

**PRESENTATION OF THE  
BOARD OF NURSING**

TO THE SENATE COMMITTEE ON HEALTH

AND

TO THE SENATE COMMITTEE ON COMMERCE, CONSUMER PROTECTION, AND  
AFFORDABLE HOUSING

TWENTY-FOURTH LEGISLATURE  
Regular Session of 2008

Monday, March 17, 2008  
9:00 a.m.

**TESTIMONY ON HOUSE BILL NO. 2134, H.D. 2, RELATING TO THE CENTER FOR  
NURSING.**

TO THE HONORABLE DAVID Y. IGE, CHAIR,  
TO THE HONORABLE RUSSELL S. KOKUBUN, CHAIR,  
AND MEMBERS OF THE COMMITTEES:

My name is Kathleen Yokouchi and I am the Executive Officer for the Board of Nursing ("Board"). I appreciate the opportunity to present testimony on behalf of the Board on House Bill No. 2134, H.D. 2, relating to the Center for Nursing.

The purpose of this bill is to extend the repeal date of the fee assessment on licensed nurses, which supports the Hawaii State Center for Nursing ("HSCN"), to July 1, 2010.

This measure is identical to the companion bill, Senate Bill No. 2146, S.D. 2, except for the repeal date, which is proposed to be July 1, 2014. The Board prefers the Senate version because it supports the Center's efforts.

However, the Board respectfully requests that the Committees amend House Bill No. 2134, H.D. 2 by changing the repeal date to July 1, 2014. Thank you for this opportunity to testify on this measure.



# THE QUEEN'S MEDICAL CENTER

1301 Punchbowl Street • Honolulu, Hawaii 96813 • Phone (808) 538-9011 • Fax: (808) 547-4646

## **SENATE COMMITTEE ON HEALTH**

Senator David Y. Ige, Chair  
Senator Carol Fukunaga, Vice Chair

## **SENATE COMMITTEE ON COMMERCE, CONSUMER PROTECTION & AFFORDABLE HOUSING**

Senator Russell S. Kokubun, Chair  
Senator David Y. Ige, Vice Chair

Monday, March 17, 2008 – 9:00 a.m.  
State Capitol, Conference Room 229  
*Deliver to: Room 407, 1 copy*

### **In Support of HB 2134 HD2, Relating to the Center for Nursing**

Chairs Ige and Kokubun, Vice Chairs Fukunaga and Ige, and Members of the Committees:

My name is Cindy Kamikawa, Vice President of Nursing and Chief Nursing Officer at The Queen's Medical Center. The Queen's Medical Center supports House Bill 2134 HD2, which amends Act 198 to extend the sunset date of the deposit and disbursement of certain nursing fees into the Compliance Resolution Fund to the credit of the Center for Nursing Special Fund.

A similar measure passed by this body, SB 2146 SD2, would extend the sunset to 2014. Please consider amending the sunset in HB 2134 HD2 to 2014 also.

The Queen's Medical Center is the largest private tertiary care hospital in the State of Hawaii. We offer specialized care in the areas of cardiology, neuroscience, orthopedics, behavioral health, oncology, women's health, emergency services and trauma. A significant and essential asset of our patient care team is our registered nurses who enable us to provide high quality patient care to the citizens of Hawaii.

New graduate nurses are a significant resource for Queen's to fill our positions. Last year we hired 92 new graduate nurses. With the anticipation that the nursing shortage will continue, it is essential that our local schools produce more nursing graduates. Our needs of the Medical Center extend to both the baccalaureate and masters graduates in filling vacancies and developing our nursing workforce.

The 2003 Legislature established the Hawaii State Center for Nursing to conduct research and implement a plan to recruit and retain nurses. Over the past several years, the Center has been successful in laying the foundation for this work thru a collaborative effort with community and industry leaders in nursing. Funding must be continued to support these efforts in order to address the current challenges with the nursing workforce. Extension of the sunset clause in Act 198 will allow this valuable and beneficial work to continue.

We respectfully request your support for the passage of House Bill 2134 HD2.

Thank you for this opportunity to testify.



