

LEGISLATIVE OVERSIGHT COMMISSION ON EDUCATION ACCOUNTABILITY

Senate Finance Committee Room
December 6, 2016

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West Virginia
Higher Education
Policy Commission



West Virginia Higher Education Policy Commission

Report to the Legislative Oversight Commission on Education Accountability

December 6, 2016

Request to Repeal Legislative Rules

Title 133, Series 1, Performance Indicators

Title 133, Series 35, Correspondence, Business, Occupational and
Trade Schools



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West Virginia Higher Education Policy Commission

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MEMORANDUM

TO: Legislative Oversight Commission on Education Accountability

FROM: Paul L. Hill

DATE: December 6, 2016

RE: Repeal of Legislative Rules

In an effort to reduce the regulatory requirements of the institutions, an extensive review of all existing Legislative and Procedural Rules of the West Virginia Higher Education Policy Commission was conducted by Commission staff. Staff recommended that the Legislative Rules attached and listed below be repealed as they are obsolete or no longer applicable to the Commission or the four-year public institutions. On November 18, 2016, the West Virginia Higher Education Policy Commission approved the repeal of the rules:

- **Title 133, Series 1, Legislative Rule, Performance Indicators**
Effective April 9, 2002
This rule sets forth institutional performance indicators that are recommended for use in measuring the degree to which the strategic issues, goals, and objectives in the institutional compacts and masterplans are being met.
- **Title 133, Series 35, Legislative Rule, Correspondence, Business, Occupational, and Trade Schools**
Effective April 3, 1995
This rule relates to the issuance, renewal, and revocation of permits to correspondence, business, occupational, and trade schools.

It is requested that these Legislative Rules be officially removed from the West Virginia Code of State Rules.

TITLE 133

LEGISLATIVE RULE

WEST VIRGINIA HIGHER EDUCATION POLICY COMMISSION

SERIES 1 PERFORMANCE INDICATORS

1. General

1.1 Scope: The West Virginia Higher Education Policy Commission, (hereinafter referred to as the Commission) consistent with the provisions of W. Va. Code §18B-1A-2, hereby adopts the following performance indicators that are recommended for use in measuring the degree to which the strategic issues, goals, and objectives (benchmarks) in the institutional compacts and masterplans are being met.

1.2 Authority: W. Va. Code §18B-1A-2

1.3 Filing Date: April 9, 2002

1.4 Effective Date: April 9, 2002

2. Purpose

2.1 It is the purpose of this rule to set forth the performance indicators that are recommended for use in measuring the degree to which the strategic issues, identified in the higher education statewide plan are being met.

3. Performance Indicators

3.1 Use of Performance Indicators

3.1.1 The performance indicators should provide a clear documentation of progress toward the goals established in the statewide plan.

3.2 Performance Indicators for Strategic Issue I: Preparation

3.2.1 ACT core or revised high school requirements. The preparation of all recent high school graduates who enroll in public four-year higher education institutions will be measured. Revised admission standards are being considered for implementation with the class of 2007. This measure will be tracked for two-year institutions as well as, keeping in mind that two-year institutions would provide higher education access to all citizens, especially adults.

3.2.2 Developmental course enrollment. The percentage of recent high school graduates and adults who enroll in developmental math, reading, English or writing in their first fall semester in higher education will be measured.

3.3 Performance Indicators for Strategic Issue II: Participation

3.3.1 Participation rates for recent high school graduates and the adult population will be measured. Their performance in developmental and subsequent degree credit courses will be monitored and reported.

3.3.2 Transfer rates will be measured to track the mobility of students within the West Virginia higher education system.

3.3.3 Student retention and progress will be tracked and measure the retention and progression toward degree objectives for first-time freshmen and all other students.

3.3.4 Non-credit enrollment measures will document the volume and relationship of short courses, certificates, and other forms of non-credit instruction to workforce development and adult literacy.

3.4 Performance Indicators for Strategic Issue III: Affordability

3.4.1 This measure will track institutional compliance and progress in implementing the tuition and fee policy established by the Higher Education Policy Commission.

3.4.2 Net cost to students will measure the cost of education for students and parents after federal, state, and institutional aid has been subtracted.

3.5 Performance Indicators for Strategic Issue IV: Efficiency and Productivity

3.5.1 The cost of instructional programs will measure the cost of instructional offerings and courses. Cost will be measured as the direct instructional cost per credit hour or FTE student.

3.5.2 Facilities inventory, condition, and utilization will be a measurement relative to the amount of space for each major program (instruction, research, public service, and auxiliary enterprises), the quality of the space with regard to deferred maintenance and ability to support educational programs.

3.5.3 Management standards will be used as a measure of minimal administrative performance. These measures will include such things as an unqualified financial audit, no significant management comments in the

financial audit, all bills paid on time, all bills collected on time, effective management of student loan default rates and maintenance of commonly accepted cash reserves for enterprise activities.

3.6 Performance Indicators for Strategic Issue V: Outcomes

3.6.1 Graduation rates will report the number and percent of degree-seeking students who earn a degree within 150 percent of the normal time for degree completion.

3.6.2 Job placement and salary will be the measure of the number and percent of graduates working in the state, by institution graduated from, and the average earnings by occupation and field of employment.

3.6.3 Training completions will measure the number of credit and non-credit postsecondary training and education completions of all in-state high school graduates.

3.6.4 Job creation or improvement will measure the jobs created and individuals attaining employment as the direct result of training, education or research activities of the colleges and universities.

3.6.5 Research products will measure the number and value of patents, royalties, and other economic contributions attributable to research efforts of West Virginia public institutions.

3.6.6 Performance of graduates will monitor the results of degree programs by reporting the scores of graduates on licensure, certification or graduate admission examinations.

3.6.7 Student and employer satisfaction will be measured.

3.6.8 Progress towards separation and independent accreditation of community college components of four-year institutions will be reported.

3.6.9 In addition to progress toward independent accreditation, progress toward attaining the “essential conditions” for community college status as described in SB 653 will be monitored and reported.

4. Clarification and Definitions of New Measures

4.1 During calendar year 2002, the Higher Education Policy Commission in cooperation with the institutions, will develop detailed definitions and reporting procedures for data elements not currently attainable.

4.2 The Higher Education Policy Commission will report to LOCEA prior to the 2003 legislative session on the results of the activities in 4.1

5. Guidelines for Collection and Reporting of Data

5.1 When possible, performance indicators for West Virginia institutions shall be generated from the unit record student, registration, course, and personnel files collected by the Commission. When possible, peer institution data should be obtained from IPEDS electronic files maintained by the National Center for Education Statistics (NCES) or from audited financial statements in the case of financial statistics.

**TITLE 133
LEGISLATIVE RULE
WEST VIRGINIA HIGHER EDUCATION POLICY COMMISSION**

**SERIES 35
CORRESPONDENCE, BUSINESS, OCCUPATIONAL, and TRADE SCHOOLS**

SECTION 1. GENERAL

- 1.1 Scope - Rule regarding the issuance, renewal, and revocation of permits to correspondence, business, occupational, and trade schools.
- 1.2 Authority - West Virginia Code §18B-3-5
- 1.3 Filing Date - April 3, 1995
- 1.4 Effective Date - April 3, 1995

SECTION 2. DEFINITIONS

2.1 Accredited School

A school that is accredited by a regional or national accrediting agency that is recognized by the United States Department of Education.

2.2 Associate Degree

A degree that may be awarded by accredited schools pursuant to a program of not less than two (2) academic years as authorized by West Virginia Code 18B-3-5.

2.3 Commission

The Higher Education Policy Commission.

2.4 Campus

A permanent facility where instruction takes place, or a facility where courses are taught for more than ten (10) days per calendar year.

2.5 Chancellor

The Chancellor of the West Virginia Higher Education Policy Commission or his or her designee.

2.6 Correspondence School

- An educational organization which, for a consideration, profit, or tuition, teaches or instructs in any subject that prepares an individual for employment solely through the medium of correspondence between the student and the school, and by which the school transmits to or exchanges matter with the student via printed material, video tapes, cassette tapes, telecommunications, or other means.
- 2.7 Financially Sound
- Meeting two of the following: a current ratio of at least 1:1 regarding total current assets compared to total current liabilities, positive total equity, or current year profitability.
- 2.8 Immediate Family
- Spouse, parent, sibling, child, or grandchild.
- 2.9 Ownership Change
- When the change of ownership results in a change in control of the school outside the immediate family.
- 2.10 Person
- Any individual, group of individuals, partnership, association, organization, business, trust, corporation, or other business entity.
- 2.11 Business, Occupational, or Trade School
- An institution, organization, or entity no matter how titled, maintaining or conducting classes or instruction for a consideration, remuneration, or tuition, designed to prepare an individual for employment or enhance employment skills.
- 2.12 Representative
- Any person representing a school, whether such school is located within or outside of the State of West Virginia, or acting as an agent, solicitor, procurer, broker, or independent contractor to produce students or enrollees for any such school by solicitation in any form at any place in this state.
- 2.13 School
- Business, occupational, trade, or correspondence school.
- 2.14 Specialized Associate Degree
- Degree that may be awarded by accredited schools pursuant to a degree program of not less than two (2) academic years.
- 2.15 State
- The State of West Virginia.
- 2.16 Terms

Regularly established divisions of the academic school year, each with an established starting and ending date, which is normally referred to as modules, quarters, trimesters, or semesters.

SECTION 3. EXEMPTIONS

- 3.1 For the purpose of this rule, the following are not defined as a correspondence, business, occupational, or trade school:
- 3.1.1 Any school or person licensed or approved to offer education or training by any other statutory licensing or accrediting agency pursuant to statutes of the West Virginia Code other than 18B-3-5.
 - 3.1.2 Any school or organization whose courses of instruction offered are solely for the purpose of teaching preparation of tax returns.
 - 3.1.3 Any school conducted by any person, solely on a contractual basis with private or governmental organizations where obtaining a permit is not a condition of the contract and students are not charged tuition or other fees, and no advertisement of courses takes place.
 - 3.1.4 Any training or apprenticeship program conducted by a company, union, or other organization in which students, members, or employees enrolled in the training or educational programs are not charged tuition or other fees.
 - 3.1.5 Schools that offer courses which are conducted solely for personal development or information, do not prepare or represent themselves as preparing, an individual for a career or enhancing employment opportunities, are not offering sequential courses comprising an entire program and are not offering courses for more than twenty-four (24) weeks per calendar year.
 - 3.1.6 Tutorial instruction given in a private home or elsewhere as supplemental to regular classes for students enrolled in public or private schools.
 - 3.1.7 Non-profit independent colleges, universities, and other non-profit entities that are accredited by a regional accrediting agency recognized by the United States Department of Education.
 - 3.1.8 Public colleges, universities, and schools under the jurisdiction of the West Virginia Higher Education Policy Commission, or the West Virginia Board of Education.

SECTION 4. APPLICATION for PERMIT

- 4.1 Unless exempted as defined in Section 3 of this rule, no person or corporation shall solicit students or operate any correspondence, business, occupational, trade school, or branch campus in the state without first applying for or obtaining a permit issued by the Commission. A permit shall be issued authorizing the solicitation of students and/or authorizing the operation of a school if all conditions of the laws and regulations of this state pertaining to correspondence, business, occupational, and trade schools are met.

- 4.2 If a person as defined in Section 2 of this rule wishes to operate or continue to operate a school or branch campus or to solicit students in the state, that person shall submit an original application for a permit to do so on forms provided by the Commission.
- 4.3 As a condition of the issuance of a permit, a school shall submit with the application:
- 4.3.1 A copy of the curriculum and description of courses for each program being offered;
 - 4.3.2 A copy of the student enrollment contract;
 - 4.3.3 A copy of the school's tuition refund policy and schedule;
 - 4.3.4 A fully executed surety bond in the appropriate amount;
 - 4.3.5 The appropriate permit fee;
 - 4.3.6 A list of all representatives of the school who will be soliciting students; and
 - 4.3.7 If accredited, documentation from the accrediting agency regarding accreditation status.
- 4.4 Persons shall not be deemed to have submitted an initial application for a permit to operate a school or solicit students in this state unless a properly completed application, the application fee, the required surety bond, and all other information and documentation required by this rule has been submitted to the Commission and the following has been provided:
- 4.4.1 A listing of the individual's or organization's prior school operation history in this state, other states, or other countries.
 - 4.4.2 Information detailing the involvement in, or relationship to, any school that lost its accreditation, lost its authorization to operate because of violation of state or federal laws, was terminated from participation in the federal financial aid programs, closed without arranging a teach-out for students or arranging refunds, or other discharge of the school's contractual obligation to the student.
 - 4.4.3 Proof at the time of filing an initial application that adequate facilities are available and ready for occupancy and that all instructional equipment, books, supplies, and personnel are in place and ready for operation and verified by an on-site visit by a representative of the Commission .
- 4.5 As a condition of permit renewal, all schools shall make annual reports to the Commission on forms furnished by the Commission.
- 4.6 In addition to the requirements set forth above, all out-of-state schools shall annually provide evidence of authority to operate or accreditation by the regulatory agency of each state in which the school is located or conducts business.
- 4.7 A permit shall be valid for one year corresponding to the effective date of the surety bond as required herein.

- 4.8 Any information of a confidential or proprietary nature provided to the Commission by a school for the purpose of obtaining or renewing a permit, and exempted from public disclosure pursuant to the terms of West Virginia Code § 29B-1-4, shall not be disclosed for any purposes inconsistent with this rule or statute.

SECTION 5. PERMIT APPLICATION FEE

- 5.1 Any person applying for a permit to solicit students or operate a school, as defined by this rule, or branch campus in this state shall submit an initial application fee in the amount of two thousand dollars (\$2,000) with the application.
- 5.2 Any person applying for renewal of a permit shall submit an annual fee of five hundred dollars (\$500) with the renewal application for each campus operated by the school.
- 5.3 Any person submitting a permit renewal application and surety bond more than sixty (60) days after the last effective date of the applicant's previous surety bond shall be considered a new applicant for the purpose of paying the initial application fee.

