



WGN

WASHINGTON CENTER FOR NURSING

2019 ANNUAL REPORT



WCNursing.org

Washington Center for Nursing
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Landau



From Executive Director
Sofia Aragon JD, BSN, RN

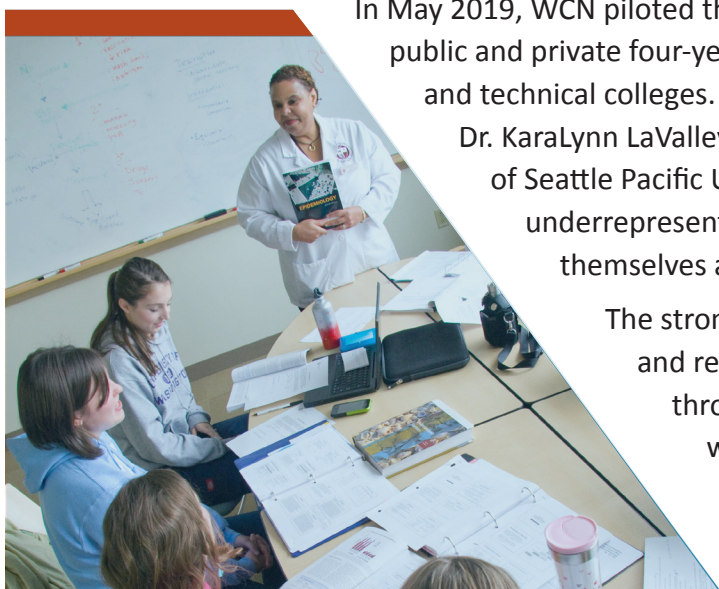
In 2019, The Washington Center for Nursing (WCN) continued to make strides on strategic initiatives. Our work included providing data to inform nursing workforce development, increasing leadership opportunities for nurses to influence our rapidly changing health care system, and growing diversity in the nursing workforce to better reflect our communities and to advance health equity. During Nurses Week, WCN also celebrated our 15th Anniversary with a growing group of state and national partners. Together, we reflected on the milestones we've accomplished and the work ahead.

Increasing the Diversity of Nursing Faculty Through “So You Want to Be a Professor” Workshops

A review of data on Washington State nursing students showed nurses with graduate degrees are less diverse than students in RN or BSN programs, and Ph.D. enrollment as flat or decreasing. Additionally, a [2017 WCN Survey of Nurse Educators](#) identified an imminent shortage of nurse faculty. As a result of this data, the WCN Diversity Advisory Committee, a committee comprised of nursing organizations representing diverse nurses, developed and launched “So You Want to Be a Professor” workshops. The goal of the workshops was to encourage more diverse nursing students and practicing nurses to become the nursing faculty of the future.

In May 2019, WCN piloted three workshops showcasing nursing education in both public and private four-year colleges and universities, as well as community and technical colleges. Dr. Butch de Castro of the University of Washington, Dr. KaraLynn LaValley of Green River College, and Dr. Antwinett O. Lee of Seattle Pacific University lead the workshops helping nurses from underrepresented groups understand the educator role, envision themselves as educators, and seek roles in academia.

The strong response from the participants led WCN to apply for and receive a grant from Premera to expand the workshops throughout Washington State. The development of workshops to be presented by nursing schools in central and eastern Washington is currently underway.



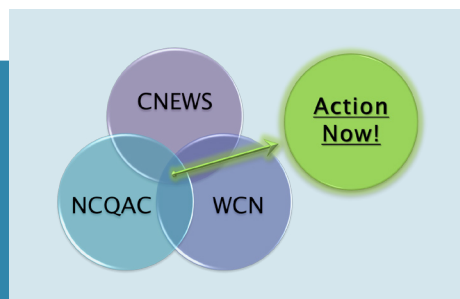
Strengthening Nursing Education

Convening the Action Now! Coalition for Nursing Education

Since 2016, WCN has served as a convener for “Action Now!”, a partnership between the Council on Nursing Education in Washington State, the Washington State Nursing Care Quality Assurance Commission, and WCN. WCN’s Master Plan and subsequent updates, as well as the 2017 Nursing Education Survey, provided the data and information needed by Action Now! to educate policymakers on four major roadblocks to advancing nursing education:

- Providing opportunities for nurses to advance their education
- Establishing sustainable financing for nursing programs
- Ensuring quality practice experience for all nursing students
- Creating a stronger and more diverse faculty and nursing leadership pool

The coalition made great strides in 2019, obtaining a nursing faculty salary increase for community and technical colleges with the passage of HB 2158. Action Now! is working diligently to support the implementation of HB 2158 and advance pay equity to boost recruitment and retention for all nurse educators.



