



Workforce Investment Fund Campus Report

Reporting Period: [September 2023] House Bill 200

Institution Name: [University of Louisville]

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I. Program Data Report

[Enter data pertaining to the reporting period for each category listed]

1. Executive Summary

[The University of Louisville Health Sciences and affiliated campuses has the capacity for training 2620 health professionals including physicians, nurses, dentists, and public health professionals in its current configuration. We receive well over 8000 applications for these positions. Our students have high success and completion rates, over 90 percent. Graduates also have over 90 percent first time passage of credentialing examinations. Graduates of our programs have employment rates in their stated profession in the high ninety percentile. Our tuition for programs and total program expenses compares favorably with other professional schools. The range of total educational debt is from \$50,000 to \$250,000 with the lowest being public health and the highest being medicine. Serious and intentional grant applications and endowments provide financial mitigation for millions of dollars of scholarships offered by the HSC school; this is enumerated in detail in Item 12 below.

2. Introduction

[The University of Louisville has a large Health Science Campus (HSC) with related regional campuses that are educational institutions producing many Health Professionals in the Commonwealth. The principal HSC is in downtown Louisville, KY and consists of the University of Louisville's School of Medicine, School of Dentistry, School of Nursing and School of Public Health. Our regional campuses and interests include a Medical School Campus in Madisonville, KY affiliated with Baptist Health of Kentucky, a Traditional and Accelerated Bachelor of Science in Nursing Programs in Owensboro, KY affiliated with Owensboro Health, Inc., and family medicine residencies in Owensboro, Madisonville, Glasgow and Louisville providing a large pathway to adding primary care providers to Kentucky's underserved regions and counties. Our Nursing Programs have additionally



expanded to areas of eastern Kentucky and there have been formal and substantive pathway programs for nurses to advance from LPN to BSN degrees; converting these individuals to 4-year BSN nurses has been demonstrated to have positive impact on health outcomes. This is particularly impactful because, The Kentucky Nurses Association reported the state has 12%-20% fewer nurses than needed. A 2022 Kentucky Workforce Survey Report revealed a considerable number of vacancies in hospitals, with a statewide vacancy of 13,423 (17.1%) for all healthcare employee types. (Kentucky Hospital Organization. (2022). 2022 workforce survey report: The status of Kentucky's hospital workforce.

Retrieved from

<https://www.kyha.com/assets/docs/DataDocs/KHA2021WorkforceSurveyReportPublished2022.pdf>) (See also Appendices 3-5). To meet the demand for BSN-prepared RNs, accelerate the time to workforce readiness, and improve access to BSN education in rural areas, UofL and KCTCS established an ADN-to-BSN Concurrent Enrollment Program (CEP), which allows KCTCS ADN students to take up to six courses (19 credit hours) towards their BSN at UofL while completing their ADN. This pathway allows a student to complete their ADN and BSN within 3 years, compared to a traditional 2+2 model

Additionally, the UofL School of Dentistry has programming for students in Paducah, Kentucky serving a predominantly rural area of western Kentucky. Our rural programs impact in the School of Medicine is more prominently demonstrated when one considers the HRSA counties of Kentucky and how many learners and physicians we have accepted from and placed back into these counties. (See Appendices 1 and 2). Our rural Medical School Campus in Madisonville is one of only 40 in the United States and is ranked 2nd in the nation! Medical students fully training in rural settings are more likely to enter primary care specialties and practice in rural and other underserved settings.

3. Healthcare Training Scholarships

[As applicable, enter the total number of healthcare workforce investment fund scholarships awarded for this reporting period including the amount of funds awarded, the county of residence of each recipient, the type of eligible healthcare credential for each recipient, as well as the CPE program ID and your institution ID] 0 (The scholarships are not activated at present.)

