

18A:71C-55.1 & 18A:71C-55.2 et al
LEGISLATIVE HISTORY CHECKLIST

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LAWS OF: 2023 **CHAPTER:** 244

NJSA: 18A:71C-55.1 & 18A:71C-55.2 et al Modifies Nursing Faculty Loan Redemption Program.

BILL NO: A4614 (Substituted for S3547 (1R))

SPONSOR(S) Greenwald, Louis D. and others

DATE INTRODUCED: 9/22/2022

COMMITTEE: **ASSEMBLY:** Higher Education
Health
Appropriations

SENATE: Budget & Appropriations

AMENDED DURING PASSAGE: Yes

DATE OF PASSAGE: **ASSEMBLY:** 05/25/2023

SENATE: 12/21/2023

DATE OF APPROVAL: 1/8/2024

FOLLOWING ARE ATTACHED IF AVAILABLE:

FINAL TEXT OF BILL (A4614 Aca (1R) enacted) Yes

A4614

INTRODUCED BILL: (Includes sponsor(s) statement) Yes

COMMITTEE STATEMENT: **ASSEMBLY:** Yes Higher Education
Heath
Appropriations

SENATE: Yes Budget & Appropriations

(Audio archived recordings of the committee meetings, corresponding to the date of the committee statement, *may possibly* be found at www.njleg.state.nj.us)

FLOOR AMENDMENT STATEMENT: No

LEGISLATIVE FISCAL ESTIMATE: Yes 05/18/2023

S3547 (1R)

INTRODUCED BILL: (Includes sponsor(s) statement) Yes

COMMITTEE STATEMENT: **ASSEMBLY:** No

SENATE: Yes Health, Human Services & Sr. Citizens
Budget & Appropriations

(Audio archived recordings of the committee meetings, corresponding to the date of the committee statement, **may possibly** be found at www.njleg.state.nj.us)

FLOOR AMENDMENT STATEMENT: No

LEGISLATIVE FISCAL ESTIMATE: Yes 06/09/2023

VETO MESSAGE: No

GOVERNOR'S PRESS RELEASE ON SIGNING: Yes

FOLLOWING WERE PRINTED:

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REPORTS: No

HEARINGS: No

NEWSPAPER ARTICLES: No

CL/MM

P.L. 2023, CHAPTER 244, *approved January 8, 2024*
Assembly, No. 4614 (*First Reprint*)

1 AN ACT concerning the Nursing Faculty Loan Redemption Program
2 and amending and supplementing P.L.2009, c.236.

3
4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

6
7 1. Section 4 of P.L.2009, c.236 (C.18A:71C-53) is amended to
8 read as follows:

9 4. a. There is established within the Higher Education Student
10 Assistance Authority the Nursing Faculty Loan Redemption
11 Program. The purpose of the program is to address the current and
12 projected critical shortage of nursing faculty in the State by
13 providing an incentive for persons to enter graduate nursing
14 education programs and for persons already trained as nurses to
15 advance their training in the profession so as to ensure that
16 sufficient numbers of nursing faculty are available to train nursing
17 students, and the State's hospitals, nursing homes, veterans'
18 facilities and home care services and community care programs will
19 have sufficient, trained nursing staff in the future to provide quality
20 health care services to the residents of this State.

21 The program shall provide loan redemption in exchange for full-
22 time and part-time faculty employment at a school of nursing in the
23 State for a five-year period **【following completion of the approved**
24 **graduate degree program. The authority may establish a limit on**
25 **the total amount of student loans which may be redeemed for**
26 **participants under the program】.**

27 b. In developing the program, the authority shall collaborate
28 with the Robert Wood Johnson Foundation New Jersey Nursing
29 Initiative and such other entities as the authority deems appropriate.
30 (cf: P.L.2009, c.236, s.4)

31
32 2. Section 5 of P.L.2009, c.236 (C.18A:71C-54) is amended to
33 read as follows:

34 5. To be eligible to participate in the program, an applicant
35 shall:

36 a. be a resident of the State and maintain domicile in the State
37 during participation in the program; and

38 b. (1) have obtained a master's degree in nursing (MSN), a
39 doctor of nursing science degree (DNS), a doctor of nursing

EXPLANATION – Matter enclosed in bold-faced brackets **【thus】 in the above bill is not enacted and is intended to be omitted in the law.**

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹Assembly AHE committee amendments adopted February 13, 2023.

1 practice degree (DNP), a doctor of philosophy degree (PhD) in
2 nursing or another relevant field of study [within a one-year period
3 prior to being] and be ¹[hired for full-time or part-time faculty
4 employment on or after the date of enactment of]¹ [this act]
5 ¹[P.L.2009, c.236 (C.18A:71C-50 et seq.)] employed in a faculty
6 position, including an adjunct faculty position¹; and

7 (2) have maintained a grade point average of 3.0 or higher on a
8 scale of 4.0, or its equivalent, while enrolled in an approved
9 graduate degree program.

10 (cf: P.L.2009, c.236, s.5)

11
12 3. (New section) a. For each year of full-time faculty
13 employment at an eligible institution, the program shall provide
14 \$10,000 to a program participant, up to a maximum five years, for
15 the redemption of eligible student loan expenses. ¹[For each year of
16 part-time faculty employment at an eligible institution, the program
17 shall provide \$5,000 to a program participant, up to a maximum of
18 five years, for the redemption of eligible student loan expenses]
19 Loan redemption amounts for program participants who do not have
20 full-time faculty employment shall be awarded on a pro-rata basis¹.
21 The total loan redemption amount for a program participant shall
22 not exceed \$50,000.

23 ¹As used in this subsection, “full-time faculty employment”
24 means employment with a faculty load of 12 or more academic
25 credits in each of two semesters in an academic year.¹

26 b. No amount of loan redemption shall be provided for service
27 performed for less than a full year. Loan redemption shall be
28 applied first to outstanding State loans and then to outstanding
29 Federal loans.

30
31 4. (New section) a. The Higher Education Student Assistance
32 Authority shall work with schools of nursing in the State to provide
33 information on the Nursing Faculty Loan Redemption Program to
34 students upon enrollment.

35 b. The authority shall work with hospitals and medical centers,
36 professional associations, and schools of nursing in the State to
37 promote awareness of the Nursing Faculty Loan Redemption
38 Program and the value of graduate nursing education programs,
39 among active and retired nurses and others interested in the nursing
40 profession.

41
42 5. This act shall take effect immediately.

43
44
45
46
47

Modifies Nursing Faculty Loan Redemption Program.

