

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1989

S

1

SENATE BILL 246*

Short Title: Nursing Shortage Alleviation Act.

(Public)

Sponsors: Senators Ward, Hunt of Moore, Royall, Martin of Guilford; Allran, Barker, Block, Carpenter, Cochrane, Conder, Ezzell, Hardin, Marvin, Murphy, Rauch, Raynor, Sands, Shaw, Sherron, Smith, Speed, Staton, Swain, Taft, Tally, and Walker.

Referred to: Human Resources.

February 22, 1989

A BILL TO BE ENTITLED

AN ACT TO PROVIDE FOR THE IMPLEMENTATION OF PROGRAMS TO ADDRESS THE NURSING SHORTAGE IN THE STATE.

The General Assembly of North Carolina enacts:

Section 1. (a) Rural, long-term care, and critical care nursing shortages. The Board of Governors of The University of North Carolina, and the State Board of Community Colleges, shall direct their respective schools of nursing to develop clinical training sites in various settings. The nursing schools shall work with various health care provider groups in developing the training sites.

(b) The schools of nursing at The University of North Carolina and its constituent institutions shall attempt to locate summer externships for nursing students in rural and other nursing shortage areas of the State. The Area Health Education Centers of The University of North Carolina shall assist in setting up regional meetings with nursing schools, hospitals, nursing homes and other health care providers to discuss the availability of students and the opportunities for summer employment in rural and other nursing shortage areas.

(c) The Area Health Education Centers of The University of North Carolina shall provide information and training to hospitals and other employers about programs which help retain new nursing graduates.

Sec. 2. Certified Registered Nurse Anesthetist (CRNA). The Board of Governors of The University of North Carolina shall explore the need and feasibility of establishing a Master of Science in Nursing(MSN)/CRNA program in eastern North

1 Carolina. The Board of Governors of The University of North Carolina shall review the
2 potential and need for expansion of existing MSN/CRNA programs. The Board of
3 Governors shall report its findings to the Commission on Nursing by March 1, 1990.

4 Sec. 3. Health Occupations in Public Schools. (a) The Department of Public
5 Education shall develop a second, more rigorous academic health occupations track for
6 students planning to pursue a college degree in health occupations. The Department of
7 Public Education shall report on its progress in developing the second health
8 occupations track to the General Assembly and to the Legislative Commission on
9 Nursing by November 1, 1989.

10 (b) The Department of Public Education and the Board of Governors of The
11 University of North Carolina shall work collaboratively to determine if current health
12 occupations courses in the secondary schools can be altered to meet the criteria for
13 acceptance under The University of North Carolina's minimum entrance requirements.

14 (c) The Department of Public Education and the Area Health Education
15 Centers of The University of North Carolina shall jointly plan summer programs in
16 health careers for rising ninth, tenth, and eleventh grade students to provide exposure to
17 health careers, to provide part-time employment in health care facilities for students,
18 and to offer further academic instruction and credit in science and math. The programs
19 may be targeted to particular regions of the State, and may be designed to use such
20 resources as the vocational education teachers, the experiences of The University of
21 North Carolina Math-Science Education Network's Pre-College Program, and The
22 North Carolina School of Science and Mathematics. These plans, with cost estimates,
23 shall be reported back to the General Assembly and to the Legislative Commission on
24 Nursing by November 1, 1989.

25 (d) The Area Health Education Centers of The University of North Carolina
26 shall collaborate with the Department of Public Education to provide informative
27 materials and training in health careers (including nursing) for middle-school career
28 exploration teachers, with the purpose of increasing the exposure of students to health
29 careers.

30 (e) The General Assembly encourages the Area Health Education Centers of
31 The University of North Carolina to work with schools of nursing to ensure that high
32 school guidance counselors receive health occupation marketing materials and
33 information.

34 Sec. 4. Nursing programs: curricula and faculty. (a) Nursing programs in
35 community colleges shall be funded at a level above the normal per student curriculum
36 funding. The ratio of the funding shall be determined by legislative appropriation. The
37 Board of Governors of The University of North Carolina shall ensure that adequate
38 resources are available for expansion of nursing programs.

39 (b) The Board of Governors of The University of North Carolina, and the
40 State Board of Community Colleges, shall take action to ensure that salaries of nursing
41 instructors employed by the community colleges and The University of North Carolina
42 nursing instructors are adequate to compete in the current nursing employment market
43 and to attract additional instructors to meet program expansion needs.

1 Sec. 5. Outreach and recruiting. (a) The North Carolina Foundation for
2 Nursing, Inc., shall develop a comprehensive, generic professional media campaign on
3 nursing as a profession. The Foundation may contract for various services and shall
4 coordinate the campaign with similar local and national efforts. The Foundation shall
5 consult with the Legislative Commission on Nursing prior to executing contracts which
6 would expend State funds.

7 (b) The State Board of Community Colleges and the Board of Governors of
8 The University of North Carolina shall direct their respective schools of nursing to
9 develop new ideas to attract students from a variety of population groups.

