



EMPOWERING COUG NURSES

2024 - 2025 IMPACT REPORT



WASHINGTON STATE UNIVERSITY
College of Nursing

MESSAGE FROM DEAN MASON



Dear Friends,

As we reflect on this past academic year at the WSU College of Nursing, I am filled with pride and gratitude—for our students, alumni, faculty, staff, and the generous supporters who make our mission of advancing optimal health and well-being possible. I am honored to share that I have accepted the role of Interim Dean. As a proud Cougar Nurse alumna and a member of this exceptional nursing community since 2002, I am deeply grateful for the opportunity to serve in this capacity and look forward to working alongside you to strengthen the College's impact across Washington and beyond.

I would like to extend a special thanks to Dr. Mary Koithan, who served as Dean since 2020 and concluded her tenure with WSU this year. Over the past five years, Dr. Koithan has had an unwavering dedication to advancing nursing education, research, and practice. Her commitment to student success has left a lasting mark on the College, and her contributions including philanthropic gifts have supported our ability to improve health for all. We are grateful for Dr. Koithan's service and wish her well as she embarks on the next chapter of her career.

Amidst shifting landscapes in higher education, including the ongoing federal and state funding challenges, our commitment remains clear: to prepare exceptional nurses who meet the needs of communities across our state, especially in underserved rural areas where the nursing shortage is most acute. We continue to graduate more nurses with bachelor's degrees than any other university in the state and our focus on practical, hands-on education creates Cougar Nurses who are not only career-ready but community-minded.

To that end, we are thrilled to announce the launch of our new Master of Nursing program, designed to offer advanced practice clinical leadership and nurse educator opportunities that directly address healthcare gaps in Washington. And we're not stopping there—we have another graduate program coming soon which will open doors for second-career students eager to join the nursing profession with purpose and passion.

These changes come at a time when the role of philanthropy has never been more critical. Simply put, your generous gifts enable us to keep providing scholarships, funding innovative research, supporting clinical training, and expanding access to quality education. Every donation—large or small—strengthens our ability to respond to the healthcare needs of Washingtonians. Thank you for believing in our mission. Together, we are shaping the future of nursing and improving the health of our communities.

A handwritten signature in dark ink that reads "Anne".

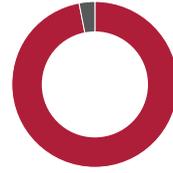
Anne M. Mason, DNP, ARNP, PMHNP-BC
Interim Dean, WSU College of Nursing
BSN '02, MN '05





BY THE NUMBERS

2024 - 2025



97.1% of students passed National Council Licensure Examination on their first try

WSU College of Nursing graduates more pre-licensure students than any other program in the state of Washington with **over 200** BSN graduates each year



91% of WSU College of Nursing Pre-licensure BSN graduates stay to work in Washington



48% of students are first-generation or come from a rural background



Awarded more than **\$310,000** in scholarships (55 unique funds) to **162 students**



\$1,035,544 grant funding received

99 total research publications



100% of DNPs passed their certification exam and **90%** of DNPs were employed within 3 months of graduation

Coug Nurses Coreen Slobig, BSN '96 & MN '02, and her daughter, Audra Podruzny, BSN '12 & DNP '26

PROGRAM OVERVIEWS

Pre-Licensure Bachelor of Science in Nursing (PL-BSN) – In-depth education in nursing theory, clinical practice, and leadership skills prepares students for a career as registered nurses.

Registered Nurse to Bachelor of Science in Nursing (RN-BSN) – Designed for already-licensed, working nurses seeking flexibility while advancing their education and career opportunities.

Master of Nursing (MN) – A one-year, hybrid program designed for baccalaureate-prepared nurses who are interested in either Clinical Systems Leadership or becoming a Nurse Educator.

Doctor of Nursing Practice (DNP) – A practice doctorate designed for nurses seeking a terminal degree in advanced nursing practice or leadership in a healthcare setting or organization. Specialty tracks include Family Nurse Practitioner, Psychiatric Mental Health Nurse Practitioner, or Post-Master's General.

