



THE HOSPITAL & HEALTHSYSTEM ASSOCIATION OF PENNSYLVANIA

May 31, 2000

Ann Steffanic  
Administrator  
State Board of Nursing  
P.O. Box 2649  
Harrisburg, PA 17105-2649

RE: 16A-5113 – Biennial Renewal Fees

Dear Ms. Steffanic,

The Hospital & Healthsystem Association of Pennsylvania (HAP) members, over 250 acute care and specialty hospitals and health commonwealth, welcomes the opportunity to comment on the proposal dealing with increasing the biennial renewal fees. HAP does not oppose increasing licensure renewal fees; however, HAP would like to take this opportunity to discuss the importance of collecting and disseminating comprehensive information on licensed nurses in Pennsylvania as part of the biennial licensure renewal process. HAP urges the State Board of Nursing (SBN) to collect such information as part of the biennial license renewal process and believes the fee increase would support this activity.

The State Board of Nursing presently asks a limited series of questions of those who are renewing their license. For the most part, these questions do not provide the information that HAP believes is essential in gaining an accurate picture of the current nursing workforce in Pennsylvania. In reviewing nursing data across the country, many state boards of nursing routinely collect information on the licensed professionals that they have the responsibility to regulate. There are state boards of nursing involved in the Robert Wood Johnson Foundation Nurse Workforce Caring grant program. A key element of that grant program has been to collect nurse supply and demand, and it is in this area, that state boards have played an especially vital role.

The nurse supply and demand information can be used by others in a variety of actions directed at ensuring appropriate numbers of nurses across the state for the care of the people. The State Board of Nursing already collects and shares information on nursing school enrollment, nursing school graduation rates, and for the various types of nursing education programs. All of this

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Ann Steffanic  
May 31, 2000  
Page 2

important in understanding nurse supply. However, to completely understand the supply of nurses in Pennsylvania and the characteristics of licensed nurses in Pennsylvania, additional information needs to be collected.

At a minimum, HAP suggests that the Board consider collecting the following information:

Demographics	Professional Characteristics	Employment Characteristics	Educational Characteristics
Year of birth	Year of Initial Licensure	Employment in Nursing	Basic Preparation in Nursing
Zip Code of Residency	Certification	Inactive in Nursing	State and Year of Graduation
Race/Ethnicity	Other State Licenses	Employed in Field Other than Nursing	Highest Degree in Nursing
Gender		Unemployed	Highest Degree in another Field
		Retired	Interest in Obtaining a Higher Degree
		Serve As Volunteer Nurse	Current Education Pursuits
		Full-Time/Part-Time	
		Type of Agency Employed By	
		Type of Position	
		Patient Population Served	

HAP believes that there are a number of technology options that can be pursued by the board to keep expenses at a minimum in the collection and aggregation of this information. As an example, several state boards of nursing are utilizing forms that can be scanned to collect the information. In the future, it might be worthwhile to explore the use of Internet technology to renew licenses and capture this information.

Ann Steffanic  
May 31, 2000  
Page 3

The State Board of Nursing through its licensure renewal process is in the best position to collect and disseminate information about currently licensed registered nurses, licensed practical nurses and advanced practice nurses. The collection, aggregation, and dissemination of this data is important for several reasons:

- The collection, aggregation, and dissemination of such information would assist the board in understanding the profession that it regulates and in prioritizing and defining its goals.
- In combination with State Board of Nursing's nursing school enrollment and graduation figures, this type of information will more accurately depict the current and potential supply of nurses in Pennsylvania and in various regions across the state on an ongoing basis.
- Accurate, reliable, valid and long-term supply information needs to be coupled with information on the demand for nurses in various regions of the commonwealth and in the different kinds of health care delivery settings to ascertain the degree of dissonance between the supply and demand of nurses in Pennsylvania and particular regions of Pennsylvania.
- Knowledge and understanding of the supply and demand of nurses in Pennsylvania will be critical in working with other state agencies and the state legislature in developing programs that will serve to improve recruitment of persons into the nursing field. Health care providers and educators can also use this information in the development of region-specific nurse recruitment and retention efforts.
- Information from the data collection can be used to target concerns such as diversity of the professional nursing workforce and the educational preparation of professional nurses in Pennsylvania.
- The creation of a nursing profile database would facilitate the conduct of more in-depth research into certain areas, either among nurses educated at a certain level, working in certain segments of the health care industry, age groups, etc. This database would streamline and enhance the opportunity for nursing and workforce research in Pennsylvania.

