

**VIRGINIA BOARD OF NURSING**  
**BUSINESS MEETING**  
**Final Agenda**

Department of Health Professions – Perimeter Center  
9960 Mayland Drive, Conference Center 201 – **Board Room 4**  
Henrico, Virginia 23233

**Tuesday, September 14, 2021 at 9:00 A.M. – Quorum of the Board**

**CALL TO ORDER:** Marie Gerardo, MS, RN, ANP-BC; President

**ESTABLISHMENT OF A QUORUM.**

**ANNOUNCEMENT**

- Recognition of Service – **Louise Hershkowitz, CRNA, MSHA**
- **Felisia Smith, RN, MSA, MSN/Ed, CNE** has successfully completed her PhD program from Capella University

**Staff Update:**

- **Ofelia Solomon** accepted the full time Nurse Aide Licensing Specialist position (**replaced Cheryl Garland**) and started on July 26, 2021
- **Teresa Walsh, RN, PhD**, accepted the Nursing Education Program Inspector position and started on August 2, 2021
- **Jane Best, RN, MSN** accepted the Nurse Aide Education Program Inspector position and started on August 2, 2021
- **Michie Walton, RN, BSN**, accepted the Nurse Aide Program Inspector position and started on August 16, 2021
- **Breana Renick** accepted the P-14 Administrative Support Specialist position and started on August 16, 2021
- **Lakisha Goode** has accepted the Discipline Team Coordinator position (**replaced Sylvia Tamayo-Suijk**) and will start on September 25, 2021.

**A. UPCOMING MEETINGS:**

- The NCSBN Board of Directors (BOD) meeting is scheduled for September 21-22, 2021 in Chicago. Ms. Douglas will attend as President of the NCSBN BOD.
- The RMA Curriculum Committee meeting is scheduled for Wednesday, September 22, 2021 at 10:00 am in Board Room 1.
- The Nominating Committee meeting is scheduled for Tuesday, October 5, 2021 at 8:15 am in Board Room 1.
- The Federation of State Massage Therapy Boards (FSMTB) Annual meeting is scheduled *VIRTUALLY* for October 6-9, 2021. Ms. Hanchey, Senior Licensing/Discipline Specialist, will attend.

- The Committee of the Joint Boards of Nursing and Medicine meeting is scheduled for Wednesday, October 13, 2021 at 9:00 am.
- The Nursing Education Seminar is scheduled for Wednesday, October 20, 2021, in Board Room 3. The first Seminar starts at 9:00 am and will provide information for establishing a new education program. The second Seminar starts at 1:00 pm and will provide information regarding regulatory review.
- The Nurse Aide Education Seminars are scheduled for Thursday, October 27, 2021 at 9:00 am in Board Room 3. The Seminar will cover the review of education regulations

#### **REVIEW OF THE AGENDA:**

- Additions, Modifications
- Adoption of a Consent Agenda
- **CONSENT AGENDA**

<b>B1</b>	July 19, 2021	Formal Hearings*
<b>B2</b>	July 20, 2021	Business Meeting*
<b>B3</b>	July 21, 2021	Panel A – Formal Hearings*
<b>B4</b>	July 21, 2021	Panel B – Formal Hearings*
<b>B5</b>	July 22, 2021	Formal Hearings*
<b>B6</b>	August 12, 2021	Telephone Conference Call*
<b>B7</b>	August 23, 2021	Telephone Conference Call*

**C1** Financial Reports as of June 30, 2021\*

**C2** Board of Nursing Monthly Tracking Log as of July 31, 2021\*

**C3** Agency Subordination Recommendation Tracking Log\*

**C4** Executive Director Report\*\*

❖ The *VIRTUAL* August 17, 2021 Nurse Licensure Compact (NLC) Annual Meeting

❖ Massage Therapy Compact Technical Assistance Group September 1, 2021 Meeting

**C5** - RMA Curriculum Committee July 8, 2021 Meeting Minutes\*

**C6** - RMA Curriculum Committee August 16, 2021 Meeting Minutes\*

The *VIRTUAL* August 18-19, 2021 NCSBN Annual meeting Report

❖ **C7** - Brandon Jones' report\*\*

❖ **C8** - Jacquelyn Wilmoth's report\*

**HWDC Report** - Virginia's Nursing Education Programs: 2019-2020 Academic Year

#### **DIALOGUE WITH DHP DIRECTOR OFFICE– Dr. Brown and/or Dr. Allison-Bryan**

**B. DISPOSITION OF MINUTES** – None

#### **C. REPORTS**

- None

#### **D. OTHER MATTERS:**

- Board Counsel Update (**verbal report**)

**E. EDUCATION:**

- Education Update – **Ms. Wilmoth (verbal report)**

**F. REGULATIONS/LEGISLATION– Ms. Douglas**

F1 – Chart of Regulatory Actions as of August 25, 2021\*\*

F2 – Adoption of Final Regulation for Waiver of Electronic Prescribing (18VAC90-40-122)\*\*

**Consideration of Guidance Documents (GDs) Memo**

- ❖ GD 90-13 *Application for Initial Approval of Nursing Education Program\**
- ❖ GD 90-14 *Continued Full Approval of Nursing Education Program\**

**10:00 A.M. – PUBLIC COMMENT**

**10:30 A.M. CONSIDERATION OF CONSENT ORDERS**

G1 Sherrie Stanbery Baez, RN Reinstatement Applicant\*

G2 Beverly Stone McFarlane, LPN

**10:30 A.M. EDUCATION INFORMAL CONFERENCE COMMITTEE MINUTES AND RECOMMENDATIONS**

E1 September 1, 2021 Education Informal Conference Committee minutes\*\*\*

- September 1, 2021 Education Informal Conference Committee Recommendations regarding:

**MEETING DEBRIEF**

**ADJOURNMENT**

(\* mailed 8/25) (\*\* mailed 9/1) \*\*\*\* mailed 9/8)

**VIRGINIA BOARD OF NURSING  
FORMAL HEARINGS  
July 19, 2021**

- TIME AND PLACE:** The meeting of the Virginia Board of Nursing was called to order at 9:15 A.M., on July 19, 2021 in Board Room 4, Department of Health Professions, 9960 Mayland Drive, Suite 201, Henrico, Virginia.
- BOARD MEMBERS PRESENT:** Marie Gerardo, MS, RN, ANP-BC; President  
Margaret Friedenberg, Citizen Member  
Tucker Gleason, PhD, Citizen Member  
Louise Hershkowitz, CRNA, MSHA  
Jennifer Phelps, BS, LPN, QMHP-A, CSAC  
Felisa Smith, RN, MSA, MSN/Ed, CNE
- STAFF PRESENT:** Jay P. Douglas, MSM, RN, CSAC, FRE; Executive Director  
Christina Bargdill, BSN, MHS, RN, Deputy Executive Director  
Cathy Hanchey, Senior Licensing/Discipline Specialist  
Huong Vu, Executive Assistant
- OTHERS PRESENT:** Charis Mitchell, Assistant Attorney General, Board Counsel  
Julia Bennett, Deputy Director, Administrative Proceedings Division  
Tosha Fischetti, Senior Investigator, Enforcement Division
- ESTABLISHMENT OF A PANEL:** With six members of the Board present, a panel was established.
- FORMAL HEARINGS:** **Patricia Andelia Gallashaw Davis, CNA Reinstatement 1401-029392**  
Ms. Davis appeared.  
  
Rebecca Ribley, Adjudication Specialist, Administrative Proceedings Division, represented the Commonwealth. Ms. Mitchell was legal counsel for the Board. Renee M. Cordero Larkin, court reporter with Veteran Reporters, recorded the proceedings.  
  
Gayle Miller, Senior Investigator, Enforcement Division, was present and testified.
- CLOSED MEETING:** Ms. Hershkowitz moved that the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A)(27) of the Code of Virginia at 9:40 A.M., for the purpose of deliberation to reach a decision in the matter of **Patricia Angela Gallashaw Davis**. Additionally, Ms. Hershkowitz moved that Ms. Douglas, Ms. Bargdill, Ms. Hanchey, Ms. Vu, and Ms.

Mitchell attend the closed meeting because their presence in the closed meeting is deemed necessary and their presence will aid the Board in its deliberations. The motion was seconded and carried unanimously.

RECONVENTION: The Board reconvened in open session at 10:14 A.M.

Dr. Gleason moved that the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded and carried unanimously.

ACTION: Ms. Hershkowitz moved that the Board of Nursing deny the application of **Patricia Angelia Gallashaw Davis** for reinstatement of her certificate to practice as a nurse aide in the Commonwealth of Virginia. The motion was seconded and carried unanimously.

This decision shall be effective upon entry by the Board of a written Order stating the findings, conclusion, and decision of this formal hearing panel.

ADJOURNMENT: The Board adjourned at 10:15 A.M.

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Jay P., Douglas, MSM, RN, CSAC, FRE,  
Executive Director

**VIRGINIA BOARD OF NURSING  
BUSINESS MEETING MINUTES  
July 20, 2021**

**TIME AND PLACE:** The meeting of the Board of Nursing was called to order at 9:00 A.M. on July 20, 2021, in Board Room 4, Department of Health Professions, 9960 Mayland Drive, Suite 201, Henrico, Virginia.

**PRESIDING:** Marie Gerardo, MS, RN, ANP-BC; President

**BOARD MEMBERS PRESENT:**  
Mark D. Monson, Citizen Member; First Vice-President  
Margaret J. Friedenberg, Citizen Member  
Ann Tucker Gleason, PhD, Citizen Member  
James L. Hermansen-Parker, MSN, RN, PCCN-K  
Louise Hershkowitz, CRNA, MSHA  
Brandon A. Jones, MSN, RN, CEN, NEA-BC  
Dixie L. McElfresh, LPN  
Jennifer Phelps, BS, LPN, QMHP-A, CSAC  
Meenakshi Shah, BA, RN  
Felisa A. Smith, RN, MSA, MSN/Ed, CNE  
Cynthia M. Swineford, RN, MSN, CNE

**MEMBERS ABSENT:** Yvette L. Dorsey, DNP, RN  
Ethlyn McQueen-Gibson, DNP, MSN, RN, BC; Second Vice-President

**STAFF PRESENT:** Jay P. Douglas, MSM, RN, CSAC, FRE; Executive Director  
Lelia Claire Morris, RN, LNHA; Deputy Executive Director  
Robin L. Hills, DNP, RN, WHNP; Deputy Executive Director for Advance Practice  
Christina Bargdill, BSN, MHS, RN; Deputy Executive Director  
Jacquelyn Wilmoth; Deputy Executive Director for Education  
Stephanie Willinger; Deputy Executive Director for Licensing  
Jacquelyn Wilmoth, RN, MSN; Nursing Education Program Manager  
Patricia L. Dewey, RN, BSN; Discipline Case Manager  
Christine Smith, RN, MSN; Nurse Aide/RMA Education Program Manager  
Randall Mangrum, DNP, RN; Nursing Education Program Manager  
Huong Vu, Executive Assistant

**OTHERS PRESENT:** Charis Mitchell, Assistant Attorney General, Board Counsel  
David Brown, DO, Department of Health Professions Director  
Elaine Yeatts, Senior Policy Analyst, Department of Health Professions

**IN THE AUDIENCE:** W. Scott Johnson, Hancock, Daniel & Johnson, PC  
Kelsey Wilkinson, Medical Society of Virginia (MSV)  
Andrew Durcell, MSV  
Janet Wall, MS, CEO of the Virginia Nurses Association (VNA)/Virginia Nurses Foundation (VNF)  
Michelle Satterlund, Virginia Association of Nurse Anesthetists (VANA)  
Marjorie Smith, LNP, PMH, LLC  
Kim Small, VisualResearch

Neal Kauder, VisualResearch  
Sheri Delozie, Fortis College  
Jennifer Martinez, Fortis College

**ESTABLISHMENT OF A QUORUM:**

Ms. Gerardo asked Board Members and Staff to introduce themselves. With 12 members present, a quorum was established.

**ANNOUNCEMENTS:**

Ms. Gerardo highlighted the announcements on the agenda.

- Staff Update
  - **Candis Stoll** accepted the P-14 Nursing Discipline Specialist position and started on May 25, 2021
  - **Brandi Wood** accepted the P-14 Licensing Specialist, Nurse Practitioner position and started on June 7, 2021
  - **Charlette Ridout, RN, MS, CNE**, accepted the P-14 Probable Cause Reviewer and Nurse Aide Education Program Inspector position and started on June 21, 2021
  - **Christina Bargdill, BSN, MHS**, accepted the Deputy Executive Director for Nurse Aide/Medication Aide and Massage Therapy Programs, and started on June 25, 2021 (**replacing Charlette Ridout**)

Ms. Douglas noted an additional staff update:

- **Bethany Fields** accepted the P-14 Nurse Aide Inspector position

**UPCOMING MEETINGS:** The upcoming meetings listed on the agenda:

- The **VIRTUAL** Nurse Licensure Compact (NLC) Annual meeting is scheduled for August 17, 2021 – Ms. Douglas will attend as Commissioner
- The **VIRTUAL** NCSBN Annual meeting is scheduled for August 18-19, 2021– Ms. Douglas will attend as President of NCSBN Board of Directors. Mr. Jones, Board Member, and Ms. Wilmoth, Deputy Executive Director for Education, will serve as Delegates on behalf of Virginia Board of Nursing. Dr. McQueen-Gibson, Board Member, and Dr. Hills, Deputy Executive Director for Advanced Practice, will serve as alternate Delegates on behalf of the Virginia Board of Nursing

**Note - all NCSBN meetings are funded by NCSBN**

- The Committee of the Joint Boards of Nursing and Medicine meeting is scheduled for Wednesday, October 13, 2021 at 9:00 am

**ORDERING OF AGENDA:** Ms. Gerardo asked staff to provide updates of the Agenda.

Ms. Douglas provided the following:

- **Under Other Matters** – there will be an additional item of Discussion - volunteers needed for the Nominating Committee
- One additional Consent Order has been added for consideration
- No possible summary suspension consideration at 3:30 pm

CONSENT AGENDA: The Board did not remove any items from the consent agenda.

Mr. Monson moved to accept the consent agenda as presented. The motion was seconded by Ms. McElfresh and carried unanimously.

#### Consent Agenda

<b>B1</b>	May 17, 2021	Formal Hearings
<b>B2</b>	May 18, 2021	Business Meeting
<b>B3</b>	May 19, 2021	Panel A – Formal Hearings
<b>B4</b>	May 19, 2021	Panel B – Formal Hearings
<b>B5</b>	May 20, 2021	Formal Hearings
<b>B6</b>	June 22, 2021	Telephone Conference Call
<b>B7</b>	June 29, 2021	Telephone Conference Call
<b>B8</b>	July 12, 2021	Telephone Conference Call

- C1** Financial Reports as of May 31, 2021
- C2** Board of Nursing Monthly Tracking Log
- C3** Agency Subordination Recommendation Tracking Log
- C4** HPMP Report as of June 30, 2021
- C5** Executive Director Report
  - ❖ NCSBN Letter from the President May 24, 2021

#### DIALOGUE WITH DHP DIRECTOR OFFICE:

Dr. Brown reported the following:

- The State of Emergency ended on June 30, 2021 and with that the ability to conduct meetings/hearings virtually also ended
- Benefits of virtual meetings – easier for public to attend, and no travel by Board members and the public required
- There may be legislation in the future permitting DHP to conduct select meetings virtually i.e., due to inclement weather
- The Perimeter Center will be re-opened to the public on August 2, 2021 for normal business
- DHP has extended remote teleworking for staff to October 1, 2021 in order to accommodate staff with young children
- Lessons learned through the pandemic continue to be identified. We do know that teleworking works especially for selected jobs at DHP. The goal is to balance collaboration with effective telework. Boards that had transitioned to electronic process (licensing and discipline) pre-pandemic had easier time becoming fully remote during the pandemic.
- Signage and policies for masking is in process



- DHP is working toward digital processing for disciplinary cases particularly to streamline the investigative process. A search for a case record management package that meets the needs of DHP is underway.

Ms. Douglas added that Ms. Willinger is the lead staff regarding efficient online licensing process.

Mr. Monson applauded Dr. Brown for considering the sensitivity of DHP employees who are working parents and asked if he had a sense of how receptive the legislature is to moving select meeting to the virtual format. Dr. Brown replied that the legislature is looking at the big picture with an eye to the unintended consequences regarding the public's ability to participate.

Ms. Phelps stated that virtual meetings are still conducted at her employment. Ms. Phelps added that telehealth in clinical practice has increased productivity and stability.

Ms. Hershkowitz applauded Dr. Brown's leadership in enhancing the ability for staff to live and work.

Ms. Smith thanked Dr. Brown for considering the whole employee so that employee self-care is maintained as decisions are made.

Dr. Gleason asked what recommendations are for people who have been vaccinated but who acquire COVID. Dr. Brown replied that it is a low chance but not unexpected. Dr. Brown added that vaccinated people are less likely to be contagious.

Mr. Monson asked if there is consideration for creating a mixed world in which the meetings are conducted in-person but the public can participate virtually particularly for high-interest meetings. Dr. Brown replied that it is doable but technology is limited regarding public comment ability.

DISPOSITION OF  
MINUTES:

None

REPORTS:

**C6 RMA Curriculum Committee June 9, 2021 Meeting Minutes:**

Ms. Smith provided the following:

- The RMA Curriculum has not been revised since 2013
- The current curriculum is a bit prescriptive
- NCSBN information will be distributed to Committee Members

Ms. Smith acknowledged Ms. Friedenber and Ms. McElfresh are on the Committee. Additionally, several interested stakeholders provided input

regarding updated practice at the meeting. Ms. Smith acknowledged Board staff for their significant contributions. Ms. Smith added that the next meeting is scheduled in August.

Mr. Monson moved to accept the RMA Curriculum Committee June 9, 2021 meeting minutes as presented. The motion was seconded by Mr. Hermansen-Parker and carried unanimously.

**C7 The Committee of the Joint Boards of Nursing and Medicine June 16, 2021 Business Meeting DRAFT Minutes:**

Ms. Gerardo reviewed the DRAFT minutes provided on the agenda.

Mr. Monson moved to accept the Committee of the Joint Boards of Nursing and Medicine June 16, 2021 Business Meeting DRAFT minutes as presented. The motion was seconded by Ms. Friedenbergh and carried unanimously.

**C8 Nurse Practitioner Side-by-Side Comparison Table:**

Dr. Hills stated the request for the table came from the Committee of Joint Boards of Nursing and Medicine members. Dr. Hills reviewed the table provided on the agenda.

Ms. Douglas stated that staff is in the process of selecting where to post the Side-by-Side Comparison Table on the Board of Nursing website.

**C9 Communication sent to all CNSs on May 27, 2021**

Ms. Douglas noted that this was provided as information only.

**C10 Communication sent to all CNMs on June 24, 2021**

Ms. Douglas noted that this was provided as information only.

**C11 NCSBN NCLEX Review Sub Committee Report**

Mr. Jones provided a brief explanation of the report noting that the work of the Sub Committee is confidential to ensure NCLEX is psychometrically sound and legally defensible.

Ms. Mitchell asked to strike the statement “*Ms. Mitchell noted that recommendations should align with national requirements*” on page 8 of the Committee of the Joint Boards of Nursing and Medicine June 16, 2021 Business Meeting DRAFT minutes since she only summarized what the Committee recommended. Mr. Monson moved to reopen the DRAFT minutes and to accept them as amended. The motion was seconded by Mr. Jones and carried unanimously.

**OTHER MATTERS:**

**Board Counsel Update:**

Ms. Mitchell reported that the Board currently has nothing pending with the Circuit Court.

Ms. Douglas commented that there has been an increase in Grand Jury subpoenas and FOIAs received, including a subpoena requiring Ms. Douglas' appearance in Williamsburg regarding an LMT case. Ms. Douglas thanked Ms. Mitchell for her expertise.

Ms. Hershkowitz asked if there is theme regarding the increase in subpoenas and FOIAs received. Ms. Mitchell reported that there is no particular theme but noted that there has been increased media interest in licensed massage therapists.

**D1 2022 Board of Nursing Meeting Dates**

Ms. Gerardo reminded Board Members to mark these dates on the calendar.

Ms. Gerardo thanked Ms. Hershkowitz and Ms. Phelps for their service on the Board their terms having expired on June 30, 2021.

**D2 Summary of Recommendations to the 2021 NCSBN Delegate Assembly**

Ms. Douglas advised that Mr. Jones and Ms. Wilmoth will serve as Delegates on behalf of the Virginia Board of Nursing at the 2021 NCSBN Annual meeting which will be conducted virtually. Ms. Douglas added that Dr. McQueen-Gibson and Dr. Hills will serve as alternate Delegates.

Ms. Douglas summarized the agenda noting that changes to regulatory language on education, advanced practice and preparing for future states of emergency will be recommended. Also on the agenda is the Next Generation NCLEX (NGN) with a 2023 target effective date for all states to approve.

**Discussion of Volunteers needed for the Nominating Committee**

Ms. Douglas said that volunteers are needed for the Nominating Committee which will present a slate of candidates for voting in November 2021.

Ms. Gerardo requested that Board Members who wish to serve on the Nominating Committee please inform Ms. Douglas by the end of the day. Ms. Gerardo noted that the Nominating Committee will meet in September 2021 to develop the slate of candidates.

Ms. Gerardo added that Board Members who are elected as Board Officers will serve effective in January 2022.

**EDUCATION:**

**Education Staff Report:**

Ms. Wilmoth reported the following:

- NCLEX pass rates dipped in 2020
- Nursing and Nurse Aide Education Program clinical site availability to students is increasing

RECESS: The Board recessed at 9:50 A.M.

RECONVENTION: The Board reconvened at 10:03 A.M.

PUBLIC COMMENT: Ms. Gerardo noted that the Board received three (3) letters (see below) regarding the report required by the enactment clause in HB 793; the letters were shared with Board Members:

- Letter received by the Board on July 16, 2021 from the Medical Society of Virginia
- Letter received by the Board on July 16, 2021 from the Virginia Academy of Family Physicians
- Letter received by the Board on July 17, 2021 from Virginia College of Emergency Physicians

Kelsey Wilkinson, Senior Manager of Government Affairs for the Medical Society of Virginia, provided comment on behalf of MSV and a number of Virginia's physician specialties that the preliminary data does not demonstrate that nurse practitioners (NPs) with five (5) years of full-time clinical experience who are practicing independently have expanded geographically throughout the Commonwealth and subsequently have not increased patient access to a provider. Therefore, Ms. Wilkinson, on behalf of MSV and stakeholders, asked the Board of Nursing to consider recommending maintenance of five (5) years of clinical experience for NP autonomous practice.

Janet Wall, Chief Executive Officer (CEO) of the Virginia Nurses Association (VNA)/ Virginia Nurses Foundation (VNF), provided the following:

- VNA is in support of the report required by HB 793 as presented.
- Fall virtual VNA Conference will be one day only focusing on "*Fostering Recovery by Creating Moral Community in the Wake of a Pandemic*". Registration will open next week.
- Spring Conference will be 2-day event.
- Lesson learned – legislative receptions are more effective when conducted virtually – more legislator participation
- VLN Alliance – leaders from nursing organizations across the Commonwealth meet to discuss priorities and create a policy platform
- Virginia Healthcare Workforce Development Authority conducted its first meeting on July 19, 2021 with 21 participants throughout the Commonwealth to discuss the NP preceptor financial incentive. The next meetings are planned for in August and September 2021.

- A Mental Health First Aid training pilot was conducted which included one nurse, 4 training sessions (1 with administration and 3 with school counselors)

LEGISLATION/  
REGULATION:

**F1 Chart of Regulatory Action as of June 6, 2021:**

Ms. Yeatts provided an overview of the regulatory actions found in the chart.

**F2 Regulatory/Policy Actions – 2021 General Assembly:**

Ms. Yeatts reviewed the chart directing the Board to 1) the Budget bill that directs DHP to study and make recommendations regarding regulatory oversight for APRNs, and 2) HB1953 which directs DHP to convene a work group to study and determine the appropriate entity to license and regulate all categories of midwives.

**F3 Adoption of Exempt Regulations Pursuant to 2021 Legislation**

Ms. Yeatts advised that these Exempt Regulations were written solely to conform the NP regulations to the Code. She highlighted the following key points of the legislative changes that influenced these draft exempt regulations:

- HB1737 – This bill reduced the number of years of clinical experience NPs must acquire to be eligible to apply for the autonomous practice designation from 5 to 2 years. This change reflects a temporary continuation of the Executive Order 57 waiver as it is set to expire on July 1, 2022 in the absence of any further legislation by the General Assembly. The General Assembly anticipates the report from the Boards of Nursing and Medicine on HB 793.
- HB 1747 – The most significant legislative change in this bill was that the status of all CNSs went from registration by the Board of Nursing in 54.1-3000 to Nurse Practitioners in the category of CNS jointly licensed by the Boards of Nursing and Medicine in 54.1-2957(J). This change resulted in:
  - all CNSs being required to enter into a practice agreement with a licensed physician
  - CNSs having the ability to obtain prescriptive authority upon submission of evidence of educational preparation
- HB1817 – This bill provided a seasoned CNM, in addition to a licensed physician, the ability to enter into a practice agreement with a CNM who possessed fewer than 1,000 hours of clinical experience.

Ms. Hershkowitz asked if CNMs can now apply for autonomous practice.

Ms. Yeatts advised that there is no autonomous practice application process in the bill for CNMs.

Mr. Monson asked if evidence of clinical hours is required for autonomous CNM practice. Ms. Yeatts advised that there is no requirement in the bill for

proof of hours, just an attestation by the collaborating CNM or MD.

Ms. Yeatts then reviewed the suggested changes to 18VAC 90-30 (Regulations Governing the Licensure of Nurse Practitioners) and 18VAC 90-40 (Regulations for Prescriptive Authority for LNPs). In addition, a recommendation was made to strike 18VAC90-19-210 and -220 along with 18VAC-19-230(A)(2)(g) & (h) regarding CNSs from the BON regulations. Ms. Mitchell stated that these documents were also reviewed by counsel to the BOM who is in agreement with the exempt changes.

Mr. Monson moved to adopt the documents as an exempt action. The motion was seconded by Ms. Hershkowitz and carried unanimously.

**F4 Adoption of Proposed Regulations for CNS Registration as a Fast-Track Action**

Ms. Yeatts advised that the suggested changes for fast-track action primarily pertain to CNS licensure renewal requirements.

Ms. Hershkowitz moved to adopt the draft document as a fast-track action. The motion was seconded by Mr. James Hermansen-Parker and carried unanimously.

**F5 Adoption of Notice of Intended Regulatory Action (NOIRA) – Licensed Certified Midwives**

Ms. Yeatts began by describing the categories of midwives that are regulated by DHP Boards:

- Licensed Midwives – non-nurses, also known as lay midwives, who receive on-the-job training and are supervised. This category includes Certified Professional Midwives. Regulated by the BOM.
- Certified Nurse Midwives – nurses who have completed a graduate midwifery program and hold national certification, and are jointly regulated by the BON and BOM.
- Licensed Certified Midwives – a new category requiring a NOIRA. These midwives will also be jointly regulated by the BON and BOM. These midwives are non-nurses who have completed a graduate midwifery program identical to CNMs and take the identical certification exam.

Mr. Monson asked why this comes in the form of NOIRA instead of exempt regulations. Ms. Yeatts advised that this is a new licensure category and will therefore be a new chapter in the Code which is entirely discretionary.

Ms. Yeatts reminded the Board that there is a DHP study in process to determine the appropriate body to regulate all midwifery professions. She continued with providing further information on the LCM, to include that

LCMs will be required to have a practice agreement with a licensed physician, and that they will have prescriptive authority.

Ms. Hershkowitz moved to accept the NOIRA as written. The motion was seconded by Mr. Monson and carried unanimously.

**F6 Adoption of Proposed Draft Guidance Document (GD) 90-56 – Practice Agreement Requirements for Licensed Nurse Practitioners (recommendation from the Committee of the Joints Boards of Nursing and Medicine)**

Ms. Hershkowitz asked if the title could be amended to include “APRN” beneath the official title which will provide the needed clarity to internal and external users.

Ms. Gerardo also recommended that the 4<sup>th</sup> bullet point under Key points be clarified by amending it to read as follows:

- Nurse Practitioner (“NP”) – A practice agreement with a patient care team physician is required for nurse practitioners with less than 2 years of clinical experience (does not apply to CNM, CRNA, or CNS)

Mr. Monson moved to amend the document with the 2 changes noted by Ms. Hershkowitz and Ms. Gerardo. The motion was seconded by Ms. Smith and carried unanimously.

RECESS: The Board recessed at 11:01 A.M.

RECONVENTION: The Board reconvened at 11:10 A.M.

Dr. Allison-Bryan joined the meeting at 11:10 A.M.

Ms. Douglas introduced Christina Bargdill, new Deputy Executive Director

**HB 793 – Consideration of DRAFT Report regarding Autonomous Practice Designation**

Ms. Gerardo opened the floor for discussion of the draft report.

Ms. Hershkowitz observed that the Report does not include data regarding the E.O. 57 waiver decreasing the clinical experience requirement to 2 years. She also highlighted the complaint/violation rates appreciating the presentation of the data. She noted that the 3 letters from the physician groups focused on the data regarding expanded access to care. She suggested that presenting the data on a per-capita basis in the tableau maps may more accurately represent access to care by NPs throughout the Commonwealth.

Mr. Monson noted that the context of the nature of the complaints/violations on page 6 is missing and recommends that be included for comparison. Ms. Douglas responded that this presentation is typical for the biennial report and that the context is included on page 7.

Mr. Monson suggested that additional analysis be included. Ms. Douglas reminded the Board that a further analysis was not included in the Enactment Clause of HB793. Dr. Brown added that further analysis of the small dataset would be statistically insignificant and would delay timely submission of the Report by the November 1, 2021 deadline.

Mr. Jones noted that this Report is just a snapshot in time. Regarding the assumption by the physician groups that the data do not support increased access, he pointed out that we do not have data before the enactment of HB793 to compare it to.

Mr. Hermansen-Parker noted that the data do not include telehealth information.

Ms. Douglas noted that there was an increase in NPs outside the state who sought licensure in Virginia, and that the Board may consider additional questions on the renewal survey to address this issue.

Ms. Gerardo recommended that the information on pages 8 and 9 (beginning at “The following information enables comparison . . . “ on page 8 through the list of Medicine & Surgery categories at the bottom of page 9) be moved to the appendix in the final Report to the General Assembly.

Ms. Hershkowitz moved to approve the draft Report as written with the addition of the per capita data and moving the categories of disciplinary actions to the appendix in the final Report. The motion was seconded by Mr. Monson and carried unanimously.

The Board adjourned for lunch at 11:36 A.M.

The Board resumed the meeting at 1:00 P.M.

**Revised Sanctioning Reference Points (SRP) Worksheets for Certified Nurse Aides (CNAs), Nurses and Registered Medication Aides (RMAs) by Neal Kauder and Kim Small, VisualResearch**

Ms. Gerardo invited Mr. Kauder and Ms. Small to proceed with the presentation.