Doctor of Philosophy in Nursing (PhD) – A research doctorate for healthcare professionals wanting to become nurse scientists, academic faculty, directors of research in clinical settings, interdisciplinary members of research teams, nursing leaders, or advanced clinicians.

Continuing Education opportunities are also available for registered nurses and nurse practitioners looking to meet their licensing or certification requirements. Learn more about preparing for initial certification as a School Nurse or to participate in the Sexual Assault Nurse Examiner (SANE) clinical training program: nursing.wsu.edu/continuing-education.

Interested in serving as a clinical preceptor to help prepare future Nurse Practitioners?
nursing.wsu.edu/welcome-preceptor



RESEARCH FOCUS

WSU College of Nursing faculty conduct research in four primary areas:



Symptom Management and Behavioral Health - Dr. Marian

Wilson leads work that will address pain care inequities by embedding evidence-based nurse-led programs within rural communities. This includes improving quality of life and health outcomes associated with mental health and chronic conditions. Nursing faculty engage in interdisciplinary research focused on older adults, chronic pain, and substance use.



Health Equality - Dr. Connie Kim Yen Nguyen-

Truong is conducting a community based participatory research study with the Micronesian Islander Community organization.

Her team will co-design, implement and evaluate a language and cultural institute to support early literacy among Micronesian and Pacific Islander Families.



Community Resilience and Health - Dr. Claire

Richards' current study will establish a resilience planning framework that promotes energy and health

equality while mitigating wildfire-related power outage risks. Nursing faculty are seeking solutions through research focused on Indigenous health and sovereignty, and energy resilience.



Workforce Science, Education and Policy

- Dr. Lois James leads multiple researchers working in this area in her new role as the Director

of the Sleep and Performance Research Center. Studies focus on the health, safety, competencies, and performance of various workers across educational, industry, and practice settings.

FACULTY SPOTLIGHTS



ATI Champion Appointed for WSU College of Nursing

*Diana Swayze, MSN, RN
Teaching Assistant Professor*



Expanding Care While Strengthening Clinical Education

*Sarah Fincham, DNP, MSN, FNP-C
Clinical Associate Professor and Director of Faculty Practice*



Leading Faculty Practice to Broaden Impact in Patient Care and Education

*Sarah Fincham, DNP, MSN, FNP-C
Clinical Associate Professor and Director of Faculty Practice*



New and Dynamic Rural Nursing Education Program Unveiled

*Ryan Hunt, DNP, ARNP, FNP-C
Clinical Assistant Professor and Yakima Campus Coordinator*

*Beverly Mayfield, DNP, RN, CNE
Clinical Assistant Professor*

*Tiffanie Rampley, PhD, RN, NEA-BC
Clinical Assistant Professor, Foundational Practice Department Chair*



Updated Practice and Simulation Lab Boosts Nurse Training in Tri-Cities

*Christina Chacón, DNP, MSN, ARNP, PMHNP-BC
Clinical Associate Professor and Tri-Cities Academic Director*



To read about the contributions of these amazing faculty members, scan the QR code!



COMMUNITY COLLABORATIONS

Healthcare in schools has evolved, and it continues to do so thanks to WSU College of Nursing endowments like the Denice “Denny” Murphy Community Nursing Endowment and the Linda Bordwell Education Fund for School Nursing. Due to their generosity and the many donors that support the endowments, as well as a partnership with Spokane Public Schools, Logan Elementary in northeast Spokane, Washington will soon be home to a full-service wellness center serving students and community members in need – the only one of its kind East of the Cascades.

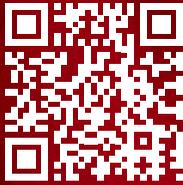
Murphy was a faculty member in Community Nursing at the College of Nursing for nine years and during that time she was widely known for her advocacy work that focused on access to care for the poor and medically underserved. Bordwell, part of the very first graduating class of ICNE (now the WSU College of Nursing), also made significant contributions during her 32 years serving as a school nurse in the Spokane school district.