10 (c) The Area Health Education Centers of The University of North Carolina
11 shall expand their pilot nursing recruitment programs across the State to include such
12 efforts as the establishment of speakers bureaus and self-study refresher courses, the
13 exploration of career choices among high school students, and the development of
14 recruitment materials in collaboration with nursing schools in the State.

15 (d) The State Board of Community Colleges and the Board of Governors of
16 The University of North Carolina shall direct their respective schools of nursing to
17 review their curriculum structure and schedule to ensure flexibility and accessibility for
18 non-traditional students. The State Board shall report its findings and actions to the
19 Legislative Commission on Nursing by March 1, 1990.

20 (e) The Board of Governors of The University of North Carolina shall direct
21 The University of North Carolina schools of nursing to consider targeted recruitment
22 efforts aimed at non-nursing community college students and at non-traditional
23 students. Nursing curricula should be examined to see if restructuring is needed to
24 allow targeted students to complete the nursing curriculum in two years. The Board of
25 Governors shall report the results of these efforts to the General Assembly and the
26 Legislative Commission on Nursing by November 1, 1989.

27 (f) The Department of Community Colleges, the Board of Governors of The
28 University of North Carolina, the Area Health Education Centers of The University of
29 North Carolina, and the North Carolina Board of Nursing shall develop and implement a
30 plan to ensure that refresher courses in nursing are available statewide and on a more
31 frequent basis. The plan shall be reported to the Legislative Commission on Nursing by
32 December 1, 1989.

33 Sec. 6. The Work Environment for Nurses. (a) The State encourages
34 employers to implement innovative pilot programs to retain nurses in patient care.

35 (b) The Area Health Education Centers of The University of North Carolina
36 shall continue and shall expand their pilot efforts to retain nursing professionals. These
37 efforts shall include the following: education efforts for various groups regarding
38 nursing recruitment and retention; assistance in the implementation of pilot professional
39 practice models; mini-fellowships for hospital nursing managers to visit sites of new
40 nursing practice models; initiatives in nursing management and leadership and
41 certification review courses; developing summer internships for senior nursing students
42 to reduce "reality shock" and to increase mastery of clinical skills; and continued
43 research on the retention of nurses.

1 (c) The State of North Carolina shall strive to be a model employer with
2 respect to State nursing positions. State institutions which employ nurses may
3 participate in the efforts of Area Health Education Centers, and may make experimental
4 efforts aimed at increasing the retention of nurses in the nursing profession. The
5 Department of Human Resources, the Department of Corrections, and the North
6 Carolina Memorial Hospital shall each report to the General Assembly and to the
7 Legislative Commission on Nursing on their efforts, and shall indicate any additional
8 authority needed to carry out retention efforts. Each Department shall submit its report
9 by November 1, 1989.

10 Sec. 7. Retention incentives and nursing focus. (a) The Legislative
11 Commission on Nursing shall plan for the establishment of a Center for Excellence in
12 Nursing. The Commission may appoint a separate group to plan for this Center.

13 (b) The planning group for the Center for Excellence in Nursing shall
14 consider the need for a focal point for the State's efforts to improve the nursing
15 profession and shall make recommendations to the Commission on the organization,
16 structure, duties, and costs involved in establishing and maintaining the Center.

17 (c) The Area Health Education Centers of The University of North Carolina
18 shall conduct two pilot institute programs in 1989-90 for nurses involved in direct
19 patient care.

20 Sec. 8. (a) Educational mobility for nurses. The Department of Community
21 Colleges and the baccalaureate schools of nursing are encouraged to continue their
22 efforts to improve the transferability of course credits for the associate's degree in
23 nursing to baccalaureate nursing programs. The Board of Governors of The University
24 of North Carolina, and the Department of Community Colleges shall report on the
25 results of these efforts to the Legislative Commission on Nursing by November 1, 1989.

26 (b) Hospital-based diploma schools of nursing are encouraged to work with
27 the schools offering associate and baccalaureate degrees in nursing in their service areas
28 in order to structure diploma-school course offerings so that more of these courses meet
29 the criteria for academic credit at the associate and baccalaureate degree levels. The
30 schools are requested to report the results of these efforts to the General Assembly and
31 the Legislative Commission on Nursing by November 1, 1989.

32 (c) The State Board of Community Colleges shall expand its efforts where
33 feasible to offer associate degree in nursing programs on employment sites, including
34 State institutions, for Licensed Practical Nurses. The State Board shall report its efforts,
35 plans, and results to the Legislative Commission on Nursing by March 1, 1990.

36 (d) Schools of nursing of The University of North Carolina shall examine
37 efforts made on various campuses such as UNC-Charlotte to provide on-campus
38 Bachelor of Science in Nursing (BSN) programs structured for working registered
39 nurses. These schools shall make every effort to provide similar opportunities in their
40 regions. The Board of Governors of The University of North Carolina shall report on
41 these efforts to the General Assembly and the Legislative Commission on Nursing by
42 November 1, 1989.

