

MINUTES OF THE SENATE WAYS AND MEANS COMMITTEE

The meeting was called to order by Chairman Dwayne Umbarger at 10:35 A.M. on March 13, 2008, in Room 123-S of the Capitol.

All members were present.

Committee staff present:

Jill Wolters, Senior Assistant, Revisor of Statutes
Alan Conroy, Director, Kansas Legislative Research Department
Kristen Clarke Kellems, Assistant Revisor of Statutes
Audrey Dunkel, Kansas Legislative Research Department
Cody Gorges, Kansas Legislative Research Department
J. G. Scott, Kansas Legislative Research Department
Jarod Waltner, Kansas Legislative Research Department
Melinda Gaul, Chief of Staff, Senate Ways & Means
Mary Shaw, Committee Assistant

Conferees appearing before the committee:

Martha Butler, Director of Nursing, Southwestern College, Winfield (by Terri Roberts)
Bernadette Kahler, Director of Nursing, Newman University (by Tonya Leiker)
Blake Flanders, Ph.D., Vice President for Workforce Development, Kansas Board of Regents
Senator Anthony Hensley
Representative Pat George
Representative Tom Hawk
Carol Foreman, Chairperson, State Employee Compensation Oversight Commission
Jane Carter, Kansas Organization of State Employees

Others attending:

See attached list.

Bill Introductions

Senator Emler moved, with a second by Senator V. Schmidt, to introduce a bill concerning final disposition of a decedent's remains (7rs2408). Motion carried on a voice vote.

Senator Kelly moved, with a second by Senator Emler, to introduce a bill concerning the Kansas lottery; veterans benefit game (7rs2414). Motion carried on a voice vote.

Senator Kelly moved, with a second by Senator V. Schmidt, to introduce a conceptual bill concerning apportionment of business income for income tax purposes for certain taxpayers. Motion carried on a voice vote.

Senator Schodorf moved, with a second by Senator Kelly, to introduce a conceptual bill regarding dealer-hauler full-privilege license plates. Motion carried on a voice vote.

Senator Morris moved, with a second by Senator Emler, to introduce a conceptual bill concerning authorization for issuance of bonds for national bio and agro defense facility. Motion carried on a voice vote.

Senator Morris moved, with a second by Senator Kelly, to introduce a conceptual bill concerning establishing the joint committee on energy and environmental policy. Motion carried on a voice vote.

Senator Schodorf made an apology for a previous meeting where the aviation industry was discussed regarding Wichita and the economic impact it would have on the city if funding was not there, nor jobs, and the same day **SB 654** was scheduled for a hearing and had to be postponed. The aviation discussion was very important in light of current situations that were developing in that area of Kansas. Senator Goodwin thanked Senator Schodorf and noted that she was disappointed that the directors of nursing had to go home.

CONTINUATION SHEET

MINUTES OF THE Senate Ways and Means Committee at 10:35 A.M. on March 13, 2008, in Room 123-S of the Capitol.

The Chairman opened the public hearing on:

SB 654--Nursing faculty and supplies grant program

Staff briefed the committee on the bill.

Terri Roberts spoke before the committee on behalf of Martha Butler, Director of Nursing, Southwestern College, Winfield, in support of **SB 654** (Attachment 1). Ms. Roberts emphasized that there is a shortage of nurses in the workforce. The goal of Kansas registered nurse education programs is to generate a well-prepared pool of graduates and the private nursing programs in Kansas make a significant contribution to achieving this goal; but, unique obstacles are there.

Tonya Leiker testified before the committee on behalf of Bernadette Kahler, Director of Nursing, Newman University, testified as a proponent on **SB 654** (Attachment 2). Ms. Leiker addressed private schools of nursing in Kansas and the future for private nursing education. She noted that qualified faculty and ample equipment and supplies are an obvious requisite to continuing to educate competent nurses. Attracting and retaining faculty will remain a challenge in nursing education for decades to come.

Blake Flanders, Vice President for Workforce Development, Kansas Board of Regents, testified as a neutral on **SB 654** (Attachment 3). Mr. Flanders detailed response the Legislature has had as part of a ten-year program expansion for nursing. This included addressing an insufficient number of qualified nursing faculty; competition among programs for clinical placement sites; classroom and laboratory space constraints; and additional equipment needs.

Written testimony was submitted by:

Chad Austin, Kansas Hospital Association (Attachment 4)

Terri Roberts, Kansas Nurses Association (Attachment 5)

The Chairman closed the hearing on **SB 654**.

Chairman Umbarger opened the public hearing on:

SB 666--State officers and employees, salaries and compensation, increases for FY 2009, certain expense allowances and multi-year market adjustments

Staff briefed the committee on the bill.

Senator Anthony Hensley testified on **SB 666** as a proponent (Attachment 6). Senator Hensley explained that **SB 666** represents an historic opportunity to have a comprehensive overhaul of the state employee pay plan which is long overdue. He noted that Kansas employee pay ranks 40th in the nation (U. S. Census Bureau). Senator Hensley also addressed a COLA because state employees lag far behind the market and longevity and longevity is the only bonus that rewards tenure and seniority.

Representative Pat George spoke in support of **SB 666** spoke as a proponent (Attachment 7). Representative George explained that the Select Committee was to broaden the scope in what could be done for state employees and five categories of employees were created. Implementation is key to the pay plan, pay for performance incorporated into the pay plan should empower workers. There is a 5-year implementation: first year is training; second year is a practice run and the third year is to go live with the plan. In closing, Representative George explained that **SB 666** represents a major undertaking, a whole new mind set on how the State of Kansas workforce is rewarded, treated and thought of.

Chairman Umbarger recognized Representative Tom Hawk who mentioned that he echoed the remarks that had already been addressed. (No written testimony was submitted.)

Carol Foreman, Chairperson, State Employee Compensation Oversight Commission and Deputy Secretary, Kansas Department of Administration, testified in support of **SB 666** (Attachment 8). Ms. Foreman

CONTINUATION SHEET

MINUTES OF THE Senate Ways and Means Committee at 10:35 A.M. on March 13, 2008, in Room 123-S of the Capitol.

mentioned that this bill is groundbreaking for state employees. She explained that the Department of Administration is in total support of the provisions included in the bill, but they do believe that there is one critical piece that was omitted. That piece is the proposed \$75,000 appropriation for the Department of Administration to assist with the implementation of the new pay plans.

Jane Carter, Kansas Organization for State Employees, spoke in support of **SB 666** (Attachment 9). Ms. Carter explained that this is a position of catch up on state employee salaries because of the State's failure to fund step increases over the past several years. She noted that the 2.5 percent COLA is necessary to bring those employees severely behind market up to a more adequate level and to keep those employees currently at market rate from falling to a point below market. In closing, Ms. Carter mentioned that the Governor's recommendations and **SB 666** address the value of state service and shows a commitment to employees of the State.

The Chairman closed the public hearing on **SB 666**.

Senator Emler moved, with a second by Senator V. Schmidt, to amend **SB 666** to provide \$75,000 State General Fund in FY 2009 for the Division of Personnel Services of the Kansas Department of Administration for implementation costs associated with the new pay plan. Motion carried on a voice vote.

Senator Teichman moved, with a second by Senator Betts, to amend **SB 666** for additional flexibility to provide leave and benefits to university support staff, and to provide additional compensation and travel expenses to members of the Kansas Board of Regents. Motion carried on a voice vote. This information was brought to the Committee by Kip Peterson and Julene Miller from the Kansas Board of Regents and both were recognized in the Committee by the Chairman to explain the needed amendment.

Senator Steineger moved, with a second by Senator Betts, to remove the contents of **HB 2916** and amend the provisions of **SB 666** into **HB 2916**. Motion carried on a voice vote.

Senator Steineger moved, with a second by Senator Betts, to recommend **Senate Substitute for HB 2916** favorable for passage. Motion carried on a roll call vote.

The Chairman turned the Committee's attention to discussion of:

SB 597--Dentistry Bridging Loan Program

The Chairman recognized Kevin Robertson who requested an amendment (Attachment 10) regarding the Kansas Dental Board and their intent is that the Kansas Dental Board will only administer the program. Senator V. Schmidt moved, with a second by Senator Teichman, to amend **SB 597** and adopt the balloon amendment. Discussion followed regarding the language of underserved area needs to be defined and action was not taken at this time on the balloon amendment.

The meeting adjourned at 10:35 a.m. The next meeting was scheduled for March 14, 2008.

**SENATE WAYS AND MEANS
GUEST LIST**

Date March 13, 2008

NAME	REPRESENTING
Cathy Denton	DOB
Louise Monell	State Bank Commissioner
Robbie Berry	SRS
Dust Henderson	SRS
Julene Miller	KBOR
Kip Peterson	KBOR
John Sabates	
Blabe Flanders	KBOR
Jay Kramer	CARTR GROUP
Erik Wisner	KDA
Chad Austin	KCHA
Teresa Schwab	Oral Health Kansas
Kathy Wenz	KDHE
Jeff Bohlberg	KSA
Terr Roberts	Ks. State Nurses Assn.
Charles Dodson	KOSE
Jane Carter	KOSE
Effie Simpson	Sen. D. Schmidt
Doug Penner	KICA
Jana Gulas	Labor College
Lea Ann Curtis	KDOT
Nancy Florker Daniels	KDO -
Justin Meyer	Pinger, Smith, & Assoc.

**Testimony re: SB 654, Establishing the Nursing Faculty and Supplies Grant Program
Kansas Senate Ways and Means Committee
Martha Butler, Director of Nursing
Southwestern College, Winfield
March 12, 2008**

Chairman Umbarger and members of the Ways and Means Committee, I appreciate the opportunity to discuss Senate Bill 654 with you today. My name is Martha Butler, and I am the nursing program director at Southwestern College in Winfield. I also serve on the board of directors of the Kansas State Nurses Association. I want to express support for this bill and its potential for establishing equity in funding among Kansas registered nursing programs.

As you are undoubtedly aware, we are in the midst of a serious shortage of registered nurses across the United States. In April, 2006, the Health Resources and Services Administration (HRSA) projected that the nation's nursing shortage will grow to more than one million nurses by the year 2020 and that to meet this need, we must graduate approximately 90 percent more nurses from U.S. nursing programs. In Kansas, our numbers are not as clear, but we do know that, according to the Kansas Department of Labor 2007 vacancy survey, registered nursing has the 3rd highest number of vacancies among all occupations in the state.