While school children and their families will be the primary beneficiaries, the new Logan wellness center plans to accept Medicaid and be open to the public. This partnership not only benefits the school district and local community; it ensures WSU nursing students have a nearby location to learn hands-on with guidance from the nurse practitioners WSU will employ to run the facility. Nursing students will also have the opportunity to collaborate interprofessionally with students from other WSU Health Sciences programs.

Becky Doughty, Executive Director of School Support Services at Spokane Public Schools and WSU Alumna, is excited about the holistic care that will soon be available, “When transportation is a barrier, finances are a barrier, the Logan wellness center is a really good answer for families who are struggling...the goal is to have healthy kids.” Construction has been completed, and the space is currently being furnished so it will be opening soon thanks to the donors that support these funds!

STUDENT SPOTLIGHT

Watch Max Pearl, PL-BSN '25, express his sincere gratitude to his scholarship donor by scanning the QR code below!



“What saved me was the Donor. What saved me was getting that scholarship.”



Make a gift to our Annual Scholarship Fund Today!





Edith Torres, Tri-Cities, DNP-FNP '25, dons her White Coat.

HONORING TRADITIONS THAT UNITE US

From the solemn lighting of the Florence Nightingale lamp to the jubilant cheers during pinning ceremonies, the traditions of nursing school are more than just cherished rituals—they are powerful symbols of a shared journey. These moments, etched into memory, unite graduates across generations in a legacy of resilience, compassion, and excellence.

Whether you recall donning your first white coat or celebrating your final clinical rotation, these traditions serve as a bridge between the past and the future. They remind us that while technology and techniques evolve, the heart of nursing - a deep commitment to healing and humanity - remains unchanged.

It is due to the unwavering support of donors to the College of Nursing Development Director's

Fund that the WSU College of Nursing is able to continue the time-honored traditions. Over the past year, funds from the Development Director's Fund have allowed WSU to host our DNP White Coat Ceremonies in Spokane and Vancouver and provide each nursing practitioner with a white coat. The College of Nursing hosted a brunch for BSN graduates in Spokane starting a new tradition of bringing the class and student supporters together for an awards ceremony. And the pins – nursing school graduation is nothing without receiving YOUR PIN! The Development Director's Fund was utilized to purchase the pins for graduating students.

If you're interested in supporting the College of Nursing traditions, please consider donating to the College of Nursing Development Director's Fund.

TEMPLETON FUND

The Templeton Family Excellence in Nursing Fund was established through an estate gift in loving memory of Alma (Mittelstaedt) Templeton who was an avid supporter of the health sciences programs of Washington State University. Dr. Kawkab Shishani, a professor and faculty researcher at WSU College of Nursing, was recently awarded \$3,000 from this fund to launch a timely pilot study on the impacts of flavored e-cigarettes—an area

of growing concern in public health and addiction research. "This is a great example of how donor-established funds can empower faculty to explore pressing health questions," said Liz Fleming, Senior Director of Development for the WSU College of Nursing. "The Templeton Fund continues to support meaningful research that contributes to the health and well-being of our communities."

EMPOWERING NURSING EDUCATION THROUGH MONTHLY GIVING

Charlene Clark has dedicated her career to shaping future nurses, beginning as one of the College of Nursing's founding faculty members. Today, she and her husband, Bob, WSU PhD '86, continue that legacy through monthly giving to the Charlene E. Clark Simulation and Practice Center Endowment. With deep roots in the College's history and a clear vision for its future, their generosity is a lasting testament to the power of giving back.

"We knew we wanted to give to the sim lab," Charlene says. "It seemed like a good way to do it would be on a monthly basis." For Bob, the monthly commitment is about staying engaged: "It's important to keep supporting—it's ongoing."

Their goal is to help maintain a high-quality, up-to-date lab that gives students the opportunity to learn in an independent, structured, and supportive environment.

