

<b>Act Number:</b>	09-130	
<b>Bill Number:</b>	6336	
<b>Senate Pages:</b>	4667-4672	6
<b>House Pages:</b>	2284-2289	6
<b>Committee:</b>	Higher Ed: 144-149, 183, 187- 189, 194-196, 209-211, 213- 216, 241-247, 267-268	29
	<b>Page Total:</b>	<b>41</b>

**S - 591**

**CONNECTICUT  
GENERAL ASSEMBLY  
SENATE**

**PROCEEDINGS  
2009**

**VOL. 52  
PART 15  
4667 - 5018**

ch/ks/hl  
SENATE

140  
May 29, 2009

that item might be pass temporarily.

THE CHAIR:

Without objection, so ordered, sir.

SENATOR LOONEY:

Thank you, Mr. President.

THE CHAIR:

Mr. Clerk.

THE CLERK:

Calendar page 34, Calendar Number 504, File  
Number 694, Substitute for Senate Bill 939, AN ACT  
CONCERNING EDUCATOR CERTIFICATION, favorable report of  
the Committees on Education, Higher Education and  
Appropriations.

THE CHAIR:

Senator Looney.

SENATOR LOONEY:

Yes, thank you, Mr. President. If that item  
might be pass temporarily.

THE CHAIR:

Without objection so ordered.

Mr. Clerk.

THE CLERK:

Calendar page 36, Calendar Number 584, File  
Number 376 and 880, Substitute for House Bill 6336, AN

ch/ks/hl  
SENATE

141  
May 29, 2009

ACT CONCERNING NURSES PURSUING ADVANCED DEGREES, as amended by House Amendment Schedule A, favorable report of the Committee on Higher Education and Public Health.

THE CHAIR:

Senator Handley.

SENATOR HANDLEY:

Thank you, Mr. President. I move acceptance of the Joint Committee's favorable report and passage of the bill in concurrence with the House.

THE CHAIR:

Acting on acceptance and passage of the bill, ma'am, would you like to remark further?

SENATOR HANDLEY:

Thank you, Mr. President. This bill require -- or instructs the State Board of Trustees for Community Colleges to work with the Northwestern Community College to use federal funds to develop a nursing plan. We are trying in the Higher Education Committee to provide as many opportunities for new educational opportunities and this is part of our plan to try to expand the nurse educator -- the education of nurses in the state of Connecticut.

THE CHAIR:

ch/ks/hl  
SENATE

142  
May 29, 2009

Thank you, ma'am.

Will you remark further?

Senator Debicella.

SENATOR DEBICELLA:

Thank you, Mr. President. As a ranking member on Higher Education, I also stand in favor of this bill. It is a bill that will hopefully, if we can actually get some of the federal money, help us up at Northwestern Community College to develop the nursing program. I want to thank Senator Handley for her leadership on this and also Representative Rigby down in the House who's been a true champion of this measure. So thank you, Mr. President, and I thank Senator Handley.

THE CHAIR:

Thank you.

Will you remark? Will you remark further?

Senator Roraback.

SENATOR RORABACK:

Thank you, Mr. President. I rise in strong support of this bill and wish to thank Senator Handley, Senator Debicella for their recognition of the great work that's being done at Northwestern Connecticut to build a nursing education program for

ch/ks/hl  
SENATE

143  
May 29, 2009

our corner of the state.

Mr. President, I think everyone in the circle well knows that there is a nursing shortage in Connecticut. We have in northwest Connecticut embarked on a very ambitious and successful private fund-raising effort to support the local community college's desire to establish a nursing program to serve our region. Local hospitals, businesses, and individuals have put money on the table because they know how important it is to give young people from our corner of the state who wish to pursue nursing as a career the opportunity to do so locally.

Mr. President, there is good reason to believe that federal dollars will get us to the finish line as we work very hard. I want to credit all the people at Northwestern Connecticut Community College, particularly its president, Dr. Barbara Douglas, who has made this mission really a cause celebre, and I'm very grateful for the members of the circle who I hope will join me in supporting this bill. Thank you, Mr. President.

THE CHAIR:

Thank you, Senator Roraback.

Will you remark further on House Bill 6336?

ch/ks/hl  
SENATE

144  
May 29, 2009

Will you remark further?

, Senator Handley.

SENATOR HANDLEY:

Thank you, Mr. President. If there's no objection, I would ask this be put on the Consent Calendar.

THE CHAIR:

The Senator has asked that the item be placed on the Consent Calendar. There's an objection.

Thank you, sir.

Mr. Clerk, please call for a roll call vote then.

The machine will be open.

THE CLERK:

Immediate roll'call has been ordered in the Senate. Will all Senators please return to the chamber. Immediate roll call has been ordered in the Senate. Will all Senators please return to the chamber.

THE CHAIR:

Have all Senators voted? If all Senators have voted, the machine will be locked. The Clerk will call the tally.

THE CLERK:

Motion is passage of House Bill 6336 in

ch/ks/hl  
SENATE

145  
May 29, 2009

concurrence with the House:

Total Number Voting	35
Necessary for Adoption	18
Those voting Yea	35
Those voting Nay	0
Those absent and not voting	1

THE CHAIR:

The bill passes.

Mr. Clerk.

THE CLERK:

Calendar page 37, Calendar Number 625, File Number 566 and 925, Substitute for House Bill 6328, AN ACT CONCERNING CUSTOMER ACCESS TO RESTROOMS IN RETAIL ESTABLISHMENTS, as amended by House Amendment Schedule A, favorable report of the Committee on Public Health, General Law and Public Safety.

THE CHAIR:

Senator Harris.

SENATOR HARRIS:

Thank you, Mr. President. I move acceptance of the Joint Committee's favorable report and passage of the bill.

THE CHAIR:

Acting on acceptance and passage of the bill,



**H – 1044**

**CONNECTICUT  
GENERAL ASSEMBLY  
HOUSE**

**PROCEEDINGS  
2009**

**VOL.52  
PART 8  
2284 – 2607**

pat  
HOUSE OF REPRESENTATIVES

23  
April 29, 2009

REP. MORIN: (28th)

Good morning, Mr. Speaker, for the purpose of an introduction.

