



1 study for college juniors or community college graduates interested in  
2 preparing to be a registered nurse.

3 (4) A two-year scholarship loan of three thousand dollars (\$3,000) per  
4 year, per recipient, for two years of baccalaureate study in nursing for  
5 registered nurses who do not hold a baccalaureate degree in nursing.

6 (5) A two-year scholarship loan of six thousand dollars (\$6,000) per year,  
7 per recipient, for two years of study leading to a master of science in  
8 nursing degree for people already holding a baccalaureate degree in  
9 nursing."

10 Sec. 2. G.S. 116-37(d) reads as rewritten:

11 "(d) Personnel. – The University of North Carolina Hospitals at Chapel Hill shall  
12 maintain a personnel office for personnel administration. Notwithstanding the  
13 provisions of Chapter 126 of the General Statutes to the contrary, the Board of Directors  
14 of the University of North Carolina Hospitals at Chapel Hill shall establish policies and  
15 rules governing the study and implementation of competitive position classification and  
16 compensation plans for registered and licensed practical nurse positions that have been  
17 approved by the Board of Directors. These plans shall provide for minimum,  
18 maximum, and intermediate rates of pay, and may include provisions for range revisions  
19 and shift premium pay and for salary adjustments to address internal inequities, job  
20 performance, and market conditions. The Office of State Personnel shall review the  
21 classification and compensation plans on an annual basis. All changes in compensation  
22 plans for these registered and licensed practical nurse positions shall be submitted to the  
23 Office of State Personnel upon implementation."

24 Sec. 3. Chapter 90 of the General Statutes is amended by adding a new  
25 Article to read:

26 **"ARTICLE 9F.**

27 **"NORTH CAROLINA CENTER FOR NURSING.**

28 **"§ 90-171.70. North Carolina Center for Nursing; establishment; goals.**

29 There is established the North Carolina Center for Nursing to address issues of  
30 supply and demand for nursing, including issues of recruitment, retention, and  
31 utilization of nurse manpower resources. The General Assembly finds that the Center  
32 will repay the State's investment by providing an ongoing strategy for the allocation of  
33 the State's resources directed towards nursing. The primary goals for the Center shall  
34 be:

35 (1) To develop a strategic statewide plan for nursing manpower in North  
36 Carolina by:

37 a. Establishing and maintaining a data base on nursing supply and  
38 demand in North Carolina, to include (i) current supply and  
39 demand, and (ii) future projections; and

40 b. Selecting priorities from the plan to be addressed.

41 (2) To convene various groups representative of nurses, other health care  
42 providers, business and industry, consumers, legislators, and educators  
43 to:

44 a. Review and comment on data analysis prepared for the Center;

- 1                    b. Recommend systemic changes, including strategies for  
2                    implementation of recommended changes; and  
3                    c. To evaluate and report the results of these efforts to the General  
4                    Assembly and others.  
5                    (3) To enhance and promote recognition, reward, and renewal activities  
6                    for nurses in North Carolina by:  
7                    a. Promoting continuation of Institutes for Nursing Excellence  
8                    programs as piloted by the Area Health Education Centers in  
9                    1989-90 or similar options;  
10                   b. Proposing and creating additional reward, recognition, and  
11                   renewal activities for nurses; and  
12                   c. Promoting media and positive image-building efforts for  
13                   nursing.

14 **"§ 90-171.71. North Carolina Center for Nursing; governing board.**

15                   (a) The North Carolina Center for Nursing shall be governed by a policy-setting  
16 Board of Directors. The Board shall consist of 15 members, with a simple majority of  
17 the Board being nurses representative of various practice areas. Other members shall  
18 include representatives of other health care professions, business and industry, health  
19 care providers, and consumers. The Board shall be appointed as follows:

- 20                   (1) Four members appointed by the General Assembly upon  
21 recommendation of the President Pro Tempore of the Senate, at least  
22 one of whom shall be a registered nurse and at least one other a  
23 representative of the hospital industry;  
24                   (2) Four members appointed by the General Assembly upon the  
25 recommendation of the Speaker of the House of Representatives, at  
26 least one of whom shall be a registered nurse and at least one other a  
27 representative of the long-term care industry;  
28                   (3) Four members appointed by the Governor, two of whom shall be  
29 registered nurses; and  
30                   (4) Three nurse educators, one of whom appointed by the Board of  
31 Governors of The University of North Carolina, one other by the State  
32 Board of Community Colleges, and one other by the North Carolina  
33 Association of Independent Colleges and Universities.

34                   (b) The initial terms of the members shall be as follows:

- 35                   (1) Of the members appointed pursuant to subdivision (1) of subsection  
36 (a) of this section, two shall be appointed for terms expiring June 30,  
37 1994, one for a term expiring June 30, 1993, and one for a term  
38 expiring June 30, 1992;  
39                   (2) Of the members appointed pursuant to subdivision (2) of subsection  
40 (a) of this section, one shall be appointed for a term expiring June 30,  
41 1994, two for terms expiring June 30, 1993, and one for a term  
42 expiring June 30, 1992;  
43                   (3) Of the members appointed pursuant to subdivision (3) of subsection  
44 (a) of this section, one shall be appointed for a term expiring June 30,

1                   1994, one for a term expiring June 30, 1993, and two for terms  
2                   expiring June 30, 1992; and  
3           (4)   Of the members appointed pursuant to subdivision (4) of subsection  
4           (a) of this section, one shall be appointed for a term expiring June 30,  
5           1994, one for a term expiring June 30, 1993, and one for a term  
6           expiring June 30, 1992.

