

**WCN Board of Directors Retreat**  
**Friday, June 18, 2021 (8:30 am to 4:00 pm)**  
**Washington Center for Nursing Office**  
**Minutes**

Present: Michelle James, Debbie Brinker, Melissa Hutchinson, Steven Simpkins, Tim Bock, Edna Cortez, Katie Eilers, Antwinett Lee, Jamie Shirley, Diane Sosne, Sally Watkins

Excused: Victoria Fletcher, Estrellita Munoz

Staff: Sofia Aragon, Theresa Berry, Brenda Little, Frank Kohel, Angelina Flores-Montoya, Patricia Burwell, Michael Arnuco (Intern)

Facilitators: Una McAlinden, Shelby Pierce

Guests: Azita Emami, Nancy Lawton, Eileen Cody, Paula Meyer, Dan Su (Chinese Nurses Association), Niki Pavlicek, Mary Baroni, Dawn Morell, Alison Bradywood, Cindi Warburton, Frankie Manning, Kyra McCoy

<b>Topics</b>	<b>Discussion</b>	<b>Action Needed</b>
Call to order	Una and Sofia called the meeting to order at 8:33 am. Sofia began with introducing Una McAlinden our facilitator for today	
Welcome Team Building Exercise	Una began by introducing Shelby Pierce, assisting Una in today's facilitation. She then walked through the agenda and virtual documents to be used. Virtual mingle for board teambuilding with three rounds of breakout rooms to answer three questions. Round one, what drew you to this organization? Round two – what is something about WCN you are proud of? Round three – what is hope of dream you hold for WCN?	
Stakeholder Input into 2022-2025 WCN Strategic Plan Development	At this point we invited our guests to join the meeting and Michelle welcomed the guests to our meeting. We introduced our guests and Una had them do a quick ice breaker. Next, we wrote our name and position into the chat to create an order to introductions.  Una explained we are conducting a trend analysis. We want to integrate your perspective to the future in nursing. What is going on around us that we need to HEED - or pay attention to?	

She used these four words as part of a wave visualization - Horizon – Emerging – Established – Disappearing. She asked the group for their ideas on the wave. Antwinett – wave is about transition and hard to pay attention to all she needs to do before she leaves. Dan – Energy to push above, you are preparing, getting ready mental/physically. Jamie – Established – it is where all the action is happening, exciting and scary. You are going to catch it, or it will slam you against the ocean floor. Alison - Disappearing is you peaked over the climax and feel the ebb, it can feel refreshing and some hope at what is coming next, some optimism.

What is going on around us that we need to heed and pay attention to? Who has experience in a large wave and wants to share a description? Actual wave experience. Brenda – as kids we would play for hours, but always wanted to do backflips, but couldn't do on land and need the wave to do a backflip.

How has this effected your work environment? Sofia, Tim, Steven. Just the growth of virtual contact, my entire world is virtual, it only helps her connect with those she knew, but hard to connect with new people. Staff safety has taken on new dimensions, you always want to protect your people, but we needed to protect them at work and home. It will never change our understanding of staff safety. Impact in faculty salaries made tremendous changes. He noted how hard it was to find tenure track positions. This fall he had 8 applicants and makes all the difference.

The life cycle of the wave, we want to try and stay one step ahead of them. What is going on around us that might impact our work? Society, technology, economy, environment, politics, trends, ideas, practices, paradigms. What is going on around us that we need to heed or pay attention to? What is on the horizon? Using simulations in healthcare or health education – nurses being able to work to their full work and training. Emerging notion of a continuum healthcare team – NA, RN, LPNs and beyond. Apprenticeship programs, what might it look like in the future? What's established? Quality in-person healthcare, what is a patient/provider meeting look like? It will continue in person but won't always stay the same. What is disappearing? Working in silos, in-person only clinical education, population health silos, will thread into all areas for nurses and silos will disappear. The state of healthcare insurance and what will that mean to nursing? What is emerging? Holistic admissions, healthcare insurance. Try to get one or two ideas for the stages of the wave. Take 5 minutes to write down some ideas/comments.