Providing Staffing and Technical Assistance to the Council of Nursing Education in Washington State (CNEWS)

In the 1970s, Dr. Madeline Leininger, Dean at the University of Washington School of Nursing, and nursing education leaders in the State of Washington identified a need to meet to support each other, share common concerns, and work together toward common goals. Naming themselves the Council for Nursing Education in Washington State (CNEWS), the members consist of the deans or directors of all nursing programs in the state.

WCN has provided administrative and logistical support to CNEWS since 2011. In 2019, this included producing their semi-annual conferences held in April at the Davenport Grand Hotel in Spokane and in October at the DoubleTree Suites Southcenter.

WCN also worked with CNEWS to host the CNEWS List Serve, track membership with the CNEWS Membership Roster, support their monthly meetings, and were instrumental in including them in Action Now!. WCN looks forward to continuing working with CNEWS and supporting the collaboration among nurse educators in Washington State.



Mission

1. Promote excellence in nursing education.
2. Increase nursing education's responsiveness to the health and the health care needs of the people.
3. Share and promote best practices in nursing education.
4. Provide a forum for collaboration and meaningful discussion about nursing education.

“It's so rewarding watching my students grow and knowing that my career as a nurse is benefiting them”

-CNEWS Member



Participants by Ethnicity



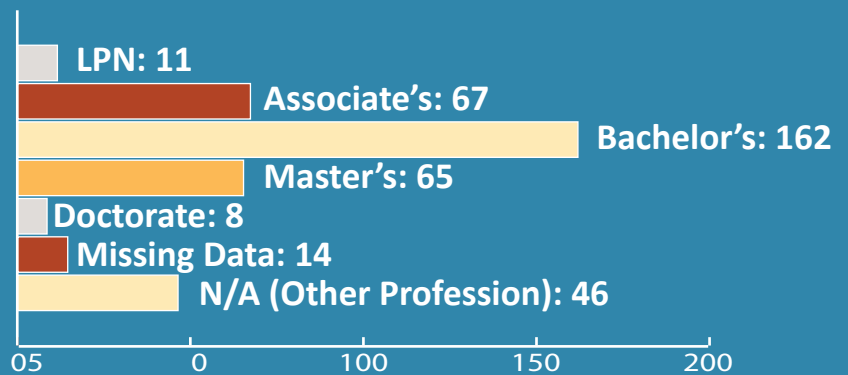
- Black or African American: 18/373 = 4.8%
- American Indian or Alaskan: 3/373 = 0.8%
- Hispanic or Latinx: 16/373 = 4.3%
- Asian: 27/373 = 7.2%
- Native Hawaiian or Other Pacific Islander: 18/373 = 4.8%
- White: 241/373 = 64.6%
- Two or More Races: 19/373 = 5.1%
- Missing: 31/373 = 8.3%

Number of Focus Group Participants

373

Focus group size range: 4-21
Number of in-person groups: 36
Number of online groups: 1
Key informant interviews: 3

Participants by Highest Level of Nursing Education:



Developing Tools to Advance Nursing Leadership in Health Equity

WCN is home to the Leadership Washington Nursing Action Coalition (WNAC). For the past several years, WNAC has been working to implement the 2010 Future of Nursing report by promoting nursing leadership. In 2019, WCN focused on encouraging nurses to take on leadership roles in improving health outcomes and health equity by screening for and addressing the social determinants of health. WNAC was also instrumental in this work by conducting a qualitative research study funded by WCN and a Robert Wood Johnson Foundation (RWJF) Public Health Nurse Leaders grant. The study engaged over 400 nurses and allied health professionals across Washington.

The focus groups provided feedback on a toolkit designed by a nursing student interning with WCN in 2017, which looked at the social determinants of food security, stable housing, utilities, transportation, and exposure to violence. This toolkit has since been revised and released for public use by facilities interested in gauging their own nurses' awareness of the social determinants of health and experience screening for and addressing them for their patients. This toolkit is available [here](#).

