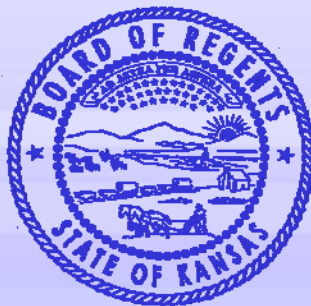




The Kansas Nursing Initiative 2007 Annual Report



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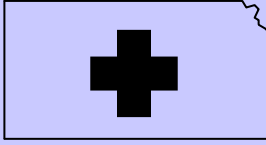
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The Kansas Nursing Initiative

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 full-time) 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

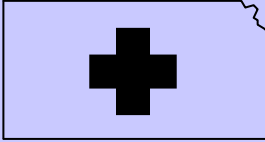
The first goal of this one-year grant was to assist institutions with obtaining new technology and equipment for their nursing programs, such as patient simulators. The second goal was to provide additional physical space, both classroom and laboratory, which would accommodate an increase in nursing 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.

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The Kansas Nursing Initiative An Investment in the Value of Nursing

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 (KSBN) 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 KSBN 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 has received well-deserved recognition at the national level for the initiatives taken in response to the nursing shortage. The morale of nursing educators in Kansas has been positively affected by this very public and practical response to a critical need that, until this grant Initiative, many educators believed were facing alone.”

***Dr. Juanita S. Tate, Chairperson, School of Nursing and Associate Dean of College of Health Professions,
Wichita State University***

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 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 Nurse Educator Scholarship initiative was highly successful. The 15 graduate students that received these awards are grateful and committed to nursing education in their future.”

Dr. Cynthia Hornberger, Dean, School of Nursing, Washburn University

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 full-time, 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, (2 Graduated in June 2007)
University of Kansas Medical Center	\$39,670	5 MSN , 7 Doctoral (1 Graduated in June 2007)
Washburn University	\$53,479	15 MSN
Wichita State University	\$115,021	13 MSN (1 Graduated in August, 2007)
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.

“These partnerships are essential for us to increase the number of students in our nursing programs. The outcomes are evident in the enrollments in our programs and the rise in the number of graduate students interested in becoming faculty.”

Dr. Helen R. Connors, Associate Dean, University of Kansas Medical Center, School of Nursing

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.

“The Nursing Initiative has provided an opportunity for program capacity in the Nursing Program to expand by 55 students, 40%. The positive reaction from the communities served by the university has been heartwarming. The public is aware of the need for nurses and nurse educators and recognizes the positive partnerships that made the expansion possible...”

Dr. Mary Carol G. Pomatto, Chair, Department of Nursing, Pittsburg State University

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 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 One FT position open	\$67,088
Wichita State University	\$176,443	\$176,443	\$352,886	\$353,763 *	1 FT, 6 PT, 1 GTA	0
Butler Community College	\$30,844	\$30,844	\$61,688	\$95,039 *	1 FT, 2 PT	0
Cloud County Community College	\$17,210	\$17,210	\$34,420	\$34,420	2 PT	0
Colby Community College	\$29,610	\$29,610	\$59,220	\$59,220	1 FT, 1 PT	0
Dodge City Community College	\$9,675	\$9,675	\$19,350	\$15,348	0, New Hire left after 5 mos. Position open	\$4,002
Hutchinson Community College	\$23,514	\$23,514	\$47,028	\$24,052	1 FT Hired in Jan 07	\$22,976
Johnson County Community College	\$144,200	\$144,200	\$288,400	\$342,379*	5 FT, 6 PT	0
Kansas City KS Community College	\$98,444	\$98,444	\$196,888	\$163,683	4 FT, One FT position open	\$33,205
Manhattan Area Technical College	\$24,789	\$24,789	\$49,578	\$56,537*	1 FT, 1 PT	0
Neosho County Community College	\$146,803	\$146,803	\$293,606	\$173,797	2 FT, 2 PT, two FT, one PT positions open	\$119,809
North Central Kansas Technical College/Hays	\$19,128	\$19,128	\$38,256	\$38,256	1 FT, One FT position still open	0
Pratt Community College	\$66,240	\$66,240	\$132,480	\$110,756	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