ASSEMBLY, No. 4614

STATE OF NEW JERSEY 220th LEGISLATURE

INTRODUCED SEPTEMBER 22, 2022

Sponsored by:

Assemblyman LOUIS D. GREENWALD

District 6 (Burlington and Camden)

Assemblywoman MILA M. JASEY

District 27 (Essex and Morris)

Assemblywoman LINDA S. CARTER

District 22 (Middlesex, Somerset and Union)

Assemblywoman PAMELA R. LAMPITT

District 6 (Burlington and Camden)

Co-Sponsored by:

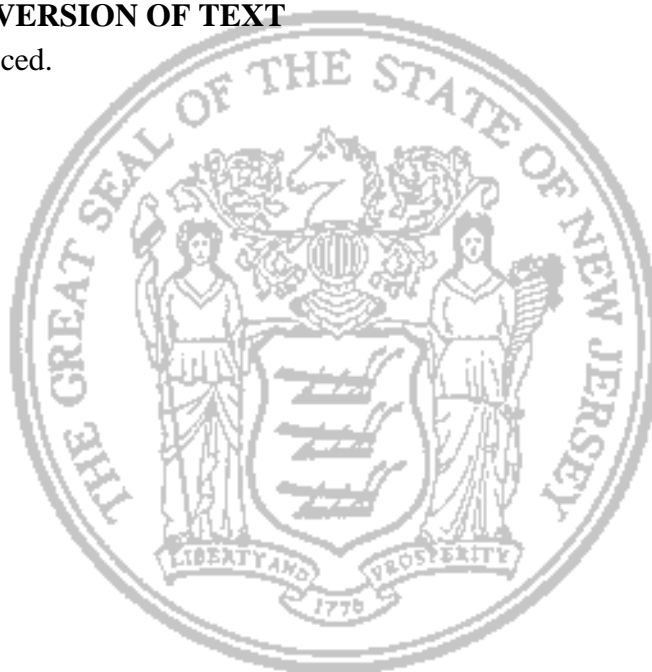
Assemblywoman N.Munoz and Assemblyman Danielsen

SYNOPSIS

Modifies Nursing Faculty Loan Redemption Program.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 1/10/2023)

1 AN ACT concerning the Nursing Faculty Loan Redemption Program
2 and amending and supplementing P.L.2009, c.236.

3

4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

6

7 1. Section 4 of P.L.2009, c.236 (C.18A:71C-53) is amended to
8 read as follows:

9 4. a. There is established within the Higher Education Student
10 Assistance Authority the Nursing Faculty Loan Redemption
11 Program. The purpose of the program is to address the current and
12 projected critical shortage of nursing faculty in the State by
13 providing an incentive for persons to enter graduate nursing
14 education programs and for persons already trained as nurses to
15 advance their training in the profession so as to ensure that
16 sufficient numbers of nursing faculty are available to train nursing
17 students, and the State's hospitals, nursing homes, veterans'
18 facilities and home care services and community care programs will
19 have sufficient, trained nursing staff in the future to provide quality
20 health care services to the residents of this State.

21 The program shall provide loan redemption in exchange for full-
22 time and part-time faculty employment at a school of nursing in the
23 State for a five-year period **【following completion of the approved**
24 **graduate degree program.** The authority may establish a limit on
25 the total amount of student loans which may be redeemed for
26 participants under the program**】**.

27 b. In developing the program, the authority shall collaborate
28 with the Robert Wood Johnson Foundation New Jersey Nursing
29 Initiative and such other entities as the authority deems appropriate.
30 (cf: P.L.2009, c.236, s.4)

31

32 2. Section 5 of P.L.2009, c.236 (C.18A:71C-54) is amended to
33 read as follows:

34 5. To be eligible to participate in the program, an applicant
35 shall:

36 a. be a resident of the State and maintain domicile in the State
37 during participation in the program; and

38 b. (1) have obtained a master's degree in nursing (MSN), a
39 doctor of nursing science degree (DNS), a doctor of nursing
40 practice degree (DNP), a doctor of philosophy degree (PhD) in
41 nursing or another relevant field of study **【within a one-year period**
42 **prior to being】** and be hired for full-time or part-time faculty
43 employment on or after the date of enactment of **【this act】**
44 P.L.2009, c.236 (C.18A:71C-50 et seq.); and

EXPLANATION – Matter enclosed in bold-faced brackets **【thus】 in the above bill is not enacted and is intended to be omitted in the law.**

Matter underlined thus is new matter.

1 (2) have maintained a grade point average of 3.0 or higher on a
2 scale of 4.0, or its equivalent, while enrolled in an approved
3 graduate degree program.

4 (cf: P.L.2009, c.236, s.5)

5
6 3. (New section) a. For each year of full-time faculty
7 employment at an eligible institution, the program shall provide
8 \$10,000 to a program participant, up to a maximum five years, for
9 the redemption of eligible student loan expenses. For each year of
10 part-time faculty employment at an eligible institution, the program
11 shall provide \$5,000 to a program participant, up to a maximum of
12 five years, for the redemption of eligible student loan expenses.
13 The total loan redemption amount for a program participant shall
14 not exceed \$50,000.

15 b. No amount of loan redemption shall be provided for service
16 performed for less than a full year. Loan redemption shall be
17 applied first to outstanding State loans and then to outstanding
18 Federal loans.

19
20 4. (New section) a. The Higher Education Student Assistance
21 Authority shall work with schools of nursing in the State to provide
22 information on the Nursing Faculty Loan Redemption Program to
23 students upon enrollment.

24 b. The authority shall work with hospitals and medical centers,
25 professional associations, and schools of nursing in the State to
26 promote awareness of the Nursing Faculty Loan Redemption
27 Program and the value of graduate nursing education programs,
28 among active and retired nurses and others interested in the nursing
29 profession.

30
31 5. This act shall take effect immediately.

32
33
34 STATEMENT

35
36 This bill modifies the Nursing Faculty Loan Redemption Program
37 to increase participation rates. The Nursing Faculty Loan Redemption
38 Program offers student loan redemption up to \$50,000 in exchange for
39 full-time faculty employment at a school of nursing in the State for a
40 five-year period following graduate program completion.

41 The bill removes a provision of current law that limits program
42 eligibility to participants who were hired for faculty employment
43 within one year of completion of their academic degree. The bill also
44 extends program eligibility to participants employed in part-time
45 faculty positions.

