

WCN BOARD OF DIRECTORS Meeting

Friday, March 26, 2021 (9:30 am to 1:30 pm)

**Washington Center for Nursing Office
Minutes**

Present: Michelle James, Melissa Hutchinson, Steven Simpkins, Debbie Brinker, Tim Bock, Edna Cortez, Victoria Fletcher, Antwinett O. Lee, Estrellita Munoz, Jamie Shirley, Diane Sosne, Sally Watkins

Staff: Sofia Aragon, Brenda Little, Angelina Flores-Montoya, Frank Kohel, Patricia Molton-Burwell

Guests: Gerianne Babbo, Tracy Rude

Topics	Discussion	Action Needed
Call to order	Michelle James called the meeting to order at 9:32 am. She began with an agenda review and confirmation.	Agenda adopted
Consent Agenda	Anything to pull out from the consent agenda for discussion? No. Unanimous approval.	Consent Agenda approved
Critical Gaps in Nursing Workforce Update	Sofia and Victoria reported on their work with the Critical Gaps in Nursing Workforce. Sofia began with a short history of the work. Katie and Victoria are leading the Diversity workgroups and Sofia is on the Leadership Team. Sofia walked the group through the next steps for the workgroups and WCN work. Reported on the left-over funds in Action Now! And the request from NCQAC to use those funds and match the funds for managing the Critical Gaps Workgroups. Discussion followed. Sofia noted all the Critical Gaps data was from 2019, pre COVID. Reflections? Supportive feedback on using the \$5,000 for Critical Gaps.	BOD supported use of remaining \$5000 funds in Action Now! for Critical Gaps
	Geri noted NCQAC appreciates the collaboration with WCN, and the Critical Gaps work. Sofia is in the process of developing language for Critical Gaps work in the DOH contract. Geri spoke to hiring a project manager for the critical gaps work with \$5000 Action now funds and matching funds from NCQAC. Michelle noted WCN supports the project, discussion followed. Tracy noted the support for the project manager. Some discussion on the short timeframe for the contract and the project manager position. Any questions?	

	<p>Michelle noted the desire for WCN to continue our collaboration with NCQAC and wanted to check in. Geri noted collaboration has been successful in the past and noted the success of the community and technical college faculty funding. We all have the same goal that patients are provide excellent nursing care. She noted the positivity. Michelle spoke to the synergy of working together has been very positive. Transparency and openness have been positive, and we are still refining the process. Tracy noted the same positivity. Tracy spoke of the Nursing Commission Members know WCN better. She noted the turnover that will be happening in July, a third of the commission will be new to the commission. We want to make sure to engage the newest members. Let us know how we can help letting them know how WCN and NCQAC work collaboratively. Debbie noted might be helpful to be part of the orientation process. Geri noted the strength of the WCN's work with nursing education.</p>	
<p>By Laws Update</p>	<p>Governance Committee continues to meet. We have hired a consultant, Steve Hill, through 501 Commons and he has been an asset to the Governance Committee work. Thanks to everyone for completing the survey. She noted the consultant has reviewed our documents and has begun developing recommendations. The Board Source document will go out with the minutes.</p>	<p>The Board Source document will go out with the minutes.</p>
<p>Research Strategic Plan</p>	<p>Angelina and Patricia introduced themselves to the group. They began with background on the health workforce data and policy. Patricia spoke to all the data out there that they can analyze. Nursing Education Pipeline/Capacity Data was reported next. She spoke to the minimum data sets. The next bucket is nursing supply data. And then looking at Nursing Demand Data and then nursing workforce shortage.</p> <p>WCN Strategic Goal 1 – Use data to inform leaders (elected and policy) to ensure systems solutions to address nursing shortage. All research studies will focus on all levels of nurses as data is available- LPN, RN, APRNs. WCN Research focus, supply data 2021 to 2024. Mine available supply data for the first year while HELMS is developed. Hope to have the HELMS data by 2023.</p> <p>Angelina next discussed the Demand Data plan for 2021 to 2024. Discussion about virtual care and getting that data to help drive the strategy. Patricia noted it has begun to be collected. And she noted L&I data is also notoriously slow. Pipeline and capacity data were next discussed noting this is nursing education and trends. Looking to</p>	<p>Angelina and Patricia to send the slides to the Board of Directors for feedback.</p>