# Hawai'i State Center for Nursing

**Testimony Presented Before  
Senate Committee on Health  
Senate Committee on Commerce, Consumer Protection,  
and Affordable Housing  
March 17, 2008  
9:00 a.m.  
Conference Room 229**

**Barbara P. Mathews  
Executive Director  
Hawai'i State Center for Nursing**

## **HB 2134, HD2, Relating to the Center for Nursing**

Chair Ige, Chair Kokubun, Vice Chair Fukunaga, Vice Chair Ige and Members of the Committees:

Thank you for this opportunity to provide testimony in support of HB 2134 HD 2, Relating to the Center for Nursing. I support this bill which amends Act 198 to extend the sunset clause for the Center for Nursing. I would, however, like to recommend that the sunset clause be extended for five years until 2014 rather than for one year. This will enable the Center to continue our current programs and to fully explore additional means of funding.

The 2003 Legislature established the Hawai'i State Center for Nursing and placed it at School of Nursing and Dental Hygiene at the University of Hawai'i at Mānoa, to:

- Collect and analyze data regarding the current and future status and trends of the nursing workforce
- Conduct research on best practices and quality outcomes
- Develop a plan for implementing strategies to recruit and retain nurses
- Research analyze and report data related to the retention of the nursing workforce

Like some other nursing workforce centers across the nation, the Center is funded by a Center specific charge on new and renewing RN and LPN licenses. Since becoming operational in April, 2005, the work of the Center for Nursing has benefited nurses, policy makers and the wider healthcare community by functioning as a catalyst, innovator and resource. As a neutral source of data, evidence and best practices, the Center has focused on the following:

- Partnering with nurses from throughout the state along with business, philanthropy and government to generate collaborative solutions



# Hawai'i State Center for Nursing

- Engaging and involving nurses from all islands and all sectors of healthcare in guiding the work of the Center
- Providing Hawai'i specific data on the nursing workforce and the nursing shortage to inform policy decisions and resource allocation
- Focusing on expanding educational capacity which has increased by 30%, owing to the support and resource allocation from the Legislature
- Establishing innovative programs to improve and support retention of nurses in both acute and long term care (leadership training programs for acute care and preceptor development in long term care)
- Obtaining grant funding to support additional initiatives (Robert Wood Johnson Partners in Nursing grant with HMSA Foundation, \$375,000)
- Initiating research projects to address retention
- Providing small grants to maximize local and regional solutions

Attached is a one-page summary of how the Center has met the legislative mandate with specific projects and initiatives.

In light of an ongoing nursing shortage in the state and the nation, it is vital that the Center for Nursing continue its efforts to support nurses who are generating Hawai'i specific solutions. Providing for a five year extension of the sunset clause to 2014 is critical in allowing this valuable and beneficial work to move forward without interruption. Nurses working in partnership with others can build a strong nursing workforce for the future.

Thank you for this opportunity to testify.



# Hawai'i State Center for Nursing

## MEETING THE LEGISLATIVE MANDATE

### **Collect and analyze data regarding the current and future status and trends of the nursing workforce**

- Conduct annual surveys of 100% of Hawai'i nursing programs to determine data and trends in educational capacity
- Conducted a survey in collaboration with the Board of Nursing on supply and characteristics of Hawai'i registered nurses
- Survey being conducted of licensed professional nurses (LPNs) to determine supply and characteristics
- A fact sheet provided annually on the nursing workforce to inform policy makers and stakeholders
- Nursing Workforce Summit held to inform strategic planning

### **Conduct research on best practice and quality outcomes**

- Hawaii Partners in Nursing: Recruitment and Retention in Long Term Care funded by Robert Wood Johnson Foundation (\$275,000) and matching funds of \$125,000. (HMSA Foundation, \$105,000; Hale Makua, \$5,000; Queen Emma Nursing Institute, \$5,000; and the Center for Nursing, \$10,000)
- Small grants provided to support research and program development

### **Develop a plan for implementing strategies to recruit and retain nurses**

- Leadership Development Program implemented; 102 registered nurses have participated from acute care facilities throughout the state
- Strategic plan developed to integrate education and practice
- New graduate internship/preceptor model being developed with community partners to increase new graduate RN employment opportunities and retention

