

Health Works Commission Minutes
 Tuesday, June 28, 2022
 1:00 p.m.
*Iowa Room, 1st Floor, Claiborne Building
 1201 N. Third St., Baton Rouge, LA 70802*

Call to Order

Chair Demetrius Porche called the meeting of the Health Works Commission (HWC) to order at 1:02 p.m. on June 28, 2022.

Roll Call

The roll was called by Ms. Mellynn Baker. A quorum was established.

Members Present	Affiliation
Valarie Clark	LA Association of Nurse Practitioners
Dr. Bronwyn Doyle	Nursing Supply & Demand Council*
Dr. Sandra Brown	Southern University System*
Wes Hataway	Louisiana Nursing Home Association*
Claire Norris (designee)	University of Louisiana System*
Jill Stewart (designee)	LAICU*
Rep. Chris Turner	House Committee on Health and Welfare
Dr. Susannah Craig	Louisiana Board of Regents*
Dr. Wendi Palermo	Louisiana Community and Technical College System*
Dr. Demetrius Porche	LSUHSC-New Orleans*
Dr. Sharon Dunn	LSUHSC-Shreveport*
Dr. Karen Lyon	Louisiana State Board of Nursing
Paul Salles	Louisiana Hospital Association*
Christina Costanza	Louisiana State Board of Practical Nurse Examiners (LSBPNE)
Members Not Present	Affiliation
Claire Stevenson	Governor's Office
Jawanda Givens	Occupational Forecasting Conference

Dr. Ram Paragi	Medical Education Commission
Ragan LeBlanc	Family Physicians*
Dr. Chaquetta Johnson	Louisiana Department of Health
Dr. Kristi Anderson	Senate Committee on Health and Welfare
Kellie Taylor-White	Louisiana Workforce Commission
Jeffery Williams	Louisiana State Medical Society*
Ad-Hoc Member Present	Affiliation
Dr. Lisa Broussard	Simulation Council**

* Member of the Executive Committee

** Ad-Hoc (Non-Voting)

Approval of the February 15, 2022 Minutes

Chair Porche asked for a motion to approve the minutes of the February 15, 2022 meeting. On the motion of Dr. Sharon Dunn, seconded by Paul Salles, the Health Works Commission voted to approve the minutes.

Health Works Commission Recommendations & Priority Areas Work Group

Chair Porche provided the background information on what was discussed at the February 2022 meeting, noting that the recommendations and priority areas workgroup was formed from this meeting. This group met three times to prioritize six recommendations. Chair Porche then reviewed with the Commission the priority recommendations, including:

- **Goal 1:** 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.
- **Goal 2:** Address nurse faculty salary disparities, which are among the most significant barriers to attracting nurse faculty to Louisiana.
- **Goal 3:** Support funding opportunities (grants, scholarships, tuition reduction programs, etc.) to decrease tuition costs for nursing students, especially those from diverse backgrounds.
- **Goal 4:** 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 teaching in Louisiana RN program one year for each \$10,000 received in support.
- **Goal 5:** Standardize and streamline roles and regulatory requirements for healthcare occupations.
- **Goal 6:** Expand Capitation funds that provide funding to postsecondary education institutions to increase the capacity of RN and LPN programs in Louisiana.

Chair Porche asked if any of the workgroup members would like to add anything to these recommendations. There were no additional comments. Mr. Paul Salles asked regarding the first

recommendation who would be responsible for convening regional consortia and coming up with recommendations, or whether this is left open to the Commission. Ms. Baker responded that the answer depended on the determination of funding availability and whether this work would be housed at the Board of Regents or another entity. From the workgroup discussions, this initiative could bring together academic-practice partnerships on a regional basis and could be similar to the structure of LaSTEM. Mr. Salles responded that this is happening organically across the state already and recommended capturing information on how this is happening currently and organizing it into a strategy. Dr. Doyle added that there are successful regional partnerships that have contributed to increasing the nursing workforce and the funding piece may be powerful to leverage academics and practice in pursuing additional funds (whether state or grant funds); this collaboration add leverage. Dr. Sharon Dunn stated that the current organic organization puts these regions at an advantage as they are recognizing and addressing needs. These could be used as exemplars. Workgroup members also discussed not earmarking money to convene but instead for communities to increase the supply of nursing professionals in their area. She added that the workgroup did not want to be too prescriptive on how the money is to be used to allow each community flexibility to respond to regional needs.

