Nursing Care Quality Assurance Commission (NCQAC)
Meeting Agendas September 10, 2020
Meeting One 8:30 AM - 12:30 PM Register on Zoom
Zoom Link on page 2

Meeting Two 1:00 PM - 4:00 PM Register on GoToWebinar
GoToWebinar Link on page 4

Commission Members:
- Jeannie Eylar, MSN, RN, Chair
- Mary Baroni, PhD, RN, Vice-Chair
- Adam Canary, LPN, Secretary/Treasurer
- Ella B. Guilford, MSN, M.Ed., BSN, RN
- Dawn Morrell, RN
- Helen Myrick, Public Member
- Sharon Ness, RN
- Donna L. Poole MSN, ARNP, PMHCNS-BC
- Tiffany Randich, RN, LPN
- Tracy Rude, LPN
- Laurie Soine PhD, ARNP
- Yvonne Strader, RN, BSN, BSPA, MHA
- Cass Tang, Public Member
- Kimberly Tucker, PhD, RN, CNE

Assistant Attorney General:
- Gail S. Yu, Assistant Attorney General

Staff:
- Paula R. Meyer, MSN, RN, FRE, Executive Director
- Kathy Anderson, Director, Finance
- Chris Archuleta, Director, Operations
- Gerianne Babbo, Ed.D, MN, RN, Director, Education
- Shad Bell, Assistant Director, Operations
- Amber Bielaski, MPH, Assistant Director, Licensing
- Debbie Carlson, MSN, RN, CPM, Director, Practice
- Teresa Corrado, LPN, CPM, Assistant Director, Discipline – Case Management
- John Furman, PhD, MSN, CIC, COHN-S, Assistant Director, Discipline – Washington Health Professional Services (WHPS)
- Mary Sue Gorski, PhD, RN, Director, Advanced Practice, Research and Policy
- Karl Hoehn, JD, FRE, Assistant Director, Discipline – Legal
- Grant Hulteen, Assistant Director, Discipline – Investigations
- Alana Llacuna, Administrative Assistant
- Kathy Moisio, PhD, RN, Director, Nursing Assistant Programs
- Tori Lane, Nursing Practice Administrative Assistant
- Catherine Woodard, Director, Discipline
If you have questions regarding the agenda, please call the Nursing Care Quality Assurance Commission (NCQAC) office at 360-236-4713. Agenda items may be presented in a different order. If you wish to attend the meeting for a single item, contact our office at the number listed above and request a specific time scheduled for that item. If you have limited English language expertise call 360-236-4713 before September 3, 2020.

This meeting is accessible to persons with disabilities. Special aids and services can be made available upon advance request. Advance request for special aids and services must be made no later than September 3, 2020. If you need assistance with special needs and services, please leave a message with your request at 1-800-525-0127 or, if calling from outside Washington State, call 360-236-4052. TDD may also be accessed by calling the TDD relay service at 711. If you need assistance due to a speech disability, Speech-to-Speech provides human voicers for people with difficulty being understood. The Washington State Speech to Speech toll free access number is 1-877-833-6341.

This meeting will be digitally recorded to assist in the production of accurate minutes. All recordings are public record. The minutes of this meeting will be posted on our website after they have been approved at the November 13, 2020 NCQAC meeting. For a copy of the actual recording, please contact the Public Disclosure Records Center (PDRC) at PDRC@doh.wa.gov. If attending remotely, please mute your connection in order to minimize background noise during the meeting.

**Meeting One -- September 10, 2020 8:30 AM -12:30 PM**

**Planning Together:**

*Taking Action Steps to Address the Critical Gaps in Washington’s Nursing Workforce*

**Action Oriented Stakeholders! Register Today!**

*This will be a ZOOM meeting – Please register no later than 12 noon on September 8*

**Zoom Registration Address**

https://us02web.zoom.us/meeting/register/tZcqceyhrTMiHNeZwL2qtjYLz8Dq8lkyiBDr

When registering for this Zoom meeting (link above) you will be required to select one of the Critical Gap Closure Groups to work in break-out sessions. Once you have registered you will receive an email from Zoom with a personalized link to join the meeting. It is VERY important that you use this personalized link to join the Zoom meeting on the morning of September 10th. If you do not receive this email from Zoom, please write to Aerin Dunford. (aerindunford@gmail.com).