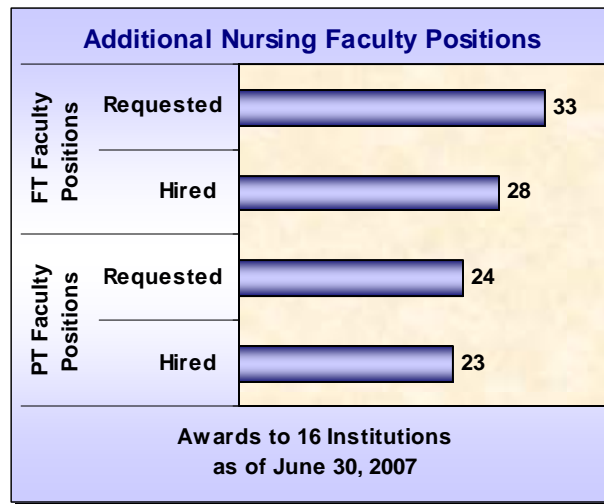
* Denotes spending in excess of minimum required match amount.

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).*

Figure 1



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:

*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.

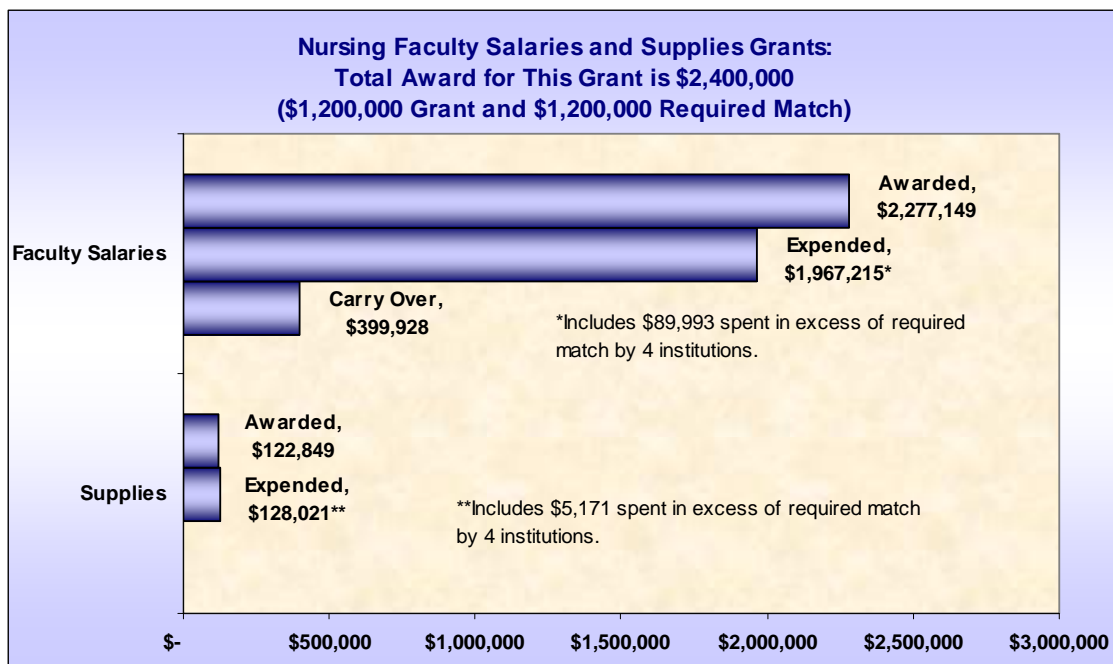
- Of the 22 public institutions with RN programs, 17 reported hiring additional nursing faculty. Twelve (12) programs reported being able to retain faculty while five (5) programs were unable to retain the faculty that were hired.
- Salary, as well as competition from other schools in recruiting new 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.
- 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



“We appreciate the equipment and faculty that this initiative allowed us to obtain. It was rewarding to have the financial resources to admit the additional students and finally obtain a METI man to start a simulation lab. The challenge was to stretch other resources such as clinical, classroom and skills lab space and to cope with the larger number of students.

