

Legislative Update

2018-2020

PURPOSE

West Virginia Code §30-7B-7 requires that the West Virginia Center for Nursing report by December 1, 2014 and biennially thereafter, to the Legislative Oversight Commission on Health and Human Resources Accountability and the Legislative Oversight Commission on Education Accountability on its progress in developing a statewide strategic plan to address the nursing shortage in West Virginia and on any other issues the board considers relevant to the practice of nursing in this state. The statute also states that the Center for Nursing shall provide drafts of any legislation needed to be implement recommendations of the strategic plan.

INTRODUCTION

The West Virginia Center for Nursing leads strategies to support the education, recruitment, and retention of nurses in West Virginia. It was created by the West Virginia Legislature in May 2005 at the recommendation of the Nursing Shortage Study Commission, a group that was established by the West Virginia Legislature in 2001. The Nursing Shortage Study Commission found that an organization was needed to identify solutions to key issues affecting the nursing workforce in WV. In 2014, the legislation governing the Center for Nursing was amended to establish a closer working relationship between the West Virginia Center for Nursing and the West Virginia Higher Education Policy Commission. The operations of the Center for Nursing are funded solely by a \$10 fee paid during the annual license renewal process by every nurse licensed in West Virginia.

Pursuant to the directives laid out in legislative code, the West Virginia Center for Nursing operates a robust scholarship program for nurses at multiple levels to help recruit and retain nurses in the state; collects and aggregates nursing workforce data to assist in nursing workforce planning; hosts a clinical scheduling tool to optimize the use of training sites for nursing students, funds and manages a grant program for nursing pipeline activities, and convenes stakeholders around key nursing issues.

STRATEGIC PRIORITIES

1. Establish a statewide strategic plan to address the nursing shortage in West Virginia.

The West Virginia Center for Nursing's Strategic Plan was developed by its Board of Directors and other stakeholders on October 17th, 2014. It is reviewed once every two years and updated in response to changing needs. The newest version of the strategic plan can be found attached to this report and was updated July 2020.

Pursuant to ensuring that all nursing advocacy, nursing employer, and nursing education stakeholder's ideas are represented, the West Virginia Center for Nursing is engaging in a statewide strategic planning process to gather challenges and solutions to create a plan that can lead to additional policy and legislative recommendations among a multitude of healthcare stakeholders. Stakeholder groups who have been asked or will be asked soon to submit their priorities include but are not limited to:

- Future of Nursing West Virginia
- West Virginia Nurses Association
- West Virginia Organization of Nurse Executives
- West Virginia Association of Nurse Anesthetists
- West Virginia's chapter of the American Association of Nurse Practitioners

- West Virginia’s affiliate group of the American College of Nurse Midwives
- West Virginia Healthcare Association
- West Virginia Hospital Association
- West Virginia Primary Care Association
- West Virginia Rural Health Association
- West Virginia Public Health Association
- West Virginia Association of Deans and Directors and Nursing Education
- West Virginia League of Nursing
- West Virginia Student Nurses Association
- West Virginia Association of School Nurses

Currently, the plan is still in the information gathering stage and nursing organizations across the state are being asked to submit their group priorities on a timetable outlined in the Center’s Strategic Plan. Additionally, there will be a public comment period in which any group or individual not included in the initial solicitation of ideas may submit their comments to be included and incorporated into the broader framework of the plan. If everything continues to happen on the anticipated timeline, the plan will be approved and released May 2021. It will be reviewed on an annual basis and revised once every five years. The Center will engage with stakeholder groups to gather progress on the implementation of the strategies identified and encourage the legislature to consider any suggestions that require legislative implementation.

2. Collect, evaluate, and disseminate data regarding nurse availability and shortage areas.

From 2018-2020, the West Virginia Center for Nursing has greatly expanded its data reporting infrastructure and dissemination. After consultation with the National Forum of State Nursing Workforce Center’s minimum datasets, the West Virginia Center for Nursing has started work on expanding West Virginia’s repository of nursing supply, education, and demand datasets. To this end, the Center has established a repository of all its datasets currently available using a Tableau Public account. Links to all available data reports can be found at <https://wvcenterfornursing.org/data-reports/>.

SUPPLY DATA

The Center has collaborated with the West Virginia Board of Examiners for Registered Nurses and the West Virginia Board of Examiners for Licensed Practical Nurses to establish a consistent timeframe for the collection of nursing supply data used for workforce planning. Each year, both the WVRN Board and the WVLPN Board will transmit the requested supply data by the end of January. While the Center has always collected these data, establishing a consistent time of year for collection will allow for a multi-year look at the supply of nurses in the state.

Using existing data collected for the 2019 Nursing Workforce Summit and other collected data, the Center has built out Tableau workbooks with existing information before the new collection cycle begins. These workbooks provide demographic and workplace information on LPNs, the distribution

of RNs by employment county, and supply information and distribution on APRNs across West Virginia. The Center will continue to expand the available supply data on nurses in West Virginia as more data becomes available.

EDUCATION DATA

The Center continues to expand its nursing education data in collaboration with schools of nursing at all levels in West Virginia. We continue to conduct an annual survey of nursing program directors across the state to better understand nursing faculty shortages and the capacity of nursing program expansion. While there were not enough respondents to disseminate a report for the 2019 survey, the 2020 survey results are available in an attachment to this report. In addition to the survey, the Center has created a nursing degree production dataset. Through collaboration with the West Virginia Higher Education Policy Commission, the West Virginia Department of Education, and individual schools of nursing, we were able to capture most nursing degrees produced over a five year period to get a comprehensive look at how many LPNs, RNs, and graduate nurses West Virginia is producing each year. This dataset will be updated annually for the preceding academic year to ensure that the data available is accurate and relevant.

In addition to gathering data on nursing degree production, the Center is also exploring the best way to collect additional nursing education data recommended by the National Forum on State Nursing Workforce Centers. We want to ensure that the data collection efforts are not burdensome to our schools of nursing but allow us to better understand nursing education in WV at all levels. Since there are no mandates requiring schools to share this information with the Center, it is vital the Center maintains a healthy and productive relationship with its school of nursing partners.

Lastly, the Center has created a dashboard of NCLEX-RN and NCLEX-PN passage rates. The NCLEX-RN data is broken down by school because the Registered Nurses Board publicly reports these data publicly. The NCLEX-PN results are not broken down by school because the Licensed Professional Nurses Board does not provide that data publicly. The dataset provides a picture of passage rates over time in WV and a comparison to national averages. On average, West Virginia continues to exceed national NCLEX-RN passage rates and falls below national averages for NCLEX-PN passage rates.

DEMAND DATA

Nursing demand data continues to be a challenge both in West Virginia and nationally. Across the nursing workforce centers in other states, reports persist that nursing employers are hesitant to respond to surveys that request information on nursing turnover and the use of travel nurse companies to fill vacancies. West Virginia's Center for Nursing conducted these surveys up until 2016 when response rates became so low that there was no way to assure a statistically significant sample. In lieu of being able to get nursing employers to turn over this information, the West Virginia Center for Nursing has relied on information supplied by the Bureau of Labor Statistics, Health Resources and Services Administration, and EMSI to access the demand for nurses in the state. Since these are national organizations, some nursing workforce centers across the country have found inconsistencies between the projections. For example, Health Resources and Service Administration (HRSA) projects that by there will no longer be a nursing shortage in WV by 2030 but these projections assume no substantial changes in health care delivery models, assumes labor markets are in current balance, do

not account for nurse migration patterns, and do not consider projected supply and demand for RN's by educational level. The most important factors not considered in these projections are population growth, the nation's aging population, overall economic conditions, nursing workforce and changes in healthcare reimbursement models. With West Virginia having one of the oldest populations of all states in the country, we know that the demand for healthcare is likely to continue to rise in West Virginia. West Virginia needs to collect better state-level data on nursing demand that allows employers to be more willing to turn over information and allows the Center to get more state-level data on the demand of nurses in the state.

The West Virginia Center for Nursing has been conducting an examination of the creative ways other states are collecting more localized nursing demand data considering declining respondents to nursing employer surveys. Of those strategies, the one that seems the most plausible comes from Washington. Washington established a healthcare workforce group called the Sentential Network. This network has healthcare employers respond to a survey and asks questions about demand without requiring respondents to turn over specific numbers. This approach allows employers to contribute to the understanding of the demand of the healthcare workforce without the concerns of turning over information it might find detrimental to their organizations. Considering this strategy, the West Virginia Center for Nursing is working with the West Virginia Higher Education Policy Commission to explore creating a similar network in WV to collect demand information from healthcare employers. The WVHEPC is actively participating in the Department of Commerce's Healthcare Workforce Study mandated by the legislature, and will use any lessons learned during this study process to inform future evaluation of nursing demand data.

OTHER NURSING WORKFORCE DATA

In addition to the data collection, evaluation and dissemination of nursing workforce data listed above, the West Virginia Center for Nursing is also interested in conducting annual surveys of nurses across West Virginia on different issues. In discussing the best ways a survey of this magnitude could be accomplished, the Center is exploring partnering with the boards of nursing to elicit responses. The Center plans to conduct a review of the topics addressed in surveys of this nature in other states and consult with other nursing stakeholders before conducting such a survey. Potential survey topics might look at the relationship between COVID-19 and nurse burnout, attitudes of West Virginia nurses on staying in the state, and the variation of nurse's salaries across healthcare facility types and regions in the state.

3. Establish and maintain a website to disseminate information about the Center, its mission and educational opportunities and financial aid available in West Virginia.

Over the past two years, the West Virginia Center for Nursing has done an extensive re-design on its website to make it more user friendly and up to date with current website designs. This design was done entirely in house by West Virginia Center for Nursing staff and the website and domain continue to be maintained by WVNET. New offerings on the website include:

- A guide for the approval process for out of state nursing programs offering education and clinicals in state.

- A nursing program guide with a directory of all the different kinds of nursing programs offered in WV from LPN to DNP with links to program information.
- A nursing program map that provides the location of nursing programs across the state from CNA to DNP.
- A directory of nursing scholarships available to nursing students at different level of programs with links and contacts for additional information.
- A repository of best practices from other states regarding nursing workforce development.
- A listing of all Tableau Public datasets available to the public for nursing workforce development and policies.
- West Virginia Nursing Scholarship Showcase to honor recipients.

The Center also continues to maintain agendas, minutes, and work documents and other resources on its website and will continue to update resources as needed.

In addition to the Center's website redesign, the Center also now maintains a Facebook page. The Facebook page has been a great resource to extend the outreach of the Center and increase traffic to the website. To date, the Facebook page now has a following of more than 1,000 people and is continuing to grow.

4. Evaluate capacity for expansion for nursing programs, including the availability of faculty, clinical laboratories, computers and software, library holdings, and supplies.

As indicated before in the data section of this update, the Center conducts an annual survey of nursing program directors to help aid in the evaluation of the availability of faculty, clinical laboratories, computers and software, library holdings and supplies. A summary of the results of the 2020 survey can be found attached to this report that further explains the availability of nursing faculty, clinical laboratories, computers and software, library holdings, and supplies. The 2019 survey did not have enough responses to publish a report, but the Center still maintains these data internally.

Over the years that this survey has been conducted, clinical rotation sites have gone from being listed as one of the top barriers to program expansion in most areas, to be listed on the tail end of barriers. In response to this trend initially identified and brought up by schools of nursing, the Center established a clinical scheduling tool to help aid in clinical scheduling process, ensure that schools were able to coordinate with one another for clinical rotation sites, and work with healthcare facilities to ensure that schools have access to all available clinical rotations possible. This tool is provided to schools of nursing and healthcare facilities free of charge to ensure any school of nursing wishing to utilize the tool can, regardless of cost considerations.

Over the past several years, the tool was only deployed in Workforce Region 3 (Kanawha County). While centered in Workforce Region 3, schools and healthcare facilities in neighboring regions also participate within the tool (including Workforce regions 2, 3, and 6). In 2019, the tool was expanded to include Workforce Region 1 (Webster, Pocahontas, Nicholas, Greenbrier, Fayette, Raleigh, Summers, Monroe, Wyoming, Mercer, and McDowell). To date, the tool is used by 19 nursing programs and 34 healthcare facility sites. In addition to maintaining the tool, the Center also hosts overlaps meetings to help schools work out overlaps that occur throughout the clinical scheduling process before they happen.

5. Consult with and advise the Commission regarding the Commission's administration of the nursing scholarship program designated to benefit nurses who practice in hospitals and health care institutions or teach in state nursing programs.

The West Virginia Nursing Scholarship Program continues to be a great source of financial support for nursing students in West Virginia under the administration of the West Virginia Center for Nursing and the West Virginia Higher Education Policy Commission. The Center has awarded more than \$2 million in scholarships since its inception in 2006. To better understand the impact of the scholarship on the recruitment and retention of nurses in the state, the Center has developed a comprehensive report measuring the successes of the scholarship program. This report can be found attached to this report and will be updated on a yearly basis to ensure consistent measurement of the success of the program.

In summary, the report finds that the West Virginia Nursing Scholarship Program is filling a void by allowing nurses climbing the nursing career pathway ladder to obtain financial support for which they would otherwise have to seek loans. Those recipients currently completing service obligations and those who have completed them since 2016 worked in 31 of West Virginia's 55 counties. An analysis of worksites found the most common worksite for a recipient is a hospital, followed by long term care facilities. Considering that most hospital systems report a shortage of bedside nurses, scholarship recipients are working hard to alleviate this problem. The Center for Nursing also examined the number of students completing the service obligation to ensure that the program is effective not only in terms of where those service obligation completers are working, but also in terms of the raw number of completers. It found that 88.5% of all recipients have completed their service obligation or are on the correct track to complete their obligations. **Of all the scholarship recipients completing their service obligations since 2016, 88.7% maintain an active WV nursing licenses as of August 2020.**

The application for the scholarship is fully online and the application period is open from April 15 through June 1 of each year. The Center is working with the West Virginia Higher Education Policy Commission on a new application and tracking system that is being built out using Salesforce software. This system will ease the processes associated with application and tracking recipients throughout their service obligations and allow for easier reporting of this information.

Scholarship award decisions are made by the Center's Recruitment and Retention Committee through a prescribed process. Schools of nursing are asked to ensure that students have met the eligibility requirements as laid out in West Virginia state code (i.e. meeting their nursing midpoint dates, being in good academic standing, supplying GPAs and graduation dates). Following the gathering of this information, the Recruitment and Retention Committee sets the GPA requirement and the award levels based on the availability of funding. Any students meeting these requirements are extended awards. The Center continues to maximize the number of awards given to students, while maintaining adequate award levels to ensure the scholarship is attractive to students. For both the 2018-2019 and 2019-2020 award cycles, the GPA requirement was 3.0 and the award levels were as follows:

- LPN - \$800 single disbursement per award year
- RN (both ASN and BSN) - \$1,250 per eligible semester

- MSN - \$3,000 per eligible semester
- Doctoral - \$4,000 per eligible semester

Due to COVID-19 and the suspension of the requirement for RNs and APRNs to renew their licenses, the Center initially increased GPA requirements and decrease award levels for the 2020-2021 award year to ensure scholarship funding for nursing students would be available even though funding was uncertain. This change meant that students had to have a 3.25 GPA and RN-ASN student awards were lowered to \$1,000. After communicating with the Governor's office regarding concerns about decreasing the total amount of awards due to the uncertainty of funding, the Governor's office provided WVHEPC just over \$93,000 to help the Center increase the award level of ASN recipients and lower the GPA back down to 3.0. This allowed the Center to extend additional awards to students initially denied awards for the Fall semester and the revised criteria will continue to apply to all new awardees for Spring 2020. As a result of these changes, 30 additional students accepted awards and received funds for Fall 2020. Many of these students will also receive awards for Spring 2021 using these funds.

