



Enacted by the 2004 Legislature

2007 Annual Report and Recommendations



TO THE GOVERNOR
THE HONORABLE JOE MANCHIN, III
AND THE LEGISLATURE
STATE OF WEST VIRGINIA

October 2008

Submitted on behalf of the Board of Directors by:
Duane F. Napier, MSN, RN,BC – Executive Director

Executive Summary:

The West Virginia Center for Nursing Board of Directors has worked diligently and thoughtfully to create programs and projects that support the mission of the organization. Over the past year several firsts have occurred that have established the Center for Nursing as an organization dedicated to offering solutions to the nursing shortage problem;

- Established Scholarship Program to address the needs of all levels of nursing students from LPN to doctoral; with special consideration offered for displaced and underserved workers; second degree students; those with needs unmet by other financial aid programs; graduate students preparing for faculty positions; and the RN preparing for a school nurse or public health nurse role (all areas of documented need).
- Implemented the first statewide recognition program to honor nurses for their outstanding work and commitment to the citizens of West Virginia: Celebrating Nursing Excellence.
- Established the first recruitment and retention grants program for facilities to develop initiatives addressing the aging workforce, practice enhancements, and career development projects.
- Established a web based performance appraisal/career advancement program pilot project with four West Virginia healthcare facilities.
- Convened the first statewide conference the “Summit on the Aging Nursing Workforce in WV.”

Other Successes:

During the period of 1997 to 2007 the number of Registered Nurses with active licenses has increased by 2,810. During the same period the number of Licensed Practical Nurses with active licenses has increased by 448.

This report serves to emphasize areas in need of attention to assure an adequate workforce for the future. The West Virginia Center for Nursing continues to be a vital force for stabilizing and creating an environment that attracts and retains a nursing workforce to provide high quality and safe care to each patient in West Virginia. The Center has provided a forum in which professional organizations communicate and collaborate to support nursing initiatives and strengthen the workforce.

Recommendations:

Data

1. Examine differential growth of RN's and LPN's in WIA's
2. Adoption of a standardized employer survey tool
3. Development of study to evaluate supply and demand of Advanced Practice Nurses
4. Collect demand data of turnover, vacancy, time to fill vacancy and critical areas of need
 - o Hospitals and Long Term Care only for 2008
5. Dissemination of data via a variety of methods

Recruitment

1. Survey part time nurses regarding potential incentives that would influence them to work full time
2. Examine the effects of government and third party reimbursement formulas on nursing salaries
3. Work with nursing education programs to examine nursing faculty supply and incentives (including salaries and methods to increase capacity)
4. Work with the Chancellors of the Community and Technical Colleges and the Higher Education System to develop strategies and initiatives that will address nursing faculty salaries and programs to encourage nurses to consider nursing education as a viable employment option
5. Seek to improve the compensation of all nurses, including nurse educators
6. Work with employers to encourage and assist with nursing education, internships and residency programs
7. Develop mentorship programs for new faculty
8. Develop "nurse camps" for middle and high school students
9. Develop marketing campaign "Nursing – You Can Do IT"
10. Work with stakeholders to develop universal technology systems
11. Educate school counselors in directing students voicing an interest in nursing through the right academic path
12. Increase scholarship program
13. Increase the number of academic programs available for nurse educators
14. Publicize incentive programs for nurse educators
15. Evaluate capacity for expansion of nursing programs, including the availability of faculty, clinical laboratories, computers and software, library holdings and supplies
16. Connect workplace research with the work of conveying an accurate image of nurses work

Retention

1. Develop incentive and training programs for long-term care facilities and other health care institutions to use self-assessment tools documented to correlate with nurse retention, such as magnet hospital program
2. Work to improve working conditions for nurses (staffing, overtime and resources)
3. Gather data on workplace environmental issues – qualitative and quantitative
4. Research best practices currently available related to the workplace environment

Public Identity and Recognition

1. Maintain website with links to stakeholders
2. Attend public forums to promote nursing
3. Celebrate nursing excellence

Sustainability

1. Obtain consistent funding sources
2. Examine methods for State funding of Center initiatives

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Introduction

The West Virginia Center for Nursing Board of Directors and staff works to address the mandates presented in HB 4143 creating the Center (March 2004).

The Board of Directors develops and institutes strategies and initiatives to address the nursing shortage. Those strategies and initiatives are outlined in the Strategic Plan (Appendix A). The strategies and initiatives are rooted in the vision and mission of the Center;

Vision:

The WV Center for Nursing will be the national leader in the development and implementation of strategies to recruit and retain qualified nurse professionals in the State of West Virginia.

Mission:

The West Virginia Center for Nursing seeks to enhance and strengthen Nursing excellence to optimize the health and health care of all West Virginians through strategic workforce planning, education, research and nurse practice development.

WEST VIRGINIA CENTER for NURSING BOARD OF DIRECTORS

Cynthia Armstrong Persily, PhD, RN, FAAN Chairperson
Represents: Bachelor/Higher Degree RN Programs

Pamela Alderman, MSN, RN
Represents: Associate Degree RN Programs

Mary Beth Barr, BSN, RN
Represents: Employers of nurses and is a health care administrator

E. Cheryl Basham, RN
Represents: Registered professional staff nurse engaged in direct patient care

Amy Campbell, RN
Represents: Registered professional staff nurse engaged in direct patient care

Denise Campbell, BSN, RN
Represents: Nurse representing a rural health care facility

Representative of the West Virginia Board of Examiners for Licensed Practical Nurses - **awaiting gubernatorial appointment since 2006**

Shelia M. Kyle, EdD, MSN, RN
Represents: West Virginia Nurses Association

Janice Maynard,
Represents: Citizen Member

Dottie Oakes, MSN, RN, CNA
Represents: Employers of nurses and is a director of nurses

Teresa Witt, RN
Represents: LPN engaged in direct patient care

West Virginia Center for Nursing Board of Directors, Ex-officio members

Melissa Aguilar, Ex-officio

Represents: Region 1 Workforce Investment Board

Vickie Parlier Jones, Ex-officio

Represents: designated representative for Secretary Martha Walker - WV Department of Health and Human Resources

OR

Connie Cantrell, RN, NHA, Ex-officio,

Represents: designated alternate representative of Secretary Martha Walker - WV Department of Health and Human Resources

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Executive Director,

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Associate Director for Recruitment and Retention

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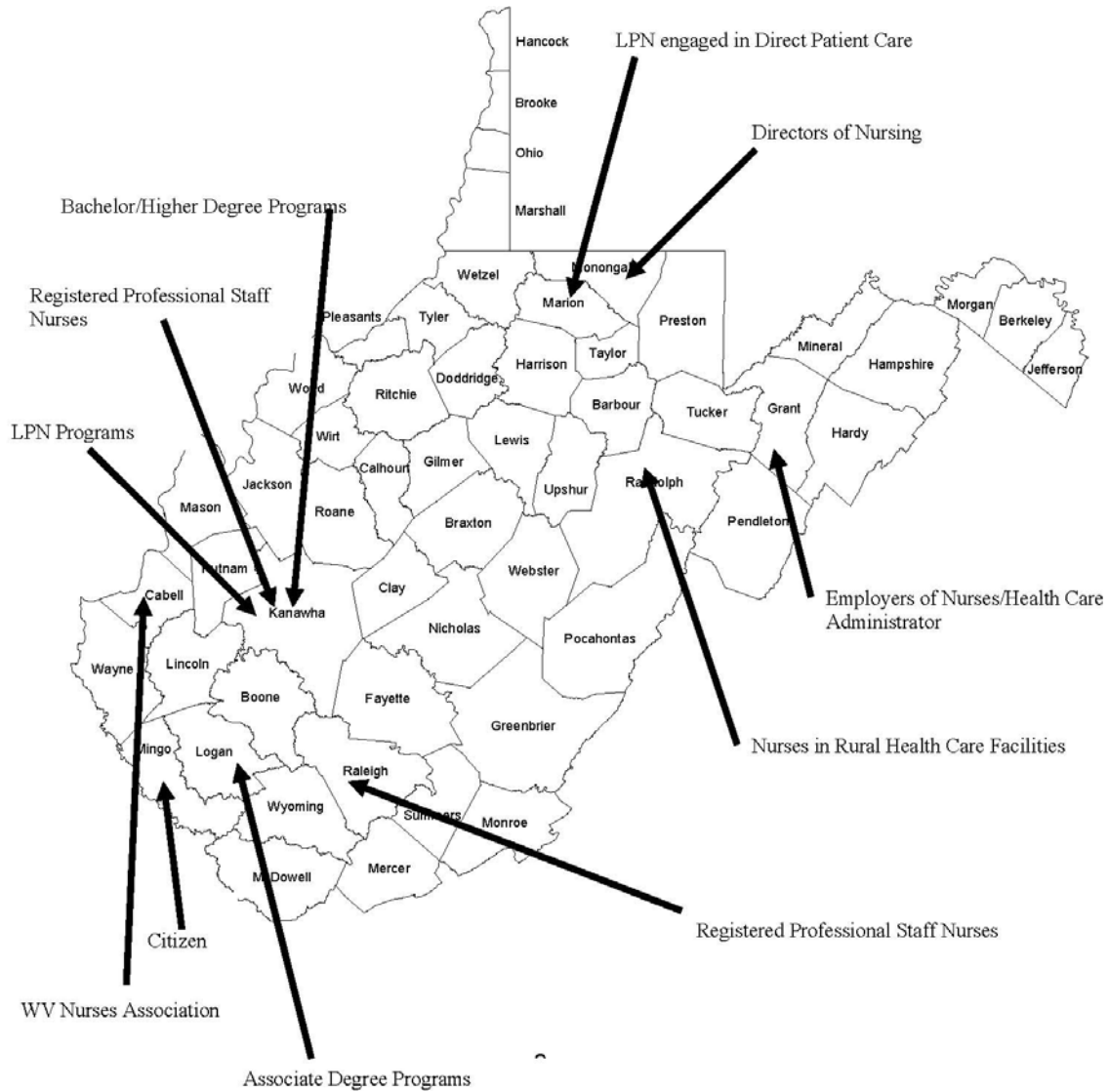
Christopher Ross, MA

Executive Assistant

Alicia Tyler,

Liaison with West Virginia Higher Education Policy Commission

West Virginia Center for Nursing Board of Directors



West Virginia Center for Nursing Advisory Committee Members

HB 4143 30-7B-6, The board of directors shall have the following powers and duties:
(6) Impanel an advisory committee of stakeholders to provide consultation to the board. The board of directors impaneled the advisory committee September 2006 and has continued to grow as stakeholders are identified.

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Organizing Structure

The Board has established the following standing subcommittees and each is actively working to address their individual responsibilities as it explores options to alleviate the nursing shortage in West Virginia.

DATA MANAGEMENT

Focus: Maintain database of statistical information

Chair: Cynthia Persily

Members: Cheryl Basham, Melissa Aguilar

EXECUTIVE

Focus: Acts on behalf of the Board during intervals between Board meetings

Chair: Cynthia Persily

Members: Mary Beth Barr, Finance, Amy Campbell, Secretary, Pam Alderman, Vice Chair

NOMINATION

Focus: Prepare slate of candidates for Board officers

Chair: Shelia Kyle

Members: Mary Beth Barr, Amy Campbell

OPERATIONS

Focus: Budget, Proposal for bylaws/meetings rules

Chair: Mary Beth Barr

Members: Denise Campbell, Vickie Parlier Jones/Connie Cantrell, Cynthia Persily

PLANNING

Focus: Vision, Mission, and Strategic Planning Chair: Dottie Oakes Members: Melissa Aguilar, Eugenia Basham, Janice Maynard,

RECRUITMENT AND RETENTION INITIATIVES

Focus: Scholarship, Communications and Recruitment and Retention Projects

Chair: Shelia Kyle

Members: Pam Alderman, Denise Campbell, Amy Campbell, Theresa Witt

Other committees

HB 4143 allows the Center to “impanel an **Advisory Committee** of stakeholders to provide consultation to the board.” The Advisory Committee was established in September 2006. The Committee is comprised of leaders from the states healthcare related associations and organizations, labor, business, regulation, higher education, and other centers for nursing.

Accomplishments of the Center for 2006 – 2007

The Board of Directors has taken the following actions

- Grant funding received from Claude Worthington Benedum Foundation (\$200,000.00) was used to establish CareerPACE® a web based performance appraisal/career advancement program. The funding pays the licensing fee for each facility and a per nurse charge to participate in the program. In addition, the Center hired a Program Coordinator to run this program. This program has been documented at Vanderbilt University Medical Center to decrease nurse vacancy and turnover rates, which translates into real dollars saved through recruitment and retention. It is estimated to cost a healthcare facility \$42,000.00 to recruit and orient a new Medical Surgical Nurse and up to \$65,000.00 for a Critical Care Nurse. Currently 4 facilities are participating:

1. Thomas Memorial Hospital – Urban,
2. Plateau Medical, Critical Access,
3. Jackson General Hospital, Rural, and
4. Elkins Convalescent and Rehabilitation Center, Long-Term Care.

Budget (personnel costs and implementation costs) - \$88,176.00

- State wide Nursing Education Articulation Model for the Registered Nursing Programs developed in cooperation with the Association of Deans and Directors of Nursing Education; (Appendix B);
- Convened “The Summit on the Aging Workforce in West Virginia” to bring awareness of aging workforce issues facing nursing and healthcare when nurses begin to retire; Attendance 65, Rated good to excellent (Appendix C);
- Established a Recruitment and Retention Grants Program to provide an opportunity for healthcare agencies to apply for matching funds to address aging workforce issues, practice enhancements, and career development projects (Appendix D) grants awarded;
- Established “Celebrating Nursing Excellence awards” to honor nurses for outstanding work; October 16, 2007, 19 West Virginia nurses were presented awards, Categories were Excellence in Advanced Practice, Clinical Care, Education, Leadership (Appendix E);
- Continued the Center for Nursing Scholarship Program (Appendix F); and
- Worked with the Advisory Committee to address the following areas
 - Preparation for Legislative Performance Review
 - Review and revision of the Scholarship/ Grants program
 - Nursing Excellence awards
 - Aging Workforce issues
 - Web – based Clinical Scheduling Program
 - Funding for Nursing Education

Collaborative Efforts

Association of Deans and Directors of Nursing Education (ADDNE)

- The Center for Nursing and ADDNE developed an Articulation Model for nursing to demonstrate the paths a student/nurse may use to enter the nursing education system or advance beyond a basic degree

West Virginia Board of Examiners for Registered Professional Nurses

- The Center and the RN Board provided an evening of celebration for the 100th anniversary of the RN Board and the first annual “Celebrating Nursing Excellence” awards at the Cultural Center
- Established a minimum data set to be gathered during license renewal. These data will provide the Boards of Nursing and the Center for Nursing reliable information with which to identify patterns, forecast trends, and develops initiatives and strategies to address the continuing nursing shortage (Appendix G).

