

WCN Board of Directors Meeting

Friday, February 17, 2023 (9:30 am to 4:30 pm)

Washington Center for Nursing Office Minutes

Present: Sofia Aragon, Steven Simpkins, Antwinett O. Lee, Edna Cortez, Melissa Hutchinson, Michelle James, Theresa Berry, Lena Hristova, Fawzi Belal, Wendy Williams Gilbert, Patricia Moulton, Katie Eilers, Christina Nyirati

Excused: David Keepnews, Jane Hopkins

Guests: Katharine Weiss

Topics	Discussion	Action Needed
Call to Order	Meeting called to order at 9:31 am. WCN Board of Directors President, Antwinett O. Lee, welcomed everyone to the meeting and asked the group to introduce themselves. Welcomed Wendy Williams-Gilbert as our new member.	
Consent Agenda	After Sofia walked through the Consent Agenda, the members were asked if there were any changes or if anything needed to be pulled from the Consent Agenda. No. Melissa Hutchinson moved; Edna Cortez seconded the motion to approve the Consent Agenda for the February 17, 2023. Unanimous approval.	Melissa Hutchinson moved; Edna Cortez seconded the motion to approve the Consent Agenda for the February 17, 2023. Unanimous approval.
Updates Strategic Plan Critical Gaps Role of WCN	Sofia walked through a brief history and the strategic plan created in 2022. She noted Tim Bock stepping away from the Board and Christina Finch from Seattle Children's will replace him as the NWONL representative. She walked the group through the Projected Supply and Demand of nurses through the collection and analysis of data regarding the nursing workforce. She noted NCQAC has set up their own data dashboard and how it will coordinate with our work. She reported the data on travel nurses that we are capturing. The quarterly meeting on nursing workforce data meeting as part of the new contract proposal. Discussion on clinical placements and paying for clinical placements	

	<p>vs the traditional. Noting the difference between support of nursing school programs vs medical school programs placements and the challenges with eastern Washington placements in rural area for clinical placements and actually staying in rural to work. Not really evaluating, we are in a reactive mode. Sofia finished walking the group through the data projects.</p> <p>Facilitating partnerships – Critical Gaps WCN Diversity Advisory Committee Nursing Diversity, Equity & Inclusion Conference Future of Nursing</p> <p>Discussion on the DEI Conference and can we partnership up with DEI officers with other healthcare organizations. Note the six groups the Critical Gaps workgroups. Steven noted his students challenging the OB requirement and this led to robust discussion on the different needs depending on where you are in the state for equitable care and maternal healthcare. Every school is struggling to find OB/Pediatrics training sites. Sofia thinks that WCN has a role in holding accountable DEI work. What do you think about continuing the original six Critical Gaps workgroups or focusing on the three areas of work. Thoughts? Noted the DEI needs to be included in all the Critical Gaps work. Originally the workgroups were created by NCQAC and WCN took over the support for the workgroups. Sofia noted the three priorities have DEI throughout the work. It was thought the six groups are too much and we want the focus. The change with NCQAC leadership may change the focus; maybe intertwining the six groups into the three priorities. What does the increasing the preceptor pool look like for the Education Workgroup, etc.? Would we have the data to change the focus of a workgroup? Discussion on the paying preceptor program and non-traditional placement. WCN's data is for more than just NCQAC. Capacity should be considered. Sofia to write out a brief recommendation on the three areas of focus.</p> <p>Future of Nursing – WCN is developing inviting spaces, nurses need more resources to address bias and NCQAC rules review for bias. How are these issues created/completed? Discussion on data on outcomes of these programs. Gathering and talking about bias is important. Insurance is also part of the system. Discussion on healthcare and social determinants of health. Is it possible for WCN to do a deeper dive to understand the processes that nurses have that make them uncomfortable? Maybe follow up with specific nursing workgroup. They all have systems for workplace violence,</p>	<p>Sofia to write out a brief recommendation on the three areas of focus.</p>
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	<p>they should be able to do the same for bias. Discussion on biases and collecting data. Facilities love to have 'do good' PR. Steps have been made in the good direction, but when do we see the outcomes? It can be 10/15 years for the work today to come to fruition. We also want to identify our own macro and micro aggressions.</p> <p>Break for 10 minutes.</p>	
Legislative Update	<p>Return at 11:11 am.</p> <p>Katharine Weiss joined the members. She began with issues WSNA is tracking. The Safe Staffing bill is the main focus and walked the group through all the pieces. The bill has made it to the Ways and Means Committee and had meeting yesterday afternoon and hope it will move to the next phase, it died here last year. Reaching out to Senators for more information, bills need to be out of policy committees today and next Friday is cut off the Safe Staffing bill to get out of Ways and Means.</p> <p>PTSD coverage for nurses - in order to get worker's comp, they need a specific event. Expand to more than one specific event. This has moved out of the policy committees. The Senate version scheduled for hearing tomorrow.</p> <p>ARNP Parity Bill - been introduced several years, made it out of the Health Care Committee and on to Ways and Means, hope to get past.</p> <p>Nurse Licensure Compact, the House version is standardized language, and the Senate version includes trainer language, but here is additional addendum for requirements to come into the state, facilities must report compact license nurses and make sure they take the required trainings for WA state and higher fees for licensure. WSNA is opposed at this point. WSNA is supporting other bills to improve pipelines and support nurses, want to look at this holistically as possible. Can't keep nurses if we don't support them.</p> <p>Budget request for 4-year nurse educators – put in formal requests for both the House and Senate but haven't gotten a lot of feedback yet. The request is for public four-year universities.</p> <p>The workforce bill in the Senate helps access to education programs for healthcare workers in rural communities and lower income nurse educators. Senators have been</p>	