Dr. Wendi Palermo asked a question on the second recommendation and specifically referenced the timeline. She noted that though the discussion addressed both LPNs and RNs, there is no place for LPNs at LACANE as it is strictly for RNs. Dr. Doyle asked if there is a similar group to LACANE for LPNs. Dr. Palermo responded that when SOWELA had done some work in this area, but some schools within LCTCS are graduating LPNs participating in LACANE. Chair Porche suggested that the Commission could engage the LPN Board along with LACANE. Dr. Lyon asked Ms. Costanza and Ms. Ansardi if they had a group similar to LACANE for LPNs. They responded that they do not have an established group. With no further questions, Chair Porche stated an amendment to the second recommendation to include engaging the LPN Board.

Legislative Session 2022 Updates

Chair Porche began by providing an overview of pertinent legislation from the 2022 Legislative Session. He highlighted Senate Bill 194/Act 83 by Sen. Sharon Hewitt, which adds the Louisiana State Nursing Association president as a member of the Health Works Commission, with an appointment before the end of July. The second piece of legislation mentioned was House Resolution 155 by Rep. Chris Turner to create a study group to make observations and recommendations for reforming healthcare workforce training and development in Louisiana. Rep. Turner commented that this bill was initially created because he saw the amount of red tape that had to be resolved in order to solve the issue of the healthcare workforce shortage. Next in the discussion was Senate Resolution 129 by Sen. Hewitt requesting the Nursing Supply and Demand Council to study and make recommendations to improve statewide nursing retention and address the workforce shortage. This study is due to the Legislature by February 1, 2023.

Nurse & Allied Health Capitation Update

Ms. Mellynn Baker gave a brief history of nurse capitation funding. She noted that, as the fiscal year is concluding, staff will provide a recap of fiscal year 2022 at the next HWC meeting. Ms. Baker added that when Dr. Broussard shares her information regarding the Simulation

Council, Dr. Broussard and members of the Simulation Council will provide additional detail related to each awarded proposal.

Focusing on fiscal year 2023, Ms. Baker provided an overview of State General Funds as well as the H.E.R.O. Fund as compared to previous nurse and allied capitation allocations. She introduced the proposed fiscal year 2023 budget amount and asked the Commission to approve this tentative amount, with additional convenings of the capitation subgroup to make programmatic changes if needed. She noted related to a previous question about the \$3,500 per student per semester that this is a determination to be made by the Commission. If the Commission chooses to increase this amount, then the number of institutions being served might decrease.

Dr. Doyle asked whom the tuition stipend program is intended to serve. Ms. Baker responded that it is for someone who is not currently a faculty member, while the LACANE faculty stipend is for existing faculty members. She noted that there are programmatic details to figure out for the new tuition stipend program, as well as the best ways to model the program. Dr. Palermo asked whether the LACANE tuition stipend used to be \$100,000; Ms. Baker responded that the LACANE increase came in FY 2020 and has been almost completely utilized. Dr. Palermo asked what level of graduate programs this supported; Chair Porche responded that there are seven different categories. Dr. Palermo asked which use the majority of the funding. Chair Porche responded that he would need to refer to previous contract reporting and would follow up with the information. Discussion continued on the difference between the LACANE program and the future tuition stipend program.

