

NC AREA HEALTH EDUCATION CENTERS PROGRAM

AHEC NURSING INITIATIVES

HISTORY AND ACCOMPLISHMENTS: 1990-2006

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Additional copies of this report are downloadable from the NC AHEC Program Web site.

www.ncahec.net/about/nursing.htm

INTRODUCTION

The goal of the North Carolina Area Health Education Center (NC AHEC) Program is to meet the primary health care needs of the state by improving the supply, distribution, and quality of health care professionals. Since 1974, all of the state's nine regional AHECs have employed nurse educators who work to expose North Carolina's nursing workforce to emerging technological changes as well as innovative methods that are intended to improve the quality of nursing care. All NC AHEC nursing activities aim to increase and enhance the nursing workforce in North Carolina through education, training, and consultation.

In the 1980s, the North Carolina General Assembly created the Legislative Study Commission on Nursing. The Commission carried out an exhaustive examination of nursing workforce shortages in the state and considered suggestions from a number of stakeholders, including NC AHEC. Based on those findings, the 1989 General Assembly allocated funding to support the most promising of the initiatives. The NC AHEC Program was identified as a key player with responsibility for developing activities that support those legislative intents. This report highlights those efforts.

Legislative funding over the past 16 years has enabled the NC AHEC Program and many North Carolina nursing schools to create innovative programs that provide advanced education to registered nurses and that prepare more students for careers in nursing. Three initiatives that are vital to nurse workforce development are nurse refresher programs, educational mobility for working nurses, and clinical site development to support enrollment in the state's nursing schools. The report discusses each of these projects.

EXECUTIVE SUMMARY

This report summarizes the work of NC AHEC Nursing and presents quantitative data on financial allocations, program participation, and the overall success of statewide initiatives.

RN REFRESHER PROGRAM

The NC AHEC RN Refresher Program provides registered nurses who have been out of the workforce with an opportunity to update their clinical knowledge and skills and return to clinical practice. It also allows those nurses who have been working in non-clinical nursing roles to update their clinical skills and return to direct patient care. From 1990-2006, over \$900,000 was allocated to the nine regional AHECs to support the non-personnel expenses of nurse refresher courses.

Between 1990 and 2006, 1917 nurses enrolled in the Refresher Program offered through each of the 9 regional AHECs and in collaboration with the University of North Carolina at Chapel Hill. Of these students, 1193 completed the didactic portion of the program, and 853 also completed the clinical component. Seventy-seven percent of those nurses who completed the full program from 2004 through 2006 were employed as nurses in North Carolina in 2007.

RN Refresher Program coordinators in each of the nine AHECs and at UNC Chapel Hill School of Nursing arrange clinical experiences for students. They currently have arrangements with 78 health care organizations that are willing to provide clinical preceptors for these returning nurses. Students receive their clinical assignments based on where they live and, when possible, their preferred practice sites.

In an attempt to build on the Program's successes, several innovations are in progress. The didactic portion of the Program will be put online by the end of 2008. The Committee that oversees the Program is developing a number of creative approaches to increase clinical opportunities in the face of serious competition for clinical sites. For example, clinical experiences are expanding to include training in clinical laboratories and in simulated clinical settings.

EDUCATIONAL MOBILITY PROGRAMS

The NC AHEC Program designs and supports off-campus educational mobility programs that provides educational opportunities to earn additional degrees for working RNs and other non-traditional nursing students. The NC AHEC Program allocates funds for these programs to the schools of nursing within the constituent institutions of the University of North Carolina and Duke University School of Nursing.

North Carolina AHEC nurse faculty collaborate with schools of nursing to develop and operate off-campus RN to BSN, MSN, and Family Nurse Practitioner programs in underserved areas of the state. The majority of students indicate that the programs are meeting their needs for flexible educational formats that allow them to advance their nursing preparation while continuing to work in their own communities.

Between 1977 and 2006, 1389 nurses graduated from educational mobility programs supported by AHEC from eight different schools of nursing. Sixty-seven students were enrolled in the 2006-2007 academic year.

The nine regional AHECs provide the schools and students with logistical support, classroom space, computer support, and library support. In addition, they help identify appropriate clinical sites and develop preceptors. From 1990-2006 the NC AHEC Program allocated \$6,030,685 for educational mobility program support.

The NC AHEC Program continues to work closely with UNC General Administration and with the UNC schools of nursing to determine how to best support off-campus RN to BSN and MSN programs. AHEC has conducted three statewide surveys to determine the interest of working nurses in obtaining BSN and MSN degrees. As the nature of higher education has changed and on-line nursing programs became more available, AHEC has continued to explore innovative ways by which it can encourage and support nurses as they work to continue their educations.

CLINICAL SITE DEVELOPMENT PROGRAMS

In 1989, the NC legislature allocated funds to the NC AHEC with the specific goal of exposing the greatest number of nursing students for the maximum time possible to new clinical training sites in rural, long-term-care, and critical care settings. As a result, the NC AHEC Program established a grants program, which continues to allocate funds

among the schools of nursing within the NC Community College System and UNC constituent institutions.

AHEC nurses work with the NC community colleges nursing programs and UNC system schools of nursing to identify and develop new clinical sites. These nurses also assist with grant preparation and offer consultation on areas related to student use of the clinical sites.

Since 1990, 384 sites and 53 schools have received clinical site development funds. Consistent with the initial legislative intent, 80 percent of the sites have provided training experiences in the identified areas of greatest need.

In the 2005-2006 academic year, 275 of these sites were used, offering clinical experiences for significant numbers of nursing student. Since 1990, \$1,910,141 has been distributed across the state for clinical site development.

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The report was prepared by Sally Hearne of the North Carolina AHEC Program Office who collaborated with the AHECs to summarize the findings. Sincere thanks are due Ms. Hearne for this important work. Gratitude is also expressed to Andy Berner, AHEC Program Information and Communication Specialist, who assisted with the preparation and publication of this manuscript.

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NURSING PRACTICE IN NORTH CAROLINA: THE ROLE OF AHEC

The North Carolina Area Health Education Centers Program (NC AHEC) provides health professions education and training and is a unique partnership between the university health science centers and local communities. The Program's goal is to meet the primary health care needs of the state by improving the supply, distribution and quality of health care professionals. The NC AHEC Program began in 1972 with federal funding and is administered by the University of North Carolina at Chapel Hill School of Medicine. In 1974, with funding from the NC General Assembly, it became a statewide program. Today, nine regional AHECs comprise the AHEC system and are supported primarily by state and local funds.

Each AHEC is staffed by an interdisciplinary faculty, including one or more nursing educators. Since the Program's beginning, nursing education and clinical training have been an integral part of its mission to expose nurses to new technology and to innovative methods and models of professional nursing practice. The AHEC nursing faculty have recognized that solutions to educational and workforce issues in nursing are complex and require a combination of continuing efforts.

Consistent with the NC AHEC Program, the mission of AHEC nursing activities is to enhance nursing practice in North Carolina through education, training and consultation. In partnership with education and service institutions, AHEC nurses identify emerging health care needs within their assigned regions and develop strategies to address these needs by:

- facilitating the retention and recruitment of people representing all ethnic and socio-economic backgrounds into the profession
- promoting undergraduate and graduate nursing education
- promoting educational mobility
- providing continuing education

LEGISLATIVE HISTORY

In response to the nursing shortage facing North Carolina in the 1980s, the North Carolina General Assembly created the Legislative Study Commission on Nursing. This group developed recommendations for Education, Retention, Recruitment, and Salary in Nursing. The results of the work of the study commission were realized in the actions of the 1989 General Assembly, which allocated funding to support many initiatives identified by the study commission to address the challenges of the nursing workforce in North Carolina. The North Carolina AHEC Program was identified by the study commission as a key player in responding to nursing workforce needs in education and retention. The 1989 General Assembly allocated funding to AHEC for three essential areas facing challenge:

- Nurse Refresher Programs
- Educational Mobility
- Clinical Site Development.

The sections that follow provide an overview of accomplishments in each of these major nursing education initiatives.