6. Maintain an active Board of Directors of the West Virginia Center for Nursing consistent to §30-7B-4.

The Center currently has some expired terms of board members and has submitted a letter to the Governor's office in February 2020 requesting new appointments. Existing board members have agreed to continue to serve on the board until new board members are appointed by the governor. The Center continues to request new appointments for board members as terms expire according to the requirements laid out in W.Va. Code.

The Center's Board continues to hold regular board meetings throughout the year, once every other month on the third Wednesday and announces these meetings using the Secretary of State's website as required by West Virginia state code. All board meeting agendas and minutes can be found on the Center's website at <https://wvcenterfornursing.org/board-meeting-information/>.

7. Other Activities

In addition to the strategic priorities outlined above, the Center has taken on additional responsibilities to help aid in the recruitment and retention of nurses in West Virginia and to further nursing workforce development.

One of these priorities is the West Virginia Nursing Academy model and grant program. This program is the only statewide nursing specific pipeline program. It targets middle and high school students interested in careers to participate in a day summer camp all centered around nursing. The model brings together schools of nursing and health care facilities to host prospective nursing students into healthcare settings to show them what being a nurse is like. Academies engage students with hands-on projects and shadowing experiences so they can learn more about what it is like to be a nurse and how to enroll in nursing programs in WV. The West Virginia Center for Nursing hosts the model and manages a small grant program to give seed funds to organizations interested in hosting academies in their areas. Due to COVID, academies were cancelled in 2020, so no grant funds were expended. In 2018 and 2019, programs occurred as scheduled. The table below provides a breakdown of the amount of funds expended, number of participating facilities, and number of students participating.

West Virginia Junior Nursing Academy Grant Program Overview – 2018-2019			
Year	Number of Facilities	Amount of Funds	Number of Students Participating
2018	4	\$9,700.00	245
2019	5	\$12,500	298

In 2019, the Center also has undertaken a revision of the programmatic documents and grant documents to update them and ensure they are useful to participating facilities. The Center hopes that the programs can continue in 2021 if it is safe enough to have students in healthcare facilities.

The West Virginia Center for Nursing is also actively participating in the Nursing Career Pathways Workgroup as established by SB 707 last legislative session. The West Virginia Center for Nursing Administrator is staffing a subcommittee of the group on Articulation and is providing valuable resources to the group. Resources provided to the group include the Nursing Academy model, education and articulation model, West Virginia nursing program map and directory, and nursing scholarship and loan repayment program directory. The West Virginia Center for Nursing will continue to work with the Nursing Career Pathways workgroup to help ensure a clear path to nursing for new and existing nursing students across the state.

FINANCIAL REPORT

The West Virginia Center for Nursing continues to be good stewards of the funds received to ensure that revenue is utilized to address the recruitment and retention of nurses across West Virginia. The Center’s funding comes from a \$10 fee paid by every LPN, RN, and APRN at the time of their licensure renewal. By utilizing its partnership with the West Virginia Higher Education Policy Commission, the Center is able to maximize the amount of money available for scholarships, servicing the clinical scheduling tool, to fund staff to aggregate and analyze nursing workforce data, and fund nursing pipeline programs. Ever since the Center was established in 2005, it has been able to operate a variety of programs without needed to request a higher fee and is proud to continue this practice. Most Centers in other states who operate using fees collected from licensure renewal have much higher fees than West Virginia. For example, Hawaii currently collects \$40 from every renewal and is in the process of increasing it. The table below provides a breakdown by revenue source of outside funds received over the past two fiscal years:

West Virginia Center for Nursing Revenue FY2019-FY2020		
	FY2019	FY2020
WV RN Board Revenue	\$301,240.00	\$305,760.00
WV LPN Board Revenue	\$70,010.00	\$74,010.00
Total Revenue	\$371,250.00	\$379,770.00

In addition to the revenue sources listed above, the Center also receives a small amount of revenue from repayments of the WV Nursing Scholarship program. These repayments cannot be planned for as they are based on student’s choosing not to complete their service obligations. In most years, repayments range from \$10,000 to \$20,000 per year in the most recent years. More information about scholarship repayment can be found in the West Virginia Nursing Scholarship report attached.

The Center’s breakdown of expenditures by category can be found on the table below. On this table you will find general categories of expenditures and descriptions of their overall purpose. The categories were derived by grouping like object codes from wvOASIS to give a more comprehensive sense of what kinds of expenditures are within each category. As indicated below, most of all expenditures are given back out to the nursing community through scholarships, pipeline programming, and other nursing workforce support. The Center accomplishes its directives utilizing one staff person (see the attached job description) and the help of the West Virginia Higher Education Policy Commission. This allows the Center to maintain low overhead costs and maximize the amount of funds that are allocated back to nursing workforce development activities.

West Virginia Center for Nursing Expenditures FY2019-FY2020					
Expenditure Category	Expenditure Description	FY2019		FY2020	
		\$	%	\$	%
Employee Expenses	Payroll, insurance, social security matching, pension, and retirement, etc.	\$66,936.04	17.80%	\$80,052.29	22.07%
Office Operating Expenses	Office space rental, phone, printing and binding, copier rental, postage, computer equipment, etc.	\$12,826.96	3.42%	\$9,889.54	2.73%
Outreach and Professional Development	Employee travel, professional membership dues, training, and development	\$3,966.78	1.05%	\$2,579.35	0.71%
Contractual and Technical Support	Contracts with student financing company to aid with account management and repayments of the scholarship, technical support for the clinical scheduling tool, etc.	\$5,347.93	1.42%	\$9,749.62	2.69%
Scholarship Awards and Grants*	WV Nursing Scholarship Awards and Junior Nursing Academy Grants	\$287,011.08	76.31%	\$260,488.71	71.80%
Total		\$376,088.79	100%	\$362,759.51	100%
<i>*Since ECSI repayments and adjustments for WV Nursing Scholarship awards are coded under expenditures as a credit using one of these categories, the net positive under expenditures do not represent the total amount of expenditures dedicated to the scholarship and grant programs and are off set by the amount of repayments and adjustments that are processed.</i>					

The Center annually approves a budget and estimates how much it plans to spend on its activities according to anticipated revenue to be received from the licensure boards. It is also important to note that when preparing a budget, the Center extends WV Nursing Scholarship awards to students who may not accept them. The Center budgets to allow for each student who applied and who is eligible to be extended an award. The Center also considers altering the scholarship's GPA requirements and award funds when additional funds are available to ensure the maximum number of students can be extended awards while maintaining the financial stability of the Center. The Center intends to continue to maximize the funds received to be utilized directly for activities that help the nursing shortage in West Virginia.

CONCLUSION

The West Virginia Center for Nursing continues to direct and manage activities that promote and ensure the recruitment and retention of nurses across the state. The Center works collaboratively with nursing employers, nursing advocacy organizations, and other government entities to help better the nursing workforce. By collecting, analyzing, and disseminating nursing workforce data, the Center offers stakeholders valuable data and insights to better their work. Its scholarship program has a demonstrated success record, and its clinical scheduling tool allows schools of nursing and nursing employers a solution to issues surrounding clinical rotations. Furthermore, by providing a pipeline model that is solely dedicated to those interested in nursing, it helps further develop interest in nursing among youth in West Virginia. In conclusion, the West Virginia Center for Nursing continues its work as directed by W.Va. Code and will continue to do so to the betterment of all nurses in West Virginia.

WEST VIRGINIA CENTER FOR Nursing

STRATEGIC PLAN

July 2020 – July 2022

Introduction

The West Virginia Center for Nursing was established by the West Virginia Legislature in 2005 by the recommendation of the Nursing Shortage Study Commission, a group established by the WV Legislature in 2001 in order to recruit and retain nurses in West Virginia. The Center was restructured by the Legislature in 2014 to focus on nursing scholarships and nursing workforce data. Since the restructuring, the Center has been housed within the West Virginia Higher Education Policy Commission.

Planning Process

The West Virginia Center for Nursing engaged in a strategic planning process on June 29th, 2020 with Center staff, Board of Directors' members, and advisory committee members.

Participants

Dr. Pamela Alderman, Dr. Cynthia Persily, Ronald Moore, Gerald Bragg, Jordyn Reed

Key Definitions

Mission

The West Virginia Center for Nursing improves the health and healthcare of all West Virginian's through strategic nursing workforce planning and development.

Vision

The West Virginia Center for Nursing will be a national leader in the development and implementation of strategies to support the education, recruitment, and retention of qualified nurse professionals for and in the State of West Virginia.

Center

The West Virginia Center for Nursing

Commission

The West Virginia Higher Education Policy Commission

Strategic Priorities

(as outlined in W.Va. §30-7B)

Establish a statewide strategic plan to address the nursing shortage in West Virginia.

Collect, evaluate, and disseminate data regarding nurse availability and shortage areas.

Establish and maintain a website to disseminate data about the Center and its mission, and educational opportunities and financial aid available in West Virginia.

Evaluate capacity for expansion of nursing programs, including the availability of faculty, clinical laboratories, computers and software, library holdings, and supplies.

Consult with and advise the Commission regarding the Commission's administration of the nursing scholarship program designed to benefit nurses who practice in hospitals and other health care institutions or teach in state nursing programs.

Maintain an active Board of Directors of the West Virginia Center for Nursing.

Report to LOCHHRA, LOCEA, and other committees upon request regarding the progress of statewide strategic plan to address the nursing shortage in West Virginia and other issues relevant to the practice of nursing by December 1, 2014 and every other year thereafter (2016, 2018, 2020, etc.).

Strategic Priority 1

Establish a statewide strategic plan to address the nursing shortage in West Virginia.

Outcome 1 – Collaborate with other stakeholders to create a multi-organization statewide strategic plan to address the nursing shortage in West Virginia, consistent with H.B. 4188, will be completed by May 2021.

- **Strategy 1** – Hold an initial strategic planning meeting June 29, 2020 to establish a plan going forward for crafting the strategic plan. Planning includes identifying stakeholder groups, a general plan for crafting and refining ideas, and establishing a broad timeline for the work.
- **Strategy 2** – Craft broad outline of the strategic plan for which nursing stakeholder groups will offer suggestions to be presented and approved at the July 2020 WV Center for Nursing Board of Director's meeting.
- **Strategy 3** – Gather strategic plan ideas from West Virginia statewide nursing advocacy and leadership organizations to present at the September 2020 WV Center for Nursing Board of Director's meeting.
 - West Virginia statewide nursing advocacy and leadership organizations will include, but are not limited to:
 - Future of Nursing West Virginia
 - West Virginia Nurses Association
 - West Virginia Organization of Nurse Executives
 - West Virginia Association of Nurse Anesthetists
 - West Virginia's chapter of the American Association of Nurse Practitioners
 - West Virginia's affiliate group of the American College of Nurse Mid-Wives
- **Strategy 4** – Gather strategic plan ideas from West Virginia nursing employer groups to present at November 2020 WV Center for Nursing Board of Director's meeting.
 - West Virginia nursing employer groups will include, but are not limited to:
 - West Virginia Healthcare Association
 - West Virginia Hospital Association
 - West Virginia Primary Care Association
 - West Virginia Rural Health Association
 - West Virginia Public Health Association
- **Strategy 5** – Gather strategic plan ideas from West Virginia nursing education groups to present at January 2020 WV Center for Nursing Board of Director's meeting. At the January 2020 meeting, board members will vote on accepting the strategic plan as constructed to be released for a 30-day public comment period.
 - West Virginia Nursing Education groups will include, but are not limited to:
 - West Virginia Association of Deans & Directors of Nursing Education
 - West Virginia League for Nursing
 - West Virginia Student Nurses Association
 - Utilize the annual faculty shortage and capacity for expansion survey data to identify additional ways to address the nursing shortage in West Virginia.
- **Strategy 6** – At the conclusion of the 30-day public comment period, the West Virginia Center for Nursing staff and board members will consult with the Future of Nursing West Virginia workgroups to incorporate public comments into the strategic plan.
 - The existing organized workgroups that may be utilized are:
 - Practice
 - Education
 - Leadership
 - Culture of Health Projects
 - Shared Data
- **Strategy 7** – The West Virginia Center for Nursing Board of Directors will vote to approve the strategic plan at the May 2021 WV Center for Nursing Board of Director's meeting. The strategic plan will be released to all stakeholders via a press release and the WV Center for Nursing Website and social media after all the nursing partners' and organizations' input is integrated into the plan.

Outcome 2 – The statewide strategic plan to address the nursing shortage in West Virginia will be reviewed on an annual basis and revised once every five years.

- **Strategy 1** – The West Virginia Center for Nursing Board of Directors will consult and receive feedback on the strategic plan in anticipation of its annual review.

- The Center will provide a feedback survey on the Center's website where stakeholders may provide feedback at anytime on the different aspects of the plan. All feedback received will be compiled and reviewed when the Center does its annual review.
- **Strategy 2** – The West Virginia Center for Nursing Board of Directors will provide updates on progress on the strategic plan in consultation with nursing educators, nursing employers, and nursing advocacy groups biennially starting in October 2023.
 - Starting in June, prior to the biennial October meeting, the Center will develop a survey to collect progress on the statewide strategic plan from nursing stakeholder groups who participated in the plan's development. All progress on the plan will be reported to the Center's Board of Directors at the October meeting. Phone calls and in-person meetings to discuss progress will be held as needed.
- **Strategy 3** – The West Virginia Center for Nursing will begin the planning process for revisions to the strategic plan in May 2025 to be completed by May 2026 and will continue on the same schedule to allow the plan to be revised once every five years.

Strategic Priority 2

Collect, evaluate, and disseminate data regarding nurse availability and shortage areas.

Outcome 1 – A consistent database of the supply of nurses across West Virginia using data provided by the West Virginia RN and LPN Boards.

- **Strategy 1** – Collaborate with the West Virginia RN and LPN Boards to verify that data available for analysis matches the National Forum on State Workforce Center's minimum data set for supply data.
- **Strategy 2** – Collect data from the nursing boards by January 30th of each year.
- **Strategy 3** – Integrate nursing supply data into a Tableau dashboard for use by the public and nursing stakeholders by March of each year.
- **Strategy 4** – Promote the database through social media, press releases, and the Center's website.

Outcome 2 – A consistent database of nursing education data for all schools of nursing across West Virginia.

