



The Center for Nursing Equity and Excellence (CNEE) is a grassroots initiative, inclusive of diverse voices in nursing, including the private sector, formed to address the Minnesota's dire nursing workforce shortage and the needs of its nursing workforce.

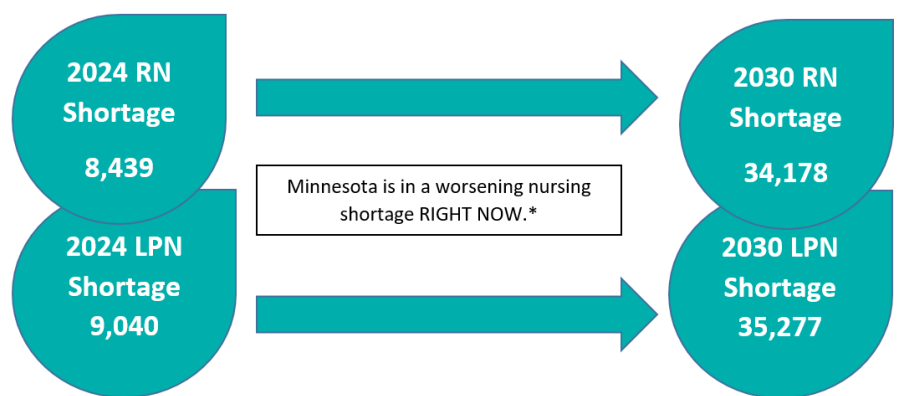
The CNEE is housed at the University of Minnesota School of Nursing in collaboration with the Minnesota State HealthForce Center of Excellence and **inclusive of all** nursing education programs, healthcare systems and entities, policymakers, regulators, stakeholders and government entities in Minnesota. The CNEE strives for equity and excellence in Minnesota's nursing workforce. This work starts with discovery experiences in middle school all the way through retaining our current nurses and assisting nurses in lifelong learning.

The CNEE represents Minnesota in the National Forum of State Nursing Workforce Centers, allowing collaboration and sharing with 42 other state nursing workforce centers across the nation.

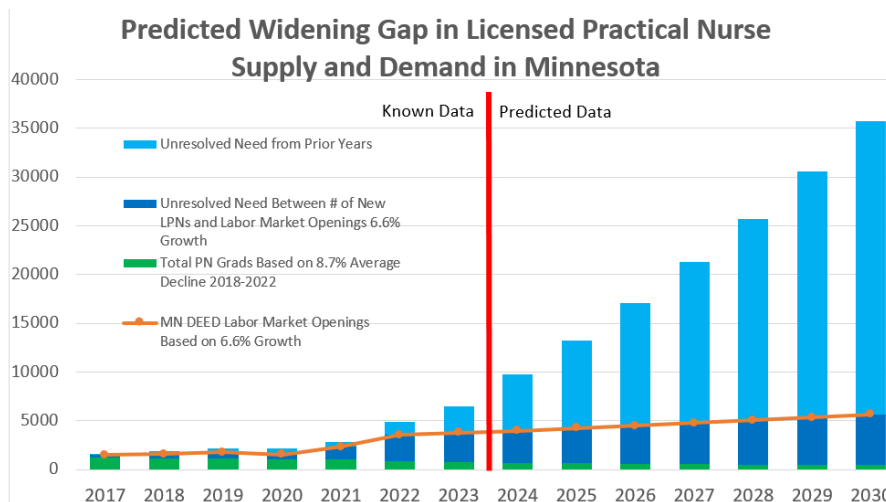
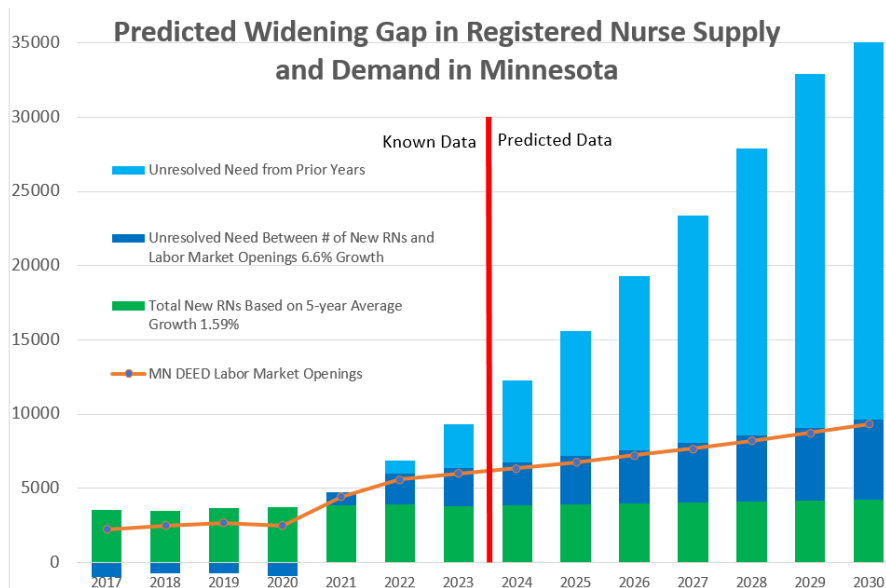