Ann Steffanic  
May 31, 2000  
Page 4

The State Board of Nursing should actively participate in activities to assist the state in ensuring that there is an adequate number of nurses to serve the nursing care needs of the citizens of the Commonwealth of Pennsylvania. Collection of supply data is a critical element in that process. Without the collection of data and the establishment of an accurate data base, no workforce planning projections or linkages between the profession and workforce research can be done. HAP strongly recommends that the State Board of Nursing build the cost of data collection into its proposed biennial licensure renewal rates.

HAP is available to discuss our recommendations with board members and state board staff. Please feel free to contact Lynn Gurski-Leighton, Director, Clinical Services, HAP at 717-561-5308 or at [lgleighton@hap2000.org](mailto:lgleighton@hap2000.org) or Ron Tringali, Director, Clinical Research, HAP at 717-561-5307 or at [rtringali@hap2000.org](mailto:rtringali@hap2000.org).

Sincerely,

A handwritten signature in black ink, reading "Paula A. Bussard". The script is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

PAULA A. BUSSARD  
Senior Vice President  
Policy and Regulatory Services

- c: Kim Pizzingrilli, Secretary of the Commonwealth  
Dorothy Childress, Commissioner, Bureau of Professional and Occupational Affairs  
K. Stephen Anderson, CRNA, Chair, State Board of Nursing  
Professional Licensure Committees  
Independent Regulatory Review Commission



THE HOSPITAL & HEALTHSYSTEM ASSOCIATION OF PENNSYLVANIA

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INDEPENDENT REGULATORY  
REVIEW COMMISSION

May 31, 2000

John R. McGinley, Jr.  
Chairperson  
Independent Regulatory Review Commission  
333 Market Street, 14<sup>th</sup> Floor  
Harrisburg, PA 17101

RE: 16A-5113 – Biennial Renewal Fees

Dear Mr. McGinley:

The Hospital & Healthsystem Association of Pennsylvania (HAP), on behalf of its members, over 250 acute care and specialty hospitals and health systems in the commonwealth, welcomes the opportunity to comment on the proposed regulations dealing with increasing the biennial renewal fees. HAP does not oppose the increase in licensure renewal fees; however, HAP would like to take this opportunity to discuss the importance of collecting and disseminating comprehensive data about licensed nurses in Pennsylvania as part of the biennial licensure renewal process. HAP urges the State Board of Nursing (SBN) to collect such information as part of the biennial license renewal process and believes the fee increase is sufficient to support this activity.

The State Board of Nursing presently asks a limited series of questions to the nurse who is renewing his or her license. For the most part, these questions do not capture the information that HAP believes is essential in gaining an increased understanding of the current nursing workforce in Pennsylvania. In reviewing efforts underway across the country, many state boards of nursing routinely collect information about the licensed professionals that they have the responsibility to regulate. In addition, there are state boards of nursing involved in the Robert Wood Johnson Colleagues in Caring grant program. A key element of that grant program has been quantifying nurse supply and demand, and it is in this area, that state boards of nursing have played an especially vital role.

The nurse supply and demand information can be used by others to guide policy and actions directed at ensuring appropriate numbers of nurses across the full continuum of care. The State Board of Nursing already collects and shares information about nursing school enrollment, nursing school graduation rates, and NCLEX pass rates for the various types of nursing education programs. All of this information is

John R. McGinley  
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Page 2

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John R. McGinley  
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Page 3

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John R. McGinley  
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Page 4

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PAULA A. BUSSARD  
Senior Vice President  
Policy and Regulatory Services

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Dorothy Childress, Commissioner, Bureau of Professional and Occupational Affairs  
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Richard M. Sandusky, IRRC  
Ann Steffanic, State Board of Nursing