SECTION 6. SURETY BOND REQUIREMENTS

- 6.1 A school located in the state shall submit with its initial or renewal application, the original fully executed continuous surety bond written by a company authorized to do business in this state in the sum of fifty thousand dollars (\$50,000) unless required otherwise by a provision of this section.
- 6.2 Any school which has its physical facilities located in this state and has operated in this state under the present ownership, or ownership control within the immediate family, for at least ten (10) years as of June 10, 1994, is required to submit with its renewal application the original copy of a fully executed continuous surety bond written by a company authorized to do business in this state in the sum of thirty-five thousand dollars (\$35,000).
- 6.3 Schools having branch campuses within this state shall provide one fully executed surety bond in the appropriate amount providing coverage for all campuses.
- 6.4 In the event of notice of cancellation of the surety bond by a bonding company, the school shall furnish a fully executed replacement to the Commission within sixty (60) days of the school's receipt of the notice of cancellation. But in no event may a school solicit or enroll new students until the appropriate surety bond is in effect.
- 6.5 The termination of a school's surety bond coverage shall be grounds for revocation of its permit if the school fails to replace the bond within the required time.
- 6.6 A school whose physical facilities are located outside this state, and which applies for a permit to solicit students in this state, shall submit a fully executed surety bond in the sum of fifty thousand dollars (\$50,000).
- 6.7 The Commission may increase the bond requirement of any school to one hundred fifty thousand dollars (\$150,000) if the school has its accreditation terminated or its institutional eligibility under the Higher Education Act of 1965, as amended, is terminated for cause.
- 6.8 If, in accordance with the standards of the American Institute of Certified Public Accountants, the school's audited financial statements are qualified because the school's continued financial viability as an ongoing concern is in doubt, and the school is not

financially sound as defined in Section 2 of this rule, the Commission may require the surety bond be increased up to an amount not to exceed four hundred thousand dollars (\$400,000) if the Commission determines an increased bond is reasonably necessary to protect the financial obligations legally due to the students then enrolled at the institution.

- 6.9 Confidentiality Statement - any financial information submitted to the Commission by a school covered under this rule shall be used by the Commission only for purposes of this rule.

SECTION 7. MAINTENANCE of RECORDS

- 7.1 A school shall maintain records at a central location and have them available for inspection by a representative of the Commission.
- 7.2 A school shall maintain academic records suitable for transcript purposes for each student for fifty (50) calendar years after the student has departed the school, or until the student becomes 65 years of age. The records shall include, as a minimum:
- 7.2.1 The name and address of the school;
 - 7.2.2 The full name and address of the student;
 - 7.2.3 The starting and completion or separation dates;
 - 7.2.4 The course of instruction or subject;
 - 7.2.5 The amount of credit, if any;
 - 7.2.6 The grade for each subject; and
 - 7.2.7 A statement indicating whether the student graduated or completed the course.
- 7.3 A school shall develop and enforce security measures to protect student records from damage or destruction for the required period of time.

SECTION 8. CHANGE of SCHOOL OWNERSHIP

- 8.1 A school must notify the Commission at least thirty (30) days in advance of the change of ownership control. Within thirty (30) days of such notification, the Commission will notify the school of permit status.
- 8.2 When a school is located in this state and has a change of ownership control and the new ownership control is outside of the immediate family of the previous owner, the school may continue to operate under the present permit. However, before the solicitation of students can continue, the school shall submit to the Commission the following:
- 8.2.1 A fully executed surety bond in the amount of fifty thousand dollars (\$50,000).
 - 8.2.2 The names, addresses, and corporate titles of all persons or other entities having a financial interest in the school, and the names and addresses of any other schools in which these persons or entities have or have had a financial interest.

- 8.2.3 A revised listing of all programs to be offered if changes were made with new ownership.
- 8.2.4 An application for each representative of the school who will be soliciting students.
- 8.3 If the school is located outside this state, the school must show evidence of compliance with the laws and regulations in the state where the school is located. In addition, before the solicitation of students continues in this state, the school must submit the following:
 - 8.3.1 A fully executed surety bond in the amount of fifty thousand dollars (\$50,000);
 - 8.3.2 An application for each representative of the school that will be soliciting students in West Virginia;
 - 8.3.3 A revised listing of all programs to be offered if changes are made with new ownership; and
 - 8.3.4 The names, addresses, and corporate titles of all persons or other entities having a financial interest in the school.

SECTION 9. SCHOOL CLOSING

- 9.1 A school which is closing, either voluntarily or involuntarily, shall:
 - 9.1.1 Inform the Commission of this action immediately by certified mail;
 - 9.1.2 Supply the Commission with the name, address, and telephone number of the person responsible for closing arrangements;
 - 9.1.3 Supply the Commission with the name, address, telephone number, and the course of study for each student who has not completed his or her course of study;
 - 9.1.4 Supply the Commission with information on the dates of enrollment, the amount of class time left for each student to complete the course, and the amount of entitled refund, if any, for which each student is eligible;
 - 9.1.5 Inform currently enrolled students by written notice of the appropriate procedures they are to follow to secure refunds due if suitable teachouts have not been arranged, or to continue their education and supply the Commission with a copy of this notice; and
 - 9.1.6 Inform the Commission and currently enrolled students of plans to store the permanent student records and the procedure to obtain copies.

SECTION 10. STUDENT ENROLLMENT CONTRACT

- 10.1 Before the schooling begins, all students shall receive a completed, signed and dated enrollment contract specifying both the school's and student's legal rights and obligations.

The agreement may incorporate into the contract by reference information in the school's catalog, student handbook, or other school publication without printing such information or publication in the contract itself. The enrollment contract must contain, but is not limited to, the following:

- 10.1.1 The name and address of the school;
 - 10.1.2 The name of the course of study or program, including the number of credit or clock hours of classroom instruction, home study lessons, or other study units required;
 - 10.1.3 The total cost of the course, term or program for which the student is obligated under the contract including tuition, fees, books, and any other charges the student will incur shall be clearly stated;
 - 10.1.4 The school's cancellation and refund policy including an explanation of the procedures a student will follow to cancel the contract or enrollment agreement; and
 - 10.1.5 The signature of the student applicant, a parent or other sponsor if the student is under the age of eighteen (18), and the appropriate school officials, plus the date signed.
- 10.2 An application for admission is not to be construed as binding on the student, therefore limiting total student financial obligation to the payment of an application fee.
- 10.3 The school shall provide the student with a copy of the completed enrollment agreement that is signed and dated.
- 10.4 Those schools that are accredited by an national or regional accrediting agency recognized by the United States Department of Education may adhere to the accrediting agency's criteria regarding student enrollment contracts to satisfy the requirements of this section. However, in the event that enrollment contracts are not addressed by accrediting agency criteria, the provisions of this section must be followed.

SECTION 11. CANCELLATION and REFUND POLICIES

- 11.1 To obtain a permit a school shall have a cancellation and refund policy that incorporates the following provisions:
- 11.1.1 A statement relative to the unused portion of tuition, fees, and other charges if the student does not begin classes, withdraws, or is dismissed.
 - 11.1.2 All fees and payments remitted to a school by a prospective student shall be refunded, minus any stated application fee not to exceed fifty dollars (\$50), if the student is not admitted due to ineligibility.
 - 11.1.3 An admitted student applicant may cancel, by written notice, his or her enrollment any time prior to the first class day of the session for which the application was made, and the school shall refund all tuition paid by the student minus an application fee not to exceed fifty dollars (\$50).

- 11.1.4 For the purposes of refund calculations, an individual's status as a student shall be considered terminated by the school not later than seven (7) calendar days after the last day on which the student actually attended the school. Termination may be effected earlier by proper notification. A home study program of instruction shall be terminated if a school does not receive a lesson or an appropriate response from the student within six months after receipt of the last lesson, and the date of withdrawal shall be the date of the last lesson received. The date of withdrawal initiated by a student shall be the date a letter is postmarked or proper notification is given. The school shall provide a receipt for the letter or withdrawal notice received.
- 11.1.5 Schools are required to submit refunds to individuals or the appropriate agency within twenty (20) days after receipt of a proper notification of termination from a student.
- 11.1.6 The student refund policy for withdrawals and terminations for schools not accredited by an accrediting agency recognized by the United States Department of Education must at a minimum comply with the following:
 - 11.1.6.1 A student who begins a term and withdraws after completing up to one (1) week or ten percent (10%) of the term is entitled to a refund of ninety percent (90%) of the charges less the application fee.
 - 11.1.6.2 A student who begins a term and withdraws after completing more than ten percent (10%) through twenty-five percent (25%) of the term is entitled to a refund of seventy-five percent (75%) of the charges less the application fee.
 - 11.1.6.3 A student who withdraws after completing more than twenty-five percent (25%) through fifty percent (50%) of the term is entitled to a refund of fifty percent (50%) of the charges less the application fee.
 - 11.1.6.4 A student who withdraws after completing more than fifty percent (50%) of the term is not entitled to a refund.
- 11.2 Refunds shall be calculated for a specific term as defined in Section 2 of this rule, or the total cost of programs not exceeding one year. In the event that students are financially obligated for a year-long program, the refund policy shall be on a weekly prorata basis through the first sixty percent (60%) of the program. The student's financial commitment shall not be for more than one year at any given time.
- 11.3 Those schools that are accredited by a national or regional accrediting agency recognized by the United States Department of Education, may use the accrediting agency's refund policy to meet the requirements of this section. However, student refunds must be made within twenty (20) days after receipt of a proper notification of termination.
- 11.4 Those schools having their physical facilities located outside this state must comply with the cancellation and refund policies of their home state. If there is no state cancellation and refund policy in their home state, Section 11 of this policy must be followed.

SECTION 12. ADVERTISING

- 12.1 Each school and its representatives shall not make or cause to be made any oral, written, or visual presentation in connection with the offering or publicizing of a subject or course of instruction which is false or misleading.
- 12.2 In its advertising, a school shall:
 - 12.2.1 Limit reference to its authority to operate to "Permit to Operate Issued by the West Virginia Higher Education Policy Commission;
 - 12.2.2 Disclose that it is a home study school if it provides such instruction;
 - 12.2.3 Advertise starting or average salaries of its former students only if these claims can be documented for the most recent twelve- (12) month period preceding the advertisement for more than fifty percent (50%) of the graduating class.
- 12.3 In its advertising, a school shall not:
 - 12.3.1 Advertise that it is "supervised," "recommended," "endorsed," "approved," or "accredited" by the Commission;
 - 12.3.2 Describe its courses of instruction and subjects in a misleading manner.
 - 12.3.3 Use photographs or other illustrations in ways which misrepresent the size and location of the school, its equipment and facilities for the career for which the student is being trained;
 - 12.3.4 Represent that it is endorsed by or affiliated with a college or university, unless such statements can be documented;
 - 12.3.5 Advertise or indicate in any manner the transferability, or possibility of transferability, of its credits to colleges and universities unless it has written evidence on file of current acceptability of such credits from said colleges or universities;
 - 12.3.6 Advertise that it is endorsed by manufacturers, business establishments, or organizations engaged in the line of work for which the school gives training unless written documentation regarding the endorsement is on file;
 - 12.3.7 Advertise accredited status unless such status has been received from an accrediting body currently listed as recognized by the United States Department of Education and such accrediting body must be named if used in any advertisement or promotional material;
 - 12.3.8 Advertise as an employment agency, or under the same or similar name as such an agency, or advertise training courses in the "Help Wanted" section of any newspaper;
 - 12.3.9 Advertise any tuition, fees, or other charges in amounts other than those currently on file in the chancellor's office or advertise them without showing the total costs;
 - 12.3.10 Falsely guarantee job placement or employment at a certain wage; or

- 12.3.11 Use endorsements, commendations, or recommendations by students without their written consent.
- 12.4 A school eligible to offer a course of instruction or program leading to an associate degree or specialized associate degree shall, in any advertisement, promotional material, or the school catalogue refer to this degree designation as an "Associate Degree" or a "Specialized Associate Degree."
- 12.5 Those schools that are accredited by a national or regional accrediting agency recognized by the United States Department of Education may adhere to the accrediting agency's criteria regarding advertising to satisfy the requirements of this section. However, in the event that advertising is not addressed by accrediting agency criteria, the provisions of this section must be followed.

SECTION 13. STUDENT COMPLAINTS

- 13.1 A school shall attempt to resolve student complaints promptly and fairly and shall not subject a student to punitive action as a result of a written complaint having been filed with the school or Commission.
- 13.2 The school shall have written procedures that describe in detail how a student may register a complaint with the school and Commission, and how the school will investigate and attempt to resolve the complaint.
- 13.3 The Commission will begin the investigation of a written complaint within thirty (30) days of the date of receipt of the complaint unless it is a complaint regarding a matter over which the Commission has no jurisdiction or it is intrinsically not credible. The initial investigation should be completed within sixty (60) days of the filing of the complaint.
- 13.4 The school shall provide all enrolled students with a written copy of the student complaint procedures and make prospective students aware that such procedures exist and provide copies upon request.
- 13.5 Each school that is being investigated, as a result of a written student complaint, will be notified by the Commission that such an investigation is being conducted, and a copy of the written complaint will be forwarded to the school. The name of the complainant may be withheld if so requested.
- 13.6 The school being investigated must respond to any inquiry by the Commission relating to the investigation within ten (10) work days of its receipt of the inquiry.
- 13.7 Any school refusing to cooperate with an investigation of a written student complaint by the Commission or any other governmental agency shall have its permit to operate or solicit students in West Virginia revoked in accordance with the due process provisions of Section 14 of these rules.
- 13.8 The Commission, upon completion of the investigation of a written student complaint, will supply the school by certified mail with a written report of the findings and any proposed corrective action. The school will have twenty (20) work days to reply to the Commission before any action may be taken.
- 13.9 The school has a right to request a hearing regarding any findings or action proposed by the Commission resulting from an investigation involving student complaints.