### **Research, analyze and report data related to the retention of the nursing workforce**

- Conducted a survey of 100% of Hawai'i nurses to focus on reasons for turnover
- Implemented a five year longitudinal survey of new graduate RNs
- Report submitted to the Legislature in response to SCR 76, on nurse staffing including a comprehensive review of the literature: *Nurse Staffing and Patient Outcomes: Examining the Evidence in Acute Care and Nursing Homes*

# Hawaii Pacific Health

55 Merchant Street • Honolulu, Hawaii 96813 • hawaiiapacifichealth.org

[2 Copies]

Monday, March 17, 2008 – 9:00am  
Conference Room 229

## The Senate Committee on Commerce, Consumer Protection and Affordable Housing

To: The Honorable Russell Kokubun, Chair  
The Honorable David Ige, Vice Chair

## The Senate Committee on Health

To: The Honorable David Ige, Chair  
The Honorable Carol Fukunaga, Vice Chair

From: Art Gladstone  
Chief Nurse Executive, Hawaii Pacific Health  
Chief Operating Officer, Straub Clinic & Hospital

**Re: Testimony in Support      2134 HD2 - Relating to the Center for Nursing**

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Dear Honorable Committee Chairs and Members:

My name is Art Gladstone, Chief Nurse Executive for Hawaii Pacific Health (HPH) and Chief Operating Officer for Straub Clinic & Hospital. For more than a century, families in Hawaii and the Pacific Region have relied on the hospitals, clinics, physicians and staff of Hawaii Pacific Health as trusted healthcare providers. Our non-profit integrated healthcare system is the state's largest healthcare provider and is committed to improving the health and well-being of the people of Hawaii and the Pacific Region through its four hospitals -- Kapi'olani Medical Center for Women & Children, Kapi'olani Medical Center at Pali Momi, Straub Clinic & Hospital and Wilcox Memorial Hospital -- 18 outpatient centers and a team of 1,100 physicians on the islands of Oahu, Kauai and Lanai.

I am writing in **strong support of HB 2134 HD 2**, relating to the Center for Nursing. I strongly support the intent of this bill which would extend the sunset clause from 2009 to 2010. Interruption of program activities and data collection would impact the efforts to alleviate the nursing shortage and to improve the retention of practicing nurses.

The 2003 Legislature established the Hawai'i State Center for Nursing, and placed it at School of Nursing and Dental Hygiene at the University of Hawai'i at Mānoa. Since becoming operational in April, 2005, the work of the Center for Nursing has benefited nurses, policy makers and the wider healthcare community.

In light of an ongoing nursing shortage in the state and the nation, it is vital that the Center for Nursing continue its efforts to support nurses who are generating Hawai'i specific solutions. Nurses working in partnership with others can build a strong nursing workforce for the future. Providing for a five year extension to 2014 will allow this valuable and beneficial work to continue.

**We ask that you pass HB 2134 HD2.** Thank you for the opportunity to testify.

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KAPI'OLANI  
MEDICAL CENTER  
AT PALI MOMI



KAPI'OLANI  
MEDICAL CENTER  
FOR WOMEN & CHILDREN



**Straub**  
CLINIC & HOSPITAL



*Wilcox Health*

SENATE COMMITTEE ON HEALTH  
Senator David Ige, Chair

SENATE COMMITTEE ON CONSUMER PROTECTION & AFFORDABLE HOUSING  
Senator Russell Kokubun, Chair

Conference Room 229  
March 17, 2008 at 9:00 a.m.

**Testimony in support of HB 2134 HD 2.**

I am Rich Meiers, President and CEO of the Healthcare Association of Hawaii, which represents the entire spectrum of health care, including acute care hospitals, two-thirds of the long term care beds in Hawaii, as well as home care and hospice providers. I regret that I shall not be able to testify in person due to a previous commitment. However, I appreciate this opportunity to submit written testimony in support of HB 2134 HD 2, which extends the sunset provision of the funding mechanism for the Center for Nursing.