West Virginia Board of Examiners for Licensed Practical Nurses

- Established a minimum data set to be gathered during license renewal. These data will provide will provide the Boards of Nursing and the Center for Nursing with reliable information with which to identify patterns, forecast trends, and develop initiatives and strategies to address the continuing nursing shortage (Appendix H).

Associated costs (the individual boards of nursing absorbed these costs) **to add the minimum data set to the on-line license renewal program –**
Registered Nurse - \$29,250.00
Licensed Practical Nurse \$455.00

West Virginia Nurses Association (WVNA)

- The Center worked with WVNA to celebrate their 100th anniversary

Higher Education Policy Commission

- The Center continues its relationship with the Health Sciences Division representatives including the Office of Financial Aid and Outreach Services to provide assistance with the scholarship program.

West Virginia Development Office

- The support from the West Virginia Development office has been invaluable in providing access to and assistance with the interpretation of state workforce data.

Others

- The West Virginia Hospital Association, the West Virginia Chapter of American Association of Retired Persons, the West Virginia Association of School Nurses, and the West Virginia Chapter of Certified Nurse Midwives partnered with the Center to provide financial support for the “Celebrating Nursing Excellence “ awards and the “Summit on the Aging Workforce Conference.

Data

The Data Management Committee compiles and updates state workforce data from a variety of sources. This statistical information provides the Center's Board with data with which to strategically plan for initiatives that will address West Virginia workforce needs.

In 2007, the West Virginia Center for Nursing collaborated with the West Virginia Board of Examiners for Registered Professional Nurses and the West Virginia Board of Examiners for Licensed Practical Nurses to develop a minimum data set. A minimum data set is important as it provides for consistent information to be gathered from all nurses as they renew their license each year. This consistency in the data collection will provide the Boards of Nursing and the Center for Nursing reliable information with which to identify patterns, forecast trends, and develop initiatives and strategies to address the continuing nursing shortage.

During the renewal period of 2007, Licensed Practical Nurses answered the survey questions voluntarily and the Registered Nurses were required to complete the questionnaire in order to renew their license. In 2008, both boards of Nursing will require nurses renewing their license to complete the questionnaire.

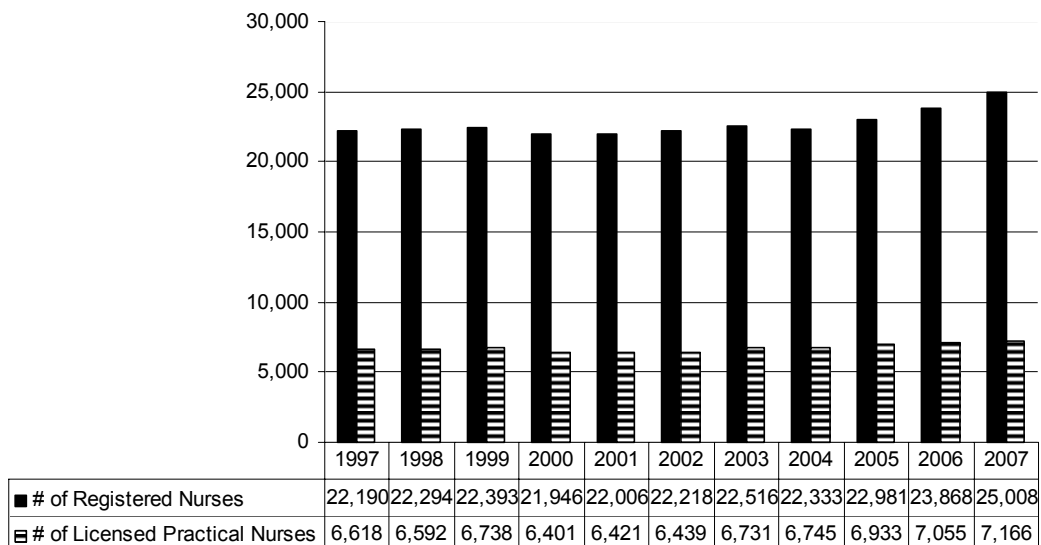
Demographics

Total Active Licensees for the Period 1 July 2006 – 30 June 2007

RN's	25008
LPN's	7166
Total	32174

Used with permission of the WVBOE-RN and WVBOE-LPN

Total Active Licenses for the Period of 1997



Used with permission of the WVBOE-RN and WVBOE-LPN

Employment Settings

While many nurses continue to work in hospitals, additional employment opportunities are also attracting nurses in West Virginia.

All licensed nurses for the Period of July 2006 – June 2007

Employment Setting	RN's (n = 23053) [▫]		LPN's (n = 6488) [▫]	
Hospitals	13295	58%	1902	29%
Nursing Home/Extended Care/Long-Term Care	1147	5%	1650	25%
Home Healthcare/Hospice	1101	5%	273	4%
Nursing education	438	2%	3	0.004%
School/College Health	422	2%	40	0.6%
Clinic/Ambulatory Care	926	4%	451	7%
Office	683	3%	751	12%
Community/Public Health	623	3%	40	0.6%
Industrial/Business	296	1.2%	17	0.2%
State Institution	35	0.1%	213	3%
Corrections	80	0.3%		**
Military Instillation	53	0.2%	2	0.003%
Personal Care/Group Home/Private Duty/	103	0.4%	322	5%
Temporary Agency/Nursing Pool	103	0.4%	12	0.1%
Self-employed/Private Practice	201	0.8%	11	0.1%
Occupational Health	53	0.2%	80	1%
Other	2005	9%	306	5%
Unknown		*	415	6%

▫Not all licensed nurses answered

* Not offered as an option

** No responses received

Used with permission of the WVBOE-RN and WVBOE-LPN

Employment Patterns

This data discussed in this section of the report is from the Minimum Data Set information requested at the time of renewal. In 2007 this information was voluntary, thus the difference in the number of RN and LPN responses from the overall total of nurses with an active license

Responses to questions from December 2007 Registered Nurse and June 2007 Licensed Practical Nurse license renewal

	RN (n = 23009) [¤]		LPN (n = 2942) [¤]	
Working in a paid position in Nursing (Full Time, Part Time and Per Diem)	20952	91%	2674	91%
Not working in Nursing	1405	6%	134	5%
Retired	304	1%	21	0.7%
Seeking work as a nurse	266	1%	98	3%
Seeking work but no job available	26	0.1%	10	0.3%
Seeking work in another field	19	0.008%		*
Working in nursing ONLY as an unpaid "volunteer"	37	0.1%	5	0.1%

[¤]Not all licensed nurses answered

*No response provided

Used with permission of the WVBOE-RN and WVBOE-LPN

Unemployed, reasons why	RN (n = 866)		LPN (n = 252)	
Home responsibilities	435	50%	39	15%
Salary inadequate	8	0.9%	11	4%
No job available	26	3%	10	0.3%
Disabled	93	11%	29	12%
Retired	304	35%	21	8%
Temporarily inactive as a nurse		*	79	31%
Permanently inactive as a nurse		*	7	3%
Other		*	56	22%

*No answer provided. Used with permission of the WVBOE-RN and WVBOE-LPN

Does your primary nursing position involve providing direct care services to patients/family?	RN (n = 24294)		LPN (n = 2253)	
Yes	18001	74%	2174	96%
No	6293	26% [^]	79	4%

Used with permission of the WVBOE-RN and WVBOE-LPN

How many hours did you work last week in your primary nursing position?	RN (n = 24295)	LPN (n = 2287)
0 – 10	4117	66
11 – 20	1088	108
21 – 30	1829	180
31 – 40	14647	1578
41 – 50	2099	258
51 – 60	226	68
61 hours and above	289	29

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If you work a second job, how many hours per week do you work?	RN (n = 24295)	LPN (n = 194)
1 – 10	23456	89
11 – 20	625	62
21 – 30	135	39
31 – 40	61	0
41 – 50	14	0
51 – 60	1	4
61 hours and above	3	0

Used with permission of the WVBOE-RN and WVBOE-LPN

Which position title best describes your primary nursing position	RN's (n = 21945)		LPN's (n = 2498)	
Staff nurse/general duty nurse	12401	57%	1877	75%
Team leader/charge nurse/shift manager/head nurse	1291	6%	404	16%
Quality Improvement/Assurance	1068	5%		α
Infection Control	52	0.2%		α
Discharge planner/Case Manager	368	2%		α
Utilization Review/Outcomes Management/Other insurance related role	278	1%		α
Faculty/Educator (school or in-service education)	787	4%		α
Researcher/Consultant	223	1%		α
Nurse Practitioner/Certified Nurse Midwife/Clinical Nurse Specialist/Nurse Anesthetist	680	3%		α
Facility or Nursing Department Administrator/Supervisor/Manager/Director	1963	9%		α
Other	2834	13%	217	9%

α LPN's do not work in these roles. Used with permission of the WVBOE-RN and WVBOE-LPN

How many years have you been in your current position?	RN's (n = 22067)		LPN's (n = 2528)	
1 – 5 years	11373	52%	1438	57%
6 – 10 years	3821	17%	417	16%
11 – 15 years	2021	9%	235	9%
16 – 20 years	1434	6%	172	7%
21 – 25 years	907	4%	97	4%
26 – 30 years	713	3%	85	3%
31 or more years	515	2%	84	3%
Not applicable	1238	6%		*

* Not offered as an option

Used with permission of the WVBOE-RN and WVBOE-LPN

How long do you expect to stay in your nursing position?	RN's (n = 22090)		LPN's (n = 2527)	
3 years or less	3716	17%	574	23%
4 – 10 years	7489	34%	871	34%
More than 10 years	9618	44%	1082	43%
Not applicable	1276	6%		*

* Not offered as an option

Used with permission of the WVBOE-RN and WVBOE-LPN

How long do you expect to provide direct patient care?	RN's (n = 22070)		LPN's (n = 2493)	
3 years or less	1968	9%	285	11%
4 – 10 years	6073	28%	820	33%
More than 10 years	10270	47%	1388	56%
Not applicable	3759	17%		*

* Not offered as an option

Used with permission of the WVBOE-RN and WVBOE-LPN

Reasons for leaving current staff nurse position

If you are planning to leave your current nursing position, for what reason(s) would you be leaving?	RN's (n 21354)		LPN's (n = 1291)	
Relocating	356	2%	97	8%
Salary/Pay	334	2%	369	29%
Retiring	1834	9%	289	22%
Returning to school	476	2%	209	16%
Work environment	243	1%	85	7%
Changing Specialty	368	2%	73	6%
Starting/raising a family	104	0.4%	15	1%
Caring for elderly/disabled family member	47	0.2%	24	2%
Other	604	3%	130	10%
Not applicable	15950	75%		*
Provided 2 reasons from list	701	3%		**
Provided 3 reasons from list	253	1%		**

*Not offered as an option

**No responses received

Used with permission of the WVBOE-RN and WVBOE-LPN

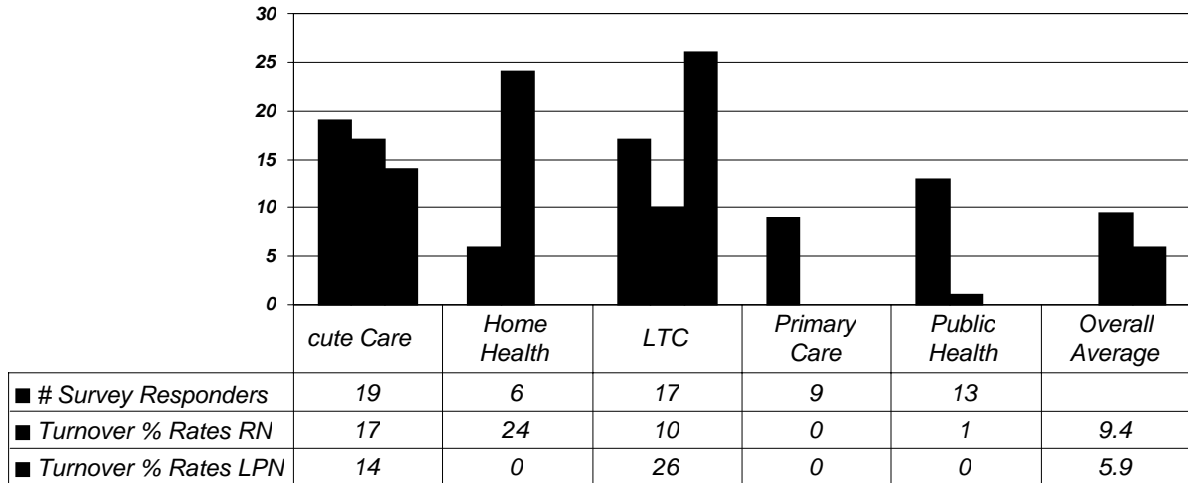
Employer Survey

The supply data for nurses in the state is readily available. We know how many nurses are licensed in West Virginia and graduate from West Virginia schools of nursing each year. However, the Board of Directors identified a lack of demand data for the number of nurses actually needed by the healthcare facilities each year in West Virginia.