- 13.10 The Commission may forward any information pertaining to a written complaint found to have merit involving student financial aid to the United States Department of Education.

SECTION 14. WARNING, SUSPENSION, WITHDRAWAL, or REVOCATION of ACCREDITATION, LICENSE, and/or APPROVAL to OPERATE

- 14.1 A school shall provide the Commission with a copy of any notice of warning, suspension, revocation, or other adverse action received from any national, regional, or state accrediting and/or approval agency or the United States Department of Education within five (5) days of receipt of such notice. The school shall at the same time inform the Commission in writing of activities being taken to correct the deficiencies.

- 14.2 The Commission may for good cause, suspend, withdraw, or revoke the authorization of a school to operate within this state or to solicit students within the state. Good cause shall consist of:

14.2.1 Loss of accreditation by a nationally or regionally recognized accrediting agency;

14.2.2 Cancellation of the school's bond by the bonding company and failure to secure a replacement in accordance with this rule;

14.2.3 A final determination that the school has engaged in conduct prohibited by this rule, and the conduct warrants suspension, withdrawal, or revocation of the approval to operate a school or solicit students in this state, and corrective action has not been taken within the required time;

14.2.4 Closure of the school without adequately providing for the completion of students' classes or course work, without refunding students' unearned tuition or otherwise discharged the institutions contractual obligations to the students;

14.2.5 Conviction of the owner of a school for a felony or crime involving administration of the school or involving Federal Student Assistance programs; or

14.2.6 Refusal to cooperate with an investigation pursuant to Section 13 of this rule.

- 14.3 Upon receipt by the Commission of information constituting any of the above grounds for suspension, withdrawal, revocation, or other adverse action, the Commission shall notify the school and its owner in writing of its intent to recommend suspension, withdrawal, revocation, or other adverse action and the grounds for such recommendation.

14.3.1 The owner of the school may, within ten (10) work days of receipt of such notice, request a hearing upon the recommended action. Such hearing, if requested, shall be commenced within twenty (20) work days of such request at the chancellor's office or at such other location convenient to the parties and witnesses as may be designated by the chancellor.

14.3.2 The hearing shall be conducted by the Chancellor of the West Virginia Higher Education Policy Commission or the chancellor's designee, pursuant to the procedures set forth in Chapter 29A, Article 5 of the Code of West Virginia.

14.3.3 The chancellor or the chancellor's designee may continue the hearing at the request of the school for good cause shown. Continuances shall not be granted as a matter of right.

- 14.3.4 If the owner or a representative of the school does not request a hearing within the requisite time period, the recommendation of the chancellor shall be deemed unchallenged by the school and reported to the Commission for final action.
- 14.4 At the hearing, the grounds for suspension, withdrawal, or revocation of authorization to operate the school or other adverse action must be established by clear and convincing evidence.
 - 14.4.1 The owner of the school or its designated representative may appear to defend the interests of the school, may present witnesses and evidence on behalf of the school, and may cross-examine witnesses against the school. The school may retain legal counsel to represent its interests at the hearing.
 - 14.4.2 The Commission does not have the power to issue subpoenas, but the chancellor or the school may request the appearance of witnesses at the hearing, who shall be notified of such request by the chancellor or the chancellor's designee with the date, time, and location of the hearing in writing.
 - 14.4.3 The rules of evidence shall not strictly apply, and evidence may be admitted if it is of a type commonly relied upon by reasonably prudent people in the conduct of their affairs. Objections to evidence offered by either party shall be ruled upon by the chancellor or the chancellor's designee who conducts the hearing.
 - 14.4.4 The hearing shall be recorded by mechanical means or by a certified court reporter retained by the chancellor.
- 14.5 The chancellor shall make written findings of fact and conclusions of law as to whether or not the school or its representative has committed acts in violation of the law or these rules which would justify the suspension, withdrawal, or revocation of its authorization to operate. Such findings and conclusions shall be reported to the Commission, and a copy of same shall be provided to the school on the same date it is filed with the Commission and placed upon its agenda for action.
- 14.6 The Commission shall act upon the report at its next regularly scheduled business meeting to accept or reject the findings of the chancellor or the chancellor's designee, and to suspend, withdraw, or revoke the authority of the school or its representative to operate and/or solicit students within this state. Notification of the Commission's action shall be given to the school and/or its representative in writing within two (2) business days following such action of the Commission, by certified mail, or by personal delivery. For good cause shown in the minutes of the Commission, action upon the chancellor's report may be deferred to a date not later than the next regularly scheduled business meeting of the Commission.
- 14.7 A school or its representative may appeal an adverse action of the Commission to a court of competent jurisdiction within the time period specified by state law.



West Virginia Higher Education Policy Commission

**Report to the Legislative Oversight Commission
on Education Accountability**

December 6, 2016

**West Virginia Research Trust Fund 2016 Report
(§18B-18A-12)**

REPORT ATTACHED AS SEPARATE DOCUMENT



West Virginia
Higher Education
Policy Commission



**Report to the Legislative Oversight Commission
on Education Accountability**

December 6, 2016

**2016 West Virginia Financial Aid Comprehensive Report
(§18C-5-7(g), §18C-7-5, §18C-7-5(B))**

REPORT ATTACHED AS SEPARATE DOCUMENT



West Virginia Higher Education Policy Commission
West Virginia Community and Technical College System



Bruce L. Berry, M.D.
Chair

Paul L. Hill, Ph.D.
Chancellor



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Clarence "Butch" Pennington
Chair

Sarah Armstrong Tucker, Ph.D.
Chancellor

MEMORANDUM

TO: Legislative Oversight Commission on Education Accountability
FROM: Paul L. Hill 
Sarah A. Tucker 
DATE: November 29, 2016
RE: West Virginia Financial Aid Comprehensive Report

Attached is the eighth annual Financial Aid Comprehensive Report, which is required by Senate Bill 373 passed during the 2009 legislative session. It contains (a) descriptions of and changes to West Virginia student financial aid programs, (b) policy recommendations for West Virginia student financial aid programs, and (c) longitudinal data about recipients of state financial aid and outcomes of these recipients. The Financial Aid Comprehensive Report, along with its two supplements on institutional aid at public institutions, and federal aid and student loans, together provide a comprehensive view of the principal sources of financial aid at West Virginia colleges and universities. The data presented are for the 2014-15 academic year; this report was assembled while the financial aid data for the 2015-16 academic year were still being submitted.

Changes in West Virginia

PROMISE Scholarship Program

The PROMISE Scholarship has enjoyed several years of stability with the academic criteria necessary to receive the award having not changed since 2007-08. However, the future fiscal outlook of the state requires the Higher Education Student Financial Aid Advisory Board to review policy options going forward.

Higher Education Grant Program (HEGP)

The HEGP has been able to increase the maximum award over the last four years from \$2,100 in 2010-11 to \$2,600 in 2015-16. While this is still below the maximum award amount of \$3,300 in 2009-10, the HEGP has been able to serve almost twice as many students each year since the award amount was decreased. For 2014-15, the HEGP was able to serve students with an Expected Family Contribution (EFC) of up to 10,000. There was also a five percent allocation for non-traditional first-time HEGP recipients, namely adults 25 years and older who filed their FAFSA

by July 1, with a secondary deadline of July 31. The five percent allocation was able to serve all of the non-traditional students who met these criteria. The HEGP has been able to increase the award amount and serve more students because the Legislature appropriated an additional \$4 million for the 2011-12 academic year and maintained that funding through the 2015-16 academic year. State financial aid programs have been held harmless amid several years of state budget cuts.

Data Highlights

PROMISE Scholarship Program

The number of PROMISE Scholarship recipients increased from 2010-11 to 2014-15. The total cost of the scholarship decreased from \$47.0 million in 2010-11 to \$45.7 million in 2014-15. Although the \$4,750 block award was implemented on January 1, 2010, for new scholars, pre-existing scholars still received full tuition and fees in 2010-11, 2011-12, and 2012-13. From 2013-14, all scholars were subject to the new block award.

Other findings of note regarding the PROMISE Scholarship are:

- Over the five-year time period, the share of PROMISE recipients attending four-year public institutions increased while the share attending two-year public and four-year independent institutions experienced a decline.
- The four-year public institution with the highest share of its first-time freshmen being PROMISE scholars in 2014-15 was West Virginia University with 60.6 percent. The two-year public institution with the highest share was WVU at Parkersburg with 5.1 percent.
- The proportion of scholars with family income over \$90,000 increased from 2010-11 to 2014-15 while the proportion of scholars with incomes below this amount declined.
- The proportion also receiving the need-based Higher Education Grant has increased over time due to the growth in HEGP.
- The number and share of recent high school seniors offered the PROMISE Scholarship increased from 2010-11 to 2014-15. The percentage of awarded students who accepted the award and enrolled at an eligible institution also decreased from 2010-11 to 2014-15 but saw a 0.6 percent increase from 2013-14.

In terms of outcomes, the percentage of first-year PROMISE recipients who continued to receive the scholarship in the second year of college matched a five-year high in 2014-15 at 81.8 percent. The percentage of PROMISE scholars earning their bachelor's degree within four years increased slightly between the 2008 and 2012 cohorts, while the percentage of PROMISE scholars earning associate's degrees within two years increased between the 2009 and 2013 cohorts. However, PROMISE scholars' graduation and transfer rates have been consistently much higher than those for the general student body, as is expected given their higher academic credentials.

Higher Education Grant Program

The number of Higher Education Grant Program recipients has decreased while the total funds disbursed increased from 2010-11 to 2014-15. Other key findings for the HEGP include:

- The average award for the HEGP has increased from \$1,786 in 2010-11 to \$2,208 in 2014-15.

- In 2014-15, 65.1 percent of HEGP recipients attended West Virginia four-year public institutions; 22.4 percent attended West Virginia two-year public institutions; 7.9 percent attended West Virginia independent, non-profit institutions; and 4.2 percent attended West Virginia for-profit institutions.
- The elimination in 2009-10 of a separate state HEGP application in addition to the FAFSA has resulted in more students receiving the award as freshmen. This change is also responsible for a drop in the percentage of awarded students who enrolled and accepted the award.
- The percentage of recipients that are adult (non-traditional) age has decreased from 27.8 to 21.5 percent over the five-year period.
- The percentage of grant recipients earning their bachelor's degree within four, five or six years or associate's degree within two, three, or four years increased.
- The graduation rate of grant recipients graduating with an associate's degree within two-, three- and four-years is higher than that of the overall student body.

Higher Education Adult Part-Time Student Grant Program

The Higher Education Adult Part-Time Student (HEAPS) Grant Part-Time Enrollment Component awarded fewer students but more dollars in 2014-15 than in 2010-11. The average award has steadily increased. Other key findings include:

- In 2014-15, 39.5 percent of recipients attended four-year public institutions; 51.4 percent attended two-year public institutions; 1.6 percent attended independent, non-profit institutions; and 7.5 percent attended public vocational/technical centers.
- Recipients are disproportionately female (74.1 percent) and 65.4 percent are age 25 and older.
- In 2014-15, 47.4 percent of students were seeking an associate's degree, while 40.3 percent were seeking a bachelor's degree and 12.4 percent were seeking a certificate.

In the HEAPS Workforce Development Component, the number of students awarded remained constant while the total dollar amount decreased. From 2010-11 to 2012-13 the average award increased but has decreased from 2012-13 to 2014-15.

- In 2014-15, 65.5 percent of recipients attended public two-year institutions; 33.3 percent attended public vocational/technical centers, and 1.3 percent attended independent, for-profit institutions.



West Virginia
Higher Education
Policy Commission



**Report to the Legislative Oversight Commission
on Education Accountability**

December 6, 2016

**2016 High School Readiness Report
(§18B-1-1e)**



West Virginia Higher Education Policy Commission
West Virginia Community and Technical College System



Bruce L. Berry, M.D.
Chair

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Clarence "Butch" Pennington
Chair

Sarah Armstrong Tucker, Ph.D.
Chancellor

MEMORANDUM

TO: Legislative Oversight Commission on Education Accountability

FROM: Paul L. Hill 
Sarah A. Tucker 

DATE: December 6, 2016

RE: 2016 High School Readiness Report

The High School Readiness Report satisfies West Virginia Code §18B-1-1e concerning the assessment of student postsecondary readiness. In accordance with the requirement this report will discuss “the number of graduates from the public schools in the state by high schools who were accepted in the last calendar year for enrollment at each of the state institutions of higher education within one year of graduation, and whose knowledge, skill and competency were below the minimum expected levels for full preparation as defined by the governing boards.” This information is disaggregated by area of academic deficiency, postsecondary institution and sector, and secondary county and high school.

The West Virginia Higher Education Policy Commission and the West Virginia Council for Community and Technical College Education are committed to postsecondary access and providing a quality educational experience at their respective institutions. Although positive progress has been made to improve student transition to West Virginia's public institutions, challenges remain. This report focuses specifically on student preparation and college success indicators concerning the critical transition period from high school to college. The data reported is for students who graduated from West Virginia high schools and went on to attend two- and four-year public institutions in the state the fall after graduation. It provides for the 2015 cohort of West Virginia freshmen at each postsecondary institution: fall GPA and retention to spring by high school GPA and whether or not students took developmental education; the percent of students requiring developmental education in different subjects; and the average ACT composite and subject scores and percent meeting the ACT college readiness benchmarks. It provides for each county and high school: the average composite ACT score and the percent of students requiring developmental education in different subjects. As with previous readiness reports, this document provides a means for state education stakeholders to view academic progress and determine how to best allocate vital resources to match readiness and completion objectives.