NURSE REFRESHER PROGRAMS

LEGISLATIVE MANDATE

The Legislative Study Commission on Nursing found that nurse refresher courses were not widely available. Senate Bill 244 Section 2 and House Bill 320 addressed the need to develop and implement a plan to ensure that refresher courses for RNs and LPNs were available statewide and on a more frequent basis. These statutes allocated funding to NC AHEC to increase the availability of refresher courses. The NC AHEC Program developed a plan for the statewide dissemination of a self-study approach in combination with North Carolina Board of Nursing approved clinical preceptorships.

PROGRAM DESCRIPTION

The NC AHEC Registered Nurse Refresher Program consists of a self-paced medical-surgical nursing review (see 23 modules listed below) and a 160-hour clinical practicum and is a collaborative effort of the NC AHEC Program, UNC-Chapel Hill School of Nursing and the Friday Center for Continuing Education. The Program addresses a full range of common nursing problems and is designed for the nurse who:

- has been licensed as a registered nurse in one of the fifty states in the past, but is presently ineligible for reinstatement of that license because it has lapsed or been inactive for five or more years
- has been directed by the NC Board of Nursing to complete such a course
- would like to change practice areas
- wishes to complete a basic medical-surgical nursing review.

The Northwest AHEC developed and pilot tested a similar refresher program for Licensed Practical Nurses. The program consists of a total of 180 hours of home study, classroom instruction, and clinical practice and is currently administered by the North Carolina Community College System. It is offered across the state based on regional need.

<u>Module Title</u>	<u>Number</u>
• Contemporary Nursing: Change or Transformation?	1
• Legal and Ethical Considerations in Nursing: Practical Perspectives	2
• Critical Thinking and the Nursing Process: Assessment through Nursing Diagnosis	3
• Critical Thinking and the Nursing Process: Planning through Evaluation	4

- The Adult Life Span: A Focus on Aging 5
- Nurse and Patient Safety 6
- Pharmacology Review 7
- Medication Administration 8
- Fluid, Electrolyte, Acid-Base Imbalances and Blood Administration 9
- Protecting the Patient and the Nurse: 10
 - Infection Control, Biohazards and Blood-bourn Pathogens
- The Respiratory System: General Principles 11
- The Respiratory System: Common Disease Conditions 12
- Common Cardiovascular and Peripheral Vascular Disorders 13
- Condition of the Gastrointestinal System 14
- Conditions of the Urinary/Renal System 15
- Conditions of the Neurological System 16
- Disorders of the Musculoskeletal System 17
- Selected disorders of the Endocrine System 18
- Disorders of the Immune System; HIV/AIDS 19
- Disorders of the Hematologic System 20
- Oncologic Disorders 21
- Emergency Situations 22
- Caring for the Perioperative Patient 23

PROGRAM ACCOMPLISHMENTS

The NC AHEC Registered Nurse Refresher Program, which has been coordinated by the AHECs since 1990, is a proven, successful alternative for registered nurses who wish to renew their clinical knowledge and skills. Originally seen as an alternative program for nurses in regions where there were no classroom based courses available, it is now the program of choice for nurses in North Carolina who wish to return to professional practice. Table 1 details the number of students who enrolled in and have completed the didactic and/or clinical components of the RN Refresher program from April 1990 through April 2006 by AHEC region.

TABLE 1: Total Nurse Refresher Enrollees and Program Completers 1990-2006

AHEC	Total Enrollment	Completed Theory	Completed Clinical
Area L	18	12	7
Charlotte	288	190	127
Coastal	142	91	71
Eastern	153	104	72

Greensboro	176	122	91
Mountain	219	146	110
Northwest	216	160	128
Southern Regional	100	70	44
Wake	376	208	153
UNC- Chapel Hill	129	90	59
Total Enrollment	1817	1193	862

Over 150 North Carolina nurses were enrolled in the program in March of 2006. In addition to that number, the UNC-Chapel Hill Friday Center for Continuing Education, which enrolls out-of-state students in the didactic component, reported that 5 out-of-state students were enrolled.

RN Refresher coordinators in each of the nine AHECs and the coordinator at UNC-Chapel Hill School of Nursing arrange clinical experiences for RN refresher students once they have completed the theory portion of the course. These practica consist of 160 hours of clinical experience. The NC Board of Nursing requires that 120 of those hours must be accomplished on a unit where a range of medical-surgical experiences are available. The remaining 40 hours may be completed through other clinical experiences, including laboratory experiences and clinical simulations.

The regional AHECs currently have agreements with 78 health care organizations that are willing to precept students who are enrolled in the clinical portion of the RN Refresher course (Table 2). Students are placed at these sites based on where they live and, when possible, their preferred practice settings. Based on regional needs, new and alternative sites are regularly developed.

TABLE 2: Facilities Providing RN Refresher Clinical Preceptorships

Area L AHEC

Wilson Medical Center
Nash General Hospital
Heritage Hospital
Halifax Regional Medical Center

CMC-Mercy
CMC-Pineville
CMC-University
NorthEast Medical Center
Union Regional Medical Center
Novant Health-Presbyterian HealthCare

Charlotte AHEC

Carolinas Specialty Hospital
Cleveland Regional Hospital
Carolinas Medical Center (CMC) Main

South East AHEC

New Hanover Hospital
Cape Fear Hospital

Eastern AHEC

Albemarle Hospital
Beaufort County Hospital
Bertie Memorial Hospital
Carteret General Hospital
Chowan Hospital
Craven Regional Medical Center
Lenoir Memorial Hospital
Onslow Memorial Hospital
Pitt County Memorial Hospital
*SurgiCenter Services of Pitt
Washington County Hospital
Wayne Memorial Hospital

Greensboro AHEC

Moses Cone Health System
 *Moses Cone Hospital
 *Wesley Long Hospital
 *Annie Penn Hospital
High Point Regional Health System
Randolph Hospital

Mountain AHEC

Angel Medical Center
Givens Health Care Center
Harris Regional Hospital
Haywood Regional Medical Center
Highland Cashiers Hospital
M.R. Pardee Hospital & Pardee Care Center
Murphy Medical Center
Park Ridge Hospital
Pisgah Manor Nursing Home
Rutherford Hospital
Silverbluff Village
Spruce Pine Community Hospital
St. Luke's Hospital
The McDowell Hospital
Thoms Rehabilitation Hospital
Transylvania Community Hospital

Northwest AHEC

Caldwell Memorial Hospital
Catawba Memorial Hospital
Grace Health Care
Iredell Memorial Hospital
Lexington Memorial Hospital
Medical Park Hospital
Novant Health Triad Region
Rowan Memorial Hospital
Wake Forest University Baptist Medical Center
Watauga Regional Medical Center
Hugh Chatham Memorial Hospital
Wilkes Regional Medical Center
Blue Ridge Health Care System
Frye Regional Medical Center
Lake Norman Regional Medical Center

Southern Regional AHEC

Cape Fear Valley Memorial Hospital
Highsmith Rainey Memorial Hospital
Womack Army Medical Center
Southeastern Regional Medical Center
Moore Regional Hospital
Betsy Johnson Hospital
Community Home Care and Hospice
Scotland Memorial Hospital

Wake AHEC

Duke Health-Raleigh Hospital
Rex Healthcare
Rex Rehab Hospital
WakeMed Hospital
WakeMed Rehab Hospital
WakeMed Cary Hospital

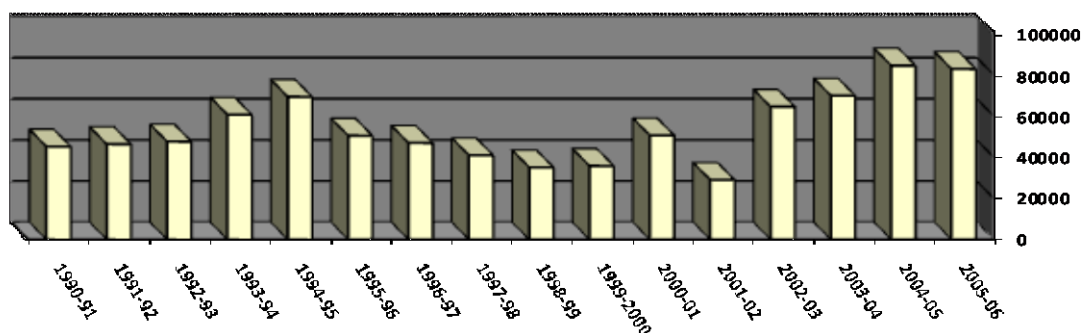
UNC-CH School of Nursing

UNC Hospital
Duke University Medical Center
Durham Regional Hospital

AHEC SUPPORT AND INNOVATION

From 1990-2006, over 1.9 million dollars were allocated to the nine AHEC programs to support non-personnel expenses of nurse refresher courses (Chart 1). The total funding allocation is directly related to the number of students enrolled in any given year. That total has grown substantially over time to recent highs of over 200 enrollees in the didactic and clinical segments of the program.