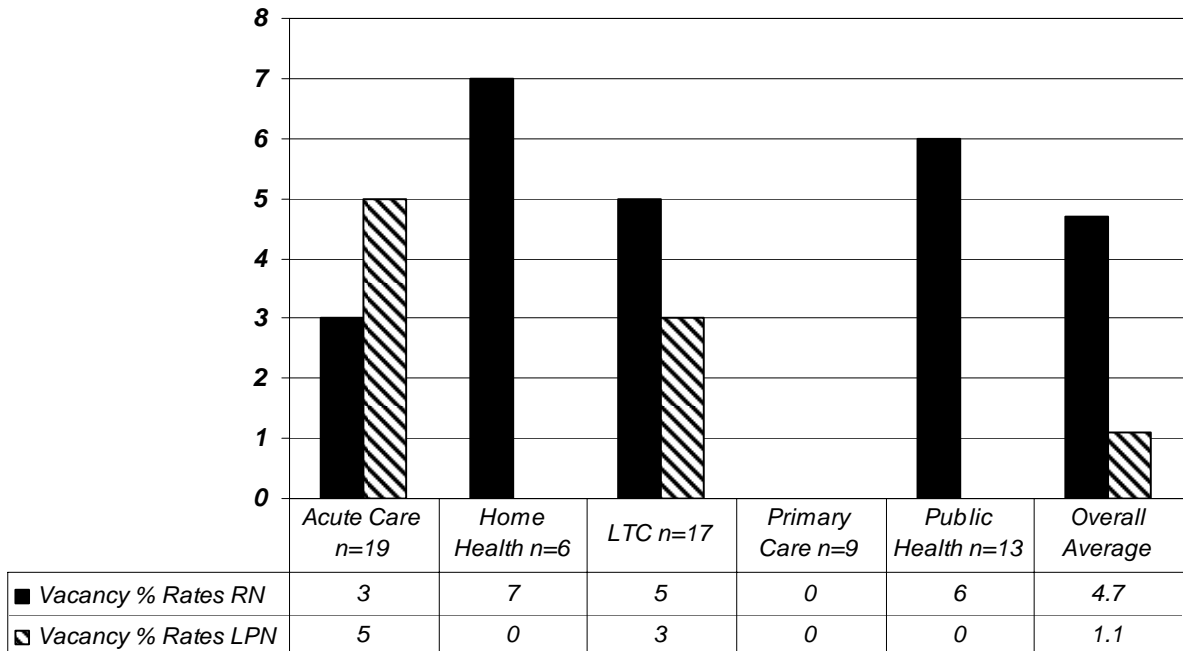
The Center for Nursing conducted a state wide employer survey in order to gather demand data. The survey was conducted during the summer of 2007. The survey was mailed to all acute care hospitals, long term care facilities, clinics, prisons, jails, home health agencies, schools of nursing, and Veterans Administration hospitals. Of the 389 surveys mailed 100 surveys were completed and returned with a return rate of 26%. Please see the following tables for a summary of the demand data collected.

Disclaimer: All information obtained from voluntary, self-report, paper survey responses, and due to poor response rates, results cannot be generalized to the state or any healthcare sector. These data are presented as a beginning exploration of demand for nurses in West Virginia (Appendix I).

RN and LPN Turnover Rates

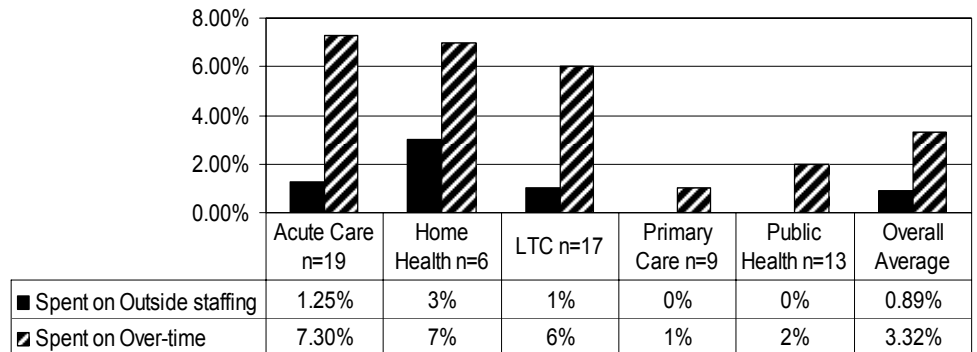


RN and LPN Vacancy Rates



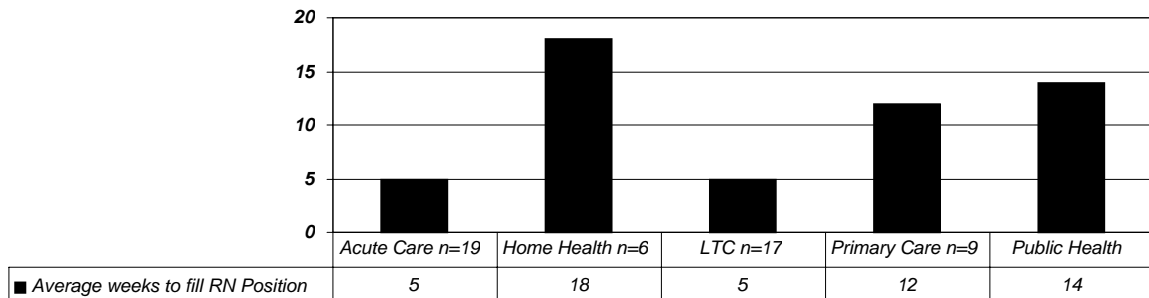
No responses were received from Prison/Jails or VA Hospitals.

Percentage of last years (2006) nursing budget spent on outside staffing and overtime



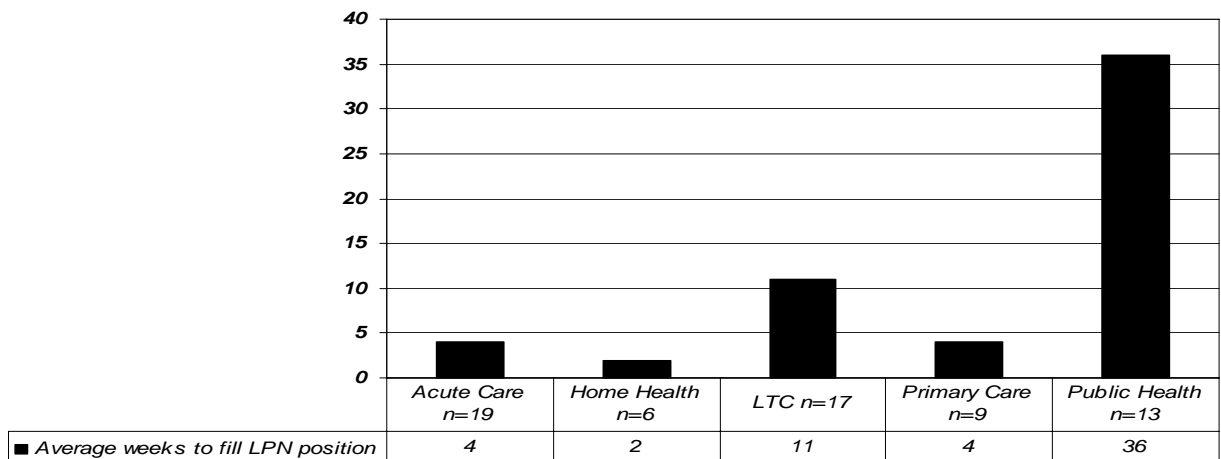
Average weeks to fill positions

RN Positions

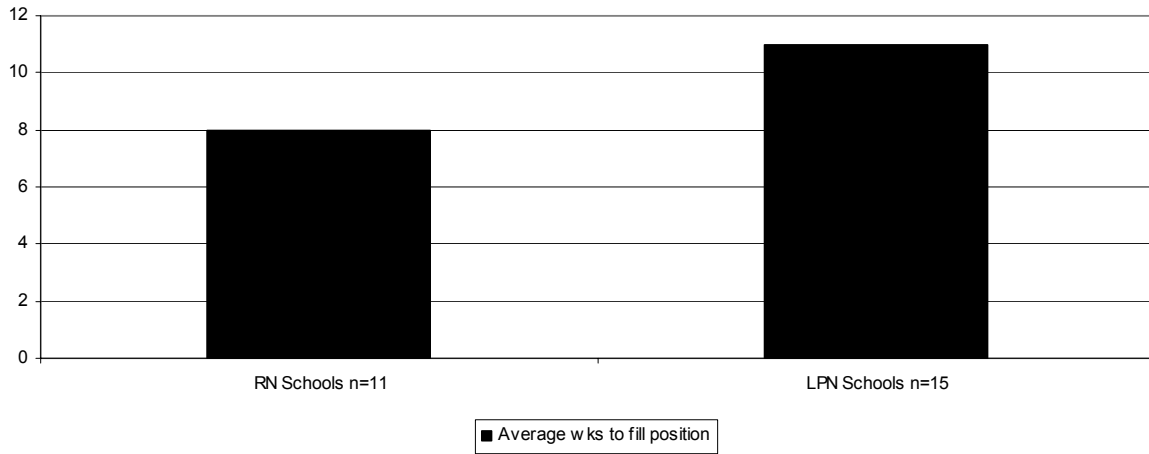


Average weeks to fill

LPN Positions



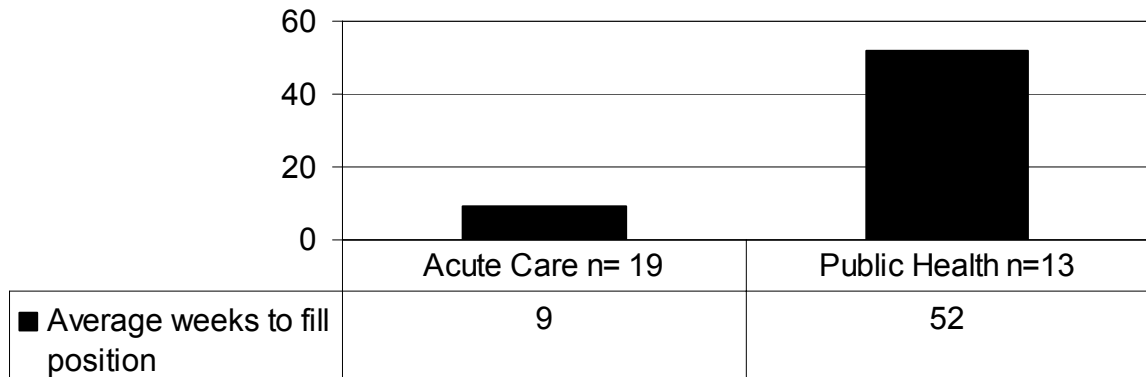
Bachelors Prepared Faculty Positions



RN School Faculty Positions

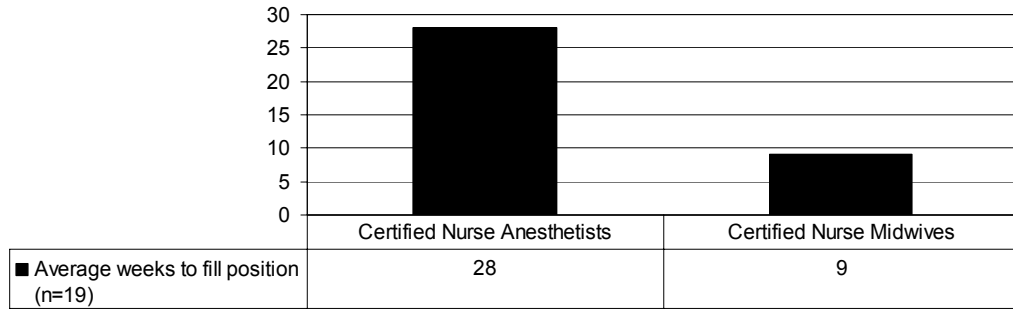


Nurse Practitioners



*Data not available for Home Health, LTC or Primary Care

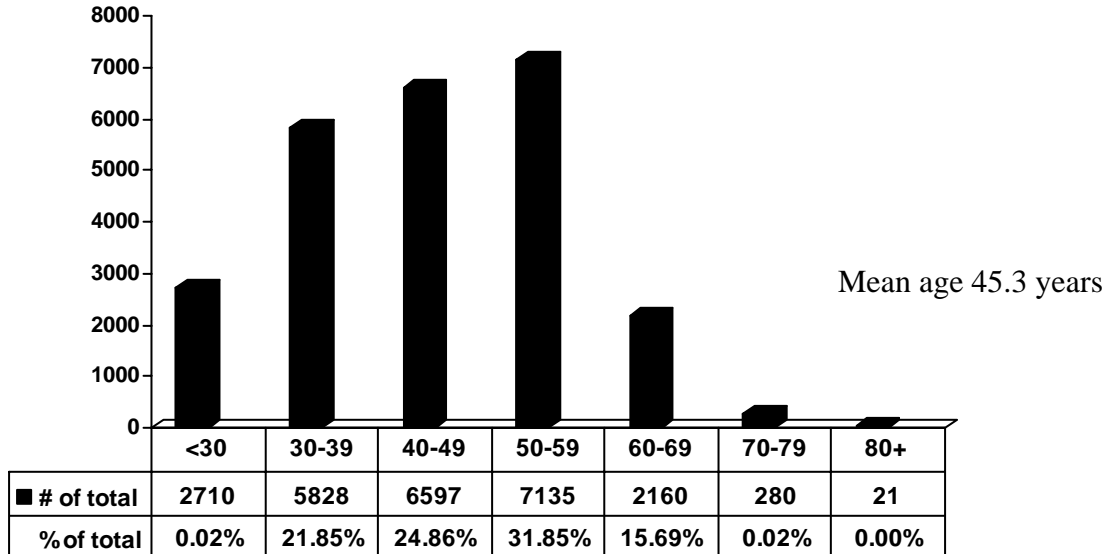
Nurses Anesthetists and Nurse Midwives in Acute Care



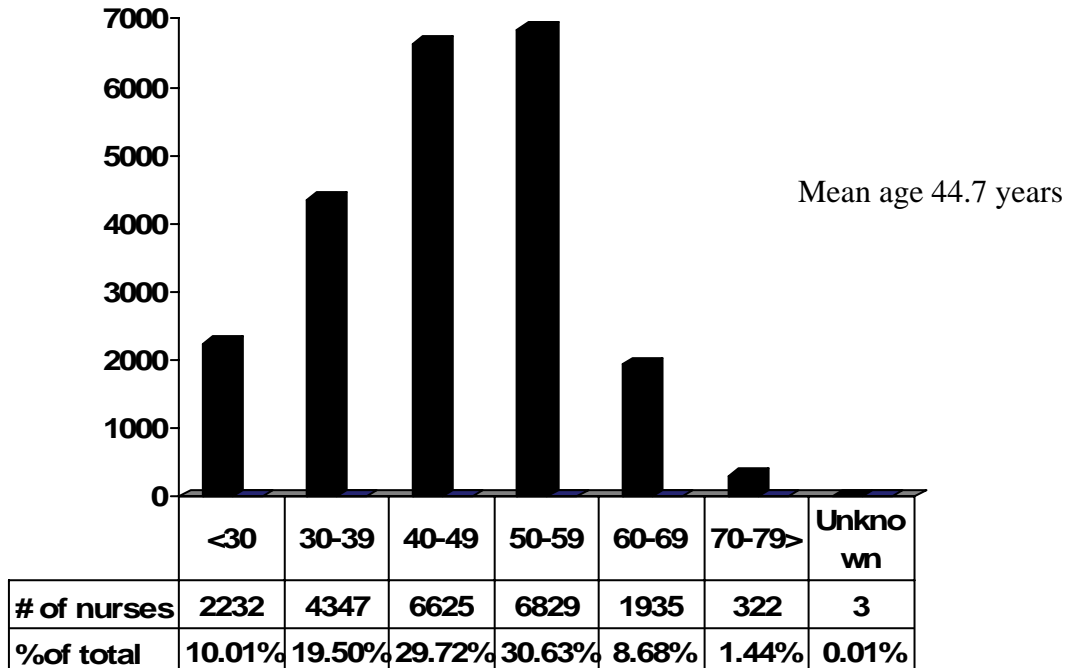
The Aging Workforce

The population of West Virginia is aging along with healthcare practitioners. This is significant as the first wave of “Baby Boomers” begin to retire. The following are used with permission from the WVBOE – RN and WVBOE – LPN