We know that part of the reason for this shortage is that a number of interested and qualified students are not able to be admitted to a nursing education program. We do not know exact numbers, however, because students tend to apply to more than one school; recent data indicate the pool of applicants is not as large as was originally believed. In fact, the increase in admissions at public programs may include a shifting from one sector to another, not a substantial net gain. We do know where students are turned away, faculty shortages are often the reason. In fact, 71% of the nursing schools responding to an American Association of Colleges of Nursing (AACN) 2006 survey cited faculty shortages as a reason for not accepting all qualified applicants. Of the private nursing programs in Kansas, most have experienced faculty shortages in the past two years. As an example, my program had one vacancy last year, and we received one application from a nurse who did not have the required qualifications. Another private program received four qualified applications for four faculty positions.

I join with nurse educators across Kansas in applauding the legislature's 2006 funding initiative to address this critical situation. Results indicate that the initiative has been successful at increasing the number of students admitted to state programs. However, we recognize that only state-funded programs benefitted from this initiative.

Private Higher Education in Kansas

Currently, there are 34 pre-licensure registered nurse education programs in Kansas. Of those, 13 are Bachelor of Science in Nursing (BSN) programs, and the remainder provide education at the associate degree level. Of the 13 baccalaureate programs, seven are located at private institutions. Of the 21 associate degree programs, one is located in a private non-profit institution and three are in proprietary institutions. So, our system of nursing education in Kansas is one that is richly blessed to include a mix of both private and public institutions. This system works well; it provides a diversity of settings that allows students to attend a school suited to their needs. Some students want and can excel in a smaller, more personable environment that many of the private schools can provide. While

Senate Ways and Means
3-13-08
Attachment 1

private higher education offers these benefits, it is, unfortunately, perceived as unattainable by many potential students because of its cost to the student.

I also want to emphasize the role of the private schools in meeting a public need, indeed a mandate, to produce more BSN-prepared nurses. A growing number of national organizations are calling for more nurses to be prepared at the baccalaureate level. As an example, the National Advisory Council on Nurse Education and Practice, policy advisors to Congress and the Secretary for Health and Human Services on nursing issues, has urged that at least two-thirds of the nursing workforce hold baccalaureate or higher degrees in nursing by 2010. In Kansas, seven of the pre-licensure BSN programs are in private schools, and those seven schools graduate one-third of the BSN graduates in the state. If these programs do not exist, Kansas will be at a disadvantage, with an inadequate number of nurses graduating from BSN programs, and a disproportionately high number graduating from associate degree programs. To illustrate, in 2006, only 45% of the total graduates from registered nurse programs received a BSN.

So, in conclusion: In response to the widespread nursing shortage, the goal of Kansas registered nurse education programs is to generate a well-prepared pool of graduates. The private nursing programs in Kansas make a significant contribution to achieving this goal; but, we face unique obstacles. Funds to enhance faculty salary initiatives, equipment and supplies, and particularly student scholarships would enhance the ability of the private nursing programs to contribute to this goal.

Again, thank you for the opportunity to speak in favor of SB 654 and its potential for establishing equity among Kansas registered nursing programs.

Testimony regarding Senate Bill 654 – establishing the nursing faculty and supplies grant program

Kansas Senate Ways and Means Committee

Bernadette Kahler, Director of Nursing

Newman University

March 12, 2008

Chairman Umbarger and members of the Ways and Means Committee – I wish to thank you for this opportunity to speak to you today regarding Senate bill 654 – establishing the nursing faculty and supplies grant program. My name is Bernadette Kahler and I am the director of the nursing program at Newman University in Wichita, and I'm here as a representative of private nursing education in Kansas.

Currently nine pre-licensure nursing programs exist within the private sector of nursing education. Two of these are associate degree programs, and seven are baccalaureate programs. Of the 13 baccalaureate nursing programs in Kansas seven are in the private sector. In September of 2005 data was gathered across all schools of nursing in Kansas looking at barriers to enrollment. Four major areas were identified – lack of qualified faculty, competition for clinical sites, classroom/lab space constraints, and equipment needs. In January 2006 the Kansas Board of Regents submitted a proposal for resources needed targeting these barriers, and funds were allocated by the legislature for public schools of nursing beginning in the 2007 fiscal year. The legislature is to be commended for its foresight in committing this level of support to attaining an adequate nursing supply for the future.

Private Schools of Nursing in Kansas

Data indicates that the Kansas Nursing Initiative has produced positive results in the public sector over the last fiscal year. From data gathered recently we believe the changes experienced in the public sector have impacted – the private schools of nursing. This is not surprising given many schools share the same faculty and applicant pools. Schools in the private sector contribute over 200 registered nurses a year into the state supply pipeline. In the 2007-08 academic year a decrease in qualified applicants occurred in most of the private schools, reaching its' lowest level since 2003. For some time many in nursing education have believed that a limitless qualified applicant pool does not exist. In truth, many students apply to several schools across both the public and private sectors in an effort to increase their chances of admission. We believe in the private sector this phenomenon is reflected by the gap seen between students who are admitted and those that actually enroll. In 2007, 392 students were admitted and 358 actually enrolled. Five schools in the private sector did not meet capacity due to either lack of qualified applicants, the disparity between admission and enrollment, or both. Although some schools did meet capacity the overall mean numbers for applicants, admissions and enrollment across private schools were down. These findings raise concerns that as we dip lower into the applicant pool, program attrition may rise and graduation and licensure exam pass rates may decline resulting in a net loss in the registered nurse supply from the private sector.

Senate Ways and Means
3-13-08
Attachment 2

The private schools continue to struggle with obtaining and retaining qualified faculty. The mean age of faculty in private nursing programs is 51, reflecting the aging trend seen in nursing faculty nationally. In the next 10 years approximately 40% of the faculty in private schools of nursing will retire. Faculty salaries have also been a challenge in private schools and never more so than now. In the private schools of nursing faculty salaries for Masters prepared faculty on the standard 9 month contract range from \$37,500-\$49,838. These salaries lag substantially behind the average pay for master's prepared nurses outside of nursing education.

The Future for Private Nursing Education

To date the supply of registered nurses in Kansas has come from both the private and public sector. To ensure a continued healthy supply of nurses in the future we ask that consideration be given to equity in support from the legislature for private schools of nursing as well. Appropriation of funds to support student scholarships, faculty salaries, equipment and supplies, as well as initiatives to decrease attrition could contribute significantly to maintaining a stable supply of nurses from the private sector. The debt incurred in a college education is often a daunting deterrent to education in the private setting. Over ninety percent of the students in private schools of nursing are receiving financial aid in the form of loans. For many students receiving scholarship aid may raise the possibility of private nursing education as a viable option.

Qualified faculty and ample equipment and supplies are an obvious requisite to continuing to educate competent nurses. Attracting and retaining faculty will remain a challenge in nursing education for decades to come.

Lastly as we admit more students in what is a limited qualified applicant pool it would behoove us to proactively look at strategies for retaining these students and achieving positive outcomes. Current faculty who often have large teaching loads are unable to assume these additional initiatives. Developing and providing interventions designed to strengthen program learning activities and remediation when necessary may prove helpful in maintaining stable enrollments.

I again wish to thank you for this opportunity to speak and ask your consideration of the bill in the interest of continuing to support the goal of a stable and adequate registered nurse work force in the years to come.



KANSAS BOARD OF REGENTS

1000 SW JACKSON • SUITE 520 • TOPEKA, KS 66612-1368

TELEPHONE – 785-296-3421
FAX – 785-296-0983
www.kansasregents.org

**Senate Ways and Means Committee
March 12, 2008**

Testimony Regarding Senate Bill 654

**Blake Flanders, Ph.D.
Vice President for Workforce Development**

Good morning Chairman Umbarger, Ranking Member Kelly, and members of the Committee. I am here on behalf of the Kansas Board of Regents to provide testimony regarding Senate Bill 654 and to generally discuss the current nursing expansion initiative.

As you may know, in January 2006, the Board submitted a report to the Governor and the Legislature describing the resources (\$4.0 million) required to increase the capacity of the state's higher education system to accommodate up to 250 more nursing students annually. The 2006 Legislature responded to the report by investing \$3.4 million in grant funds, as part of a 10-year commitment, to begin addressing barriers to program expansion including: (1) an insufficient number of qualified nursing faculty; (2) competition among programs for clinical placement sites; (3) classroom and laboratory space constraints; and (4) additional equipment needs. The Legislature authorized the Board to distribute these funds in three specific areas based on the key barriers identified in the report.

- 1) Nurse Educator Service Scholarships: \$200,000 with a required match of \$1 per \$2 awarded
- 2) Nursing Faculty Salaries and Supplies: \$1,200,000 with a required match of \$1 per \$1 awarded
- 3) Nursing Equipment /Facility Upgrades: \$2,000,000 with a required match of \$1 per \$2 awarded

In response to the legislative appropriation, the Board created and released in June 2006, a Nurse Educator Service Scholarship announcement, a Nursing Faculty Salaries and Supplies request for proposals, and a Nursing Equipment and Facility Upgrades request for proposals.

I am pleased to report the early success of the nursing initiative. In the first year:

- 1) 507 Additional nursing students have been admitted in FY 2007
- 2) 28 Full-time and 23 part-time additional nursing faculty have been hired
- 3) 53 Nurse Educator Service Scholarships have been awarded, and
- 4) 27 Human patient simulators were placed into nursing classrooms

Senate Ways and Means
3-13-08
Attachment 3

The 2007 Legislature fully funded the initial request by investing an additional \$600,000 in the Nursing Faculty Salaries and Supplies grant initiative. Those funds were awarded to seventeen public institutions of higher education including technical colleges, community colleges, and universities. Institutions expect increased enrollments of an additional 232 students in nursing programs at public institutions of higher education as a result of this added investment.

The Board is supportive of legislative efforts to increase the number of nursing graduates and meet acute statewide shortages in the number of registered nurses available for employment. Given the current success of the initiative, we would suggest that increased State investment be expanded to maintain the existing purchasing power of the nursing initiative by including an annual inflation factor, and by expanding this successful initiative to include specific allied health occupations with similar statewide shortages to registered nurses. The Board, using a similar model to the nursing initiative, would be interested in leading an effort to develop a more comprehensive initiative with the cooperation of other partners in the healthcare industry to ameliorate statewide shortages in both nursing and allied health.

Thank you for the opportunity to comment and for your continued commitment to and support of the state's successful nursing expansion initiative. I would be happy to answer any questions that you may have.