SPEAKER DONOVAN:

Please proceed, Sir.

REP. MORIN: (28th)

Good morning, Members of the Chamber. I have with me as a benefit, I suppose, of Wethersfield's being cautious with the swine flu.

We have two industrious members of our Young Democrats that instead of staying home and enjoying themselves, decided to come and visit us at the State Capitol to see how the whole process works and get better versed, and I have with me, if you join me, Nora Sax and Casey Lilly.

And I would ask you to give them a warm reception and welcome them.

(APPLAUSE)

SPEAKER DONOVAN:

Welcome to our Chamber.

Will the Clerk please call Calendar Number 271.

CLERK:

On Page 10, Calendar Number 271, Substitute for  
House Bill Number 6336 AN ACT CONCERNING NURSES

PURSUING ADVANCED DEGREES. Favorable Report of the  
Committee on Higher Education and Employment  
Advancement.

SPEAKER DONOVAN:

Representative Willis.

REP. WILLIS: (64th)

Thank you very much. Good morning, Mr. Speaker.  
I move the acceptance of the Joint Committee's  
Favorable Report and passage of the bill.

SPEAKER DONOVAN:

The question is on acceptance of the Joint  
Committee's Favorable Report and passage of the bill.  
Will you remark?

REP. WILLIS: (64th)

Yes, thank you, Mr. Speaker. This bill is taking  
another step toward addressing Connecticut's nursing  
shortage.

The nursing shortage in Connecticut is projected  
to be amongst the worst in the nation. The average  
age of our nurses is over 50 years old, and they are  
headed for retirement.

When you couple this with an aging Baby Boom  
generation, this will mean increased demand for  
nurses. The shortage gravely impacts the quality of

care by increasing work load as well, and the time the nurses would be able to devote to their patients.

We have seen this coming for a long time, and while we have made some progress in expanding our nursing programs in Connecticut at our different colleges and universities. Both public and private, we still have a ways to go to meet our healthcare needs.

Mr. Speaker, the Clerk has an amendment, LCO Number 5916. I ask that he call it and I receive permission to summarize.

SPEAKER DONOVAN:

Will the Clerk please call LCO Number 5916, which will be designated House Amendment Schedule "A".

CLERK:

LCO Number 5916, House "A", offered by  
Representatives Willis, Sawyer, Cook, Rigby.

SPEAKER DONOVAN:

The Representative seeks leave of the Chamber to summarize. Is there objection to summarization? If not, Representative, you may proceed.

REP. WILLIS: (64th)

Mr. Speaker, Section 1 of the bill has to be struck because we had been hoping to expand an EDD

program in nursing to develop nursing educators at Southern Connecticut State University.

Unfortunately, we are going to have to delay that because the program has to be approved by the Department of Higher Education before it can have legislative action.

Section 2 of the bill has to do with establishing a sixth nursing program at one of our community colleges. Right now, Capital Community College, Gateway, Naugatuck Valley, Norwalk and Three Rivers all have two year associate degrees in nursing.

The demand is such for another program, so we would like to expand to a third college, excuse me, a sixth collage in the State of Connecticut.

I move for its adoption.

SPEAKER DONOVAN:

Will you remark on the, the question is on adoption of House Amendment Schedule "A". Will you remark on the Amendment?

Representative Sawyer.

REP. SAWYER: (55th)

Thank you, Mr. Speaker. This particular Amendment is very beneficial to increasing the number

pat  
HOUSE OF REPRESENTATIVES

27  
April 29, 2009

of possibilities for upcoming nurses in the State of Connecticut.

And I believe, Mr. Speaker, because this is, there are private dollars as well as public dollars going forward with this particular project, that it is essential to our state for the healthcare and I would like to thank the Chairwoman for her assistance on this and urge support.

Thank you, Mr. Speaker.

SPEAKER DONOVAN:

Thank you, Representative. Will you remark further on the Amendment before us? Will you remark further on the Amendment?

If not, let me try your minds. All those in favor of the Amendment signify by saying Aye.

REPRESENTATIVES:

Aye.

SPEAKER DONOVAN:

All those opposed, Nay. The Ayes have it. The Amendment is adopted.

Will you remark further on the bill as amended?  
Will you remark further on the bill as amended?

If not, staff and guests come to the Well of the House. Members take their seats. The machine will be opened.

CLERK:

The House of Representatives is voting by Roll Call. Members to the Chamber.

The House is voting by Roll Call. Members to the Chamber, please.

SPEAKER DONOVAN:

Have all the Members voted? Have all the Members voted? Please check the board to make sure your vote's been properly cast.

If all the Members have voted, the machine will be locked and the Clerk will please take a tally.

Will the Clerk please announce the tally.

CLERK:

House Bill Number 6336 as amended by House "A".

Total Number Voting	135
Necessary for Passage	68
Those voting Yea	135
Those voting Nay	0
Those absent and not voting	16

SPEAKER DONOVAN:

The bill as amended is passed.

**JOINT  
STANDING  
COMMITTEE  
HEARINGS**

**HIGHER EDUCATION  
AND  
EMPLOYMENT ADVANCEMENT  
PART 1  
1 - 303**

**2009  
INDEX**



## EMPLOYMENT ADVANCEMENT COMMITTEE

Linda -- Dr. Linga -- oh, sorry, Dr. Linda Rinker.

Good afternoon.

LINDA RINKER: Good afternoon, Senator Handley and Representative Willis, and the distinguished members of the Higher Education and Advancement Committee. I am Dr. Linda Rinker, I am the Provost and Vice President for Academic Affairs at Western Connecticut State University. And I am here on behalf of Dr. James Schmotter, President of WestConn. I am also here to testify in support of Bill Number 6336, which is, An Act Concerning the Ability of Nurses Pursuing Advanced Degrees.

As you are currently aware, there has been a severe shortage of registered nurses in the United States, and more specifically in Connecticut. And this particular shortage was realized in 1998, and now coupled with that shortage is a severe shortage of nurse educators. And so saying that to you, the problem is compounded in the following way; a strategy that was realized, certainly in this particular state, when the shortage of registered nurses began, was to increase the numbers of students coming to nursing schools -- nursing programs here in the state. But because of the existing shortage of qualified, prepared educators, today we are now having to turn away highly-qualified nurses -- highly-qualified students, and so in the state currently we're turning away approximately six percent of those very qualified individuals.