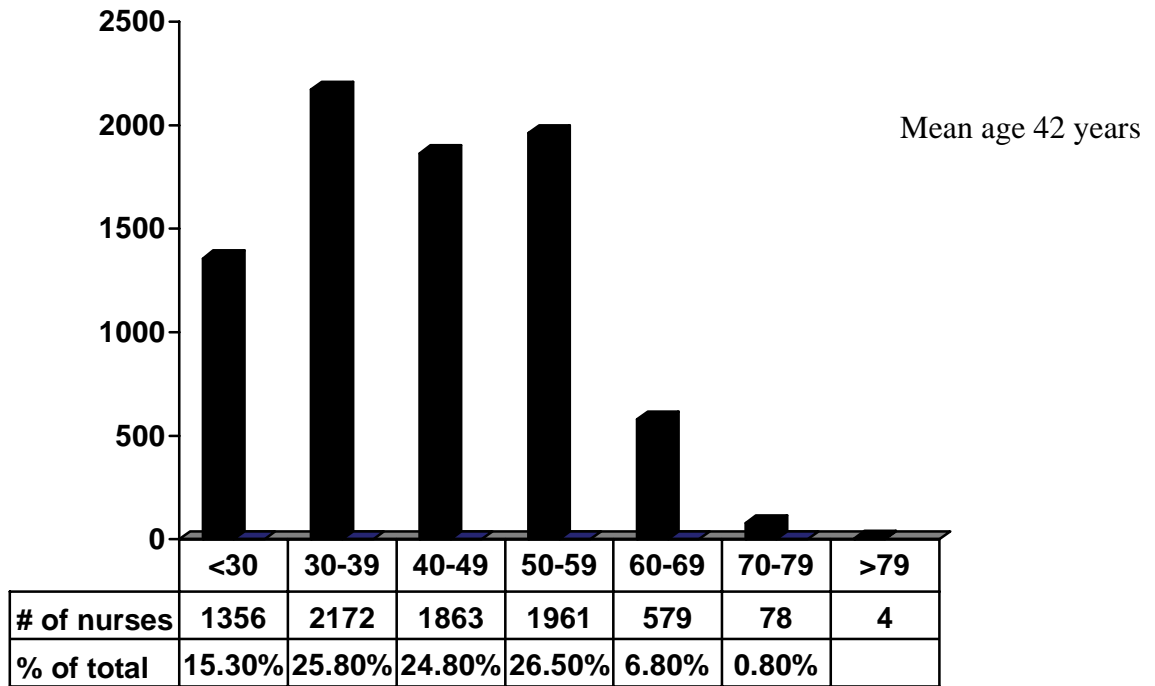
Registered Nurses Age 2006 - 2007



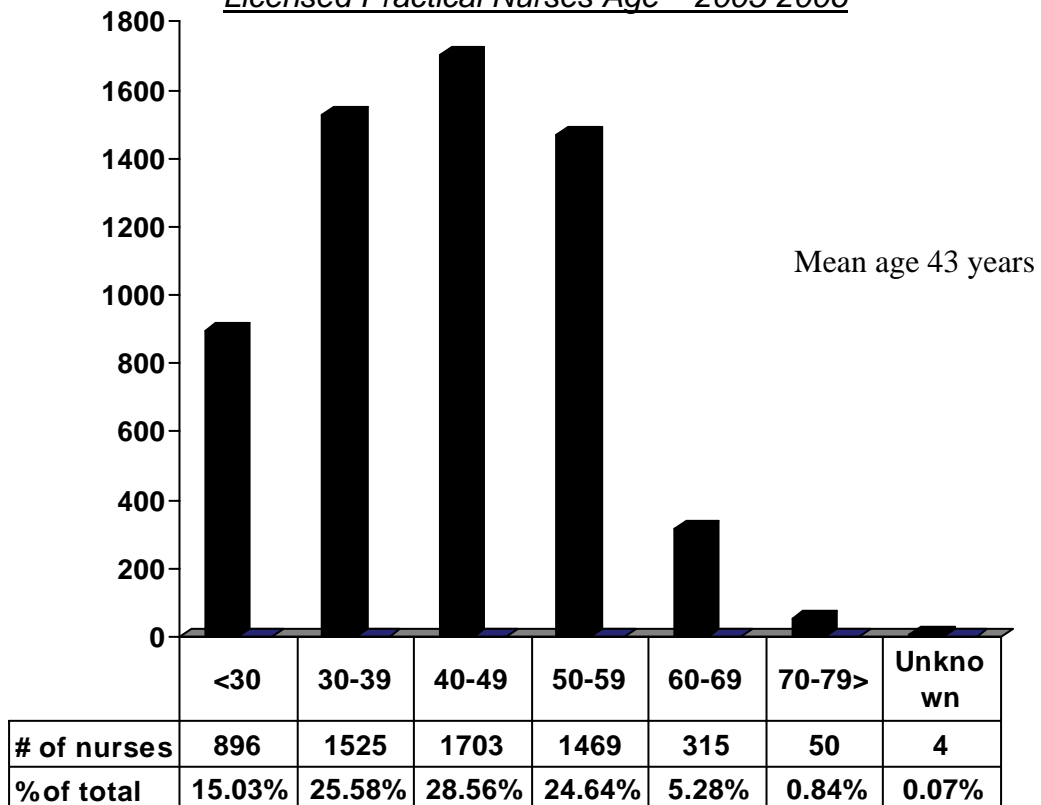
Registered Nurses Age 2005 - 2006



Licensed Practical Nurses Age – 2006-2007



Licensed Practical Nurses Age – 2005-2006



Endorsements

Endorsement is the process by which a nurse seeks a license to practice in another state.

Endorsements into and out of West Virginia for the Period 2006 – 2007

	Endorsements In	Endorsements Out
RN's	1251	876
LPN's	468	778
Total	1719	1654

Used with permission of the WVBOE-RN and WVBOE-LPN

Analysis of Endorsements Out of the State

The table below shows the West Virginia border and surrounding states into which West Virginia nurses are endorsing.

Endorsements Out of West Virginia by State for the Period 2006 - 2007

State	RN's (n = 743)	LPN's (n = 154)
Ohio	229	58
Kentucky	83	31
Virginia	96	23
Maryland	49	5
Pennsylvania	132	16
North Carolina	118	17
South Carolina	36	4

Used with permission of the WVBOE-RN and WVBOE-LPN

Historical Data for Endorsements In and Out of the State – RN

From January 1, 1987 through June 30, 2007 a total of 17,611 registered nurses endorsed into West Virginia and 22,990 have requested verification for endorsement out to other states.

Historical Data for Endorsements In and Out of the State - LPN

From fiscal year 2002 through 2007 a total of 1301 licensed practical nurses endorsed into West Virginia and 1801 have requested verification for endorsement out to other states.

Geographic distribution of nurses

Workforce Investment Areas (WIA's)



Supply of Nurses and Job Growth in West Virginia

Supply and Job Growth In Each Workforce Investment Area 2006 - RN

WIA	RN Employment 2006	RN Employment Projected 2008	Average Annual Growth Openings	Average Annual Replacement Openings	Average Total Annual Openings	Growth Rate
1	2,493	2,586	47	46	93	1.85%
2	2,643	2,739	48	49	97	1.80%
3	3,270	3,371	51	61	112	1.53%
4	1,568	1,628	30	29	59	1.90%
5	1,494	1,543	25	28	53	1.63%
6	3,800	3,933	67	71	138	1.73%
7	1,394	1,441	24	26	50	1.67%
State	16,662	17,241	292	310	602	1.67%

West Virginia Bureau of Employment Programs, 2006

Supply and Job Growth In Each Workforce Investment Area 2006 - LPN

WIA	LPN Employment 2006	LPN Employment Projected 2008	Average Annual Growth Openings	Average Annual Replacement Openings	Average Total Annual Openings	Growth Rate
1	1,580	1,589	5	32	37	0.28%
2	1,074	1,073	0	22	22	-0.05%
3	867	864	0	18	18	-0.17%
4	683	691	4	14	18	0.58%
5	690	692	1	14	15	0.14%
6	1,690	1,690	0	34	34	0.00%
7	614	612	0	13	13	-0.16%
State	7198	7211	10	147	157	0.62%

West Virginia Bureau of Employment Programs, 2006

Demand of Nurses and Job Growth in West Virginia

West Virginia Occupational Projections Statewide 2004 – 2014

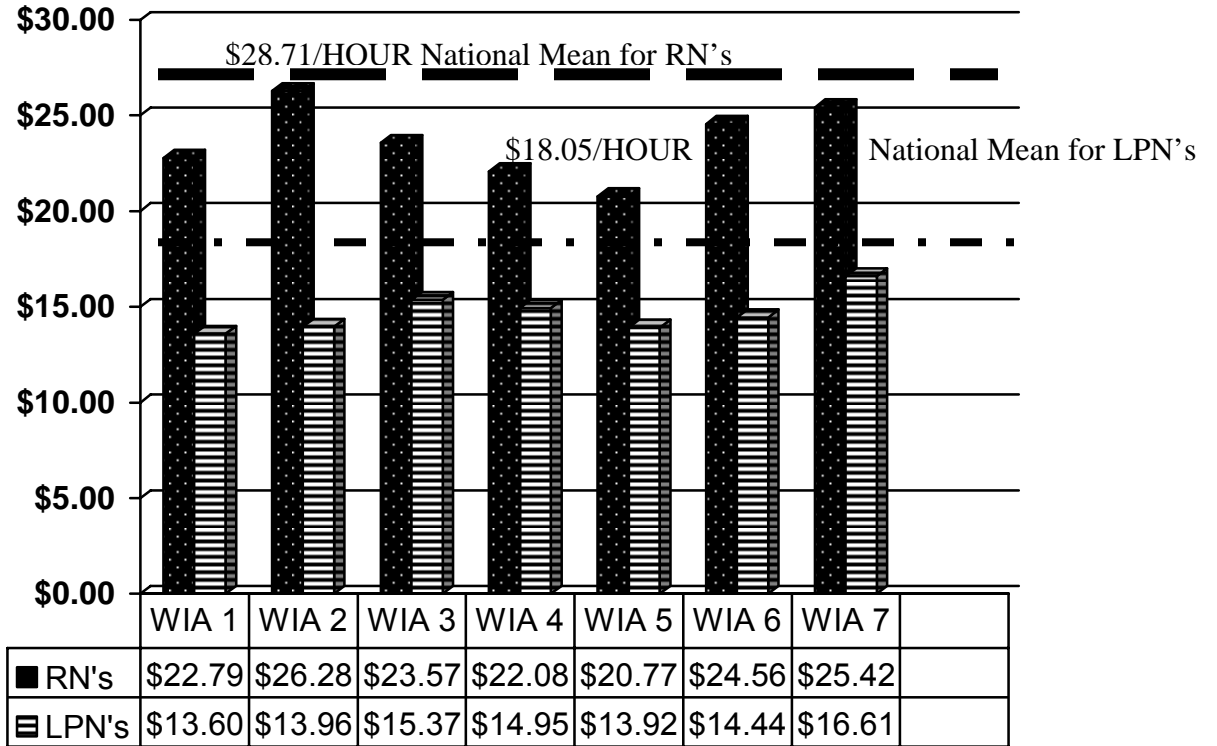
	2004 Estimated	2014 Projected	Annual Growth Opening	Annual Replacement Openings	Total Annual Openings	Annual Growth Rate
RN	16,533	20,178	363	346	709	2.00%
LPN	7,265	7,631	37	158	195	0.49%

West Virginia Bureau of Employment Programs, 2006

Wages

Wages for RN's and LPN's in the State of West Virginia fall below the national mean -18% and -21% respectively. This is a 1.5% increase in the disparity since 2005.