The LMTs will be separated out from the Nurses and the LMT SRP is in



process. There are not many cases and minimal sanction variability making statistical analysis difficult. It is hoped that the draft LMT SRP will be ready to present to the BON at its September business meeting.

Ms. Small reminded the Board that the CNA SRP worksheet and the Nurse SRP for Inability to Safely Practice and Fraud worksheets were approved in May 2021.

Ms. Small explained that, on the Nurse SRP Patient Care worksheet, the addition of Abuse/Abandonment to the Case Type Score, the addition of "Virginia" to g. and the addition of "h. Respondent failed to initiate corrective action" on the Offense and Respondent Score moved the prediction rate from 75% to 72%.

Ms. Hershkowitz moved to adopt the Nurse SRP Patient Care worksheet as presented. The motion was seconded by Mr. Monson and carried unanimously.

Ms. Small presented the proposed RMA SRP worksheet. A discussion ensued regarding the definition of "Unlicensed Activity" to include practicing on an expired registration. Dr. Hills suggested that e. be changed to "Unregistered Practice". Mr. Monson noted that the loss of misappropriation of property and fraud is problematic and suggested that it be added back as f. Regarding the Offense and Respondent Score, Ms. Small noted that "Patient Injury" changed from with intent only to include both with and without intent. She also brought to the Board's attention the cutoff box at the bottom was changed from 3 cutoffs to 4.

Ms. Hershkowitz moved to accept the RMA SRP worksheet as presented revising Case Type Score from 5 to 6. The motion was seconded by Mr. Monson and carried unanimously.

### **CONSIDERATION OF CONSENT ORDERS:**

**G1 Diana Daves Horton, RN**

**0001-138530**

Ms. Shah moved to accept the consent order of voluntary surrender for suspension of Diana Daves Horton's right to renew her license to practice professional nursing in the Commonwealth of Virginia. The motion was seconded by Ms. Smith and carried unanimously.

**G2 Charmayne L. Lanier-Eason, RN**

**0001-212961**

Ms. Shah moved to accept the consent order to indefinitely suspend the license of Charmayne L. Lanier-Eason to practice professional nursing in the Commonwealth of Virginia for a period of not less than two years from the date of entry of the Order. The motion was seconded by Ms. Smith and carried unanimously.

**G3 Heather D. Riggleman, LMT**

**0019-017269**

Ms. Shah moved to accept the consent order to reprimand Heather D. Riggleman and to indefinitely suspend her license to practice as a massage therapist in the Commonwealth of Virginia with suspension stayed upon proof of Ms. Riggleman's entry into a contract with the Virginia Health Practitioners' Monitoring Program (HPMP) and compliance with all terms and conditions of the HPMP for the period specified by the HPMP. The motion was seconded by Ms. Smith and carried unanimously.

**G4 Melissa Miller, RN Applicant**

**0028-000360**

Ms. Shah moved to accept the consent order to approve the application of Melissa Miller for licensure to practice professional nursing in the Commonwealth of Virginia, to reprimand Melissa Miller, and to suspend her license with suspension stayed contingent upon Ms. Miller's continued compliance with all terms and conditions of the Virginia Health Practitioners' Monitoring Program (HPMP) for the period specified by the HPMP. The motion was seconded by Ms. Smith and carried unanimously.

**G5 Ryan Joseph Greene, LMT**

**0019-012371**

Ms. Shah moved to accept the consent order to indefinitely suspend the license of Ryan Joseph Greene to practice as a massage therapist in the Commonwealth of Virginia for a period of not less than two years from the date of entry of the Order. The motion was seconded by Ms. Smith and carried unanimously.

**G6 Sarah Lynn Watson, RN**

**0001-255089**

Ms. Shah moved to accept the consent order of voluntary surrender for indefinite suspension of Sarah Lynn Watson's license to practice professional nursing in the Commonwealth of Virginia. The motion was seconded by Ms. Smith and carried unanimously.

**G7 Marla Renee Depriest-Hubbard, LPN**

**0002-074752**

Ms. Shah moved to accept the consent order to reprimand Marla Renee Depriest-Hubbard and to indefinitely suspend her license to practice practical nursing in the Commonwealth of Virginia. The motion was seconded by Ms. Smith and carried unanimously.

**MEETING DEBRIEF:**

**The following were well received by Board Members:**

- Ms. Yeatts did a great job on the legislative update
- Ms. Mitchell's brief explanation of the Exempt, Fast-Track and NOIRA was extremely helpful
- In-person meetings are beneficial particularly the conversations during breaks add to the collaborative effort

**The following needs improvement per Board Members:**

- The ability to review business meeting materials online versus receiving hard copy

Ms. Vu noted that before COVID, half of the Board Members wanted to receive a hard copy of the business meeting materials and Ms. Vu kept track of who those Board Members were.

The following Board Members stated that they wish to receive hard copy of the business meeting materials: Ms. Friedenber, Ms. Hershkowitz, Ms. McElfresh, Ms. Phelps, Ms. Shah and Ms. Swineford.

Ms. Mitchell, Board Counsel, indicated that she wants to receive a hard copy of the business meeting materials also.

**Nominating Committee**

Ms. Gerardo asked for volunteers to serve on the Nominating Committee. Ms. Friedenber, Ms. McElfresh and Ms. Shah volunteered.

Dr. Gleason inquired about the usage of the preferred pronoun movement in minutes and notices. Ms. Mitchell replied that it is a question for the Agency.

Dr. Gleason asked if the Respondents are asked what they preferred to be addressed as. Ms. Douglas said no.

RECESS: The Board recessed at 2:18 P.M.

Ms. Swineford left the meeting at 2:18 P.M.

RECONVENTION: The Board reconvened at 2:30 P.M.

**EDUCATION INFORMAL CONFERENCE COMMITTEE MINUTES AND RECOMMENDATIONS**

June 8, 2021 Education Informal Conference Committee Recommendations regarding **Fortis College – ADN Program (US28408900)**

Jennifer Martinez, MSN/ED, MHA, RN, Dean of Nursing, Fortis College, was present and addressed the Board.

ACTION: Mr. Jones moved to accept the recommendation of the June 8, 2021 Education Informal Conference Committee to withdraw the approval of

**Fortis College Associate Degree Nursing Education Program (US28408900)** with withdrawal of approval stayed contingent upon terms and conditions. The motion was seconded by Mr. Monson and carried unanimously with ten (10) votes in favor.

Mr. Hermansen-Parker did not participate in the voting.

**E1 June 8, 2021 Education Informal Conference Committee minutes**

Mr. Monson moved to accept the June 8, 2021 Education Informal Conference Committee minutes as presented. The motion was seconded by Ms. Smith and carried unanimously.

July 6, 2021 Education Informal Conference Committee Recommendations regarding **Salvation Academy – Nurse Aide Program (100689)**

Ms. Wilmoth, Ms. Smith, and Dr. Mangrum left the meeting at 2:36 P.M.

**CLOSED MEETING:**

Dr. Gleason moved that the Board of Nursing convene a closed meeting pursuant to Section 2.2-3711(A)(27) of the *Code of Virginia* at 2:36 P.M. for the purpose of considering the Education Informal Conference Committee Recommendation regarding **Salvation Academy – Nurse Aide Program (100689)**. Additionally, Dr. Gleason moved that Ms. Douglas, Dr. Hills, Ms. Morris, Ms. Bargdill, Ms. Willinger, Ms. Iyengar, Ms. Vu, and Ms. Mitchell attend the closed meeting because their presence in the closed meeting is deemed necessary and their presence will aid the Board in its deliberations. The motion was properly seconded by Mr. Monson and carried unanimously.

**RECONVENTION:**

The Board reconvened in open session at 2:40 P.M.

Dr. Gleason moved that the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was properly seconded by Mr. Monson and carried unanimously.

**ACTION:**

Ms. Shah moved to accept the recommendation of the July 6, 2021 Education Informal Conference Committee to withdraw the approval of **Salvation Academy Nurse Aide Education Program (100689)** with withdrawal of approval stayed contingent upon terms and conditions. The motion was seconded by Ms. Smith and carried unanimously.

**E2 July 6, 2021 Education Informal Conference Committee minutes**

Ms. McElfresh moved to accept the July 6, 2021 Education Informal Conference Committee minutes as presented. The motion was seconded by Mr. Monson and carried unanimously.

**AGENCY SUBORDINATE RECOMMENDATION CONSIDERATION**

**#1 Whitney Page Gibson, LPN** **0002-091899**

Ms. Gibson did not appear.

ACTION:

Ms. McElfresh moved to accept the recommended decision of the agency subordinate to reprimand **Whitney Page Gibson** and to suspend her right to renew her license to practice practical nursing in the Commonwealth of Virginia for a period of not less than two years from the date of entry of the Order. The motion was seconded by Dr. Gleason and carried unanimously.

**#2 Erin Lorayne Swanson, RN** **0001-231637**

Ms. Swanson did not appear.

ACTION:

Ms. McElfresh moved to accept the recommended decision of the agency subordinate to indefinitely suspend the license of **Erin Lorayne Swanson** to practice professional nursing in the Commonwealth of Virginia. The motion was seconded by Dr. Gleason and carried unanimously.

**#3 Anissa Jo Neal Shotwell, CNA** **1401-093490**

Ms. Shotwell did not appear.

ACTION:

Ms. McElfresh moved to accept the recommended decision of the agency subordinate to reprimand **Anissa Jo Neal Shotwell**. The motion was seconded by Dr. Gleason and carried unanimously.

**#5 Sherri L. Brown, LPN** **0002-071111**

Ms. Brown did not appear.

ACTION:

Ms. McElfresh moved to accept the recommended decision of the agency subordinate to reprimand **Sherri L. Brown** and to indefinitely suspend her license to practice practical nursing in the Commonwealth of Virginia for a period of not less than two years from the date of entry of the Order. The motion was seconded by Dr. Gleason and carried unanimously.

**#6 Selina Renee McCauley Payne, CNA** **1401-136588**

Ms. Payne did not appear.

**ACTION:** Ms. McElfresh moved to accept the recommended decision of the agency subordinate to reprimand **Selina Renee McCauley Payne** and to require Ms. Payne within 60 days from the date of entry of the Order to provide written proof satisfactory to the Board of successful completion of a Board-approved course in patient boundaries. The motion was seconded by Dr. Gleason and carried unanimously.

**#7 Heather Tinnell, RN**

**0001-219237**

Ms. Tinnell did not appear.

**ACTION:** Ms. McElfresh moved to accept the recommended decision of the agency subordinate to indefinitely suspend the license of **Heather Tinnell** to practice professional nursing in the Commonwealth with suspension stayed contingent upon Ms. Tinnell's continued compliance with all terms and conditions of the Virginia Health Practitioners' Monitoring Program (HPMP) for the period specified by the HPMP.

**#10 Lisa England, RN**

**NC License No.: 133826 with Multistate Privilege**

Ms. England did not appear.

**ACTION:** Ms. McElfresh moved to accept the recommended decision of the agency subordinate to indefinitely suspend the privilege issued to **Lisa England** to practice professional nursing in the Commonwealth of Virginia for a period of not less than two years from the date of entry of the Order.

**#8 Christina M. Pye, CNA**

**1401-126215**

Ms. Pye did not appear.

Ms. Hershkowitz rescued from voting.

**ACTION:** Mr. Hermansen-Parker moved to accept the recommended decision of the agency subordinate to reprimand **Christina M. Pye**. The motion was seconded by Ms. Smith and carried unanimously.

**#9 Justin Blynt, LPN**

**0002-094309**

Mr. Blynt did not appear.

Ms. Hershkowitz rescued from voting.

**ACTION:** Mr. Hermansen-Parker moved to accept the recommended decision of the agency subordinate to indefinitely suspend the right of Justin Blynt to renew

his license to practice practical nursing in the Commonwealth of Virginia. The motion was seconded by Ms. Smith and carried unanimously.

Ms. Morris left the meeting at 2:46 P.M.

**#4 Chavelle Denita Dickens, LPN**

**0002-086110**

Ms. Dickens did not appear.

CLOSED MEETING:

Dr. Gleason moved that the Board of Nursing convene a closed meeting pursuant to Section 2.2-3711(A)(27) of the *Code of Virginia* at 2:46 P.M. for the purpose of considering the Agency Subordinate Recommendation regarding **Chavelle Denita Dickens**. Additionally, Dr. Gleason moved that Ms. Douglas, Dr. Hills, Ms. Wilmoth, Ms. Bargdill, Ms. Willinger, Ms. Iyengar, Ms. Christine Smith, Dr. Mangrum, Ms. Vu, and Ms. Mitchell attend the closed meeting because their presence in the closed meeting is deemed necessary and their presence will aid the Board in its deliberations. The motion was properly seconded by Mr. Monson and carried unanimously.

RECONVENTION:

The Board reconvened in open session at 3:00 P.M.

Ms. Morris re-joined the meeting at 3:00 P.M.

Dr. Gleason moved that the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was properly seconded by Mr. Hermansen-Parker and carried unanimously.

ACTION:

Mr. Monson moved to accept the recommended decision of the agency subordinate to place **Chavelle Denita Dickens** on probation with terms and conditions. The motion was seconded by Ms. Phelps and carried with seven (7) votes in favor of the motion. Ms. Hershkowitz, Mr. Hermansen-Parker, Ms. Shah and Ms. Smith opposed the motion.

ADJOURNMENT:

The Board adjourned at 3:05 P.M.

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Marie Gerardo, MS, RN, ANP-BC  
President

**VIRGINIA BOARD OF NURSING  
FORMAL HEARINGS  
Panel A  
July 21, 2021**

**TIME AND PLACE:** The meeting of the Virginia Board of Nursing was called to order at 1:03 P.M., on July 21, 2021 in Board Room 4, Department of Health Professions, 9960 Mayland Drive, Suite 201, Henrico, Virginia.

**BOARD MEMBERS PRESENT:** Mark Monson, Citizen Member; First Vice-President  
Tucker Gleason, PhD, Citizen Member  
James Hermansen-Parker, MSN, RN, PCCN-K  
Louise Hershkowitz, CRNA, MSHA  
Brandon Jones, MSN, RN, CEN, NEA-BC  
Meenakshi Shah, BA, RN  
Cynthia Swineford, MSN, RN, CNE

**STAFF PRESENT:** Robin Hills, DNP, RN, WHNP; Deputy Executive Director for Advanced Practice  
Francesca Iyengar, MSN, RN; Discipline Case Manager  
Huong Vu, Executive Assistant

**OTHERS PRESENT:** Erin Barrett, Assistant Attorney General, Board Counsel  
Julia Bennett, Deputy Director, Administrative Proceedings Division  
Tosha Fischetti, Senior Investigator, Enforcement Division

**ESTABLISHMENT OF A PANEL:** With seven members of the Board present, a panel was established.

**FORMAL HEARINGS:** **Sherry Lynn Hartley, RN Reinstatement**                      **0001-271441**  
  
Ms. Harley did not appear.  
  
Amanda Wilson, Adjudication Specialist, Administrative Proceedings Division, represented the Commonwealth. Ms. Barrett was legal counsel for the Board. Renee M. Cordero Larkin, court reporter with Veteran Reporters, recorded the proceedings.  
  
Gayle Miller, Senior Investigator, Enforcement Division, was present and testified.

**CLOSED MEETING:** Ms. Shah moved that the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A)(27) of the Code of Virginia at 1:20 P.M., for the purpose of deliberation to reach a decision in the matter of **Sherry Lynn Hartley**. Additionally, Ms. Shah moved that Dr. Hills, Ms. Iyengar, Ms. Vu, and Ms. Barrett attend the closed meeting because their presence in the closed meeting is deemed necessary and their presence



will aid the Board in its deliberations. The motion was seconded by Ms. Hershkowitz and carried unanimously.

RECONVENTION: The Board reconvened in open session at 1:47 P.M.

Dr. Gleason moved that the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Mr. Hermansen-Parker and carried unanimously.

ACTION: Mr. Jones moved that the Board of Nursing approve the application of **Sherry Lynn Hartley** for reinstatement of her license to practice professional nursing in the Commonwealth of Virginia. The motion was seconded by Ms. Herhszkowitz and carried with six votes in favor of the motion. Ms. Shah opposed the motion.

This decision shall be effective upon entry by the Board of a written Order stating the findings, conclusion, and decision of this formal hearing panel.

ADJOURNMENT: The Board adjourned at 1:49 P.M.

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Robin Hills, DNP, RN, WHNP  
Deputy Executive Director for Advanced Practice

**VIRGINIA BOARD OF NURSING  
FORMAL HEARINGS  
Panel B  
July 21, 2021**

**TIME AND PLACE:** The meeting of the Virginia Board of Nursing was called to order at 1:06 P.M., on July 21, 2021 in Board Room 2, Department of Health Professions, 9960 Mayland Drive, Suite 201, Henrico, Virginia.

**BOARD MEMBERS PRESENT:** Marie Gerardo, MS, RN, ANP-BC; President  
Ethlyn McQueen-Gibson, DNP, MSN, RN, BC; Second Vice-President  
Yvette Dorsey, DNP, RN  
Margaret Friedenberg, Citizen Member  
Dixie McElfresh, LPN  
Jennifer Phelps, BS, LPN, QMHP-A, CSAC

**STAFF PRESENT:** Jay P. Douglas, MSM, RN, CSAC, FRE; Executive Director  
Lelia Claire Morris, RN, LNHA; Deputy Executive Director  
Cathy Hanchey, Senior Licensing/Discipline Specialist

**OTHERS PRESENT:** Charis Mitchell, Assistant Attorney General, Board Counsel  
Julia Bennett, Deputy Director, Administrative Proceedings Division  
Rebecca Ribley, Adjudication Specialist, Administrative Proceedings Division  
Candis Stoll, Board of Nursing Staff  
Martha Miller, Regional Manager in Tidewater, Enforcement Division  
Jeffery S. Kiser, Esq., Attorney for Antonia Murphy, RN

**ESTABLISHMENT OF A PANEL:** With six members of the Board present, a panel was established.

**FORMAL HEARINGS:** **Jamie M. Holmes, LPN** **0002-091332**

Ms. Holmes appeared.

Grace Stewart, Adjudication Specialist, Administrative Proceedings Division, represented the Commonwealth. Ms. Mitchell was legal counsel for the Board. Rachael Steck, court reporter with Veteran Reporters, recorded the proceedings.

Kelley Ashley, Senior Investigator, Enforcement Division, testified via phone. Antonia Murphy, RN was present and testified.

**CLOSED MEETING:** Ms. Phelps moved that the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A)(27) of the Code of Virginia at 2:47 P.M., for the purpose of deliberation to reach a decision in the matter of **Jamie M. Holmes**. Additionally, Ms. Phelps moved that Ms. Douglas, Ms. Morris,

Ms. Hanchey, and Ms. Mitchell attend the closed meeting because their presence in the closed meeting is deemed necessary and their presence will aid the Board in its deliberations. The motion was seconded by Ms. McElfresh and carried unanimously.

RECONVENTION: The Board reconvened in open session at 3:39 P.M.

Ms. Phelps moved that the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Ms. Friedenbergl and carried unanimously.

ACTION: Ms. McElfresh moved that the Board of Nursing reprimand Jamie M. Holmes and place her license to practice practical nursing in the Commonwealth of Virginia on probation with terms for not less than one year. The motion was seconded by Dr. McQueen-Gibson and carried unanimously.

This decision shall be effective upon entry by the Board of a written Order stating the findings, conclusion, and decision of this formal hearing panel.

ADJOURNMENT: The Board adjourned at 3:41 P.M.

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Lelia Claire Morris, RN, LNHA  
Deputy Executive Director

**VIRGINIA BOARD OF NURSING  
FORMAL HEARINGS  
July 22, 2021**

**TIME AND PLACE:** The meeting of the Virginia Board of Nursing was called to order at 9:02 A.M., on July 22, 2021 in Board Room 2, Department of Health Professions, 9960 Mayland Drive, Suite 201, Henrico, Virginia.

**BOARD MEMBERS**

**PRESENT:**

Mark Monson, Citizen Member; First Vice-President  
Ethlyn McQueen-Gibson, DNP, MSN, RN, BC; Second Vice-President  
Yvette Dorsey, DNP, RN  
James Hermansen-Parker, MSN, RN, PCCN-K  
Brandon Jones, MSN, RN, CEN, NEA-BC  
Dixie McElfresh, LPN  
Meenakshi Shah, BA, RN  
Cynthia Swineford, MSN, RN, CNE

**STAFF PRESENT:**

Robin Hills, DNP, RN, WHNP; Deputy Executive Director for  
Advanced Practice  
Lelia Claire Morris, RN, LNHA; Deputy Executive Director  
Franceca Iyengar, MSN, RN; Discipline Case Manager  
Cathy Hanchey, Senior Licensing/Discipline Specialist

**OTHERS PRESENT:**

Charis Mitchell, Assistant Attorney General, Board Counsel  
Julia Bennett, Deputy Director, Administrative Proceedings Division  
Claire Foley, Adjudication Specialist, Administrative Proceedings  
Division  
Tosha Fischetti, Senior Investigator, Enforcement Division

**ESTABLISHMENT OF  
A PANEL:**

With eight members of the Board present, a panel was established.

**RECESS:**

The Board recessed at 9:52 A.M.

**RECONVENTION:**

The Board reconvened at 9:58 A.M.

**FORMAL HEARINGS:**

**Aminata Nana Kallon, RN Reinstatement                      0001-197933**

Ms. Kallon appeared and was represented by Eileen Talamante.

David Kazzie, Adjudication Specialist, Administrative Proceedings Division, represented the Commonwealth. Ms. Mitchell was legal counsel for the Board. Renee M. Cordero Larkin, court reporter with Veteran Reporters, recorded the proceedings.

Renee White, Senior Investigator, Enforcement Division, and Allyah Z. Pleasant, MSN, RN, CCO were present and testified.

CLOSED MEETING: Mr. Jones moved that the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A)(27) of the Code of Virginia at 10:07 A.M., for the purpose of deliberation to reach a decision in the matter of **Aminata Nana Kallon**. Additionally, Mr. Jones moved that Dr. Hills, Ms. Morris, Ms. Iyengar, Ms. Hanchey, and Ms. Mitchell attend the closed meeting because their presence in the closed meeting is deemed necessary and their presence will aid the Board in its deliberations. The motion was seconded by Mr. Hermansen-Parker and carried unanimously.

RECONVENTION: The Board reconvened in open session at 10:45 A.M.

Mr. Jones moved that the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Ms. Shah and carried unanimously.

ACTION: Dr. Dorseys moved that the Board of Nursing approve the application of **Aminata Nana Kallon** for reinstatement of her license without restriction to practice professional nursing in the Commonwealth of Virginia. The motion was seconded by Mr. Hermansen-Parker and carried unanimously.

This decision shall be effective upon entry by the Board of a written Order stating the findings, conclusion, and decision of this formal hearing panel.

ADJOURNMENT: The Board adjourned at 10:46 A.M.

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Lelia Claire Moriss, RN, LNHA  
Deputy Executive Director

**VIRGINIA BOARD OF NURSING**  
**POSSIBLE SUMMARY SUSPENSION TELEPHONE CONFERENCE CALL**  
**August 12, 2021**

A possible summary suspension telephone conference call of the Virginia Board of Nursing was held August 12, 2021 at 4:34 P.M.

**The Board of Nursing members participating in the call were:**

Marie Gerardo, MS, RN, ANP-BC, President; **Chair**  
Mark Monson, Citizen Member, First Vice-President  
Margaret Friedenberg, Citizen Member  
A Tucker Gleason, PhD, Citizen Member  
James Hermansen-Parker, MSN, RN, PCCN-K  
Louise Hershkowitz, CRNA, MSHA  
Brandon Jones, MSN, RN, CEN, NEA-BC  
Meenakshi Shah, BA, RN

**Others participating in the meeting were:**

Charis Mitchell, Assistant Attorney General, Board Counsel  
Erin Weaver, Assistant Attorney General  
James Schliessmann, Assistant Attorney General  
David Kazzie, Adjudication Specialist, Administrative Proceedings Division  
Robin Hills, DNP, RN, WHNP; Deputy Executive Director for Advanced Practice  
Claire Morris, RN, LNHA; Deputy Executive Director  
Christina Bargdill, BSN, MHS; Deputy Executive Director  
Patricia L. Dewey, RN, BSN; Discipline Case Manager  
Cathy Hanchey, Senior Licensing/Discipline Specialist

The meeting was called to order by Ms. Gerardo. With 8 members of the Board of Nursing participating, a quorum was established. A good faith effort to convene a meeting at the Board of Nursing offices within the week failed.

Erin Weaver, Assistant Attorney General, presented evidence that the continue practice of professional nursing by **Emily Lorraine Hill, RN (0001-250762)** may present a substantial danger to the health and safety of the public

Dr. Gleason moved to summarily suspend the professional nursing license of **Emily Lorraine Hill** pending a formal administrative hearing and to offer a consent order for indefinite suspension of her license for a period of not less than two year in lieu of a formal hearing. The motion was seconded by Ms. Hershkowitz and carried unanimously.

James Schliessman, Assistant Attorney General, presented evidence that the continued practice as a medication aide by **Rosella Carter, RMA (0031-001847)** may present a substantial danger to the health and safety of the public.

Virginia Board of Nursing  
Possible Summary Suspension Telephone Conference Call  
August 12, 2021

Mr. Monson moved to summarily suspend the registration to practice as a medication aide of **Rosella Carter** pending a formal administrative hearing and to offer a consent order for revocation of her registration in lieu of a formal hearing. The motion was seconded by Dr. Gleason and carried unanimously.

The meeting was adjourned at 5:05 P.M.

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Claire Morris, RN, LNHA  
Deputy Executive Director

**VIRGINIA BOARD OF NURSING**  
**POSSIBLE SUMMARY SUSPENSION TELEPHONE CONFERENCE CALL**  
**August 23, 2021**

A possible summary suspension telephone conference call of the Virginia Board of Nursing was held August 23, 2021 at 4:31 P.M.

**The Board of Nursing members participating in the call were:**

Marie Gerardo, MS, RN, ANP-BC, President; **Chair**  
A Tucker Gleason, PhD, Citizen Member  
James Hermansen-Parker, MSN, RN, PCCN-K  
Louise Hershkowitz, CRNA, MSHA  
Brandon Jones, MSN, RN, CEN, NEA-BC  
Dixie McElfresh, LPN  
Meenakshi Shah, BA, RN  
Cynthia Swineford, RN, MSN, CNE

**Others participating in the meeting were:**

Erin Barrett, Assistant Attorney General, Board Counsel  
Sean Murphy, Assistant Attorney General  
Julia Bennett, Deputy Director, Administrative Proceedings Division  
Jay Douglas, RN, MSM, CSAC, FRE; Executive Director  
Robin Hills, DNP, RN, WHNP; Deputy Executive Director for Advanced Practice  
Claire Morris, RN, LNHA; Deputy Executive Director  
Christina Bargdill, BSN, MHS; Deputy Executive Director  
Francesca Iyengar, MSN, RN; Discipline Case Manager  
Ann Tiller, Compliance Manager  
Huong Vu, Executive Assistant

The meeting was called to order by Ms. Gerardo. With 8 members of the Board of Nursing participating, a quorum was established. A good faith effort to convene a meeting at the Board of Nursing offices within the week failed.

Sean Murphy, Assistant Attorney General, presented evidence that the continue practice of professional nursing by **Beverly Stone McFarlane, LPN (0002-052849)** may present a substantial danger to the health and safety of the public

Mr. Jones moved to summarily suspend the practical nursing license of **Beverly Stone McFarlane** pending a formal administrative hearing and to offer a consent order for revocation of her license in lieu of a formal hearing. The motion was seconded by Ms. Shah and carried unanimously.



Virginia Board of Nursing  
Possible Summary Suspension Telephone Conference Call  
August 23, 2021

The meeting was adjourned at 4:41 P.M.