- **Strategy 1** – Collaborate with West Virginia schools of nursing and the West Virginia Higher Education Policy Commission to identify the types of data that could be provided in an annual survey, and when a good time of year would be to collect this information.
- **Strategy 2** – Create an annual survey for West Virginia schools of nursing to provide nursing education data once a plan has been developed with nursing education partners.
- **Strategy 3** – Integrate nursing education data into a Tableau dashboard for use by the public and nursing stakeholders annually.
- **Strategy 4** – Promote the data base through social media, press releases, and the Center's website.

Outcome 3 – Develop new ways to collect nursing demand data from nursing employers in West Virginia.

- **Strategy 1** – Explore and reach out to nursing partners inside and outside of West Virginia to learn what other states are doing to collect nursing demand data.
- **Strategy 2** – Create a repository on the Center's website of the different ways that other states are collecting nursing demand data.
- **Strategy 3** – Consult and collaborate with nursing employer organizations to better understand which approaches will best meet the needs of healthcare facilities.
- **Strategy 4** – Evaluate the possible approaches to the collection of nursing demand data to determine how to best collect this data in West Virginia.

Outcome 4 – Develop annual survey of nurses in West Virginia to be used to identify specific nursing workforce issues each year.

- **Strategy 1** – Explore and reach out to see what other states are doing in conducting surveys of nurses in practice and nursing students.
- **Strategy 2** – Create a repository of the different ways other states are collecting surveys of nurses and nursing students.

- Strategy 3 – Evaluate the identified approaches to the collection of information from nurses and nursing students to determine if similar approaches could be utilized in West Virginia.
- Strategy 4 – Explore different avenues for survey dissemination in consultation with nursing partner organizations. Such avenues could include the nursing boards, healthcare and nursing advocacy organizations, Facebook promotion, etc.

Strategic Priority 3

Establish and maintain a website to disseminate information about the Center, its mission and educational opportunities, and financial aid available in West Virginia.

Outcome 1 – On a quarterly basis, evaluate the information on the Center’s website to ensure all information is up to date.

- Strategy 1 – March, June, September, and December will be the months in which a day will be set aside to evaluate the resources on the website and ensure they are up to date.
- Strategy 2 – Ensure all materials supplied by the Center are up to date and available for use.

Outcome 2 – Continuously add new content to the website to ensure it remains a valuable resource to nursing students, nurses in practice, and other stakeholders.

- Strategy 1 – Identify and collaborate with nursing partners to create a nurse mental health webpage that contains guidance and resources for nursing students and nurses in practice.
- Strategy 2 – Identify and collaborate with nursing partners to create a webpage that contains resources for continuing education for nurses in practice.
- Strategy 3 – Evaluate and explore creating a nursing jobs center for nurses seeking employment in WV.
- Strategy 4 – Evaluate and explore creating a monthly blog for a nurse in practice to post about nursing issues.
- Strategy 5 – Evaluate and explore creating a repository of nursing research from nursing students in West Virginia.

Outcome 3 – Expand the reach of the Center’s website by continuing to promote the Center on social media.

- Strategy 1 – Make posts and share posts on the Center’s Facebook page regularly.
- Strategy 2 – Create Facebook ads to expand the Center’s reach on both Facebook and the webpage.
- Strategy 3 – Integrate the Center’s social media accounts into the website to help further promote outreach.

Outcome 4 – Continue to maintain a directory of financial aid opportunities for nurses seeking scholarships and loan repayment opportunities.

- Strategy 1 – Collaborate with schools of nursing and the Commission’s financial aid division to identify, update financial aid opportunities for nursing students.
- Strategy 2 – Update the financial aid opportunities webpage on the Center’s website.

Outcome 5 – Collaborate with the West Virginia Higher Education Policy Commission and schools of nursing to identify ways to link pipeline students to nursing programs.

- Strategy 1 – Meet with the Student Affairs Division of the Commission to identify what pipeline programs they work with and explore ways that potential nursing students might be targeted for enhanced outreach.
- Strategy 2 – Conduct a brief survey of West Virginia schools of nursing to identify what if any nursing specific pipeline programming they are or have engaged in.
- Strategy 3 – Explore what other states are doing to attract students to nursing programs and identify scholarly research on the subject.

- Strategy 4 - Develop a plan for linking pipeline students interested in nursing or healthcare into more targeted outreach specific to nursing.
-

Strategic Priority 4

Evaluate capacity for expansion of nursing programs including the availability of faculty, clinical laboratories, computers and software, library holdings, and supplies

Outcome 1 – Continue to survey nursing educators to evaluate nursing faculty vacancies and nursing program expansion.

- Strategy 1 – Administer the faculty vacancy and program expansion survey every July by sending the survey to all nursing program directors, to be completed by August.
- Strategy 2 – Compile and analyze the results of the survey.
- Strategy 3 – Publish the survey results in a white paper. Release the white paper onto the Center’s website and in a news release.

Outcome 2 – Expand the clinical scheduling program to ease the burden of clinical scheduling on both healthcare facilities and nursing programs and recognize and use underutilized clinical sites.

- Strategy 1 – Collect testimonials of existing users to use to promote expansion of the tool.
- Strategy 2 – Create a map in Tableau of the existing user’s reach to better evaluate central points for expansion.
- Strategy 3 – Promote the use of the clinical scheduling tool on social media and the Center’s website.
- Strategy 4 – Record a webinar of the tool showing how the tool works so that users can better understand its functionality.
- Strategy 5 – Review and identify underutilized clinical sites to discuss at clinical scheduling overlap meetings with schools of nursing.

Outcome 3 – Maintain existing users of the clinical scheduling program.

- Strategy 1 – Collaborate with both nursing school users and facility users to ensure tools are up to date and accurate.
 - Strategy 2 – Hold at least two meetings per year in April and October to resolve overlaps in the tools.
 - Strategy 3 – Collaborate with WVNET to ensure all technical issues are resolved as they occur.
 - Strategy 4 – Promptly respond to users’ when issues arise.
 - Strategy 5 – Record user videos for both schools and facilities to train them on how to better use the tool.
-

Strategic Priority 5

Consult with and advise the Commission regarding the Commission’s administration of the nursing scholarship program designed to benefit nurses who practice in hospitals and health care institutions or teach in state nursing programs.

Outcome 1 – Collaborate with the Commission to continuously improve the WV Nursing Scholarship Program.

- Strategy 1 – Review the program’s application, process, and awards after each application cycle to seek improvement areas.
- Strategy 2 – Seek assistance from the Commission or the Legislature if improvements are needed.

Outcome 2 – Advise in the selection criteria for nursing scholarships based in areas of nurse and faculty shortages.

- Strategy 1 – Analyze available nursing data to inform any needed revision of selection criteria.
- Strategy 2 – Convene the Center’s Recruitment and Retention Committee each July to select the eligible GPA and award levels for the coming award cycle.

- Strategy 3 – Deploy selected strategy.

Outcome 3 – Develop an improved system for better tracking the service obligation fulfillment of participants.

- Strategy 1 – Collaborate with the Commission to identify new ways to track service obligations.
- Strategy 2 – Evaluate systems for tracking and select the best system for the scholarship.
- Strategy 3 – Deploy new system.

Outcome 4 – Develop improved communication about the scholarship requirements and processes.

- Strategy 1 – Develop an FAQ for applicants, those in school, and those who have graduated to be placed on the website.
- Strategy 2 – Develop a post-graduation guidance document for all recent graduates so that they better understand requirements for compliance with the scholarship terms.
- Strategy 3 – Deploy new FAQ and post-graduation guidance documents on both the Center’s website and in communication with participants.

Outcome 5 – Explore opportunities to better promote the nursing scholarship to prospective applicants

- Strategy 1 – Deploy recorded videos that explain the requirements by scholarship type to be used on social media and the Center’s website.
- Strategy 2 – Reach out to West Virginia schools of nursing to discuss the scholarship and the requirements to students via webinar or in-person meeting.
- Strategy 3 – Develop an informational flyer to be used by individual schools that contains both scholarship information and program information so that students can understand what is required and when they will be eligible for award.

Outcome 6 – Explore opportunities to better showcase and honor recipients of the scholarship

- Strategy 1 – Explore how other scholarship programs of the Commission and in other states honor recipients by reaching out to the programs.
- Strategy 2 – Evaluate the feasibility of the different approaches to determine which approach will work best for the nursing scholarship.
- Strategy 3 – Deploy the selected approach.

Outcome 7 – Maintain a directory of other nursing scholarships that recipients of the West Virginia Nursing Scholarship might be qualified for.

- Strategy 1 – On an annual basis, search for new nursing scholarships that nursing students might employ to pay for nursing programs.
- Strategy 2 – Explore including guidance on how to apply for financial aid. Collaborate with the Financial Aid Division of the Commission to identify guidance for applying for financial aid and provide this information on the Center’s website.

Strategic Priority 6

Maintain an active Board of Directors of the West Virginia Center for Nursing.

Outcome 1 – Engage in vacancy membership recruitment and retention to submit recommendations to the governor.

- Strategy 1 – Seek volunteer or nominations as vacancies occur on the Board of Directors.
- Strategy 2 – Submit list of qualified persons for vacant board seats to the Governor’s Office.

Outcome 2 – Review and revise the policies for Center operations by November of each year.

- Strategy 1 – Create a central policy and procedures manual for use of the Center that contains all operating policies for the Center in a single manual. Policies will include, but are not limited to, the following:
 - WV Nursing Scholarship Policies and Procedures
 - Spending authority
 - By-laws
 - Processes for spending, grants, and scholarship disbursements
 - Website and social media
 - Data requests
 - Sub-committees
- Strategy 2 – Present and approve the policy and procedures manual at the November Board of Director’s meeting each year.

Outcome 3 – Identify and communicate needed resources to the Commission

- Strategy 1 – Empower the Center’s Administrator to discuss any needs to Commission leadership.
- Strategy 2 – Encourage and empower the Board Chair to seek assistance from Commission leadership when needed.

Strategic Priority 7

Report to LOCHHRA, LOCEA, and other committees upon request on progress of statewide strategic plan to address the nursing shortage in West Virginia and other issues relevant to the practice of nursing by December 1, 2014 and every other year thereafter (2016, 2018, 2020, etc.).

Outcome 1 – Prepare report of Center activities pursuant to W.Va. Code biennially for presentation at the September Board of Director’s meeting.

- Strategy 1 – Prior to the September meeting, circulate a draft of the report among Board members to solicit feedback and edits.
- Strategy 2 – Present and approve report at the September Board of Director’s meeting.
- Strategy 3 – Submit report to LOCHHRA and LOCEA committees before December 1st biennially.
- Strategy 4 – Make report submitted to the Legislature publicly available on the Center’s website.

Strategic Priority 8

Continue other initiatives to promote the recruitment and retention of nurses in West Virginia.

Outcome 1 – Maintain and continue to lead the West Virginia Junior and Senior Nursing Academy model for pipeline programming.

- Strategy 1 – Annually provide small grants to assist healthcare facilities and schools of nursing in providing Junior and Senior nursing academies at their facilities. Release the Request for Proposals (RFP) annually in January.
- Strategy 2 – Prior to the release of the RFP, review and revise programmatic materials in consultation with prior grantees.
- Strategy 3 – Evaluate the possibility of holding an annual meeting of academy grantees to allow each academy to learn from one another.

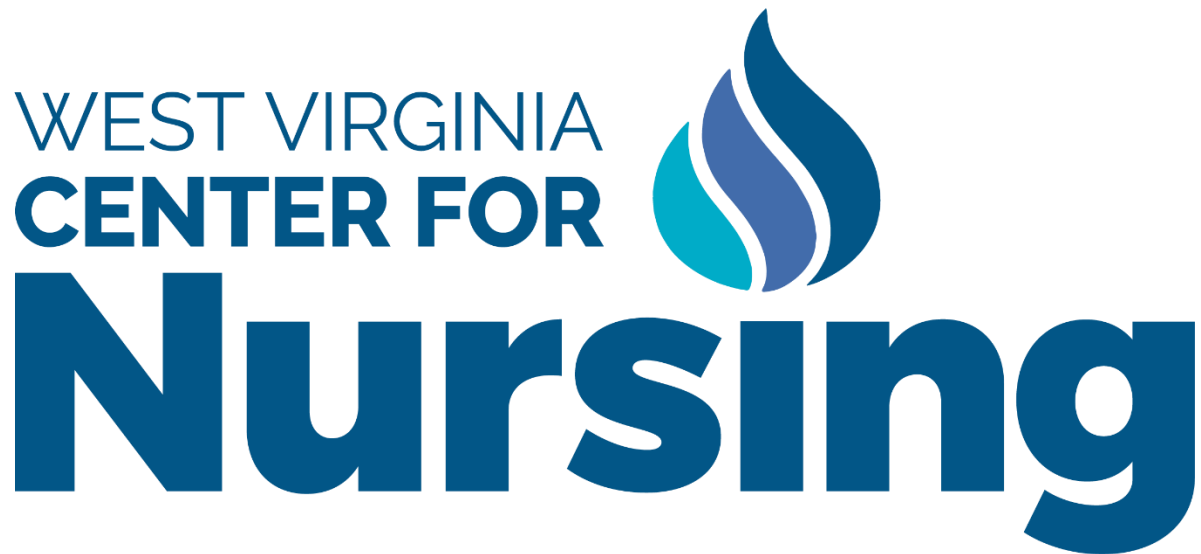
Outcome 2 – Update and revise the Center’s Nursing Residency Model.

- Strategy 1 – Review the Center’s nursing residency model and compare strategies and resources to what other states and in-state providers might be providing.
- Strategy 2 – Update program materials to be more current and relevant today. Establish a timeframe for regular update of the materials.
- Strategy 3 – Deploy the updated model on the Center’s website.
- Strategy 4 – Promote the use of the model on the Center’s website, social media, and through press releases.

Outcome 3 – Collaborate with the Nursing Career Pathways taskforce with K-12 and higher education stakeholders.

- Strategy 1 – Collaborate with k-12 and higher education stakeholders in developing a career pathway to address the unmet need for nursing assistants, licensed practical nurses, registered nurses, and registered nurses with a bachelor’s degree in nursing.
- Strategy 2 – Offer assistance and resources to the taskforce to accomplish all established goals.





2020 NURSING FACULTY SURVEY SUMMARY

The West Virginia Center for Nursing conducts an annual survey of registered nursing education programs in West Virginia to gather information on nursing faculty shortages and nursing education. It is the hope of the Center that information collected will be used for education planning, workforce development, and legislative decisions as the Center continues its work on reducing the nursing shortage in West Virginia.

EXECUTIVE SUMMARY

The 2020 Nursing Faculty Survey obtained a representative sample of West Virginia schools of nursing. Respondents were able to give valuable insight into faculty salaries, factors that lead to nursing faculty shortages, and resources needed to expand nursing programs in West Virginia. West Virginia nursing programs are essential to providing a steady stream of new nurses to help alleviate the nursing shortage in West Virginia. The survey responses demonstrate that efforts must continue to improve nursing faculty salaries and access to resources that will allow for further nursing program expansion. The West Virginia Center for Nursing will continue to work with the West Virginia Higher Education Policy Commission to advocate and provide resources for nursing programs in West Virginia.

