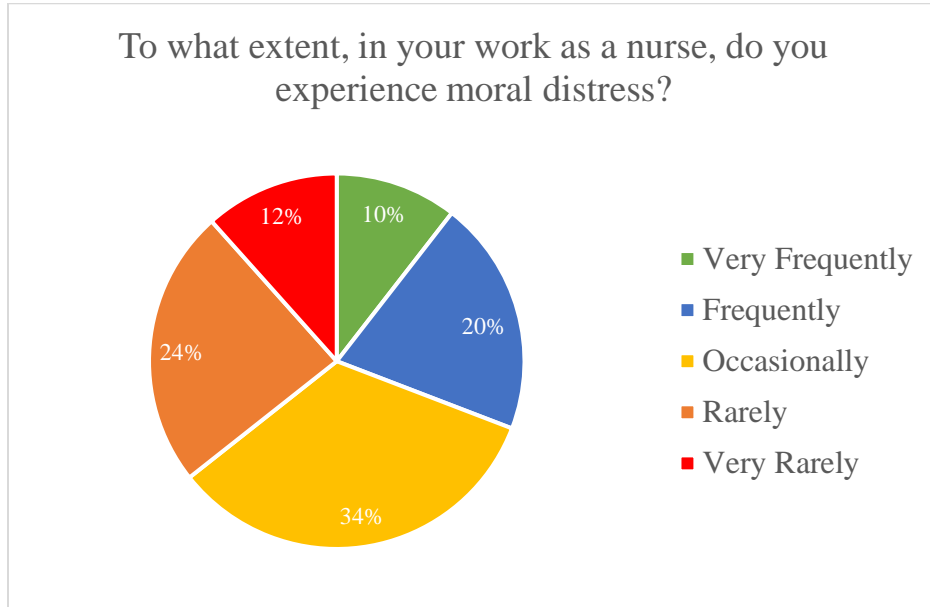


Figure 4

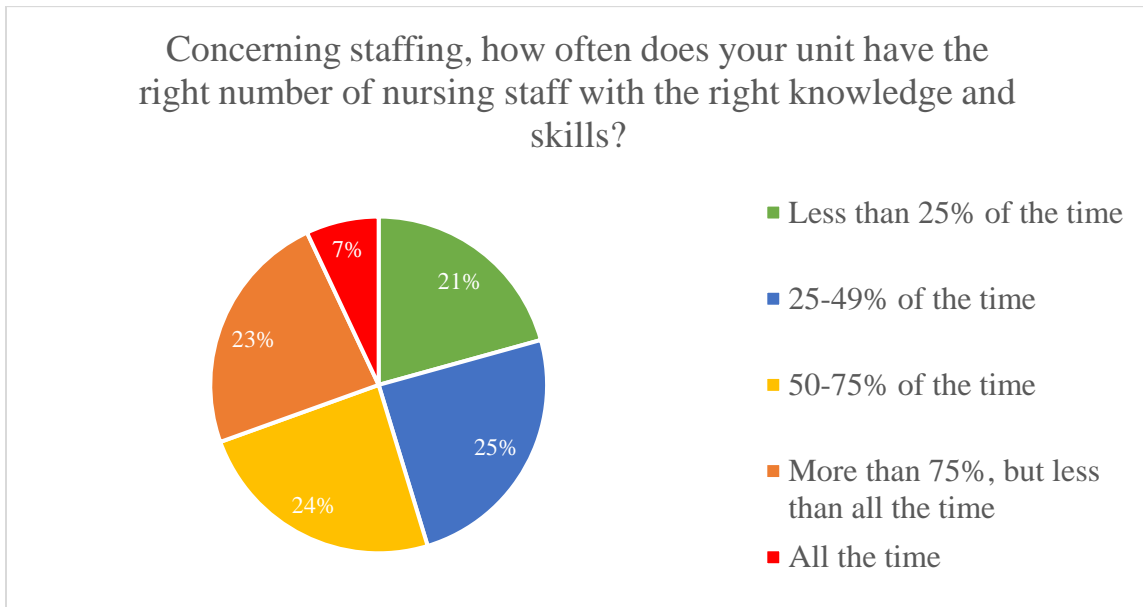


Figure 5

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.

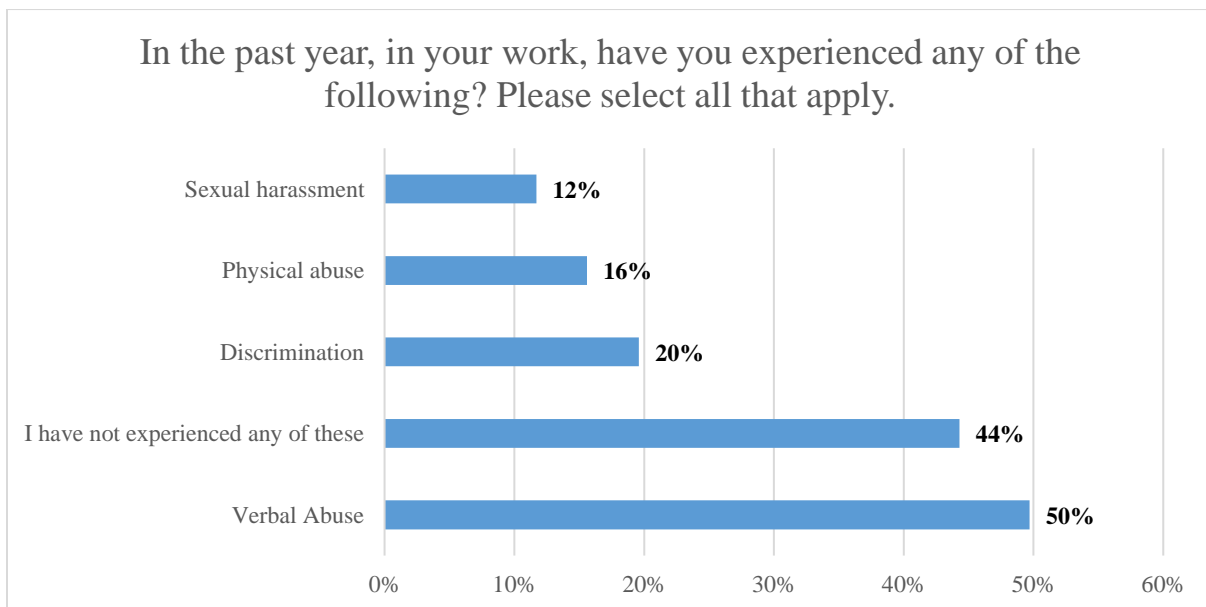


Figure 7

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.

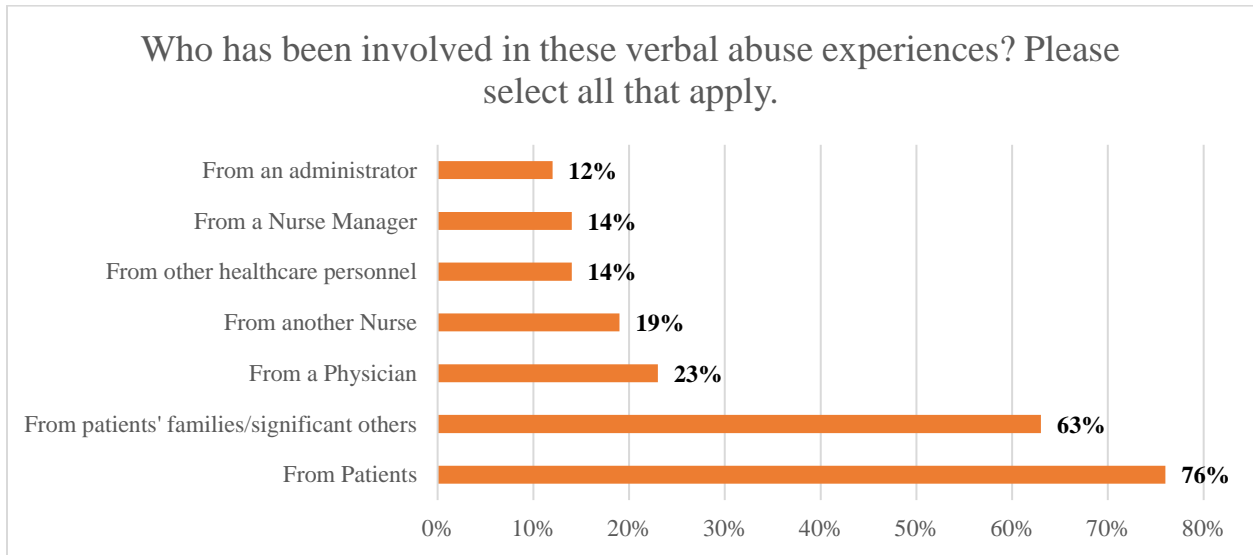


Figure 8

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.

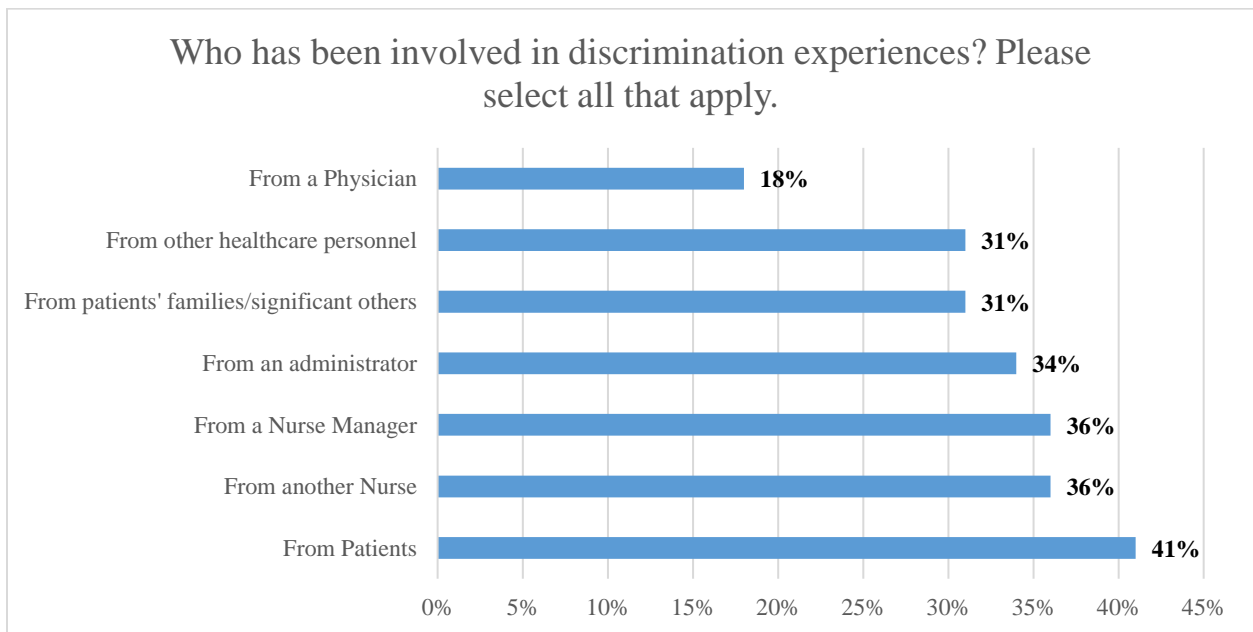


Figure 9

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.

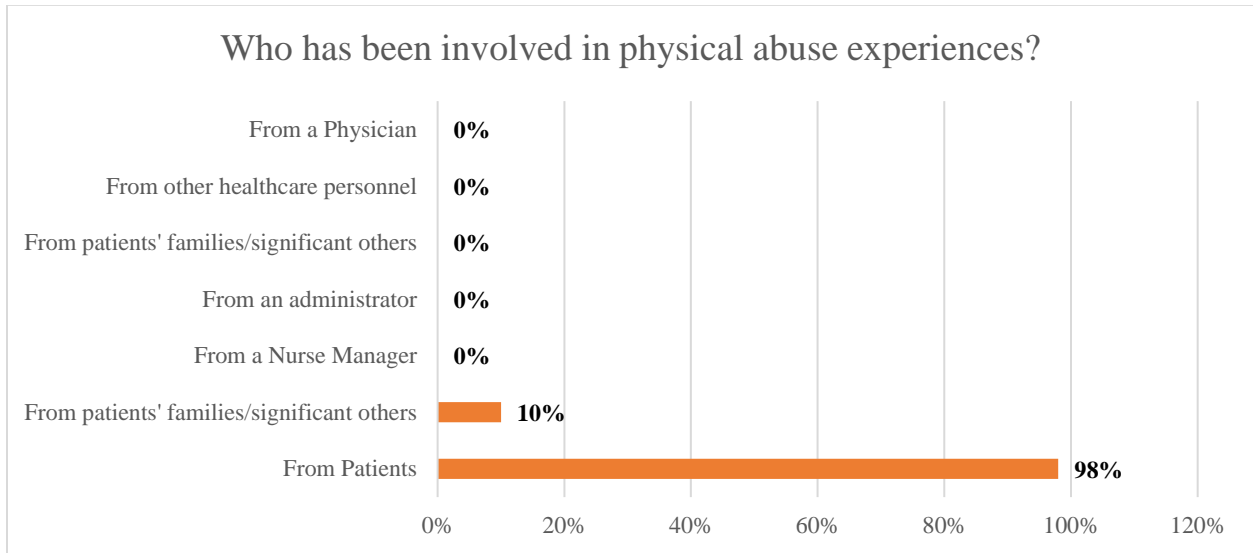


Figure 10

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.

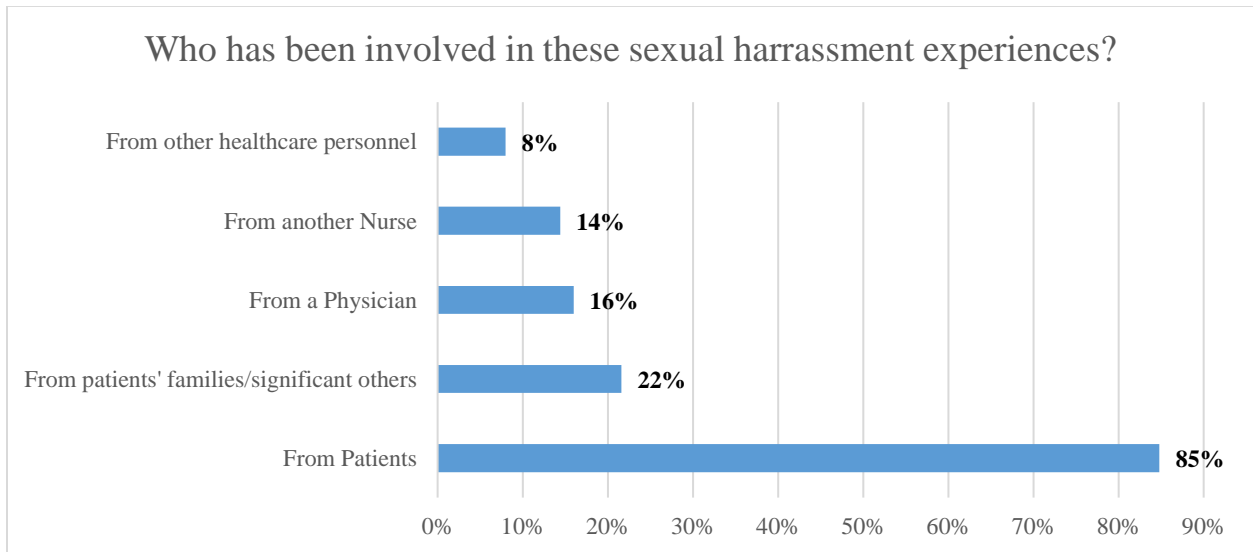


Figure 11

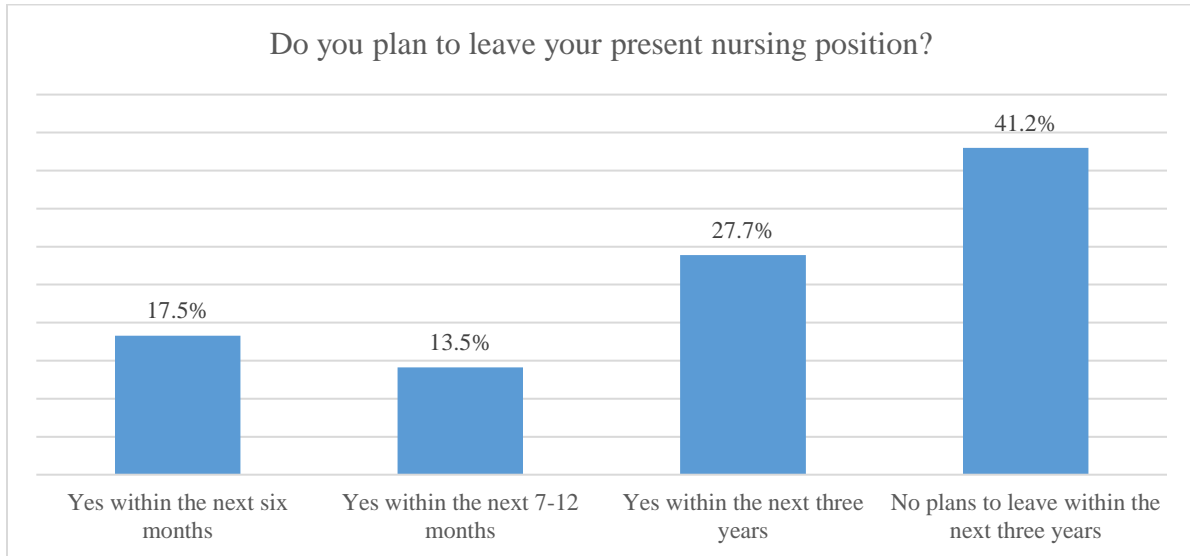
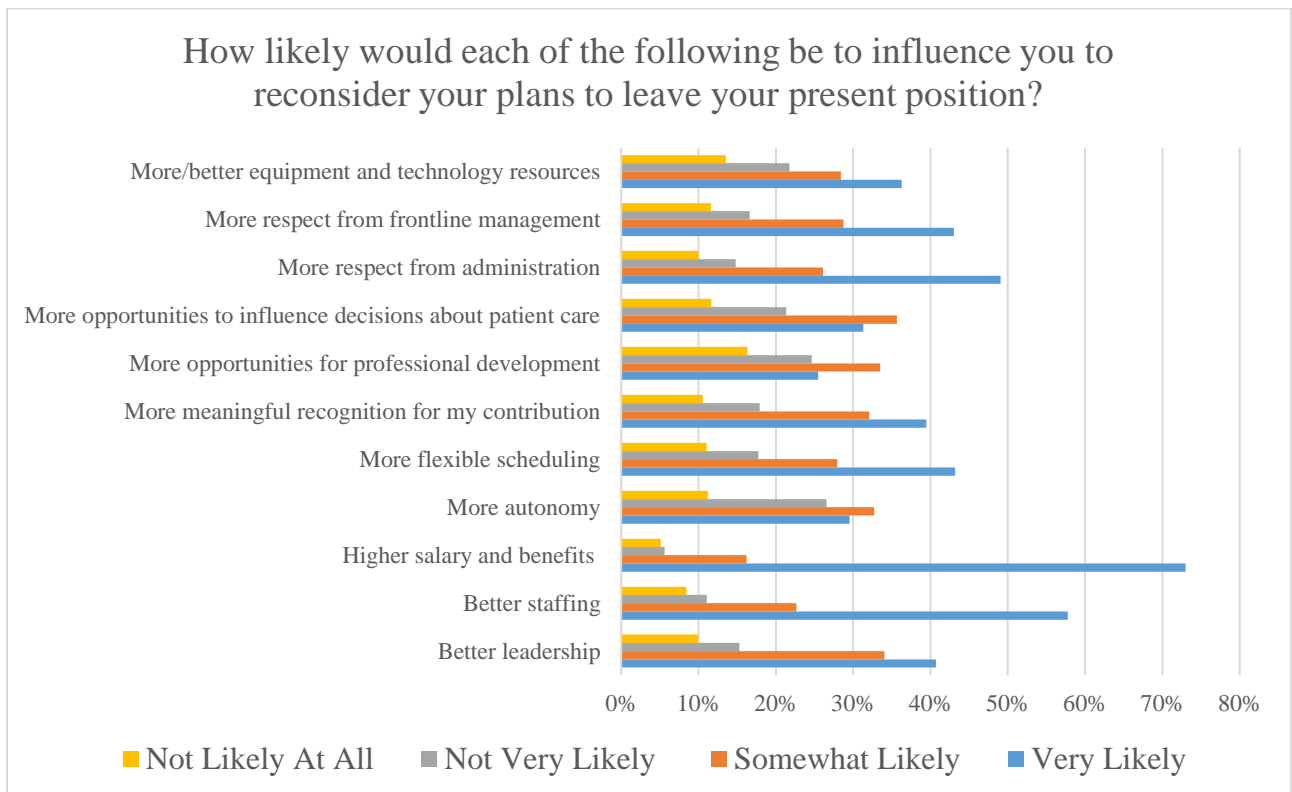


Figure 12



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 health 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](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

Source:

<http://legislature.maine.gov/legis/bills/getPDF.asp?paper=SP0577&item=16&snum=130>

\$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.

Source: <https://www.maine.gov/revenue/taxes/tax-relief-credits-programs/income-tax-credits/educational-opportunity-tax-credit>

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 or 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:
 - 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;
 - Create a “Nurses Across NY” Program based on the successful Doctors Across NY program, placing nurses in underserved areas across the state; and
 - 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:
 - Expand the Direct Support Professional Career and Technical Education Program to offer high school students the opportunity to become direct care workers; and
 - 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:
 - **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.
 - **Workforce Transportation Incentive:** Solves transportation-related barriers related to home care worker recruitment and/or retention.
 - **Enhanced Wages for the Intellectual or Developmental Disabilities Workforce:** Provides longevity and retention incentives to direct support professionals.
 - **Direct Support Professional Workforce Development Grants:** Provides skills development for direct support professionals.
 - **Workforce Recruitment Initiative:** Implements data-driven strategies for effective recruitment of workers for OPWDD.
 - **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?year=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.

Source:

<https://legislature.vermont.gov/Documents/2022/Docs/ACTS/ACT009/ACT009%20As%20Enacted.pdf>

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

34. West Virginia

Source: <https://governor.wv.gov/News/press-releases/2021/Pages/COVID-19-UPDATE-Governor-Justice-announces-program-to-improve-education-retention-and-recruitment-of-nurses.aspx>

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

A RESOLUTION

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 Baldrige , 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Nurses are recognized for the value each brings to the work of the organization, in your Work unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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	Strongly agree	Agree	Disagree	Strongly disagree
Nurses recognize others for the value they bring to the organization, in your Organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nurses and physicians	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nurse staff and frontline nurse managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nurses and administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	Excellent	Good	Fair	Poor
Nurses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nurses and physicians	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nurse staff and frontline nurse managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nurses and administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing staff resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing supplies, equipment, and other non-human resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Decision-making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognition of others' contributions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensuring the provision of high-quality patient care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promoting a professional practice environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall effectiveness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

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

Please select all that apply.