Now saying that to you, I'm very proud to present to you a very simple proposal that's going to be presented to our chancellor, the

## EMPLOYMENT ADVANCEMENT COMMITTEE

beginning of March. And that is a partnership -- a collaboration between Western Connecticut State University and Southern Connecticut State University. The faculties of both these institutions have come together and decided to create a degree, which is an EdD degree, to prepare the doctorate for nurse educators -- it specifically focuses on nursing educators. And that particular degree, because it will be a partnership between two institutions, will help to realize the preparation -- the highly-prepared nurse educators for our state so that we can, forgive the term, "grow our own educators," and begin to address this severe shortage.

And I believe something has to be done very timely, and I'm very proud of the leaders of both of these programs -- and the proposal that I submit to you today is the good work of both the chairs of these particular nursing departments, and so I ask you to consider Bill 6336 as an extremely important bill. Because keeping in mind, our health care of the future is contingent upon our nurse educators being able to prepare our nurses to take care of you and me and every other citizen that lives in our state.

So I thank you for your kind attendance, and I would be more than happy to address questions.

SENATOR HANDLEY: Thank you.

Are there questions?

I have -- Representative Willis has a question, and then I do too.

REP. WILLIS: Thank you.

I guess my question is, I've heard about this previously, the two programs -- do you need statutory authority to do this? Or...

LINDA RINKER: No. I do not believe so, because we already have at both of the institutions, EdD programs in leadership. We have an education -- a doctorate in education, in leadership, and at Southern as well. And that particular statute has been achieved probably about six years ago. So and we have investigated that question.

REP. WILLIS: Is there any particular aspect of this that would require your -- whether it's funding or something to -- what's the word?

LINDA RINKER: Support it?

REP. WILLIS: Yeah. A catalyst to make this happen?

LINDA RINKER: Absolutely. I think to some degree it will, but I want to emphasize a very important point with all of you, we're actually collaborating. So we're taking the best and the most that we can of both institutions, and so it is bearing the budgetary responsibility and challenges -- weighted simply on one institution. So we're hoping by way of collaboration that we'll be able to capitalize on those resources. But more importantly, we are looking at grants and we do know that there are grants out there, particularly as a result of the shortage that every state is feeling and is presented with. So we're trying to address that as I'm speaking with

you now, and I suspect we will have some proposals put into the document about grant support.

REP. WILLIS: Thank you very much.

SENATOR HANDLEY: I just have one question. It seems to me that one of the places to look for nurse educators are the middle-aged nurses, who maybe after twenty years of service might discover that teaching -- I mean I'm a teacher by trade, so I always thought it was a lot of fun -- but might decide that maybe the more regular hours and so forth, and the lack of crises and -- the life of a hospital nurse or an office nurse is less appealing. Are you making any particular efforts to attract these people who would after all bring, you know, a whole career of experience -- to youth, to teach new nurses.

LINDA RINKER: Well I'm smiling because I'm sitting here as my entry discipline of nursing and I was a nurse educator as well. And though I don't know if I'm fitting the age 35 to 40 range, however saying that -- and I say that in jest, a little bit on the upper end -- yes, certainly they are looking at that, but keeping in mind that very important point that I was making earlier, and that is that nurses who are able to -- nurse educators who are able to meet this particular need, some of which are now desiring actual retirement and wanting to move on in a different direction. They are looking -- our nurse educators today are looking at every aspect to realize opportunity. It's extremely hard to find qualified nurse educators to bring into the -- into the classroom. So we really are turning around and addressing the issues as quickly as

17  
hal/med HIGHER EDUCATION AND EMPLOYMENT ADVANCEMENT COMMITTEE  
February 19, 2009  
12:45 P.M.

we can, but the issue grows because of the complexity of the demand for nurses in our community.

SENATOR HANDLEY: Thank you.

LINDA RINKER: My pleasure.

SENATOR HANDLEY: Thank you.

Oh, Representative Hurlburt

REP. HURLBURT: Thank you, Madam Chair.

And over here, Doctor. Is there an accelerated program for that nurse that's coming at the end of their -- her nursing career -- his nursing career, you know, 55 years old. Is there a program to accelerate to --

LINDA RINKER: Yes.

REP. HURLBURT: -- get them to it?

LINDA RINKER: Yes.

REP. HURLBURT: And that's provided --

LINDA RINKER: Yes, they do -- they do indeed; Southern has that. But now we're not talking necessarily on the EdD level, that is the doctorate level, as an accelerated program. But it will be a program with cohort individuals, so probably beginning with about 15 students, but realizing there will be an attrition --

REP. HURLBURT: Right.

## EMPLOYMENT ADVANCEMENT COMMITTEE

LINDA RINKER: -- and so that said , it will not be accelerated, but I suspect that it will be about a three year period of time that they would be studying and also doing dissertation proposals.

REP. HURLBURT: So I would think that, you know, if we can get funding -- I mean Senator Handley and I were on the Public Health Committee together, I was staff on the Public Health Committee; Dr. Williams is in the back and I've wrote millions of pages of testimony for her, for JF reports when she was testifying -- and this issue has just not disappeared and it seems like we're not getting ahead of it, which is a major concern for the state.

LINDA RINKER: And thank you for saying that, because you're absolutely right on target. The -- the growing number is increasing every day of shortage with nurse educators. It's harder and harder to find them for our schools, and as a result, as I said earlier, we're cutting back on enrollments because can't overtax our --

REP. HURLBURT: Right.

LINDA RINKER: -- nurse educators that currently exist. And we will not compromise on the quality end of it, because we can't -- it's your health care, it's my health at risk.

REP. HURLBURT: Absolutely. Thank you. Thank you very much.

And thank you Madam Chair.

SENATOR HANDLEY: Other comments?

52  
hal/med HIGHER EDUCATION AND  
EMPLOYMENT ADVANCEMENT COMMITTEE

February 19, 2009

12:45 P.M.