Thomas L. Bell
President

TO: Senate Ways and Means Committee
FROM: Chad Austin
Vice President, Government Relations
DATE: March 12, 2008
RE: Senate Bill 654

The Kansas Hospital Association (KHA) appreciates the opportunity to provide comments in favor of Senate Bill 654. This legislation would establish the nursing faculty and supplies grant program.

Over the past 6-8 years, Kansas has experienced yet another cycle of high demand and low supply of health care professionals, especially registered nurses. Thanks in part to a huge advertising campaign by the Johnson & Johnson Company which promoted the profession of nursing and highlighted the growing lack of these valued health care workers, the number of applicants increased to nursing schools. Unfortunately, most Kansas nursing schools have been unable to accommodate this surge in applicants and increase class size due to several reasons including the lack of nursing faculty and classroom resources.

The matching grant program designed in Senate Bill 654 will begin to assist nursing schools across Kansas in obtaining additional resources to train future nurses. These resources will be essential as nursing schools attempt to keep up with the growing demand of nursing graduates. While the passage of Senate Bill 654 will not directly resolve the current nursing shortage crisis by itself, it can serve as an important piece of the overall strategy.

Thank you for your consideration of our comments.



1109 SW TOPEKA BLVD
 TOPEKA, KANSAS 66612
 785.233.8638, FAX 785.233.5222
 www.nursingworld.org/snas/ks
 ksna@ksna.net



SUSAN BUMSTED, M.N., R.N.
 PRESIDENT

THE VOICE AND VISION OF NURSING IN KANSAS

TERRI ROBERTS, J.D., R.N.
 EXECUTIVE DIRECTOR

TO: Dwayne Umbarger, Chair of the Ways and Means Committee
 Ways and Means Committee Members

FROM: Terri Roberts J.D., R.N.
 KANSAS STATE NURSES ASSOCIATION

DATE: March 12, 2008

SUBJ: S.B. 654 Nursing Faculty and Supplies Grant Program

The KANSAS STATE NURSES ASSOCIATION (KSNA) supports the concept of S.B. 654 to provide infrastructure support for the non-public institutions of higher learning that have Schools or Programs of Nursing to educate and prepare the Registered Nurse workforce for Kansas communities.

The current *Kansas Board of Regents (KBOR) Nursing Initiative*, which funds only public institutions, began in FY 2006, and had a very successful first year. In a recently released report the KBOR Nursing Initiative first year outcomes included:

- 507 **additional** nursing students, of those 371 were ADN/BSN (preparation for RN) and 136 graduate students in the MSN/PhD programs
- 28 additional full-time and 23 part-time nursing faculty
- 53 Nurse Educator Service Scholarships
- 27 Human Simulators for clinical instruction

The Nurse Educator Service Scholarships as it was designed and implemented by the KBOR permits the new “educators” to complete their “service” requirements in *any of the approved Kansas programs of nursing*. This was requested in recognition that the non-public institutions contribute significantly to the education and preparation of the RN workforce in the state.

This bill would provide funding to increase the capacity of non-public institutions to enroll and graduate additional nursing students. There is clearly a workforce demand for more registered nurses in Kansas. This bill also requires a “match” in dollars from these institutions, just as the KBOR Nursing Initiative Program.

NURSING SHORTAGE STATISTICS

Kansas is experiencing a continued nursing shortage projected to last through at least 2012, unless trends are reversed. Registered Nurse vacancies statewide are at 7.1% and in acute care hospitals the rate is 8.2%. The State of Kansas Department of Labor forecasts nursing in the top of professions with the largest growth in demand and in new positions through 2012.

Thank You.

Attachment: KBOR Executive Summary-and Full Report, Kansas Nursing Initiative Year One Report

Senate Ways and Means
 3-13-08
 Attachment 5

Kansas Nursing Initiative Year One Report

Kansas Board of Regents Executive Summary

Genesis of Nursing Initiative

In 2004, the U.S. Department of Labor identified Registered Nursing (RN) as one of the top occupations in terms of job growth through the year 2012. The Kansas Occupational Outlook, published by the Kansas Department of Labor in 2005, identified RN's experiencing a projected growth of 31.2 percent, or 6,890 additional RN positions needed by 2010. At a September 2005 conference in Topeka, nursing program directors from across the state identified four major barriers that limited increased enrollment and subsequent graduation of more registered nursing students. These barriers were: (1) an insufficient number of qualified nursing faculty, (2) competition among programs for clinical placement sites, (3) classroom and laboratory space constraints, and (4) additional equipment needs. In January 2006, The Kansas Board of Regents (KBOR) submitted a report to the Governor and the Legislature describing the resources required to increase the capacity of the state's higher education system to accommodate up to 250 more nursing students annually. In spring 2006, the Legislature responded to the report by investing \$3.4 million dollars in grant funds, as part of a 10-year commitment, to begin addressing each of the four barriers to nursing education program expansion. The Legislature authorized KBOR to distribute these funds in three specific areas based on the key barriers identified in the report.

- 1) Nurse Educator Service Scholarships: \$200,000 with a required match of \$1 per \$2 awarded
- 2) Nursing Faculty Salaries and Supplies: \$1,200,000 with a required match of \$1 per \$1 awarded
- 3) Nursing Equipment /Facility Upgrades: \$2,000,000 with a required match of \$1 per \$2 awarded

In response to the legislative appropriation, KBOR created and released in June 2006, a Nurse Educator Service Scholarship announcement, a Nursing Faculty Salaries and Supplies request for proposals, and a Nursing Equipment and Facility Upgrades request for proposals.

Snapshot of Success

The Nursing Initiative's First Year's Achievements:

- 1) 507 Additional nursing students have been admitted in FY 2007
- 2) 28 Full-time and 23 part-time additional nursing faculty have been hired
- 3) 53 Nurse Educator Service Scholarships have been awarded, and
- 4) 27 Human patient simulators were placed into nursing classrooms

The Nurse Educator Service Scholarship Program

The goal of the service scholarship program is to increase the availability of qualified nursing faculty in Kansas postsecondary nursing education programs. Scholarships are awarded to applicants who agree to engage in the full-time (or the equivalent to fulltime) teaching of nursing in a Kansas nursing program after receiving their Masters in Nursing (MSN) or Doctorate degree (PhD). This is a ten-year investment, requiring a \$1 match for every \$2 of state funding, subject to annual appropriation from the Kansas legislature.

A total of \$300,000 was available (\$200,000 grant funding plus \$100,000 required match) for service scholarships. The five eligible state funded institutions (those providing an MSN or PhD in Nursing) submitted a total of 51 requests for service scholarships. As of June 30, 2007, 53 service scholarships have been awarded and \$263,595 in scholarship funds were committed in the first year of this ten-year program. The remaining \$36,405 in service scholarship funds will be reissued for use in FY 2008. Of the 53 service scholarship recipients, three graduated in June 2007 and one graduated in August 2007.

The Nursing Faculty Salaries and Supplies Grant

The goals of this grant program are to increase the number and retention of qualified nursing faculty, and provide funding for consumable supplies needed for laboratory and classroom instruction in nursing programs. This is a ten-year investment, requiring a 1:1 match, subject

to annual appropriation from the Kansas Legislature. All 22 publicly-funded educational institutions in the state with approved RN programs were encouraged to apply for this grant. This grant made available a total of \$2.4 million (\$1.2 million grant funds plus \$1.2 million in required matching funds) to provide funding to hire additional nursing faculty and secure additional instructional supplies. Sixteen publicly-funded institutions submitted applications and were awarded funding for this grant.

Based on fiscal year-end information submitted to KBOR from these institutions pertaining to this grant, 28 full-time and 23 part-time additional nursing faculty have been hired from an initial anticipated total of 57 new faculty. Six full-time positions and one part-time position still remain unfilled due to the on going faculty shortage. A total of \$1,967,215 (grant with required match) has been expended for additional faculty. Due to difficulty recruiting and hiring the additional faculty at the beginning of the fiscal year, combined with positions still unfilled or re-vacated due to turnover, \$399,928 (grant with required match) remains encumbered by the institutions, to be expended as additional faculty are hired.

A total of \$128,021 (grant with required match) has been expended on classroom supplies. Salary and Supplies grant funds expended, plus the salary funds encumbered, total \$2,495,164. This amount includes \$95,164 expended by four institutions in excess of the minimum required match.

The Nursing Equipment and Facility Upgrades Grant

The first goal of this one-year grant was to assist institutions with obtaining new technology and equipment for their nursing programs, such as patient simulators. The second goal was to provide additional physical space, both classroom and laboratory, which would accommodate an increase in nursing student capacity. All 22 publicly-funded educational institutions in the state with approved RN programs were encouraged to apply for this grant. This grant made available a total of \$3 million, requiring a 2:1 match (\$2 million grant funds plus \$1 million in required match). Each of the 18 institutions applying for this grant requested funding for additional equipment; eight requested funding for modifications to their facilities. For FY 2007, institutions reported total expenditures for equipment (grant with required match) of \$2,674,548 and total expenditures for facilities modifications (grant with required match) of \$622,247, for a grand total of \$3,296,795 expended as a result of this grant. Eight institutions increased their match, primarily for additional equipment, which increased the total expended on this grant by \$296,795.

Given the challenges of placing more students into a finite number of clinical learning sites, and a desire to give students more opportunities to practice specific skills and make critical patient care decisions in a safe and controlled environment, an emphasis was placed on obtaining additional human patient simulators for nursing programs throughout the state. As a direct result of this funding initiative, statewide simulation activity has increased dramatically over the past year. Because of this grant, institutions were able to purchase 27 human patient simulators and related ancillary equipment, and the use of these simulators is beginning to be incorporated in nursing education.

Increased Enrollment in Nursing Education Programs

The primary goal of the Kansas Nursing Initiative, is to increase the enrollment in and the graduation from publicly-funded RN education programs in Kansas, thus helping alleviate the state's nursing shortage. Increased student enrollment has positively impacted the waiting lists of qualified students seeking admission into these programs.

Additionally, several nursing programs placed added resources toward reducing student attrition. Based on data submitted to KBOR, the funded nursing programs statewide have admitted 507 additional nursing students in FY 2007. The goal of the Legislature was to increase enrollment this year by 25 percent or 250 students, a goal which the programs have exceeded by 257 students. The full impact of this initiative will begin to manifest itself next year, when these additional students begin to graduate and become employed as registered nurses in Kansas.

