

Center for Nursing Advisory Board
Gary Kienbaum, R.N., M.S.N.
April 9, 2009

1. What skill, qualifications, and experiences do you have that will be an asset to the nursing advisory board?

My qualifications to serve on the Center for Nursing Advisory Board include 29 years as a registered professional nurse of which approximately 23 of those years have been in Hawaii. During my tenure as a nurse I have practiced in a variety of roles including clinical, management and administration. My current role is in clinical management with responsibilities over a cardiovascular intensive care unit, post anesthesia care unit and a surgery center. This role provides an opportunity to interact daily with staff nurses as well as managers and administrators in regards to issues affecting nursing practice. I also have the opportunity to interact with patients and their families that help me understand how the profession is meeting or not meeting their needs. It is powerful to hear these experiences first hand.

I have also spend a significant portion of my career in the area of resource management and as we face staff shortages along with recruitment and retention issues I believe that I have a unique understanding of these concerns and can use this knowledge to influence the Center.

In the last few years I have also started teaching at the university level and this has helped me understand the challenges within our profession from an academic point of view.

It is the variety of experience and a sincere dedication to the profession of nursing that I believe will make me an asset to the advisory board.

2. What are the main challenges facing nursing as a profession in Hawaii, and what strategies and recommendations do you have for improving recruitment and retention of nurses in the state?

The nursing profession in Hawaii faces a variety of challenges. The one issue that receives the most coverage is the current and future shortage of nurses. Many believe that the solution to this concern is just increase the number of graduates from our community colleges and universities however the issue is really much more complex.

Education capacity must be maintained and increased to provide an adequate number of graduates to fill new positions related to our aging population along with the expected void that will be created by significant numbers of nurses retiring over the next ten years. To maintain and increase capacity requires an adequate number of nurses with experience and advance degrees to educate the new generation. Maintaining qualified faculty will be an ongoing issue. One role that the Center plays in this is ongoing research that validates our overall education capacity and identifies areas of concern before they become problems.

Another issue is the transition of new graduates from the academic setting into the work setting. If this transition is poorly managed the tenure of the new nurse will be short however if well managed the potential for a longer career improves. The Center's role in this issue includes being the catalyst for bringing to Hawaii programs that have been proven to be effective elsewhere and provide the education and training of nurse leaders and staff in how to manage and support new nurses through this period. This also requires additional research to validate that the programs that the Center supports are in fact effective.

Work environments that support quality professional nursing are also an important factor in maintaining an adequate nursing workforce. To impact this are we need to understand the experience of the nurse and what keeps them in their positions and what causes them to move on. The Center conducts regular surveys of the nursing population to identify key issues. This research needs to continue and be used to recommend changes to the work environment that would result in nurses remaining in the profession.

As we face difficult economic times all of the above challenges and suggested solutions are often seen purely as expenses rather than investments to provide a secure stable workforce. The Center has the responsibility to provide all the stake holders in healthcare with accurate data and information that demonstrates that these investments in the nursing workforce will payoff in the long term.

3. What short and long term goals do you have for the board?

In the short term I believe that a primary goal for the Center should be engaging more of the stakeholders in the current and ongoing activities of the Center so that they can better understand its role and how they can use the skills and expertise of the Center to help them achieve their goals.

In the long term I believe that the outreach to the nursing and healthcare community must continue to establish very strong collaborative relationship facilitating the implementation of research based concepts to strengthen nursing in Hawaii. There needs to be a special outreach and strategy developed to engage organized labor in the role that they must place in addressing the challenges facing their profession.

4. During these difficult economic times, what challenges will nursing face, and what recommendations do you have for overcoming these obstacles?

As we face difficult economic times all of the above challenges and suggested solutions are often seen purely as expenses rather than investments to provide a secure stable workforce. The Center has the responsibility to provide all the stake holders in healthcare with accurate data and information that demonstrates that these investments in the nursing workforce will payoff in the long term. During economic difficulties it is even more important that we as a profession implement programs that have been proven to make a difference through sound research rather than using trial and error methods that may waste resources. The Center

has a unique opportunity to introduce new concepts to our state and facilitate getting them implemented and then follow through by supporting research that validates their value.



March 15, 2009

The Honorable Linda Lingle
Governor, State of Hawai'i
Hawai'i State Capitol
Honolulu, Hawai'i 96813

Dear Governor Lingle:

I am pleased to write a letter in support of the reappointment of Gary Kienbaum, RN, MS, as the representative of AONE to the Advisory Board of the Hawai'i State Center for Nursing. Mr. Kienbaum has been a member of the Advisory Board since 2005, and has made significant contributions during his tenure.

In his role as a Nurse Manager at the Kaiser Permanente Medical Center, he is knowledgeable about nursing issues in the acute care environment and, particularly, about the retention of both new graduate registered nurses and experienced nurses. In addition, Mr. Kienbaum has held leadership positions in nursing for many years, and he brings the perspective of the nurse administrator, leader and change agent.

His knowledge and expertise fit well with the mission, goals and objectives of the Advisory Board. He participates actively on committees of the Board, and he supports Center projects and initiatives as needed. He is an asset to the Board's function of overseeing and directing Center activities.

Thank you for the opportunity to provide strong support for the reappointment of Gary Kienbaum to the Advisory Board of the Center for Nursing.

Sincerely,

A handwritten signature in cursive script that reads "Barbara P. Mathews".

Barbara P. Mathews, MS, RN, CNAA
Executive Director



SENATE COMMITTEE ON HIGHER EDUCATION
Senator Jill Tokuda, Chair

Conference Room 225
April 9, 2009 at 1:15 p.m.

Testimony in support of GM 259.

I am Rich Meiers, President and CEO of the Healthcare Association of Hawaii, which advocates for its member organizations that span 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. Thank you for this opportunity to submit testimony in support of GM 259, which nominates Gary Kienbaum to the Center for Nursing Advisory Board.

Mr. Kienbaum is a registered nurse who is currently employed as a Nurse Manager at the Kaiser Foundation Hospital in Hawaii. During his career he has served in various other nursing positions, both in Hawaii and on the mainland.

Mr. Kienbaum has been active in the Healthcare Association, having served as the representative of the Hawaii Chapter of the American Organization of Nurse Executives to our Government Relations Committee. I have had the pleasure of working with him on various health care projects and have found that he understands the complex health care environment and is knowledgeable about a wide range of health care issues. His knowledge and background make him an outstanding candidate for the Center for Nursing Advisory Board.

Mr. Kienbaum currently serves as a member of the Center for Nursing Advisory Board, and the approval of GM 259 would extend that service. I endorse the nomination of Gary Kienbaum to the Center for Nursing Advisory Board.