

WCN Board of Directors Meeting

Friday, September 15, 2023 (9:30 am to 4:00 pm)

**Washington Center for Nursing Office
Minutes**

Present: Sofia Aragon, Antwinett O. Lee, Michelle James, Edna Cortez, Steven Simpkins, David Keepnews, Christina Finch, Christina Nyirati, Lena Hristova

Staff: Theresa Berry, Brenda Little, Fawzi Belal, Angelina Flores-Montoya, Patricia Moulton

Excused: Jane Hopkins, Katie Eilers, Melissa Hutchinson,

Topics	Discussion	Action Needed
Call to order	WCN Board of Directors President, Antwinett O. Lee called to Order at 9:32 am. Welcomed everyone and noted her new gavel. To note attendees, Antwinett asked participants to introduce themselves.	
Consent Agenda	Antwinett asked if there were any questions or changes to the consent agenda. With no questions or changes, she asked for a vote to approve the consent agenda. Michelle James moved; Edna Cortez seconded the motion to approve the Consent Agenda for September 15, 2023. Unanimous approval.	
2024 WCN Budget	Steven Simpkins walked the group through the budget. Reviewed the first draft, noted much of the funding and spending will be the same. The addition is the clinical placement proviso funding. Noted the fundraising and contributions. Meetings and registrations are going up now that we meet in person again. Any questions or comments? Question on work with Una last meeting. The document with the June work had been sent to the board. Frank will resend it to members. Discussion on the plan in December. The 2024 WCN Budget will be formally approved in December. David Keepnews moved, Michelle James second to approve the draft 2024 WCN Budget. Unanimous approval.	

<p>Round Robin Organizational Updates- 1 minute lightening Round</p>	<p>All attendees were asked to share something new that had happened to them.</p> <p>Antwinett – left Bellevue College, excited to see what the world has for her next.</p> <p>David – Today is two years since he started at WSNA. Busy with the new board, Edna is chair of their labor council. Busy with the new staffing law</p> <p>Frank – won an Oscar.</p> <p>Christina N – Representing CNEWS, Fall 2023 Conference on October 11, 12, 13. Agenda almost done. Support is so important to the Deans and Directors.</p> <p>Christina F – Very busy hiring managers with her promotion and ramping up for the viral season, anticipating it starting to go up.</p> <p>Steven – Taking care of his wife from recent surgery and has COVID. School is getting ready to start with students in two weeks. Lost his OB instructor. Just found a new tenure track faculty to replace her. Accreditation in February.</p> <p>Angelina – Been working on the clinical hours report and clinical proviso work. Lots of projects to clinical placement and hours.</p> <p>Patricia – Working on survey and clinical placement proviso and subbing for Sofia.</p> <p>Theresa – Renovation at her house.</p> <p>Lena – Is now at Seattle Community Colleges. Attended HILT yesterday with Brenda. Vacation in Spain. Her sons are having surgery due to athletic injuries.</p> <p>Brenda – launched SYWTBAP payments for October workshop and learned to set up the payment system. 16 registered so far. The workshop is in person this year at the DoubleTree at Southcenter from 9am to 3pm.</p> <p>Fawzi – He will give an update on DEI later. Joining a couple of boards, one is PACMED. Learning how to be a leader at their level. Project on sustainability during the World Cup coming to Seattle. Antwinett is on the Pac MED board too.</p> <p>Michelle – She is covering for the CNO and has been working in Eugene, busy but good work. Working on workplace violence, nursing staffing legislation, health equity. Going to be a new Grandma and her niece won a real Oscar.</p> <p>Alison – WABON – Update later. Wonderful to meet in person. Discussion on Seattle traffic and Beyoncé traffic and new drivers.</p> <p>Edna – She got elected chair for the Executive Labor Council at WSNA, the Board of Directors and the Civil and Human Rights Committee nationally. Going back for her master’s but hasn’t decided on subject yet at UW Bothell.</p>	
<p>DEI Update</p>	<p>Fawzi shared the Brave Space Document and invites feedback from the board and will be submitting this document to WABON at the end of the month. He walked the</p>	

members through the guidelines to create safe space in education and health care. He noted the “An Invitation to Brave Space” poem was the idea for the document. The document has already been used in lots of meetings to create conversations.