	<p>Now move you into small groups to populate the document put into chat. Each group will have one part of the wave, discuss, and then share six ideas. What room are you in, find the coordinating tab. Try to make the answers short and concise. Any questions? There are lots of ways to approach the idea, Una would like to try to use whatever you and the group will discuss. Breakout session ended and Shelby will put the ideas into a main sheet. Una had us read and sometimes explain the ideas. There followed discussion around the topics that rose to the top and what we liked and didn't like. Una and Shelby will develop a pdf to be distributed by WCN. At this point, the guest left the meeting.</p>	<p>Una and Shelby will develop a pdf to be distributed by WCN.</p>
<p>Stakeholder Debrief</p>	<p>Thank you all, just a quick conversation about the stakeholders meeting after a short break. Sofia spoke to the next steps for the strategic plan. Una walked the group through the plan and the talk through the next steps –</p> <ul style="list-style-type: none"> <li>• Part 1 Create Reality: What do we need to heed or pay attention to as we begin to plan?</li> <li>• Part 2 Robust Practical Vision: What do we want to see in place as a result of our work?</li> <li>• Part 3 Underlying contradictions: What is blocking us from reaching our vision?</li> <li>• Part 4: Strategic Directions: What innovative, substantive actions can we take?</li> <li>• Part 5: Focused Implementation: What will our specific measurable accomplishments be this year?</li> </ul> <p>Vision and blocks side by side tells what we can do and what do we need to do to create solutions. End with a one-year implementation plan and operationalized. Questions? Please send Sofia any feedback you have. We can share the plan in writing if that would help.</p> <p>We need more of your time sprinkled out through the fall. We will want success indicators at the end of part four for the staff. Two hours in July for business, 3 ½ hours in August and regular 4-hour meeting in September. Discussion about in person vs virtual meetings. Una can follow the Board's lead. Hybrid can be a challenge for facilitation.</p>	
<p>Financial Update</p>	<p>Lunch break at 12:02 pm.</p>	

	<p>Returned to the meeting at 1:04 pm.</p> <p>Michelle welcomed everyone back and Steven walked the group through the financial documents beginning with the Profit &amp; Loss Statement from January 1 to June 10, 2021. He noted the moneys received so far including donations from the Board Members and SEIU NW1199. Several questions were asked and answered by Steven. Moved by Jamie and Melissa's seconds to approve the WCN Financial documents as presented. All approved.</p>	
<p>Major Initiatives Update</p>	<p>Sofia gave the Board a status report of current major initiatives. She noted the new 5-year lease on the new office space. She also noted the success of Angelina and Patricia. Angelina is now chairing the HELMS Project on the new process for collecting nursing licensure data.</p> <p>Jamie walked the group through the new HRSA on Nursing Diversity Grant and the programming to be developed. WCN will received a \$185,000 over four years. We will develop a version of SYWTBAP for Public Health Nurses and expand current SYWTBAP. WCN Diversity Committee to develop programming to support multi-cultural organizations. Develop a tool kit to do high functioning work in the community and mentoring experiences. We are thinking about developing programs for 2-year and 4-year schools are focused on public health nursing or graduate degree attainment. The grant is renewable after 4 years and could be as long as 8 years. St. Martins University got the other HRSA grant in Washington State. They are developing a pathway for LPN to BSN Program.</p> <p>The Wisconsin Center for Nursing, Barbara Nichols, did a survey on nursing perception and readiness. They developed a course for nursing in a pandemic, it also addresses the inequities highlighted by the pandemic. The Leadership Action Coalition is interested in this program coming into Washington with support by WCN. Looks at disparities and there is the opportunity for a grant on preparing nurses for a pandemic. We will keep you informed as we explore this program further. Is the Wisconsin program currently available? Not open for access at this time, but it might be online. If we enter into the grant as part of a package to be customized to the state. Sofia will look into the details to share with the members. They are meeting again next week, and Sofia should have more information after that.</p>	<p>Sofia will look into additional info on online pandemic preparedness course by Wisconsin Center for Nursing to share with BOD.</p>

She next walked the members through the current context of Nursing Workforce Development and the new Future of Nursing report. Katie Eilers and Alison Bradywood attended a conference on the new Future of Nursing launch. The members have received the Future of Nursing 2030 report and the COVID-19 Study for their information. She spoke to the Critical Gaps in Nursing Workforce work and NCQAC looking at WCN to take over the work. Discussion about NCQAC reverting emergency rules to pre-pandemic.

Katie provided an overview on the Future of Nursing 2030 Report. The nine recommendation areas were –

- ❖ Creating a shared agenda: In 2021, all national nursing organization should initiate work to develop a shared agenda for addressing social determinants of health and achieving health equity.
- ❖ Supporting nurses to advance health equity
- ❖ Promoting nurses' health and wellbeing
- ❖ Capitalizing on nurses; potential: regulatory and public and private payment limitations; restrictive policies and practices; and the other legal, professional, and commercial impediments.
- ❖ Paying for nursing care, includes national nurse identifier and paying for school and public health nursing.
- ❖ Using Technology to integrate data on social determinants of health into nursing practice
- ❖ Strengthening nursing education
- ❖ Preparing nurses to respond to disasters and public health emergencies
- ❖ Build the evidence based

The next steps for Leadership WNAC to share the report and branch into doing an analysis. And this is interconnected with work we are already involved in.