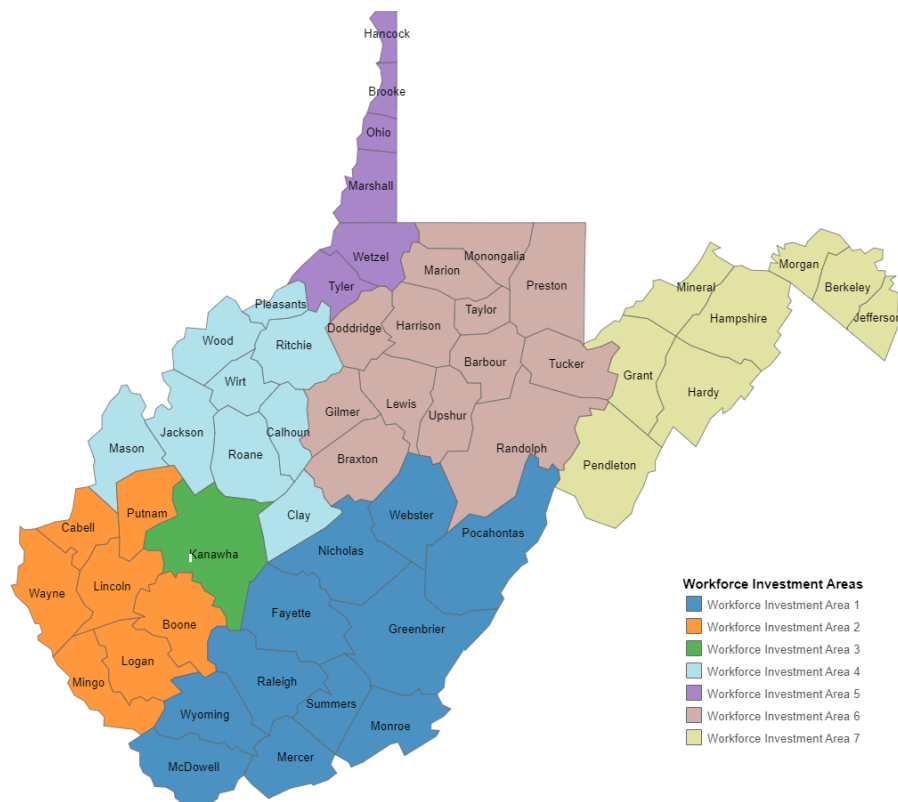
METHODOLOGY

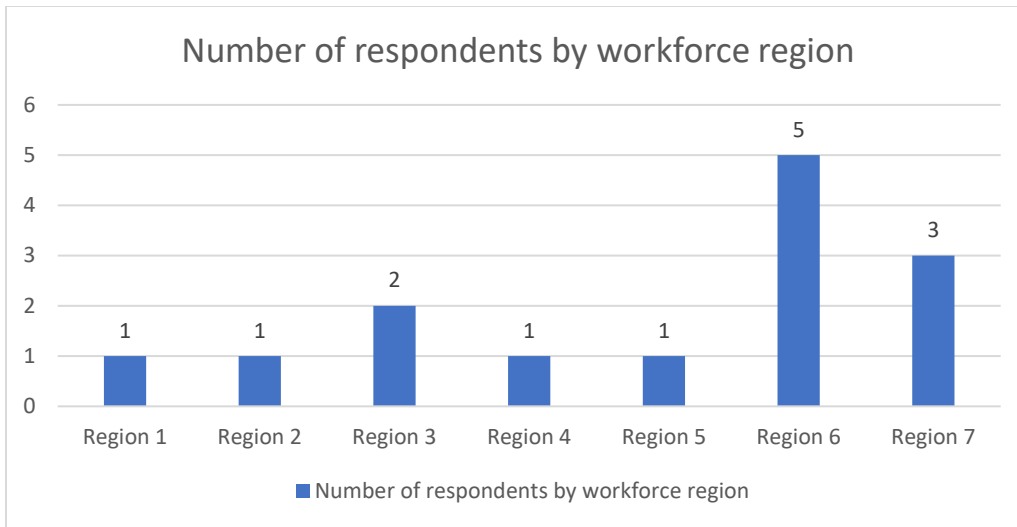
The 2020 Nursing Faculty Survey was sent to each of the 23 schools of nursing in West Virginia who offer nursing degree programs leading to associate, bachelor, or graduate prepared nurses in July 2020. Several reminders to respond to the survey were sent to program directors. Of the 23 schools of nursing, 14 responded for a 60.86% response rate. Responses were collected through the end of August 2020.

Below you will find a breakdown of the information provided by the responding schools.

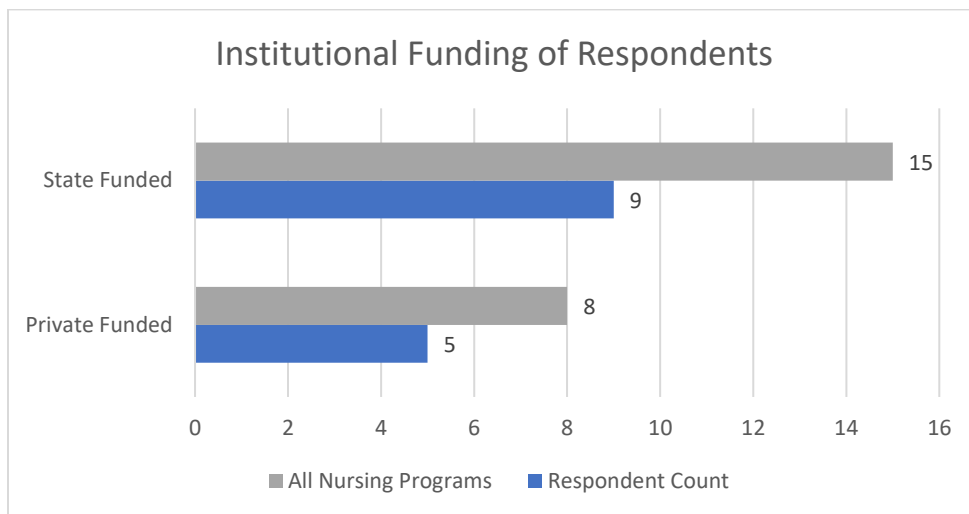
DEMOGRAPHICS

In order to better understand the geographic distribution of respondents, the survey asked respondents to identify which of the 7 workforce regions in West Virginia their programs were located within (see map of workforce regions below). Regions are not equally represented because some workforce regions have more schools of nursing than others. Even so, there is at least one response for each workforce region.

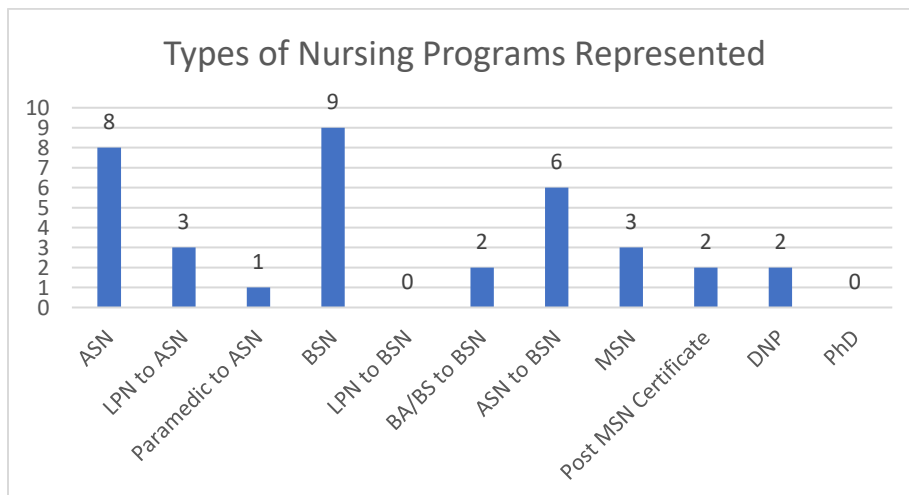




The institutional funding types were mixed, with five schools being privately funded and nine schools being state funded. This mix of respondents is comparable to the ratio of private and state funded schools of nursing in the state (8 privately funded; 15 state funded).



Respondents represented many kinds of nursing programs ranging from ASN programs to DNP programs. Since most nursing programs offered in West Virginia are ASN and BSN programs, it is no surprise that they are the most represented among the respondents.



FACULTY

The responding schools of nursing employ 208 full-time faculty, 40 part-time faculty, and 85 temporary part-time and/or adjunct faculty for their nursing programs. Most respondents indicate that permanent full and part-time faculty are employed on 9-month terms (11 of 14 respondents).

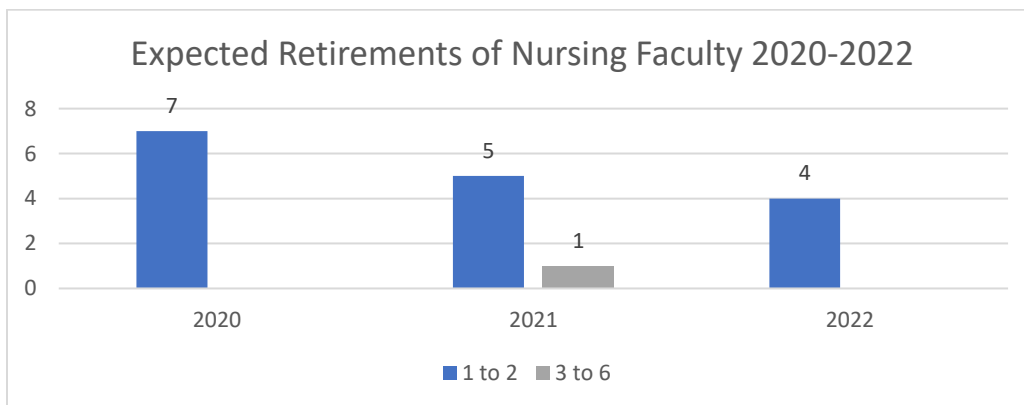
The survey asked respondents to give the salary for full-time faculty at different faculty levels to evaluate the salaries given to nursing faculty in WV. The responses from this survey show that the salaries of nursing faculty at privately funded schools are sometimes much higher than those of publicly funded schools, but this difference is not consistent across all privately funded school respondents.

Faculty Salary of Full-Time Faculty by Rank (both private and public funded)		
Faculty Rank	Range of Reported Salary	Average Reported Salary
Instructor/Lecturer	\$36,000.00 - \$75,000.00	\$50,688.38
Assistant Professor	\$42,000.00 - \$76,000.00	\$55,491.74
Associate Professor	\$48,000.00 - \$105,210.00	\$68,600.86
Professor	\$59,509.64 - \$129,841.00	\$81,942.33

National data shows that the average nursing faculty salary in West Virginia is lower than both those in neighboring states and lower than what these nurses could make in clinical practice.

The survey also asked a percentage range to understand the educational mix of nursing faculty in WV. Most full-time faculty have a MSN or higher. Part-time faculty had a more diverse educational makeup, with some schools employing BSN, MSN, and doctorate prepared nurses as part-time faculty.

As of May 2020, respondents report they had 22 unfilled budgeted positions at their schools. Additionally, the survey asked respondents to estimate retirements among nursing faculty over the next three years to help better understand future shortages of nursing faculty. In 2020, seven schools estimated they would experience 1-2 retirements during the year. In 2021, five schools expect to see 1-2 retirements while one school estimated 3-6. In 2022, four schools expect to see 1-2 retirements.



Additionally, we asked survey respondents how long, on average, it takes to recruit nursing faculty to fill a vacancy. A plurality of respondents indicate it takes 1-2 years to fill a nursing faculty vacancy.

Average time to recruit a new nursing faculty to fill a vacancy	
Time	Respondents
0-3 Months	2
4-6 Months	3
7-11 Months	4
1-2 Years	5

Respondents were asked to rank the primary reasons for nursing faculty resignations so that we could better understand why people leave academic positions. Most respondents indicate retirements and return to clinical practice are the most common reasons for nursing faculty resignations. Two respondents indicated there were other reasons for resignations, but only one entered a response to tell what the other reason was. The other reason indicated was excessive workload.

Primary Reasons for Faculty Resignations	
Reason	Summary Rank
Return to Clinical Practice	1
Retirement	1
Salary	2
Termination or Requested Resignation	3
Relocation of Spouse	4
Career Advancement	5

Respondents were also asked to rank the primary motivations for individuals to seek faculty positions at their schools. Most respondents indicated that the desire to pursue an academic career and career advancement were the most common motivations. Two respondents indicated other motivations, but one only elaborated on what the other reason was. The other reason listed stated that they do not collect motivational information. The Center assumes this means they do not ask faculty these kinds of questions so they have no way to answer this question.

Primary Motivations for Seeking Faculty Positions	
Motivation	Summary Rank
Desire to pursue an academic career	1
Career advancement	2
Better work hours	3
Better salary	4
Less stressful than clinical practice	5

Respondents were asked how many additional FTE (full-time equivalent) were needed to expand nursing program class sizes by 20 students per year. Average responses varied, but most programs would require 1-2 FTEs to expand by 20 admissions per year. Across all respondents, a total of 68 FTEs are needed to expand each program by 20 admissions per year. The table below outlines the responses to this answer.

Number of FTEs Needed to Expand Enrollment by 20 Admissions Per Year Per Program	
Program Type	Average
ASN	1.86
LPN to ASN	1.5
Paramedic to ASN	0
BSN	1.86
LPN to BSN	0
BA/BS to BSN	2.33
ASN to BSN	1.14
MSN	0.75
Post MSN Certificate	2
DNP	2.33
PhD	5

Respondents were asked to rank the barriers to expanding their program's enrollment. The highest ranked barrier was the non-competitive faculty salary rate. Two respondents indicated another barrier but only one specified what the

other barrier was. The other barrier identified was the inability for students to meet admission requirements. The table below outlines the responses to this answer.

Barriers to Expanding Program Enrollment	
Barrier	Summary Rank
Non-competitive faculty salary rate	1
Insufficient faculty lines and/or funded positions	2
Shortage of qualified faculty	3
Insufficient clinical sites for students	4

Only two survey respondents indicated that during the 2019-2020 academic year that they had faculty positions supported by grant funds. Both respondents indicated that those positions would continue during the 2020-2021 academic year.

Of the survey respondents, three indicated that they had faculty positions supported by a hospital or other healthcare facility during the 2019-2020 academic year. Of those three respondents, two indicated that the funding would continue during the 2020-2021 academic year and one indicated that a decision had not yet been made about funding.

EDUCATIONAL AND CLINICAL RESOURCES

Survey respondents were asked to provide an estimate of how much clinical education time was spent using clinical simulation during the 2019-2020 academic year. Respondents answers varied from 10 to 50 percent. On average, respondents spent 27.64% of clinical education time using clinical simulation.

