



WGN
WASHINGTON CENTER FOR NURSING

2009 Annual Report



Washington Center for Nursing

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Executive Summary

2009 has been another exciting year for the Center! Progress on the Master Plan for Nursing Education, the first Rural Outreach Nursing Education cohort, a brochure on Nursing Education careers, selection as one of the Campaign to Champion Nursing in America (the RWJF-AARP collaboration) teams to work on transforming nursing education, and a move to new space are a few highlights.

Since its incorporation in 2003 and the start of business as a 501(c)(3) charitable corporation, WCN has made significant strides in the nursing workforce and nursing resource areas.

The support of many stakeholders from across our state has been invaluable in shaping strategic direction and creating tactical plans in key areas of work. Nursing leadership groups such as the Council on Nursing Education in Washington State (CNEWS), the Washington State Nurses Association (WSNA) and the Northwest Organization of Nurse Executives (NWONE) have participated actively in many aspects of our work. We have enjoyed the support of the Workforce Education and Training Coordinating Board and many of the regional Workforce Development Councils.

Our primary challenge continues to be the volume and breadth of work to be done and the funding available to do so. When we began this venture, none of us had an idea of what resources would be needed, because all of this was new work for the parties involved. Five years later, it's now clear that, as generous as the grant is, there is a significant gap between that grant and the funds needed to achieve its expected outcomes. In addition, any work outlined in the WCN Strategic Business Plan that is not described in the grant, along with ordinary administrative expenses, must be funded from other sources.



We have been fortunate to have a stable, committed and diverse Board of Directors (listed on page 6).

WCN is particularly grateful to the Nursing Care Quality Assurance Commission and its staff and to Madeline Thompson from the Workforce Training and Education and Coordinating Board for their collaborative approach to our annual working agreement, its monitoring and reporting, and the resolution of issues as they arise. We look forward to continuing our positive relationship in the interest of serving the state's population and addressing the nursing workforce issues.

2010 work will include a focus on diversity, transition to practice for new graduates, and faculty issues impacting our nursing education capacity; leadership education, discussions identifying the education and skills new nurses need, and participation in the National Minimum Nursing Workforce Dataset.

Education

Master Plan for Nursing Education:

In December 2008, the Master Plan for Nursing Education in Washington State was completed and submitted to Secretary of Health Mary Selecky for review and discussion. During 2009, significant work was completed to develop the Implementation phase of the plan, which is focused on ensuring that we have a nursing education system that serves students well and educates a nursing workforce that is prepared to care for our population now and in the future.

- 8 workgroups composed of ~90 individuals from education and practice met numerous times to review data and information and make recommendations in the areas of:
 - Communication
 - Curriculum Innovations
 - Diversity
 - Faculty Compensation
 - Faculty Workload
 - Preparation of Future Faculty
 - RN-to BSN Capacity
 - Transition to Practice
- “Background Papers” were completed, distributed and posted on the WCN website on:
 - Curriculum Innovation
 - Diversity in Nursing
 - Faculty Compensation
 - Faculty Workload preliminary study
 - Talking Points on Diversity
 - Transition to Practice issues
- The Implementation Recommendations were submitted to NCQAC on 12/18/09.
- Our Campaign to Champion Nursing-Washington Team¹ participated in multiple national webinars and conference calls on nursing education redesign issues. Members of the team also attended national meetings on nursing education transformation in Baltimore, MD and Portland, OR.
- An ARRA grant application was completed, seeking funds for statewide expansion of RN-BSN program capacity.
- Work for 2010:
 - Diversity, Transition to Practice, and Faculty Issues are the primary topics for 2010.
 - Work led by CNEWS to study the variation in nursing program pre-requisites and possibly also in admission criteria and curriculum design
 - Planning for regional conferences involving practice and education to work toward identifying the requisite knowledge, skills, and attributes (KSA) that nurses must have as they begin and advance through their professional careers

IMPACT OF THE WORK TO DATE:

1. In addition to the work completed in each group, many issues that have not been directly addressed in the past have surfaced, as we learned more from other states’ work on educational innovation.
2. Data are now available to apply to decisions about nursing education.
3. Relationships have been created or enhanced as we collaborated for a common goal. All participants have gained deeper understanding of the many complex issues.
4. We now have information from other states to utilize in our work and to share with decision-makers.