46 The bill establishes the loan redemption amounts that will be
47 received by a participant for each year of participation in the
48 program. Under the bill, for each year of full-time faculty

A4614 GREENWALD, JASEY

4

1 employment at an eligible institution, the program will provide
2 \$10,000 to a program participant, up to a maximum five years, for
3 the redemption of eligible student loan expenses. Under current
4 State regulations, participants employed in full-time positions are
5 eligible for: \$5,000 in loan redemption for the first year; \$7,000 in
6 loan redemption for the second year; \$10,000 in loan redemption
7 for the third year; \$13,000 in loan redemption for the fourth year;
8 and \$15,000 in loan redemption for the fifth year. The bill also
9 provides that, for each year of part-time faculty employment at an
10 eligible institution, the program will provide \$5,000 to a program
11 participant, up to a maximum of five years, for the redemption of
12 eligible student loan expenses. The total loan redemption amount
13 for a program participant will not exceed \$50,000. The bill further
14 provides that no amount of loan redemption will be provided for
15 service performed for less than a full year. Loan redemption will be
16 applied first to outstanding State loans and then to outstanding
17 Federal loans.

18 The bill also directs the Higher Education Student Assistance
19 Authority to work with schools of nursing in the State to provide
20 information on the Nursing Faculty Loan Redemption Program to
21 students upon enrollment. The bill also directs the authority to
22 work with hospitals and medical centers, professional associations,
23 and schools of nursing to promote awareness of the Nursing Faculty
24 Loan Redemption Program and the value of graduate nursing
25 education programs.

ASSEMBLY HIGHER EDUCATION COMMITTEE

STATEMENT TO

ASSEMBLY, No. 4614

STATE OF NEW JERSEY

DATED: DECEMBER 12, 2022

The Assembly Higher Education Committee reports favorably Assembly Bill No. 4614.

As reported by the committee, this bill modifies the Nursing Faculty Loan Redemption Program to increase participation rates. The Nursing Faculty Loan Redemption Program offers student loan redemption up to \$50,000 in exchange for full-time faculty employment at a school of nursing in the State for a five-year period following graduate program completion.

The bill removes a provision of current law that limits program eligibility to participants who were hired for faculty employment within one year of completion of their academic degree. The bill also extends program eligibility to participants employed in part-time faculty positions.

The bill establishes the loan redemption amounts that will be received by a participant for each year of participation in the program. Under the bill, for each year of full-time faculty employment at an eligible institution, the program will provide \$10,000 to a program participant, up to a maximum five years, for the redemption of eligible student loan expenses. Under current State regulations, participants employed in full-time positions are eligible for: \$5,000 in loan redemption for the first year; \$7,000 in loan redemption for the second year; \$10,000 in loan redemption for the third year; \$13,000 in loan redemption for the fourth year; and \$15,000 in loan redemption for the fifth year. The bill also provides that, for each year of part-time faculty employment at an eligible institution, the program will provide \$5,000 to a program participant, up to a maximum of five years, for the redemption of eligible student loan expenses. The total loan redemption amount for a program participant will not exceed \$50,000. The bill further provides that no amount of loan redemption will be provided for service performed for less than a full year. The bill requires loan redemption to be applied first to outstanding State loans and then to outstanding Federal loans.

The bill also directs the Higher Education Student Assistance Authority to work with schools of nursing in the State to provide information on the Nursing Faculty Loan Redemption Program to students upon enrollment. The bill also directs the authority to work with hospitals and medical centers, professional associations, and schools of nursing to promote awareness of the Nursing Faculty Loan Redemption Program and the value of graduate nursing education programs.

ASSEMBLY HEALTH COMMITTEE

STATEMENT TO

ASSEMBLY, No. 4614

with committee amendments

STATE OF NEW JERSEY

DATED: FEBRUARY 13, 2023

The Assembly Health Committee reports favorably and with committee amendments Assembly Bill No. 4614.

As amended by the committee, this bill modifies the Nursing Faculty Loan Redemption Program to increase participation rates. The Nursing Faculty Loan Redemption Program offers student loan redemption up to \$50,000 in exchange for full-time faculty employment at a school of nursing in the State for a five-year period following graduate program completion.

The bill removes a provision of current law that limits program eligibility to participants who were hired for faculty employment within one year of completion of their academic degree and provides instead that a participant be employed in a faculty position, including an adjunct faculty position.

The bill establishes the loan redemption amounts that will be received by a participant for each year of participation in the program. Under the bill, for each year of full-time faculty employment at an eligible institution, the program will provide \$10,000 to a program participant, up to a maximum five years, for the redemption of eligible student loan expenses. The bill also provides that loan redemption amounts for program participants who do not have full-time faculty employment to be awarded on a pro-rata basis. The total loan redemption amount for a program participant will not exceed \$50,000. The bill further provides that no amount of loan redemption will be provided for service performed for less than a full year. The bill requires loan redemption to be applied first to outstanding State loans and then to outstanding federal loans.

The bill also directs the Higher Education Student Assistance Authority to work with schools of nursing in the State to provide information on the Nursing Faculty Loan Redemption Program to students upon enrollment. The bill also directs the authority to work with hospitals and medical centers, professional associations, and schools of nursing to promote awareness of the Nursing Faculty Loan Redemption Program and the value of graduate nursing education programs.

COMMITTEE AMENDMENTS:

The committee amendments:

- provide that loan redemption amounts for program participants who do not have full-time faculty employment are to be awarded on a pro-rata basis;
- define “full-time employment” to mean employment with a faculty load of 12 or more academic credits in each of two semesters in an academic year; and
- change a requirement for program eligibility to provide that a participant be employed in a faculty position, which may include an adjunct faculty position. The requirement, prior to the amendments, was that the participant be hired for employment after the program’s establishment.

ASSEMBLY APPROPRIATIONS COMMITTEE

STATEMENT TO

[First Reprint]

ASSEMBLY, No. 4614

STATE OF NEW JERSEY

DATED: MAY 18, 2023

The Assembly Appropriations Committee reports favorably Assembly Bill No. 4614 (1R).

This bill modifies the Nursing Faculty Loan Redemption Program to increase participation rates. The Nursing Faculty Loan Redemption Program offers student loan redemption up to \$50,000 in exchange for full-time faculty employment at a school of nursing in the State for a five-year period following graduate program completion.

The bill removes a provision of current law that limits program eligibility to participants who were hired for faculty employment within one year of completion of their academic degree and provides instead that a participant be employed in a faculty position, including an adjunct faculty position.