4. Current Tuition

[Enter a comprehensive list of each healthcare program offered at the institution and a breakdown of the current tuition fees for in state and out-of-state students for each program listed]

Current tuition for the HSC Schools for in and out of state students is as follows:

1. School of Medicine: Instate-\$22,241/semester Out of state-\$33,782/semester.
2. School of Dentistry: Instate-\$37,858 Out of state-\$78,812

3. School of Nursing: Instate- \$12,632 Out of state-\$28,978
 - a. Note that in addition to the reciprocity in-state tuition provided to residents of southern Indiana counties bordering Louisville, and southwest Ohio border counties for Belknap Campus programs, students who are residents of Spencer, Warrick, Perry, Vanderburgh Counties in Indiana are granted reciprocity in-state tuition for the Owensboro Programs.
4. School of Public Health:
 - a. Undergraduate Instate- \$12,632 Out of state- \$28,978
 - b. Graduate Student Instate- \$7,111 Out of state- \$14,453

5. Student Capacity

[Enter documentation of the maximum student capacity for each healthcare program listed along with a narrative explanation regarding any limitations or constraints on student enrollment] The maximum student capacity for each of our HSC healthcare programs is as follows:

1. School of Medicine: 660 students (165 per class) Our student capacity is determined by the adequacy of the school's educational facilities and patient population as they relate to the school's ability to achieve its educational objectives.
2. School of Dentistry: 480 DMD students (120 per cohort); 60 Dental Hygiene students (30 per cohort) Our student capacity is approved by the Commission on Dental Accreditation.
3. School of Nursing: (Approved annual Kentucky Board of Nursing baseline enrollments):
 - a. 300 Louisville BSN
 - b. 100 Owensboro BSN
 - c. 80 Louisville Master's Entry to Professional Nursing (MEPN)
4. School of Public Health: 1,000

6. Application Statistics

[Enter the number of total applications received for enrollment in each healthcare program with a breakdown of in-state and out-of-state applications for each program]

The total number of applications for enrollment in each health care program for our most recent enrollment cycle for each HSC School is outlined as follows:

1. School of Medicine: Total: 472 Instate: Out of state: 5116
2. School of Dentistry: Total: 1368 Instate: 103 Out of state:1265

3. School of Nursing: Total: Instate: 180 Out of state: 54
Note: Out-of-state data include students from Indiana counties with tuition reciprocity.

	In-state	Out-of-state
Summer 2023 ABSN (Louisville & Owensboro)	33	6
Summer 2023 MEPN	17	9
Fall 2023 Louisville Traditional BSN	101	37
Fall 2023 Owensboro Traditional BSN	29	2
Total	180	54

4. School of Public Health Total: 628 Instate: 367 Out of state: 261

7. Admission Statistics

[Enter the total number of students admitted to each healthcare program listing separate figures for in state and out-of-state students who are admitted] The total number of students admitted to each healthcare program in the HSC is as follows:

5. School of Medicine: Total: 481 Instate: Out of state: 170
6. School of Dentistry: Total: 120 Instate: 31 Out of state: 89
7. School of Nursing: Total: Instate: Out of state:
8. School of Public Health Total: Instate: 293 Out of state: 167 (Total 460)

8. Enrollment Duration

[Enter the number of years graduates of each healthcare program were enrolled and provide a narrative explanation of any factors that may influence the duration of enrollment] The duration of enrollment for each of our HSC Schools is as follows:

- a. School of Medicine: 4 years for the MD program. Students are allowed to extend beyond 4 years that are admitted to the MD/PhD program. Students that participate in the Rural Medicine Accelerated Track graduate in 3 years instead of 4 years. DMDs in the oromaxillofacial surgery (OMFS) program complete years 3 and 4 of training to obtain an MD. Students may choose to obtain an MBA extending their graduation by one year.
- b. School of Dentistry: 4 years for the dental program. 2 years for upper division dental hygiene program (award a bachelor's degree)
- c. School of Nursing:
 - a. Traditional BSN Program (Louisville) - 4 years (2 years Lower Division and 2 years Upper Division)
 - b. Traditional BSN Program (Owensboro) – Upper Division only – 2 years

- c. Accelerated BSN Programs (Louisville and Owensboro) – 4 semesters (15 months)
- d. MEPN Program (Louisville) – 6 semesters (2 years)
- d. School of Public Health: 4-6 years for undergraduate programs, 2 years for Master’s programs and 6 years for doctoral programs.