Why Minnesota needs the Center for Nursing Excellence and Equity

- There are not enough clinical learning opportunities to raise enrollment levels.
- There are not enough nursing faculty to raise enrollment levels.
- There is not enough simulation capability to raise enrollment levels.
- There are not enough qualified students to raise enrollment levels.



*Based on data from MN DEED on workforce growth predictions and the MN Board of Nursing education program graduate data trends.



State support is needed to solve Minnesota’s nursing workforce issues

The CNEE requires \$1.2 million ongoing funding for project management, career navigation for students and nurses, data gathering, analysis and reporting, innovations in education and simulation and student placement to ensure every nursing education program is full, every student has support, and nurses remain in nursing and advance their education. The CNEE is inclusive of all of Minnesota’s nurse education programs, all of Minnesota’s healthcare industry sectors, and all stakeholders in our state. We bring people together to create a healthy nursing workforce for Minnesotans.

CNEE Strategic Priorities					
Nursing Pipeline	Equity, Diversity & Inclusion in Nursing	Innovations in Education	Innovations in Simulation	Student Wellbeing & Flourishing	Nurse Retention, Wellbeing & Flourishing

April 8, 2024

Dear Chair Xiong and members of the committee:

We are writing this letter on behalf of Allina Health in support of H.F. 4962 (Zelevnikar) and the Center for Nursing Equity and Excellence (CNEE). As a key healthcare organization in the state of Minnesota, we are acutely aware of the workforce challenges plaguing the healthcare system specifically within the nursing workforce. The collaborative foundation of the CNEE aims to achieve excellence in nursing care and health equity, partnering with every nursing school in the state, to promote nurse retention, increasing enrollment across nursing programs, and improving equity across the nursing workforce.

Across our state, healthcare systems and academic programs are facing overwhelming workforce challenges which will require collaborative approaches and partnerships to reach sustainable solutions. The CNEE is in a strong position to tackle these challenges, thanks to its partnerships with academic programs and healthcare systems. Its strategic priorities include revamping nursing education programs, focusing on student wellbeing and success, fostering equity, diversity, and inclusion in nursing, and creating workforce pipelines to enhance the recruitment and retention of nurses in all healthcare settings.

Allina Health is committed to partnering with the CNEE to address these challenges and offer our unwavering support of the strategies outlined in HF4962 and the ongoing agility and responsiveness to our workforce needs. We urge the committee to support HF4962 to ensure that, in partnership with the CNEE, we can address the nursing workforce needs and continue providing exceptional care to our communities across Minnesota.

Thank you for your support and careful consideration of HF4962.