*However, we dealt with the problems and are eager to keep moving forward.”
Dr. Shirley Wendel, Dean, Nursing and Allied Health, Kansas City Kansas Community College*

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.

“Given the fact that we admitted over 25% more students last year, this remodeling project fund will provide better utilization of the current space in Stroup Hall for simulated learning. We will now have a dedicated pediatric room, a maternal-child room, an emergency room (ER) and adult room, which enhances the intensive care unit (ICU) and other adult areas that we already use.”

Dr. Liane Connelly, Professor and Chair, Department of Nursing, Fort Hays State University



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.

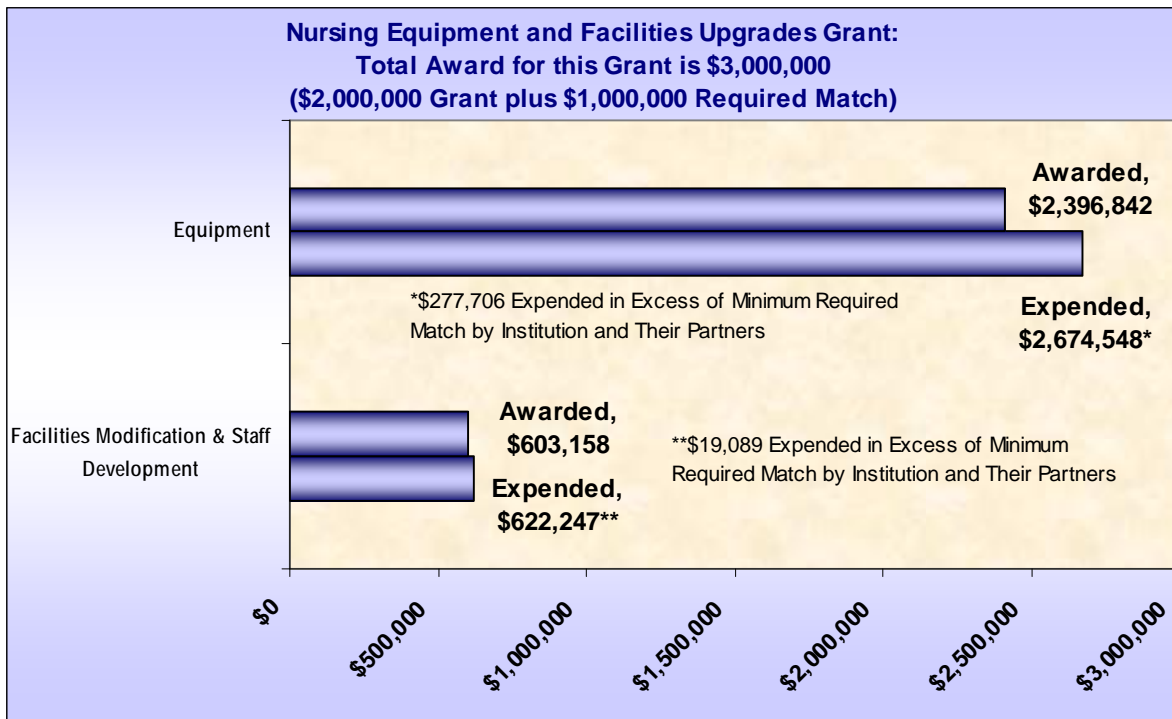
** Denotes grant funds were not expended and returned to State.

PD Means Professional Development for the nursing faculty.

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.

Figure 3



BUILDING SIMULATION CAPACITY IN KANSAS

“During a simulation experience, a student delivered a medication in the incorrect route. The instructor did not want to stop the student and break the simulation so we in the control room provided an adverse drug reaction to the mannequin. The patient became pulseless. The students recognized there was a problem, but waited longer than three minutes to begin CPR. As we played back the scenario on the screen, the students did not need to be told what they did wrong. They verbalized their own incorrect actions. This method of self-discovery affected even the observing students. Normally, I reiterate information over and over again, but this time I observed less verbal repetition and more references from the simulation to clinical application. This is very encouraging as I thought I’ve finally discovered a way to make the material meaningful to the student in a way they would remember it. For the first time, I felt like a teacher, not a lecturer or a demonstrator, but a teacher.”

