

WCN Board of Directors Meeting

Friday, June 17, 2022 (9:30 am to 4:00 pm)

**Washington Center for Nursing Office
Minutes**

Present: Sofia Aragon, JD, BSN, RN; Michelle James, MBA, MM, BSN, RN, CCRN, CENP; Melissa Hutchinson, DNP, ARNP-CNS, CCNS, CWCN-AP, CCRN; Steven Simpkins, PhD, RN; Edna Cortez, RN; Katie Eilers, MPH, MSN, RN; Lena Hristova, DNP, ARNP, AGCNS-BC, CNE, NPD-BC, OCN; David Keepnews, PhD, JD, RN, FAAN; Antwinett O. Lee, MSN-CNS, RN; Jamie Shirley, PhD, RN; Diane Sosne, RN, MN; Patrician Moulton Burwell, PhD; Theresa Berry

Excused: Tim Bock, DNP, MBA, RN

Topics	Discussion	Action Needed
Call to Order	9:35 am. Michelle welcomed members and staff to the meeting.	
Consent Agenda	Michelle noted that Steven did a great job reviewing documents for the Finance Committee. The Finance Committee recommended approving the Consent Agenda. Steven made a request to have members to join the Finance Committee, we are looking for three members. Edna volunteer – add to finance committee.	Edna Cortez moved; Antwinett O. Lee seconded the motion to approve the Consent Agenda. Unanimous approval.
Meeting Warm Up	<u>What superpower would you have and why?</u> Antwinett – Discernment and grace. Michelle – calm during chaos. Steven – break myself into multiple me’s to do more than one thing at one time. David – Flying, he used to have dreams of hovering and the calm that went with it. Melissa – time travel a few things to go back and fix. Lena – superspeed to read everything and be everywhere. Edna – combination of Lena and Steven, multi-tasking and be many places at the same time.	

	<p>Diane – stopping the war in Ukraine and she noted that she is transitioning from the president of the SEIU to President Emeritus. While off for four weeks and we in London and brought the video of the Florence Nightingale Musical and visit the Nightingale Museum and brought the video. Thanks for connecting the Nightingale musical with the museum. Diane got to have tea at the house of lords in London.</p> <p>Sofia would like the superpower to be invisible to hear all. Patricia would like to be multiple people at one time. Frank would fix cars by touch. Lena would also like to stop the war everywhere. Katie – Nurses have the most superpowers, but she wouldn't want to hear what everyone is talking about. Jamie – from the Hitchhikers Guide to the Galaxy, the Babel Fish with the ability to speak any language.</p>	
<p>Strategic Plan Overview and Update</p>	<p>Sofia noted changes to the agenda and began with previous strategic plan. She walked the group through the goals reached. Noted the baccalaureate programs and the need for salary parity with TCC schools. Noted the data we have nurses progressing all the way through 65. Prepare nurse leaders and the majority of nurse educators at master's trained.</p> <p>Our vision, our obstacles, and our strategic directions. Comments: What is the data/explanation about competition speaking for nursing? Sofia noted NCQAC and the UW Center for Workforce Studies. Who is in the center, who should be the lead for students clinical practice experience? CNEWS and another group. Necessity for coordination rather than competition. Implicit bias throughout our system, is that racism? We may want to be clearer. Can we just send this page to the Board? We will send PowerPoint and one pager. Specificity is in the implementation, call out through our activities then. David supports the change and the reframing. Lena agreed, we want to find a unified voice. Any other comments. Appreciate the focus on retention and the connection to diverse workforce and equity. She noted the Leadership Meeting and NWNL has invited in the early stage of their equity work.</p>	<p>Send PowerPoint and one pager to the Board Members.</p>

Strategic Plan Programmatic Updates – Critical Gaps workgroups all now have diversity goals as part of their plan. Diverse Mentorship Program updated data for supply and demand.