Fawzi noted the four points –

1. Safe spaces provide a sense of security and comfort, but they can sometimes unintentionally limit the scope of discourse and hinder genuine growth and understanding.
2. Brave spaces, on the other hand, challenge individuals to confront discomfort and engage in critical conversations that address systemic injustices and promote social change.
3. Engaging in Brave Spaces requires individuals to acknowledge their own privilege, listen to diverse perspectives, and be willing to be accountable for their actions and words.
4. The goal of Brave Spaces is not to silence or shame but to foster respectful and constructive dialogue that encourages personal growth and dismantles oppressive structures.

Created recommendations noting that every space is different and a brave space video library to connect to each of the thirty scenarios. There is also a facilitation tool kit to help the facilitators of meetings.

Please send feedback to Fawzi. Is there a deadline? He is hoping to submit it next week. The plan is to publish it on the WCN website and the WABON rule making community website. We want to make sure it gets out there. This works makes Christina N very happy. We have nursing students that have been discriminated against all their lives, suggested drafting a dissemination place and others will have ideas to disseminate this document and this work. Other organizations might want to contribute to the role out of this document and stakeholders might be willing to help. Talking about race and racism is hard to talk about in nursing education. CNEWS would be a stakeholder for the dissemination plan. Discussion about race/racism in nursing education. Thanks to Fawzi and his work and Sofia for her leadership. Asked Fawzi to contact CNEWS. Discussion followed. Storyteller Tactics published by Pip Decks.

Other updates – BIPOC Nurse group is still meeting once a month. Presentation on Cultural Humility. Learning how to send information out and continue to build trust. They have an event coming up on Sept 28th at 1:30 to celebrate Hispanic Month. He will send

WCN Board Members were asked to send feedback on the Brave Space Document to Fawzi Belal by September 22, 2023.

Fawzi to send invitations to WCN Board Members to the next BIPOC

	<p>invitations to the board. He noted the different agendas for the meetings. The new chapter of the Washington State Hispanic Nursing Association will be part of this work; they are working on sustaining the program and expanding their membership. David noted he and WSNA would like to continue supporting this work and asked Fawzi to connect him with this group. Can nursing students attend the BIPOC Nurses Group? They will discuss this with the steering committee to confirm. We want this group to be sustainable. Discussion on other stakeholders we can bring into the work.</p> <p>Break – back at 11 am</p>	<p>Nurses Group Meeting and connect David Keepnews and WSNA to the Washington State Hispanic Nursing Association.</p>
<p>WABON Update</p>	<p>Antwinett introduced Alison. She noted the difference in three months, the challenges, and the learning curve in her new position. She began with the WABON Strategic Plan for 2023-25. She noted the work done by Fawzi and Jessilyn on rule making for with a DEI perspective.</p> <ul style="list-style-type: none"> • NA-C & LPN Continuing Work • 2023 Bill Implementation • Data-Driven Practice • Diversity, Equity, Inclusion, & Anti-Racism <p>Leg updates – three main bills they are working on.</p> <ul style="list-style-type: none"> • HB1009 – Military Spouse • HB1255 – SUD Monitoring and Treatment Program • SB5582 – Nursing Credential Opportunities <p>She spoke about the success of the preceptor grants in their first year. WABON is looking to make the program easier in the new year. Christina Nyirati noted how much it helped in her rural area. Is there a maximum or limit to areas? No, only 80 hours per quarter.</p> <p>Is there going to be any kind of study on legislation appropriations for two-year colleges increased salaries? Christina Nyirati noted issues with the decrease with faculty in four-year schools, especially in rural areas. She noted one faculty left for a two-year school and made \$40,000 more a year. Is there any plan the legislature to address the issue? Discussion on issue. Sofia noted the different perspectives between the schools. Alison spoke to follow-up with Christina. Antwinett noted schools tied to the salary tables and who they drive salary at schools. How do we make salaries for nursing educators fair</p>	<p>Slides to be sent to the WCN Board Members.</p> <p>Suggested a more focused discussion on faculty salaries at</p>