Chair Porche stated that the Commission is working on all aspects of getting nurses into faculty positions and that the salary issue must be addressed. The tuition stipend program will help get nurses interested in faculty positions. He noted a possible issue of potential stipend students enrolling in nursing education programs as most want a higher degree in practice. Dr. Doyle agreed and suggested that maybe students should be required to enroll in a certificate or degree program in nursing education as this is an issue for nurse educators, who often have no experience in education. Chair Porche noted that there are multiple aspects being utilized to address the issue of faculty shortage, though he is unsure how to address the faculty salary piece. Dr. Doyle suggested considering that some practice providers allow faculty positions at their hospitals, which could allow faculty positions to earn the wages that practice provides while also being loaned to academic institutions. She suggested that the Commission consider not requiring a full-time position at an institution but rather a percentage of workload towards education. Chair Porche stated that with the federal nurse loan program, students have to complete a specified number of education hours and maybe we can look at a model similar to this. Dr. Doyle added that the level of funding might be dependent on what they are committing to. She asked whether an institution would have to guarantee that there would be a teaching spot for the stipend program. Chair Porche stated that a student would have to be “sponsored” and institutions may not commit to this because they had to say they would have a position and they would have to hire this person. Mr. Salles recommended the tuition stipend program also include provisions related to the individual staying in Louisiana.

Dr. Dunn asked whether the 1:10 ratio of teaching students at the bedside is a state and/or federal accreditation requirement, and about is the rationale. Dr. Lyon responded that this is a national accreditation standard, though some jurisdictions are 1:8, and that there may be ways to

increase this through adjunct faculty or supplementary faculty. This would also require conversations with the clinical partners, who may not be able to take on the burden of increased clinical supervision. She also noted that faculty often work their preferred days and hours and forget about night and weekend shifts where there are numerous clinical opportunities. There is capacity, but not always from 8:00 a.m. to 5:00 p.m., Monday through Friday. Chair Porche added that hospitals have commented that learner-burden is an increasing problem and some hospitals are limiting institutions to a 1:6 or 1:8 ratio.

The discussion then returned to the question of the capitation dollar amount. Dr. Doyle asked, based on how the budget cycle works, whether it is based on the next two semesters, and just tuition dollars. Ms. Baker replied in the affirmative. Mr. Hataway asked if there was a way to tease out the funds going to LPNs and RNs as well as enrollment in programs within the allied health capitation funds. Ms. Baker had the information available, stating that there were 11 PN programs, 13 ASN programs, and 9 BSN programs. Dr. Lyon asked if these represented only the schools that applied for these funds and Ms. Baker affirmed. Ms. Baker gave the breakdown of Spring/Summer 2022 allied health programs: two nurse practitioner programs, two radiologic technology programs, one medical assistant program, one respiratory care technology program, and one physical therapy assistant program, with a few more programs being added in Fall 2022. Due to funding starting in the spring, there will be more engagement in the fall around including speech-language pathology programs and occupational therapy programs as well as increasing radiologic and respiratory care technology programs, medical assistant programs, and physical therapy assistant programs.

Chair Porche was able to secure more information regarding the breakdown of LACANE funding, which was able to fund 45 nursing faculty members within seven categories representing 13 institutions. Dr. Palermo asked if all were in-state institutions and Chair Porche stated the only out-of-state member was William Carey University.

Mr. Hataway noted that, in October, the temporary nurse aid program is ending and there will be a large number of temporary nurse aides (TNAs) who want to become certified nurse aides (CNAs). Money allocated to Simulation could be useful in paying for TNAs to take certification tests. The test is through Prometric and costs \$125; \$50,000 for nurse testing is allocated to LCTCS. Ms. Baker replied that the question is whether the LCTCS funds can be accessed. Dr. Palermo gave additional background how the nurse aid funding is utilized at LCTCS and she give more background to what Mr. Hataway has referenced regarding the TNAs and noted that nurse aid funding must increase to allow others to access. Chair Porche asked how many nursing aides are utilizing this funding. Ms. Baker stated that from her documentation that LCTCS has not been using the full \$50,000 allocated and there may be additional funding that could be utilized for these TNAs. Dr. Palermo stated that funds are not being fully expended due to issues with Prometric scheduling and individuals not showing up for the exam. They have issues with Prometric not coming when they schedule and coming without notice. Mr. Salles asked whether this testing was waived due to the pandemic and if students completed required coursework but just did not take the test. Mr. Hataway affirmed these assumptions and stated the LDH created a pathway for TNAs to become CNAs. Dr. Doyle advised retain current funding allocations and the \$50,000 nurse aide testing funds are exceed, then tap into funds that are unused in other programs. Ms. Baker agreed to follow up with LDH to determine whether they

could facilitate the use of funding to help TNAs become CNAs. Mr. Hataway stated that he does not know exactly how many TNAs presently exist.

