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## West Virginia Higher Education Policy Commission

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TO: Legislative Oversight Commission on Education Accountability  
Legislative Oversight Commission on Health and Human Resources  
Accountability

FROM: Carolyn Long  
Interim Chancellor

DATE: December 1, 2018

RE: West Virginia Center for Nursing Strategic Plan Statutory Report

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West Virginia Code §30-7B-7 requires the West Virginia Center for Nursing (Center for Nursing) to 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 board of the Center for Nursing shall provide drafts of any legislation needed to implement recommendations of the strategic plan.

### **Introduction:**

The 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 nurses. In 2014, the legislation governing the Center for Nursing was amended to establish a closer working relationship between the Center for Nursing and the West Virginia Higher Education Policy Commission (Commission). The operations of the Center for Nursing are funded solely by a \$10 fee paid during the yearly license renewal process completed by every licensed practical and registered nurse in West Virginia.

The Center for Nursing operates a scholarship program for licensed practical, registered, masters and doctoral nursing students pursuing their degrees. In order to qualify for a scholarship, nursing students must be West Virginia residents attending an accredited West Virginia nursing program

and agree to fulfill a service obligation to work in West Virginia for each year they receive an award.

In addition to supporting the Nursing Scholarship Program, the Center for Nursing focuses on nursing workforce planning and development to help alleviate an ongoing shortage of nurses.

Below is an update on progress over the last two years in meeting the strategic priorities of the Center.

### **Strategic Priorities:**

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

- The Strategic Plan for the Center for Nursing was developed by the Board of Directors and other stakeholders on October 17, 2014. It is reviewed annually and updated to respond to changing needs.
- In conjunction with the West Virginia Community and Technical College System, the Center for Nursing held a Nursing Workforce Roundtable on March 17, 2017 to examine and share current nursing workforce data and establish a framework for future interventions. The Roundtable was attended by nurse educators, employers, nurse leaders, and policymakers from across the state.
- A follow up Nursing Workforce Summit was held on September 15, 2017 in partnership with other West Virginia nursing organizations: Future for Nursing WV, West Virginia Association of Deans and Directors of Nursing Programs, West Virginia Board of Examiners for Registered Professional Nurses (the RN Board), West Virginia State Board of Examiners for Licensed Practical Nurses (the LPN Board), West Virginia Nurses Association, West Virginia Organization of Nurse Executives, and Workforce West Virginia. A national nursing workforce expert discussed West Virginia data and lead discussion on best practices to recruit and retain nurses. As a result of the Summit, work groups were formed to focus on identified contributing factors to ongoing nursing shortages. Center staff and board members participate in these workgroups.

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

- The Center for Nursing collects and analyzes nursing workforce supply and demand data. A Shared Data Committee was assembled in 2016 to identify critical data needs and to avoid duplication in acquiring data and developing nursing workforce data reports. Members of the committee include: Future for Nursing WV, West Virginia Association of Deans and Directors of Nursing Programs, West Virginia Board of Examiners for Registered Professional Nurses (the RN Board), West Virginia State Board of Examiners for Licensed Practical Nurses (the LPN Board), West Virginia Nurses Association, West Virginia Organization of Nurse Executives, and Workforce West Virginia.

- Through the work of the committee, data needs have been identified, collected, analyzed and presented at the Nursing Workforce Roundtable on March 17, 2017 and the Nursing Workforce Summit on September 15, 2017.
  - The Center for Nursing's most recent West Virginia Nursing Workforce Data, can be found on the Center for Nursing's web site [www.wvcenterfornursing.org](http://www.wvcenterfornursing.org). Reports include WV RN and LPN Data Snapshots, Faculty Survey, State and National Employment trends, and wage and salary data.
- 3. Establish and maintain a website to disseminate information about the center and its mission, and educational opportunities and financial aid available in West Virginia.**
- The Center for Nursing's website ([www.wvcenterfornursing.org](http://www.wvcenterfornursing.org)) houses information on nurse recruitment and retention programs, workforce data, clinical scheduling, and the Nursing Scholarship Program.
  - Current Center for Nursing Board of Directors' agendas, minutes and work documents are posted to the site along with guidelines for Nurse Residency and Junior Nurse Academy Programs.
- 4. Evaluate capacity for expansion of nursing programs, including the availability of faculty, clinical laboratories, computers and software, library holdings and supplies.**
- One of the identified barriers to increasing nursing graduates was lack of clinical rotation opportunities. In 2016, a redesigned clinical scheduling program was developed in conjunction with WVNET. The interactive program administered by the Center for Nursing allows nursing instructors to schedule clinical rotations for students in area hospitals and clinics to better utilize available clinical sites, avoid scheduling overlaps and over utilization of limited clinical sites, and increase use of underutilized clinical sites. Hospitals and clinics also can access the site to manage and update available rotation sites.
  - The program currently is being used in the Kanawha Valley. Several other regions in the state have requested demonstrations and are interested in implementing it.
- 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 other health care institutions or teach in state nursing programs as provided in section four, article three, chapter eighteen-c of this code.**
- The application process for the Nursing Scholarship Program is now completely online. Its operations conform to the Commission's guidelines for scholarship programs including the use of a vendor to track fulfillment of the scholarship's service obligations. These modifications have improved reporting capabilities, tracking of service obligations, recovery of scholarship funds when the service obligation to work in West Virginia is not fulfilled, and has increased the number of student applications to the program.

- The Center for Nursing has been awarding more than \$2 million in scholarships since its inception in 2006. In 2014, the Nursing Scholarship Program was restructured to better align with financial aid best practices, and since that time, the program has dramatically increased the number of applicants and awards made. For the academic year 2018-2019, the Nursing Scholarship Program awarded \$469,250.00 in scholarships to 375 nursing students. By comparison, in 2014-2015 when the restructuring began, \$164,821 in scholarships was provided to 60 nursing students.

**Academic Year 2017 – 2018 Scholarship Award Breakdown**

<b>Program</b>	<b>Students</b>	<b>Award Totals</b>
LPN	93	\$93,000.00
ASN	54	\$103,500.00
BSN	70	\$190,500.00
MSN	4	\$35,000.00
Doctoral	2	\$20,000.00
<b>Totals</b>	<b>223</b>	<b>\$442,000.00</b>

**Academic Year 2018 – 2019 Scholarship Award Breakdown**

<b>Program</b>	<b>Students</b>	<b>Award Totals</b>
LPN	115	\$92,000.00
ASN	113	\$141,250.00
BSN	128	\$160,000.00
MSN	14	\$56,000.00
Doctoral	5	\$20,000.00
<b>Totals</b>	<b>375</b>	<b>\$469,250.00</b>

**6. Maintain an active Board of Directors of WV Center for Nursing consistent with §30-7B-4.**

- After several years without a fully constituted board of directors due to lack of

appointments, a full board was appointed by Governor Tomblin in February 2016. The board meets every other month.

- The Board has several activities committees including the Executive, Recruitment and Retention, Data Management, and Nominating Committees.

### **For More Information**

If you have any questions regarding the West Virginia Center for Nursing, please contact Lissa Gonzalez, Administrator, 304-558-0838 or [lissa.gonzalez@wvhepc.edu](mailto:lissa.gonzalez@wvhepc.edu). You may also visit the website at [www.wvcenterfornursing.org](http://www.wvcenterfornursing.org).