

QUESTIONNAIRE

(Please include a copy of this form with each filing of your rule: Notice of Public Hearing or Comment Period; Proposed Rule, and if needed, Emergency and Modified Rule.)

DATE: August 5, 1999

TO: LEGISLATIVE RULE-MAKING REVIEW COMMITTEE

FROM: (Agency Name, Address & Phone No.) West Virginia Board of Exam. for Registered Prof. Nurses
101 Dee Drive, Charleston, WV 25311-1620

Phone: (304) 558-3596 Fax: (304) 558-3666

LEGISLATIVE RULE TITLE: West Virginia Legislative Rule, Title 19, Series 1,

"Policies and Criteria for the Evaluation and Accreditation of Colleges, Departments or
Schools of Nursing"

1. Authorizing statute(s) citation § 30-7-4; §30-7-5

2. a. Date filed in State Register with Notice of Hearing or
Public Comment Period:

April 23, 1999, Volume XVI, Issue 17, page 723

b. What other notice, including advertising, did you give
of the hearing?

Hearing Notice sent directly to Deans and Directors of nursing education programs
preparing registered professional nurses; Notice in RN Newsletter sent to all
registered nurses with an active WV license (22,000+); West Virginia Nurses Assoc.
RN Newsletter is mailed to various agencies throughout the state and country.

c. Date of Public Hearing(s) or Public Comment Period ended:

Monday, June 14, 1999

- d. Attach list of persons who appeared at hearing, comments received, amendments, reasons for amendments.

- e. Date you filed in State Register the agency approved proposed Legislative Rule following public hearing:
(be exact)
August 5, 1999

Laura Rhodes, Executive Secretary (304) 558-3596 Fax: (304) 558-3666

West Virginia Bd. of Exam. for Registered Professional Nurses

101 Dee Drive

Charleston, WV 25311-1620

- g. IF DIFFERENT FROM ITEM 'f', please give Name, title, address and phone number(s) of agency person(s) who wrote and/or has responsibility for the contents of this rule: (Please type)

3. If the statute under which you promulgated the submitted rules requires certain findings and determinations to be made as a condition precedent to their promulgation:

hearing for the taking of evidence and a general description of the issues to be decided.

b. Date of hearing or comment period:

c. On what date did you file in the State Register the findings and determinations required together with the reasons therefor?

d. Attach findings and determinations and reasons:

Attached



STATE OF WEST VIRGINIA
BOARD OF EXAMINERS FOR REGISTERED PROFESSIONAL NURSES
101 Dee Drive
Charleston, WV 25311-1620

April 14, 1999

The Honorable Ken Heckler
Secretary of State
Building 1, Suite 157-K
1900 Kanawha Blvd., East
Charleston, WV 25305-0770

Dear Mr. Heckler:

The Board in session March 4-5, 1999 approved for filing proposed legislative rule 19CSR1 titled Policies and Procedures Related to the Accreditation of Colleges, Departments, or Schools of Nursing. This is a revision of the rule by the same title.

A brief summary of the rule follows:

This legislative rule sets forth the policies and procedures related to the accreditation of colleges, departments, or schools of nursing. The rule provides definitions related to accreditation procedures; major changes in a program that are reportable and reviewed by the Board; accreditation visit and survey procedure; loss of accreditation; closing of a program; outlines types of reports required by the Board and sets requirements for faculty members and program administrators.

The rule revision relates specifically to school of nursing faculty qualifications by permitting requirements other than a graduate degree with a major in nursing. The revision strikes the language requiring a graduate degree with a major in nursing to be fully implemented by January 1, 2000 and adds language to permit persons with other specific qualifications to qualify as nursing faculty.

The Board's rationale for proposing a revision to the rule is based upon the need to broaden the qualifications required for nursing faculty members in order to facilitate hiring of qualified individuals.

Should you have any questions or if further information is required please contact me.

For the Board,

A handwritten signature in cursive script that reads "Laura Skidmore Rhodes".

Laura Skidmore Rhodes, MSN, RN
Executive Secretary

APPENDIX B

FISCAL NOTE FOR PROPOSED RULES

Rule Title: Policies and Criteria for the Evaluation and Accreditation of
Colleges, Departments or Schools of Nursing
 Type of Rule: X Legislative Interpretive Procedural
 Agency WV Board of Examiners for REgistered Professional Nurses
 Address 101 Dee Drive
Charleston WV 25311-1620

1. Effect of Proposed Rule

	ANNUAL FISCAL YEAR				
	INCREASE	DECREASE	CURRENT	NEXT	THEREAFTER
<u>ESTIMATED TOTAL COST</u>	\$	\$	\$	\$	\$
PERSONAL SERVICES	No change				
CURRENT EXPENSE	No change				
REPAIRS & ALTERNATIONS	none				
EQUIPMENT	none				
OTHER					

2. Explanation of above estimates:

The ammedments to this rule will not change the current level of expenditures for implementation of nursing education standards and accreditation procedures.

3. Objectives of these rules:

To broaden the accepted qualifications required of nursing faculty members

Rule Title: Policies and Criteria for the Evaluation and Accreditation of
Colleges, Departments or Schools of Nursing

4. Explanation of Overall Economic Impact of Proposed Rule.

A. Economic Impact on State Government.
None

B. Economic Impact on Political Subdivisions; Specific
Industries; Specific groups of Citizens.
None

C. Economic Impact on Citizens/Public at Large.
None

Date: April 14, 1999

Signature of Agency Head or Authorized Representative

Laura Sidmore Rhodes

TITLE 19
LEGISLATIVE RULES
WEST VIRGINIA BOARD OF EXAMINERS
FOR REGISTERED PROFESSIONAL NURSES

FILED

AUG 5 11 50 AM '99

OFFICE OF THE CLERK
SECRETARY OF STATE

SERIES 1

**POLICIES AND CRITERIA FOR THE EVALUATION AND ACCREDITATION OF
COLLEGES, DEPARTMENTS OR SCHOOLS OF NURSING**

§19-1-1.General.

- 1.1. Scope.-- This rule establishes the policies and criteria for the evaluation and accreditation of colleges, departments or schools of nursing.
- 1.2. Authority.-- West Virginia Code §30-7-4 and §30-1-4.
- 1.3. Filing Date.--_____.
- 1.4. Effective Date.--_____.

§19-1-2.Definitions.

- 2.1. ~~The term~~ "Board" means the West Virginia board of examiners for registered professional nurses.
- 2.2. ~~The terms~~ "College", "Department" or "School" mean a nursing education unit charged with responsibility to prepare its graduates for practice as registered professional nurses, qualified to meet licensing requirements in West Virginia. This nursing education unit may have multiple programs and may be structured in a university, college or hospital.
- 2.3. An "Accredited college, department or school of nursing" is ~~one a college,~~ department or school which ~~has met~~ meets the requirements of West Virginia Code §30-7-1 et seq, this rule, and ~~such~~ any other applicable laws and rules ~~as are~~ applicable. For purposes of considering applications for licensure, the board may

recognize nursing education programs accredited or approved by a comparable board or other recognized authority in another jurisdiction.

- 2.4. A "Provisionally accredited college, department or school of nursing" is ~~one~~ a college, department or school of nursing which either has been temporarily approved but has not been in operation long enough to qualify for full accreditation, or one which fails to meet the requirements of the law and of the board, and has received notification of its deficiencies.
- 2.5. A Diploma program" is ~~one~~ a program which is usually, but not necessarily, conducted by a hospital and leads to a diploma in nursing.
- 2.6. A "Baccalaureate degree program in nursing" is ~~one~~ a program conducted by a college or university and leads to a baccalaureate degree with a major in nursing.
- 2.7. ~~An~~ "Associate degree program in nursing" is a program conducted by a college or university that and leads to an associate degree with a major in nursing.
- 2.8. "Requirements" are mandatory conditions which a college, department or school of nursing must meet in order to be accredited.
- 2.9. "Recommendations" are suggestions for the guidance of colleges, departments or schools of nursing in the development of their programs.
- 2.10. A "Credit hour" is that credit assigned for one (1) hour of lecture per week, or two (2) to four (4) hours of lab per week, per semester.
- 2.11. "Graduation" signifies the candidate has satisfied all requirements of the college, department or school of nursing granting the diploma or degree.
- 2.12. "Recommendation for admission to the licensure examination for registered professional nurses" is a written statement required in order to take the license

examination. The applicant must be recommended to the ~~West Virginia~~ board of ~~examiners for registered professional nurses~~ by a faculty member of the program. This recommendation is based on satisfactory completion of the program.

- 2.13. "Governing organization" is the university, college, or other organization of which the nursing education unit is an integral part.
- 2.14. ~~A~~ "Preceptor" is an experienced and competent registered professional nurse who serves as a role model and resource to students in the clinical setting in conjunction with a faculty member.

§19-1-3.Purposes of accreditation.

