

The 2003 West Virginia Nursing Shortage Study Commission Report estimates that our state will be unable to meet the predicted demand for as many as 2,500 additional nurses by the year 2008. This projected nursing shortage, occurring at the same time as a major restructuring of our health care system, makes the need for leadership in nursing more important than ever before.



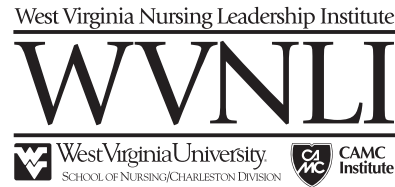
Program Director

Cynthia Armstrong Persily
PhD, RN, FAAN

Cynthia Persily is the chairwoman, WVU School of Nursing-Charleston Division. She also serves as a member of the West Virginia Board of Nurse Examiners for Registered Professional Nurses, and as an appointed member of the legislatively mandated West Virginia Commission to Study the Nursing Shortage. In 2004, Persily was appointed by the Governor to the Board of Directors of the newly formed West Virginia Center for Nursing. She maintains an active practice as an advanced practice nurse in a rural health center, where she began the only prenatal program in the community 10 years ago. She was selected as a member of the Class of 2001 for the Robert Wood Johnson Executive Nurse Fellows Program. Dr. Persily was inducted as a Fellow of the American Academy of Nursing in 2005.

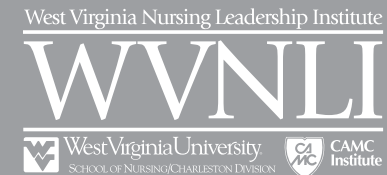
CAMC Institute is part of the CAMC Health System, which is the parent company of the leading not-for-profit health system in West Virginia. The CAMC Institute facilitates research, education and community health development services. During 2003, CAMC Institute held more than 500 accredited courses, with more than 1,500 participants.

WVU School of Nursing offers cutting-edge educational programs for learners at all levels from baccalaureate through masters to doctoral education in nursing. The school was ranked among the top 100 graduate schools in 2004 by the *U.S. News and World Report*.



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WEST VIRGINIA NURSING LEADERSHIP INSTITUTE



West Virginia Nursing Leadership Institute
Room 2017
3110 MacCorkle Ave. SE
Charleston, WV 25304
(304) 347-1207 or toll-free 1-866-882-6270
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www.wvnli.org

MISSION

The mission of the West Virginia Nursing Leadership Institute is to prepare nurses to become effective leaders who can — and will — address and positively impact the critical need for nurse recruitment and retention in their communities and beyond.

PURPOSE

West Virginia's impending nursing shortage calls for innovative solutions that support nurses who wish to stay and work in their home communities. For this reason, the West Virginia University School of Nursing — Charleston Division and the Charleston Area Medical Center Health Education and Research Institute have collaborated to create the new **West Virginia Nursing Leadership Institute**. Participants will develop leadership skills that enable them to advance within nursing and help to lead and shape future changes in the health care system.

The 12-month program allows participants to remain in their current positions, while gaining the experiences, insights, networking, competencies and skill-enhancements necessary to become effective leaders both in the workplace and in their communities.

THE PROGRAM

The highly interactive Institute includes opportunities for participants to build and utilize leadership skills including:

- Using teams
- Motivating and developing others
- Using emotional intelligence as a leadership tool
- Strategizing, communicating with others and planning
- Managing change
- Negotiation and conflict
- Decision-making
- Using self as a tool for leadership

Nurses will attend four intensive, 2½-day seminars in Charleston. Intersession work includes web-based assignments and leadership projects designed to influence retention of nurses in their home organizations. Participants also receive ongoing mentorship from a recognized leader in West Virginia.

ELIGIBILITY CRITERIA

The program is open to registered nurses who work in all health care sectors, including hospitals, public health departments, primary care clinics, schools of nursing and rural areas. Ideal candidates are those outstanding nurses who have been identified by their employing agency as emerging leaders. Selection preference will be given to nurses who hold a BSN or higher degree.

SELECTION CRITERIA

Applicants will be selected based on the following criteria:

- A strong professional record and the potential to achieve higher levels of leadership
- Demonstrated commitment to developing as a leader in health care and/or health professions education
- Demonstrated desire to exert a profound impact on the emerging health care delivery system
- A commitment to 12 consecutive months of structured learning, self-study and project activity while continuing their current employment
- Identification by their employing agency as an emerging nursing leader warranting investment

INSTITUTIONAL COMMITMENT

Applicants must provide a corresponding commitment from the CEO or board chairperson/director of their employing organization to provide:

- Compensation and release time to attend program seminars and activities

- Reimbursement for in-state travel and lodging for the four on-site seminars
- Opportunities for practice of leadership skills via a nurse recruitment or retention project within the organization
- Matching funds (\$500) or in-kind contribution for implementation of the nurse recruitment or retention project

HOW TO APPLY

Instructions and application materials may be requested by calling the West Virginia Nursing Leadership Institute at **(304) 347-1207** or toll-free at **1-866-882-6270**, or e-mail at wvnl@hsc.wvu.edu.

The application also may be downloaded at www.wvnl.org.

Application deadline:

Applications must be postmarked no later than Sept. 4 for consideration. Faxed applications will not be accepted.

Applications should be mailed to:

Cynthia Persily, Program Director
West Virginia Nursing Leadership Institute
Room 2017
3110 MacCorkle Ave. SE
Charleston, WV 25304
(304) 347-1207 or toll-free **1-866-882-6270**

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The West Virginia Nursing Leadership Institute also gratefully acknowledges financial support from:

- The Claude Worthington Benedum Foundation
- CAMC Foundation
- Sisters of St. Joseph Charitable Fund
- Robert Wood Johnson Executive Nurse Fellows Program Project Fund
- The Greater Kanawha Valley Foundation
- Charleston Area Medical Center
- BB&T West Virginia Foundation