Kansas Nursing Initiative Year One Report

Kansas Board of Regents Full Report

A Shortage of Nurses

States have historically been the guardians of public health, and they constantly seek new strategies to enhance healthcare access and quality for their citizens. A major impediment to the delivery of quality healthcare has been a growing shortage of health care providers, with the largest shortage in the area of nursing.

In 2002, The American Hospital Association's Commission on Workforce for Hospitals and Health Systems stated, "Among the many issues facing the field of healthcare, none is more important to its long-term future than solving the growing workforce crisis."

Hospitals and other facilities that provide patient care are threatened by a chronic shortage of nurses. Multiple reasons have been given for the nursing shortage, which are:

- An aging population that will require increased utilization of the healthcare system
- An increase in the number of retirements of nurses and other healthcare professionals
- Fewer potential workers to replace those that are retiring; and
- Attrition of many existing healthcare professionals due to an increasing workload and faster pace, which results in dissatisfied caregivers with less time at the bedside.

What this implies is that an aging population will be placing greater demands on the healthcare system at the same time that many healthcare professionals will be retiring.

In 2004, the U.S. Department of Labor identified Registered Nursing as one of the top occupations in terms of job growth through the year 2012. According to a U.S. Department of Health and Human Services study, by 2010 the shortage of qualified healthcare workers is expected to reach 12 percent nationally, and by 2020 this shortage is expected to grow to 29 percent. This translates to a need for 1,101,000 additional registered nurses nationally to meet the demand by the year 2012.

The outlook in Kansas is similar to the national trend. The Kansas Occupational Outlook, published by the Kansas Department of Labor in 2005, identified the top ten occupations for projected growth through 2010. Registered Nurse is listed second, with a projected growth of 31.2%, or 6,890 more RN positions needed by 2010. Coupled with 4,460 RN replacements needed due to retirements in the same time period, the total projected need for RNs will exceed 11,350 by 2010. The need for additional Licensed Practical Nurses (LPN) for this time period is projected to be 3,370 (a number that does not include replacement positions needed due to retirements).

Long Waiting Lists: A Lack of Capacity

As a result of intensive on going efforts to encourage students to pursue careers in healthcare, the issue of educational program capacity and growth became paramount.

Admission data provided by the Kansas Board of Nursing (KSNB) for 2005 indicated that almost all nursing programs have full admissions and some programs report waiting lists of qualified students. Applicant data was also obtained from the Kansas State Nurses Association (KSNA) study, and "Nursing Shortage: Environmental Assessment of Nursing Education and Faculty in Kansas," published in August 2005 and revised in November 2005.

The KSNB and KSNA data, which included information from both public and private nursing programs, demonstrated more qualified applicants than program capacity. Data reported by institutions responding to a community college nursing survey conducted by the Kansas Association of Community College Trustees (KACCT) in 2005, also indicated that the number of qualified applications consistently exceeded the current admission capabilities of nursing programs at Kansas community colleges. Finally, in a Kansas Board of Regents (KBOR) survey of academic deans of institutions with nursing programs conducted in 2006, the vast majority stated that they could not

accommodate more nursing students unless more qualified nursing faculty are available, facilities are expanded, and the issue of clinical access is addressed.

Barriers to Increasing Program Capacity

On September 15, 2005, a conference was held in Topeka for nursing and allied health educational program directors. Ninety nursing and allied health program directors representing one-, two-, and four-year programs from across the state, were asked to identify barriers that currently prevented them from admitting additional students into their respective educational programs. Their primary responses included: (1) an insufficient number of available qualified faculty, (2) competition among programs for clinical placement sites, (3) classroom and laboratory space constraints, and (4) additional equipment needs.

Barrier I: An Insufficient Number of Qualified Faculty

In 2005, the National League for Nursing estimated 92,000 qualified applicants were not admitted to entry-level nursing programs. The primary reason given was a shortage of qualified faculty. In 2006, nearly 63 percent of full-time faculty members at the nation's nursing schools were between the ages of 45 and 60. Another 9 percent were over the age of 61. In Kansas, KSNA surveyed deans and directors of nursing programs to project retirements based on their knowledge of individual faculty. The results indicated that the median age of nursing faculty in Kansas is in the fifties, with a projected retirement of 32 MSN and/or PhD- prepared nursing faculty in the next three years. Additionally, 123 MSN and/or PhD- prepared nursing faculty indicated that they will retire within nine years. Contributing to the shortage of qualified nursing faculty is the salary disparity between nurse educators and advanced practice nurses. Results of the same KSNA study showed that salaries of masters-prepared faculty, with a nine month contract pro-rated to twelve months, fell within a range of \$44,947 to \$60,000, which was well below the average masters-prepared nurse salary of \$70,642 in Kansas (American Academy of Nurse Practitioners, 2004). The length of time required to obtain the degrees required for full-time faculty, combined with a significant salary disparity between education and practice, have created a disincentive for many nurses to enter teaching.

Barrier II: Clinical Access

Many nursing programs have not been able to accommodate more students due to competition for specific clinical education sites. There also exists competition among nursing and allied health education programs for access to existing clinical sites. Additionally, students in nursing programs located in several rural areas of the state are required to drive significant distances, sometimes out of the state, to obtain their required clinical training. Program directors did indicate human patient simulators could be a tool to reduce the time demand on clinical sites by better preparing students in specific techniques before these students enter clinical training, and also exposing students to a wider scope of patient conditions than they may see during their clinical education.

Barrier III: Limited Classroom, Laboratory, and Equipment Availability

Nursing and allied health program directors also voiced concerns regarding the lack of adequate physical space, both classroom and laboratory, as a barrier to increasing student capacity. Insufficient space leads to overcrowding of students and results in an inadequate learning environment. Many program directors indicated another primary deterrent to increasing student enrollment was a lack of sufficient technologically advanced equipment, and the increased stress placed on existing equipment.

Kansas Nursing Initiative Year One Report

Continued

A Charge from the Legislature

The Legislative Budget Committee expressed concern over the shortage of nurses in Kansas and recognized that the problem will only become worse as the current workforce nears retirement. The Committee requested that the Board of Regents submit a report to the Governor and the 2006 Legislature addressing the resources needed to increase the capacity in the state's higher education system for educating registered nurses by 25 percent. It was also requested that the report include a timeline for rebuilding the infrastructure to accommodate up to 250 more nursing student admissions annually.

The Kansas Board of Regents' Response

In developing a plan to increase the capacity of the state's nursing programs, KBOR focused on the following methodologies:

- Reviewed the number of nursing program admissions and graduates over the past several years and compared that data with the Department of Labor's projected need for additional nurses.
- Calculated the number of additional nursing program graduates needed annually to meet the Department of Labor's projections over a ten year period.
- Reviewed the research and data from the KBOR, KSNA, and KSBN on barriers to increasing the capacity of nursing programs in the state.
- Surveyed academic deans of institutions with nursing programs to identify the resources and the associated costs needed to increase the capacity of these programs by 25 percent.
- Established a collaborative partnership among organizations with a vested interest in nursing education and workforce issues. These partners offered comments and suggestions, served as information resources, helped assure reporting accuracy, and assisted with evaluations of grant funding proposals from educational institutions. These partners included KSBN, KSNA, the Kansas Hospital Association (KHA), the Kansas Association of Homes and Services for the Aging (KAHSA), the Kansas Health Care Association (KHCA), and the Kansas Organization of Nurse Leaders (KONL).
- Convened a meeting of nursing program directors from state universities and Washburn University, all of which prepare future nursing faculty.
- Developed an implementation timeline which would allow institutions with nursing programs to put needed additional resources in place, provide staff development, hire additional qualified nursing faculty, and implement facility modifications where necessary.

Recommendations from the Kansas Board of Regents

Providing nursing education programs the capability to accommodate more students, specifically admitting and graduating up to 25 percent more RN students annually, required an array of strategies to address the multiple barriers. Based on the methodologies previously outlined; focused meetings with directors from one-, two-, and four-year nursing programs; and input from representatives from KHA, KSBN, and KSNA, the following key areas were recommended as solutions in A Report Addressing the Resources Needed to Increase the Capacity of the Kansas Board of Regents System for Educating Registered Nurses. KBOR submitted this report to the Governor and the Legislature in January 2006.

Recommendations to Address Barrier I:

A. Develop a targeted service scholarship program that provides tuition forgiveness as an incentive. The objective is to encourage current BSN- prepared nurses to obtain an MSN degree and become a nurse educator. As a condition of participation in this program, service scholarships recipients would agree to become nurse educators in Kansas postsecondary institutions for a specified period of time after obtaining their MSN degree. Projected costs of this service scholarship program would be \$200,000 per year for a ten- year period.

B. Provide funding to hire additional nursing faculty. Based on the survey KBOR conducted of academic deans of institutions with nursing programs, an additional 31 nursing faculty would be required, with a projected initial investment of \$1,500,000 per year. KBOR and the academic deans also recognize that salary disparities between clinical practice and education have had an impact on faculty recruitment.

Recommendations to Address Barriers II and III:

A. Provide funding to assist with obtaining the additional equipment and supplies that would be needed to accommodate at least a 25 percent increase in nursing students. Because of the limited availability of clinical education sites and competition among healthcare programs for existing sites, nursing programs were encouraged to increase the utilization of human patient simulators and establish simulation laboratories. Clinical simulation laboratories are an effective way of extending and enhancing a student's clinical education experience, thus reducing the burden on clinical sites. Projected costs for human patient simulators and additional equipment and supplies will be \$3,087,260.

B. Provide funding to assist with facility enhancements that will accommodate additional nursing students. Several of the state's nursing programs will need some facility renovations to accommodate an increase in student enrollment. Also, the increased use of simulators will require the creation of additional simulation laboratories. Projected costs for facility renovations will be \$750,000. The estimated total projected investment to increase the capacity of all registered nursing programs by 250 students or 25 percent was approximately \$5,500,000 for the first year.