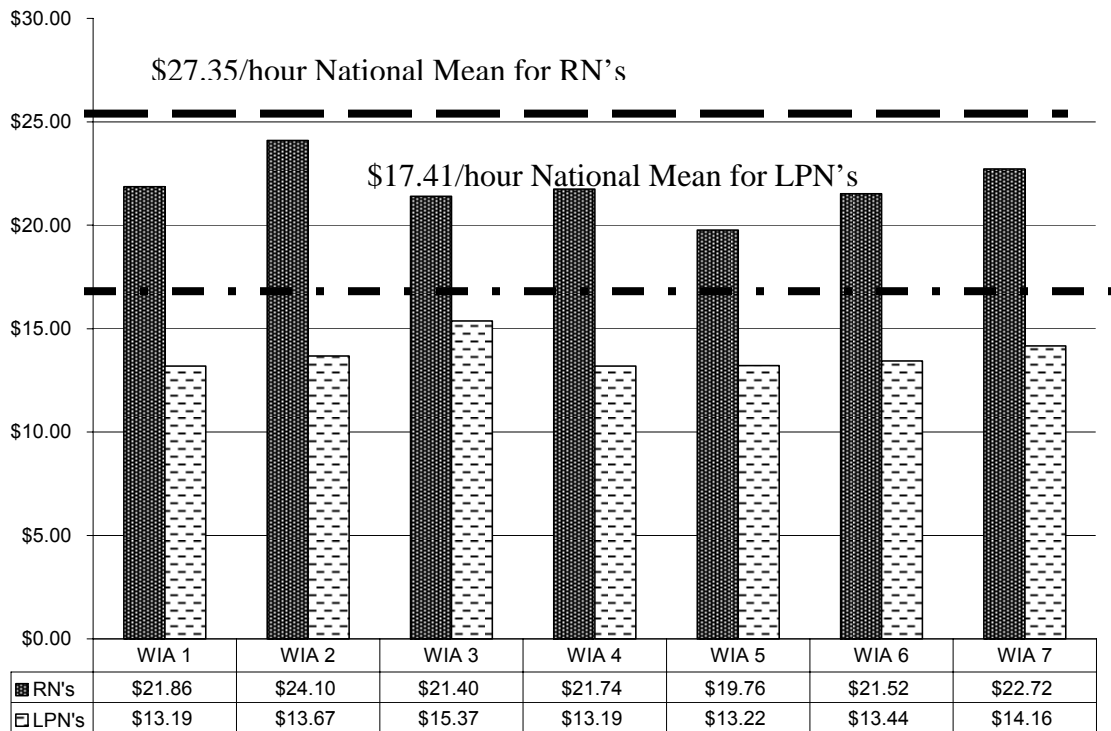
Wages per WIA – 2006



Workforce Investment Area Wages: WorkForce WV, Office of Research Information and Analysis and US Bureau of Labor Statistics

A graph of the previous year's wages is made available for comparison

Wages per WIA - 2005



Workforce Investment Area Wages: WorkForce WV, Office of Research Information and Analysis and US Bureau of Labor Statistics

Wage (Mean) Comparison versus National 2006 and 2005

Wage Comparisons	Mean hourly wage 2006	Mean annual wage 2006	Mean hourly wage 2005	Mean annual wage 2005
United States				
RN	\$28.71	\$59,730	\$27.35	\$56,880
LPN	\$18.05	\$37,530	\$17.41	\$36,210
West Virginia				
RN	\$23.78	\$49,470	\$23.24	\$48,340
LPN	\$14.43	\$30,000	\$13.41	\$28,950
Mean all WIA's				
RN	\$23.46	\$46,169	\$23.08	\$48,016
LPN	\$14.69	\$30,557	\$14.16	\$29,455

Workforce Investment Area Wages: WorkForce WV, Office of Research Information and Analysis and US Bureau of Labor Statistics

Mean annual salaries for neighboring states- May 2006

State	Salary
Ohio	\$55,130
Kentucky	\$52,080
Virginia	\$56,310
Maryland	\$68,370
North Carolina	\$53,770
West Virginia	\$49,470

Workforce Investment Area Wages: WorkForce WV, Office of Research Information and Analysis and US Bureau of Labor Statistics

Advanced Practice in West Virginia: Current Status

Advanced Practice Type	Currently Licensed in WV (n = 1139)	Currently Working in WV (n = 837)	Not working in WV (n = 302)
Midwife	62	51	11
Pediatric Nurse Practitioner	32	30	2
Family Nurse Practitioner	554	436	118
OB/GYN Nurse Practitioner	1	1	0
Adult Nurse Practitioner	38	19	19
Gerontological Practitioner	5	2	3
Certified Nurse Administrator	5	5	0
Certified Psychiatric Clinical Specialist	4	2	2
Clinical Specialist	56	42	12
Neonatal Nurse Practitioner	20	16	4
Acute Care Practitioner	11	8	3
School Nurse Practitioner	0	0	0
Women's Health Care Nurse Practitioner	29	21	8

Used with permission of the WVBOE-RN Annual Report 2005 – 2007

Certified Nurse Anesthetists

Certified Nurse Anesthetists (CRNA) are not included in the above table as not all Anesthetists are classified as Advanced Practice Nurses as not all are prepared at the Master's level.

Bailey (2007) recently studied retirement and relocation changes in the state for CRNA's. The population of this study was 379 CRNAs registered with the American Association of Nurse Anesthetists living in the state of West Virginia. A survey was mailed to each of the 379 CRNAs within the state. Of the 379 surveyed, 202 CRNAs returned the survey, yielding a 53.3% response rate.

Fifty four percent of the CRNAs within the state plan on reducing their commitment with the next 5 years. Reasons for the 13% expect to relocate within the next 5 years out of state for the following reasons, better opportunities, personal reasons, and retirement. Retirement of CRNAs within the next five years proved to be the largest percentage of loss at 15%. An accumulation of CRNAs retiring and relocating yields a 28% decrease in working CRNAs within the state. If coupling the 28% loss of workforce to the 31% decrease in work commitment the net result would be a 59% decrease in work hours (pp. 28-29).

Reasons for reduction in work hours or work commitment within 5 years - CRNAs

Reduction in work commitment	31%
Retirement	15%
Relocation	13%

Nursing Education in West Virginia: Current Status

The West Virginia Center for Nursing in cooperation with the West Virginia Association of Dean's and Director's of Nursing Education, the West Virginia Board of Examiners for Registered Professional Nurses, and the West Virginia Board of Examiners for Licensed Practical Nurses provide the following information regarding the current status of nursing education in the state.

Students

Enrollment Trends for all students enrolled in RN programs preparing for initial licensure – 2005 – 2007

November 2005	3022
November 2006	3089
November 2007	3366

Number of nursing programs and number of enrolled students: RN Programs for fall 2007

Entry level/initial licensure	
Public schools	12
Associate degree	7
CTC	5
Higher Education	2
Bachelor degree	5
Private schools	8
Associate degree	3
Bachelor degree	5
Total number enrolled	3366

Capacity/Accommodation

One opportunity to increase the number of nurses in West Virginia is to increase the number of students programs admitted each year. However, the schools are prevented from increasing capacity/accommodation due to:

- ❖ Lack of clinical space
Competition with other allied health students competing for same space
- ❖ Lack of seats or space within the schools to accommodate additional students
- ❖ Lack of qualified faculty
 - Currently 23 (FTE's) vacant in the states nursing programs
 - Minimal interest for nurses to pursue a career in nursing education due to low salaries
 - Faculty mean age is 49 years – which will lead to more vacancies as they retire in the near future

Capacity/Accommodation of RN Programs at each institution – fall, 2007

Program/Year	2004 - 2005	2005 - 2006	2006 - 2007
CTC - ADN	335	434	388
Higher Ed - ADN	172	172	172
Private - ADN	227	225	255
Totals	737	831	815
Higher Ed – BSN	384	444	341
Private - BSN	266	276	256
Totals	650	620	597

ADMISSION DATA – Licensed Practical Nurse

Total qualified LPN applicants admitted and not admitted for classes graduating 2007

Type of Program	Qualified applicants admitted	Qualified applicants not admitted
LPN (n = 23)	1249	697

Capacity/Accommodation of RN Programs at each institution – fall 2007
CTC – Associate Degree

Program/Year	2004-05	2005-06	2006-07
Blue Ridge	40	45	60
Southern	90	130	90
Northern	128	128	128
WV State	0	51	50
WVU - P	80	80	80
Total	338	434	408

Capacity/Accommodation of RN Programs at each institution – fall 2007
Higher Education – Associate Degree

Program/ Year	2004 - 2005	2005 - 2006	2006 - 2007
Bluefield	76	76	76
Fairmont	96	96	96
Total	172	172	172

Capacity/Accommodation of RN Programs at each institution – fall 2007
Private – Associate Degree

Program/Year	2004 - 2005	2005 - 2006	2006 - 2007
D and E	70	70	70
St. Mary's	135	135	135
UC	42	40	50
Totals	247	245	255

Capacity/Accommodation of RN Programs at each institution – fall 2007
Higher Education – Bachelor Degree

Program/Year	2004 - 2005	2005 - 2006	2006 - 2007
Marshall	136	110	106
Shepherd	50	30	30
West Liberty	30	36	45
WVU	112	120	112
WVU-IT	56	48	48
Total	384	344	341

ADMISSION DATA = Registered Nurse

Capacity/Accommodation of RN Programs at each institution – fall 2007
Private – Bachelor Degree

Program/Year	2004 - 2005	2005 – 2006	2006 - 2007
AB	60	70	50
Mountain State	60	60	60
UC	48	48	48
Wesleyan	50	50	50
Wheeling Jesuit	48	48	48
Total	266	276	256

QUALIFIED APPLICANT DATA

It is important to remember students may apply to more than one program. At the current time there is no process in place to account for the multiple applicants and there effect on the number of those not accepted into programs.

Qualified Applicants for initial licensure for academic year 2007 – RN programs

Program	# Applicants	# Accepted	# Not Accepted
Public Total	1914	938	976
CTC	981	421	560
Higher Ed.	933	517	416
Private	540	452	88
Total	4368	2328	2040

Qualified Applicants initial licensure for academic year 2007 – RN programs CTC – Associate Degree

Program	Accepted	Not accepted
Blue Ridge	60	34
Southern	118	421
Northern	102	50
WVU-P	80	48
WV State CTC	61	77
Total	421	560

Qualified Applicants initial licensure for academic year 2007 – RN programs Higher Education – Associate Degree

Program	Accepted	Not accepted
Bluefield	76	13
Fairmont	96	69
Total	172	82

Qualified Applicants initial licensure for academic year 2007 – RN programs
Private – Associate Degree

Program	Accepted	Not accepted
D and E	80	0
St. Mary's	111	0
UC	45	0
Total	236	0

Qualified Applicants initial licensure for academic year 2007 – RN programs
Higher Education – Bachelor Degree

Program	Accepted	Not accepted
Marshall	87	197
Shepherd	60	2
West Liberty	45	0
WVU	113	131
WVU-IT	40	4
Total	345	334

Qualified Applicants initial licensure for academic year 2007 – RN programs
Private – Bachelor Degree

Program	Accepted	Not accepted
AB	41	57
Mountain State	81	4
UC	31	0
Wesleyan	34	20
Wheeling Jesuit	29	7
Total	216	88

GRADUATE DATA – Registered Nurses

Total RN graduates 2007

Type of Program	Number graduated
RN (n = 19)	1,162

GRADUATE DATA – Licensed Practical Nurses

Total LPN Graduates 2007

Type of Program	Number graduated
LPN (n = 23)	499

LICENSURE EXAMINATION – 2007

Graduates of WV Schools scheduled to take the Licensure Exam in WV 2007

RN's	1047
Pass Rate July 1, 2006 to June 30, 2007	84.69%
LPN's	499
Pass Rate July 1, 2006 to June 30 2007	92.6%

FACULTY

National and regional reports indicate a faculty shortage that will worsen over the next decade as baby-boomer faculty member's age and begin to retire. In addition, the current vacancies in West Virginia schools of nursing are only one reason an increase in capacity/accommodation may not be realized.

Current Faculty Vacancies

Programs	Vacancies per program	Vacancies total
CTC – Associate degree		6.5
Blue ridge	2	
Southern	2	
WV State CTC	1.5	
WVU-P	1	
Higher Education – Associate and Bachelor degree		5
Fairmont	1	
WVU	2	
WVU-IT	2	
Public totals		11.5
Private – Associate and Bachelor degree		11.5
Mountain State	5	
University of Charleston	1	
WV Wesleyan	1	
Wheeling Jesuit	3.5	
Davis and Elkins	1	
Private totals		11.5
Overall total vacancies (FTE's)		23

FACULTY SALARIES - 2007

Degree Program	Public	Private
Associate degree		
Instructor	\$37,850	\$39,960
Full Professor	\$51,727	\$71,440
Baccalaureate degree		
Instructor	\$40,626	\$38,086
Full Professor	\$63,268	\$57,509

Public Health Nursing in West Virginia: Current Status

2008 Public Health Nurses per County

Accurate as of March 2008

Program Plans are self reported, submitted yearly, and are a snapshot of what the health department looked like at that given time. At the time of this data run the data were the most accurate self reported data available.

The federal guidelines recommend 1 nurse to every 5000 population

	County Health Department	RNs per County Health Department	Population per County	RNs per Population	RN need to meet guideline
1	Barbour *	4	15,689	1 per 3,922	0
2	Boone	4	25,703	1 per 6,425	1
3	Beckley-Raleigh	12	79,167	1 per 6,597	3
4	Berkley	3	93,394	1 per 31,131	16
5	Braxton	1	14,851	1 per 14,851	2
6	Brooke	1	24,515	1 per 24,515	4
7	Cabell	16	94,031	1 per 5,876	3
8	Clay	9	10,356	1 per 1,151	0
9	Doddridge *	7	7,476	1 per 1,068	0
10	Fayette	3	46,823	1 per 15,607	6
11	Gilmer	0	6,950	0 per 6,950	1
12	Grafton-Taylor *	8	16,291	1 per 2,036	0
13	Grant	5	11,673	1 per 2,335	0
14	Greenbrier	3	35,027	1 per 11,676	4
15	Hampshire	3	22,025	1 per 7,342	1
16	Hancock	4	31,350	1 per 7,838	2
17	Hardy	2	13,287	1 per 6,644	1
18	Harrison-Clarksburg	5	68,369	1 per 13,674	9
19	Jackson *	9	28,403	1 per 3,156	0
20	Jefferson	4	49,206	1 per 12,302	6
21	Kanawha-Charleston *	10	193,559	1 per 19,356	29
22	Lewis	1	17,199	1 per 17,199	2
23	Lincoln	2	22,374	1 per 11,187	3
24	Logan	6	36,237	1 per 6,040	1
25	Marion	4	56,509	1 per 14,127	7
26	Marshall	4	34,337	1 per 8,584	3
27	Mason	3	25,761	1 per 8,587	2

28	McDowell	5	24,273	1 per 4,855	0	
29	Mercer	12	61,589	1 per 5,132	0	
30	Mid-Ohio / Wood	12	133,653	1 per 11,138	15	
31	Mineral	2	27,028	1 per 13,514	3	
32	Mingo	6	27,210	1 per 4,535	0	
33	Monongalia *	18	84,386	1 per 4,688	0	
34	Monroe (not required to report)	0	13,510	NA		
35	Morgan	1	16,022	1 per 16,022	2	
36	Nicholas *	15	26,464	1 per 1,764	0	
37	Ohio	7	45,112	1 per 6,445	2	
38	Pendleton	5	7,844	1 per 1,569	0	
39	Pocahontas	1	8,851	1 per 8,851	1	
40	Preston	2	30,115	1 per 15,058	4	
41	Putnam	2	54,443	1 per 27,222	9	
42	Randolph-Elkins	11	28,571	1 per 2,597	0	
43	Summers	6	13,740	1 per 2,290	0	
44	Tucker	2	6,943	1 per 3,472	0	
45	Upshur- Buckhannon	8	23,712	1 per 2,964	0	
46	Wayne *	3	42,091	1 per 14,030	5	
47	Webster	2	9,804	1 per 4,902	0	
48	Wetzel-Tyler *	6	26,457	1 per 4,410	0	
49	Wyoming	2	24,479	1 per 12,240	3	
Total Public			Health	Nurses	Needed	150

US Census Bureau – State and County Quick Facts – 2006 estimate

* indicates Health Departments that still do Home Health

Self-Reported Salaries - Salaries are listed per nurse in the program plan but for the purposes of this document the total salaries for each Division of Personnel (DOP) classification have been averaged and range is noted. Most reported salary ranges are within the DOP salary range for nurse classifications. Again it must be stressed that these are self-reported numbers from each health department and the data was collected in June, 2007.

