

**Testimony**

**Senate Committee on Higher Education**

**April 9, 2009**

**RE: Dr. Jane K. Kadohiro, DrPH, APRN, CDE**

**Re-appointment to the Hawaii State Center for Nursing Advisory Board**

Chair Tokuda and Members of the Senate Higher Education Committee

Aloha and thank you for considering my re-appointment to the Hawaii State Center for Nursing Advisory Board for the term July 1, 2009 through June 30, 2012, and thank you for the opportunity for me to provide some background information about the person and professional nurse that I am.

I am a "multiple" UH Manoa alum and have been on faculty at the School of Nursing and Dental Hygiene for 17 years. Over forty years ago, I came to Hawaii for just six weeks as a young college student to take several summer classes, but the day I arrived, I met Mr. Right, and the six weeks have turned into a lifetime. After completing my degree in sociology, we married, started a family, and after teaching pre-school for a year, I decided to return to UH and pursue a nursing degree- a decision that I've never regretted!

I believe that the skills, qualifications, and experiences that I possess will continue to be an asset to the nursing advisory board. The Center serves all nurses in the state of Hawaii and the varied types of nurse positions and positions in health care that I have held through my career have helped in forming valuable relationships with nurses from a wide variety of settings, ranging from acute care, to public health, to long term care, to academia and beyond. I am an advanced practice nurse, and a community health nurse with a specialty in diabetes. I have been on the Center's Advisory Board since its inception and led the other founding members in developing the first strategic plan. I have had considerable experience working on and testifying on legislative issues, and have had a great deal of experience in working with others through leadership positions as well as support positions (Pediatric staff nurse, Staff PHN, Program Coordinator, Branch Chief, Deputy Director of Health, Search Coordinator, Educator, Research Coordinator, officer of numerous boards and organizations, including national president of a professional organization, etc).

I believe that the main challenges that face nursing as a profession in Hawaii include 1) the aging workforce (including nurses at the bedside, nurses in management, and nursing faculty); 2) continued efforts to shorten length of stay for hospitalized patients resulting in increasing acuity of patients; 3) nurse burnout often resulting from an insufficient period of supportive mentoring and other planned transition measures into the profession; and 4) less than desired management styles among some of today's leaders in the profession. To improve recruitment into the profession, I believe that more emphasis could be placed on reaching out to high school students and other groups of teens who are soon to make decisions about their future education and careers. More marketing approaches could include heartwarming stories, and more support to schools of nursing (to hire more faculty) so that more students can be admitted to prepare for the profession. The marketing may well encourage those

who are contemplating career changes to enter the nursing profession. I believe that more effort should be made in the process of selecting applicants to the limited number of positions in schools of nursing- so that we get the "RIGHT" students- those who will do well and will not leave the profession soon after they start their careers. For retention... I believe that a great deal more needs to be done in the area of management development and finding options within each agency for nurses to continue to develop and experience varied types of nursing.

The board has regularly had retreats to take hard looks at short and long term goals- and as part of the process, the Center has held several working sessions to engage nurses representing many different types of nurse and many different perspectives. I believe that significant effort must be made to communicate through numerous means, to the staff nurse (and others) that pay for the Center's existence, in order that ALL nurses really understand the importance of the Center's work. A short term goal would be to develop a plan for this to happen- and in the longer term would result in a larger number of "front line" nurses to be actively engaged in the Center's work. More work needs done to welcome (and engage) other school's of nursing and additional practice settings so that we can continue to foster meaningful dialogue and work between academia and clinical practice. The work that has been done to date has been awesome thanks to an outstanding Executive Director, excellent staff, and the continued support and varied contributions of time and expertise by the Board, by CNOs, nurse managers and some practicing nurses, as well as so many others from the health care and business communities. It's now time to invite more to the table and to expand our reach.

During these difficult economic times, I believe that one of the biggest challenges that nursing faces is the health and emotional consequences for the number of nurses who had planned to retire, and are now required to continue working. Workplaces must find ways to re-design and reassign work and flexibilities in schedules. What are the types of "jobs" or tasks that need done and can benefit from the years of experience that the older worker brings? How can they enjoy periodic visits to their children and grandchildren who now live on the Mainland because of the lack of job opportunities and cost of living here? Another challenge is developing ways to facilitate and coordinate the work of 4 to 5 generations of nurses in the same work setting- each generation with very different styles of work and life expectations. Finally, I believe that Hawaii is a very unique and special place. If agencies/work settings find that they need to bring in "fliers" to fill vacant nurse positions, I believe that they must first, exhaust any and all other means of recruitment locally, and then must provide to those recruits who are new to Hawaii, an in-depth orientation to Hawaii ways of life, to the varied cultural nuances, etc.

I hope that I have provided you with some of my thoughts in answer to the questions you have presented. I have been honored to serve on the Center's board. I hope that you will find that the experiences and skills that I have developed in my varied work over the years, as well as my life-long volunteer work and leadership positions, will serve the Board well as the Center continues its work and moves into its future in addressing the state's charge to meet the anticipate workforce needs for professional nurses and thus to improve the health care of Hawaii's people.

Mahalo for your consideration of my nomination.