CHRISTOPHER PHELPS: Absolutely not.

REP. WILLIS: Thank you.

CHRISTOPHER PHELPS: Thank you.

SENATOR HANDLEY: Quick questions?

Thank you very much.

CHRISTOPHER PHELPS: Thank you.

SENATOR HANDLEY: Our next speaker is Mary Jane Williams.

MARY JANE M. WILLIAMS: Good afternoon, Senator Handley, Representative Willis, and members of the Committee on Higher Education and Employment. Thank you for this opportunity to provide testimony regarding Raised Bill 6336, An Act Concerning Nurses Pursuing Advanced Degrees.

The nursing shortage in Connecticut is projected to be among the worst in the nation. Currently we appear to be in the eye of the storm. The downturn in the economy has forced many individuals to continue to work. Work settings are not hiring at the rate anticipated, due to their own economic constraints and the entire workforce is aging, as is the population. If we do not recognize the causes of the lull in the storm, and do not continue to address the allied health workforce shortage, we will be headed toward the perfect storm in Connecticut.

HB5613

The ages of nurses, coupled with the growing demand for providers, will come as we experience a huge decrease in nurses and

56  
hal/med HIGHER EDUCATION AND  
EMPLOYMENT ADVANCEMENT COMMITTEE

February 19, 2009

12:45 P.M.

MARY JANE M. WILLIAMS: Right.

REP. GIANNAROS: -- so that it makes it worthwhile  
for them to make the investment?

MARY JANE M. WILLIAMS: Right.

REP. GIANNAROS: As it is true, by the way, for  
most of the PhDs --

MARY JANE M. WILLIAMS: Right.

REP. GIANNAROS: -- most of the PhDs don't pay the  
full fair, otherwise they would never spend  
the next seven years of their life doing a  
PhD.

MARY JANE M. WILLIAMS: Right.

REP. GIANNAROS: So that's basically what your  
asking?

MARY JANE M. WILLIAMS: That's what I'm asking.

REP. GIANNAROS: Thank you.

MARY JANE M. WILLIAMS: Thank you.

SENATOR HANDLEY: Thank you very much.

Other questions?

Thank you.

Representative Willis.

REP. WILLIS: Hi.

MARY JANE M. WILLIAMS: Hi.

REP. WILLIS: Nice to see you again. I wondered if

HB 6336



## EMPLOYMENT ADVANCEMENT COMMITTEE

you could comment briefly on the proposal from the CSU system.

MARY JANE M. WILLIAMS: Well I think it's an excellent proposal. As a matter of fact, it resulted last year or two years ago, I think it might be, we were actually told, the Connecticut Nurses Association Government Relations Committee was instructed by Senator Harp to talk to the CSU system, because they did have an EdD in educational leadership, but there wasn't a component for nursing. And so I think it's an excellent model, I think it would prepare educators who would be committed to the state of Connecticut, because we would be taking qualified people from the state of Connecticut and I -- I think it's time we did that. As a matter of fact, I retired from Central Connecticut State University after 31 years, and when I was there and the EdD came to Central, we were promised in ten years that there would be a doctorate and they would have a component that would be nursing -- and that's never come to fruition.

I currently chair the Nursing Department at the University of Hartford, and we have a doctoral program of educational leadership, and we are in the process of looking at how we can not only work with them better, but to create a -- a place that is specifically for nursing. And the reason we are trying to do that is because if you have an EdD that is not specifically for nursing, or even a PhD, you can not qualify for any of the federal funding coming out. And now with this impetus package that we have, there's a little bit of money out there for nursing education, and so while programs are up and getting started and trying to get those grants and to get that funding, it would be helpful to have some seed money

## EMPLOYMENT ADVANCEMENT COMMITTEE

through some innovative program -- and we've talked a little bit even about assistantships -- so that you have the people, they are working, they are going to school, and you don't have to track them later because they are going to give you a resource while they are in that organization. So I think it's -- it's a good concept, I think it's long overdue in the state of Connecticut. I think we need to realize that the only programs we have now currently preparing -- doctoral-prepared faculty at the two universities prepare a limited a number of people who are from the national and the international arena, and they do not stay in Connecticut. So it's time that we really looked at how we can avert a terrible crisis in the next ten years, so that some of us can really retire.

REP. WILLIS: When you state "seed money" for the CSU program, do you happen to have any number in mind with that seed money? And that's for them to be able to get federal dollars -- is that what I'm hearing?

MARY JANE M. WILLIAMS: Well I think that if you -- I think that you have to support these programs while these programs try to get the grants and the federal dollars in place. And actually, I don't have a number, I mean the number I -- I had is a little high, but I think we're going to meet with the people from the CSU system and come up with some recommendations for you in the next week so.

REP. WILLIS: Okay. Thank you. By the way, your concern -- and I know Alice Pritchard talked to me about the task force issue --

HB5613

MARY JANE M. WILLIAMS: Right.

REP. GIANNAROS: Okay. Thank you.

JESMIN K. BASANTI: Thank you.

REP. GIANNAROS: Nice to see you. Thank you.

SENATOR HANDLEY: Thank you very much.

Are there other questions?

Okay. Thank you.

JESMIN K. BASANTI: Thank you.

SENATOR HANDLEY: Our next speaker is Liz Brown, whom I don't see here -- well we'll wait for her then.

Sharon Palmer?

A VOICE: (Inaudible).

SENATOR HANDLEY: You're right and I apologize. It's a good thing, you would have gotten a chance at the end when we would've asked, but it's nice that you come in your -- at your own time. I apologize.

ELIZABETH BEAUDIN: No problem. Anyway...

Good afternoon, Senator Handley and Representative Willis, and members of the Higher Education and Employment Advancement Committee. I am Liz Beaudin and I am Director of Nursing and Workforce Initiatives for the Connecticut Hospital Association. And I appreciate the opportunity to testify on behalf of CHA and its members in support of H.B. 5613 and H.B. 6336.

hal/med HIGHER EDUCATION AND EMPLOYMENT ADVANCEMENT COMMITTEE  
12:45 P.M.