	<p>develop factsheets from the data and continue to work with the stakeholders; every year this could look different depending on circumstances. Then walked through the other reports and special projects including evaluations.</p> <p>Would this include enrollment in nursing programs? Steven spoke that nursing programs have had consistent enrollment rates. We want to look to our stakeholders for input. Where nurses want to work when they get out of school is another idea suggested. That would be a student survey or look at licensing data. We can send the slides/survey to get feedback from the board. Sofia noted how great it is that Angelina and Patricia can mine data that is already out there, what a great opportunity. Board requested a copy of the slides for reference.</p>	
<p>Deliverables & Strategic Planning</p>	<p>We have deliverables for the new contract due on April 15th and will be back on a 2-year cycle. Sofia will be meeting with Paula and Niki to hammer out deliverables. She walked the group through the plan. DOH is moving to a new data collection system. We are looking to more specific ways to collect data including mining data from other resources. Questions? Are we doing anything to include nursing assistant's data? The Impact on COVID-19 on the Nursing Workforce requires we look at the CNA data. It is not as organized as RN and ARNP, and don't know where it might look like moving forward. Diane noted NACs, they have 5,000 that have not taken the exam because of the COVID pandemic. NCQAC has a plan to do mass testing to get these NACs through to practice. 30% of nurses had a CNA certification before they entered a nursing program. Schools noted they are not allowed to have a CNA as a requirement anymore. Current demand for CNA courses is being provided by employers, like nursing homes.</p> <p>Critical Gaps – Important to complete the Critical Gaps consensus document and WCN will be part of the management of the program. Add the list from the slides. Pilot Mentoring Program for NSG Education. Future of Nursing 2030 Convening. Promoting nursing in K-12 – Middle school. Be a Nurse Video update. Discussion about support for K-12 about targeting middle school and high school girls stem programs. Expanding Your Horizons is the program discussed, Melissa to send information on this program to Brenda. Steven spoke to HILT programs.</p> <p>Next walked the group through activities outside of the DOH contract. WCN 2022-2025 Strategic Plan, Premera/SYWTBAP, HRSA diversity – will hear in June 2021, HRSA</p>	<p>Melissa to send Brenda information on the Expanding Your Horizons Program.</p> <p>WCN Board of Directors Members to send deliverables feedback to Sofia at their earliest convenience.</p> <p>Sofia to send out the WCN/DOH/NCQAC Deliverables once they are completed.</p>

	<p>Sexual Assault Nurse Examiner Grant – this is with 5 other states. Healthy process to include stakeholders, thought leaders to give input.</p> <p>We want to make sure what we present is manageable. We want credit for what we are doing. Diane congratulations to everyone for the good work with the NCQAC. Sofia noted the help behind the scenes to make this collaboration improve.</p> <p>Discussion about letter from MultiCare requiring all their nurses to be BSN in three years. It is part of their initiative. Would nurses of color be impacted? Discussion. Diane noted this has been an issue for some time. Sofia presented a visual on the 80% goal on BSN and the progress in transition to practice programs in Washington State. Data show that nurses of color are not less likely to attain a BSN, with the exception of Native American nurses.</p> <p>Critical Gaps work will be a new deliverable.</p>	
Meeting Evaluation	<p>WCN Retreat – discussion about having the next meeting in person. We have a training room big enough for social distancing. We would still have a video option. Sally noted a conflicting for WSNA on the same day. How many others would be participating? Sally and Edna for sure. Send out a quick survey about who is comfortable and if the date works for members. Discussion about facilitator. Another consideration is to break up the meeting over a couple of days.</p> <p>Feedback for the meeting. Is one week enough time to review the materials? What would you like to see more of and less of? Please feel free to send feedback. We want to make the best use of your time. Could we get UW School of Nursing briefing on the new racial justice center? Center for Anti-Racism. Butch de Castro is part of our diversity group and he is also reporting at CNEWS this Spring.</p>	Staff to send out a quick survey about who is comfortable meeting in person and if the date works for members.
Next Meeting	Adjourned 12:44 pm. Next meeting will be the WCN Board of Directors Retreat. To be determined by Board Survey.	

Submitted by: Frank Kohel

Approved: Sofia Aragon