In 2019, The Washington Center for Nursing (WCN) continued to make strides on strategic initiatives. Our work included providing data to inform nursing workforce development, increasing leadership opportunities for nurses to influence our rapidly changing health care system, and growing diversity in the nursing workforce to better reflect our communities and to advance health equity. During Nurses Week, WCN also celebrated our 15th Anniversary with a growing group of state and national partners. Together, we reflected on the milestones we’ve accomplished and the work ahead.
Increasing the Diversity of Nursing Faculty Through “So You Want to Be a Professor” Workshops

A review of data on Washington State nursing students showed nurses with graduate degrees are less diverse than students in RN or BSN programs, and Ph.D. enrollment as flat or decreasing. Additionally, a 2017 WCN Survey of Nurse Educators identified an imminent shortage of nurse faculty. As a result of this data, the WCN Diversity Advisory Committee, a committee comprised of nursing organizations representing diverse nurses, developed and launched “So You Want to Be a Professor” workshops. The goal of the workshops was to encourage more diverse nursing students and practicing nurses to become the nursing faculty of the future.

In May 2019, WCN piloted three workshops showcasing nursing education in both public and private four-year colleges and universities, as well as community and technical colleges. Dr. Butch de Castro of the University of Washington, Dr. KaraLynn LaValley of Green River College, and Dr. Antwinett O. Lee of Seattle Pacific University lead the workshops helping nurses from underrepresented groups understand the educator role, envision themselves as educators, and seek roles in academia.

The strong response from the participants led WCN to apply for and receive a grant from Premera to expand the workshops throughout Washington State. The development of workshops to be presented by nursing schools in central and eastern Washington is currently underway.

Strengthening Nursing Education

Convening the Action Now! Coalition for Nursing Education

Since 2016, WCN has served as a convener for “Action Now!”, a partnership between the Council on Nursing Education in Washington State, the Washington State Nursing Care Quality Assurance Commission, and WCN. WCN’s Master Plan and subsequent updates, as well as the 2017 Nursing Education Survey, provided the date and information needed by Action Now! to educate policymakers on four major roadblocks to advancing 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

The coalition made great strides in 2019, obtaining a nursing faculty salary increase for community and technical colleges with the passage of HB 2158. Action Now! is working diligently to support the implementation of HB 2158 and advance pay equity to boost recruitment and retention for all nurse educators.
Providing Staffing and Technical Assistance to the Council of Nursing Education in Washington State (CNEWS)

In the 1970s, Dr. Madeline Leininger, Dean at the University of Washington School of Nursing, and nursing education leaders in the State of Washington identified a need to meet to support each other, share common concerns, and work together toward common goals. Naming themselves the Council for Nursing Education in Washington State (CNEWS), the members consist of the deans or directors of all nursing programs in the state.

WCN has provided administrative and logistical support to CNEWS since 2011. In 2019, this included producing their semi-annual conferences held in April at the Davenport Grand Hotel in Spokane and in October at the DoubleTree Suites Southcenter. WCN also worked with CNEWS to host the CNEWS List Serve, track membership with the CNEWS Membership Roster, support their monthly meetings, and were instrumental in including them in Action Now!. WCN looks forward to continuing working with CNEWS and supporting the collaboration among nurse educators in Washington State.

“"It’s so rewarding watching my students grow and knowing that my career as a nurse is benefiting them””

-CNEWS Member

Mission
1. Promote excellence in nursing education.
2. Increase nursing education’s responsiveness to the health and the health care needs of the people.
4. Provide a forum for collaboration and meaningful discussion about nursing education.
WNAC is home to the Leadership Washington Nursing Action Coalition (WNAC). For the past several years, WNAC has been working to implement the 2010 Future of Nursing report by promoting nursing leadership. In 2019, WCN focused on encouraging nurses to take on leadership roles in improving health outcomes and health equity by screening for and addressing the social determinants of health. WNAC was also instrumental in this work by conducting a qualitative research study funded by WCN and a Robert Wood Johnson Foundation (RWJF) Public Health Nurse Leaders grant. The study engaged over 400 nurses and allied health professionals across Washington.

The focus groups provided feedback on a toolkit designed by a nursing student interning with WCN in 2017, which looked at the social determinants of food security, stable housing, utilities, transportation, and exposure to violence. This toolkit has since been revised and released for public use by facilities interested in gauging their own nurses’ awareness of the social determinants of health and experience screening for and addressing them for their patients. This toolkit is available here.
Promoting Nursing as a Career to Students in K-12

To promote nursing as a career to younger people in 2019, WCN participated in two successful outreach events. The Healthcare Industry Leadership Table (Hilt), Charting Your Path to a Healthcare Career, was attended by over 450 underserved and minority Seattle and surrounding area junior high and high school students. WCN coordinated additional support for this event from WCN Board Member and Highline Nursing and CNA Program Director, Steven Simpkins, PhD, RN, and WCN Diversity Advisory Committee member and Director of the Samoan Nurse Organization of WA, Siniva Driggers, RN. Held at the Sea Mar Museum in Seattle, WCN tabled at the event handing out informational fliers, WCN swag and a list of approved nursing programs in Washington state while answering questions about careers in nursing for interested students.

The next event, Tahoma High School’s Future Ready Day, connected with youth about what it takes to pursue a career in nursing. WCN recruited support for this event from Tacoma Community College’s Associate Dean of Nursing and CNEWS member, Julie Benson, MHA, MN, CNE, ARNP, and two of her nursing students. The nursing students gave three 45-minute presentations to classrooms full of students interested in learning more about nursing.
Financials

Note: The margin for 2019 is the balance of grant funds received in 2019 that have not been used in 2020

2019 REVENUE

Grants .................. $188,480
DOH Grant ............. $582,442
Contributions .......... $21,747
Other .................... $1,632
TOTAL ................... $794,301

EXPENSES

Programs ............. $683,162
Administrative ...... $53,959 (8%)
Development .......... $3,480
TOTAL ................ $740,601
MARGIN ............... $53,700

THANK YOU TO OUR FINANCIAL AND IN-KIND SUPPORTERS!

Individuals
Bridget Oconner
Cheryl Carino-Burr
Chris Birchem
Darcy Jaffe
Debbie Brinker
Diane Sosne
Donna Poole
Frankie Manning
Gail Ratley
Gerri Babbo
Grace Yang
Jamie Shirley
Jennifer Muhm
Kathleen Johnson
Katie and Joel Eilers
Kristine Barnes
Lena Hristova
Margaret Kelly
Mary Baroni
Mary Sue Gorski
Melissa Hutchinson
Michelle James
Olena Rypich
Patty Hayes
Paula Marchitto
Quen Zoorah
Rebecca Ainley
Sally Watkins
Sofia Aragon
Tracey Rude
Virginia Eilers

Organizations
ARNP United of WA State
Catholic Health Initiatives
SEIU 1199NW
WA State Nursing Association

The Washington State Department of Health, whose grant supports our initiatives and projects.
2019 Washington Center for Nursing Board Members

Michelle James, MBA, MM, BSN, RN, CCRN, CENP | President | NWOne Position
Executive Director, Providence St. Joseph Health Nursing Institute

Chris Birchem, RN | Vice President | WSNA Position
Staff Nurse, Overlake Hospital Medical Center, Orthopedic and Spinal Surgery

Grace Yang, RN, BS, CCRN | Secretary/Treasurer | SEIU Position
Staff Nurse, Harborview Medical Center

Debbie Brinker, RN, MSN, CNS | Past President | Member At Large
Clinical Assistant Professor and Associate Director, Washington State University College of Nursing, Undergraduate Programs and Academic Partnerships

Rebecca Ainley, RN, BSN, CEN, CCRN | UFCW Position
Staff Nurse, MultiCare Covington ER

Katie Eilers, MPH, MSN, RN | Public Health Position
Director, Washington State Department of Health, Office of Family and Community Health Improvement, Prevention and Community Health

Victoria Fletcher, RN, MSN, ARNP, FACNM | ARNP Position
Per Diem Clinician, Planned Parenthood of the Great Northwest and the Hawaiian Islands

Lena Hristova, DNP, ARNP, AGCNS-BC, RN, CNE, OCN, CMSRN | Member At Large
Melissa L. Hutchinson, MN, ARNP-CS, CCNS, CCRN | ARNP Position
Clinical Nurse Specialist – MICU/CCU, VA Puget Sound Healthcare System Seattle

Antwinett O. Lee, EdD, MSN-CNS, RN | Ethnic Nurses Association Position
Associate Dean, Seattle Pacific University, Undergraduate Nursing School of Health Sciences

Jamie Shirley, PhD, RN | CNEWS University Position
Director, University of Washington Bothell Nursing Programs, Nursing and Health Studies

Steven C. Simpkins, PhD, RN | CNEWS Community/Technical College Position
Nursing Program Coordinator, Highline College Nursing Program

Diane Sosne, RN, MN | SEIU Position
President, SEIU Healthcare 1199NW Nurse Alliance

Sally Watkins, PhD, MS, RN | WSNA Position
Executive Director, Washington State Nurses Association

WCNursing.org
Washington Center for Nursing
1101 Andover Park W, Suite 105
Tukwila, WA 98188-3911