When asked what she would say to others considering a monthly gift, Charlene says simply: **"Do it! Whether it's to scholarships, research, or the lab—give back and help others along."**

To set up a recurring monthly gift, please visit nursing.wsu.edu/give and follow the prompts, or reach out to the development team at nursing.development@wsu.edu.

Charlene and Bob Clark stand in front of the WSU Spokane Cougar Pride statue.



DR. CAROL AND MICHAEL HUEBNER'S INDUCTION TO THE WSU 1890 LEGACY SOCIETY

Dr. Carol Huebner is Professor Emerita of Nursing and a Fellow in the American Academy of Nursing. She was a member of the second graduating class from the Intercollegiate Center for Nursing Education. During the Vietnam War era, she was commissioned as a Second Lieutenant in the Army during her senior year and went on to serve 31 years, later retiring as a full Colonel and Chief Nurse Executive of the worldwide U.S. Army Medical Command. She earned her bachelors, masters, and doctoral degrees during her service in the Army. After military retirement, she served as faculty and department chair at the University of Texas Health Science Center at San Antonio, Texas.

Huebner's clinical career was in adult med-surg and critical care nursing. She served as a certified critical care nurse and nurse manager in eight Army medical centers and community hospitals including South Korea. With the American Association of Critical Care Nurses (AACN), she was a research pioneer in the quest to minimize the use of dangerous heparin in intravenous access devices. She was also recognized by the Daughters of the American Revolution as the Surgeon General's Army Nurse of the Year.

As an educator, Huebner taught combat medics, health care administrators, and nursing students at all levels. She published extensively in peer-reviewed literature, textbook chapters, and technical reports. As a nurse researcher, she mentored graduate students and international colleagues. Together, they developed an



instrument to estimate readiness of nurses to deliver care in austere environments such as combat zones and natural disasters.

Huebner's service is unwavering and her support for the WSU College of Nursing is inspiring. Huebner has seen first-hand the impact of philanthropy for faculty, students, research and our nursing facilities. In addition to her annual contributions, Huebner and her husband Michael, have established a legacy gift by including the WSU College of Nursing in their estate plans. We are proud to welcome Carol and Michael to the 1890 Legacy Society.

Have you thought about including the WSU College of Nursing in your estate plans? The WSU Foundation's Gift Planning team can assist you with a variety of estate and planned giving options, including bequests, charitable gift annuities, charitable remainder trusts, qualified charitable distributions from your IRA, gifts of life insurance, and more. Please reach out to the College of Nursing development team at nursing.development@wsu.edu.

SAVE THE DATE

**#GIVING
TUESDAY**

DECEMBER 2, 2025!

TOGETHER, WE CAN ADDRESS THE NURSING SHORTAGE



According to the U.S. Bureau of Labor Statistics, the average annual salary for an RN in Washington is **\$95,350**.



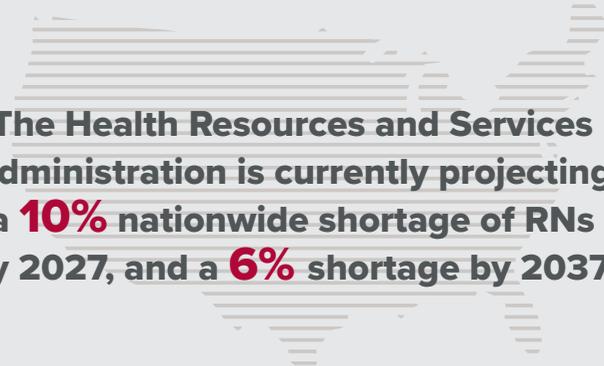
The Health Resources and Services Administration has estimated that Washington will have one of the highest nurse shortages in the nation by 2037, a shortfall of **over 19,000** RNs is anticipated.



The national employment of RNs is projected to grow **by 6%** from 2022 to 2037 (faster than the average for all occupations); it is projected there will be **193,000** openings each year.