¹ Collaboration between RWJF and AARP to transform nursing education in the US

Rural Outreach Nursing Education (RONE):

The first 11 students from several rural hospitals completed their first year and are on the way to completing their RN education. All students are doing well and mirroring the performance of the campus-based Lower Columbia College nursing students. A second cohort of 13 students started in January, 2010. We believe that formal evaluation of the program will reflect its success. Many urban organizations and individuals across the state are asking for access to RONE because of the serious backlogs in our pre-licensure RN programs. As far as we can determine, this program is unique except for one program in Montana.

IMPACT OF THE WORK TO DATE:

1. Rural CEOs and CNOs are pleased to finally have a positive response to their call for local nursing education. Hospital staff are thrilled to be able to participate in approved educational programs close to home.
2. This will help mitigate the rural nursing shortage and is potentially an approach that allied health professions could employ.

Data

- Analysis of the LPN and ARNP licensing data collected in 2007 completed.
- Other data and information from outside of Washington state is regularly added to the website and shared with stakeholders.
- The fourth “Applicant Pool” report was completed, again showing ~25% more applications than applicants for our pre-licensure RN programs.
- WCN participated in the development of the proposed National Nursing Workforce Minimum Data Set (MDS), which could standardize the data collected and analyzed in all states.

IMPACT OF THE WORK TO DATE:

1. More accurate data are available to legislators, decision makers, and the public.
2. The database on our nursing workforce continues to improve.
3. Implementing the National Nursing Workforce MDS in Washington will enhance our data’s value.

Diversity

- Though part of the Master Plan for Nursing Education, the Board affirmed that diversity must be woven into all of the work we do. Increasing Board diversity is one goal for 2010.
- “Diversity Matters” will be held as a summit or series of discussions to further address the diversity issues impacting nursing and nursing faculty.
- A WCN Board member currently participates on the Governor’s Task Force on Diversity subgroup on workforce diversity.

IMPACT OF THE WORK TO DATE:

1. Diversity is incorporated into all of our work.
2. Pending funding, we will employ a Diversity Coordinator to broaden the diversity strategies.

Image

- More than 15,000 “Be a Nurse” brochures (English, Spanish, and Russian language and Native American-focused) have been distributed to K-12 counselors, secondary schools, tribes, workforce skills centers, and other interested parties.
- The WCN Staff attended many high school career fairs and Nurse Camps with further distribution of the brochures and discussion of nursing careers.
- Multiple presentations about WCN and the Master Plan for Nursing Education were completed
- The “Be a Nurse Educator” brochure, providing information about the path to and opportunities in nursing education careers, is now available.
- WCN sponsored the Newspapers in Education (NIE) issues of papers in Yakima, Everett, Spokane, and Tacoma. Aimed at K-12 students, these are special issues that focus on nursing. WCN was able to work with the national writer and amend the text used in all states, and to have its logo prominently displayed in thousands of papers in our state.
- The Executive Director completed radio interviews on the shortage.

IMPACT OF THE WORK TO DATE:

1. WCN continues to be contacted for data, information, and opinion on nursing issues
2. Accurate and appealing information about nursing careers is available across our state

Leadership

- Workshops for direct care RNs on leadership will be offered in 2010, responding to the call for knowledge and skill-building to improve nurses’ ability to lead in clinical settings.
- “Focus on Faculty” is the concept that will be used as we develop educational leadership offerings for nurse faculty leaders, following up on an initial offering on personal leadership assessment completed in 2008.
- Work will be done to identify the characteristics of workplaces that attract and retain nurses and provide quality care to patients.

Regulatory Compliance

- All deliverables in our DOH contact were satisfied.
- All legal requirements (state, federal, IRS) have been met.
- All legal requirements impacting nonprofits have been met.
- The DOH Auditor’s evaluation of our work was satisfactory.

IMPACT OF THE WORK TO DATE:

1. Our business is sound and in compliance with regulatory bodies’ requirements

Other Accomplishments

- Our fourth full financial audit was completed without any recommendations.
- Our offices were relocated to Tukwila, providing more space for our work in a location more centrally accessible to all stakeholders.