The purposes of accreditation include:

- 3.1. Protection of the public through evaluation of pre-service professional nursing education programs in terms of the criteria set forth in this rule;
- 3.2. Improvement in the quality of nursing service through the improvement of professional nursing education;
- 3.3. Guidance of prospective students in the selection of approved professional nursing education programs; and
- 3.4. Assurance of eligibility to take the state licensing examination and to apply for state licensure to graduates of state accredited nursing programs.

§19-1-4.Application for legal accreditation.

- 4.1. The application fee for legal accreditation of a professional nursing education program is fifty dollars (\$50.00).
- 4.2. A university, college, or hospital desiring to be accredited by the board for the preparation of practitioners of registered professional nursing shall complete and

submit to the board a comprehensive needs assessment establishing the need for a new undergraduate professional nursing program. The needs assessment shall provide support to show that clinical resources are available and adequate for providing clinical instruction to students; faculty resources are available; and clear documentation of the need for graduates prepared at the proposed level.

§19-1-5. Accreditation of education unit.

5.1. Visits and surveys.

The board, through its executive secretary and staff or other qualified persons, shall periodically survey all nursing education programs accredited by the board, including all satellite sites of any program.

5.2. Maintenance of accreditation standards.

The nursing education unit shall maintain accreditation standards as set forth in this rule.

5.3. Accreditation of an existing program when ownership and control are changed.

When a governing organization contemplates a change of ownership and control of a program, it shall send ~~a ninety (90) day~~ notice of the intended change to the board ninety (90) days prior to the effective date of the intended change. The owner or governing organization expecting to assume responsibility for the program shall immediately make application for accreditation. If the board information submitted is ~~satisfactory to the board~~ and if the owner or governing organization which will be responsible for the new program ~~desires to~~ shall comply with the recommendations of the board, it may be provisionally accredited.

§19-1-6.Loss of accreditation.

- 6.1. Loss of accreditation through failure to meet standards.

The board shall notify the administrator of the nursing education unit in writing of deficiencies in the nursing education program. The board shall withdraw accreditation of any nursing education program which fails to correct the deficiencies in the nursing education program to the satisfaction of the board within a reasonable time period.

- 6.2. Loss of accreditation through change of organization.

When a program changes ownership or control, the board ~~will~~ shall automatically withdraw accreditation. ~~The new owner or organization shall comply with the provisions of procedure for continuing the nursing education program is contained in subsection 5.3. of this rule to continue the nursing education program.~~

- 6.3. Provisional accreditation for failure to meet standards.

At the board's discretion, it may grant provisional accreditation to a nursing education program during the time in which it takes corrective action in order to meet the accreditation standards as set forth in this rule.

§19-1-7.Closing of a program.

- 7.1. The governing organization shall advise the board in writing of the intent to close a nursing education program, and it shall submit a plan for safeguarding the quality of instruction and practice during the closing period as well as provide for the transfer of students and custody of records. At the board's discretion, it may request additional information and/or plans for the closing of a nursing education program and the transfer of students and records.

- 7.2. The board shall ~~accreditation of a program will be~~ automatically withdrawn ~~accreditation of the program~~ on the day the last student completes curriculum requirements of the program that is closing.

§19-1-8.Reports.

- 8.1. The nursing education unit shall submit an annual report to the board by September 15 of each year for each nursing program accredited by the board. Data included in this annual report shall be determined by the board, and shall include, but not be limited to, statistical data, faculty data, faculty qualifications information, plans for the next academic year, student enrollment data, faculty workload data and a brief evaluation statement.
- 8.2. The nursing education unit shall submit a self-study or program evaluation report to the board one month prior to a scheduled on-site visit to the nursing education program. The board shall determine the format and guidelines for the submission of this report.
- 8.3. The nursing education unit shall notify the board on forms provided by the board at the time any new faculty member is hired by the university, college, or hospital to teach in any accredited nursing program ~~on forms provided by the board~~.
- 8.4. A university, college, or hospital desiring to initiate a new nursing education program shall complete a needs assessment report for submission to the board at least one month prior to the a scheduled board meeting. The board shall determines the format and guidelines for submitting this report.
- 8.5. A nursing education unit desiring to implement a substantial change to the nursing education program shall submit its request to the board one month prior to a

scheduled board meeting. The nursing education unit shall not implement a substantial change to a nursing education program prior to receiving permission to do so by the board.

- 8.7. At the board's discretion, it may request additional reports from a nursing education unit to include, but not be limited to, written plans for improving licensure examination pass rates of graduates and progress reports.

§19-1-9.Mission and goals/outcomes of the nursing education unit.

- 9.1. The mission or/ philosophy and goals or/ outcomes of the nursing education unit shall be clearly stated, periodically reviewed by nursing faculty, and consistent with those of the governing organization.

- 9.2. Implementation through an adequate program.

The nursing education unit shall accomplish its stated goals or/ outcomes.

§19-1-10.Organization and administrative control of the nursing education unit.

- 10.1. The nursing education unit in the governing organization.

10.1.1. Organization of the nursing education unit. The organization pattern of the nursing education unit shall be comparable to that of other like education units in the governing organization. ~~A chart showing the structure of~~ The nursing education unit shall make a chart showing the structure of the nursing education unit, its relationship to administration, and with other education units available to the board upon request.

- 10.1.2. Budget of the nursing education unit.

The budget of the nursing education unit ~~is~~ shall be part of the budget of the governing organization. The administrator of the nursing education unit is

responsible for the preparation, presentation and administration of the budget for the nursing education unit. The budget ~~shall be~~ is adequate to achieve the mission of the nursing education unit.

- a. Financial support for faculty, equipment, supplies and services ~~shall be~~ is adequate to achieve the outcomes of all nursing programs within the nursing education unit.
- b. Secretarial and other support services ~~shall be~~ are sufficient to accomplish the goals and expected outcomes of all nursing programs within the nursing education unit.

10.1.3. Administration of the nursing education unit.

The nursing education unit shall be administered by a nurse who (a) holds graduate degree with a major in nursing, (b) has five (5) years professional nursing experience, two (2) years of which ~~are~~ ~~shall be~~ teaching in a professional nursing program, and (c) holds a license as a registered professional nursing in the state of West Virginia. In addition, qualifications are comparable to those qualifications required of other faculty in the governing organization. The administrator of the nursing education unit ~~is~~ ~~shall be~~ responsible for the following :

- a. Providing leadership for faculty and staff;
- b. Developing and maintaining relationships with local, state, regional, and national agencies involved in professional nursing or nursing education;

- c. Establishing and maintaining liaison with the central administration and other departments of the governing organization;
- d. Preparing and administering the budget;
- e. Facilitating faculty development and conducting performance reviews;
- f. Recommending faculty for appointment, promotion, tenure and retention; and
- g. Notifying the board of any major change(s) in the nursing education program or its administration.

10.1.4. Agreements with an agency or agencies for clinical practice experiences.

There shall be a written agreement between the governing organization and the agency or agencies which provide clinical education experiences for students.

§19-1-11.Faculty of the nursing education unit.

11.1. Nursing faculty members (full and part-time) shall be academically and professionally qualified ~~in that they~~ and shall:

11.1.1. Have a graduate degree with a major in nursing;

11.1.1.a. Have a bachelor degree with a major in nursing and be admitted and enrolled in a graduate degree program with a major in nursing within one (1) year of employment in the faculty position; or,

11.1.1.b. Have a bachelor degree with a major in nursing and be only employed part-time solely for the purposes of working with students in lab and clinical settings.

11.1.1.c. Have submitted requests for other exceptions to the Board for consideration.

11.1.2. Have evidence of current experience in nursing practice and education; and

11.1.3. Have credentials which verify status as a registered professional nurse in West Virginia.

~~11.2. The qualification in subsection 11.1.1. of this rule shall be fully implemented by January 1, 2000. Faculty currently employed shall obtain the appropriate degree by that time~~

11.3. Reports on faculty qualifications.

At the time of appointment of a faculty member, the nursing education unit shall submit to the board on special forms, a record of the qualifications of each faculty member.

11.4. Conditions of nursing faculty employment.

Faculty policies of the nursing education unit shall be nondiscriminatory and consistent with that of the governing organization. Faculty policies which differ from the governing organization shall be justified by the nursing education unit goals. The policies shall be written, implemented and available to faculty and to the board upon request.

11.5. Assignment and workload of nursing faculty.

The governing organization shall hire sufficient faculty to accomplish the goals or outcomes of the nursing education unit.

11.6. Organization of nursing faculty.

The nursing faculty shall organize under its own governing rules, and meet regularly. Students shall have opportunities to participate in meetings of the faculty organization. The nursing education unit shall maintain minutes of meetings recorded and shall maintain minutes on file.

11.7. Malpractice insurance for nursing faculty.

The faculty shall have liability insurance for clinical practice required in nursing education courses.

