

Center for Nursing Advisory Board

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

I have practiced in various roles in the 36 years that I have been a Registered Nurse. I have worked as a nurse at the bedside in acute care, psychiatric and geriatric nursing. I have worked as a Public Health nurse and have worked as a nurse administrator and as a nurse educator. I have a deep love of nursing and believe that nursing is a calling and not a job. I bring my love of nursing and my willingness to use my skills to help others when I serve on the Advisory Board of the Hawaii State Center for Nursing. I was appointed by Governor Lingle as a founding member of the Advisory Board and I have been actively involved in the work of the Center since 2005. I was active in developing the Center's Strategic Plan that addresses bringing groups and individuals together to focus on addressing the nursing shortage in Hawaii. With my input and those of the other members of the Advisory Board, I have worked to ensure that the Center serves as an information resource center that provides workforce data to many different entities. I have lived and worked in Kona on the Big Island for the past 22 years, and I bring the perspective of rural nursing to our 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?

One serious challenge facing the nursing profession in Hawaii is our aging workforce. Forecast data indicates that Hawaii can expect a very dramatic demographic shift related to our aging nurse workforce over the next 15 years. We learned in our 2007 Hawaii Registered Nurse Survey (developed by the Hawaii State Center for Nursing) that over 60% of active RN's are moving into their 50s and 60s and will gradually retire. This will represent a shortage of approximately 2,670 registered nurses. We also face an uncertain supply of new nurses created by current changes in our economy as evidenced by major hospitals (who are the main employers of nurses) facing problems with keeping their doors open.

My recommendation for improving recruitment and retention of nurses in Hawaii includes continuing to address the limited education capacity issues that our nursing schools face today. This requires continued support from our Legislators and Governor so we can continue to graduate new nurses while encouraging our nursing schools to provide students clinical rotation opportunities in the community. The majority of

working nurses may not always be at the bedside in hospitals as more and more care moves to the community setting where nurses can take a larger role in the care of Hawaii's people.

In addition, the nursing profession is having difficulty retaining nurses in work environments that are perceived as unattractive and unsupportive. This is a huge challenge as hospitals are under much pressure to keep their doors open, at times pushing nursing staff to work under less than ideal conditions, where quality of care issues arise and make nurse retention a real challenge for everyone involved.

I recommend that we continue to develop strategies that promote the retention of mature nurses by looking at shortened work hours, adapting their work environment to jobs/tasks that are less physically demanding. At the same time, we must continue to develop and implement new nurse residency/preceptor programs that allow new nurses to transition into their professional role. New nurses should team up with older nurses, benefiting from the older nurses' experience and support as they progress from novice to expert.

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

Short term goals:

Continue to facilitate partnerships between hospital administration and staff nurses that focus on the nursing shortage, work conditions, and nurse retention in their facilities. Only then will nurses want to stay in hospitals when the work is physically and emotionally demanding.

Increase community and legislator awareness of the role and value of the Advanced Practice Registered Nurse (APRN) and continue to work to facilitate the APRN's integration into the healthcare delivery system to meet the healthcare needs of the people of our state.

Continue to work with the schools of nursing and our legislators to ensure an adequate number of nursing school faculty is available to continue to graduate new nurses. We need to continue to work to ensure that there is the opportunity for nurses to seek and complete the training required to function as an APRN.

Finally, we need to continue to develop models of nursing practice that emphasize working in community settings.

Long term goals:

Continue to work to build, develop, and sustain statewide partnerships among healthcare organizations, the business community, philanthropy, education, and government and policy makers to ensure engagement and participation in addressing the nursing shortage in Hawaii. The Hawaii State Center for Nursing has a big responsibility and must remain visible and relevant as we all work together to ensure that our nursing workforce meets the needs of the people of Hawaii.

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

Nurses may face layoffs or work redistribution in the workplace. We are already seeing other areas hit with issues related to slashed budgets. Nurses will need to sacrifice as others are doing to ensure that our people continue to receive the healthcare that they deserve. This includes re-evaluating contracts where we work and partnering with hospital administrators to find ways to work “smarter” without jeopardizing the safety of our patients. I work in a hospital, and I am continually trying to “think outside the box” as all of us grapple with financial issues in our hospital. Our community must be cared for, and nurses play an integral part in delivering health care: we need the best from nursing to continue to deliver the care that our citizens deserve.

Thank you for giving me the opportunity to discuss nursing in Hawaii and what I can do to serve the nursing community and the people of Hawaii as a member of the Hawaii State Center for Nursing Advisory Board.

