



# WCN

WASHINGTON CENTER FOR NURSING

[WCNursing.org](http://WCNursing.org)

# 2023 ANNUAL REPORT



## OUR VISION

Transforming communities in Washington State through increased access to quality nursing care.

## OUR MISSION

WCN supports a healthy Washington by engaging nurses' expertise, influence, and perspective and by building a diverse, highly qualified nurse workforce to meet future demands

**From the WCN Executive Director  
Sofia Aragon, JD, BSN, RN, FAAN**



In 2023, WCN continued to make strides toward our strategic plan by asking, “How will we work together to strengthen and sustain a diverse nursing workforce?” WCN’s strategic plan was created with support from the nursing community, legislators, the Washington State Board of Nursing (WABON), multicultural nurse organizations, the Council on Nursing Education in Washington State (CNEWS), the Northwest Organization of Nurse Leaders (NWONL), and other partners. Our work this year advanced the goals of the four strategic directions by accomplishing the following:

- We are elevating the central importance of nursing retention by kicking off a state-wide Nursing Retention and Burnout survey to inform recommendations for addressing clinician burnout, including structural and individual strategies.
- WCN’s Diverse Nurse Faculty Mentoring Program launched a third cohort. So far, we have a 100% retention rate among participating faculty of color.
- We are building on our unique role to support population health by continuing to offer the Caring for Communities workshop, designed to encourage nurses to consider a career in population health. The workshop is made possible by a partnership with the University of Washington and a HRSA Nursing Workforce Diversity grant.
- We are strengthening coalitions and centering new voices by supporting CNEWS, aiming to increase collaboration with WABON regarding nursing education data, and convening the newly formed WCN BIPOC Nurse Coalition, whose membership consists of multicultural nurse organizations. In addition, we welcomed several new board members from diverse backgrounds and a deep commitment to growing WCN’s DEI initiatives.
- WCN also continues to analyze, publish, and advance nursing workforce data to inform nursing workforce audiences and initiatives. One result of our data reporting is the legislatively funded Clinical Placement Initiative, which looks to improve the clinical placement process across Washington. WCN will lead the CPI from June 2023 through June 2025.

WCN continues to take advantage of new funding opportunities and partnerships to expand our impact. In addition to the legislative proviso that funds the Clinical Practice Initiative, we are receiving funds from an extended HRSA grant to train and certify nurses as Sexual Assault Nurse Examiners in a five-state collaborative, collaborating with the UW School of Nursing in a HRSA Nursing Workforce Diversity Grant, and, due to 2023 legislation establishing Washington as part of the Interstate Nurse Compact, WCN will receive \$8 from LPN, RN, and ARNP licenses to assure an adequate budget is maintained as the compact is implemented.

We thank our Board of Directors, colleagues, and collaborators for continuing to help drive our success. For more information on how to get involved, get in touch with us at [info@wcnursing.org](mailto:info@wcnursing.org).

## WCN 2023 FINANCIALS

REVENUE	2023
Grants/Other	\$935,079
DOH Grant(s)	\$1,245,183
Contributions	\$9,972
Program Fees	\$0
Other	\$898
Total	\$2,191,131

EXPENSES	2023
Programs	\$1,734,444
Administrative	\$76,454 (4%)
Development	\$227
Total	\$1,811,125
Margin	\$380,006

### Explanation for revenue increase of DOH Grant(s) and lower admin costs in 2023

- 2022 past due DOH grant disbursements in the amount of \$445,574 received in 2023 is included in the DOH Grant(s) revenue.
- Starting in August of 2023, WCN began receiving funds for the legislatively funded DOH Clinical Practice Initiative. The \$38,300 received is included in Grants/Other.
- WCN is the fiscal agent for the Premera LPN-BSN grant in the amount of \$844,808 (this amount is included in Grant/Other). These funds go to participating nursing programs with administrative support from WCN.
- The positive margin reflects delayed receipt of accumulated DOH disbursements in 2022 and 2023 and will be applied to expenditures in 2024.

