

**Washington Center for Nursing Board of Directors Meeting
 Friday, June 13, 2025 (9:30 am to 4:00 pm)
 Washington Center for Nursing Office
 Minutes**

Attending: Antwinett O. Lee, Melissa Hutchinson, Steven Simpkins, Michelle James, Christina Finch, Jane Hopkins, Lena Hristova, Tricia Jenkins, Christina Nyirati, Tiffanie Rampley, Sofia Aragon, Theresa Berry, Brenda Little, Fawzi Belal, Patricia Moulton Burwell, Theresa Granger,

Excused: Lucy Merry Edna Cortez, Carol Denison, David Keepnews, Wendy Williams Gilbert, Shayla Holcomb,

Topics	Discussion	Action Needed
Call to order	<p>WCN Board President, Antwinett O. Lee called the WCN Board of Directors Meeting to order at 9:39 am. She welcomed members and staff and had a short review of the meeting agenda.</p> <p>Jane Hopkins noted the current state of affairs and the challenges it presents. She recommended we add time to the agenda to give space to this discussion.</p>	
Ice Breaker	<p>Antwinett presented the ice breaker and read from cards as part of the deck “The Nap Ministry’s Rest Deck: 50 Practices to Resist Grind Culture Cards” by Tricia Hersey. Members were asked to choose a card, read it and note how the card affects you personally. We alternated between those in the room and those online. The focus is on rest and how we do not take the time to restore our body and soul. Lots of interesting feedback to the messages of the cards. Steven uses similar cards and keeps them by his bed to read. Melissa mentioned a book she is reading, No More Tears: The Dark Side of Johnson & Johnson by Gardiner Harris.</p>	

<p>WCN Nursing Education Trend Report 2019-2023: Changes & Challenges— Theresa Granger</p>	<p>Theresa Granger, recently from Northwest University, has cojoined the WCN data team as a contract researcher. She presented on WCN Nursing Education Trend Report 2019-2023: Changes and Challenges. She has taken over the project from Angelina. The final report will be posted on the WABON dashboard. She began noting the Purpose: To examine trends and challenges in nursing education programs across Washington State from 2019 to 2023. And the Goal: To inform policies and practices that strengthen nursing education capacity. Theresa reported the data sources for the report:</p> <ul style="list-style-type: none"> • Annual Prelicensure Surveys (2019-2023) • Annual Post licensure Surveys (2019-2023) • Education Board Data (2019-2023) <p>She next walked the members through the methods. Noted the NCSBN Pre licensure survey and WABON's in state post licensure survey were very similar. Noted the challenges the Western Governors University data being used and why Theresa has chosen included them. Theresa walked through the focus areas:</p> <ul style="list-style-type: none"> • Rural Shortage Areas • Funding Opportunities • Enrollment & Admissions • Post-licensure Enrolled Student Specialties • Admissions vs. Admissions vs. Enrollment Trends • Estimated Student Attrition • Percentage Student Age Distribution • Percentage Faculty Age Distribution • Student Gender Distribution • Faculty Gender Distribution • Prelicensure Student Race & Ethnicity • Post-Licensure Student Race & Ethnicity 	<p>Report to be sent to members when completed.</p>
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- Prelicensure Faculty Race & Ethnicity
- Post-Licensure Faculty Race & Ethnicity
- Program Director Highest Degree

Theresa next walked the members through the Reported Organizational Changes & Challenges. She walked through:
Reasons Mentioned for Prelicensure Nursing Program Organizational Changes: 2019-2022

- Faculty Resignations & Retirements
- Prelicensure Response Themes
- Post licensure Response Themes
- Salary Data: Dashboard Snapshot
- Salary Data Prelicensure
- Salary Data Pos-Licensure

She next walked through the examples of suggested recommendations. There will be more in the full report. Suggested recommendations:

- Investigate patterns in faculty recruitment, retention, and turnover with attention to the rising rate of resignations alongside retirements.
- Examine the demographic barriers and facilitators affecting enrollment, persistence, and success among underrepresented racial, ethnic, and gender groups in nursing programs.
- Create formal succession plans within programs to reduce disruptions caused by leadership turnover, which has been a significant driver of organizational change.

- Establish structured mentoring and leadership development programs for new and aspiring deans, directors, and administrators to ensure smooth transitions.
- Develop “grow your own” faculty models that mentor part-time or adjunct faculty into full-time teaching roles.
- Improve year-to-year data collection consistency by standardizing survey instruments to allow for more accurate trend analysis and actionable insights.

Sofia suggested it would be helpful to see an overlay of the population on the shortage map. Theresa G suggested that WCN create their own dashboards and the overlay is possible. Look at which zip codes have the most students with hot lunch programs and the state also designated shortage areas. More areas have more poverty than others. A proxy for poverty, we could overlay information.

Enrollment and admissions – ARNP is not a degree, it is a license and hard to pull out of the information. Noted the decline in the advanced degrees will affect nursing faculty. Discussion followed. Noted the lag in diversity. Antwinett noted that some faculty does not want to teach pre-licensure programs. Discussion on the data followed. Discussion about adding WGU data to the salary dashboard since they are an accredited school in Washington State. WABON does not include WGU.

Discussion about hospitals is not always telling the full story. Schools are being impacted now. Discussion about online programs. WABON asked for the number of out of state schools here for clinicals. Any data on application costs? Discussion on the funding for applications.