9. Student Loans

[Enter the average amount of student loans debt accumulated by graduates of each healthcare program with a comparison to relevant benchmarks or national averages, if available] The average amount of student loan debt in our HSC schools and comparison to national averages is as follows:

- e. School of Medicine (2023) UofL Avg. Debt: \$250,0000 (National Avg: \$200,000)
- f. School of Dentistry: (2022) UofL Avg Debt: \$302,417 (National Avg: \$293,900)
- g. School of Nursing: Unable to determine student loan debt. Departments do not have access to students’ financial aid information.
- h. School of Public Health: unable to determine UofL student loan debt (Median debt nationwide is \$52,000)

10. Passage Rates on Healthcare Credential Examination

[Enter the passage and first-time passage rates of graduates from each healthcare program on the healthcare credential examination including an analysis of any notable trends or variations in passage rates] The passage rates for the initial credential examinations for the HSC Schools is as follows:

- a. School of Medicine: USMLE Step 1: first-time examinees-86% passage, overall passage-94%
USMLE Step 2: first-time examinees-99% passage overall passage-99%
- b. School of Dentistry: INDBE: first time pass rate 100%
- c. School of Nursing:

		Kentucky	National
Louisville BSN	88%	88%	82%
Owensboro BSN	93%	88%	82%
MEPN	93%	95%	

- d. School of Public Health: Certified Public Health (CPH) Exam is not required and none of our students have taken it in the last 3 years. There is no licensure for PH professionals.

11. Employment Rate of Graduates

[Enter employment rate of graduates from each healthcare program within twelve (12) months after graduation and provide a comparison to industry standards or regional employment rates, if available]



The employment rate of the graduates of HSC Schools compared to industry standards is as follows:

- a. School of Medicine: 99% compared to 93.7% nationally.
- b. School of Dentistry: 100% compared to 99.5% nationally.
- c. School of Nursing:

We track our employment data related to students entering jobs as registered nurses (with provisional licenses) upon graduation. This is quite different than the DOE definition which includes any employment, regardless of whether it is in the field of the degree obtained. Our students without RN employment upon graduation have made a conscious decision to delay seeking employment; it is not because there are no employment opportunities.

We can obtain official employment data as collected by the university, but it will take some time and may not be current.

RN Employment Rates (Spring 2023):

	Employed	Higher Education	Undecided
Louisville BSN	85%	1%	14%
Owensboro BSN	93%	--	7%
MEPN	90%	5%	5%

- d. School of Public Health: This is tracked as Employed/Continuing education-
 - a. 2020 = 97.9%
 - b. 2021 = 97.8%
 - c. 2022= 96.5%
 - d. Note: Public health encompasses many job functions, and the job outlook for the public health field is expected to grow over the next decade. Healthcare is considered one of the fastest growing employment sectors in the U.S., with an estimated 2 million new positions (a 13% increase) projected between 2021 and 2031, according to the U.S. Bureau of Labor Statistics (BLS). While public health profession makes up only a fraction of this industry segment, many research, education, and social work careers within the public health field are expected to grow consistently over the same period. (<https://online.regiscollege.edu/blog/public-health-careers/>)

12. Financial Barrier Reduction Actions

[Enter a summary of the institution's new actions implemented during the reporting year to reduce financial barriers for healthcare professionals, including a description of specific initiatives, programs, or policies introduced] We have increased the number of scholarships and financial aid to enrollees to the following levels:



- a. School of Medicine: We have recently implemented a new summer remediation program for 1st and 2nd year students to give them the opportunity to not have to repeat an entire semester which will ultimately reduce the student’s financial burden and time spent in the MD program.
- We have solidified a partnership with Anthem to create the Anthem Scholars Program which will help fund tuition for students participating in the Rural Medicine Accelerated Track program at Trover Campus.
- Additionally, we have enhanced success programs by adding tutoring and learning specialist engagement for students. Further HRSA grant applications has been completed this year and we are awaiting funding decisions in September of 2023 which allow us to further grow infrastructure for success by adding learning specialist and an enhanced learning environment, including pre-matriculation and matriculation educational programming. The following table summarizes our current scholarship use portfolio in the School of Medicine, further contributing to decreased financial distress on students:

	Total SOM FA (M1-M4)-Admissions Scholarship Awards	M1 Admissions incoming scholarship awards (included in Total)	One-time M1 Admissions scholarship awards (included in Total)
21-22	\$ 2,364,685	\$ 770,220	0*
22-23	\$ 2,774,476	\$ 1,320,145	\$ 395,000
23-24	Final spending not Available until Sept. 2024	\$ 1,682,946	\$ 354,000