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Claire Morris, RN, LNHA  
Deputy Executive Director

DRAFT

Virginia Department of Health Professions  
Cash Balance  
As of June 30, 2021

C1

	<b>Nursing</b>	
<b>Board Cash Balance as June 30, 2020</b>	9,306,557	
<b>YTD FY21 Revenue</b>	13,943,578	
<b>Less: YTD FY21 Direct and Allocated Expenditures</b>	<u>13,574,508</u>	*
<b>Board Cash Balance as June 30, 2021</b>	<u><u>9,675,626</u></u>	

\* Includes \$66,873 deduction for Nurse Scholarship Fund

Virginia Department of Health Professions  
Revenue and Expenditures Summary  
Department 10100 - Nursing  
For the Period Beginning July 1, 2020 and Ending June 30, 2021

Account Number	Account Description	Amount	Budget	Amount Under/(Over) Budget	% of Budget
<b>4002400</b>	<b>Fee Revenue</b>				
4002401	Application Fee	2,606,597.00	2,488,425.00	(118,172.00)	104.75%
4002402	Examination Fee	-	-	-	0.00%
4002406	License & Renewal Fee	9,395,893.50	9,192,645.00	(203,248.50)	102.21%
4002407	Dup. License Certificate Fee	25,995.00	23,750.00	(2,245.00)	109.45%
4002409	Board Endorsement - Out	415.00	18,270.00	17,855.00	2.27%
4002421	Monetary Penalty & Late Fees	174,930.00	231,415.00	56,485.00	75.59%
4002432	Misc. Fee (Bad Check Fee)	890.00	1,750.00	860.00	50.86%
	<b>Total Fee Revenue</b>	<b>12,266,600.50</b>	<b>12,021,045.00</b>	<b>(245,555.50)</b>	<b>102.04%</b>
<b>4003000</b>	<b>Sales of Prop. &amp; Commodities</b>				
4003002	Overpayments	390.00	-	(390.00)	0.00%
4003020	Misc. Sales-Dishonored Payments	3,380.00	-	(3,380.00)	0.00%
	<b>Total Sales of Prop. &amp; Commodities</b>	<b>3,770.00</b>	<b>-</b>	<b>(3,770.00)</b>	<b>0.00%</b>
<b>40090606</b>	<b>FOIA Request Revenue</b>	<b>200.00</b>	<b>-</b>	<b>(200.00)</b>	<b>0.00%</b>
	<b>Total Revenue</b>	<b>12,314,070.50</b>	<b>12,047,545.00</b>	<b>(266,525.50)</b>	<b>102.21%</b>
<b>5011110</b>	<b>Employer Retirement Contrib.</b>	<b>243,675.64</b>	<b>323,005.00</b>	<b>79,329.36</b>	<b>75.44%</b>
5011120	Fed Old-Age Ins- Sal St Emp	167,988.46	167,833.00	(155.46)	100.09%
5011140	Group Insurance	24,238.96	29,933.00	5,694.04	80.98%
5011150	Medical/Hospitalization Ins.	325,557.50	476,466.00	150,908.50	68.33%
5011160	Retiree Medical/Hospitalizatn	20,304.61	25,018.00	4,713.39	81.16%
5011170	Long term Disability Ins	11,030.25	13,626.00	2,595.75	80.95%
	<b>Total Employee Benefits</b>	<b>792,795.42</b>	<b>1,035,881.00</b>	<b>243,085.58</b>	<b>76.53%</b>
<b>5011200</b>	<b>Salaries</b>				
5011230	Salaries, Classified	1,826,217.21	2,233,782.00	407,564.79	81.75%
5011250	Salaries, Overtime	34,636.47	-	(34,636.47)	0.00%
	<b>Total Salaries</b>	<b>1,860,853.68</b>	<b>2,233,782.00</b>	<b>372,928.32</b>	<b>83.31%</b>
<b>5011300</b>	<b>Special Payments</b>				
5011310	Bonuses and Incentives	3,127.76	-	(3,127.76)	0.00%
5011340	Specified Per Diem Payment	-	-	-	0.00%
5011380	Deferred Compnstn Match Pmts	6,789.50	17,640.00	10,850.50	38.49%
	<b>Total Special Payments</b>	<b>9,917.26</b>	<b>17,640.00</b>	<b>7,722.74</b>	<b>56.22%</b>
<b>5011400</b>	<b>Wages</b>				
5011410	Wages, General	374,336.75	290,916.00	(83,420.75)	128.68%
5011430	Wages, Overtime	198.00	-	(198.00)	0.00%
	<b>Total Wages</b>	<b>374,534.75</b>	<b>290,916.00</b>	<b>(83,618.75)</b>	<b>128.74%</b>
5011530	Short-trm Disability Benefits	2,923.62	-	(2,923.62)	0.00%
	<b>Total Disability Benefits</b>	<b>2,923.62</b>	<b>-</b>	<b>(2,923.62)</b>	<b>0.00%</b>
<b>5011600</b>	<b>Terminatn Personal Svce Costs</b>				
5011620	Salaries, Annual Leave Balanc	19,673.28	-	(19,673.28)	0.00%
5011630	Salaries, Sick Leave Balances	-	-	-	0.00%
5011640	Salaries, Cmp Leave Balances	195.04	-	(195.04)	0.00%
5011660	Defined Contribution Match - Hy	17,372.98	-	(17,372.98)	0.00%

Virginia Department of Health Professions  
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Account Number	Account Description	Amount			% of Budget
		Amount	Budget	Under/(Over)	
	<b>Total Terminatn Personal Svce Costs</b>	37,241.30	-	(37,241.30)	0.00%
5011930	Turnover/Vacancy Benefits	-	-	-	0.00%
	<b>Total Personal Services</b>	3,078,266.03	3,578,219.00	499,952.97	86.03%
5012000	Contractual Svcs				
5012100	Communication Services				
5012110	Express Services	-	4,395.00	4,395.00	0.00%
5012120	Outbound Freight Services	5,748.88	10.00	(5,738.88)	57488.80%
5012140	Postal Services	148,560.01	85,633.00	(62,927.01)	173.48%
5012150	Printing Services	113.77	1,322.00	1,208.23	8.61%
5012160	Telecommunications Svcs (VITA)	17,574.47	21,910.00	4,335.53	80.21%
5012170	Telecomm. Svcs (Non-State)	540.00	-	(540.00)	0.00%
5012190	Inbound Freight Services	363.28	17.00	(346.28)	2136.94%
	<b>Total Communication Services</b>	172,900.41	113,287.00	(59,613.41)	152.62%
5012200	Employee Development Services				
5012210	Organization Memberships	8,800.00	8,764.00	(36.00)	100.41%
5012240	Employee Trainng/Workshop/Conf	812.00	482.00	(330.00)	168.46%
	<b>Total Employee Development Services</b>	9,612.00	9,366.00	(246.00)	102.63%
5012300	Health Services				
5012360	X-ray and Laboratory Services	-	4,232.00	4,232.00	0.00%
	<b>Total Health Services</b>	-	4,232.00	4,232.00	0.00%
5012400	Mgmnt and Informational Svcs				
5012420	Fiscal Services	190,957.08	197,340.00	6,382.92	96.77%
5012430	Attorney Services	-	-	-	0.00%
5012440	Management Services	1,695.26	370.00	(1,325.26)	458.18%
5012460	Public Infrmtnl & Relatn Svcs	-	49.00	49.00	0.00%
5012470	Legal Services	6,848.50	5,616.00	(1,232.50)	121.95%
	<b>Total Mgmnt and Informational Svcs</b>	199,500.84	203,375.00	3,874.16	98.10%
5012500	Repair and Maintenance Svcs				
5012510	Custodial Services	7,053.34	-	(7,053.34)	0.00%
5012530	Equipment Repair & Maint Srvc	15,732.57	3,001.00	(12,731.57)	524.24%
	<b>Total Repair and Maintenance Svcs</b>	22,785.91	3,370.00	(19,415.91)	676.14%
5012600	Support Services				
5012630	Clerical Services	222,790.78	317,088.00	94,297.22	70.26%
5012640	Food & Dietary Services	5,028.36	-	(5,028.36)	0.00%
5012660	Manual Labor Services	35,943.40	38,508.00	2,564.60	93.34%
5012670	Production Services	207,621.51	158,515.00	(49,106.51)	130.98%
5012680	Skilled Services	798,182.09	1,164,774.00	366,591.91	68.53%
	<b>Total Support Services</b>	1,269,566.14	1,678,885.00	409,318.86	75.62%
5012800	Transportation Services				
5012820	Travel, Personal Vehicle	912.40	5,260.00	4,347.60	17.35%
5012830	Travel, Public Carriers	-	1.00	1.00	0.00%
5012850	Travel, Subsistence & Lodging	330.35	6,635.00	6,304.65	4.98%
5012880	Trvl, Meal Reimb- Not Rprtbl	218.25	3,597.00	3,378.75	6.07%

Virginia Department of Health Professions  
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Account Number	Account Description	Amount			% of Budget
		Amount	Budget	Under/(Over)	
	Total Transportation Services	1,461.00	17,947.00	16,486.00	8.14%
	Total Contractual Svs	1,675,826.30	2,030,462.00	354,635.70	82.53%
5013000	Supplies And Materials				
5013100	Administrative Supplies				
5013110	Apparel Supplies	159.98	-	(159.98)	0.00%
5013120	Office Supplies	23,210.71	11,696.00	(11,514.71)	198.45%
5013130	Stationery and Forms	65.02	3,790.00	3,724.98	1.72%
	Total Administrative Supplies	23,435.71	15,486.00	(7,949.71)	151.33%
5013300	Manufctrng and Merch Supplies				
5013350	Packaging & Shipping Supplies	-	99.00	99.00	0.00%
	Total Manufctrng and Merch Supplies	-	99.00	99.00	0.00%
5013400	Medical and Laboratory Supp.				
5013420	Medical and Dental Supplies	23.49	-	(23.49)	0.00%
	Total Medical and Laboratory Supp.	23.49	-	(23.49)	0.00%
5013500	Repair and Maint. Supplies				
5013510	Building Repair & Maint Materl	61.92	-	(61.92)	0.00%
5013520	Custodial Repair & Maint Matr	8.54	29.00	20.46	29.45%
	Total Repair and Maint. Supplies	70.46	29.00	(41.46)	242.97%
5013600	Residential Supplies				
5013620	Food and Dietary Supplies	145.75	408.00	262.25	35.72%
5013630	Food Service Supplies	-	1,108.00	1,108.00	0.00%
	Total Residential Supplies	145.75	1,538.00	1,392.25	9.48%
5013700	Specific Use Supplies				
5013730	Computer Operating Supplies	853.32	182.00	(671.32)	468.86%
	Total Specific Use Supplies	853.32	182.00	(671.32)	468.86%
	Total Supplies And Materials	24,528.73	17,334.00	(7,194.73)	141.51%
5015000	Continuous Charges				
5015100	Insurance-Fixed Assets				
5015160	Property Insurance	-	504.00	504.00	0.00%
	Total Insurance-Fixed Assets	-	667.00	667.00	0.00%
5015300	Operating Lease Payments				
5015340	Equipment Rentals	13,705.75	9,014.00	(4,691.75)	152.05%
5015350	Building Rentals	700.80	-	(700.80)	0.00%
5015360	Land Rentals	-	275.00	275.00	0.00%
5015390	Building Rentals - Non State	216,918.17	195,501.00	(21,417.17)	110.96%
	Total Operating Lease Payments	231,324.72	204,790.00	(26,534.72)	112.96%
5015450	DGS Parking Charges	-	5.00	5.00	0.00%
5015500	Insurance-Operations				
5015510	General Liability Insurance	-	1,897.00	1,897.00	0.00%
5015540	Surety Bonds	-	112.00	112.00	0.00%
	Total Insurance-Operations	-	2,009.00	2,009.00	0.00%
	Total Continuous Charges	231,375.46	207,476.00	(23,899.46)	111.52%

Virginia Department of Health Professions  
Revenue and Expenditures Summary  
Department 10100 - Nursing  
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Account Number	Account Description	Amount	Budget	Amount Under/(Over) Budget	% of Budget
5022000	Equipment				
5022100	Computer Hrdware & Sftware				
5022170	Other Computer Equipment	1,016.36	-	(1,016.36)	0.00%
5022190	Development Tools Purchases	-	-	-	0.00%
	<b>Total Computer Hrdware &amp; Sftware</b>	<u>1,016.36</u>	<u>-</u>	<u>(1,016.36)</u>	<u>0.00%</u>
5022200	Educational & Cultural Equip				
5022240	Reference Equipment	-	1,123.00	1,123.00	0.00%
	<b>Total Educational &amp; Cultural Equip</b>	<u>-</u>	<u>1,123.00</u>	<u>1,123.00</u>	<u>0.00%</u>
5022600	Office Equipment				
5022610	Office Appurtenances	-	202.00	202.00	0.00%
5022620	Office Furniture	6,003.49	-	(6,003.49)	0.00%
5022640	Office Machines	-	-	-	0.00%
5022680	Office Equipment Improvements	-	-	-	0.00%
	<b>Total Office Equipment</b>	<u>6,003.49</u>	<u>277.00</u>	<u>(5,726.49)</u>	<u>2167.32%</u>
5022700	Specific Use Equipment				
5022710	Household Equipment	188.73	133.00	(55.73)	141.90%
5022740	Non Power Rep & Maint- Equip	13.90	-	(13.90)	0.00%
	<b>Total Specific Use Equipment</b>	<u>202.63</u>	<u>133.00</u>	<u>(69.63)</u>	<u>152.35%</u>
	<b>Total Equipment</b>	<u>7,222.48</u>	<u>3,199.00</u>	<u>(4,023.48)</u>	<u>225.77%</u>
	<b>Total Expenditures</b>	<u>5,017,219.00</u>	<u>5,836,690.00</u>	<u>819,471.00</u>	<u>85.96%</u>
	<b>Allocated Expenditures</b>				
30100	Data Center	1,531,165.66	2,003,610.03	472,444.37	76.42%
30200	Human Resources	141,313.41	163,887.68	22,574.27	86.23%
30300	Finance	840,740.19	920,415.00	79,674.81	91.34%
30400	Director's Office	283,789.65	330,712.88	46,923.23	85.81%
30500	Enforcement	2,345,409.23	2,594,922.12	249,512.90	90.38%
30600	Administrative Proceedings	734,968.48	694,701.51	(40,266.97)	105.80%
30700	Impaired Practitioners	65,501.57	117,466.76	51,965.19	55.76%
30800	Attorney General	214,198.99	173,388.26	(40,810.74)	123.54%
30900	Board of Health Professions	227,921.68	248,934.15	21,012.48	91.56%
31100	Maintenance and Repairs	2,360.94	14,748.58	12,387.63	16.01%
31300	Emp. Recognition Program	2,022.25	11,013.89	8,991.64	18.36%
31400	Conference Center	10,349.40	2,136.89	(8,212.51)	484.32%
31500	Pgm Devlpmnt & Implmntn	108,988.72	148,273.05	39,284.33	73.51%
31800	CBC (Criminal Background Checks)	222,123.55	254,145.24	32,021.69	87.40%
	<b>Total Allocated Expenditures</b>	<u>6,769,412.84</u>	<u>7,785,460.02</u>	<u>1,016,047.18</u>	<u>86.95%</u>
	<b>Net Revenue in Excess (Shortfall) of Expenditures</b>	<u>\$ 527,438.66</u>	<u>\$ (1,574,605.02)</u>	<u>\$ (2,102,043.68)</u>	<u>33.50%</u>

Virginia Department of Health Professions  
Revenue and Expenditures Summary  
Department 11200 - Certified Nurse Aides  
For the Period Beginning July 1, 2020 and Ending June 30, 2021

Account Number	Account Description	Amount	Budget	Amount Under/(Over) Budget	% of Budget
<b>4002400</b>	<b>Fee Revenue</b>				
4002401	Application Fee	5,300.00	300.00	(5,000.00)	1766.67%
4002406	License & Renewal Fee	1,195,430.00	1,200,800.00	5,370.00	99.55%
4002421	Monetary Penalty & Late Fees	-	330.00	330.00	0.00%
4002432	Misc. Fee (Bad Check Fee)	255.00	700.00	445.00	36.43%
	<b>Total Fee Revenue</b>	<b>1,200,985.00</b>	<b>1,202,130.00</b>	<b>1,145.00</b>	<b>99.90%</b>
<b>4003000</b>	<b>Sales of Prop. &amp; Commodities</b>				
4003007	Sales of Goods/Svcs to State	428,312.12	536,395.00	108,082.88	79.85%
4003020	Misc. Sales-Dishonored Payments	210.00	-	(210.00)	0.00%
	<b>Total Sales of Prop. &amp; Commodities</b>	<b>428,522.12</b>	<b>536,395.00</b>	<b>107,872.88</b>	<b>79.89%</b>
<b>4009000</b>	<b>Other Revenue</b>				
	<b>Total Revenue</b>	<b>1,629,507.12</b>	<b>1,738,525.00</b>	<b>109,017.88</b>	<b>93.73%</b>
<b>5011110</b>	<b>Employer Retirement Contrib.</b>	15,436.54	10,664.97	(4,771.57)	144.74%
5011120	Fed Old-Age Ins- Sal St Emp	19,489.79	14,938.92	(4,550.87)	130.46%
5011140	Group Insurance	1,723.57	988.32	(735.25)	174.39%
5011150	Medical/Hospitalization Ins.	20,380.50	16,488.00	(3,892.50)	123.61%
5011160	Retiree Medical/Hospitalizatn	1,442.88	826.06	(616.82)	174.67%
5011170	Long term Disability Ins	785.37	449.91	(335.46)	174.56%
	<b>Total Employee Benefits</b>	<b>59,258.65</b>	<b>44,356.17</b>	<b>(14,902.48)</b>	<b>133.60%</b>
<b>5011200</b>	<b>Salaries</b>				
5011230	Salaries, Classified	128,885.34	73,755.00	(55,130.34)	174.75%
5011250	Salaries, Overtime	1,149.92	-	(1,149.92)	0.00%
	<b>Total Salaries</b>	<b>130,035.26</b>	<b>73,755.00</b>	<b>(56,280.26)</b>	<b>176.31%</b>
<b>5011300</b>	<b>Special Payments</b>				
5011310	Bonuses and Incentives	725.52	-	(725.52)	0.00%
5011380	Deferred Compnstrn Match Pmts	-	960.00	960.00	0.00%
	<b>Total Special Payments</b>	<b>725.52</b>	<b>960.00</b>	<b>234.48</b>	<b>75.58%</b>
<b>5011400</b>	<b>Wages</b>				
5011410	Wages, General	127,159.93	121,525.00	(5,634.93)	104.64%
5011430	Wages, Overtime	295.92	-	(295.92)	0.00%
	<b>Total Wages</b>	<b>127,455.85</b>	<b>121,525.00</b>	<b>(5,930.85)</b>	<b>104.88%</b>
<b>5011600</b>	<b>Terminatn Personal Svce Costs</b>				
5011660	Defined Contribution Match - Hy	3,143.79	-	(3,143.79)	0.00%
	<b>Total Terminatn Personal Svce Costs</b>	<b>3,143.79</b>	<b>-</b>	<b>(3,143.79)</b>	<b>0.00%</b>
<b>5011930</b>	<b>Turnover/Vacancy Benefits</b>				
	<b>Total Personal Services</b>	<b>320,619.07</b>	<b>240,596.17</b>	<b>(80,022.90)</b>	<b>133.26%</b>
<b>5012000</b>	<b>Contractual Svcs</b>				
<b>5012100</b>	<b>Communication Services</b>				
5012120	Outbound Freight Services	12.99	-	(12.99)	0.00%
5012140	Postal Services	45,588.05	32,117.00	(13,471.05)	141.94%
5012150	Printing Services	5.86	276.00	270.14	2.12%
5012160	Telecommunications Svcs (VITA)	1,200.08	2,500.00	1,299.92	48.00%

Virginia Department of Health Professions  
Revenue and Expenditures Summary  
Department 11200 - Certified Nurse Aides  
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Account Number	Account Description	Amount	Budget	Amount Under/(Over)	
				Budget	% of Budget
5012190	Inbound Freight Services	2.60	-	(2.60)	0.00%
	Total Communication Services	46,809.58	34,893.00	(11,916.58)	134.15%
5012300	Health Services				
5012360	X-ray and Laboratory Services	-	125.00	125.00	0.00%
	Total Health Services	-	125.00	125.00	0.00%
5012400	Mgmnt and Informational Svcs	-			
5012420	Fiscal Services	22,971.58	24,920.00	1,948.42	92.18%
5012440	Management Services	291.06	530.00	238.94	54.92%
5012460	Public Infrmntl & Relatn Svcs	-	10.00	10.00	0.00%
	Total Mgmnt and Informational Svcs	23,262.64	25,460.00	2,197.36	91.37%
5012500	Repair and Maintenance Svcs				
5012510	Custodial Services	739.20	-	(739.20)	0.00%
5012530	Equipment Repair & Maint Srvc	2,135.58	-	(2,135.58)	0.00%
5012560	Mechanical Repair & Maint Srvc	-	72.00	72.00	0.00%
	Total Repair and Maintenance Svcs	2,874.78	72.00	(2,802.78)	3992.75%
5012600	Support Services				
5012660	Manual Labor Services	1,727.74	2,454.00	726.26	70.41%
5012670	Production Services	8,929.59	10,300.00	1,370.41	86.70%
5012680	Skilled Services	8,770.72	48,303.00	39,532.28	18.16%
	Total Support Services	19,428.05	61,057.00	41,628.95	31.82%
5012800	Transportation Services				
5012820	Travel, Personal Vehicle	73.03	6,893.00	6,819.97	1.06%
5012840	Travel, State Vehicles	-	310.00	310.00	0.00%
5012850	Travel, Subsistence & Lodging	-	912.00	912.00	0.00%
5012880	Trvl, Meal Reimb- Not Rprtbl	-	528.00	528.00	0.00%
	Total Transportation Services	73.03	8,643.00	8,569.97	0.84%
	Total Contractual Svcs	92,448.08	130,250.00	37,801.92	70.98%
5013000	Supplies And Materials				
5013100	Administrative Supplies				
5013110	Apparel Supplies	25.62	-	(25.62)	0.00%
5013120	Office Supplies	2,469.47	1,092.00	(1,377.47)	226.14%
5013130	Stationery and Forms	-	1,203.00	1,203.00	0.00%
	Total Administrative Supplies	2,495.09	2,295.00	(200.09)	108.72%
5013300	Manufctrng and Merch Supplies				
5013350	Packaging & Shipping Supplies	-	20.00	20.00	0.00%
	Total Manufctrng and Merch Supplies	-	20.00	20.00	0.00%
5013400	Medical and Laboratory Supp.				
5013420	Medical and Dental Supplies	3.66	-	(3.66)	0.00%
	Total Medical and Laboratory Supp.	3.66	-	(3.66)	0.00%
5013500	Repair and Maint. Supplies				
5013510	Building Repair & Maint Materl	9.65	-	(9.65)	0.00%
5013520	Custodial Repair & Maint Matr	1.33	-	(1.33)	0.00%
	Total Repair and Maint. Supplies	10.98	-	(10.98)	0.00%



Virginia Department of Health Professions  
Revenue and Expenditures Summary  
Department 11200 - Certified Nurse Aides  
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Account Number	Account Description	Amount	Budget	Amount Under/(Over) Budget	% of Budget
5013600	Residential Supplies				
5013620	Food and Dietary Supplies	-	80.00	80.00	0.00%
5013630	Food Service Supplies	-	226.00	226.00	0.00%
	<b>Total Residential Supplies</b>	<u>-</u>	<u>306.00</u>	<u>306.00</u>	<u>0.00%</u>
	<b>Total Supplies And Materials</b>	<u>2,509.73</u>	<u>2,621.00</u>	<u>111.27</u>	<u>95.75%</u>
5015000	Continuous Charges				
5015100	Insurance-Fixed Assets				
5015160	Property Insurance	-	106.00	106.00	0.00%
	<b>Total Insurance-Fixed Assets</b>	<u>-</u>	<u>106.00</u>	<u>106.00</u>	<u>0.00%</u>
5015300	Operating Lease Payments				
5015340	Equipment Rentals	21.02	-	(21.02)	0.00%
5015350	Building Rentals	62.40	-	(62.40)	0.00%
5015360	Land Rentals	-	50.00	50.00	0.00%
5015390	Building Rentals - Non State	31,927.73	30,203.00	(1,724.73)	105.71%
	<b>Total Operating Lease Payments</b>	<u>32,011.15</u>	<u>30,253.00</u>	<u>(1,758.15)</u>	<u>105.81%</u>
5015400	Service Charges				
5015470	Private Vendor Service Charges:	129.85	-	(129.85)	0.00%
	<b>Total Service Charges</b>	<u>129.85</u>	<u>-</u>	<u>(129.85)</u>	<u>0.00%</u>
5015500	Insurance-Operations				
5015510	General Liability Insurance	-	399.00	399.00	0.00%
5015540	Surety Bonds	-	24.00	24.00	0.00%
	<b>Total Insurance-Operations</b>	<u>-</u>	<u>423.00</u>	<u>423.00</u>	<u>0.00%</u>
	<b>Total Continuous Charges</b>	<u>32,141.00</u>	<u>30,782.00</u>	<u>(1,359.00)</u>	<u>104.41%</u>
5022000	Equipment				
5022100	Computer Hrdware & Sftware				
5022170	Other Computer Equipment	123.33	-	(123.33)	0.00%
	<b>Total Computer Hrdware &amp; Sftware</b>	<u>123.33</u>	<u>-</u>	<u>(123.33)</u>	<u>0.00%</u>
5022200	Educational & Cultural Equip				
5022240	Reference Equipment	-	162.00	162.00	0.00%
	<b>Total Educational &amp; Cultural Equip</b>	<u>-</u>	<u>162.00</u>	<u>162.00</u>	<u>0.00%</u>
5022600	Office Equipment				
5022680	Office Equipment Improvements	-	4.00	4.00	0.00%
	<b>Total Office Equipment</b>	<u>-</u>	<u>4.00</u>	<u>4.00</u>	<u>0.00%</u>
5022700	Specific Use Equipment				
5022710	Household Equipment	29.41	-	(29.41)	0.00%
5022740	Non Power Rep & Maint- Equip	2.17	-	(2.17)	0.00%
	<b>Total Specific Use Equipment</b>	<u>31.58</u>	<u>-</u>	<u>(31.58)</u>	<u>0.00%</u>
	<b>Total Equipment</b>	<u>154.91</u>	<u>166.00</u>	<u>11.09</u>	<u>93.32%</u>
	<b>Total Expenditures</b>	<u>447,872.79</u>	<u>404,415.17</u>	<u>(43,457.62)</u>	<u>110.75%</u>
	<b>Allocated Expenditures</b>				
20400	Nursing / Nurse Aid	5,696.43	34,904.36	29,207.93	16.32%

Virginia Department of Health Professions  
Revenue and Expenditures Summary  
Department 11200 - Certified Nurse Aides  
For the Period Beginning July 1, 2020 and Ending June 30, 2021

Account Number	Account Description	Amount	Budget	Amount Under/(Over)	
				Budget	% of Budget
30100	Data Center	112,070.50	165,265.70	53,195.20	67.81%
30200	Human Resources	12,831.48	12,801.61	(29.86)	100.23%
30300	Finance	196,568.44	202,579.54	6,011.10	97.03%
30400	Director's Office	66,448.50	72,788.54	6,340.03	91.29%
30500	Enforcement	689,433.77	870,305.25	180,871.48	79.22%
30600	Administrative Proceedings	105,060.91	176,122.15	71,061.24	59.65%
30700	Impaired Practitioners	652.91	2,498.17	1,845.26	26.14%
30800	Attorney General	3,533.82	55,054.77	51,520.95	6.42%
30900	Board of Health Professions	53,062.23	54,789.38	1,727.15	96.85%
31100	Maintenance and Repairs	364.74	2,278.49	1,913.75	16.01%
31300	Emp. Recognition Program	274.53	860.32	585.79	31.91%
31400	Conference Center	1,598.86	330.13	(1,268.74)	484.32%
31500	Pgm Devlpmnt & Implmentn	25,533.19	32,634.29	7,101.09	78.24%
	<b>Total Allocated Expenditures</b>	<u>1,273,130.31</u>	<u>1,683,212.68</u>	<u>410,082.37</u>	<u>75.64%</u>
	<b>Net Revenue in Excess (Shortfall) of Expenditures</b>	<u>\$ (91,495.98)</u>	<u>\$ (349,102.85)</u>	<u>\$ (257,606.87)</u>	<u>26.21%</u>

Virginia Department of Health Professions  
Revenue and Expenditures Summary  
Department 20400 - Nursing / Nurse Aide  
For the Period Beginning July 1, 2020 and Ending June 30, 2021

Account Number	Account Description	Amount	Budget	Amount Under/(Over) Budget	% of Budget
5011120	Fed Old-Age Ins- Sal St Emp	1,306.35	5,693.36	4,387.01	22.95%
	Total Employee Benefits	1,306.35	5,693.36	4,387.01	22.95%
5011300	Special Payments				
5011310	Bonuses and Incentives	349.36	-	(349.36)	0.00%
5011340	Specified Per Diem Payment	10,050.00	-	(10,050.00)	0.00%
	Total Special Payments	10,399.36	-	(10,399.36)	0.00%
5011400	Wages				
5011410	Wages, General	16,726.92	74,423.00	57,696.08	22.48%
	Total Wages	16,726.92	74,423.00	57,696.08	22.48%
5011930	Turnover/Vacancy Benefits		-	-	0.00%
	Total Personal Services	28,432.63	80,116.36	51,683.73	35.49%
5012000	Contractual Svs				
5012400	Mgmnt and Informational Svcs				
5012470	Legal Services	45.00	4,110.00	4,065.00	1.09%
	Total Mgmnt and Informational Svcs	45.00	4,110.00	4,065.00	1.09%
5012600	Support Services				
5012640	Food & Dietary Services	-	10,598.00	10,598.00	0.00%
5012680	Skilled Services	-	10,000.00	10,000.00	0.00%
	Total Support Services	-	20,598.00	20,598.00	0.00%
5012800	Transportation Services				
5012820	Travel, Personal Vehicle	6,389.91	16,757.00	10,367.09	38.13%
5012830	Travel, Public Carriers	508.37	39.00	(469.37)	1303.51%
5012850	Travel, Subsistence & Lodging	6,040.18	13,828.00	7,787.82	43.68%
5012880	Trvl, Meal Reimb- Not Rprtbl	2,646.50	6,546.00	3,899.50	40.43%
	Total Transportation Services	15,584.96	37,170.00	21,585.04	41.93%
	Total Contractual Svs	15,629.96	61,878.00	46,248.04	25.26%
5013000	Supplies And Materials				
5013100	Administrative Supplies				
5013120	Office Supplies	192.96	-	(192.96)	0.00%
	Total Administrative Supplies	192.96	-	(192.96)	0.00%
5013600	Residential Supplies				
5013620	Food and Dietary Supplies	-	14.00	14.00	0.00%
	Total Residential Supplies	-	14.00	14.00	0.00%
	Total Supplies And Materials	192.96	14.00	(178.96)	1378.29%
5022800	Stationary Equipment				
	Total Expenditures	44,255.55	142,008.36	97,752.81	31.16%

Virginia Department of Health Professions  
Revenue and Expenditures Summary  
Department 31800 - CBC (Criminal Background Checks)  
For the Period Beginning July 1, 2020 and Ending June 30, 2021

Account		Amount			
Number	Account Description	Amount	Budget	Under/(Over)	% of Budget
5011110	Employer Retirement Contrib.	19,427.81	20,330.00	902.19	95.56%
5011120	Fed Old-Age Ins- Sal St Emp	11,269.35	12,063.00	793.65	93.42%
5011140	Group Insurance	1,803.73	1,884.00	80.27	95.74%
5011150	Medical/Hospitalization Ins.	32,334.50	35,274.00	2,939.50	91.67%
5011160	Retiree Medical/Hospitalizatn	1,512.18	1,575.00	62.82	96.01%
5011170	Long term Disability Ins	414.72	858.00	443.28	48.34%
	<b>Total Employee Benefits</b>	<b>66,762.29</b>	<b>71,984.00</b>	<b>5,221.71</b>	<b>92.75%</b>
5011200	Salaries				
5011230	Salaries, Classified	134,736.36	140,595.00	5,858.64	95.83%
	<b>Total Salaries</b>	<b>134,736.36</b>	<b>140,595.00</b>	<b>5,858.64</b>	<b>95.83%</b>
5011300	Special Payments				
5011310	Bonuses and Incentives	74.00	-	(74.00)	0.00%
5011380	Deferred Compnstn Match Pmts	977.50	1,080.00	102.50	90.51%
	<b>Total Special Payments</b>	<b>1,051.50</b>	<b>1,080.00</b>	<b>28.50</b>	<b>97.36%</b>
5011400	Wages				
5011410	Wages, General	15,922.95	17,080.00	1,157.05	93.23%
	<b>Total Wages</b>	<b>15,922.95</b>	<b>17,080.00</b>	<b>1,157.05</b>	<b>93.23%</b>
5011930	Turnover/Vacancy Benefits		-	-	0.00%
	<b>Total Personal Services</b>	<b>218,473.10</b>	<b>230,739.00</b>	<b>12,265.90</b>	<b>94.68%</b>
5015000	Continuous Charges				
5015300	Operating Lease Payments				
5015390	Building Rentals - Non State	21,886.17	44,073.00	22,186.83	49.66%
	<b>Total Operating Lease Payments</b>	<b>21,886.17</b>	<b>44,073.00</b>	<b>22,186.83</b>	<b>49.66%</b>
	<b>Total Continuous Charges</b>	<b>21,886.17</b>	<b>44,073.00</b>	<b>22,186.83</b>	<b>49.66%</b>
5022800	Stationary Equipment				
	<b>Total Expenditures</b>	<b>240,359.27</b>	<b>274,812.00</b>	<b>34,452.73</b>	<b>87.46%</b>

