

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1989

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HOUSE BILL 320*
Committee Substitute Favorable 4/5/89

Short Title: Nursing Shortage Alleviation Act.

(Public)

Sponsors:

Referred to:

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 Carolina. The Board of Governors of The University of North Carolina shall review the

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

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

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

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

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

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

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

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

43 Sec. 5. Outreach and recruiting. (a) The North Carolina Foundation for
44 Nursing, Inc., shall develop a comprehensive, generic professional media campaign on

1 nursing as a profession. The Foundation may contract for various services and shall
2 coordinate the campaign with similar local and national efforts. The Foundation shall
3 consult with the Legislative Commission on Nursing prior to executing contracts which
4 would expend State funds.

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

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

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

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

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

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

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

42 (c) The State of North Carolina shall strive to be a model employer with
43 respect to State nursing positions. State institutions which employ nurses may
44 participate in the efforts of Area Health Education Centers, and may make experimental

1 efforts aimed at increasing the retention of nurses in the nursing profession. The
2 Department of Human Resources, the Department of Correction, and the North Carolina
3 Memorial Hospital shall each report to the General Assembly and to the Legislative
4 Commission on Nursing on their efforts, and shall indicate any additional authority
5 needed to carry out retention efforts. Each Department shall submit its report by
6 November 1, 1989.

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

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

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

17 Sec. 8. Educational mobility for nurses. (a) The Department of Community
18 Colleges and the baccalaureate schools of nursing shall expand their efforts to improve
19 the transferability of course credits for the associate's degree in nursing to baccalaureate
20 nursing programs, where feasible. The Board of Governors of The University of North
21 Carolina, and the Department of Community Colleges shall develop and report on a
22 plan based on the results of these efforts to the Legislative Commission on Nursing by
23 November 1, 1989.

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

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

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

41 (e) Area Health Education Centers of The University of North Carolina shall
42 continue and shall expand their off-campus baccalaureate and masters degree programs.
43 The Area Health Education Centers shall continue to contract for these programs to

1 provide flexibility to meet changing geographic demands and to serve unserved areas of
2 the State.

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

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

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

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

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

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

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

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

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

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

1 Sec. 15. Legislative Commission on Nursing. (a) There is established the
2 Legislative Commission on Nursing. The membership of the Commission shall be as
3 follows:

- 4 (1) Four members of the Senate appointed by the President Pro Tempore
5 of the Senate;
- 6 (2) Four members of the House of Representatives appointed by the
7 Speaker of the House of Representatives; and
- 8 (3) Six members of the general public; three appointed by the President
9 Pro Tempore of the Senate, and three appointed by the Speaker of the
10 House of Representatives.

11 (b) The Speaker of the House of Representatives and the President Pro
12 Tempore of the Senate shall each appoint one member as cochairperson of the
13 Commission.

14 (c) Members of the Commission shall receive per diem and travel allowances
15 in accordance with G.S. 120-3.1 for members who are legislators, and G.S. 138-5 for
16 members who are not legislators.

17 (d) The Commission is charged with the following powers and duties:

- 18 (1) To study issues identified in and funded by this act;
- 19 (2) To monitor the progress of entities that receive funding under this act,
20 and to receive reports required of entities that receive funding under
21 this act;
- 22 (3) To make recommendations, including cost estimates, to the General
23 Assembly aimed at impacting the nursing shortage;
- 24 (4) To monitor other issues which relate to the nursing shortage, including
25 the status of activities required by Sections 2, 3, 4, 5, and 6 of Chapter
26 1049 of the 1987 Session Laws.

27 (e) The Commission shall report its findings and recommendations to the
28 General Assembly by April 1, 1991. The Commission shall terminate on June 30, 1991.

29 (f) The Commission may, with the approval of the Legislative Services
30 Commission, meet in the State Legislative Building or the Legislative Office Building.
31 The Legislative Commission on Nursing may use the staff of the General Assembly to
32 the extent authorized by the Legislative Services Commission. Clerical assistance to the
33 Legislative Commission on Nursing shall be furnished by the General Assembly. The
34 Legislative Commission on Nursing may enter into contracts for staff and other
35 services, if necessary, after obtaining authorization from the Legislative Services
36 Commission.

37 Sec. 16. Nothing in this act obligates the General Assembly to appropriate
38 funds. Sections of this act that require additional funding are not effective until the
39 necessary funds are appropriated.

40 Sec. 17. Chapter 90 of the General Statutes is amended by adding a new
41 Article to read:

42 **"ARTICLE 9D.**

43 **"NEED-BASED NURSING SCHOLARSHIPS.**

44 **"§ 90-171.65. Need-based nursing scholarships fund.**

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

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

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

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

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

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