A Legislative Appropriation

The Legislature responded to the KBOR report by investing \$3.4 million dollars in grant funds to begin addressing barriers to program expansion and increasing the capacity of the state's registered nursing programs. The Legislature authorized KBOR to distribute these funds in the following three specific areas based on the key barriers identified in the report:

- 1) Nurse Educator Service Scholarships: \$ 200,000 with a required match of \$1 per \$2 awarded
- 2) Nursing Faculty Salaries and Supplies: \$1,200,000 with a required match of \$1 per \$1 awarded
- 3) Nursing Equipment/Facility Upgrades: \$2,000,000 with a required match of \$1 per \$2 awarded

Implementation of Nursing Initiative

In response to the legislative appropriation, KBOR created and released a Nurse Educator Service Scholarship announcement, a Nursing Faculty Salaries and Supplies request for proposals, and a Nursing Equipment and Facility Upgrades request for proposals in June 2006. The expected outcomes of the Nursing Initiative are:

- (1) An overall increase in the number of qualified nursing students admitted into registered nurse educational programs in Kansas by 25 percent.
- (2) An increase in the number of nursing students graduating and passing the National Council Licensure Examination (NCLEX); and
- (3) An increase in the number of graduates working in the field of nursing in Kansas.

KBOR sent the Nurse Educator Service Scholarship announcement to all 5 publicly-funded postsecondary educational institutions in Kansas engaged in providing a Masters in Nursing or a Doctorate in Nursing degree. These institutions include: Fort Hays State University, Pittsburg State University, The University of Kansas Medical Center, Washburn University, and Wichita State University. Funding proposals received in July 2006 from these institutions indicated the number of scholarships requested and an agreement to all conditions outlined in the announcement.

A Nursing Initiative Grant Review Committee, comprised of rep-

Kansas Nursing Initiative Year One Report

Continued

representatives from KONL, KHCA, KSNA, KHA, KAUSA, and KSBN, was formed to review the proposals submitted for the Nursing Faculty Salaries and Supplies grant and the Nursing Equipment and Facility Upgrade grant. This committee made funding recommendations to KBOR staff, which subsequently determined final allocations. Notification of the funding awards was sent to all participating institutions on July 19, 2006.

Nurse Educator Service Scholarship Program

The goal of the service scholarship program is to increase the availability of qualified nursing faculty in Kansas postsecondary nursing education programs. Scholarship funds are awarded to applicants who agree to engage in the full-time, or the equivalent to fulltime, teaching of nursing in a Kansas nursing program after receiving their Master or Doctorate degree in Nursing. This is a ten-year program, subject to annual appropriation from the Kansas Legislature.

A total of \$300,000 dollars was made available (\$200,000 grant funding plus \$100,000 required match) and distributed to the five eligible institutions that provide Master of Nursing or Doctorate in Nursing degree programs. Institutions indicated the number of service scholarships requested and agreed to all conditions in the scholarship announcement. Individual scholarship amounts could not exceed 70 percent of the cost of attendance (tuition, fees, required supplies and text) for an academic year at the institution in which the applicant is enrolled.

Initial Requests for Nurse Educator Service Scholarship Funds

Institution	Funds Requested	Required Match	Number of Service Scholarships Requested
Fort Hays State University	\$35,812	\$17,906	10
Pittsburg State University	\$13,577	\$ 6,789	4
University of Kansas Medical Center	\$33,930	\$16,965	6
Washburn University	\$40,000	\$20,000	17
Wichita State University	\$76,681	\$38,340	14
Total	\$200,000	\$100,000	51

The Nurse Educator Scholarship Program, after only one year, has already demonstrated to be a wise investment for the state. As of June 30, 2007, the actual service scholarships awarded are:

Actual Nurse Educator Service Scholarships Awarded in FY 2007

Institution	Funding Committed	Service Scholarships Awarded
Fort Hays State University	\$37,605	8 MSN
Pittsburg State University	\$17,820	5 MSN <i>(2 Graduated in June 2007)</i>
University of Kansas Medical Center	\$39,670	5 MSN, 7 Doctoral <i>(1 Graduated in June 2007)</i>
Washburn University	\$53,479	15 MSN
Wichita State University	\$115,021	13 MSN <i>(1 Graduated in Aug. 2007)</i>
Total Funds Awarded/ Encumbered:	\$263,595	53

Encumbered FY 2007 funds available to be reissued through the Nurse Educator Service Scholarship Act for use in FY 2008: \$36,405 (grant with match).

Summary of Nurse Educator Service Scholarships for FY 2007

The demand for more nurse educators, combined with the appeal of this service scholarship program, which is attracting students in need of financial assistance while pursuing their graduate education, has resulted in 53 service scholarships awarded in the first year of this ten year project. Of these 53 service scholarship recipients, three graduated in June 2007 and one graduated in August 2007. The growing popularity of this service scholarship program has a very real potential to ease the nursing faculty shortage by assisting with the production of new nurse educators. This grant does not, however, address the disproportionate salary differences between nurse educators and practitioners, which has contributed greatly to the shortage of nursing faculty.

Nursing Faculty Salaries and Supplies Grant

As with the Nurse Educator Service Scholarship Program, the primary goal of this grant is to increase the availability of qualified nursing faculty in Kansas postsecondary nursing education programs. A second goal of this grant is to increase funds for consumable supplies necessary for laboratory and classroom instruction to accommodate a 25 percent increase in nursing student enrollment. This is a ten-year grant, subject to annual appropriation from the Kansas Legislature. All 22 publicly-funded educational institutions in the state with approved RN programs were encouraged to apply for this grant.

This grant made available a total of \$2.4 million (\$1.2 million grant funds plus \$1.2 million in required match) to provide funding to hire additional nursing faculty and secure additional supplies. Institutions applying for this grant provided an implementation plan to demonstrate sustainability, a summative evaluation of the plan's success, and, most importantly, explained how they would increase the capacity of their nursing programs and eventually graduate more nurses that will pass the NCLEX examinations.

Kansas Nursing Initiative Year One Report

Continued

Nursing Faculty Salaries and Supplies Grant Data as of June 30, 2007:

Institution	Grant Amount	Match Amount	Total Amount Salaries & Supplies	Total Amount Spent Salaries & Supplies	Additional New Nursing Faculty	Salary Carry Over Amount Funds due to Unfilled Positions
Emporia State University	\$26,400	\$26,400	\$52,800	\$52,800	1 FT	0
Pittsburg State University	\$187,168	\$187,168	\$374,336	\$243,212	4 FT Hired in fall 06	\$131,124
University of Kansas Medical Center	\$92,578	\$92,578	\$185,156	\$185,156	2 FT	0
Washburn University	\$106,953	\$106,953	\$213,906	\$146,818	2 FT, 1 PT	\$67,088
Wichita State University	\$176,443	\$176,443	\$352,886	\$353,763 *	One FT position open	0
Butler Community College	\$30,844	\$30,844	\$61,688	\$95,039 *	1 FT, 6 PT, 1 GTA	0
Cloud County Community College	\$17,210	\$17,210	\$34,420	\$34,420	1 FT, 2 PT	0
Colby Community College	\$29,610	\$29,610	\$59,220	\$59,220	2 PT	0
Dodge City Community College	\$9,675	\$9,675	\$19,350	\$15,348	1 FT, 1 PT	0
Hutchinson Community College	\$23,514	\$23,514	\$47,028	\$24,052	0 New Hire left after 5 mos. Position open	\$4,002
Johnson County Community College	\$144,200	\$144,200	\$288,400	\$342,379*	1 FT Hired in Jan 07	\$22,976
Kansas City KS Community College	\$98,444	\$98,444	\$196,888	\$163,683	5 FT, 6 PT	0
Manhattan Area Technical College	\$24,789	\$24,789	\$49,578	\$56,537*	One FT position open	\$33,205
Neosho County Community College	\$146,803	\$146,803	\$293,606	\$173,797	1 FT, 1 PT	0
North Central Kansas Technical College/Hays	\$19,128	\$19,128	\$38,256	\$38,256	2 FT, 2 PT	0
Pratt Community College	\$66,240	\$66,240	\$132,480	\$110,756	1 FT position still open	0
					2 FT, 2 PT	\$21,724
Totals	\$1,199,999	\$1,199,999	\$2,399,998	\$2,095,236	28 FT, 23 PT	(\$399,928 Carry Over)

FT = Full Time; PT = Part Time

* Denotes spending in excess of minimum required match amount.

Note: Total Salary and Supplies funds spent, plus salary funds encumbered (see carry-over column) due to unfilled or newly vacated faculty positions: \$2,495,164. This amount includes \$95,164 expended by several institutions in excess of the minimum required match (\$89,993 in Salaries and \$5,171 in Supplies).

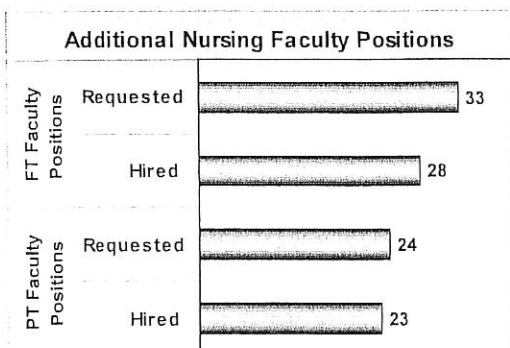
Summary of Nursing Faculty Salaries and Supplies Grant for FY 2007

This grant provided educational institutions funding to hire additional nursing faculty and secure additional instructional supplies. Based on fiscal year-end information submitted to KBOR from the 16 institutions that received funding from this grant, 28 full-time and 23 part-time additional nursing faculty have been hired from a requested total of 57 new faculty from this grant (See figure 1). Six full-time nursing faculty positions and one part-time position still remain unfilled from the requested additional faculty funded by this grant (one full-time position was filled, but again became vacant after a brief time as the individual left).*

For FY 2007, the first year of this ten-year grant cycle, institutions reported a total of \$1,967,215 (grant with required match) has been expended for additional faculty. Due to difficulty recruiting and hiring additional nursing faculty by the beginning of the fiscal year, several faculty positions still unfilled, and several positions re-vacated due to unexpected turnover, \$399,928 (grant with required match) remains encumbered by the institutions, to be expended as faculty are hired (See figure 2). Some institutions, however, reported spending in excess of their required match on faculty salaries (\$89,993 in salaries and \$5,171 in supplies).

Nursing faculty positions are becoming exceedingly harder to fill, and several institutions reported that they have experienced a new faculty hire leaving after a short period because of competition for nursing faculty among institutions and the disparity between faculty and practitioner salaries. In the spring of 2007, KSBN conducted a Faculty Hire and Retention Survey. This survey, which had a 98% response rate, is consistent with the information submitted to KBOR. Noteworthy items summarized from this survey are:

- Of the 22 public institutions with RN programs, 17 reported hiring additional nursing faculty. Twelve (12) programs reported being able to retain faculty while five (5) programs were unable to retain the faculty that were hired.
- Salary, as well as competition from other schools in recruiting new faculty at the same time, was a major hiring factor.
- The main reasons given for difficulty with faculty retention centered around salary issues, relocation out of state, and retirement.