Sincerely,



Dr. Dre Carpenter, DNP, RN (he/him)
Senior Vice President and Chief Nursing Executive



Dr. April B. Prunty, PhD, RN, NPD-BC
System Director, Nursing Professional Development



April 9, 2024

House Workforce Development Finance and Policy Committee
100 Rev. Dr. Martin Luther King Jr Blvd.
St. Paul, MN 55155

Written testimony submitted electronically

Re: Letter of Support for the Center for Nursing Equity and Excellence in Minnesota

Dear Chair Xiong and committee members:

As nursing leaders at Essentia Health, we are writing to express our support for funding the Center for Nursing Equity and Excellence (CNEE) in Minnesota. This collaborative initiative addresses the nursing shortage and promotes health equity by improving nursing education and workforce diversity. It also holds immense potential to transform nursing and improve healthcare outcomes for all Minnesotans. By investing in the CNEE, we can create a more robust and inclusive nursing profession that meets the healthcare needs of all Minnesotans.

Furthermore, the center's emphasis on excellence in nursing education and practice aligns with our own mission at Essentia Health. We are committed to making a healthy difference in people's lives and providing exceptional patient care. We firmly believe that investing in the development and support of nurses is essential for achieving this goal. By supporting the establishment and funding of the CNEE, we are investing in the future of nursing and improving healthcare delivery in our state.

We kindly request your support in securing the necessary funding for the Center for Nursing Equity and Excellence. This investment will significantly impact healthcare outcomes, ensuring better access, quality, and equity throughout Minnesota.

Thank you for your dedication to the well-being of our communities and your commitment to advancing healthcare in our state.

Sincerely,

A handwritten signature in black ink that reads "Rhonda Kazik".

Rhonda Kazik, DNP, RN, CENP
Chief Nurse Executive
Essentia Health

A handwritten signature in black ink that reads "Carolyn Hughes".

Carolyn Hughes, DNP, RN, NE-BC, NPD-BC
*System Senior Nursing Director-
Professional Development & Clinical Excellence*
Essentia Health

----- Forwarded message -----

From: **Mel Sullivan** <melsullivan@ecumen.org>

Date: Tue, Apr 9, 2024 at 1:52 PM

Subject: Center for Nursing Equity & Excellence (CNEE) - H.F. 4962

To: rep.jay.xiong@house.mn.gov <rep.jay.xiong@house.mn.gov>

Cc: Jennifer D Eccles <jeccles@umn.edu>, delaney@umn.edu <delaney@umn.edu>

Representative Xiong,

The purpose of this email is to extend support for the current bill (H.F.4962) that establishes the Center for Nursing Equity and Excellence (CNEE). Any mechanism or effort that the State of Minnesota can offer to support nursing workforce needs is a critical endeavor. Recruitment, retention, and utilization of the nursing expertise will continue to ensure that we have adequate and needed talent to provide exceptional care in this state.

Ecumen is a healthcare system that serves over 17,000 older adults from independent living, assisted living, memory care, home care and hospice. We have 2,500 team members that are dedicated to this work of serving our older adults. A critical position in this sector is nurses and we continue to have challenges finding the needed talent to fill all our clinical roles across our organization. That is why workforce development through the CNEE is valuable.

I am also honored to serve on the inaugural CNEE Executive Committee, comprised of talented nursing professional and executives that have a passion for our workforce. This group is dedicated to healthcare and exploring diverse ways to attract more nurses to Minnesota.

Thank you and the fellow colleagues for the commitment you are demonstrating on the Workforce Development Finance and Policy Committee.

With kind regards

Melanie (Mel) Sullivan, Ed.D., MBA (She/her/hers)

SVP, Chief People Officer | People Services

office: 651-766-4480 | cell: 612-805-8563 | melsullivan@ecumen.org

Ecumen | 3530 Lexington Ave. N, Shoreview, MN 55126



April 9, 2024

To: Chair Xiong and Members of the House Workforce Development Finance and Policy Committee
Re: HF 4962

Dear Members of the House Workforce Development and Finance Committee and Rep. Zeleznikar:

The Long-Term Care Imperative (LTCI) would like to share our support of HF4962, a bill to establish and fund the Center for Nursing Equity and Excellence (CNEE). The Long-Term Care Imperative is a collaboration between LeadingAge Minnesota and Care Providers of Minnesota. Together, together we represent over 2,000 providers across the long-term care continuum who help support the needs of Minnesota's seniors and their families.