- You are invited to join your colleagues in taking the next step forward following the July 9th Data/Findings presentation and the small group work where critical gaps were identified in our nursing workforce.
- This meeting is all about creating action plans to close those critical gaps in our nursing workforce. **You select which Critical Gap you want to choose.**
- **Critical Gap Closure Groups** will meet during this Zoom event and begin drafting action plans.
- Come, check it out and see if you are up for the challenge to move quickly to solutions to vexing problems we have grappled with for years!

**Workforce Reports available at the following links:**

The Critical Gap Closure Groups

<table>
<thead>
<tr>
<th>Critical Gap Closure Group</th>
<th>Leader</th>
</tr>
</thead>
<tbody>
<tr>
<td>#1 Race, ethnicity, and gender diversity in the nursing workforce.</td>
<td>Victoria Fletcher</td>
</tr>
<tr>
<td>#2 The needed education preparation for RNs and LPNs.</td>
<td>Mary Baroni</td>
</tr>
<tr>
<td>#3 Distribution of ARNP specialties</td>
<td>Deborah Smith</td>
</tr>
<tr>
<td>#4 Distribution of ARNPs, RNs, and LPNs in rural areas.</td>
<td>Sue Skillman</td>
</tr>
<tr>
<td>#5 Distribution of ARNPs, RNs, and LPNs in long term care.</td>
<td>Lauri St. Ours</td>
</tr>
<tr>
<td>#6 Distribution of ARNPs, RNs, and LPNs in community health.</td>
<td>Suzanne Swadener</td>
</tr>
</tbody>
</table>

Objectives:
1. Review the foundational work related to workforce gaps.
2. Review the demand data available to help address these gaps.
3. Develop action steps to close the critical gaps in the small groups chosen.
4. Identify how the workgroups can complete and submit their work by October 30.

8:00  Zoom room will be open to check your tech
8:30  Welcome and Introductions Paula Meyer
8:45  Quick history:
     - How we got to the work of this day
     - Creating a Statewide Gap Closure Plan Mary Sue Gorski
9:00  Workforce demand data Sue Skillman
9:30  Directions for small group work Heather Andersen
9:45  Groups will draft first version of their Critical Gap Closure Action Plan Work Groups

10:15 Gather back in full group to check in on progress Heather
10:30 Break
10:45 Return to small groups Work Groups
11:45 Return to larger group
   a. Check-in on highlights from small group work Heather Andersen
   b. Give instructions for work between now and 10/30/20

Gathering Input:
How best to coordinate this work statewide and move to action as quickly as possible Gerianne Babbo

12:20 Appreciations and close Paula Meyer
I. 1:00 PM – 4:00 PM Joint Meeting DISCUSSION  
A. Washington Center for Nursing Board of Directors  
B. Nursing Care Quality Assurance Commission  
C. Department of Health/Health Systems Quality Assurance  

The objectives for this portion of the workshop are:  

1. Provide an overview of the WCN, including history and major initiatives.  

2. After review of RCW 18.79.202, the DOH, members of the Washington Center for Nursing and the Nursing Care Quality Assurance Commission  
   a. Describe the roles and responsibilities of each organization and their vision of the partnership to achieve the outcomes described in the law, and  
   b. Explore action items needed to accomplish the outcomes described in the law.  

3. Suggest nursing organizations best positioned to take the lead or participate in addressing gaps identified the morning of September 10th.  

The Department of Health provides the funds through a grant in the form of a contract. The contract with the Washington Center for Nursing was extended from July 1, 2020, through June 30, 2021. Board members, commission members and staff negotiate deliverables. There will be an update and discussion on joint efforts.
RCW 18.79.202

(1) In addition to the licensing fee for registered nurses and licensed practical nurses licensed under this chapter, the department shall impose an additional surcharge of five dollars per year on all initial licenses and renewal licenses for registered nurses and licensed practical nurses issued under this chapter. Advanced registered nurse practitioners are only required to pay the surcharge on their registered nurse licenses.