Chart 1: Total RN Refresher Allocations 1990-2006



Legislative funding has supported the needs of students in the NC AHEC Refresher Program in a number of ways, including educational necessities and innovative approaches that help to return nurses to the workplace (See box below).

RN Refresher Resources Provided by Grant Funding

- Textbook support, including drug handbooks, physical assessment texts and basic nursing texts
- Video and Audio learning aids
- Access to Clinical Laboratories and Human Patient Simulators
- Courses in Physical Assessment and Clinical Skill Development
- Preceptor Education and Resources
- CPR and IV Training
- Career Counseling

Charlotte AHEC has developed an innovative clinical program that provides additional support to nurses who have been out of the workplace for more than 15 years. This curriculum helps these nurses to more effectively adjust to the changes in the clinical

environment and increases the likelihood that they will remain in that environment as practicing nurses; a primary goal of the refresher program.

Northwest AHEC has collaborated with a local health care facility to provide supervised access to human patient simulators; an action that gives refresher students an opportunity to renew their skills in a safe and non-threatening environment. A number of other AHECs have also used clinical simulation as an adjunct to "live" clinical experiences, though each AHEC has implemented the program in a way that meets specific regional needs.

Nurse Refresher graduates are more than willing to describe the positive effects that the Program has had on their lives. One Refresher student who is now teaching at a community college said, "I had the skills-they just needed a little boost. Computers were my biggest challenge; my preceptor brought me up to date. The AHEC Refresher Program is so good because it can structure learning according to the needs of the individual." - Northwest AHEC

"Janice Farmer is a role model for the MAHEC refresher nurse program. A nurse who had not been actively involved in nursing for 18 years, Janice entered the Mountain AHEC nurse refresher program, completed her 160 clinical hours on 3 West, and was hired immediately thereafter. She is now an RNIII, the highest level on our clinical ladder and she passed the oncology certification exam. Only 18 months after completing her MAHEC refresher paper and clinical work, she is now Janice Farmer, RNIII, OCN, a wonderful person and a wonderful nurse.

*Sandy Weeks, RN, MSN, CRRN, CNAA
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In another case, after being out of nursing for 29 years, a student enrolled in the refresher program and successfully completed it and began working as a medical surgical nurse. In the fall of 2003, she began the on-line RN to BSN program and graduated in 2006 - Mountain AHEC

Recommendations

Because educational expectations and student characteristics have changed, the RN Refresher Program must also adjust. Although the majority of students proceed successfully through the existing RN Refresher Program, some students need something different or more. In response to those needs, hands-on clinical skills laboratories, physical assessment classes, and a few slower paced clinical sites have been added to the Program over the past five years. Within the next year, we plan to:

- ✓ Put the didactic portion of the course online in an attempt to meet the needs of students who prefer computer-based learning.
- ✓ Explore mechanisms to extend clinical capacity by integrating additional clinical simulation experiences and structuring clinical schedules that better meet both the clinical site's and preceptor's time requirements.
- ✓ Encourage students to consider advancing their education after they complete the refresher program.

EDUCATIONAL MOBILITY PROGRAMS

LEGISLATIVE MANDATE

Senate Bill 244 Section 3(a) allocated funding for NC AHEC to target recruitment efforts of nursing schools, improve on-campus nursing programs for working RNs, and expand off-campus nursing degree programs. These efforts are designed to improve the educational mobility and enrollment of working RNs and other non-traditional nursing students. The NC AHEC Program allocates funds to the schools of nursing within the constituent institutions of the University of North Carolina and Duke University School of Nursing. The intent of the legislation was for NC AHEC to continue to collaborate with the UNC Schools of Nursing to support and expand the off-campus RN/BSN Programs in underserved areas of the state. The legislative mandate also included graduate education in the form of off-campus MSN programs with a special focus on programs to prepare nursing faculty for the community college system. The off-campus programs represent a cooperative effort of program planning, development and implementation between the North Carolina AHEC Program, UNC General Administration, The William and Ida Friday Center for Continuing Education, Schools of Nursing of the participating UNC institutions, and Duke University School of Nursing.

PROGRAM DESCRIPTION

Educational mobility programs build upon existing on-campus offerings and are meant to provide nurses with the opportunity to obtain degrees and to advance professionally while continuing to work and live in their communities. In addition to the needs assessments conducted by regional AHECs and their neighboring schools, the NC AHEC Nurse Council, with assistance from the AHEC Program Office, has conducted three statewide surveys to determine interest of working nurses in obtaining BSN and MSN degrees. Survey results have been used to assess demand for programs by region, identify potential sites for off-campus programs, and determine priorities for educational mobility funding. NC AHEC nurse faculty collaborate with schools of nursing to develop and operate off-campus RN to BSN, MSN, and Family Nurse Practitioner Programs in the underserved areas of the state. These AHECs also provide on-site assistance such as classrooms, library materials, information services, and logistical help. The typical off-campus degree program enrolls a cohort of students who continue to be employed full-time and attend class at the AHEC one day per week, for two to four years. Faculty members, at the site, via teleconferencing or using the Internet, teach the same courses as

those taught on-campus. At the end of the two or four-year period, students receive the same degree as if they had attended class on-campus.

PROGRAM ACCOMPLISHMENTS

The off-campus programs have served the needs of students seeking to continue their education while often remaining in the workforce. Since the first program in 1977, educational mobility programs have supported 1389 graduates at one of eight schools of nursing. Approximately 67 students were enrolled during the 2006-2007 academic year. Table 3 provides details of programs that AHEC funds have supported since the beginning of the educational mobility initiative.

Table 3 AHEC Off-Campus Programs Outcomes: 1977-2006

SPONSORING SCHOOL	OFF-CAMPUS SITE (DEGREE)	COMPLETION DATE	# GRADUATES
UNC-Chapel Hill	Fayetteville (BSN)	1985	34
UNC-Chapel Hill	Fayetteville (BSN)	1990	24
UNC-Chapel Hill	Fayetteville (BSN)	1994	12
UNC-Chapel Hill	Smithfield (BSN)	1997	20
UNC-Chapel Hill	Smithfield (BSN)	2000	5
UNC-Chapel Hill	Rocky Mount/Troy (BSN)	2002	19
UNC-Chapel Hill	Charlotte (MSN)	1977-1978	10
UNC-Chapel Hill	Charlotte (MSN)	1979-1980	10
UNC-Chapel Hill	Raleigh (MSN)	1997-1999	18 *
UNC-Chapel Hill	Asheville (FNP-outreach)	1997-1999	33

SPONSORING SCHOOL	OFF-CAMPUS SITE (DEGREE)	COMPLETION DATE	# GRADUATES
UNC-Chapel Hill	Raleigh (MSN)	2004	20
UNC-Charlotte	Gastonia (BSN)	1987	17
UNC-Charlotte	Gaston (BSN)	2004	10
UNC-Charlotte	Gaston (MSN)	2004	8
UNC-Charlotte	Rowan/Cabarrus (MSN)	2004	5 (now an online program)
UNC-Charlotte	Asheville (MSN)	1989-1991	19 from combined classes
UNC-Charlotte	Asheville (MSN)	1992-1994	