As you well know and it's already been discussed quite a bit, that we need to pay careful attention to the nursing faculty shortage. And we are -- Connecticut is projected to have one of the worst nursing shortages in the nation. In fact, as the eighth oldest population in the nation, our health care demand is significantly high, and so at the time when the baby boomers are aging and retiring, our health care demand will be increasing substantially -- and part of that baby boomer group, of course, are nurses, registered nurses, whose average age is in the high 40s. And then as you've already heard, the nursing faculty who prepared them, they're average age is even higher than that. And we are still turning away qualified applicants from schools of nursing.

The American Association of Colleges of Nurses reported that we turned away 27,000 in the nation -- and that's just baccalaureate programs in 2008. I think you will hear some updated data shortly from the Connecticut League of Nursing, and they have -- we are still turning away qualified applicants in Connecticut as well at a fairly substantial rate and we do expect some major retirements of nursing faculty.

So what we have included in our testimony are some recommendations for the work that the task force might undertake. Things like analysis of the current nursing faculty and a compilation of information approaches that has been taken to date in Connecticut and in other states. And then we've made some suggestions for representation on the task force, inclusive of faculty from a variety of schools of nursing, state agencies, and other constituent groups concerned with preparation

## EMPLOYMENT ADVANCEMENT COMMITTEE

and supply of nurses. We would like to see the Allied Health Workforce Policy Board continue and -- as they have done substantial work on faculty shortages, and think it would make some sense to have this task force be part of that structure in some way.

And then I just thought I'd briefly comment on H.B. 6336, that we are in support of the Department of Higher Education conducting a study on the issues related to nurses pursuing advanced degrees. We think that would work nicely with the task force and needs to be done. It's a fairly complicated issue, it's not as simple as making a program available -- obviously.

I also would like to thank you -- we would like to thank you, Senator Handley and Representative Willis, for keeping the focus on this critical issue.

And I'm happy to take any questions.

SENATOR HANDLEY: But I was looking at the notion that the work that you've got here for the -- the make up of the task force is probably -- I'm not positive -- but pretty similar to the group who is already on the Allied Health Policy Board, and might be -- it might be that they would be charged to do some of this work. But thank you for your comments.

Are there any questions?

Representative O'Rourke.

We're going to allow a Representative to enter the fray.

A VOICE: Against our better judgment.

Thank you very much.

The next speaker is Stephen Wallace, followed by John Harrity.

STEPHEN WALLACE: Good afternoon, Senator Handley, Representative Willis, and members of the committee.

I'm Stephen Wallace of Litchfield, Connecticut. I'm a registered nurse, an employee of the Hospital of Central Connecticut at Bradley Memorial, and a student in the master of nursing degree program at the University of Hartford. I would like to raise testimony today providing House Bill Number 6336, An Act Concerning Nurses Pursuing Advanced Degrees.

During this session several bills were proposed, specifically Senate Bill 4 and Senate Bill 11, for instance, with a goal of providing financial -- assistance to future nursing educators, in an attempt to address the ongoing nursing shortage. In light of the current budgetary shortfall and economic hardships, it is understandable to have changed the focus of these bills from a monetary one to that of research. However, as we've heard, the nursing workforce shortage persists, and is projected to worsen as both our state's population and workforce age.

Therefore it is prudent and imperative to consider ways to actually provide funding for -- while the legislated Allied Health Workforce Policy Board continues investigating these workforce issues. It would seem reasonable to consider recommending approaches

to seeking funding from existing revenue allocation, such as dedicating a percentage of revenue generated by license renewal fees to be earmarked for nursing education initiatives. Furthermore, it would seem to be of tremendous value to include the insight and knowledge of health care leadership in further discourse and decisions related to this and other legislation designed to help solve the allied health care workforce shortage. I thank you very much for your time and attention to these important issues.

SENATOR HANDLEY: Thank you very much.

Do you want to say -- you want to say something?

REP. WILLIS: You're from Litchfield?

STEPHEN WALLACE: Yes.

REP. WILLIS: Any relation to Marie?

STEPHEN WALLACE: No, not that we know of.

REP. WILLIS: I think you've come very close to identifying how we might move forward as compared to some of the other testimonies we've received today. And that's the whole issue of the licensing fees and the Governor, as you know, has increased that dramatically -- hasn't she? Now the nurses just --

STEPHEN WALLACE: Right.

REP. WILLIS: -- they just got hit --

STEPHEN WALLACE: We just went up --

REP. WILLIS: -- two years ago --

STEPHEN WALLACE: -- 100 percent two years ago --

REP. WILLIS: Right.

STEPHEN WALLACE: -- and it's projected another 100 percent.

REP. WILLIS: And so now they're being asked to -- is it 100 or 200?

STEPHEN WALLACE: It's projected another 100 percent increase, to 200 dollars from one-hundred.

REP. WILLIS: So it went from 50 to 100 to 200 dollars?

STEPHEN WALLACE: Two years ago, and now one-hundred to two, correct.

REP. WILLIS: Okay. And the whole issue of the online registration, maybe we need to look at and talk to the Public Health Committee about the online registry, and then moving some of the monies to fund nursing -- and to educate.

A VOICE: (Inaudible).

REP. WILLIS: I think that's a very good idea.

STEPHEN WALLACE: Thank you very much.

REP. WILLIS: I'm surprised some of the great minds that testified today didn't come up with that either -- but anyway, I think that's fabulous.

Okay. Thank you very much. That was most helpful.



82  
hal/med HIGHER EDUCATION AND EMPLOYMENT ADVANCEMENT COMMITTEE  
February 19, 2009  
12:45 P.M.

in the world in fuel cells, we have 13 percent of global employment in this field, and a series of strategic steps in supporting the industry could create ten to twelve-thousand manufacturing jobs in our state over the next five years. That's a significant amount of job growth.

I would also urge support for H.B. 6344 and S.B. 813, which basically do the same thing -- look at our whole plethora of training programs, our network of -- of training and try to put it all together and -- and do it in a coordinated way. I think that makes a lot of sense, and I would hope that at the top of the list in terms of that would be training for the manufacturing and maintenance of fuel cells, it's just a great field for the state to look at and to encourage.

