

HAWAII MEDICAL EDUCATION COUNCIL

1. What qualifications and experiences do you bring to the Hawaii Medical Education Council?

Although I am a clinical psychologist by training, I have done a majority of my work and training in hospitals and integrated, primary care settings. I earned my doctoral degree in clinical psychology from Argosy University/Honolulu in 2004, did my internship training at the Portland VA Medical Center, and completed a postdoctoral fellowship with an emphasis in health psychology/behavioral medicine at Tripler Army Medical Center. My training experiences have allowed me to develop my philosophy and belief that good, comprehensive medical healthcare involves an integration of physical, behavioral health (emotions and behaviors), and dental care. It was during my fellowship training that I was able to work one day a week on Molokai at the Molokai Community Health Center via the Na Pu'uwai Native Hawaiian Health Care System. This experience allowed me to see the tremendous comprehensive health care needs of rural, geographically isolated, and medically underserved communities such as Molokai and led to my eventual application to and hiring as the Behavioral Health Director for the Molokai Community Health Center. As the Behavioral Health Director, I work in close collaboration with our physicians and dental providers to address the healthcare needs of the residents of Molokai and have seen firsthand how important a biopsychosocial approach is to helping people improve their overall health.

I also believe in the importance of education and training and serve as a supervisor to postdoctoral psychology fellows and psychology interns rotating in our community health center via Tripler Army Medical Center and I Ola Lahui, INC, a rural psychology training program. In addition, I am a faculty member of I Ola Lahui, INC. Having Molokai Community Health Center as a training site and supervising trainees allows us to expand our current behavioral health resources to meet the increasing number of medical patients with behavioral health needs. As we look to further develop and expand our community health center programs and services, I have continued to advocate for training opportunities and see the importance and benefit to residency, internship, and postdoctoral training opportunities, especially in rural, medically underserved communities across our state.

Finally, I have also developed my skills and experiences as a leader and collaborator. I have had many opportunities and experiences to develop collaborative relationships within our health center and in the larger community and state. I understand the value of collaboration. On Molokai, I've been working to establish and maintain our Molokai Behavioral Health Hui, which is a collection of behavioral health providers and agencies to better coordinate patient care and develop a continuum of health care on island. I also worked closely with the Hawaii Primary Care Association to establish the Behavioral Health Hui in an effort to provide peer mentoring support to behavioral health providers working in community health centers and the Native Hawaiian Health Care Systems. On a national level, I serve as the Public Interest Representative on the American Psychological Association's Committee on Early Career Psychologists.

2. What recommendations would you make to the legislatures and the Board of Regents to improve healthcare training programs in the state?

My recommendations to the legislature and Board of Regents regarding improvements in healthcare training programs would be to ensure the incorporation of mental health/behavioral health training and

treatment services in any medical training program across the state. I would also encourage the legislature and BOR to assist healthcare training programs to establish and conduct rotations in rural, medically underserved areas throughout the state in an effort to (1) develop unique skill sets by working with the chronic, medically ill patients in low socioeconomic areas across our state, (2) increase the medical resources available to our most needy populations, and (3) encourage collaborative, integrative health care models.

3. What challenges do you see facing our healthcare industry, specifically relating to our workforce needs?

I think a major challenge facing our healthcare industry is our low, third-party reimbursement rates to providers and rising costs of medical education. As reimbursement rates diminish, it becomes more difficult to attract promising medical, dental, and behavioral health students to engage in generalist careers and address the myriad health care needs of our medically uninsured and underinsured individuals. Further complicating the matter, is the challenge of tort claims and cost of malpractice insurance, which has resulted in providers leaving our state. It seems that more and more students are avoiding the medical field and seeing the healthcare industry as a financially troubling profession with the cost of education (and resulting student debt) being a major inhibiting factor. All these factors seems to have led to a decrease in our healthcare workforce. As a member of a rural community health center, I have seen firsthand the challenge of recruitment and retention of ample healthcare providers to geographically isolated, rural communities. A potential solution to addressing the workforce shortage may be the National Health Service Corps (NHSC), of which I am a current Loan Repayment Program awardee. The scholarship and loan repayment programs associated with NHSC may be able to increase the workforce capacity in our state and significantly reducing the student debt load.

4. During these difficult economic times, how can we ensure adequate funding for our healthcare training programs?

One suggestion is to explore the reimbursement rates and opportunities to enhance these reimbursement monies to fund healthcare training programs. Another strategy may be to explore grant funding opportunities and partnerships to maintain healthcare training programs. One example may be to establish a partnership with the National Health Service Corps, which recently was awarded ARRA (American Recovery and Reinvestment Act) monies to address the healthcare workforce shortages across the nation. They reported money available to match state loan repayment programs, of which we currently do not have one. One idea for funding would be to explore a partnership opportunity with NHSC to fund/develop innovative healthcare training programs and partnerships across the state. As an example, grant funding to maintain healthcare training programs that places scholars and eventual loan repayors in rural community areas to which they would eventually serve for awhile may be away to address the funding situation and workforce shortage needs.