Western Carolina Univ.	Marion (BSN)	1986	19
Western Carolina Univ.	Marion (BSN)	1989	13
Western Carolina Univ.	Franklin/Murphy	1998	10
UNC-Greensboro	Hickory (BSN)	1986	21
UNC-Greensboro	Hickory (BSN)	1988	42
UNC-Greensboro	Hickory (BSN)	1990	26
UNC-Greensboro	Hickory (BSN)	1992	20
UNC-Greensboro	Hickory (BSN)	1994	23
UNC-Greensboro	Hickory (BSN)	1996	31
UNC-Greensboro	Hickory (BSN)	1998	28
UNC-Greensboro	Hickory (BSN)	2000	22
UNC-Greensboro	Hickory (BSN)	2002	21
UNC-Greensboro	Hickory (BSN)	2004 **	32
UNC-Greensboro	Hickory (BSN)	2006 **	16
UNC-Greensboro	Hickory (MSN)	1996	19
UNC-Greensboro	Hickory (MSN)	1999	20
UNC-Greensboro	Hickory (MSN)	2002	14
UNC-Greensboro	Hickory (MSN)	2005	15
East Carolina Univ.	Wilmington (MSN)	1985	28

SPONSORING SCHOOL	OFF-CAMPUS SITE (DEGREE)	COMPLETION DATE	# GRADUATES
East Carolina Univ.	Wilmington (MSN)	1997	28
East Carolina Univ.	Edenton (BSN)	1986	20
East Carolina Univ.	Morehead City (BSN)	1989-1992	31
East Carolina Univ.	Morehead City (BSN)	1994	19
East Carolina Univ.	Morehead City (BSN)	2000	13
East Carolina Univ.	Fayetteville (MSN)	1994	12
East Carolina Univ.	Elizabeth City (BSN)	1996	19
East Carolina Univ.	Elizabeth City (BSN)	1998	28
East Carolina Univ.	Elizabeth City (BSN)	2001	8
East Carolina Univ.	Goldsboro (BSN)	2001	21
East Carolina Univ.	Goldsboro (BSN)	2004	13
East Carolina Univ.	New Bern(BSN)	2005	7
East Carolina Univ.	Craven County Hub Project (BSN)	2005-2006	Pre-enrollment support only
East Carolina Univ.	Halifax County	1998-2000	18
Winston-Salem State Univ.	Boone/N. Wilkes (BSN)	1994	33
Winston-Salem State Univ.	Boone/N. Wilkes (BSN)	1996	34
Winston-Salem State Univ.	Boone/N. Wilkes (BSN)	1999	37
Winston-Salem State Univ.	Boone/N. Wilkes (BSN)	2000-2006****	382 over 6 years
Duke University	Fayetteville (MSN/NP)	1997	22
Duke University	Fayetteville (MSN/NP)	2000	23
North Carolina Central Univ.	Henderson (BSN)	1997	18
North Carolina Central Univ.	Henderson (BSN)	1999	13

SPONSORING SCHOOL	OFF-CAMPUS SITE (DEGREE)	COMPLETION DATE	# GRADUATES
North Carolina Central Univ.	Roxboro (BSN)	2001	5
Total			1389

* Limited AHEC support including faculty travel and library support as an addition to 107 funding

** Students have completed all nursing courses and are now finishing non-nursing courses

*** 41 students currently enrolled

AHEC SUPPORT AND INNOVATION

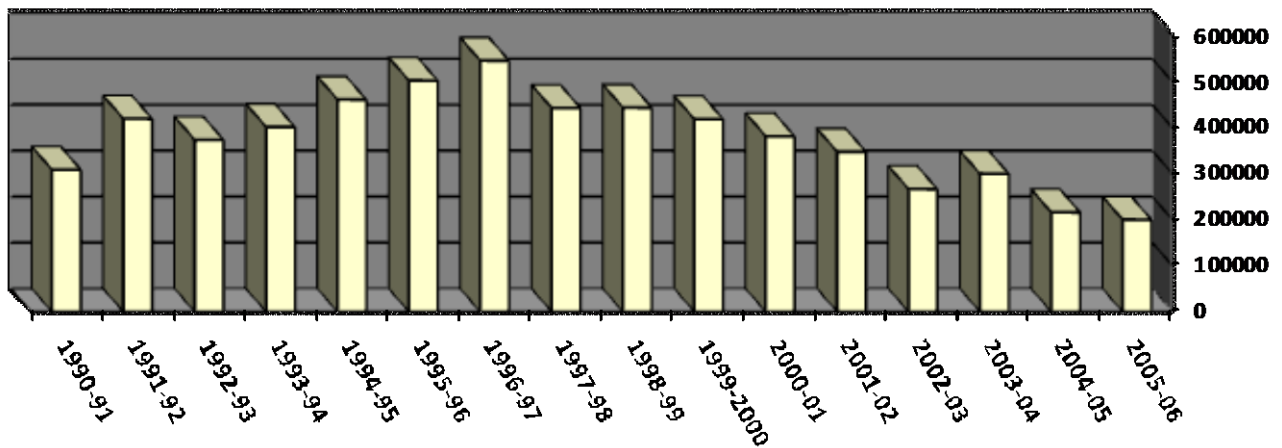
Nurses in each of the nine NC AHECs play a significant role in facilitating the off-campus degree programs. The AHEC nurse is in a strategic position to assist in identifying possible sites and preceptors for off-campus students. An important role of the AHEC nurse during this process may also include consultation with the School of Nursing to avoid overloading any one agency with too many students, especially as other schools begin to use regional clinical sites. In some AHECs, nurses also provide preceptor development courses and materials to ensure the success of the placement process.

The relationships between NC AHEC nurses and off-campus program faculty and schools of nursing generally function well. The AHEC nurses not only advocate for the students' needs, but are also involved in the assessment, planning, implementation, and evaluation of programs. The AHECs also provide the schools and students with logistical support, classroom space, computer support, and library support.

AHEC has provided critical financial support to the AHEC libraries in many regions that hold off-campus degree programs in order to support the students' needs for information. While that support has ensured that textbooks and reference materials are available to students in all locations, as technology has changed so has the AHEC support. The development of the AHEC Digital Library (ADL), a resource that provides student with on-line access to current medical literature and other quality health information resources has greatly improved literature access for all off campus students.

The funding that AHEC provides to off-campus nursing degree programs is critical to their success. The total distribution of funds for these programs over the past ten years, as well as the amount distributed to each AHEC for the same time period are shown in the Chart 2:

CHART 2: Total Educational Mobility Allocations 1990-2006*



*Based on Initial Allocation Records

1990-2000 includes \$80,000 to SR AHEC for Duke/ECU Partnerships for Training and \$20,000 for MSN interest survey.

The majority of students indicate that these programs are meeting their needs for off-campus, flexible educational formats that allow them to advance their training while continuing to work. The following quotes capture the spirit of many of the graduates.

“Living in Asheville, it would be extremely difficult at best and impossible at worst to complete this program without the distance component. Remaining in my community, where I am able to develop professional relationships, become familiar with local mental health resources, and maintain my current job were important considerations in my choosing to attend Chapel Hill. The faculty have been a tremendous support to all of us in the outlying areas; they are very attentive to our needs and work hard to offer us learning experiences in ways that maximize our learning while minimizing the challenges of being off-campus....Educating people and keeping them present in their hometowns so they can deliver services where they live is critical -- and, with the help of this program, we are doing exactly that.”

- Psych/Mental Health NP/CNS graduate student from Asheville

“I would not be able to attend this graduate program without the distance component as I continue to work full-time as a nurse practitioner here in Catawba county. I have felt reassured with regard to communication and organization, which were my greatest concerns with a distance program. The faculty is professional, informed, and flexible Video-conferencing worked very well.”