	<p>receptive to feedback. Other bills with clinical placements and funding for healthcare facilities.</p> <p>What are we asking for with Clinical placements? Looking at hours for clinical hours, would include a cap for hours and more funding for preceptors. Room for exceptions? Don't know specifics, English as a 2nd language was another.</p> <p>Clinical hours – range of hours or cap. No conversation on changing the rules. There hasn't been a response from NCQAC. Discussion on hours should be responsive to the community. WAC says minimum hours. Discussion on challenges and caps. NCLEX is the same for everyone. Christina's students had a private coach for 6 weeks to pass the NCLEX last year. Nursing educators need to be responsible for nursing students, not the preceptor. We don't want to overwhelm our preceptor sites. What system can bare the shortage of nurses and precepting students? Build healthcare and academic partnerships to help students get to competency. Mixed feedback on that bill. Not enough folks to fix and run these labs. That was added into the bill.</p> <p>What is the bill advocating for Safe Staffing ratio? This year's version to a public process to create the ratio. This is Labor & Industries funding and helps to create the ratios. Does it give charge nurses the ability to change/flexibility for the ratio? What the other unions have heard is that patients are going without care now, this is a retention need. Nurses are quitting now. Creates a floor for ratio and most hospitals have ratio plans but are not able to follow them right now.</p> <p>Salaries - what about the four-year private institutions and support for them? Historically, the legislature does not support private institutions and they don't want to get into that. There was a conversation between private presidents and legislature, and they didn't want to address because of LGBTQ+ issues. But private institutions get funding for simulation equipment. We currently aren't growing education; we are just keeping same levels. Concerns and push back for singling out specific educators and can be divisive amongst faculty. Discussions on getting to recruit and retaining faculty. Mental health issues post COVID, does it include students? No, because it is a worker's comp rule. Hope it sends a message about mental health is important to your future jobs.</p> <p>Please reach out to her if you have questions.</p>	
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	Lunch break 11:56 am.	
Supply & Demand Projections	<p>Return from lunch 12:38 pm</p> <p>Patricia walked through the draft of the projections made on some estimates and some assumptions. Demand projections came out in December 2022. Note the comparisons between several studies.</p> <p>She walked through the modifications to the model. Noted the non-renewals and the big jump in non-renewals. She spoke to the downward turn of LPNs. What is the demand for LPN, and will we be able to meet it, demand is much higher and in 10 years there will be a shortage. Discussion about LPN programs and why there is an either-or mentality and staffing models possibly being outdated. We want to look at all disciplines when we look at models of care. Discussion about cutting LPN programs.</p> <p>Patricia walked the group through the RN version of the projections. Looking for feedback and the board asked if they may see it. Patricia to continue editing the report and will send it to the board for feedback and the next edit. Discussion about using this data and LPN programs enrollment. Paula noted we only have 5 LPN programs in the state.</p>	Patricia to send report to the members for feedback.
NCQAC Updates	<p>Paula told members to feel free to ask questions as we went. She walked through the record number of applications for licensure and the growth is mostly from Texas and Georgia, and noted Oregon and CA are fifth or sixth. NCQAC is currently at a 5-day turnaround for those licensures with a completed package including the weekend and holidays.</p> <p>More money is coming for the surcharge as well. Noted we are looking like some increase to our quarterly payment and lead to a discussion on the projections for the surcharge and how to affect the license fees. Noted the number staying in the state and the renewal numbers and impacting the surcharge.</p> <p>Gary will work with Patricia to look at the licensing projections and cost modeling for NCQAC. Discussion about producing nurses in Washington State. Does WCN want to look at projections on what the state can produce? Paula noted the number of reports that NCQAC uses the WCN reports to support their work.</p>	