§19-1-12.Students in the nursing education unit.

12.1. The nursing education unit shall base the selection and admission of students on established criteria, and shall determine student enrollment by the clinical and teaching facilities available and by the numbers of nursing faculty.

12.1.1. Requirements for admission.

A high school diploma or general education development (G.E.D.) certificate is required for admission to any nursing education program.

12.1.2. Transfer or readmission of students.

The nursing faculty members shall establish policies for students requesting readmission or admission by transfer from another university, college, or hospital's nursing education program.

12.2. Student policies.

Policies concerning students ~~shall be~~ **are** clearly stated in the student handbook and/or catalog of the governing organization.

12.3. Liability insurance for students.

Students shall be covered by liability insurance for clinical practice.

12.4. Students shall adhere to the standards for professional conduct as stated in the board's rule, Standards for Professional Nursing Practice, 19CSR10, Standards for Professional Nursing Practice, and are subject to disciplinary action by the board as stated in the board's rule, Disciplinary Action, 19CSR9, Disciplinary Action.

§19-1-13. Curriculum.

13.1. The curriculum of each nursing education program within the nursing education unit shall be based on the philosophy/mission and goals/outcomes of the nursing education unit.

13.1.1. The curriculum shall incorporate the concepts of nursing process and the standards for nursing practice as defined in the board's rule, Standards for Professional Nursing, 19CSR10, Standards for Professional Nursing. Clinical assignments ~~shall be~~ **are** designed to meet the objectives of each nursing course.

13.1.2. Curricula for programs offering the diploma, the associate degree or baccalaureate degree in nursing shall include theory and practice in nursing, encompassing the attainment and maintenance of physical and mental health

and the prevention of illness for individuals and groups throughout the life process.

13.2. The nursing courses shall be supported by courses which meet the requirements of the governing organization, including biological, physical and behavioral science courses.

13.3. Major changes in the nursing curriculum or the nursing education pattern.

The nursing education unit shall send eight (8) copies of proposed major changes in the curriculum or nursing education pattern of courses currently approved by the board to the board office one month prior to a scheduled board meeting. The nursing education unit shall not effect these changes unless and until it receives board approval.

Examples of major changes include but are not limited to:

13.3.1. The total number of credit hours;

13.3.2. The re-distribution of credit hours;

13.3.3. An additional instructional site for the program;

13.3.4. A comprehensive change in philosophy/mission and goals/outcomes;

13.3.5. The addition of new faculty; and

13.3.6. Changes in required cognate (general education) courses.

§19-1-14.Resources, Facilities, and Services.

14.1. The nursing education unit shall provide adequate teaching facilities to accomplish the goals or /outcomes of the nursing education program(s). These shall ~~will~~ include

well-equipped classrooms, conference rooms, libraries, laboratories and offices for faculty members.

- 14.2. Comprehensive and current library resources, computer facilities, laboratory and other learning resources shall be available and accessible. The nursing faculty shall have input into the development and provision of learning resources.
- 14.3. The resources, facilities and services of the governing organization shall be available to and used by the nursing education unit.
- 14.4. The ~~agencies~~ (hospitals or other health care facilities) and services utilized for clinical learning experiences shall be adequate in number and kind to meet program goals or /outcomes. Preceptors ~~shall~~ must have a baccalaureate degree with a major in nursing.

§19-1-15.Evaluation of the nursing education unit.

- 15.1. The nursing education unit shall have an ongoing systematic evaluation of all program components which is used for development, maintenance and revision of the program.
- 15.2. The evaluation plan shall include measurable outcomes, e.g., licensure examination passage rate, employment patterns, graduation rates and attrition.

BEFORE THE WEST VIRGINIA BOARD OF EXAMINERS FOR
REGISTERED PROFESSIONAL NURSES

IN RE: PUBLIC MEETING

TRANSCRIPT OF PROCEEDINGS had taken before
the West Virginia Board of Examiners for Registered
Professional Nurses on the 14th day of June, 1999,
commencing at 10:05 a.m., at the offices of the Board of
Examiners for Registered Professional Nurses, 101 Dee Drive,
Charleston, Kanawha County, West Virginia, before Jacky S.
King, Court Reporter and Notary Public, in and for the State
of West Virginia.

BEFORE: PATSY HASLAM - BOARD PRESIDENT
JOAN PROPST - BOARD MEMBER
EMILY McDOWELL - BOARD MEMBER
BARBARA STEVENS - BOARD MEMBER
HELEN FASO - BOARD MEMBER
JUDY NYSTROM - PUBLIC MEMBER

ORIGINAL

APPEARANCES

LAURA S. RHODES - EXECUTIVE SECRETARY

CYNDY HAYNES - ASSISTANT EXECUTIVE SECRETARY
for EDUCATION and LICENSURE

ALICE R. FAUCETT-CARTER - ASST. EX. SECRETARY

DIANA BOYLE - BOARD SECRETARY

COMER COURT REPORTING
634 GORDON DRIVE
CHARLESTON, WEST VIRGINIA 25314
(304) 346-2553

P R O C E E D I N G S

(10:05 a.m.)

PRESIDENT HASLAM: I'm Patsy Haslam, President of the West Virginia Board of Examiners for Registered Professional Nurses.

All the board members are present today at this public hearing.

It is ten o'clock -- or about five after ten on June 14th, 1999.

A notice of hearing was filed with the Secretary of State's office April 15th, 1999. The notice of hearing was published in the West Virginia Register's Volume 16, Issue 17, on April 23rd, 1999, Page 723. It was published in the RN's newsletter May of 1999, Number 34, which was mailed to all nurses with an active license of approximately 22,000.

It was also mailed to the deans and directors of nursing education programs in West Virginia and announced at various meetings during the three months.

At this time we will begin the

1 public hearing. We will receive oral or written
2 comments on Legislative Rule -- posed
3 Legislative Rule Series One, Policies and
4 Procedures Related to the Accreditation of
5 College, Departments, or Schools of Nursing."

6 A staff member of the board is
7 going around to get your signature on the
8 sign-in sheet if you have not already signed
9 in. Please indicate on the sign-in sheet if
10 you wish to speak to the rule.

11 When you speak, please move the
12 chair at the end of the table beside the court
13 reporter. One person at a time may speak and
14 please speak clearly and precisely.

15 If you wish to submit written
16 comments, we will also submit those to the court
17 reporter to place in the record.

18 When someone does speak, I will ask
19 for comments at the end of that speaker's
20 presentation so that we can have some dialogue
21 if you wish to.

22 At this time we will begin the
23 hearing and we have written comments by Deborah

1 Kisner from Fairmont State College; Carol Cofer
2 from Bluefield State College; and Twyla Wallace
3 from Concerned Nurses of West Virginia.

4 We do have several people who wish
5 to speak. At this time I would like to call
6 Cynthia Persily from West Virginia University.

7 MS. PERSILY: My name is Cynthia
8 Persily as Patsy said. I am an Associate
9 Professor and Chairperson -- Department
10 Chairperson at the West Virginia University
11 School of Nursing, Charleston Division. I am
12 pleased to be able to offer these comments in
13 support of the proposed Legislative Rule changes
14 to be submitted to the Secretary of State for
15 review and approval during the year 2000
16 legislative session.

17 The process that resulted in the
18 changes regarding faculty of nursing education
19 units in particular, was one in which faculty
20 of Schools of Nursing and the West Virginia
21 Board of Examiners for Registered Professional
22 Nurses collaborated to assure that educational
23 programming in Schools of Nursing would be

1 uninterrupted if faculty did not achieve a
2 master's degree in nursing prior to the year
3 2000.

4 The proposed rule changes
5 regarding faculty of nursing education units are
6 responsive to the needs of the State, without
7 compromising high quality educational
8 experiences for students enrolled in nursing
9 programs.

10 A current national concern is the
11 aging of nursing faculty across the country.
12 It has been difficult to recruit young nurses
13 into faculty positions. In fact, despite a
14 looming nursing shortage, according to the
15 American Association of Colleges of Nursing,
16 some nursing programs across the U.S. have had
17 to limit enrollment in their programs because of
18 faculty vacancies.

19 The proposed rule changes for West
20 Virginia will allow Schools of Nursing in the
21 State to recruit young faculty members and
22 support them throughout their graduate
23 education, while strengthening the work force of

1 nursing faculty for the future. Federal
2 figures project that if current trends continue,
3 rising demand will outstrip the supply of RNs
4 beginning approximately in the year 2010.

5 A strong nursing work force will
6 result in West Virginia being able to continue
7 to meet this growing demand for nurses.

8 Thank you.

9 PRESIDENT HASLAM: Are there
10 questions or comments?

11 (No response.)

12 PRESIDENT HASLAM: Hearing none,
13 thank you, Cynthia.

14 At this time I'd like to ask
15 Pamela Alderman who has requested to speak to
16 come forward. Pam is from Southern West
17 Virginia Community College.

