



WCN
WASHINGTON CENTER FOR NURSING

The Washington Center for Nursing

2010 Annual Report



WASHINGTON CENTER FOR NURSING

1101 Andover Park West • Suite 105 • Tukwila, WA 98188-3911
(206) 787-1200 • Fax: (206) 787-1201 • info@wcnursing.org • www.WACenterforNursing.org



Executive Summary

2010 was another exciting year for the Washington Center for Nursing (WCN)!

WCN has made progress promoting nursing, enhancing collaborations and partnerships, dramatically increasing our visibility as the “go to” organization for nursing data and general information about the nursing workforce, and as the convener of stakeholders interested in nursing and other workforce issues.

Transition-to-Practice (TTP) issues for new RN graduates included a [survey](#) of Washington hospitals regarding their TTP programs and the development of a “[Toolkit](#)” for Chief Nurse Executives to use in developing, delivering and evaluating a program to ensure new grads’ success.

Deans and Directors of Nursing Education programs now have access to a “[Toolkit](#)” which provides essential information to orient them to their role and to guide a variety of their management decisions. As partners with nurse educators in Washington, WCN is helping new Directors and Deans become more familiar with nursing education leadership as part of the broader Master Plan for Nursing Education. The more effective our leaders are, the better the advancement of nursing education.



Our [website](#) has a new, user-friendly look and we’re on [Facebook](#), expanding our online community.

WCN continues to have a diverse and active Board of Directors (see page 7) who govern the organization, provide leadership, promote the Center, and ensure our financial stability to make our work possible. They have worked tirelessly to bring important nursing and healthcare issues forward for discussion, support nursing education advances, and to fund studies on nursing in our state.

WCN is co-leading exciting new work with the Washington Health Foundation (WHF) to ensure that the Institute of Medicine’s recommendations on transforming nursing, “The Future of Nursing: Leading Change, Advancing Health” are implemented in our state. Leading the [Washington Nursing Action Coalition](#) is a multi-year opportunity that will involve many nursing and non-nursing stakeholders across Washington, national legislators and leaders from the Robert Wood Johnson Foundation and AARP. Many of the major recommendations reflect work already in process in our state, and Washington is regarded as a leader in the transformational work.

The Board is launching an Advisory Council of key leaders, primarily not from nursing, to consult on our strategic work and to advise them regarding direction, messaging and development to ensure optimal impact.

We are grateful to the staff of the Nursing Care Quality Assurance Commission and to the Commission members for their direction and support in our work. There continues to be close collaboration, monitoring, and feedback on our outcomes and reports.

Many stakeholders from across the state work closely with WCN, guided by our mission of contributing to the health of Washington State by ensuring that there is an adequate nursing workforce to care for our population now and in the future.

The Nursing Shortage

WCN launched a [new campaign](#) (“Inspiration, Information, Action”) to highlight the potential impacts on our population of the impending nursing shortage. We know that it’s only a matter of time before our state will see increasing retirements of nurses and nursing faculty, just when we will have 300,000 more people eligible for



health care. And we’ve seen a 14% increase in our population overall! Guest editorials have appeared in many of our state’s papers, and news outlet editorial visits brought visibility for WCN and this critical issue.

Data

In 2010, we conducted a [survey](#) of all Washington hospitals regarding their transition-to-practice programs for new nurses and a [survey of deans and directors](#) of nursing education programs regarding the diversity of nursing faculty. The results of both surveys are published on our website.

We initiated a study of all newly-licensed RNs (licensed May 2009-July 2010) to learn about their experience in seeking and finding a first job. The study will be completed by late spring, and we have early information that 80% of the respondents do have employment, most applied for up to 8 positions, and 69% were satisfied with their nursing positions. Factors such as salary and benefits, relationships with colleagues and lack of career growth potential contributed to the dissatisfaction of those who stated they were not satisfied.

2011 Research

The University of Washington Center for Health Workforce Studies is updating our “Supply and Demand” data through 2030 so that we have a more current projection of what the demands will be for nurses in the future.

The University of Washington Center for Health Workforce Studies is also updating the popular “[Snapshots](#)” of our RN, LPN, and ARNP populations, which are one-pagers that provide information on numbers by area of the state, gender, age, etc.