Survey respondents were asked if they need additional resources such as clinical laboratories, computers, and software, and library holdings to expand. They indicate that most schools of nursing need additional resources (8 of 13 respondents). When asked what specific resources would be needed, the following resources were mentioned:

- Classroom, laboratory, and clinical simulation space
- Technology
- Computer labs
- Office space
- Lab equipment
- Student learning resources

COVID-19 PANDEMIC RESPONSE

Respondents were asked to describe the strategies they implemented during the Spring 2020 semester in response to the COVID-19 pandemic. Below is a summary of the strategies indicated by respondents:

- Increased simulation equipment, lab staff, and personnel to cover clinical needs
- Utilized virtual and online simulation options
- Online webinars and trainings
- Online testing
- Zoom
- Online proctoring
- Case studies
- Quality improvement presentations
- Virtual interprofessional education

Respondents were also asked what strategies they plan on implementing during the 2020-2021 academic year in response to COVID-19. In summary, below are the strategies indicated by respondents:

- Front-loaded clinicals to stay ahead of potential future shutdowns
- Zoom licenses for all faculty, planning for clinical make-up days
- Expanded virtual clinicals
- Reduced class sizes
- Social distancing in classes
- Mask requirements
- Sanitization of classrooms
- Hybrid teaching
- Restructuring on-campus simulations and labs to ensure social distancing.
- Preparing students for hospital screening requirements and PPE

COMPARISON TO 2010 NURSING FACULTY SURVEY RESULTS – A TEN YEAR EXAMINATION

The 2010 Nursing Faculty Survey found that the primary reasons for leaving a faculty position were for career advancement and salary. The 2020 survey shows that the primary reasons are cited as return to clinical practice and retirement. This shows that there has been a shift in the primary reasons people leave faculty positions. While salary still ranks in the top two reasons, we are now seeing more nursing educators leave by retirement. This could be a concerning trend to examine further in future surveys. Future surveys may seek to better understand the age of our nursing educators to estimate when retirements might start to increase in frequency.

The time it takes to fill a faculty nursing position has not changed significantly, with 1-2 years being the most frequently reported time frame for obtaining a new nursing faculty member in both 2010 and 2020 surveys. Barriers to program expansion have changed since the 2010 survey. The 2010 survey ranks the barriers (from highest to lowest) were shortage of qualified faculty, insufficient faculty funded positions, and non-competitive faculty salary. In the 2020 survey, we find that the shortage of qualified faculty has moved down to the third ranked barrier. This makes sense with the expansion of graduate programs available over the past 10 years. Insufficient clinical sites as a barrier has continued to rank low among respondents. This could be a result of the regional clinical scheduling tool that the Center has employed over the years. It simplifies the clinical scheduling process for both schools and healthcare facilities to ensure that all schools of nursing can access the clinical rotations they need in a fair and uncompetitive way. This clinical scheduling program is now deployed in two workforce regions and is available to all schools of nursing for free of charge. Any school of nursing in West Virginia can access this service.

Faculty salary has made modest gains since 2010 but remains an issue that continues to need improvement to get parity with clinical practice and salaries offered in neighboring states.

WEST VIRGINIA
Nursing
Scholarship
PROGRAM

The logo for West Virginia, featuring a stylized 'WV' monogram composed of various colored geometric shapes in shades of green, blue, and purple.

2020 SCHOLARSHIP REPORT

GENERATED BY THE WEST VIRGINIA CENTER FOR NURSING

EXECUTIVE SUMMARY

The West Virginia Center for Nursing Scholarship Program provides scholarships to LPN, RN, LPN Teaching Certificate, and Graduate level nursing students seeking to work and/or teach in West Virginia. It is jointly administered by the West Virginia Center for Nursing and the West Virginia Higher Education Policy Commission. The West Virginia Higher Education Policy Commission helps accomplish the administrative processes associated with the scholarship to be in line with other scholarship programs offered by the state, while the West Virginia Center for Nursing manages the recruitment and awards process, tracking and logging service obligations, and organizes recognition of scholarship recipients.

To better inform decision making with regards to the West Virginia Center for Nursing Scholarship going forward, this report aims to provide information on the application, award, and service obligation process of West Virginia Center for Nursing Scholarships. Additional information on the post service obligation trends of scholarship completers will be provided in late Winter 2021 but **based on current information we know that 87.7% of program completers since 2016 maintain an active WV nursing license.** This demonstrates the efficacy of this program to recruit and retain nurses in West Virginia and help aid the nursing shortage.

APPLICATION

The West Virginia Center for Nursing accepts applications for its scholarship program from April 15 through June 1 of each year. Applicants who wish to be considered for an award at anytime during the subsequent award year must apply during this time frame. LPN and RN applicants apply with the understanding that they will complete a service obligation working full-time as a licensed nurse in WV following completion of their educational program. Graduate level nurses and LPN teaching certificate applicants apply with the understanding that they will complete a service obligation working as a nursing educator at a West Virginia school of nursing following completion of their educational program.

The scholarship is promoted by both the West Virginia Higher Education Policy Commission and the West Virginia Center for Nursing through various means both virtual and in person. Each year, multiple reminders are sent to school contacts to encourage both existing and prospective students to apply to receive awards for the next academic year. In the most recent cycle, the West Virginia Center for Nursing heavily marketed the scholarship on its Facebook page. Analytics of website traffic show that the promotion on Facebook was one of the highest contributors to getting individuals to seek more information about the scholarship program. Figure 1 below illustrates the number of applications received over the past five application cycles. As illustrated by the figure, the number of applicants has increased significantly since 2016 and the number of applications received in 2020, was the highest number of applications on record.

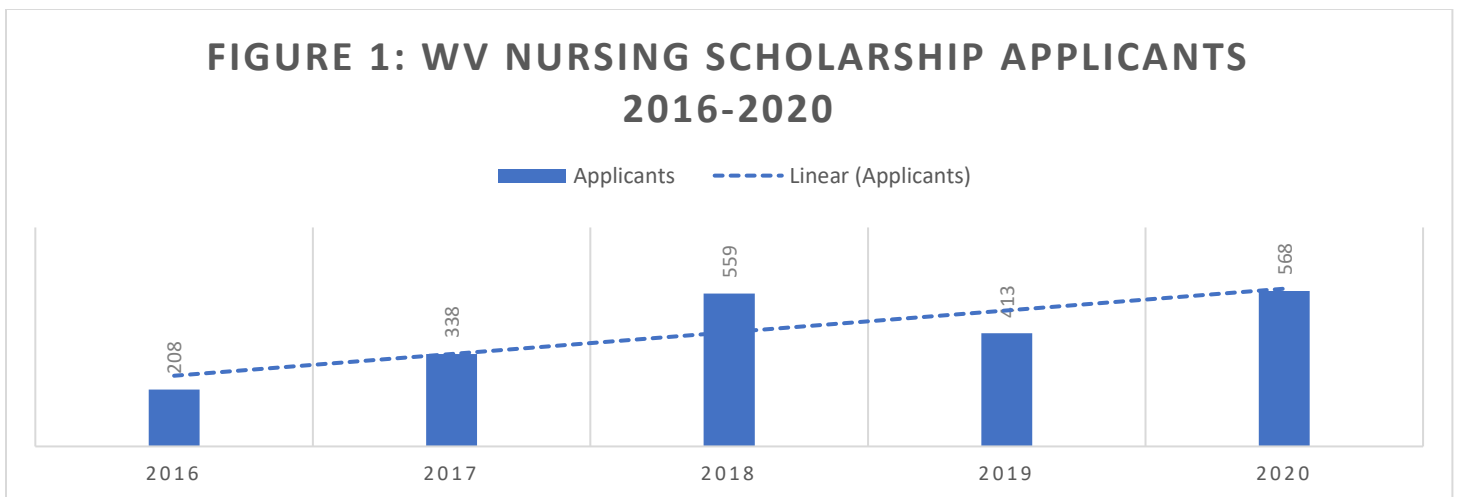


Figure 2 below provides a breakdown of applicants by applicant type over the past five years. As the figure indicates, there was a large increase in the number of RN-ASN applicants in the 2020 application cycle. This is most likely the result of new ASN programs that were recently created and increased outreach by the Center among all nursing programs that are eligible. The Center has received very few applications for the LPN Teaching Certificate, likely because this certificate and renewal operates in a similar fashion to continuing education associated with licensure. While initial LPN teaching certification leads to a new nursing faculty opportunity, recertification is required on a regular schedule to maintain the LPN teaching certificate and the applicants who have applied are those seeking renewal of their certificate.

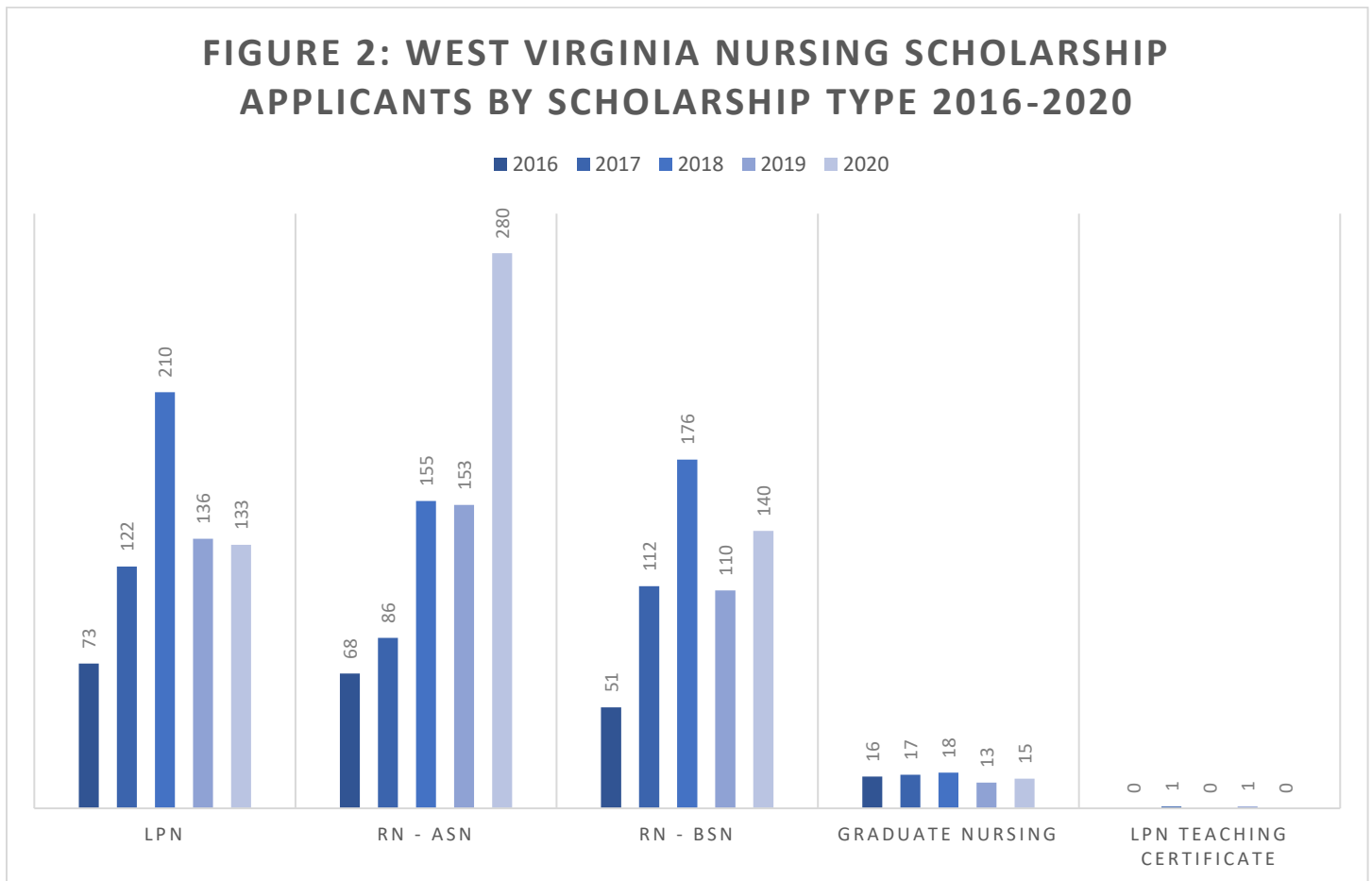
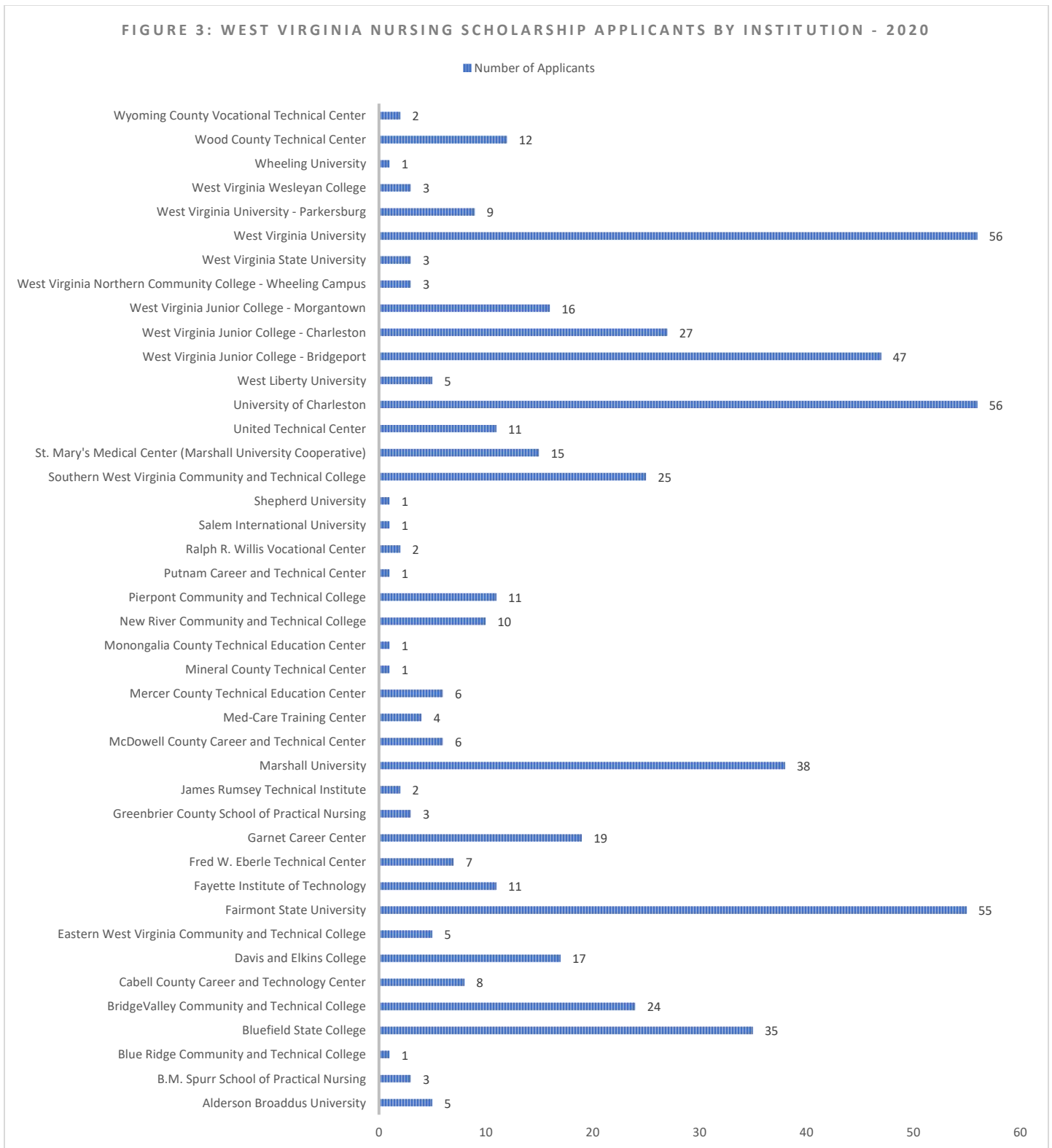


Figure 3 below provides a breakdown of applicants by applicant institution for the 2020 application cycle. As illustrated on the figure, most applications during the 2020 application cycle were received from West Virginia University, the University of Charleston, and Fairmont State University. These programs also tend to be among the highest producers of nursing degrees, so it makes sense that most applicants would apply from these institutions.