The bill establishes the loan redemption amounts that will be received by a participant for each year of participation in the program. Under the bill, for each year of full-time faculty employment at an eligible institution, the program will provide \$10,000 to a program participant, up to a maximum five years, for the redemption of eligible student loan expenses. The bill also provides that loan redemption amounts for program participants who do not have full-time faculty employment to be awarded on a pro-rata basis. The total loan redemption amount for a program participant will not exceed \$50,000. The bill further provides that no amount of loan redemption will be provided for service performed for less than a full year. The bill requires loan redemption to be applied first to outstanding State loans and then to outstanding federal loans.

The bill also directs the Higher Education Student Assistance Authority to work with schools of nursing in the State to provide information on the Nursing Faculty Loan Redemption Program to students upon enrollment. The bill also directs the authority to work with hospitals and medical centers, professional associations, and schools of nursing to promote awareness of the Nursing Faculty Loan Redemption Program and the value of graduate nursing education programs.

FISCAL IMPACT:

The Office of Legislative Services (OLS) determines that this bill will result in an indeterminate increase in State expenditures associated with the expansion of eligibility for the Nursing Faculty Loan Redemption Program.

The OLS notes that, pursuant to the bill, annual State expenditures would increase by \$10,000 per newly eligible participant. However, due to a lack of available pertinent data, the OLS is not able to estimate how many nursing faculty members would be newly eligible to participate in the program.

SENATE BUDGET AND APPROPRIATIONS COMMITTEE

STATEMENT TO

[First Reprint]

ASSEMBLY, No. 4614

STATE OF NEW JERSEY

DATED: DECEMBER 14, 2023

The Senate Budget and Appropriations Committee reports favorably Assembly Bill No. 4614 (1R).

This bill modifies the Nursing Faculty Loan Redemption Program to increase participation rates. The Nursing Faculty Loan Redemption Program offers student loan redemption up to \$50,000 in exchange for full-time faculty employment at a school of nursing in the State for a five-year period following graduate program completion.

The bill removes a provision of current law that limits program eligibility to participants who were hired for faculty employment within one year of completion of their academic degree and provides instead that a participant be employed in a faculty position, including an adjunct faculty position.

The bill establishes the loan redemption amounts that will be received by a participant for each year of participation in the program. Under the bill, for each year of full-time faculty employment at an eligible institution, the program will provide \$10,000 to a program participant, up to a maximum five years, for the redemption of eligible student loan expenses. The bill also provides that loan redemption amounts for program participants who do not have full-time faculty employment to be awarded on a pro-rata basis. The total loan redemption amount for a program participant will not exceed \$50,000. The bill further provides that no amount of loan redemption will be provided for service performed for less than a full year. The bill requires loan redemption to be applied first to outstanding State loans and then to outstanding federal loans.

The bill also directs the Higher Education Student Assistance Authority to work with schools of nursing in the State to provide information on the Nursing Faculty Loan Redemption Program to students upon enrollment. The bill also directs the authority to work with hospitals and medical centers, professional associations, and schools of nursing to promote awareness of the Nursing Faculty Loan Redemption Program and the value of graduate nursing education programs.

As reported by the committee, Assembly Bill No. 4614 (1R) is identical to Senate Bill No. 3547 (1R), which was also reported by the committee on this date.

FISCAL IMPACT:

The Office of Legislative Services (OLS) determines that this bill will result in an indeterminate increase in State expenditures associated with the expansion of eligibility for the Nursing Faculty Loan Redemption Program.

The OLS notes that, pursuant to the bill, annual State expenditures would increase by \$10,000 per newly eligible participant. However, due to a lack of available pertinent data, the OLS is not able to estimate how many nursing faculty members would be newly eligible to participate in the program.

LEGISLATIVE FISCAL ESTIMATE

[First Reprint]

ASSEMBLY, No. 4614

STATE OF NEW JERSEY 220th LEGISLATURE

DATED: MAY 18, 2023

SUMMARY

Synopsis: Modifies Nursing Faculty Loan Redemption Program.

Type of Impact: Annual State expenditure increase.

Agencies Affected: Higher Education Student Assistance Authority.

Office of Legislative Services Estimate

Fiscal Impact	<u>Annual Impact</u>
State Cost Increase	Indeterminate

- The Office of Legislative Services (OLS) determines that this bill will result in an indeterminate increase in State expenditures associated with the expansion of eligibility for the Nursing Faculty Loan Redemption Program.
- The OLS notes that, pursuant to the bill, annual State expenditures would increase by \$10,000 per newly eligible participant. However, due to a lack of available pertinent data, the OLS is not able to estimate how many nursing faculty members would be newly eligible to participate in the program.

BILL DESCRIPTION

This bill expands eligibility for the Nursing Faculty Loan Redemption Program to nursing faculty members who are employed part-time at a school of nursing in the State for a five-year period. The bill establishes a loan redemption rate of \$10,000 per year for a maximum of five years, to be awarded on a pro-rata basis. Under current law, the program offers student loan redemption up to \$50,000 in exchange for full-time faculty employment at a school of nursing in the State for a five-year period following graduate program completion.

The bill also removes the following provisions of law concerning program eligibility: completion of an approved graduate degree program; obtainment of a relevant degree within a one-

year period prior to being hired; and employment beginning on or after the date of enactment of P.L.2009, c.236, which initially established the Nursing Faculty Loan Redemption Program.

The bill provides that the Higher Education Student Assistance Authority is required to work with schools of nursing, hospitals and medical centers, and professional associations to promote awareness of the Nursing Faculty Loan Redemption program and the value of graduate nursing education programs.

FISCAL ANALYSIS

EXECUTIVE BRANCH

None received.

OFFICE OF LEGISLATIVE SERVICES

The OLS determines that this bill will result in an indeterminate increase in State expenditures associated with the expansion of eligibility for the Nursing Faculty Loan Redemption Program. Under the bill, individuals who would now be eligible to participate in the program include:

- part-time nursing faculty at schools of nursing in the State;
- individuals who obtained an eligible degree that was not the result of completing an approved graduate degree program;
- individuals hired at a school of nursing in the State more than one year after receiving an eligible degree; and
- individuals hired at a school of nursing in the State prior to the effective date of P.L.2009, c.236.

The OLS notes that, pursuant to the bill, annual State expenditures would increase by \$10,000 per newly eligible participant. However, there is a lack of available disaggregated data on the individuals who would be newly eligible under the bill. As such, the OLS is not able to predict how many nursing faculty members would be newly eligible to participate in the Nursing Faculty Loan Redemption Program.

