

## **State Policy Initiatives Addressing the Nursing Faculty Shortage**

### **Tried and True**

**New York** A 1211 is a pending bill that would establish a regents nursing scholarship incentive program for advanced degrees in nursing. The incentives would be rewarded on a competitive basis, to registered professional nurses and certified nurse practitioners who are in a masters or doctoral program and agree to teach nursing for one year, for each year such incentive is awarded.

**Oregon** OR SB 4, adopted in 2007, provides for scholarships to train nurse educators and seeks to recruit and retain nursing faculty through loan reimbursement grants and salary bonuses for faculty members.

### **Original and Innovative**

In 2006, **Maryland** legislation created the Nurse Support Program to fund efforts to increase nursing school faculty and enrollments, with a particular interest in attracting minorities to nursing and nurse faculty careers.

Funding for this program is partially generated by a .1% increase to the rate structure of all Maryland hospitals. Annually, approximately \$8.8 million will be available to fund innovative efforts at Maryland's nursing schools (e.g. graduate nursing faculty scholarships, new nursing faculty fellowships, online master's education programs for staff nurses to serve as clinical instructors).

**New Jersey** AB 4525 would establish a three-year Nurse Educator Pilot Program in the Division of Consumer Affairs. Current regulations require that nursing program faculty hold a current license in New Jersey as a registered professional nurse, and have taken courses or have professional or clinical experience in the specific area of teaching responsibility. In addition, faculty must be graduates from master's degree programs with a major in nursing, and faculty hired to teach in licensed practical nursing programs must hold a bachelor's degree with a major in nursing.

This pilot program would give nursing programs the option of hiring faculty who otherwise meet all current requirements, but who have master's degrees with majors other than nursing and have at least 20 years of clinical nursing experience, at least half of which was gained New Jersey. This bill has been pending since 2007.

**Oregon** SB 342, which became law in 2007, changes the tax code to allow retiring faculty to continue to teach. It allows nurses who are retired under the Public Employees Retirement System to be employed full-time by public employers as nursing instructors without loss of their retirement benefits.

**Nursing Education Capacity Summit  
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## About State Legislatures – How to Move Policy Changes Forward

### State legislatures are all over the map

- Some legislatures are full time, year round (IL, MA, MI, NJ, NY, OH, PA, WI, DC)
- Some are every other year (AR, MT, ND, NV, OR, TX)
- Range from highly staffed and professional to “citizen” legislatures

### Of 7,382 legislators...

- 23% are women
- 8% are African-American, 3% are Latino
- 86% have other jobs, 15% are attorneys
- Salaries vary (\$100/year in NH up to \$99,000/year in CA), and not all have legislative staff

### Term limits

- 15 states have them: AZ, AR, CA, CO, FL, LA, ME, MI, MO, MT, NE, NV, OH, OK and SD
- Increase influence of executive branch, interest groups, lobbyists, and leg. staff
- New legislators are younger, in a hurry, lack institutional memory

### 3 Requirements for Policy Change

- Shared perception of the problem
  - Public agreement; dissenting views at a minimum
- Political support
  - Broad-based support, all powerful groups or actors in line
- Viable policy solution
  - Workable, timely, affordable, proven

### Each year, the average legislator...

- Votes on 1,500 issues
- Receives 18,000 e-mails
- Answers 4,500 phone calls
- Reads 20,000 pages
- Sits through 1,000 hours of testimony

### Some final tips

- Use varied media, make it quick
- Aim for middle on the knowledge scale
- Include separate TA for legislative, governor's staff
- Be patient and persistent, change occurs slowly over time

For a listing of state legislators who are nurses, go to the American Nurses Association website:

<http://www.nursingworld.org/MainMenuCategories/ANAPoliticalPower/State/NurseLegislators/20072008NurseStateLegislatorsandAdministrativeLeadersAM.aspx>



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