## 2021 Monthly Tracking Log

<b>License Count</b>	21-Jan	21-Feb	21-Mar	21-Apr	21-May	21-Jun	21-Jul	21-Aug	21-Sep	21-Oct	21-Nov	21-Dec
<b>Nursing</b>												
Massage Therapy	8,407	8,426	8,443	8,430	8,360	8,371	8,375					
Medication Aide	6,667	6,669	6,732	6,732	6,636	6,659	6,668					
Clinical Nurse Spec	405	406	408	406	403	394	393					
Nurse Practitioner	13,817	13,913	14,040	14,133	14,209	14,708	15,011					
Autonomous Practice	1,134	1,164	1,197	1,224	1,252	1,289	1,502					
Practical Nurse	28,259	28,300	28,300	28,290	28,256	28,218	28,209					
Registered Nurse	112,895	113,170	113,297	113,412	113,288	113,776	114,776					
<b>Total for Nursing</b>	<b>171,584</b>	<b>172,048</b>	<b>172,417</b>	<b>172,627</b>	<b>172,404</b>	<b>173,415</b>	<b>174,934</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>Nurse Aide</b>	<b>50,894</b>	<b>50,929</b>	<b>51,129</b>	<b>50,990</b>	<b>50,053</b>	<b>49,688</b>						
Advanced Nurse Aide	26	26	28	29	25	26	25					
<b>Total for Nurse Aide</b>	<b>50,920</b>	<b>50,955</b>	<b>51,157</b>	<b>51,019</b>	<b>50,078</b>	<b>49,714</b>	<b>49,696</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>License Count Grand Total</b>	<b>222,504</b>	<b>223,003</b>	<b>223,574</b>	<b>223,646</b>	<b>222,482</b>	<b>223,129</b>	<b>224,630</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>Open Cases Count</b>												
Nursing	1566	1599	1520	1582	1650	1622	1569					
Nurse Aide	449	466	460	479	509	550	585					
<b>Open Cases Total</b>	<b>2,015</b>	<b>2,065</b>	<b>1,980</b>	<b>2,061</b>	<b>2,159</b>	<b>2,172</b>	<b>2,154</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>Case Count by Occupation</b>													<b>Total</b>
Rec'd RN	82	70	70	65	64	54	87						<b>492</b>
Rec'd PN	20	29	57	42	45	37	40						<b>270</b>
Rec'd NP, AP, CNS	21	20	15	19	28	29	38						<b>170</b>
Rec'd LMT	6	1	6	8	9	2	7						<b>39</b>
Rec'd RMA	8	6	10	12	7	9	10						<b>62</b>
Rec'd Edu Program	0	3	2	2	3	7	4						<b>21</b>
<b>Total Received Nursing</b>	<b>137</b>	<b>129</b>	<b>160</b>	<b>148</b>	<b>156</b>	<b>138</b>	<b>186</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,054</b>
Closed RN	43	38	107	77	15	78	123						<b>481</b>
Closed PN	31	21	51	36	13	52	69						<b>273</b>
Closed NP, AP, CNS	12	8	27	16	6	19	58						<b>146</b>
Closed LMT	3	7	4	4	1	5	4						<b>28</b>
Closed RMA	10	5	10	6	0	6	1						<b>38</b>
Closed Edu Program	2	3	2	0	1	0	10						<b>18</b>
<b>Total Closed Nursing</b>	<b>101</b>	<b>82</b>	<b>201</b>	<b>139</b>	<b>36</b>	<b>160</b>	<b>265</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>984</b>

<b>Case Count - Nurse Aides</b>													<b>Total</b>
Received	44	41	58	42	47	50	55						<b>337</b>
Rec'd Edu Program	0	1	1	0	1	0	0						<b>3</b>
<b>Total Received CNA</b>	<b>44</b>	<b>42</b>	<b>59</b>	<b>42</b>	<b>48</b>	<b>50</b>	<b>55</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>340</b>
Closed	69	12	75	21	18	8	13						<b>216</b>
Closed Edu Program	2	0	1	0	0	0	3						<b>6</b>
<b>Total Closed CNA</b>	<b>71</b>	<b>12</b>	<b>76</b>	<b>21</b>	<b>18</b>	<b>8</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>222</b>

<b>All Cases Closed</b>	<b>172</b>	<b>94</b>	<b>277</b>	<b>160</b>	<b>54</b>	<b>168</b>	<b>281</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,206</b>
<b>All Cases Received</b>	<b>181</b>	<b>171</b>	<b>219</b>	<b>190</b>	<b>204</b>	<b>188</b>	<b>241</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,394</b>

## Agency Subordinate Recommendation Tracking Trend Log - 2010 to Present – Board of Nursing

Considered		Accepted		Modified*					Rejected					Final Outcome:** Difference from Recommendation				
Date	Total	Total	Total %	Total	Total %	# present	# ↑	# ↓	Total	Total %	# present	# Ref to FH	# Dis-missed	↑	↓	Same	Pending	N/A
<b>Total to Date:</b>	2294	2112	92.1%	142	6.2%	13	67	23	40	1.7%	8	21	5	49	56	60	0	
<b>CY2021 to Date:</b>	32	31	96.9%	1	3.1%	0	1	0	0	0.0%	0	0	0	0	3	0	0	
Nov-21																		
Sep-21																		
Jul-21	11	11	100.0%	0	0.0%	0	0	0	0	0.0%	0	0	0	0	1	0	0	
May-21	5	5	100.0%	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0	0	0	
Apr-21	0	0	0.0%	0	0.0%	0	0	0	0	0.0%	0	0	0	0	1	0	0	
Mar-21	16	15	93.8%	1	6.3%	0	1	0	0	0.0%	0	0	0	0	0	0	0	
Jan-21	0	0	0.0%	0	0.0%	0	0	0	0	0.0%	0	0	0	0	1	0	0	
<b>Annual Totals:</b>																		
<b>Total 2020</b>	77	69	89.6%	6	7.8%	5	6	0	2	2.6%	0	2	0	4	0	0	N/A	
Total 2019	143	129	90.2%	12	8.4%	0	10	2	2	1.4%	2	0	2	0	0	1	N/A	
Total 2018	200	172	86.0%	24	12.0%	4	17	7	4	2.0%	0	4	0	4	10	7	N/A	
Total 2017	230	220	95.7%	8	3.5%	0	5	3	2	0.9%	0	2	0	2	4	6	N/A	
Total 2016	238	226	95.0%	8	3.4%	0	8	0	4	1.7%	2	4	0	4	8	2	N/A	
Total 2015	238	217	91.2%	14	5.9%	2	12	2	7	2.9%	3	6	1	9	6	5	N/A	
Total 2014	257	235	91.4%	17	6.6%	2	8	9	5	1.9%	1	3	2	3	3	7	N/A	
Total 2013	248	236	95.2%	10	4.0%				2	0.8%				3	6	2	N/A	
Total 2012	229	211	92.1%	15	6.6%				3	1.3%				4	6	9	N/A	
Total 2011	208	200	96.2%	6	2.9%				2	1.0%				4	1	12	N/A	
Total 2010	194	166	85.6%	21	10.8%				7	3.6%				7	9	9	N/A	

\* Modified = Sanction changed in some way (does not include editorial changes to Findings of Fact or Conclusions of Law. ↑ = additional terms or more severe sanction. ↓ = lesser sanction or impose no sanction.

\*\* Final Outcome Difference = Final Board action/sanction after FH compared to original Agency Subordinate Recommendation that was modified (then appealed by respondent to FH) or was Rejected by Board (& referred to FH).

## Virginia Board of Nursing

### Executive Director Report

September 14, 2021

#### 1 Presentations

- On July 14, 2021, Claire Morris, Deputy Executive Director, presented to Sentara Norfolk Neurosciences System Stroke Coordinators. The topic was how nursing law and regulation may be applied to poor/falsified nursing documentation. An overall summary of the Board's duties as well as the history of nursing regulation was included. The focus was on discussing case examples to illustrate the connection between poor/falsified documentation and nursing law and regulation.
- On August 2 - 4 2021, Jacquelyn Wilmoth, Deputy Executive Director of Education, attended and presented at the Virginia State Simulation Alliance conference. The conference provided information to programs regarding innovative simulation concepts.
- On August 4, 2021, Randall Mangrum, Nursing Education Program Manager and Jacquelyn Wilmoth, Deputy Executive Director of Education presented to the Riverside College of Health Careers - Vizient/AACN Nurse Residency Program.
- On August 5, 2021, Jay Douglas, Executive Director, presented to 40 Veterans Affairs Health Services nursing personnel. The topic at the audience's request was "How to Protect your license" The virtual presentation resulted in many questions regarding scope, APRN compacts and BON disciplinary process.

#### 2 Meetings attended

- On July 12, 2021, Christine Smith, Nurse Aide/RMA Program Manager, and Jacquelyn Wilmoth, Deputy Executive Director met with Dana Parsons, Leading Age Virginia and representatives from Beth Sholom Senior Living as well as one representative from Cinematic Healthcare Education. Board Representatives reviewed the boards' role of reviewing applications that were received prior to the state waiver expiration in the TNA2CNA process.
- On July 12, 2021, Jacquelyn Wilmoth, Deputy Executive Director for Education, participated in an information exchange and networking meeting with several state regulatory authorities (KY, GA, MN, IL) regarding use of temporary nurse aides (TNAs) in long term care (LTC) and CNA testing.
- On July 19, 2021, Robin Hills, Deputy Executive Director for Advanced Practice, participated in the first of two virtual meetings of the Virginia Health Workforce Development Authority work group tasked with developing a process for the consideration of requests for funding from the new Nursing Preceptor Incentive Program designed to reduce the shortage of APRN clinical education opportunities and establish new preceptor rotations for advanced practice nursing students.

- The Board of Nursing staff have continued weekly meetings with KPMG and DHP Business services related to automating mail processes via the use of BOTS. A kick off meeting was held on July 29, 2021, with a wider group of BON staff. Development processes will continue and will include user testing.
- On August 2, 2021, Randall Mangrum, Nursing Education Program Manager, and Jacquelyn Wilmoth, Deputy Executive Director for Education, met with Nursing Leadership Team at Stratford University School of Nursing. The program has notified the board that their Falls Church (FC) campus lease is not being renewed and the program will need to vacate their current space by September 30, 2021. The closing of this program location will impact approximately 175 students. The program is working on a plan to transfer the Falls Church students to Alexandria in order to do a teach out for the FC program code.
- Jay Douglas, Executive Director, and Jacquelyn Wilmoth, Deputy for Education, attending the monthly clinical workgroup meeting with representatives of nursing practice and education. An environmental scan discussion covered current issues to include: concern about increase in COVID cases and impact on clinical, nursing student vaccine hesitancy, hospital mandated vaccines, hospital staff shortages and associated growing experience gap. Examples of "Earn while you Learn" pilots were discussed resulting in a plan to "showcase" some of these plans. BON staff will also work with the group to develop "Myths regarding Clinical Experience requirements" in an effort to increase innovation in nursing education.
- On August 16, 2021, Jay Douglas, Executive Director, met with Chief Nursing Officers of Bon Secours Health System virtually to discuss concerns related to the pandemic and workforce shortage issues. Specifically the high use of traveling nurses, inexperienced workforce, issues related to nursing student clinical experiences and patient care safety issues created by workforce shortages.
- On August 17, 2021, Jay Douglas, Commissioner for Nurse Licensure Compact (NLC) attended the NLC Annual meeting.
- On August 18-19, 2021, several Board of Nursing staff and Board Members, attended the NCSBN Annual meeting virtually titled Braving New Pathways Leading the way for Regulatory Transformation. The keynote speaker was Doris Kearns Goodwin who spoke about Leadership in Turbulent Times. Agenda topics included Committee Forums for Finance, Model Act and Rules and the Next Generation NCLEX as well as the International Nurse Regulator Collaborative Mobility Project and the Pandemic and Lessons Learned from the World Health Organization. Jacquelyn Wilmoth, Deputy Executive Director attended as a delegate for Virginia at the NCSBN Annual meeting. NCSBN delegate Assembly voted to elect officers, adopt revised Model Act and Rules, adopt the Next Generation NCLEX (NGN) test plan, and scoring methods to be implemented in 2023. Jay Douglas, President of the NCSBN Board of Directors, presided over this meeting
- On August 25, 2021, Jay Douglas, Executive Director for the Board of Nursing, and David Brown, DHP Director, participated in the DMAS Nurse Aide Benefit meeting. DMAS has been involved in



a Department of Justice settlement for several years now related to the Developmental Disabilities Waiver waitlist and risk of facility placement for these populations. One of the risks that have been identified is DMAS's lack of capacity to provide access to appropriate care to the population who may have some focused or intermittent nursing needs but otherwise do not require ongoing skilled nursing services. Since DMAS does not have a service level that's appropriate to serve people with a mix of care dependencies there is a risk of these individuals moving to an institutional level of care. A possible solution is to develop a service level that lies between a private duty nursing service (used for complex cases) and a level of care that is suitable for persons with care needs that are more complex than simple daily living supports that can be addressed by a personal care agency.

In order to do that DMAS may be pursuing legislative action to identify a provider similar to nurse aides that could provide certain skills services. These services are not within the scope of a certified nurse aide. DHP expressed concern over targeting the Certified Nurse Aide long term care workforce. Discussion also involved different levels of regulation and cost associated. Additional information will be provided regarding Colorado's similar initiative and DMAS has asked for additional information from DHP in order to estimate DHP resource requirements in order to regulate a new nurse aide type provider.

- On August 26, 2021, Randall Mangrum, Nursing Education Program Manager and Jacquelyn Wilmoth, Deputy Executive Director held virtual nursing inspector meeting. The meeting focused on the aim of the Education Unit, site visits for 2022, review of how to complete expense reports, guidance document 90-21, and perceived conflicts of interest.
- On August 27, 2021, Jacquelyn Wilmoth, Deputy Executive Director attended the clinical innovation and workgroup meeting where a discussion regarding myths versus reality of clinical education was discussed.
- On August 27, 2021, Jay Douglas, Executive Director for the Board of Nursing, participated in the Tri-Regulator Collaborative Virtual Meeting. This meeting attended by the leadership of NCSBN, NAPB and FSMB was convened to discuss planning for a 2022 Tri-Regulator Collaborative meeting. This symposium is typically convened every two years.

### **Opioid Collaborative**

- An additional meeting also held on August 27 that included the above participants as well as the National Academy of Medicine staff focused on planning for a 2022 Summit to be held in 2022. This meeting will be focused on issues related to Opioid Prescribing and misuse of Opioids. The target audience will include health profession regulators for various disciplines in addition to Medicine, Nursing and Pharmacy.

### **Workforce Issues**

The Board continues to receive calls regarding critical nursing workforce that are being experienced in urban and rural area. All major hospital systems are reporting an overuse of travel nurses and insufficient

experienced nurses to mentor and support new graduates. New graduates, out of necessity, are being assigned duties for which they are not adequately prepared.

Chief Nursing Officers who are trying many innovative approaches to staff retention and support have consulted with the Board of Nursing staff regarding any viable suggestions. Regulations do not appear to be a major issue although waivers previously in place regarding length of time a new graduate may practice while waiting to test and nursing education related waivers were helpful to the hospitals during the first surge of the pandemic and may be needed again.

The Board is receiving requests for initial faculty requirement exceptions on a regular and frequent basis. Pursuant to regulations, the first semester exception may be granted by the Executive Director. It is concerning to note that these requests are coming from education programs that vary in size and are also being received from programs who do not usually have faculty issues.

**VIRGINIA BOARD OF NURSING**  
**Meeting of the Medication Aide Curriculum Committee**  
**July 8, 2021**

Department of Health Professions – Perimeter Center  
 9960 Mayland Drive, Conference Center 201 – **Board Room 1**  
 Henrico, Virginia 23233

**TIME AND PLACE:** The meeting of the Medication Aide Curriculum Committee was convened at 10:08 a.m. in Suite 201, Department of Health Professions, 9960 Mayland Drive, Second Floor, Board Room 1, Henrico, Virginia.

**BOARD MEMBERS PRESENT:** Felisa Smith, RN, MSA, MSN/ED, CNE, RN Board Member, Chair  
 Margaret Friedenberg, Citizen Member  
 Dixie McElfresh, LPN, Board Member

**STAKEHOLDERS PRESENT:** Dana Parsons, Leading Age of Virginia  
 Rhonda Whitmer, Virginia Department of Social Services, Licensing Inspector  
 Karen Mittura – Germanna Community College, Medication Aide Education Program  
 Krystal Lotts, Wellness Concepts  
 Teresa Mason, Fresh Start, Medication Aide Education Program  
 Jennifer Perez, A & J Total Care Enterprises, Medication Aide Education Program  
 Dawn Ellis, OmniCare/CVS  
 Judy Hackler, Executive Director, Virginia Assisted Living Association

**STAKEHOLDERS ABSENT:** April Payne, VHCA, Virginia Center for Assisted Living  
 Vonnie Adams, Administrator, Williamsburg Landing

**DHP STAFF PRESENT:** Jacquelyn Wilmoth, RN, MSN, Deputy Executive Director  
 Christina Bargdill, BSN, MSH, Deputy Executive Director  
 Christine Smith, RN, MSN, Nurse Aide/RMA Education Program Manager  
 Beth Yates, Nursing and Nurse Aide Education Coordinator

**PUBLIC COMMENT:** There was no one present for public comment.

**DISCUSSION OF CURRICULUM REVISIONS:**

The focus of this meeting was to discuss the suggested changes to the RMA curriculum that were submitted by the committee members prior to this meeting. The group discussed and agreed upon several changes to the curriculum to include:

- the removal of *workbook* materials that are included in the current curriculum;
- ensuring the curriculum provides a foundation for programs related to content, permitting programs autonomy in method of instruction;

- “Resident’s Bill of Rights” should be changed to “Rights and Responsibilities of Residents in Assisted Living Facilities;”
- updating regulatory and code references;
- adding “per facility guidelines and applicable laws and regulations” in applicable locations throughout the curriculum;
- removal of website links from the document, instead agency names will be included; and
- add “may include but not limited to” to lists that are not all inclusive.

PLAN FOR FOLLOWUP: Ms. Ellis and Ms. Lotts will provide a list of commonly prescribed medications for board staff to share with the committee. Ms. Christine Smith stated that she will create an ongoing list with suggestions for future regulatory changes based on curriculum suggestions. Committee members will submit additional changes to the curriculum to board staff by August 3, 2021. The next meeting of the committee shall be August 16, 2021 at 1:00 p.m.

Meeting adjourned at 12:04 p.m.

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Jacquelyn Wilmoth, MSN, RN  
Deputy Executive Director

**VIRGINIA BOARD OF NURSING**  
**Meeting of the Medication Aide Curriculum Committee**  
**August 16, 2021**

Department of Health Professions – Perimeter Center  
 9960 Mayland Drive, Conference Center 201 – **Board Room 3**  
 Henrico, Virginia 23233

**TIME & PLACE:** The meeting of the Medication Aide Curriculum Committee was convened by Ms. Felisa Smith, Chair at 1:03 p.m. on August 16, 2021 in Board Room 3, Department of Health Professions, 9960 Mayland Drive, Henrico, Virginia.

**BOARD MEMBERS PRESENT:** Felisa A. Smith, RN, MSA, MSN/Ed, CNE, RN Board Member **(Chair)**  
 Margaret J. Friedenberg, Citizen Member  
 Dixie McElfresh, LPN, LPN Board Member

**STAKEHOLDERS PRESENT:** Dana Parsons, leading Age of Virginia  
 Vonnie Adams, Administrator, Williamsburg Landing  
 Karen Mittura, Germanna Community College, Medication Aide Education Program  
 Krystal Lotts, Wellness Concepts  
 Jennifer Perez, A&J Total Care Enterprises, Medication Aide Education Program  
 Judy Hackler, Executive Director, Virginia Assisted Living Association  
 Catina King, Omnicare/CVS

**STAKEHOLDERS ABSENT:** April Payne, Virginia Health Care Association  
 Rhonda Whitmer Department of Social Services  
 Theresa Mason, Fresh Start  
 Dawn Ellis, Omnicare

**STAFF PRESENT:** Jacquelyn Wilmoth, MSN, RN, Deputy Executive Director  
 Christine Smith, MSN, RN, Nurse Aide/RMA Education Program Manager  
 Beth Yates, Nursing and Nurse Aide Education Coordinator

**PUBLIC COMMENT:** There was no one present for public comment.

**DISCUSSION OF CURRICULUM REVISIONS:** The committee continued from the last meeting discussing suggested revisions from committee members. The group

discussed and agreed upon several changes to the curriculum to include:

- reordering sections of the curriculum to create a more cohesive flow.
- Updating specific terms to be consistent with currently used language such as changing “client” to “resident,”
- revising prescriptive language to more generic language including the removal of references to ranges of vital signs and referring to “normal range.”
- Updating language to be resident focused.
- Inclusion of common medication endings by drug classification
- Including generic names of medications on medication labels

PLAN FOR FOLLOWUP: Ms. Ellis and Ms. Lotts will provide a list of commonly prescribed medications for board staff to share with the committee.

NEXT MEETING: The next meeting will be in September 2021, date to be determined. It was decided to have the meeting from 10:00 a.m. to 3:00 p.m.

ADJOURNMENT: The meeting adjourned at 2:59 p.m.

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Jacquelyn Wilmoth, RN, MSN  
Deputy Executive Director for Education

## Report from 2021 NCSBN Annual Meeting and Delegate Assembly

Virtual Meeting

August 18-19, 2021

Submitted to the Virginia Board of Nursing by Brandon Jones

It was a privilege to attend the virtual NCSBN Annual Meeting and represent the Virginia Board of Nursing at the Delegate Assembly for 2021.

### Educational Sessions

The opening keynote was given by Doris Kearns Goodwin, Presidential Historian and Pulitzer Prize-winning Author, who's discussion on leadership was nothing short of fascinating and a bit surreal. Ms. Goodwin presented 10 leadership lessons she has gleaned from studying presidents through some of America's toughest periods. Throughout the discussion, she provided choice examples from the lives of these past presidents which brought the lessons to life. Her number one leadership trait? Empathy.

Additionally, a keynote was given by Dr. Alison Roots, MHSM, PhD, RN, Principal Consultant with the Health Management and Planning Solutions in Australia. Her presentation topic was *The Mobility Project: How similar are our expectations and processes* based on work by the International Nurse Regulator Collaborative (INRC), of which NCSBN is a member. The INRC is a forum to identify and act on opportunities for collaboration among member organizations throughout the world. The Mobility Project explores the opportunities for "recognizing" nurse regulatory credentials across the INRC members. This is a multi-phased project that aims to reduce barriers to international mobility for nurses.

The last keynote was by Elizabeth Iro, MHSc, MBA, RN, RM, Chief Nursing Officer for the World Health Organization. She gave a fantastic discussion on *The Pandemic and Lessons Learned from the WHO*.

### Delegate Assembly

The Delegate Assembly agenda included reports, elections, and actions for approval.

The notable actions voted on by Delegate include:

- Adoption of the proposed revisions to the NCSBN Model Practice Act & Rules, which provide an evidence-based framework of nursing statutes and regulations for nursing regulatory bodies to utilize during policy and advocacy discussions.

## 2021 NCSBN Annual Meeting Report

On August 18-19, 2021, I had the privilege to virtually attend and serve on the delegate assembly for the 2021 NCSBN Annual meeting titled Braving New Pathways Leading the way for Regulatory Transformation. Serving as a delegate in this meeting was an educational and motivating experience.

I appreciate NCSBN's organization of the virtual meeting and their ability to work through the difficulties of the virtual environment.

A few takeaways from the meeting:

1. The nursing profession has grown due to the challenges that COVID presented. We will be able to utilize lessons learned from COVID as we move forward strengthening the presence of nursing.
2. NCSBN continues to seek global relations to promote right touch regulation and provide resources to the public and its members to assist them in the profession.
3. Next Generation NCLEX (NGN) for RN and PN has been a huge endeavor that will become effective in 2023 with polytomous scoring allowing for partial credit to be awarded for questions. Minimum test length will be 85 items (15 pre-test items) and the max length would be 150 items/5 hours. Testers will receive 3 case studies at designated intervals of the minimum length exam.
4. The Model Rules and Acts provide a foundation for all boards of nursing to reference when considering their own regulatory requirements for education programs.

Thank you again for the opportunity to attend the annual meeting and be a part of the delegate assembly.

Jacquelyn Wilmoth RN, MSN  
Deputy Executive Director



- Approval the Next Generation NCLEX® (NGN) test design and polytomous scoring methods

The Delegate Assembly also completed elections to the Board of Directors and a member of the Leadership Succession Committee (LSC).

I am thankful for the opportunity to virtually attend the NCSBN Annual Meeting and to represent the Virginia Board of Nursing at the Delegate Assembly.

Respectfully submitted,  
Brandon Jones, MSN, RN, CEN, NEA-BC

**DRAFT**

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# *Virginia's Nursing Education Programs: 2019-2020 Academic Year*

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Healthcare Workforce Data Center


February 2021

Virginia Department of Health Professions  
Healthcare Workforce Data Center  
Perimeter Center  
9960 Mayland Drive, Suite 300  
Henrico, VA 23233  
804-597-4213, 804-527-4466(fax)  
E-mail: [HWDC@dhp.virginia.gov](mailto:HWDC@dhp.virginia.gov)

Follow us on Tumblr: [www.vahwdc.tumblr.com](http://www.vahwdc.tumblr.com)

Get a copy of this report from:

<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/ProfessionReports/NursingReports/>



***Virginia Department of Health Professions***

**David E. Brown, DC**  
*Director*

**Barbara Allison-Bryan, MD**  
*Chief Deputy Director*

*Healthcare Workforce Data Center Staff:*

Dr. Elizabeth Carter, PhD  
*Director*

Yetty Shobo, PhD  
*Deputy Director*

Laura Jackson, MSHSA  
*Operations Manager*

Rajana Siva, MBA  
*Research Analyst*

Christopher Coyle, BA  
*Research Assistant*

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**DRAFT**

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James L. Hermansen-Parker, MSN, RN, PCCN-K  
*Norfolk*

## ***Executive Director***

Jay P. Douglas, MSM, RN, CSAC, FRE

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Virginia's Nursing Education Programs		
	PN Programs	RN Programs
<b>Mean Program Length</b>	15 Months	24 Months
<b>% with SACS** Accreditation</b>	40%	71%
<b>% with CCNE** Accreditation</b>	NA	46%
<b>% with ACEN** Accreditation</b>	2%	37%
<b>% offering Evening and Weekend Courses</b>	23%	19%
<b>% offering Evening Courses</b>	8%	31%
<b>% offering Online Courses</b>	23%	41%
<b>Median Clinical Experience Hours</b>	426-450	551-575
<b>Median Direct Client Care Hours</b>	400+	500+
<b>Students</b>		
<b>Total Applicants</b>	5,342	20,607
<b>% Qualified Applicants</b>	70%	56%
<b>Total 1<sup>st</sup> Year Students Enrolled</b>	2,682	6,634
<b>Mean GPA of Admitted Students</b>	2.9	3.2
<b>Mean Age of Admitted Students</b>	27	26
<b>1<sup>st</sup> Year Student Capacity</b>	3,492	7,629
<b>% Unfilled Capacity</b>	18%	11%
<b>Total Enrollment</b>	2,768	12,514
<b>Attrition Rate</b>	32%	12%
<b>Total Graduates</b>	1,367	4,614
<b>% Male Graduates</b>	7%	10%
<b>Diversity Index*</b>	62%	61%
<b>Faculty</b>		
<b>Total Faculty</b>	447	2,224
<b>% Full-Time Employees</b>	46%	43%
<b>Mean Student-to-Faculty Ratio</b>	7.2	6.5
<b>% Female</b>	93%	92%
<b>Diversity Index</b>	47%	43%
<b>Most Common Degree</b>	MSN	MSN
<b>Full-Time Turnover Rate</b>	19%	13%
<b>Full-Time Newly Appointed Rate</b>	20%	13%
<b>% with Adequate Budget for Full-Time Hiring</b>	90%	87%
<b>% of Full-Time Vacancies in Active Recruitment</b>	72%	73%
<b>% Expecting More Future Employment Disruption</b>	12%	11%

\*Diversity Index: In a random encounter between two practitioners, the likelihood that they would be of a different race or ethnicity (using the categories listed in the Demographics section of the report). Full names on pages 8 and 26. *Source: VA. Healthcare Workforce Data Center*

## Summary of Trends

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In the 2019-20 academic year, 52 of 56 practical nursing (PN) programs and 80 of 81 registered nursing (RN) programs responded to Nursing Education Program Survey. Some trends in Virginia's Nurse Education programs are worth noting. The number admitted into RN programs is at an all-time high at 8,506. Total enrollment is also at an all-time high for RN programs; total enrollment increased from 11,869 in 2018-19 to 12,514 in 2019-20. By contrast, total enrollment in PN programs declined from 3,259 in 2018-19 to a three-year low of 2,768 in 2019-20. However, the number of graduates increased from the previous year for both programs. RN programs graduated a record number of nurses. For RN programs, the number of graduates increased by 7%. For PN programs, the number of graduates increased by 3% whereas admission declined by 15%. The diversity index of PN graduates also declined from 65% in 2018-19 to 62% in 2019-20; however, non-White graduates continue to be the majority in PN programs. The diversity index of graduates increased from 54% to 61% for RN programs; the majority of the graduates are White.

The percent of both PN and RN programs offering online courses increased considerably in the past year. This is likely due to the coronavirus pandemic that drove most schools to a virtual learning environment. In the 2019-20 academic year, 41% of RN programs offered online classes compared to 29% in the 2018-19 year. The percent of PN programs offering online classes also increased from 9% to 23% in the same period. A lower percentage of PN programs reported education accreditation by the Southern Association of Colleges and Schools (SACS); 40% of PN programs were SACS-accredited in 2019-20 compared to 41% in the previous year. By contrast, RN programs reporting SACS accreditation increased from 70% to 71%. Accreditation by the Accreditation Commission for Education in Nursing (ACEN) also declined from 9% to 2% for PN programs and from 39% to 37% for RN programs; Commission on Collegiate Nursing Education (CCNE) accreditation increased from 45% to 46% for RN programs.

Mean program length declined from 16 months in 2018-19 to 15 months in 2019-20 for PN programs but remained at 24 months for RN programs. Some changes were also recorded with regards to students and applicants. The number of total PN program applicants has been erratic over the years. It was 5,342 in this current report compared to 5,617 last year; it has gone up and down every other year by at least a hundred applications. The number of total first year PN students enrolled decreased to 2,768 from 2,935 last year. Similarly, the number of first year RN students enrolled declined from 6,640 in 2018-19 to 6,634. Regardless, unfilled first year student capacity declined slightly from 20% in the 2018-19 year to 18% in the 2019-20 year for PN programs. However, unfilled first year student capacity remained at 11% in the 2019-20 year for RN programs.