The following observations highlight the academic readiness of the 2015 fall cohort of first-time freshmen:

- Students with a high school GPA of 3.0 or above earned an average GPA of 2.94 their first semester of college. Students with a high school GPA of 2.9 or below earned an average GPA of 1.74;
- 93.5 percent of students with a high school GPA of 3.0 or above were retained to the spring semester of their freshmen year, compared to only 75.4 percent of students with a high school GPA of 2.9 or below;
- 55.9 percent of West Virginia high school graduates attending a community college for the first time took at least one developmental education course, compared to 23.1 percent of students attending a public four-year college or university;
- Of the 7,663 West Virginia high school graduates who began college at one of the two- or four-year public institutions in 2015, 25.5 percent (1,955 students) enrolled in a developmental math course, and 14.9 percent (1,142 students) enrolled in an English/writing developmental course;
- At two-year institutions, students who were not enrolled in developmental courses were retained to the spring at a rate of 75.7 percent, with a fall GPA of 2.38, compared to a retention rate of 77.2 percent for students enrolled in developmental education courses, with a fall GPA of 2.09;
- At four-year institutions, students not enrolled in developmental education courses were retained at a retention rate of 93.9 percent, with a fall GPA of 2.89, compared to those enrolled in developmental education that were retained at a rate of 87.9 percent, with a fall GPA of 2.37;
- 40.8 percent of West Virginia first-time freshmen attending public institutions scored at or above the ACT math college readiness benchmark of 22, 77.1 percent of freshmen scored at or above the ACT English benchmark of 18, 42.9 percent of students scored at or above the ACT science benchmark of 23; and 57.2 percent of students scored at or above the ACT reading benchmark of 22;
- Of all West Virginia high school students enrolled in public postsecondary institutions who took the ACT, only 27.5 percent scored at or above ACT benchmarks on all four subject tests.

2015 West Virginia Freshmen Fall GPA by High School GPA and Postsecondary Sector and Institution

	Students Finishing High School with a GPA of 3.0 or Above		Students Finishing High School with a GPA of 2.99 or Below	
	Cohort Size	Average Fall GPA	Cohort Size	Average Fall GPA
WV Public Two-Year Institutions	838	2.72	806	1.71
Blue Ridge Community and Technical College	88	2.5	98	1.72
BridgeValley Community and Technical College	85	2.93	103	1.97
Eastern WV Community and Technical College	18	2.95	18	1.3
Mountwest Community and Technical College	80	2.95	75	1.85
New River Community and Technical College	65	3.09	121	2.09
Pierpont Community and Technical College	98	2.63	115	1.5
Southern WV Community and Technical College	126	2.64	106	1.62
WV Northern Community College	97	2.74	67	1.37
WVU at Parkersburg	181	2.55	103	1.47
WV Public Four-Year Institutions	4,913	2.98	1,025	1.76
Bluefield State College	117	2.87	49	1.95
Concord University	254	2.85	74	1.81
Fairmont State University	503	3	126	1.89
Glenville State College	120	3.05	66	1.77
Marshall University	1,205	3.03	165	2.02
Potomac State College of WVU	168	2.54	96	1.4
Shepherd University	267	2.83	74	1.33
West Liberty University	188	3.32	44	1.9
West Virginia State University	170	2.74	88	1.69
West Virginia University	1,802	3.03	214	1.84
West Virginia University Institute of Technology	119	2.76	29	1.08
Grand Total	5,751	2.94	1,831	1.74

2015 Average West Virginia Freshmen Spring Retention Rate by High School GPA and Postsecondary Sector and Institution

	Students Finishing High School with a GPA of 3.0 or Above		Students Finishing High School with a GPA of 2.99 or Below	
	Cohort Size	Spring Retention	Cohort Size	Spring Retention
WV Public Two-Year Institutions	839	84.8%	829	68.2%
Blue Ridge Community and Technical College	88	88.6%	105	69.5%
BridgeValley Community and Technical College	85	85.8%	104	65.3%
Eastern WV Community and Technical College	18	83.3%	18	66.6%
Mountwest Community and Technical College	80	83.7%	76	57.8%
New River Community and Technical College	65	86.1%	124	72.5%
Pierpont Community and Technical College	98	84.6%	117	75.2%
Southern WV Community and Technical College	126	87.3%	109	72.4%
WV Northern Community College	98	84.6%	73	67.1%
WVU at Parkersburg	181	81.2%	103	61.1%
WV Public Four-Year Institutions	4,937	94.9%	1,058	81.0%
Bluefield State College	118	89.8%	51	90.1%
Concord University	256	94.1%	76	84.2%
Fairmont State University	503	94.2%	126	83.3%
Glenville State College	121	95.8%	68	79.4%
Marshall University	1,223	94.8%	188	82.9%
Potomac State College of WVU	169	88.1%	98	71.4%
Shepherd University	268	93.6%	76	76.3%
West Liberty University	188	96.8%	44	84.0%
West Virginia State University	170	87.0%	88	71.5%
West Virginia University	1,802	96.9%	214	86.4%
West Virginia University Institute of Technology	119	96.6%	29	68.9%
Grand Total	5,776	93.5%	1,887	75.4%

2015 West Virginia Freshmen Enrolled in Developmental Education by Subject

	Total Students Enrolled in Fall	Students Enrolled in Dev. Ed. English	Students Enrolled in Dev. Ed. Reading	Students Enrolled in Dev. Ed. Math	Students Enrolled in Any Dev. Ed.
WV Public Two-Year Institutions	1,668	28.8%	5.2%	45.5%	55.9%
Blue Ridge Community and Technical College	193	36.2%	2.5%	60.6%	66.8%
BridgeValley Community and Technical College	189	16.9%	28.0%	44.9%	64.0%
Eastern WV Community and Technical College	36	36.1%	44.4%	72.2%	91.6%
Mountwest Community and Technical College	156	28.8%	8.3%	51.2%	64.1%
New River Community and Technical College	189	41.7%	0.0%	52.9%	67.1%
Pierpont Community and Technical College	215	11.1%	0.0%	5.1%	13.4%
Southern WV Community and Technical College	235	47.2%	0.0%	53.6%	66.3%
WV Northern Community College	171	23.9%	0.0%	53.8%	56.1%
WVU at Parkersburg	284	23.5%	0.0%	42.9%	50.0%
WV Public Four-Year Institutions	5,995	11.0%	0.4%	19.9%	23.1%
Bluefield State College	169	30.1%	7.6%	43.1%	54.4%
Concord University	332	11.4%	0.0%	29.8%	31.9%
Fairmont State University	629	14.4%	0.0%	23.5%	31.7%
Glenville State College	189	37.0%	0.0%	62.9%	67.7%
Marshall University	1,411	11.6%	0.0%	27.9%	30.2%
Potomac State College of WVU	267	38.5%	0.0%	61.4%	64.7%
Shepherd University	344	0.0%	0.0%	0.8%	0.8%
West Liberty University	232	13.7%	0.0%	15.0%	24.1%
West Virginia State University	258	29.4%	0.0%	38.7%	51.5%
West Virginia University	2,016	0.1%	0.0%	0.3%	0.4%
West Virginia University Institute of Technology	148	20.9%	8.7%	36.4%	39.8%
Grand Total	7,663	14.9%	1.4%	25.5%	30.3%

2015 Average Fall GPA of West Virginia Freshmen by Developmental Education Status

	Enrolled in Dev. Ed.		Not Enrolled in Dev. Ed.	
	Cohort Size**	Average Fall GPA	Cohort Size**	Average Fall GPA
WV Public Two-Year Institutions	912	2.09	732	2.38
Blue Ridge Community and Technical College	124	2.10	62	2.06
BridgeValley Community and Technical College	120	2.23	68	2.73
Eastern WV Community and Technical College	33	2.05	3	2.96
Mountwest Community and Technical College	99	2.34	56	2.56
New River Community and Technical College	124	2.29	62	2.74
Pierpont Community and Technical College	27	1.29	186	2.13
Southern WV Community and Technical College	153	1.93	79	2.66
WV Northern Community College	90	2.00	74	2.40
WVU at Parkersburg	142	2.03	142	2.29
WV Public Four-Year Institutions	1,354	2.37	4,584	2.89
Bluefield State College	89	2.38	77	2.85
Concord University	102	2.44	226	2.69
Fairmont State University	200	2.68	429	2.82
Glenville State College	126	2.40	60	3.02
Marshall University	406	2.59	964	3.05
Potomac State College of WVU	170	1.72	94	2.86
Shepherd University*	3	1.46	338	2.51
West Liberty University	56	2.35	176	3.27
West Virginia State University	133	2.30	125	2.47
West Virginia University	10	1.40	2,006	2.91
West Virginia University Institute of Technology	59	1.85	89	2.81
Grand Total	2,268	2.26	5,314	2.82

*Does not offer developmental education courses

**Cohort Size excludes students who had a 0.0 GPA and earned any college credits

2015 Spring Retention Rate of West Virginia Freshmen by Developmental Education Status

	Enrolled in Dev. Ed.		Not Enrolled in Dev. Ed.	
	Cohort Size	Spring Retention Rate	Cohort Size	Spring Retention Rate
WV Public Two-Year Institutions	933	77.2%	735	75.7%
Blue Ridge Community and Technical College	129	84.4%	64	65.6%
BridgeValley Community and Technical College	121	73.5%	68	76.4%
Eastern WV Community and Technical College	33	75.7%	3	66.6%
Mountwest Community and Technical College	100	70.0%	56	73.2%
New River Community and Technical College	127	76.3%	62	79.0%
Pierpont Community and Technical College	29	79.3%	186	79.5%
Southern WV Community and Technical College	156	77.5%	79	86.0%
WV Northern Community College	96	77.0%	75	77.3%
WVU at Parkersburg	142	79.5%	142	68.3%
WV Public Four-Year Institutions	1,387	87.8%	4,608	93.9%
Bluefield State College	92	89.1%	77	90.9%
Concord University	106	85.8%	226	94.6%
Fairmont State University	200	96.0%	429	90.2%
Glenville State College	128	89.8%	61	90.1%
Marshall University	427	90.8%	984	94.3%
Potomac State College of WVU	173	76.3%	94	92.5%
Shepherd University*	3	100.0%	341	89.7%
West Liberty University	56	91.0%	176	95.4%
West Virginia State University	133	78.9%	125	84.8%
West Virginia University	10	100.0%	2,006	95.8%
West Virginia University Institute of Technology	59	84.7%	89	95.5%
Grand Total	2,322	83.6%	5,341	91.4%

*Does not offer developmental education courses

2015 Average West Virginia Freshmen ACT Composite Scores by Sector and Institution

	Cohort Size	Average ACT Composite Score
WV Public Two-Year Institutions	1,149	18.3
Blue Ridge Community and Technical College	106	17.9
BridgeValley Community and Technical College	132	18.1
Eastern WV Community and Technical College	23	17.3
Mountwest Community and Technical College	91	18.3
New River Community and Technical College	134	18.2
Pierpont Community and Technical College	166	17.8
Southern WV Community and Technical College	166	18.4
WV Northern Community College	118	18
WVU at Parkersburg	213	19.2
WV Public Four-Year Institutions	5,726	22.3
Bluefield State College	167	20
Concord University	328	21.6
Fairmont State University	607	20.8
Glenville State College	185	19.4
Marshall University	1,399	22.5
Potomac State College of WVU	222	19.7
Shepherd University	300	22.1
West Liberty University	228	21.6
West Virginia State University	253	20.1
West Virginia University	1,893	24.1
West Virginia University Institute of Technology	144	21.6
Grand Total	6,875	21.7

Note: Data provided is only representative of students who had a reported ACT Composite score.

2015 Average First-time Freshmen Math ACT Scores and the Percent of Students Scoring At or Above the ACT Benchmark by Sector and Institution

	Cohort Size	Average ACT Math Score	Percent At or Above ACT Benchmark (22)
WV Public Two-Year Institutions	1,157	17.5	12.7%
Blue Ridge Community and Technical College	106	17.2	8.4%
BridgeValley Community and Technical College	132	17.6	16.6%
Eastern WV Community and Technical College	23	17	21.7%
Mountwest Community and Technical College	91	17.5	13.1%
New River Community and Technical College	134	17.7	14.9%
Pierpont Community and Technical College	166	17	9.6%
Southern WV Community and Technical College	174	17.6	14.9%
WV Northern Community College	118	17.4	10.1%
WVU at Parkersburg	213	17.8	11.7%
WV Public Four-Year Institutions	5,726	21.1	46.4%
Bluefield State College	167	19.1	26.9%
Concord University	328	20.5	39.3%
Fairmont State University	607	19.4	31.4%
Glennville State College	185	18.5	18.9%
Marshall University	1,399	21.4	49.5%
Potomac State College of WVU	222	19.1	28.3%
Shepherd University	300	20.7	41.0%
West Liberty University	228	19.9	36.4%
West Virginia State University	253	19.1	24.5%
West Virginia University	1,893	22.8	61.9%
West Virginia University Institute of Technology	144	20.8	45.1%
Grand Total	6,883	20.5	40.8%

Note: Data provided is only representative of students who had a reported ACT Math score.