18 MS. ALDERMAN: I'm here as the
19 Dean of the Allied Health Programs/Associate
20 Vice President and Director Nursing at Southern
21 West Virginia Community and Technical College.
22 I am here to support the changes to the West
23 Virginia Legislative Rule 19 CSR 1 titled

1 "Policies and Procedures Related to the
2 Accreditation of College, Departments, or
3 Schools of Nursing."

4 Particularly, I would like to
5 address 19-1-11, faculty of the nursing
6 education unit.

7 For many years we have strived to
8 hire masters prepared nursing faculty at
9 Southern West Virginia Community and Technical
10 College. This has been an almost impossible
11 task for many reasons. Some of these reasons
12 are as follows:

13 According to the 1997 West
14 Virginia Board of Examiners for Registered
15 Professional Nurses' annual Report to the
16 Governor there were 22,190 RNs licensed in West
17 Virginia. Of the 22,190 RNs, only 878 hold
18 graduate degrees with a major in nursing, that
19 is less than four percent of all nurses in West
20 Virginia.

21 Of the 2.5 million RNs in the
22 United States, only 2.2 percent hold masters or
23 doctoral degrees in nursing or related fields.

1 In the rural parts of the state it
2 is almost impossible to find nurses with masters
3 degrees with a major in nursing.

4 Due to poor economic conditions
5 recruitment of faculty from outside of West
6 Virginia is impossible.

7 Although more and more colleges and
8 universities are offering masters degree
9 education in nursing in West Virginia, most are
10 preparing graduates as practitioners, not
11 educators. Thus, advanced practice
12 opportunities have resulted in the loss of
13 masters prepared faculty to clinical practice.

14 Only 12 percent of the states
15 require a masters degree with a major in
16 nursing for employment of nursing faculty.
17 With the proposed change, West Virginia will be
18 consistent with the majority of the states.

19 Allowing colleges and universities
20 the flexibility to hire competent faculty with a
21 bachelors degree to teach in the clinical
22 areas, and allowing full-time faculty to be
23 hired in with a bachelors degree and begin work

1 on a masters within one year of employment will
2 allow nursing education in West Virginia to
3 survive. Additionally, we will be able to deal
4 with the impending nursing shortage that is
5 expected within the next five years.

6 I believe this change will be in
7 the best interest not only of the schools of
8 nursing but also the citizens of West Virginia.

9 Thank you for allowing me the
10 opportunity to speak in support of the
11 legislative rule change.

12 PRESIDENT HASLAM: Thank you, Pam.

13 Are there questions or comments?

14 (No response.)

15 PRESIDENT HASLAM: Hearing none, I
16 also have a request from Barbara Donahue.

17 BARBARA DONAHUE: I'm a nursing
18 coordinator for Southern West Virginia Community
19 and Technical College. I am responsible for the
20 day-to-day operations at Southern.

21 I am in support of the Legislative
22 Rule change and specifically which talks about
23 the 19-1-11, faculty of the nursing education

1 unit.

2 The language is reasonable as it
3 has been changed, and will allow schools to fill
4 vacancies with qualified individuals with BSN
5 degrees, and that will work towards their master
6 degrees in nursing within one year of employment.

7 It will also allow us to use
8 part-time faculty for clinical instructors that
9 have a BSN degree.

10 In the past ten years I have not
11 been able to recruit ten -- I'm sorry, two MSN
12 degree people out of about ten vacancies that I
13 have.

14 So this will allow us to meet the
15 rules as proposed and to function in the
16 day-to-day operation and be in compliance with
17 the board.

18 Thank you.

19 PRESIDENT HASLAM: Are there
20 questions or comments?

21 (No response.)

22 PRESIDENT HASLAM: Is there anyone
23 else who would like to address the board at

1 this time?

2 (No response.)

3 PRESIDENT HASLAM: This morning we
4 also received written comments from Sheila Kyle,
5 from the St. Mary's School of Nursing.

6 I would like for Laura Rhodes to
7 read the written comments to you at this time,
8 of the four that we have received.

9 MS. RHODES: The first written
10 comment is from Sheila Kyle.

11 To Whom It May Concern: I want to
12 state that I am in support of the proposed rule
13 changes regarding educational requirements for
14 nursing faculty in West Virginia schools of
15 nursing. I believe that the Board of Examiners
16 for Registered Professional Nurses has tried
17 very diligently to formulate rules which are
18 fair for schools of nursing, while still
19 protecting the public.

20 I personally believe that anyone
21 who teaches in an educational institution should
22 strive to achieve the highest degree possible.
23 The receiving of additional education by faculty

1 can only have positive effects on the students.
2 However, I also realize that in some areas of
3 our state, completing requirements for higher
4 degrees can be a hardship. Hopefully with
5 technology, that will cease to be such a burden
6 for our rural institutions.

7 Again, I support these proposed
8 rules. Sincerely, Sheila M. Kyle, MSN, RN, C.
9 Huntington, West Virginia.

10 The next written comments are from
11 Concerned Nurses of West Virginia, Incorporated,
12 Lewisburg, West Virginia. They are submitted by
13 Twyla Wallace, and she indicates that she is
14 unable to attend the hearing.

15 Number one: Why should nursing
16 faculty in West virginia be required to have
17 higher degrees than faculty members of colleges
18 and universities in the state? Those states
19 bordering West Virginia have no such requirement
20 for their nursing programs, nor do more than 80
21 percent of other states.

22 Number two: Why should the
23 requirement be a graduate degree "with a major

1 in nursing" for teaching, when there is no
2 pedagogy or tests and measurements courses
3 offered in nursing programs as there are in
4 education majors? Requirements for teaching
5 should include degrees with majors in education.

6 Number three: From the 19
7 programs currently preparing entry-level RNs in
8 West Virginia, 771 graduated in 1997 (90
9 percent pass rate). If some of these programs
10 are closed because of inability to comply with
11 an MSN requirement for faculty, how many new
12 graduates will be added annually to West
13 Virginia's supply?

14 The National council of State
15 Boards of Nursing has recently cited signs of
16 an oncoming shortage of nurses which is
17 compounded by a nursing work force which is
18 aging, and an insufficient supply of nurses
19 under 30 to replace those who soon will be
20 retiring. It also cites the decrease in
21 nursing school enrollments along with the
22 average age of students being older, resulting
23 in a shorter active nursing career. Since the

1 figures for enrollments include those seeking
2 higher degrees, they do not represent an overall
3 number of those in the nursing supply. The
4 NCSBN further states its concerns about the
5 shortage of faculty and a decline in the number
6 of programs preparing faculty. (Issues, vol.
7 19, no. 3, 1998).

8 Our neighboring state of Ohio
9 recently held a job fair, along with employers
10 from South Carolina, to recruit both RNs and
11 LPNs. (Nursing Weekly, Independence, OH,
12 11/2/98).

13 These signs of a shortage of
14 nurses is coupled with the U.S. Bureau of Labor
15 Statistics' prediction that there will be a
16 22-25 percent growth rate for RNs, and another
17 148,000 LPNs needed by 2006, because of the
18 aging population as well as home health,
19 long-term and ambulatory care and replacement
20 for those leaving nursing.

21 Is this the time to make more
22 stringent requirements for nursing faculty which
23 will force the closure of schools of nursing?

1 Number four: From where will the
2 MSNs to teach in these programs come?

3 Of the 22,190 RNs in West
4 Virginia, only 878 (four percent) hold MSNs
5 according to the last report of the West
6 Virginia State Board of Examiners for RNs. Of
7 the 18,944 RNs employed in West Virginia, only
8 495 (three percent) hold MSNs. How many of
9 them are interested in teaching in nursing
10 programs?

11 The same report states that West
12 Virginia has endorsed more RNs and LPNs out of
13 the state for the past several years than they
14 have endorsed in. Are more MSNs likely now to
15 come in to teach in these programs?

16 According to the Division of
17 Nursing of the U.S. Department of Health and
18 Human Services, only 2.2 percent of the 2.5
19 million RNs in America have masters or doctoral
20 degrees in nursing or related fields. How many
21 of them are interested in teaching?

22 Number five: What is the
23 rationale for requiring an MSN for all faculty

1 members? Is a preference being shown for BSN
2 programs?

3 Number six: Since the stated
4 mission of the State Board of Nursing is to
5 protect the citizens of West Virginia, how will
6 their health care be improved by this
7 requirement? Is there evidence that there is
8 now endangerment of the public's health because
9 of nurses who graduated from programs with
10 faculties not holding higher degrees?

11 Number seven: With an all-MSN
12 faculty, each nursing program must budget for
13 increased salaries. This will increase
14 enrollment costs for students. How will this
15 impact on the number enrolling? Will it lessen
16 access to nursing by those in the minorities?
17 Many currently depend upon financial assistance
18 for their education. What will be the increase?
19 Since increased costs in education of medical
20 personnel always reflect back on the consumer,
21 how much will health care costs be increased?
22 Will the consumer receive better care from those
23 graduating from programs with all-MSN faculty?