Some significant changes were also noted in faculty statistics. The total number of faculty reported in PN and RN programs declined. The decline reported for PN programs was more precipitous; the total number of faculty declined from 520 in 2018-19 to 447 now for PN programs. For RN programs, the total number of faculty declined from 2,364 in 2018-19 to 2,224 in 2019-20. The percent of faculty that were full time increased for PN programs; 46% of PN faculty were full time in 2019-20 compared to 41% in 2018-19. For RN programs, the percent full time declined to 43% from 46% in 2018-19. Full time faculty turnover rates increased slightly for PN programs: 18% in 2018-19 to 19% in the current report. However, faculty turnover rate stayed at 13% for RN programs. The full time faculty newly appointed rate also declined for PN programs; the rate declined from 27% in 2018-19 to 20% in 2019-20 whereas, for RN programs, the rate remained at 13%.

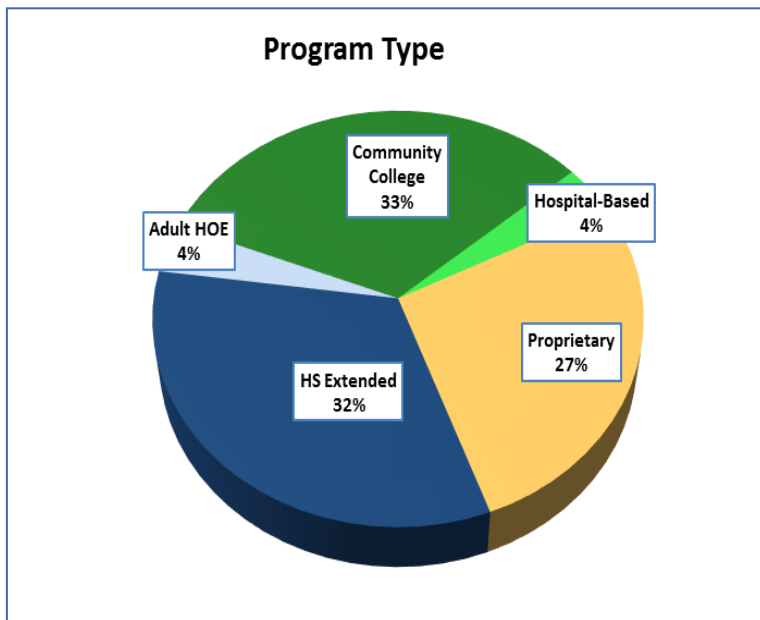
## Practical Nursing Education Program

### Program Structure

#### A Closer Look:

Program Type		
Type	#	%
High School Extended	17	33
Post-Secondary Adult HOE	2	4
Community College	17	33
Hospital-Based	2	4
Proprietary	14	27
<b>Total</b>	<b>52</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center



Source: VA. Healthcare Workforce Data Center

### At a Glance:

#### Program Type

Community College:	33%
HS Extended:	33%
Proprietary:	27%

#### Delivery Method

Semester:	77%
Quarters:	15%
Trimester:	8%

#### Mean Program Length

HS Extended:	18 Mos.
Adult HOE:	18 Mos.
Community College:	14 Mos.

Source: VA. Healthcare Workforce Data Center

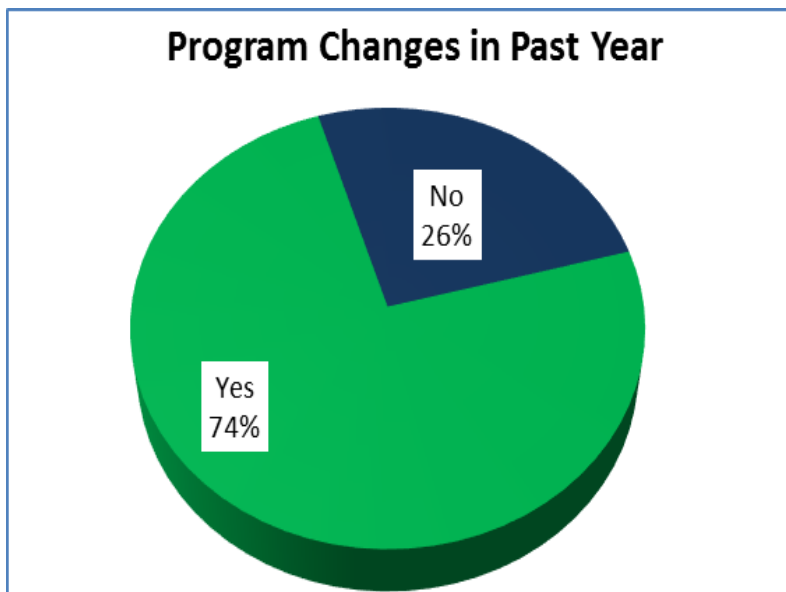
*There were 56 Practical Nursing (PN) Education Programs approved in Virginia during the 2019-2020 academic year. 52 of these programs responded to this year's survey.*

Program Length (Months)					
Program Type	Mean	Min	25 <sup>th</sup> %	75 <sup>th</sup> %	Max
HS Extended	18	18	18	18	21
Adult HOE	18	18	18	18	18
Community College	14	12	12	16	21
Hospital-Based	12	12	12	12	12
Proprietary	13	12	12	14	15
<b>All Programs</b>	<b>15</b>	<b>12</b>	<b>12</b>	<b>18</b>	<b>21</b>

Source: VA. Healthcare Workforce Data Center



Program Details



Source: VA. Healthcare Workforce Data Center

### At a Glance:

#### Schedule Options

Daytime Courses:	92%
Evening and Weekend Courses:	23%
Online Courses:	23%

#### Admissions Frequency (Annual)

One:	67%
Two:	10%
Three:	6%
Four or More:	18%

Source: VA. Healthcare Workforce Data Center

*Nearly three-quarters of Virginia's PN programs initiated a change to their program within the past year. Nineteen programs had faculty changes, thirteen reported schedule changes, five reported curriculum changes, and two reported changes in course content.*

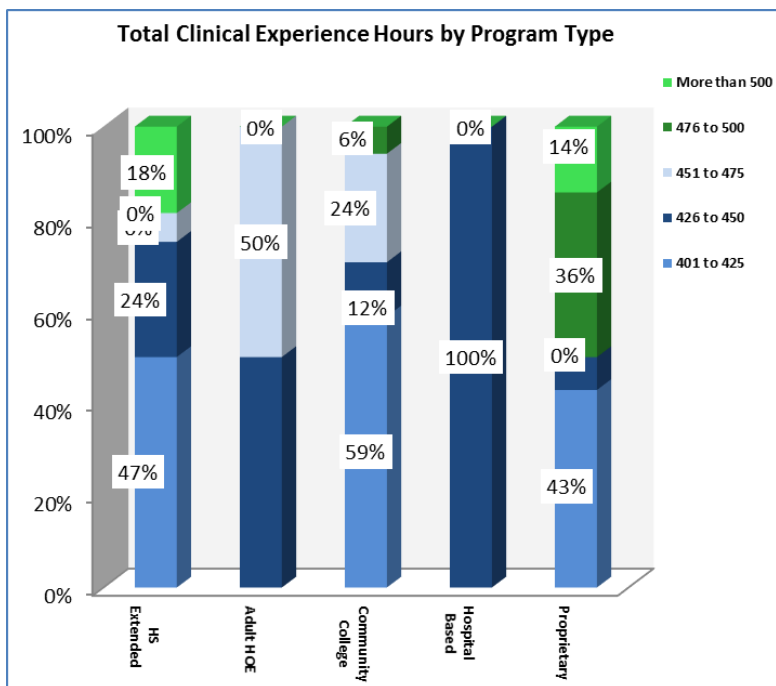
Scheduling Option	#	%
<b>Daytime Courses</b>	48	92%
<b>Evening and Weekend Courses</b>	12	23%
<b>Online Courses</b>	12	23%
<b>Evening Courses</b>	4	8%
<b>Accelerated Courses</b>	1	2%
<b>Weekend Courses</b>	0	0%

Source: VA. Healthcare Workforce Data Center

Accreditation			
Accrediting Agency	Abbv.	#	%
<b>Southern Association of Colleges and Schools</b>	<b>SACS</b>	21	40
<b>Accreditation Commission for Education in Nursing</b>	<b>ACEN</b>	1	2
<b>Accrediting Bureau of Health Education Schools</b>	<b>ABHES</b>	5	9
<b>Council for Higher Education</b>	<b>CHE</b>	6	12
<b>Accrediting Council for Independent Colleges and Schools</b>	<b>ACICS</b>	1	2
<b>Commission for Nursing Education Accreditation</b>	<b>CNEA</b>	1	2

Source: VA. Healthcare Workforce Data Center

## Clinical Hours



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Median Clinical Hours**

- Clinical Experience: 426-450
- Direct Client Care: 400+
- Direct Client Care in Va.: 432
- Clinical Simulation: 26-50
- Clinical Observation: 0

Source: VA. Healthcare Workforce Data Center

80% of all PN programs in Virginia required between 400 and 475 hours of clinical experience from their students; the rest required more than 476 hours. Pursuant to 18VAC 90-27-100.D, Virginia's PN programs are required to provide 400 hours of direct client care, of which 25% may be simulated. Median clinical simulation hours increased to 26-50 hours this year.

Clinical Experiences Outside Virginia		
State	# of Programs	% of Programs
Washington, D.C.	1	2%
Kentucky	1	2%
North Carolina	1	2%
West Virginia	1	2%
Tennessee	3	6%
<b>At least One</b>	<b>6</b>	<b>12%</b>

Source: VA. Healthcare Workforce Data Center

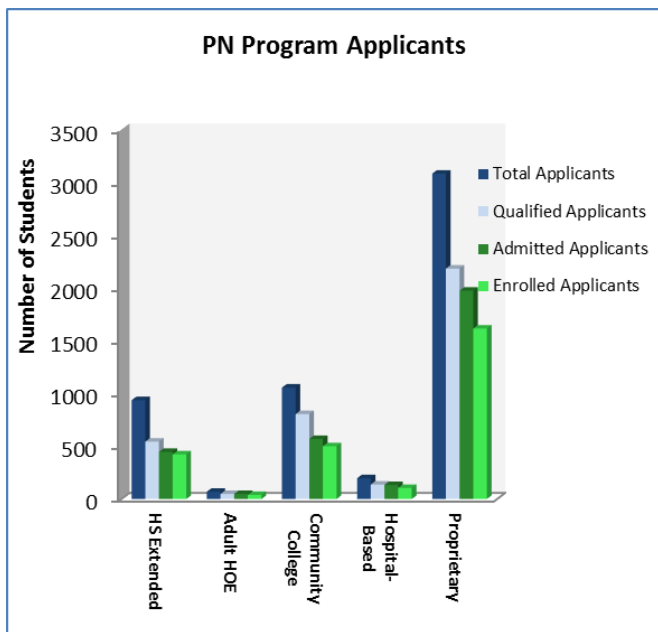
Only 6 programs offered clinical experience hours outside of Virginia. One of these offered in two states. Not surprisingly, most of the clinical experiences reported were obtained in neighboring states.

### Breakdown of Clinical Hours by Program Type

Clinical Hours		Program Type						
Type	Amount	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs	% of Total
Clinical Experience Hours	400 or less	1	0	0	0	0	1	2%
	401 to 425	8	0	10	0	6	24	46%
	426 to 450	4	1	2	2	1	10	19%
	451 to 475	1	1	4	0	0	6	12%
	476 to 500		0	1	0	5	6	12%
	More than 500	3	0	0	0	2	5	10%
	<b>Total</b>		<b>17</b>	<b>2</b>	<b>17</b>	<b>2</b>	<b>14</b>	<b>52</b>
Direct Client Care Hours	300 or less	2	0	3	0	0	5	10%
	301 to 325	1	0	0	0	0	1	2%
	326 to 350	1	0	1	0	0	2	4%
	351 to 375	0	0	1	0	0	1	2%
	376 to 400	3	0	0	1	4	8	15%
	More than 400	10	2	12	1	10	35	67%
	<b>Total</b>		<b>17</b>	<b>2</b>	<b>17</b>	<b>2</b>	<b>14</b>	<b>52</b>
Clinical Simulation Hours	None	6	0	1	0	1	8	15%
	1-25	3	2	5	0	2	12	23%
	26 to 50	2	0	6	2	5	15	29%
	51 to 75	0	0	2	0	2	4	8%
	76 to 100	3	0	1	0	0	4	8%
	More than 100	3	0	2	0	4	9	17%
	<b>Total</b>		<b>17</b>	<b>2</b>	<b>17</b>	<b>2</b>	<b>14</b>	<b>52</b>
Clinical Observation Hours	None	5	1	11	1	11	29	56%
	1-25	10	1	6	0	3	20	38%
	26 to 50	1	0	0	1	0	2	4%
	51 to 75	0	0	0	0	0	0	0%
	76 to 100	1	0	0	0	0	1	2%
	<b>Total</b>		<b>17</b>	<b>2</b>	<b>17</b>	<b>2</b>	<b>14</b>	<b>52</b>

Source: VA. Healthcare Workforce Data Center

Admissions



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Program Applicants**

Total:	5,342
Qualified:	3,717
Admitted:	3,171
Enrolled:	2,682
Waitlisted:	109

Source: VA. Healthcare Workforce Data Center

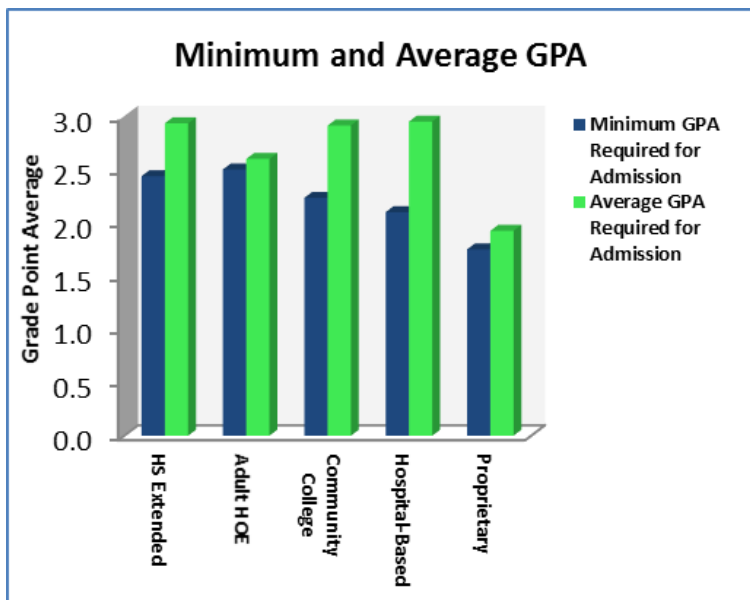
*Virginia's PN programs received 5,342 student applications during the 2019-2020 academic year. Half of these applications ultimately resulted in an enrolled student.*

Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
<b>HS Extended</b>	937	544	58%	447	82%	423	95%	45%
<b>Adult HOE</b>	69	48	70%	48	100%	39	81%	57%
<b>Community College</b>	1,056	805	76%	569	71%	500	88%	47%
<b>Hospital</b>	197	137	70%	133	97%	105	79%	53%
<b>Proprietary</b>	3,083	2,183	71%	1,974	90%	1,615	82%	52%
<b>All Programs</b>	<b>5,342</b>	<b>3,717</b>	<b>70%</b>	<b>3,171</b>	<b>85%</b>	<b>2,682</b>	<b>85%</b>	<b>50%</b>

Source: VA. Healthcare Workforce Data Center

*Out of 3,717 qualified applications, 546 did not result in an offer of admission. Eight programs mentioned inability to expand the effective program capacity as the reason for not admitting all qualified students whereas six programs cited lack of clinical space. Another six mentioned lack of classroom space. Six programs also mentioned lack of faculty and another six mentioned the family and personal circumstances of the students. Two mentioned other reasons such as demand for financial aid and inability to contact student.*

## Background of Admitted Students



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**GPA (mean)**  
 Minimum Requirement: 2.2  
 Student Average: 2.9

**Age (mean)**  
 Overall: 27  
 HS Extended: 24  
 Proprietary: 30  
 Adult HOE: 31

Source: VA. Healthcare Workforce Data Center

Program Type	Mean
High School Extended	24
Post-Secondary Adult HOE	31
Community College	28
Hospital-Based	29
Proprietary	30
All Programs	27

Source: VA. Healthcare Workforce Data Center

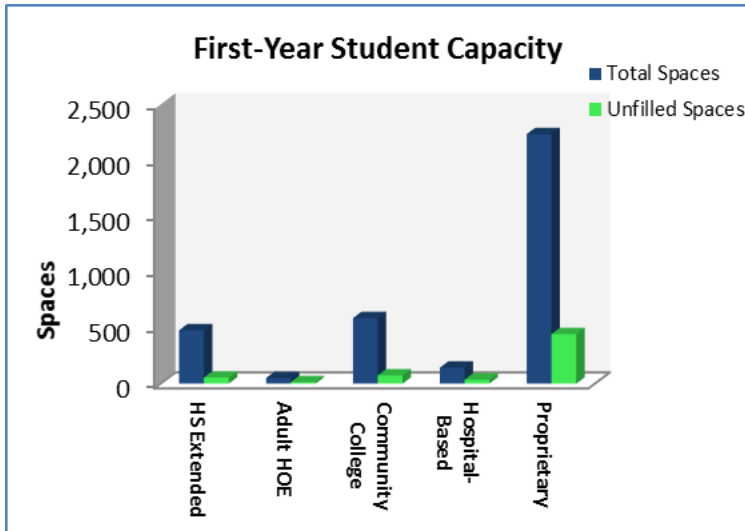
The average age of students who were admitted into Virginia’s PN programs was 27. High School Extended programs had the lowest average age of admitted students at 24, while Post-Secondary Adult HOE programs had the highest average age of admitted students at 31.

Program Type	Min	Avg.
High School Extended	2.5	3.0
Post-Secondary Adult HOE	2.3	2.8
Community College	2.1	2.8
Hospital-Based	2.1	2.8
Proprietary	2.0	2.8
All Programs	2.2	2.9

Source: VA. Healthcare Workforce Data Center

A typical PN program required that prospective students have a minimum GPA of 2.2, while the average GPA among admitted students was 2.9. On average, High School Extended programs had the highest minimum GPA requirements for admission and the highest average GPA for admitted students; by contrast, Proprietary programs had the lowest GPA required and one of lowest average for admitted students.

Capacity



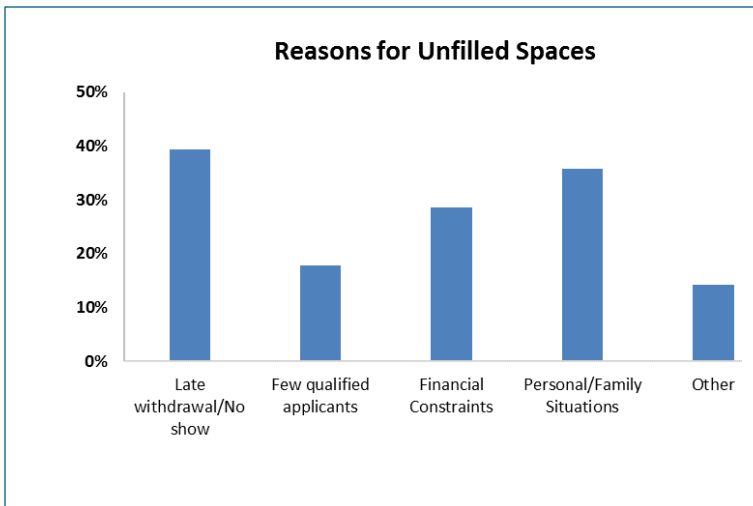
Source: VA. Healthcare Workforce Data Center

**At a Glance:**

**1st-Year Student Capacity**  
 Spaces Available: 3,492  
 Spaces Unfilled: 618

**Unfilled Capacity**  
 % of Programs: 28%  
 % of Total Capacity: 18%

Source: VA. Healthcare Workforce Data Center



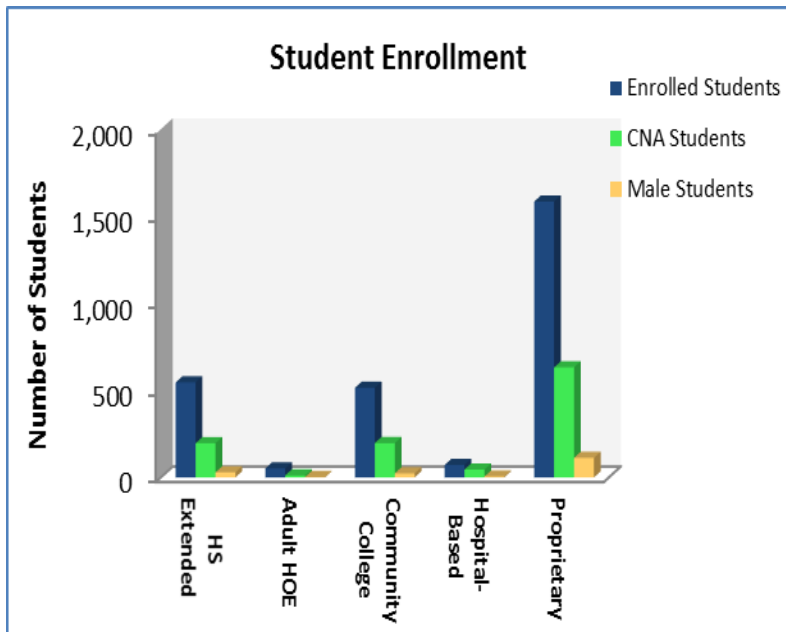
Source: VA. Healthcare Workforce Data Center

*Virginia's PN programs were able to utilize 82% of their available first-year student capacity.*

Program Type	# of Programs with Unfilled Spaces		# of Unfilled Spaces		Total Spaces	% of Total Capacity
	No	Yes	Unfilled Spaces	%		
HS Extended	6	10	54	9%	478	11%
Adult HOE	0	2	13	2%	50	26%
Community College	6	11	73	12%	587	12%
Hospital-Based	1	1	35	6%	143	24%
Proprietary	1	12	443	72%	2,234	20%
<b>All Programs</b>	<b>14</b>	<b>36</b>	<b>618</b>	<b>100%</b>	<b>3,492</b>	<b>18%</b>

Source: VA. Healthcare Workforce Data Center

Enrollment



Source: VA, Healthcare Workforce Data Center

## At a Glance:

**Enrollment**

Total: 2,768  
 CNA: 1,081  
 Male: 171

**Enrollment by Program Type**

Proprietary: 57%  
 HS Extended: 20%  
 Community College: 19%

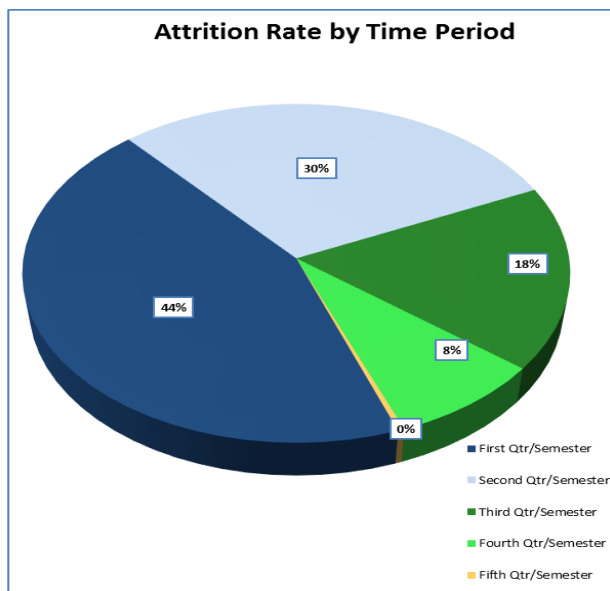
Source: VA, Healthcare Workforce Data Center

*A total of 2,768 students were enrolled in Virginia’s PN programs during the current academic year. 39% of these students were CNAs, while 6% of enrolled students were male.*

Program Type	Total Enrollment		CNA Enrollment		Male Enrollment	
	Count	%	Count	%	Count	%
<b>HS Extended</b>	546	20%	196	18%	29	17%
<b>Adult HOE</b>	51	2%	11	1%	2	1%
<b>Community College</b>	515	19%	197	18%	23	13%
<b>Hospital-Based</b>	71	3%	45	4%	5	3%
<b>Proprietary</b>	1,585	57%	632	58%	112	65%
<b>All Programs</b>	<b>2,768</b>	<b>100%</b>	<b>1,081</b>	<b>100%</b>	<b>171</b>	<b>100%</b>

Source: VA, Healthcare Workforce Data Center

## Attrition



Source: VA. Healthcare Workforce Data Center

Quarter/ Semester/ Trimester	Number of Students	
	Count	%
First	348	44%
Second	301	38%
Third	100	13%
Fourth	49	6%
Fifth	1	0%
<b>Total</b>	<b>799</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

### At a Glance:

#### Graduation Rate

Adult HOE:	96%
Hospital-based:	70%
HS Extended:	66%

#### Attrition Rate

All Programs:	32%
HS Extended:	30%
Proprietary:	37%

Source: VA. Healthcare Workforce Data Center

Nearly half of all students who left a PN program without graduating did so during the first quarter or semester of the program.

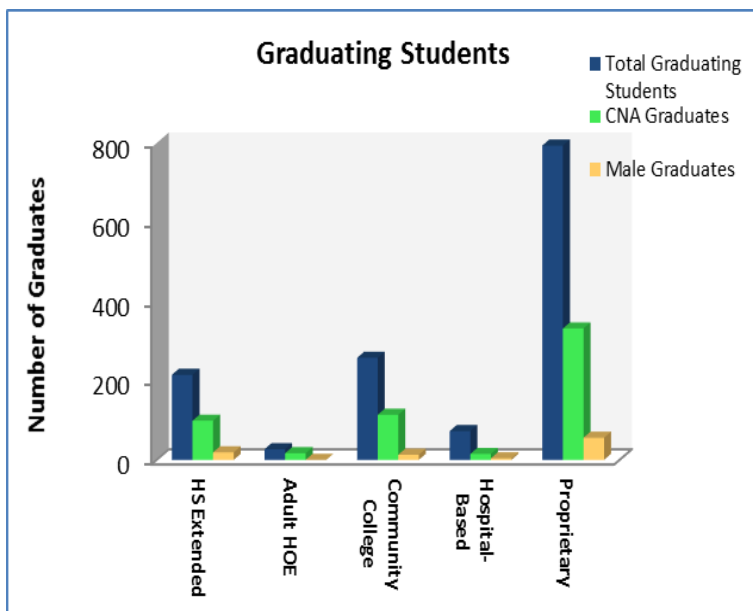
Attrition Statistics	Program Type					
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs
Scheduled to Graduate	324	27	396	96	1,587	<b>2,430</b>
Graduated on Time	215	26	186	67	606	<b>1,100</b>
On-Time Graduation Rate	66%	96%	47%	70%	38%	<b>45%</b>
Permanently Left Program	98	0	71	15	592	<b>776</b>
Attrition Rate	30%	0%	18%	16%	37%	<b>32%</b>

Source: VA. Healthcare Workforce Data Center

Among all students who were expected to graduate during this academic year, 45% ultimately did graduate. Meanwhile, 32% of students expected to graduate this year permanently left their respective program instead.