Finally, incumbent workforce training -- the state is way behind our neighbors in this field. It's a -- it's a great payback for the investment, and I hope that you all would look at that. Thank you.

SENATOR HANDLEY: Thank you very much.

Are there other -- any questions?

Thank you.

JOHN HARRITY: All right, saved by the bell.

SENATOR HANDLEY: Linda -- Perfetto and Karen -- Karen Crouse. Am I right?

LINDA PERFETTO: Good afternoon, Senator Handley, Representative Willis and members of the committee on higher education. I am Linda Perfetto and I have with me my colleague Karen

HB 6336

Crouse. We come to you today representing the Connecticut League for Nursing Council of Deans and Directors. Dr. Crouse and I are both employed by the state of Connecticut, both in different institutions, in positions where we are faculty and administrators -- that are in charge of preparing nurses for entry-level positions and also nursing faculty. And so we are here primarily to support Bill 6336, pursuing -- An Act Concerning Nurses Pursuing Advanced Degrees.

In reviewing, Enhancing the Education and Supply of Nurses in Connecticut, a report and recommendations from the Connecticut League for Nursing Council of Deans and Directors of Nursing Programs that was published in September 2005; the concerns, issues, and recommendations outlined at that time still remain pertinent four years later. Affirmed by recent data analysis, Connecticut schools of nursing remain dedicated to the education of men and women of all ages, races, and backgrounds to supply the state with competent and compassionate registered nurses. Students are educated in Connecticut at the diploma, associate, baccalaureate, and master's levels to become general practitioners of nursing. Connecticut also continues to educate nurses at the master's, advanced, and doctoral level, both PhD and Doctor of Nursing Practice degrees are awarded in our state. Job prospects for registered nurses continue to be exceptional, as you've heard reiterated today.

Fortunately many schools, including those in Connecticut, are able to attract qualified applicants, many qualified applicants. Unfortunately, countless well-qualified applicants apply and are turned always because here in Connecticut nursing schools appear to

## EMPLOYMENT ADVANCEMENT COMMITTEE

be at capacity enrollment. What has changed in the past four years is the capacity of our nursing schools, capacity of our schools has increased, but not in pace with the number of qualified applicants to the schools. Capacity has also not kept pace with the projected need for nurses in the state of Connecticut -- between 2003 and 2007, total available spots in Connecticut schools of nursing has increased by 14 percent. Despite this increase, the number of qualified applicants denied spots in programs has more than tripled.

There continues to be a variety of reasons school capacity cannot keep pace with the state, regional, national need for registered nurses. One area of concern is the lack of qualified nursing faculty at all levels. The lack of qualified faculty leads to less than optimal student experiences, in both the classroom and clinical setting. Lack of qualified faculty can also mean no experience at all when students are denied entrance into a school. Connecticut nursing programs have responded to the need to increase capacity quickly, thus increasing faculty needs. Greater than three-quarters of Connecticut's deans and directors agree that the nursing faculty shortage has and will continue to impact further growth of their programs. Among nursing faculty retirements are expected to increase, further increasing this need now and in the future. Forty-one percent of all Connecticut schools preparing registered nurses at all levels expect one out of five of their faculty retire -- to retire over the next three to five years.

To teach in a nursing program, nurses must earn a master's degree or higher. To address

## EMPLOYMENT ADVANCEMENT COMMITTEE

this drastic need for nursing faculty in Connecticut schools the need to attract experienced nurses that possess the desire to teach and support their educational advancement is great.

SENATOR HANDLEY: Summarize the rest.

LINDA PERFETTO: Yes. We have -- I have attached to this testimony the consensus statement that was originally produced in June 2005 and updated just this month, in February 2009 by the Connecticut League for Nursing Council of Deans and Directors. This still, again, remains pertinent today. Primarily we are concerned with, as you've heard from other testimony during this meeting, strengthening educational pathways for our nurses that desire to teach or pursue advanced degrees, should help us to address the -- the need for nursing faculty across the state.

SENATOR HANDLEY: I assume that you are excited about the program between Southern and Central that is working.

LINDA PERFETTO: Absolutely.

SENATOR HANDLEY: And are you aware of any other collaborative programs with other schools that are -- even in the planning stage?

LINDA PERFETTO: In Connecticut, no I am not unfortunately.

SENATOR HANDLEY: Yes, that is unfortunate.

LINDA PERFETTO: I'm very excited, I've been asked to be on the Advisory Board for that program. I am a graduate of Southern Connecticut State University. So I'm -- I'm going to learn much

February 19, 2009

Written Testimony regarding  
H.B. No. 6336 (RAISED) AN ACT CONCERNING NURSES  
PURSUING ADVANCED DEGREES

To the Higher Education and Employment Advancement Committee:

Good Afternoon Senator Handley, Representative Willis and members of the committee, I am Stephen Wallace, of Litchfield, CT. I am a Registered Nurse, an employee of the Hospital of Central Connecticut at Bradley Memorial and a student in the Master of Nursing degree program at the University of Hartford. I would like to provide testimony today regarding H.B. No. 6336 (RAISED) AN ACT CONCERNING NURSES PURSUING ADVANCED DEGREES.

During this session, several bills were proposed (SB 4 and SB 11, for instance) with a goal of providing financial assistance to future nursing educators, in an attempt to address the ongoing nursing shortage. In light of the current budgetary shortfall and economic hardships, it is understandable to have changed the focus of these bills from a monetary one to that of research. However, the nursing workforce shortage persists and is projected to worsen, as our state's population ages.

Therefore, it is prudent and imperative to consider ways to actually provide funding for, while the legislated Allied Health Workforce policy Board continues investigating workforce issues. It would seem reasonable to consider recommending an approach to seeking funding from existing revenue allocation; such as dedicating a percentage of revenue generated by license renewal fees to be earmarked for nursing education initiatives. Furthermore, it would seem to be of tremendous value to include the insight and knowledge of healthcare leadership in further discourse and decisions related to this and other legislation designed to help solve the allied health care workforce shortage. Thank you for your time and attention to this important issue.

Stephen Wallace, RN



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**TESTIMONY RE: RB 6336 AN ACT CONCERNING NURSES PURSUING  
ADVANCED DEGREES**  
Committee on Higher Education and Employment Hearing

Good morning Senator Handley, Representative Willis and members of the Committee on Higher Education and Employment.