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 or	From other healthcare personnel
Sexual harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discrimination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Verbal abuse	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical abuse	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Better staffing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Higher salary and benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More autonomy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More flexible scheduling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More meaningful recognition for my contribution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More opportunities to influence decisions about patient care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More respect from administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More respect from frontline management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More/better equipment and technology resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

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**

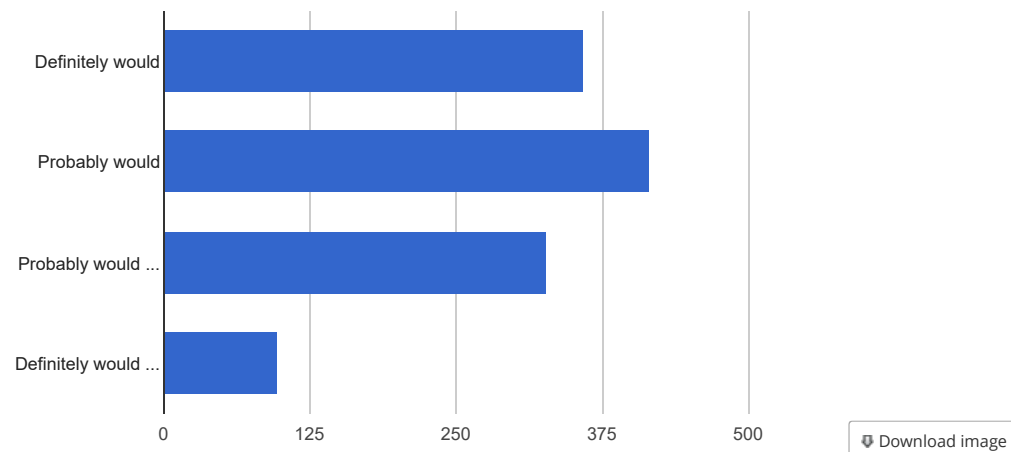
Total number of records queried: 1209

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

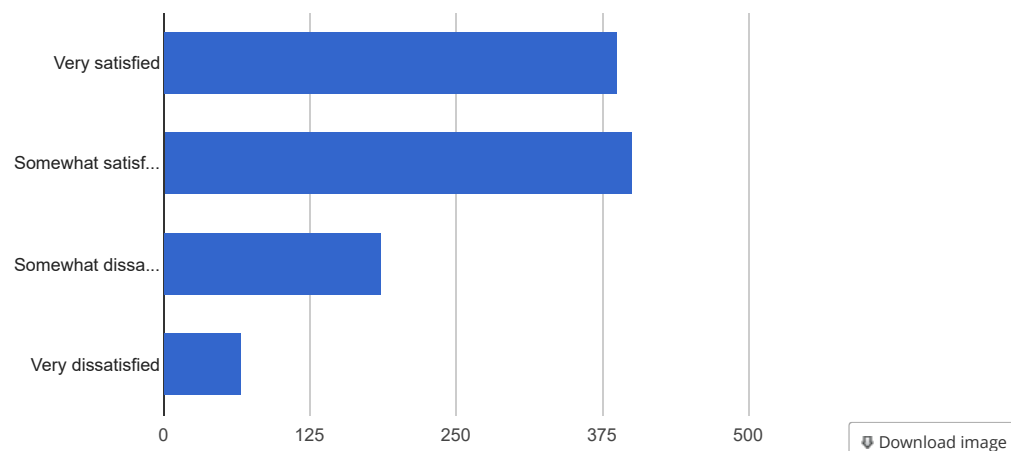
Counts/frequency: Definitely would (358, 30.0%), Probably would (414, 34.6%), Probably would not (326, 27.3%), Definitely would not (97, 8.1%)



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

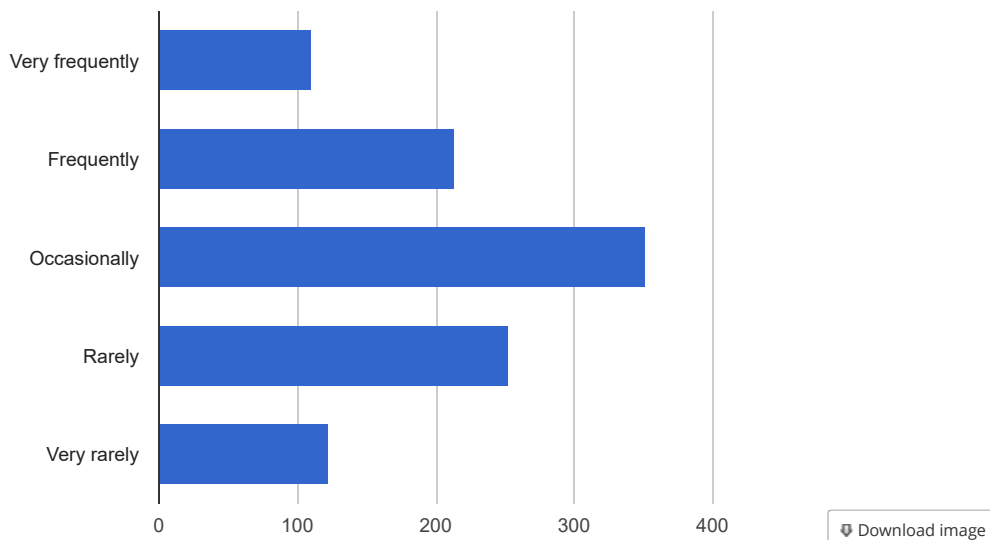
Counts/frequency: Very satisfied (388, 37.3%), Somewhat satisfied (401, 38.5%), Somewhat dissatisfied (186, 17.9%), Very dissatisfied (66, 6.3%)



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

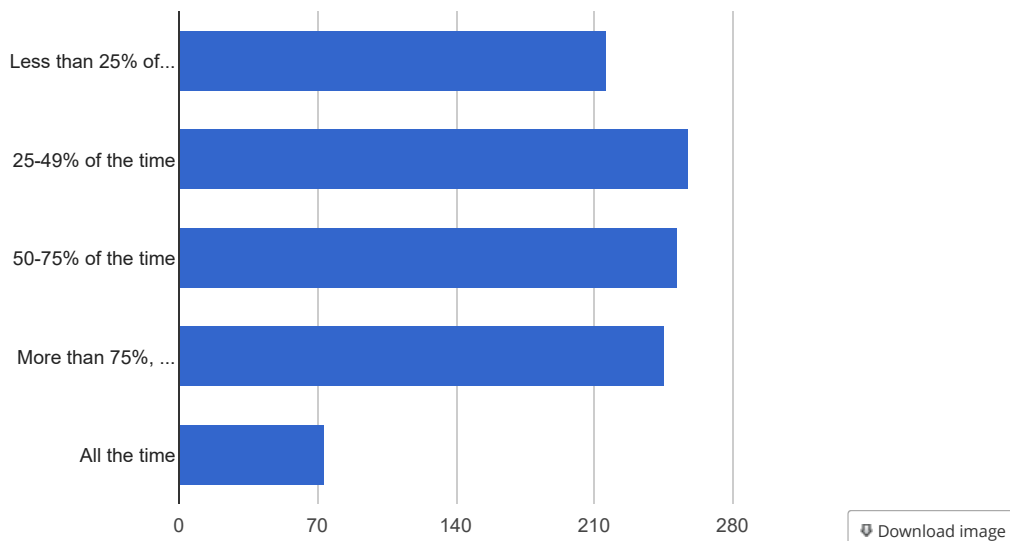
Counts/frequency: Very frequently (110, 10.5%), Frequently (213, 20.3%), Occasionally (351, 33.5%), Rarely (252, 24.0%), Very rarely (122, 11.6%)



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%)

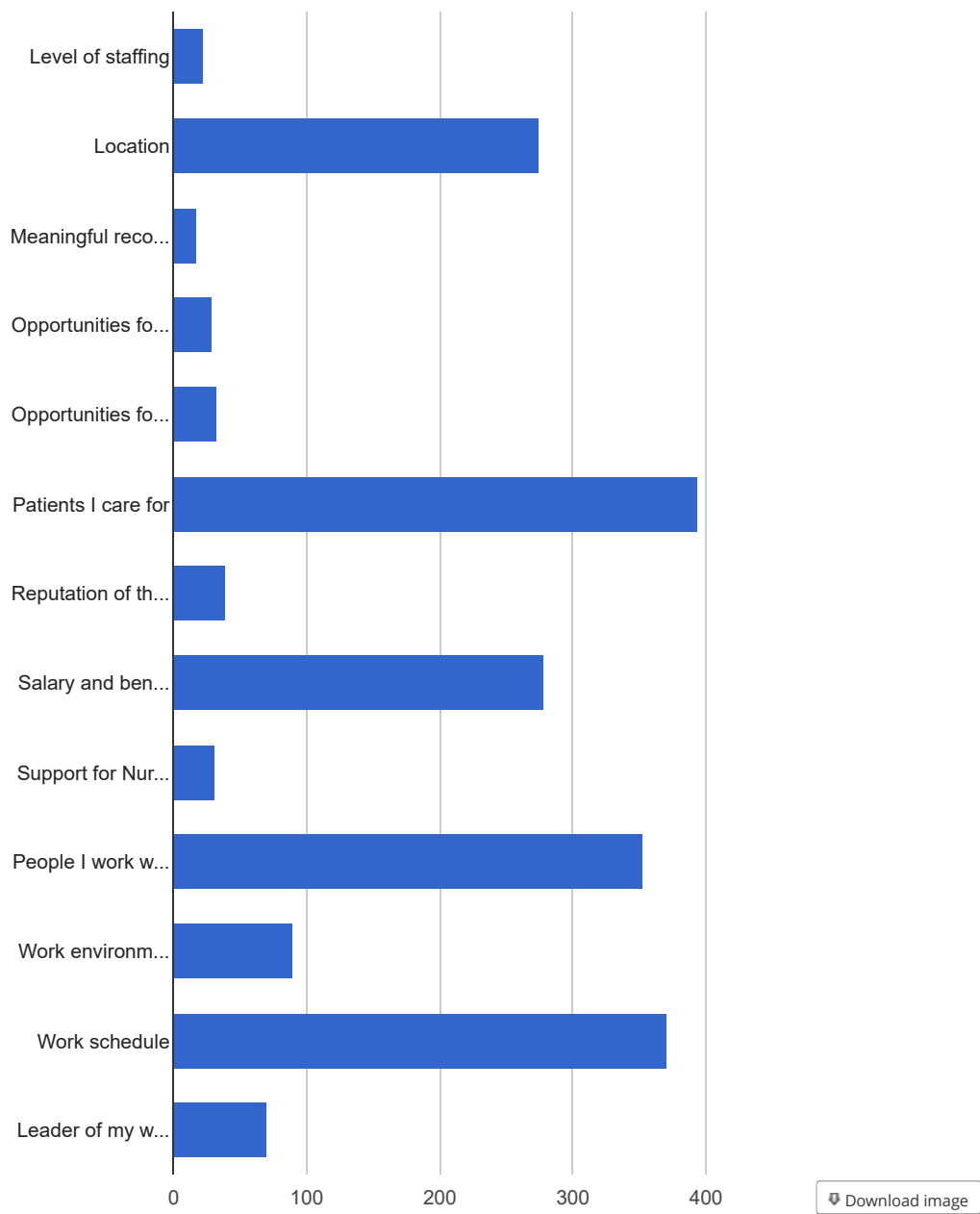


What are the two main factors that keep you working in your current unit or organization? *(what_are_the_two_main_fact)*

Total Count (N)	Missing*	Unique

1,045	164 (13.6%)	13
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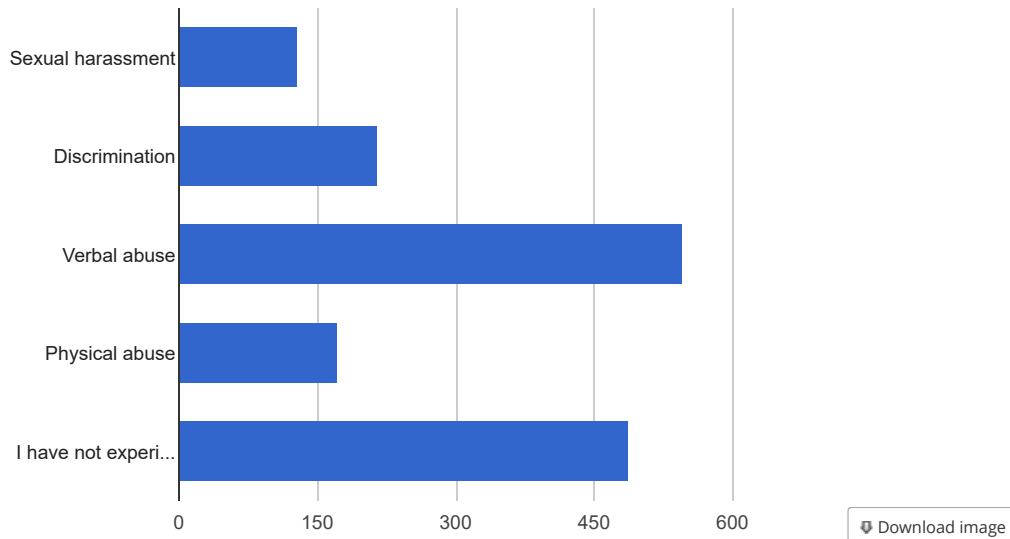
Counts/frequency: Level of staffing (23, 2.2%), Location (275, 26.3%), Meaningful recognition (17, 1.6%), Opportunities for advancement (29, 2.8%), Opportunities for professional development (32, 3.1%), Patients I care for (393, 37.6%), Reputation of the organization (39, 3.7%), Salary and benefits (278, 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

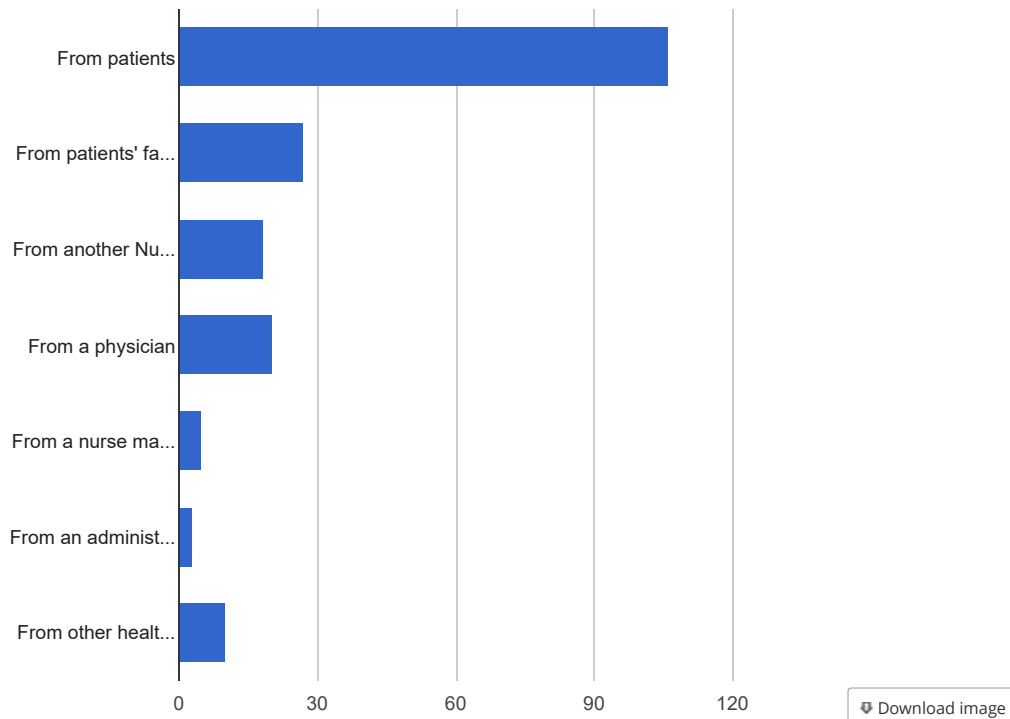
Counts/frequency: Sexual harassment (128, 11.7%), Discrimination (215, 19.6%), Verbal abuse (545, 49.7%), Physical abuse (171, 15.6%), I have not experienced any of these (486, 44.3%)



Sexual harassment (*sexual_harassment*)

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

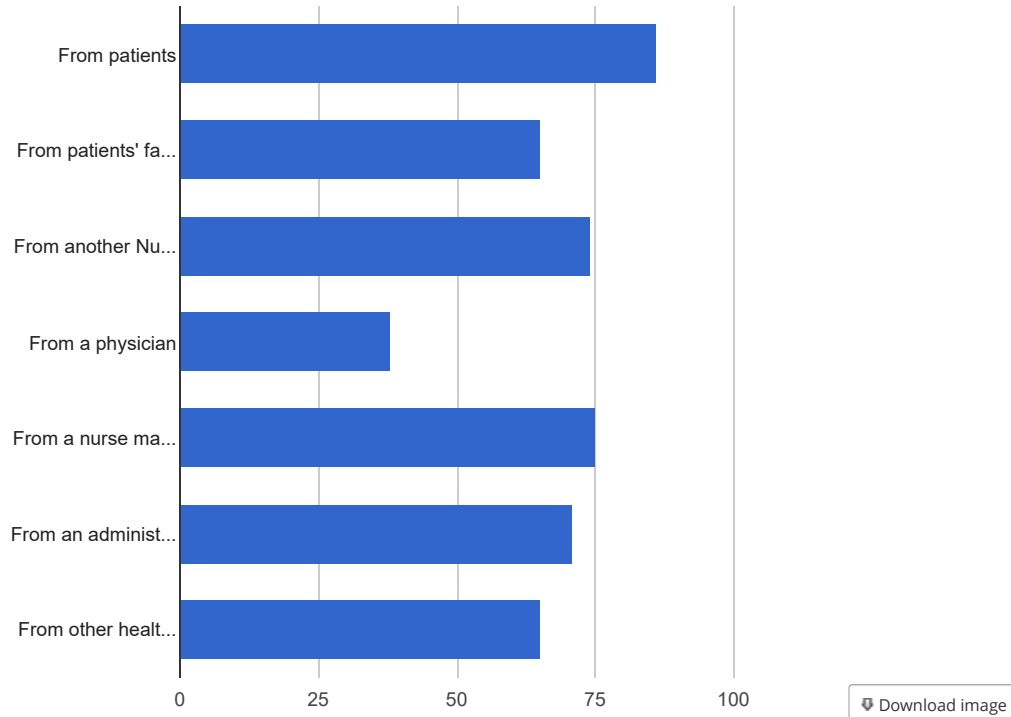
Counts/frequency: From patients (106, 84.8%), From patients' families/ Significant others (27, 21.6%), From another Nurse (18, 14.4%), From a physician (20, 16.0%), From a nurse manager (5, 4.0%), From an administrator (3, 2.4%), From other healthcare personnel (10, 8.0%)



Discrimination (*discrimination*)

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

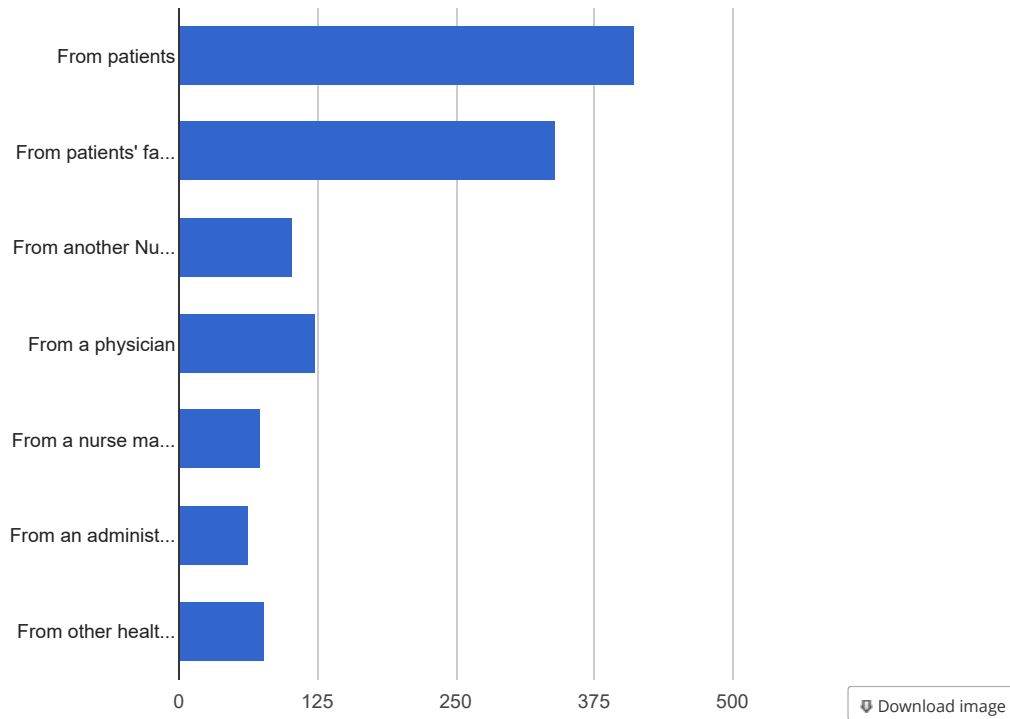
Counts/frequency: From patients (86, 41.3%), From patients' families/ Significant others (65, 31.3%), From another Nurse (74, 35.6%), From a physician (38, 18.3%), From a nurse manager (75, 36.1%), From an administrator (71, 34.1%), From other healthcare personnel (65, 31.3%)



Verbal abuse (*verbal_abuse*)

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

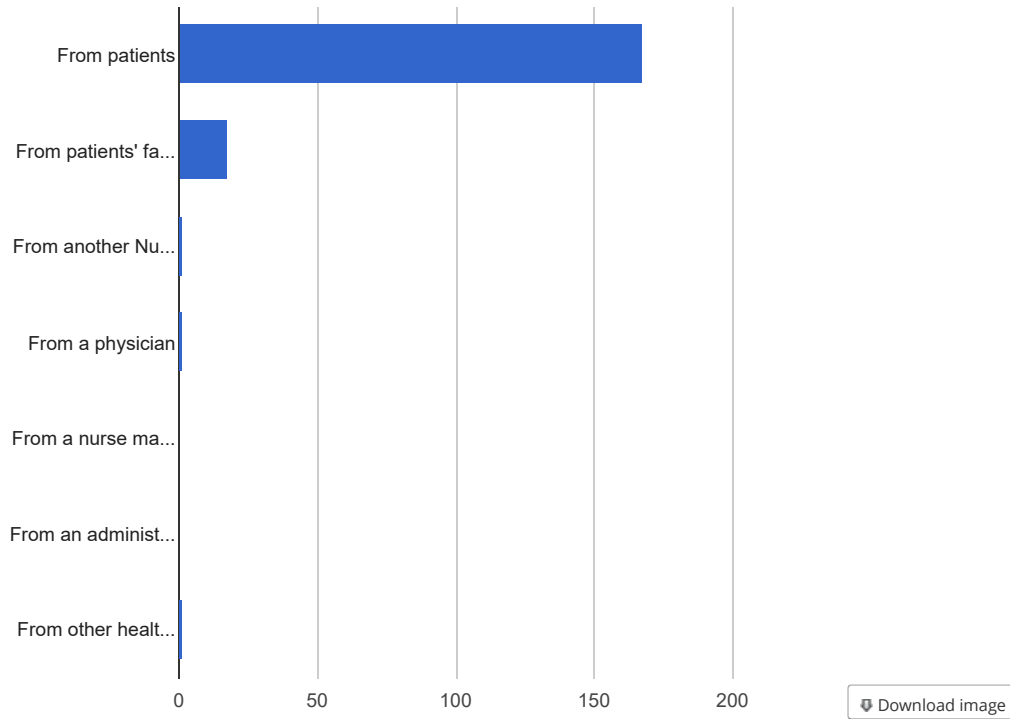
Counts/frequency: From patients (411, 76.1%), From patients' families/ Significant others (339, 62.8%), From another Nurse (102, 18.9%), From a physician (123, 22.8%), From a nurse manager (73, 13.5%), From an administrator (62, 11.5%), From other healthcare personnel (77, 14.3%)



Physical abuse (*physical_abuse*)

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

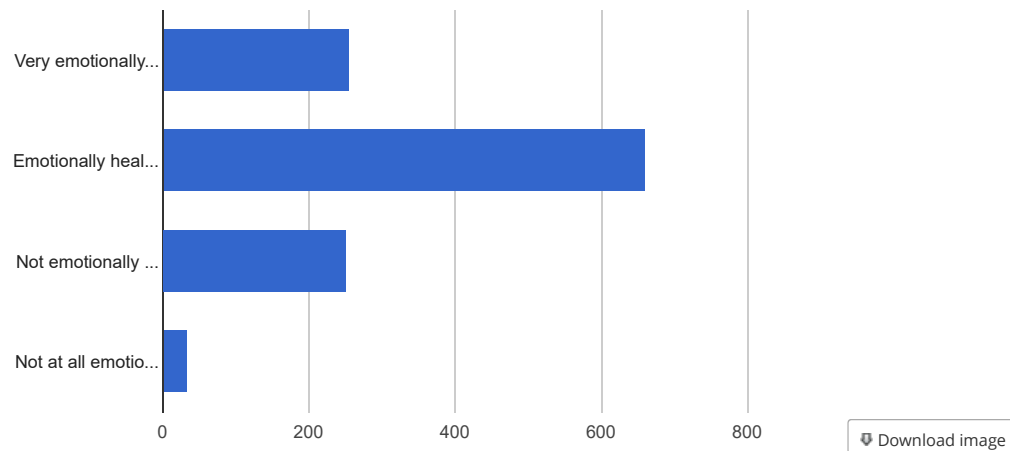
Counts/frequency: From patients (167, 97.7%), From patients' families/ Significant others (17, 9.9%), From another Nurse (1, 0.6%), From a physician (1, 0.6%), From a nurse manager (0, 0.0%), From an administrator (0, 0.0%), From other healthcare personnel (1, 0.6%)



Please rate your current emotional health. (*please_rate_your_current_e*)

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

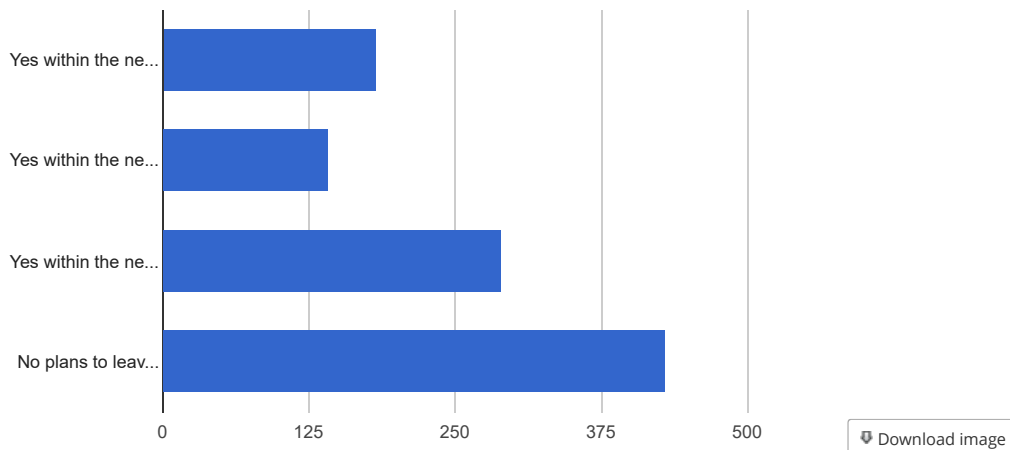
Counts/frequency: Very emotionally healthy (256, 21.4%), Emotionally healthy (660, 55.0%), Not emotionally healthy (251, 20.9%), Not at all emotionally healthy (32, 2.7%)