1 Where is the evidence? Do graduates of an
2 all-MSN faculty have a higher pass-rate on the
3 NCLEX-RN? What is the pass-rate in those
4 programs in West Virginia which do?

5 Number eight: At a time when the
6 nursing profession is greatly concerned about
7 Unlicensed Assistive personnel usurping its
8 scope of duties, and the health care industry is
9 more cost conscious, what will be gained by
10 increasing educational requirements that
11 endanger the nursing supply? Will RNs be
12 replaced even more in the work place?

13 Number nine: How will having fewer
14 nursing programs to "police", affect operating
15 costs of the State Board of Nursing? How will
16 it affect money allocated by the state
17 legislature for operation of the Board?

18 Number ten: Where is the data on
19 which the State Board of Nursing is basing its
20 rationale for requiring msns for all nursing
21 faculties of BSN and AD programs? The RN board
22 is accountable to the public for ensuring safe,
23 affordable, accessible nursing care, so it must

1 make available to the public the data that
2 support its proposal which will increase health
3 care costs while decreasing the nursing supply.

4 All of these questions should be
5 answered before changing requirements for
6 faculties of nursing programs.

7 Respectfully submitted, Twyla C.
8 wallace, M.Ed, BS, RN, LMT, President, Concerned
9 Nurses of West Virginia, Incorporated.

10 The next comment is submitted by
11 Bluefield State College, by Carol A. Cofer, MSN,
12 M.Ed., RN, CS, Director of Associate Degree
13 Nursing.

14 Dear Laura: I am writing to
15 support the proposed changes to West Virginia
16 Legislative Rule 19 CSR 1 "Policies and Criteria
17 for the Evaluation and Accreditation of
18 Colleges, Departments or Schools of Nursing." I
19 am particularly pleased with the additions to
20 section 19-1-11 Faculty of the nursing education
21 unit. Subsections a., b., and c. under section
22 11.1.1 allow for important and needed options to
23 the graduate degree with a major in nursing

1 requirement for faculty.

2 In southern West Virginia it is
3 very difficult to attract and retain master's
4 prepared nursing faculty. Since I came to
5 Bluefield State College in 1981, the majority of
6 our faculty have been expert nurses holding a
7 bachelor of science in nursing degree (myself
8 included). The college has supported us in
9 attaining the master's in nursing degree.
10 Essentially we "grow our own" master's prepared
11 nursing faculty.

12 Our nursing program has local and
13 state recognition for being a program of
14 excellence. Our nursing graduates are hailed as
15 competent graduates who pass the RN state
16 licensure exam at extremely high rates. Our
17 NCLEX-RN pass rate was 97 percent this past
18 year. This high standard has been achieved
19 again and again at Bluefield State College and
20 always with a mix of bachelor's and master's
21 prepared faculty.

22 Therefore, I thank the board of
23 nursing for their support to obtain relief from

1 the current MSN 2000 rule for nursing faculty.
2 I think this change is vital for the continued
3 good health of the citizens of our wonderful
4 state.

5 Respectfully, Carol A. Cofer.

6 The next comments is received Dr.
7 Deborah M. Kisner, RN, MSN, EdD, from Fairmont
8 State College.

9 I am writing to thank the Board
10 and the ad hoc committee who have prepared the
11 proposed legislative rule changes titled
12 "Policies and Procedures Related to the
13 Accreditation of Colleges, Departments, or
14 Schools of Nursing." The rule revision will
15 provide nursing programs with some flexibility
16 with regard to emergency situations, temporary
17 increases in clinical faculty needs, and will
18 enhance recruitment of potential faculty to
19 nursing education. I realize the current Board
20 has been responsive to needs of individual
21 programs, but this will ensure continuation of
22 this practice without delays.

23 I have two suggestions for review

1 in the document: On page three, the first
2 complete sentence as revised reads "The
3 applicant must be recommended to the board by a
4 faculty member of the program." Currently the
5 program Dean or Director must recommend the
6 graduate for licensure according to the West
7 Virginia licensure application form.
8 Previously, faculty could certify moral
9 character, but now the candidate must have
10 known the individual for at least five years.
11 In two year programs, it is highly unlikely that
12 a faculty member will have known a candidate for
13 five years. Faculty in four year programs will
14 probably only have contact with students for
15 three years. I would like to suggest changing
16 this statement to read "The applicant must be
17 recommended to the board by the Dean or
18 Director of the program." The alternative
19 would be to decrease the number of years
20 required for certification on the NCLEX
21 application form.

22 On page six the statement at the
23 top of the page as revised reads "The aboard

1 shall automatically withdrawn accreditation of
2 the program on the day the last student
3 completes curriculum requirements of the program
4 that is closing." I recommend changing the word
5 "withdrawn" to "withdraw."

6 I regret that I will be unable to
7 attend the public hearing on June 14. Please
8 accept this letter as my endorsement of the
9 proposed rules changes. I commend the Board
10 for being responsive to the needs of nursing
11 education programs in West Virginia.

12 Sincerely, Dr. Deborah M. Kisner,
13 Director of Nursing/Chairperson, School of
14 Health Careers, Fairmont, West Virginia.

15 PRESIDENT HASLAM: Thank you,
16 Laura.

17 Do we have anyone that would like
18 to speak to the Board at this time?

19 (No response.)

20 PRESIDENT HASLAM: The floor will
21 remain open for anyone else who wishes to speak,
22 please indicate to me that you would like to
23 speak.

1 We will keep this hearing open
2 until 12 o'clock.

3 BOARD MEMBER STEVENS: May we
4 comment on some of the written comments? I
5 think there may be some confusion when she read
6 the comments from Twyla Wallace.

7 PRESIDENT HASLAM: Certainly. You
8 might want to identify yourself for the record.

9 BOARD MEMBER STEVENS: I am
10 Barbara Stevens, Board Member.

11 I am looking at page three that
12 Ms. Kisner was referring to. That was not
13 changed at this point in time, is that not
14 correct? The new proposed changes did not
15 include anything in relation to that. "The
16 applicant must be recommended to the board by a
17 faulty member of the program." That is the way
18 it was previously written. I thought Deborah
19 was suggesting that we change that.

20 PRESIDENT HASLAM: Yes, I read
21 that, too, and I was confused by it.

22 BOARD MEMBER McDOWELL: Was that
23 changed in the application form maybe?

1 PRESIDENT HASLAM: I don't know.

2 BOARD MEMBER STEVENS: There were
3 two different sections. There is one where the
4 faculty member or the dean or director
5 recommend certain members for certification of
6 good moral character. Those are two separate
7 factors.

8 MS. RHODES: When the rule was
9 written in 1994, there was discussion regarding
10 this particular issue in that some faculty
11 members actually felt uncomfortable when asked
12 to sign the portion about good moral character
13 because they had only known the individual for
14 two or three years.

15 So to work on that, the Board has
16 on the exam application a requirement that the
17 person who certifies good moral character must
18 have known the individual applicant for at
19 least five years. That is how that came to be.

20 The part where the director of the
21 program is asked to sign the recommendation, is
22 also a board decision, so that there is some
23 consistency in who is reviewing the application

1 and recommending the person, realizing that
2 there may be directors of programs that have
3 minimal contact with the applicant, but the
4 faculty that do have contact, would be
5 providing information to the director if there
6 was a need for concern.

7 So our application does require
8 the director of the program to recommend and it
9 does currently require that the person that
10 certifies to their moral character know them
11 for five years.

12 PRESIDENT HASLAM: Are there other
13 questions or comments?

14 MS. FAUCETT-CARTER: Regarding her
15 second comment, there is a line drawn through
16 the "N" at the end of withdrawn. That was page
17 six.

18 PRESIDENT HASLAM: She just missed
19 that probably.

20 BOARD MEMBER FASO: I can see how
21 she would miss that.

22 PRESIDENT HASLAM: Any other
23 comments?

1 (No response.)

2 PRESIDENT HASLAM: Are there
3 questions or comments on any of the other
4 submitted statements? Do we have any questions
5 concerning the Concerned Nurses of West
6 Virginia, Twyla Wallace's? Would anyone like to
7 address those?

8 BOARD MEMBER STEVENS: I'm
9 somewhat confused as I read this and when Laura
10 read it for the record as well. It almost
11 appeared as if she thought we were changing the
12 requirement from a BSN as to a requirement to
13 an MSN, which is not correct.

14 I found this to be confusing, some
15 of her statements there. It really didn't seem
16 to flow with what the changes really are at this
17 point in time. I'm sorry she's not here to
18 respond to that because I'm not clear on the
19 basis of some of her comments in relation to
20 what the actual changes are.

