

**SBAR (Situation/Background/Assessment/Recommendations) for Action Now
January 30, 2018**

Situation:

WCN has carried out a convening role for Action Now as well as supporting board members Debbie Brinker, Lena Hristova, and Sally Watkins in active participation. The WCN leveraged dollars from the DOH grant to obtain a Robert Wood Johnson Foundation grant to provide additional staff support, Rebecca Pizzitola, to support the growing workload of Action Now! and the Leadership WNAC. The WCN collaborated with Action Now! organizations (NCQAC and CNEWS) to establish a timeline for priority actions through 2019, provided data to be communicated to legislators and policy makers (e.g. State Board of Community and Technical Colleges, office of the Governor), consumers (produced video clips about the faculty shortage featuring nurse educators, published articles about the nurse faculty shortage on social media, the Seattle Times, and the Washington Nurse), and employers (Action Now! subcommittee included employers such as Leading Age Washington: the nonprofit nursing home association and WCN helped secure sponsorship for the Action Now! Nursing Education Summit from several nursing employers such as hospitals).

WCN has identified a gap in Action Now! , which is a plan and strategy of goal of recruitment and retention of diverse nursing faculty. The WCN is working with the WCN Advisory Committee to develop a pilot workshop series entitled So You Want to Be a Professor with the goal of increasing awareness of nursing education as a career and to assist interested nurses and nursing students in planning for a career in academia. The WCN Advisory Committee and ARNP Advisory Committee are working together to analyze available data from the NCQAC on the diversity of the current graduate student pool to identify trends and make recommendations on the recruitment and retention of diverse nursing students in graduate programs.

Background:

RCW 18.79.202 (d) provides that the state nursing resources center “Evaluate the effectiveness of nursing education and articulation among programs to increase access to nursing education and enhance career mobility, especially for populations that are underrepresented in the nursing profession;”

Aligned with this authority, the WCN has

- published the Master Plan for Nursing Education in 2008 with two subsequent updates summarizing progress of goals identified in the Master Plan
- implemented two Academic Progression in Nursing grants in 2012 and 2014 towards implementation of 2010 IOM Report the Future of Nursing Report where 80% of RNs

achieve a BSN. A student diversity survey was also completed with these grant funds in 2016.

- Continues to provide staffing for the Council on Nursing Education in WA State, and coordinates their two bi-annual conferences.
- The WCN Advisory Committee in coordination with the ARNP Advisory Committee is developing a So You Want to Be a Professor course for 2019 to recruit and attract diverse nursing students into becoming nursing faculty.

Assessment:

- Action Now! met in this month to discuss accomplishments and ideas for moving forward.
- Members have suggested additional conferences and additional consulting.
- Legislators are receiving information on the faculty shortage.
- There is a question as to how to encourage innovative thinking within CNEWS
- There is a need to have key stakeholders/sponsors engaged (employers, WSHA and other associations, legislators)
- There continues to be interest in how to better support simulation.
- The Practices Experience subgroup could use assistance to promote population health based practice experiences. Enhanced coordination between WCN and the PE group could highlight a connection between health equity and population health.
- A number of Action Now Steering Committee members announced transitioning off the committee due to workload or conflict with other commitments: Sarah Bear (one more year), Lena Hristova, Kathy Moio

Recommendation

- WCN to draft a historical document on the how Action Now came to be and current initiatives.
- WCN to focus on recruitment and retention of diverse nursing faculty through So You Want to Be a Professor and continued data and analysis of nurse faculty workforce.
- WCN to focus on increased coordination of nursing workforce data to inform policy (this includes the NCQAC Nursing Education report, WCN sponsored surveys) and use of that data to inform decisions (Health Workforce Taskforce, Governor's office, SBCTC, Nursing Now, and others).
- WCN has the opportunity to shape the membership and direction of Action Now!

Questions

- Should WCN to continue to provide a convening role? Why or why not?
- Potential spin-off organization?
- Is Action Now leadership the right leadership at this time? Is Action Now steering committee membership the right leadership at this time?