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

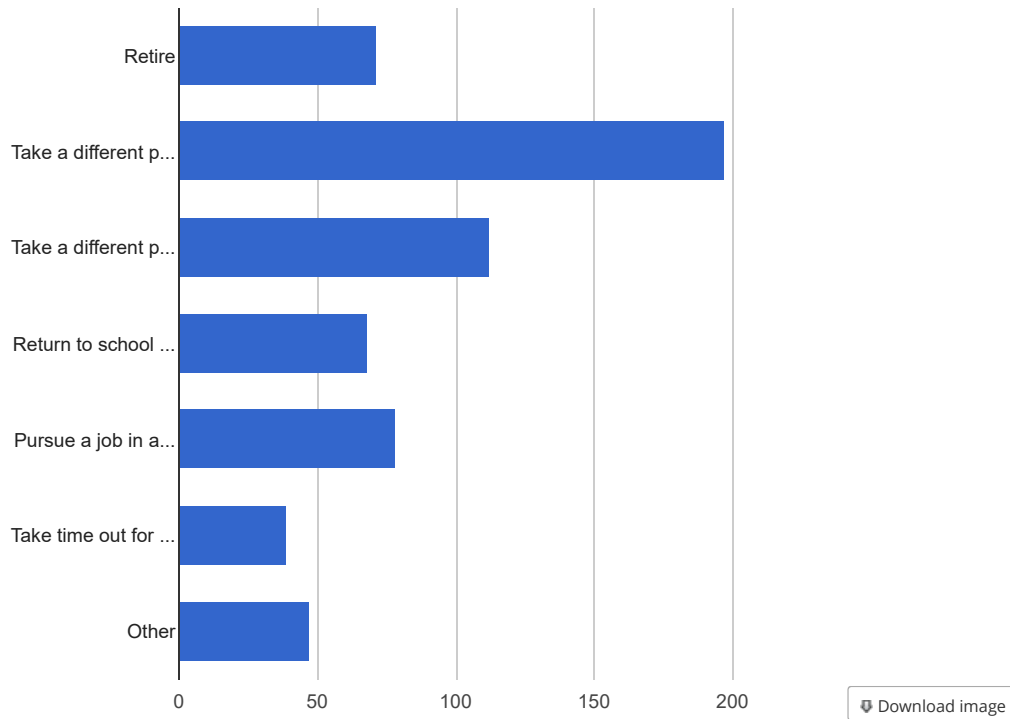
Counts/frequency: Yes within the next six months (183, 17.5%), Yes within the next 7-12 months (141, 13.5%), Yes within the next three years (289, 27.7%), No plans to leave within the next three years (430, 41.2%)



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

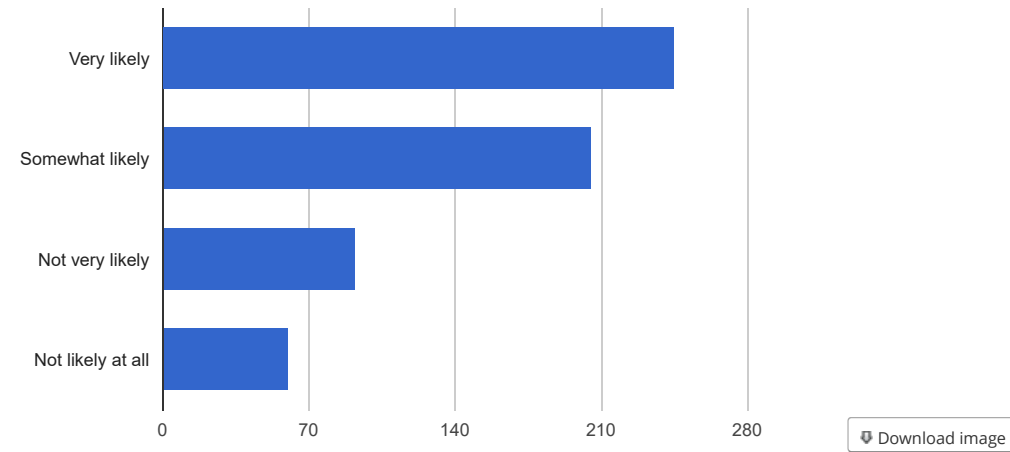
Counts/frequency: Retire (71, 11.6%), Take a different position in clinical/patient care nursing (197, 32.2%), Take a different position in non-clinical/patient care nursing (112, 18.3%), Return to school to pursue additional nursing education (68, 11.1%), Pursue a job in another profession (78, 12.7%), 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

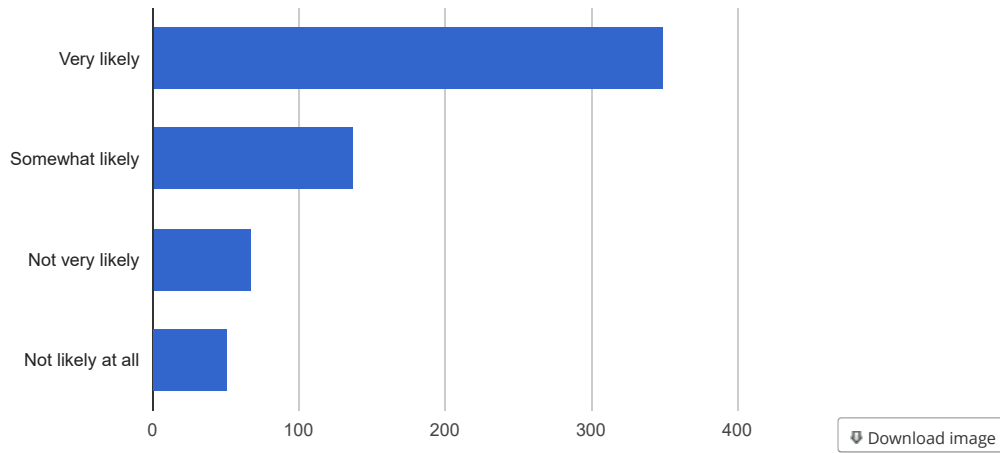
Counts/frequency: Very likely (245, 40.7%), Somewhat likely (205, 34.1%), Not very likely (92, 15.3%), Not likely at all (60, 10.0%)



Better staffing (*better_staffing*)

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

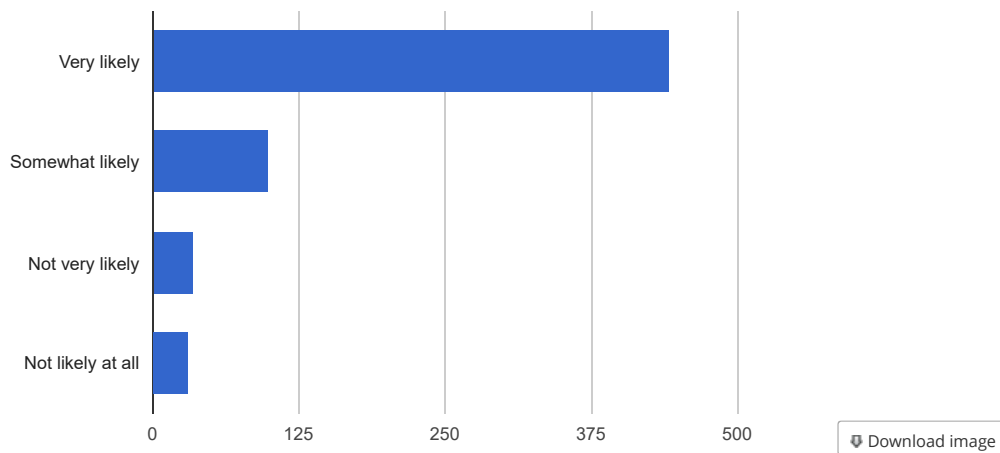
Counts/frequency: Very likely (349, 57.8%), Somewhat likely (137, 22.7%), Not very likely (67, 11.1%), Not likely at all (51, 8.4%)



Higher salary and benefits (*higher_salary_and_benefits*)

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

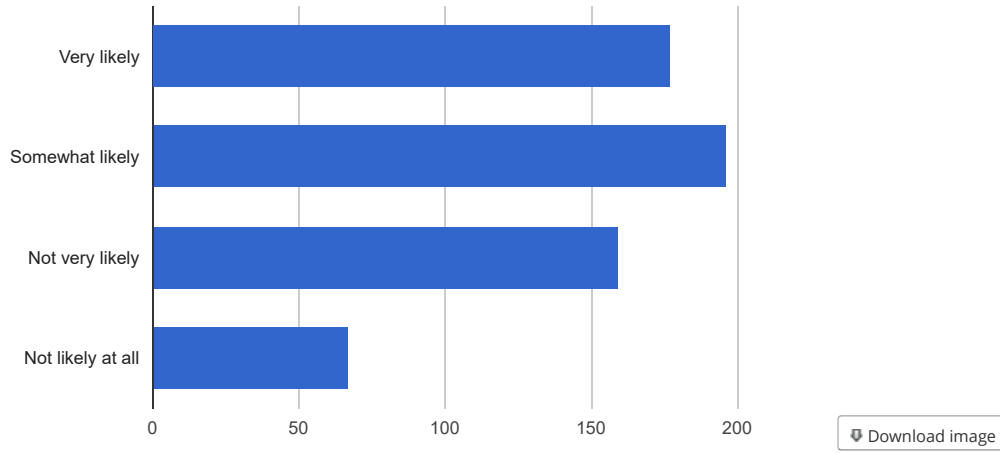
Counts/frequency: Very likely (441, 73.0%), Somewhat likely (98, 16.2%), Not very likely (34, 5.6%), Not likely at all (31, 5.1%)



More autonomy (*more_autonomy*)

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

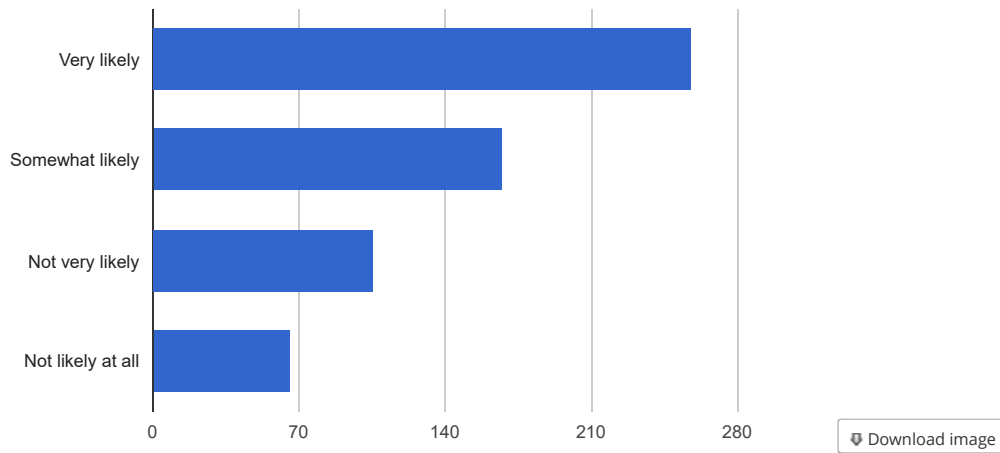
Counts/frequency: Very likely (177, 29.5%), Somewhat likely (196, 32.7%), Not very likely (159, 26.5%), Not likely at all (67, 11.2%)



More flexible scheduling (*more_flexible_scheduling*)

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

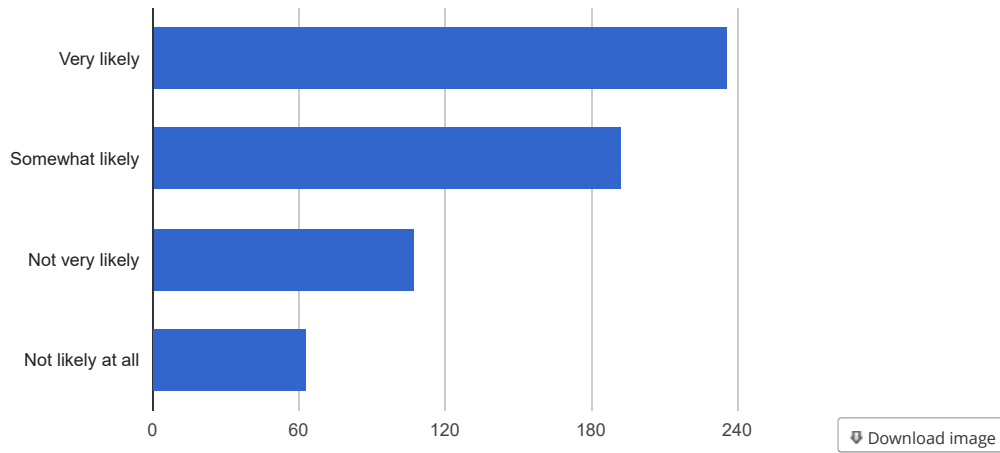
Counts/frequency: *Very likely* (258, 43.2%), *Somewhat likely* (167, 28.0%), *Not very likely* (106, 17.8%), *Not likely at all* (66, 11.1%)



More meaningful recognition for my contribution (*more_meaningful_recognitio*)

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

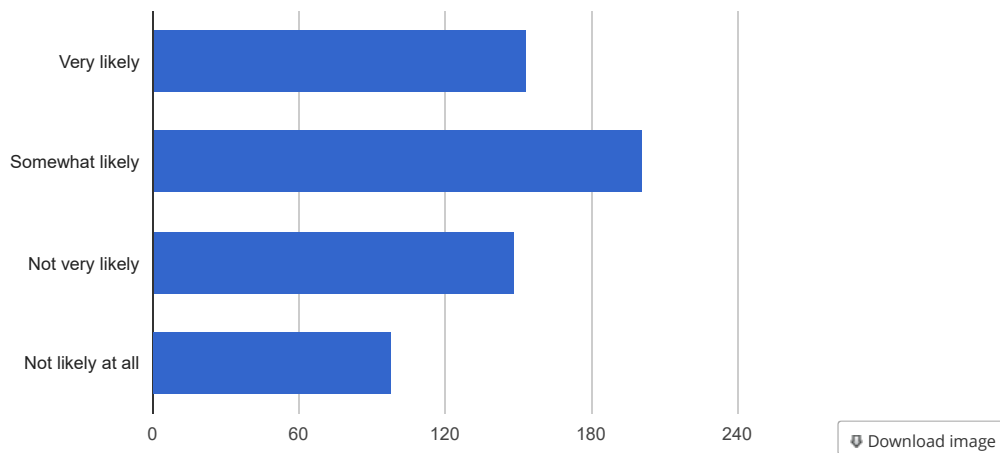
Counts/frequency: *Very likely* (236, 39.5%), *Somewhat likely* (192, 32.1%), *Not very likely* (107, 17.9%), *Not likely at all* (63, 10.5%)



More opportunities for professional development (*more_opportunities_for_pro*)

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

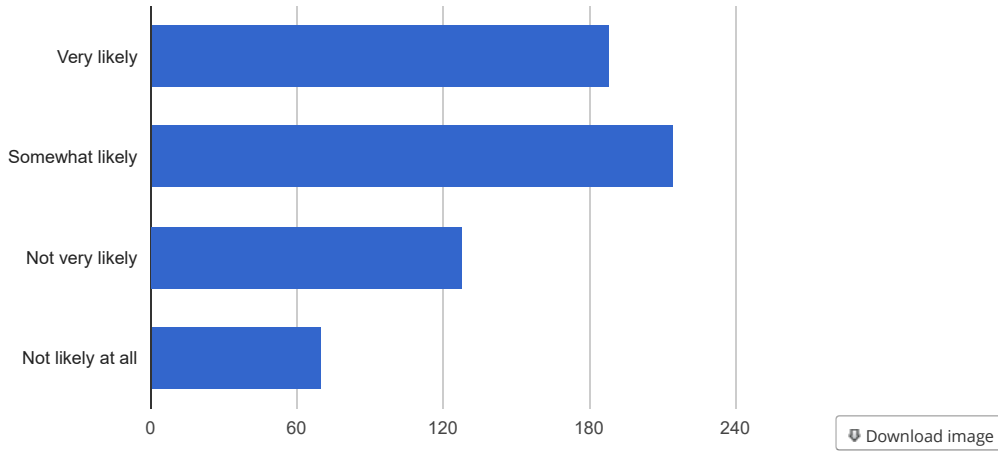
Counts/frequency: Very likely (153, 25.5%), Somewhat likely (201, 33.5%), Not very likely (148, 24.7%), Not likely at all (98, 16.3%)



More opportunities to influence decisions about patient care (*more_opportunities_to_infl*)

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

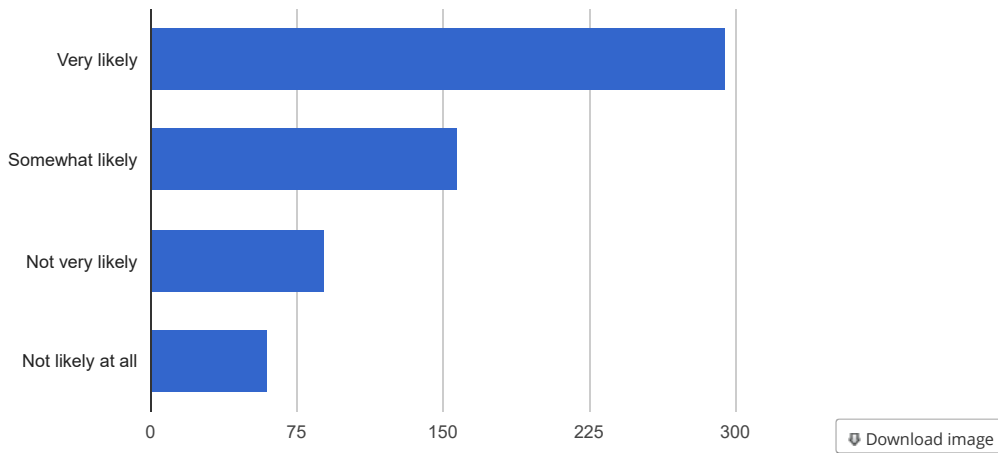
Counts/frequency: Very likely (188, 31.3%), Somewhat likely (214, 35.7%), Not very likely (128, 21.3%), Not likely at all (70, 11.7%)



More respect from administration (*more_respect_from_administ*)

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

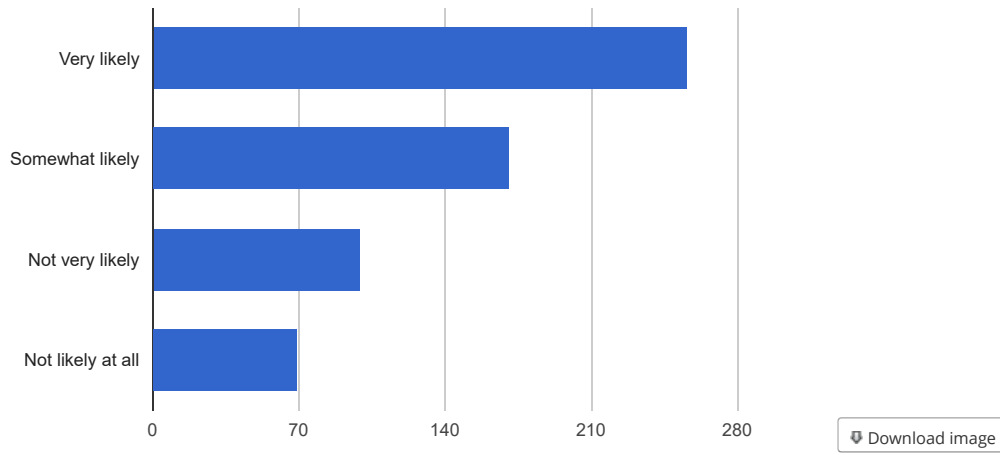
Counts/frequency: Very likely (295, 49.1%), Somewhat likely (157, 26.1%), Not very likely (89, 14.8%), Not likely at all (60, 10.0%)



More respect from frontline management (*more_respect_from_frontlin*)

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

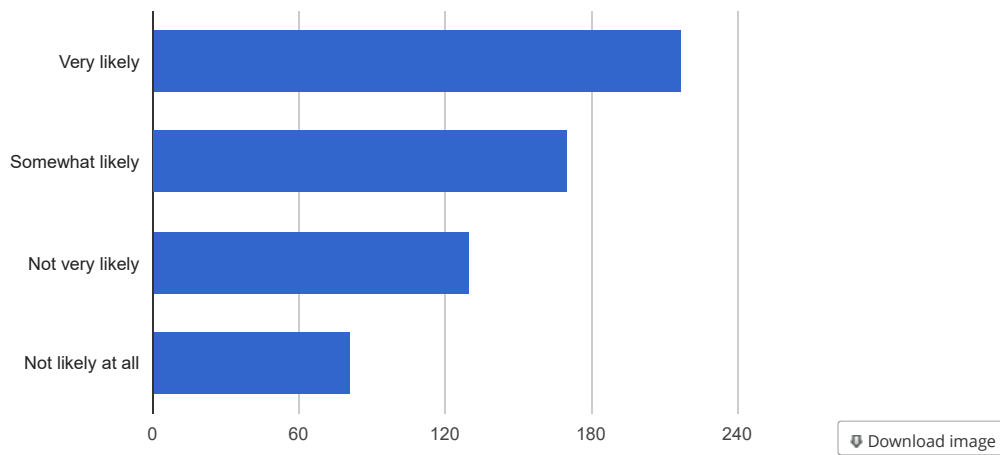
Counts/frequency: Very likely (256, 43.0%), Somewhat likely (171, 28.7%), Not very likely (99, 16.6%), Not likely at all (69, 11.6%)



More/better equipment and technology resources (*more_better_equipment_and*)

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

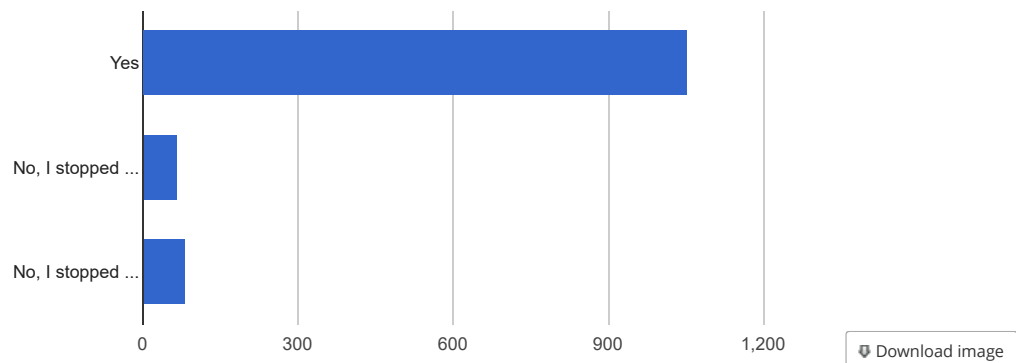
Counts/frequency: Very likely (217, 36.3%), Somewhat likely (170, 28.4%), Not very likely (130, 21.7%), Not likely at all (81, 13.5%)



Are you currently working as a nurse? (*nursing_status*)

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

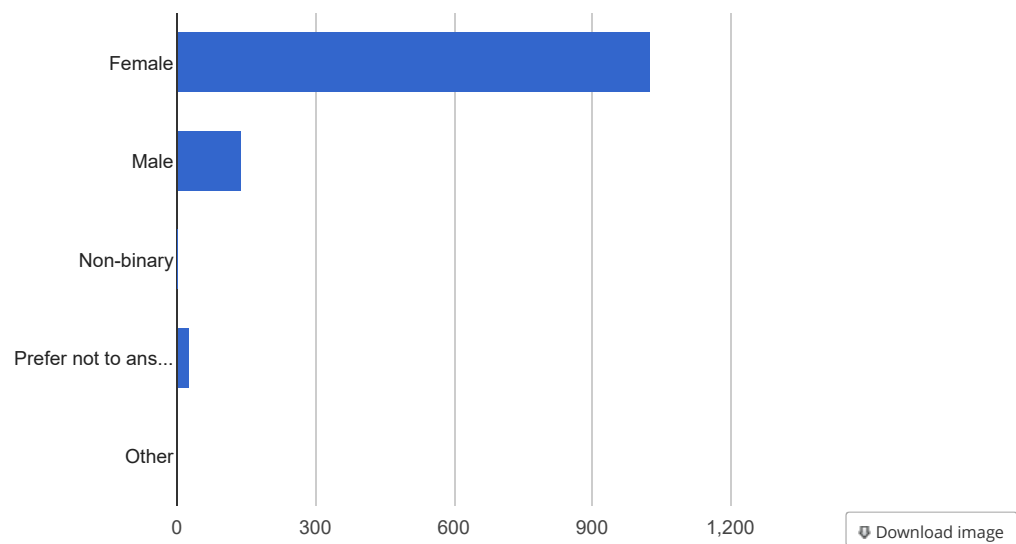
Counts/frequency: Yes (1054, 87.7%), No, I stopped within the past 12 months (67, 5.6%), No, I stopped more than 12 months ago (81, 6.7%)



Are you...? (*are_you*)