When the shortage of nurses was first identified as a serious problem, the information needed to address the problem was incomplete, scattered, and sometimes conflicting. As a result, decisions to increase the supply of nurses could not be made with much confidence. So the Legislature passed Act 198, SLH 2003, to create the Center for Nursing, which has been tasked with the following functions:

- (1) Collect and analyze data, and make recommendations regarding the current status and trends of the nursing workforce;
- (2) Conduct research in best practices and quality outcomes;
- (3) Develop a plan for implementing strategies to recruit and retain nurses; and
- (4) Research, analyze, and report data related to the retention of the nursing workforce.

Since its inception, the Center for Nursing has engaged in a variety of research that provides a greater understanding of the nursing workforce, including: (1) Nurse turnover and retention; (2) Nurse employer demand; (3) A longitudinal study of new graduates; (4) A forecast of Hawaii's nursing workforce until 2020; and (5) Recruitment and retention of nurses in the long term care sector. In addition, the Center for Nursing has issued reports on nurse education programs in Hawaii, nurse education and practice, and the state of the nursing workforce.

The Center for Nursing has demonstrated its value in gathering and analyzing data that is essential to creating sustainable solutions that are specific to Hawaii's nursing workforce shortage. Previously, we were reliant upon national data and trends that did not correlate well with Hawaii's conditions.

The sunset provision for the funding mechanism for the Center for Nursing was included in Act 198, SLH 2003, to ensure that a proactive effort would have to be made to continue the activities of the Center for Nursing. The Center for Nursing has clearly proven its value.

**Testimony Presented Before**

**House Committee on Commerce, Consumer Protection, and Affordable  
Housing**

**March 17, 2008**

**9:00 am**

**Conference Room 229**

**By**

**Dr Jane K Kadohiro, DrPH, APRN, CDE**

**[kadohiro@hawaii.edu](mailto:kadohiro@hawaii.edu); 808 956 6841**

**H.B. No. 2134, H.D.2, Relating to the Center for Nursing**

Chair Oshiro, Vice Chair Lee, and members of the Committees:

Aloha and thank you for this opportunity to provide testimony in support of HB 2134, H.D. 2. I am Dr. Jane Kadohiro, a nursing faculty member, an active volunteer in health issues in the community, and a member of the Hawaii State Center for Nursing Board. I am also a member of the Hawaii... and the American Nurses Association.

While I support the intent of this bill which extends the sunset clause for the Hawaii State Center for Nursing for one year (until 2010), I urge you to amend the section that addresses the sunset period to extend the sunset to five years, until 2014. The Center has made significant contributions to address what is not just a temporary shortage. A long range plan has been developed to address both the long and immediate shortages. Many community stakeholders representing a broad range of Hawaii's people and professionals who are and will be impacted by the shortages have worked tirelessly to develop programs and activities which are in various stages of development. Many of these plans will not likely progress to implementation, should the Center funding be stopped in the time frame proposed by HB 2134, H.D.2. This would seriously halt the significant progress that has been made to date- and in a short period of time.

The Legislature first established Hawai'i State Center for Nursing in 2003 to address issues related to the nursing shortage we face and particularly those issues surrounding recruitment and retention of registered nurses and nursing faculty.

Specifically, the charges were to:



1. Collect and analyze data regarding the current and future status and trends of the nursing workforce
2. Conduct research on best practices and quality outcomes
3. Develop a plan for implementing strategies to recruit and retain nurses, and
4. Research analyze and report data related to the retention of the nursing workforce

Our Board became actively engaged in establishing an infrastructure and in developing a strategic plan from the beginning of our existence. The Center became incredibly productive once we were able to hire an executive director and a small, yet outstanding staff, shortly thereafter. The work of the Center for Nursing has benefited nurses at all levels of nursing and all settings, policy makers, and the wider healthcare community with its facilitation of many stakeholders throughout the state ((nurses, many other disciplines, business, etc) who have become active participants in the work groups and committees staffed by the Center.

It is very clear that every aspect of the mandate has been addressed. The Center has established several systems to obtain ongoing data and has worked very diligently in engaging others in community-based and issue-based planning to address those areas of need that are identified from analysis of the data obtained. A listing of but some of the many other significant accomplishments of the Center is found attached.