- b. School of Dentistry: We offer opportunities for students to remediate courses to help prevent repetition of a full year. Enhanced oversight of student performance by the Offices of Academic Affairs, Clinical Affairs, and Students Affairs during the semester (twice per month) has helped identify students who are having issues and increase early intervention with tutoring and other educational and psychological support. Internal funding allowed addition of a counselor whose office is in the School of Dentistry which has increased psychological support for students. This is already making a corresponding difference in academic performance in the short time that this service has been available.
- c. School of Nursing: The School of Nursing has multiple scholarship opportunities to assist students in the Upper Division (3rd and 4th) years of the BSN and MEPN Programs. We recently obtained a revised gift agreement from the trustee of our

largest endowment to widen the criteria for scholarship assistance from residence in Jefferson County to residence in the state of Kentucky. We have recently been able to assist students with fees and required equipment in these ways:

- i. Implemented a 2-credit hour Basic Patient Care Skills course in the university. This meets the nursing assistant training requirement for entry to the BSN Upper Division and MEPN Programs. Most students take the course along with their full-time course load, so there is no added tuition cost, saving approximately \$700 required to complete Nursing Assistant Training.
 - ii. Secured stethoscope donations (approximately \$125 - \$175 each) to offset the cost of this purchase for new Summer 2023 students in the MEPN and Accelerated BSN Programs.
 - iii. The School of Nursing just received a \$3.9 million HRSA award. This grant will support KCTCS and University of Louisville students who are in an LPN-to-BSN pathway.
- d. School of Public Health: The School of Public Health received a HRSA Public Health Scholarship Program grant to provide scholarship funding and training to public health students. The award was \$1.5 million over 3 years. Additionally, we received nearly \$600,000 from the Kentucky Department for Public Health to support their educational initiatives for their employees.

13. Conclusion

We are immensely proud of the enrollment, completion, certification and employment rates of physicians, dentists, nurses, and public health professionals that matriculate and graduate from the University of Louisville Health Sciences and related campuses. We provide contemporary professional programs that emphasize knowledge, attitudes and skills that are necessary for today and tomorrow's health care workforce. Public Health Schools are not widely available and add many dimensions regarding population health and disease and healthcare leadership. Physicians and other healthcare providers especially in rural counties are often called upon to assume leadership roles in local PH activities. The additional training provided through the MPH and related degrees from the School of Public Health and Information Sciences helps equip these individuals to provide this critical level of leadership essential for their communities, especially during periods of crisis such as pandemics and natural disasters. This success is predicated upon continued ability to retain strong faculty, modern facilities and laboratories, strong student educational support for success, and strong institutional financial support and individual scholarship support to mitigate total educational costs. The educational cost for training health professionals is a significant societal commitment. The individual educational debt burden for our graduates ranges from an average of \$50,000 dollars for public health professionals to \$250,000 for physicians. Our student debt profile is higher than the national average demonstrating the continued need for scholarships and for the growth of scholarship programs. Higher debt profiles for medical students may have an



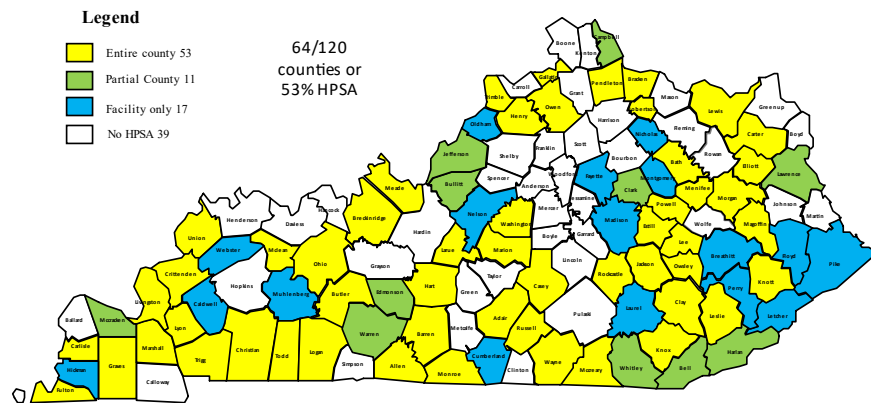
impact on specialty choice with students feeling compelled to consider higher income specialty physician careers and urban practice, rather than primary care and underserved settings. Increasingly, we realize that learning specialist and tutoring programs are vital to success and completion of training and more of these professionals are needed. Many of our schools are limited to 1 of these types of professionals supporting an entire school. WE believe that we have a track record and algorithm for success in attracting, teaching, and graduating health care professionals who obtain a high rate of passage on credentialing/board examinations and have high rates of employment. Our limitation to increase capacity may often be caps that are currently established (but are fungible), ability to grow faculty and other learning specialists, and increased levels of scholarship funding that mitigate total educational debt. If additional program support and scholarship support is issued to the University of Louisville Health Sciences professional programs, we can expand our model while maintaining high rates of graduation of successful, credentialed, and highly employable workforce. We have several factors and could increase factors to encourage health care professionals to continue to stay in the Commonwealth of Kentucky. The UofL HSC programs provide exceptional opportunities to both urban and rural underserved area students; students training in our environments have a high degree of likelihood of working in areas of the Commonwealth with critical workforce shortages in health care. Additionally, recruitment and retention of high-quality faculty is imperative to retaining accreditation, offering high quality programs, and sustaining high graduation rates. **Current enrolments are limited by faculty size (recruitment, growth, and retention), infrastructure (classrooms, laboratories, collaborative educational spaces, etc.), sustainable funding, student support and scholarship availability.** Increased support in each of these areas would offer opportunities for sustenance, quality, and production of the highest quality healthcare providers for our communities.