UNIVERSITY OF HAWAII AT HILO

Baccalaureate Nursing
Natural Sciences Division

Letter of Recommendation

March 19, 2009

To:

Senator Jill N. Tokuda
Chair, Higher Education Committee
24th Senatorial District
Hawaii State Capitol, Room #218
415 South Beretania Street
Honolulu, Hawaii 96813

Re: Reappointment For Ana M. Silva, RN, CNA, BC, to the Hawaii State Center for Nursing Advisory Board

Senator Tokuda:

This letter serves to recommend Ms. Ana M. Silva, RN, CNA, BC, to the Hawaii State Center for Nursing Advisory Board. Ms. Silva has served her term and is willing to serve another term. Ms. Silva has shown herself to be a valuable member of the Hawaii State Center for Nursing Advisory Board, taking her appointment seriously and being involved in all aspects of the issues that come before the Center for Nursing for resolution.

I have known Ms. Silva for over twenty years, working closely with her because she is a member of the University of Hawaii, Hilo, Nursing Advisory Board. I know her as a dynamic nurse leader who works hard to ensure that nursing students who attend our nursing program receive a quality education. Ms. Silva is not new to leadership in nursing: she served as the Hawaii Nurses' Association State President, setting the example for and leading more than 4,000 nurses in Hawaii in the late 1990's and continues to serve on their Board of Directors up to this day. Even at that time, she made time from her busy full-time job to speak to different nursing groups, encouraging nurses to step up to the plate to work with others to improve the health of our people.

In closing, let me say that I am a great admirer of Ms. Silva, of what she has accomplished in her professional life as well as a member of the Hawaii State Center for Nursing Advisory Board. I have no doubt that if she is confirmed to another term on the Center's Advisory Board, Hawaii's citizens will continue to benefit from her involvement.

If I can answer any questions you may have about Ms. Ana Silva, please do not hesitate to call me at 1-808-756-0474.

Sincerely,



Katharyn F. Daub, EdD, CTN, CNE
Chair, Department of Nursing
University of Hawaii, Hilo

Letter of Recommendation

March 19, 2009

To:

Senator Norman Sakamoto
Vice Chair, Higher Education Committee
15st Senatorial District
Hawaii State Capitol, Room #204
415 South Beretania Street
Honolulu, Hawaii 96813

Re: Reappointment For Ana M. Silva, RN, CNA, BC, to the Hawaii State Center for Nursing Advisory Board

Senator Sakamoto:

It is my privilege to send this letter of support to recommend Ms. Ana Silva, RN, to the Hawaii Center for Nursing Advisory Board for the State of Hawaii. Ms. Silva is intelligent, articulate, knowledgeable about the issues that face nursing and healthcare, active in the community, and a real advocate for the patient.

From 1989 to 2000, I had the opportunity to supervise Ms. Silva, who functioned in the capacity of Assistant Director of Nursing /Inservice Director at Kona Community Hospital. A notable contribution is the role that she played in ensuring that nursing continuing education was available for nurses on the Big Island by personally developing education opportunities. Ms. Silva worked tirelessly in the Nurse Institute Committee to ensure that nurses throughout the state of Hawaii could attend outstanding educational seminars. To this day, Ms. Silva is responsible for developing and ensuring that a world-class nursing seminar is held on the Big Island every year. This seminar will be the 14th annual one that she has developed. Thanks to Ms. Silva's love of nursing education and her determination to help ensure that nurses are well prepared to care for those in their care, we have an opportunity to attend a professional conference that offers state of the art information and education.

Ms. Silva is admired and respected for being a nursing pioneer, a motivator and enforcer of nursing excellence, passionate about nursing, and a leader in advocating for the rights of each human being. I consider Ms. Silva an outstanding nurse and a friend.

Ms. Silva is well known and respected by Nursing Leaders in our State and in the U.S., if re-appointed to the Hawaii State Center for Nursing, she will continue to be an asset to the Hawaii Center for Nursing and the citizens of our State.

Sincerely,

Roberta De Mello, RN
Restorative Nurse/Certified Nurse Assistant Educator
Former Director of Nurses at Kona Community Hospital



Hawai'i State Center for Nursing

March 18, 2009

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

Dear Governor Lingle:

I am very pleased to support the re-appointment of Ana Silva, R.N., to the Advisory Board of the Hawai'i State Center for Nursing. Ms. Silva was one of the initial appointees to the Board in January, 2004. Since that time, she has shown an outstanding commitment to the work of this Board representing both the Hawai'i Nurses Association and the neighbor island perspective.

Ms. Silva participated actively in the initial strategic planning for the Center and consistently attends Advisory board meetings either in person or via teleconference. She participates actively on the Board and is currently a member of the Personnel Committee. Knowledgeable about current issues involving the nursing workforce, she provides valuable expertise to discussions and decisions made by the Board.