Of the 21 Full-time Nurse Director 1 Positions	Low salary = \$3,253.00 / month or \$39,036 Yr.
Division of Personnel Salary Range for Nurse Director 1 = \$33,396 - \$61,678 per year	Average salary = \$4,038.00 / month or \$48,456 Yr.
	High salary = \$4,983.00 / month or \$59,796 Yr

Of the 4 Full-time Nurse Director 2 Positions	Low salary = \$3,824.00 / month or \$45,888 Yr.
Division of Personnel Salary Range for Nurse Director 2 = \$38,244 - \$70,752 per year	Average salary = \$4,785.00 / month or \$57,420 Yr
	High salary = \$6,534.00 / month / or \$78,408 Yr

Of the 15 Full-time Nurse 1 Positions	Low salary = \$2,121.00 / month or \$25,452 Yr.
Division of Personnel Salary Range for Nurse 1 = \$25,452 – \$47,088 per year	Average salary = \$2,570.00 / month or \$30,840 Yr.
	High salary = \$3,084.00 / month or \$37,008 Yr

Of the 51 Full-time Nurse 2 Positions	Low salary = \$2,271.00 / month or \$27,252 Yr.
Division of Personnel Salary Range for Nurse 2 = \$27,252 - \$50,400 per year	Average salary = \$2,936.00 / month or \$35,232 Yr.
	High salary = \$4,233.00 / month or \$50,796 Yr

Of the 55 Full-time Nurse 3 Positions	Low salary = \$2,670.00 / month or \$32,040 Yr
Division of Personnel Salary Range for Nurse 3 = \$29,160 – 53,952 per year	Average salary = \$3,423.00 / month or \$41,076 Yr
	High salary = \$4,491.00 / month or \$53,892 Yr

Of the 5 Full-time Nurse 4 Positions	Low salary = \$3,307.00 / month or \$39,684 Yr
Division of Personnel Salary Range for Nurse 4 = \$31,200 - \$57,720 per year	Average salary = \$3,629.00 / month or \$43,548 Yr
	High salary = \$4,280.00 / month or \$51,360

Of the 29 Full-time LPNs Positions	Low salary = \$1,482.00 / month or \$17,784 Yr.
Division of Personnel Salary Range for LPN = \$16,932 – \$31,320 per year	Average salary = \$1,967.00 / month or \$23,604 Yr.
	High salary = \$2,567.00 / month or \$30,804 Yr

This report is not meant to be used as a stand alone data report and when used it must include the disclaimer that this data is "Self-Reported"

Nurse Practitioners in West Virginia: Current Status

In 2007, the West Virginia Nurses Association, Advanced Practice Nurse Congress conducted a survey of the status of this group of healthcare providers.

Gender

Gender (n = 73)	Results	
Male	5	6.8%
Female	68	93.2%

Age

Age (n = 73)	Results	
20 - 25	1	1.4%
26 – 30	4	5.4%
31 – 35	5	6.8%
36 – 40	12	16.2%
41 – 45	8	10.8%
46 – 50	13	17.6%
51 – 55	15	21.6%
56 – 60	11	14.9%
61+	4	5.4%

Length of Time Employed as a Nurse Practitioner

Years employed (n = 73)	Results	
Less than 1 year	6	8.2%
1 – 5 years	27	37%
6 – 10 years	21	28.8%
11 – 15 years	9	12.3%
16 – 20 years	1	1.4%
21 – 25 years	5	6.8%
Over 25 years	4	5.5%

West Virginia Nurse Practitioners Currently Working in WV

Currently working in WV (n = 73)	Results	
Yes	69	94.5%
No	4	5.5%

Hours Worked in a Week

Hours worked (n = 69)	Results
Range of responses	0 – 60 hours per week
Average	37.3 hours per week

Intentions to quit practicing as a Nurse Practitioner within the next 6 months to
1 year

Intentions to quit job (n = 72)	Results	
Very unlikely	47	65.3%
Unlikely	18	25%
Likely	5	6.9%
Most likely	2	2.8%
Certain	0	0%

Used with permission from the WVNA, APN Congress

West Virginia Center for Nursing Financial Report 2006 – 2007

The Center for Nursing's operating budget is approximately \$300,000.00 per annum. The Center is also obligated to use 1/3 of the annual budget for scholarships, grants, and/or loans. At the time of this report the Center employed 1 FTE (full time equivalent) Executive Director and a 0.5 FTE Administrative Assistant. In addition, the Centers' Board of Directors elected to increase the amount of scholarship funds to be disbursed.

Revenues	<u><u>\$297,000.00</u></u>
Total Payroll Costs	\$100,703.00
Total Benefit Costs	\$ 25,172.00
Total Current Expenses	\$ 43,911.00
Printing Costs, Office Supplies, Rent, and Utilities	
Total Other Transactions	
Scholarships	\$166,507.00
Total Transactions	<u>\$336,293.00</u>

The difference in the monies disbursed versus the revenues received is offset by the outstanding balance of revenues collected in 2004 and 2005 before the Center was fully operational. This allowed the Center to grow its revenues during this time. The Center began its work with a Board of Directors and a ½ time Administrative Assistant. The Executive Director did not join the Center until January 2006, so little monies were needed to maintain the Center as no rent or other significant expenses were being realized.

Appendix A: Strategic Plan

WV Center for Nursing Strategic Plan 2006-2008

Executive Summary:

Nurses are the largest critical component of the health care workforce. Research demonstrates that qualified nurses have a direct impact on patient safety and care.

The WV Legislature declares that to ensure quality health care, recruitment and retention of nurses is essential. In the year 2004, the legislature endorsed “a center for nursing be established to develop strategies and make recommendations to educate, recruit and retain qualified nurses.” This center will also provide a forum in which related professional organizations will communicate and collaborate to support nursing initiatives to strengthen the workforce.

This public health crisis is the result of a variety of factors identified by the Nursing Shortage Study Commission, established in 2001. Nursing remains a predominately female profession. The career opportunities for women have changed from common, traditional choices. The nursing profession has not kept up with other professional roles in relation to salary and overall career opportunities within the field. Fewer women are choosing nursing as a career. Reasons cited include long working hours, inadequate staffing, and the sense of little or no decision making authority in the workplace. The nursing school faculty is aging out and preparing to retire. The general population in West Virginia is older and requires more health care than generations before.

Based on the study conducted by the Nursing Shortage Study Commission, the following predictions validate the need to aggressively address the nursing crisis.

The growth in jobs for RN's statewide through to the end of 2008 is projected at 1.7% per year, indicating a growth in demand for RN's from the current level of 16,438 employed RN's to 18,394 employed RN's in 2008 an increase of 1,956 RN's. Growth in jobs in Workforce Investment Areas (WIA) varies from a low of 1.00% to a high of 1.33%.

The WV Center for Nursing is vital to stabilize and create an environment that attracts and retains a nursing workforce that will provide the quality of safe care that each and every West Virginian deserves.

Analysis of Current State
Strengths, Weaknesses, Threats and Opportunities

Strengths

- Legislative support.
- Professional organization support.
- Nurses fund the Center.
- Identified location with support staff.

Weaknesses

- Newly established.
- Lack of identity and recognition.

Threats

- Funding support limited to 2008.
- Lack of data.

Opportunities

- Centralized and validate data.
- Marketing and media promotion.

Vision

The WV Center for Nursing will be the national leader in the development and implementation of strategies to recruit and retain qualified nurse professionals in the State of West Virginia.

Mission Statement

The West Virginia Center for Nursing seeks to enhance and strengthen nursing excellence to optimize the health and health care of all West Virginians, through strategic workforce planning, education, research, and nurse practice development.

Objectives

Longer-term business objectives are summarized as:

- Long term solutions will be implemented through a Statewide Master Plan and centralized clearing house
- Increased educational capacity and faculty retention
- Develop skilled nursing leaders with successful succession planning
- Promote and utilize nursing research to improve patient outcomes
- Have a voice to support nurses in public policy
- Build coalitions to support vulnerable populations and support wellness

Goals for 2006:

- Establish a statewide strategic plan to address the nursing shortage in West Virginia;
- Establish and maintain a database of statistical information regarding nursing supply, demand and turnover rates in West Virginia and future projections;
- Coordinate communication between the organizations that represent nurses, health care providers, businesses, consumers, legislators and educators;
- Promote media and positive image building efforts for nursing, including establishing a statewide media campaign to recruit students of all ages and backgrounds to the various nursing programs throughout West Virginia;
- Promote nursing careers through educational and scholarship programs, programs directed at nontraditional students and other workforce initiatives;
- Explore solutions to improve working environments for nurses to foster recruitment and retention;
- Explore and establish loan repayment and scholarship programs designed to benefit nurses who remain in West Virginia after graduation and work in hospitals and other health care institutions;
- Explore and evaluate the use of year-round day, evening and weekend nursing training and education programs;
- Establish a statewide hotline and website for information about the center and its mission and nursing careers and educational opportunities in West Virginia; and
- Perform such other activities as needed to alleviate the nursing shortage in West Virginia.

Goals for 2007:

- Enhance and promote recruitment and retention of nurses by creating reward, recognition and renewal programs;
- Establish grants and other programs to provide financial incentives for employers to encourage and assist with nursing education, internships and residency programs;
- Develop incentive and training programs for long-term care facilities and other health care institutions to use self- assessment tools documented to correlate with nurse retention, such as the magnet hospital program; and
- Evaluate capacity for expansion of nursing programs, including the availability of faculty, clinical laboratories, computers and software, library holdings and supplies;

Goals for 2008:

- Oversee development and implementation of education and matriculation programs for health care providers covering certified nursing assistants, licensed practical nurses, registered professional nurses, advanced nurse practitioners and other advanced degrees; and

- Seek to improve the compensation of all nurses, including nursing educators.

Implications

- Patient: Improved quality of patient care through best practice and best outcomes.
- Collaboration: Professional related organizations will coordinate and support mutual strategies.
- Community: Create an educated community, aware of nursing opportunities and concerns.
- Finances/Resources: Adequate resource allocation to support initiatives and validate data.
- Other: Demonstrate an increase in enrollment into nursing program and decrease nursing turnover.

Key Outcomes and Strategies:

Within three years:

1. A premier stabilized nursing workforce:
 - a. Increase the numbers of nurses in advanced education programs.
 - b. Improved patient outcomes (decrease in mortality, decrease in infection rates, and decrease in medication errors).
2. On-going funding to support nursing scholarship.
 - a. Accept public and private funding.
 - b. Identify additional sources of funding.
 - c. Submit 1 grant per year.
 - d. Fund raising gala to recognize nursing excellence and scholarship money.
3. Nursing will receive recognition as a critical health care provider
 - a. Develop a marketing plan.
4. Improved professional collaboration through successful joint ventures to support nursing centers initiatives.
 - a. Professional organizations will collaborate on one initiative each year.
5. Identify leadership opportunities and promote succession planning within our state
 - a. Establish a centralized directory of leadership development opportunities.

Appendix B: State wide Nursing Education Articulation Model

West Virginia Nursing Education Articulation Model 2007

Philosophy

Educational progress allows for horizontal and vertical mobility for the student from one type of nursing education program to another and from one license to another.

Definition of Articulation

Articulation is a process through which academic programs facilitate educational progress with minimal loss of credit and duplication of knowledge and skills.

Goals

- Enhance the healthcare workforce to meet the increasingly complex healthcare needs of the state
- Facilitate the educational mobility of nursing students in West Virginia
- Increase the nursing healthcare workforce
- Promote seamless progression in nursing education
- Meet the educational needs of the citizens of West Virginia

Implementation Standards

- Each school must have autonomy to set admission/progression/graduation requirements
- The West Virginia Board of Examiners for Registered Professional Nurses or West Virginia Board of Examiners for Licensed Practical Nurses set standards for initial licensure
- All nursing graduates meet minimum program and curriculum standards
- All nursing education programs in West Virginia participate in the process of articulation
- Nursing programs must be provided adequate resources, including but not limited to financial (salaries, support, and equipment), support staff, and clinical/laboratory/classroom facilities to support the programs

Articulation Elements

Nursing education programs participating in the West Virginia Nursing Education Articulation Model agree to the following:

- Non-nursing credits from regionally accredited institutions of higher learning may be transferred, subject to individual college/university policies.
- Non-nursing credits from non-regionally accredited institutions of higher learning are not transferable.
- The number of nursing semester credit hours that will be awarded from previous nursing learning and the number of nursing semester credit hours that will be required to be completed in the program will be determined by each institution.

Appendix C: Aging Workforce Conference Evaluation

Recruitment and Retention Programs

Aging Workforce Conference – Businesses today are losing knowledge workers (those employees nearing or at retirement age) when they leave they take with them the experience of many years of work. Since the Center sponsored a state-wide, day long conference to discuss the Aging Workforce and to strategize how these knowledge workers may be retained in the workforce. Dr. David DeLong an internationally known speaker was the presenter for the day.

Participants Attending – 65
Costs \$24,800.00

The conference was designed to be an interactive experience, since each organization represented has its own unique set of circumstances with which it may address the aging workforce. The objectives covered were;

- The changing demographics of the nursing and healthcare workforce,
- Identifying the risks to sustaining and improving performance
- The cost of intellectual capital in nursing and healthcare
- Evaluating knowledge retention best practices
- Secrets to implementing retention strategies in nursing and healthcare

Dr. DeLong gave a brief presentation and then led the participants in a number of group exercises. A brainstorming exercise was conducted around the following topics; **Best Practices** with regards to *Nursing Faculty, Recruiting and Retaining Younger Nurses, Retaining Older Workers, and Encouraging Generations to Work Together*

The results of the brainstorming session provided an opportunity for the Center to consider initiative and strategies to address the issues raised such as scheduling flexibility, preceptors, loss of tenure as a part-time faculty, resource sharing, NCLEX test review, older nurses mentoring younger nurses, flexible benefits, shift adjustments, consideration of geographical assignments, ergonomics, examine industry and business for best practices to name a few.

The conference was sponsored by the

- University of Charleston,
- West Virginia Chapter of AARP
- West Virginia Hospital Association
- West Virginia Center for Nursing

The Committee members responsible for the success of this conference were Dr. Shelia Kyle, Amy Campbell, Melissa Aguilar, and Connie Cantrell from the WV Center for Nursing; Becky Bowers Lanier, Dr. Laura Festa, and Kay Shamblin from the Center's Advisory Committee; and Bing Murphy a participant in the WV Nursing Leadership Institute.