21 PRESIDENT HASLAM: Would anyone
22 else like to comment on that, on Ms. Wallace's
23 or any other written comments?

1 BOARD MEMBER STEVENS: If you look
2 at her comment under number three, her last
3 comment that is bolded. "Is this the time to
4 make more stringent requirements for nursing
5 faculty which will force the closure of schools
6 of nursing?"

7 In fact, the new proposed
8 requirements are less stringent, allowing for
9 those programs that were not able to acquire
10 MSN prepared faculty. There should not be any
11 reason why any program would have to close
12 based on the new proposed rules.

13 PRESIDENT HASLAM: Seeing that
14 there are no other comments, the record will
15 remain open for anyone else who desires to
16 speak.

17 We will close informally at this
18 time.

19 (WHEREUPON, the public
20 hearing went off the record
21 at 10:32 a.m., and resumed at
22 12 o'clock p.m.)

23 PRESIDENT HASLAM: For the record

1 I would like to close the public session for
2 proposed Legislative Rule 19 CSR 1, Policies and
3 Procedures Related to the Accreditation of
4 College, Departments, or Schools of Nursing.

5 It is now 12 noon. At this time
6 the public hearing is closed, although, written
7 comments may still be received through four p.m.
8 today.

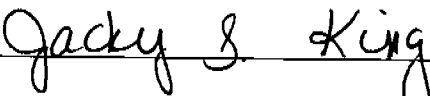
9 (WHEREUPON, the hearing in
10 the above-entitled matter was
11 submitted on the record at 12
12 o'clock p.m.)

REPORTER'S CERTIFICATE

STATE OF WEST VIRGINIA,
COUNTY OF KANAWHA, to wit:

I, Jacky S. King, do hereby certify that the foregoing is, to the best of my skill and ability, a true and accurate transcript of all the testimony adduced or proceedings had in the aforementioned case as set forth in the caption hereof.

Given under my hand this 27th day of June,
1996.



Jacky S. King, Reporter

ATTENDANCE LIST

ATTENDING THE HEARING

BOARD MEMBERS

PATSY HASLAM, MPH, EDD, RN, PRESIDENT
DIANA BOYLE, MSN, RN-CS, FNP, SECRETARY
JOAN PROPST, MSN EDD, RN-CS
EMILY MCDOWELL, EDD, MSN, RN, FNP
BARBARA STEVENS, EDD, MSN, RN
JUDY NYSTROM, PUBLIC MEMBER
HELEN FASO, PH.D, MSN, RN, PUBLIC MEMBER

BOARD STAFF PRESENT

LAURA S. RHODES, MSN, RN, EXECUTIVE SECRETARY
ALICE R. FAUCETT-CARTER, J.D., ASST. EXECUTIVE SECRETARY -
DISCIPLINE
CYNDY R. HAYNES, MSN, RN, ASST. EXECUTIVE SECRETARY -
EDUCATION AND LICENSURE

GUESTS

Karen D. Steele, RN, MSN, C-FNP
Nursing Faculty
Southern West Virginia Community and Technical College
Mt. Gay, WV

Barbara Donahue, MSN, RN
Nursing Coordinator
Southern West Virginia Community and Technical College
Mt. Gay, WV

Cheri Montgomery, Executive Director
West Virginia Nurses Association
Charleston, WV

Pamela L. Alderman, MSN, RN
Associate Vice President of Academic Affairs
Director of Nursing
Southern West Virginia Community and Technical College
Mt. Gay, WV

COMMENTS

My name is Cynthia Persily. I am an Associate Professor and Chairperson at the West Virginia University School of Nursing, Charleston Division. I am pleased to be able to offer these comments in support of the proposed Legislative Rule changes to be submitted to the Secretary of State for review and approval during the year 2000 Legislative session. The process that resulted in the changes regarding faculty of nursing education units was one in which faculty of Schools of Nursing and the West Virginia Board of Examiners for Registered Professional Nurses collaborated to assure that educational programming in Schools of Nursing would be uninterrupted if faculty did not achieve a master's degree in nursing prior to the year 2000. The proposed rule changes regarding faculty of nursing education units are responsive to the needs of the State, without compromising high quality educational experiences for students enrolled in nursing programs.

A current national concern is the aging of nursing faculty across the country. It has been difficult to recruit young nurses into faculty positions. In fact, despite a looming nursing shortage, according to the American Association of Colleges of Nursing (AACN), some nursing programs throughout the US have had to reduce admissions to their programs because of faculty vacancies. The proposed rule changes for West Virginia will allow Schools of Nursing in the State to recruit young faculty members and support them throughout their graduate education, while strengthening the work force of nursing faculty for the future. Federal figures project that if current trends continue, rising demand will outstrip the supply of RNs beginning approximately in the year 2010. A strong nursing faculty work force will result in West Virginia being able to continue to meet this growing demand for nurses into the millenium.

Cynthia Persily PhD, RN
WVU School of Nursing
3110 MacCorrille Ave SE
Charleston, WV 25304

Laura S. Rhodes, M.S.N., R.N.
Executive Secretary



TELEPHONE:
(304) 558-3596
(304) 558-3728
FAX (304) 558-3666

STATE OF WEST VIRGINIA
BOARD OF EXAMINERS FOR REGISTERED PROFESSIONAL NURSES
101 Dee Drive
Charleston, WV 25311-1620

August 3, 1999

Cynthia Persily, PhD, RN
West Virginia University School of Nursing
3110 MacCorkle Ave SE
Charleston, WV 25304

Dear Dr. Persily:

Thank you for attending the public hearing and presenting your comments of support regarding the proposed changes for faculty qualifications cited in West Virginia Legislative Rule Title 19, Series 1 "Policies and Criteria for the Evaluation and Accreditation of Colleges, Departments or Schools of Nursing". The Board will pursue these changes during the 2000 legislative session.

Should you have any questions or require further information please contact me.

For the Board,

A handwritten signature in cursive script that reads "Laura Skidmore Rhodes".

Laura Skidmore Rhodes, MSN, RN
Executive Secretary

xc: file



Good Morning. My name is Pamela L. Alderman, and I am the Associate Vice President/Dean of Allied Health Programs/ Director of Nursing at Southern West Virginia Community and Technical College. I am here today to support the changes to the WV Legislative Rule 19 CSR 1 titled "Policies and Procedures Related to the Accreditation of College, Departments, or Schools of Nursing."

Particular I would like to address 19-1-11, faculty of the nursing education unit. For many years we have strived to hire masters prepared faculty in the Department of Nursing at Southern. This has been an almost impossible task for many reasons. Some of the reasons are as follows:

- According to the 1997 West Virginia Board of Examiners for Registered Professional Nurses Annual Report to the Governor there were 22,190 RN's licensed in West Virginia.
- Of the 22,190 RN's only 878 hold graduate degrees with a major in nursing (less than 4%).
- Of the 2.5 million RN's in the United States only 2.2% hold Master's or Doctoral Degrees in nursing or related fields.
- In the rural parts of the state it is almost impossible to find nurses with Masters degrees with a major in Nursing.
- Due to poor economic conditions recruitment of faculty from outside of West Virginia is impossible.

Although more and more colleges and universities are offering masters degree education in nursing, most are preparing graduates as practitioners, not educators. Thus, advanced practice opportunities have resulted in the loss of masters prepared faculty to clinical practice.

Only 12% of the states require a Master's Degree with a major in Nursing for employment of nursing faculty. With the proposed change West Virginia will be consistent with the majority of the states.

Allowing colleges and universities the flexibility to hire competent faculty with a bachelors degree to teach in the clinical areas, and allowing full-time faculty to be hired in with a bachelors degree and begin work on a masters degree within one year of employment will allow nursing education in West Virginia to survive. Additionally, we will be able to deal with the impending nursing shortage that is expected within the next five years.

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WYOMING / McDOWELL CAMPUS

PO Box 638
Pineville WV 24874
Phone: 304-294-8346
Fax: 304-294-8534
www.southern.wvnet.edu



I believe this change will be in the best interest not only of the schools of nursing, but also the citizens of West Virginia. Thank you for allowing me the opportunity to speak in support of the legislative rule change.

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Laura S. Rhodes, M.S.N., R.N.
Executive Secretary



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STATE OF WEST VIRGINIA
BOARD OF EXAMINERS FOR REGISTERED PROFESSIONAL NURSES
101 Dee Drive
Charleston, WV 25311-1620

August 3, 1999

Pamela L. Alderman, MSN, RN
Associate Vice President/Dean of Allied Health Programs/ Director of Nursing
Southern West Virginia Community and Technical College
PO Box 2900 Mount Gay, WV

Dear Ms. Alderman:

Thank you for attending the public hearing and presenting your comments of support regarding the proposed changes for faculty qualifications cited in West Virginia Legislative Rule Title 19, Series 1 "Policies and Criteria for the Evaluation and Accreditation of Colleges, Departments or Schools of Nursing". The Board will pursue these changes during the 2000 legislative session.