Contributing to State and National Nursing Workforce Development Efforts

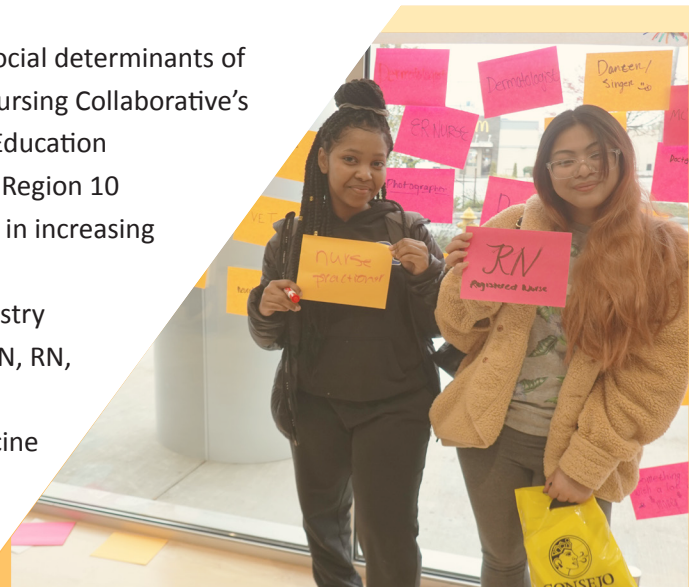
The WCN continued to lead and influence state and national nursing workforce development efforts. Our work provided data, leadership, and technical assistance to national and state initiatives; and both governmental and nongovernmental organizations. Examples in 2019 include:

Providing leadership in state and national nursing workforce development

- WCN Executive Director Sofia Aragon served on the board of directors of the National Forum of Nursing Workforce Centers and on the Leadership Council of the National Education Progression in Nursing collaborative
- WCN is a member of the Health Workforce Council of the Washington State Workforce Board

Data and technical assistance to state and national initiatives

- Provided education on the nursing workforce to the US Department of Health and Human Services staff for an initiative to promote adult immunizations
- Provided state and national data as well as education on the social determinants of health for inclusion in the National Education Progression in Nursing Collaborative's White Paper on Equity, Achievement, and Thriving in Nursing Education
- Participated in an American Association of Nurse Practitioners Region 10 invitational on strengthening the role of the nurse practitioner in increasing access to care
- Provided data and subject matter expertise to The Health Industry Leadership Table of the Puget Sound Region Partnership on LPN, RN, and ARNPs to address a health care workforce shortage
- Provided recommendations to the National Academy of Medicine and the Center to Champion Nursing in America to inform the upcoming Future of Nursing 2020-2030 report



Promoting Nursing as a Career to Students in K-12

To promote nursing as a career to younger people in 2019, WCN participated in two successful outreach events. The Healthcare Industry Leadership Table (Hilt), Charting Your Path to a Healthcare Career, was attended by over 450 underserved and minority Seattle and surrounding area junior high and high school students. WCN coordinated additional support for this event from WCN Board Member and Highline Nursing and CNA Program Director, Steven Simpkins, PhD, RN, and WCN Diversity Advisory Committee member and Director of the Samoan Nurse Organization of WA, Siniva Driggers, RN. Held at the Sea Mar Museum in Seattle, WCN tabled at the event handing out informational fliers, WCN swag and a list of approved nursing programs in Washington state while answering questions about careers in nursing for interested students.

The next event, Tahoma High School's Future Ready Day, connected with youth about what it takes to pursue a career in nursing. WCN recruited support for this event from Tacoma Community College's Associate Dean of Nursing and CNEWS member, Julie Benson, MHA, MN, CNE, ARNP, and two of her nursing students. The nursing students gave three 45-minute presentations to classrooms full of students interested in learning more about nursing.