Considering the availability of other scholarship and loan repayment programs that nursing students might also be eligible for, it is important to examine some demographic information about the pool of applicants to better understand the void that this scholarship fills for nursing students who may not qualify for other programs. Programs like West Virginia Invests or PROMISE are often times not an option for nursing students because they have existing degrees and are working on moving up the nursing career pathway. From 2016-2020, the West Virginia Nursing Scholarship application asked applicants to list their employment if they are currently employed. A total of 1,298 applicants responded that they were employed over the five award cycles, accounting for 61.8% of all applicants. Using the employer and job title entered by applicants, the West Virginia Center for Nursing was able to categorize these responses to see how many of these applicants were employed at a healthcare facility or in a job that provides healthcare. Of those 1,298 employed nursing students, 950 (or 73.2%) were employed at a healthcare facility or in a job that provides healthcare. Most commonly, these applicants were employed as CNAs, home health aides, and LPNs. **These careers require certifications and education prior to the other kinds of nursing degrees they are pursuing at the time of application, making them ineligible for PROMISE or West Virginia Invests.** While the PROMISE and WV Invests programs are great for new graduates coming out of high school, the WV Nursing Scholarship helps fill a void left for nurses moving along the nursing career pathway to achieve enhanced education and training.

To gain additional information on the pool of applicants, the Center also examined the age range, average age, and median age of applicants over the five award periods. To do this, the Center calculated the applicant's age at the time of application based on birthdate. Figure 4 illustrates the findings. Among applicants, we are seeing more applicants of a younger age enrolled in BSN programs (see median age for RN-BSN applicants), matching the trend seen nationally with direct entry BSN programs for nurses. LPN and ASN scholarship applicants appear to be older students in their mid-twenties to late twenties.

Figure 4: West Virginia Nursing Scholarship Applicants Age Breakdown 2016-2020			
Scholarship Type	Age Range	Average Age	Median Age
LPN	16-55	27	25
RN-ASN	17-59	28	26
RN-BSN	17-57	26	22
MSN	18-62	38	37
Doctorate	25-62	40	36

**Only 3 LPN Teaching certificate applications were received during the five award cycles so they have been excluded from this analysis due to too few applicants to make any statistical assumptions.*

ELIGIBILITY

After the application window closes, the West Virginia Center for Nursing contacts each institution where a student applied and requests the following:

- verification that the student is accepted/enrolled in their nursing program
- verification that the student is in good academic standing
- cumulative and nursing GPA
- nursing program midpoint date
- expected graduation date.

Using this information, the Center's Recruitment and Retention Committee meets to determine award levels and GPA requirements for the application year. **Scholarship awardees ARE NOT selected on an individual basis but are awarded based on meeting the above criteria and the GPA requirements set by the Recruitment and Retention Committee. The GPA requirements and award levels are decided by the Recruitment and Retention Committee based on the availability of funds to ensure that applicants can both receive an appropriate award amount and to maximize the number of awardees possible based on available funds.** To arrive at the decision regarding GPA and award levels, the Recruitment

and Retention Committee reviews funding scenarios based on the applicant pool, different award levels, and different GPA standards. Figure 5 below details the decisions made by the Recruitment and Retention Committee from 2016-2020 regarding GPA standards and award levels. All applicants meeting the basic eligibility requirements and the GPA set by the Recruitment and Retention Committee received awards during the period.

Figure 5: West Virginia Nursing Scholarship GPA Standards and Award Levels 2016-2020							
Year	GPA Standard	LPN Award	RN (ASN) Award	RN (BSN) Award	Masters Award	Doctorate Award	LPN Teaching Award
2016	3.0	\$1,000	\$3,000	\$3,000	-	\$5,000	\$1,000
2017	3.0	\$1,000	\$1,500	\$1,500	\$5,000	\$5,000	-
2018	3.0	\$800	\$1,250	\$1,250	\$4,000	\$4,000	-
2019	3.0	\$800	\$1,250	\$1,250	\$4,000	\$4,000	-
2020*	3.0	\$800	\$1,250	\$1,250	\$3,000	\$4,000	-

All award levels indicate the disbursement amount given to a student for each eligible semester except for LPNs who receive only one disbursement per award cycle. Students who meet all eligibility requirements for all three semesters within an award year will receive three award disbursements.

Missing award levels indicate that there were no awards give for the specific category in the indicated scholarship year

*Due to COVID-19 and emergency orders issued that lift the requirement that RNs renew their licenses while the emergency order is in place, funding for the Center became uncertain for the FY2021 fiscal year. As a result, the GPA requirement was raised to 3.25 and the RN – ASN award was decreased to \$1,000. Governor Jim Justice gave the Center \$93,000 to decrease the eligible GPA back to 3.0 and increase ASN awards by \$250 per disbursement.

To be extended an award, applicants must meet the following standards outlined in Figure 6 based on what kind of award they have applied for. These standards are laid out in W.Va. state code, rule, within the scholarship’s policy and procedure manual, and within the terms of the promissory note that awardees are required to sign.

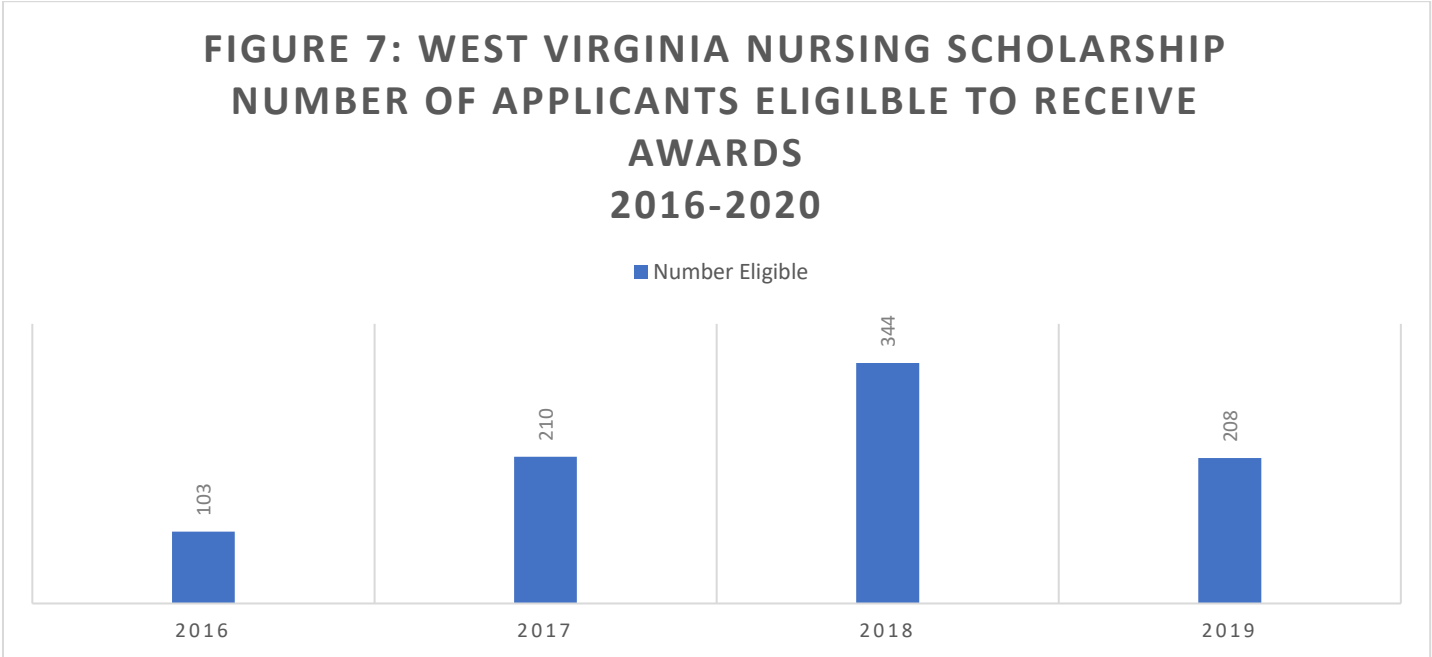
Figure 6: West Virginia Nursing Scholarship Award Requirements	
Scholarship Type	Requirements
LPN	<ul style="list-style-type: none"> Be accepted/enrolled within the academic year of application at a school of nursing in West Virginia. Be in good academic standing. Meet your nursing program midpoint* during the award period. Have a cumulative and nursing GPA equal to or greater than that set forth by the Recruitment and Retention Committee. Agree to work in West Virginia for one year, full-time as an LPN (and verify that work with the WVCFN).
RN (both ASN and BSN)	<ul style="list-style-type: none"> Be accepted/enrolled within the academic year of application at a school of nursing in West Virginia. Be in good academic standing. Meet your nursing midpoint* during the award period. Have a cumulative and nursing GPA equal to or greater than that set forth by the Recruitment and Retention Committee. Agree to work in West Virginia for two years, full-time as an RN (and verify that work with the WVCFN).
Graduate Nurses (MSN, DNP, PhD, EdD)	<ul style="list-style-type: none"> Be accepted/enrolled within the academic year of application at a school of nursing in West Virginia. Be in good academic standing. Be employed as a nursing educator at a school of nursing in West Virginia for the academic year of application while receiving an award. Have a cumulative and nursing GPA equal to or greater than that set forth by the Recruitment and Retention Committee.

	Agree to work in West Virginia for two years, full-time as a nursing educator at a West Virginia school of nursing (and verify that work with the WVCFN). Full-time employment can be met through more than one form of employment, but part of employment must be as a nursing educator.
LPN Teaching Certificate	<p>Be accepted/enrolled within the academic year of application at a school of nursing in West Virginia.</p> <p>Be in good academic standing.</p> <p>Be employed as a nursing educator at a LPN school of nursing in West Virginia for the academic year of application while receiving an award.</p> <p>Have a cumulative and nursing GPA equal to or greater than that set forth by the Recruitment and Retention Committee.</p> <p>Agree to work in West Virginia for two years, full-time as a nursing educator at a West Virginia LPN school of nursing (and verify that work with the WVCFN). Full-time employment can be met through more than one form of employment, but part of employment must be as a nursing educator.</p>
*Nursing midpoint is the date in which a nursing student has completed 50% of the nursing curriculum needed to earn a nursing degree. This calculation does not include pre-requisite classes required to enter a nursing program.	

Once an applicant has been extended an award, they are required to sign a promissory note within one week of award notification before award funds can be transferred to their institution for application to their financial aid account. The promissory note outlines the terms of the service obligation and terms of repayment should they not complete and verify their work with the West Virginia Center for Nursing. More details about the service obligation and repayment terms will be provided in subsequent sections of this report.

If an applicant does not sign the promissory note within the one-week period, they are considered to have declined the award and will not receive an award during the award year. Applicants deemed eligible and extended an award are sent multiple reminders via email and phone call through out the week to encourage all applicants to sign the promissory note by the deadline.

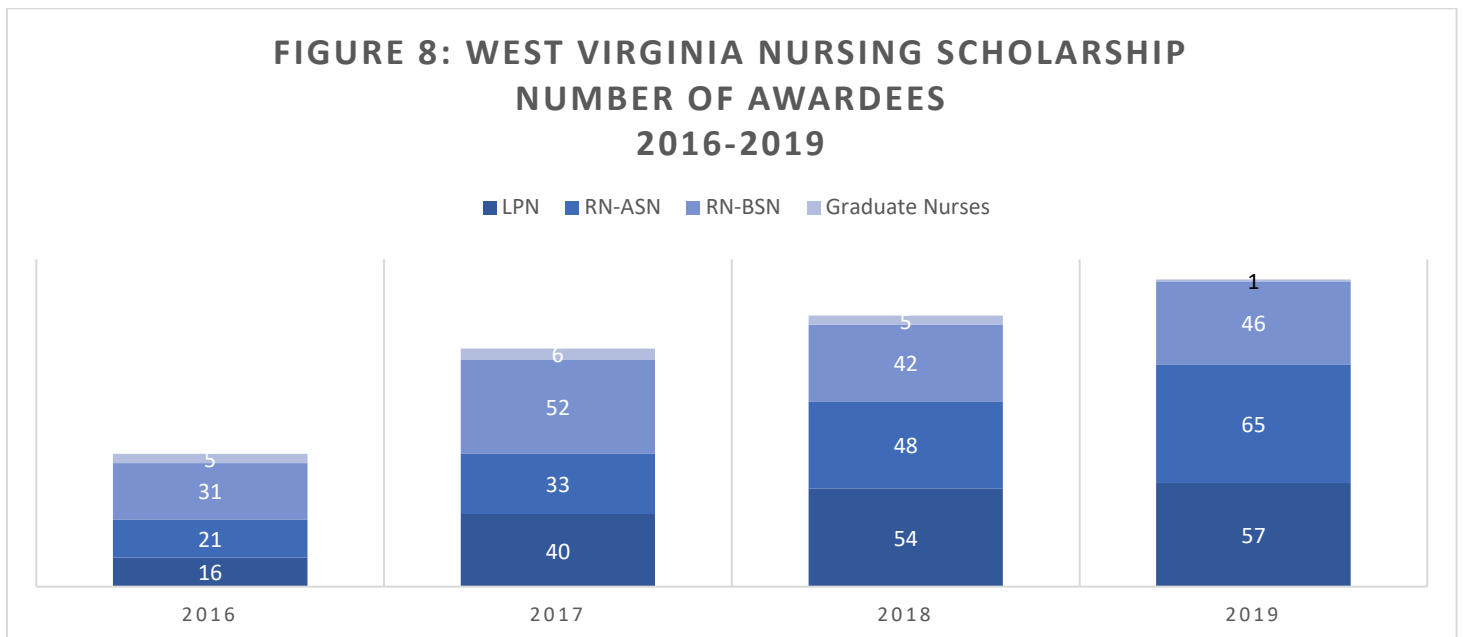
Figure 7 below shows the number of applicants who were eligible to receive an award after verification that they have met all the eligibility requirements. Please note that Figure 7 does not include 2020 award year information, as additional applicants will be evaluated for the Spring 2021 semester after meeting their nursing midpoints.