*The six full-time and one part-time faculty positions that remain unfilled are related to the additional positions funded by this nursing grant. This is not to infer that these are the only nursing faculty positions that are open in the state's publicly funded nursing programs. As of June 30, 2007, there were 28 full-time, 14 part-time, and several adjunct clinical instructor positions open.

Figure 1 Awards to 16 Institutions as of June 30, 2007

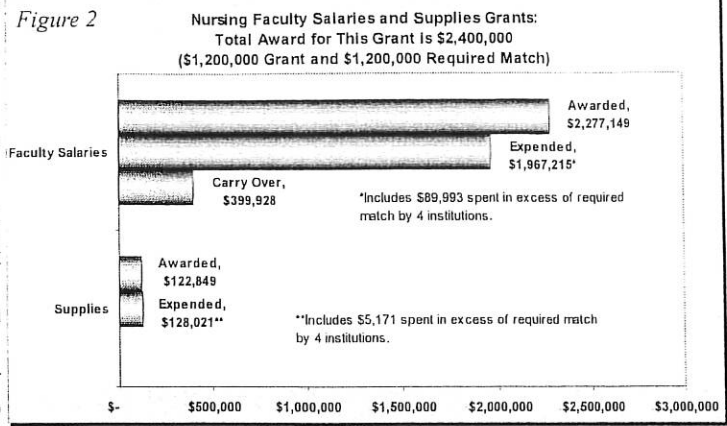
Kansas Nursing Initiative Year One Report

- Twenty-two existing nursing faculty are currently receiving funding from state-sponsored scholarships to obtain an advanced degree.
- The two major obstacles for faculty recruitment are educational preparation (90%) and competitive salary (82%).
- The average age of a nursing faculty member is 48.69 years old.
- Almost all programs (92%) report planning to add or hire faculty within the next three years.
- In ten years it is projected that 28% of current faculty will have retired. (Please note, not all public nursing programs applied for funding from this grant, but KSBN surveyed all public nursing programs, so the exact numbers may not match.)

A total of \$128,021 (grant with required match) has been expended on nursing classroom supplies (See figure 2).

The vast majority of classroom supplies obtained consisted of consumable supplies such as gloves, syringes, catheters, surgical dressing kits, gauze, IV bags, chemical testing strips, and other single or limited-use items. These consumable items are necessary to allow students to learn proper and safe patient-care procedures.

Figure 2



Nursing Equipment and Facility Upgrades Grant

One goal of this grant was to provide for new technology and equipment such as patient simulators and sophisticated patient monitors in nursing classrooms. A second goal of this grant was to assist with enhancements to physical space, both classroom and laboratory, which would accommodate an increase in nursing student capacity. This was a one-year grant, not subject to renewal. All 22 publicly-funded educational institutions in the state with approved RN programs were encouraged to apply for this grant.

This grant made available a total of \$3 million (\$2 million grant funds plus \$1 million in required match) to provide financial support to secure necessary equipment and address facility space requirements. Institutions applying for this grant provided an implementation plan to demonstrate sustainability, and explained how they would increase the capacity of their nursing education program and eventually graduate more nurses that will pass the NCLEX examinations.

Nursing Equipment and Facilities Upgrades Grant Data as of June 30, 2007

Institution	Grant Amount	Match Amount	Total Amount	Total Amount Spent June 30, 2007	Total Amount Spent for Equipment	Total Amount Spent for Facility Modification
Emporia State University	\$75,000	\$37,500	\$112,500	\$116,604 *	\$116,604	NA
Ft. Hays State University	\$100,000	\$50,013	\$150,013	\$150,441*	\$53,939	\$96,502
Pittsburg State University	\$302,245	\$151,123	\$453,368	\$453,368	\$392,944	\$60,424
Washburn University	\$62,158	\$31,046	\$93,204	\$95,237	\$51,238 plus \$13,999 PD*	\$30,000
Wichita State University	\$96,673	\$48,336	\$145,009	\$145,574 *	\$84,082	\$61,492
Barton County Community College	\$75,271	\$37,636	\$112,907	\$112,907	\$112,907	NA
Butler Community College		\$45,629	\$33,692	\$79,321	\$79,321	\$79,321 NA
Cloud County Community College	\$7,950	\$7,950	\$15,900	**	**	NA
Colby Community College	\$44,762	\$22,382	\$67,144	\$67,144	\$66,111	\$1,033
Ft. Scott Community College	\$50,250	\$25,000	\$75,250	\$85,818 *	\$13,724	\$72,094
Garden City Community College	\$160,211	\$80,105	\$240,316	\$240,316	\$240,316	NA
Hutchinson Community College	\$60,000	\$30,000	\$90,000	\$96,792 *	\$96,792	NA
Johnson County Community College	\$326,245	\$163,123	\$489,368	\$731,356 *	\$731,356	NA
Kansas City KS Community College	\$172,973	\$86,487	\$259,460	\$286,398 *	\$286,398	NA
Manhattan Area Technical College	\$33,554	\$16,777	\$50,331	\$50,561 *	\$50,561	NA
Neosho County Community College	\$130,976	\$65,488	\$196,464	\$196,464	\$193,460	\$3004
North Central Kansas Technical College/Hays	\$199,033	\$99,500	\$298,533	\$298,533	\$835	\$297,698 Funds encumbered until building completion 9/08
Pratt Community College	\$57,070	\$28,535	\$85,605	\$89,961 *	\$89,961	NA
Totals	\$2,000,000	\$1,014,693	\$3,014,693	\$3,296,795	\$2,674,548	\$622,247

* Denotes spending in excess of minimum required match amount. ** Denotes grant funds were not expended and returned to State.

PD Means Professional Development for the nursing faculty.

Kansas Nursing Initiative Year One Report

Continued

Summary of Nursing Equipment and Facilities Upgrades Grant for FY 2007

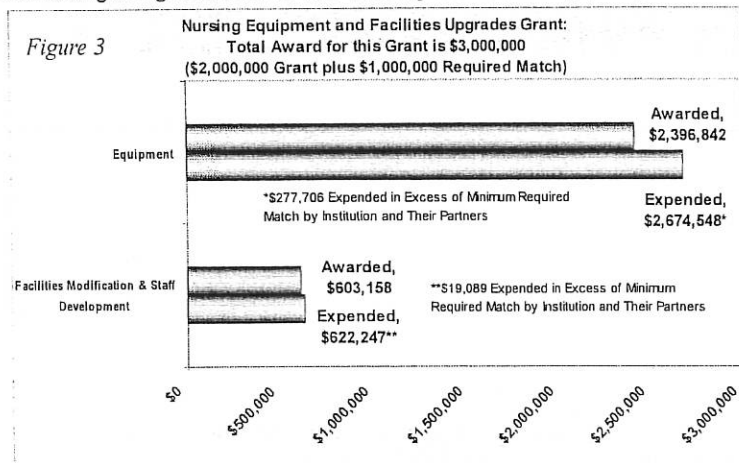
This grant provided educational institutions financial support to purchase needed equipment and facility modifications. The intent of these funds was to assist institutions in their ability to accommodate an increase in nursing students. This grant, unlike the Nursing Salaries and Supplies grant, had a one- year lifespan. Of the 18 institutions applying for this grant, all requested funding for additional equipment, and eight requested funding for modifications to their facilities. The majority of facility modifications dealt with the creation of patient simulator laboratories. Other institutional modifications included expansion of skills laboratories and increased nursing classroom space. One institution, North Central Kansas Technical College/Hays campus, requested and received support to significantly enlarge the building which houses the nursing program. For FY 2007, institutions reported total expenditures for equipment (grant with required match) of \$2,674,548 and total expenditures for facility modifications (grant with required match) of \$622,247, for a grand total of \$3,296,795 expended as a result of this grant (See Figure 3). It is interesting to note that nine institutions increased their match funding, primarily for additional equipment, thus increasing the grand total of this funding investment by \$296,795

educational institutions regarding the use of simulators, and fully integrate the use of simulators into their curriculum. As a direct result of this funding initiative, statewide simulation activity has Butler Community College Students Working with a Mannequin increased dramatically over the past year. Before the nursing initiative, a few nursing education programs around the state took an early lead in promulgating simulation, and encouraged others to follow. These programs were convinced of the validity of incorporating simulations into their respective nursing curricula. In particular, they felt that the application of simulations would yield important gains for their students once they entered clinical facilities. However, the majority of the nursing programs statewide had not purchased high- fidelity human patient simulators, and of those that did, only a few were beginning to use them to their fullest capability. In addition to purchasing the simulators, dedicated space in the form of a simulation laboratory needed to be developed. Nursing program faculty also had to become familiar with the mechanical and programmatic operations of the simulators. They also needed to learn how to develop clinically relevant scenarios that would enhance the education a student receives, and assess the student's ability to respond to the challenges presented by these scenarios.

Together, 13 institutions purchased 27 human patient simulators (18 adult, 5 child, and 4 infant units) and related ancillary equipment such as compressors, computers, monitors and audio-visual equipment. Twelve institutions had various types of remodeling performed to their nursing facilities to create simulation laboratories which are fullyequipped replicas of clinical settings. Two institutions, Hutchinson Community College and Garden City Community College, in partnership with their local hospitals, actually placed their simulators in remodeled patient rooms dedicated for simulator use at these hospitals.

In conjunction with KSBN, two simulation workshops were conducted, one in April 2006 and one in November 2006, to assist nursing and allied health faculty in becoming familiar with the mechanical operations of simulators, and how to develop clinically relevant scenarios utilizing these simulators.

This past year has seen a tremendous surge in not just the acquisition of human patient simulators by nursing education programs throughout the state, but also in their integration into the curriculum. The use of a human patient simulator is beginning to become a routine part of nursing education. Students are utilizing simulations to achieve and reinforce specific learning objectives and concepts, and acquiring skills they would otherwise only have acquired in an actual clinical site. The use of human patient simulators in nursing education programs in Kansas has approached a "threshold point," and as faculty become more familiar and comfortable with their use, they will transition from being an expensive option to becoming fully embedded in every program's curriculum.