Section: Education
Analyst: Abigail Chambers
Assistant Fiscal Analyst
Approved: Thomas Koenig
Legislative Budget and Finance Officer

This legislative fiscal estimate has been produced by the Office of Legislative Services due to the failure of the Executive Branch to respond to our request for a fiscal note.

This fiscal estimate has been prepared pursuant to P.L.1980, c.67 (C.52:13B-6 et seq.).

SENATE, No. 3547

STATE OF NEW JERSEY 220th LEGISLATURE

INTRODUCED JANUARY 30, 2023

Sponsored by:

Senator NELLIE POU

District 35 (Bergen and Passaic)

Senator JOSEPH F. VITALE

District 19 (Middlesex)

SYNOPSIS

Modifies Nursing Faculty Loan Redemption Program.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 1/30/2023)

1 AN ACT concerning the Nursing Faculty Loan Redemption Program
2 and amending and supplementing P.L.2009, c.236.

3

4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

6

7 1. Section 4 of P.L.2009, c.236 (C.18A:71C-53) is amended to
8 read as follows:

9 4. a. There is established within the Higher Education Student
10 Assistance Authority the Nursing Faculty Loan Redemption
11 Program. The purpose of the program is to address the current and
12 projected critical shortage of nursing faculty in the State by
13 providing an incentive for persons to enter graduate nursing
14 education programs and for persons already trained as nurses to
15 advance their training in the profession so as to ensure that
16 sufficient numbers of nursing faculty are available to train nursing
17 students, and the State's hospitals, nursing homes, veterans'
18 facilities and home care services and community care programs will
19 have sufficient, trained nursing staff in the future to provide quality
20 health care services to the residents of this State.

21 The program shall provide loan redemption in exchange for full-
22 time and part-time faculty employment at a school of nursing in the
23 State for a five-year period **【following completion of the approved**
24 **graduate degree program. The authority may establish a limit on**
25 **the total amount of student loans which may be redeemed for**
26 **participants under the program】.**

27 b. In developing the program, the authority shall collaborate
28 with the Robert Wood Johnson Foundation New Jersey Nursing
29 Initiative and such other entities as the authority deems appropriate.
30 (cf: P.L.2009, c.236, s.4)

31

32 2. Section 5 of P.L.2009, c.236 (C.18A:71C-54) is amended to
33 read as follows:

34 5. To be eligible to participate in the program, an applicant
35 shall:

36 a. be a resident of the State and maintain domicile in the State
37 during participation in the program; and

38 b. (1) have obtained a master's degree in nursing (MSN), a
39 doctor of nursing science degree (DNS), a doctor of nursing
40 practice degree (DNP), a doctor of philosophy degree (PhD) in
41 nursing or another relevant field of study **【within a one-year period**
42 **prior to being】** and be hired for full-time or part-time faculty
43 employment on or after the date of enactment of **【this act】**
44 P.L.2009, c.236 (C.18A:71C-50 et seq.); and

EXPLANATION – Matter enclosed in bold-faced brackets **【thus】 in the above bill is not enacted and is intended to be omitted in the law.**

Matter underlined thus is new matter.

1 (2) have maintained a grade point average of 3.0 or higher on a
2 scale of 4.0, or its equivalent, while enrolled in an approved
3 graduate degree program.

4 (cf: P.L.2009, c.236, s.5)

5

6 3. (New section) a. For each year of full-time faculty
7 employment at an eligible institution, the program shall provide
8 \$10,000 to a program participant, up to a maximum five years, for
9 the redemption of eligible student loan expenses. For each year of
10 part-time faculty employment at an eligible institution, the program
11 shall provide \$5,000 to a program participant, up to a maximum of
12 five years, for the redemption of eligible student loan expenses.
13 The total loan redemption amount for a program participant shall
14 not exceed \$50,000.

15 b. No amount of loan redemption shall be provided for service
16 performed for less than a full year. Loan redemption shall be
17 applied first to outstanding State loans and then to outstanding
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20 4. (New section) a. The Higher Education Student Assistance
21 Authority shall work with schools of nursing in the State to provide
22 information on the Nursing Faculty Loan Redemption Program to
23 students upon enrollment.

24 b. The authority shall work with hospitals and medical centers,
25 professional associations, and schools of nursing in the State to
26 promote awareness of the Nursing Faculty Loan Redemption
27 Program and the value of graduate nursing education programs,
28 among active and retired nurses and others interested in the nursing
29 profession.

30

31 5. This act shall take effect immediately.

32

33

34

STATEMENT

35

36 This bill modifies the Nursing Faculty Loan Redemption Program
37 to increase participation rates. The Nursing Faculty Loan Redemption
38 Program offers student loan redemption up to \$50,000 in exchange for
39 full-time faculty employment at a school of nursing in the State for a
40 five-year period following graduate program completion.

41 The bill removes a provision of current law that limits program
42 eligibility to participants who were hired for faculty employment
43 within one year of completion of their academic degree. The bill also
44 extends program eligibility to participants employed in part-time
45 faculty positions.

46 The bill establishes the loan redemption amounts that will be
47 received by a participant for each year of participation in the
48 program. Under the bill, for each year of full-time faculty

1 employment at an eligible institution, the program will provide
2 \$10,000 to a program participant, up to a maximum five years, for
3 the redemption of eligible student loan expenses. Under current
4 State regulations, participants employed in full-time positions are
5 eligible for: \$5,000 in loan redemption for the first year; \$7,000 in
6 loan redemption for the second year; \$10,000 in loan redemption
7 for the third year; \$13,000 in loan redemption for the fourth year;
8 and \$15,000 in loan redemption for the fifth year. The bill also
9 provides that, for each year of part-time faculty employment at an
10 eligible institution, the program will provide \$5,000 to a program
11 participant, up to a maximum of five years, for the redemption of
12 eligible student loan expenses. The total loan redemption amount
13 for a program participant will not exceed \$50,000. The bill further
14 provides that no amount of loan redemption will be provided for
15 service performed for less than a full year. Loan redemption will be
16 applied first to outstanding State loans and then to outstanding
17 Federal loans.

18 The bill also directs the Higher Education Student Assistance
19 Authority to work with schools of nursing in the State to provide
20 information on the Nursing Faculty Loan Redemption Program to
21 students upon enrollment. The bill also directs the authority to
22 work with hospitals and medical centers, professional associations,
23 and schools of nursing to promote awareness of the Nursing Faculty
24 Loan Redemption Program and the value of graduate nursing
25 education programs.