Diane noted speaking with the nursing shortage and conversations with Paula Meyer and Sue Skillman. Several institutions bargained with unions on signing bonuses vs retention bonuses. Still problem with faculty shortages, often because of salaries. As well as travel nurses. They created lots of problems with the system. What about money from the governor and feds to do a recruitment and retention bonuses. Paula noted faculty being wooed by sign-on bonuses to return to practice. Discussion. Steven noted CNEWS would like support for simulation from 1:1 to 1:2.

Discussion about salary information, 2021 data through employer reports to Employment Security. Off two different reports compared to other state reports. Discussion about retention and data on how to have nurses return to the nursing workforce. RWJF has a number of webinars, Linda Adkin provided some of this data Sofia reported. Lots related to CHURN. Was the traveler's information international? The numbers probably lag around the shift before the pandemic.

Premera grant for LPN to BSN pathway. Theresa spoke to the program and the scope of our work with the program. Spoke of SYWTBAP and we are beginning the process of filming our speakers. Diane spoke to the LPN apprenticeship from Paula Meyer and clinicals in long term care, Sims for Peds, OB and mental health. Discussion about Seattle Pacific University policies on faculty.

2022 Strategic Plan to strengthening relationship with NCQAC. Noted struggles with clinical placement slots. The conversation with the Washington State Hospital Association on the subject and they are planning on a summit in July. Where would this mean for the Critical Gaps workgroups? Paula has invited us to that table in July. Diane noted Paula leaving in June 2023 and the legislative proviso that is doesn't have to be a nurse and SEIU has expressed their concern

	<p>and we have to keep on top of that. Sofia noted what Paula will be discussing during her talk at 1pm.</p>	
<p>Future of Nursing 2030 Report and planned convening and the Critical Gaps Workgroups.</p>	<p>Discussion about the overlap between the different groups. We want to make the best use of our time. Slide highlights several areas of the report. WNAC looking at how we can collaborate.</p> <p>We are using the Salty's reservation for a FON Summit on September 20th. Speakers from Atrium will be coming. Two colleagues from the FON campaign including Perry Akerman Berger – Unleashing the Power of the Nurse to Achieve Health Equity. We will send the other part of the day to how Washington state can use the FON and how it can affect our various other work. Position us to be aligned with the framework and be no duplicative and align with the future funding if we do some forethought before the funding is available. Emphasis for Critical Gaps to dovetail their work for FON.</p> <p>For example, our COVID 19 study might inform. Health Care Authority, all your organizations have their own initiatives to inform Washingtons work on FON. Questions to the group, does the summit sound appealing, concerns or questions, what can we do to make to more appealing? Great to pull people to create synergy. All the attendees will come in person. Speakers will be with us virtually. Facilitated tabletop discussions in the room about what is next for FON and Washington State.</p> <p>Important partners to be invited, list serves, send outlook invite to everyone. Is there a particular group to invite/network with? No, are there people to support our equity efforts in nursing. Legislators, state programs, other colleagues, like on nursing retention. Invite all the nursing equity officers and all the organizations. Most major systems, schools and health agencies have a health equity officer. Lots of changes in the legislature, Eileen Cody is retiring. Lots of new legislators of color. Key Legislators would be important and agencies we work with. Let us know if you have particular people to invite. We are open to feedback, please feel free to reach out to us. Full agenda with opportunities to learn, we would like you</p>	