Critical Gaps in the Nursing Workforce Update – Sofia walked the members through the proposed work. The individual workgroups turned in their Action Plans. This work has been under the NCQAC and they requested moving the work to the WCN. Sofia developing a consensus document with Victoria. As for status of staffing needs for this work, this is to determined through discussion with Paula Meyer, MarySue Gorski, Victoria Fletcher, and Katie Eilers. Sofia noted she is waiting for Victoria to get back for the medical leave.

Sofia will send the group the draft of the consensus document.

Sofia reviewed the WCN Impact of COVID-19 on the Nursing Workforce report. This was a snapshot of nursing in 2020. People were very enthusiastic to participate in this research. Short discussion about limitations to the study. Convenience sample of 418 nurses; each licensure type could be their own study. The study asks participants to reflect on their experience in 2020; pandemic is ongoing; provides a snapshot of impact of COVID-19 on the nursing workforce. Demographics on gender, income, licensure, employment sector and race. Key findings include

- ❖ **51%** experienced being **laid off or furloughed** from one or more nursing/healthcare related jobs in 2020.
- ❖ **42%** thought about or made **plans to leave** the field of nursing.
- ❖ **69%** reported moderate or extreme **staffing concerns** due to the COVID-19 pandemic.
- ❖ **61%** were moderately or extremely concerned about the **safety** of their friends and family.
- ❖ **42%** believed their employers provided **adequate quarantining** for employees who may have been/were exposed to COVID-19.
- ❖ **67%** agreed or strongly agreed that they were providing more **telehealth nursing services** due to the pandemic, compared to pre-pandemic services.
- ❖ **35%** felt they have been **discriminated** against in their primary nursing role because of their accent/language barriers.

Key Themes:

- ❖ Transparency/Communication
- ❖ Behavioral Health/Burnout
- ❖ Diversity/Equity
- ❖ Policy/PPE
- ❖ Role/Position Changes & Adaptations
- ❖ Job/Financial Security

BOD Questions/potential areas of further study:

- why nurses planned to leave their position?
- travelers and the increase in numbers of licenses
- “long haul syndrome”

Sofia also noted the NCQAC funding that was put into our account in error by legislature to be corrected.

Potential additional areas of study for COVID-19 noted.

Organizational Update	<p>Diane reports on a program SEIU is running - Health Care Apprenticeship Program and recruit's student from communities of color. They put students through a six-week CNA Program. One participant got into the Shoreline Nursing Program. They are still successful in part to the wraparound services they provide. Do they look into reserving slots? That is hard to do unless the school would buy slots or an entire cohort.</p> <p>Sofia noted our contract with DOH for 2021 to 2023 is still pending. The DOH department is behind, still processing contracts submitted in January. She is in the process of clarifying the deliverables template and that should be complete next week. She noted the reserves and how important they are with the process when DOH is behind.</p> <p>How is the relationship with DOH and NCQAC? Niki has been a calming influence. We are looking at Quarterly meeting to be more frequent. Paula and Sofia have been meeting monthly. Kristin Petersen is transitioning into a new role and Christie Spice is interim. Diane congratulated Sofia and the group on the hard work to repair the contract issues. Kristin and Niki have both been very supportive. We are planning an orientation for Christie.</p> <p>HELMS project in delay beyond 2024 due date. Patricia and Angelina are figuring out a way to get data in the meantime. Angelina has received 5 years of nursing students' data, we asked for 10. Angelina is working with 2 UW doctoral students.</p> <p>Diverse Faculty Mentoring Program is moving forward with UW, St. Martins University, WSU, Clark College, SU, others</p> <p>How do we engage middle school students for nursing? Brenda had worked with a team of baccalaureate UT-T students on future strategies to reach out to that group.</p> <p>NCSBN data? We have an outline to phase out E-notify. Data for May 2020 to May 2021 is coming from NCQAC. Data will be publicly available, and we will have to watch how that information is used.</p>	
Next Meeting		

	The next meeting is July 29 <sup>th</sup> from 1:00 pm to 3:00 pm. Doodle Poll to follow for August meeting.	
Adjournment	meeting adjourned at 3:15 pm	

Submitted by: Frank Kohel

Approved: Sofia Aragon

DRAFT