	<p>(private and public)? Note the reduction in the workforce. Discussion continued. Maybe have a more focused discussion at the next meeting in December since we have many major stakeholders in the meeting.</p> <p>Nurse licensure compact - WABON has moved into phase two and should be able to issue our own compact licenses in January 2024. She noted the increase in license fee for a compact license and the increase to the surcharge. Is the surcharge increased for Washington State License and/or compact license? Alison will confirm. She spoke about employer requirements and working with employers to make sure all applicants are qualified. The Nursing Practice Act will continue to be refined. New logo coming. And she noted the data on the compact license nurses coming in. The Washington State Nurse Practice Act will not change but will look at differences between states. Continue to begin in ILRS and eventually move to HELMS. Discussion on the budget changes due to the compact license. She spoke of the downward trend starting this year. Alison spoke of tapping into this other funding source to keep the WABON funding steady. This is the more conservative model. There is the possibility of increasing the fee but might be more likely to decrease the fee if possible.</p> <p>ARNP Subcommittee –</p> <ul style="list-style-type: none"> • Request Legislation Submitted: APRN Title Protection • Continue to Watch AP Compact • Rulemaking: Define “Graduate’ degree and Licensing Exceptions <p>Alison spoke to the applicants over the months. Will have disciplinary actions data will be available in November 2023, year to year it is pretty flat and is a reassuring number. We want to shift the image to WABON being supportive to nurses.</p> <p>Nursing Assistant Pathways – main areas of focus –</p> <ul style="list-style-type: none"> • A New Rules Chapter • Common Curriculum: Full Implementation & Evaluation • NA-C Testing Revisions • SSB5582: Two Legislative Charges • Two WABON Initiatives <p>Feel free to reach out with questions. Noted a common core curriculum will roll out and make testing easier.</p> <p>Food for thought – what else impacts nursing for all of us?</p>	<p>future WCN Board of Directors Meeting.</p>
--	--	---

	<ul style="list-style-type: none"> • Support Nursing Community & Resiliency • Forge Partnerships: Academia/Practice • Right Size Documentation <p>Discussion about regulatory documentation and reimbursement for nursing care. Christina noted the great nursing care her partner recently received.</p> <p>Lunch – 12noon</p>	
Critical Gaps Update	<p>Patricia started with a history of the Critical Gaps program noting the original six workgroups – education, community, diversity, long term care, rural, advanced practice. The final meeting is set for September 26th and all the groups will report on their work and status at the meeting.</p> <p>She spoke about the evolution of the workgroups and the steering committee into the three current subgroups – Increase the preceptor pool, Nontraditional placements, and Expand Professional Development Pathways. They have met twice and hope to wrap up in one year. She walked the members through the three subgroups and their work plans. Sofia added some information about the work originally began with the data with the University of Washington. Discussion about how the work has evolved with the three subgroups.</p>	Slides to be sent to the WCN Board Members.
Legislative Proviso Update and Clinical Hours Report	<p>Angelina gave an update on the clinical hours of registered nursing programs report on academic years 2015-2022. The focus is on just clinical hours for RN and BSN only. She gave the background and purpose of the report and noted all the data is from the annual education survey by WABON. The question was asked if direct care is defined as working with patients directly. Angelina believes it is face to face, it is defined in the WAC. Was it already on the decline with COVID? No, this came with COVID and lead to discussion on when students stopped actual direct care. Discussion on the change in March 2020 and noted there were other opportunities like immunization clinics. There were also shortfalls like students not being vaccinated. The report is just looking at the data schools are reporting and have been reporting consistently over the last seven years. We don't know specifics. As Angelina walked the members through the report, questions and discussion followed. The differences and problems were discussed.</p> <p>How will the change in simulation ratio show up in the report? They will be reporting as overall simulation hours, the 1 to 1 and the 2 to 1 hours in the future and try to capture</p>	Slides to be sent to the WCN Board Members.