2015 Average First-time Freshmen English ACT Scores and the Percent of Students Scoring At or Above the ACT Benchmark by Sector and Institution

	Cohort Size	Average ACT	Percent At or Above ACT Benchmark (18)
WV Public Two-Year Institutions	1,137	17.7	50.3%
Blue Ridge Community and Technical College	106	17.7	47.1%
BridgeValley Community and Technical College	132	17.5	49.2%
Eastern WV Community and Technical College	2	20	100.0%
Mountwest Community and Technical College	91	17.8	50.5%
New River Community and Technical College	134	17.5	51.4%
Pierpont Community and Technical College	166	16.6	36.7%
Southern WV Community and Technical College	175	18	51.4%
WV Northern Community College	118	17.2	44.9%
WVU at Parkersburg	213	18.9	63.8%
WV Public Four-Year Institutions	5,726	22.4	82.4%
Bluefield State College	167	19.7	62.8%
Concord University	328	22	81.7%
Fairmont State University	607	20.5	73.3%
Glenville State College	185	18.9	55.1%
Marshall University	1,399	23	87.4%
Potomac State College of WVU	222	19.1	56.7%
Shepherd University	300	22.1	83.3%
West Liberty University	228	22.2	80.2%
West Virginia State University	253	19.7	64.0%
West Virginia University	1,893	24.1	92.2%
West Virginia University Institute of Technology	144	21	75.6%
Grand Total	6,863	21.6	77.1%

Note: Data provided is only representative of students who had a reported ACT English score.

2015 Average First-time Freshmen Science ACT Scores and the Percent of Students Scoring At or Above the ACT Benchmark by Sector and Institution

	Cohort Size	Average ACT Science Score	Percent At or Above ACT Benchmark (23)
WV Public Two-Year Institutions	1,157	18.7	15.3%
Blue Ridge Community and Technical College	106	18.7	12.2%
BridgeValley Community and Technical College	132	18.8	15.1%
Eastern WV Community and Technical College	23	18	17.3%
Mountwest Community and Technical College	91	18.6	18.6%
New River Community and Technical College	134	18.9	17.1%
Pierpont Community and Technical College	166	18.4	14.4%
Southern WV Community and Technical College	174	18.3	12.0%
WV Northern Community College	118	18.4	11.0%
WVU at Parkersburg	213	19.3	20.1%
WV Public Four-Year Institutions	5,726	22.4	48.5%
Bluefield State College	167	20.4	28.7%
Concord University	328	21.6	39.6%
Fairmont State University	607	21	31.6%
Glenville State College	185	19.8	23.2%
Marshall University	1,399	22.8	54.1%
Potomac State College of WVU	222	19.8	29.2%
Shepherd University	300	22.2	46.6%
West Liberty University	228	21.2	41.6%
West Virginia State University	253	20.1	20.5%
West Virginia University	1,893	23.9	63.6%
West Virginia University Institute of Technology	144	21.8	36.8%
Grand Total	6,883	21.8	42.9%

Note: Data provided is only representative of students who had a reported ACT Science score.

2015 Average First-time Freshmen Reading ACT Scores and the Percent of Students Scoring At or Above the ACT Benchmark by Sector and Institution

	Cohort Size	Average ACT	Percent At or Above ACT Benchmark (22)
WV Public Two-Year Institutions	1,157	19	28.0%
Blue Ridge Community and Technical College	106	18.7	22.6%
BridgeValley Community and Technical College	132	18.9	28.0%
Eastern WV Community and Technical College	23	17.5	30.4%
Mountwest Community and Technical College	91	19.3	34.0%
New River Community and Technical College	134	18.9	23.8%
Pierpont Community and Technical College	166	18.3	22.8%
Southern WV Community and Technical College	174	18.8	24.7%
WV Northern Community College	118	18.8	29.6%
WVU at Parkersburg	213	20.1	36.6%
WV Public Four-Year Institutions	5,725	23.6	63.1%
Bluefield State College	167	21	41.3%
Concord University	328	23.1	59.7%
Fairmont State University	607	21.8	48.7%
Glenville State College	184	20.8	35.8%
Marshall University	1,399	24.2	69.3%
Potomac State College of WVU	222	20.4	40.0%
Shepherd University	300	23.5	64.0%
West Liberty University	228	22.6	53.5%
West Virginia State University	253	21	43.4%
West Virginia University	1,893	25.1	75.4%
West Virginia University Institute of Technology	144	22.4	54.8%
Grand Total	6,882	22.8	57.2%

Note: Data provided is only representative of students who had a reported ACT Reading score.

2015 Average First-time Freshmen Composite ACT Scores by County and High School

		Cohort Size	Average ACT Composite Score
Barbour	Philip Barbour High School	39	20.4
	Total	39	20.4
Berkeley	Hedgesville High School	103	21.7
	Martinsburg Sr. High School	97	21.2
	Musselman High School	119	20.3
	Spring Mills High School	61	21
	Total	380	21
Boone	Scott High School	72	21.2
	Sherman High School	29	18.9
	Van Junior Senior High School	11	19.6
	Total	112	20.5
Braxton	Braxton County High School	35	21.9
	Total	35	21.9
Brooke	Brooke High School	76	21.9
	Total	76	21.9
Cabell	Cabell Midland High School	213	22.4
	Huntington High School	132	22.2
	Total	345	22.3
Calhoun	Calhoun County Middle High School	18	20.2
	Total	18	20.2
Clay	Clay County High School	31	20.4
	Total	31	20.4
Doddridge	Doddridge County High School	15	21
	Total	15	21
Fayette	Fayetteville High School	32	20.8
	Meadow Bridge High School	16	20.4
	Midland Trail High School	25	19.4
	Oak Hill High School	67	21.4
	Valley High School	24	20
	Total	164	20.7
Gilmer	Gilmer County High School	28	22.2
	Total	28	22.2
Grant	Petersburg High School	46	21.2
	Union Educational Complex	**	18
	Total	**	21

2015 Average First-time Freshmen Composite ACT Scores by County and High School

		Cohort Size	Average ACT Composite Score
Greenbrier	Greenbrier East High School	83	21.7
	Greenbrier West High School	34	19.6
	Total	117	21.1
Hampshire	Hampshire High School	60	19.5
	Total	60	19.5
Hancock	Oak Glen High School	32	21.7
	Weir High School	53	21.8
	Total	85	21.8
Hardy	East Hardy County High School	21	22.1
	Moorefield High School	43	20.9
	Total	64	21.3
Harrison	Bridgeport High School	91	23
	Liberty High School	36	20.9
	Lincoln High School	57	20.5
	Robert C. Byrd High School	80	21.2
	South Harrison High School	26	20.2
	Total	290	21.5
Jackson	Ravenswood High School	41	21.9
	Ripley High School	80	22
	Total	121	21.9
Jefferson	Jefferson High School	76	22.9
	Washington High School	83	21.9
	Total	159	22.4
Kanawha	Capital High School	101	21.3
	George Washington H.S.	139	22.9
	Herbert Hoover High School	60	21.7
	Nitro High School	96	22.8
	Riverside High School	81	20.9
	Sissonville High School	51	22.2
	South Charleston High School	71	21.7
	St Albans High School	103	22
	Total	702	22
Lewis	Lewis County High School	58	21.6
	Total	58	21.6
Lincoln	Lincoln County High School	62	20.5
	Total	62	20.5

2015 Average First-time Freshmen Composite ACT Scores by County and High School

		Cohort Size	Average ACT Composite Score
Logan	Chapmanville Regional High School	58	20.4
	Logan High School	69	20.3
	Man High School	30	19.9
	Total	157	20.3
Marion	East Fairmont High School	70	20.8
	Fairmont Senior High School	79	20.9
	North Marion High School	72	21.8
	Total	221	21.2
Marshall	Cameron High School	22	21.7
	John Marshall High School	99	21.2
	Total	121	21.3
Mason	Hannan High School	14	22.3
	Point Pleasant High School	71	21.7
	Wahama High School	24	21.5
	Total	109	21.8
McDowell	Mount View High School	23	18.9
	River View High School	32	20
	Total	55	19.5
Mercer	Bluefield High School	59	20.5
	Montcalm High School	14	18.3
	Pikeview High School	63	21
	Princeton Senior High School	107	21.4
	Total	243	20.9
Mineral	Frankfort High School	63	22.3
	Keyser High School	68	21
	Total	131	21.6
Mingo	Mingo Central Comprehensive High School	41	20.6
	Tug Valley High School	34	20.1
	Total	75	20.4
Monongalia	Clay Battelle High School	28	20.3
	Morgantown High School	179	23.4
	University High School	144	23.2
	Total	351	23
Monroe	James Monroe High School	36	20.2
	Total	36	20.2

2015 Average First-time Freshmen Composite ACT Scores by County and High School

		Cohort Size	Average ACT Composite Score
Morgan	Berkeley Springs High School	51	21.5
	Paw Paw High School	**	19.5
	Total	**	21.4
Nicholas	Nicholas County High School	66	21.7
	Richwood High School	48	21.4
	Total	114	21.6
Ohio	Wheeling Park High School	143	22.4
	Total	143	22.4
Pendleton	Pendleton County High School	18	24
	Total	18	24
Pleasants	St Marys High School	30	21.9
	Total	30	21.9
Pocahontas	Pocahontas County High School	20	19.5
	Total	20	19.5
Preston	Preston High School	92	21.8
	Total	92	21.8
Putnam	Buffalo Putnam High School	33	20.4
	Hurricane High School	122	23.4
	Poca High School	39	21.3
	Winfield High School	113	23.1
	Total	307	22.7
Raleigh	Independence High School	55	20.7
	Liberty High School	50	21.7
	Shady Spring High School	82	23.5
	Woodrow Wilson High School	100	21.7
	Total	287	22
Randolph	Elkins High School	65	22
	Harman High School	**	20
	Pickens High School	**	22
	Tygarts Valley Middle High School	13	22.4
	Total	**	22
Ritchie	Ritchie County High School	32	22.5
	Total	32	22.5
Roane	Roane County High School	44	21.4
	Total	44	21.4
Summers	Summers County High School	31	21.8
	Total	31	21.8

2015 Average First-time Freshmen Composite ACT Scores by County and High School

		Cohort Size	Average ACT Composite Score
Taylor	Grafton High School	45	22.6
	Total	45	22.6
Tucker	Tucker County High School	25	21.6
	Total	25	21.6
Tyler	Tyler Consolidated High School	38	21.2
	Total	38	21.2
Upshur	Buckhannon Upshur H.S.	39	21.8
	Total	39	21.8
Wayne	Spring Valley High School	106	22.5
	Tolsia High School	16	21.5
	Wayne County High School	49	20.4
	Total	171	21.8
Webster	Webster County High School	32	19.2
	Total	32	19.2
Wetzel	Hundred High School	11	21.2
	Magnolia High School	32	20.9
	Paden City High School	23	20.4
	Valley High School	22	19.3
	Total	88	20.4
Wirt	Wirt County High School	24	21.3
	Total	24	21.3
Wood	Parkersburg High School	137	22.6
	Parkersburg South High School	132	21.2
	Williamstown High School	42	21.5
	Total	311	21.9
Wyoming	Westside High School	51	21.7
	Wyoming County East H.S.	37	21.7
	Total	88	21.7
Summary	Public High Schools	6,624	21.6
	Private High Schools	251	22.7
	State Total	6,875	21.7

**In an effort to protect student privacy and balance reporting needs, data has been suppressed in two situations. Private high schools were excluded from county totals and reported aggregately in the summary total. Many private high schools have low student counts that require most data to be censored. Further, low cell sizes for public high schools have been suppressed in conjunction with county totals when necessary.*

2015 First-time Freshmen Percentage of Students Enrolled in Developmental Education by County and High School*

		Total Students Enrolled in Fall	Students Enrolled in Dev. Ed. English	Students Enrolled in Dev. Ed. Reading	Students Enrolled in Dev. Ed. Math	Students Enrolled in Any Dev. Ed.
Barbour	Philip Barbour High School	42	11.9%	0.0%	11.9%	16.6%
	Total	42	11.9%	0.0%	11.9%	16.6%
Berkeley	Hedgesville High School	120	16.6%	0.8%	25.0%	29.1%
	Martinsburg Sr. High School	124	15.3%	0.0%	16.9%	22.5%
	Musselman High School	138	13.0%	0.0%	28.9%	30.4%
	Spring Mills High School	96	13.5%	2.0%	20.8%	21.8%
	Total	478	14.6%	0.6%	23.2%	26.3%
Boone	Scott High School	82	26.8%	0.0%	31.7%	37.8%
	Sherman High School	29	27.5%	3.4%	41.3%	41.3%
	Van Junior Senior High School	11	45.4%	0.0%	45.4%	45.4%
	Total	122	28.6%	0.8%	35.2%	39.3%
Braxton	Braxton County High School	36	16.6%	0.0%	33.3%	36.1%
	Total	36	16.6%	0.0%	33.3%	36.1%
Brooke	Brooke High School	91	13.1%	0.0%	28.5%	32.9%
	Total	91	13.1%	0.0%	28.5%	32.9%
Cabell	Cabell Midland High School	222	11.7%	1.3%	25.6%	29.7%
	Huntington High School	145	19.3%	0.6%	33.7%	35.8%
	Total	367	14.7%	1.0%	28.8%	32.1%
Calhoun	Calhoun County Middle High School	19	21.0%	0.0%	26.3%	36.8%
	Total	19	21.0%	0.0%	26.3%	36.8%
Clay	Clay County High School	33	24.2%	9.0%	42.4%	45.4%
	Total	33	24.2%	9.0%	42.4%	45.4%
Doddridge	Doddridge County High School	15	13.3%	0.0%	26.6%	33.3%
	Total	15	13.3%	0.0%	26.6%	33.3%
Fayette	Fayetteville High School	35	17.1%	5.7%	37.1%	42.8%
	Meadow Bridge High School	16	12.5%	0.0%	50.0%	50.0%
	Midland Trail High School	29	6.8%	13.7%	34.4%	41.3%
	Oak Hill High School	74	16.2%	1.3%	29.7%	37.8%
	Valley High School	26	15.3%	15.3%	42.3%	53.8%
	Total	180	14.4%	6.1%	35.5%	42.7%
Gilmer	Gilmer County High School	28	21.4%	0.0%	35.7%	39.2%
	Total	28	21.4%	0.0%	35.7%	39.2%
Grant	Petersburg High School	49	24.4%	2.0%	40.8%	42.8%
	Union Educational Complex	**	60.0%	0.0%	80.0%	80.0%
	Total	**	27.7%	1.8%	44.4%	46.2%