In addition, the conference costs were offset by sponsorships from the following organizations:

- West Virginia Association of School Nurses
- Region 1 Workforce Investment Board
- Greenbrier Valley Medical Center
- Elkins Convalescent and Rehabilitation Center
- West Virginia Chapter of the American College of Nurse Mid-wives.

Appendix D: Grants Program

Goals

The purpose of the West Virginia Center for Nursing Grant Program is to provide funding for projects to meet the priorities established by HB4143 through the work of the Recruitment and Retention Committee. *The priorities for this year are to increase the retention of the mature nurse within healthcare organizations, development of preceptorship/mentoring programs, internships/residency programs, and/or explore solutions to improve work environments.*

In all proposals, applicant organizations must identify the priority (ies) the project will address as well as identify and qualify the numbers of individuals who will be served by the project.

Eligibility and Priorities

Eligible entries include all sectors of the healthcare industry, state or federally funded agencies. Projects must involve a particular unit or entity of the agency in collaboration with the agencies administration

The following healthcare facilities each received a \$5000.00 grant (matching funds) for their projects;

1. St. Mary's Medical Center, Huntington – RN Refresher Course for Returning RN's. Development of a self-study refresher course will be developed to help inactive nurses review and update nursing knowledge and skill, thus allowing them to return to practice with confidence.
2. West Virginia University Hospitals, Morgantown – Implementation of the Older Workers Learning Program (OWL Program). Develop of alternative training methods for the older worker.
3. West Virginia University Hospitals, Morgantown – Identification of the best footwear for the older worker. Preferred footwear practices to decrease physical strain and pain on the older worker.

Each organization is required to submit a quarterly report demonstrating progress.

Appendix E: Celebrating Nursing Excellence Recipients

Celebrating Nursing Excellence – the Center sponsored a state-wide recognition programs to honor West Virginia Nurses. The recipients were honored at a reception at the Cultural Center. The recipients were nominated by their peers, family and/or colleagues. The practice areas for which these nurses were recognized were Advanced Practice, Clinical Care, Nursing Education, and Nursing Leadership.

Number of recipients – 19

Costs \$4,746.00

Advanced Practice:

Pamela Maddox – Women’s Health Center, Kanawha County

Linda Gillet – Shenandoah Valley Medical System, Berkeley County

Clinical Care:

Deborah Toney – CAMC/General, Kanawha County

Christina Frame – CAMC, Kanawha County

Molly Scarborough – Greenbrier Valley Medical Center – Greenbrier Co.

Randal Conrad – Braxton County Memorial Hospital – Braxton County

Denise Ohlsen Koster – Kanawha County Schools – Kanawha County

Gail Craft – Greenbrier Valley Medical Center – Greenbrier County

Nursing Education:

Kelli Elaine Turner Kirk – West Virginia University Tech – Kanawha Co.

Laura Clayton - Shepherd University – Jefferson County

Nursing Leadership

Teresa Wilson – Worthington Center, Wood County

Deborah L. Carte - CAMC/Women’s and Children’s – Kanawha County

Mary E. “Betsy” Hart – CAMC/General, Kanawha County

Madonna Roach – Wm. R. Sharpe Hospital, Harrison County

Kay C. Shamblin – WVDHHR/Bureau for Public Health – Kanawha Co.

Martha Cook Carter – Family Care, Putnam County

Ruth Walsh - WVU School of Medicine, Monongalia County

Sandra Knotts – St. Josephs Hospital, Buckhannon, Upshur County

Diana Riddle – Mason County Health Department, Mason County

Appendix F: Scholarship Information

Scholarships – Scholarships were awarded to assist students with uniforms, tuitions, books and other related expenses. The purpose of this scholarship program was to assure that qualified nursing students stay in school, graduate, and become part of the workforce in the state of West Virginia. The selection criterion was designed to assist students in LPN to doctoral education programs. In addition, selected students were targeted; underserved and displaced workers; second degree students; those with unmet financial aid needs; graduates preparing for faculty positions at the Master’s and doctoral levels; and Registered nurses pursuing a Baccalaureate degree preparing for a position as a school nurse or public health nurse. Licensed Practical Nursing students could be awarded up to \$500.00 per year and Registered Nursing students could be awarded up to \$1,000.00 per year.

Number of students receiving scholarships, 306

Amount awarded \$153,540.00

Emergency Fund – This fund was created to address students short-term emergency events that would prohibit them from continuing their nursing education, i.e. funding for car repairs, utility payments, child care, and gas for vehicle to attend class. The Emergency fund awards were limited to \$500.00 per year.

Number of students receiving Emergency Funding - 25

Amount awarded \$ 12,967.00

Appendix G: Registered Nurse Minimum Data Set

Proposal Minimum Data Set – Registered Nurse

PERSONAL DEMOGRAPHICS

Check all educational programs completed and fill in the year you graduated from each.

Check	Type of Program	Year Graduated
<input type="checkbox"/>	diploma in nursing	_____
<input type="checkbox"/>	associate degree, nursing	_____
<input type="checkbox"/>	associate degree, other field	_____
<input type="checkbox"/>	baccalaureate degree, nursing	_____
<input type="checkbox"/>	baccalaureate degree, other	_____
<input type="checkbox"/>	masters' degree, nursing	_____
<input type="checkbox"/>	master's degree, other	_____
<input type="checkbox"/>	doctoral degree, nursing	_____
<input type="checkbox"/>	doctoral degree, other	_____

Do you have any certifications?

If so, please list. _____

In what year were you born? _____

To which racial/ethnic group do you belong (check only one)?

- White, not of Hispanic origin
- Black, not of Hispanic origin
- Hispanic
- American Indian/Alaskan native
- Asian/Pacific Islander
- Other racial/ethnic group
- Multi-racial

Indicate your gender (check only one)

- Male
- Female

At what age were you when you completed your initial nursing education program? _____ Years

EMPLOYMENT STATUS

Check the box that **describes your current** nursing employment status.
(Employment in nursing means any job that requires you to hold an active license to practice as a nurse – not just staff nurse or direct care positions.) (Check only one box)

- actively employed in a paid nursing position
 - full-time part-time PRN
- working in nursing ONLY as a volunteer
- actively working in a paid position in healthcare but not in nursing
 - full-time part-time PRN
- actively working, but not in nursing
 - full-time part-time PRN
- unemployed and seeking work as a nurse
- unemployed, if so please provide major reason
 - home responsibilities salary inadequate
 - no job available disabled other
 - If other, please specify: _____
 - _____
- temporarily inactive as a nurse
- retired from nursing
- permanently inactive as a nurse

If you are actively involved in nursing, whether paid or as a volunteer, please continue to the next item. If you checked any of the other options, please stop here.

If you work in more than one nursing position, please answer each of the following question as it pertains to your primary position – the one where you spend the most time each month.

Does your primary nursing position involve providing direct care services to patients/families?

- Yes No

How many hours did you work last week in your primary nursing position? (Do not count on-call hours, vacation or sick leave hours if they were paid).

_____ Hours

If you work as a nurse in a second job, how many hours per week do you work?_____ Hours

Please list all states in which you hold an active license as an RN:

Please list all states in which you are currently practicing as an RN:

*Check **one setting** that best describes where you practice in your primary nursing position.*

- hospital
- clinic/ambulatory care
- public/community health
- occupational health
- nursing home/extended care/long-term care
- home healthcare/hospice
- nursing education
- school/college health
- private practice/self-employed
- industrial/business
- office nurse
- temporary agency/nursing pool
- military installation
- state institution
- corrections
- other
If other, please specify _____

Check **one position title** that best describes your primary position

- staff nurse/general duty nurse
- quality improvement/assurance
- infection control
- discharge planner/case manager
- utilization review/outcomes management/other insurance related role
- educator (school or in-service education)
- researcher/consultant
- nurse practitioner, certified nurse midwife/clinical nurse specialist/nurse anesthetist
- facility or nursing department administrator/supervisor/manager/director
- team leader/charge nurse/shift manager/head nurse
- other
If other, please specify _____

How long do you **expect to stay** in your nursing position?

- 3 years or less
- 4 to 10 years
- more than 10 years

How many years have you been in your current nursing position?

- 1 – 5 years
- 6 – 10 years
- 11 – 15 years
- 16 – 20 years
- 21 – 25 years
- 26 – 30 years
- 31 or more years

How long do you expect to provide direct patient care?

- 3 years or less
- 4 to 10 years
- more than 10 years
- not applicable

If you are planning to leave your current nursing position, for what reason(s) would you be leaving.

- relocating
- salary/pay
- retiring
- returning to school
- working environment
- changing specialty
- starting/raising a family
- caring for elderly/disabled family member
- other

If other, please specify _____

Appendix H: Licensed Practical Nurse Minimum Data Set

Proposal Minimum Data Set – Licensed Practical Nurse

PERSONAL DEMOGRAPHICS

Check all educational programs completed and fill in the year you graduated from each.

Check	Type of Program	Year Graduated
<input type="checkbox"/>	licensed practical nurse	_____
<input type="checkbox"/>	associate degree	_____
<input type="checkbox"/>	baccalaureate degree	_____

Do you have any certifications? If so, please specify

In what year were you born? _____

Indicate your gender (check only one)

- Male
- Female

To which racial/ethnic group do you belong (check only one)?

- White, not of Hispanic origin
- Black, not of Hispanic origin
- Hispanic
- American Indian/Alaskan native
- Asian/Pacific Islander
- other racial/ethnic group
- Multi-racial

Are you currently enrolled in a Registered Nurse educational program?

- Yes
- No

If yes, specify which college _____

Expected year of completion _____

EMPLOYMENT STATUS

Check the box that **describes your current** nursing employment status.
(Employment in nursing means any job that requires you to hold an active license to practice as a nurse – not just staff nurse or direct care positions.) (Check only one box)

- actively employed in a paid nursing position
 - full-time part-time PRN
- working in nursing ONLY as a volunteer
- actively working in a paid position in healthcare but not in nursing
 - full-time part-time PRN
- actively working, but not in nursing
 - full-time part-time PRN
- unemployed and seeking work as a nurse
- unemployed, if so please provide major reason
 - home responsibilities salary inadequate
 - no job available disabled other
 - If other, please specify: _____
 - _____
- temporarily inactive as a nurse
- retired from nursing
- permanently inactive as a nurse

If you are actively involved in nursing, whether paid or as a volunteer, please continue to the next item. If you checked any of the other options, please stop here.

If you work in more than one nursing position, please answer each of the following question as it pertains to your primary position – the one where you spend the most time each month.

Does your primary nursing position involve providing direct care services to patients/families?

- Yes No

How many hours did you work last week in your primary nursing position? (Do not count on-call hours, vacation or sick leave hours if they were paid).

_____ Hours

If you work as a nurse in a second job, how many hours per week do you work?_____ Hours

Please list all states in which you hold an active license as an LPN:

Please list all states in which you are currently practicing as an LPN:

*Check **one setting** that best describes where you practice in your primary nursing position.*

- hospital
- clinic/ambulatory care
- public/community health
- occupational health
- nursing home/extended care/long-term care
- home healthcare/hospice
- nursing education
- school/college health
- private practice/self-employed
- industrial/business
- office nurse
- temporary agency/nursing pool
- military installation
- state institution
- corrections
- other
If other, please specify _____

Check **one position title** that best describes your primary position

- staff nurse/general duty nurse
- team leader/charge nurse/shift manager
- other

If other, please specify _____

How long do you **expect to stay** in your nursing position?

- 3 years or less
- 4 to 10 years
- more than 10 years

How many years have you been in your current position?

- 1 – 5 years
- 6 – 10 years
- 11 – 15 years
- 16 – 20 years
- 21 – 25 years
- 26 – 30 years
- 31 or more years

How long do you expect to provide direct patient care?

- 3 years or less
- 4 to 10 years
- more than 10 years

If you are planning to leave your current nursing position, for what reason(s) would you be leaving.

- relocating
- salary/pay
- retiring
- returning to school
- working environment
- changing specialty
- starting/raising a family
- caring for elderly/disabled family member
- other

If other, please specify _____

Appendix I: West Virginia Center for Nursing Employer Survey



WV Center for Nursing - Survey of Nurse Employers in West Virginia

The West Virginia Center for Nursing is tracking the changing nature of the nursing labor market by conducting this survey. All of the information you provide will be treated confidentially. Your answers will be mixed with those of other health care facilities across the state and only the aggregate results will be reported publicly. Please visit our website at www.wvcenterfornursing.org to view the results of this survey (in the future), facts about the nursing workforce and other information about nursing in West Virginia.

Health Care Facility Name: Plateau Medical Center

Contact Name: Randy Thompson, Tammie Miller Fax: _____ E-mail: Randall_Thompson@chs.net

Address: 430 Main street Oak Hill Oak Hill, West Virginia 25901 (City/State/Zip)

Category: Urban Rural Number of Beds: 25 County Located (primary facility): Fayette

Facility Type: Acute Care Home Health Long-term Care Public Health Primary Care Prison/Jail Veterans Hospital

Critical Access

1. Please report the following information for each type of nursing personnel you employ:	Total number of budgeted FTE positions as of October 1, 2006	Total number of vacant FTEs being actively recruited as of October 1, 2006	Total number of budgeted FTEs expected in FY 2007	Total number of budgeted FTEs expected in FY 2008
a. Registered Nurses	<u>62.55 RN LPN CNA</u>	<u>5.4 total</u>	<u>57.55</u>	<u>60.00</u>
b. Licensed Practical Nurses	_____	_____	_____	_____
c. Nurse aides / assistants	_____	_____	_____	_____

Jan 01 2006 to Jan 01 2007

2. Did your health care facility employ any nursing personnel (i.e. PRN, contract, traveling, temporary, or agency nurses) as of October 1, 2004 that are not counted in the total number of budgeted positions reported above? No Yes -- please report the numbers here:
 RNs _____ LPNs _____ Aides _____

3. Has your health care facility actively recruited RNs from a foreign country in the past year? Yes – if yes, how many and from where? → # _____ Country: _____
 # _____ Country: _____
 No – go to Question 4 # _____ Country: _____

4. Approximately what percent of your last fiscal year's nursing budget was spent on:
 a. 0 % Outside staffing agencies (both long and short term)
 b. _____ % Over-time for nursing staff Approx 100,000 OT

5. Do you expect these expenditures to be higher, lower, or about the same at the end of this year's budget period?
 a. ___ higher ___ lower x about the same
 b. ___ higher x lower ___ about the same

6. The information in the next question measures turnover during your last full budget or fiscal year (the one most recently closed out). When reporting the number of persons who left, please include both voluntary and involuntary leavers. Do not count those who moved from one position to another within the hospital. Do not count persons who were hired but never reported for work.

