The Nursing Supply and Demand Council (Council) met on Friday, October 9, 2009 at 10:10 a.m. at the Southern University School of Nursing, Baton Rouge, Louisiana. Chair Planchock called the meeting to order. The roll was called and a quorum was established.

Council Members Present
Laurie Fontenot, LCTCS
Jodi Guidry, LNHA
Barbara Morvant, LSBN
Lisa Deaton, LSNA
Cheryl Taylor, LBNA
Norann Planchock, LACANE
Janet Rami, SU School of Nursing
Larry Tremblay, Board of Regents
KarenSue Zoeller, LHA
Clair Millet, OPH
Jennifer Beck, LAICU (designee)
Lisa Colletti, LONE (designee)

Members Absent
Marion Ansardi, LABPNE
Marjorie Everson, LANA
Linda Guidry, LSNO
Tracy Parker, LANP
Joe Ann Clark LANO

RULES OF PROCEEDING (Chair Lisa Deaton)
Lisa Deaton led a discussion on the draft rules.

All agreed that though the law names only “nurses who have a baccalaureate degree” within NSDC’s purpose and function (Article II), the wording in the council’s documentation should be more inclusive, e.g., listing nursing assistants, LPN, RNs, PNs, Advanced Practice Nurses, etc.

A discussion on the use/definition of “designees” and “alternates” led to the decision that alternates/designees must be named on the ‘designee form’ submitted to the Chair prior to the council meetings, and the Chair will request that all member organizations name a designee soon, as a planning measure. The designee can be changed prior to a meeting, if necessary, but the council felt it would be good to be prepared for a member’s absence by naming designees now.

Following a discussion on required representation for affirmative action votes, the Council agreed that, at the discretion of the Chair, a vote may be deferred based on attendance of voting members, if there is an issue that needs more consideration or more wide-spread participation in the vote.

It was decided that the immediate past president shall be a non-voting member of the council, unless that individual continues as representative of a member-organization.

Motion:
Laurie Fontenot moved; Jodi Guidry seconded: to accept the committee’s report and to adopt the Rules of Proceedings, as amended. The motion was unanimously accepted.

Chair Planchock thanked the committee for its work.
UPDATE on the OCCUPATIONAL FORECASTING MEETING OF 30 Sept 2009. (Ansardi, Deaton, Fontenot, Rami, Zoeller)

Janet Rami brought two handouts which she explained to the Council as she summarized the meeting presentations and discussion. One was a slide from the Workforce Commission’s presentation to the Postsecondary Education Review Commission (PERC, also sometimes called the “Tucker Commission” in the meeting) that showed RNs as an important element of the occupational forecast: number 1 in growth and among the top employment occupations by 2016. The Council agreed that the slide is misleading in that it only lists “Associate Deg” as the educational requirement, when it should more correctly illustrate the need for all levels of education, i.e., that the state occupational forecast can and should be adjusted to be more reflective of what is true.

Karen Sue Zoeller described the work of the HealthWorks Commission to provide Dek Terrell et al in the forecasting group with additional data to form the basis of their survey and forecasts. The next occupational forecasting meeting is 20 October at the Capital Visitors’ Center, beginning at 9AM, and Dr. Terrell will be there to accept additional information and answer questions.

Chair Planchock noted that the forecasting job is to consider “everything in the ocean” of jobs and needs; it is the NSDC’s responsibility to ensure that they know what the “nursing part of the ocean” looks like. Members agreed that this is in part why there is a NSDC—to inform the HealthWorks Commission and others, e.g., about how occupational numbers break down, and what the actual demand will be.

After extended discussion on what data are available and what information would be helpful, Janet Rami proposed two recommendations to the group:

1- That the NSDC convene a group representing current data sources for nursing supply and demand in LA including but not limited to LSBN, LSBPNE, LONE, Nursing Home Association. The purpose is to identify current data sources for nursing demand.

2- That the Chair prepare a letter to advise the LA Workforce Commission that the current plan for forecasting for RNs provides insufficient data to adequately inform state health policy makers on the future demand for nursing; therefore, the Council recommends that data collection tools for forecasting LA demand include current HSRA RN Demand Methodology.

Barbara Morvant and Janet Rami agreed to head a subcommittee to work on building a global list of data sources (“who collects what sort of data”) and come back to the NSDC with that information.

Motion
Jennifer Beck moved that the NSDC take the action described above; Laurie Fontenot seconded. Motion passed unanimously.

REPORT OF WORKFORCE ISSUES SUB-COMMITTEE

Chair Planchock distributed a summary report of the Industry Demand Committee. It was noted that the subcommittee was comprised of the following:

Dr. Kathy Viator, Chair Lisa Deaton Dr. Elaine Vallette
Laura Broadhurst Barbara Morvant Tevora Tabor
Dr. JoeAnn Clark Dr. Melinda Oberlietner
Dr. Denise Dana Dr. Norann Planchock

There were numerous discussions on retention of nurses and the need for supportive leadership. The Council agreed that retention requires long term investment, image impacts recruitment & retention, and culture impacts the practice of nursing.

WORKFORCE SECTOR INITIATIVE OF THE LA WORKFORCE COMMISSION

Karen Sue Zoeller described the workforce meetings (economic development, etc) in various regions across the state. After much discussion it was noted that all information and suggestions need to be
Karen Sue Zoeller reminded the group that it is basically an industry plan. She also stated the following:

- they have asked to keep healthworks funding at current level (at least);
- people may want to consider what they might suggest regarding new programs, streamlining, etc;
- then, the Workforce Commission will shepherd budget and/or legislative changes

Chair Planchock summarized: many are submitting recommendations; this is the NSDC’s recommendation, toward possible inclusion in an overall plan, which will include some regional and local efforts.

The Council inquired as to who decides what is included in the final plan? Ms. Zoeller responded that on November 9, a huge effort will be made to incorporate suggestions into the overall 2-year plan. (Next year will be focused on reviewing year 1, updating for year 2, and planning for year 3. She will be going around the state in October and November informing locals and inviting others to send representatives. The HealthWorks Commission website will display locations and schedules of upcoming meetings. Ms. Zoeller then stated that the recommendations will go to the three healthworks representatives on the Workforce Commission.

Laurie Fontenot, Marjorie Everson, Melanie Green, and Karen Zoeller form the subcommittee that will be working on the recommendation for the Commission.

**STRATEGIC PLAN TASK FORCE – UPDATE**

Laurie Fontenot and Marjorie Everson provided a review of the Louisiana Healthcare Industry Recommendations document. Ms. Fontenot explained that subcommittee’s approach was to review the Goals for the NSDC and see if they were still appropriate and fitting to the council’s direction. Included in the discussion was the repeated observation that no one is sure of the source of the original draft. All agreed that the NSDC needs to address each element of the document before it is submitted for publication. Ms. Fontenot led the group through the draft document, explaining which parts the subcommittee had added. Questions centered, again, around the data sources, originator, and the NSDC’s flexibility in challenging, clarifying, or editing the entries.

The Council decided that each member should review the entire document carefully, send comments/suggested changes to Laurie Fontenot, whose responses (discussion) will be copied to the group so that all may participate in reviewing/revising the document in time for the deadline. Even though NSDC was not the source of most of the content of the document, the council does not want it to go forward without some comment. The deadline for comments was set as 20 October.

The NSDC will meet again on 23 October at 9:30 at Southern University School of Nursing to work on this document.

There being no further business to come before the Council, the Nursing Supply and Demand Council adjourned at 2:25 p.m.