SENATE HEALTH, HUMAN SERVICES AND SENIOR
CITIZENS COMMITTEE

STATEMENT TO
SENATE, No. 3547

with committee amendments

STATE OF NEW JERSEY

DATED: MARCH 6, 2023

The Senate Health, Human Services and Senior Citizens Committee reports favorably and with committee amendments Senate Bill No. 3547.

As amended by the committee, this bill modifies the Nursing Faculty Loan Redemption Program to increase participation rates. The Nursing Faculty Loan Redemption Program offers student loan redemption up to \$50,000 in exchange for full-time faculty employment at a school of nursing in the State for a five-year period following graduate program completion.

The bill removes a provision of current law that limits program eligibility to participants who were hired for faculty employment within one year of completion of their academic degree and provides instead that a participant may be employed in any faculty position, including an adjunct faculty position.

The bill establishes the loan redemption amounts that will be received by a participant for each year of participation in the program. Under the bill, for each year of full-time faculty employment at an eligible institution, the program will provide \$10,000 to a program participant, up to a maximum five years, for the redemption of eligible student loan expenses. The bill provides that loan redemption amounts for program participants who do not have full-time faculty employment to be awarded on a pro-rata basis. The total loan redemption amount provided to a program participant may not exceed \$50,000. The bill provides that no amount of loan redemption will be provided for service performed for less than a full year. The bill requires loan redemption to be applied first to outstanding State loans and then to outstanding federal loans.

The bill directs the Higher Education Student Assistance Authority to work with schools of nursing in the State to provide information on the Nursing Faculty Loan Redemption Program to students upon enrollment. The bill directs the authority to work with hospitals and medical centers, professional associations, and schools of nursing to promote awareness of the Nursing Faculty Loan Redemption Program and the value of graduate nursing education programs.

COMMITTEE AMENDMENTS:

The committee amendments provide that loan redemption amounts for program participants who do not have full-time faculty employment are to be awarded on a pro-rata basis.

The committee amendments define “full-time employment” to mean employment with a faculty load of 12 or more academic credits in each of two semesters in an academic year.

The committee amendments revise a program eligibility requirement to provide that a participant be employed in a faculty position, which may include an adjunct faculty position, regardless of when the participant was hired. As introduced, the bill required a participant to be hired for employment on or after the date of the program’s establishment in order to be eligible for the program.

SENATE BUDGET AND APPROPRIATIONS COMMITTEE

STATEMENT TO

[First Reprint]

SENATE, No. 3547

STATE OF NEW JERSEY

DATED: DECEMBER 14, 2023

The Senate Budget and Appropriations Committee reports favorably Senate Bill No. 3547 (1R).

This bill modifies the Nursing Faculty Loan Redemption Program to increase participation rates. The Nursing Faculty Loan Redemption Program offers student loan redemption up to \$50,000 in exchange for full-time faculty employment at a school of nursing in the State for a five-year period following graduate program completion.

The bill removes a provision of current law that limits program eligibility to participants who were hired for faculty employment within one year of completion of their academic degree and provides instead that a participant may be employed in any faculty position, including an adjunct faculty position.

The bill establishes the loan redemption amounts that will be received by a participant for each year of participation in the program. Under the bill, for each year of full-time faculty employment at an eligible institution, the program will provide \$10,000 to a program participant, up to a maximum five years, for the redemption of eligible student loan expenses. The bill provides that loan redemption amounts for program participants who do not have full-time faculty employment to be awarded on a pro-rata basis. The total loan redemption amount provided to a program participant may not exceed \$50,000. The bill provides that no amount of loan redemption will be provided for service performed for less than a full year. The bill requires loan redemption to be applied first to outstanding State loans and then to outstanding federal loans.

The bill directs the Higher Education Student Assistance Authority to work with schools of nursing in the State to provide information on the Nursing Faculty Loan Redemption Program to students upon enrollment. The bill directs the authority to work with hospitals and medical centers, professional associations, and schools of nursing to promote awareness of the Nursing Faculty Loan Redemption Program and the value of graduate nursing education programs.

As reported by the committee, Senate Bill No. 3547 (1R) is identical to Assembly Bill No. 4614 (1R), which was also reported by the committee on this date.

FISCAL IMPACT:

The Office of Legislative Services (OLS) determines that this bill will result in an indeterminate increase in State expenditures associated with the expansion of eligibility for the Nursing Faculty Loan Redemption Program.

The OLS notes that, pursuant to the bill, annual State expenditures would increase by \$10,000 per newly eligible participant. However, due to a lack of available pertinent data, the OLS is not able to estimate how many nursing faculty members would be newly eligible to participate in the program.

LEGISLATIVE FISCAL ESTIMATE

[First Reprint]

SENATE, No. 3547 STATE OF NEW JERSEY 220th LEGISLATURE

DATED: JUNE 9, 2023

SUMMARY

Synopsis: Modifies Nursing Faculty Loan Redemption Program.

Type of Impact: Annual State expenditure increase.

Agencies Affected: Higher Education Student Assistance Authority.

Office of Legislative Services Estimate

Fiscal Impact	<u>Annual Impact</u>
State Cost Increase	Indeterminate

- The Office of Legislative Services (OLS) determines that this bill will result in an indeterminate increase in State expenditures associated with the expansion of eligibility for the Nursing Faculty Loan Redemption Program.
- The OLS notes that, pursuant to the bill, annual State expenditures would increase by \$10,000 per newly eligible participant. However, due to a lack of available pertinent data, the OLS is not able to estimate how many nursing faculty members would be newly eligible to participate in the program.

BILL DESCRIPTION

This bill expands eligibility for the Nursing Faculty Loan Redemption Program to nursing faculty members who are employed part-time at a school of nursing in the State for a five-year period. The bill establishes a loan redemption rate of \$10,000 per year for a maximum of five years, to be awarded on a pro-rata basis. Under current law, the program offers student loan redemption up to \$50,000 in exchange for full-time faculty employment at a school of nursing in the State for a five-year period following graduate program completion.

The bill also removes the following provisions of law concerning program eligibility: completion of an approved graduate degree program; obtainment of a relevant degree within a one-

year period prior to being hired; and employment beginning on or after the date of enactment of P.L.2009, c.236, which initially established the Nursing Faculty Loan Redemption Program.

The bill provides that the Higher Education Student Assistance Authority is required to work with schools of nursing, hospitals and medical centers, and professional associations to promote awareness of the Nursing Faculty Loan Redemption Program and the value of graduate nursing education programs.

FISCAL ANALYSIS

EXECUTIVE BRANCH

None received.