	<p>help in looking for who to include the invitations. Save the dates will be going out soon. Thanks everyone. Break, return at 11:45.</p>	
<p>Stefani Ostrowski Nurse Resiliency</p>	<p>Stefani Ostrowski presented on Nurse Resiliency. A Resilience Toolkit: Helping Nurse Leaders Foster Resilience Amongst Frontline Nurses. Need for resources to support her team. Resilience supports mental health, prevent burnout, manage stress, and promote greater job satisfaction.</p> <p>Feedback? Concrete, something usable. Lena noted new nurses can be very young and have a lack of resilience. Resilience is needed for life and toolkit is useful anywhere. Can board members share this tool? How can we obtain it? It will be posted on the WCN website. Great job! Sometimes staff nurses don't want to hear about resilience but may want to reframe. Resilience can be a trigger word for some nurses. Tools for nurse leaders.</p> <p>What a wonderful presentation! Something we would like to bring to faculty and teach in academia to teach before nurses. Tools that we can give you. Likes there are different forms to be resilient, different tools. Sometimes it is hard to talk about resiliency but love the tools and hope to use them in life. The tension to create organizations that don't require resilience, but nursing needs resilience. "You should not be obliged to be courageous to do your job." Create an environment to have the conversation. We want to meet people where they are at in their process.</p> <p>Where you able to correlate this work with retention? Nurse leaders, but not frontline workers. Why? Measuring resilience is difficult, and there were 20/30 questions to nurse leaders. They did not look at resilience in regard to race. What challenges? The environment and the role of the nurse leaders. Anything you've tried in your workplace? Providence has program called "No One Cares Alone" that includes counseling. Creative things are happening to support nurses. Partnership with Public Health to have workshops for students. Several noted checking in with your students and staff, how are you doing today.</p>	

	<p>Workshops often with begin with noting everyone experiences trauma. What does resilience mean for you? Sofia noted she feels she is a resilience person, but what does it mean to be resilient in the long term. What does long term resilience mean? Edna, there are different time that we use different types of resilience. Like booking first class plane ticket can make a difference. Melissa always thought she was resilient, but this year was taxing to her resilience. Thank goodness for all the tools this year. We need to flip the narrative, so it is not up the individual to be resilient, but the workplace has the tools in place. We need to education staff and students.</p> <p>What can I do moving forward to make that change? Steven, telling students they must be resilient gives you tools to survive life. More tools for us to us working with our students. Like when a student has their first patient die. The reality is that we will be challenged all our lives and we need to learn new ways to care for ourselves. Sofia noted Stefani’s grant is looking at online tools, having nursing input, nurses engaged in design and development.</p>	
NCQAC Updates	<p>HELMS is set to go live June of 2023 and it will gather nursing data. Nurses have to answer the questions first before they can renew their license. We want to make sure their message will get out.</p> <p>What if they don’t want to enter their data? Not everyone does and not everyone wants to do it? We have not enforced it, but with HELMS, NCQAC will enforce it, they will not be able to proceed with their license renewal. She’d love your feedback today. All questions or some? All questions are required. What kind of impact will that be to the employer when we are already short of nurses? Right now, it is 3% that don’t do it, but 3% of 150,000 nurses is a lot. Is every question necessary? Feds will terminate if their license is not filled out. Feds terminate on their birthday if not intact. It is going to have implications and we will have nurses who won’t answer the questions.</p>	

	<p>Are there other options? Who is creating these questions? Some seem bias. Will there be reminders sent out? The questions were created by a committee of NCQAC, DOH, Sue Skillman, ARNPs, WCN, and WCN's diversity advisory committee for ethnicity questions and partners. They looked at questions in the E-notify system and other data and we will test the survey. It helps for people to know how long it takes, test with our audience to make sure the questions work when the system is ready.</p> <p>Reminders will go out 90 days in advance of their birthday, and for each license and at 30 days, 60 days & 90 days. Nurses need an option out. How many states make it mandatory to fill out questions for license renewal? The forum may have that information. Is there a statement someplace that explains why the data is collected? Originally WSNA, NCQAC and WCN wrote an article together and posted and sent to all members. Sofia showed the communication plan and the planned messaging. Nothing has been released yet because early in the process. It is important for nurses to hear it from multiple venues.</p> <p>Patricia is there a state that does it really well? 60% require the data and in North Dakota it is required, but some questions like ethnicity are not required. Race and ethnicity were the highest answered question in the Sue Skillman study in 2017/18. What kind of questions would you not answer? Usually, the ethnicity questions and depends on how it is asked. How do we change the narrative? Noted you can tie the information collected to the nurse's name or license. There are drop down boxes for ethnicities and there are choices. Paula suggested going back to the original planning group with this feedback. Which ones are the absolute questions and what can be a form of optional? Are you open to the board testing the survey? That would be helpful. It used to be required by the state board.</p> <p>Paula announced her retirement June 2023 and NCQAC will be doing exercises to envision what they want in their next Executive Director and there will be a search committee – Chris Archuleta, Gerianne Babbo, Paula Meyer, Dawn Morrell, Tracy Ruse, Laurie Soine, Yvonne Strader, Catherine Woodard, and</p>	<p>Convene the original HELMS Committee to review questions and possible solutions for mandatory questions.</p>
--	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------