Should you have any questions or require further information please contact me.

For the Board,

A handwritten signature in cursive script that reads "Laura Skidmore Rhodes".

Laura Skidmore Rhodes, MSN, RN
Executive Secretary

xc: file

PRIVILEGED COMMUNICATION*
TELECOPY TRANSMITTAL SHEET

DATE 6/14/99
TO Laura Rhoades
COMPANY NAME WV-BOE
FAX NO. (Area Code) 304 Telephone Number 558-3666
FROM Shelia Kyle FAX NO (304) 526-1517

NUMBER OF PAGES, INCLUDING COVER SHEET 2

TELEPHONE NO. TO CONFIRM TRANSMISSION OR FOR QUESTIONS (304) 526-1426

*This information is intended only for the use of the individual or entity to which it is addressed, and may contain information that is strictly confidential, privileged and exempt from disclosure under applicable law. It is intended for the sole use of the individual or entity named above. If the reader of this message is not the intended recipient or agent responsible for delivering the message to the intended recipient, you are hereby notified that any use, dissemination, duplication or publication of this communication by a person or entity other than as named above, is strictly prohibited. If you receive this communication by mistake, please notify the sender immediately by telephone (304/526-1426) and return it to the sender at St. Mary's School of Nursing, 2900 First Avenue, Huntington, WV 25702, at our expense.

COMMENTS: I had hoped that I would be able
to attend, but I ~~do~~ have too much
to do here.

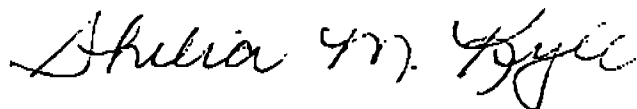
To Whom It May Concern:

I want to state that I am in support of the proposed rule changes regarding educational requirements for nursing faculty in West Virginia schools of nursing. I believe the Board of Examiners for Registered Nurses has tried very diligently to formulate rules which are fair for schools of nursing, while still protecting the public.

I personally believe that anyone who teaches in an educational institution should strive to achieve the highest degree possible. The receiving of additional education by faculty can only have positive effects on the students. However, I also realize that in some areas of our state, completing requirements for higher degrees can be a hardship. Hopefully with technology, that will cease to be such a burden for our rural institutions.

Again- I support these proposed rules.

Sincerely,



**Sheila M. Kyle, MSN, RN, C
1418 Charleston Avenue
Huntington, West Virginia 25701**

Laura S. Rhodes, M.S.N., R.N.
Executive Secretary



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STATE OF WEST VIRGINIA
BOARD OF EXAMINERS FOR REGISTERED PROFESSIONAL NURSES
101 Dee Drive
Charleston, WV 25311-1620

August 3, 1999

Sheila M. Kyle, MSN, RN, C
1418 Charleston Ave
Huntington, WV 25701

Dear Ms. Kyle:

Thank you for your comments of support regarding the proposed changes for faculty qualifications cited West Virginia Legislative Rule Title 19, Series 1 "Policies and Criteria for the Evaluation and Accreditation of Colleges, Departments or Schools of Nursing". The Board will pursue these changes during the 2000 legislative session.

Should you have any questions or require further information please contact me.

For the Board,

A handwritten signature in cursive script that reads "Laura Skidmore Rhodes".

Laura Skidmore Rhodes, MSN, RN
Executive Secretary

xc: file



CONCERNED NURSES OF WEST VIRGINIA, INC.
P.O. BOX 1233 LEWISBURG, WV 24901 (304) 645-3414 FAX: (304) 645-4357

FAX COVER PAGE

DATE 6/11/99 FAX NUMBER 304-558-3666

TO: WV Board of Examiners for Registered Prof. Nurses

FROM: Guyola C. Wallace, M.Ed., RN, President

NUMBER OF PAGES (including cover page) 3

MESSAGE

Since I will be unable to attend the hearing June 14 regarding educational qualifications for nursing faculty members, I am sending comments to be entered into the record.

Thank you.

Return FAX: 304-645-4357

CONCERNED NURSES OF WEST VIRGINIA, INC.

P. O. BOX 1233, LEWISBURG, WV 24901 (304) 645-3414 FAX 304-645-4357

1. Why should nursing faculty in West Virginia be required to have higher degrees than faculty members of colleges and universities in the state? Those states bordering West Virginia have no such requirement for their nursing programs, nor do more than 80% of other states.
2. Why should the requirement be a graduate degree "with a major in nursing" for teaching, when there is no pedagogy or tests and measurements courses offered in nursing programs as there are in education majors? Requirements for teaching should include degrees with majors in education.
3. From the 19 programs currently preparing entry-level RNs in West Virginia, 771 graduated in 1997 (90% pass rate). If some of these programs are closed because of inability to comply with an MSN requirement for faculty, how many new graduates will be added annually to West Virginia's supply?
The National Council of State Boards of Nursing has recently cited signs of an **oncoming shortage of nurses** which is compounded by a nursing workforce which is aging, and an insufficient supply of nurses under 30 to replace those who soon will be retiring. It also cites the **decrease in nursing school enrollments** along with the average age of students being older, resulting in a **shorter active nursing career**. Since the figures for enrollments include those seeking higher degrees, they do not represent an overall number of those in the nursing supply. The NCSEN further states its concerns about the **shortage of faculty and a decline in the number of programs preparing faculty**. (Issues, vol. 19, no. 3, 1998).
Our neighboring state of Ohio recently held a job fair, along with employers from South Carolina, to recruit both RNs and LPNs. (Nursing Weekly, Independence, OH, 11/2/98).
These signs of a shortage of nurses is coupled with the U.S. Bureau of Labor Statistics' prediction that there will be a 22-25% growth rate for RNs, and another 148,000 LPNs needed by 2006, because of the aging population as well as home health, long-term and ambulatory care and replacement for those leaving nursing.
Is this the time to **make more stringent requirements for nursing faculty which will force the closure of schools of nursing?**
4. From where will the MSNs to teach in these programs come?
Of the 22,190 RNs in West Virginia, only 878 (4%) hold MSNs according to the last report of the WV State Board of Examiners for RNs. Of the 18,944 RNs employed in West Virginia, only 495 (3%) hold MSNs. How many of them are interested in teaching in nursing programs?
The same report states that West Virginia has endorsed more RNs and LPNs out of the state for the past several years than they have endorsed in. Are more MSNs likely now to come in to teach in these programs?
According to the Division of Nursing of the U.S. Dept. of Health and Human Services, only 2.2% of the 2.5 million RNs in America have Master's or Doctoral Degrees in nursing or related fields. How many of them are interested in teaching?
5. What is the rationale for requiring an MSN for all faculty members? Is a preference being shown for BSN programs?
6. Since the stated mission of the State Board of Nursing is to protect the

citizens of West Virginia, how will their health care be improved by this requirement? Is there evidence that there is now endangerment of the public's health because of nurses who graduated from programs with faculties not holding higher degrees?

7. With an all-MSN faculty, each nursing program must budget for increased salaries. This will increase enrollment costs for students. How will this impact on the number enrolling? Will it lessen access to nursing by those in the minorities? Many currently depend upon financial assistance for their education. What will be the increase? Since increased costs in education of medical personnel always reflect back on the consumer, how much will health care costs be increased? Will the consumer receive better care from those graduating from programs with all-MSN faculty? Where is the evidence? Do graduates of an all-MSN faculty have a higher pass-rate on the NCLEX-RN? What is the pass-rate in those programs in WV which do?
8. At a time when the nursing profession is greatly concerned about Unlicensed Assistive Personnel usurping its scope of duties, and the health care industry is more cost conscious, what will be gained by increasing educational requirements that endanger the nursing supply? Will RNs be replaced even more in the workplace?
9. How will having fewer nursing programs to "police", affect operating costs of the State Board of Nursing? How will it affect money allocated by the state legislature for operation of the Board?
10. WHERE IS THE DATA ON WHICH THE STATE BOARD OF NURSING IS BASING ITS RATIONALE FOR REQUIRING MSNs FOR ALL NURSING FACULTIES OF BSN AND AD PROGRAMS? THE RN BOARD IS ACCOUNTABLE TO THE PUBLIC FOR ENSURING SAFE, AFFORDABLE, ACCESSIBLE NURSING CARE, SO IT MUST MAKE AVAILABLE TO THE PUBLIC THE DATA THAT SUPPORT ITS PROPOSAL WHICH WILL INCREASE HEALTH CARE COSTS WHILE DECREASING THE NURSING SUPPLY.

ALL OF THESE QUESTIONS SHOULD BE ANSWERED BEFORE CHANGING REQUIREMENTS FOR FACULTIES OF NURSING PROGRAMS.

Respectfully submitted,
Twyla C. Wallace, M.Ed., BS, RN, LMT
President, Concerned Nurses of West Virginia, Inc.