- The Board of Directors held five meetings this year, with members participating in project work outside of the meeting. An assessment of the Board’s work was completed using an outside consultant and the findings reported at the annual meeting.
- The “Johnson & Johnson Promise of Nursing for Washington” gala was held on March 24, 2009. \$300,000 was raised for undergraduate scholarships, graduate fellowships to teach nursing, and capacity expansion grants which will be awarded to nursing schools early in 2010.
- WCN supported the WA State Centennial Celebration honoring the first RN licensing in WA.
- WCN collaborated with Renton Technical College, the Welcome Back Center, and Tacoma Community College to advance the work of assisting Internationally Educated Nurses to learn about nursing in the US and successfully complete the NCLEX-RN.
- The Executive Director participates on WSHA’s Rural Transforming Care project Advisory Committee, the Puget Sound Health Alliance Quality Committee, and the Steering Committee for the National Nursing Workforce Forum.
- The Board will add an Advisory committee of influential opinion leaders from communities across the state.
- WCN is developing partnerships with Long Term Care leaders to identify more opportunities for collaboration.
- The Executive Director meets regularly with the Executive Director for the Health Workforce Institute at WSHA and the Director of the Center of Excellence for Allied Health.
- The Executive Director and President meet regularly with their counterparts from NWOE to identify opportunities to collaborate.

IMPACT OF THE WORK TO DATE:

1. Visibility is high, and our opportunities to collaborate increase.
2. We are positively impacting the nursing workforce development in our state and impacting individuals’ lives as they enter a rewarding career.
3. We are meeting the expectations of the legislation and the DOH contract.



The 2010 Board Of Directors

Officers:

- ◆ **President: Barbara E. Trehearne RN PhD**, Executive Director for Nursing Operations, Group Health Cooperative, NWORK position
- ◆ **Vice President: Judy Huntington RN MN**, Executive Director for WSNA, WSNA position
- ◆ **Secretary/Treasurer: Victoria Fletcher RN ARNP CNM**, Director of Clinician Services for Planned Parenthood of the Great Northwest, Advanced Nursing Practice position

Directors:

- ◆ **Bobbie Berkowitz RN PhD FAAN**, UW School of Nursing, At-Large position
- ◆ **Tim Davis RN MN RN**, Staff RN, Providence Regional Medical Center-Everett, WSNA staff RN position
- ◆ **Willma Elmore RN MN**, Chief of Nursing Services, Public Health - Seattle & King County, Public Health position
- ◆ **Karen Heys RN MSN**, Nursing Dept. Chair, Everett Community College, CNEWS Community College position
- ◆ **Anne Hirsch ARNP PhD**, Senior Associate Dean, WSU Intercollegiate College of Nursing, CNEWS upper division position
- ◆ **Rise James RN BSN**, Mid-Valley Hospital, USNU Staff RN position
- ◆ **Zena Kinne RN MN**, Director of Clinical Services, WA Association of Community & Migrant Health Centers, At-Large position
- ◆ **Marilyn Savage RN**, President USNU Local 141 UFCW, Labor position
- ◆ **Diane Sosne RN MSN**, President, SEIU Healthcare 1199NW, Labor position
- ◆ **Kim Williams RN MS**, CNO, Providence Regional Medical Center-Everett, NWORK position
- ◆ **Grace Yang RN BS**, Staff RN, Harborview Medical Center, SEIU Healthcare 1199NW staff RN position

STAFF

Gretchen Cook BA*	Program Associate for the Applicant Pool study
Janice Ellis PhD RN*	Program Associate, Master Plan (Faculty Workload PI)
Marne Franck BA*	Executive Assistant, Website
Kathy Hare RN MSN*	Program Associate, Master Plan (Minority New Grad PI)
Andrea McCook MBA	Project Director, Master Plan for Nursing Education
Patrick McKenna	Executive Assistant
Stephen Padgett RN PhD*	Project Director, Nursing content for Master Plan
Sharon Streitt*	Program Associate, Editing
Linda Tieman RN MN FACHE	Executive Director

**Part-time or temporary employees who focus on a specific work project for limited hours*

Our 2009 Supporters

Thanks to our financial and in-kind supporters!

The Washington State Department of Health, whose grant supports our work for specific initiatives and projects.

Seattle Pacific University, without which WCN might not have started its work or been able to thrive for its initial five years.

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