(2) The department, in consultation with the commission and the workforce training and education coordinating board, shall use the proceeds from the surcharge imposed under subsection (1) of this section to provide grants to a central nursing resource center. The grants may be awarded only to a not-for-profit central nursing resource center that is comprised of and led by nurses. The central nursing resource center will demonstrate coordination with relevant nursing constituents including professional nursing organizations, groups representing nursing educators, staff nurses, nurse managers or executives, and labor organizations representing nurses. The central nursing resource center shall have as its mission to contribute to the health and wellness of Washington state residents by ensuring that there is an adequate nursing workforce to meet the current and future health care needs of the citizens of the state of Washington. The grants may be used to fund the following activities of the central nursing resource center:

(a) Maintain information on the current and projected supply and demand of nurses through the collection and analysis of data regarding the nursing workforce, including but not limited to education level, race and ethnicity, employment settings, nursing positions, reasons for leaving the nursing profession, and those leaving Washington state to practice elsewhere. This data collection and analysis must complement other state activities to produce data on the nursing workforce and the central nursing resource center shall work collaboratively with other entities in the data collection to ensure coordination and avoid duplication of efforts;

(b) Monitor and validate trends in the applicant pool for programs in nursing. The central nursing resource center must work with nursing leaders to identify approaches to address issues arising related to the trends identified, and collect information on other states' approaches to addressing these issues;

(c) Facilitate partnerships between the nursing community and other health care providers, licensing authority, business and industry, consumers, legislators, and educators to achieve policy consensus, promote diversity within the profession, and enhance nursing career mobility and nursing leadership development;

(d) Evaluate the effectiveness of nursing education and articulation among programs to increase access to nursing education and enhance career mobility, especially for populations that are underrepresented in the nursing profession;

(e) Provide consultation, technical assistance, data, and information related to Washington state and national nursing resources;

(f) Promote strategies to enhance patient safety and quality patient care including encouraging a safe and healthy workplace environment for nurses; and

(g) Educate the public including students in K-12 about opportunities and careers in nursing.
(3) The nursing resource center account is created in the custody of the state treasurer. All receipts from the surcharge in subsection (1) of this section must be deposited in the account. Expenditures from the account may be used only for grants to an organization to conduct the specific activities listed in subsection (2) of this section and to compensate the department for the reasonable costs associated with the collection and distribution of the surcharge and the administration of the grant provided for in subsection (2) of this section. No money from this account may be used by the recipient towards administrative costs of the central nursing resource center not associated with the specific activities listed in subsection (2) of this section. No money from this account may be used by the recipient toward lobbying. Only the secretary or the secretary's designee may authorize expenditures from the account. The account is subject to allotment procedures under chapter 43.88 RCW, but an appropriation is not required for expenditures. Grants will be awarded on an annual basis and funds will be distributed quarterly. The first distribution after awarding the first grant shall be made no later than six months after July 24, 2005. The central nursing resource center shall report to the department on meeting the grant objectives annually.

(4) The central nursing resource center shall submit a report of all progress, collaboration with other organizations and government entities, and activities conducted by the center to the relevant committees of the legislature by November 30, 2011. The department shall conduct a review of the program to collect funds to support the activities of a nursing resource center and make recommendations on the effectiveness of the program and whether it should continue. The review shall be paid for with funds from the nursing resource center account. The review must be completed by June 30, 2012.

(5) The department may adopt rules as necessary to implement chapter 268, Laws of 2005.

NOTES:

Finding—2005 c 268: "Washington state is experiencing a critical shortage of registered nurses. To safeguard and promote patient safety and quality of care, the legislature finds that a central resource center for the nursing workforce is critical and essential in addressing the nursing shortage and ensuring that the public continue to receive safe, quality care."
## The Washington Center for Nursing: A Brief History

### 2001
WA nursing leaders, legislators, and other stakeholders concerned about the nursing workforce gathered to hear from national experts about the nursing shortage. At the meeting, a task force volunteered to draft the first-ever strategic plan for nursing and bring it back to the larger group.

### 2002
The Washington State Strategic Plan for Nursing (WSSPN) is adopted by the Washington Nursing Leadership Council (WNLC – composed of CNEWS, NWONE, NCQAC, WLN, WSNA). Goal #5 identifies the need to create a Center for Nursing to focus on nursing resources, education and workforce issues.

### 2003
WCN is established as a private nonprofit charitable corporation (not a state agency).

### 2004
Executive Director hired, 501(c)(3) nonprofit status obtained, Strategic Business Plan created.

### 2005
Board of Directors expanded to 15 members with participation from across the state and multiple venues where nurses practice.