First, define the period you are reporting on: Our last fiscal year (the one most recently closed out) started on _____ and ended on _____

Turnover rate = # who leave divided by average # employed,

$$A \div ((B + C) / 2)$$

A. Total # of persons who left your organization during your last fiscal year period

B. Total # of persons employed as of the first day of your last fiscal year

C. Total # of persons employed as of the last day of your last fiscal year

	A	B	C
a. Registered Nurses	<u>14</u>	<u>65 total rn lpn cna</u>	<u>65 total</u>
b. Licensed Practical Nurses	<u>9</u>		
c. Nurse aides / assistants	<u>8</u>		

7. How have turnover rates changed since last year?

Increased	Stayed the Same	<u>Decreased</u>	Does not apply
<input type="checkbox"/>	<input type="checkbox"/>	<u>x</u>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<u>x</u>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<u>x</u>	<input type="checkbox"/>

8. Please report your experience in the past year in finding and recruiting these types of nursing employees:

	Do Not Employ	No New Hires in Past Year <i>skip A and B go to C</i>	A Recruitment Difficulty					B Average number of weeks it has taken to fill these positions in the past year	C Over the next 2 years, will your organization need fewer, more or about the same number of this type of nursing personnel? <i>Please check the appropriate boxes.</i>		
			Very Easy to Recruit				Very Difficult to Recruit		Fewer	Same	More
			Please circle the appropriate value.								
Nurse aides / direct care assistants	<input type="checkbox"/>	<input type="checkbox"/>	1	2	x	4	5	6	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
LPNs	<input type="checkbox"/>	<input type="checkbox"/>	1	2	x	4	5	6	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff RNs for:											
Med-Surg / Telemetry	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	x	5	10 to 12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adult Critical Care	<input type="checkbox"/>	<input type="checkbox"/>	1	x	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Neonatal Critical Care	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pediatric Critical Care	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pediatrics	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cardiac cath lab / special services	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pre- and Post-op care	<input type="checkbox"/>	<input type="checkbox"/>	1	x	3	4	5	10 to 12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Operating room	<input type="checkbox"/>	<input type="checkbox"/>	1	2	x	4	5	10 to 12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dialysis	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labor & delivery / postpartum care	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Oncology	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1	2	x	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emergency Department	<input type="checkbox"/>	<input type="checkbox"/>	1	x	3	4	5	6	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ambulatory care clinics	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Home health care	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Long term care	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rehabilitation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public Health	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Case Managers / Discharge Planners	<input type="checkbox"/>	<input type="checkbox"/>	x	2	3	4	5	1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In-service Educators	<input type="checkbox"/>	<input type="checkbox"/>	1	2	x	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Quality and Infection Control	<input type="checkbox"/>	<input type="checkbox"/>	1	2	x	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Do Not Employ	No New Hires in Past Year <i>skip A and B go to C</i>	A Recruitment Difficulty					B Average number of weeks it has taken to fill these positions in the past year	C Over the next 2 years, will your organization need fewer, more or about the same number of this type of nursing personnel? <i>Please check the appropriate boxes.</i>		
			Very Easy to Recruit				Very Difficult to Recruit		Fewer	Same	More
Unit-level Nurse Managers	<input type="checkbox"/>	<input type="checkbox"/>	1	x	3	4	5	<u>6</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Administrators	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Directors of Nursing	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
VP of Nursing	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Nursing Officer	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	x	<u>12 to 14</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MSN-prepared Clinical Nurse Specialists	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Midwives	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CRNAs	<input type="checkbox"/>	<input checked="" type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Practitioners (all types)	<input type="checkbox"/>	<input type="checkbox"/>	1	x	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Associate-prepared faculty	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
BSN-prepared faculty	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MSN-prepared faculty	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Doctoral-prepared faculty	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

9. What consequences, if any, has your hospital suffered in the past year as a result of an inadequate supply of nurses? *Please indicate "none" if that is appropriate.*

Overtime and staffing bonus

10. Is there any other information you would like to share with the WV Center for Nursing related to your experiences with recruiting and retaining nursing staff?

Thank you for taking the time to complete this survey.

Appendix J: Enabling Legislation

ENROLLED

COMMITTEE SUBSTITUTE

FOR

H. B. 4143

(By Delegates Hatfield, Brown, Foster and Perdue)

[Passed March 11, 2004; in effect from passage.]

AN ACT to amend the code of West Virginia, 1931, as amended, by adding thereto a new section, designated §30-7-8a; to amend said code by adding thereto a new section, designated §30-7A- 7a; and to amend said code by adding thereto a new article, designated §30-7B-1, §30-7B-2, §30-7B-3, §30-7B-4, §30-7B-5, §30-7B-6, §30-7B-7, §30-7B-8, §30-7B-9 and §30-7B-10, all relating to creating the West Virginia center for nursing; legislative findings; center assuming the duties of the nursing shortage study commission; authorizing supplemental nursing licensure fees; emergency rules; establishing a board of directors for the center; setting forth powers and duties; permitting expense reimbursement; establishing special revenue account; reporting requirement; and continuation.

Be it enacted by the Legislature of West Virginia:

That the code of West Virginia, 1931, as amended, be amended by adding thereto a new section, designated §30-7-8a; that said code be amended by adding thereto a new section, designated §30-7A- 7a; and that said code be amended by adding thereto a new article, designated §30-7B-1, §30-7B-2, §30-7B-3, §30-7B-4, §30-7B-5, §30- 7B6, §30-7B-7, §30-7B-8, §30-7B-9 and §30-7B-10, all to read as follows:

ARTICLE 7. REGISTERED PROFESSIONAL NURSES.

§30-7-8a. Supplemental fees to fund center for nursing; emergency rules.

(a) The board is authorized to assess a supplemental licensure fee not to exceed ten dollars per license per year. The supplemental licensure fee is to be used to fund the center for nursing and to carry out its purposes as set forth in article seven-b of this chapter.

(b) The board shall propose rules for legislative approval in accordance with the provisions of article three, chapter twenty- nine-a of this code to establish the

supplemental licensure fee. (c) The board may promulgate emergency rules pursuant to the provisions of section fifteen, article three, chapter twenty-nine-a of this code for the initial fee assessment.

ARTICLE 7A. PRACTICAL NURSES.

§30-7A-7a. Supplemental fees to fund center for nursing; emergency rules.

(a) The board is authorized to assess a supplemental licensure fee not to exceed ten dollars per license per year. The supplemental licensure fee is to be used to fund the center for nursing and to carry out its purposes as set forth in article seven-b of this chapter.

(b) The board shall propose rules for legislative approval in accordance with the provisions of article three, chapter twenty- nine-a of this code to establish the supplemental licensure fee. (c) The board may promulgate emergency rules pursuant to the provisions of section fifteen, article three, chapter twenty-nine-a of this code for the initial fee assessment.

ARTICLE 7B. CENTER FOR NURSING.

§30-7B-1. Legislative findings.

The Legislature finds that through the study of the nursing shortage study commission, it is essential that there be qualified registered professional nurses and other licensed nurses to meet the needs of patients. Without qualified nurses, quality patient care is jeopardized. The nursing population is aging and fewer students are entering nursing programs.

Therefore, the Legislature declares to ensure quality health care, recruitment and retention of nurses is important and a center is needed to address the nursing shortage crisis in West Virginia.

§30-7B-2. Definitions.

(a) "Board" means the board of directors for the West Virginia center for nursing.

(b) "Center" means the West Virginia center for nursing.

(c) "Direct patient care", as used in this article, means health care that provides for the physical, emotional, diagnostic or rehabilitative needs of a patient, or health care that involves examination, treatment or preparation for diagnostic tests or procedures.

§30-7B-3. West Virginia center for nursing.

(a) Effective the first day of July, two thousand four, the nursing shortage

study commission, established pursuant to the provisions of section eighteen, article seven, chapter thirty of this code, is hereby terminated and the powers and duties of the commission are transferred to the West Virginia center for nursing.

(b) Effective the first day of July, two thousand four, the West Virginia center for nursing is hereby created to address the issues of recruitment and retention of nurses in West Virginia.

(c) The higher education policy commission shall provide suitable office space for the center. The commission shall share statistics and other pertinent information with the center and shall work cooperatively to assist the center to achieve its objectives.

§30-7B-4. Center's powers and duties.

The West Virginia center for nursing shall have the following powers and duties:

(1) Establish a statewide strategic plan to address the nursing shortage in West Virginia;

(2) Establish and maintain a database of statistical information regarding nursing supply, demand and turnover rates in West Virginia and future projections;

(3) Coordinate communication between the organizations that represent nurses, health care providers, businesses, consumers, legislators and educators;

(4) Enhance and promote recruitment and retention of nurses by creating reward, recognition and renewal programs;

(5) Promote media and positive image building efforts for nursing, including establishing a statewide media campaign to recruit students of all ages and backgrounds to the various nursing programs throughout West Virginia;

(6) Promote nursing careers through educational and scholarship programs, programs directed at nontraditional students and other workforce initiatives;

(7) Explore solutions to improve working environments for nurses to foster recruitment and retention;

(8) Explore and establish loan repayment and scholarship programs designed to benefit nurses who remain in West Virginia after graduation and work in hospitals and other health care institutions;

(9) Establish grants and other programs to provide financial incentives for employers to encourage and assist with nursing education, internships and residency programs;

(10) Develop incentive and training programs for long-term care facilities and other health care institutions to use self- assessment tools documented to correlate with nurse retention, such as the magnet hospital program;

(11) Explore and evaluate the use of year-round day, evening and weekend nursing training and education programs;

(12) Establish a statewide hotline and website for information about the center and its mission and nursing careers and educational opportunities in West Virginia;

- (13) Evaluate capacity for expansion of nursing programs, including the availability of faculty, clinical laboratories, computers and software, library holdings and supplies;
- (14) Oversee development and implementation of education and matriculation programs for health care providers covering certified nursing assistants, licensed practical nurses, registered professional nurses, advanced nurse practitioners and other advanced degrees;
- (15) Seek to improve the compensation of all nurses, including nursing educators; and
- (16) Perform such other activities as needed to alleviate the nursing shortage in West Virginia.

§30-7B-5. Board of directors.

- (a) The West Virginia center for nursing shall be governed by a board of directors consisting of the following thirteen members:
 - (1) One citizen member;
 - (2) Two representatives from the West Virginia board of examiners for registered professional nurses, as follows:
 - (A) One representing a bachelor and higher degree program; and
 - (B) One representing an associate degree program;
 - (3) One representative from the West Virginia board of examiners for licensed practical nurses;
 - (4) One representative from the West Virginia nurses association;
 - (5) One nurse representing a rural health care facility;
 - (6) Two representatives of employers of nurses, as follows: (A) One director of nursing; and
 - (B) One health care administrator;
 - (7) Two registered professional staff nurses engaged in direct patient care;
 - (8) One licensed practical nurse engaged in direct patient care; and
 - (9) Two ex officio members, as follows:
 - (A) The secretary of the department of health and human resources or a designee; and
 - (B) A representative from the workforce development office.
- (b) Before the first day of July, two thousand four, the governor, by and with the consent of the Senate, shall appoint the eleven citizen members as follows:
 - (1) The following members for an initial term of two years:
 - (A) One representative from the West Virginia board of examiners for registered professional nurses representing an associate degree program;
 - (B) One representative from the West Virginia board of examiners for licensed practical nurses;
 - (C) One nurse representing a rural health care facility;
 - (D) One director of nursing; and
 - (E) One registered professional staff nurse engaged in direct patient care;
 - (2) The following members for an initial term of four years:
 - (A) One citizen member;

- (B) One representative from the West Virginia board of examiners for registered professional nurses representing a bachelor and higher degree program;
- (C) One representative from the West Virginia nurses association;
- (D) One health care administrator;
- (E) One registered professional staff nurse engaged in direct patient care; and
- (F) One licensed practical nurse engaged in direct patient care.
- (d) After the initial terms expire, the terms of all the members shall be four years, with no member serving more than two consecutive terms.
- (e) The board shall designate a chairperson. Six members shall constitute a quorum.

§30-7B-6. Board's powers and duties.

The board of directors shall have the following powers and duties:

- (1) Employ an executive director and other personnel necessary to carry out the provisions of this article;
- (2) Determine operational policy;
- (3) Seek and accept public and private funding;
- (4) Expend money from the center for nursing fund to carry out the purposes of this article;
- (5) Propose rules for legislative approval in accordance with the provisions of article three, chapter twenty-nine of this code to implement the provisions of this article;
- (6) Impanel an advisory committee of stakeholders to provide consultation to the board; and
- (7) Do such other acts as necessary to alleviate the nursing shortage in West Virginia.

§30-7B-7. Reimbursement for expenses.

The board members shall serve without compensation, but may be reimbursed for actual and necessary expenses incurred for each day or portion thereof engaged in the discharge of official duties in a manner consistent with guidelines of the travel management office of the department of administration.

§30-7B-8. Special revenue account.

- (a) A special revenue account known as the "center for nursing fund" is hereby established in the state treasury to be administered by the board to carry out the purposes of this article.
- (b) The account shall be funded by:
 - (1) Assessing all nurses licensed by the board of examiners for registered professional nurses, pursuant to section eight-a, article seven of this chapter, and the board of examiners for licensed practical nurses, pursuant to section seven-a, article seven-a of this chapter, a supplemental licensure fee not to exceed ten dollars per year; and
 - (2) Other public and private funds.

- (c) Beginning the first day of January, two thousand six, and continuing at least two years, a minimum of an equivalent of one third of the funding from the annual supplemental licensure fees shall be used for loan and scholarship programs.

§30-7B-9. Reports.

The center shall report annually to the joint committee on government and finance on its progress in developing a statewide strategic plan to address the nursing shortage in West Virginia, along with drafts of proposed legislation needed to implement the center's plan.

§30-7B-10. Continuation.

The West Virginia center for nursing shall continue to exist until the first day of July, two thousand eight, unless sooner terminated, continued or reestablished pursuant to the provisions of article ten, chapter four of this code.

Contact Information:

For any questions about the content of this report or the activities of the West Virginia Center for Nursing, please contact:

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