Graduates



Source: VA. Healthcare Workforce Data Center

### At a Glance:

#### Graduates

Total: 1,367  
 % CNA: 42%  
 % Male: 7%

#### Grad. by Program Type

Proprietary: 58%  
 Community College: 19%  
 HS Extended: 16%

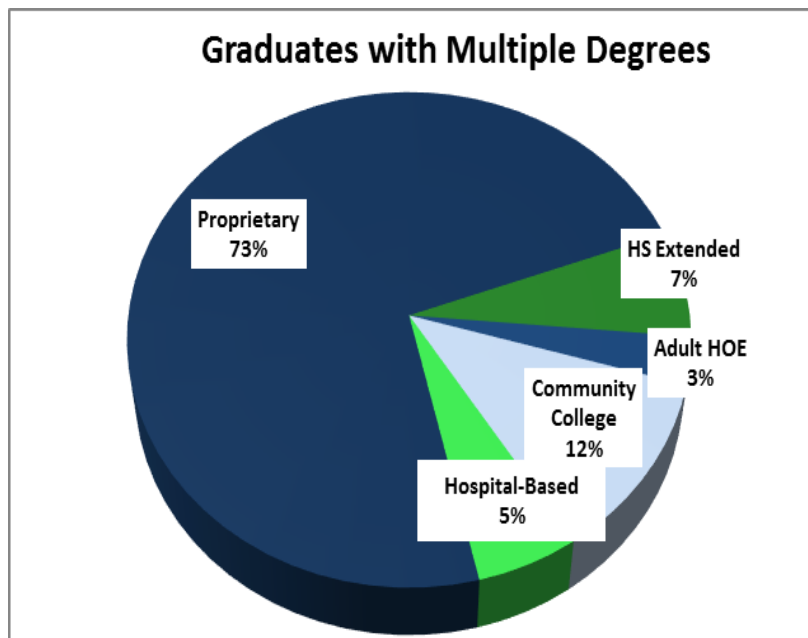
Source: VA. Healthcare Workforce Data Center

*A total of 1,367 students graduated from Virginia's PN programs during the current academic year. 42% of these graduates were CNAs, while 7% were male. Over half graduated from Proprietary PN programs.*

Program Type	Total Graduates		CNA Graduates		Male Graduates	
	Count	%	Count	%	Count	%
<b>HS Extended</b>	215	16%	99	17%	19	21%
<b>Adult HOE</b>	27	2%	17	3%	0	0%
<b>Community College</b>	258	19%	114	20%	13	14%
<b>Hospital-Based</b>	73	5%	15	3%	4	4%
<b>Proprietary</b>	794	58%	332	58%	56	61%
<b>All Programs</b>	<b>1,367</b>	<b>100%</b>	<b>577</b>	<b>100%</b>	<b>92</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

Background of Graduates



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Race/Ethnicity**  
 White: 43%  
 Black: 43%  
 Hispanic: 7%

**Multi-Degree Grads.**  
 Multi-Degree Graduates: 130  
 % of Total Graduates: 10%

Source: VA. Healthcare Workforce Data Center

Program Type	Multi-Degree Graduates	%	% of Total Graduates
HS Extended	9	7%	4%
Adult HOE	4	3%	15%
Comm. College	15	12%	6%
Hospital Based	7	5%	10%
Proprietary	95	73%	12%
<b>All Programs</b>	<b>130</b>	<b>100%</b>	<b>10%</b>

Source: VA. Healthcare Workforce Data Center

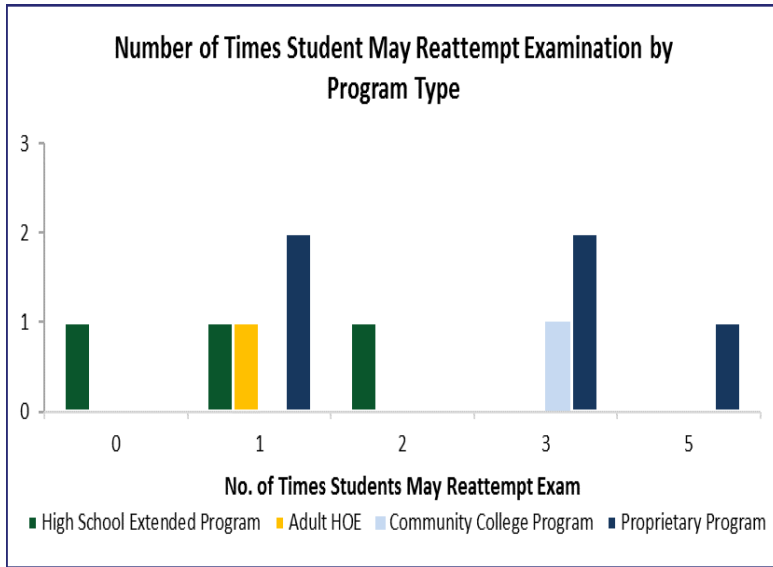
*More than half of all graduates from Virginia's PN programs are non-White. 43% of all graduates are non-Hispanic Black and 7% are Hispanic.*

Race/Ethnicity	HS Extended		Adult HOE		Comm. College		Hospital Based		Proprietary		All Programs	
	#	%	#	%	#	%	#	%	#	%	#	%
White	141	66%	16	59%	161	80%	37	52%	204	26%	559	43%
Black	40	19%	8	30%	27	13%	26	37%	463	58%	564	43%
Hispanic	22	10%	1	4%	7	3%	4	6%	62	8%	96	7%
Asian	5	2%	2	7%	3	1%	0	0%	35	4%	45	3%
American Indian	0	0%	0	0%	0	0%	0	0%	1	0%	1	0%
Pacific Islander	0	0%	0	0%	1	0%	1	1%	1	0%	3	0%
Two or More	6	3%	0	0%	0	0%	3	4%	21	3%	30	2%
Unknown	1	0%	0	0%	3	1%	0	0%	7	1%	11	1%
<b>Total</b>	<b>215</b>	<b>100%</b>	<b>27</b>	<b>100%</b>	<b>202</b>	<b>100%</b>	<b>71</b>	<b>100%</b>	<b>794</b>	<b>100%</b>	<b>1,309</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

*Ten percent of all graduates from Virginia's PN programs held other non-nursing degrees.*

Comprehensive Examination Prohibiting Graduation



Source: VA. Healthcare Workforce Data Center

At a Glance:

**No. of Programs Requiring Comprehensive Exam**

Proprietary: 5  
 HS. Extended: 2  
 Community College: 1

**No. Who Did Not Graduate.**

Proprietary: 4  
 Community College: 2

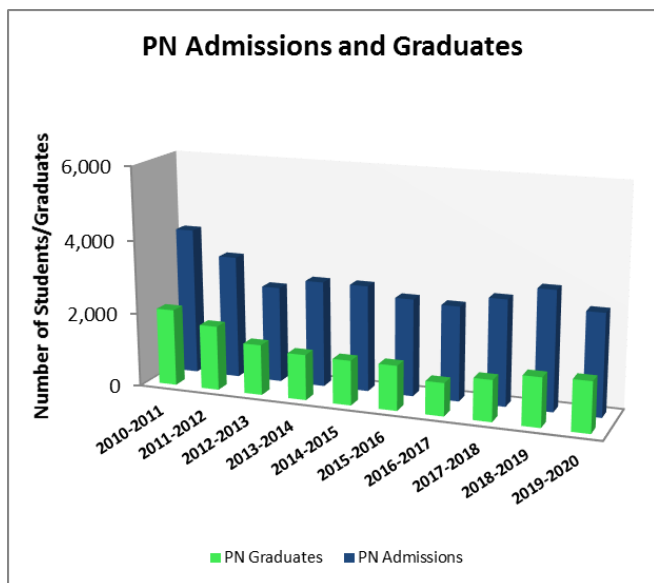
Source: VA. Healthcare Workforce Data Center

*Nine programs require students to pass a comprehensive examination before graduating. In the 2019-20 year, 7 students did not graduate as a result of this requirement.*

	Total Requiring Comprehensive Exam Prohibiting Graduation if Failed		Number Allowing Students who Fail Comprehensive to Rettempt Exams		Average Number of Times Students May Retake Exam	Number who Didn't Graduate Because of Exam
	Count	% of All Programs	Count	% of Those Requiring Exam Prohibiting Graduation		
<b>HS Extended</b>	2	12%	2	100%	1	0
<b>Adult HOE</b>	1	50%	1	0%	1	1
<b>Community College</b>	1	6%	1	100%	3	2
<b>Hospital-Based</b>	0	0%	0	0%	N/A	0
<b>Proprietary</b>	5	36%	5	100%	3	4
<b>All Programs</b>	<b>9</b>	<b>17%</b>	<b>9</b>	<b>100%</b>	<b>2</b>	<b>7</b>

Source: VA. Healthcare Workforce Data Center

## Long-Term Trends



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Admissions**  
 Total: 2,768  
 Year-over-Year Change: - 15%

**Graduates**  
 Total: 1,367  
 Year-over-Year Change: 3%

Source: VA. Healthcare Workforce Data Center

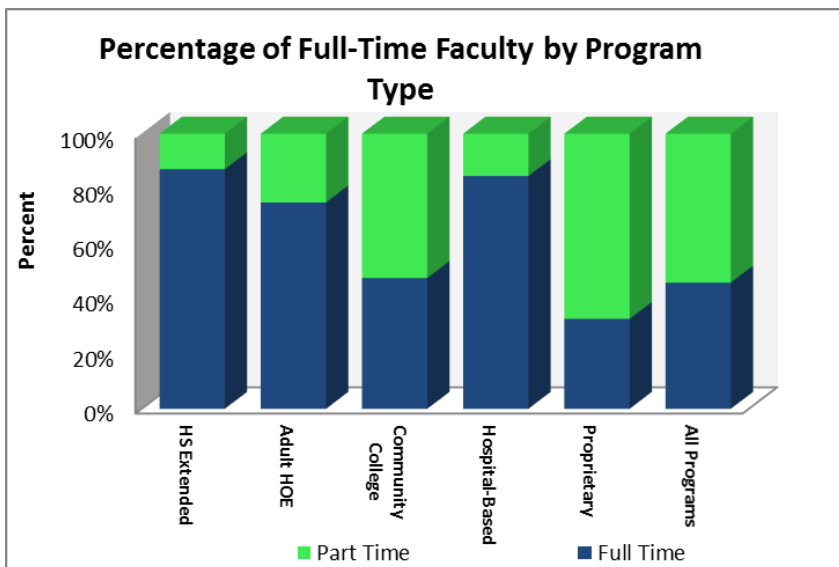
*The number of new students who were admitted into Virginia’s PN programs declined by 15% during the 2019-2020 academic year. The number of students who graduated from these programs increased by 3%. The number admitted was a three-year low whereas the number who graduated was a seven-year high.*

Academic Year	PN Admissions		PN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
<b>2010-2011</b>	4,003	-16%	2,086	1%
<b>2011-2012</b>	3,346	-16%	1,753	-16%
<b>2012-2013</b>	2,614	-22%	1,371	-22%
<b>2013-2014</b>	2,881	10%	1,235	-10%
<b>2014-2015</b>	2,887	0%	1,214	-2%
<b>2015-2016</b>	2,645	-8%	1,215	0%
<b>2016-2017</b>	2,573	-3%	895	-26%
<b>2017-2018</b>	2,880	12%	1,117	25%
<b>2018-2019</b>	3,243	13%	1,327	19%
<b>2019-2020</b>	2,768	-15%	1,367	3%

Source: VA. Healthcare Workforce Data Center

Faculty Information

Employment



Source: VA. Healthcare Workforce Data Center

*Over half of all faculty work in proprietary programs, but only 33% of those workers have full-time jobs. Only High School Extended, Adult HOE, and Hospital-Based programs have more than half of their faculty members in full-time positions.*

**At a Glance:**

**% of Total Faculty**

Proprietary: 59%  
 Community College: 23%  
 HS Extended: 14%

**% Full-Time**

HS Extended: 87%  
 Hospital Based: 85%  
 Adult HOE: 75%

**Student-Faculty Ratio**

Hospital-Base: 8.6  
 Proprietary: 7.8  
 Adult HOE: 6.4

Source: VA. Healthcare Workforce Data Center

Program Type	Full Time		Part Time		Total			Student-to-Faculty Ratio		
	#	%	#	%	#	%	% FT	25 <sup>th</sup> %	Mean	75 <sup>th</sup> %
HS Extended	54	26%	8	3%	62	14%	87%	7.0	8.6	9.9
Adult HOE	6	3%	2	1%	8	2%	75%	6.3	6.4	6.4
Community College	48	23%	53	22%	101	23%	48%	3.6	6.0	8.9
Hospital Based	11	5%	2	1%	13	3%	85%	2.2	2.2	2.2
Proprietary	86	42%	177	73%	263	59%	33%	3.5	7.8	10.4
<b>All Programs</b>	<b>205</b>	<b>100%</b>	<b>242</b>	<b>100%</b>	<b>447</b>	<b>100%</b>	<b>46%</b>	<b>4.2</b>	<b>7.2</b>	<b>9.1</b>

Source: VA. Healthcare Workforce Data Center

*On average, the typical PN program had a student-to-faculty ratio of 7.2. However, two of the five program types had student-to-faculty ratios that were above the overall average, skewing the mean upward.*

## Faculty Demographics

Age	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
<b>Under 25</b>	1	1%	2	1%	3	1%	0%
<b>25 to 34</b>	22	11%	29	12%	51	12%	43%
<b>35 to 44</b>	38	19%	60	25%	98	22%	39%
<b>45 to 54</b>	68	35%	75	31%	143	33%	48%
<b>55 to 64</b>	52	27%	51	21%	103	24%	50%
<b>65 to 74</b>	15	8%	18	7%	33	8%	45%
<b>75 and Over</b>	0	0%	3	1%	3	1%	0%
<b>Unknown</b>	0	0%	4	2%	4	1%	0%
<b>Total</b>	<b>196</b>	<b>100%</b>	<b>242</b>	<b>100%</b>	<b>438</b>	<b>100%</b>	<b>45%</b>

Source: VA. Healthcare Workforce Data Center

*A typical faculty member would be a female between the ages of 45 and 54. Less than half of all faculty members held full-time positions.*

### At a Glance:

#### Gender

% Female: 93%  
% Female w/ FT Job: 44%

#### Age

% Under 35: 12%  
% Over 54: 32%

#### Diversity

Diversity Index (Total): 47%  
Diversity Index (FT Jobs): 38%

Source: VA. Healthcare Workforce Data Center

Gender	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
<b>Male</b>	11	6%	17	7%	28	7%	39%
<b>Female</b>	177	94%	225	93%	402	93%	44%
<b>Total</b>	<b>188</b>	<b>100%</b>	<b>242</b>	<b>100%</b>	<b>430</b>	<b>100%</b>	<b>44%</b>

Source: VA. Healthcare Workforce Data Center

*In a chance encounter between two faculty members, there is a 47% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 57%.*

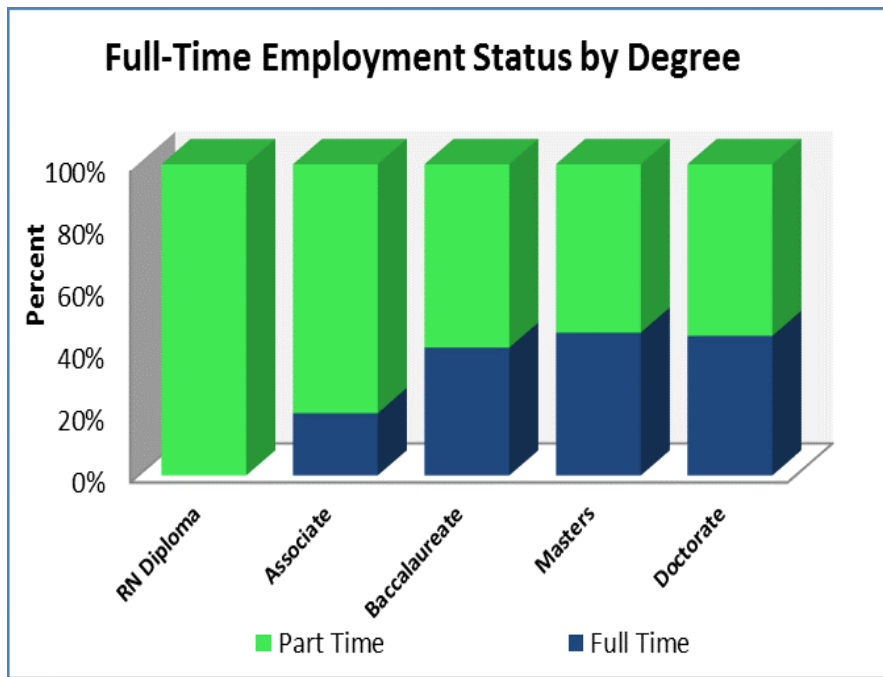
Race/ Ethnicity	Virginia*	Full Time		Part Time		Total		
	%	#	%	#	%	#	%	% FT
<b>White</b>	61%	151	77%	150	62%	301	69%	50%
<b>Black</b>	19%	36	18%	65	27%	101	23%	36%
<b>Asian</b>	7%	5	3%	14	6%	19	4%	26%
<b>Other Race</b>	0%	0	0%	0	0%	0	0%	0%
<b>Two or more races</b>	3%	4	2%	7	3%	11	3%	36%
<b>Hispanic</b>	10%	0	0%	5	2%	5	1%	0%
<b>Unknown</b>	0	1	1%	1	0%	2	0%	0%
<b>Total</b>	<b>100%</b>	<b>197</b>	<b>100%</b>	<b>242</b>	<b>100%</b>	<b>439</b>	<b>100%</b>	<b>45%</b>

\*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2019.

Source: VA. Healthcare Workforce Data Center

Faculty Educational Background

A Closer Look:



At a Glance:

Degree

Masters in Nursing: 41%  
 BSN: 34%  
 Non-Nursing Bachelors: 13%

Full-Time Employment

Non-Nursing Masters: 52%  
 Masters in Nursing: 45%  
 Doctorate: 45%

Source: VA. Healthcare Workforce Data Center

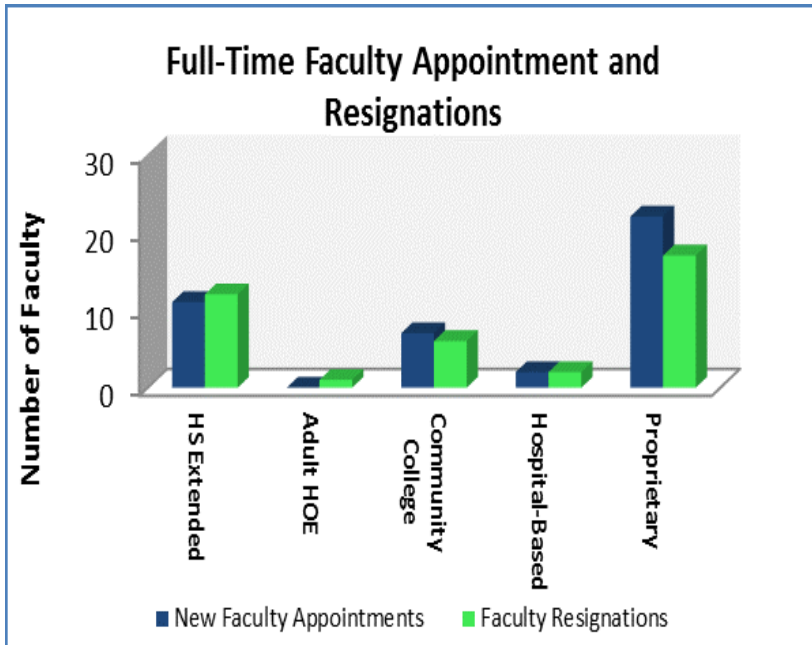
Source: VA. Healthcare Workforce Data Center

Over 75% of all faculty members held either a BSN or a Masters in Nursing as their highest professional degree. Of this group, 45% were employed on a full-time basis.

Highest Degree	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
<b>RN Diploma</b>	0	0%	3	1%	3	1%	0%
<b>ASN</b>	1	1%	4	2%	5	1%	20%
<b>Non-Nursing Bachelors</b>	7	4%	30	13%	37	9%	19%
<b>BSN</b>	71	39%	82	34%	153	36%	46%
<b>Non-Nursing Masters</b>	11	6%	10	4%	21	5%	52%
<b>Masters in Nursing</b>	78	43%	95	40%	173	41%	45%
<b>Doctorate</b>	13	7%	16	7%	29	7%	45%
<b>Total</b>	<b>181</b>	<b>100%</b>	<b>240</b>	<b>100%</b>	<b>421</b>	<b>100%</b>	<b>43%</b>

Source: VA. Healthcare Workforce Data Center

Faculty Appointments and Resignations



Source: VA. Healthcare Workforce Data Center

## At a Glance:

**Full-Time Faculty**  
 Turnover Rate: 19%  
 Newly Appointed Rate: 20%

**Turnover Rate**  
 HS. Extended: 22%  
 Proprietary: 20%

Source: VA. Healthcare Workforce Data Center

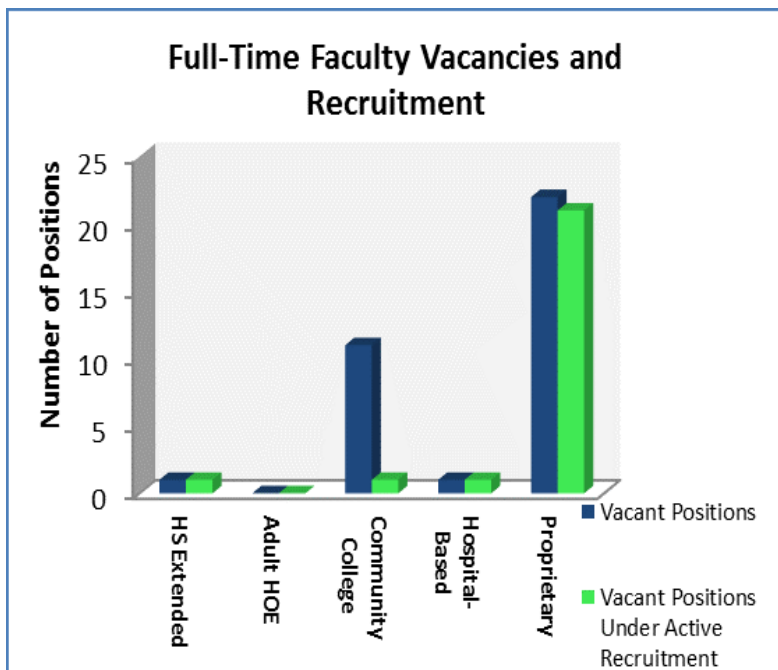
*Among full-time faculty, Virginia's PN programs experienced a 19% turnover rate and a newly appointed faculty rate of 20% over the past year.*

Full-Time Faculty	Program Type					
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs
<b>Total</b>	<b>54</b>	<b>6</b>	<b>48</b>	<b>11</b>	<b>86</b>	<b>205</b>
<b>Newly Appointed</b>	11	0	7	2	22	42
<b>Resignations</b>	12	1	6	2	17	38
<b>Turnover Rate</b>	<b>22%</b>	<b>17%</b>	<b>13%</b>	<b>18%</b>	<b>20%</b>	<b>19%</b>
<b>Proportion Newly Appointed</b>	<b>20%</b>	<b>0%</b>	<b>15%</b>	<b>18%</b>	<b>26%</b>	<b>20%</b>

Source: VA. Healthcare Workforce Data Center



## Future Faculty Requirements



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Active Recruitment**  
 Full-Time Hiring: 72%  
 Part-Time Hiring: 92%

**Budget Adequacy**  
 Full-Time Hiring: 90%  
 Part-Time Hiring: 96%

**Expected Job Disruption**  
 Less: 53%  
 Same: 35%  
 More: 12%

Source: VA. Healthcare Workforce Data Center

*A total of 21 full-time faculty positions and 34 part-time faculty positions are currently in active recruitment. About 80% of these jobs are listed in Proprietary programs.*

Adequate Faculty Budget?	Full Time		Part Time	
	#	%	#	%
<b>Yes</b>	46	90%	43	96%
<b>No</b>	5	10%	2	4%
<b>Total</b>	<b>51</b>	<b>100%</b>	<b>45</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

Program Type	Next Year's Expectation for Full-Time Faculty Disruption							
	Expect Less	%	Expect Same	%	Expect More	%	Total	%
<b>HS Extended</b>	9	53%	6	35%	2	12%	17	100%
<b>Adult HOE</b>	1	50%	1	50%	0	0%	2	100%
<b>Community College</b>	6	35%	7	41%	4	24%	17	100%
<b>Hospital</b>	1	50%	1	50%	0	0%	2	100%
<b>Proprietary</b>	10	77%	3	23%	0	0%	13	100%
<b>All Programs</b>	<b>27</b>	<b>53%</b>	<b>18</b>	<b>35%</b>	<b>6</b>	<b>12%</b>	<b>51</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

*12% of Virginia's PN programs expect more employment disruption among full-time faculty over the course of the next year. However, most programs currently have a sufficient budget to adequately meet their faculty needs.*

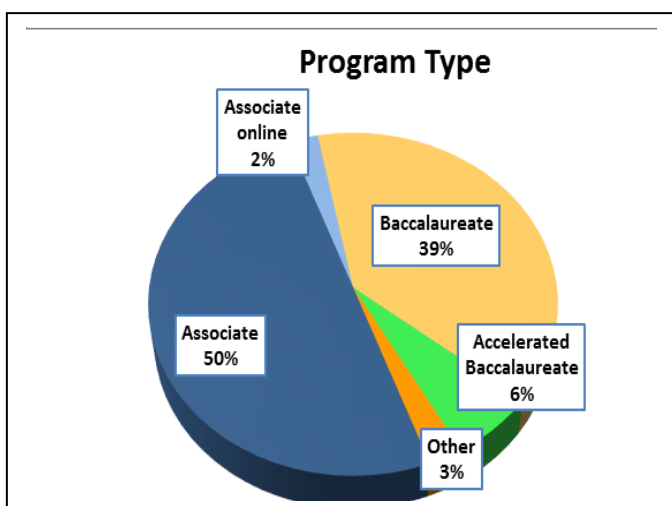
## Registered Nursing Education Programs

### Program Structure

#### A Closer Look:

Program Type		
Type	#	%
Associate	40	50%
Associate Online	2	3%
Baccalaureate	31	39%
Accelerated Baccalaureate	5	6%
Accelerated Masters	2	3%
<b>Total</b>	<b>80</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center



Source: VA. Healthcare Workforce Data Center

### At a Glance:

#### Program Type

Associate: 50%  
 Baccalaureate: 39%  
 Accelerated Baccalaureate: 6%

#### Delivery Method

Semester: 88%  
 Quarters: 9%

#### Mean Program Length

Accel. Baccalaureate: 17 Mos.  
 Associate: 23 Mos.  
 Accel Master's: 23 Mos.

Source: VA. Healthcare Workforce Data Center

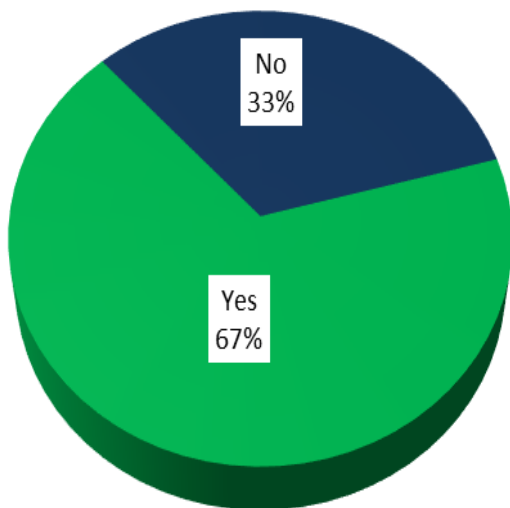
There were 81 Registered Nursing (RN) Education Programs approved in Virginia during the 2019-2020 academic year; 80 responded to this survey. Thirty-three of the programs offer a RN-to-BSN option to their students in addition to their pre-licensure program.

Program Length, Months					
Program Type	Mean	Min	25 <sup>th</sup> %	75 <sup>th</sup> %	Max
Associate	23	15	20	24	30
Associate Online	27	24	24	.	30
Baccalaureate	27	15	20	36	36
Accelerated Baccalaureate	17	15	16	19	20
Accelerated Masters	23	22	22	.	24
<b>All Programs</b>	<b>24</b>	<b>15</b>	<b>20</b>	<b>28</b>	<b>36</b>

Source: VA. Healthcare Workforce Data Center

## Program Details

## Program Changes in Past Year



Source: VA. Healthcare Workforce Data Center

## At a Glance:

Schedule Options

Daytime Courses:	91%
Online Courses:	41%
Evening Courses:	31%

Admissions Frequency (Annual)

One:	41%
Two:	31%
Three:	15%
Four or More:	13%

Source: VA. Healthcare Workforce Data Center

*Two-thirds of all RN programs implemented a change to their nursing program in the past year. 36 programs initiated faculty changes whereas 21 made schedule changes. Another 16 made curriculum changes whereas 3 changed course content.*

Scheduling Option	#	%
Daytime Courses	71	91%
Online Courses	32	41%
Evening Courses	24	31%
Evening & Weekend Courses	15	19%
Weekend Courses	7	9%
Accelerated Courses	5	6%

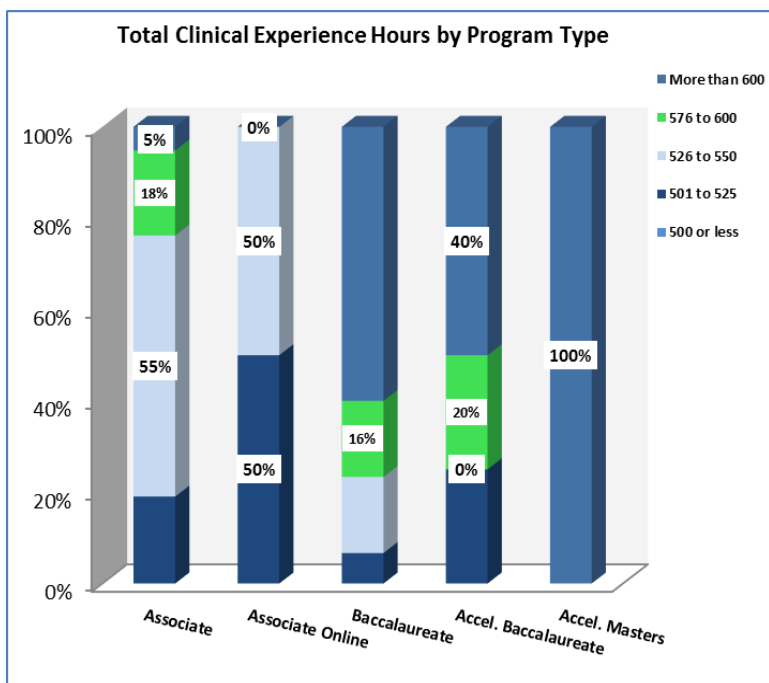
Source: VA. Healthcare Workforce Data Center

## Accreditation

Accrediting Agency	Abbv.	#	%
Southern Association of Colleges and Schools	SACS	54	71%
Commission on Collegiate Nursing Education	CCNE	35	46%
Accreditation Commission for Education in Nursing	ACEN	28	37%
Accrediting Bureau of Health Education Schools	ABHES	9	12%
Accrediting Council for Independent Colleges and Schools	ACICS	3	4%
Commission for Nursing Education Accreditation	CNEA	1	1%
Council on Occupational Education	COE	1	1%
The Higher Learning Commission	HLC	1	1%

Source: VA. Healthcare Workforce Data Center

## Clinical Hours



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Median Clinical Hours**

- Clinical Experience: 551-575
- Direct Client Care: 500+
- Direct Client Care in Va.: 540
- Clinical Simulation: 26-50
- Clinical Observation: 0

Source: VA. Healthcare Workforce Data Center

*Half of all RN programs in Virginia required at least 550 total hours of clinical experience from their students. Pursuant to 18VAC 90-27-100.D, Virginia’s RN programs are required to provide 500 hours of direct client care, of which 25% may be simulated.*

Clinical Experiences Outside Virginia		
State	# of Programs	% of Programs
Washington, D.C.	15	19%
Maryland	7	9%
Tennessee	4	5%
North Carolina	3	4%
West Virginia	3	4%
Kentucky	1	1%
Other <sup>1</sup>	5	6%
<b>At least One</b>	<b>26</b>	<b>32%</b>

Source: VA. Healthcare Workforce Data Center

*Twenty-six programs offered clinical experience hours outside of Virginia. Washington, D.C. and Maryland were the two states in which clinical experience hours were most likely to be provided.*

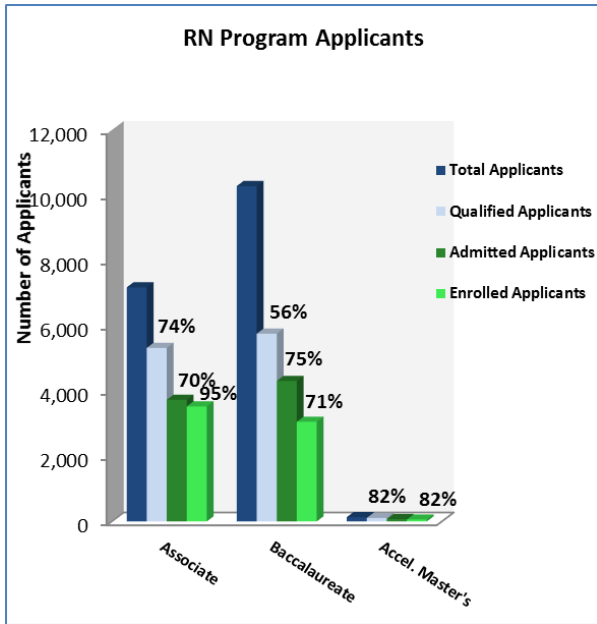
<sup>1</sup> Could be a combination of the states above.