Ms. Silva has actively assisted both the Executive Director and the Advisory Board in educating nurses and others on the Big Island about the issues in nursing and the work of the Center. In her role with the Hawai'i Nurses Association, she coordinates a nursing conference each year on the Big Island, and the Center has had an opportunity to be a part of this conference, thus engaging a wider audience of neighbor island nurses. Her commitment to collaboration and to developing effective partnerships on behalf of the nursing workforce is outstanding.

Her re-appointment to the Advisory Board of the Center is critical to the continuity of our work. Along with consistent dedication and commitment, she has a valuable historical perspective enabling her to serve as a coach and mentor to others.

The re-appointment of Ana Silva, R.N. has my unqualified support based on her excellent record of service on the Advisory Board and her unwavering commitment to the nursing workforce in Hawai'i.

Sincerely,

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



KONA
COMMUNITY HOSPITAL
Care You Can Count On

March 19, 2009

To: Senator Jill N. Tokuda
Chair, Higher Education Committee
24th Senatorial District
Hawaii State Capitol, Room #218
415 South Beretania Street
Honolulu, Hawaii 96813

Re: Reappointment For Ana M. Silva, RN, CNA, BC, to the Hawaii State Center for
Nursing Advisory Board

Senator Tokuda:

It is my pleasure to recommend Ms. Ana Silva, RN, CAN, BC, to the Hawai'i State
Center for Nursing Advisory Board for a second term.

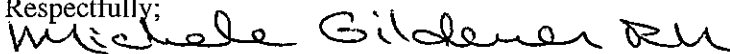
I have known Ms. Silva for over twenty years. We have worked together as peers and with Ms.
Silva as my immediate supervisor, when she was the Director of Nursing and Assistant director
of Nursing. She has been a mentor to me in my nursing career development, teaching me skill in
nursing practice, team development, ethics, and leadership.

Ms. Silva has always demonstrated that she is a dynamic leader in nursing. She is an active
member of the Hawai'i Nurses Association coordinates a nursing conference every year to bring
current topics in nursing to the Nurses of Hawai'i and especially those on the Big Island. She has
a vast experience in nursing and in leadership. She is dedicated, dependable and a pleasure to
work with.

Ms. Silva currently holds a full time job as the Director of Education and still finds the time to
promote nursing through the various committees she participates in. She has dedicated he life to
the advancement of nursing and individuals in their pursuit of nursing.

I have no doubt that if she is confirmed to another term on the Center for Nursing Advisory
Board, she will be a strong asset and a benefit to all.
Thank you for considering Ms. Silva for this position.

Respectfully:



Michele Gildener, RN
Compliance and Privacy Officer
Risk Manager
Kona Community Hospital
79-1019 Haukapila St.
Kealahou, HI, 96750

March 19, 2009

To: Senator Jill N. Tokuda
Chair, Higher Education Committee
24th Senatorial District
Hawaii State Capitol, Room #218
415 South Beretania Street
Honolulu, Hawaii 96813

Re: Reappointment For Ana M. Silva, RN, CNA, BC, to the Hawaii State Center for
Nursing Advisory Board

Senator Tokuda:

It is with honor and pride that this letter is sent to recommend Ms. Ana Silva, RN, to the Center for Nursing Advisory Board for the State of Hawaii. Ms. Silva is intelligent, articulate, and dynamic. She has excellent leadership skills, is a strong contributing team member, has a wonderful sense of humor and most of all possesses an unending passion for Nursing. She will continue to be an excellent member of the Nursing Advisory Board for the Center for Nursing.

For the past five years, Ms. Silva has been and continues to be my immediate supervisor and colleague at Kona Community Hospital's Education Department. I have been a Registered Nurse for approximately forty years. During my career, I've met and worked with many nurses who I hold in high esteem because of their commitment and contributions to the Profession of Nursing. They are admired and respected for being nursing pioneers, motivators, strivers and enforcers of nursing excellence, articulate nursing advocates, passionate about nursing and also very caring human beings. I consider Ana Silva, among those "Outstanding Nurses." Her commitment, contributions and accomplishments in and for nursing are most admirable.

It is a pleasure working with Ana Silva. Her work ethic is contagious and inspiring. She perseveres, does research, seeks opinions of others and derives at sound decisions through thorough thought and consideration. Her colleagues and many others in the healthcare community seek her for advice. During the past year, Ms. Silva and I worked on several exciting program development projects. The experience of collaboration with Ms. Silva has been very rewarding.

Ms. Ana Silva, RN, is an honest, warm, considerate, self-motivated person whom I assure will excel in her duties as a member of the Nursing Advisory Board for the Center for Nursing. Her presence on the Board will provide an active voice for the benefit of nursing and health care for the State of Hawaii.

Please do not hesitate to call me at 1-808-322-4559 if you have any questions.

Sincerely,



Iwalani Tsai, RN