AWARDS

Since the West Virginia Nursing Scholarship Program was established in 2006, it has given over \$2 million in scholarships to nursing students across West Virginia. In the last four years alone, that total is \$1.08 million dollars among over 500 recipients.

Awards are disbursed according to what terms that a recipient has applied for and when they become eligible to start receiving awards. This means that a student can receive multiple award disbursements in an award year once they become eligible, increasing the aid that they receive. Figure 7 and Figure 8 provides a breakdown of awards disbursed from 2016-2019 in both number of awardees and total amount disbursed. The total amount disbursed is the final reconciliation of funds disbursed to students after closing statements confirmed funds were given to each recipient by each school. In some cases, students will drop out of their nursing programs or choose not to accept the scholarship after the funds have been disbursed to the school. These cases are reconciled through a closing statement process after the award year and any funds not utilized for student awards are returned. Figures 8 and 9 detail the number and amount of funds disbursed by scholarship type.



**FIGURE 9: WEST VIRGINIA NURSING SCHOLARSHIP
TOTAL AWARDS RECEIVED BY RECIPIENTS
2016-2019**

■ LPN ■ RN - ASN ■ RN - BSN ■ Graduate Nursing



Figures 10 and 11 provide a breakdown of the number and total disbursement of awards given by institution for 2019. In 2019, 169 nursing students received \$294,172. As with the figures on applications, you will notice that some institutions have more awards than others. This is most likely a result of the push by some institutions to have their students apply while students at other schools may only hear about the scholarship through outside sources. Regardless, the Center encourages all schools to notify students of the scholarship opportunity and works on promoting application of students across all nursing programs in the state.

FIGURE 10: WEST VIRGINIA NURSING SCHOLARSHIP AWARDEES COUNT BY INSTITUTION 2020

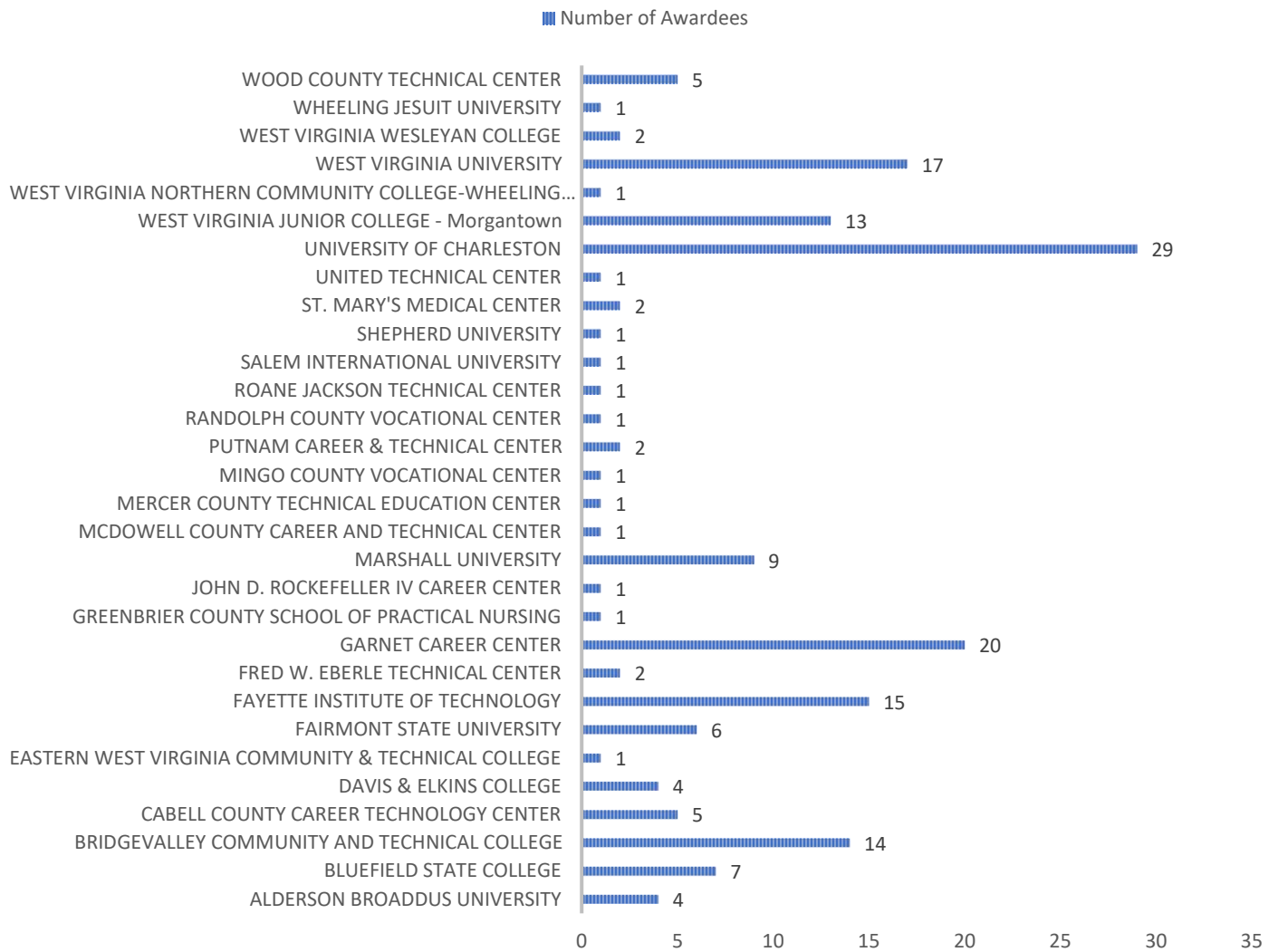
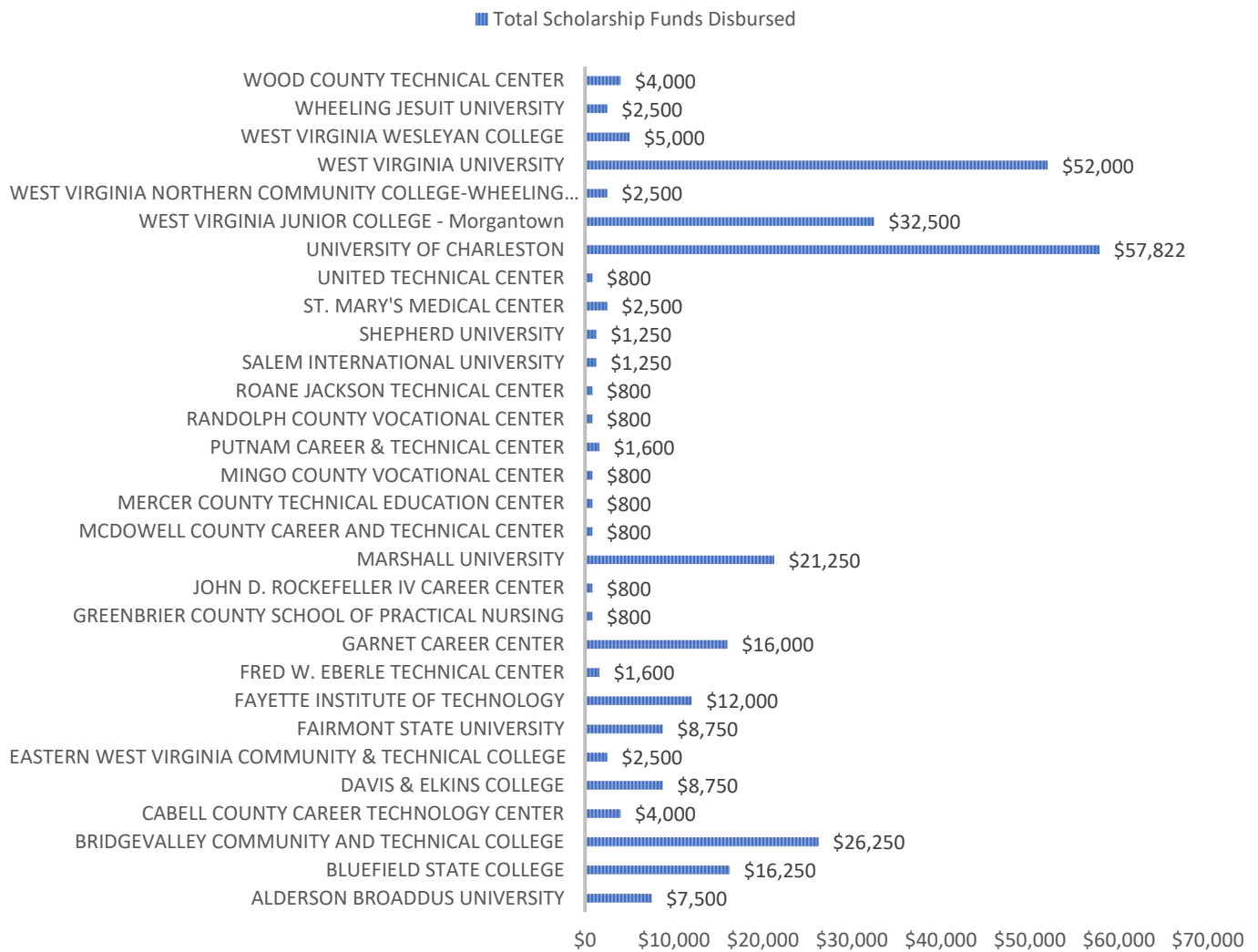


FIGURE 11: WEST VIRGINIA NURSING SCHOLARSHIP TOTAL SCHOLARSHIP FUNDS DISBURSED BY INSTITUTION - 2020



SERVICE OBLIGATION FULFILLMENT AND REPAYMENTS

Following completion of their nursing programs, recipients of the scholarship automatically enter a 6-month grace period. This grace period is intended to allow recipients time to pass licensure exams and gain employment pursuant to the terms of the promissory notes they signed. The promissory notes outline the two options that students must take following completion of their program: fulfill the service obligation as outlined or repay the award. Figure 12 outlines the terms of both options in more detail.

Figure 12: West Virginia Nursing Scholarship Promissory Note Terms

Option	Details
Fulfill the service obligation	To fulfill the scholarship, recipients must complete and verify completion of the scholarship. These terms vary based on the type of scholarship received. Those terms are:

	<ul style="list-style-type: none"> • LPN – one year, full-time for each year an award is received. Work must have a minimum qualification of LPN and must be in West Virginia. • RN – two years, full-time for each year an award is received. Work must have a minimum qualification of RN and must be in West Virginia. • Graduate – two years, full-time for each year an award is received. Work must be as a nursing educator at a West Virginia school of nursing. The full-time requirement can be achieved through more than one form of employment, but part of work must be as a nursing educator in West Virginia at a West Virginia school of nursing. • LPN teaching certificate – two years, full-time for each year an award is received. Work must be as a nursing educator at a West Virginia LPN school of nursing. The full-time requirement can be achieved through more than one form of employment, but part of work must be as a nursing educator in West Virginia at a West Virginia LPN school of nursing. <p>To verify the service obligation, recipients must submit employment verification annually in the anniversary month of the date of first employment. For example, if a recipient starts work on October 18th, 2019, they will submit their employment verification forms each October. This annual submission allows the Center to defer repayment of the award until the final form is received once the one- or two-year service obligation is complete, and the award is cancelled in the repayment system.</p> <p>Recipients who fail to submit timely verification may receive notice from Heartland ECSI that they have a balance due. If recipients submit verification soon after receiving notice that they are in repayment, no additional fees will be incurred. If recipients ignore notices and fail to submit verification, their account will be turned over to a collections agency. If they are completing the service obligation and can submit verification of that, the principal amount due can still be forgiven, but any collection fees associated with the account will be the responsibility of the recipient.</p>
Repay the scholarship award	<p>Recipients who fail to verify their service obligation, do not finish their nursing program, move out of state following graduation and choose to practice in another state, or any other circumstance that results in a recipient not fulfilling the service obligation will be required to repay the award.</p> <p>Terms of repayment of the award are like the terms of other financial aid programs. Repayments are handled through Heartland ECSI, allowing many options for students to repay.</p> <p>During the 6-month grace period, no interest accrues on the principal balance of the award. After the 6-month period, the interest rate is 5%. Recipients have the option to repay the award in full or to make monthly payments until the award and interest are repaid.</p> <p>Recipients who fail to make payments for 6 consecutive months are turned over to a collection’s agency.</p>

Since the nature and schedule of nursing programs varies in both length and completion dates, the status of recipients and where they are at in the service obligation process is constantly changing depending on when they have obtained work, how long their obligation is, and when they have submitted the verification of their service obligation. As such,

please treat the information within this report concerning service obligations as a snapshot in time. To give this report an accurate overview of everything, the recipients within this area of the report are limited to those from 2016 through 2019 so that complete award years can be compared to one another. Figure 13 below outlines the status of recipients as of October 2020 by award year. Figure 14 defines what each status means and gives further clarification. In summary for recipients from 2016-2019, 88.5% of all recipients are on the right track to complete their service obligation or in the process of becoming on the right track. 11.5% of recipients are in repayment, in collections, or have repaid their award. Of those recipients not on track for service obligation completion right now, it is important to note that these recipients could put themselves back on track by contacting the Center, paying for collection fees associated with their collections account if they have been turned over as such, and submitting employment verification showing they are fulfilling the service obligation. This does occur with some recipients whose contact information has changed, making it difficult for the Center to reach them.