- WCN joined the National Nursing Workforce Centers Forum, which has membership of >35 state centers
- SB5599 passed, authorizing the Department of Health to collect a $5 surcharge from every new and renewing RN and LPN license, for the purpose of funding a grant to a “nursing resource center.” WCN was awarded grant N14101 with specific deliverables due each year. Deliverables:
  - Educate the public including K-12 about opportunities and careers in nursing
  - Evaluate the effectiveness of nursing education in the state and make recommendations
  - Build the database about the nursing workforce in our state; establish regular monitoring of key measures
  - Monitor the applicant pool for programs of nursing
  - Facilitate partnerships between the many entities in our state to promote diversity
  - Enhance nursing career mobility and nursing leadership development
  - Provide consultation, technical assistance, data and information on WA & national nursing resources
  - Promote strategies to enhance patient safety and quality patient care including a safe and healthy workplace environment for nurses

### 2006
- WCN co-sponsored the National Nursing Workforce conference with the Oregon Center for Nursing
- First of 3 Johnson & Johnson “Promise of Nursing for Washington” galas held. $525,000 raised for nursing scholarships, faculty fellowships to teach nursing, and nursing school capacity expansion grants.
- WCN Strategic Business Plan & original WA State Strategic Plan for Nursing merged, creating a single plan for the state.

### 2007
- “The Experience of Minority/Underrepresented New Graduate RNs” study published
- “RN Supply and Demand through 2025” study published

### 2008
- “Master Plan for Nursing Education in Washington State” accepted by Department of Health
- “RN Licensing Data Analysis” published
- WCN helped fund the Rural Outreach Nursing Education program development

---

September 10, 2020
NCQAC Workshop
2009
- "LPN Licensing Data Analysis" & "LPN Supply & Demand through 2026" published
- "ARNP Workforce Analysis" published
- "Preliminary Report on Nursing Faculty Workload" published
- Second Johnson & Johnson “Promise of Nursing for Washington” gala raised >$300,000
- Master Plan for Nursing Education Implementation Recommendations submitted to DOH
- WCN leads statewide team selected by the Campaign to Champion Nursing (a collaborative effort between Robert Wood Johnson Foundation and AARP) to address nursing education in our state

2010
- Implementation work on Diversity, Transition to Practice, and Faculty work-life issues advanced
- Stakeholder meetings held across the state to study the knowledge, skills and attributes needed for nurses
- $110,000 awarded to five Nursing Education programs in WA for capacity expansion
- $40,000 awarded by Johnson & Johnson for Diversity Leader position
- Statewide webinar on the “Impact of the IOM Recommendations on Nursing”

2011
- Leadership education for nurse educators initiated
- WCN selected by Robert Wood Johnson Foundation to co-lead the Institute of Medicine work in WA
- RN, LPN, ARNP “Snapshots” updated; “RN Supply & Demand through 2031” published
- “Employment Experience of Newly Licensed RNs” study published
- Statewide Institute of Medicine “Advancing Nursing’s Future” conference sponsored

2012
- Diversity Network Director hired to develop Minority Nurse Mentoring Program
- $300,000 Academic Progression in Nursing grant awarded by the Robert Wood Johnson Foundation
- Third Johnson & Johnson Promise of Nursing for WA Gala raised ~$200,000
- Progress on seamless academic progression in nursing via the Direct Transfer Agreement (DTA) and collaboration with the Curriculum Innovations Workgroup
- Secretary of Health affirms contract compliance & success by WCN; recommends surcharge renewal to legislature

2013
- Legislature renews surcharge bill without sunset clause
- Statewide ITV conference on concept-based curriculum as method to accomplish shared competencies
- Safe Table Forums in Spokane and Tukwila: “Barriers and incentives to earning a BSN”
- Statewide ITV “Town Hall Meeting: Academic Progression in Nursing”
- Distributed $4,000 program development grants to new RN-BSN programs (Bellevue College, Western Washington University, St. Martin’s University, Wenatchee Valley College)
- Direct Transfer Agreement for nursing proposal approved by the Washington Joint Transfer Council; State Board of Community and Technical Colleges Articulation & Transfer Council, SBCTC Instruction Commission
- Year-long Diversity Mentoring Program pilot launched
- “Increasing the Diversity of Washington State’s Nursing Workforce: Barriers and Supports in the K-12 and Higher Education Systems” published

2014
- Community and technical college system and four-year universities sign landmark Nursing Direct Transfer Agreement to create a shorter, smoother process for students to achieve BSN degree
- Second $300,000 Academic Progression in Nursing grant awarded by Robert Wood Johnson Foundation
- “Master Plan for Nursing Education 5 year status” published
In a joint project with ARNPs United of WA and WSNA, analyzed the ARNP population using the National Nursing Minimum Data Set and provided recommendations