OFFICE OF LEGISLATIVE SERVICES

The OLS determines that this bill will result in an indeterminate increase in State expenditures associated with the expansion of eligibility for the Nursing Faculty Loan Redemption Program. Under the bill, individuals who would now be eligible to participate in the program include:

- part-time nursing faculty at schools of nursing in the State;
- individuals who obtained an eligible degree that was not the result of completing an approved graduate degree program;
- individuals hired at a school of nursing in the State more than one year after receiving an eligible degree; and
- individuals hired at a school of nursing in the State prior to the effective date of P.L.2009, c.236.

The OLS notes that, pursuant to the bill, annual State expenditures would increase by \$10,000 per newly eligible participant. However, there is a lack of available disaggregated data on the individuals who would be newly eligible under the bill. As such, the OLS is not able to predict how many nursing faculty members would be newly eligible to participate in the Nursing Faculty Loan Redemption Program.

Section: Education

*Analyst: Abigail Chambers
Assistant Fiscal Analyst*

*Approved: Thomas Koenig
Legislative Budget and Finance Officer*

This legislative fiscal estimate has been produced by the Office of Legislative Services due to the failure of the Executive Branch to respond to our request for a fiscal note.

This fiscal estimate has been prepared pursuant to P.L.1980, c.67 (C.52:13B-6 et seq.).

Governor Murphy Takes Action on Legislation

01/8/2024

TRENTON – Today, Governor Murphy signed the following bills into law:

- S-530/A-5164 (Ruiz, Turner/Coughlin, Quijano, McKnight, Reynolds-Jackson)** - Requires certain school meal information be provided to public school students' parents and requires school districts to request that families apply for school meals under certain circumstances
- S-553/A-4238 (Zwicker/Conaway, Atkins)** - Adds technology transfer duties to New Jersey Commission on Science, Innovation and Technology
- S-652/A-117 (Oroho, Pou/Space, Calabrese, Wirths)** - Permits governing body of municipalities having population of 30,000 or less to serve as local board of health; validates cc actions
- S-762/A-3786 (Pou, Cruz-Perez/Sumter, Reynolds-Jackson)** - Concerns certification of tax collectors
- S-765/A-3246 (Pou, Pennacchio/Lampitt, Schaer, Murphy)** - Prohibits carrier from precluding dentist from billing covered person under certain circumstances
- S-1211/A-1222 (Singleton, Gopal/Pintor Marin, Mukherji, Park)** - Provides for civil actions against persons or entities profiting from commission of human trafficking offenses, or maintaining victims of such offenses
- S-1228/A-4092 (Greenstein/Diegnan, Benson, Jaffer, Verrelli)** - Allows certain airports to carry over certain grant money into future years
- S-1892/A-4501 (Johnson, Schepisi/Park, Wimberly, Matsikoudis)** - Authorizes certain boards of education to issue bonds to repair damages caused by natural disasters in certain circumstances
- S-2057/A-1174 (Turner, Greenstein/Jasey, Benson, Quijano)** - Requires certain documentation of needs of students with disabilities during school security drills and emergency situations and in school security plans; requires staff training on needs of students with disabilities in emergency planning
- S-2716/A-4153 (Vitale, Turner/Carter, McKnight, Atkins)** - Requires NJ FamilyCare to reimburse claims for covered services submitted by clinical social workers, professional counselors, and marriage and family therapists under certain circumstances
- S-2789/A-3793 (Cruz-Perez, Johnson/Benson, Wimberly, Lopez)** - Requires certain permit holders to complete practice driving hours to obtain probationary driver's license
- S-3013/A-5062 (Scutari, Pou/Carter, Atkins, Stanfield)** - Revises definition of women's business enterprise and minority business enterprise
- S-3079/A-4977 (Diegnan, Lagana/Lampitt, Benson, Wimberly)** - Establishes School Safety and Security Task Force.
- S-3409/A-4785 (Pou, Oroho/McKeon, Flynn, Wimberly)** - Updates certain insurance company investment provisions in accordance with Investments of Insurers Model Act
- S-3490/A-5124 (Smith/Stanley, Calabrese)** - Amends certain requirements for installation of electric vehicle supply equipment and Make-Ready parking spaces
- S-3604/A-5212 (Madden, Cruz-Perez/Murphy, Stanley)** - Authorizes use of healthcare platforms providing discounted prices for payment of prescription and non-prescription drug devices and for telehealth and telemedicine services
- S-3723/A-5365 (Smith/McKeon, Danielsen, Haider)** – “Electric and Hybrid Vehicle Battery Management Act”
- S-3916/A-5486 (Cruz-Perez, Turner/Sauickie, Freiman, Rooney)** - Expands eligibility for wildlife fencing programs to farmers leasing farmland; clarifies eligibility and provides for uniform funding levels for grant recipients
- S-3969/A-5658 (Gopal/Freiman, Murphy)** - Allows for credit against contract cost for primary care services managed by health care provider for public employees and their dependents; allows referrals to other providers that have contractual relationship with such health care provider
- S-4081/A-5891 (Beach, Diegnan/Atkins, Carter)** - Allows board of county commissioners to hold annual meeting at certain additional locations other than Superior Court
- A-111/S-3201 (Space, Wirths, McCarthy Patrick/Oroho, Durr)** - Provides that farm, farmstand, or other agricultural operation selling firewood obtained from property other than seller's shall not be considered lumber yard; prohibits sale of untreated firewood from outside of State
- A-649/S-587 (McClellan, McKnight/Testa)** - Expands purposes for which civil asset forfeiture funds may be used by law enforcement agency
- A-831/S-461 (Jimenez, Rooney, Timberlake/Sacco, Greenstein)** - Provides for reciprocity of certain out-of-State EMT certification; establishes criminal history record background check process
- A-1475/S-1809 (Lopez, Speight, Haider/Ruiz, Cunningham)** - Requires court to consider information concerning coercive control in domestic violence proceedings
- A-1507/S-1503 (McKnight, Carter, Speight/Gopal, Oroho)** - Permits chair or booth rentals for the purpose of providing cosmetology and hairstyling services or ancillary services
- A-1570/S-2216 (Moen/Madden, Singleton)** - Authorizes issuance of special license plates for alumni of four-year public institutions of higher education
- A-1581/S-3880 (Moen, Benson, Conaway/Cruz-Perez, Turner)** - Requires MVC to provide customer service telephone number at motor vehicle inspection facilities
- A-1704/S-1000 (Speight, Pintor Marin, McKnight/Ruiz, Gopal)** - Requires domestic violence orders to be issued in other languages in addition to English under certain circumstances
- ACS for A-1707/S-3700 (Speight, McKnight, Karabinchak/Burgess, Ruiz)** - Establishes presumption that VCCO will order payment to victim of crime
- A-2040/S-540 (Benson, McKnight/Ruiz, Pou)** - Requires Commissioner of Human Services to request authorization for SNAP benefits to be used to pay delivery charges for online grocery purchases
- A-2138/SCS for S-1890 (Moriarty, Mukherji, McKnight/Johnson, Singer)** - Updates regulation of home improvement and home elevation contractors and contractors' businesses
- A-2351/S-2991 (Mukherji, Flynn, Murphy/Singleton)** - Permits court to effectuate equitable distribution when complaint for divorce or dissolution of civil union has been filed and party has died prior to final judgment; provides that surviving party would not receive intestate or elective share