Financials

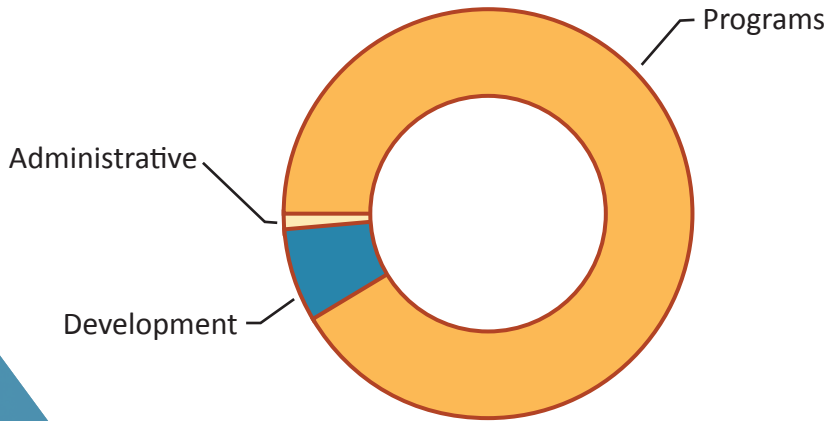
Note: The margin for 2019 is the balance of grant funds received in 2019 that have not been used in 2020

2019 REVENUE

Grants	\$188,480
DOH Grant.....	\$582,442
Contributions	\$21,747
Other	\$1,632
TOTAL.....	\$794,301

EXPENSES

Programs.....	\$683,162
Administrative.....	\$53,959 (8%)
Development.....	\$3,480
TOTAL.....	\$740,601
MARGIN	\$53,700



THANK YOU TO OUR FINANCIAL AND IN-KIND SUPPORTERS!

Individuals

- Bridget Oconner
- Cheryl Carino-Burr
- Chris Bircham
- Darcy Jaffe
- Debbie Brinker
- Diane Sosne
- Donna Poole
- Frankie Manning
- Gail Ratley
- Gerri Babbo
- Grace Yang
- Jamie Shirley

- Jennifer Muhm
- Kathleen Johnson
- Katie and Joel Eilers
- Kristine Barnes
- Lena Hristova
- Margaret Kelly
- Mary Baroni
- Mary Sue Gorski
- Melissa Hutchinson
- Michelle James
- Olena Rypich
- Patty Hayes
- Paula Marchitto

- Quen Zoorah
- Rebecca Ainley
- Sally Watkins
- Sofia Aragon
- Tracey Rude
- Virginia Eilers

Organizations

- ARNP United of WA State
- Catholic Health Initiatives
- SEIU 1199NW
- WA State Nursing Association

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

2019 Washington Center for Nursing Board Members

Michelle James, MBA, MM, BSN, RN, CCRN, CENP | President | NWone Position

Executive Director, Providence St. Joseph Health Nursing Institute

Chris Bircham, RN | Vice President | WSNA Position

Staff Nurse, Overlake Hospital Medical Center, Orthopedic and Spinal Surgery

Grace Yang, RN, BS, CCRN | Secretary/Treasurer | SEIU Position

Staff Nurse, Harborview Medical Center

Debbie Brinker, RN, MSN, CNS | Past President | Member At Large

Clinical Assistant Professor and Associate Director, Washington State University College of Nursing, Undergraduate Programs and Academic Partnerships

Rebecca Ainley, RN, BSN, CEN, CCRN | UFCW Position

Staff Nurse, MultiCare Covington ER

Katie Eilers, MPH, MSN, RN | Public Health Position

Director, Washington State Department of Health, Office of Family and Community Health Improvement, Prevention and Community Health

Victoria Fletcher, RN, MSN, ARNP, FACNM | ARNP Position

Per Diem Clinician, Planned Parenthood of the Great Northwest and the Hawaiian Islands

Lena Hristova, DNP, ARNP, AGCNS-BC, RN, CNE, OCN, CMSRN | Member At Large

Melissa L. Hutchinson, MN, ARNP-CS, CCNS, CCRN | ARNP Position

Clinical Nurse Specialist – MICU/CCU, VA Puget Sound Healthcare System Seattle

Antwinett O. Lee, EdD, MSN-CNS, RN | Ethnic Nurses Association Position

Associate Dean, Seattle Pacific University, Undergraduate Nursing School of Health Sciences

Jamie Shirley, PhD, RN | CNEWS University Position

Director, University of Washington Bothell Nursing Programs, Nursing and Health Studies

Steven C. Simpkins, PhD, RN | CNEWS Community/Technical College Position

Nursing Program Coordinator, Highline College Nursing Program

Diane Sosne, RN, MN | SEIU Position

President, SEIU Healthcare 1199NW Nurse Alliance

Sally Watkins, PhD, MS, RN | WSNA Position

Executive Director, Washington State Nurses Association



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