14. Appendices

Appendix 1. Kentucky's HRSA Counties



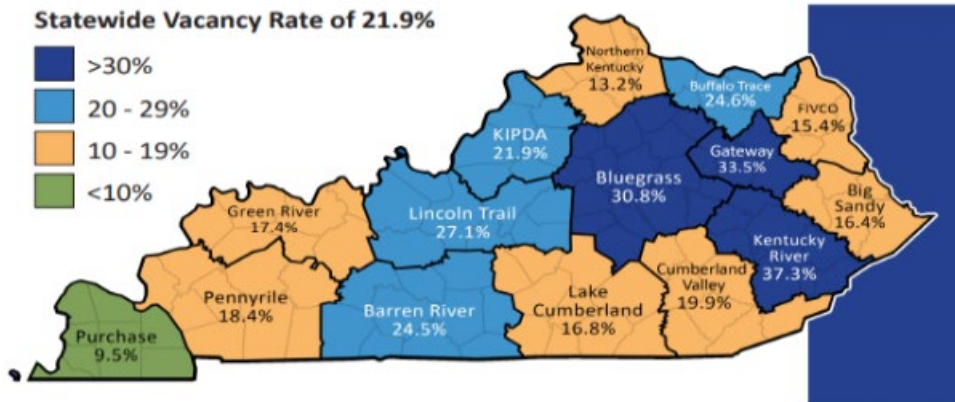
Kentucky Counties with HPSA Designations



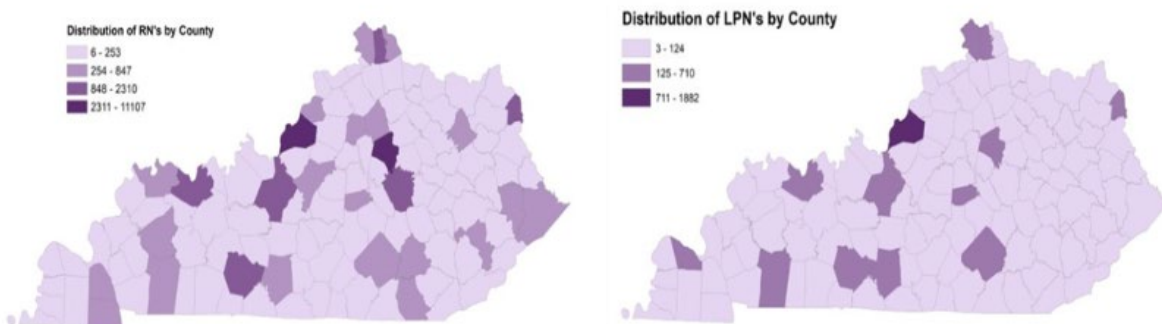
Health Professional Shortage area means that each citizen in these counties has to share their doctor with more than 3500 neighbors, when a busy family physician typically cares for about 1800

Data Source: HRSA Data Warehouse, HPSA Find Results.
<http://www.archives.hrsa.gov/about/aly/hrs/HPSAFindResults.asp> last accessed 7 -29-2016.

Appendix 3. Kentucky RN Vacancy Rate.



Appendix 4. Distribution of RNs and LPNs in Kentucky by County



Appendix 5. KCTS Locations offering ADN-to-BSN Concurrent Enrollment with University of Louisville School of Nursing.