## Breakdown of Clinical Hours by Program Type

	Hours	Program Type					
Type	Amount	Associate	Associate Online	Baccalaureate	Accel. Baccalaureate	Accel. Masters	All Programs
Clinical Experience Hours	500 or less	0	0	0	0	0	0
	501 to 525	7	1	2	1	0	11
	526 to 550	21	1	5		0	27
	551 to 575	1	0	1	1	0	3
	576 to 600	7	0	5	1	0	13
	More than 600	2	0	18	2	2	24
	<b>Total</b>	<b>38</b>	<b>2</b>	<b>31</b>	<b>5</b>	<b>2</b>	<b>78</b>
Direct Client Care Hours	400 or less	1	0	0	0	0	1
	401 to 425	0	0	0	0	0	0
	426 to 450	1	0	1	0	0	2
	451 to 475	5	0	2	0	0	7
	476 to 500	10	0	1	2	0	13
	More than 500	21	2	27	3	2	55
	<b>Total</b>	<b>38</b>	<b>2</b>	<b>31</b>	<b>5</b>	<b>2</b>	<b>78</b>
Clinical Simulation Hours	None	3	0	3	0	0	6
	1 to 25	4	0	6	2	0	12
	26 to 50	16	1	6	2	1	26
	51 to 75	5	0	5	0	1	11
	76 to 100	3	0	6	1	0	10
	More than 100	9	1	5	0	0	15
	<b>Total</b>	<b>40</b>	<b>2</b>	<b>31</b>	<b>5</b>	<b>2</b>	<b>80</b>
Clinical Observation Hours	None	37	2	14	3	2	58
	1 to 25	2	0	10	1	0	13
	26 to 50	1	0	1	0	0	2
	51 to 75	0	0	4	1	0	5
	76 to 100	0	0	2	0	0	2
	More than 100	0	0	0	0	0	0
	<b>Total</b>	<b>40</b>	<b>2</b>	<b>31</b>	<b>5</b>	<b>2</b>	<b>80</b>

Source: VA. Healthcare Workforce Data Center

## Admissions



Source: VA. Healthcare Workforce Data Center

### At a Glance:

#### Program Applicants

Total:	20,607
Qualified:	11,503
Admitted:	8,506
Enrolled:	6,634
Waitlisted:	717

Source: VA. Healthcare Workforce Data Center

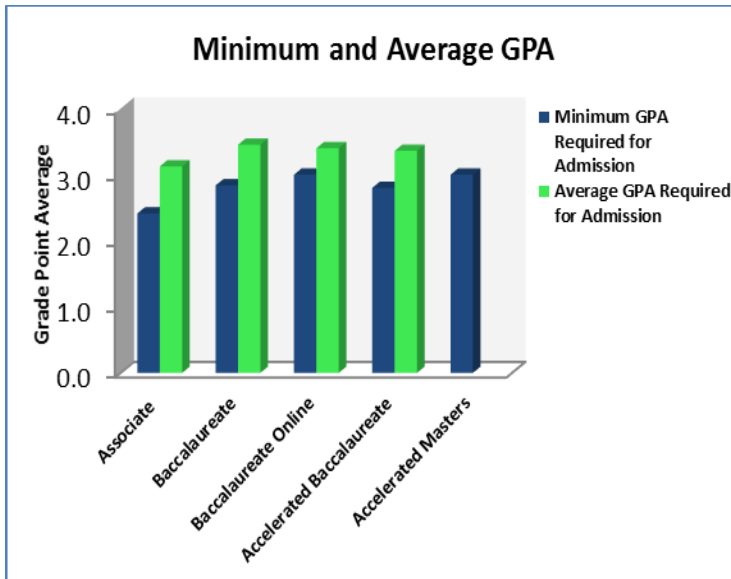
*Virginia's RN programs received a total of 20,607 student applications during the 2019-2020 academic year. Approximately 32% of these applications ultimately resulted in an enrolled student.*

Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
<b>Associate</b>	9,319	4,796	51%	3,698	77%	3,410	92%	37%
<b>Associate Online</b>	686	523	76%	138	26%	138	100%	20%
<b>Baccalaureate</b>	9,665	5,622	58%	4,140	74%	2,756	67%	29%
<b>Accel. Baccalaureate</b>	772	411	53%	427	104%	250	59%	32%
<b>Accel. Masters</b>	165	151	92%	103	68%	80	78%	48%
<b>All Programs</b>	<b>20,607</b>	<b>11,503</b>	<b>56%</b>	<b>8,506</b>	<b>74%</b>	<b>6,634</b>	<b>78%</b>	<b>32%</b>

Source: VA. Healthcare Workforce Data Center

*Out of 11,503 qualified applicants, 2,997 were not given an admission offer. Twenty-six programs cited the lack of clinical space, while 23 programs cited the inability to expand effective program capacity as the main reason for failing to admit qualified applicants. The lack of qualified faculty and classroom space, and students' personal, financial, and family issues, were also common reasons for failing to admit qualified applicants.*

Background of Admitted Students



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**GPA (mean)**  
 Minimum Requirement: 2.6  
 Student Average: 3.2

**Age (mean)**  
 Overall: 26  
 Baccalaureate: 23  
 Associate Online: 32

Source: VA. Healthcare Workforce Data Center

Program Type	Mean
Associate	28
Associate Online	32
Baccalaureate	23
Accelerated Baccalaureate	28
Accelerated Masters	28
All Programs	26

Source: VA. Healthcare Workforce Data Center

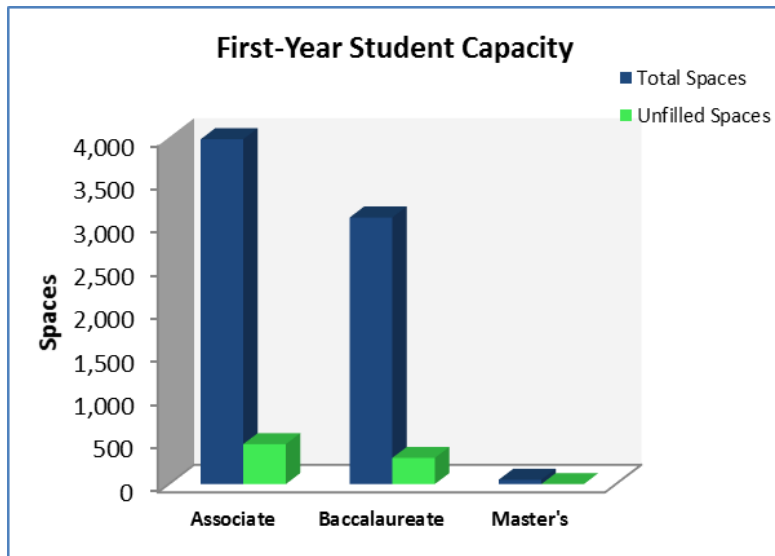
*The average age of students who were admitted into Virginia’s RN programs was 26. Baccalaureate programs had the lowest average age of admitted students at 23, while Associate Online programs had the highest average age of admitted students at 32.*

Program Type	Min	Avg.
Associate	2.3	3.0
Associate Online	2.7	2.8
Baccalaureate	2.8	3.4
Accelerated Baccalaureate	2.8	3.5
Accelerated Masters	3.0	3.5
All Programs	2.6	3.2

Source: VA. Healthcare Workforce Data Center

*A typical RN program required that prospective students have a minimum GPA of 2.6, while the average GPA among admitted students was 3.2. On average, Associate programs had the lowest minimum GPA requirements for admission. Accelerated Baccalaureate and Master’s programs had the highest average GPA among admitted students.*

## Capacity



Source: VA. Healthcare Workforce Data Center

## At a Glance:

### 1st-Year Student Capacity

Spaces Available: 7,629  
Spaces Unfilled: 820

### Unfilled Capacity

% of Programs: 56%  
% of Total Capacity: 11%

Source: VA. Healthcare Workforce Data Center

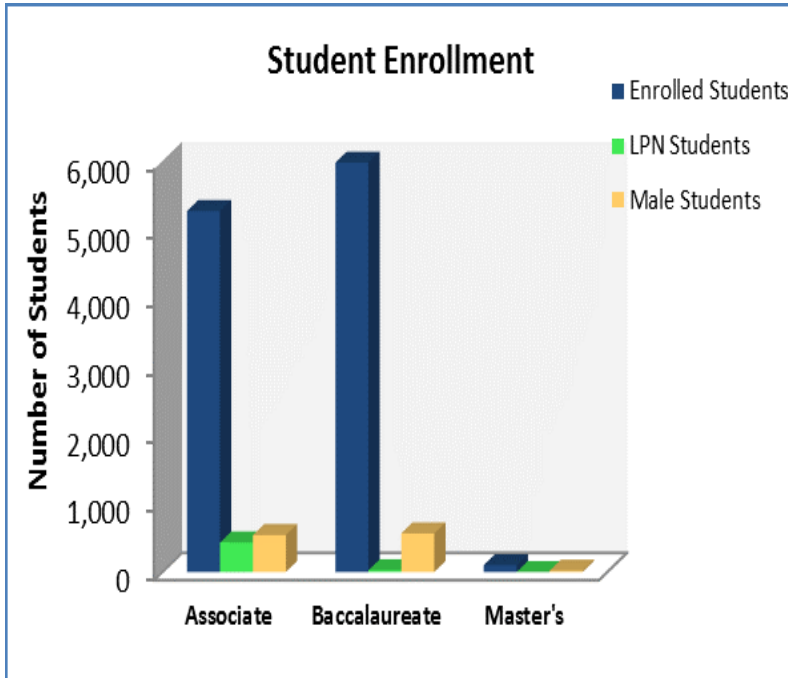
Virginia's RN programs were able to fill 89% of their available first-year student capacity. Programs provided a variety of reasons for the unfilled spaces. One of the most common explanations was late withdrawal or no shows. Another key reason was lack of qualified applicants. Many programs also cited financial situation of students and other personal and family situations that interfered with students' enrollment. Some students could also not be admitted because they did not take or pass the entrance examination or they had accepted admission offer at a different program. This year several programs also mentioned COVID-related reasons for unfilled spaces.

Program Type	# of Programs with Unfilled Spaces		Unfilled Spaces		Total Spaces	% of Total Capacity
	No	Yes	Number	%		
<b>Associate</b>	14	24	517	63%	4,061	13%
<b>Associate Online</b>	1	1	36	4%	180	20%
<b>Baccalaureate</b>	15	15	225	27%	3,105	7%
<b>Accelerated Baccalaureate</b>	2	3	42	5%	203	21%
<b>Accelerated Masters</b>	2	0	0	0%	80	0%
<b>All Programs</b>	<b>34</b>	<b>43</b>	<b>820</b>	<b>100%</b>	<b>7,629</b>	<b>11%</b>

Source: VA. Healthcare Workforce Data Center



Enrollment



Source: VA. Healthcare Workforce Data Center

## At a Glance:

**Enrollment**

Total: 12,514  
 LPN: 519  
 Male: 1,200

**Enrollment by Program Type**

Baccalaureate: 50%  
 Associate: 42%

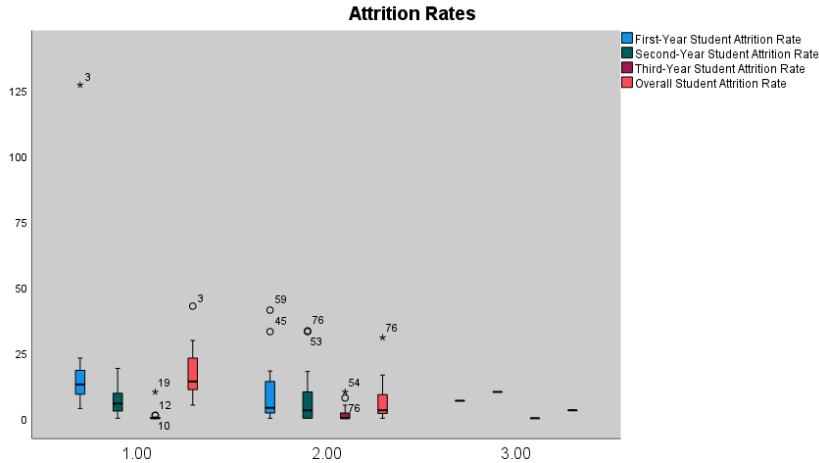
Source: VA. Healthcare Workforce Data Center

Over 12,000 students were enrolled in Virginia's RN programs during the current academic year. Of these students, 4% were LPNs while 10% were male.

Program Type	Total Enrollment		LPN Enrollment		Male Enrollment	
	Count	%	Count	%	Count	%
<b>Associate</b>	5,316	42%	490	94%	457	38%
<b>Associate Online</b>	394	3%	0	0%	51	4%
<b>Baccalaureate</b>	6,258	50%	29	6%	621	52%
<b>Accelerated Baccalaureate</b>	402	3%	0	0%	48	4%
<b>Accelerated Masters</b>	144	1%	0	0%	23	2%
<b>All Programs</b>	<b>12,514</b>	<b>100%</b>	<b>519</b>	<b>100%</b>	<b>1,200</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

Attrition



Source: VA. Healthcare Workforce Data Center

## At a Glance:

**Attrition Rate**

1 <sup>st</sup> Year Avg.:	14%
2 <sup>nd</sup> Year Avg.:	9%
3 <sup>rd</sup> Year Avg.:	1%
Overall Avg.:	12%

**Attrition by Program Type**

Associate:	18%
Baccalaureate:	8%
Accel. Baccalaureate:	7%

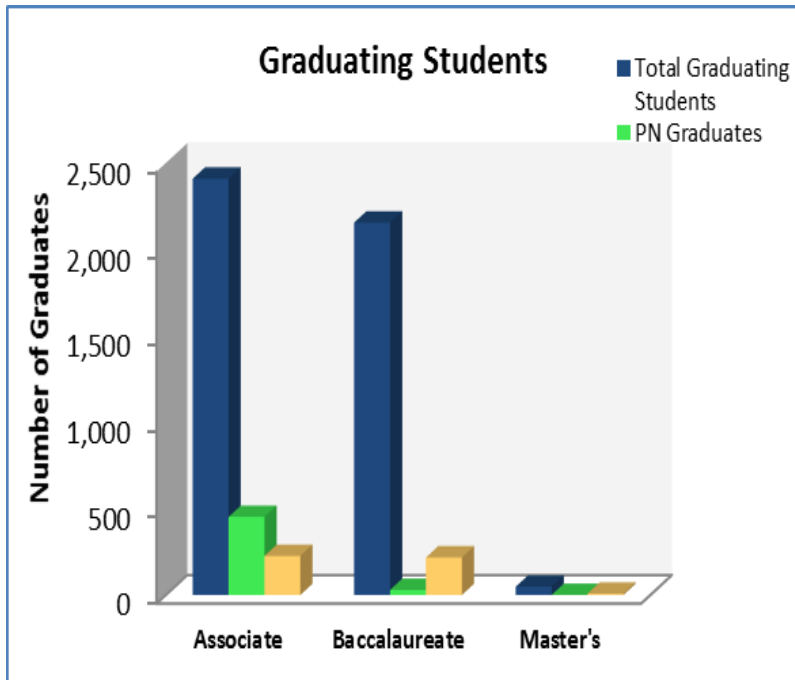
*Source: VA. Healthcare Workforce Data Center*

Type	Year	Avg	Min	Max	Missing
Associate	1st Year Attrition	19%	1%	127%	3
	2nd Year Attrition	11%	0%	85%	5
	3rd Year Attrition	1%	0%	10%	25
	<b>Overall Attrition</b>	<b>18%</b>	<b>1%</b>	<b>85%</b>	<b>5</b>
Associate Online	1st Year Attrition	13%	10%	16%	0
	2nd Year Attrition	5%	4%	7%	0
	3rd Year Attrition	0%	0%	0%	2
	<b>Overall Attrition</b>	<b>18%</b>	<b>14%</b>	<b>22%</b>	<b>0</b>
Baccalaureate	1st Year Attrition	10%	0%	41%	3
	2nd Year Attrition	6%	0%	33%	4
	Third Year Attrition	1%	0%	10%	15
	<b>Overall Attrition</b>	<b>8%</b>	<b>0%</b>	<b>32%</b>	<b>1</b>
Accelerated Baccalaureate	1st Year Attrition	4%	0%	17%	0
	2nd Year Attrition	7%	0%	33%	0
	3rd Year Attrition	2%	0%	8%	0
	<b>Overall Attrition</b>	<b>7%</b>	<b>0%</b>	<b>31%</b>	<b>0</b>
Accelerated Masters	1st Year Attrition	3%	0%	7%	0
	2nd Year Attrition	5%	0%	10%	0
	3rd Year Attrition	%	0%	%	1
	<b>Overall Attrition</b>	<b>2%</b>	<b>0%</b>	<b>3%</b>	<b>0</b>
Total	<b>1st Year Attrition</b>	<b>14%</b>	<b>0%</b>	<b>127%</b>	<b>7</b>
	<b>2nd Year Attrition</b>	<b>9%</b>	<b>0%</b>	<b>85%</b>	<b>10</b>
	<b>3rd Year Attrition</b>	<b>1%</b>	<b>0%</b>	<b>10%</b>	<b>44</b>
	<b>Overall Attrition</b>	<b>12%</b>	<b>0%</b>	<b>85%</b>	<b>7</b>

Source: VA. Healthcare Workforce Data Center

*The overall attrition rate across all program types was 12%. Associate and Associate Online programs had the highest overall average attrition rate, with 18% of all students leaving the programs. Baccalaureate programs had an attrition rate of 8%, while Accelerated Masters programs had the lowest overall attrition rate at 2%.*

## Graduates



Source: VA. Healthcare Workforce Data Center

## At a Glance:

### Graduates

Total:	4,614
% PN:	10%
% Male:	10%

### Grad. by Program Type

Associate:	50%
Baccalaureate:	42%
Accel. Baccalaureate:	5%

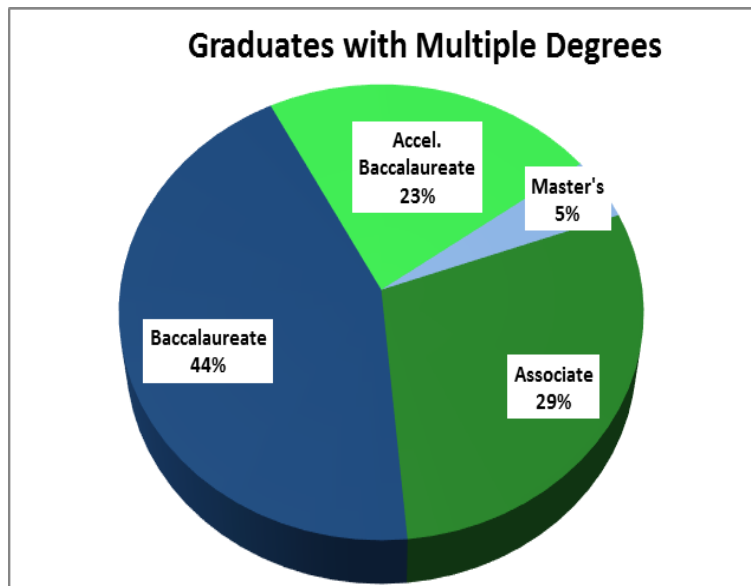
Source: VA. Healthcare Workforce Data Center

*A total of 4,614 students graduated from Virginia's RN programs during the current academic year. 10% of these graduates had previously graduated a PN program and 10% were male. Half of all graduating students completed Associate programs.*

Program Type	Total Graduates		PN Graduates		Male Graduates	
	Count	%	Count	%	Count	%
<b>Associate</b>	2,306	50%	452	94%	214	47%
<b>Associate Online</b>	104	2%	0	0%	12	3%
<b>Baccalaureate</b>	1,939	42%	29	6%	201	45%
<b>Accelerated Baccalaureate</b>	217	5%	0	0%	16	4%
<b>Accelerated Masters</b>	48	1%	0	0%	8	2%
<b>All Programs</b>	<b>4,614</b>	<b>100%</b>	<b>481</b>	<b>100%</b>	<b>451</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

## Background of Graduates



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Race/Ethnicity**

- White: 59%
- Black: 19%
- Asian: 6%
- Hispanic: 6%

**Multi-Degree Grads.**

- Multi-Degree Graduates: 923
- % of Total Graduates: 20%

*20% of graduates from Virginia's RN programs held other non-nursing degrees.*

Program Type	Multi-Degree Graduates	%	% of Total Graduates
Associate	330	36%	14%
Associate Online	7	1%	7%
Baccalaureate	387	42%	20%
Accel. Baccalaureate	151	16%	70%
Accel. Masters	48	5%	100%
<b>All Programs</b>	<b>923</b>	<b>100%</b>	<b>20%</b>

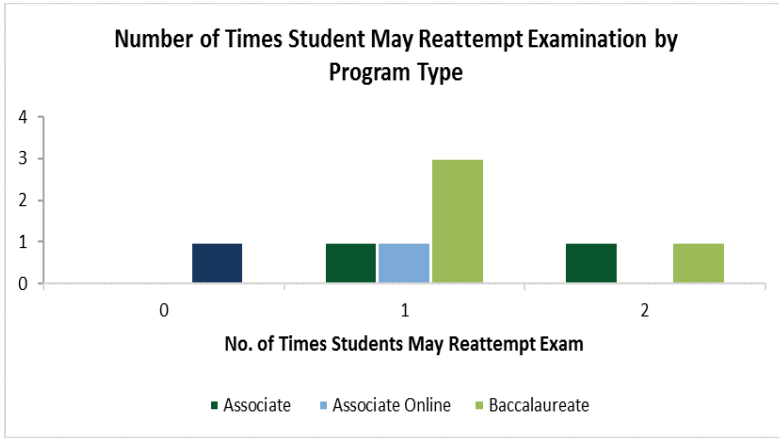
Source: VA. Healthcare Workforce Data Center

*59% of all graduates from Virginia's RN programs are non-Hispanic White, while 19% of all graduates are non-Hispanic Black.*

Race/Ethnicity	Associate		Associate Online		BSN		Accel. BSN		Accel. Masters		All Programs	
	#	%	#	%	#	%	#	%	#	%	#	%
White	1,305	60%	43	42%	1,110	58%	124	57%	36	75%	2,618	59%
Black	508	23%	18	17%	311	16%	27	12%	5	10%	869	19%
Hispanic	86	4%	20	19%	144	8%	14	6%	4	8%	268	6%
Asian	59	3%	12	12%	170	9%	20	9%	2	4%	263	6%
American Indian	13	1%	0	0%	10	1%	1	0%	0	0%	24	1%
Pacific Islander	9	0%	1	1%	11	1%	0	0%	0	0%	21	0%
Two or More	73	3%	5	5%	63	3%	16	7%	1	2%	158	4%
Unknown	116	5%	4	4%	101	5%	15	7%	0	0%	236	5%
<b>Total</b>	<b>2,169</b>	<b>100%</b>	<b>103</b>	<b>100%</b>	<b>1,920</b>	<b>100%</b>	<b>217</b>	<b>100%</b>	<b>48</b>	<b>100%</b>	<b>4,457</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

Comprehensive Examination Prohibiting Graduation



Source: VA. Healthcare Workforce Data Center

## At a Glance:

**No. of Programs Requiring Comprehensive Exam**

Baccalaureate:	4
Associate:	2

**No. Who Did Not Graduate.**

Baccalaureate:	1
Associate:	0

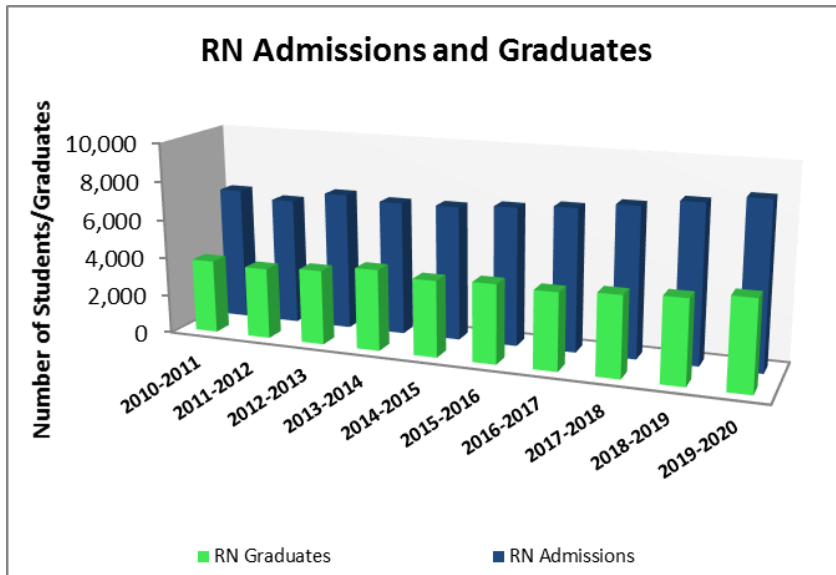
Source: VA. Healthcare Workforce Data Center  
Source: VA. Healthcare Workforce Data Center

*Seven programs require students to pass a comprehensive examination before graduating. In the 2019-20 year, one student did not graduate as a result of this requirement.*

	Total Requiring Comprehensive Exam Prohibiting Graduation if Failed		Number Allowing Students who Fail Comprehensive to Rettempt Exams		Average Number of Times Students May Retake Exam	Number who Didn't Graduate Because of Exam
	Count	% of All Programs	Count	% of Those Requiring Exam Prohibiting Graduation		
<b>Associate</b>	2	5%	2	100%	2	0
<b>Baccalaureate</b>	4	13%	4	100%	1	1
<b>Accel. Baccalaureate</b>	1	50%	1	0%	1	0
<b>Baccalaureate Online</b>	0	0%	0	N/A	N/A	N/A
<b>Accel. Masters</b>	0	0%	0	N/A	N/A	N/A
<b>All Programs</b>	<b>7</b>	<b>9%</b>	<b>7</b>	<b>100%</b>	<b>1</b>	<b>1</b>

Source: VA. Healthcare Workforce Data Center

## Long-Term Trends



Source: VA. Healthcare Workforce Data Center

**At a Glance:****Admissions**

Total: 8,506  
Year-over-Year Change: 5%

**Graduates**

Total: 4,614  
Year-over-Year Change: 7%

Source: VA. Healthcare Workforce Data Center

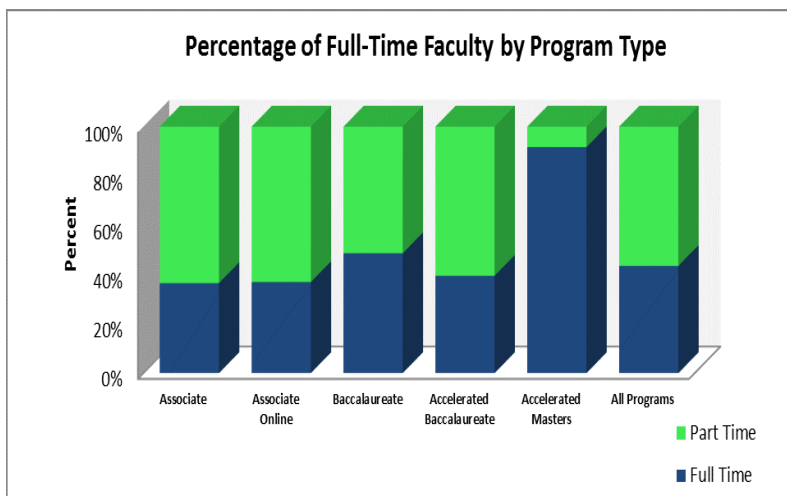
*The number of admissions into Virginia's RN programs and the number of graduates from the programs increased during the 2019-20 academic year. Both numbers are at an all-time high.*

Academic Year	RN Admissions		RN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
2010-2011	6,898	-6%	3,788	2%
2011-2012	6,562	-5%	3,660	-3%
2012-2013	7,115	8%	3,845	5%
2013-2014	6,912	-3%	4,186	9%
2014-2015	6,943	0%	3,926	-6%
2015-2016	7,149	3%	4,062	-3%
2016-2017	7,373	3%	3,966	-2%
2017-2018	7,711	5%	4,141	4%
2018-2019	8,107	5%	4,295	4%
2019-2020	8,506	5%	4,614	7%

Source: VA. Healthcare Workforce Data Center

Faculty Information

Employment



Source: VA. Healthcare Workforce Data Center

At a Glance:

% of Total Faculty

Baccalaureate: 53%  
 Associate: 35%  
 Accel. Baccalaureate: 9%

% Full-Time

Overall: 43%  
 Accel. Master's: 92%  
 Baccalaureate: 49%

Mean Student-Faculty Ratio

Overall: 6.5  
 Associate: 7.3  
 Associate Online: 6.5

Source: VA. Healthcare Workforce Data Center

Over half of all RN program faculty work at Baccalaureate programs, while about one-third work for Associate programs. In total, Virginia's RN programs employed 2,224 faculty members, 43% of whom are full-time workers.

Program Type	Full Time		Part Time		Total			Student-to-Faculty Ratio		
	#	%	#	%	#	%	% FT	25 <sup>th</sup> %	Mean	75 <sup>th</sup> %
Associate	284	29%	494	39%	778	35%	37%	5.2	7.3	9.1
Associate Online	24	2%	41	3%	65	3%	37%	5.7	6.5	-
Baccalaureate	573	59%	606	48%	1,179	53%	49%	3.7	6.4	7.5
Accelerated Baccalaureate	75	8%	115	9%	190	9%	39%	0.6	2.0	3.2
Accelerated Masters	11	1%	1	0%	12	1%	92%	4.7	4.7	4.7
<b>All Programs</b>	<b>967</b>	<b>99%</b>	<b>1,257</b>	<b>100%</b>	<b>2,224</b>	<b>99%</b>	<b>43%</b>	<b>4.1</b>	<b>6.5</b>	<b>8.2</b>

Source: VA. Healthcare Workforce Data Center

On average, the typical RN program had a student-to-faculty ratio of 6.5. Associate programs had the highest ratio at 7.3, whereas Accelerated Baccalaureate programs had the lowest ratio at 2.0.