Building Simulation Capacity in Kansas

The traditional approach to educating healthcare professionals relies heavily on hands-on training with actual patients in multiple clinical settings. Clinical practice is, and will remain, an integral component of nursing education. It does, however, have its inherent limitations, such as patient safety concerns, limited exposure to the variety of patients and conditions one might encounter at a clinical site, and uneven learning opportunities.

Given the challenges of placing more students into a finite number of clinical learning sites, and a desire to promote scenario-based patient simulations to give students more opportunities to practice specific skills, work through clinical problems, and make decisions in a safe and controlled environment, an emphasis was placed on obtaining highfidelity patient simulators for nursing programs. Today's human patient simulators are full-body computerized mannequins that provide real-time physiological measurements programmed to reflect a variety of health conditions. These simulators allow students to practice specific clinical skills repeatedly, evaluate their knowledge base, develop critical thinking and teamwork skills, and gain exposure to scenarios that they might not be exposed to during their actual clinical experiences. Just as flight simulators in the aviation industry proved to be tremendously useful in pilot training and improving overall aviation safety, the use of simulation technology in healthcare will prove to be just as useful in educating new students and existing professionals.

Preference was given to institutions that intended to obtain and utilize patient simulators, develop partnerships with hospitals and/or other

Kansas Nursing Initiative Year One Report

Continued

Increased Enrollment in Nursing Education Programs

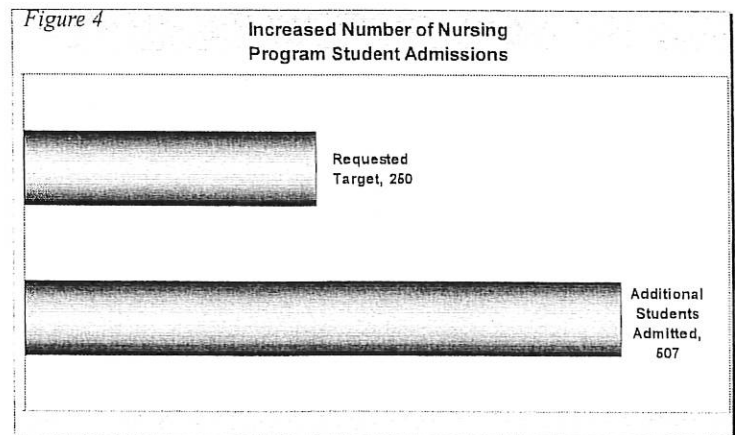
The primary goal of the Kansas Nursing Initiative, funded by these grants and their respective match, is to increase the enrollment in and the graduation from Kansas publicly-funded registered nursing (RN) education programs. Increasing the capacity of nursing programs impacted the waiting lists of qualified students seeking admission into these programs. Many institutions, both two and four year, reported that the number of students placed on waiting lists has decreased as programs were able to accommodate more students. Additionally, some nursing programs placed added resources toward reducing attrition. This will likely contribute to more graduates and more practicing nurses in Kansas.

Looking Toward the Future

The primary goal of the Kansas Nursing Initiative, which is funded by these grants and their respective match, is to increase the number of practicing registered nurses in Kansas. This is being accomplished by providing the state's nursing education programs with the resources needed to increase the student capacity of these programs, as well as providing an incentive for more graduate nurses to become nurse educators through the service scholarship program.

At the end of the first year of this initiative, these nursing programs have collectively admitted 507 more students. The goal of the Legislature was to increase enrollment by 25 percent or 250 students, a goal which the programs exceeded by 257 students. (See figure 4). This increase in enrollment, however, did not come without a price. The KSBN has reported over 40 new nursing faculty on "Hire Exception," which means that they have not met minimum Board of Nursing faculty requirements and are being temporarily waived until they meet these requirements. Institutions still have faculty vacancies, and several have experienced turnover among recently-hired faculty due to competition from other educational institutions as well as the healthcare industry. The nursing programs have responded exceptionally well to the challenges presented this past year from increased enrollment, facility modifications, creation of simulation laboratories, obtaining and learning how to use simulators, and mentoring new faculty. The first year of the initiative was one of challenges, change, and opportunity. The full impact of this initiative on the nursing shortage will begin to manifest itself next year, when these additional students begin to graduate, pass their NCLEX examinations, and become employed as registered nurses in Kansas. For these initial successes to be fully realized, it is imperative that the nursing programs continue to receive the funding support over the ten-year lifespan of this initiative.

Institution	Additional Nursing Students Admitted During FY 2007 (2006-2007 School Year) (Generic Undergraduate and Graduate Students)
Barton County Community College	5
Butler Community College	32
Cloud County Community College	4
Colby Community College	10
Dodge City Community College	0
Emporia State University	6 BSN
Ft. Hays State University	9 BSN and 17 MSN
Ft. Scott Community College	0
Garden City Community College	7
Hutchinson Community College	10
Johnson County Community College	21
Kansas City Kansas Community College	25
Manhattan Area Technical College	16
Neosho Community College	40
North Central Kansas Technical College/Hays	5
Pittsburg State University	46 BSN and 9 MSN
Pratt Community College	50
University of Kansas Medical Center	13 BSN and 94 MSN/ PhD
Washburn University	32 BSN and 16 MSN
Wichita State University	40 BSN
Total Number of Additional Nursing Students Admitted in FY 2007	507 <i>(371 ADN/BSN and 136 Graduate Students)</i>



KSNA Legislative Briefing Conference Call Information
Friday 5 — 5:15 p.m.

The time of the weekly KSNA Legislative Briefings will be 5:00 to 5:15 p.m. every Friday. The telephone number to call is 1-888-354-0094 and the conference ID for access is 4169253. All members are welcome, Terri Roberts, Executive Director will provide a verball update for the week on policy issues and anticipated testimonial hearings of interest to RN's the following week.

State of Kansas

Senate Chamber



Office of Democratic Leader

ROOM 347-N. STATE CAPITOL
TOPEKA, KANSAS 66612
(785) 296-3245
FAX (785) 296-0103

ANTHONY HENSLEY
STATE SENATOR, NINETEENTH DISTRICT
SHAWNEE, DOUGLAS & OSAGE COUNTIES

HOME ADDRESS:
2226 S.E. VIRGINIA AVENUE
TOPEKA, KANSAS 66605-1357
(785) 232-1944—HOME

E-MAIL
HENSLEY@SENATE.STATE.KS.US
INTERNET
WWW.KANSASSENATEDEMOCRATS.ORG

COMMITTEE ASSIGNMENTS
VICE-CHAIRMAN: CONFIRMATION OVERSIGHT
MEMBER: EDUCATION
ASSESSMENT & TAXATION
INTERSTATE COOPERATION
LABOR EDUCATION CENTER
ADVISORY COUNCIL
LEGIS. COORDINATING COUNCIL
LEGIS. POST AUDIT
STATE FINANCE COUNCIL
WORKERS COMPENSATION
FUND OVERSIGHT
PENSIONS, INVESTMENTS
AND BENEFITS

LEGISLATIVE HOTLINES
1-800-432-3924
TTY-(785) 296-8430

Testimony on Senate Bill No. 666
Senator Anthony Hensley
Thursday, March 13, 2008

Senate Bill No. 666 represents an historic opportunity to have a comprehensive overhaul of our state employee pay plan. This overhaul is long overdue.

This bill is pro-worker, pro-family, pro-economic development, pro-productivity, pro-quality assurance, pro-growth and pro-Kansas.

SUPPORT FULL FUNDING:

I ask you to support the Governor's fully funded recommendations for a new, ground-breaking state employee pay plan.

The reality is that Kansas employee pay ranks 40th in the nation (*US Census Bureau*).

1/3 of Kansas state employees are paid at least 15% below market (*The Hay Group*)

The Hay Group was paid nearly \$500,000 for consulting. Not fully funding the plan is a waste of resources.

The State isn't holding up its end of the bargain and funding the Governor's recommendations will bring our state employees up to market.

Senate Ways and Means
3-13-08
Attachment 6

SUPPORT A 2.5% COLA:

The State hasn't funded step increases for nearly 6 years. That's why state employees lag so far behind the market. Without a COLA, we will be right back where we are now.

COLAs make sure that state employee salaries don't fall so severely below the market. For those employees at market, a COLA is the only thing keeping their pay on track.

Without a COLA, those employees will fall below market before the implementation of this new pay plan.

SUPPORT LONGEVITY:

The House has considered eliminating longevity or building it into the base pay of state employees. We should not build longevity into the base pay as a way of funding the new pay plan. That would be unfair to our long-term employees.

An employee hired in 2006 makes the same salary as an employee hired in 2001. Longevity is the *ONLY* bonus that rewards tenure and seniority.

The turnover rate for Kansas state employees is 13%. Longevity rewards experienced employees that remain in public service.

Longevity is the only mechanism to relieve the severe compression in the current pay plan.

PAT GEORGE

REPRESENTATIVE 119TH DISTRICT
HOME ADDRESS: 3007 WESTVIEW
DODGE CITY, KANSAS 67801
620-227-2012

OFFICE ADDRESS: STATE CAPITOL
TOPEKA, KANSAS 66612
785-296-7646



TOPEKA

HOUSE OF

REPRESENTATIVES

Senate Ways and Means
Representative Pat George
SB 666 March 13, 2008

Chairman Umbarger and Committee members: Before you today, SB 666 is more than another bill, more than a pay plan....SB 666 is a new way of thinking, a new way for state employees to be rewarded, a new way for the State of Kansas to do business!

The following are key points in regards to SB 666:

- * A bipartisan Commission consisting of all Branches of Government passed the recommendations unanimously.
- * 5 year implementation plan that takes into consideration the importance of preparation, education, and transparency.
- * An Oversight Committee to guide and monitor progress and implementation (part of resolution, balloon to bill).

Key components of SB 666 are:

- * 2.5% base salary adjustment for all classified employees this year.
- * First of Five years of market salary adjustment (* SB 666 contains 5 years appropriation that funds entire market adjustment).
- * Moves the longevity bonus that is paid to current employees to their base salary. Upon hearing testimony that longevity bonuses are not consistent with new market based pay plan and that today's employee will change jobs on an average of 6 times during their lifetime, the "roll into base" will mitigate the sudden loss of the longevity bonus and prevent those employees that are at or above market from going backwards. The intent of discontinuing longevity bonus from the new market driven plan is done so as to be consistent with the new plan. The new plan takes "all" factors, including how long you have been employed, into account when rewarding employees.

I would like to say that the State will reward you today, not in 10 years, for your contributions.