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

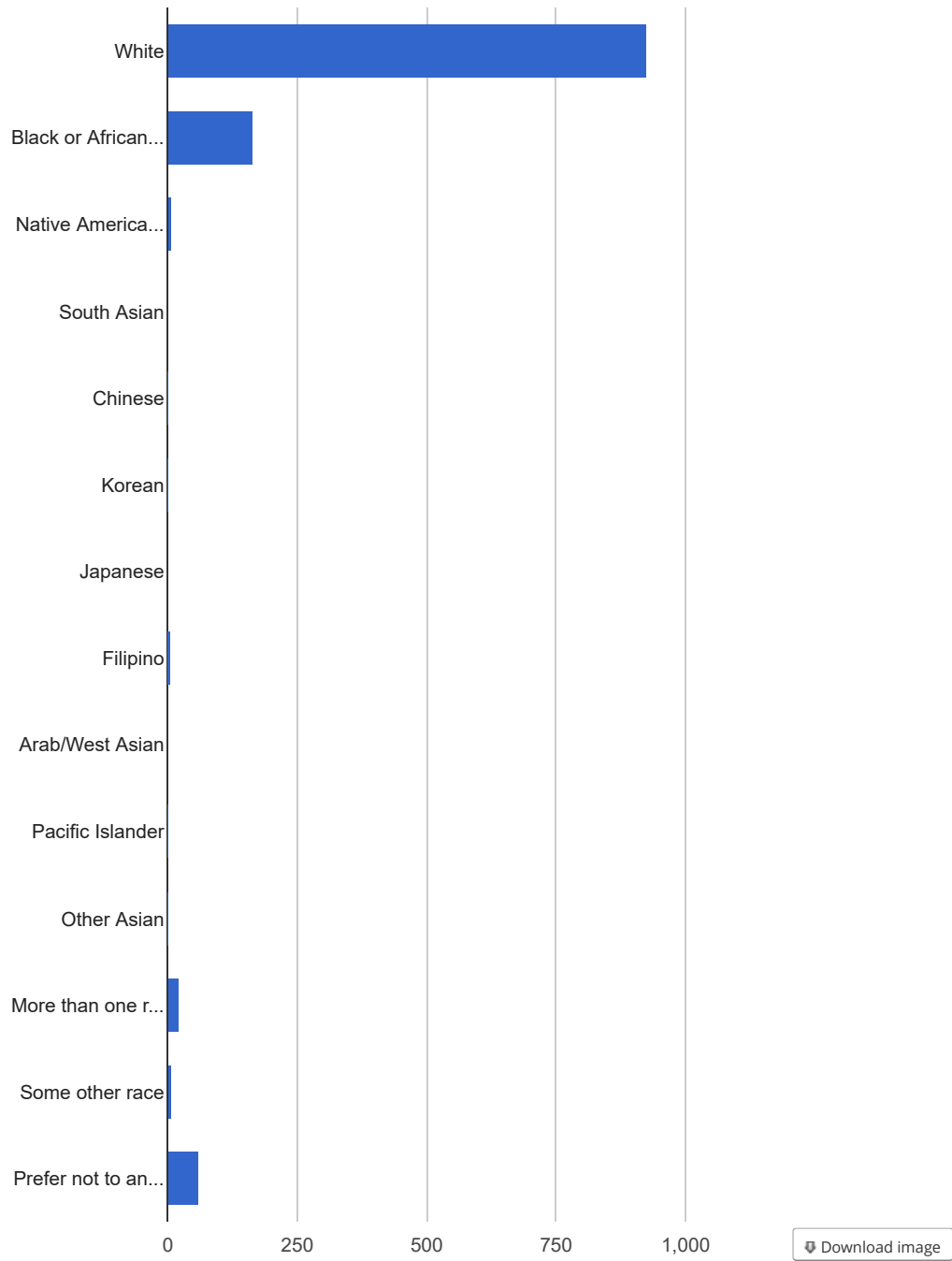
Counts/frequency: Female (1025, 85.9%), Male (140, 11.7%), Non-binary (1, 0.1%), Prefer not to answer (27, 2.3%), Other (0, 0.0%)



Do you consider yourself...? (*do_you_consider_yourself*)

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

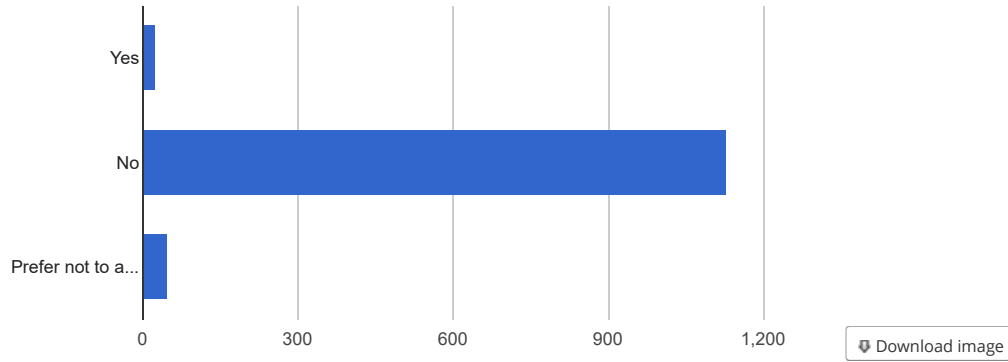
Counts/frequency: White (925, 77.2%), Black or African American (164, 13.7%), Native American or Alaskan Native (7, 0.6%), South Asian (0, 0.0%), Chinese (2, 0.2%), Korean (2, 0.2%), Japanese (0, 0.0%), Filipino (6, 0.5%), Arab/West Asian (0, 0.0%), Pacific Islander (1, 0.1%), Other Asian (2, 0.2%), 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

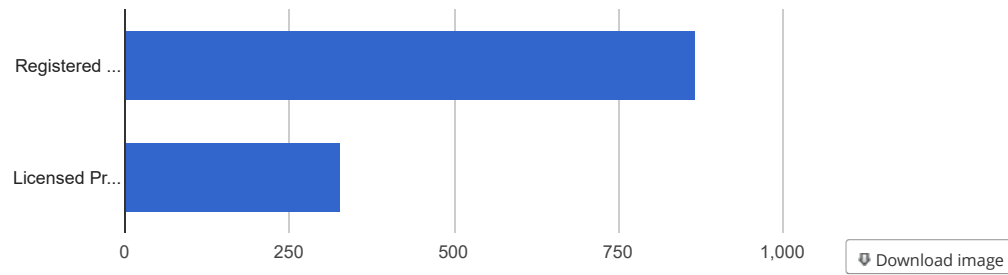
Counts/frequency: Yes (23, 1.9%), No (1129, 94.3%), Prefer not to answer (45, 3.8%)



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).

Collis B. Temple, III
Chair

Gary N. Solomon, Jr.
Vice Chair

Robert W. Levy
Secretary

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



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Terrie P. Sterling
Felix R. Weill
Judy A. Williams-Brown
Catarena M. Lobre, Student

AGENDA

ACADEMIC AND STUDENT AFFAIRS COMMITTEE

Wednesday, April 26, 2023

11:20 a.m.

Claiborne Building, 1st Floor
Louisiana Purchase Room 1-100
1201 North Third Street
Baton Rouge, LA 70802

- I. Call to Order
- II. Roll Call
- III. Consent Agenda
 - A. Routine Staff Approvals
 - B. Progress Reports
- IV. Academic Programs
 - A. BA Chemistry – LSU A&M
- V. Other Business
 - A. Update: Postsecondary Inclusive Education Advisory Council
- VI. Adjournment

Committee Members: Blake R. David, Chair; Stephanie A. Finley, Vice Chair; Christian C. Creed; Darren G. Mire; Gary N. Solomon Jr.; Terrie P. Sterling; Catarena M. Lobre (*student member*); LCTC System Representative; LSU System Representative; SU System Representative; UL System Representative
Staff: Dr. Tristan Denley, Deputy Commissioner for Academic Affairs and Innovation

Note: The Board of Regents and any committee thereof reserve the right to enter into Executive Session, if needed, in accordance with R.S. 42:11 *et seq.*

AGENDA ITEM III.A.

Routine Academic Requests & Staff Approvals

Institution	Request
LSU A&M	Request to change the name of the BS in Child and Family Studies to the BS in Human Development and Family Science. The request will align the program title with current industry terminology and make the program more identifiable to prospective students, graduates, faculty, and employers. Approved.
LSU A&M	Request to dissolve the School of Collaborative Academic Programs. The College was established in 2019 as a pilot home for interdisciplinary programs, but after three years without establishing any new degree programs, it was determined that resources could be better used by focusing on other academic priorities. Approved.
LSU A&M	Request to change the CIP code for the MBA program from 52.0201 (Business Administration and Management, General) to 52.1301 (Management Science) to better align with the program’s increasing focus on analytics and emerging technologies. Approved.
LSU Health Sciences Center New Orleans	Request to establish an Undergraduate Certificate (UC) in Categorical Medical Laboratory Science (CIP 51.1005) with a progress report due October 1, 2024. Approved.
Southeastern Louisiana University	Request to realign the Center for Student Excellence and University Honors program into the new College of Honors and Excellence in the Office of Academic Affairs. The change will not result in any significant costs. Approved.

AGENDA ITEM III.B.
PROGRESS REPORTS for CONDITIONALLY APPROVED
ACADEMIC PROGRAMS

Regular progress reports are required for every new academic degree program until the program can demonstrate sustainability. This is determined by information on enrollment, completion, accreditation, and other related factors. Progress reports are typically required every 1-2 years depending on the program's age, implementation timeline, and whether it is demonstrating satisfactory progress.

The Board of Regents target minimum completer thresholds (3-year average) for programs are:

Associate, Bachelor's, Ugrad Level Certs.	8 STEM, 10 non-STEM
Master's, Grad Level Certs.	5 STEM, 6 non-STEM
Doctorate, Post-Doc Level Certs.	2 STEM, 2.5 non-STEM

Staff evaluate several factors when determining whether an approved program is making satisfactory progress. Along with the program's history of enrollment and completion, staff assess whether the program is making satisfactory progress toward subject-specific and regional accreditation when required. Staff also consider other evidence of successful implementation such as engagement with academic and industry partners, upgrades to technology and facilities, faculty hiring, external funding, and curricular adjustments. Institutions are required to provide both data and contextual information in their progress reports.

The following degree programs have demonstrated strong enrollment, have met or exceeded minimum completer threshold requirements, and are on track to meet accreditation requirements if applicable. No further reporting is required for these programs.

- Baton Rouge Community College, AS Surgical Technology
- Louisiana Delta Community College, AAS in Criminal Justice
- Nunez Community College, AAS in Aerospace Manufacturing Technology
- South Louisiana Community College, AAS in Application Software Development
- SOWELA Technical Community College, AAS in Industrial Electrical Technology
- LSU A&M College, Master of Digital Media Arts and Engineering
- LSU of Alexandria, BS in Medical Laboratory Science
- LSU of Alexandria, BS in Health Professions
- LSU Eunice, AAS in Surgical Technology
- LSU Eunice, AAS in Diagnostic Medical Sonography
- Southern University and A&M College, BS Finance
- Northwestern State University, EdD in Adult Learning and Development
- Southeastern Louisiana University, BS in Health Systems Management
- University of Louisiana at Lafayette, MS in Informatics

An evaluation of the growth of recently approved degree programs has been incorporated into the new annual academic planning process in an effort to streamline the process of evaluating the success of new programs while also identifying areas for improvement.

STAFF RECOMMENDATION

Senior Staff recommends the Board receive and accept the progress report on the recently approved programs as presented.

AGENDA ITEM IV.A.

Proposed Bachelor of Arts in Chemistry Louisiana State University and A&M College

Background Information

Louisiana State University and A&M College (LSU A&M) requests Board of Regents' approval to offer a Bachelor of Arts (BA) in Chemistry. The proposal was approved by the LSU Board of Supervisors and then submitted to Regents for consideration. The proposal was then favorably reviewed by Chief Academic Officers statewide. The proposed program was included in the institution's 2022 Academic Plan.

Staff Summary

The proposed BA in Chemistry is intended to complement the institution's already existing Bachelor of Science in Chemistry. This highly flexible, interdisciplinary program will be a non-American Chemical Society (ACS) certified degree providing students with a strong foundation in all major areas of chemistry while facilitating them to pursue other educational objectives of their interests. The flexibility of this new program will be reflected in the inclusion of a substantial number of credit hours dedicated to directed or free elective courses in the curriculum. This flexibility allows the students to complement their study of chemistry with curricular content in other disciplinary directions. The program will consist of two areas of concentration with the Chemistry Concentration serving as the parent degree track accompanied by an additional concentration in Pre-Health. The Pre-Health concentration is designed for students who will pursue advanced degrees in the health professional fields, such as MD, PharmD, DDS, DO, etc. The purpose of the proposed degree is to educate students with a strong foundation in all major areas of chemistry, including laboratory instructions, while emphasizing the highly flexible curriculum to enable interdisciplinary studies. This degree will prepare students who may want to pursue a wide range of chemistry-related occupations aside from the professional chemist occupation, which requires rigorous theoretical and practical education and 500+ contact hours in the laboratory.

1. Value:

- a. Workforce Demand and Job Opportunities: LSU A&M anticipates the program will enable students to become competitive in a much broader set of career opportunities that are vital to Louisiana's economy. Based on Lightcast data, there were approximately 18,905 unique job postings within Louisiana in the last year with a wide variety of occupations that graduates of this program could enter. The following table provides a highlight of some of the related occupations based on Louisiana data.

Occupation	LWC Star Rating¹	Current Jobs²	Projected Jobs 2030²	% Change²	Average Salary²
Sales reps, Tech and Scientific	4-star	2336	2443	5%	\$80,225
Operation Research Analysts	4-star	471	589	25%	\$77,313
Natural Sciences Managers	4-star	416	445	6.9%	\$101,400

Medical and Health services managers	5-star	7172	9124	27.2%	\$93,873
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¹Source – LWC ²Source – O*Net

- b. Curriculum Alignment with Employer Needs: The student learning outcomes for the proposed program directly align with the career ready competencies identified by the National Association of Colleges and Employers (NACE). The knowledge, skills, and abilities (KSAs) incorporated into the course content directly aligns with those identified by the US Department of Labor. For example, critical thinking, digital technology, quality control, communications, and planning.
- c. Same or Similar In-State Programs: While other institutions around the state offer non-ACS certified BS degrees, there are currently no other institutions in the state that offer a BA in Chemistry for the non-ACS certified track.
- d. Student Enrollment and Completion: Projected enrollment is modestly set at 25 students increasing to 200 in year four based on peer institutions’ enrollment in similar BA programs and a small subset of current enrollment in the BS in Chemistry program.

	Year 1	Year 2	Year 3	Year 4
TOTAL Estimated Program Enrollment	25	75	125	200
TOTAL Estimated Program Graduates	0	0	25	50

- 2. **Resources**: No additional funds are needed to start the program as all courses required for the program are taught by existing faculty. The approximate cost of the proposed program represents the salary and related benefits associated with hiring two full-time faculty and four graduate assistants beginning in year three. Anticipated revenue generated through enrollment will adequately cover the cost to sustain the program.

	Current	Needed	Additional Costs
Faculty	Existing faculty are adequate to support implementation of the program.	The institution plans to hire two new full-time faculty members in year three.	Year 3+: \$131,000
Graduate Assistants	Existing graduate assistants are adequate to support the implementation of the program.	The institution plans to hire four new graduate assistants in year three.	Year 3+: \$100,000
Physical (Facilities, Equipment, Library, & Technology)	Existing facilities are adequate to support the program.	No additional resources projected.	\$0
Student Support	Existing resources will meet the needs of the program for the foreseeable future.	No additional resources projected.	\$0

- 3. **Master Plan Priorities**: The following aspects of the proposal directly address priorities or goals of the statewide attainment goal and 2030 Master Plan.

- **Accessibility:** The program will be offered in the face-to-face mode of delivery. The curriculum layout is designed to provide students with as much flexibility as possible while aligning course scheduling.
- **Affordability:** The LSU Department of Chemistry will promote Open Educational resources (OER) in every course when applicable. The Chemistry department is also pushing forward a communications plan to incentivize faculty to add the OER code to their course sections.
- **Partnerships:** The proposed BA in Chemistry degree program has received support from community-based organizations and industry including Lion Copolymer Geismar, LLC and the Baton Rouge local section of the American Chemical Society.
- **Work-based Learning:** Students are encouraged to incorporate internships, apprenticeships or undergraduate research in this program. These experiences may earn academic credit that can be used toward elective credit. The Department of Chemistry will work closely with the LSU Career Services unit to promote internships and employer connections.
- **Other program attributes that contribute to closing the achievement gap with underserved populations:** Underserved populations will be able to complete this program and go straight to work, thus allowing them to quickly enter the workforce. Students in this program will be required to enroll in a one-credit hour course designed to foster a sense of belonging among first-year students and address success gaps among diverse populations.

Staff Analysis

The proposed BA in Chemistry will allow LSU A&M to provide students with an additional pathway that will enable expanded employment opportunities in the field of chemistry. Thus, strengthening the chemistry workforce in the state of Louisiana. The institution has support from the Baton Rouge local section of the American Chemical Society and various industry partners to help ensure the program meets employer needs and employment of graduates.

STAFF RECOMMENDATION

Senior Staff recommends conditional approval of the proposed Bachelor of Arts in Chemistry (CIP 40.0501) at Louisiana State University A&M, with a progress report due October 1, 2024.

Collis B. Temple, III
Chair

Gary N. Solomon, Jr.
Vice Chair

Robert W. Levy
Secretary

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



BOARD of REGENTS
STATE OF LOUISIANA

P. O. Box 3677
Baton Rouge, LA 70821-3677
Phone (225) 342-4253, FAX (225) 342-9318
www.laregents.edu

David J. Aubrey
Christian C. Creed
Blake R. David
Randy L. Ewing
Stephanie A. Finley
Phillip R. May, Jr.
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Wilbert D. Pryor
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Felix R. Weill
Judy A. Williams-Brown
Catarena M. Lobré, Student

AGENDA
RESEARCH AND SPONSORED INITIATIVES COMMITTEE

Wednesday, April 26, 2023

12:05 p.m.

Claiborne Building, 1st Floor
Louisiana Purchase, Room 1-100
1201 North Third Street
Baton Rouge, Louisiana

- I. Call to Order
- II. Roll Call
- III. Consent Agenda
 - A. Appointment of Endowed Chair without National Search: LSU Agricultural Center
 - B. Use of Earnings in Vacant Endowed Chair: University of New Orleans
- IV. Repurposing of Non-State Earnings in Endowed Chair: LSU Health Sciences Center – New Orleans
- V. LaSTEM Statewide STEM Network Designation
- VI. Cybersecurity Education Management Council and Louisiana Cybersecurity Talent Initiative Fund
- VII. FY 2022-23 Board of Regents Support Fund Award Recommendations
- VIII. Adjournment

Committee Members: Stephanie A. Finley, Chair; Phillip R. May, Jr., Vice Chair; Stephanie A. Finley; David J. Aubrey; T. Jay Seale III; Gary N. Solomon, Jr.

Staff: Carrie Robison, Deputy Commissioner for Sponsored Programs

Note: The Board of Regents and any committee thereof reserve the right to enter into Executive Session, if needed, in accordance with R.S. 42:11 *et seq.*

AGENDA ITEM III.A.

Appointment of Endowed Chairholder without National Search: LSU Agricultural Center

Background Information

At its January 12, 2015 meeting, the Board unanimously approved the following revision to the Endowed Chairs for Eminent Scholars policy:

Effective immediately, all campuses shall provide documentation to the Commissioner of Higher Education that each Chair vacancy is being filled – whether externally or internally – following a national search. Any request for waiver of this policy shall be made in writing to the Commissioner of Higher Education and reviewed by external consultants. Upon receipt of the consultants' response, the Commissioner will provide a formal recommendation for consideration and approval by the Board of Regents. Board approval of the waiver must be provided prior to appointment of the chairholder. The Board reserves the right to render a campus not in compliance with this policy to be ineligible for new Endowed Chairs funds.

Staff Summary

The LSU AgCenter requests to waive the national search requirement for the American Sugar Cane League Chair in Sugarcane Production, a \$1 million chair matched by the Board of Regents Support Fund in FY 2021-22. LSU Ag asks to name Dr. Collins Kimbeng, currently a tenured professor and international expert in sugarcane variety development, to the American Sugar Cane League Chair. The LSU AgCenter is confident that Dr. Kimbeng would easily rise to the top of a national search for the Chair, should one be conducted. In addition, the non-state donor has been consulted and is supportive of the appointment.

Dr. Kimbeng's qualifications and experience have been reviewed and deemed appropriate to requirements outlined in the Endowed Chairs program policy for appointment of an internal candidate without a national search.

STAFF RECOMMENDATION

Senior Staff recommends approval of the LSU Agricultural Center's request to appoint Dr. Collins Kimbeng to the American Sugar Cane League Chair in Sugarcane Production without conducting a national search. As stipulated in Board policy, the Letter of Appointment to Dr. Kimbeng must be submitted to the Board within 90 days of this approval.

AGENDA ITEM III.B.

Use of Earnings in Vacant Endowed Chair University of New Orleans:

Background Information

The Endowed Chairs for Eminent Scholars program policy stipulates the following related to the use of expendable earnings:

The purpose of BoRSF-matched faculty endowments is to provide a steady, permanent source of supplementary funding to support the faculty holder's professional academic and/or scholarly work... When the endowment is vacant, spending is not permitted beyond appropriate fees charged by the managing entity, though expendable amounts shall continue to be calculated and retained for expenditure by the holder, when appointed.

Staff Summary

Dr. John Nicklow, President of the University of New Orleans, currently holds the BoRSF-matched Freeport-McMoRan Inc. Chair in Environmental Modeling, through which he has provided support for a graduate research assistant. Dr. Nicklow will be departing UNO in summer 2023, while the current graduate student is still enrolled and completing the degree program. UNO has requested to continue the student's support through earnings in the Freeport-McMoRan Chair until the student has completed the degree, anticipated in Spring 2024. Dr. Nicklow will continue after his departure to serve as advisor to the student, working with another faculty member at UNO. This action will ensure the student is not penalized for the departure of Dr. Nicklow and is able to complete the degree without disruption.

STAFF RECOMMENDATION

Senior Staff recommends approval of the University of New Orleans' request to continue funding for the existing graduate student supported through the Freeport-McMoRan Inc. Chair in Environmental Modeling upon resignation of the current chairholder. Expenditures from the Endowed Chair must be reported in annual data collection despite the Chair vacancy.

AGENDA ITEM IV.

Repurposing of Non-State Earnings in Endowed Chair: LSU Health Sciences Center – New Orleans

Background Information

The Board of Regents Support Fund Endowed Chairs program provides state matching to private-sector contributions to create endowed supplementary support for highly productive senior faculty at a minimum level of \$1 million. The program's investment policy stipulates that once BoRSF match is provided, the endowment corpus and all associated earnings will be treated the same in terms of application of policies and use of funds. The purpose of endowed faculty support is to generate earnings on the corpus, generating a steady stream of supplementary funding to support the research and educational work of the holder on an annual basis. Prior to adoption of policies in 2015 and 2016 to require regular expenditure of earnings, some endowment accounts had accrued significant earnings in excess of corpus.

Staff Summary

The Paula Garvey Manship Chair of Medicine at the LSU Health Sciences Center – New Orleans, matched in 2003-04, in the 2022 reporting cycle had a market value, including the \$1 million corpus and unobligated earnings, of \$1,198,638. The campus and the original donor have requested to remove \$120,000 from earnings associated with the current Chair to create two new endowed professorships, the Bobbie Millet Professorship in Student Advocacy and the Mary DeFoe Professorship of Innovative Learning. The new professorships, established solely with earnings associated with the private donor's original contribution to the current Chair, will be considered privately established, rather than BoRSF-matched slots, and not subject to BoRSF policies and procedures. The origin of the funds – earnings on a BoRSF-matched endowment, and not private contributions – renders these new professorships ineligible, however, for any BoRSF matching in the future.

The purpose of the BoRSF Endowed Chairs program is to provide a permanently endowed corpus that generates regular income to support the chairholder's academic and research work, and not to generate funds to seed new permanent endowments. Staff notes that this action is permissible only under the specific circumstances noted above: the request of the private donor to repurpose earnings solely associated with the original non-state contribution and the understanding that the resulting new endowments will be ineligible for BoRSF matching in the future.

STAFF RECOMMENDATION

The Senior Staff recommends approval of the LSU Health Sciences Center – New Orleans' and original donor's request to remove \$120,000 from earnings associated with the private donor's original contribution to the Paula Garvey Manship Chair of Medicine, to be comprised solely of earnings on the non-state contribution, to create two new endowed professorships not associated with BoRSF programs and ineligible for future BoRSF match.

AGENDA ITEM V.

LaSTEM Statewide STEM Network Designation

Background

Act 392 of the 2017 Regular Session, authored by Senator Sharon Hewitt, commissioned the Louisiana Science, Technology, Engineering, and Mathematics Advisory Council (LaSTEM Council). Under the auspices of the Louisiana Board of Regents, the LaSTEM Council is tasked to do the following:

- Coordinate and oversee the creation, delivery, and promotion of STEM education programs;
- Increase student interest and achievement in the fields of STEM;
- Ensure the alignment of education, economic development, industry, and workforce needs; and
- Increase the number of women who graduate from a postsecondary institution with a STEM degree or credential.

Since its foundation, LaSTEM, with annual funding from the legislature, has served as a promoter of and advocate for STEM education, workforce development, and community outreach across Louisiana. Through its efforts, nine Regional STEM Centers have been established and now provide services in every area of the state. In addition, LaSTEM hosts a yearly statewide Summit, providing a venue for STEM champions and service providers across the state to discuss regional and statewide needs, showcase best practices, and network with key stakeholders.

STEM Network Designation

Federal agencies and other funding entities are increasingly focusing support on recognized STEM networks and ecosystems, to ensure collaborative efforts across multiple geographic areas as well as opportunities to leverage successful activities across regions. LaSTEM, created in statute and funded through legislative appropriations, was designed as a hub for such a network, reaching every region and bringing together diverse existing resources into a mutually beneficial ecosystem to boost 21st-century opportunity for Louisianians. Though not designated in statute as a STEM network, it serves this purpose. To ensure alignment with terminology used in the federal sector and enable partners to position themselves well for funding opportunities, LaSTEM should be formally designated a statewide STEM network.

STAFF RECOMMENDATION

Senior Staff recommends designation of the LaSTEM program, administered under the auspices of the Board of Regents, as a statewide STEM network.

AGENDA ITEM VI.