A-3093/S-1516 (Stanley, Jaffer, Murphy/Greenstein, Gopal) - Authorizes court to include in domestic violence restraining orders a provision making the order applicable to a pre victim's child upon birth of the child

A-3737/S-3393 (Speight, Swain, McKnight/Ruiz, O'Scanlon) - Establishes menstrual health public awareness campaign

A-4125/S-2712 (Haider, Swain, Stanley/Singleton, Greenstein) - Prohibits sale, manufacture, distribution, and use of firefighting foam containing intentionally added perfluoroalk and polyfluoroalkyl substances; requires DEP to establish collection and disposal program; appropriates \$250,000

A-4614/S-3547 (Greenwald, Jasey, Carter, Lampitt/Pou, Vitale) - Modifies Nursing Faculty Loan Redemption Program

A-4729/S-3279 (Sauickie, Freiman, Clifton/Stanford, Cruz-Perez) - Revises method for appraisals of farmland to be acquired for farmland preservation purposes

A-4757/S-3263 (Jimenez, Tucker, Atkins/Burgess, Turner) - Requires DCA to conduct surveys and report data related to homelessness in administering the Rental Assistance Navigation Program

A-4913/S-3133 (Conaway, Stanley, Wimberly/Johnson, Scutari) - Requires carriers to offer health care providers more than one method of payment for reimbursement

A-5036/S-3551 (Tully, Swain, Karabinchak, Lagana/A.M. Bucco) - Requires "Electronic Permit Processing Review System" in DCA to enable applicant to submit electronic sign and certain other submission materials for permit application review

A-5208/S-4082 (Coughlin, Munoz, Wimberly/Scutari, A.M. Bucco) - Extends provisions of P.L.2021, c.498 in certain circumstances

A-5281/S-2341 (Chaparro, Jimenez, Stanley/Johnson) - Eliminates position of constable; removes statutory references to constable; repeals various parts of statutory law; implements recommendation of SCI report concerning elimination of constables

A-5417/S-3890 (Lampitt, Jasey, Swain/Ruiz, Burgess) - Prohibits limiting number of county college credits that may be applied towards educator preparation program and teach certification requirements

A-5501/SCS for S-3895 (Jasey/Zwicker, Sarlo, Ruiz) - Adjusts bid threshold amounts for certain public research universities; permits certain contracts for school districts, municipalities, and counties to be awarded by qualified purchasing agent

A-5648/S-3933 (Barranco, Rooney/A.M. Bucco) - Authorizes State Treasurer to sell as surplus property certain land and improvements in Township of Morris in Morris County

A-5813/S-3392 (Wimberly, Sumter/Pou) - Exempts electricity sold to certain recovered materials manufacturing facilities from renewable energy portfolio standards

AJR-230/SJR-129 (Karabinchak, Schaer, Freiman/Diegnan, Beach, A.M. Bucco) - Recognizes 75th anniversary of establishment of State of Israel

Governor Murphy conditionally vetoed the following bills:

S-539/A-2140 (Ruiz, Pou/Reynolds-Jackson, Wimberly, Mosquera) - CONDITIONAL - Permits online purchase of eligible foods using WIC funds and use of WIC funds for groc delivery charges

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S-1680/A-2257 (Pou, Ruiz/Murphy, Quijano, Wimberly) - CONDITIONAL - Designates each community college in State as provider of allowable services under SNAP employm and training program

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S-2535/A-4048 (Polistina, Pou/Benson, McKnight, Reynolds-Jackson, Carter) - CONDITIONAL - Requires health benefits coverage of hearing aids and cochlear implants for insureds aged 21 or younger

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SCS for S-3632 and 3649/ACS for A-1948 (Johnson, Cryan/Haider, Conaway, Quijano) - CONDITIONAL - Requires labeling of non-flushable disposable wipes

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A-2146/S-855 (Reynolds-Jackson, Wimberly, Sumter/Singleton, Beach) - CONDITIONAL - Creates State business assistance program to establish contracting agency procure goals for socially and economically disadvantaged business enterprises

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A-3092/S-2415 (Stanley, Jaffer, Mukherji/Gopal, Ruiz) - CONDITIONAL - Requires State agencies update demographic data collection methods on Asian, Native Hawaiian, Pa Islander, Middle Eastern, North African, and South Asian and Indian Diaspora residents of this State

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A-4033/S-2657 (Coughlin, Wimberly/Sarlo, Ruiz) - CONDITIONAL - Extends deadline for completion of school district's annual audit

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ACS for A-4821 and 4823/S-3283 (Karabinchak, Conaway, Schaer/Greenstein, Zwicker) - CONDITIONAL - Directs DEP to take certain actions concerning identification and testing of microplastics in drinking water, and requires DEP and BPU to study and promote use of microplastics removal technologies

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A-5416/S-3883 (Wimberly, Giblin, Haider/Greenstein, Turner) - CONDITIONAL - Requires State Board of Education to authorize alternate route to expedite teacher certifiator persons employed as paraprofessionals in school districts

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A-5610/S-3954 (Greenwald, Spearman, Chaparro/Beach, A.M. Bucco) - CONDITIONAL - Revises penalties for possession or consumption of alcoholic beverages by underag persons

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Governor Murphy absolute vetoed the following bills:

ACS for A-3677 and 2807/SS for S-2186 (Stanley, Verrelli, Jaffer, Calabrese/Greenstein, Smith) - ABSOLUTE - Prohibits sale, distribution, import, export or propagation of ce invasive species without permit from Department of Agriculture; establishes NJ Invasive Species Council

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A-5283/S-3939 (Tully, Greenwald, Mosquera/Lagana, Gopal) – ABSOLUTE - Requires calculation of national average time needed to approve applications for initial credential i profession or occupation and use of average time as standard in New Jersey

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