Thank-you for the opportunity to provide testimony on behalf of the Connecticut Nurses' Association (CNA), the professional organization for registered nurses in Connecticut. I am Dr. Mary Jane Williams, current chairperson of its Government Relations Committee and professor and chair of nursing at the University of Hartford. I have practiced nursing for over 40 years and have been educating nurses in Connecticut in both the public and private sector for over 35 years.

The nursing shortage in Connecticut is projected to be among the worst in the nation. Currently we appear to be in the "eye of the storm." The down turn in the economy has forced many individuals to continue to work, work settings are not hiring at the rate anticipated due to their own economic constraints and the entire workforce is aging as is the population. If we do not recognize the causes of lull in the storm and do not continue to address the Allied Health Care Workforce shortage we will be headed toward the "perfect storm" in health care. The age of our nurses, coupled with the growing demand for providers, will come as we experience a huge decrease in nurses and faculty due to retirement.

The major factor contributing to the nursing workforce shortage is the shortage of faculty. The facts about the nursing faculty shortage are well documented. Faculty is aging. It is

estimated that 75% of the current faculty population is expected to retire by 2019. All educational settings are filling positions with part time faculty; this has the potential of having a negative effect on the program and the employee. Part time employees may not be invested in the total work of the program and the employee may not be paid for the value they bring to the educational setting. It is also a growing problem because nursing faculty are not prepared at the Doctoral Level. Only 350 to 400 nursing students receive doctoral degrees each year and the pool of candidates for full time positions is limited. This lack of qualified faculty impacts the credibility of nursing within the university setting and limits those individuals who are prepared for leadership roles and /or compete for research funding (NLN, 2005).

The American Association of Colleges of Nursing reports that nursing schools nationally are struggling to fill positions. The average age of doctorally prepared nursing faculty by rank was 59.1 years for professors, 56.1 years for associate professors and 51.7 years for assistant professors. Faculty does not reflect the demographics of the population. Only 11.5 % are underrepresented groups and 5.7 are males. In its most recent survey AACN found 45.1% of all faculty are doctorally prepared.

The major reasons, most critical reasons for not hiring faculty are reported to be 1) inability to recruit qualified faculty 2) limited pool of doctorally prepared faculty and 3) lack of educational experience.

We as responsible citizens need to recognize the potential impact a severe shortage of workforce providers will have on the quality of care provided across all settings and ultimately on the health of the public. We need to put what few resources we have into the systems that will give us the best and most rapid return as we try to grow our nursing workforce. We must stop turning qualified students away from programs; we must mobilize our nurses in an attempt to prepare them for leadership positions within academic settings, it is the right initiative for the state.

Therefore we recommend;

- 1). Continued funding of programs that provide mobility for nurses.
- 2). Support of doctoral education as we attempt to prepare faculty for university teaching positions.
- 3) Continued Support of the Allied Health Policy Workforce Board.

Thank you,

Mary Jane M. Williams PhD, RN





## TESTIMONY

BY DR. LINDA K. RINKER  
PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS  
WESTERN CONNECTICUT STATE UNIVERSITY

Before the  
Higher Education and Employment Advancement Committee  
Thursday, February 19, 2009

Good afternoon Senator Handley and Representative Willis and distinguished members of the Higher Education and Employment Advancement Committee. I am Dr Linda K. Rinker, Provost and Vice President for Academic Affairs at Western Connecticut State University (WCSU) and I am here on behalf of President James Schmotter. I am testifying today in support of Bill No. 6336, An Act Concerning Nurses Pursuing Advanced Degrees.

As you are aware, the United States and Connecticut is challenged by a shortage of registered nurses, and an ever growing deficit of nursing faculty (AACN, 2005). To address the need for more registered nurses, nursing programs nationwide have increased their enrollments (AACN, 2005). However, nursing programs cannot continue to expand capacity without an adequate number of more educators to teach future nurses.

Since 1998, the United States has been facing a critical shortage of registered nurses (Buerhaus, 2005). The shortage is expected to persist well into the next decade despite national efforts to grow the nursing workforce (AACN, 2008a). An analysis of state-level supply and demand of registered nurses indicates that Connecticut will have a shortfall of about 22,000 by 2020 (HRSA, 2004). Factors such as salary increases, national unemployment rates, and national efforts to increase the nursing workforce, have had a positive impact on the number of practicing RNs. However, experts note that "there is no empirical evidence that the nurse shortage has ended" (Buerhaus, Staiger, and Auerbach, 2004)

Experts base their conclusion partly on the fact that most of the growth to date has come from RNs (50-64 years of age) who have reentered the workforce. The influx of these reentry RNs has provided some welcomed relief to the significant RN shortage faced by healthcare institutions.

However, the nursing shortage problem will not be solved by this new cadre of nurses because, given their age, they will soon be retiring and leaving the workforce again. Although there has been an increase in the number of younger nurses (under 35 years of age) as well, the growth noted from 2001-2004 (about 90,000 new RNs) does not match the projected long term need of about 2.8 million FTE nurses by 2020 (Buerhaus, Staiger, & Auerbach, 2004). Unless a greater number of younger individuals begin to enter the profession each year, the nursing shortage is expected to persist for some time.

Over the past several years, nursing education programs have responded to the critical demand for more registered nurses by expanding enrollments and increasing the number of new nurse graduates (AACN, 2008a). Nursing education programs in Connecticut, and particularly two programs in the CSU System. Southern Connecticut State University (SCSU) and WCSU, responded to the call for more RNs by increasing enrollments in existing programs and/or creating new program options to attract non-traditional or second degree students to nursing (e.g. SCSU developed an Accelerated Career Entry-ACE program). However, creative efforts to expand enrollments in nursing programs are now being challenged by a new and growing crisis in the profession: the nurse faculty shortage (AACN, 2008b).

Due to the lack of qualified nurse faculty, nursing education programs have been forced to deny admission to a growing number of qualified applicants at a time when there is a dire need for more registered nurses (AACN, 2008a). The National League for Nursing (NLN), the organization that collects and disseminates information on all types of nursing education programs reported that 88,000 qualified applicants were turned away due to a lack of faculty (NLN, 2006). Similarly, the American Association of Colleges of Nursing (AACN), the organization that represents baccalaureate and graduate nursing programs, reported that U.S. nursing schools denied admission to about 40,825 qualified applicants in 2007. About 70% of the programs responding to the survey reported that a lack of qualified faculty was the reason for denying admission to applicants.

A similar trend has been observed in Connecticut. In fact, data from the Connecticut League for Nursing (CLN, 2005, updated 2008) indicate that this is a growing problem. Nursing programs expanded their enrollments by 5% from 2006 to 2007. However, there was a 6% increase in the number of qualified applicants who were denied admission as well.

With additional faculty resources, a greater number of qualified applicants could be admitted to CT's nursing programs. However, the growing nurse faculty shortage precludes nursing programs from further expanding their enrollments.

A survey conducted in Connecticut reveals a similar disturbing trend with respect to the nurse faculty workforce (CLN, 2005, updated 2008). Programs with baccalaureate and graduate programs in nursing reported employing a total of 150 faculty members. Of those, 72% on average are doctorally prepared. Only two programs reported that 100% of their faculty are doctorally prepared. Associate degree and diploma programs report having a total of 89 faculty members, 17% of whom are doctorally prepared. Like the national population of nurse faculty, a significant percentage of CT's nursing faculty are approaching retirement age. In fact, an average of about 15% of faculty across all programs are expected to retire within the next 3 to 5 years.

Without quick intervention, the nurse faculty shortage will threaten the future of nursing education and ultimately, the future of the nursing profession. In recognition of the pressing need to prepare more nurses to assume faculty roles, a joint Ed.D. program in Nursing Education is proposed by WCSU and SCSU who have a successful track record of preparing nurses for entry level and advanced roles. The program will build on CSUS's long standing tradition of excellence in preparing educators and nurses. In addition, faculty in related disciplines (e.g. education, business) will be invited to contribute their expertise and talents to create a unique and innovative program that will prepare qualified nurses to advanced in or embark on successful careers as nurse educators.

Thank you for the opportunity to speak to you today and I would be happy to answer any questions that you have at this time.



CONNECTICUT  
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ASSOCIATION

**TESTIMONY OF  
ELIZABETH BEAUDIN RN, Ph.D.  
DIRECTOR, NURSING AND WORKFORCE INITIATIVES  
CONNECTICUT HOSPITAL ASSOCIATION  
BEFORE THE  
HIGHER EDUCATION AND EMPLOYMENT ADVANCEMENT COMMITTEE  
Thursday, February 19, 2009**

**HB 5613, An Act Concerning The Establishment Of A Task Force That Shall Study Ways To Increase The Number Of Nursing Educators In The State**

**HB 6336, An Act Concerning Nurses Pursuing Advanced Degrees**

Good afternoon Senator Handley, Representative Willis, and members of the Higher Education and Employment Advancement Committee. I am Liz Beaudin, Director of Nursing and Workforce Initiatives for the Connecticut Hospital Association (CHA) and I appreciate the opportunity to testify on behalf of CHA and its members in support of **HB 5613, An Act Concerning The Establishment Of A Task Force That Shall Study Ways To Increase the Number of Nurse Educators In The State**, and **HB 6336, An Act Concerning Nurses Pursuing Advanced Degrees**.

It is essential that Connecticut pay careful attention to the development and supply of nursing faculty to avert a severe nursing shortage and the consequences it will have on the state's healthcare system. The shortage of nursing faculty has been identified as a key barrier to adequately preparing the nursing workforce critically needed within the next decade. Connecticut is projected to have one of the worst nursing shortages in the nation due to a demographic phenomenon that places the state in a particularly vulnerable position. As the state with the eighth oldest population, Connecticut's demand for healthcare is high and expected to balloon as the baby boomer generation ages. Among the baby boomers retiring over the next decade will be nurses whose average age is in the late forties, and nursing educators, whose average age is generally higher.

According to the American Association of Colleges of Nursing, large numbers of qualified applicants continue to be turned away from schools of nursing due to faculty shortages. Over 27,000 were turned away from baccalaureate programs in 2008 alone. For the years 2004 and 2005, the Connecticut League for Nursing reported that 2000 qualified applicants were turned away from nursing programs in Connecticut because of lack of faculty. The National League for Nursing cites additional concerning trends including the expected retirement of two thirds of the full-time nursing faculty workforce between the years 2011 and 2021, an increasing proportion of faculty members working part-time, and a decline in faculty members with higher degrees.

Increasing the nursing faculty pipeline is a complex, multifaceted process. We encourage you to include in the charge to the Task Force that it consider:

- An assessment and analysis of the current nursing faculty in Connecticut, including such information as age, educational level, full time, part time and adjunct status, intent to retire/leave faculty positions, and nursing school projected needs.
- Exploration of nursing faculty salary and market issues.
- Development of a compilation of Connecticut's and other states' approaches and initiatives to address nursing faculty shortages to date.
- Tuition waivers and relief.
- Scholarship and scholarship for service programs.
- Loan programs.

Additionally, we suggest that members of the Task Force include representation from:

- University of Connecticut, Connecticut State University System, Connecticut Community College System, and Connecticut Conference of Independent Colleges Nursing faculty.
- Departments of Labor, Public Health, and Higher Education.
- Hospitals, long-term care, and home care nursing services.
- Nursing students from different degree level programs.
- Connecticut Hospital Association, Connecticut Nurses' Association, Connecticut League for Nursing, and Organization of Nurse Executives of Connecticut.

**HB 6336, An Act Concerning Nurses Pursuing Advanced Degrees** would require the Department of Higher Education to conduct a study of issues related to nurses pursuing advanced degrees and to report findings to the Legislature no later than January 1, 2010. CHA supports this bill and proposed study as it will inform the work of the Task Force established by enactment of **HB 5613**.

We would like to thank you, Senator Handley and Representative Willis, for keeping focus on this critical issue and we look forward to working with you.

For additional information, contact CHA Government Relations at (203) 294-7310.