Twyla C. Wallace



STATE OF WEST VIRGINIA
BOARD OF EXAMINERS FOR REGISTERED PROFESSIONAL NURSES
101 Dee Drive
Charleston, WV 25311-1620

August 3, 1999

Twyla Wallace, MEd, RN, President
Concerned Nurses of West Virginia
PO Box 1233
Lewisburg, WV 24901

Dear Ms. Wallace:

Thank you for taking time to provide comments regarding the proposed changes for faculty qualifications cited West Virginia Legislative Rule Title 19, Series 1 "Policies and Criteria for the Evaluation and Accreditation of Colleges, Departments or Schools of Nursing". The Board will pursue these changes during the 2000 legislative session.

In your letter to the Board you list several questions and points to consider. The best approach to your questions is in a general response to them all.

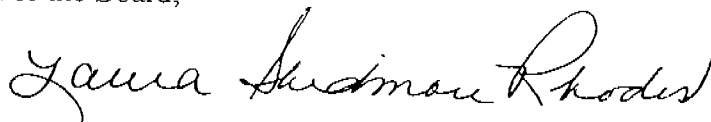
The proposed changes are in response to the needs expressed by nursing education programs in West Virginia. The proposed changes do not place a higher requirement on nursing faculty. The proposed changes actually broaden the requirements to permit individuals with degrees other than a "graduate degree with a major in nursing" to teach in a nursing program in West Virginia. There are some graduate programs in nursing that incorporate education principles as part of the master's program. A sound knowledge base in nursing theory is considered an essential component when teaching nursing concepts to the beginning student. The proposed changes permit individuals not holding a "graduate degree with a major in nursing" to be hired as faculty members in nursing programs.

The Board does not anticipate the closing of any programs as a result of the proposed changes. Director's of nursing programs in West Virginia have indicated there are individuals currently in West Virginia who meet the qualifications in the proposed rule and are available to work as nursing faculty. One major issue related to hiring qualified faculty members relates to the salary available for programs to offer.

The Board continues to protect the public through the regulation of the practice and education of registered professional nurses. Thank you for your comments and points to consider.

Should you have any questions or require further information please contact me.

For the Board,

A handwritten signature in cursive script that reads "Laura Skidmore Rhodes". The signature is written in black ink and is positioned above the printed name and title.

Laura Skidmore Rhodes, MSN, RN
Executive Secretary

xc: file



June 8, 1999

Laura S. Rhodes
Executive Secretary
WV Board of Examiners for RN's
101 Dee Drive
Charleston, WV 25311-1620

RE: WV Legislative Rule 19 CSR 1

Dear Laura:

I am writing to support the proposed changes to WV Legislative Rule 19 CRS 1 "Policies and Criteria for the Evaluation and Accreditation of Colleges, Departments or Schools of Nursing." I am particularly pleased with the additions to section 19-1-11 Faculty of the nursing education unit. Subsections a., b., and c. under section 11.1.1 allow for important and needed options to the graduate degree with a major in nursing requirement for faculty.

In southern WV it is very difficult to attract and retain master's prepared nursing faculty. Since I came to Bluefield State College in 1981, the majority of our faculty have been expert nurses holding a bachelor of science in nursing degree (myself included). The college has supported us in attaining the master's in nursing degree. Essentially we "grow our own" master's prepared nursing faculty.

Our nursing program has local and state recognition for being a program of excellence. Our nursing graduates are hailed as competent graduates who pass the RN state licensure exam at extremely high rates. Our NCLEX-RN pass rate was 97% this past year. This high standard has been achieved again and again at Bluefield State College and always with a mix of bachelor's and master's prepared faculty.

Therefore I thank the board of nursing for their support to obtain relief from the current MSN 2000 rule for nursing faculty. I think this change is vital for the continued good health of the citizens of our wonderful state.

Respectfully,

Carol A. Cofer, MSN, MEd, RN, CS
Director of Associate Degree Nursing

BLUEFIELD CAMPUS

219 Rock Street Bluefield, WV 24701 (304) 327-4000 (304) 325-7747 (FAX)
TOLL-FREE IN WV (800) 344-8892 IN VA, DC, OH, NC, KY AND PARTS OF MD, PA (800) 654-7798

Laura S. Rhodes, M.S.N., R.N.
Executive Secretary



TELEPHONE:
(304) 558-3596
(304) 558-3728
FAX (304) 558-3666

STATE OF WEST VIRGINIA
BOARD OF EXAMINERS FOR REGISTERED PROFESSIONAL NURSES
101 Dee Drive
Charleston, WV 25311-1620

August 3, 1999

Carol A. Cofer, MSN, Med, RN, CS
Director of Associate Degree Nursing
Bluefield State College
219 Rock Street
Bluefield, WV 24701

Dear Ms. Cofer:

Thank you for your comments of support regarding the proposed changes for faculty qualifications cited West Virginia Legislative Rule Title 19, Series 1 "Policies and Criteria for the Evaluation and Accreditation of Colleges, Departments or Schools of Nursing". The Board will pursue these changes during the 2000 legislative session.

Should you have any questions or require further information please contact me.

For the Board,

A handwritten signature in cursive script that reads "Laura Skidmore Rhodes".

Laura Skidmore Rhodes, MSN, RN
Executive Secretary

xc: file



FAIRMONT

STATE COLLEGE

Office of the
Department of Nursing
June 8, 1999

Laura Skidmore Rhodes, Executive Secretary
WV Board of Examiners for Registered Professional Nurses
101 Dee Drive
Charleston, WV 25311-1620

Dear Laura:

I am writing to thank the Board and the ad hoc committee who have prepared the proposed legislative rule changes titled "Policies and Procedures Related to the Accreditation of Colleges, Departments, or Schools of Nursing." The rule revision will provide nursing programs with some flexibility with regard to emergency situations, temporary increases in clinical faculty needs, and will enhance recruitment of potential faculty to nursing education. I realize the current Board has been responsive to needs of individual programs, but this will ensure continuation of this practice without delays.

I have two suggestions for review in the document:

On page 3, the first complete sentence as revised reads "The applicant must be recommended to the board by a faculty member of the program." Currently, the program Dean or Director must recommend the graduate for licensure according to the WV licensure application form.

Previously, faculty could certify moral character, but now the candidate must have known the individual for at least five years. In two year programs, it is highly unlikely that a faculty member will have known a candidate for five years. Faculty in four year programs will probably only have contact with students for three years. I would like to suggest changing this statement to read "The applicant must be recommended to the board by the Dean or Director of the program." The alternative would be to decrease the number of years required for certification on the NCLEX application form.

On page 6 the statement at the top of the page as revised reads "The aboard shall automatically withdrawn accreditation of the program on the day the last student completes curriculum requirements of the program that is closing." I recommend changing the word "withdrawn" to "withdraw."

I regret that I will be unable to attend the public hearing on June 14. Please accept this letter as my endorsement of the proposed rules changes. I commend the Board for being responsive to the needs of nursing education programs in West Virginia.

Sincerely,

Deborah M. Kisner, RN, MSN, EdD
Director of Nursing/Chairperson, School of Health Careers



STATE OF WEST VIRGINIA
BOARD OF EXAMINERS FOR REGISTERED PROFESSIONAL NURSES
101 Dee Drive
Charleston, WV 25311-1620

August 3, 1999

Deborah M. Kisner, RN, MSN, EdD
Director of Nursing/Chairperson, School of Health Careers
Fairmont State College
1201 Locust Ave
Fairmont, WV 26554-2491

Dear Dr. Kisner:

Thank you for taking time to provide comments of support regarding the proposed changes for faculty qualifications cited West Virginia Legislative Rule Title 19, Series 1 "Policies and Criteria for the Evaluation and Accreditation of Colleges, Departments or Schools of Nursing". The Board will pursue these changes during the 2000 legislative session.

In your letter to the Board you suggested a review of two (2) portions of the rule. First, on page 3, the first complete sentence which reads "The applicant must be recommended to the board by a faculty member of the program." You suggest changing the language to read "The applicant must be recommended to the board by the Dean or Director of the program." You further cite the current NCLEX-RN application requires the Dean or Director of the program to recommend the applicant and the person verifying good moral character have known the person for five (5) years.

In reviewing this section, Board members recall the reason for changing the application was in response to faculty members being uncomfortable attesting to a student's good moral character when they had only known them for two (2) or less years. Thus the Board added that requirement by way of the exam application. The Board did make a change to this portion of the rule.

Second, on page 6, you recommend changing the word "withdrawn" to "withdraw". Although it is difficult to see on the copy, the letter "n" in "withdrawn" is stricken thus leaving the revised word as "withdraw".

Should you have any questions or require further information please contact me.

For the Board,

A handwritten signature in cursive script that reads "Laura Skidmore Rhodes". The signature is written in black ink and is positioned above the printed name and title.

Laura Skidmore Rhodes, MSN, RN
Executive Secretary

xc: file