- Nurse Practitioner, Hickory, NC

Recommendations

According to the North Carolina Center for Nursing, nurses who graduated from North Carolina nursing programs in 1993-94 were more likely than the comparable group who graduated 10 years earlier to extend their educations beyond entry level during the first 10 years of practice. One factor that may be contributing to these increasing educational levels is educational accessibility. AHEC has funded many off-campus programs at eight schools of nursing over the past 30 years and two of those programs, one with the nursing program at Winston-Salem State University and the other with the School of Nursing at UNC- Greensboro are still funded and continue to be well attended. In addition, both RN to BSN and MSN programs are available online to nurses in North Carolina.

It continues to be very important that practicing nurses continue their educations while they remain employed in their home communities. This is especially true when there is an impending shortage of nurses and, most particularly, nurse educators. NC AHEC will assist with the following activities that should help address educational mobility challenges:

- ✓ Develop off-campus graduate programs that are delivered using a combination of educational approaches. These include executive format classes both on and off-campus, in-home video classes, Internet modules, self study and local clinical supervision.
- ✓ Offer the same or similar programs across more than one AHEC region at the same time in order to achieve economies of scale.
- ✓ Identify creative support mechanism for encouraging all nurses to consider extending their educations.
- ✓ Expand graduate educational options with a focus on nursing education in an attempt to address the upcoming nurse educator shortage.

CLINICAL SITE DEVELOPMENT PROGRAMS

LEGISLATIVE MANDATE

In 1989, Senate Bill 244 and House Bill 320 allocated funds to AHEC with the intent to expose the greatest number of nursing students for the maximum time possible to new clinical training sites in rural, long-term care, and critical care settings. As a result of this legislation, the NC AHEC Program established a grants program which continues to allocate funds among the schools of nursing within the community colleges and the constituent institutions of the University of North Carolina.

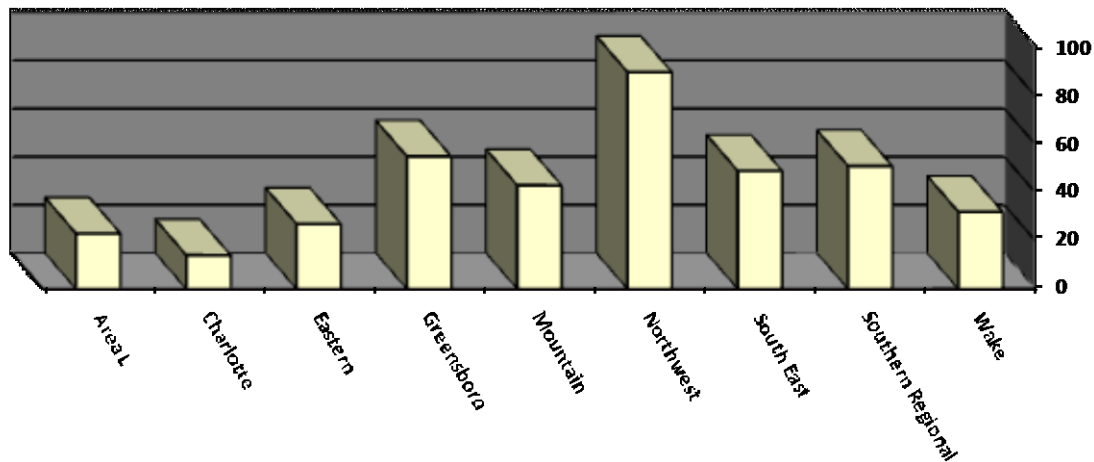
Proposals for new clinical training sites may include both a period of planning and support for preceptor development. In addition to need, grants are awarded based on geographical distribution of new clinical training sites, sites that provide significant amounts of student clinical experience, and the indication that proposed new clinical training sites can be self-supporting in the future. At the time of the initial funding in 1990-1991, the areas of greatest need were long-term-care, rural, and critical care settings. Over time those needs have grown and changed and in 2006 also included labor and delivery, at-risk populations, emergency care, primary care, pediatrics, mental health, surgical services, and school health.

PROGRAM DESCRIPTION

Each of the nine AHECs has designated at least one nurse to oversee the clinical site development process. The annual grant request process begins with the request for proposals. The AHEC nurses work with nursing programs at both state community colleges and public universities to identify new clinical sites for development, assist with grant preparation, and offer consultation on areas related to student use of the clinical sites.

PROGRAM ACCOMPLISHMENTS

Since the inception of the clinical site development grants program, 384 sites and 53 schools have received clinical site development funds. The distribution of the sites across AHEC regions is illustrated in Chart 3.



The clinical site development process has been successful, in large part, due to both the significant number and broad geographic distribution of nursing programs that have submitted funded proposals over the past 16 years. Fifty-three schools have received clinical site development funds over the past 16 years (See Table 4 at the end of this section.)

A wide variety of clinical sites has been developed as a result of this AHEC nursing initiative. As nursing programs have opened or expanded and faculty members have identified the need for new clinical sites, this initiative has been sufficiently flexible to meet many of those needs. Traditional clinical sites in hospitals have been supported as have long term care, school health, psychiatric facilities and many community based services. While funding does address particular clinical locations and problems, it also meets the need for learning experiences across the life span from neonatal care to hospice units for end of life care. Consistent with the legislative intent of the time, a large percentage of the sites have provided experiences in long term care and home health. However, the grants have also supported the development of sites that meet local needs

as well as the unique needs of some nursing programs. For example, as in-patient pediatric units have shrunk in size, the grants have helped schools to identify alternative community based pediatric clinical experiences.

The majority of clinical sites that have been developed are still being used by students. In the 2005-2006- academic year, 275 of the funded clinical sites were used .It is important to recognize that some sites are used only in alternate years based on each school's curriculum and required clinical rotations. Table 5 at the end of this section provides a listing of the schools and clinical sites by AHEC region

AHEC SUPPORT AND INNOVATION

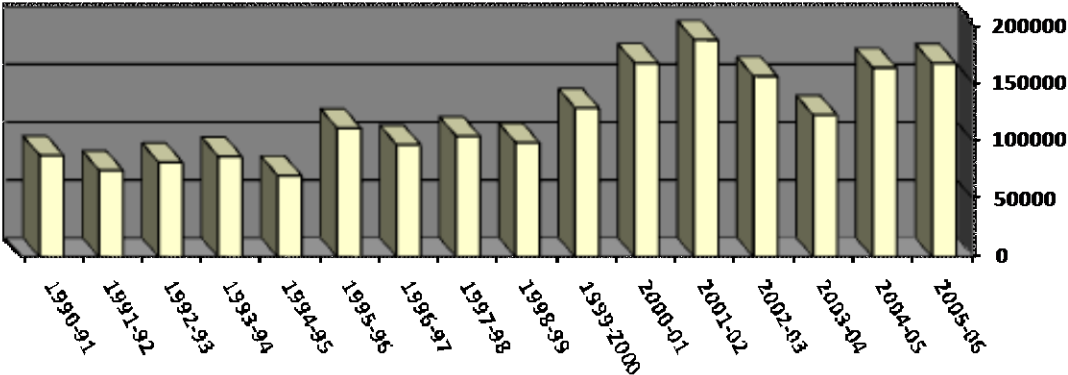
The clinical site development program would not have been successful without the financial and administrative support of the AHEC program. The role of AHEC in facilitating the clinical site development process is a varied, but important one. The AHEC nurses' critical role in this process is to provide consultation to the nursing schools and community colleges about how to write the clinical site development grant. This process may involve provision of information sessions, regional workforce data, one-on-one technical assistance, the coordination of interested parties, and, in some cases, identification of new sites for development.

“The AHEC grants have helped Southeastern Community College to increase the number and diversity of clinical sites and the number of nursing students admitted to its nursing programs. Because of the flexibility given us by more geographically diverse clinical sites, Southeastern is able to attract students from under-served areas further from SCC's campus. AHEC grant funds focus on a nursing student's clinical experience whether it has been for clinical faculty, clinical teaching supplies or clinically focused audiovisuals. This clinical focus has directly benefited students, the college and the employers of our graduates.”