Finally I want to say that SB 666 represents a "major" undertaking, a whole new mind set on how the State of Kansas workforce is rewarded, treated and thought of. It involves a lot of change, most people get heartburn about change, but in 5 years we will have a workforce that is not only the envy of the nation but one in which both employee and employer are proud to be a part of.

Senate Ways and Means
3-13-08
Attachment 7

Testimony Regarding 2008 Senate Bill 666

Before the Senate Committee on Ways and Means
March 13, 2008

By Carol Foreman, Chairperson
State Employee Compensation Oversight Commission

Mr. Chairman, members of the committee, my name is Carol Foreman and I am the Deputy Secretary of the Department of Administration. Thank you for the opportunity to appear before you today to testify in support of Senate Bill 666.

The Administration is in full support of the provisions of Senate Bill 666 pertaining to the FY2009 pay plan for employees of the State of Kansas. The 2.5% General Increase for classified employees and merit increase for unclassified employees as well as the funding for the longevity bonus for eligible employees at \$50/year is identical to the Governor's proposal, so the Administration is in complete agreement with those provisions of the bill. In particular, it is critical that the amount of the General Increase remain at least as much as proposed, as any reduction to the proposed percentage will result in a further decline in comparison to market.

The Administration is also in complete support of the provisions of Senate Bill 666 pertaining to the adoption and implementation of the new pay plans recommended by the State Employee Compensation Oversight Commission. Those recommendations were the result of a bi-partisan team made up of representatives from all branches of State government, and we believe the proposals represent a significant step forward for the State of Kansas as the five proposed pay plans strike the balance between the incorporation of private industry concepts and the principles of the merit system.

Of particular note, we believe that the Legislative commitment to the full implementation of these plans represented by the funding for all five years of the proposed market adjustments is of tremendous importance. This multi-year funding recommendation is unprecedented with respect to the compensation of State employees and we believe it sends a very strong, positive message to employees. We applaud the Legislature and wish to thank them for this commitment.

Therefore, the Administration is in total support of the provisions included in Senate Bill 666, but we do believe that there is one critical piece that was omitted. That piece is the proposed \$75,000 appropriation for the Department of Administration to assist with the implementation of the new pay plans. This was the anticipated funding source for the contract with the Hay Group for the development of a new Performance Management system for the State of Kansas. As we have discussed previously, this is an essential component of the new pay plans and we would hate to see it jeopardized due to a lack of funding, so we would request that the Committee add that appropriation to the bill.

I thank you again for the opportunity to appear before you today. I would be happy to stand for any questions that the Committee may have

Department of Administration
March 13, 2008

Senate Ways and Means
3-13-08
Attachment 8



A New Day... A Better Way... For State Employees

Senate Ways and Means
SB 666: State Employee Compensation
Testimony Presented by Jane Carter
March 13, 2008

On behalf of the members of the Kansas Organization of State Employees, I would like to thank the Chairman and the Committee for the opportunity to express our position on state employee pay.

KOSE members appreciate the effort of the interim State Employee Pay Oversight Commission and the current State Employee Pay Plan Committee to address the more often than not overlooked issue of state employees. The Members of KOSE applaud the committee members for attempting to pay state employees the salary they deserve. The tremendous effort to bring the pay of state employees up to parity is commendable.

However, we find ourselves today in a position needing to play catch up on state employee salaries because of the State's failure to fund step increases over the past several years. Had step increases been given, many employees playing catch up would be at or near the market salary. The State wouldn't be faced with the fact that one in three state employees is more than 25% below market.

It is the position of KOSE that this committee should support the recommendations of the Governor regarding compensation for state employees at the minimum and we fully support SB 666. Such a compensation program for FY 2009, including the COLA and longevity bonus, is based upon fair and equal principles. The plan presented by the Governor shows a commitment to State Employees that includes funding that would bring those employees severely behind market up to a more adequate level. The proposed 2.5% COLA is necessary to keep those employees currently at market rate from falling to a point below market.

Additionally, the Governor's recommendation for funding a \$50 longevity bonus per year of service after ten years recognizes the fact that tenure yields valued experience. In a market based pay structure, longevity is the only mechanism that consistently rewards seniority. State employees should get more than a gold star for their service. State employees do their jobs because they love it. A degree in social work isn't sought for the pay, but rather for the reward of helping others in the future. Such service to the State should be rewarded, and seniority should be honored.

I would like to address the issue of the pay plans that include a pay for performance element. The main concern is that this bill does not address the issue of training the supervisors. There should be a concern with supervisors who cannot handle the duties and evaluations today. The question is will the training ultimately fix this problem in the future?



A New Day... A Better Way... For State Employees

For example, several KOSE members testified during the interim on the issue of supervisor duties. Phyllis Saye, a Social Worker Specialist, stated that in the last three years, she had more than 5 supervisors, if not more. As an employee for more than 17 years, she should be rewarded for her service and not worry about the training of her supervisor and his or her ability to adequately supervise.

Additionally, on Feb 11th, 2008, an employee was written up for going into work early on two occasion to finish work. This should not happened.

Should an employee be reprimanded for working too hard? What should have happened is that that employee should have received a letter that working longer hours than assigned is in violation of FLSA, but that their hard work and dedication is appreciated.

Employees should be rewarded for their hard work, but it is a significant shift from the present if the current standard is to reprimand such dedication and hard work. Kansas already has a double digit turnover within the classified workforce. Supervisors come and go just as quickly, if not faster. The training of supervisors is a crucial issue that must be addressed with more scrutiny than any other aspect of the pay plans. The State needs to fund the plans and address the issue of supervisory trainings. **All elements of the Governor's recommendations go hand in hand with the success of the new pay plans.**

In closing, the members of KOSE urge the Committee to support SB 666 and fund the appropriations. The Governor's recommendations and SB 666 address the value of state service and shows a commitment to the employees of the State .

Established in 2007, the Kansas Organization of State Employees is the largest union of state employees in Kansas.

Kansas Organization of State Employees, AFT/AFSCME, AFL-CIO
1301 SW Topeka Boulevard * Topeka, KS 66612 * (785) 354-1174

SENATE BILL No. 597

By Committee on Ways and Means

2-11

9 AN ACT creating the dentistry bridging loan program; establishing terms
10 and conditions for loan agreements.

11

12 *Be it enacted by the Legislature of the State of Kansas:*

13 Section 1. (a) There is hereby established the Kansas dentistry bridg-
14 ing program at the ~~university of Kansas medical center~~ which shall be
15 developed and implemented in order to provide encouragement, oppor-
16 tunities and incentives for persons who have successfully completed the
17 degree of doctor of dental surgery or doctor of dental medicine, from a
18 dental school approved by the state board of dentistry, to locate their
19 dental practice in rural Kansas communities upon completion of such
20 education. The Kansas dentistry bridging loan program shall be admin-
21 istered by the ~~department of rural health education and services of the~~
22 ~~university of Kansas medical center.~~

Kansas dental board

Kansas dental board

Kansas dental board

23 (b) Subject to the provisions of appropriation acts, the ~~university of~~
24 ~~Kansas medical center~~ may enter into dentistry bridging loan agreements,
25 in accordance with the provisions of this section: (1) With anyone who
26 has successfully completed the first year of study of a degree of doctor of
27 dental surgery or doctor of dental medicine from a school of dentistry
28 approved by the state board of dentistry; and (2) who is currently enrolled
29 in such program.

30 (c) Subject to the provisions of appropriation acts, each person en-
31 tering into a dentistry bridging loan agreement under this section shall
32 receive up to three payments of \$8,000 annually while enrolled in a school
33 of dentistry or dental residency program in accordance with the practice
34 commitment agreement.

35 (d) Each dentistry bridging loan agreement shall require that the per-
36 son receiving the loan:

37 (1) Engage in the full-time practice of dentistry in any county in Kan-
38 sas other than Douglas, Johnson, Sedgwick, Shawnee or Wyandotte for
39 three years under a practice commitment agreement;

40 (2) commence such full-time practice of dentistry within 90 days after
41 completing a dental residency program or receiving a license to practice
42 dentistry in this state; and

43 (3) upon failure to satisfy the obligation to engage in the full-time

Senate Ways and Means
3-13-08
Attachment 10

Kansas dental board

Kansas dental board

Kansas dental board

and

Kansas dental board

1 practice of dentistry in accordance with the provisions of the dental bridg-
2 ing loan agreement and this section, the person receiving the loan under
3 this section shall repay to the university of Kansas medical center within
4 90 days of such failure, the amount equal to the amount of money re-
5 ceived by such person from the university of Kansas medical center, less
6 credits earned, under such agreement plus interest at the annual rate of
7 15% from the date such money was received.

8 (e) An obligation to engage in the practice of dentistry in accordance
9 with the provisions of a dentistry bridging loan agreement and this section
10 shall be postponed during: (1) Any period of temporary medical disability
11 during which the person obligated is unable to practice dentistry because
12 of such medical disability; or (2) any other period of postponement agreed
13 to or determined in accordance with criteria agreed to in the practice
14 commitment agreement.

15 (f) An obligation to engage in the practice of dentistry in accordance
16 with the provisions of a dentistry bridging loan agreement and this section
17 shall be satisfied: (1) If the obligation to engage in the practice of dentistry
18 in accordance with such agreement has been completed; (2) if the person
19 obligated dies; or (3) if, because of permanent physical disability, the
20 person obligated is unable to practice dentistry.

21 (g) The university of Kansas medical center may adopt additional pro-
22 visions, requirements or conditions for participation in the Kansas den-
23 tistry bridging loan program as are practicable and appropriate to accom-
24 plish the purposes of the program or as may be required for the
25 implementation or administration of the program and, in any case, as are
26 not inconsistent with the provisions of this section or the provisions of
27 appropriation acts.

28 (h) As used in this section, "practice commitment agreement" means
29 an agreement to commence the full-time practice of dentistry in a city
30 located in any county in Kansas other than Douglas, Johnson, Sedgwick,
31 Shawnee or Wyandotte county, which: (1) Was entered in to by a person:
32 (A) Who has successfully completed the first year of study of a degree of
33 doctor of dental surgery or doctor of dental medicine from a school of
34 dentistry approved by the state board of dentistry; (B) who is currently
35 enrolled in such program; and (2) provides benefits to such person that
36 have an aggregate monetary value equal to or greater than the aggregate
37 amount of payments to such person from the university of Kansas medical
38 center under a dentistry bridging loan agreement under this section.

39 Sec. 2. This act shall take effect and be in force from and after its
40 publication in the statute book.