Patricia Hutchinson, Dean of Nursing, Allied Health, and Early Childhood Education, Butler Community College

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



**Butler Community College Students
Working with a Mannequin**

opportunities to practice specific skills, work through clinical problems, and make decisions in a safe and controlled environment, an emphasis was placed on obtaining high-fidelity 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 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

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 fully-equipped 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.



Simulator Workshop, November 2006 – Wichita

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. A map denoting the locations of Kansas nursing programs with human patient simulators is located on page 23 of this report.

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.

Data Reported to KBOR for the Purposes of The Nursing 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 (371 ADN/BSN and 136 Graduate Students)

“The Nursing Grant funding was essential in our work to expand the number of nursing students that we educate at PCC. There would have been no expansion in student numbers without the grant funding.”

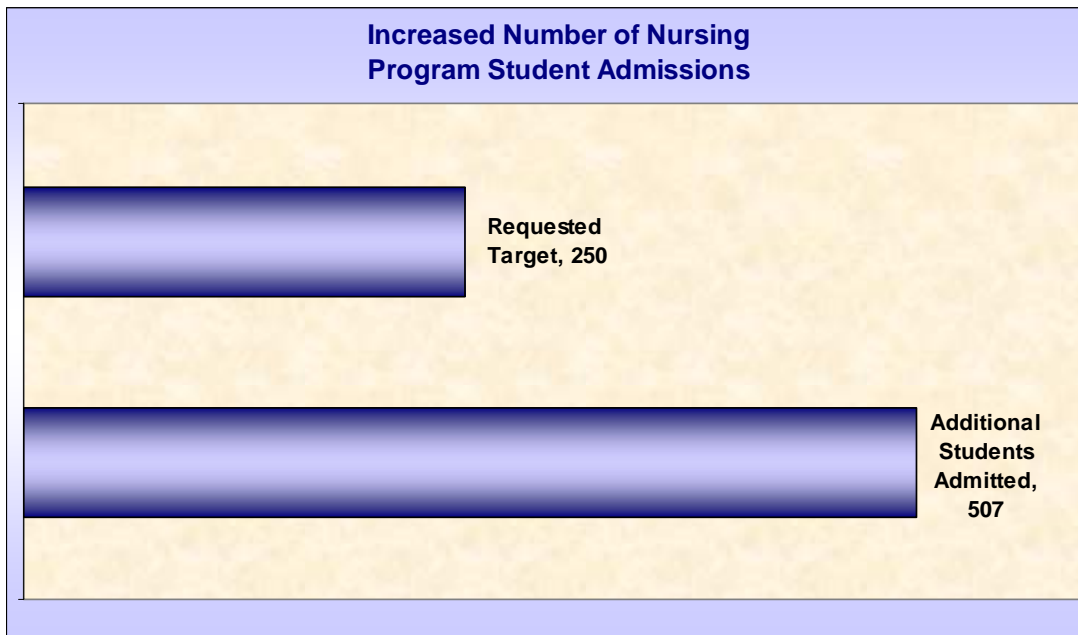
Gail L. Withers, Dean of Nursing and Allied Health, Pratt Community College

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.

Figure 4



NURSING GRANTS REVIEW COMMITTEE

Grant applications reviewed by the committee:

1. **Nursing Faculty and Supplies Grant**
Legislative Appropriation: \$1.2 Million
Required Match: \$1 for each \$1 awarded

2. **Nursing Equipment and Facility Upgrades Grant**
Legislative Appropriation: \$2 Million
Required Match: \$1 for each \$2 awarded

Committee Members:

Jeff Barton (Kansas Organization of Nurse Leaders)
P.O. Box 2308
Topeka, KS 66601-2308

Cindy Luxem (Kansas Health Care Association)
117 SW 6th Street, Suite 200
Topeka, KS 66603

Mindy Mitchell (Kansas State Nurses Association)
626 North 1600 Road
Lawrence, KS 66049-9002