	<p>the clinical hours. Discussion about the needs of nursing and how students are placed. Noted only three categories for the RN to BSN programs. WABON does collect information on students from out of state programs doing clinical in Washington. We hope with future reports to start to fill in some of the gaps in this survey. Clinical Hours report link - Microsoft Word - 2023.6.29 RN Clinical Hours Analysis Report FINAL (wcnursing.org)</p> <p>Senate Bill5187 State Budget Proviso –Patricia began with the proviso language and walked the members through the plan for the work. WCN will wrap up this work in a report due 2025. Two Primary components – operational and visioning/strategy development. We will invite all board members to the stakeholders’ meetings.</p>	
DOH Contract Update	<p>Patricia has been working with the Washington State Department of Health Rural Health Office on developing the contract. Only a week’s delay is planned and there is a short wait to sign a data agreement with WABON. Will be sending out to members to help distribute once it is live.</p> <p>A new contract 2023-2025 has begun. Patricia walked the members through the crosswalk she did with the contract and the WCN strategic plan.</p> <p>She spoke to the monthly report to the board developed with Smartsheet and was sent to members in August. Members thoughts on this update? What details do you want? Short discussion, but the Smartsheet monthly report was met with approval. The members noted they want to be kept informed, but don’t want to be overwhelmed.</p> <p>Brenda took the members on a tour of the website. She noted we have a complicated website for our complicated audience. Holistic admission is our highest hit pages and next is grants & scholarships. Brenda ended her presentation by showing the Nursing 101 video. Great feedback on the video.</p>	Slides to be sent to the WCN Board Members.
Transition for Antwinett O. Lee	<p>Antwinett and Sofia gave a brief history of Antwinett leaving Bellevue College and the idea for Antwinett to assist Patricia in leadership of WCN while Sofia continues her political campaign. Does Antwinett feel any conflict of interest? Sofia will still want to check with our attorney to see if there are any conflicts. Would Melissa step into the President role while she is working for WCN? The plan is this would only be until the first Tuesday in November. Antwinett is willing to do whatever is necessary. Checking with</p>	WCN to check with legal counsel on possible conflict of interest for Antwinett and Wendy.

	<p>legal is important, we don't want to put Antwinett or Sofia to be in a bad position. Sofia will reach out to our legal advisor, and we will send out a memo with the outcome. Discussion on whether we need to vote.</p>	
Organizational or other updates	<p>Any other business? No.</p>	
Meeting Evaluation and Adjournment	<p>Comments: Patricia – the meeting went rapidly and quickly. Angelina – It is hard to be online when everyone is having so much fun in person. Not enough time for the clinical hours report. Steven – Great. Appreciated the opportunity to ZOOM. Great information! Christina F – Appreciated the ZOOM option. Lots of good information that was enlightening. Christina N – Thanks for letting me say what I needed to say and feeling emotional after the good experience her partner had recently. She is emotional about equity in our nursing workforce. Edna – loves meeting in person. Really good and thanks for feeding us, bring red and green pipe cleaners for the December meeting. Fawzi – thank you for letting me go to the Mosque, it is there Sunday and thank you to Sofia for letting me. Brenda, it went well and thank you those online for staying engaged. She knows you all know how to improve nursing in Washington State. Theresa – kudos to the AV guy for letting us use his phone to connect to the ZOOM. David – Kudos to Anthony! Forgot how much fun this meeting is. With Alison here he noted the sense of community, especially about the clinical hours and DEI conversations/reports. He will try to be online for the next meeting. Antwinett – Can we do something for Anthony? Sofia – She meets with Alison monthly, and it has been a good relationship and is very helpful. We liked this room and will try to get it again. Antwinett also appreciates her gavel!</p> <p>Adjourned at 3:12 pm.</p>	