Advanced Practice Registered Nurse occupations are expected to grow **by 38%** from 2022 through 2032.



The Health Resources and Services Administration is currently projecting a **10%** nationwide shortage of RNs by 2027, and a **6%** shortage by 2037.

Stay in Touch



ALUMNI STORIES



Network with Cougs Nationwide - sign up TODAY at cougsconnect.wsu.edu

DR. ANGIE BAILEY — A TRAILBLAZER IN NURSING EDUCATION AND ADVOCACY

Dr. Angie Bailey's nursing career is a remarkable example of resilience, determination, and commitment to lifelong learning. Beginning her journey with a Bachelor of Science in Nursing from Washington State University at the Intercollegiate Center for Nursing Education (ICNE) in 2003, Dr. Bailey earned a Master of Nursing in 2011, and ultimately completed her Doctor of Nursing Practice (DNP) in 2020 at Washington State University Vancouver (WSUV). Along the way, she balanced the demands of motherhood, overcame personal challenges, and advanced through roles as a staff nurse, faculty member, and department chair.

Dr. Bailey is a dedicated advocate for nursing education in southwest Washington. She played an instrumental role as a founding member of the task group that developed the innovative concurrent enrollment program between Clark College's Associate Degree in Nursing (ADN) program and WSUV's RN-BSN program. This cutting-edge program allows students to enroll simultaneously in both programs, providing a

seamless pathway to earn a Bachelor of Nursing degree while completing their associate degree. The success of this program has attracted interest from other community colleges, including Lower Columbia College and Centralia College, marking a significant advancement in nursing education access across the region.

Colleagues describe Dr. Bailey as resilient, collaborative, and innovative. She actively participates in the Council of Nurse Educators in Washington State (CNEWS) and contributes her expertise as a nursing faculty and leader within Clark College's Nursing Programs. She also serves on advisory boards for WSUV's College of Nursing, strengthening partnerships that benefit students and the community.

Dr. Bailey's story inspires nursing students to embrace lifelong learning and overcome challenges. Her leadership and advocacy continue to open doors for future nurses, enhancing the nursing workforce in southwest Washington and beyond.

BECKY MINER — GIVING BACK TO THE NEXT GENERATION OF NURSES

As a first-generation college student, BSN '81, knows firsthand the life-changing power of education. "Scholarships and grants made it possible for me to attend nursing school and graduate without debt," she says. "That generosity shaped my life, and I want to do the same for today's students."

While earning her BSN at WSU College of Nursing, Miner balanced her studies with raising two young children and supporting a husband deployed overseas. Supportive faculty and strong clinical training helped her succeed—and inspired a career in nursing education.

Now, through her gift to WSU College of Nursing, Miner hopes to ease the path for future Cougar Nurses while helping to address the nursing shortage that disproportionately affects rural areas. "Nursing opens doors for individuals and families," she says. "My hope is that graduates go on to bring healing and compassion to communities everywhere."

Her advice to students: "Care for yourself as you care for others. And when you can, lift up those coming after you."

Thank you for doing just that Becky.

TAMMY POWERS — COMPASSION MEETS LEADERSHIP

Tammy Powers, BSN, MBA-HCM, WSU ICNE '97, has always embodied the mission-driven spirit of Cougar nursing. Now as CEO of Sutter Roseville Medical Center, she leads a 928,000-square-foot acute-care facility serving Northern California. With 382 licensed beds, the center offers high-level services including a Level II Trauma Center, a Level III NICU, and one of the region's largest rehabilitation facilities.

A proud WSU Nursing alum, Powers fondly remembers her time at the Intercollegiate College of Nursing (ICNE), where students from WSU, EWU, Whitworth and the community colleges joined forces.