## Faculty Demographics

Age	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Under 25	2	0%	4	0%	6	0%	33%
25 to 34	69	8%	220	18%	289	14%	24%
35 to 44	189	21%	314	26%	503	24%	38%
45 to 54	265	29%	238	20%	503	24%	53%
55 to 64	266	29%	169	14%	435	21%	61%
65 to 74	88	10%	68	6%	156	7%	56%
75 and Over	4	0%	4	0%	8	0%	50%
Unknown	20	2%	179	15%	199	9%	10%
<b>All Programs</b>	<b>903</b>	<b>100%</b>	<b>1,196</b>	<b>100%</b>	<b>2,099</b>	<b>100%</b>	<b>43%</b>

Source: VA. Healthcare Workforce Data Center

*91% of all faculty are female, and nearly half are between the ages of 45 and 64. In addition, 43% of all faculty currently hold full-time jobs.*

Gender	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Male	42	5%	108	9%	150	7%	28%
Female	872	95%	1,061	88%	1,933	91%	45%
Unknown	2	0%	30	3%	32	2%	0%
<b>Total</b>	<b>916</b>	<b>100%</b>	<b>1,199</b>	<b>100%</b>	<b>2,115</b>	<b>100%</b>	<b>43%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

Gender

% Female: 91%  
% Female w/ FT Job: 45%

Age

% Under 35: 14%  
% Over 54: 29%

Diversity

Diversity Index (Total): 43%  
Diversity Index (FT Jobs): 32%

Source: VA. Healthcare Workforce Data Center

*In a chance encounter between two faculty members, there is a 43% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable index is 57%.*

Race/ Ethnicity	Virginia*	Full Time		Part Time		Total		
	%	#	%	#	%	#	%	% FT
White	62%	703	81%	810	68%	1,513	73%	46%
Black	19%	118	14%	238	20%	356	17%	33%
Asian	6%	25	3%	30	3%	55	3%	45%
Other Race	1%	2	0%	1	0%	3	0%	67%
Two or more races	3%	4	0%	11	1%	15	1%	27%
Hispanic	9%	8	1%	21	2%	29	1%	28%
Unknown	0	8	1%	86	7%	94	5%	9%
<b>Total</b>	<b>100%</b>	<b>868</b>	<b>100%</b>	<b>1,197</b>	<b>100%</b>	<b>2,065</b>	<b>100%</b>	<b>42%</b>

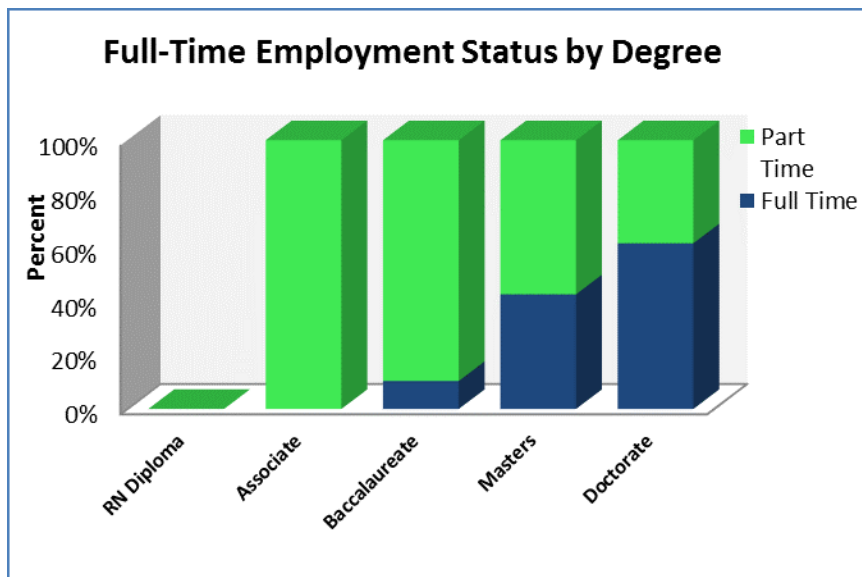
\* Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2019.

Source: VA. Healthcare Workforce Data Center



Faculty Educational Background

A Closer Look:



Source: VA. Healthcare Workforce Data Center

At a Glance:

Degree

MSN: 57%  
 Nursing Doctorate: 26%  
 BSN: 14%

Full-Time Employment

Overall: 42%  
 Nursing Doctorate: 67%  
 Non-Nursing Doctorate: 58%  
 Masters in Nursing: 39%

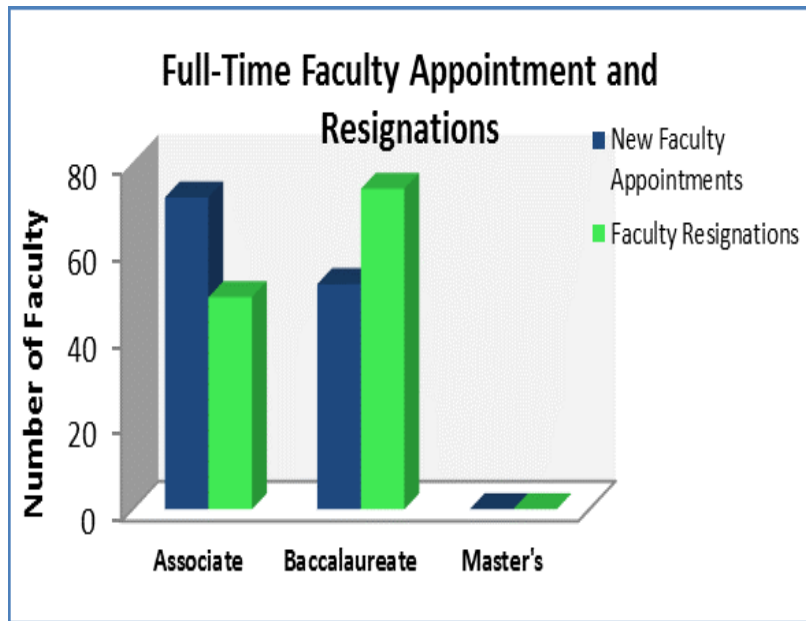
Source: VA. Healthcare Workforce Data Center

*57% of all faculty members held a MSN as their highest professional degree, while 26% held a doctorate in nursing. Among all faculty with a reported degree, 42% were employed on a full-time basis.*

Highest Degree	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
<b>RN Diploma</b>	0	0%	0	0%	0	N/A	N/A
<b>ASN</b>	0	0%	0	0%	0	N/A	N/A
<b>Non-Nursing Bachelors</b>	0	0%	0	0%	0	N/A	N/A
<b>BSN</b>	20	2%	261	23%	281	14%	7%
<b>Non-Nursing Masters</b>	3	0%	7	1%	10	1%	30%
<b>Masters in Nursing</b>	430	53%	681	60%	1,111	57%	39%
<b>Non-Nursing Doctorate</b>	14	2%	10	1%	24	1%	58%
<b>Nursing Doctorate</b>	342	42%	171	15%	513	26%	67%
<b>Total</b>	<b>809</b>	<b>100%</b>	<b>1,130</b>	<b>100%</b>	<b>1,939</b>	<b>100%</b>	<b>42%</b>

Source: VA. Healthcare Workforce Data Center

Faculty Appointments and Resignations



Source: VA. Healthcare Workforce Data Center

## At a Glance:

**Full-Time Faculty**  
 Turnover Rate: 13%  
 Newly Appointed Rate: 13%

**Turnover Rate**  
 Associate: 17%  
 Baccalaureate: 12%  
 Accel. Baccalaureate: 11%

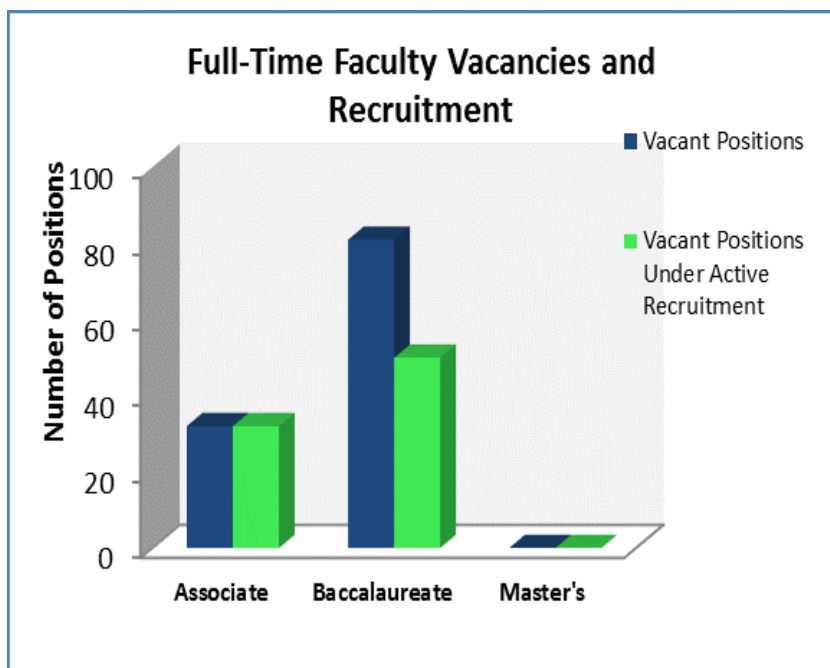
Source: VA. Healthcare Workforce Data Center

*Among full-time faculty, Virginia's RN programs experienced a 13% turnover rate and a newly appointed faculty rate of 13% over the past year.*

Full-Time Faculty	Program Type					
	ASN	ASN Online	BSN	Accel. BSN	Accel. Masters	All Programs
<b>Total</b>	<b>284</b>	<b>24</b>	<b>573</b>	<b>75</b>	<b>11</b>	<b>967</b>
<b>Newly Appointed</b>	67	5	41	11	0	124
<b>Resignations</b>	47	2	66	8	0	123
<b>Turnover Rate</b>	<b>17%</b>	<b>8%</b>	<b>12%</b>	<b>11%</b>	<b>0%</b>	<b>13%</b>
<b>Proportion Newly Appointed</b>	<b>24%</b>	<b>21%</b>	<b>7%</b>	<b>15%</b>	<b>0%</b>	<b>13%</b>

Source: VA. Healthcare Workforce Data Center

## Future Faculty Requirements



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Active Recruitment**  
 % of FT Vacancies: 73%  
 % of PT Vacancies: 104%

**Budget Adequacy**  
 Full-Time Hiring: 87%  
 Part-Time Hiring: 100%

**Expected Job Disruption**  
 Less: 49%  
 Same: 40%  
 More: 11%

Source: VA. Healthcare Workforce Data Center

*A total of 82 full-time faculty positions and 79 part-time faculty positions are currently in active recruitment. Most of the full-time jobs are needed in Baccalaureate programs, whereas part-time job need is highest in Associate programs.*

Adequate Faculty Budget?	Full Time		Part Time	
	#	%	#	%
<b>Yes</b>	67	87%	5	100%
<b>No</b>	10	13%	0	0%
<b>Total</b>	<b>77</b>	<b>100%</b>	<b>5</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center



Program Type	Next Year's Expectation for Full-Time Faculty Disruption							
	Expect Less	%	Expect Same	%	Expect More	%	Total	%
<b>Associate</b>	20	53%	12	32%	6	16%	38	100%
<b>Baccalaureate</b>	13	45%	14	48%	2	7%	29	100%
<b>Baccalaureate Online</b>	1	50%	1	50%	0	0%	2	100%
<b>Accelerated Baccalaureate</b>	3	60%	2	40%	0	0%	5	100%
<b>Accelerated Masters</b>	0	0%	1	100%	0	0%	1	100%
<b>All Programs</b>	<b>37</b>	<b>49%</b>	<b>30</b>	<b>40%</b>	<b>8</b>	<b>11%</b>	<b>75</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

*Only 11% of Virginia's RN programs expect more employment disruption among full-time faculty over the course of the next year. In addition, most programs currently have a budget of sufficient size to adequately meet both their full-time and part-time faculty needs.*

**Agenda Item: Regulatory Actions - Chart of Regulatory Actions  
As of August 25, 2021**

F1

Chapter		Action / Stage Information
[18 VAC 90 - 19]	Regulations Governing the Practice of Nursing	<u>Unprofessional conduct - conversion therapy</u> [Action 5430] Final - At Secretary's Office for 65 days
[18 VAC 90 - 19]	Regulations Governing the Practice of Nursing	 <u>Repeal of provisions for registration of clinical nurse specialists</u> [Action 5789] Final - AT Attorney General's Office [Stage 9352]
[18 VAC 90 - 27]	Regulations Governing Nursing Education Programs	<u>Use of simulation</u> [Action 5402] Final - At Secretary's Office for 65 days
[18 VAC 90 - 30]	Regulations Governing the Licensure of Nurse Practitioners	<u>Changes relating to clinical nurse specialists as nurse practitioners</u> [Action 5800] Fast-Track - AT Attorney General's Office [Stage 9370]
[18 VAC 90 - 30]	Regulations Governing the Licensure of Nurse Practitioners	<u>Unprofessional conduct/conversion therapy</u> [Action 5441] Final - At Secretary's Office for 33 days
[18 VAC 90 - 30]	Regulations Governing the Licensure of Nurse Practitioners	 <u>Conforming to 2021 legislation</u> [Action 5799] Final - AT Attorney General's Office [Stage 9369]
[18 VAC 90 - 40]	Regulations for Prescriptive Authority for Nurse Practitioners	<u>Waiver for electronic prescribing</u> [Action 5413] Proposed - Register Date: 5/10/21 Final adopted by Medicine - 8/6/21 To be adopted by Nursing - 9/14/21
[18 VAC 90 - 70]	Regulations Governing the Practice of Licensed Certified Midwives	<u>New regulations for licensed certified midwives</u> [Action 5801] NOIRA - At Governor's Office for 5 days

F2

**Agenda Item: Adoption of Final Regulation for Waiver of Electronic Prescribing**

Included in agenda package:

Amendments to 18VAC90-40, Regulations Governing Prescriptive Authority for Nurse Practitioners

Staff note:

Proposed amendments are identical to the emergency regulations that became effective on 12/23/19. There were no comments on the proposed regulations to replace emergency regulations.

Board action:

Motion to adopt the final regulations for nurse practitioners that replace emergency regulations for a temporary waiver for e-prescribing of opioids

Virginia.gov Agencies | Governor



Agency Department of Health Professions

Board Board of Nursing

Complex Regulations for Prescriptive Authority for Nurse Practitioners [18 VAC 90 - 40]

Action: Waiver for electronic prescribing

Proposed Stage

Action 5413 / Stage 9038

[Edit Stage](#)
[Withdraw Stage](#)
[Go to RIS Project](#)

## Documents

<a href="#">Proposed Text</a>	5/4/2021 3:05 pm	<a href="#">Sync Text with RIS</a>
<a href="#">Agency Background Document</a>	8/7/2020 (modified 11/2/2020)	<a href="#">Upload / Replace</a>
<a href="#">Attorney General Certification</a>	9/2/2020	
<a href="#">DPB Economic Impact Analysis</a>	10/14/2020	
<a href="#">Agency Response to EIA</a>	11/10/2020	<a href="#">Upload / Replace</a>
<a href="#">Governor's Review Memo</a>	4/12/2021	
<a href="#">Registrar Transmittal</a>	4/21/2021	

## Status

<b>Changes to Text</b>	The proposed text has changed from that of the <b><u>emergency stage</u></b> .
<b>Incorporation by Reference</b>	No
<b>Exempt from APA</b>	No, this stage/action is subject to Article 2 of the <i>Administrative Process Act</i>
<b>Attorney General Review</b>	Submitted to OAG: 8/7/2020 Returned to Agency: 8/13/2020 Resubmitted to OAG: 8/16/2020 Review Completed: 9/2/2020 Result: Certified
<b>DPB Review</b>	Submitted on 9/2/2020 Economist: <a href="#">Oscar Ozfidan</a> Policy Analyst: <a href="#">Jeannine Rose</a> Review Completed: 10/15/2020
<b>Secretary Review</b>	Secretary of Health and Human Resources Review Completed: 1/4/2021
<b>Governor's Review</b>	Review Completed: 4/12/2021 Result: Approved
<b>Virginia Registrar</b>	Submitted on 4/21/2021 <a href="#">The Virginia Register of Regulations</a> Publication Date: 5/10/2021 <a href="#">Volume: 37 issue: 19</a>
<b>Public Hearings</b>	<b><u>05/18/2021 10:30 AM</u></b>

<b>Comment Period</b>	Ended 7/9/2021 0 comments
-----------------------	------------------------------

<b>Contact Information</b>	
<b>Name / Title:</b>	Jay P. Douglas, R.N. / <i>Executive Director</i>
<b>Address:</b>	9960 Mayland Drive Suite 300 Richmond, VA 23233-1463
<b>Email Address:</b>	<a href="mailto:jav.douglas@dhp.virginia.gov">jav.douglas@dhp.virginia.gov</a>
<b>Telephone:</b>	(804)367-4520 FAX: (804)527-4455 TDD: (-)

*This person is the primary contact for this chapter.*

*This stage was created by Elaine J. Yeatts on 08/07/2020 at 12:06pm*

*This stage was last edited by Elaine J. Yeatts on 08/07/2020 at 12:06pm*

Virginia.gov Agencies | Governor



## Proposed Text

[highlight](#)**Action:** Waiver for electronic prescribing**Stage:** Proposed

5/4/21 3:05 PM [latest] ▼

**18VAC90-40-122 Waiver for electronic prescribing**

A. Beginning July 1, 2020, a prescription for a controlled substance that contains an opioid shall be issued as an electronic prescription consistent with § 54.1-3408.02 of the Code of Virginia, unless the prescription qualifies for an exemption as set forth in subsection C of § 54.1-3408.02.

B. Upon written request, the boards may grant a one-time waiver of the requirement of subsection A of this section for a period not to exceed one year, due to demonstrated economic hardship, technological limitations that are not reasonably within the control of the prescriber, or other exceptional circumstances demonstrated by the prescriber.





## COMMONWEALTH of VIRGINIA

David E. Brown, D.C.  
Director

Department of Health Professions  
Perimeter Center  
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Virginia Board of Nursing  
Jay P. Douglas, MSM, RN, CSAC, FRE  
Executive Director

Board of Nursing (804) 367-4515  
[www.dhp.virginia.gov/Boards/nursing](http://www.dhp.virginia.gov/Boards/nursing)

### Memo

To: Board Members

From: Jay P. Douglas, MSM, RN, CSAC, FRE

Re: Guidance Documents

Date: August 25, 2021

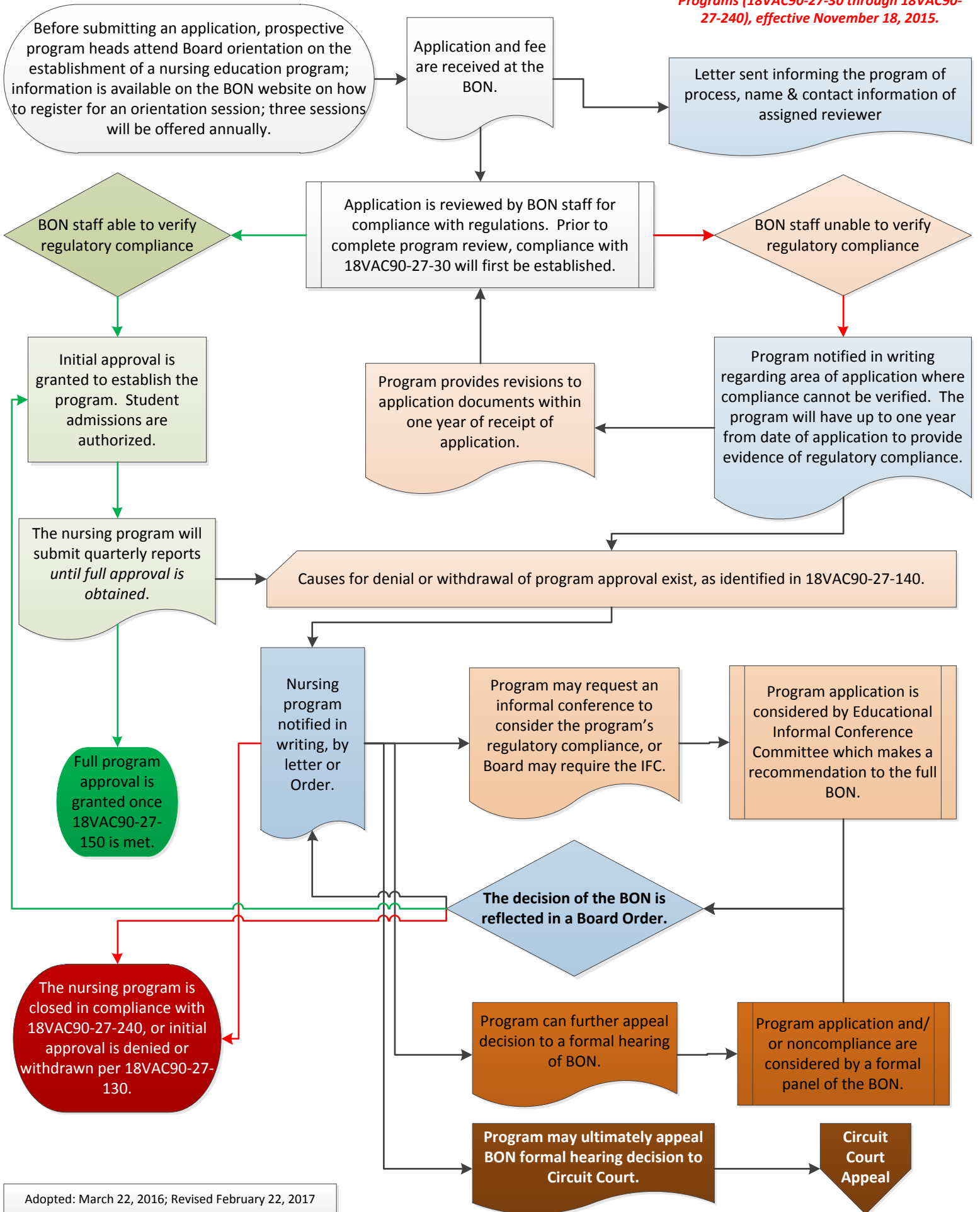
Attached are Guidance Documents from the Board of Nursing currently due for review.

Staff completed a review and made the following recommendations:

- ❖ **GD 90-13** (*Application for Initial of Nursing Education Program*) – to re-adopt with no change
- ❖ **GD 90-14** (*Continued Full Approval of Nursing Education Program*) – to re-adopt with no change

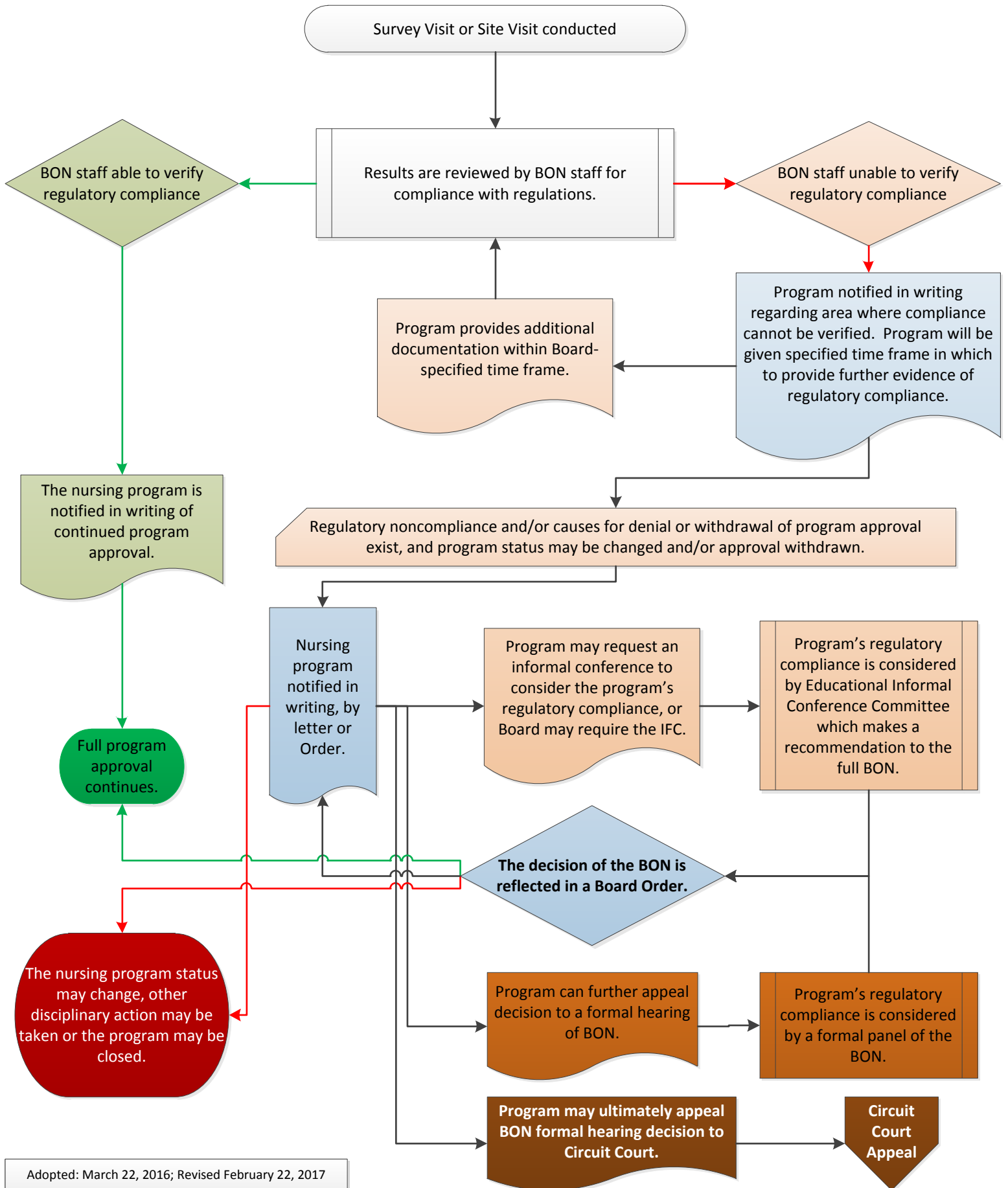
**Guidance Document 90-13 Virginia Board of Nursing**  
**APPLICATION FOR INITIAL APPROVAL OF NURSING EDUCATION PROGRAM**

*The process shown is based on the regulations governing the practice of Nursing Education Programs (18VAC90-27-30 through 18VAC90-27-240), effective November 18, 2015.*



**Guidance Document 90-14 Virginia Board of Nursing  
CONTINUED FULL APPROVAL OF NURSING EDUCATION PROGRAM**

*The process shown is based on the regulations governing the practice of Nursing Education Programs (18VAC90-27-30 through 18VAC90-27-240), effective November 18, 2015.*



**VIRGINIA BOARD OF NURSING  
EDUCATION SPECIAL CONFERENCE COMMITTEE  
Wednesday, September 1, 2012**

Department of Health Professions – Perimeter Center  
9960 Mayland Drive, Conference Center 201 – **Training Room 1**  
Henrico, Virginia 23233

- TIME AND PLACE:** The meeting of the Education Special Conference Committee was convened at 9:05 a.m. in Suite 201, Department of Health Professions, 9960 Mayland Drive, Second Floor, Training Room 1, Henrico, Virginia.
- MEMBERS PRESENT:** Felisa A. Smith, RN, MSA, MSN/Ed, CNE, Chair  
Brandon A. Jones, MSN, RN, CEN, NEA-BC
- STAFF PRESENT:** Jacquelyn Wilmoth, MSN, RN, Deputy Executive Director  
Christine Smith, MSN, RN, Nurse Aide/RMA Education Program Manager  
Randall Mangrum DNP, RN, Nursing Education Program Manager  
Beth Yates, Nursing and Nurse Aide Education Coordinator
- OTHERS PRESENT:** Grace Stewart, Adjudication Specialist, Department of Health Professions
- PUBLIC COMMENT:** There was no public comment.
- CLINICAL EXCEPTION:** **University of Virginia College at Wise – Baccalaureate Program US28500300**  
Nancy Haugen, PhD, RN, Chair, Nursing Department, was present.
- Mr. Jones moved that the Education Informal Conference Committee of the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A) (27) of the Code of Virginia at 9:15 a.m. for the purpose of deliberation to reach a decision in the matter of University of Virginia College at Wise, baccalaureate degree nursing education program. Additionally, Mr. Jones moved that, Ms. Wilmoth, Dr. Mangrum, Ms. Smith, and Ms. Yates attend the closed meeting because their presence in the closed meeting was deemed necessary and their presence will aid the Committee in its deliberations.
- The motion was seconded and carried unanimously. The Committee reconvened in open session at 9:22 a.m.
- Mr. Jones moved that the Education Informal Conference Committee of the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded and carried unanimously.
- ACTION:** Mr. Jones moved to recommend that University of Virginia College at Wise be approved to conduct more than 80% of their clinical experience outside of the state of Virginia.

This recommendation will be presented to the full Board on September 14, 2021

**INFORMAL  
CONFERENCE**

**ECPI University, Northern Virginia, Practical Nursing Program US28103200**

Dr. Susan Lacey, Program Director, Barbara Larar, Chief Operating Officer, Jeff Muroski, Director of College of Health Science, and Andrea Lipsmeyer, Director of Nursing Programs were present. The program was represented by Nathan Kottkam, Williams Mullen Center.

Mr. Jones moved that the Education Informal Conference Committee of the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A) (27) of the Code of Virginia at 12:08 p.m. for the purpose of deliberation to reach a decision in the matter of ECPI University, Northern Virginia, practical nursing education program. Additionally, Mr. Jones moved that, Ms. Stewart, Ms. Wilmoth, Ms. Smith, and Ms. Yates attend the closed meeting because their presence in the closed meeting was deemed necessary and their presence will aid the Committee in its deliberations.

The motion was seconded and carried unanimously. The Committee reconvened in open session at 2:19 p.m.

Mr. Jones moved that the Education Informal Conference Committee of the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded and carried unanimously.

**ACTION:**

Mr. Jones moved to recommend that the program be placed on conditional approval with terms and conditions.

This recommendation will be presented to the full Board on September 14, 2021

**CONTINUED FACULTY EXCEPTION:**

**Patrick & Henry Community College, Associate Degree Nursing Program US28406900**

There were no representatives for the program present.

**ACTION:**

Mr. Jones moved to recommend that the request for continued faculty exception for W. Plaster be approved.

This recommendation will be presented to the full Board on September 14, 2021

**Petersburg Public School, Practical Nursing Program, US28109400**

Mr. Jones moved that the Education Informal Conference Committee of the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A) (27) of the Code of Virginia at 2:31 p.m. for the purpose of deliberation to reach a decision in the matter of Petersburg Public School, practical nursing education program. Additionally, Mr. Jones moved that, Ms. Wilmoth, Dr. Mangrum, Ms. Smith and Ms. Yates attend the closed meeting because their presence in the closed meeting was deemed necessary and their presence will aid the Committee in its deliberations.

The motion was seconded and carried unanimously. The Committee reconvened in open session at 2:36 p.m.

Mr. Jones moved that the Education Informal Conference Committee of the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded and carried unanimously.

**ACTION:**

Mr. Jones moved to recommend that the request for approval of continued faculty exception for C. Williamson be denied.

This recommendation will be presented to the full Board on September 14, 2021

**EDUCATION PROGRAM UPDATES:**

Dr. Mangrum presented Nursing Education Program Updates to include the number of programs, by degree type, who have NCLEX pass rates <80% for the second quarter.

Dr. Mangrum presented the information that Stratford Falls Church intended to close the program following a teach out of the current students. The teach out is planned to extend through 2025 with potential impact to 146 students.

Dr. Mangrum shared that there have been 30 initial faculty exceptions approved since March 2021, with many being for baccalaureate programs. He also indicated that 8 programs have shared they plan to increase enrollment.

Dr. Mangrum shared that programs are reaching out to the Board as clinical facilities are requirement COVID vaccination for student entry and some programs are experiencing vaccine hesitancy among faculty and students.

Ms. Smith presented the number of programs for nurse aide, advanced nurse aide, and registered medication aide programs to include the number of pending applications. She stated there are 81 nurse aide education program survey visits to be scheduled in fall 2021.

Ms. Smith advised that the medication aide curriculum committee, tasked with revising the curriculum, has had three meetings and has a meeting scheduled for later in September. Ms. Smith shared the second quarter state exam average pass rate is 48% for medication aide programs

Meeting adjourned at 2:48 p.m.

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Jacquelyn Wilmoth, MSN, RN  
Deputy Executive Director

DRAFT