<p>Washington State Demand & Projections Report</p>	<p>Patricia began with the WCN Strategic Plan and then noted the data sources.</p> <ul style="list-style-type: none"> • Occupational Employment and Wage Statistics (OEWS) • Washington Occupation Projections • Washington Occupations in Demand • Job Postings • Washington’s Health Workforce Sentinel Network • HRSA Health Workforce Simulation Model <p>She walked the group through the nursing trends. And the Report Sections are:</p> <ul style="list-style-type: none"> • Certified Nursing Assistants (CNAs) • Licensed Practical Nurses (LPNs) • Registered Nurses (RNs) Note: This includes Clinical Nurse Specialists • Nurse Practitioners (NP) • Certified Registered Nurse Anesthetists (CRNA) • Certified Nurse Midwives (CNM) • Nursing Faculty • Recommendations and Future Studies • Dissemination Plan • Methodology: Citations and Data Sources <p>Next Steps:</p> <ul style="list-style-type: none"> • Examining demand and projection data with education and supply data will provide the most complete picture of Washington’s workforce. • WCN is also developing education and supply reports during Spring 2025. • We plan to engage stakeholder groups in two phases during the next contract to develop a State of the Nursing Workforce Report: <ul style="list-style-type: none"> ○ Phase 1: Work with nursing workforce researchers throughout the state to examine WCN data and other findings from the 	<p>Report to be sent to members when completed.</p>
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	<p>across the state to develop “What does all of this mean? and ”What research should be done in the future?”</p> <ul style="list-style-type: none"> ○ Phase 2: Work with the broader nursing community and stakeholders to translate” What does it mean?” to “What should be done?” <p>Patricia noted the 2025-2026 contract includes the state of the nursing workforce in Washington state report she will be working on.</p>	
Consent Agenda	Antwinett presented June 13, 2025, WCN Board of Directors Meeting Consent Agenda. She asked for any changes or concerns. With no changes or concerns, she asked for approval of the Consent Agenda.	Christina Nyirati moved, Melissa Hutchinson seconded the motion to approve June 13, 2025, WCN Consent Agenda. Unanimous approval.
2025 National Forum of State Nursing Workforce Centers Conference	WCN Board President, Antwinett O. Lee reported on the 2025 National Forum of State Nursing Workforce Centers Conference in Philadelphia. Congratulations Patricia and her husband Chris on the great job they did producing the event! Great representation of the country with forty states programs represented. Collaboration and networking were excellent. Her overall impressions were Brenda’s presentation on the Teen Nursing Academy Pilot Program went well. Brenda noted Frank & Theresa helped her rehearse the presentation. People clapped in the middle of her presentation because participants liked the information and innovation of the Teen Nursing Academy. Brenda noted many of	

	<p>those ideas came from Sofia and her work in Burien. Even being in Philadelphia with all the history was exciting.</p> <p>Patricia presented the workforce data as well as part of the keynote panel. There was also a panel of the younger generation and the face of new nursing. Sofia noted the growth from thirty-seven nursing centers when she joined the current membership of forty-eight. Washington state is held up as a standard. Incredible to be in this group that were all of one mind to quality care for patients. Very inspiring.</p> <p>The conference format allowed many states to highlight their work. New Hampshire and Hawaii are interested in the Teen Nursing Academy. Discussion at the forum on AI and how It cannot be developed without the input of nurses. Keep your eye out to help inform the AI work. Maybe nurses need to create their own AI models. Discussion about the advancements of nursing. Nurses need to be part of the STEM. Shayla knows someone to speak about AI and Nursing. Melissa is working with a Critical Nurses Organization that might want to partner on the Teen Nursing Academy and outreach to students. Looking to work with HOSA for outreach to students. Mountain to Sound Chapter of the AACN Nursing Network.</p>	
WCN Business	<p>It was noted Dr. Carter had planned to report today on his Climate Survey and interviews with stakeholders on his work to WCN and WABON. But they asked for more time to evaluate the data. Discussion about who should attend when they are ready to present. One suggestion was just WCN and WABON meeting with Dr. Carter to facilitate. Could there be an information seeking meeting? The data they could get from the boards could be very rich. Christina suggested that both groups have questions they need answered. Patricia noted that they did something similar to work in North Dakota.</p>	<p>Members to be sent dates & times for Carter Development Group Meetings.</p>

Sofia noted we have signed a new contract with DOH through June 2026. We have also been able to raise our base payment. Discussion about the holding of the surcharge and if it is equal.

Christina would like to discuss with our board a workforce development. She has had several phone calls with former students who are immigrants and from faculty at Heritage University. They are frightened for their families' safety and if they have to leave the country. They feel responsible. Christina spoke about one student's situation. Frankie Manning called her yesterday and said let us stop the world.

The emotional and mental wellness of these young nurses; can we find some way to comfort them? Find some way for them to act. Theresa G spoke to students she knew that they were studying on student visas. Seems like an impossible situation. Theresa noted there are workshops on knowing your rights. What do we do? Tricia noted all the things in LA and SEIU is an international union. Discussion about working in a health care facility and wondering how many people are not getting care so they can feel safe. It is affecting clinical placements too. A student cannot do background checks in a clinic because she does not have a social security number. It was a private long term care facility.

Discussion about losing funding if you do not stay neutral. Noting the nursing code of ethics that supports the students and nurses in peril. Maybe we can be a place to hold space for those being challenged. Maybe we could be an action center. Use this form letter, have information to get/find help. Who can you trust? A list of actionable items? How to witness an ICE action? How to record save. Brenda to share with the group.

Next Meeting	The meeting adjourned at 2:27 pm. The next WCN Board of Directors Meeting is September 12, 2025, from 9:30 am to 4:00 pm.	

Submitted by: Frank Kohel

Approved: Sofia Aragon