2015 First-time Freshmen Percentage of Students Enrolled in Developmental Education by County and High School*

		Total Students Enrolled in Fall	Students Enrolled in Dev. Ed. English	Students Enrolled in Dev. Ed. Reading	Students Enrolled in Dev. Ed. Math	Students Enrolled in Any Dev. Ed.
Greenbrier	Greenbrier East High School	102	21.5%	0.0%	30.3%	35.2%
	Greenbrier West High School	38	39.4%	2.6%	31.5%	50.0%
	Total	140	26.4%	0.7%	30.7%	39.2%
Hampshire	Hampshire High School	65	30.7%	6.1%	49.2%	52.3%
	Total	65	30.7%	6.1%	49.2%	52.3%
Hancock	Oak Glen High School	35	11.4%	0.0%	11.4%	14.2%
	Weir High School	55	14.5%	0.0%	20.0%	20.0%
	Total	90	13.3%	0.0%	16.6%	17.7%
Hardy	East Hardy County High School	26	11.5%	15.3%	38.4%	38.4%
	Moorefield High School	48	14.5%	14.5%	29.1%	39.5%
	Total	74	13.5%	14.8%	32.4%	39.1%
Harrison	Bridgeport High School	95	6.3%	1.0%	6.3%	10.5%
	Liberty High School	38	7.8%	0.0%	5.2%	7.8%
	Lincoln High School	59	5.0%	1.6%	10.1%	15.2%
	Robert C. Byrd High School	80	7.5%	0.0%	11.2%	15.0%
	South Harrison High School	27	11.1%	0.0%	29.6%	33.3%
	Total	299	7.0%	0.6%	10.3%	14.3%
Jackson	Ravenswood High School	45	15.5%	0.0%	42.2%	48.8%
	Ripley High School	90	12.2%	0.0%	28.8%	32.2%
	Total	135	13.3%	0.0%	33.3%	37.7%
Jefferson	Jefferson High School	138	12.3%	0.7%	15.9%	16.6%
	Washington High School	113	13.2%	0.8%	23.8%	26.5%
	Total	251	12.7%	0.7%	19.5%	21.1%
Kanawha	Capital High School	108	15.7%	1.8%	30.5%	36.1%
	George Washington High School	158	9.4%	2.5%	15.1%	21.5%
	Herbert Hoover High School	64	9.3%	3.1%	18.7%	26.5%
	Nitro High School	99	10.1%	2.0%	18.1%	23.2%
	Riverside High School	90	20.0%	5.5%	31.1%	41.1%
	Sissonville High School	53	15.0%	3.7%	30.1%	32.0%
	South Charleston High School	76	14.4%	7.8%	32.8%	35.5%
	St Albans High School	106	14.1%	7.5%	24.5%	34.9%
	Total	754	13.2%	4.1%	24.1%	30.6%
Lewis	Lewis County High School	63	11.1%	1.5%	15.8%	20.6%
	Total	63	11.1%	1.5%	15.8%	20.6%
Lincoln	Lincoln County High School	75	24.0%	6.6%	40.0%	50.6%
	Total	75	24.0%	6.6%	40.0%	50.6%

2015 First-time Freshmen Percentage of Students Enrolled in Developmental Education by County and High School*

		Total Students Enrolled in Fall	Students Enrolled in Dev. Ed. English	Students Enrolled in Dev. Ed. Reading	Students Enrolled in Dev. Ed. Math	Students Enrolled in Any Dev. Ed.
Logan	Chapmanville Regional High School	66	36.3%	4.5%	43.9%	59.0%
	Logan High School	82	28.0%	0.0%	47.5%	54.8%
	Man High School	35	34.2%	0.0%	34.2%	45.7%
	Total	183	32.2%	1.6%	43.7%	54.6%
Marion	East Fairmont High School	76	15.7%	0.0%	21.0%	30.2%
	Fairmont Senior High School	88	18.1%	0.0%	6.8%	18.1%
	North Marion High School	79	3.7%	0.0%	7.5%	11.3%
	Total	243	12.7%	0.0%	11.5%	19.7%
Marshall	Cameron High School	24	16.6%	0.0%	16.6%	25.0%
	John Marshall High School	107	13.0%	0.0%	21.4%	26.1%
	Total	131	13.7%	0.0%	20.6%	25.9%
Mason	Hannan High School	16	0.0%	0.0%	25.0%	25.0%
	Point Pleasant High School	74	17.5%	1.3%	28.3%	31.0%
	Wahama High School	25	20.0%	0.0%	40.0%	40.0%
	Total	115	15.6%	0.8%	30.4%	32.1%
McDowell	Mount View High School	26	34.6%	3.8%	50.0%	57.6%
	River View High School	35	20.0%	2.8%	34.2%	37.1%
	Total	61	26.2%	3.2%	40.9%	45.9%
Mercer	Bluefield High School	66	25.7%	6.0%	27.2%	39.3%
	Montcalm High School	14	42.8%	7.1%	57.1%	78.5%
	Pikeview High School	68	20.5%	1.4%	32.3%	44.1%
	Princeton Senior High School	114	15.7%	1.7%	29.8%	36.8%
	Total	262	20.9%	3.0%	31.2%	41.6%
Mineral	Frankfort High School	78	19.2%	0.0%	38.4%	41.0%
	Keyser High School	76	25.0%	0.0%	43.4%	51.3%
	Total	154	22.0%	0.0%	40.9%	46.1%
Mingo	Mingo Central Comprehensive High School	58	34.4%	0.0%	37.9%	51.7%
	Tug Valley High School	39	17.9%	0.0%	30.7%	33.3%
	Total	97	27.8%	0.0%	35.0%	44.3%
Monongalia	Clay Battelle High School	31	3.2%	0.0%	6.4%	6.4%
	Morgantown High School	210	3.3%	0.0%	4.2%	6.6%
	University High School	148	6.0%	0.0%	5.4%	8.1%
	Total	389	4.3%	0.0%	4.8%	7.1%
Monroe	James Monroe High School	40	22.5%	2.5%	40.0%	47.5%
	Total	40	22.5%	2.5%	40.0%	47.5%

2015 First-time Freshmen Percentage of Students Enrolled in Developmental Education by County and High School*

		Total Students Enrolled in Fall	Students Enrolled in Dev. Ed. English	Students Enrolled in Dev. Ed. Reading	Students Enrolled in Dev. Ed. Math	Students Enrolled in Any Dev. Ed.
Morgan	Berkeley Springs High School	57	8.7%	0.0%	12.2%	15.7%
	Paw Paw High School	**	33.3%	0.0%	33.3%	33.3%
	Total	**	10.0%	0.0%	13.3%	16.6%
Nicholas	Nicholas County High School	73	21.9%	1.3%	39.7%	43.8%
	Richwood High School	48	18.7%	2.0%	37.5%	43.7%
	Total	121	20.6%	1.6%	38.8%	43.8%
Ohio	Wheeling Park High School	169	10.0%	0.0%	18.3%	22.4%
	Total	169	10.0%	0.0%	18.3%	22.4%
Pendleton	Pendleton County High School	20	10.0%	0.0%	20.0%	20.0%
	Total	20	10.0%	0.0%	20.0%	20.0%
Pleasants	St Marys High School	33	18.1%	0.0%	39.3%	39.3%
	Total	33	18.1%	0.0%	39.3%	39.3%
Pocahontas	Pocahontas County High School	21	38.0%	0.0%	23.8%	38.0%
	Total	21	38.0%	0.0%	23.8%	38.0%
Preston	Preston High School	95	2.1%	1.0%	18.9%	18.9%
	Total	95	2.1%	1.0%	18.9%	18.9%
Putnam	Buffalo Putnam High School	33	21.2%	0.0%	48.4%	51.5%
	Hurricane High School	125	12.0%	0.8%	21.6%	24.0%
	Poca High School	42	14.2%	4.7%	28.5%	38.0%
	Winfield High School	117	8.5%	1.7%	21.3%	23.9%
	Total	317	11.9%	1.5%	25.2%	28.7%
Raleigh	Independence High School	58	18.9%	0.0%	34.4%	39.6%
	Liberty High School	51	15.6%	0.0%	29.4%	31.3%
	Shady Spring High School	83	16.8%	0.0%	26.5%	28.9%
	Woodrow Wilson High School	103	14.5%	0.9%	29.1%	34.9%
	Total	295	16.2%	0.3%	29.4%	33.5%
Randolph	Elkins High School	67	5.9%	0.0%	5.9%	8.9%
	Harman High School	**	0.0%	0.0%	50.0%	50.0%
	Pickens High School	**	0.0%	0.0%	100.0%	100.0%
	Tygart's Valley Middle High School	**	7.6%	0.0%	7.6%	7.6%
	Total	85	5.8%	0.0%	9.4%	11.7%
Ritchie	Ritchie County High School	34	8.8%	0.0%	5.8%	11.7%
	Total	34	8.8%	0.0%	5.8%	11.7%
Roane	Roane County High School	46	8.6%	2.1%	34.7%	36.9%
	Total	46	8.6%	2.1%	34.7%	36.9%

2015 First-time Freshmen Percentage of Students Enrolled in Developmental Education by County and High School*

		Total Students Enrolled in Fall	Students Enrolled in Dev. Ed. English	Students Enrolled in Dev. Ed. Reading	Students Enrolled in Dev. Ed. Math	Students Enrolled in Any Dev. Ed.
Summers	Summers County High School	32	15.6%	3.1%	28.1%	28.1%
	Total	32	15.6%	3.1%	28.1%	28.1%
Taylor	Grafton High School	48	10.4%	0.0%	8.3%	14.5%
	Total	48	10.4%	0.0%	8.3%	14.5%
Tucker	Tucker County High School	25	12.0%	0.0%	24.0%	28.0%
	Total	25	12.0%	0.0%	24.0%	28.0%
Tyler	Tyler Consolidated High School	42	21.4%	0.0%	40.4%	42.8%
	Total	42	21.4%	0.0%	40.4%	42.8%
Upshur	Buckhannon Upshur High School	46	10.8%	0.0%	21.7%	23.9%
	Total	46	10.8%	0.0%	21.7%	23.9%
Wayne	Spring Valley High School	117	13.6%	2.5%	33.3%	35.0%
	Tolsia High School	22	31.8%	4.5%	45.4%	59.0%
	Wayne County High School	60	20.0%	3.3%	50.0%	55.0%
	Total	199	17.5%	3.0%	39.6%	43.7%
Webster	Webster County High School	33	21.2%	0.0%	42.4%	48.4%
	Total	33	21.2%	0.0%	42.4%	48.4%
Wetzel	Hundred High School	11	0.0%	0.0%	0.0%	0.0%
	Magnolia High School	38	10.5%	0.0%	34.2%	36.8%
	Paden City High School	23	8.6%	0.0%	26.0%	26.0%
	Valley High School	22	9.0%	0.0%	40.9%	40.9%
	Total	94	8.5%	0.0%	29.7%	30.8%
Wirt	Wirt County High School	26	7.6%	0.0%	30.7%	38.4%
	Total	26	7.6%	0.0%	30.7%	38.4%
Wood	Parkersburg High School	167	17.3%	0.0%	20.9%	28.7%
	Parkersburg South High School	154	18.1%	0.0%	32.4%	36.3%
	Williamstown High School	44	11.3%	0.0%	22.7%	29.5%
	Total	365	16.9%	0.0%	26.0%	32.0%
Wyoming	Westside High School	55	21.8%	1.8%	32.7%	38.1%
	Wyoming County East High School	45	20.0%	0.0%	37.7%	40.0%
	Total	100	21.0%	1.0%	35.0%	39.0%
Summary	State Totals	7,663	14.9%	1.4%	25.4%	30.3%
	Public High Schools	7,392	15.2%	1.5%	25.9%	30.8%
	Private High Schools	271	6.6%	0.0%	13.6%	16.6%

**In an effort to protect student privacy and balance reporting needs, data has been suppressed in two situations. Private high schools were excluded from county totals and reported aggregately in the summary total. Many private high schools have low student counts that require most data to be censored. Further, low cell sizes for public high schools have been suppressed in conjunction with county totals when necessary.*



West Virginia Higher Education Policy Commission

**Report to the Legislative Oversight Commission
on Education Accountability**

December 6, 2016

**West Virginia Center for Nursing Strategic Plan Update
(§30-7B-7)**



West Virginia Higher Education Policy Commission

1018 Kanawha Boulevard, East, Suite 700

Charleston, West Virginia 25301

www.hepc.wvnet.edu

MEMORANDUM

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

FROM: Paul L. Hill
Chancellor

DATE: December 1, 2016

RE: West Virginia Center for Nursing Strategic Plan Statutory Report

West Virginia Code §30-7B-7 requires the West Virginia Center for Nursing (Center for Nursing) to report by December 1, 2014, and biennially thereafter, to the Legislative Oversight Commission on Health and Human Resources Accountability and the Legislative Oversight Commission on Education Accountability on its progress in developing a statewide strategic plan to address the nursing shortage in West Virginia and on any other issues the board considers relevant to the practice of nursing in this state. The statute also states that the board of the Center for Nursing shall provide drafts of any legislation needed to implement recommendations of the strategic plan.

Introduction:

The Center for Nursing leads strategies to support the education, recruitment and retention of nurses in West Virginia. It was created by the West Virginia Legislature in May 2005 at the recommendation of the Nursing Shortage Study Commission, a group that was established by the West Virginia Legislature in 2001. The Nursing Shortage Study Commission found that an organization was needed to identify solutions to key issues affecting nurses. Workforce planning, education, financial support, research and nurse practice development are key functions of the Center. In 2014, the legislation governing the Center for Nursing was amended to establish a closer working relationship between the Center for Nursing and the West Virginia Higher Education Policy Commission (Commission). The operations of the Center for Nursing are funded solely by a \$10 fee paid during the yearly license renewal process completed by every licensed practical and registered nurse in West Virginia.