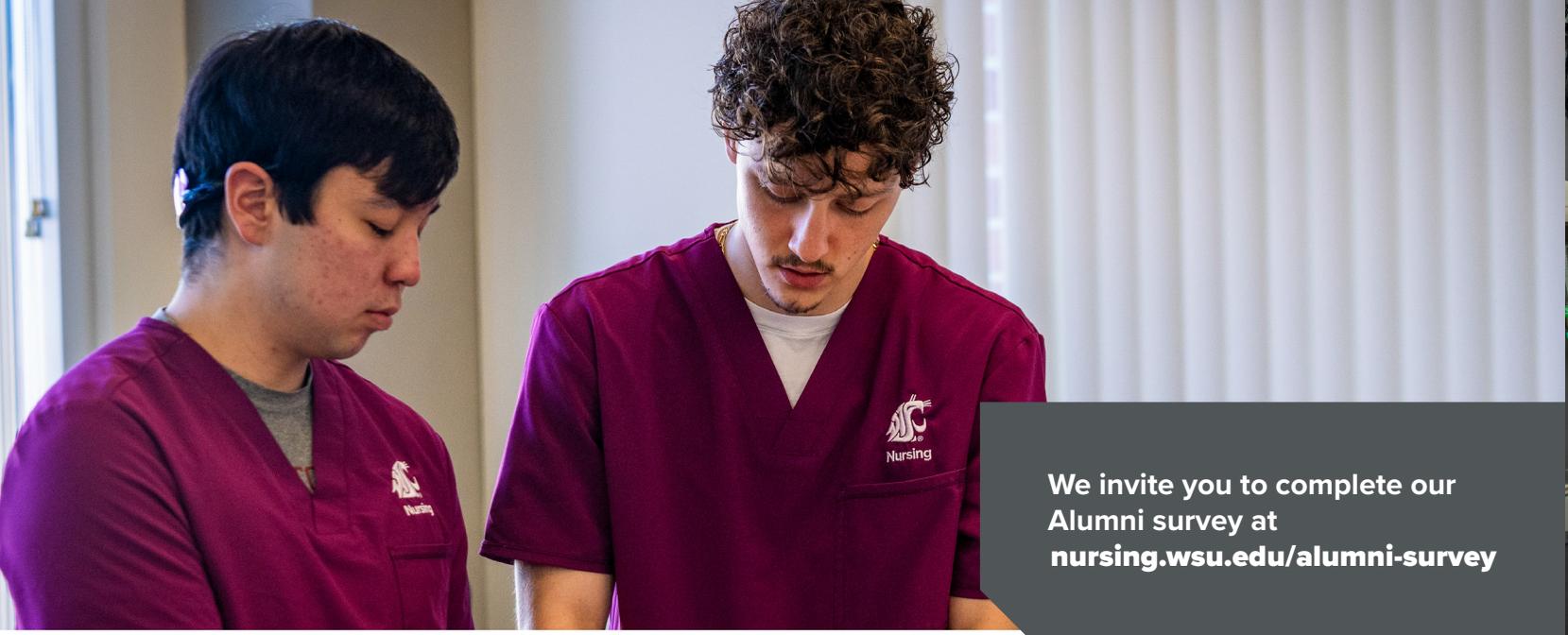
"We didn't start our college careers together, but we came together and supported each other - it made us stronger. Our clinical group became a core study team that helped each other through nursing school."

Although Powers initially considered following her father's path into accounting, her trajectory changed after witnessing servant leadership in action at Deaconess Hospital by her NICU leader; "She showed me the power of authentic servant leadership and that moment shaped my career." Powers embraced every opportunity to grow,

serving in roles from Service Line Executive, Chief Nursing Executive to Chief Administrative Officer at a community-based hospital prior to transitioning into the CEO role at Sutter Roseville. Through each role, she built credibility, drove change, and created environments where every employee could thrive.

Powers's nursing foundation remains at the core of her leadership philosophy - centered on empathy, trust, and compassion. "I have the honor of taking care of the people who care for our community. That's my focus as a leader." She credits mentors and colleagues for preparing her for the CEO role and emphasizes that strong leadership is a team sport. "Leaders don't always have all the answers. I've learned to rely on a trusted team to make educated decisions together."