## 2023 WCN Board Members

- Antwinett O. Lee, EdD, MSNCNS, RN | President | Multicultural Nurses Association Position, Associate Dean of Nursing Bellevue College Health Sciences, Education and Wellness Institute • Melissa L. Hutchinson, MN, ARNP-CS, CCNS, CCRN | Vice President | ARNP Position, Clinical Nurse Specialist – MICU/CCU, VA Puget Sound Healthcare System Seattle • Steven C. Simpkins, PhD, RN | Secretary/Treasurer | CNEWS Community/Technical College Position, Nursing Program Coordinator, Highline College Nursing Program • Michelle James, MBA, MM, BSN, RN, CCRN, CENP | NWone Position Executive Director, Providence St. Joseph Health Nursing Institute • 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 • Edna Cortez, RN | WSNA Position Staff Nurse, Seattle Children's Hospital • Lena Hristova, DNP, ARNP, AGCNS-BC, CNE, NPD-BC, OCN | At Large Position, Associate Professor of Nursing Seattle Pacific University School of Health Sciences • David Keepnews, PhD, JD, RN, FAAN | WSNA Position, Executive Director Washington State Nurses Association • Christina Nyirati, PhD, RN | CNEWS University Position, Director of the Department of Nursing at Heritage University • Jane Hopkins, RN | SEIU Position, President of SEIU Healthcare 1199NW Nurse Alliance • Wendy Williams-Gilbert, PhD, RN | At Large Position, Director or Academic Strategy and Program Innovation Southern New Hampshire University

## CHANGE IN NURSING LICENSURE FEES

Effective July 24, 2023, the WCN RN and LPN license surcharge fee was increased from \$5 to \$8. This increase marks the first fee adjustment since the formation of a nursing resource center was legislatively established through RCW 18.79.202 in 2005.

The surcharge increase was necessary to provide funding stability for the Washington Center for Nursing as a result of the 2024 implementation of the Multi State Nurse License Compact in Washington State.

As the State's nursing resource center, WCN uses funds collected through the licensing surcharge for activities consistent with RCW 18.79.202, including:

- Compile, analyze, and report on nursing workforce data.
- Work with nursing workforce partners to increase the diversity of Washington's nurses to better reflect the people of Washington and promote health equity.
- Promote nursing leadership and enhance nursing career mobility.
- Collaborate with nursing educators and partners to advance nursing education in the state.
- Promote nursing as a profession to K-12 students and the public.

**How does WCN work to strengthen and sustain a diverse nursing workforce?**

### OUR STRATEGIC DIRECTIONS

We will address our contradictions and advance our vision by:

### OUR VISION

four years from now, as a result of our efforts, we will see:

WCN project priorities are guided by our 2022-2025 strategic plan. In its second year, the information in this report summarizes our progress in 2023.

Strengthening our Capacity to Advance the Data

Strengthening Coalitions & Centering New Voices

Building on our Unique Roles to Support Population Health

Elevating the Central Importance of Nursing Retention

Defined and Funded Nursing Roles in SDOH

A Variety of Funding Streams Beyond DOH

Robust Data Informing Policy

A Diverse Workforce at all Levels

Systems of Mentoring to Advance Excellence in all Roles of Nursing

Strategic Alignment and Partnerships

**With the Application of an Equity Lens in all of our Work and Initiatives**

# ADVANCING, DIVERSITY, EQUITY, AND BELONGING IN WASHINGTON'S NURSING WORKFORCE

In 2020, the WCN Board of Directors released a statement on Racial Equity and WCN's commitment to challenging systemic racism and becoming an anti-racist organization. In these statements, WCN's board of directors made a commitment to act in advancing anti-racist strategies that result in increasing diversity of nursing leadership to a level that mirrors the diversity in our state.

In 2023, WCN continued to follow through with this commitment in meaningful ways.

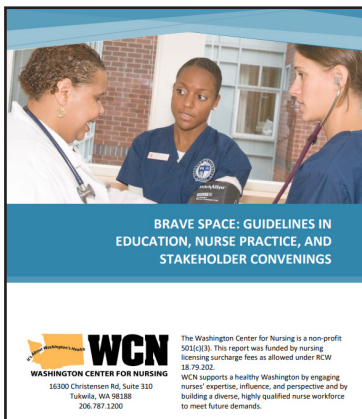
Antwinett O. Lee, EdD, MSN-CNS, RN, was elected to serve as President of the WCN Board of Directors (BOD). As the Membership and Publicity Committee Chairperson for the Mary Mahoney Professional Nurses Organization, Mrs. Lee currently holds the Multicultural Nurses Association position on WCN's BOD. She has served on the WCN BOD since 2018. Mrs. Lee is a nursing leader with a wealth of experience and knowledge in nursing education, nursing practice, community nursing outreach, mentorship, health equity, and in advancing diversity, equity, and belonging in Washington's nursing workforce.