43 (e) Area Health Education Centers of The University of North Carolina shall
44 continue and shall expand their off-campus baccalaureate and masters degree programs.

1 The Area Health Education Centers shall continue to contract for these programs to
2 provide flexibility to meet changing geographic demands and to serve unserved areas of
3 the State.

4 Sec. 9. Public Health Nurses. (a) Vacancies in public health agencies
5 significantly impact the State's implementation of various health programs; therefore,
6 the State urges counties to keep salaries for public health nurses competitive with the
7 salary levels of other nurses.

8 (b) The State recommends that the North Carolina Hospital Association and
9 the North Carolina Health Care Facilities Association study annuities or other
10 retirement planning options which might be offered jointly to nurses and other allied
11 health workers.

12 (c) The Office of State Personnel shall study the need for flexible fringe
13 benefit options for the State's nurse employees. The Office of State Personnel shall
14 report its findings and recommendations to the Legislative Commission on Nursing by
15 March 1, 1990.

16 Sec. 10. Nursing Profession Salaries. (a) State institutions are encouraged to
17 experiment with professional practice models for nursing.

18 (b) The Office of State Personnel shall review State nursing clinical pay
19 scales and report its findings to the General Assembly and the Legislative Commission
20 on Nursing by November 1, 1989.

21 (c) The Office of State Personnel shall monitor nursing salaries over time and
22 report its findings to the Legislative Commission on Nursing and the Joint Legislative
23 Commission on Governmental Operations. The State urges private sector employers of
24 nurses to address the wage compression problem in nursing salaries.

25 Sec. 11. Incentive Pay. The Area Health Education Centers shall provide
26 information and training to nurse employers regarding entrepreneurial approaches and
27 other incentives which establish pay arrangements which are creative and give more
28 dollars to those employees who produce more or who work more efficiently. These
29 efforts may be incorporated into current efforts to stimulate professional practice
30 models.

31 Sec. 12. Productivity. The Area Health Education Centers of The University
32 of North Carolina shall develop programs for institutional managers and directors to
33 further educate them on nursing needs and roles. These programs shall include training
34 and consultation on methods to achieve the proper mix of nursing staff and support
35 staff, on how computerization can effectively reduce paperwork and increase nursing
36 care time in hospital settings, and on other productivity tools.

37 Sec. 13. Continuing Education. The Legislative Commission on Nursing
38 shall study the need, potential cost, and alternatives to changing the State's Medicaid
39 program to reimburse hospitals, nursing homes, and home health agencies for tuition
40 and education expenses for health care employees at amounts above the current
41 Medicaid rates, with a maximum add-on per institution or per employee.

42 Sec. 14. Career advancement. The State encourages the integration of career
43 ladders with educational advancement and salary levels for nurses.

1 **"§ 90-171.65. Need-based nursing scholarships fund.**

2 (a) There is created a need-based scholarship loan fund for nursing students.
3 Need-based scholarship loans shall be available for study in nursing programs offered
4 by community colleges and The University of North Carolina, and by private colleges
5 which offer licensed practical nursing or registered nursing programs. Part-time students
6 and nontraditional students who have post-secondary degrees, and registered nurses
7 pursuing a baccalaureate degree in nursing, are eligible to receive need-based nursing
8 scholarship loans.

9 (b) Need-based nursing scholarship loan funds shall be administered by the State
10 Board of Community Colleges, the Board of Governors of The University of North
11 Carolina, and the State Education Assistance Authority. The State Board of Community
12 Colleges and the Board of Governors of The University of North Carolina shall allocate
13 the scholarship loan funds among their respective constituent institutions which have
14 programs of education leading to a degree in nursing. Distribution shall be in a manner
15 determined by the appropriate governing body. The State Education Assistance
16 Authority shall distribute scholarship loan funds to private nonprofit colleges which
17 offer nursing degree programs. Distribution shall be in a manner determined by the
18 Board of the State Education Assistance Authority after consultation with the North
19 Carolina Association of Independent Colleges and Universities.

20 (c) The State Education Assistance Authority shall carry out the following
21 functions in implementing the need-based nursing scholarship loan program:

- 22 (1) Promulgate the rules and regulations necessary to implement the
23 scholarship program;
- 24 (2) Disburse, collect, and monitor scholarship loan funds;
- 25 (3) Establish the terms and conditions of promissory notes executed by
26 loan recipients;
- 27 (4) Approve service repayment agreements; and,
- 28 (5) Collect cash repayments required when service repayment is not
29 completed.

30 (d) Each institution to which scholarship loan funds are allocated shall publicize
31 the availability of, shall disseminate, receive and review applications for, and shall
32 select the recipients of scholarship loans. Scholarship loans shall be made only to
33 prospective and enrolled nursing students under the terms and conditions established for
34 the need-based nursing scholarship loan program by the State Education Assistance
35 Authority."

36 Sec. 18. This act shall become effective July 1, 1989.