While each of the mandates included in the establishment of the Center have been addressed, these are ongoing processes. We will continue to need ongoing reliable and valid data as an essential means of trending and projecting as we plan for both the near and distant future. The nursing shortage is not going to go away, we must rigorously engage in continued evidence-based projecting and planning.

We have a serious and ongoing nursing shortage in the Hawaii and throughout the country. It is critical that the Hawaii State Center for Nursing continue its valuable work... work that is not being performed by any other agency or entity in Hawaii. In my many years in this profession, I have witnessed at least three very serious nursing shortages, all addressed by well intended individuals on well intended committees. But these planning groups of the past have not used data and projected trending as they attempted to plan solutions for the present, often over-projecting, and creating temporary fixes that continued to surface.

While I would prefer to simply see the sunset clause deleted, I urge you to pass legislation for a five year extension of the sunset clause to the year

2014. This will allow continued long range strategic planning backed with ongoing evidence and the ongoing active participation of the many stakeholders throughout the state. Led by the Center's outstanding staff, these individuals, from staff nurses to nurse leaders, to nurse executives, to hospital administrators, to business-persons and many others, have been tremendously supportive and engaged in the work of the Center and its significant contributions to the health and well being of the people of our state by addressing the critical need for registered nurses in Hawaii.

Mahalo for this opportunity to testify in support of HB 2134, HD 2.

Testimony  
Senate Committee on Health  
Senate Committee on Commerce, Consumer Protection and Affordable Housing  
March 17, 2008 ~9:00 a.m. ~ Conference Room 229

Ige  
am

**HD 2134, HD 2, Relating to the Center for Nursing**

Chair Ige, Chair Kokubun, Vice Chair Fukunaga, Vice Chair Ige and Members of the Committees:

Thank you for this opportunity to provide testimony regarding HB 2134 HD 2, Relating to the Center for Nursing. I strongly support the intent of this bill to provide for extension of the sunset clause for the Center for Nursing. I would like to recommend an amendment to change the one year extension to a five year extension to 2014, which would enable the continuation of the Center's beginning work. In order to address the nursing shortage for Hawai'i, it is vital to continue workforce data collection, recruitment and retention projects and to explore additional means of funding.

The 2003 Legislature established the Hawai'i State Center for Nursing, and placed it at School of Nursing and Dental Hygiene at the University of Hawai'i at Mānoa to:

- Collect and analyze data regarding the current and future status and trends of the nursing workforce
- Conduct research on best practices and quality outcomes
- Develop a plan for implementing strategies to recruit and retain nurses
- Research analyze and report data related to the retention of the nursing workforce

Since becoming operational in April, 2005, the work of the Center for Nursing has benefited nurses, policy makers and the wider healthcare community. The Center has contributed significantly by:

- Engaging and involving nurses from all islands and all sectors of healthcare in guiding the work of the Center (Education/Practice Summit of 2006, Nursing Workforce Summit of 2007, Collaborative Workgroups).
- Providing Hawai'i specific data on the nursing workforce and the nursing shortage to inform policy decisions and resource allocation.

- Focusing on increasing educational capacity including conducting an annual survey of 100% of Hawai'i's nursing programs. Providing data to policy makers and stakeholders to address the shortage of nursing faculty.
- Establishing innovative programs to improve and support retention of nurses in both acute and long term care (leadership training programs for acute care and preceptor development in long term care).
- Obtaining grant funding to support additional initiatives (Robert Wood Johnson Partners in Nursing grant with HMSA Foundation).
- Initiating research projects such as the RN turnover survey on generational differences and the 5 year longitudinal study on new graduate RNs.
- Partnering with nurses from throughout the state along with business, philanthropy and government to generate collaborative solutions.

In light of an ongoing nursing shortage in the state and the nation, it is vital that the Center for Nursing continue its efforts to support nurses who are generating Hawai'i specific solutions. Nurses working in partnership with others can build a strong nursing workforce for the future. Providing for a five year extension to 2014 will allow this valuable and beneficial work to continue.

Thank you for this opportunity to testify.