Dr. Broussard added, in relation to Mr. Hataway's request, that the Simulation Expo was planned to occur every other year with funding of \$50,000, so these dollars may be available next year if the Expo does not occur.

On motion of Mr. Salles, seconded by Dr. Brown, the Health Works Commission approved the FY 23 budget, with the engagement of the capitation subcommittees to make any programmatic adjustments needed for the capitation programs in FY 23, and charged staff to work with the Louisiana Department of Health to determine if additional funding could be set aside for Prometric.

Council Updates

Louisiana Council of Administrators of Nursing Education (LACANE)

Chair Porche provided a brief update for LACANE, noting that the last meeting was in June and they discussed the LACANE grant. He said that the Council was provided an update regarding the Health Works Commission, a discussion with Dr. Lyon on the Board of Nursing, and a presentation from a representative of the Simulation Council. He noted that LACANE is now the primary nursing partner for the Louisiana Action Coalition, so an update was given on their strategic planning. Next, Chair Porche talked about education ideas for the LACANE member schools, which will be focusing on the new NCLEX exam, called the Next Gen Exam.

Simulation Medical Training and Education Council of Louisiana (SMTEC-LA)

Dr. Lisa Broussard gave an update on the Simulation Expo that was hosted at the University of Louisiana at Lafayette. She also provided an update on funding to support a review course focused on certification to be a simulation operation specialist. She then discussed the additional funding going toward Camp Fast Forward and gave an overview of this educational camp. Dr. Brown asked if funding could be allocated to conduct training for faculty to prepare them for the Next Gen Exam. Dr. Lyon talked about the Next Gen Exam and the differences from the original NCLEX exam. Ms. Baker asked if Dr. Brown could provide additional information and a potential proposal to the next Commission meeting for consideration. Dr. Palermo reached out to the vendor who conducts these trainings to provide a quote and stated that she would provide the contact information. Ms. Baker suggested that more information be brought to the next meeting so that the group could take a formal vote to utilize funding in this capacity.

Nursing Supply & Demand Council (NSDC)

Dr. Doyle stated that the NSDC would be looking at nurse retention and nurse well-being, as well as reorganizing the annual report to have a better flow. Mr. Salles stated that the last time this was discussed, low participation in the demand survey was mentioned. He asked when the survey would be sent out so that he could encourage members to make sure they participate. Dr. Lyon spoke about upcoming surveys and stated that they are working to increase participation in different ways. Mr. Salles responded that it would be good to receive more up-to-date information through these surveys for policymakers.

Louisiana Interprofessional Consortium

Ms. Mary Fernandez, Nunez Community College, presented an overview of the Louisiana Interprofessional Consortium for the Health Works Commission. Dr. Palermo asked if Ms. Fernandez had heard of the Healthy State Advisory Board and whether she might want to intersect with this initiative. Dr. Palermo offered to share this information with her. Chair Porche stated that the request from this Consortium is that the Health Works Commission recognize the Louisiana Interprofessional Consortium as a collaborator.

On the motion of Dr. Dunn, seconded by Dr. Palermo, the Health Works Commission recognized the Louisiana Interprofessional Consortium as a collaborator of the Commission.

Public Comments

There were no public comments.

Organizational Announcements, Next Steps & Adjournment

Dr. Broussard noted that Dr. Melinda Oberleitner is retiring as the Dean of the College of Nursing & Allied Health at the University of Louisiana Lafayette. Dr. Broussard will be serving as interim dean during the search.

On the motion of Dr. Palermo, seconded by Dr. Brown, the meeting was adjourned at 2:37 p.m.

ADDITIONAL ATTENDEES & GUESTS

Name	Affiliation
Mellynn Baker	Board of Regents
Hannah Courtney	Board of Regents
Diana Merendino	LSU Health Shreveport
Jessica Lemoine	CLTCC/LCTCS
Mary Fernandez	Nunez Community College
Lynn Ansardi	LSBPNE
Michelle Dennis	BRCC
Christi Marceaux	NTCC
Ahnyel Burkes	LSNA