	<p>Paula walked through the funding and where the funding went and what numbers were expected. Last year's legislative funding was on how to expand the slots and what equipment was necessary. Preceptor Grant program is three million a year. There is a bill going through the legislature that will increase that funding.</p> <p>Steven noted the 100 hours requirement is hard to meet and deans and directors have to sign off on all the forms and the deadlines are tight and busy. An advisory group to give feedback to improve it. Is anyone from CNEWS on the advisory group? That would be a great resource and we'd like to add a student to the advisory group. Are schools competing for this money? Paula walked the group through the breakdown of where the funds went, not all schools applied, and some missed the deadline. One of the changes will be batching the paperwork.</p> <p>Nursing assistants - there never seem to be enough. Lots of wavers during the pandemic. Talked about the cost of training. Onsite testing has helped with the numbers. Need more evaluators as well. There is interest in changing the federal statute as well.</p> <p>Paula next reported on a discipline update and is averaging 20 investigations a week. Most are in patient care rather than prescribing. NCQAC receives 40 chases per week and actually investigate 20 per week. She walked through the process and programs to help rehabilitate offenders.</p> <p>She spoke of the need for a former WCN Board Member that hasn't served for two years. We want the person appointed soon to replace Barbara Trehearne as a WCN adjudicator.</p> <p>Discussion on fraudulent degrees. NCQAC has identified 150 with the degrees from the problematic programs. Some got the degree; some were victims, and some were LPNs who bought a license. 150 has been narrowed down to 15 actions still in process. Are we doing anything proactively to stop these programs? How do we report these programs to NCQAC? Report to Gerianne Babbo. Do you know the underlying cause? Different states have different ways of addressing degrees and licensing.</p> <p>Everyone thanked Paula for taking the time to report to the WCN Board of Directors.</p>	
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DOH Contract	<p>Sofia walked the group through the DEI work WCN has done before Fawzi Belal began working with us. Fawzi presented his plans for WCN moving forward.</p> <p>Lena noted, what are the DEI tools I need to face the world and in the workplace. Lena noted the grant she has applied for to create these tools.</p> <p>How was Fawzi's BIPOC nurses' event on February 8th? Fawzi walked the group through the event and the great feedback he received. Seventeen people participated and plan to have a panel at the April 1st in-person event. Fawzi has invited people doing DEI work in healthcare organizations to speak at the panel and look for a nursing student. Discussion on DEI work and social determinants. Michelle spoke to structural racism in her workplace and how they chose to deal with it. Fawzi is excited about the work and about WCN talking about the default whiteness. "DEI Deconstructed" and "Deconstructing White Supremacy" were books he recommended to the group. Reach out to him if you have any questions. WCN will order the books for the board members. Recommended we look at this work as a process. Discussion on the vocabulary of DEI terms. Discussion on DEI work and experiences. "Principles of Solidarity" got another book from Fawzi. Do we link "undue reckoning."</p>	WCN will order DEI books for WCN Board of Directors Members.
DEI Exercise	Before the meeting Fawzi sent the members a DEI Exercise, the "I am" poem. Several members read their poems; Steven, Sofia and Edna read their poems and Antwinett requested that we repeat this exercise at the beginning of the next meeting.	Add DEI Exercise "I Am" to the next WCN Board of Directors Meeting Agenda.
Next Meeting	Adjourned at 3:47 pm. The next WCN Board of Directors Meeting is scheduled for May 19, 2023, but this is the same time as the WSNA Conference in Tacoma. Staff will send you dates and times for the next WCN Board of Directors Meeting. WCN Board of Director Meeting will be June 2, 2023.	Staff will send you dates and times for the next WCN Board of Directors Meeting.

Submitted by: Frank Kohel

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