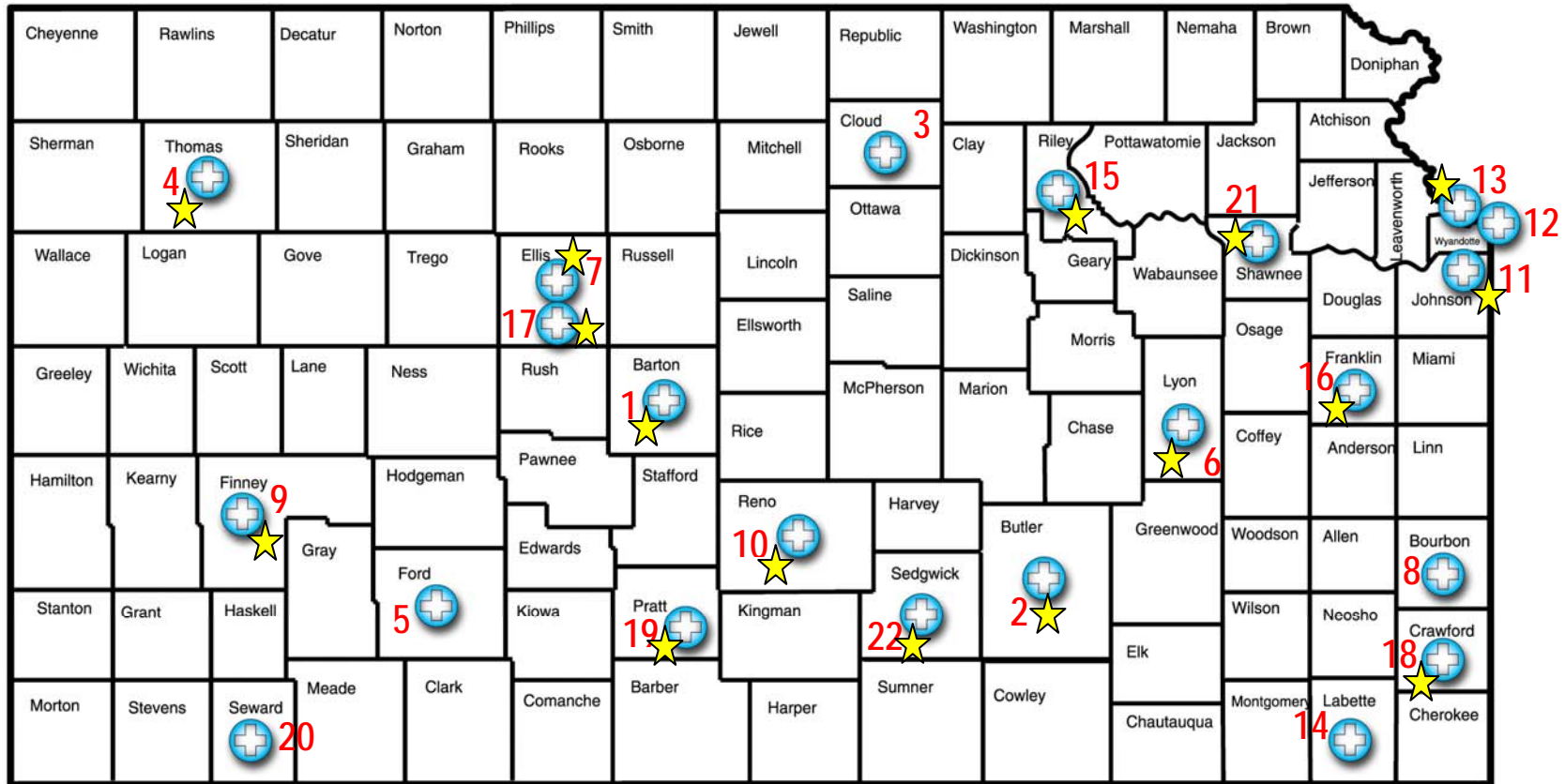
Nancy Mosbaek (Kansas State Board of Nursing) (ex-officio)
900 SW Jackson, Suite 1051
Topeka, KS 66603

Deborah F. Stern (Kansas Hospital Association)
215 SE 8th Avenue
Topeka, KS 66603