The senior care sector is facing its greatest workforce challenges to date. Our members are dependent upon a reliable pipeline of nurses to care for the seniors we serve. In addition, creative and innovative workforce solutions that allow nurses to work to the top of their licensure are needed. Expanding access to ensure there is an adequate and continuous flow of competent nurses into the labor force is critical for the sustainability of our profession. This initiative will make a significant impact on nursing education and the nursing workforce for our state, region, and community by reducing barriers, developing pathways, and providing creative solutions to recruit, develop and retain nurse educators and the nursing workforce.

This funding will provide innovative strategies to improve professional nurse and nurse faculty recruitment; preparation; development; training; and retention. The Long-Term Care Imperative has a long history of collaboration with Minnesota State's HealthForce Center of Excellence, Minnesota State system and the University of Minnesota School of Nursing and we are fully committed to working with the Coalition in support of this bill.

Respectfully,

Anna Mowry
Director of Workforce Solutions
LeadingAge Minnesota
Member, Long Term Care Imperative

Nicole Mattson
Vice President of Strategic Initiatives
Care Providers of Minnesota
Member, Long Term Care Imperative



200 First Street SW
Rochester, Minnesota 55905
507-284-2511
mayoclinic.org

April 8, 2024

Chair Jay Xiong
Minnesota House Workforce Development Finance and Policy Committee
557 State Office Building
St. Paul, MN 55155

Dear Chair Xiong and members of the Workforce Development Finance and Policy Committee,

Mayo Clinic appreciates the opportunity to submit input on legislative proposals before your committee, specifically the Center for Nursing Equity and Excellence (CNEE) proposal, HF 4962. Mayo Clinic Nursing has benefited from strong partnerships and collaboration with a significant number of schools of nursing across the state of Minnesota for decades, including the University of Minnesota. These individual partnerships have consistently aligned academia and Mayo Clinic in tactics that result in increased quality and volume of nurses. Our recent collaboration to support the CNEE is a logical step to further formalize the partnerships to address workforce needs across the profession of nursing in the state of Minnesota.

Minnesota nursing programs report there aren't enough clinical training opportunities, nursing faculty and simulation capabilities to increase nursing enrollment. A projection from before the coronavirus pandemic had the shortage for Minnesota growing to 23,000 registered nurses and 5,600 licensed practical nurses by 2025. The goals of the CNEE coalition are to collaborate to address training, expanding, and diversifying the pipeline of qualified nursing professionals who can fill quality jobs in healthcare. This coalition has committed to all 182 nursing programs in the state of Minnesota to share ideas, resources, and opportunities to educate, recruit and retain staff with an emphasis on individuals from historically marginalized and underrepresented populations. Specifically, the CNEE further moves away from a siloed approach to the next level, bringing all programs together to solve strategically for the state of Minnesota.

Mayo Clinic is committed to nursing excellence through education, research and outstanding patient care and innovation. The Mayo Clinic Department of Nursing is one of the largest and most respected groups of nurses in the world. The work of the coalition closely aligns with strategic imperatives of the Mayo Clinic Department of Nursing, including enhancing the skillset, retention, and diversity of nursing professionals. Workforce flexibility is of utmost importance to nurses, and the proposed strategies allow for the development and growth of flexible models between clinical and academic settings that nurses are seeking.

Thank you again for the opportunity to voice our support for the Center for Nursing Equity and Excellence bill so we may further collaborate to solve our challenges building on the comprehensive expertise across the state.

Sincerely,

A handwritten signature in cursive script that reads "Ryannon K. Frederick RN".

Ryannon K. Frederick
Chief Nursing Officer, Mayo Clinic