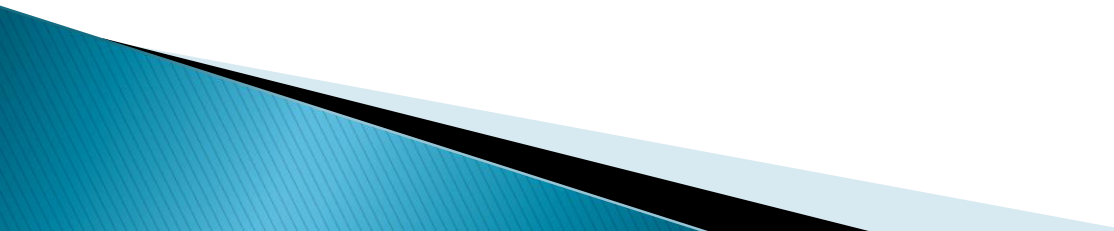# Nurses on Boards in Washington State: A Gap Analysis
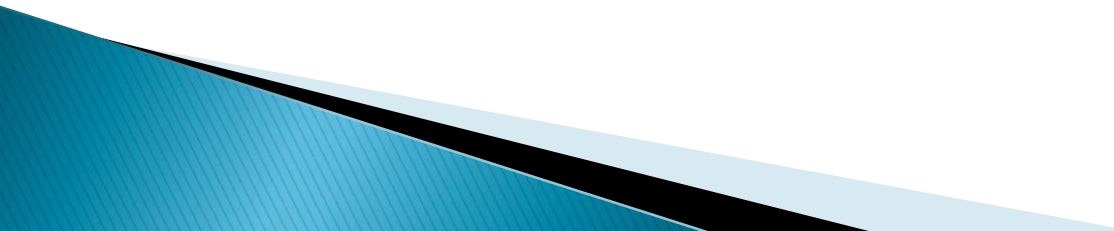
Sally Watkins, PhD, RN
Giselle Stewart
Debbie Brinker, MS, RN

IOM Recommendation: Prepare and enable nurses to lead change to advance health

Goal #4: Public, private, and governmental health care decision-makers at every level should include representation from nursing on boards, on executive management teams, and in other key leadership positions.
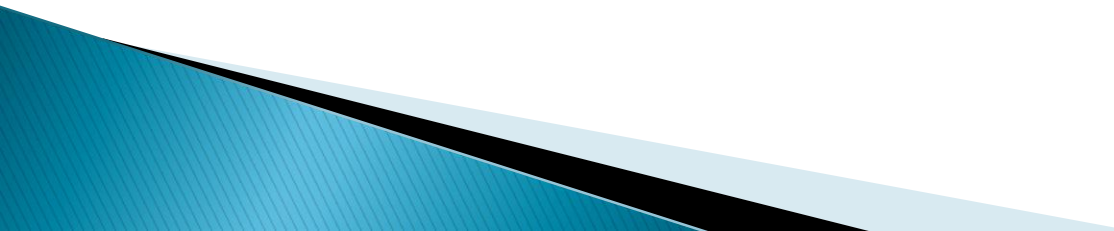
Statewide Survey

- Public, Private, Governmental
- Currently have nurse appointed to BOD?
- Required to have nurse on BOD?
- Nurse a voting member?
- Contact info
- Term of office including expiration date
- How plan to meet IOM recommendation?
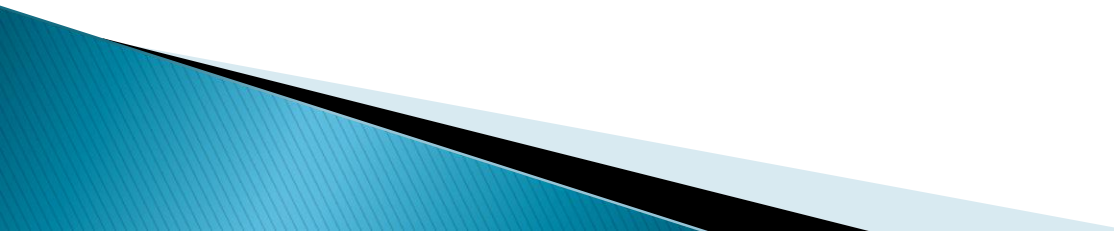
Survey Monkey Process Targeted Recipients

- **First tier:**
  - Boards of health
  - Hospitals
  - Education: School Districts, Colleges & Universities
  - Department of Health Boards & Commissions
  - Long-term care, home health & hospice

- **Second tier:**
  - Insurance companies
  - Labor organizations
  - Proprietary healthcare organizations
  - Community agencies including utilities
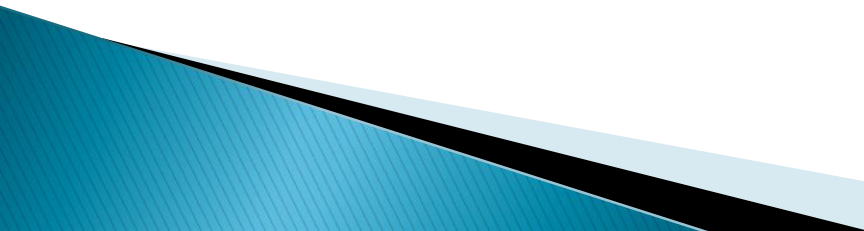 - Top 20 major corporations in WA State

Communication Methods

- Various contacts with list-serves
  - Northwest Organization of Nurse Executives, Washington State Nurses Association, etc.

- WNAC Leadership Workgroup contacts

- Washington Center for Nursing contacts

Results

- 196 respondents
- 78 currently have a nurse on BOD
- 7 currently recruiting for a nurse
- 46 "No interest at this time"
- 25 willing to serve on BOD

Lessons Learned

- Importance of engaging in political process to garner nominations/elections
  - Public District Hospitals: Board members must be elected
  - Government Boards/Commissions: Members appointed by Governor

- Send request to targeted groups vs. statewide or consider one city/county at a time

- Addressing IOM recommendations either not a priority or organizations are not aware of recommendations (education opportunity)

Next steps

- Review for gaps in data
  - Not all hospitals reporting; duplication, etc.

- Further clarification re: BOD appointment versus attend BOD meetings as part of job

- Develop "matching" process between those searching for nurse and nurses with interest

- Ensure BOD development "tool kit" well known and explore feasibility of BOD development "bootcamp"

- Contact existing nurses on BOD to solicit willingness to mentor/educate others

Questions?