The Center for Nursing operates a scholarship program and awards up to \$250,000 each year to licensed practical, registered, masters and doctoral nursing students pursuing their degrees. Since 2014, the program is administered by the Commission in consultation with the Center for Nursing.

In order to qualify for a scholarship, nursing students must be West Virginia residents attending an accredited West Virginia nursing program and agree to fulfill a service obligation to work in West Virginia for each year they receive an award.

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

Attachment A contains a complete copy of the most recent two year strategic plan (November 2014-November 2016). Included below are key updates on each strategic priority. The strategic priorities are derived from West Virginia Code §30-7B-1 and 4.

Strategic Priorities:

- **Establish a statewide strategic plan to address the nursing shortage in West Virginia.**
The Strategic Plan for the Center for Nursing was developed October 17, 2014 with review and updates by the Board of Directors on November 13, 2015 and November 18, 2016.

- **Collect, evaluate and disseminate data regarding nurse availability and shortage areas.**
The Center for Nursing collects and analyzes nursing workforce supply and demand data. A Shared Data Committee of nursing stakeholders including the West Virginia Board of Examiners for Registered Professional Nurses, West Virginia State Board of Examiners for Licensed Practical Nurses, Work Force West Virginia, the West Virginia Nurses Association, West Virginia Organization of Nurse Executives, West Virginia Association of Deans and Directors of Nursing Programs and other nursing stakeholders has been convened. The purpose of the committee is to assist in data collection and to avoid duplication in acquiring data and developing nursing workforce data reports.

*The Center for Nursing's most recent data release is West Virginia Nursing Workforce Data 2015, which is included as **Attachment B** and can be found on the Center for Nursing's web site www.westvirginiacenterfornursing.org.*

- **Establish and maintain a website to disseminate information about the center and its mission, and educational opportunities and financial aid available in West Virginia.**
A robust website is hosted by WVNET and maintained by the Center for Nursing. It houses information on nurse recruitment and retention programs, workforce data, and scholarships including the new online scholarship application. Future plans include an opportunity for nurse employers to post nursing position vacancies to the web site. The website now displays on mobile devices as well. www.westvirginiacenterfornursing.org

- **Evaluate capacity for expansion of nursing programs, including the availability of faculty, clinical laboratories, computers and software, library holdings and supplies.**
In 2016, a redesigned clinical scheduling program was developed in conjunction with WVNET. The program had previously only been utilized in the Kanawha Valley region, but is now available for use across the state. The interactive program allows nursing instructors to schedule clinical rotations for students in area hospitals and clinics to better utilize

available clinical sites, avoid scheduling conflicts and over utilization of limited clinical opportunities, and increase use of under-utilized clinical sites. One of the main barriers in the past to increasing nursing graduates has been lack of clinical opportunities. Hospitals and clinics can also access the site to manage and update available rotation sites.

A nursing program faculty survey was conducted in 2016 and included all public and private nursing programs. The purpose was to look at faculty vacancy and turnover rates as well as program resources. A summary will be published to the Center's web site in early 2017.

- **Consult with and advise the commission regarding the commission's administration of the nursing scholarship program designed to benefit nurses who practice in hospitals and other health care institutions or teach in state nursing programs as provided in section four, article three, chapter eighteen-c of this code.**

As of the fall 2016 semester, the scholarship application has been streamlined and applicants can now complete and submit the application online. The Nursing Scholarship Program now conforms to the Commission's guidelines for scholarship programs including the use of Heartland ECSI to track fulfillment of service obligations to work in West Virginia for each year awarded. These modifications have improved reporting capabilities, tracking of service obligations, as well as increased student applications to the program.

The Nursing Scholarship Program awarded a total of 60 scholarships to nursing students at all levels during the 2014-15 academic year and 123 during the 2015-16 academic year. The program disbursed a total of \$164,821 in scholarship aid during 2014-15 and 180,579 during 2015-16. (Attachment C).

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

A full board was appointed in February 2016 (Attachment D). The Executive, Recruitment and Retention, Data Management, Operations and Nominating Committees are fully appointed and active.

For More Information

If you have any questions regarding the West Virginia Center for Nursing, please contact Drema Pierson, Administrator, 304-558-0838 or drema.pierson@wvhepc.edu. You may also visit the website at www.westvirginiacenterfornursing.org.

ATTACHMENT A



West Virginia Center for Nursing Strategic Plan November 2014 – November 2016

Introduction: West Virginia Center for Nursing was established by the WV Legislature in 2005 to the recommendation of the Nursing Shortage Study Commission, a group established by the WV Legislature in 2001 in order to recruit and retain nurses to West Virginia.

Planning Process: West Virginia Center for Nursing engaged in a strategic planning process on Friday, October 17, 2014 with the Center's staff, board of directors and advisory committee members. The plan was reviewed and update on November 13, 2015 and November 18, 2016.

Key Terms and Definitions:

Mission – The West Virginia Center for Nursing improves the health and healthcare of all West Virginian's through strategic nursing workforce planning and development.

Vision- The West Virginia Center for Nursing will be a national leader in the development and implementation of strategies to support the education, recruitment and retention of qualified nurse professionals for and in the State of West Virginia.

Strategic Priorities: *(identified in H.B. 4188)*

- Establish a statewide strategic plan to address the nursing shortage in West Virginia
- Collect, evaluate and disseminate data regarding nurse availability and shortage areas
- Establish and maintain a website to disseminate information about the center and its mission, and educational opportunities and financial aid available in West Virginia
- Evaluate capacity for expansion of nursing programs, including the availability of faculty, clinical laboratories, computers and software, library holdings and supplies

- Consult with and advise the commission regarding the commission’s administration of the nursing scholarship program designed to benefit nurses who practice in hospitals and other health care institutions or teach in state nursing programs as provided in section four, article three, chapter eighteen-c of this code
- Maintain an active Board of Directors of WV Center for Nursing consistent with §30-7B-4
 - Membership recruitment and retention
 - Determine policy for the operation of the center
 - Identify and communicate needed resources to the HEPC
- Report to LOCHHRA and LOCEA on progress of statewide strategic plan to address the nursing shortage in WV and other issues relevant to the practice of nursing
 - By December 1, 2014
 - Every other year thereafter (2016, 2018, 2020, etc.)

Strategic Priority 1: Establish a statewide strategic plan to address the nursing shortage in West Virginia

Outcome 1: *A statewide strategic plan for the WV Center for Nursing, consistent with H.B. 4188, is completed by November 13, 2014*

- **Strategy 1:** Hold an initial strategic plan session with the board of the WV Center for Nursing and advisors on October 17, 2014.
- **Strategy 2:** Refine the strategic plan by November 1, 2014.
- **Strategy 3:** Approval of strategic plan by November 13, 2014.
- **Strategy 4:** Report on the strategic plan by December 1st to the Legislative Oversight Commission on Health and Human Resources Accountability and the Legislative Oversight Commission on Education Accountability.
- **Strategy 5:** Release strategic plan to stakeholders via website and other communication means by January 1, 2015.

Outcome 2: *The statewide strategic plan for the WV Center for Nursing is thoroughly reviewed and revised bi-annually by October 30th each year*

- **Strategy 1:** The statewide strategic plan for the WV Center for Nursing is revised each October of the even numbered years by the Board of Directors and the advisory committee through a formal planning process.
- **Strategy 2:** Approval of strategic plan by November 13.
- **Strategy 3:** Report on the strategic plan on December 1.
- **Strategy 4:** Release strategic plan to stakeholders via website and other communication means by January 1.

Outcome 3: *The statewide strategic plan for the WV Center for Nursing is used at each meeting to guide decisions, track progress, and identify nursing needs in West Virginia.*

- **Strategy 1:** The strategic plan will serve as an organizational framework for meetings.
- **Strategy 2:** The statewide strategic plan for the WV Center for Nursing is used at each meeting to report on progress.
- **Strategy 3:** Progress on the statewide strategic plan for the WV Center for Nursing is updated semi-annually.

Strategic Priority 2: Collect, evaluate, and disseminate data regarding nurse availability and shortage areas

Outcome 1: *Define nurse and faculty shortage areas using best practices for workforce research.*

- **Strategy 1:** Consult with workforce experts on current workforce shortage definitions.
- **Strategy 2:** Develop formulas for data collection.

Outcome 2: *Administer surveys to nurse employers using identified formulas.*

- **Strategy 1:** Develop the survey by working with appropriate stakeholders.
- **Strategy 2:** Collect data from nurse employers in the state.
- **Strategy 3:** Evaluate data collected.
- **Strategy 4:** Disseminate data to legislature and stakeholders.

Outcome 3: *Administer a faculty vacancy survey.*

- **Strategy 1:** Develop the survey by working with appropriate stakeholders such as HEPC and NEFWV.
- **Strategy 2:** Collect data from nursing programs in the state.
- **Strategy 3:** Evaluate data collected.
- **Strategy 4:** Disseminate data to legislature and stakeholders.

Outcome 4: *Support the effort of stakeholders in streamlining data collection measures and systems.*

- **Strategy 1:** Convene meeting with stakeholders to analyze current data collection measures and systems.
- **Strategy 2:** Develop future strategies for coordination of data collection measures and systems.

Outcome 5: *Use data to inform policy related to financial aid, development of new educational programs, continuing programs and workforce development.*

- **Strategy 1:** Increase awareness of the data available from Center to all stakeholders.

- **Strategy 2:** Collaborate with stakeholders to provide data to use for policy development for financial aid, new educational programs, continuing education programs and workforce development.

Outcome 6: *Develop an outreach strategy related to the mission of the Center for Nursing.*

- **Strategy 1:** Identify opportunities for the Center to expand outreach efforts.
- **Strategy 2:** Allocate resources for outreach in a systematic way.
- **Strategy 3:** Evaluate outreach strategies annually.

Strategic Priority 3: Establish and maintain a website to disseminate information about the center and its mission, and educational opportunities and financial aid available in West Virginia

Outcome 1: *Review website annually by May 30 to assure clear and current content.*

- **Strategy 1:** Use best practices in website presentation for content development and review.
- **Strategy 2:** Assure website is user friendly and compliant with current regulations.
- **Strategy 3:** Develop clear policy procedures on posting of content.
- **Strategy 4:** Assure content is relevant to all stakeholders.

Outcome 2: *Evaluate website analytics semi-annually in September and February of each year.*

- **Strategy 1:** Use data from website analytics and target information and delivery.

Strategic Priority 4: Evaluate capacity for expansion of nursing programs, including the availability of faculty, clinical laboratories, computers and software, library holdings, and supplies

Outcome 1: *Partner with stakeholders, including the NEFWV, WVOADN, WVLN & regulatory boards to evaluate barriers to expansion on programs by May 2015.*

- **Strategy 1:** Convene a meeting of stakeholders to evaluate data collected by a variety of organizations regarding barriers to program expansion by May 2015.

Outcome 2: *Use data regarding barriers to expansion of nursing programs to inform policy during the 2016 legislative program.*

- **Strategy 1:** Develop a white paper on barriers to program expansion using data collected by a variety of stakeholders by January 2016.
- **Strategy 2:** Collaborate with stakeholders including the NEFWV, WVOADN, WVLN, and regulatory boards to develop strategies for program expansion, including resource acquisition.

Outcome 3: *Maintain the clinical scheduling program and expand this program statewide to make optimal use of scarce available clinical sites for student rotations.*

- **Strategy 1:** Evaluate resource needs for program continuation and expansion by January 2015.
- **Strategy 2:** Collaborate with stakeholders for resources to continue the clinical scheduling program with expansion statewide by Spring semester 2015, with implementation for Fall semester 2015.

Strategic Priority 5: **Consult with and advise the commission regarding the commission's administration of the nursing scholarship program designed to benefit nurses who practice in hospitals and other health care institutions or teach in state nursing programs as provided in Section 4, Article 3, Chapter 18-c West Virginia code**

Outcome 1: *Participate with HEPC in continuous improvement of nursing scholarship program.*

- **Strategy 1:** Review the program's application, process, and awards after each cycle to seek improvement areas.
- **Strategy 2:** Seek assistance from legislature and HEPC if needed, to improve the program.

Outcome 2: *Advise in selection criteria for nursing scholarships based in areas of nurse and faculty shortages.*

- **Strategy 1:** Analyze available nursing data to inform any needed revision of selection criteria.

Outcome 3: *Assist the HEPC in development of innovative scholarship strategies to support lifelong learning by nurses.*

- **Strategy 1:** Review other nursing and health profession scholarship programs for process and programmatic elements to incorporate into the Nursing Scholarship Program.
- **Strategy 2:** Review other nursing and health profession scholarship programs for marketing and outreach ideas to encourage strong interest and awareness of the Nursing Scholarship Program.

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

Outcome 1: *Engage in vacancy membership recruitment and retention for recommendation to the governor.*

- **Strategy 1:** Seek volunteer or nominations on an on-going basis in case vacancies appear on the board.

Outcome 2: *Review and revise the policy for the operation of the center by October 30th, 2015 and annually after.*

- **Strategy 1:** Have a review session held at the October (annual) meetings to ensure policies and procedures are up to date with the duties and requirements of the Center.

Outcome 3: *Identify and communicate needed resources to the HEPC as needed.*

- **Strategy 1:** Empower staff member to discuss any needs to appointed HEPC leadership.
- **Strategy 2:** Encourage and empower the Board Chair to seek assistance from HEPC when needed.

Strategic Priority 7: **Report to LOCHHRA and LOCEA and other committees upon request, on progress of statewide strategic plan to address the nursing shortage in WV and other issues relevant to the practice of nursing**

- **By December 1, 2014**
- **Every other year thereafter (2016, 2018, 2020, etc.)**

Outcome 1: *Finalize the report of activities related to the statewide strategic plan to the legislature by October 30th annually.*

- **Strategy 1:** Review and revise the report by August annually.
- **Strategy 2:** Approve report at the Annual Meeting in October.

Outcome 2: *Disseminate report of activities related to the statewide strategic plan to the public by January 1st annually.*

- **Strategy 1:** Develop a dissemination plan by August annually.
- **Strategy 2:** Review dissemination plan annually.

ATTACHMENT B



West Virginia Nursing Workforce Data Snapshots 2016

Each year, the United States Bureau for Labor Statistics releases data regarding specific workforce sectors. Along with data from state sources, the West Virginia Center for Nursing analyzes these data for strategic decision making.

2015 Employment and Wages, Registered Nurses and Licensed Practical Nurses

The table below shows 2015 total employment, mean hourly wage and mean annual wage for West Virginia and the states that border West Virginia. The inclusion of data from surrounding states is critical as previous surveys have shown that nurses who live in West Virginia may commute to surrounding states for employment.

West Virginia has the lowest mean hourly wage and hence the lowest mean annual wage for registered nurses (RN) and licensed practical nurses (LPN) of all bordering states, with the gap being largest between West Virginia and Maryland, a gap of over \$15,000 annually for RNs, and over \$7,000 annually for LPNs.

2015 Total Employment, Mean Hourly Wage and Mean Annual Wage West Virginia and Border States			
Registered Nurses			
Area	Total Employment	Mean Hourly Wage	Mean Annual Wage
WV	20,020	\$ 27.89	\$ 58,010
KY	43,630	\$ 28.26	\$ 58,770
MD	51,100	\$ 35.19	\$ 73,200
OH	126,270	\$ 30.19	\$ 62,800
PA	136,090	\$ 32.47	\$ 67,550
VA	63,340	\$ 31.41	\$ 65,340
National	2,745,910	\$ 34.14	\$ 71,000
Licensed Practical Nurses			
Area	Total Employment	Mean Hourly Wage	Mean Annual Wage
WV	6,570	\$ 17.16	\$ 35,680
KY	10,850	\$ 18.84	\$ 39,180
MD	11,640	\$ 24.59	\$ 51,140
OH	40,160	\$ 19.74	\$ 41,060
PA	37,470	\$ 21.43	\$ 44,570
VA	21,410	\$ 19.80	\$ 41,190
National	697,250	\$ 21.17	\$ 44,030

ATTACHMENT B



2015 Employment and Wages, Advanced Practice Nurses

West Virginia has the highest mean hourly wage and hence the highest mean annual wage for Nurse Anesthetists of all bordering states, and West Virginia salaries for Nurse Anesthetists are more than \$15,000 above the national average. Similarly, Nurse Midwives also earn more than the mean annual wage in West Virginia than in surrounding states or nationally. Conversely, Nurse Practitioners, the largest group of advanced practice nurses in the state earn lower than the national average and surrounding states, with the gap being largest between West Virginia and Virginia, a gap of over \$7,000 dollars annually. The gap between West Virginia Nurse Practitioner mean annual salaries and the national mean is even greater, at nearly \$10,000 dollars a year.

2015 Total Employment, Mean Hourly Wage and Mean Annual Wage			
Nurse Anesthetists			
Area	Total Employment	Mean Hourly Wage	Mean Annual Wage
WV	480	\$ 84.31	\$ 175,360
KY	1,210	\$ 77.42	\$ 161,040
MD	510	\$ 75.06	\$ 156,110
OH	2,330	\$ 72.08	\$ 149,920
PA	2,210	\$ 73.49	\$ 152,850
VA	1,270	\$ 80.73	\$ 167,930
National	39,410	\$ 77.04	\$ 160,250
Nurse Midwives			
Area	Total Employment	Mean Hourly Wage	Mean Annual Wage
WV	40	\$ 51.51	\$ 107,140
KY	160	\$ 46.74	\$ 97,220
MD	200	\$ 42.75	\$ 88,910
OH	200	\$ 44.90	\$ 93,390
PA	180	\$ 45.10	\$ 93,800
VA	*	*	*
National	7,430	\$ 45.01	\$ 93,610
Nurse Practitioners			
Area	Total Employment	Mean Hourly Wage	Mean Annual Wage
WV	890	\$ 43.88	\$ 91,270
KY	2,620	\$ 45.74	\$ 95,140
MD	2,750	\$ 46.25	\$ 96,200
OH	6,300	\$ 46.40	\$ 96,520
PA	4,380	\$ 44.55	\$ 92,670
VA	4,070	\$ 47.58	\$ 98,960
National	136,060	\$ 48.68	\$ 101,260

*Data not available

ATTACHMENT B



2015 West Virginia Employment and Wages, Urban and Non-Urban Areas, Registered Nurses and Licensed Practical Nurses

The table below shows 2015 total employment, mean hourly wage and mean annual wage for urban and non-urban areas of West Virginia for registered nurses and licensed practical nurses.

2015 West Virginia Urban and Non-Urban Areas Total Employment and Mean Hourly and Annual Wages, Registered Nurses and Licenses Practical Nurses			
Registered Nurses			
Area	Total Employment	Mean Hourly Wage	Mean Annual Wage
Urban			
Beckley	1,200	\$ 28.32	\$ 58,900
Charleston	4,050	\$ 27.20	\$ 56,570
Huntington-Ashland WV,KY,OH	4,600	\$ 27.05	\$ 56,260
Morgantown	2,850	\$ 30.43	\$ 63,300
Parkersburg-Vienna	810	\$ 27.22	\$ 56,610
Weirton-Steubenville, WV,OH	1,360	\$ 30.57	\$ 63,580
Wheeling, WV,OH	1,960	\$ 26.73	\$ 55,610
Non-Urban			
Southern WV	1,730	\$ 25.41	\$ 52,860
Northern WV	3,150	\$ 26.05	\$ 54,190
National	2,745,910	\$ 34.14	\$ 71,000
Licensed Practical Nurses			
Area	Total Employment	Mean Hourly	Mean Annual
Urban			
Beckley	650	\$ 16.11	\$ 33,500
Charleston	780	\$ 17.24	\$ 35,860
Huntington-Ashland WV,KY,OH	1,400	\$ 16.85	\$ 35,050
Morgantown	450	\$ 16.67	\$ 34,670
Parkersburg-Vienna	310	\$ 18.31	\$ 38,080
Weirton-Steubenville, WV-OH	360	\$ 18.18	\$ 37,810
Wheeling, WV-OH	570	\$ 17.15	\$ 35,670
Non-Urban			
Southern WV	1,110	\$ 16.72	\$ 34,780
Northern WV	1,420	\$ 17.05	\$ 35,460
National	697,250	\$ 21.17	\$ 44,030

ATTACHMENT B



2015 West Virginia Employment and Wages, Urban and Non-Urban Areas, Advanced Practice Nurses
 The table below shows 2015 total employment, mean hourly wage and mean annual wage for urban and non-urban areas of West Virginia for advanced practice nurses including nurse anesthetists and nurse practitioners. No data are available for nurse midwives.

2015 West Virginia Urban and Non-Urban Areas Total Employment and Mean Hourly and Annual Wages, Advanced Practice Nurses			
Nurse Anesthetists			
Area	Total Employment	Mean Hourly Wage	Mean Annual Wage
Urban			
Beckley	*	*	*
Charleston	190	\$ 82.53	\$ 171,660
Huntington-Ashland, WV-KY-OH	150	\$ 80.24	\$ 166,900
Morgantown	*	*	*
Parkersburg-Vienna	40	\$ 81.43	\$ 169,370
Weirton-Steubenville, WV-OH	*	*	*
Wheeling, WV-OH	*	*	*
Non-Urban			
Southern WV	*	*	*
Northern WV	40	\$ 80.41	\$ 167,260
National	39,410	\$ 77.04	\$ 160,250
Nurse Practitioners			
Area	Total Employment	Mean Hourly Wage	Mean Annual Wage
Urban			
Beckley	150	\$ 41.45	\$ 86,220
Charleston	130	\$ 43.48	\$ 90,430
Huntington-Ashland, WV-KY-OH	300	\$ 44.67	\$ 92,920
Morgantown	70	\$ 44.34	\$ 92,230
Parkersburg-Vienna	80	\$ 46.74	\$ 97,220
Weirton-Steubenville, WV-OH	50	\$ 47.81	\$ 99,430
Wheeling, WV-OH	60	\$ 47.28	\$ 98,350
Non-Urban			
Southern WV	50	\$ 45.20	\$ 94,010
Northern WV	90	\$ 42.43	\$ 88,260
National	136,060	\$ 48.68	\$ 101,260

*No data available

Source: Bureau for Labor Statistics (2016) Occupational Employment and Wages, May 2015.

ATTACHMENT C



West Virginia Center for Nursing Board of Directors 2016

1.) Two representatives from the West Virginia Board of Examiners for Registered Professional Nurses, one representing a bachelor or higher degree program and one representing an associate degree program.

Bachelor or Higher Degree Program Representative (Registered Professional Nurses, Bachelor and higher degree):

Brenda Mason
101 College Hill Drive
Philippi, WV 26416
Barbour County
304-636-3300 ext 1120
mason.brenda@davishealthsystem.org

Associate Degree Program Representative (Registered Professional Nurses, Associate):

Dr. Pamela L. Alderman
Post Office Box 860
Chapmanville, WV 25508
Logan County
304-357 4855
pamelaalderman@ucwv.edu

2.) One representative from the West Virginia Board of Examiners for Licensed Practical Nurses. (Rep. from Board of Examiners for LPN)

Greg Chiartas, JD
1554 Kanawha Boulevard, East
Post Office Box 347
Charleston, WV 25311
Kanawha County 304-881-0634
greg@freemanandchiartas.com

3.) One representative from the West Virginia Nurses Association.

Dr. Shelia Kyle
2900 First Avenue
Huntington, WV 25702
Cabell County
304 526 1415 shelia.kyle@st-marys.org

ATTACHMENT C



4.) One nurse presenting a rural health care facility. (Nurse, Rural Health care facility)

Mary Beth Barr
217 Woodlawn Drive
Petersburg, WV 26847
Grant County
304-257-1026
mbarr@grantmemorial.com

5.) One director of nursing. (Director of Nursing)

Ron Moore
3200 MacCorkle Ave SE
Charleston, WV 25304
Kanawha County
304-388-5486
ron.moore@camc.org

6.) One health care administrator. (Representative of employer of nurses)

Dr. Cyndi Persily
126 Whispering Woods
Charleston, WV 25301
Kanawha County
304-925-6318
cpersily@highlandhosp.com

7.) One registered professional staff nurse engaged in direct patient care. (Registered professional staff nurse engaged in direct patient care)

Cheryl Basham
Post Office Box 700
Cool Ridge, WV 25825
Raleigh County
304-787-5581
lifedancer_830@yahoo.com

8.) One licensed practical nurse engaged in direct patient care. (LPN engaged in direct patient care)

Gerald Bragg
1528 Hampton Road
Charleston, WV 25314
Kanawha County
gbragg@highlandhosp.com

ATTACHMENT C



9.) Two citizen members
Leah P. Salyers, MS, CRC
Certified Rehabilitation Counselor
662 Stratton Street
Logan, WV 25601
Logan County
304-752-9232
leahsalyers@gmail.com

R. Frank Mace
Post Office Box 45
Pinch, WV 25156
Kanawha County
304-965-1343
wheel1@frontier.com

10.) Two ex officio, nonvoting members: The Secretary of the Department of Health and Human Resources or designee, and a representative from WorkForce West Virginia.

Secretary of the Department of Health and Human Services or his or her designee:

Connie Cantrell*
350 Capitol Street, Room 350
Charleston, WV 25301-3702
Kanawha County
304-356-4830
connie.l.cantrell@WV.gov

Representative from WorkForce West Virginia:

Rachel Bowman
112 California Avenue
Charleston, WV 25305
Kanawha County
304-558-7024
rachel.e.bowman@WV.gov

ATTACHMENT D

Nursing Scholarship Program Awards FY 2015 and 2016

FY 2015

Fall 2014

Licensed Practical Nursing Students	1	1,000
LPN Teaching Certificate	3	3,000
Registered Nurse	7	41,370
Master's or Doctoral Nursing or Education Students	5	27,560
	16	72,930

Spring 2015

Licensed Practical Nursing Students	16	16,000
Registered Nurse Students	6	22,500
Master's or Doctoral Nursing or Education Students	4	20,000
	Total	26
		58,500

Summer 2015

Licensed Practical Nursing Students	7	7,000
Registered Nurse Students	4	10,011
Master's or Doctoral Nursing or Education Students	7	16,380
	Total	18
		33,391

FY 2015 Total **60** **164,821**

FY 2016

Fall 2015

Registered Nurse Students	9	46,500
Master's or Doctoral Nursing or Education Students	5	17,800
	Total	14
		64,300

Spring 2016

Licensed Practical Nursing Students	15	15,000
LPN Teaching Certificate	2	2,000
Registered Nurse Students	15	45,000
Master's or Doctoral Nursing or Education Students	2	10,000
	Total	34
		72,000

Summer 2016	47	14,100
Licensed Practical Nursing Students	1	1,000
LPN Teaching Certificate	23	23,000
Registered Nurse Students	4	6,179
Master's or Doctoral Nursing or Education Students	75	44,279
	Total	
	123	180,579
FY 2016 Totals:		

In order to qualify for a scholarship, nursing students must be West Virginia residents attending an accredited West Virginia nursing program and agree to fulfill a service obligation to work in West Virginia for each year they receive an award.

To apply for a scholarship, students should visit wvcenterfornursing.org. Every year, the online application is open on April 15th and the deadline to apply for an award is June 1st.