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Leeann Kaminsky
WVU Health System

Leeann Kaminsky is the Senior Vice President and Chief Human Resources Officer of the WVU Health System, a position she has held since 2016. She leads the integration of HR services across WVUHS, including standardizing and integrating all benefit plans; compensation; HR operations/administration; and policies and procedures. Prior to joining WVUHS, Leeann spent 16 years at the University of Pittsburgh Medical Center, giving her over 25 years of HR experience. Leeann obtained her undergraduate in Communications from The University of Pittsburgh and her master's in human resource management and industrial relations from Saint Francis College.

What is WVU Medicine Doing to Educate, Train, Grow and Nurture its Workforce and the Workforce of the Future?

I joined WVU Medicine almost eight years ago, and in that time we have grown tremendously – from six hospitals to 24 – and have worked diligently to create opportunities for our employees, their families, and the communities we serve.



bonus program that financially rewards employees when the Health System meets its financial operating targets.

When I joined the Health System, each hospital had its own separate benefit plan, and we were not operating as an integrated health system. We knew that to be competitive in the labor market, we needed to harmonize our benefit plans and create competitive programs quickly to help attract and retain top talent.

Prior to the COVID pandemic in 2020, the nation was already experiencing a nursing shortage. As you can imagine, the need for nurses has increased exponentially, and as an organization we are working to establish new and creative approaches to nurse recruitment and retention, including:

We also needed to create an operating model that was scalable for our anticipated growth and consistent for our employees so that they could easily pursue opportunities throughout our growing Health System. We now have a uniform benefit structure across our entire Health System, which has positioned

- Clinical Advancement for Professional Excellence (CAPE) – CAPE is a system-wide clinical advancement program that encourages professional nurses to remain in direct patient care (at the bedside). CAPE is designed to enhance professional development, provide a reward system

“I am so proud of the efforts that we are putting forth to help support our employees and community members we serve.”

WVU Medicine for growth by eliminating inconsistencies and inequities and removing unnecessary layers of complexity.

for quality clinical performance, promote quality nursing, and improve job satisfaction. Twice a year, eligible nurses will be able to apply for a higher nursing level to receive higher compensation based upon their competency, professional nursing certification, degree, and years of experience.

In 2018, we launched our harmonized benefit platform and have since added programs such as our dependent tuition assistance program, which pays 100% of the tuition at West Virginia University, employee tuition reimbursement, Paid Time Off (PTO) with the ability to sell that PTO, student loan assistance, and an employee

- Enhanced Student Loan Assistance – An enhanced program is available for nurses



to receive up to \$437.50 to cover the minimum required loan payment. Maximum benefit for this program is \$5,250 per year with a lifetime maximum of \$26,250.

- The Aspiring Nurse Program – This is a program with a formal partnership between hospitals within WVU Medicine and students at partnering two-year schools of nursing. Students in the program receive financial assistance to help with life expenses while in nursing school. In addition to financial assistance, students are paired with a WVU Medicine local liaison to mentor them throughout nursing school and help during their transition to practice as a new RN. Students in the Aspiring Nurse Program commit to working at WVU Medicine as a full-time RN in a CAPE-eligible position after completion of their nursing program.



We are also partnering with the Education Alliance and local schools through our MedEd programs to educate high school students and to provide them with hands-on learning opportunities. This is a unique two-year program that offers eligible high school students a direct career path into the healthcare industry once they graduate. We have also recently announced plans to open a 2-year nursing program affiliated with the WVU Health System. This program will complement the many other nursing programs in West Virginia, including the more traditional 4-year program at WVU.

I am so proud of the efforts that we are putting forth to help support our employees and community members we serve. WVU Medicine does not want to be just the largest employer in the State of West Virginia, we want to be the best! 