Cybersecurity Education Management Council and Louisiana Cybersecurity Talent Initiative Fund

Background

Act 57 of the 2020 Regular Legislative Session commissioned the Cybersecurity Education Management Council (CEMC) and created the Louisiana Cybersecurity Talent Initiative Fund. As cyber threats persist across every industry sector and domain and cyberattacks on critical infrastructure raise state and national security concerns, confronting these threats demands a knowledgeable and highly trained workforce. However, the state and nation face a critical shortage of security professionals to respond to current and near-term challenges. To address this gap, the CEMC, under the auspices of the Louisiana Board of Regents, is tasked with “advising and making recommendations to the board with respect to distributions from the fund,” and annually “review[ing] the list of degree and certificate programs upon which the distribution is based and the final distribution amounts.”

The purpose of the Louisiana Cybersecurity Talent Initiative Fund (CTIF) is to provide a mechanism for donations and/or appropriations of funding to support the development of degree and certificate programs in cybersecurity fields offered by public postsecondary education institutions. The goal of the fund is to develop, train, produce, and retain Louisiana’s workforce-ready cybersecurity professionals and improve cybersecurity literacy across industry sectors through programmatic support to institutions.

Process and Timeline for the Cybersecurity Talent Initiative Fund Distribution of Dollars

A Request for Applications (RFA) is released annually to solicit innovative solutions from Louisiana’s public postsecondary institutions. Key topics included in the RFA are project requirements, metrics and reporting, project tracks, eligibility, and the application review process. The CEMC members discussed the 2022-23 Request for Applications (RFA), which largely mirrored previous years’ requests, during its November 2022 quarterly meeting.

The FY 2022-23 timeline for soliciting, reviewing, making funding recommendations, and distributing CTIF funds is as follows:

- December 13, 2022 – Request for Applications (RFA) released
- April 3, 2023 – Deadline for questions regarding the RFA
- April 17, 2023 – Application submission deadline
- April 18-30, 2023 – Applications evaluated by CEMC members using scoring rubrics aligned with program priorities and objectives and published in the RFA
- May 10, 2023 – CEMC meets to review score results and render decisions on applications
- May-June 2023 – Agreements negotiated and executed with selected institutions

As of the April 17 submission deadline, ten campuses submitted one proposal each, requesting a total of \$1,533,293. Of these submissions, five are requests to sustain previously funded projects. Applications include:

Campus	Total Requested	New/Sustained Program
Bossier Parish Community College	\$148,625	Sustained
Grambling State University	\$164,622	Sustained
LSU and A&M College	\$236,657	New
LSU Shreveport	\$29,416	Sustained
Louisiana Tech University	\$329,823	Sustained
McNeese State University	\$95,650	New
Nicholls State University	\$118,500	New
Northwestern State University	\$30,000	Sustained
Nunez Community College	\$130,000	New
Southern University at New Orleans	\$250,000	New

STAFF RECOMMENDATION

Senior Staff recommends funding be provided from the Cybersecurity Talent Initiative Fund for applications selected by the Cybersecurity Education Management Council (CEMC) during its May 10 meeting, with a report to be provided to the Board in June on CEMC’s funding decisions.

AGENDA ITEM VII.

FY 2022-23 Board of Regents Support Fund Award Recommendations

SECTION A: INTRODUCTION

A.1 Constitutionally Prescribed Program Components

The Constitution specifies that the Board of Regents Support Fund (BoRSF) may be used to support “any or all” of the following activities:

- a. The carefully defined research efforts at public and private universities in Louisiana;
- b. The endowment of chairs for eminent scholars;
- c. The enhancement of the quality of academic, research or agricultural departments or units within a university; and
- d. The recruitment of superior graduate students.

A.2 FY 2022-23 Board of Regents Support Fund Plan and Budget

a. Projected Budget and Funds Available

On December 15, 2021, the Board of Regents adopted the FY 2022-23 Plan and Budget for the BoRSF, which was later approved by the Governor and the Legislature. Based on Revenue Estimating Conference (REC) projections, the Plan and Budget allocated \$20,000,000 across Support Fund components as follows:

FY 2022-23 Support Fund Budget As Set Forth in the Board’s Annual Plan and Budget	
Endowment of Chairs for Eminent Scholars	\$ 2,420,000
Research and Development	\$ 5,891,575
Enhancement of the Quality of Departments/Units	\$ 9,979,422
Recruitment of Superior Graduate Students	\$ 1,120,000
Board of Regents Administrative Expenses	\$ 589,003
Total Funds Budgeted	\$20,000,000

a. Actual Funds Available

Since approval of the FY 2022-23 BoRSF Plan and Budget in December 2021, the REC has issued several opinions relative to the amount of money projected to be available for higher education’s portion of the Support Fund. The most recent adopted estimate, released in December 2022, was \$17,650,000. This projection is substantially lower than the \$20,000,000 budget as approved by the legislature and the governor. Due to earnings significantly higher than revenue estimates in previous years, however, sufficient funds are available in the Support Fund to accommodate the budget as approved.

The recommendations below reflect the programmatic distribution of available funds across BoRSF components. Note that recommendations encompass only first-year award amounts; additional monies from FY 2022-23 were committed for multi-year projects approved by the Board in previous fiscal years, as well as federal matching obligations, professional services for proposal review, and administrative costs for the Support Fund.

SECTION B: ENDOWED CHAIRS FOR EMINENT SCHOLARS COMPONENT

B.1 Competitive Endowed Chairs

Thirteen (13) proposals were submitted from seven (7) campuses and deemed eligible for funding consideration this year under the Competitive subprogram. Ten (10) proposals requested \$400,000 each three (3) proposals requested \$800,000 from the Support Fund to endow new chairs or additional increments of existing chairs.

B.2 Restricted Bequest Endowed Chairs

No requests for matching of restricted bequests were submitted in FY 2022-23.

B.3 Summary of the Endowed Chairs for Eminent Scholars Program

The thirteen (13) Endowed Chairs proposals requested a total of \$6,400,000 in matching funds from the Support Fund. All disciplines were eligible to apply. A team of out-of-state consultants assessed and ranked the proposals using the guidelines and scoring rubric provided in the Board's RFP and subprogram policy. (See **Appendix A** for the rank-order list of FY 2022-23 Endowed Chairs proposals and **Appendix B** for a summary of all competitive endowment proposals recommended for funding.)

It should be noted that the following stipulation in the Board's Endowed Chairs policy is relevant to proposals submitted in the Competitive subprogram: "...When requests exceed funds available, the following limitations apply relative to the amount of money that will be awarded per campus under the competitive program: (a) each public campus will be limited to \$1.2 million per fiscal year; and (b) all LAICU campuses combined will be limited to a total of \$1.2 million per fiscal year."

The \$2,420,000 projected in the FY 2022-23 Plan and Budget to be available in the Endowed Chairs for Eminent Scholars subprogram includes \$20,000 for consultants, with \$2,400,000 remaining for endowment match. This amount will enable funding for proposals ranked 1 through 6 in the Competitive subprogram.

STAFF RECOMMENDATION

Senior Staff recommends provision of Support Fund money at levels requested to complete the endowments for proposals ranked 1-6 in the Consultants' Report (i.e., proposals 009EC, 004EC, 002EC, 003EC, 010EC, and 008EC). (See Appendix A.)

SECTION C: ENHANCEMENT OF THE QUALITY OF DEPARTMENTS OR UNITS COMPONENT

C.1 Recommended New Departmental Enhancement Projects

The \$9,979,422 figure cited in the FY 2022-23 Plan and Budget for Enhancement included the following distributions:

Prior Commitments	
Departmental Enhancement, including BoR/SREB	\$1,733,268
Federal Matching Grants	\$1,550,000
New Awards	
Federal Matching Grants	\$ 375,000
Endowed Two-Year Workforce Scholarships	\$1,000,000
Endowed Professorships	\$2,000,000
Departmental Enhancement, including BoR/SREB	<u>\$3,321,154</u>
TOTAL	\$9,979,422

The eligible disciplines in Departmental Enhancement in FY 2022-23 included Engineering A (Chemical, Civil, Electrical, etc.), Chemistry, Computer and Information Sciences, Business, Education, Earth and Environmental Sciences, Arts, Mathematics, and Targeted Workforce.

In the winter 2022 and spring 2023, eight teams of out-of-state subject-area experts reviewed, evaluated and ranked the Departmental Enhancement proposals within similar disciplines. Disciplinary assessments were then forwarded to a panel of experts with broad academic and administrative experience, for final rating, ranking, and funding recommendations. The final panel considered all aspects of the proposals recommended for funding, but emphasized the overall impact of the investment on academic and research capacities in Louisiana, as well as alignment of proposed activities with the submitting campus’s role, scope, mission and strategic priorities.

Departmental Enhancement	Number of Proposals Submitted	First-Year Funds Requested	Number of Proposals Recommended	First-Year Awards Recommended
Comprehensive-Multiyear	21	\$ 5,240,656	3	\$ 740,067
Targeted-One Year	<u>81</u>	<u>\$10,113,127</u>	<u>26</u>	<u>\$ 2,637,934</u>
TOTAL	102	\$15,353,783	29	\$3,378,001

STAFF RECOMMENDATION

Senior Staff recommends approval of disbursement of \$3,378,001 estimated to be available in Departmental Enhancement for FY 2022-23 to fund the first year of twenty-nine (29) new proposals, ranked 1-29, at the funding levels, and with the funding stipulations recommended by consultants (See Appendix C).

C.2 BoR/Southern Regional Education Board Doctoral Support Initiative to Promote Student and Faculty Diversity

Five (5) institutions submitted a total of five (5) proposals requesting funds for the support of 18 BoR/SREB doctoral support slots in the FY 2022-23 competitive cycle. (See **Appendix C.**) A total of \$315,000 in first-year funds was requested. The external consultant recommended support for all five (5) proposals, for a total first-year allocation of \$175,000. Funding will begin in FY 2023-24. Annual funding totals for recommended projects are:

FY 2023-24	\$175,000
FY 2024-25	\$150,000
FY 2025-26	\$150,000

STAFF RECOMMENDATION

Senior Staff recommends approval of funding for five (5) proposals, ranked 1-5, submitted in the FY 2022-23 cycle to the BoR/SREB Doctoral Support Initiative for the durations and at the levels recommended. (See Appendix C.)

Appendix D summarizes by campus the Priority I recommendations for new projects under Departmental Enhancement.

C.3 Endowed Professorships (including First-Generation Undergraduate Scholarships)

The BoRSF Endowed Professorships subprogram requires the submitting college or university to raise funds at prescribed levels from external sources, which are matched by Support Fund dollars to establish an endowed professorship or first-generation scholarship. In FY 2022-23, campuses had the option to submit requests for endowed professorships, first-generation undergraduate scholarships, or both. The subprogram policy guarantees a total of two matching slots of any type to each eligible campus. In November 2016, the Board of Regents approved a change in the match rate from \$40,000 for a \$60,000 non-State contribution, to \$20,000 for an \$80,000 non-State contribution. Campuses were permitted to submit requests at the previous matching level through June 30, 2017, resulting in a large number of slots needing \$40,000 in match, along with new slots at the \$20,000 match rate submitted beginning in FY 2017-18. Additional provisions have been made to extend the 60%/40% match rate in certain circumstances, including for incremental donations to these programs for which the donor intended the campus to seek BoRSF match and began contributions prior to November 2, 2016 and for any campus with fewer than 15 BoRSF-matched Endowed Professorships and/or First-Generation Scholarships.

The FY 2022-23 Support Fund Plan and Budget allocates a total of \$2,000,000 to the Endowed Professorships subprogram. With all requests validated, the Board received by the March 31, 2023 deadline applications for 146 matching slots from 19 campuses, requiring a combined total of \$4,620,000 in BoRSF matching funds. Each eligible submitting campus will receive funding for a maximum of ten \$40,000 slots (\$400,000) or nineteen \$20,000 slots (\$380,000), totaling \$2,000,000, to enable match for 76 new Endowed Professorship and First-Generation Scholarship slots based on rank orders submitted by the campuses (See **Appendix E**). A complete list of applications submitted for matching consideration in FY 2022-23 appears in **Appendix F**.

STAFF RECOMMENDATION

Senior Staff recommends approval of \$2,000,000 from the Support Fund for the Endowed Professorships subprogram, including First-Generation Undergraduate Scholarships, to match new and prior-year requests at 19 campuses. (See Appendix E.)

C.4 Endowed Two-Year Student Workforce Scholarships

The competitive Endowed Two-Year Student Workforce Scholarships subprogram provides scholarship opportunities for two-year campuses to prepare students for the Louisiana workforce in the following ways: (a) train students for immediate entrance into selected, high-demand, four- and five-star jobs, including positions in nursing and allied health; and/or (b) prepare students to become job-ready in STEM fields after completing degrees on four-year campuses. Non-State contributions combined with BoRSF matching yield permanent endowments.

The FY 2022-23 Support Fund Plan and Budget allocates a total of \$1,000,000 to the Two-Year Student Workforce Scholarships subprogram, to be awarded on a competitive basis. With all requests validated, the Board has received applications for the matching of 26 scholarships, requesting BoRSF funding of \$900,000 (See **Appendix G**). It was determined that a competitive review was not needed and all requests should be recommended for funding. (See **Appendix B** for a summary of all competitive endowment proposals recommended for funding.)

STAFF RECOMMENDATION

Senior Staff recommends approval of \$900,000 from the Support Fund to match twenty-six (26) applications submitted in FY 2022-23 under the Endowed Two-Year Workforce Scholarships subprogram. (See Appendix G.)

SECTION D: RESEARCH AND DEVELOPMENT COMPONENT

D.1 Continuation of Previously Funded Research and Development (R&D) Projects and Other Prior Commitments

The \$5,891,575 cited in the FY 2022-23 Plan and Budget as being available for Research and Development (R&D) includes \$3,391,575 in prior commitments needed for Support Fund R&D awards approved in previous years, as well as approximately \$135,000 in consultants' costs for the FY 2022-23 R&D review process.

D.2 Recommended New Research and Development Projects

The R&D component of the BoRSF includes the Research Competitiveness Subprogram (RCS), the Industrial Ties Research Subprogram (ITRS) with Proof-of-Concept/Prototyping (PoC/P) component, and the Awards to Louisiana Artists and Scholars (ATLAS) subprogram. RCS solicits proposals that strengthen the research foundations and competitiveness of Louisiana colleges and universities and help to promote long-term economic development. ITRS and PoC/P target proposals that support research with significant near-term potential for the development and diversification of Louisiana's economic base. ATLAS supports completion of major scholarly and artistic endeavors from the arts, humanities, and social sciences with potential for broad impact at State, regional, national and/or international levels.

Eligible disciplines in RCS for FY 2022-23 are Agricultural Sciences, Biological Sciences, Computer/Information Sciences, Earth and Environmental Sciences, Engineering A (chemical, civil, and electrical), Mathematics, Physics and Astronomy, and Social Sciences. ITRS with PoC/P invites ideas for applied research projects that promote near-term economic development in the State; accordingly the five high-priority industry sectors – Advanced Manufacturing and Materials, Clean Technology and Energy, Coastal and Water Management, Digital Media and Enterprise Software, and Life Sciences and Bioengineering – are targeted for support, though other disciplines may apply provided the project can demonstrate a significant potential economic benefit to Louisiana. ATLAS accepts proposals in all arts, humanities and social sciences areas.

From November 2022 through March 2023, 24 subject-area and four final panels reviewed, evaluated, and ranked research proposals according to the Board’s RFP guidelines and evaluation criteria. The following table summarizes consultants’ recommendations across the four R&D subprograms/components (See **Appendix H**):

R&D Subprogram	Number of Proposals Submitted	First-Year Funds Requested	Number of Proposals Recommended	First-Year Awards Recommended
Research Competitiveness Subprogram	99	\$ 5,298,569	27	\$ 1,249,059
ITRS Industrial Ties	24	\$ 2,466,875	5	\$ 481,673
ITRS Proof-of-Concept/Prototyping	16	\$ 624,821	6	\$ 229,864
Awards to LA Artists and Scholars	<u>55</u>	<u>\$ 2,428,916</u>	<u>9</u>	<u>\$ 400,000</u>
TOTAL	194	\$10,819,181	47	\$ 2,360,596

STAFF RECOMMENDATIONS

Senior Staff recommends approval of disbursement of \$2,360,596 estimated to be available in FY 2022-23 to fund the first year of new RCS, ITRS, PoC/P, and ATLAS projects as follows:

1. **Research Competitiveness Subprogram: \$1,249,059**
2. **Industrial Ties Research Subprogram: \$711,537**
 - A. **Industrial Ties: \$481,673**
 - B. **Proof-of-Concept/Prototyping Initiative: \$229,864**
3. **Awards to Louisiana Artists and Scholars: \$400,000**

Approved R&D proposals shall be funded at the levels and with the stipulations recommended by consultants; Support Fund money shall be awarded to fund at recommended levels the top twenty-seven (27) RCS proposals, five (5) ITRS proposals, six (6) PoC/P proposals, and nine (9) ATLAS proposals. Should the amount of money ultimately available to fund first-year activities in all R&D projects be less than the \$2,360,596 disbursed herein, adherence to the following principles shall be uniformly enforced: R&D Priority I proposals shall be funded in rank order at the levels and the durations and with the stipulations recommended by consultants until the funds designated for each component have been exhausted. (See Appendix H.)

Appendix I includes a summary, by campus and R&D subprogram, of new projects recommended for funding.

SECTION E: RECRUITMENT OF SUPERIOR GRADUATE STUDENTS COMPONENT

E.1 Endowed Superior Graduate Student Scholarships

The Endowed Superior Graduate Student Scholarships subprogram matches non-State contributions of at least \$60,000 with \$40,000 from the BoRSF to create endowed scholarships that may be used in support of graduate and first-professional students as well as post-doctoral fellows. Higher levels of non-State contributions, in minimum increments of \$60,000, may be matched with additional \$40,000 contributions from the Support Fund. The initial corpus of the endowment must remain intact, while income above the corpus may be used to benefit the student recipient in the form of scholarships, fellowships, and/or experiential opportunities, including internships, externships, conference travel, and field work.

The following stipulation in the Board's Endowed Superior Graduate Student Scholarships program policy is relevant to proposals submitted in this cycle: "...Louisiana State University and A&M College, due to its distinctive public flagship status, may receive a maximum of 50% of subprogram funds budgeted...; each submitting campus with a five-year average total graduate and first professional student enrollment of 1,000 or more may receive a maximum of 30% of subprogram funds...; and each submitting campus with a five-year average total graduate and first professional student enrollment of less than 1,000 or with post-doctoral fellow positions but no student enrollment may receive a maximum of 20%."

The FY 2022-23 Support Fund Plan and Budget allocates a total of \$1,120,000 to the Endowed Superior Graduate Student Scholarships subprogram, including \$20,000 for competitive review, with the remaining \$1,100,000 to be awarded on a competitive basis. With all requests validated, the Board has received applications from eight campuses for the matching of forty-nine (49) scholarships, requesting BoRSF funds of \$5,080,000. A rank-order list of Priority I recommended proposals appears in **Appendix J** (See **Appendix B** for a summary of all competitive endowment proposals recommended for funding.)

STAFF RECOMMENDATION

Senior Staff recommends approval of \$1,080,000 from the Support Fund to match fourteen (14) applications, ranked 1-14, submitted in FY 2022-23 under the Endowed Superior Graduate Student Scholarships subprogram. (See Appendix J.)

SECTION F: CONTINGENCY PLAN FOR BUDGETARY SHORTFALL

STAFF RECOMMENDATION

Senior Staff recommends approval of the following contingency plan for a budgetary shortfall: should the final FY 2022-23 Support Fund budget not achieve the amount cited herein, any shortfall shall be accommodated through a proportionate reduction in the amounts allocated for proposals in the competitive non-endowment Enhancement and Research and Development program components.

SECTION G: CAMPUS SUCCESS RATES

Appendix K contains a chart that summarizes – by campus and program – the number of proposals submitted to competitive Support Fund components, proposals recommended for funding, and first-year and total funding recommended for all Priority I proposals during the FY 2022-23 BoRSF competitive cycle.

APPENDIX A

**BoRSF Endowed Chairs for Eminent Scholars Program
Priority I Proposals Recommended for Funding by Out-of-State Consultants
For the FY 2022-23 Review Cycle**

Competitive Subprogram

Rank	Proposal Number	Institution	Title of Chair	BoRSF Match Recommended
1	009EC-23	Tulane University Health Sciences Center	Lawrence E. Lerner Presidential Chair in Aging	\$400,000
2	004EC-23	LSU Health Sciences Center – New Orleans	Daniel W. Nuss MD Chair in Skull Base Surgery Resubmission 2023	\$400,000
3	003EC-23	LSU and A&M College	Dr. Shirley C. Tucker Chair in Lichenology	\$400,000
4	002EC-23	LSU Alexandria	Alexandria Business Foundation Endowed Chair in Accounting	\$400,000
4	010EC-23	University of Louisiana at Lafayette	Kathleen B. Blanco Public Policy Center/BORSF Endowed Chair	\$400,000
6	008EC-23	Louisiana Tech University	Nicholas K. Akins Eminent Scholar Chair in Engineering	\$400,000

Proposals Submitted:	13
Total Funds Requested:	\$6,400,000

APPENDIX B

**Board of Regents Support Fund (BoRSF)
Competitive Endowment Subprograms Summary of Priority I Recommendations, FY 2022-23**

Institution	Endowed Chairs			Endowed Graduate Scholarships			Endowed Two-Yr Workforce Scholarships			Total Proposals		
	Submitted	Recm.	Total Award	Submitted	Recm.	Total Award	Submitted	Recm.	Total Award	Submitted	Recm.	Total Award
BRCC												
BPCC							5	5	\$150,000	5	5	\$150,000
Centenary												
Central Louisiana							4	4	\$250,000	4	4	\$250,000
Delgado							2	2	\$30,000	2	2	\$30,000
Dillard												
Fletcher							1	1	\$20,000	1	1	\$20,000
FMOLU												
Grambling												
Louisiana Christian U												
LCTCS												
Louisiana Delta												
LSU - Ag Center												
LSU - Alexandria	1	1	\$400,000							1	1	\$400,000
LSU and A&M	2	1	\$400,000	28	5	\$520,000				30	6	\$920,000
LSU - Eunice							1	1	\$60,000	1	1	\$60,000
LSU - Pennington												
LSU - Shreveport												
LSU Health Sci. Ctr.-NO	4	1	\$400,000	6	3	\$200,000				10	4	\$600,000
LSU Health Sci. Ctr.-S												
Louisiana Tech	1	1	\$400,000	1	1	\$40,000				2	2	\$440,000
Loyola												
LUMCON												
McNeese												
Nicholls												
Northshore							1	1	\$60,000	1	1	\$60,000
Northwestern				3	1	\$40,000				3	1	\$40,000
Nunez							1	1	\$20,000	1	1	\$20,000
River Parishes							1	1	\$40,000	1	1	\$40,000
St. Joseph Seminary												
South Louisiana							7	7	\$170,000	7	7	\$170,000
Southeastern Louisiana				1	0	\$0				1	0	\$0
Southern and A&M												
Southern - New Orleans												
Southern - Shreveport												
SOWELA							3	3	\$100,000	3	3	\$100,000
Tulane				1	1	\$80,000				1	1	\$80,000
Tulane Health Sci. Center	1	1	\$400,000							1	1	\$400,000
University of Holy Cross												
UL - Lafayette	2	1	\$400,000	2	2	\$80,000				4	3	\$480,000
UL - Monroe	2	0	\$0	7	1	\$120,000				9	1	\$120,000
UNO												
Xavier												
TOTALS	13	6	\$2,400,000	49	14	\$1,080,000	26	26	\$900,000	88	46	\$4,380,000

APPENDIX C

Board of Regents Support Fund Departmental Enhancement: Comprehensive FY 2022-23 Review Cycle
Priority I Proposals Recommended by Out-of-State Consultants

Rank	Proposal Number	PI Name	Institution	Project Title	Primary Discipline	Duration (Yrs)	Amount Recommended					Cumulative Y1
							Year 1	Year 2	Year 3	Year 4	Year 5	
1	013ENH-23	Ryder Thornton	Tulane University	Responding to a Fast-Moving Field: Equipment Requests to Upgrade the Lupin Theatre	Arts	3	\$242,827	\$160,283	\$21,502	\$0	\$0	\$242,827
1	009ENH-23	Erin Scott-Stewart	Southern University and A&M College	Wraparound Educational Supports for Teacher Candidates [WEST-C]	Education	5	\$198,000	\$200,000	\$200,000	\$166,446	\$166,446	\$440,827
15	021ENH-23	Robert Mahon	University of New Orleans	Reimagining the Pontchartrain Institute for Environmental Sciences to Meet Evolving Environmental Challenges Facing Louisiana, the Gulf Coast Region, and Beyond	Earth & Environmental Sciences	3	\$299,240	\$192,340	\$76,840	\$0	\$0	\$740,067

Total Number of Proposals Submitted	21
Total Funds Requested for First Year	\$5,240,656
Total Funds Requested for Second Year	\$3,290,039
Total Funds Requested for Third Year	\$2,888,067
Total Funds Requested for Fourth Year	\$2,387,810
Total Funds Requested for Fifth Year	\$1,753,220
Total Funds Requested	\$15,559,792
Total Number of Proposals Recommended	3
Total Funds Recommended for First Year	\$740,067
Total Funds Recommended for Second Year	\$552,623
Total Funds Recommended for Third Year	\$298,342
Total Funds Recommended for Fourth Year	\$166,446
Total Funds Recommended for Fifth Year	\$166,446
Total Funds Recommended	\$1,923,924

Board of Regents Support Fund Departmental Enhancement: Targeted FY 2022-23 Review Cycle
Priority I Proposals Recommended by Out-of-State Consultants