Powers encourages WSU nursing students to make the most of local learning opportunities and lean into new challenges. "The Spokane nursing community has so many ways to train and learn. I encourage Cougar Nurses to try every opportunity that is presented to them and seek out learning opportunities that challenge you. Nursing is flexible - your journey can take many forms."



We invite you to complete our Alumni survey at nursing.wsu.edu/alumni-survey

HONORS STUDENT SHOWCASE **TRANSFORMATIVE RESEARCH** AT ANNUAL SYMPOSIUM

The WSU College of Nursing’s 2025 Honors Research Symposium celebrated the achievements of student scholars whose work addresses some of today’s most pressing healthcare challenges. Held in Spokane, the event featured a wide array of student-led projects, many of which were also presented earlier this year at the Western Institute of Nursing (WIN) Conference in April 2025.

One standout project came from nursing student Bianca Gherghe, whose research explored barriers to mental healthcare for pregnant people—particularly Black mothers. Gherghe’s project identified systemic gaps and inequities in access that leave many pregnant individuals without the support they need during a critical time.

Other students research addressed a range of issues, including chronic pain management in rural communities, burnout among healthcare providers, and the impact of early health education.

Each project reflected months of scholarly work guided by faculty mentors, who helped students refine their research questions, analyze data, and communicate their findings effectively.

The Honors Research Symposium marks the culmination of each student’s academic journey in the Honors Program. It also highlights the College of Nursing’s commitment to advancing healthcare through evidence-based inquiry and the development of nurse leaders. The inclusion of honors posters at the WIN Conference added another level of academic distinction and underscored the strong research culture within the college.

These student projects are more than academic exercises—they represent timely, relevant contributions to the field of nursing and the well-being of communities across Washington and beyond.

NEW FACES

In the 2024-2025 academic year, we’ve had the pleasure of welcoming 23 new faculty and staff members to the WSU College of Nursing. You can view the list of our new faculty and staff members at nursing.wsu.edu/new-faces



LOOKING BACK — A YEAR IN REVIEW & WHAT'S NEXT

The 2024-2025 academic year was an exceptionally busy and exciting time at WSU College of Nursing. We successfully launched our fully revised Master of Nursing program, our simulation spaces are being modernized for use across all programs, and WSU Vancouver's Life Science building – located on the homelands of the Cowlitz Indian Tribe and Peoples - received LEED Gold Certification which will ensure habitat preservation and efficient use of energy.

As we embark on this coming year, we continue our commitment to creating learning environments for all students that cultivate personal, professional, and scholarly growth. We will continue to invest in innovative research and clinical faculty engagement that shapes the delivery of healthcare throughout Washington. Most importantly, we will continue to collaborate with our invaluable alumni, donors, and partner organizations to graduate

Coug Nurses that make realizing optimal health and well-being in our local communities a reality. Thank you for your support and be sure to connect with us so you're the first to hear about exciting updates at the College of Nursing!

Stay in Touch



Visit our Strategic Plan Dashboard at nursing.wsu.edu/strategy to learn more about how we're fulfilling our land grant promise and working to address the nursing shortage that our state faces.



WASHINGTON STATE UNIVERSITY
College of Nursing

412 E Spokane Falls Blvd
Spokane, WA 99202

COUG NURSES **13,700+ STRONG**

Mission

Advancing optimal health and well-being through education, scholarship, practice, and community engagement.

Vision

Shaping healthcare delivery to be just, accessible, and relevant through innovation and meaningful community engagement.

Values = COUG CARES

Compassion
Accountability
Respect
Excellence
Social Justice



Pictured are marmots on the WSU Spokane campus

Thank you to our BSN students, Sophie Kilian, '26, Amanda Elcock, '26, and Lora Phelps, '26, for graciously volunteering to be on this year's cover. Your dedication to the WSU College of Nursing is greatly appreciated.