Deborah H. Zehr (Kansas Association of Homes and Services for the Aging)
217 SE 8th Avenue
Topeka, KS 66603

APPENDIX I

Kansas RN Program Patient Simulator Lab Locations
(Public Institutions)



RN Program Patient Simulator Lab Locations

Simulator labs that received funding from the Nursing Equipment & Facility Upgrade Grant funded by the Legislature

- | | |
|--------------------------------------|--|
| 1. Barton County Community College | 12. University of Kansas/KUMC |
| 2. Butler Community College | 13. Kansas City Kansas Community College |
| 3. Cloud County Community College | 14. Labette County Community College |
| 4. Colby Community College | 15. Manhattan Area Technical College |
| 5. Dodge City Community College | 16. Neosho County Community College/Ottawa |
| 6. Emporia State University | 17. North Central Technical College/Hays |
| 7. Fort Hays University | 18. Pittsburg State University |
| 8. Fort Scott Community college | 19. Pratt Community College |
| 9. Garden City Community College | 20. Seward County Community College |
| 10. Hutchinson Community College | 21. Washburn University |
| 11. Johnson County Community College | 22. Wichita State University |

APPENDIX II

EXPENDITURES (grant with match) of NURSING GRANT FUNDS for FY 2007

Institution	Amount of Nursing Grant Funds Received	Grant Match Provided	Scholarship Expenditures	Equipment Expenditures	Salary Expenditures	Other Expenditures	Encumbered Funds	Notes
Emporia State University								
Equipment/Facilities Grant	\$75,000	\$37,500	N/A	\$116,604			0	Spent \$4,104 in institutional funds in excess of required match
Salary/Supplies Grant	\$26,400	\$26,400	N/A		\$52,800		0	
Ft. Hays State University								
Equipment/ Facilities Grant	\$100,000	\$50,013		\$53,939		\$96,502 (facility)	0	Spent \$428 in institutional funds in excess of required match
Nurse Educator Scholarships	\$35,812	\$17,906	\$37,605				\$16,113	Obligated for new scholarships fall 07
Kansas University Medical Center								
Salary/Supplies Grant	\$92,578	\$92,578			\$185,156		0	
Nurse Educator Scholarships	\$33,930	\$16,965	\$39,670				\$11,225	Obligated to new scholarships fall 07
Pittsburg State University								
Equipment/ Facilities Grant	\$302,245	\$151,123		\$392,944		\$60,424 (facility)	0	
Salary/Supplies Grant	\$187,168	\$187,168			\$196,708	\$46,504 (supplies)	\$131,124	Obligated for faculty for FY 08
Nurse Educator Scholarships	\$13,577	\$6,789	\$17,820				\$2,546	Obligated for new scholarships fall 07
Washburn University								
Equipment/Facilities Grant	\$62,158	\$31,046		\$51,238 plus \$13,999 in PD		\$30,000 (facility)	0	Spent \$2,033 in institutional funds in excess of required match
Salary/Supplies Grant	\$106,953	\$106,953			\$141,769	\$5,049 (supplies)	\$67,088	Obligated for faculty for FY 08
Nurse Educator Scholarships	\$40,000	\$20,000	\$53,479				\$6,521	Obligated for new scholarships fall 07
Wichita State University								
Equipment/Facilities Grant	\$96,673	\$48,336		\$84,082		\$61,492 (facility)	0	Spent \$565 in institutional funds in excess of required match
Salary/Supplies Grant	\$176,443	\$176,443			\$339,152	\$14,611 (supplies)	0	Spent \$877 in institutional funds in excess of required match
Nurse Educator Scholarships	\$76,681	\$38,340	\$115,021				0	

