

WV Center for Nursing
Recruitment & Retention Subcommittee
March 9, 2007; 1:30 p.m.
WV Higher Education Policy Commission
President's Conference Room; 9th Floor

Attending: Duane Napier, Pam Alderman (via conf call), Amy Campbell, Denise Campbell (via conference call), Dr. Shelia Kyle, Dr. Cynthia Persily (via conference call)

Guests: Alicia Tyler, Karen Hoschar, Latora Outlaw, Lisa Robertson, Bethany Akers, Tabitha Grose, Priscilla Baisden, Emily Russell, Gina Seabolt

Absent: Theresa Witt

Minutes

I. Call to Order

Dr. Kyle called the meeting to order and introductions were made, as guests were present.

II. Approval of minutes from meeting of January 12th and February 9th

Dr. Kyle asked for changes or corrections for the minutes of January 12th. With no changes, Amy moved to accept; Pam seconded; motion passed unanimously.

III. Executive Director's Report

Logo has been changed per approval of the Board. After approval of appointments by the Governor's Office, letterhead, etc, will be printed.

Spoke to this group of students – at their school – gave presentation about the center. The Executive Director and Dr. Persily are also meeting with CAMC to do a presentation.

IV. Old Business

A. Clinical scheduling programs.

On-line program between school and facilities to make sure sites are available. Proposal submitted to Chancellor Skidmore; have not heard anything; due to legislative session. Spoke to Verizon about a potential grant and has submitted a proposal but needed to be 501-3-c designation to receive funding. Will be working with WV Community Voices, Inc., who has agreed to receive the funds. Need \$100,000; Verizon will only give \$10,000; Chancellor Skidmore thinks he might be able to locate the rest. Will be working with Dr. Renate Pore to write grant next week.

B. Scholarship program/Emergency fund update

Information has been sent out to request the second quarter data for the scholarship program. Dr. Kyle asked for an update on the funding of the emergency fund and the scholarship funds. Duane Napier stated that \$160,020 has been given to the institutions for the scholarship program, and \$9,386 has been expended in emergency funding. He stated that there is \$18,000 left; suggestion is to move this amount from the scholarship fund to the emergency fund for the rest of this academic year.

After discussion, members decided that the bulk of the funds should remain in the scholarship funding; except for moving \$5,000 to the emergency fund. Amy Campbell moved to transfer the \$5,000 from the scholarship program funding to the emergency funding for the remainder of this fiscal year. Pam Alderman seconded; motion passed unanimously.

Dr. Kyle requested a report be sent to the members detailing the reasons the emergency funding requests were granted.

C. Recognition program

Duane Napier informed the group that the event is scheduled for October 18, 2007, in cooperation with the RN Board. Spoke with Pam Neal and explained the situation and the West Virginia Center for Nursing Board decision. Has been called and asked to help plan the WVNA celebration. Met with Laura Rhodes; planning on 450 attendees at the event of October 18th. Decisions are being made. Will be ordering the awards; getting 105 made; logo will be etched; they will get a certificate with other information. Notice has been sent out to members of the Advisory Board asking for volunteers to be on the review committee for the nominations. Currently, the plan is that the deadline for nomination submission is April 1st, which will give the review committee April and May to score the nominations. Awardees will be announced in June. Spoke with two people to do the program; working on the design. Will ask awardees to submit a brief bio and a head shot.

D. Benedum Grant.

Karen Hoschar met with Thomas Memorial and met with their staff and AssistMed on web conference on the program. Have hard copies of the criteria; will be going to the facilities on board to start getting them into the system.

E. Articulation Plan collaboration with ADDNE

Dr. Kyle reviewed the last meeting and decisions that led to the scheduling of two meetings with BSN and ADN programs in the upcoming weeks. Dr. Kyle asked if

the information has been submitted by the various institutions; Duane Napier stated that he received nothing from most of the programs; information he has for the BSN spreadsheet was taken from the various websites. He will wait to do the ADN programs after the BSNs meet to see how the spreadsheet works.

V. New Business

Dr. Kyle asked for new business. With no new business to address, continued with agenda.

VI. Strategic Plan

A. Review changes of Plan relevant to the Subcommittee

Dr. Kyle stated that she would focus on the parts germane to this subcommittee.

- ◇ Action step #5 will be changed from Data Management to the R&RI Subcommittee.
- ◇ Under development of scholarship/loan program - #2 – emergency fund; data won't be able until after April 1st. Projected impact same as the one above.
- ◇ On #3; legislation states 1/3 of budget must be used for grants/loans/scholarships; need to decide what/where to put emphasis.

Dr. Persily said she'd like to see some of the funding go toward projects to enhance nurse recruitment in the community; maybe try to do small grants – 2 or 3 throughout the year. Dr. Kyle asked if we should give some ideas toward what kind of projects could be funded. Dr. Persily suggested checking with North Carolina to see what else they have funded. Duane Napier stated that some places also do matching grants with facilities as well. Dr. Kyle wants added to agenda for the next meeting.

Dr. Persily stated that she and Duane will meet and review the plan to streamline and then will place on Board agenda for review.

Dr. Kyle requested information from the North Carolina Center for Nursing be sent to members for their review.

Denise Campbell stated that some of the nurses she works with are working to keep access to their health care. Duane Napier stated that the other issue may be how facilities are addressing staffing issues – are there opportunities for the older worker to do shared shifts or moving them to case management – or phased retirement – instead of expecting 12 hour shifts. Dr. Persily suggested that maybe this could be an idea that perhaps the West Virginia Center for Nursing could facilitate a meeting to give national and local perspectives.

Dr. Kyle asked if everybody was comfortable giving this to the Planning Subcommittee. Members agreed.

VI. Announcements

Pam Alderman discussed an issue, which she had e-mailed to Duane Napier regarding students were not able to attend Unity Day because of lacking of funding; maybe the West Virginia Center for Nursing would like to consider perhaps funding senior students to attend; maybe the WVNA would give a break. Dr. Kyle stated her facility didn't send anybody; upon evaluation; most students didn't give it high rating as a positive, necessary experience; however, her students also do not take a health policy class. However, maybe WVNA needs to take a different approach on educating the students on the issues. Dr. Persily stated that she hadn't heard anything negative from her students that attend; but most of her students are in a graduate program. Dr. Persily expressed concern about supporting just one event, and asked if it would be possible that the schools could set aside some of the scholarship funding to use for this? Students attending gave the cost for the 2007 Unity Day: early registration \$13/included lunch; late registration was \$28. Dr. Kyle stated that from previous experience – the bulk of the funding is used to pay for food. Students present stated that the lines were so long that most of them didn't partake. Denise Campbell suggested that the attendance shouldn't just be the students; that legislators would like to hear from the nurses currently working to get a workforce perspective.

VII. Next Meeting Date and Adjournment

The next meeting is scheduled for June 15, 2007 at 1:30 p.m.; President's Conference Room; 9th Floor, at WV Higher Education Policy Commission

Dr. Kyle asked for motion to adjourn. Pam Alderman moved; Amy Campbell seconded. The motion passed unanimously and the meeting was adjourned.

Signatures:

Chair

Date

Executive Director

Date