Surveyed Transition-To-Practice programs and first-year new graduate turnover with analysis and recommendations

Provided Leadership education to CNEWS

Report on best practices in increasing nursing student diversity

Created a “one-stop” site for selecting an RN-BSN program on the WCN website

First Executive Director, Linda Tieman retires and WCN hires Sofia Aragon as the new Executive Director

Surveyed Transition-To-Practice programs and first-year new graduate turnover with analysis and recommendations

Provided Leadership education to CNEWS

Report on best practices in increasing nursing student diversity

Created a “one-stop” site for selecting an RN-BSN program on the WCN website

First Executive Director, Linda Tieman retires and WCN hires Sofia Aragon as the new Executive Director

Updated “snapshots” of LPN, RN, and ARNPs using available licensure information: age, gender, residential address

Leadership education for CNEWS

Launched a diversity mentoring program in Eastern Washington with Yakima Valley Community College and Washington State University, with input from Heritage University

Provided DOH and NCQAC a summary, evaluation of effectiveness and recommendations to continue or make revisions to the diversity mentoring program

Convened stakeholder groups to identify strategies towards continued implementation of the Institute of Medicine Goals for Academic Progression in Nursing

Completed a repeat survey of acute care hospital transition to practice programs

Established a WCN ARNP Advisory Committee to develop recommendations to increase access to ARNPs in WA

Partnered with the Council on Nursing Education in WA State and the Nursing Care Quality Assurance Commission to launch Action Now! This is an effort to combine the WCN’s plans to revise the Master Plan for Nursing Education and the Nursing Commission’s motion to hold a Nursing Education Solutions Summit in coordination with WCN.

Performed outreach to rural organizations to discuss potentially developing a rural health advisory committee

Provided trainings on implicit bias for nurse educators and other key stakeholders

Enhanced the WCN website to include information specifically for parents and students in K-12 to promote nursing as a career

Completed a nurse educator survey with consultation from the Oregon Center for Nursing and the Council on Nursing Education in WA State to examine the nurse faculty role and factors that impact faculty recruitment and retention

WCN worked with the NCQAC and the University of WA Center for Health Workforce Studies to define a process for data analysis of Minimum Nursing Data Set and race and ethnicity data collected by the NCSBN e-notify system. This important step allows WA to collect supply data on licensed nurses.

WCN contracts with the UW Center for Health Workforce Studies to complete a sample survey of registered nurses using the Minimum Nursing Data Set and workplace satisfaction questions

WCN, with consultation with the Oregon Center for Nursing, and in partnership with the WA State Hospital Association and NW Organization of Nurse Executives, completes a pilot demand study of employers of nursing professionals in WA State.
• Performed a repeat survey of ARNPs using the Minimum Nursing Dataset with WA State University.
• To increase access to nursing education, especially for underrepresented populations, convene leaders in nursing diversity to use the Minimum Nursing Dataset to create an action plan to increase diversity in nursing.
• WCN is an integral partner in the Healthier WA Initiative for Medicaid transformation.
• WCN engages in the Nurses on Boards initiative, in coordination with the National Nurses on Boards Coalition.
• WCN adds a seat for an ethnic nurses’ association on the WCN Board of Directors.

2019
• WCN, with the University of WA Center for Health Workforce Studies, publishes a sample survey of Registered Nurses using the Minimum Nursing Dataset and workplace satisfaction questions.
• WCN develops a Social Determinants of Health at the Point of Care tool kit.
• WCN launches the So You Want to Be a Professor workshop series, a result of an action plan to increase access to nursing education for underrepresented populations.
• WCN works with the University WA Center for Health Workforce Studies and the Nursing Commission to publish the first supply survey of LPNs, RNs, and ARNPs using the Minimum Nursing Dataset.
WCN is currently looking for an LPN to serve on our Board of Directors! If you are an LPN licensed in the state of Washington and want to contribute your knowledge and experience to help us succeed in our mission of transforming communities in Washington State through increased access to quality nursing care, we want to hear from you. Click here for details.
Staff Members

Sofia Aragon, JD, BSN, RN
Executive Director
sofiaa@wcnursing.org

Theresa Berry
Finance and Operation Associate
theresab@wcnursing.org

Frank Kohel
Program and Support Associate
frankk@wcnursing.org

Rebecca Pizzitola, MPH
Program Manager
rebeccap@wcnusing.org

Brenda Little
Communications Associate
brendal@wcnursing.org