



WCN
WASHINGTON CENTER FOR NURSING

2018 ANNUAL REPORT





Highlights from WCN's 2018 Annual Report

From Executive Director Sofia Aragon JD, BSN, RN

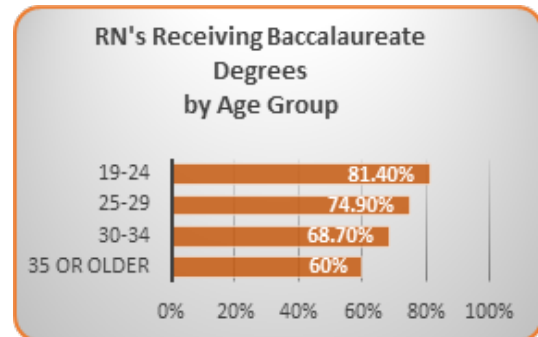
The Washington Center for Nursing (WCN) continues to grow and focus on its unique role in Washington's nursing community: by striving to provide the best available data to inform nursing workforce development, increase opportunities for nursing leadership to influence our rapidly changing health care system, and growing a diverse workforce to reflect our communities and to advance health equity.

This is a summary of key activities that align with WCN's vision to transform communities in Washington State through increased access to quality nursing care and our mission to support a healthy Washington by engaging nurses' expertise, influence, and perspective and by building a diverse, highly qualified nursing workforce to meet future demands.

Providing the best available data on Washington's nursing workforce

WCN worked with the University of Washington's Center for Health Workforce Studies (CHWS) to publish the [Washington State's Registered Nurse Workforce: Results of 2018 Survey](#). This landmark survey implemented the Minimum Nursing Data Set to get a better picture of our workforce and if we are meeting goals for the profession.

For example, in the 2010 Future of Nursing report, the Institute of Medicine recommended that by 2020, 80% of nurses be prepared with a baccalaureate degree. Thanks to this survey, we know younger RNs are leading in this goal: 81.4% in the 19-24 age group, 74.9% in the 25-29 age group and 68.7% in the 30-34 age group had a baccalaureate in nursing or higher. Nurses age 35 or older had approximately 60% or lower completing at least a baccalaureate degree.



Nursing as a profession still has a way to go with diversity as 85.5% of registered nurses are white. We are making progress with increasing numbers of male nurses and they are 10.5% of the RN population. At 4.7%, Latino nurses are the fastest growing underrepresented group.

Hispanic/Latino and Racial Composition of Washington's Practicing RNs Compared with the 2018 Washington State population

Hispanic/Latino and Race Identification, Among Responding RNs*	RN's Practicing in Washington, 2018		Washington Population, 2018 ^{8,9}
	Estimated Statewide Totals**	Percent	Percent
Hispanic/Latino	2,992	4.7%	13.1%
Race:			
American Indian or Alaska Native alone	285	0.5%	1.9%
Asian alone	5,034	8.0%	8.8%
Black/African American alone	1,338	2.1%	4.0%
Native Hawaiian or Other Pacific Islander alone	110	0.2%	0.8%
White alone	53,987	85.5%	79.4%
Two or more races	2,369	3.8%	5.1%

*Missing data: 2.6% of respondents for Hispanic and 3.6% for race identification. Percent calculations for RNs practicing in Washington do not include missing data.

**Of the estimated 63,122 nurses employed as an RN and practicing in Washington in 2018.

Sex of RNs Practicing in Washington in 2007* and 2018

	2007		2018	
	Estimated Statewide Total**	Percent	Estimated Statewide Total***	Percent
Male	3,794	8.2%	6,648	10.5%
Female	42,477	91.8%	56,474	89.5%

*From Skillman et al., 2008.

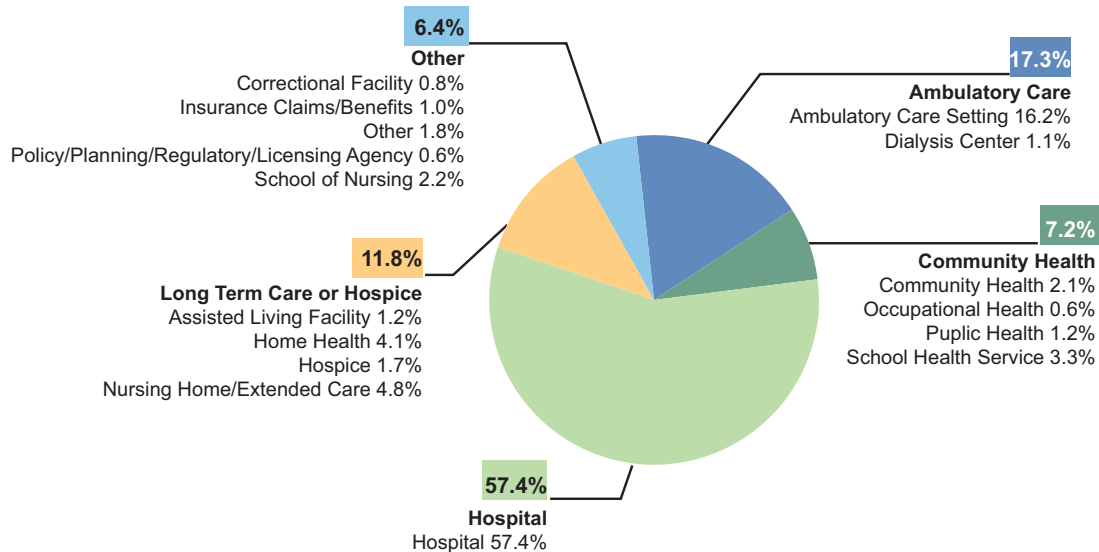
**Of the estimated 46,271 RNs practicing in Washington in 2007.

***Of the estimated 63,122 nurses employed as an RN and practicing in Washington in 2018.

Missing data (weighted, in 2018): 0.07% of RNs practicing in WA had an unknown sex.

Acute care continues to be the most common practice area as 57.4% of RNs work in hospitals.

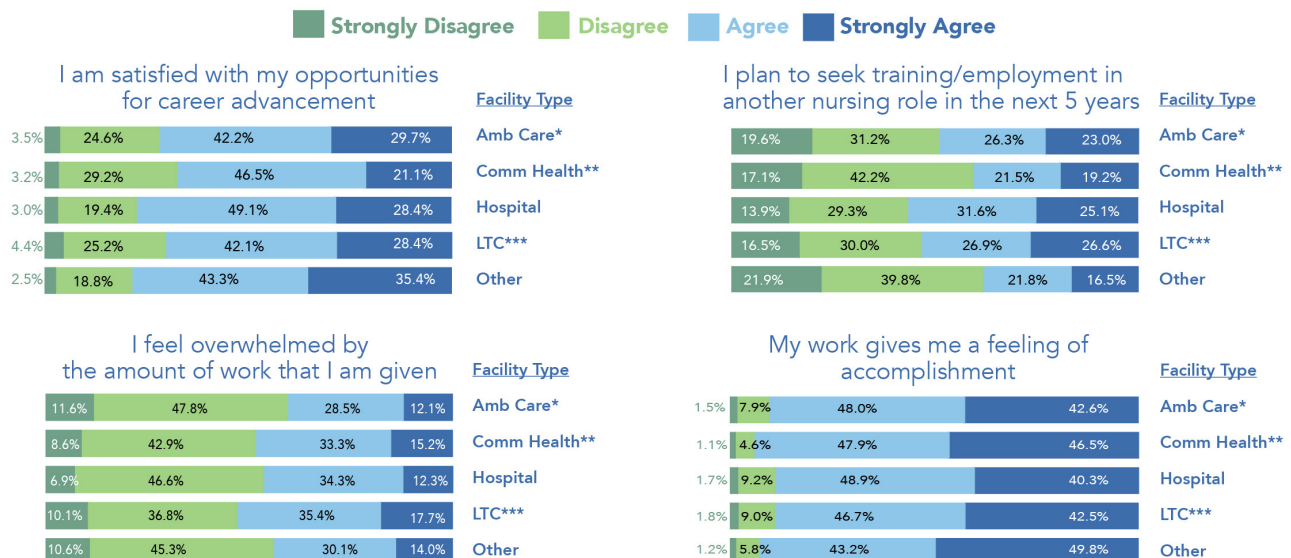
Figure 3: Work Setting of RNs Practicing in Washington



Missing data: 0.7% of respondents. Percent calculations do not include missing data.

What made this survey unique were questions about workplace satisfaction. Registered nurses are generally satisfied: 83% agree with “My work gives me a feeling of accomplishment.” Nurses in long term care are less likely to agree that nurse staffing is adequate and feel more overwhelmed compared to nurses in other settings. Hospital nurses are a distant second.

Figure 7: RNs’ Level of Agreement with Career and Job-related Statements by Work Facility Type



Strengthening nursing's influence in a rapidly changing health care environment

A [2017 Survey of Nurse Educators](#) by WCN identified an imminent shortage in nursing faculty. The WCN served as a convener for the Council on Nursing Education in WA State and the Nursing Care Quality Assurance Commission to form the [Action Now!](#) initiative for Nursing Education. Nurse leaders in Action Now! identified four major roadblocks to nursing education:

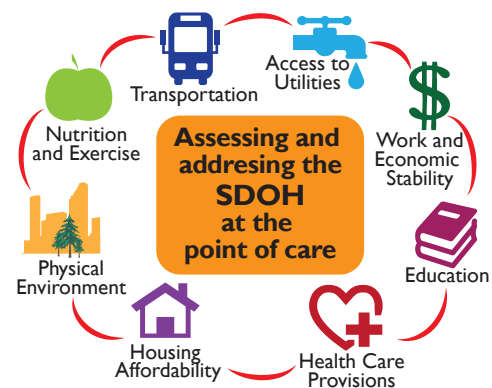
- Providing opportunities for nurses to advance their education
- Establishing sustainable financing for nursing programs
- Ensuring quality practice experience for all nursing students
- Creating a stronger and more diverse faculty and nursing leadership pool



In October of 2018, Action Now! hosted a Nursing Education Solutions Summit, inviting representatives from higher education, health care, the business community and policymakers. The goal was to ensure stakeholders and decision makers understood the issues, could contribute to developing viable solutions, and to make sure everyone was energized and committed to finding sustainable solutions in the four key areas.

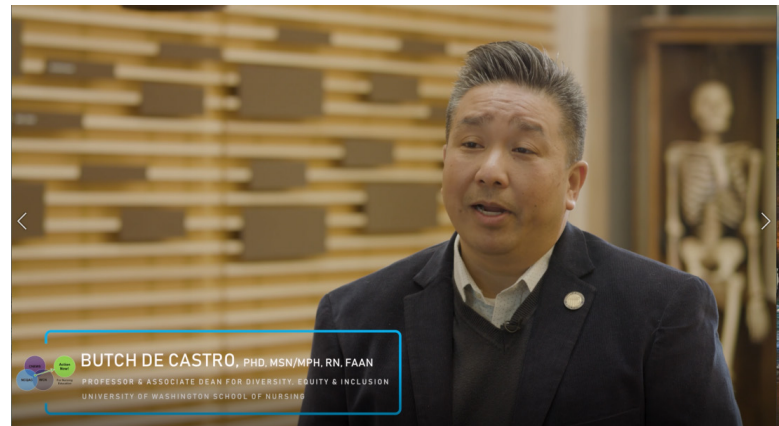
[The Leadership Washington Nursing Action Coalition \(Leadership WNAC\)](#)

was a strong partner in the statewide [Healthier Washington Initiative](#) to improve population health. In addition, the Leadership WNAC set out to create tools and resources for nurses to better incorporate the social determinants of health at the point of care. This is consistent in achieving the Institute of Medicines' Future of Nursing Report goal for nurses to be "full partners, with physicians and other health professionals, in redesigning health care in the United States." Social determinants of health are the circumstances in which individuals are born and the conditions where they grow, learn, and live that impact their well-being and health outcomes. Examples include access to social and economic opportunities, clean food and water, workplace safety, social interaction and relationships. Eighty to 90 percent of health outcomes are attributed to social determinants compared to only 10-20% for medical care. Nurses are in the perfect position to redesign health care by increased incorporation of social determinants in the provision of care.



Developing targeted strategies to increase diversity and inclusion in the nursing profession

In a review of data of Washington State graduate students, nurses with graduate degrees are less diverse than students in RN or BSN programs. Specifically, Ph.D. enrollment is flat or decreasing. With an increasing nurse educator shortage, Dr. Butch de Castro of the University of WA School of Nursing is leading the development of a *So You Want to Be a Professor Workshop*, to encourage more diverse nursing students and practicing nurses to be the nursing faculty of the future. The goal is to pilot the workshop in 2019 and provide the opportunity to showcase nursing education in both public and private four-year colleges and universities as well as community and technical colleges. The objective of the series of workshops is to help nurses from underrepresented groups understand the educator role, envision themselves as educators, and seek roles in academia. With support from WCN, the workshops will cover topics such as pursuing a master's or doctorate degree, understanding how to apply for jobs in a college and university setting, attaining tenure and other aspects of navigating the academic settings.



The WCN also continues to collaborate with the leading ethnic nurse organizations in the state through the WCN Diversity Advisory Committee: the Mary Mahoney Professional Nurses Organization for nurses of African Descent, the Western WA Chapter of the Hispanic Nurses Association, the Filipino and Healthcare Professionals Association, the Samoan Nurses Association, and the Pacific Northwest Chinese Nurses Association.



Financials

Note: In the accompanying table showing total revenues compared to expenditures, there is a \$65,048 greater expenditure than revenue. This amount was savings from 2017 that WCN invested to administer and implement the 2018 RN survey.

Revenue	Expenses
Grants: \$80,000	Programs: \$709,566
DOH Grant: \$576,222	Administrative: \$54,559 (8%)
Contributions: \$15,691	Development: \$3,178
Program Fees/Action Now Summit: \$28,546	Total: \$767,303
Other: \$1,796	Margin: -\$65,048
Total: \$702,255	

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Thank you to our financial and in-kind supporters!

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

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