A repeat of the 2004 “Nurses Who Fail to Renew License” study will be done by Dr. Anne Hirsch, Sr. Associate Dean at WSU. We monitor licensing numbers monthly and have seen an increase in the numbers of nurses who are not renewing; while we can guess about the reason, we think it’s important to know the facts.

The fifth and final “[Nursing School Applicant Pool](#)” study was completed, revealing that we still have at least a 25% variation between the numbers of applications for our RN programs and the number of applicants. Drilling down to the real number of individuals who apply provides a more accurate picture of the capacity needed in the state’s nursing schools.

Education

The [Master Plan for Nursing Education in Washington State](#) (MPNE), the comprehensive plan to ensure that we have the nursing workforce that Washington needs, is moving forward.

The Transition-to-Practice (TTP) workgroup completed its study of the literature about programs across the US, and began developing a “[Toolkit](#)” for Chief Nurse Executives in Washington to use to develop, deliver and evaluate TTP programs for new RN graduates. A recommendation based on the MPNE is that all acute hospitals implement TTP programs by 2012 and that other areas where new graduates are hired have a program in place by 2020.

Compensation continues to be a barrier to our state’s ability to recruit and retain qualified nursing faculty, thus affecting our ability to maintain current educational capacity, or increase it to meet demand. WCN has been talking with representatives from the [American Federation of Teachers](#) and the [Washington Education Association](#), which between them represent all community and technical college faculty about the compensation issues. Our conversations have helped the WCN Board and staff to better understand what affects faculty compensation and workload, and have informed our thinking about strategies to address these issues.

We supported the work of the [Council on Nursing Education in Washington State](#) (CNEWS), which includes deans and directors of all nursing programs approved in Washington State, to analyze the similarities and differences in nursing program pre-requisites, admission requirements, and basic curricula. Based on the MPNE, the goal is to create a seamless, affordable, navigable nursing education process that prepares nurses for the future. Reducing unexplained variation in basic nursing education is a goal of the MPNE, to serve students better. Both community and technical college directors and Baccalaureate program deans have found opportunities to identify common language and courses to simplify students’ movement from one level of education to the next.

The MPNE recommended that “beginning in 2020, all newly licensed RNs would have a BSN or complete a BSN within 10 years of graduation.” With the release of the Institute of Medicine national recommendations on nursing, that goal is challenged to “80% BSN by 2020.” WCN is conducting an analysis of the gap from our current 43% BSN to the 80% goal and what will be required to reach that goal.

The [Rural Outreach Nursing Education](#) (RONE) program graduated its first class of 12 in December, and early reports are that these grads are passing the RN-NCLEX. The second class is making progress, and a third starts in September. This is a unique, rurally-based education program designed to address the need for nursing education for people who live in rural or remote areas and the need for our Critical Access Hospitals to have sufficient RN staffing.

More than 250 people across the state participated in “Nurse of the Future” focus groups organized around the five areas of competency identified by the [Institute of Medicine’s 2003 report](#) on educating healthcare professionals: provide patient-centered care; work in interdisciplinary teams; employ evidence-based practice; apply quality improvement and patient safety techniques; and utilize informatics. In these discussions on the knowledge, skills, and attitudes that nurses will need to be successful in the years ahead, participants were thoughtful and candid about the challenges we face. Many of the recommended strategies for developing the “nurse of the future” build on existing nursing traditions and roles, while substantially extending them. Implementation of these ideas will require development of additional knowledge, skills, and infrastructure in many areas.

Areas of broad consensus were that nursing education should extend beyond entry-level preparation, that nursing education and nursing practice must work more closely on the preparation and transition of nurses, and that nursing practice should support greater attention to care coordination across the service continuum. Further development of nursing roles will also depend on substantial transformation of the US health care system. The [summary report](#) of these focus groups was approved by the WCN Board, widely distributed, and will be used to inform nursing education and nursing practice, and the work of the [Washington Nursing Action Coalition](#).

Diversity

We’ve designed our [Diversity Initiative](#) and started raising funds for a Diversity Leader so that we can increase the diversity of our nursing and nursing faculty populations. We have expanded our relationships and collaborations across the state to include many more organizations and individuals who represent or work with communities of color. Meanwhile, the development of a minority nurse mentoring network is underway to help minority nursing students and minority new RN graduates become successful.

Image of Nursing

WCN participated in many high school career fairs and advertised all of the Nurse Camps in the state for high school students. We continued to distribute our “[Be a Nurse](#)” and new “[Be a Nurse Educator](#)” brochures. Our website is new and easier to use, and we’ve added a Facebook page to connect with a broader audience.

“The Nurse of the Future Meetings sponsored by WCN renewed a sense of hope in me for the future of our profession. Nurses from varied work areas including but not limited to acute care, long term care, community nursing, education, school nursing, and research came together and communicated their ideas and concerns. In a profession that sometimes appears to be separated by specialty areas, these meetings brought us all together in our work to look to the future of nursing.”

Cathy Prentice MSN RN BSN

“I found the Nurse of the Future meetings very helpful in that nurses from various practice settings were able to share their ideas and perceptions of the way nursing practice is now and what the future might look like. It brought nurses together in a more collaborative way that dimmed the boundaries of the practice setting and allowed nurses to explore the possibilities of how nursing can have a greater impact across all settings.”

*Bonnie Blachly MSN RN
Director of Clinical and
Regulatory Services
Aging Services of Washington*

National Work

The Institute of Medicine released the results of its two-year study, "[The Future of Nursing: Leading Change, Advancing Health](#)" and with it created a national network of teams to advance the recommendations to transform nursing in the US. While many of the recommendations are already in place or in process in Washington, we have more progress to make. WCN and the [Washington Health Foundation](#) are the co-leads of the [Washington Nursing Action Coalition](#) which will see that the recommendations are implemented in Washington State. This is an exciting opportunity to help increase access to care, continue the work to enhance nursing education, increase the numbers of nurses in leadership roles, and to influence healthcare policy.

WCN's Executive Director was elected President of the national [Forum of State Nursing Workforce Centers](#), which includes 33 states' Centers. This office provides increased visibility for WCN and the ability to learn from and influence national nursing workforce decisions and directions, most notably on the collection of data on nursing supply, demand, and education.

Finances

As for many nonprofits, 2010 was a challenging year for us. Our audit was unqualified. Our financial summary:

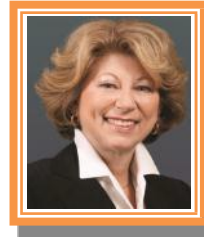
Income		
Grants	\$473,968	
Contributions	\$ 64,521	
Fees from Programs offered	\$ 1,064	
Miscellaneous Income	\$ 5,225	
Total Income		<u>\$544,778</u>
Expenses		
Program Delivery	\$431,881	
Operational Fundraising	\$ 7,543	
General Administrative	\$ 53,014	
Total Expenses		<u>\$492,438</u>
Margin		<u>\$ 52,340</u>



The 2010 Board Of Directors



From left: Anne Hirsch, Zena Kinne, Willma Elmore, Grace Yang, Tim Davis, Victoria Fletcher, Karen Heys, Diane Sosne. Not shown: Marilyn Savage, Kim Williams, Risé James



*Barbara Trehearne,
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*Judy Huntington,
Vice President*

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- ♦ **Marilyn Savage RN**, President USNU Local 141 UFCW, Labor position
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- ♦ **Kim Williams RN MS**, CNO, Providence Regional Medical Center-Everett, NWOONE position
- ♦ **Grace Yang RN BS**, Staff RN, Harborview Medical Center, SEIU Healthcare 1199NW staff RN position

STAFF

Gretchen Cook BA*	Program Associate for the Applicant Pool study
Janice Ellis PhD RN*	Program Associate, Master Plan (Faculty Workload PI)
Marne Franck BA*	Executive Assistant, Website
Kathy Hare RN MSN*	Program Associate, Master Plan (Minority New Grad PI)
Andrea McCook MBA	Project Director, Master Plan for Nursing Education
Patrick McKenna	Executive Assistant
Stephen Padgett RN PhD*	Project Director, Nursing content for Master Plan
Sharon Streitt*	Program Associate, Editing
Linda Tieman RN MN FACHE	Executive Director

**Part-time or temporary employees who focus on a specific work project for limited hours*

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Thanks to our financial and in-kind supporters!

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

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