Rank	Proposal Number	PI Name	Institution	Project Title	Primary Discipline	Amount Recommended	Cumulative
1	054ENH-23	Shuming Bai	McNeese State University	Development of a Liquefied Natural Gas Experiential Learning Lab for Business Applications	Business	\$100,000	\$100,000
1	071ENH-23	Jean Fotie	Southeastern Louisiana University	Acquisition of a Gas Chromatograph-Mass Spectrometer [GC-MS] to Advance Undergraduate Education and Research at Southeastern Louisiana University	Chemistry	\$88,046	\$188,046
1	096ENH-23	Todd Murphy	University of Louisiana at Monroe	Acquisition of a LiDAR Ceilometer for Atmospheric Science Research and Education	Earth & Environmental Sciences	\$51,252	\$239,298
1	050ENH-23	Shengnian Wang	Louisiana Tech University	Enhancing Nanomaterial Research and Education with a Coupled TGA-GC/MS System	Engineering A	\$103,898	\$343,196
1	024ENH-23	Christal Schoen	Centenary College of LA	Enhancing Mathematics Education with Technology at Centenary College	Mathematics	\$20,187	\$363,383
8	075ENH-23	Bonny McDonald	Southern University and A&M College	Frank Hayden Theater Rigging System Renewal: Reopening an Interdisciplinary Performance Space	Arts	\$106,965	\$470,348
8	047ENH-23	Kathleen Heiden	Louisiana Tech University	Plaid to Profession	Business	\$165,750	\$636,098
8	038ENH-23	Mario Rivera	Louisiana State University and A&M College	A New Multi-Flow Liquid Chromatography System for State-of-the-Art LC-MS/MS Proteomics Research	Chemistry	\$94,093	\$730,191
8	095ENH-23	John Herrock	University of Louisiana at Monroe	Industrial Hygiene Teaching Laboratory Equipment Enhancement	Earth & Environmental Sciences	\$45,046	\$775,237
8	090ENH-23	Shuichi Sato	University of Louisiana at Lafayette	Upgrading Kinesiology Lab Equipment to Enhance Students' Learning Outcomes	Education	\$155,929	\$931,166
8	035ENH-23	Kevin McPeak	Louisiana State University and A&M College	Plasma-Enhanced Chemical Vapor Deposition for Research and Education at Louisiana State University	Engineering A	\$185,503	\$1,116,669
8	072ENH-23	Lisa Kuhn	Southeastern Louisiana University	Linux Servers for Science Majors: Promoting Computing Literacy	Mathematics	\$66,873	\$1,183,542
15	034ENH-23	Michael Mamp	Louisiana State University and A&M College	Fashion and Textile Artifact Acquisition and Storage Enhancement of the LSU Textile and Costume Museum	Arts	\$199,079	\$1,382,621
15	094ENH-23	Khalid El Sayed	University of Louisiana at Monroe	Enhancement of ULM Chemical and Pharmaceutical Research by a 9.4T NMR Spectrometer	Chemistry	\$200,000	\$1,582,621

Rank	Proposal Number	PI Name	Institution	Project Title	Primary Discipline	Amount Recommended	Cumulative
15	055ENH-23	Firouz Rosti	McNeese State University	Enhancement of the Civil Engineering Labs at McNeese State University	Engineering A	\$73,766	\$1,656,387
19	061ENH-23	Luciana Soares	Nicholls State University	Piano Lab A/V Enhancements	Arts	\$17,073	\$1,673,460
19	022ENH-23	Mary Miller	Baton Rouge Community College	The Louisiana Freshwater Sponge Project: A Platform for Environmental Science Education through Undergraduate Research Experiences and Outreach	Earth & Environmental Sciences	\$115,100	\$1,788,560
21	070ENH-23	Lily Brooks	Southeastern Louisiana University	Photography + Digital Foundations Studio	Arts	\$58,493	\$1,847,053
22	032ENH-23	Jesse Allison	Louisiana State University and A&M College	Immersive Sound in XR Studio Production	Arts	\$151,297	\$1,998,350
23	028ENH-23	Theodore Chiasson	Louisiana Christian University	Robotics Lab for Undergraduate Computer Science, Pre-Engineering, and School of Education Courses at Louisiana Christian University and for Outreach Initiative for K-12 Educators in CENLA	Computer & Information Science	\$66,000	\$2,064,350
23	045ENH-23	Elisabeth Maria Fatila	Louisiana Tech University	Enhancing Research, Education and Training in Chemistry, Physics and Engineering at Louisiana Tech Through Complementary Infrared and Raman Spectroscopy	Chemistry	\$75,000	\$2,139,350
23	036ENH-23	Xiangyu Meng	Louisiana State University and A&M College	Building a Smart City Testbed for Research and Education on Connected and Autonomous Electric Vehicles	Engineering A	\$107,580	\$2,246,930
26	046ENH-23	William Glisson	Louisiana Tech University	Hybrid Compute Plane [HCP]	Computer & Information Science	\$100,000	\$2,346,930
26	076ENH-23	Chiqian Zhang	Southern University and A&M College	Constructing an Environmental Microbiology and Biotechnology Laboratory to Augment the Research and Education in the Department of Civil and Environmental Engineering at SUBR	Engineering A	\$100,000	\$2,446,930
28	039ENH-23	Amitava Roy	Louisiana State University and A&M College	Micro-X-ray Absorption Spectroscopy and Operando X-Ray Diffractometry with Synchrotron Radiation	Engineering A	\$104,689	\$2,551,619
29	029ENH-23	Jacob Wittkopp	Louisiana Christian University	Enhancement of Functional, Safe, and Collegiate-caliber Performance Environment through Replacement of Acoustical Shell & Risers	Arts	\$86,315	\$2,637,934

Total Number of Proposals Submitted	81
Total Funds Requested	\$10,113,127
Total Number of Proposals Recommended	26
Total Funds Recommended	\$2,637,934

**Board of Regents Support Fund
BoR/SREB Doctoral Support Initiative to Promote Student and Faculty Diversity
for the FY 2022-23 Review Cycle**

Priority I Proposals Recommended for Funding by Out-of-State Consultant

Rank	Proposal#	Proposal Title	Institution	PI Name(s)	Duration (Years)	Funds Recommended	BoRSF Cumulative 1st-Year Amount
1	004SREB-23	Board of Regents Doctoral Fellowships at Tulane University	Tulane University	Michael Cunningham	1 2 3 TOTAL	\$ 52,500 \$ 45,000 <u>\$ 45,000</u> \$142,500	\$52,500
2	005SREB-23	BoR/SREB Doctoral Scholar Fellowships at the University of Louisiana at Lafayette	University of Louisiana at Lafayette	Mary Farmer-Kaiser	1 2 3 TOTAL	\$ 52,500 \$ 45,000 <u>\$ 45,000</u> \$142,500	\$105,000
3	001SREB-23	Board of Regents Graduate Fellow Program 2023-26	Louisiana State University and A&M College	James Spencer	1 2 3 TOTAL	\$ 35,000 \$ 30,000 <u>\$ 30,000</u> \$ 95,000	\$140,000
4	003SREB-23	SU-BoR/SREB Doctoral Fellowship	Southern University and A&M College	Patrick Mensah	1 2 3 TOTAL	\$ 17,500 \$ 15,000 <u>\$ 15,000</u> \$ 47,500	\$157,500
5	002SREB-23	Increasing Diversity in Doctoral Populations at Louisiana Tech University 2023-26	Louisiana Tech University	Bala Ramachandran	1 2 3 TOTAL	\$ 17,500 \$ 15,000 <u>\$ 15,000</u> \$ 47,500	\$175,000

Summary of Priority I Proposals Submitted to the BoR/SREB Graduate Fellowships to Promote Diversity Program for the FY 2022-23 Review Cycle

Proposals Submitted	Proposals Recommended	Total First-Year Funds Requested	Total Funds Requested	Total First-Year Funds Recommended	Total Funds Recommended	Total First-Year Funds Budgeted
5	5	\$315,000	\$855,000	\$175,000	\$475,000	\$175,000

APPENDIX D

**Board of Regents Support Fund (BoRSF)
Departmental Enhancement Summary of Priority I Recommendations, FY 2022-23**

Institution	Dept. Enhancement: Comprehensive*				Departmental Enhancement - Targeted				BoR/SREB Doctoral Student Support*				Total Proposals			
	Submitted	Recm.	1st Yr Award	Total Award	Submitted	Recm.	1st Yr Award	Total Award	Submitted	Recm.	1st Yr Award	Total Award	Submitted	Recm.	1st Yr Award	Total Award
BRCC					1	1	\$115,100	\$115,100					1	1	\$115,100	\$115,100
BPCC																
Centenary	1	0	\$0	\$0	3	1	\$20,187	\$20,187					4	1	\$20,187	\$20,187
Central Louisiana																
Delgado																
Dillard					2	0	\$0	\$0					2	0	\$0	\$0
Fletcher																
FMOLU																
Grambling																
Louisiana Christian U					2	2	\$152,315	\$152,315					2	2	\$152,315	\$152,315
LCTCS																
Louisiana Delta																
LSU - Ag Center					2	0	\$0	\$0					2	0	\$0	\$0
LSU - Alexandria																
LSU and A&M	2	0	\$0	\$0	11	6	\$842,241	\$842,241	1	1	\$35,000	\$95,000	14	7	\$877,241	\$937,241
LSU - Eunice																
LSU - Pennington																
LSU - Shreveport					1	0	\$0	\$0					1	0	\$0	\$0
LSUHSC-NO																
LSUHSC-S																
Louisiana Tech	1	0	\$0	\$0	7	4	\$444,648	\$444,648	1	1	\$17,500	\$47,500	9	5	\$462,148	\$492,148
Loyola	1	0	\$0	\$0	2	0	\$0	\$0					3	0	\$0	\$0
LUMCON					1	0	\$0	\$0					1	0	\$0	\$0
McNeese					3	2	\$173,766	\$173,766					3	2	\$173,766	\$173,766
Nicholls					6	1	\$17,073	\$17,073					6	1	\$17,073	\$17,073
Northshore																
Northwestern					7	0	\$0	\$0					7	0	\$0	\$0
Nunez																
River Parishes																
St. Joseph Seminary																
South Louisiana																
SELU	1	0	\$0	\$0	4	3	\$213,412	\$213,412					5	3	\$213,412	\$213,412
Southern and A&M	3	1	\$198,000	\$930,892	3	2	\$206,965	\$206,965	1	1	\$17,500	\$47,500	7	4	\$422,465	\$1,185,357
SUNO																
SU Shreveport																
SOWELA																
Tulane	5	1	\$242,827	\$424,612	3	0	\$0	\$0	1	1	\$52,500	\$142,500	9	2	\$295,327	\$567,112
Tulane Health Sci. Center																
University of Holy Cross																
UL - Lafayette	4	0	\$0	\$0	13	1	\$155,929	\$155,929	1	1	\$52,500	\$142,500	18	2	\$208,429	\$298,429
UL - Monroe	2	0	\$0	\$0	7	3	\$296,298	\$296,298					9	3	\$296,298	\$296,298
UNO	1	1	\$299,240	\$568,420	2	0	\$0	\$0					3	1	\$299,240	\$568,420
Xavier					1	0	\$0	\$0					1	0	\$0	\$0
TOTALS	21	3	\$740,067	\$1,923,924	81	26	\$2,637,934	\$2,637,934	5	5	\$175,000	\$475,000	107	34	\$3,553,001	\$5,036,858

APPENDIX E

**Endowed Professorships/First-Generation Scholarships Matching Requests: Allocation of BoRSF Funds by Campus/System
FY 2022-23 Submissions**

	FY 2022-23 EP/EFGS* Slots Requested	FY 2022-23 EP/EFGS* Slots Recommended	FY 2022-23 Funds Recommended
Louisiana Association of Independent Colleges and Universities (LAICU)			
Loyola	6 EP @ \$20,000	6 EP @ \$20,000	\$120,000
Tulane	2 EP @ \$20,000	2 EP @ \$20,000	\$40,000
TUHSC	2 EP @ \$20,000	2 EP @ \$20,000	\$40,000
System Total	10 EP	10 EP	\$200,000
LSU System (LSU)			
LSU Ag Center	3 EP @ \$20,000	3 EP @ \$20,000	\$60,000
LSU and A&M	71 EP	10 EP @ \$40,000**	\$400,000
	68 EP @ \$40,000		
	3 EP @ \$20,000		
System Total	74 EP	13 EP	\$460,000
Louisiana Community and Technical College System (LCTCS)			
BPCC	2 (1 EP/1 EFGS)	2 (1 EP/1 EFGS)	
	1 EP @ \$40,000	1 EP @ \$40,000	\$40,000
	1 EFGS @ \$20,000	1 EFGS @ \$20,000	\$20,000
CLTCC	1 EP @ \$40,000	1 EP @ \$40,000	\$40,000
FTCC	1 EP @ \$40,000	1 EP @ \$40,000	\$40,000
NTCC	1 EP @ \$40,000	1 EP @ \$40,000	\$40,000
RPCC	2 EFGS @ \$20,000	2 EFGS @ \$20,000	\$40,000
SLCC	1 EFGS @ \$20,000	1 EFGS @ \$20,000	\$20,000
System Total	8 (4 EP; 4 EFGS)	8 (4 EP; 4 EFGS)	\$240,000
University of Louisiana System (UL)			
GSU	19 (3 EP; 16 EFGS)	10 EP/EFGS @ \$40,000**	\$400,000
	5 (1 EP; 4 EFGS) @ \$20,000		
	14 (3 EP; 11 EFGS) @ \$40,000		
LA Tech	1 EFGS @ \$20,000	1 EFGS @ \$20,000	\$20,000
McNeese	1 EP @ \$40,000	1 EP @ \$40,000	\$40,000
Northwestern	1 EP @ \$20,000	1 EP @ \$20,000	\$20,000
SLU	3 (1 EP; 2 EFGS) @ \$20,000	3 (1 EP; 2 EFGS) @ \$20,000	\$60,000
UL Lafayette	5 EP @ \$20,000	5 EP @ \$20,000	\$100,000
UL Monroe	4 (1 EP, 3 EFGS) @ \$20,000	4 (1 EP, 3 EFGS) @ \$20,000	\$80,000
UNO	20 (2 EP; 18 EFGS) @ \$20,000	19 (2 EP; 17 EFGS)	\$380,000
System Total	54 (14 EP; 40 EFGS)	45 (15 EP; 30 EFGS)	\$1,100,000
STATEWIDE TOTAL	146 (102 EP/44 EFGS)	76 (42 EP/34 EFGS)	\$2,000,000

* EP = Endowed Professorship; EFGS = Endowed First-Generation Scholarship

** Based on submitted rank order, campus may use matching dollars per \$40,000 increment for one \$40,000 slot or two \$20,000 slots and for either endowment type

APPENDIX F

ENDOWED PROFESSORSHIP PROGRAM MATCH REQUESTS SUBMITTED MARCH 31, 2023

Institution	BOSSIER PARISH COMMUNITY COLLEGE						
	Name of Professorship	Slots	Type	P/Y Request	Priority	Donation	Match Sought
	BPCC Foundation Endowed Professorship in Cyber Technology	1	P	New	1	\$60,000	\$40,000
	Dr. Douglas Peterson Endowed Scholarship for First-Generation College Students	1	S	New	2	\$30,000	\$20,000
Totals	2	2				\$90,000	\$60,000
Institution	CENTRAL LA TECHNICAL COMMUNITY COLLEGE						
	Name of Professorship	Slots	Type	P/Y Request	Priority	Donation	Match Sought
	Alexandria Business Foundation Endowed Professorship in Business Education	1	P	New	1	\$60,000	\$40,000
Totals	1	1				\$60,000	\$40,000
Institution	FLETCHER TECHNICAL COMMUNITY COLLEGE						
	Name of Professorship	Slots	Type	P/Y Request	Priority	Donation	Match Sought
	Technical Education Endowed Professorship	1	P	New	1	\$60,000	\$40,000
Totals	1	1				\$60,000	\$40,000
Institution	GRAMBLING STATE UNIVERSITY						
	Name of Professorship	Slots	Type	P/Y Request	Priority	Donation	Match Sought
	SGA Centennial Campaign Endowed Scholarship	2	S	P/Y Request	1	\$135,162	\$60,000
	Reverend E. Edward Jones, Sr. & Mrs. Leslie A. Jones Endowed Student Scholarship	2	S	P/Y Request	2	\$121,950	\$60,000
	Dallas Alumni Chapter of GSU Endowed Professorship in the College of Business	1	P	P/Y Request	3	\$152,594	\$40,000
	Arlynne Lake Cheers Endowed Professorship in the College of Education	1	P	P/Y Request	4	\$150,545	\$40,000
	Clayton A. Wiley and Viola E. Wiley Endowed Professorship for the Department of Engineering Technology in the College of Arts and Sciences	1	P	P/Y Request	5	\$120,000	\$40,000
	Dr. Joseph B. Johnson - Kappa Alpha Psi/Gamma Psi Endowed Professorship	1	P	P/Y Request	6	\$94,150	\$20,000
	Delta Sigma Theta-Delta Iota Endowment Scholarship	1	S	P/Y Request	7	\$90,419	\$20,000
	Ruston Alumni Chapter Family of Coach James Wicks Duncan, Sr. Endowed Scholarship	1	S	P/Y Request	8	\$80,960	\$20,000
	Dr. Neari F. Warner Endowed Student Scholarship	9	S	P/Y Request	9	\$1,000,000	\$340,000
Totals	10	19				\$1,945,780	\$640,000
Institution	LSU AGRICULTURAL CENTER						
	Name of Professorship	Slots	Type	P/Y Request	Priority	Donation	Match Sought
	Louisiana Farm Bureau Professorship in Agricultural Policy I #2	1	P	New	1	\$80,000	\$20,000
	Louisiana Farm Bureau Professorship in Agricultural Policy II #2	1	P	New	2	\$80,000	\$20,000
	Albert E. and Karen W. Kirby Professorship in Agriculture	1	P	New	3	\$80,000	\$20,000
Totals	3	3				\$240,000	\$60,000

Institution **LOUISIANA STATE UNIVERSITY AND A&M COLLEGE**

	Name of Professorship	Slots	Type	P/Y Request	Priority	Donation	Match Sought
	Ben R. Miller, Jr. Professorship	1	P	P/Y Request	1	\$60,000	\$40,000
	Professional Ethics Professorship #4	1	P	P/Y Request	2	\$60,000	\$40,000
	E. J. Ourso Professorship in Consumer Behavior	10	P	P/Y Request	3-12	\$600,000	\$400,000
	E. J. Ourso Professorship in Marketing Strategy	10	P	P/Y Request	13-22	\$600,000	\$400,000
	E. J. Ourso Professorship in Information Systems & Decision Sciences #1	7	P	P/Y Request	23-29	\$420,000	\$280,000
	E. J. Ourso Professorship in Information Systems & Decision Sciences #2	7	P	P/Y Request	30-36	\$420,000	\$280,000
	E. J. Ourso Professorship in Information Systems & Decision Sciences #3	6	P	P/Y Request	37-42	\$360,000	\$240,000
	James R. Dupuy Professorship	1	P	P/Y Request	43	\$60,000	\$40,000
	U. J. LeGrange Professorship in Accounting #10	1	P	P/Y Request	44	\$60,000	\$40,000
	Cheney C. Joseph Endowed Professorship	3	P	P/Y Request	45-47	\$180,000	\$120,000
	Joan Pender McManus Distinguished Professorship	5	P	P/Y Request	48-52	\$300,000	\$200,000
	Dr. William R. Lee Professorship in Genetics	3	P	P/Y Request	53-55	\$240,000	\$60,000
	U.J. LeGrange Endowed Professorship in Accounting #11	1	P	P/Y Request	56	\$60,000	\$40,000
	Professional Ethics Professorship #5	1	P	P/Y Request	57	\$60,000	\$40,000
	Professional Ethics Professorship #6	1	P	P/Y Request	58	\$60,000	\$40,000
	Adele W. and Robert D. Anding Professorship	2	P	P/Y Request	59-60	\$120,000	\$80,000
	U.J. LeGrange Endowed Professorship in Accounting #12	1	P	P/Y Request	61	\$60,000	\$40,000
	Charles M. Smith Medical Physics Endowed Professorship #1	8	P	P/Y Request	62-69	\$480,000	\$320,000
	Hannelore and Johannes Storz Professorship in Pathobiological Sciences	2	P	P/Y Request	70-71	\$120,000	\$80,000
Totals	19	71				\$4,320,000	\$2,780,000

Institution **LOUISIANA TECH UNIVERSITY**

	Name of Professorship	Slots	Type	P/Y Request	Priority	Donation	Match Sought
	Leslie K. and Kathy Guice First Generation Undergraduate Scholarship	1	S	New	1	\$80,000	\$20,000
Totals	1	1				\$80,000	\$20,000

Institution **LOYOLA UNIVERSITY**

	Name of Professorship	Slots	Type	P/Y Request	Priority	Donation	Match Sought
	Dr. L. Mulry Tetlow Endowed Professorship in Psychology	1	P	New	1	\$104,000	\$20,000
	Rachel and Stephen Kent Professorship in Biological Sciences	1	P	New	2	\$100,000	\$20,000
	Dr. Vernon Gregson Endowed Professorship I in Religious Studies	1	P	New	3	\$104,000	\$20,000
	Dr. Elisabeth M. Tetlow Endowed Professorship in Old Testament Scripture	1	P	New	4	\$104,000	\$20,000
	Dr. Vernon Gregson Endowed Professorship II in Religious Studies	1	P	New	5	\$104,000	\$20,000
	Dr. Elisabeth M. Tetlow Endowed Professorship in New Testament Scripture	1	P	New	6	\$104,000	\$20,000
Totals	6	6				\$620,000	\$120,000

Institution	MCNEESE STATE UNIVERSITY						
	Name of Professorship	Slots	Type	P/Y Request	Priority	Donation	Match Sought
	Shirley Kidd Hunter Professorship in Music	1	P	New	1	\$60,000	\$40,000
Totals	1	1				\$60,000	\$40,000
Institution	NORTHSHORE TECHNICAL COMMUNITY COLLEGE						
	Name of Professorship	Slots	Type	P/Y Request	Priority	Donation	Match Sought
	Caleb Page Memorial Endowed Professorship in Mathematics	1	P	New	1	\$60,000	\$40,000
Totals	1	1				\$60,000	\$40,000
Institution	NORTHWESTERN STATE UNIVERSITY						
	Name of Professorship	Slots	Type	P/Y Request	Priority	Donation	Match Sought
	Walter Porter Family Endowed Professorship in Business	1	P	New	1	\$80,000	\$20,000
Totals	1	1				\$80,000	\$20,000
Institution	RIVER PARISHES COMMUNITY COLLEGE						
	Name of Professorship	Slots	Type	P/Y Request	Priority	Donation	Match Sought
	Marathon Petroleum Endowed Scholarship for First Generation Minority and/or Women College Students Majoring in Process Technology	2	S	New	1	\$60,000	\$40,000
Totals	1	1				\$60,000	\$40,000
Institution	SOUTH LOUISIANA COMMUNITY COLLEGE						
	Name of Professorship	Slots	Type	P/Y Request	Priority	Donation	Match Sought
	Vincent G. June Endowed Scholarship for First-Generation College Students	1	S	New	1	\$40,000	\$20,000
Totals	1	1				\$40,000	\$20,000
Institution	SOUTHEASTERN LOUISIANA UNIVERSITY						
	Name of Professorship	Slots	Type	P/Y Request	Priority	Donation	Match Sought
	Steve Cosse First Generation Endowed Scholarship #2	1	S	New	1	\$80,000	\$20,000
	Thelma Ryan First Generation Endowed Scholarship	1	S	New	2	\$80,000	\$20,000
	Joyce C. Junghans Endowed Professorship for Teaching Excellence	1	P	New	3	\$80,000	\$20,000
Totals	3	3				\$240,000	\$60,000
Institution	TULANE UNIVERSITY						
	Name of Professorship	Slots	Type	P/Y Request	Priority	Donation	Match Sought
	Diana and Mark Tipton Professorship IV	1	P	New	1	\$80,000	\$20,000
	Sher Garner Professorship in Sports Law V	1	P	New	2	\$80,000	\$20,000
Totals	2	2				\$160,000	\$40,000

Institution	TULANE UNIVERSITY HEALTH SCIENCES CENTER						
	Name of Professorship	Slots	Type	P/Y Request	Priority	Donation	Match Sought
	Dr. Donald R. and Donna G. Pulitzer Professorship in Pathology III	1	P	New	1	\$80,000	\$20,000
	Dr. Donald R. and Donna G. Pulitzer Professorship in Pathology IV	1	P	New	2	\$80,000	\$20,000
Totals	2	2				\$160,000	\$40,000
Institution	UNIVERSITY OF LOUISIANA LAFAYETTE						
	Name of Professorship	Slots	Type	P/Y Request	Priority	Donation	Match Sought
	Cynthia Baillio Hartgerink BORSF Endowed Professorship in Computing & Informatics	1	P	New	1	\$80,000	\$20,000
	Ginger Morain Myers BORSF Endowed Professorship in Nursing Fund	1	P	P/Y Request	2	\$80,000	\$20,000
	Lorena Duga Morain BORSF Endowed Professorship in Nursing Fund	1	P	P/Y Request	3	\$80,000	\$20,000
	Earline Bihm ('64) BORSF Endowed Professorship in Nursing Fund	1	P	P/Y Request	4	\$80,000	\$20,000
	Billy Tauzin BORSF Endowed Professorship in Health Sciences Fund	1	P	P/Y Request	5	\$80,000	\$20,000
Totals	5	5				\$400,000	\$100,000
Institution	UNIVERSITY OF LOUISIANA MONROE						
	Name of Professorship	Slots	Type	P/Y Request	Priority	Donation	Match Sought
	Justice Marcus Clark First Generation Endowed Scholarship	1	S	New	1	\$80,000	\$20,000
	Merlin Reiser Super First Generation Endowed Scholarship	2	S	New	2	\$160,000	\$40,000
	Tex Kilpatrick Endowed Professorship in Kinesiology	1	P	New	3	\$80,000	\$20,000
Totals	3	4				\$320,000	\$80,000
Institution	UNIVERSITY OF NEW ORLEANS						
	Name of Professorship	Slots	Type	P/Y Request	Priority	Donation	Match Sought
	The Phillip J. Gunn & Jeanne M. Turner Endowed First-Generation Academic Scholarship I	1	S	New	1	\$80,000	\$20,000
	The Phillip J. Gunn & Jeanne M. Turner Endowed First-Generation Academic Scholarship II	1	S	New	2	\$80,000	\$20,000
	Anil Raj Endowed Professorship in Naval Architecture and Marine Engineering	2	P	New	3	\$160,000	\$40,000
	Joseph Lee and Nola Michalik Endowed First-Generation Scholarship	1	S	New	4	\$80,000	\$20,000
	Mary Grace Curry Endowed First-Generation Scholarship in Science I	1	S	New	5	\$80,000	\$20,000
	Mary Grace Curry Endowed First-Generation Scholarship in Science II	1	S	New	6	\$80,000	\$20,000
	Mary Grace Curry Endowed First-Generation Scholarship in Science III	1	S	New	7	\$80,000	\$20,000
	Mary Grace Curry Endowed First-Generation Scholarship in Science IV	1	S	New	8	\$80,000	\$20,000
	Mary Grace Curry Endowed First-Generation Scholarship in Science V	1	S	New	9	\$80,000	\$20,000
	Mary Grace Curry Endowed First-Generation Scholarship in Science VI	1	S	New	10	\$80,000	\$20,000
	Mary Grace Curry Endowed First-Generation Scholarship in Science VII	1	S	New	11	\$80,000	\$20,000
	Mary Grace Curry Endowed First-Generation Scholarship in Science VIII	1	S	New	12	\$80,000	\$20,000
	Mary Grace Curry Endowed First-Generation Scholarship in Science IX	1	S	New	13	\$80,000	\$20,000

Mary Grace Curry Endowed First-Generation Scholarship in Science X	1	S	New	14	\$80,000	\$20,000
Mary Grace Curry Endowed First-Generation Scholarship in Science XI	1	S	New	15	\$80,000	\$20,000
Mary Grace Curry Endowed First-Generation Scholarship in Science XII	1	S	New	16	\$80,000	\$20,000
Mary Grace Curry Endowed First-Generation Scholarship in Science XIII	1	S	New	17	\$80,000	\$20,000
Mary Grace Curry Endowed First-Generation Scholarship in Science XIV	1	S	New	18	\$80,000	\$20,000
Mary Grace Curry Endowed First-Generation Scholarship in Science XV	1	S	New	19	\$80,000	\$20,000
Totals	19	20			\$1,600,000	\$400,000

Request Type Key	
First-Generation Scholarship	S
Professorship	P
P/Y Type Key	
New Request	New
Previously Requested (80/20)	PR
Institution eligible for 60/40 under Professorship cap (60/40)	1
Donation Agreement in place prior to ratio change (60/40)	2

APPENDIX G

**BoRSF Endowed Two-Year Workforce Scholarships
Proposals Recommended for Funding
FY 2022-23**

Proposal #	Campus	Scholarship Name	Match Requested	Funds Recommended
001EWF-23	Bossier Parish Community College	Barbara R. & Rickey L. Jones Endowed Workforce Scholarship in Health Sciences	\$20,000	\$20,000
002EWF-23	Bossier Parish Community College	BPCC Foundation Endowed Workforce Scholarship in Business for Student Athletes	\$20,000	\$20,000
003EWF-23	Bossier Parish Community College	John & Joanna Magale Endowed Workforce Scholarship in Allied Health	\$30,000	\$30,000
004EWF-23	Bossier Parish Community College	Robert L. Byles Endowed Workforce Scholarship in Electrical Technology	\$20,000	\$20,000
005EWF-23	Bossier Parish Community College	Bossier Healthcare Foundation Endowed Workforce Scholarship in Healthcare	\$60,000	\$60,000
006EWF-23	Central Louisiana Technical Community College	Alexandria Business Foundation Endowed Scholarship in Business and Accounting	\$80,000	\$80,000
007EWF-23	Central Louisiana Technical Community College	Alexandria Business Foundation Endowed Scholarship for High School Graduate Business Majors	\$60,000	\$60,000
008EWF-23	Central Louisiana Technical Community College	Alexandria Business Foundation Endowed Scholarship in Business	\$50,000	\$50,000
009EWF-23	Central Louisiana Technical Community College	Alexandria Business Foundation Endowed Transfer Scholarship in Business	\$60,000	\$60,000
010EWF-23	Delgado Community College	Georga Helmer Charity Alumni Endowed Two-Year Student Workforce Scholarship in Nursing (SOC Code: 29-1141)	\$10,000	\$10,000
011EWF-23	Delgado Community College	Todd Trosclair Two-Year Student Workforce Scholarship in Electrical Studies	\$20,000	\$20,000
012EWF-23	Fletcher Technical Community College	Colbert Antoine Bouvier Technical Programs Endowed Scholarship	\$20,000	\$20,000
013EWF-23	Louisiana State University at Eunice	Leonard G. Fontenot Family Scholarship	\$60,000	\$60,000
014EWF-23	Northshore Technical Community College	Richard Weeks Endowed Scholarship in Maritime Technology	\$60,000	\$60,000
015EWF-23	Nunez Community College	Nunez Community College Foundation- Lambert Legacy- Two Year Workforce Endowed Scholarship in Aerospace Manufacturing	\$20,000	\$20,000

**BoRSF Endowed Two-Year Workforce Scholarships
Proposals Recommended for Funding
FY 2022-23**

016EWF-23	River Parishes Community College	Evonik Scholarship for PTEC Majors from St. John parish	\$40,000	\$40,000
017EWF-23	South Louisiana Community College	Charles A. Patout Memorial Endowed Scholarship	\$20,000	\$20,000
018EWF-23	South Louisiana Community College	St. Landry Healthcare Endowed Scholarship in Nursing	\$10,000	\$10,000
019EWF-23	South Louisiana Community College	National EMS Academy Endowed Scholarship	\$20,000	\$20,000
020EWF-23	South Louisiana Community College	Blake Douet Endowed Scholarship in Engineering	\$10,000	\$10,000
021EWF-23	South Louisiana Community College	LHC Group/Myers Family Foundation Endowed Scholarship in Nursing and Home Health	\$80,000	\$80,000
022EWF-23	South Louisiana Community College	Grainger Foundation Endowed Scholarship in Oil & Gas	\$20,000	\$20,000
023EWF-23	South Louisiana Community College	Moody Company Foundation and Pinhook Foundation Endowed Scholarship in Registered Nursing	\$10,000	\$10,000
024EWF-23	SOWELA Technical Community College	Nursing Booster	\$50,000	\$50,000
025EWF-23	SOWELA Technical Community College	Charles C. Harris	\$10,000	\$10,000
026EWF-23	SOWELA Technical Community College	Enable Midstream Partners	\$40,000	\$40,000
TOTAL			\$900,000	\$900,000

APPENDIX H

**Board of Regents Support Fund Research and Development Program Research Competitiveness Subprogram (RCS) for FY 2022-23 Review Cycle
Priority I Proposals Recommended for Funding by Out-of-State Consultants**

Rank	Proposal #	PI Name	Institution	Project Title	Funds Recommended			
					Year 1	Year 2	Year 3	Cumulative Year 1
1-AG	005A-23	Jeb Fields	Louisiana State University Agricultural Center	Improving Root Growth, Resource Efficiency, and Crop Productivity with Soilless Substrate Stratification	\$41,300	\$18,500	\$10,000	\$41,300
2-AG	003A-23	Maria Bampasidou	Louisiana State University Agricultural Center	Farm Labor Supply and Demand Adapting to Labor Market Shocks	\$53,000	\$53,000	\$46,372	\$94,300
1-BSI	099A-23	Cheng Shi	University of New Orleans	Regulation of Somatic Aging and Lipid Metabolism by the Hyperactive Germline	\$53,000	\$53,000	\$53,000	\$147,300
2-BSI	047A-23	Ben Kelly	Louisiana State University Health Sciences Center - New Orleans	Regulation of Cytochrome C Oxidase Subunit Expression in Leishmania	\$50,000	\$50,000	\$50,000	\$197,300
3-BSI	008A-23	Constantine Simintiras	Louisiana State University Agricultural Center	The Mechanisms of Uterine Gland Formation and Behavior in Health and Disease	\$53,000	\$53,000	\$53,000	\$250,300
4-BSI	042A-23	Anastasios Vourekas	Louisiana State University and A & M College	tRNA Fragments as Guides of mRNA Regulation by RNase P	\$53,000	\$50,000	\$42,255	\$303,300
1-BSII	040A-23	Jiaqi Tan	Louisiana State University and A & M College	Investigation of the Ecological Impacts of Nanomaterial Stress on Species Interactions in Freshwater Ecosystems	\$53,000	\$53,000	\$37,200	\$356,300
2-BSII	029A-23	Karen Maruska	Louisiana State University and A & M College	Hormone-Mediated Muscle Plasticity to Facilitate Extreme Parental Care in a Mouthbrooding Cichlid Fish	\$20,000	\$0	\$0	\$376,300
3-BSII	085A-23	Emily Kane	University of Louisiana at Lafayette	Sculpting Sculpins: Form and Function of Pectoral Fin Specialization in Intertidal Fishes	\$53,000	\$53,000	\$53,000	\$429,300
4-BSII	041A-23	Gregory Thom	Louisiana State University and A & M College	The Genomic Architecture Behind the Obligatory Army-Ant Following Behaviour in Birds	\$53,000	\$53,000	\$0	\$482,300
5-BSII	034A-23	Olalekan Ogundele	Louisiana State University and A & M College	Decoding Hypertension in the Hypothalamus-Brainstem Circuit	\$20,000	\$0	\$0	\$502,300
1-CIS	084A-23	Aminul Islam	University of Louisiana at Lafayette	Improving the Training Time and Learning Capacity of a Deep Learning Model	\$53,000	\$50,295	\$46,056	\$555,300

**Board of Regents Support Fund Research and Development Program Research Competitiveness Subprogram (RCS) for FY 2022-23 Review Cycle
Priority I Proposals Recommended for Funding by Out-of-State Consultants**

Rank	Proposal #	PI Name	Institution	Project Title	Funds Recommended			
					Year 1	Year 2	Year 3	Cumulative Year 1
2-CIS	073A-23	Mahir Bilen Can	Tulane University	Applications of Representation Theory to Quantum Error Correction	\$53,000	\$53,000	\$0	\$608,300
1-EES	086A-23	Davide Oppo	University of Louisiana at Lafayette	Advanced Time-Lapse Seismic Characterization of a Methane Hydrate-Bearing System	\$39,384	\$33,301	\$31,250	\$647,684
2-EES	069A-23	Jonathan Willis	Nicholls State University	Quantifying the Contribution of Dwarf Palmetto [Sabal minor] to Carbon Sequestration in Louisiana Bottomland Hardwood Habitats	\$38,700	\$39,959	\$39,052	\$686,384
3-EES	021A-23	Achim Herrmann	Louisiana State University and A & M College	Hafnium Isotopes of Detrital Zircons	\$12,675	\$0	\$0	\$699,059
1-ENGA	011A-23	Yaxin An	Louisiana State University and A & M College	Computational Investigation of Nanoparticles for Targeted Drug Delivery	\$53,000	\$53,000	\$50,000	\$752,059
2-ENGA	056A-23	M. Shafiqur Rahman	Louisiana Tech University	Conformal Additive Friction-Stir Deposition Process for Multi-Scale Structural and Repair Applications	\$53,000	\$53,000	\$53,000	\$805,059
3-ENGA	017A-23	Kofi Christie	Louisiana State University and A & M College	Investigation of Inorganic Fouling in Membrane-Based Water Purification	\$53,000	\$53,000	\$53,000	\$858,059
4-ENGA	098A-23	Elnaz Safapour	University of New Orleans	Improving Adaptability and Resiliency of Rural Communities: Development of an ANP-Based Decision Support System for Post-Hurricane Recovery Activities	\$53,000	\$53,000	\$53,000	\$911,059
5-ENGA	023A-23	Amirhosein Jafari	Louisiana State University and A & M College	Developing a Smart Occupant-Centric Energy Management System for Office Buildings	\$53,000	\$53,000	\$53,000	\$964,059
1-MAT	053A-23	Nathan Green	Louisiana Tech University	Multiple Zeta Values in Function Fields using a Motivic Framework	\$53,000	\$53,000	\$42,109	\$1,017,059
2-MAT	077A-23	Xiang Ji	Tulane University	Molecular Epidemiology through Scalable Statistical Phylogenetic Modelling	\$53,000	\$53,000	\$53,000	\$1,070,059
1-PA	012A-23	Xiaojian Bai	Louisiana State University and A & M College	Probing, Modeling and Tuning Hybridized Quasi-particles in Quantum Magnets	\$53,000	\$53,000	\$53,000	\$1,123,059

**Board of Regents Support Fund Research and Development Program Research Competitiveness Subprogram (RCS) for FY 2022-23 Review Cycle
Priority I Proposals Recommended for Funding by Out-of-State Consultants**

Rank	Proposal #	PI Name	Institution	Project Title	Funds Recommended			
					Year 1	Year 2	Year 3	Cumulative Year 1
2-PA	010A-23	Ivan Agullo	Louisiana State University and A & M College	Global Time Distribution via Satellite Constellations Using Entangled Photons	\$53,000	\$53,000	\$0	\$1,176,059
1-SS	038A-23	Kevin Smiley	Louisiana State University and A & M College	Understanding Governance Challenges from Climate Change and Extreme Weather Events in South Louisiana	\$20,000	\$0	\$0	\$1,196,059
2-SS	016A-23	Kellie Brisini	Louisiana State University and A & M College	Linking Relationship Parameters, Partner Communication, and Mental Health during Major Life Transitions	\$53,000	\$53,000	\$27,147	\$1,249,059

Number of Proposals Submitted	99
Total Funds Requested for First Year	\$5,298,569
Total Funds Requested for Second Year	\$4,600,530
Total Funds Requested for Third Year	\$3,736,681
Total Funds Requested	\$13,635,780
Number of Proposals Recommended	27
First-Year Funds Recommended	\$1,249,059
Second-Year Funds Recommended	\$1,143,055
Third-Year Funds Recommended	\$898,441
Total Funds Recommended	\$3,290,555

**Board of Regents Support Fund Research and Development Program Industrial Ties Research Subprogram (ITRS) for FY 2022-23 Review Cycle
Priority I Proposals Recommended for Funding by Out-of-State Consultants**

Rank	Proposal #	PI Name	Institution	Project Title	Amount Recommended			
					Year 1	Year 2	Year 3	Cumulative year 1
1	014B-23	Prashanth Buchireddy	University of Louisiana at Lafayette	Production of Carbon Black from Plastic Waste	\$107,128	\$96,314	\$83,231	\$107,128
1	024B-23	Matthew Tarr	University of New Orleans	Extended Reality Training technology for Wind Turbines	\$114,239	\$84,893	\$85,564	\$221,367
3	012B-23	Shengnian Wang	Louisiana Tech University	Generating Valuable Products from Hydrocarbon Waste Using Solid Crystallized Zeolites	\$77,413	\$77,413	\$45,175	\$298,780
4	016B-23	Daniel Gang	University of Louisiana at Lafayette	Extraction of Lithium from Oilfield Produced Water Using Nano-Scale Mesoporous Lithium Ion-Sieves [NSMLIS]	\$101,243	\$98,304	\$93,365	\$400,023
5	006B-23	Ali Kazemian	Louisiana State University and A&M College	Towards Sustainable Robotic Construction: Concrete 3D Printing with Quarry By-products and Low Portland Cement Content	\$81,650	\$77,650	\$70,700	\$481,673

Total Number of Proposals Submitted	24
Total Funds Requested for First Year	\$2,466,875
Total Funds Requested for Second Year	\$2,057,208
Total Funds Requested for Third Year	\$1,825,509
Total Funds Requested	\$6,349,592
Total Funds Recommended for First Year	\$481,673
Total Funds Recommended for Second Year	\$434,574
Total Funds Recommended for Third Year	\$378,035
Total Funds Recommended	\$1,294,282

**Board of Regents Support Fund Research and Development Proof-of-Concept/Prototyping Initiative (PoC/P) FY 2022-23 Review Cycle
Priority I Proposals Recommended for Funding by Out-of-State Consultants**

Rank	Proposal #	PI Name	Project Title	Institution	Funds Recommended	Cumulative Funds Recommended
1	013D-23	Mohammad Khattak	Development of Green Construction Material Using Locally Available Rice and Sugarcane Industrial By-products	University of Louisiana at Lafayette	\$40,000	\$40,000
2	007D-23	Kidong Park	Validation of Hollow Microcarrier Mass-Produced by R2R Process	Louisiana State University and A&M College	\$40,000	\$80,000
3	014D-23	Wu Xu	Enhancement of the Triangular Spatial Relationship [TSR]-Based Approach for Promoting Successful Patent and Proposal Applications and Developing Collaborations with Industry	University of Louisiana at Lafayette	\$40,000	\$120,000
4	015D-23	Hui Yan	Carbon Dioxide and Methane on HOLLOW Porous matERials [HOPE]	University of Louisiana at Lafayette	\$40,000	\$160,000
5	009D-23	Yuri Lvov	Advanced Wood Products Infused with Clay Nanotubes for Strength and Mold / Flame Resistance	Louisiana Tech University	\$40,000	\$200,000
6	003D-23	Sabarethinam Kameshwar	Preventing Flood Induced Flotation and Sliding Failure of Oil Storage Tanks	Louisiana State University and A&M College	\$29,864	\$229,864

Number of Proposals Submitted	16
Total Money Requested	\$624,821
Number of Proposals Recommended	6
Total Money Recommended	\$229,864

**Board of Regents Support Fund Research and Development Awards to Louisiana Artists and Scholars (ATLAS) FY 2022-23 Review Cycle
Priority I Proposals Recommended by Out-of-State Consultants**

Rank	Proposal #	PI Name	Project Title	Institution	Funds Recommended	Cumulative Funds Recommended
1	017ATL-23	Rockford Sansom	Voice Work: Art and Science in Changing Voices	Louisiana State University and A&M College	\$50,000	\$50,000
1	034ATL-23	Claudia Chavez Arguelles	Beyond Legal Truths: State Impunity and Maya 'Other Justice' After the Acteal Massacre	Tulane University	\$50,000	\$100,000
1	051ATL-23	Elizabeth Steeby	A People's Guide to New Orleans	University of New Orleans	\$49,345	\$149,345
4	019ATL-23	Jas Sullivan	African American Racial Trauma and the Political Reality	Louisiana State University and A&M College	\$50,000	\$199,345
4	032ATL-23	Adrian Anagnost	Drowned and Impassible Lands: Militarized Ecologies at the Mississippi Delta	Tulane University	\$50,000	\$249,345
6	055ATL-23	Kim Vaz-Deville	The Art of Resistance: Sacred Visual Creations of New Orleans' African American Mardi Gras Maskers	Xavier University of Louisiana	\$32,208	\$281,553
7	037ATL-23	Laura-Zoe Humphreys	Pushing Culture: Women and Digital Media Piracy in Cuba	Tulane University	\$50,000	\$331,553
8	024ATL-23	Allison Young	The Work and the World: Gavin Jantjes, Anti-Apartheid, and the Postwar Avant-Garde	Louisiana State University and A&M College	\$45,423	\$376,976
9	035ATL-23	Hongwei Chen	Ungovernable Media: Cinema, Education, And Statecraft in Nationalist China, 1932-1949	Tulane University	\$23,024	\$400,000

Number of Proposals	55
Total Funds Requested	\$2,428,916
Number of Proposals Recommended	9
Total Funds Recommended	\$400,000

APPENDIX I

**Board of Regents Support Fund (BoRSF)
Research & Development Summary of Priority I Recommendations, FY 2022-23**

Institution	Research Competitiveness Subprogram*				Industrial Ties Research Subprogram w/ PoC/P*				Awards to Louisiana Artists & Scholars Subprogram				Total Proposals			
	Submitted	Recm.	1st Yr Award	Total Award	Submitted	Recm.	1st Yr Award	Total Award	Submitted	Recm.	1st Yr Award	Total Award	Submitted	Recm.	1st Yr Award	Total Award
BRCC																
BPCC																
Centenary																
Central Louisiana																
Delgado									1	0	\$0	\$0	1	0	\$0	\$0
Dillard									1	0	\$0	\$0	1	0	\$0	\$0
Fletcher																
FMOLU																
Grambling	1	0	\$0	\$0									1	0	\$0	\$0
Louisiana Christian U																
LCTCS																
Louisiana Delta																
LSU - Ag Center	8	3	\$147,300	\$381,172	1	0	\$0	\$0					9	3	\$147,300	\$381,172
LSU - Alexandria																
LSU and A&M	37	13	\$549,675	\$1,339,277	18	3	\$151,514	\$299,864	24	3	\$145,423	\$145,423	79	19	\$846,612	\$1,784,564
LSU - Eunice																
LSU - Pennington																
LSU - Shreveport	1	0	\$0	\$0									1	0	\$0	\$0
LSUHSC-NO	2	1	\$50,000	\$150,000									2	1	\$50,000	\$150,000
LSUHSC-S	1	0	\$0	\$0									1	0	\$0	\$0
Louisiana Tech	11	2	\$106,000	\$307,109	2	2	\$117,413	\$240,001					13	4	\$223,413	\$547,110
Loyola	2	0	\$0	\$0					1	0	\$0	\$0	3	0	\$0	\$0
LUMCON																
McNeese	1	0	\$0	\$0					1	0	\$0	\$0	2	0	\$0	\$0
Nicholls	5	1	\$38,700	\$117,711					2	0	\$0	\$0	7	1	\$38,700	\$117,711
Northshore																
Northwestern																
Nunez																
River Parishes																
St. Joseph Seminary																
South Louisiana																
SELU	2	0	\$0	\$0									2	0	\$0	\$0
Southern and A&M	1	0	\$0	\$0									1	0	\$0	\$0
SUNO									1	0	\$0	\$0	1	0	\$0	\$0
Southern - Shreveport																
SOWELA																
Tulane	8	2	\$106,000	\$265,000	1	0	\$0	\$0	10	4	\$173,024	\$173,024	19	6	\$279,024	\$438,024
Tulane Health Sci. Center	1	0	\$0	\$0									1	0	\$0	\$0
University of Holy Cross																
UL - Lafayette	7	3	\$145,384	\$412,286	15	5	\$328,371	\$699,585	4	0	\$0	\$0	26	8	\$473,755	\$1,111,871
UL - Monroe	4	0	\$0	\$0					3	0	\$0	\$0	7	0	\$0	\$0
UNO	7	2	\$106,000	\$318,000	3	1	\$114,239	\$284,696	6	1	\$49,345	\$49,345	16	4	\$269,584	\$652,041
Xavier									1	1	\$32,208	\$32,208	1	1	\$32,208	\$32,208
TOTALS	99	27	\$1,249,059	\$3,290,555	40	11	\$711,537	\$1,524,146	55	9	\$400,000	\$400,000	194	47	\$2,360,596	\$5,214,701

APPENDIX J

ENDOWED SUPERIOR GRADUATE STUDENT SCHOLARSHIPS

RANK ORDER OF PRIORITY I PROPOSALS, FY 2022-23

1	037EGS-23	Northwestern State University	2023 Dudley Downing Endowed Superior Graduate Student Scholarship	\$40,000
1	043EGS-23	University of Louisiana at Monroe	Bourn, LIPA and Causey-Boyd SGS in Pharmacy	\$120,000
3	004EGS-23	Louisiana State University and A&M College	Eleanor Connell Witter of Live Oak at Cedar Lodge Farm Scholarship	\$40,000
3	007EGS-23	Louisiana State University and A&M College	E. Kay Kirkpatrick Endowed Superior Graduate Scholarship in Public Law	\$40,000
3	018EGS-23	Louisiana State University and A&M College	Jeff and Ashley Raborn Scholarship	\$40,000
3	020EGS-23	Louisiana State University and A&M College	Class of 1978 Scholarship	\$120,000
3	021EGS-23	Louisiana State University and A&M College	A.B. Freeman Scholarship	\$280,000
8	041EGS-23	University of Louisiana at Lafayette	Dr. Grant Gibson / BORSF Endowed Superior Graduate Student Scholarship in Earth and Energy Sciences	\$40,000
9	029EGS-23	Louisiana State University Health Sciences Center - New Orleans	Hanson Scholarship in Nursing Resubmission	\$40,000
9	032EGS-23	Louisiana State University Health Sciences Center - New Orleans	Nursing School Superior Graduate Scholarship Resubmission 2023	\$80,000
9	035EGS-23	Louisiana Tech University	CMSH Endowed Graduate Student Scholarship in Engineering & Sciences	\$40,000
12	040EGS-23	Tulane University	Doris Patricia O'Quinn Fellowship Endowed Fund II	\$80,000
12	042EGS-23	University of Louisiana at Lafayette	Joel Lafayette Fletcher Jr. & Ralph W.E. Jones Sr. BoRSF Endowed Superior Graduate Student Scholarship in Education	\$40,000
14	030EGS-23	Louisiana State University Health Sciences Center - New Orleans	Giles MD Superior Scholarship Resubmission 2023	\$80,000
TOTAL:				\$1,080,000

Proposals Submitted:	49
Funds Requested:	\$5,120,000
Funds Recommended:	\$1,080,000

APPENDIX K

**BOARD OF REGENTS SUPPORT FUND
COMPETITIVE* PROGRAMS, BY COMPONENT
SUMMARY OF PRIORITY I RECOMMENDATIONS, FY 2022-23**

Institution	Enhancement*			Total \$ Rec.	Research & Development*			Total \$ Rec.	Competitive Endowments			Total \$ Rec.	ALL PRIORITY I RECOMMENDATIONS			
	Submitted	Rec.	1st year \$		Submitted	Rec.	1st year \$		Submitted	Rec.	1st Year \$ Rec.		Total \$ Rec.			
BRCC	1	1	\$115,100	\$115,100								1	1	\$115,100	\$115,100	
BPCC									5	5	\$150,000	5	5	\$150,000	\$150,000	
Centenary	4	1	\$20,187	\$20,187					4	1	\$20,187	4	1	\$20,187	\$20,187	
Central Louisiana									4	4	\$250,000	4	4	\$250,000	\$250,000	
Delgado					1	0	\$0	\$0	2	2	\$30,000	3	2	\$30,000	\$30,000	
Dillard	2	0	\$0	\$0	1	0	\$0	\$0				3	0	\$0	\$0	
Fletcher									1	1	\$20,000	1	1	\$20,000	\$20,000	
FMOLU																
Grambling					1	0	\$0	\$0				1	0	\$0	\$0	
Louisiana Christian U	2	2	\$152,315	\$152,315								2	2	\$152,315	\$152,315	
LCTCS																
Louisiana Delta																
LSU - Ag Center	2	0	\$0	\$0	9	3	\$147,300	\$381,172				11	3	\$147,300	\$381,172	
LSU - Alexandria									1	1	\$400,000	1	1	\$400,000	\$400,000	
LSU and A&M	14	7	\$877,241	\$937,241	79	19	\$846,612	\$1,784,564	30	6	\$920,000	123	32	\$2,643,853	\$3,641,805	
LSU - Eunice									1	1	\$60,000	1	1	\$60,000	\$60,000	
LSU - Pennington																
LSU - Shreveport	1	0	\$0	\$0	1	0	\$0	\$0				2	0	\$0	\$0	
LSUHSC-NO					2	1	\$50,000	\$150,000	10	4	\$600,000	12	5	\$650,000	\$750,000	
LSUHSC-S					1	0	\$0	\$0				1	0	\$0	\$0	
Louisiana Tech	9	5	\$462,148	\$492,148	13	4	\$223,413	\$547,110	2	2	\$440,000	24	11	\$1,125,561	\$1,479,258	
Loyola	3	0	\$0	\$0	3	0	\$0	\$0				6	0	\$0	\$0	
LUMCON	1	0	\$0	\$0								1	0	\$0	\$0	
McNeese	3	2	\$173,766	\$173,766	2	0	\$0	\$0				5	2	\$173,766	\$173,766	
Nicholls	6	1	\$17,073	\$17,073	7	1	\$38,700	\$117,711				13	2	\$55,773	\$134,784	
Northshore									1	1	\$60,000	1	1	\$60,000	\$60,000	
Northwestern	7	0	\$0	\$0					3	1	\$40,000	10	1	\$40,000	\$40,000	
Nunez									1	1	\$20,000	1	1	\$20,000	\$20,000	
River Parishes									1	1	\$40,000	1	1	\$40,000	\$40,000	
St. Joseph Seminary																
South Louisiana									7	7	\$170,000	7	7	\$170,000	\$170,000	
SELU	5	3	\$213,412	\$213,412	2	0	\$0	\$0	1	0	\$0	8	3	\$213,412	\$213,412	
Southern and A&M	7	4	\$422,465	\$1,185,357	1	0	\$0	\$0				8	4	\$422,465	\$1,185,357	
SUNO					1	0	\$0	\$0				1	0	\$0	\$0	
SU Shreveport																
SOWELA									3	3	\$100,000	3	3	\$100,000	\$100,000	
Tulane	9	2	\$295,327	\$567,112	19	6	\$279,024	\$438,024	1	1	\$80,000	29	9	\$654,351	\$1,085,136	
TUHSC					1	0	\$0	\$0	1	1	\$400,000	2	1	\$400,000	\$400,000	
UHC																
UL - Lafayette	18	2	\$208,429	\$298,429	26	8	\$473,755	\$1,111,871	4	3	\$480,000	48	13	\$1,162,184	\$1,888,169	
UL - Monroe	9	3	\$296,298	\$296,298	7	0	\$0	\$0	9	1	\$120,000	25	4	\$416,298	\$419,240	
UNO	3	1	\$299,240	\$568,420	16	4	\$269,584	\$652,041				19	5	\$568,824	\$652,041	
Xavier	1	0	\$0	\$0	1	1	\$32,208	\$32,208				2	1	\$32,208	\$32,208	
TOTALS	107	34	\$3,553,001	\$5,036,858	194	47	\$2,360,596	\$5,214,701	88	46	\$4,380,000	389	127	\$10,293,597	\$14,063,950	

* Programs include multi-year awards; first column is funds for the first year of awards (FY 2022-23); second column is total award (all years)

** Table represents competitive program recommendations only; does not include Endowed Professorships and First-Generation Endowed Undergraduate Scholarships

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Chair

Gary N. Solomon, Jr.
Vice Chair

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www.laregents.edu

David J. Aubrey
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Felix R. Weill
Judy A. Williams-Brown
Catarena M. Lobré, Student

AGENDA
STATEWIDE PROGRAMS COMMITTEE

Wednesday, April 26, 2023
12:25 p.m.

Claiborne Building, 1st Floor
Louisiana Purchase Room
1201 North Third Street
Baton Rouge, Louisiana

I. Call to Order

II. Roll Call

III. Consent Agenda

A. TOPS Exceptions – TOPS provisions that require students to remain continuously enrolled and to earn the annual credit hours required during the academic year.

IV. Adjournment

Committee Members: Darren G. Mire, Chair, Wilbert D. Pryor, Vice Chair, David J. Aubrey, Randy L. Ewing, Stephanie A. Finley, Felix R. Weill, Judy A. Williams-Brown

Note: The Board of Regents and any committee thereof reserve the right to enter into Executive Session, if needed, in accordance with R.S. 42:11 *et seq.*

Agenda Item III.A.

Consent Agenda: TOPS Exceptions

Requests for exception to the TOPS provisions that require students to remain continuously enrolled and to earn the annual credit hours required during the academic year.

Background:

Sections 705.A.6 and 7 of the TOPS administrative rules require TOPS recipients to continue to enroll in the fall and spring semesters of each academic year, to remain enrolled throughout the semester, and to earn the annual credit hours required by the end of the academic year. Section 2103.E authorizes the governing body to grant an exception to these requirements when the student/recipient has exceptional circumstances that are beyond their immediate control and that necessitate full or partial withdrawal from or non-enrollment in an eligible postsecondary institution.

Four requests for exception were reviewed and approved by the LOSFA Advisory Board at its meeting on March 2, 2023. The students have presented facts and circumstances that the students believe justify the granting of an exception as an exceptional circumstance.

LOSFA Advisory Board Recommendation

The LOSFA Advisory Board recommends approval of TOPS requests for exception as presented.

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Catarena M. Lobré, Student

AGENDA
PLANNING, RESEARCH and PERFORMANCE COMMITTEE

Wednesday, April 26, 2023

12:35 p.m.

Claiborne Building, 1st Floor
Louisiana Purchase Room 1-100
1201 North Third Street
Baton Rouge, Louisiana

- I. Call to Order
- II. Roll Call
- III. Consent Agenda
 - A. R.S. 17:1808 (Licensure)
 1. Initial Applications
 - a. Fielding Graduate University
 2. Renewal Applications
 - a. Chamberlain University
 - b. Clarks Summit University
 - c. Miami International University of Art & Design
 - d. WorldQuant University
 - B. Proprietary Schools Advisory Commission
 1. Initial Applications
 - a. AAA Crane and Rigging – Addis, LA
 - b. Coastal Truck Driving – Lake Charles, LA
 - c. ABCDL Truck Driving Academy – Hammond, LA
 - d. Tech Hub Institute – Shreveport, LA
 2. Renewal Applications
 - a. Baton Rouge School of Court Reporting, Baton Rouge, LA - License #2083
 - b. Beso Beauty, Metairie, LA - License #2264
 - c. Brow Design By Dina, Hammond, LA - License #2345
 - d. Burks Medical Training, Rosepine, LA - License #2296
 - e. Carter's Career Center, Monroe, LA - License #2286
 - f. Coastal College, Hammond, LA - License #791
 - g. Hospitality Opportunity and Service Training (HOST) Program, Baton Rouge, LA - License #2312
 - h. ITI Technical College, Baton Rouge, LA - License #2007
 - i. LifeShare Phlebotomy School, Shreveport, LA - License #2313
 - j. Louisiana Dental Assistant School, Zachary, LA - License #2073

- k. Louisiana Dental Institute, Monroe, LA - License #2287
- l. Moore Career College - Baton Rouge - License #2298
- m. Next Level Educational Services - LaPlace - License #2331
- n. Professional Laser Training - Covington - License #2297
- o. Remington College - Knoxville - License #2314
- p. The H.E.A.R.T. Academy - Baton Rouge - License #2348
- q. Tulsa Welding School - Jacksonville Campus - License #2123
- r. United Dental Institute- Baton Rouge - License #2328
- s. United Dental Institute - Lafayette - License #2329
- t. United Dental Institute - New Orleans - License #2330

- 3. Approval of Student Refund – Approval to complete the student refund process of a full refund for the student from CDL Louisiana.

IV. Other Business

V. Adjournment

Committee Members: Judy A. Williams-Brown, Chair, Wilbert D. Pryor, Vice Chair, Christian C. Creed, Stephanie A. Finley, Terrie P. Sterling, Felix R. Weill, Catarena Lobre, Student Member
Staff: Susannah Craig, Deputy Commissioner for Strategic Planning and Student Success

Note: The Board of Regents and any committee thereof reserve the right to enter into Executive Session, if needed, in accordance with R.S. 42:11 *et seq.*

AGENDA ITEM III.A.1.a
Fielding Graduate University
Santa Barbara, California

BACKGROUND

Fielding Graduate University (Fielding) is a private institution located in Santa Barbara, California. The university is accredited by the Western Association of Schools and Colleges – Senior College and University Commission and the American Psychological Association for the PhD in Clinical Psychology.

ACADEMIC PROGRAM

Fielding offers three master's degree programs, seven doctorate programs, and five certificate programs in the subject areas of psychology, organizational change and leadership, and childhood and human development. Currently, this institution has 9 students in its Louisiana Unduplicated Headcount Enrollment.

FACULTY

Fielding has 53 full-time and 107 part-time faculty all with graduate degrees.

FACILITIES

Fielding is planning to offer 100% online instruction to Louisiana residents, with in-state clinical placement for select programs.

STAFF RECOMMENDATION

Given the scope of the programs and the credentials of its faculty, the institution's campus, program accreditation, and the general oversight by the home campus, Senior Staff recommends approval of the application for an *initial* license for Fielding Graduate University.

AGENDA ITEM – III.A.2.a.

Chamberlain University

Chicago, Illinois

BACKGROUND

Chamberlain University (CU) is a private for-profit healthcare and nursing institution with its main campus in Chicago, Illinois. Chamberlain University's College of Nursing offers instruction at two locations in Louisiana. The first site at Ochsner Health System is located at 400 Labarre Road, Jefferson, LA. The second site at Louisiana Children's Medical Center - LCMC is located at 4334 Houma Boulevard, Metairie, LA. The university is accredited by the Higher Learning Commission (HLC) and the Commission on Collegiate Nursing Education (CCNE).

ACADEMIC PROGRAM

CU offers two bachelor's degree programs, four master's degree programs, one doctorate program, and eleven certificate programs in the subject areas of nursing, public health, and social work. The university currently has 536 students in its Louisiana Unduplicated Headcount Enrollment.

Degree Level	Louisiana Unduplicated Headcount Enrollment
Doctorate	26
Master's	81
Bachelor's	429
Associate	0
Certificate	0
Other	0
Total	536

FACULTY

CU has 39 full-time and part-time faculty with Master's or Doctorate degrees.

FACILITIES

CU offers online, classroom lectures, and classroom laboratory instruction to Louisiana residents.

STAFF RECOMMENDATION

Given the programs' scope and the credentials of its faculty, the institution's campus, program accreditation, and the general oversight by the home campus, Senior Staff recommends approval of the application for license *renewal* from Chamberlain University (CU).

PRP Agenda Item III.A.2.b
Clarks Summit University
Clarks Summit, PA

BACKGROUND

Clarks Summit University (CSU) is a private, Christian college located in Clarks Summit, PA and founded in 1932. CSU is accredited by the Middle State Commission on Higher Education (MSCHE) and the Association for Biblical Higher Education.

ACADEMIC PROGRAM

CSU offers 35 academic programs in business and communications, health and sports sciences, human services, counseling, literature, organizational leadership, and Christian ministries and education that lead to master's, bachelor's, and associate's degrees. The institution currently has one student in its Louisiana Unduplicated Headcount Enrollment.

Degree Level	Louisiana Unduplicated Headcount Enrollment
Doctorate	0
Master's	0
Bachelor's	1
Associate	0
Other	0
Total	1

FACULTY

CSU has 37 full-time and part-time faculty at various degree levels.

FACILITIES

CSU offers 100% online instruction to Louisiana residents.

STAFF RECOMMENDATION

Given the scope of the programs and the credentials of its faculty, the institution's campus, program accreditation, and the general oversight by the home campus, Senior Staff recommends approval of the application for license *renewal* from Clarks Summit University (CSU).

PRP AGENDA ITEM III.A.2.c.
Miami International University of Art & Design
Miami, Florida

BACKGROUND

Miami International University of Art & Design (MIUAD) is a private, for-profit higher education institution with its main campus located in Miami, Florida. The university is accredited by the Southern Association of Colleges and Schools Commission on Colleges and the Council for Interior Design Accreditation.

ACADEMIC PROGRAM

MIUAD offers 11 academic programs in visual design, interior design, marketing, animation and effects, film and production, and fashion at the master's, bachelor's, associate, and other degree levels. The university has 20 students in its Louisiana Unduplicated Headcount Enrollment.

Degree Level	Louisiana Unduplicated Headcount Enrollment
Doctorate	0
Master's	0
Bachelor's	13
Associate	7
Other	0
Total	20

FACULTY

MIUAD has 129 full-time and part-time faculty at various degree levels.

FACILITIES

MIUAD is planning to offer 100% online instruction to Louisiana residents.

STAFF RECOMMENDATION

Given the programs' scope and the credentials of its faculty, the institution's campus, program accreditation, and the general oversight by the home campus, Senior Staff recommends approval of the application for license *renewal* from Miami International University of Art & Design (MIUAD).

PRP Agenda Item III.A.2.d.

WorldQuant University New Orleans, Louisiana

BACKGROUND

WorldQuant University (WQU) was founded in 2015 and is a non-profit online university based out of New Orleans, Louisiana. WQU is accredited by the Distance Education Accrediting Commission (DEAC).

ACADEMIC PROGRAM

WQU offers one program, a Master of Science in Financial Engineering. The institution currently has one student in its Louisiana Unduplicated Headcount Enrollment. As the institution is domiciled in Louisiana, they have also reported their total enrollment of 1,342 students.

Degree Level	Louisiana Unduplicated Headcount Enrollment	Total Unduplicated Headcount Enrollment
Doctorate	0	0
Master's	1	1,342
Bachelor's	0	0
Associate	0	0
Certificate	0	0
Other	0	0
Total	1	1,342

FACULTY

WQU has 15 full-time and part-time faculty all with a graduate level degree.

FACILITIES

WQU offers 100% online instruction.

STAFF RECOMMENDATION

Given the program's scope and the credentials of its faculty, the institution's accreditation, Senior Staff recommends approval of the application for license *renewal* from WorldQuant University (WQU).

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Minutes

Board of Regents' Proprietary Schools Advisory Commission

March 14, 2023

The Louisiana Board of Regents' Proprietary Schools Advisory Commission met Tuesday, March 14, 2023, in Room 155 in the Claiborne Building. Chair James Fontenot called the meeting to order at 10:05 a.m. The roll was then called by Ms. Courtney Britton and a quorum was established. There were no public comments to be read.

Commission Members Present

Melanie Amrhein, Vice Chair
Chris Broadwater
Sherrie Despino
James Dorris
James Fontenot, Chair
Carmen Million
Randy Plaisance
Susana Schowen

Staff Members Present

Courtney Britton
Dr. Susannah Craig
Mighan Johnson
Antonio Williams
Chandra Cheatham

Guests Present

(See Appendix)

Commission Members Absent

Jada Lewis

The first item of business was the approval of minutes from the Commission's meeting on January 31, 2023.

On motion of Chris Broadwater, seconded by Susana Schowen, the Proprietary Schools Advisory Commission unanimously adopted the minutes of the January 31, 2023, Proprietary Schools Advisory Commission meeting.

The next item considered by the Commission was initial license applications. The first initial license application was from AAA Crane and Rigging, LLC and had been deferred by the Commission at their previous meeting. The school will be located in Addis, Louisiana. The school was represented by Mandy Colson and AAA's CPA, Mr. Ted Solieau. Mr. Antonio Williams reviewed the materials for the Commission members, informing them that the institution was proposing to offer six programs: Signalperson & Rigger Level One NOVICE (48 clock hours), Signalperson, Rigger Level One & Rigger Level Two NOVICE (80 clock hours), Telescopic Boom Fixed Cab (TSS) NOVICE (80 clock hours), Telescopic

Boom Fixed Cab (TSS) & Telescopic Boom Swing Cab (TLL) NOVICE (160 clock hours), Telescopic Boom Swing Cab (TLL) & Lattice Boom Crawler Crane (LBC) NOVICE (160 clock hours), and Telescopic Boom Fixed Cab (TSS), Telescopic Boom Swing Cab (TLL), Lattice Boom Crawler (LBC) NOVICE (240 clock hours). After the deferment by the Commission, the school submitted additional financial materials. Mr. Williams invited the Commission to discuss the initial application in addition to the new materials.

Discussion included reference to the previous questions regarding payroll tax concerns, more in-depth information regarding what caused the tax issues, that the payroll issues have been corrected and that all information regarding the unpaid balance, and the projected fees had been provided to the IRS for review, but payment cannot be made until the IRS completes their review. Additional discussion confirmed that steps had been taken to prevent these types of errors in the future. Staff confirmed that the school had provided copies of the IRS communication and timeline and the school representatives confirmed they had liquidated two equipment assets to cover the amount owed and projected fees and penalties.

On motion of James Dorris, seconded by Randy Plaisance, the Proprietary Schools Advisory Commission unanimously voted that the Board of Regents approve the initial license application for AAA Crane and Rigging LLC, Addis, Louisiana.

The second initial license application was from Coastal Truck Driving School of Lake Charles. The school will be located in Lake Charles, Louisiana. The school was represented by Mr. Richard Scott. Mr. Williams reviewed the materials for the Commission members, informing them that the institution was proposing to offer 4 programs: Class A CDL Truck Driver Training - 160 hours (4 weeks), Truck Driving Training Refresher - 40 hours (1 week), Class B CDL Truck Driver Training - 80 hours (2 weeks), and Class B Bus Course - 48 hours (1 week). Coastal has several other licensed campuses across the state. The application met all legal and administrative requirements to be approved for an initial license.

Following further discussion regarding the other locations throughout the state, the fact that the company had been in business for 36 years in other locations, the need for additional training in Lake Charles as there is only one other proprietary driving school in the area, providing third-party testing, and the Federal Motor Carrier's recent training requirement changes for Entry Level Driver Training (ELDT) programs,

On motion of Sherrie Despino seconded by Chris Broadwater, the Proprietary Schools Advisory Commission unanimously voted that the Board of Regents approve the initial license application for Coastal Truck Driving School of Lake Charles, Louisiana.

The third initial license application was from ABCDL Truck Driving Academy. The school will be located in Hammond, Louisiana and the school was represented by Mr. Christopher Burns and Ms. Crystal Burns. Mr. Williams reviewed the materials for the Commission members, informing them that the institution was proposing to offer 1 program: Class A CDL - 120 hours (4 weeks). The application met all legal and administrative requirements to be approved for an initial license.

Following further discussion regarding the owners' reasons for opening a CDL school in Hammond, the ELDT requirements, their third-party testing history, proposed curriculum, the school's resources for training and record keeping, and future growth strategies,

On motion of Melanie Amrhein, seconded by James Dorris, the Proprietary Schools Advisory Commission unanimously voted that the Board of Regents approve the initial license application for ABCDL Truck Driving Academy of Hammond, Louisiana.

The final initial license application was from Tech Hub Institute. The school will be located in Shreveport, Louisiana and the school was represented by Mr. Raynard French and Mr. James Thrower. Ms. Britton reviewed the materials for the Commission members, informing them that the institution was proposing to offer 2 programs: Data Analytics - 440 hours (20 weeks) and Software Development - 440 hours (20 weeks). The application met the minimum administrative requirements to be approved for an initial license.

Discussion included the purpose and reasoning for opening a technology school in the Shreveport community, competition from similar programs at community colleges and four-year colleges, that the programs are not industry-based credentials, the difference between the two programs, job training and possible careers for graduates, the modality of the programs, and how students will receive support from instructors and the proposed interview skills.

On motion of James Dorris, seconded by Carmen Million, the Proprietary Schools Advisory Commission unanimously voted that the Board of Regents approve the initial license application for Tech Hub Institute of Shreveport, Louisiana.

The next agenda item considered by the Commission was operating license renewals. Over the previous two months, 20 schools submitted complete renewal applications.

Two school licenses would not be renewed this cycle:

License #2265 SNAP Medical Assistant School
License #2310 TruCare Medical Training Center

As for collecting student records, SNAP never enrolled any students and staff have contacted TruCare regarding the process.

On motion of Melanie Amrhein, seconded by Susana Schowen, the Proprietary Schools Advisory Commission unanimously voted the Board of Regents renew the licenses of the following proprietary schools:

Baton Rouge School of Court Reporting - License #2083
 Beso Beauty - Metairie - License #2264
 Brow Design By Dina - Hammond - License #2345
 Burks Medical Training - Rosepine - License #2296
 Carter's Career Center - Monroe - License #2286
 Coastal College - Hammond License #791
 Hospitality Opportunity and Service Training (HOST) Program - Baton Rouge - License #2312
 ITI Technical College - Baton Rouge - License #2007
 LifeShare Phlebotomy School - Shreveport - License #2313
 Louisiana Dental Assistant School - Zachary - License #2073
 Louisiana Dental Institute - Monroe - License #2287
 Moore Career College - Baton Rouge - License #2298
 Next Level Educational Services - LaPlace - License #2331
 Professional Laser Training - Covington - License #2297
 Remington College - Knoxville - License #2314
 The H.E.A.R.T. Academy - Baton Rouge - License #2348
 Tulsa Welding School - Jacksonville Campus - License #2123
 United Dental Institute- Baton Rouge - License #2328
 United Dental Institute - Lafayette - License #2329
 United Dental Institute - New Orleans - License #2330

The next agenda item was an update on program approvals. Chair Fontenot reminded the Commission that program approvals were being shared for informational purposes only. No questions were brought forward regarding the following program approvals.

Joshua Career Institute

Baton Rouge, LA

- Amend

Account Clerk (Online) – 450.0 clock hours

Accounting Specialist (Online) – 450.0 clock hours

Administrative Assistant (Online)– 450.0 clock hours

Bookkeeping Specialist (Online)– 450.0 clock hours

Cisco Networking Associate (Online) – 546.0 clock hours

CompTIA Specialist (Online)– 546.0 clock hours

Customer Service Specialist (Online)– 450.0 clock hours

Executive Administrative Assistant (Online)– 450.0 clock hours

Healthcare Information Technician (Online)– 450.0 clock hours

Legal Assistant (Online)– 450.0 clock hours

Medical Office Assistant (Online)– 450.0 clock hours

Medical Record Technician (Online) – 450.0 clock hours

Office Management (Online)– 450.0 clock hours

For the other business items Ms. Britton proposed a discussion regarding Christine Ardoin, the only student enrolled in the former proprietary school doing business as CDL Louisiana. As part of the student complaint hearing in May 2022, the Commission voted she was owed \$2,000 in restitution. The school owner did not pay Ms. Ardoin, or the other imposed fine and has withdrawn their new application for licensure. As such Ms. Christine Ardoin can request funds against a closed school as outlined in state law and rule. After discussion of possible payment options,

On motion of James Fontenot, seconded by James Dorris, the Proprietary Schools Advisory Commission unanimously voted that the Board of Regents approve the repayment to Ms. Christine Ardoin her full tuition, less the non-refundable application fee.

Additional discussion was had on what provisions the Commission and staff have to pursue financial restitution against school owners who do not pay their fines and fees. Additional research into the topic will be investigated. The next meeting of the Proprietary Schools Advisory Commission is scheduled for May 8, 2023, at 10:00 a.m., in Room 1-155 of the Claiborne Building. There being no further business, the meeting adjourned at 11:12 a.m.

APPENDIX A
GUESTS

Christopher Burns	ABC DL Truck Driving Academy
Crystle Burns	ABC DL Truck Driving Academy
Mandy Colson	AAA Crane & Rigging
Raynard French	Tech Hub Institute
Amanda LaGroue	LA Department of Justice
Richard Scott	Coastal Truck Driving
Ted Solieau	AAA Crane & Rigging
James Thrower	Tech Hub Institute