7 After the initial appointments expire, the terms of all of the members shall be three  
8 years, with no member serving more than two consecutive terms.

9       (c)   The Board of Directors shall have the following powers and duties:

10           (1)   To employ the executive director;

11           (2)   To determine operational policy;

12           (3)   To elect a chairperson and officers, to serve two-year terms. The  
13           chairperson and officers may not succeed themselves;

14           (4)   To establish committees of the Board as needed;

15           (5)   To appoint a multidisciplinary advisory council for input and advice  
16           on policy matters;

17           (6)   To implement the major functions of the Center for Nursing as  
18           established in the goals set out in subsection (a) of this section; and

19           (7)   To seek and accept non-State funds for carrying out Center policy.

20       (d)   The Board shall receive the per diem and allowances prescribed by G.S. 138-  
21 5 for State boards and commissions.

22 **"§ 90-171.72. North Carolina Center for Nursing; State support.**

23       The General Assembly finds that it is imperative that the State protect its investment  
24 and progress made in its nursing efforts to date. The General Assembly further finds  
25 that the North Carolina Center for Nursing is the appropriate means to do so. The  
26 Center shall have State budget support for its operations so that it may have adequate  
27 resources for the tasks the General Assembly has set it in this Article."

28       Sec. 4. The Board of Nursing shall review the current nursing curricula  
29 requirements, including those in clinical settings, for their relevancy in current practice  
30 settings in North Carolina. This review shall focus on ensuring the use of all available  
31 clinical settings in order to serve the maximum number of nursing students, on an  
32 educationally sound basis.

33       Sec. 5. The Department of Community Colleges shall encourage those  
34 community colleges with both associate degree nursing programs and college transfer  
35 programs to counsel their nursing students to take as many of their courses as practical  
36 from the college transfer course offerings. The intent of this counseling is to enhance  
37 the educational mobility of nurses by increasing the number of community college  
38 courses transferable to baccalaureate nursing programs.

39       Sec. 6. Funding authorized for the development of clinical sites in Section 2  
40 of Chapter 794 of the 1989 Session Laws may be used to train preceptors at self-  
41 selected clinical sites if these sites meet the rural, long-term care, and critical care,  
42 shortage guidelines specified in Section 1 of Chapter 560 of the 1989 Session Laws.  
43 These funds may also be used to develop clinical sites not meeting these shortage areas  
44 if the new sites will specifically expand enrollment capacity at a school of nursing.

1           Sec. 7. The General Assembly finds that the State should expand its efforts to  
2 recruit nurses to rural areas and long-term care settings. The Department of Community  
3 Colleges and the Board of Governors of The University of North Carolina shall ensure  
4 that the schools of nursing in the community college system and in The University of  
5 North Carolina system make every effort to provide their students with exposure to  
6 clinical experience in rural areas and at long-term care sites.

7           Sec. 8. The Office of State Personnel shall review the improvements in nurse  
8 recruitment at the University of North Carolina Hospitals at Chapel Hill to determine if  
9 similar improvements would be possible elsewhere in State government.

10          Sec. 9. The General Assembly finds that vacancies in public health agencies  
11 have a significant impact on the State's implementation of various health programs. The  
12 General Assembly urges counties to keep salaries for public health nurses competitive  
13 with the salaries of other nurses.

14          Sec. 10. The Department of Public Instruction shall meet with admissions  
15 officers from those community colleges, constituent institutions of The University of  
16 North Carolina, and private colleges and universities, that have nursing programs, to  
17 acquaint admissions officers with the academic requirements, changes, and academic  
18 content of the Health Occupations curriculum. The Board of Governors of The  
19 University of North Carolina shall require the admissions officers of the appropriate  
20 constituent institutions to determine whether health occupations education courses,  
21 taken as electives beyond the minimum academic admissions requirements of The  
22 University of North Carolina, may be viewed as enhancing a student's preparation for  
23 academic pursuit of a health career rather than as a detriment to consideration for  
24 university admission. The Board shall require the admissions officers to report their  
25 evaluation and findings to the Department of Public Instruction by March 31, 1992.

26          Sec. 11. The Department of Community Colleges, the Board of Governors of  
27 The University of North Carolina, and the North Carolina Association of Private and  
28 Independent Colleges and Universities shall continue efforts to require that their schools  
29 of nursing attract nursing students from minority populations and nontraditional student  
30 groups.

31          Sec. 12. The General Assembly urges the health care industry to cooperate  
32 with the Area Health Education Centers and with schools of nursing in providing  
33 expanded summer experiences in health care for high school students. The General  
34 Assembly encourages the health care industry to continue and to expand its financial  
35 assistance in providing these programs.

36          Sec. 13. The General Assembly finds that differentiated practice models that  
37 are based on clinical experience and expertise and then used as personnel deployment  
38 systems can have positive impacts on the quality of patient care and satisfaction and  
39 retention of experienced nurses in the practice setting. Therefore, the Office of State  
40 Personnel shall select a State institution employing nurses to experiment with such a  
41 differentiated practice model. For the duration of the experiment, the State Personnel  
42 Commission may waive rules adopted to implement Chapter 126 of the General Statutes  
43 regulating the hiring and paying of State employees, other than those that guarantee  
44 freedom from race, gender, and age discrimination, that are necessary to carry out the

1 experiment. The Office of State Personnel shall report the results of the experiment by  
2 June 1, 1993, including recommendations on changes that would need to be made to  
3 Chapter 126 of the General Statutes if the report concludes that the experiment should  
4 be continued, or made a statewide program.

5           Sec. 14. This act becomes effective July 1, 1991.