FIGURE 13: WEST VIRGINIA NURSING SCHOLARSHIP RECIPIENT STATUS - 2016-2019

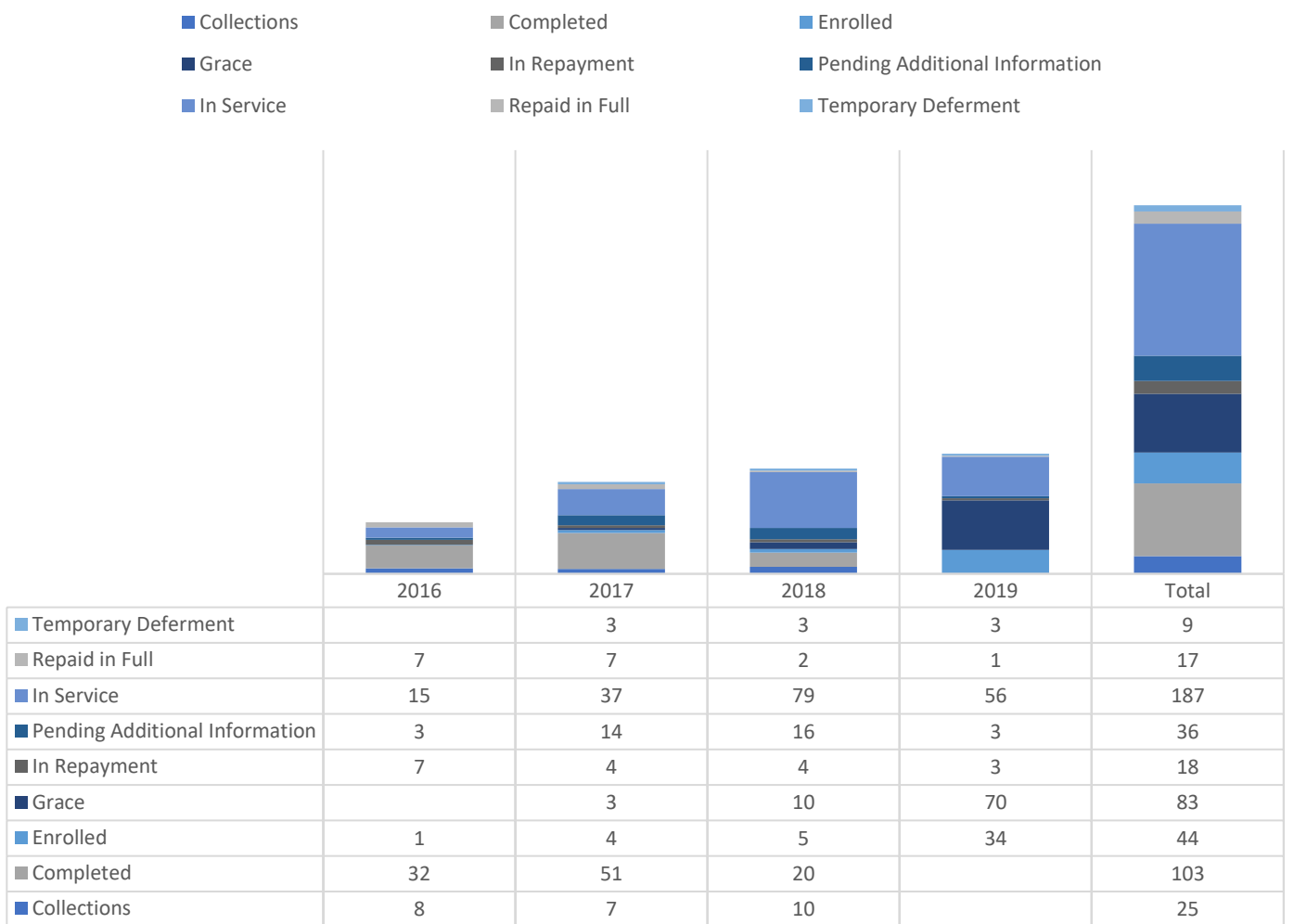


Figure 14: West Virginia Nursing Scholarship Recipient Status Definitions

Recipient Status	Definition
Temporary Deferment	Temporary deferment means that a recipient has contacted the Center regarding difficulties fulfilling the terms of the service obligation on time. The most common reason for a

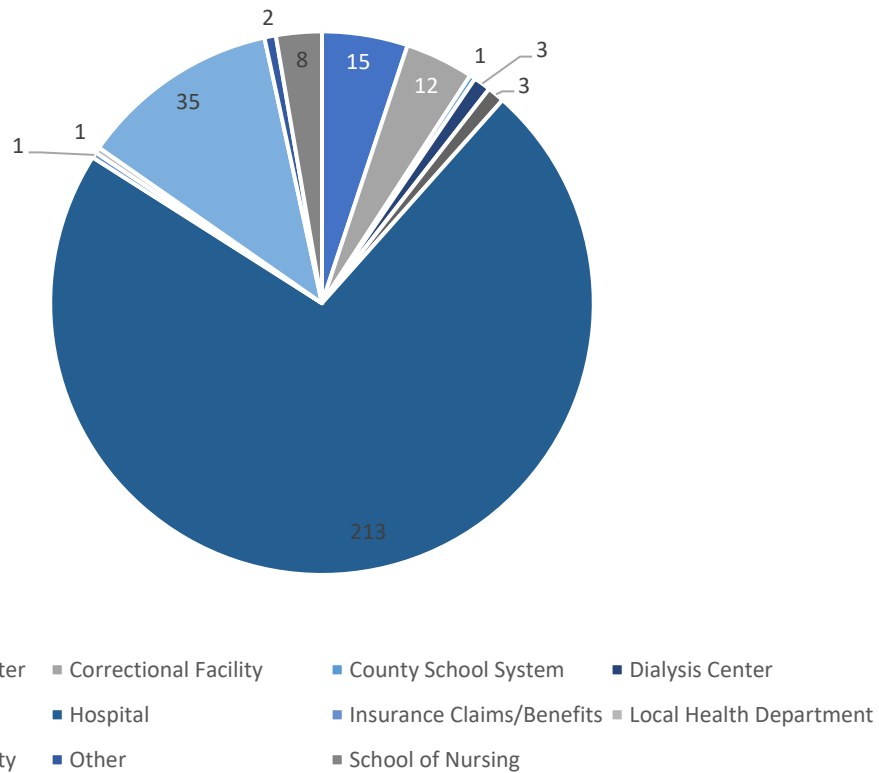
	temporary deferment is that recipients do not pass their NCLEX licensure examination on the first try. Recently, there has also been several deferments because obtaining verification at work because of COVID has been difficult.
Repaid in Full	Repaid in full means that a recipient has repaid all scholarship funds because they were unable to complete the service obligation. With recipients who have contacted the Center for more information about repayment and who have provided reasons for repayment, the most common cause is that they have moved out of state due to a spouse's work.
In Service	In service refers to recipients who have submitted employment verification showing they are completing the service obligation but have not yet completed the requirement. The Center contacts these recipients in the month that their next employment verification is due to remind them to submit their verification.
Pending Additional Information	Pending additional information means that a recipient has not yet submitted employment verification. Some of these recipients have contacted the Center and said they would be submitting the verification documentation soon, but the Center has not yet received it. The Center contacts these recipients monthly to remind them that they need to submit the information both via the phone number and email address on record.
In Repayment	In repayment refers to recipients who go onto repay their award and are actively doing so using Heartland ECSI. In some cases, these recipients have been in contact with the Center about repaying the award and most cite that they have moved out of state.
Grace	Recipients in grace have completed their nursing programs and are in a 6-month period allowed to obtain licensure and gain employment according to the terms of their promissory notes. These students are contacted monthly to remind them to submit verification once they have obtained employment and licensure.
Enrolled	Recipients enrolled are those who are finishing their existing academic program or those who are enrolled in a new academic program. Those enrolled in a new academic program are automatically deferred from their service obligation, but also may complete their obligation while in school if they are working.
Completed	Completed recipients have submitted employment verification showing they have completed their service obligation. Their award amounts have been cancelled in Heartland ECSI and they are no longer under a service obligation.
Collections	Recipients in collections have been turned over to a collections agency after being in repayment for longer than 6 months. Recipients in collections must repay any collection fees associated with their accounts being turned over to collections if they are completing their service obligation and have not submitted the required information. Accounts remain in collections until repaid or pulled out of collections after paying collection fees.

Recipients who are completing their service obligations work in a variety of areas around West Virginia, helping to alleviate the nursing workforce shortage and improve the health outcomes of our state. Figure 15 below provides a breakdown by license type of those recipients from 2016-2019 who have completed their service obligations or are currently in service.

Scholarship Type	Number in service	Number completed
LPN	30	51
RN – ASN	75	23
RN – BSN	74	29
Graduate Nursing (MSN and Doctorate)	8	0
Total	187	103

Those in service and completer recipients from 2016-2019 are also employed in a variety of settings. Figure 17 illustrates a breakdown of employment among these recipients by employer type. As expected, hospital employment is the most common employer among those recipients in service and among those who have completed their service obligations, followed by long term care facilities and ambulatory care centers.

Figure 17: West Virginia Nursing Scholarship Program In Service and Completers Employer Types 2016-2019



For those recipients from 2016-2019 who are in repayment, in collections or have repaid funds, the Center continues efforts to ensure funds of those not completing the service obligation are repaid so that they may be used to fund other scholarship awards. Of those 17 recipients who have repaid their awards in full, a total of \$29,900 was collected over the four-year award cycle period. Of those 18 recipients who are in repayment and actively repaying their award will account for an additional \$32,100 plus interest once completely repaid. The time for repayments varies according to how much in awards each recipient received so these funds will be slowly coming in over time if the recipients continue to make consistent repayments of their awards. Of those 25 recipients in collections, a total of \$47,150 in award funds are owed to the Center. Collection efforts will continue using Williams and Fudge and Conserve to try to claw those funds back using the same practices employed by other financial aid programs. Over the 2016-2019 award period, the amount owed back and repaid to the Center for individuals not completing their service obligations account only for 10.03% (\$109,150) of all award funds disbursed over the period.

Figure 18: West Virginia Nursing Scholarship Repayment of Funds 2016-2019

Recipient Status	Amount of Principal Funds
In Repayment	\$32,100
In Collections*	\$47,150
Repaid in Full	\$29,900
Total Funds Collected/To Be Collected over Four-Year Award Period	\$109,150

Percentage of Funds Collected/To Be Collected Compared to Total Funds Disbursed Over Four-Year Award Period	10.03%
<i>*Those recipients in collections may be pulled out of collections if they supply information showing they have fulfilled the service obligation and pay the collection fees associated with their account.</i>	

EFFICACY OF SERVICE COMMITMENT SCHOLARSHIPS AND LOAN REPAYMENT PROGRAMS

The West Virginia Center for Nursing has started undertaking a long-term, post service obligation look at past participants of the West Virginia Nursing Scholarship Program to see how effective the post service obligation is at retaining nurses in the state. Utilizing nursing license numbers provided by participants, the Center was able to aggregate all nursing completers since 2016 to see if they maintain an active WV nursing license. **This analysis found that 87.7% of all service obligation completers since 2016 of the West Virginia Nursing Scholarship Program as of August 2020 still maintain an active WV nursing license.** In order to dive deeper into this analysis, the West Virginia Center for Nursing has been working with the WV RN and LPN Boards to come up with an information sharing agreement that will allow us to know if a past recipient is working in WV or out of state on a yearly basis based on employment reported at the time of licensure renewal. Since the Nursing Licensure Compact was enacted, it is possible some of these completers could be licensed in WV but could be working across the border in a neighboring state. Considering that nursing salaries in neighboring states are generally higher, the Center would like to regularly collect, analyze, and share this information to better provide program success information with the public and help better inform policies regarding the compensation of nurses in our state.

Many studies have been conducted on loan forgiveness and service scholarship program effectiveness, especially in relation to healthcare professionals in areas with shortages. An analysis of 43 studies exploring the effectiveness of financial incentive programs in recruiting and retaining healthcare workers in underserved areas found that financial incentives contributed to large numbers of healthcare workers working in underserved areas and participants in these programs were more likely than non-participants to work in underserved areas in the long run¹. Another study stated that 48% of respondents said they would be more likely to return to an underserved community in their home state if they received loan forgiveness to do so².

The federal government has several programs for different health professions with track records of success. West Virginia has approximately 7 service obligation scholarships/loan repayment programs in which healthcare professionals can participate, but none of these programs focus solely on nurses at multiple levels the way the WV Nursing Scholarship Program does. Many of these programs have restrictions on them that mean LPN students do not qualify or many RN students who have already received a LPN or CNA certificate before enrolling in RN school would not qualify. Given that the nursing career pathway has multiple entry points, it is vital that West Virginia has a program that encourages the recruitment and retention of nurses at different levels to ensure we build a healthy nursing workforce. This report demonstrates that the West Virginia Nursing Scholarship Program is a vital tool to help nurses across the state complete their degrees and practice in West Virginia.

¹ Till Bärnighausen and David E. Bloom, "Financial Incentives for Return of Service in Underserved Areas: A Systematic Review," BMC Health Services Research 9 (2009).

² John Bernard Miller and Robert A. Crittenden, "The Effects of Payback and Loan Repayment Programs on Medical Student Career Plans," Journal of Rural Health 17, no. 3 (2001): 160–64.



NON-CLASSIFIED JOB DESCRIPTION

INCUMBENT: Jordyn Reed **DATE:**

JOB TITLE: Administrator

DEPARTMENT: Health Sciences

WORK LOCATION: Central Office

REPORTS TO: Board Chair, West Virginia Center for Nursing and Laura Boone, Senior Director of Health Sciences, HEPC

FLSA:

GENERAL JOB SUMMARY:

Describe the general purpose of the job in one or two sentences.

The position is the lead administrator for all operational activities of the West Virginia Center for Nursing and is the Center's main representative in all external relations. Because this is the sole staff position of the Center, this position is critical to the Center's success and continued existence.

JOB DUTIES AND RESPONSIBILITIES:

- Works with the West Virginia Center for Nursing Board of Directors to frame and articulate the vision and mission for the Center. Drafts, updates, implements and monitors the activities of the Center's strategic plan. Identifies and works with the Board of Directors to secure resources for projects and programs to carry out the Center's mission. Develops and disseminates board meeting agendas and content and handles all logistics related to the timely operation of board meetings.
- Executes the research and data responsibilities of the Center. Designs research and policy projects utilizing nursing licensure data and other nursing and healthcare workforce datasets. Responsible for data analysis, drafting of presentations, policy briefs, and other data reports, and devising communications strategies for disseminating findings. To execute these projects, coordinates with the LPN and RN Licensing Boards, the Commission's Divisions of Policy and Planning and Health Sciences, Workforce West Virginia, the Association of Deans and Directors of Nursing, West Virginia Organization of Nurse Executives, the West Virginia Hospital Association, West Virginia Nurses Association, Future of Nursing Campaign, the Rural Health Association, and other stakeholders.
- Represents the Center at local and national meetings, conferences and other opportunities to promote its work and create partnerships with other organizations. Designs and delivers presentations on the Center's work.

Is the incumbent responsible for hiring, firing, performance appraisals, etc. for others? Yes No

DISCLAIMER:

This description does not state or imply that the duties listed are the only duties to be performed by the position incumbent. Employees are required to follow job-related instructions and perform other job-related activities assigned by their supervisor. Most requirements are subject to possible modification in order to provide a reasonable accommodation to individuals with disabilities. Some requirements may exclude individuals who pose a direct threat or significant risk to the health and safety of themselves, students, other employees, or the general public.

GENERAL COMMENTS:

Incumbent: *You may add other information which would be important in understanding your job and which has not been covered in other sections of this form.*

Incumbent Signature Date

Immediate Supervisor: *To be completed by the employee's immediate supervisor. As a supervisor, it is important that you review this questionnaire for accuracy and completeness and note any comments you may have next to the employee's responses and initial. The space provided is for general remarks you may have.*

Supervisor (Vice Chancellor) Signature Date

Second-Level Supervisor: *To be completed by the second-level supervisor and other management staff members, where applicable, who indirectly supervise this position through other supervisors. As the next level of management over this position, it is important that you review this questionnaire and note any comments you may have next to the employee's responses and initial. The space provided below is for any general remarks you may have.*

Second Level Supervisor Signature

Date