Institution	Amount of Nursing Grant Funds Received	Grant Match Provided	Scholarship Expenditures	Equipment Expenditures	Salary Expenditures	Other Expenditures	Encumbered Funds	Notes
Barton County Community College								
Equipment/Facilities Grant	\$75,271	\$37,636	N/A	\$112,907	N/A	0	0	
Butler Community College								
Equipment/Facilities Grant	\$45,629	\$33,692	N/A	\$79,321	N/A	0	0	
Salaries/Supplies Grant	\$30,844	\$30,844	N/A	N/A	\$79,534	\$15,505 (supplies)	0	
Cloud Community College								
Equipment/Facilities Grant	\$7,950	\$7,950	N/A	0	N/A	0	0	Grant funds not expended and returned
Salary/Supplies Grant	\$17,210	\$17,210	N/A	N/A	\$34,420	0	0	
Colby Community College								
Equipment/Facilities Grant	\$44,762	\$22,382	N/A	\$66,111	N/A	\$1,033 (facility)	0	
Salary/Supplies Grant	\$29,610	\$29,610	N/A	N/A	\$54,000	\$5,220 (supplies)	0	
Dodge City Community College								
Salary/Supplies Grant	\$9,675	\$9,675	N/A	N/A	\$8,268	\$7,080 (supplies)	\$4,002	Obligated for faculty for FY 08
Ft. Scott Community College								
Equipment/Facilities Grant	\$50,250	\$25,000	N/A	\$13,724	N/A	\$72,094 (facility)	0	Spent \$10,568 in institutional funds in excess of match
Garden City Community College								
Equipment/Facilities Grant	\$160,211	\$80,105	N/A	\$240,316	N/A	0	0	
Hutchinson Community College								
Equipment/Facilities Grant	\$60,000	\$30,000	N/A	\$96,792	N/A	0	0	Spent \$6,792 in institutional funds in excess of required match
Salary/Supplies Grant	\$23,514	\$23,514	N/A	N/A	\$24,052	0	\$22,976	Obligated for faculty for FY 08
Johnson County Community College								
Equipment/Facilities Grant	\$326,245	\$163,123	N/A	\$731,356	N/A	0	0	Spent \$241,988 in institutional funds in excess of required match
Salary/Supplies Grant	\$144,200	\$144,200	N/A	N/A	\$342,379	0	0	Spent \$53,979 in institutional funds in excess of required match

Institution	Amount of Nursing Grant Funds Received	Grant Match Provided	Scholarship Expenditures	Equipment Expenditures	Salary Expenditures	Other Expenditures	Encumbered Funds	Notes
Kansas City Kansas Community College								
Equipment/Facilities Grant	\$172,973	\$86,487	N/A	\$286,398	N/A	0	0	Spent \$26,938 in institutional funds in excess of required match
Salary/Supplies Grant	\$98,444	\$98,444	N/A	N/A	\$157,536	\$6,147 (supplies)	\$33,205	Obligated for faculty for FY 08
Manhattan Area Technical College								
Equipment/Facilities Grant	\$33,554	\$16,777	N/A	\$50,561	N/A	0	0	Spent \$230 in institutional funds in excess of required match
Salary/Supplies Grant	\$24,789	\$24,789	N/A	N/A	\$54,937	\$1,600 (supplies)	0	Spent \$6959 in institutional funds in excess of required match
Neosho County Community College								
Equipment/Facilities Grant	\$130,976	\$65,488	N/A	\$193,460	N/A	\$3004 (facility)	0	
Salary/Supplies Grant	\$146,803	\$146,803	N/A	N/A	\$148,342	\$25,455 (supplies)	\$119,809	Obligated for faculty for FY 08
North Central KS Technical College/Hays								
Equipment/Facilities Grant	\$199,033	\$99,500	N/A	\$835	N/A	\$297,698 (facility)	0	Building completion August 08
Salary/Supplies Grant	\$19,128	\$19,128	N/A	N/A	\$37,406	\$850 (supplies)	0	
Pratt Community College								
Equipment/Facilities Grant	\$57,070	\$28,535	N/A	\$89,961	N/A	0	0	Spent \$4356 in institutional funds in excess of required match
Salary/Supplies Grant	\$66,240	\$66,240	N/A	N/A	\$110,756	0	\$21,724	Obligated for faculty for FY 08
Totals	\$3,399,999	\$2,314,692	\$263,595	\$2,674,548	\$1,967,215	\$750,268 (facility, supplies)	\$436,333 (salaries, scholarships)	