WCN also expanded the number of BIPOC members serving on our board from 2 in 2022 to 4 in 2023.



## Brave Space: Guidelines in Education, Nurse Practice, and Stakeholder Convenings

In September of 2023, WCN published, **Brave Space: Guidelines in Education, Nurse Practice, and Stakeholder Convenings**. The document provides a collection of strategies to support nurse leaders in fostering environments of meaningful dialogue concerning identity, power dynamics, and healthcare disparities. "A Brave Space is a supportive social or cultural context that encourages individuals to engage in authentic and transformative dialogue while recognizing the diversity of identities and experiences within the group." [Brave Space: Guidelines in Education, Nurse Practice, and Stakeholder Convenings](#)



## WCN convenes the BIPOC Nurse Coalition

monthly and hosts the inaugural BIPOC Nursing Leadership Symposium. The monthly Coalition virtual meetings serve as a healing space where nursing professionals can connect, share their work, exchange experiences, and collaborate on supporting health equity in Washington state.



Participants in the group include members from the Mary Mahoney Professional Nurses Organization, the National Association of Hispanic Nurses, the Pacific Northwest Chinese Nurses Association, and the Philippine Nurses Association of Oregon and Washington, among others.

The BIPOC Nursing Leadership Symposium serves as a platform for open dialogue and meaningful conversations on navigating challenges and shared experiences of the nursing journey as people of color.



**WCN's Diverse Nurse Faculty Mentorship Program** ran for its second year and recruited a cohort for its third year. The 2023 program supported seven nursing faculty mentor and mentee pairs. Navigating a career in academics is challenging. Academia is full of nuance, politics, and, all too often, systemic racism. This program aims to increase the diversity of nursing faculty in Washington by providing mentoring support to diverse nurse faculty newer to the role.

**"[My mentor] has helped me through communication and experiences I am having as a new faculty/first time faculty role with my employer." Nurse Faculty Mentee**

### **So You Want to be a Professor Workshop**

WCN held our first in-person, So You Want to be a Professor Workshop since switching to an online workshop during the COVID-19 pandemic. The event was held at the DoubleTree Suites in Southcenter from 9 a.m.-3 p.m. on 10/25, and attended by 28 nurses interested in learning more about careers in academia.

We once again followed up the event by offering two online Waldren interview skills and presentation skills seminars.



## **FACILITATING NURSING COMMUNITY PARTNERSHIPS, ENHANCING NURSING CAREER MOBILITY, ACHIEVING POLICY CONSENSUS, AND NURSING LEADERSHIP DEVELOPMENT**

To help promote careers in population and community health nursing, WCN worked with the University of Washington to launch a new workshop, **Caring for Communities: Nursing Careers in Population Health**.

Held on February 9, 2023, from 9 a.m.-1 p.m., and with 43 attendees, the virtual workshop was funded through a grant from HRSA awarded to the UW, who partnered with WCN to deliver the program in a format based on WCN's successful, So You Want to be a Professor Workshops.

Under the grant, another workshop is planned for 2024.

#### **Workshop presenters:**

- Amy Curtis, BSN, RN
- David Reyes, DNP, MN/MPH, RN, PHNA-BC
- Jessica Bjur, BSN, RN
- Katie Eilers, MPH, MSN, RN
- Lolita Ceja, BA, MLS

**Caring for Communities:  
Nursing Careers in  
Population Health**



**For students and practicing nurses**

**Earn  
3.5 CE**

## Clinical Placement Initiative

In 2023, and in direct response to the pressing demand for clinical placement opportunities, the Washington State Legislature provided funding for the Washington Center for Nursing to implement a **Clinical Placement Initiative** to enhance learning experiences through increased clinical education and practice experiences for future nursing professionals.

By addressing these challenges, the project aims to pave the way for increasing the number of nursing students Washington State admits and graduates each year.

WCN transitioned Critical Gaps work into this initiative looking at the intersection between diversity, health equity, and enhancing clinical practice.

Initiative activities will inform policy recommendations at the end of the project life cycle to improve nursing clinical education in the future.