	<p>Amber Zawislak Bielski. And they will begin with the position description. Job posting in November with interviews next year and one in front of the Nursing Commission and social function with the members. Hired by May 1 for one month overlap with Paula. She thanked the board for working together and been a pleasure, you get to contribute and make a difference. Any questions.</p> <p>Diane noted the discussion she had with Paula about the pilot to recruit faculty for sign-on bonuses. And of course, negotiate that with the unions. Maybe create an ad hoc subcommittee to explore this issue. Discussion about the need for nursing faculty. Paula spoke to the need and the stories she had heard on the lack of faculty. Discussion about who to invite, timelines, conveners. Bring up on the Critical Gaps, CNEWS, NCQAC meetings. Diane to find union members. What groups should be brought to the table? Board members? Comments?</p> <p>Noted some east coast states using a small percentage of hospitals to academic organizations. Discussion. It was noted that there is an initiative to lower the traveler rates. And they expect some backlash from travelers. Ask the threshold questions to get it started and get faculty unions to not oppose this. WCN to speak to groups to begin developing this idea of convening an ad hoc group to explore signing bonus for new nursing faculty.</p>	<p>WCN to speak to groups to begin developing this idea of convening an ad hoc group to explore signing bonus for new nursing faculty.</p>
<p>Data Plan</p>	<p>Sofia introduced Patricia Moulton, WCN Research consultant, National Forum, and ND Center for Nursing Executive Director.</p> <p>Patricia walked the group through the data plan for the next year. We will look at ways to distribute out data, nothing worse than creating a report and it is sitting on the shelf. She also was assisting with the HELMS data, creating questions and testing the questions. She noted every state is unique and often can collect data differently. She is working with groups to utilize the demand data.</p> <p>She is also developing supply and demand projections, looking at different models, how many practices will need the projections. Primary product looks to be finished by December 31. Education data, we just did a six-year look and</p>	

	<p>doesn't have to be done every year. Discussion on exploring faculty model and vacancies.</p> <p>What is not clear is how many graduates are staying in Washington. Discussion on percentage of nurse graduates and what are the factors that affect them staying. What about looking at where the NCLEX are sent. Collecting any data about travelers? Contractors? We work with NCQAC to get NCLEX data. About a 3rd of the NPs work outside the state according to the data. Patricia has also been helping other groups with the data, cutting it in a different way for some questions. Being responsive to the needs of Washington State.</p> <p>Questions? Gaps? NCQAC is interested in getting the data used by stakeholders. We can customize as best we can to support the work for nurses.</p> <p>NCQAC Data Committee, have we interacted with that committee? Not yet. Sofia to reach out to Sharon to see about collaboration. And Mary Sue is the staff person on the committee.</p>	<p>Sofia to reach out to the NCQAC Data Committee about collaboration.</p>
	<p>Announcements? Feedback around the meeting? The fatigue of the camera is always a challenge. Thanks for the lunch gift cards. Looking forward to meeting in person. A lot of information, good dialog, appreciate the interaction. Love to hear everyone's thoughts and opinions.</p>	
<p>Next Meeting</p>	<p>Adjourned 2:30 pm. Next WCN Board of Director Meeting is September 23, 2022.</p>	

Submitted by: Frank Kohel

Approved: