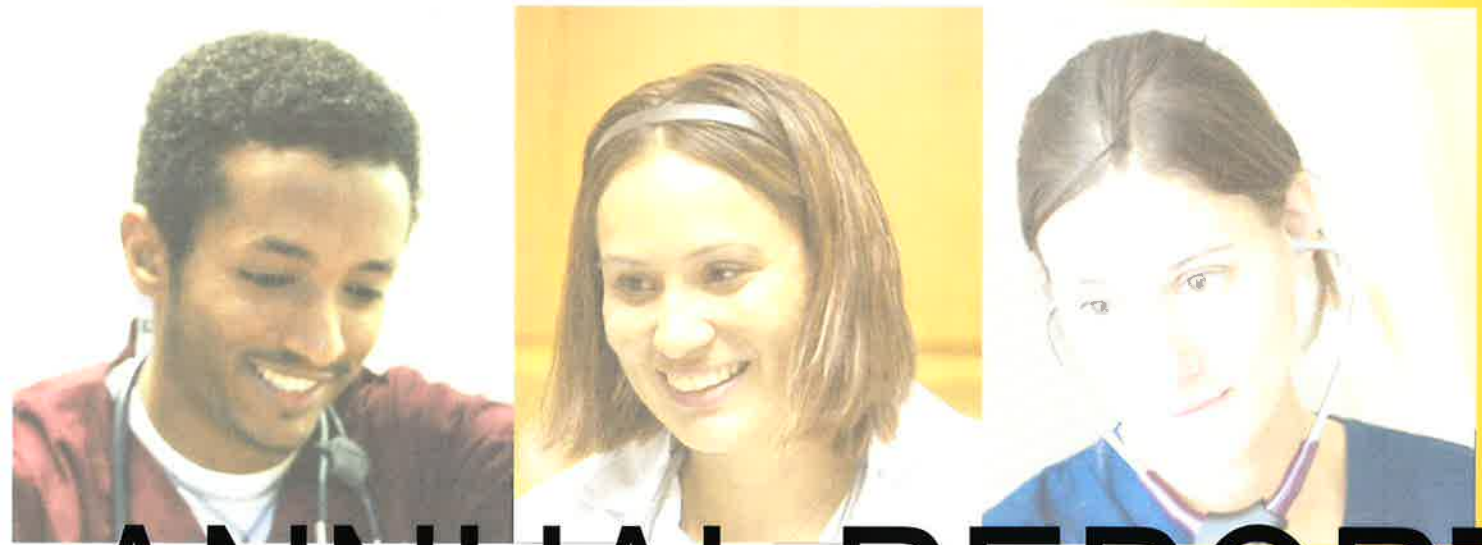


*It's About Washington's Health*

# WCN

WASHINGTON CENTER FOR NURSING

# 2011



# ANNUAL REPORT

**Washington Center for Nursing**

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*Facebook:* <http://www.facebook.com/WashingtonCenterforNursing>

*Blog:* <http://wacenterfornursing.wordpress.com/>





## FROM THE BOARD OF DIRECTORS

Greetings,

We are pleased to present the Washington Center for Nursing's 2011 annual report. We hope you'll find this year's review informative and enjoyable. Our 2011 highlights included:

- The selection of the Washington Center for Nursing and the Washington Health Foundation by the Initiative on the Future of Nursing to co-lead the Washington Nursing Action Coalition (WNAC), our state's targeted effort to implement the Institute of Medicine's recommendations for the nursing profession. We facilitated and hosted events in the Yakima Valley and Seattle to share information about WNAC with a wide variety of stakeholders and plan the work for the coming year.
- Significant progress on the streamlining of education with the agreement for a common degree for Community and Technical College nursing programs, the Associate of Applied Science – Transfer degree and a set of six common transfer courses as prerequisites to earning this degree.
- The publication of new workforce projections in the report "Washington State Registered Nurse Supply and Demand Projections: 2011-2031," which contains the latest information on the expected nursing shortage.
- Successful fundraising for a part-time position at WCN to spearhead our efforts to increase the diversity of Washington's nursing workforce.

We are grateful for your continued engagement in our work. Thank you for your commitment to Washington's health.

Sincerely,



Kim Williams, Board President

## WASHINGTON NURSING ACTION COALITION

WCN and the Washington Health Foundation (WHF) were selected by the Initiative on the Future of Nursing<sup>1</sup> to co-lead the [Washington Nursing Action Coalition \(WNAC\)](#). The WNAC is our state's initiative to implement the national nursing recommendations in the 2010 Institute of Medicine (IOM) study [The Future of Nursing: Leading Change, Advancing Health](#). Key recommendations relate to having a more highly educated nursing workforce, enhanced leadership by nurses, residencies for new nurses, increased collaboration in both the educational and work settings, performance to full scope of practice, and improved data in every state.

The WNAC brings together a diverse group of stakeholders to develop the strategic plan for implementation that includes identifying the key recommendations applicable for our state, capturing best practices, determining research needs, monitoring progress, and identifying replicable models.

In the summer of 2011, the co-leads of the WNAC visited Washington D.C. to meet with Action Coalitions from fourteen other states and with our state's congressional delegation on the WNAC work. We secured signed pledges from several members of the delegation to support this effort. WCN also facilitated the first IOM-related conference in Washington in the rural Yakima Valley.

In October, WCN hosted "Charting the Course. The Future of Nursing: Leading Change, Advancing Health," a conference on implementing the IOM recommendations in Washington State. More than 100 people from across the state participated and the [Conference Summary](#) has been widely distributed to participants and stakeholders to help inform the work of WNAC. Following the conference, four workgroups were formed that will lead the work in the following areas: Collaboration, Nursing Practice, Nursing Education, and Leadership. They will be completing their charters to identify goals and strategies this spring. A Steering Committee provides oversight to the work. The WNAC will continue to work closely with the Future of Nursing staff to align our work with the national efforts.



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<sup>1</sup>The Initiative on the Future of Nursing is the collaboration of the Robert Wood Johnson Foundation and AARP to ensure that "all Americans have access to high-quality, patient-centered care in a health care system where nurses contribute as essential partners in achieving success."



## WNAC HIGHLIGHTS

*Great job. Fabulous.*

***Thank you to our keynote speaker for reminding us that we need focus on diversity in our nursing workforce so that it reflects Washington State's population.***

-Jodi Palmer MSW

CEO/Executive Director Western  
Washington Area Health Education Center

*Fascinating! We've figured out where we need to start to work.*

***I really liked the notion of a call to action around the report recommendations, and providing context about where we are as a starting point in Washington relative to the goals expressed in those recommendations.***

-Seanna Melchoir Ruykun

Project Manager Workforce Development  
Council of Seattle-King County

*What a great conference.*



# THE NURSING SHORTAGE

It is only a matter of time before our state will see increasing retirements of nurses and nursing faculty, just when more than 350,000 previously uninsured people are becoming eligible for health care coverage under the federal Patient Protection and Affordable Care Act by 2014<sup>2</sup> and we are expecting an increase in Washington's population overall of 1.7 million people between 2010 and 2030<sup>3</sup>.

According to the study "[Washington State Registered Nurse Supply and Demand Projections: 2011-2031](#)," short-term (five-year) RN supply appears to align with demand. However, demand is expected to outpace supply in Washington over the next decade, potentially falling short by 12,000 to over 20,000 RNs by 2031.

WCN has been focusing on the pending nursing shortage since its inception. In 2011, we completed news outlet editorial visits to bring renewed visibility to the problem. Guest editorials appeared in many of our state's papers – including *The Daily News* (Longview), *The Herald* (Everett), *Nurse Week*, and *The Spokesman-Review*.

In 2012, the underlying issue of needing an adequate nursing workforce for our state supports continued emphasis on building educational capacity, retention of new RN graduates in their first jobs, retention of experienced RNs in the workforce, addressing the faculty compensation problems, and promotion of nursing in the K-12 population.

## DATA

In 2011, we continued to update our [Registered Nurse Licensing Numbers and Trends in Washington](#), based on data provided by the Nursing Care Quality Assurance Commission.

We commissioned new RN, LPN and ARNP [Snapshots](#), popular two-page documents summarizing nurse workforce demographics, and up-to-date information on "[Washington State Registered Nurse Supply and Demand Projections: 2011-2031](#)". These documents were produced by the WWAMI Center for Health Workforce Studies.

In-house, we conducted a survey of Washington State hospitals regarding trends in the hiring of newly graduated nurses ([Graduate Nurse Hiring Survey](#)) and learned that, at the responding hospitals, more new RN graduates were hired in 2011 than in 2010. A survey of deans and directors of nursing education programs in the state regarding the diversity of nursing faculty ([Nursing Faculty Diversity Survey](#)) revealed that over two thirds of the programs had minority faculty members and that the community college programs report a larger proportion of minority faculty members (15.7%) than the university programs (10.4%).

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<sup>2</sup> WWAMI Center for Health Workforce Studies Final Report #134: Skillman SM, Andrilla CHA, Tieman L, McCook AU, Washington State Registered Nurse Supply and Demand Projections: 2011-2031, December 2011

<sup>3</sup> US Census Bureau. 2010. US Population Projections <http://www.census.gov/population/www/projections/statepyramid.html>. Retrieved February 28, 2012

## LEADERSHIP

In 2011, WCN continued its successful *Leadership Matters* workshop series. Close to a hundred RNs participated in the workshops *Leadership at the Point of Care* and *Leading Others; Knowing Yourself*.

This workshop series provides interactive learning about leadership concepts and skills for staff and beginning supervisory RNs in any work setting.

We also supported leadership development for the deans and directors of our nursing education programs, as part of their bi-annual meetings.

Both *Leadership Matters* and the work with nurse education leaders will expand in 2012.



*Very motivating. I would recommend this workshop to fellow leaders.*

*Taking this leadership workshop made me wish I could take [presenter Alison Zecha] back to my work and have everyone hear what she has to say!*

# NURSING EDUCATION

The implementation of 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 [MPNE Update 12-2011](#) contains detailed information on Washington's progress.

A key achievement in 2011 was agreement by all Community and Technical College nursing programs to begin offering the same nursing degree, an Associate of Applied Science – Transfer degree and agreement on a set of six common transfer courses as prerequisites to earning this degree. Both of these decisions simplify systems and transitions for students.

In 2011, WCN started providing administrative support to the [Council on Nursing Education in Washington State](#) (CNEWS), the organization of nursing education leaders of the nursing programs approved in Washington State. On their behalf, we are now also posting open faculty positions on our website as well as other important education information.

We surveyed several nurse focus groups regarding the national concept of the Knowledge, Skills and Attitudes (KSA) needed by future nurses, to identify opportunities for further collaboration between education and employers about expectations of nurses. The more industry and education agree and act on what nurses must know, believe and do, the more effectively we'll educate students and support practicing nurses.

We were instrumental in steering Johnson & Johnson Promise of Nursing funds to Tacoma Community College's Internationally Educated Nurse program, where 14 internationally educated RNs received their certificates this year. This program supports nurses educated and licensed in another country to prepare for and successfully pass the licensing exam, and find employment as an RN.



## INTERNATIONALLY EDUCATED NURSE GRADUATES

The [Rural Outreach Nursing Education](#) (RONE) program is unique program designed to address the need for nursing education in rural or remote areas and the need for our Critical Access Hospitals to have sufficient RN staffing. This year, the program graduated 14 new students, in addition to last year's 12. A new class of 14 is going through the program now. Washington is the only state with such a program specifically designed for rural outreach.



## DIVERSITY

Increasing the racial and ethnic diversity of Washington's nursing workforce is one of the priorities identified in the Master Plan for Nursing Education in Washington



State. Our nursing workforce doesn't mirror the racial and ethnic mix of the general population, and we still have much work to do to reach this goal. In 2010 and 2011, WCN successfully raised the funds to hire a Diversity Network Director. The position will be filled in 2012 and allow us to focus on implementing the diversity recommendations in the Master Plan for Nursing Education. The first outcome we expect is the creation of a virtual mentoring network for minority nursing students and new practicing nurses, to facilitate their learning and transition into the professional nursing workforce in the state.

## IMAGE OF NURSING

**Be a nurse.**



WCN attended high school career fairs across the state and informed hundreds of students about nursing careers and how to prepare for them. We posted our annual summary of Healthcare/Nurse Camps for high school students and completed a database of contact information for all high school counseling offices in the state, so that we can now reach more students with our "[Be a Nurse](#)" brochures and other information materials.

We have stepped up our outreach efforts through social media with an active [Facebook](#) presence, the blog [Taking the Pulse](#) and a quarterly email [Newsletter](#) containing pertinent information about our work and nursing issues in Washington State.

## OTHER

WCN's Executive Director continued to serve as President of the national [Forum of State Nursing Workforce Centers](#), which includes the Centers of 32 states. This role provides increased visibility for WCN and the ability to learn from and influence national nursing workforce decisions and directions, most notably regarding the collection of data on nursing supply, demand, and education.

## STAFF

- **Patrick McKenna**, Executive Assistant
- **Andrea McCook** MBA, Project Director, Master Plan for Nursing Education
- **Sharon Streitt** BA\*, Program Associate
- **Linda Tieman** RN MN FACHE, Executive Director
- **Donna Watts** BA, Communications/Program Coordinator

## FINANCES

2011 was a challenging year for WCN financially, as it was for all nonprofit charities. Our 2010 audit was unqualified. Here's our financial summary for 2011:

### Income

Grants	\$456,175
Contributions	\$ 52,610
Fees from programs offered	\$ 26,320
Miscellaneous income	<u>\$ 1,255</u>
<b>Total Income</b>	<b>\$536,360</b>

### Expenses

Program Delivery	\$446,502
Operational Fundraising	\$ 7,541
General Administration	<u>\$ 53,014</u>
<b>Total Expenses</b>	<b>\$514,240</b>

<b>Margin</b>	<b>\$ 22,120</b>
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# 2011 BOARD OF DIRECTORS



Barbara Trehearne

Judy Huntington

Victoria Fletcher

2011 Board Members

## Officers:

- **President: Barbara Trehearne PhD RN**, Vice President of Clinical Excellence, Quality, and Nursing Practice, Group Health Cooperative
- **Vice President: Judy Huntington MN RN**, Executive Director, WA State Nurses Association
- **Secretary/Treasurer: Victoria Fletcher RN MSN ARNP FACNM**, Director of Accreditation, Planned Parenthood Federation of America

## Directors:

- **Peggy Currie RN NEA-BC**, Chief Nursing Officer, Sacred Heart Medical Center, Spokane
- **Tim Davis RN MN**, Staff nurse, Providence Regional Medical Center Everett
- **Hilary Gillette-Walch RN MPH**, Clinical Services Manager, Cowlitz County Health Department, Longview
- **Karen Heys MN RN**, Nursing Dept. Chair, Everett Community College (through June 2011)
- **Anne Hirsch PhD ARNP**, Senior Associate Dean, WSU College of Nursing
- **Zena Kinne MN RN**, Director of Quality, Peninsula Community Health Services
- **Kristi Morris RN**, Staff nurse, St. Mary Medical Center, Walla Walla
- **Nancy Novak RN MN**, Associate Dean for Nursing, Tacoma Community College (since June 2011)
- **Marilyn Savage RN**, President, United Staff Nurses Union Local 141 UFCW
- **Diane Sosne RN MN**, President, SEIU Healthcare 1199NW Nurse Alliance
- **Kim Williams RN MS**, VP/Chief Nursing Officer, Providence Regional Medical Center Everett
- **Grace Yang RN BS**, Staff nurse, Harborview Medical Center, Seattle



WCN regrets the passing of Marilyn Savage in fall, 2011. Marilyn was an avid USNU Local 141 UFCW leader supporting WCN. Her participation will be missed.

# OUR 2012 SUPPORTERS

A big thank-you to our financial and in-kind supporters!

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Julia Weinberg  
Kim Williams  
Grace Yang

The **Washington State Department of Health**, whose grant supports our initiatives and projects.



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**Our Collaborators:**

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Council on Nursing Education in Washington State (CNEWS)  
Eastern WA Area Health Education Center  
Health Workforce Institute at the Washington State Hospital Association  
Higher Education Board of Washington State  
Independent Colleges of Washington  
Northwest Organization of Nurse Executives  
Nursing Care Quality Assurance Commission  
State Board of Community and Technical Colleges  
University of WA Center for Health Workforce Studies  
Washington Education Association  
Washington Health Foundation  
Washington State Department of Health  
Washington Workforce Education and Training Coordinating Board