### 2-Year Funding Amount

**\$552,268.00**

## Sexual Assault Nurse Examiner Fellowship

Number of 2023 WA applicants	27
Number of spaces available	15
Number of WA RNs to complete the fellowship	9
Number of participating states	5

WCN recruited a cohort of nine Washington RNs to participate in year two of the **Sexual Assault Nurse Examiner (SANE) Practicum Fellowship**. Funded through a grant from HRSA and led by the Colorado Center for Nursing Excellence, the SANE Fellowship looks to increase the number of SANE-qualified RNs across Washington, Colorado, Oregon, New Mexico, and Wyoming.

## ADVANCING WASHINGTON'S NURSING WORKFORCE DATA

WCN supports Washington's nursing workforce through the collection and analysis of nursing workforce data. In 2023, WCN published two major reports, the [Washington State LPN and RN Supply and Demand Projections 2020-2030 Report](#) and the [Nursing Education Clinical Hours Report](#).

WCN also published four nursing workforce data snapshots:


[2022 Washington Diversity Data Snapshot](#)

[2022 Washington Nurse Practitioner Data Snapshot](#)

[2022 Washington RN Data Snapshot](#)

[2022 Washington LPN Data Snapshot](#)

To wrap up the year, WCN kicked off a state-wide Nursing Retention and Burnout survey in partnership with the Washington Board of Nursing, the National Council of State Boards of Nursing, and the University of Pennsylvania School of Nursing. Results from the survey will be published in July of 2024.



**Washington LPNs, RNs, and ARNPs, WE NEED TO HEAR FROM YOU!**  
**HOW DO YOU FEEL ABOUT YOUR WORK ENVIRONMENT AND PATIENT CARE AT YOUR WORKPLACE?**

The WCN and Washington State Board of Nursing, in partnership with NCSBN and the University of Pennsylvania School of Nursing, is conducting a survey to learn more about the impacts of burnout and retention on Washington nurses.

The survey will be sent to the email of every Washington nurse.  
**PLEASE LOOK FOR THE SURVEY IN YOUR EMAIL TO PARTICIPATE.**  
The survey takes approximately 15-minutes.

If you do not receive the survey email, contact Patricia Moulton Burwell at [patriciaab@wcnursing.org](mailto:patriciaab@wcnursing.org).

**YOUR OPINION MATTERS! Make sure we hear from YOU.**

**#Nurses4ALL**

**WCN**  
WASHINGTON CENTER FOR NURSING

# EDUCATING STUDENTS ABOUT CAREERS IN NURSING



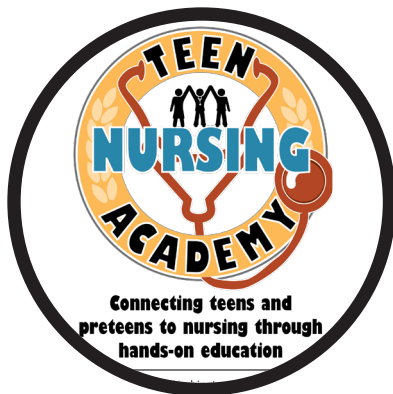
WCN continued to partner with the Healthcare Industry Leadership Table (HILT) to support outreach to high school students about careers in nursing at the Sound Career in Healthcare event. This year, the in-person event took place at the UW Huskey Building with 500+ students from Pierce, King, and Snohomish counties in attendance.

WCN also tabled at Showalter Middle School's College and Career Fair, reaching 200+ middle school students about careers in nursing. Showalter's student enrollment is 91% Black, Indigenous, or people of color (BIPOC), helping us to reach communities underrepresented in nursing about nursing as a career.



WCN also worked with a committee of nurse leaders to build a program to reach middle school students about careers in nursing based on recommendations in the WCN research paper, [Effective Outreach Strategies for Introducing Middle School Students to Careers in Nursing](#) published in 2021. The [Teen Nursing Academy](#) will work with Washington nursing programs to bring nursing students into middle schools to teach health-centered lesson plans and share more about what nurses do.

WCN has partnered with Green River College to pilot the program in 2024.



## THANK YOU TO WCN'S 2023 FINANCIAL & IN-KIND SUPORTERS!

**INDIVIDUALS:** Amy Curtis, Joel and Katie Eilers, James & Victoria Fletcher, Lena Hristova, Melissa Hutchinson, Michelle James, David Keepnews, Antwinnett Lee, Frankie Manning, Christina Nyirati, Linda Tieman, Wendy Williams

**ORGANIZATIONS:** SEIU Healthcare 1199NW, Amazon Smile

Thank you to the Washington State Department of Health whose grant supports our initiatives and projects!