*Peggy Blackmon, RN, MSN
Dean Allied Health Programs
Southeastern Community College*

A total of \$1,910,141 in clinical site development grant allocations have been distributed to each of the nine AHECs over the 16-year period. The annual total allocation distributed in each of the past 16 years based on initial allocation records is illustrated in Chart 4.

CHART 4: Total Clinical Site Development Allocations 1990-2000



Recommendations

Identifying clinical sites that meet the clinical needs of nursing students in all areas of the state is an increasing problem. As enrollments in nursing programs and the number of nursing programs have increased, competition for clinical experiences has intensified. In fact, one of the factors that significantly contribute to the current nursing shortage is the lack of clinical sites; something that over the next few years is likely to worsen. It is time to add some new approaches to the current clinical site development program; approaches that have the potential to significantly increase student clinical training opportunities. The NC AHEC will assist with the following activities in order to address these challenges:

- ✓ Organize an AHEC Nursing Summit that will focus, in part, on approaches that can increase clinical opportunities. These will include the use of human patient simulators, clinical simulation hospitals, software that can maximize clinical placements across regions and schools.
- ✓ Follow-up on the AHEC Nursing Summit both regionally or statewide in order that the momentum built at the Summit may be harnessed. Follow-up will transfer the responsibility for expanding the use of human patient simulators and maximizing the use of effective scheduling software to regional interest groups.
- ✓ Offer at least one clinical site development grant each year that will expand the use of human patient simulators to schools that currently do not use them.
- ✓ Continue to offer nurses who are employed in clinical sites and who are interested in teaching the opportunity to work as Clinical Teaching Associates: part-time teacher and part-time clinicians.
- ✓ Pay particular attention to funding clinical site development grants that can serve significant numbers of students while recognizing that some areas of the state will always need support for smaller groups of students.

TABLE 4: Schools that received clinical site grants

School	Number of Clinical Sites
Alamance Community College	6
Asheville-Buncombe Technical Community College	4
Blue Ridge Community College	6
Caldwell Community College	6
Cape Fear Community College	8
Carteret Community College	3
Catawba Valley Community College	8
Central Carolina Community College	4
Central Piedmont Community College	2
College of Albemarle	2
Davidson Community College	5
Duke University School of Nursing	2
Durham Technical Community College	1
East Carolina University	19
Edgecombe Community College	6
Fayetteville State University	17
Fayetteville Technical Community College	14
Foothills Nursing Consortium	1
Forsythe Technical Community College	1
Gaston College	1
Guilford Technical Community College	5
Halifax Community College	3
Isothermal Community College	1
James Sprunt Community College	12
Johnston Community College	5
Lenoir Community College	1
Mayland Community College	19
Mitchell Community College	30
Nash Community College	6
North Carolina A&T	10
North Carolina Central University	6
Piedmont Community College	3
Pitt Community College	1
Randolph Community College	6
Region A Nursing Consortium	2
Richmond Community College	2
Roanoke- Chowan Community College	2
Robeson Community College	1
Rockingham Community College	18
Rowan Cabarrus Community College	10
Sampson Community College	3

Southeastern Community College	27
Surry Community College	12
UNC- Chapel Hill	20
UNC- Charlotte	11
UNC- Greensboro	2
UNC- Pembroke	13
UNC- Wilmington	2
Wayne Community College	1
Western Carolina University	10
Western Piedmont Community College	14
Wilkes Community College	4
Wilson Technical Community College	6
Total	384

TABLE 5: Clinical sites within each AHEC region

Area L AHEC	
	* Indicates that site was being used in 2005-2006.
School	New sites developed
Edgecombe Community College	Bryant Aldridge Rehab. Hospital*
	Edgecombe Co. Health Department*
	Edgecombe Co. Home Health Agency*
	Heritage Hospital*
	Our Community Hospital-Bryan LTC Center
	South Village of Rocky Mount
East Carolina Univ. SON	Coastal Plains Hospital*
	Halifax Reg. Med. Ctr.*
Halifax Community College	Halifax Regional Medical Center*
	Hampton Woods Nursing Home*
	Health Department - Wilson*
Nash Community College	Autumn Care of Nash*
	Guardian Care of Rocky Mount*
	Nash County Home Healthcare Agency*
	Nash General Hospital*
	Nash General Hospital & Life Care*
Nash Health Care Systems*	
Wilson Tech Community College	Carrolton Nursing Center*
	Wilson Co. Home Health*
	Wilson Community Health Center*
	Wilson County Health Department*
	Wilson Hospice
	Wilson Memorial Hospital*
Charlotte AHEC	
School	New sites developed
Central Piedmont Community College	Presbyterian Hospital/Novant Health & Carolinas HealthCare System*
	Carolina Hematology & Oncology; Carolinas Medical Center*
Gaston College	Lincoln Medical Center & Gaston Mem. Hosp.*
UNC-Charlotte College of Nursing	Anson County Hospital*
	Cabarrus Health Alliance & Hospice of Cabarrus Co.*

	Catawba Memorial Hospital*
	Charlotte-Mecklenburg School System*
	Cleveland Memorial Hospital*
	Development of LTC clinical sites* (some but not all)
	Hospice at Charlotte, Mecklenburg Co. Health Dept., Emerald Care Home Health Agency*
	Lincoln County Hospital*
	Multiple Nurse Practitioner sites* (some but not all)
	Stanley Memorial Hospital*
	Union Memorial Hospital*
Eastern AHEC	
School	New sites developed
Carteret Community College	Carteret County Health Dept*
	Carteret General Hospital*
	Carteret General Hosp.(Progressive Care Unit)*
College of Albemarle, Assoc Degree Nursing	Albemarle Community Care Clinic*
	Chowan Hospital*
East Carolina University School of Nursing	Arapahoe Charter School
	Beaufort County Hospital*
	Carteret County Health Dept.*
	Cherry Point Naval Hospital Outpatient Faculty*
	Children's Village Academy
	East Coast Migrant Health Start*
	ECU School of Medicine, Outpatient Clinics*
	Hertford-Gates County Health Department*
	Hyde County Health Department*
	Martin Co. Community Action Head Start*
	Martin General Hospital*
	Migrant Health Clinic*
	Newport Public Health Center
	Newport Public Health Center Clinic
	Pamlico Co Health Dept*
Perquimans, Pasquotank, Camden, Currituck County Health Dept.*	
Pitt Co. Mem. Hospital & 5 sites in region*	
Lenoir Community College	Kinston Rehab & Healthcare Center*
Pitt Community College	Preschool Laboratory at Pitt Community College*
Roanoke-Chowan Comm. College	Bertie Memorial Hospital
	Chowan Hospital*

Wayne Community College	School Health & Corporate Health Nursing through Wayne Mem Hospital
Greensboro AHEC	
School	New sites developed
Alamance Community College	Alamance Regional Medical Center*
	Alamance Regional Medical Center: Home Care*
	Alamance Regional Medical Center: Skilled Nursing*
	Burlington Manor
	Hospice of Alamance-Caswell*
	Presbyterian Home of Hawfields
Guilford Tech Community College	Advance Home Care*
	Comprehensive Home Health Care
	Home Care of Central Carolina (same as Advance Home Care above)*
	Moses Cone Health System agencies (4)*
	Wesleyan Education Center
NC A&T State Univ School of Nursing	Annie Penn Hospital & St. Leo's Place*
	Center for Living Home Health & Hospice
	Free Clinic of Reidsville and vicinity*
	Friends Home West
	Greensboro and Rural Agricultural Health - Caswell County*
	Greensboro Urban Ministry*
	Imani Institute Charter Middle School*
	Moses Cone Health Care System*
	Ray Warren Homes Clinic*
	Shiloh Baptist Church Clinic
Randolph Co. Community College	Center for Living*
	Home Health of Randolph Hospital
	Randolph Co. Schools*
	Randolph Hospital*
	Randolph Hospital, High Point Regional Health System, Clapps Convalescent Nursing Home*
Randolph Co. Comm. College, cont'd	Randolph Hospital, High Point Regional Health System, Clapps Convalescent Nursing Home, and Hospice of Randolph Inc. *
Rockingham Community College	Annie Penn Hospital - Home Health Agency*
	Annie Penn Hospital - Specialty Clinics*
	Brian Center of Eden

	Britthaven of Madison*
	Danville Home Health*
	Eden Dialysis*
	Home Health Care Agencies*
	Kindred Hospital*
	Maplewood Nursing Center*
	Masonic & Eastern Star Home*
	Morehead Hospital Oncology Center*
	Morehead Memorial Hospital Cardiopulmonary Rehabilitation*
	Reidsville Family Medicine*
	Rockingham Co. Health Dept. & Teen Clinic*
	Rockingham County Schools*
	Rockingham County Student Health Centers*
	Unified Home Health, Wentworth*
	Western Rockingham Family Medicine*
UNC-Chapel Hill School of Nursing	Alamance Regional Medical Center*
	Alamance, Chatham, Durham, Lee, Orange, & Wake Counties Clinics*
	Chatham County Health Department*
	Community Care (formerly Chatham Home Health)*
	Durham & Orange County Schools*
	Guilford County Health Department*
	Orange County Schools*
	Presbyterian Home of Hawfields LTC
UNC-Greensboro Sch of Nursing	Jenkins Independent Living Center*
	Police Neighborhood Resource Ctr at Hampton Homes*
Mountain AHEC	
School	New sites developed
Asheville-Buncombe Technical Community College	Advanced Home Care; Mission St. Joseph Hospital (radiation therapy); Mission St. Joseph Hospital (IP oncology); Hope: A Women's Cancer Center; Caner Care of Western NC*
	Greentree Ridge*
	Irene Wortham Res. Center
	Mountain Area Hospice*
Blue Ridge Community College	Four Seasons Hospice (will use in 2008)
	Pardee Care Ctr for Nursing and Rehabilitation*
	Pardee Home Care*
	Park Ridge Hospital Visiting Nurse Program*
	Transylvania Hospital Home Care
	Transylvania Community Hospital*

Foothills Nursing Consortium	North Shelby Elementary School*
Isothermal Community College	Rutherford Hospital*
Mayland Community College	Avery County Health Department*
	Blue Ridge Home Care
	Brian Center for Health and Retirement*
	Grace Medical Center: Home Health
	Grace Medical Center: Psychiatric Program*
	Hospice of Mitchell County*
	Interim Health Care: Cardiac Program
	Interim Health Care: Psychiatric Program
	Mayland CC
	Mitchell County Health Department*
	Newland Family Practice Clinic*
	Seby B. Jones Regional Cancer Center of Watauga Medical Center
	Spruce Pine Community Hospital: ER*
	St. Joseph's Hospital: Diabetes Center
	St. Joseph's Hospital: Urgent Care
	Visiting Health Professionals
Watauga Medical Center: Home Health	
Watauga Medical Center: Maternal-Child Outreach*	
Yancey County Health Department*	
Region A Nursing Consortium	Angel Medical Ctr*
	Harris Reg. Hosp. & Haywood Reg Med Ctr*
Western Carolina University Dept. of Nursing	Black Mountain Alzheimer Center
	Britthaven of Franklin Nursing Home*
	Eastern Band of the Cherokee Indians*
	Five health depts. In MAHEC region*
	Givins Estate Retirement
	Greentree Ridge
	Haywood Regional Hospital*
	Mountain Trace*
	Park Ridge Hospital*
Silver Bluff	
Northwest AHEC	
School	New sites developed
Caldwell Community College	Brenner's Children's Hospital*
	Broughton Hospital
	Caldwell County Health Dept. - Home Health*
	Caldwell Home Health Agency*
	Caldwell Memorial Hospital*

	Caldwell Memorial Hospital, Frye Reg Med Ctr, Broughton Hospital, Grace Hospital, Watauga Medical Ctr., Cannon Mem Hosp., Valdese Gen. Hospital*
Catawba Valley Community College	AIDS Leadership Foothills Area Alliance, Inc. (name changed to Fairgrove Primary health Care)*
	Catawba Valley CC (simulated hospital)*
	Catawba Valley Medical Center*
	Cleveland Home health*
	Cooperative Christian Ministry Health Clinic
	Interim Health Care
	Olsten Staffing (formerly Kimberly)
	Valdese Home Health
Davidson Community College	Community General Hospital*
	Davidson County Health Department*
	Davidson Medical Ministries Clinic
	High Point Regional Medical Center*
	Lexington Memorial Hospital*
Forsyth Tech Community College	The Lutheran Home*
Mitchell Community College	Alexander Community Hospital
	Autumn Care
	Barium Springs Home for Children*
	Brian Center - Mooresville
	Brian Center - Statesville
	Catawba Co. Health Dept.
	Columbia Davis Dept. of Psychiatry
	Columbia Home Care
	Davis Community Hospital
	Davis Medical Ctr*
	Dialysis Center (2 sites)*
	Emerald Care
	Hefner VA Medical Center (MH)*
	Hospice of Catawba Valley*
	Hospice of Iredell Co., Gordon Hospice House*
	Huntersville Oaks
	Iredell Co. Health Dept.*
	Iredell Home Health*
	Iredell Mem Hospital*
	Iredell Memorial Hospital - Geriatric Care*
	Iredell Surgical Center*
	Iredell-Statesville Schools*
Iredell-Statesville Schools Exceptional Children's Program & Hospital of Iredell Co., Gordon Hospice House*	

	Lake Norman Ob/Gyn*
	Lake Norman Reg. Med. Ctr.*
	Meridian Nursing Care
	Presbyterian Hospital Huntersville
	Rowan Regional Medical Ctr (OB & MH)*
	Statesville Dialysis Center (3 locations)*
	The Pines*
Rowan-Cabarrus Community College	Community Care Clinic*
	Foothills Correction institute
	Gentiva (formerly Olster)
	Lake Norman Reg Medical Center*
	Northeast Medical Center*
	Olsten Health Services
	Rowan Reg Medical Center*
	Rowan Reg. Home Health & Hospice*
	Rowan Regional Medical Center - Outpatient*
	Veterans Affairs Medical Center*
Surry Community College	Central Continuing Care
	Hospice of Surry County*
	Hugh Chatham Memorial Hospital*
	Hugh Chatham Nursing Center*
	Innovative Nursing Service
	Northern Hospital of Surry Co.*
	Northern Surry Home Care*
	Northern Surry Hospice*
	Surry Community Nursing Ctr*
	Surry County Health Dept. Home Health*
	Surry County Health/Nutrition Center*
	Yadkin County Health Department
Western Piedmont Community College	Mission Hospital (was B. Graham Children's Health Center)*
	Catawba Mem Hospital Rehab*
	Catawba Memorial Hospital*
	Foothills Correctional Institute
	Frye Regional Medical Ctr Rehab & Home Health
	Good Samaritan Clinic
	Grace Hospital's Mulberry Home Care
	Grace Ridge*
	Hospice of Burke County*
	Hospice of Catawba Valley
	McDowell Correctional Center
	Mission St. Joseph Billy Graham Children Ctr*
	Thom's Rehab Hospital*
	Western Youth Institute/Dept. of Corrections*

Wilkes Community College	Broughton Hospital*
	Forsyth & local nursing home*
	Forsyth Memorial Hospital*
	Wilkes Regional Medical Center*
South East AHEC	
School	New sites developed
Cape Fear Community College	Century Care, Inc.
	Columbus County Health Department*
	Comprehensive Home Health of Whiteville
	Duplin Home Care and Hospice*
	Lake Waccamaw Convalescent Center
	New Hanover Regional Medical Center*
	Pender Hospital*
	Southeastern Dialysis
James Sprunt Community College	Century Care, Inc.
	Columbus Co. Health Dept.
	Comprehensive Home Health of Whiteville*
	Duplin Gen Hospital & Duplin Home Health & Hospice*
	Duplin Health Department*
	Duplin Home Care & Hospice*
	Goshen Medical Center
	Hospice of Lower Cape Fear
	Lake Waccamaw Convalescent Center
	New Hanover Regional Medical Center*
	Southeastern Dialysis
	Wayne Health Department*
Southeastern Community College	Beverly Health Care*
	Bladen County Health Dept.*
	Bladen County Hospital*
	Century Waccamaw/Century Care, Inc.
	Columbus Co. Health Dept.*
	Columbus Co. Hospital*
	Columbus County Hospital* (different unit)
	Columbus County Schools
	Comprehensive Home Health
	Comprehensive Home Health of Whiteville*
	GlenfFora, NHRMC
	Hospice of Lower Cape Fear
	Lake Waccamaw Convalescent Center
	Liberty LTC and Alzheimer's Unit*
	New Hanover Reg. Med. Center - Rehab.
	New Hanover Regional Medical Center*
	Pender Hospital*
Premier Living	

	Robeson County Schools
	Shoreland Comprehensive Home Health*
	Southeastern Regional Medical Center
	Southeastern Dialysis
	St. Eugene Hospital
	Waccamaw Academy
	Whiteville City Schools
	Woodhaven Alzheimer's Unit*
	Shoreland Health Care & Retirement Center; Liberty Commons Nursing & Rehab Ctr*
UNC-Wilmington Sch of Nursing	Pender County Schools
	Gresham Place Apts.*
Southern Regional AHEC	
School	New sites developed
Duke University School of Nursing	Harnett County School System and Mobile Van - Cumberland County
Fayetteville Tech Community College	Bethesda Health Care Facility (Eastover)
	Campbellton Nursing Home*
	Cape Fear Health System*
	Cape Fear Valley Medical Center*
	Comprehensive Home Health Fayetteville*
	Highsmith Rainey Memorial Hospital*
	Highsmith-Rainey LTC Hosp (name changed to Fayetteville Specialty Hospital)*
	Home Health & Hospice of Cumberland County*
	Home Health in Fayetteville*
	NC State Veterans Home*
	NC State Veterans Home (different unit) *
	Option Care in Fayetteville*
	Southeastern Regional Medical Center*
	St. Joseph of the Pines
Fayetteville State University Dept of Nursing	Better Health of Cumberland Co.
	Cape Fear Valley Health System*
	Cape Fear Valley Med. Ctr (perioperative nursing)*
	Community Home Health & Hospice
	Cumberland County Health Department*
	Elder Lodge
	Penick Village*
	Sampson Co. Health Dept.*
	Sampson Comm College Nursing Program
	Sampson Regional Medical Center
	Womack Army Medical Center*

Richmond Community College	Richmond Adult Daycare*
	Somerset Assisted Living*
Robeson Community College	Scotland Mem Hospital*
Sampson Community College	Mary Gran Nursing Center*
	Sampson Home Health
	Sampson Regional Medical Center
Southeastern NC Nursing Consortium (UNC-Pembroke and Fayetteville State Univ. School of Nursing)	Hoke Co. Health Center
	Richmond Co. Health Dept.
	Hospice of Scotland Co.*
	Sampson Reg. Medical Center*
	Sampson County Health Department*
	Sampson Comm College Nursing Program*
UNC-Pembroke	Columbus Co. Hospital*
	Community Health Service*
	Diabetes Community Ctr*
	Health Horizons Home Health Agency*
	Healthkeeperz*
	Hoke County Health Department*
	Hospice of Robeson*
	Moore County Health Department*
	Robeson County Public Schools*
	Southeastern Reg. Med Ctr (Emerg. Dept.)*
	Southeastern Reg. Med Ctr (Intensive Care.)*
	St. Joseph of the Pines*
	Student Health Services - Pembroke*
Wake AHEC	
School	New sites developed
Central Carolina Community College	Chatham County Hospital*
	Convalescent Care of Lee County*
	Convalescent Care of Sanford*
	Meadowbrook Manor, County Forest Manor (now Sunbridge)*
Duke University School of Nursing	Southeastern Reg. Med. Ctr. Dept. of Anesthesiology
Durham Tech Community College	Western Wake Med. Ctr., WakeMed-Fuquay Varina*
Johnston Community College	Johnston Memorial Hospital*
	Liberty Commons*
	Smithfield Manor (formerly Johnston County Memorial Nursing Center)*

	Wake County Health Dept./NC Correction Institute for Women*
	WakeMed*
NC Central University Dept of Nursing	25 potential sites
	Home Health Professionals*
	NC Correctional Institute for Women*
	Prospect Hill Community Health Center
	Raleigh Rescue Mission Pediatric Clinic*
	Shiloh Clinic
Piedmont Community College	Caswell Family Medicine Center
	Person County Health Dept.*
	Person County Memorial Hospital*
UNC-Chapel Hill School of Nursing	5 or 6 Orange County School sites*
	Alamance Co. and Caswell Co. Health Depts.*
	Britthaven of Chapel Hill*
	Council for Senior Citizens and Center for Senior Life*
	Governor's Institute on Alcohol & Substance Abuse: Student Health Services*
	John Deere Turf are; Research & Occupational Health Services; Agra (Goodmark Foods), Cree Research, IBM, Nortel, and Glaxo* (Glaxo only)
UNC-Chapel Hill School of Nursing, cont'd	Mayview Conv. Ctr., Glenaire, Hillcrest, Sub-acute Western Wake, Central Carolina Hospital, Raleigh Transition Care Unit* (4 sites only)
	Piedmont Health Services, Orange Co. Health Dept., plus sites in Chatham & Wake counties*
	Rex Healthcare*
	Rex Hospital (now part of Rex Healthcare)*
	Tokos Medical Corp. (now bankrupt)
	Wake County Human Services*
	WakeMed Rehabilitation Center*

CONCLUSION

While we celebrate the many significant outcomes of NC AHEC Nursing Initiatives over the past 16 years, it is imperative that the efforts to expand the nursing workforce at all levels continue unabated. In the year 2006, nursing workforce shortages, as described in the North Carolina Institute of Medicine Taskforce on the Nursing Workforce report, continue. According to the North Carolina Center for Nursing, "The state is unlikely to avoid the next nursing shortage, but we can affect its severity if we aggressively work to recruit and retain nurses – in both education and practice – right now." The North Carolina AHEC is working energetically to do just that.

The RN Refresher Program has been updated and will, in 2008, be placed on-line increasing both its availability and interactivity. Enrollments in the program are growing and the majority of program completers are working in nursing in North Carolina. The NC AHEC Program also contributes to efforts to increase the cultural diversity of the nursing workforce and all other health care professions by facilitating the retention and recruitment of people representing all ethnic and socio-economic backgrounds into health professions.

North Carolina continues to need more nurses prepared at the baccalaureate level and above. In addition to strong clinical skills, nurses need expertise in decision making, critical thinking, delegation, teaching, and working effectively on interdisciplinary teams. AHEC sponsored off-campus degree programs provide flexible options for working nurses who wish to advance from RN to BSN and beyond. The state's need for nursing faculty prepared at the Master's level requires flexible educational options that allow working nurses who are interested in the faculty role to be prepared to teach. In addition to formal educational pathways, the role of Clinical Teaching Associate can give nurses who are employed in clinical agencies (primarily hospitals) the opportunity to act as clinical instructors for nursing programs on a part time basis while retaining a regular clinical position. Three regional AHECs have developed Clinical Teaching Associate

educational programs and have supported the efforts of nursing programs and clinical agencies to work together to implement the CTA process.

The AHEC clinical site development grant program continues to place priority on rural and underserved communities but has expanded its focus to cover other areas of significant clinical need. In addition, alternative clinical options have been examined and human patient simulation, simulated cases, and precepted learning opportunities have all been supported. The future promises to bring with it a variety of additional virtual clinical experiences and, when appropriate, they too may be supported.

The AHEC Program is committed to giving nursing workforce issues priority attention in the coming years through continued collaboration with our academic partners, community practitioners, and institutions. In the process, AHEC nursing will meet its historic mission: to enhance nursing practice in North Carolina through education, training and consultation in order to meet the health care needs of the citizens of North Carolina.