

**WV Center for Nursing**  
Recruitment & Retention Committee  
Friday, August 7, 2009 at 1:30 pm.  
WV Higher Education Policy Commission  
President's Conference Room; 9<sup>th</sup> Floor

**Present: Shelia Kyle (Phone), Pam Alderman (Phone), Connie Cantrell (Phone), Denise Campbell (Phone), Lanette Anderson and Duane Napier.**

**Absent: Amy Campbell.**

**Guest: Rose Anne Michaels**

**Minutes**

I. Call to Order

II. Approval of Minutes, April 3, 2009.

Corrections to the minutes of April 3, 2009: Correct the spelling of Lanette Anderson's name. Corrections under Old Business in the Nurse Camp letter: correct 'too' to 'tool' and 'gage' to 'gauge.'

MOTION: To accept minutes with corrections.

MOVED BY: Pam Alderman

SECOND: Denise Campbell

III. Old Business

A. Clinical Scheduling Program

The fall semester worked out well using the online scheduling website for the first time. A Luncheon was held to resolve any concerns or scheduling conflicts with the schools and their requested facilities. Announcements for the Spring 2010 Semester have went out last month. There will be another meeting in October again to resolve any concerns or scheduling conflicts.

B. Gala

There is over \$20,000 currently retained in sponsorship with a few more amounts pending. As of date there are 0 Educator Nominations, 3 Advanced Practice Nurse Nominations, 59 Clinicians Nominations, and 25 Leadership Nominations.

Discussion was held to extend the Nurse Educator deadline to August

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30, 2009 since many Nurse Educators have not returned from summer recess.

The location and entertainment have been secured for the Gala in October.

#### C. Junior Nurse Academy

Approximately 400 letters have been sent to all middle school counselors in the state. Along with the letters were copies of the handbook, introductions about the Center, and information about the Junior Nurse Academy. The letters did ask for participation for the Junior Nurse Academy.

The staff also reported that they are currently seeking possible sponsorship for the scrubs.

#### D. Nursing Careers Manual

Approximately 400 letters have been sent to all middle school counselors in the state. Along with the letters were copies of the handbook and introductions about the Center. Since mailing this information the Center has already received a request for more copies by counselors.

Discussion was held about how to offset the costs of the Handbooks. It costs \$4.55 to print each manual. It was decided that the Center will give each request 10 free manuals, one compact disc with the manual burned to the disc and then charge \$2.50 for each additional paper copy of the manual.

#### E. Principles of Magnetism

The Center Staff reported that they have created a document and a Power Point Presentation entitled, "A Guide for Adopting the Principles of Magnetism." The materials created are not a step-by-step manual on the Principles, but rather a starting point for facilities wishing to begin the certification process. The staff will send the committee the information for more feedback.

#### F. Nurse Residency Program

Letters are being send to facility administrators about the Center and the Nurse Residency Program. These letters also invite those who might like to host this program to contact the Center. The West

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Virginia State Veterans Facility in Beckley, West Virginia has already expressed interest in this program.

The staff had previously applied for a HRSA grant to offset the costs of this program, but has yet to hear an acceptance or rejection from HRSA.

#### G. Passion for Nursing Video Challenge

The first announcement was sent out before schools let out for the summer. The second announcement will be sent to the schools and facilities next month. Packets of information have been given out to those who have requested. These packets are located in the Center and available upon request.

#### H. Career Health Fairs.

The staff reported their visits to Sherman High School, United Technical and Fayette County High School. The staff received great feedback about the handbooks. It was also reported that the Center now has a desktop display to enhance their presentation at such events.

### IV. New Business

#### A. 2009-2010 Small Grants Program

The budget has \$20,000 set aside for a small grants program this fiscal year. Ideas were shared about what to base the small grants program on this year. Ideas shared were: smoking in the nursing profession, keeping nurses healthy, and no lift policies.

The committee agreed to pursue the topic of Smoking Succession in Nursing. The Recruitment and Retention will create another committee to oversee this grant program with members of the Board and Advisory Committee.

#### B. Video Challenge- Advertisements in RN Newsletter

The staff shared that to place a ½ page advertisement in the RN Newsletter it would cost \$1,700 for the August print and then \$1,100 for the following printing. The committee was in agreement that the cost for the run is too expensive at this time.

### IV. Strategic Plan

#### A. Committee Goals

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The committee is on target for the present goals for this year. There are two areas that do need further work: the marketing plan and studying nurse health.

It was discussed that the marketing plan would also include the 'nursing you can do it' campaign. The committee was also in agreement that the staff shall look into LPN and Long Term Health possible problems with overtime as part of the study of nurses health.

VI. Announcements

Next Meeting Date and Adjournment

The next meeting is scheduled for Friday, October 2, 2009 at 1:30 p.m. in the President's Conference room at the offices of the WV Higher Education Policy Commission.

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Chair

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Date

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