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Wednesday, April 08, 2009

Re: Nomination of Darryl S. Salvador, Psy.D.
Medical Education Council, State of Hawaii

Senator Jill Tokuda
Chairperson, Higher Education (HRE) Senate Committee
State Boards and Commissions
Office of the Governor
Hawaii State Capitol
Honolulu, HI., 96813

Dear Senator Tokuda:

I am writing in enthusiastic support of Dr. Darryl Salvador's nomination to the Hawaii Medical Education Council. I have known Dr. Salvador for the past eight years from his early graduate training as a psychologist to his current position within the community health center in Moloka'i, now as both a colleague and a friend. He graduated from our APA-accredited Postdoctoral Health Psychology Fellowship at Tripler Army Medical Center in 2006, where I serve as faculty.

Dr. Salvador's compassion, enthusiasm and striving for excellence are hallmarks of his overall approach to improving the quality of patient care and the health care system. His emphasis on collaboration within the biopsychosocial model of integrated health care is a critical necessity for the underserved individuals he serves within the rural setting of Moloka'i. His leadership within the community has been demonstrated by his program development for psychologists -in-training within the rural and community health center settings to increase the workforce capacity of Native Hawaiian psychologists and generalist psychologists interested in working in rural, medically underserved areas in the state of Hawaii.

Dr. Salvador has been active at the state level as a neighbor island representative to the Hawaii Psychological Association and currently at the national level serving as the Public Interest Representative on the American Psychological Association's (APA) Committee on Early Career Psychologists. Dr. Salvador brings a depth of multicultural competence to his work and education of other health care professionals that sets him apart from his peers.

I recommend Dr. Salvador to your Council with the highest regard. Most importantly, Dr. Salvador is a delight to work with and will advance the collaborative spirit of the Council to assess and make recommendations that will ensure the ability of our graduate medical education programs to meet the healthcare workforce requirements of Hawaii. If you have any questions, please do not hesitate to contact me directly at (808) 433-3338.

Sincerely,

Kathleen S. Brown, Ph.D.
Licensed Clinical Psychologist
Dir., Integrative Pain Center
Tripler AMC, Hawaii



Hawai'i Primary Care Association

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To: **The Senate Committee on Higher Education**
The Hon. Jill N. Tokuda, Chair
The Hon. Norman Sakamoto, Vice Chair

Testimony in Support of GM 581: Nomination of
Darryl Salvador to Hawai'i Medical Education Council
Submitted by Beth Giesting, CEO
April 9, 2009, 1:00 p.m. agenda, Room 225

It is my pleasure to recommend Darryl Salvador, Psy.D, to serve as a member of the Governor's Medical Education Council. Dr. Salvador has won accolades in many quarters but the most important, from my point of view, is his leadership and service to some of Hawai'i's most underserved and vulnerable people in Moloka'i and urban Honolulu where he works as a clinical psychologist with the Moloka'i Community Health Center and, formerly, with the Waikiki Health Center.

I believe that Dr. Salvador's experience and perspectives will add a most valuable perspective to the advisory board for the School of Medicine:

- He has worked in a number of clinical settings, collaborating with physicians and other medical providers. These settings include Kapi'olani Medical Center and Tripler Army Medical Center, besides in the community health centers.
- His perspectives on culturally competent services to Native Hawaiians, Filipinos, and other "special populations" will be valuable to the board.
- Dr. Salvador will be an able advisor on any questions concerning the integration of medical and behavioral health treatment.
- His extensive educational attainments, training, and work experiences have been among a variety of Hawai'i's educational institutions and organizations, earning him a broad outlook on what happens and where in Hawai'i.
- In addition to his clinical service, Dr. Salvador has a good grounding in academic processes and has a number of publications to his credit.

Thank you for the opportunity to support Darryl Salvador's candidacy.



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April 6, 2009

Senator Jill N. Tokuda, Chair
Higher Education Committee
Hawaii State Capitol, Rm. 218
415 South Beretania St.
Honolulu, HI 96813

Dear Chair Tokuda and Members of the Higher Education Committee:

I wish to put forth this letter of recommendation for **Darryl S. Salvador, PsyD**, in support of his application to serve on the Medical Education Council. I have known Dr. Salvador for nine years in a professional context that began during his fellowship training at Tripler Army Medical Center where I served as one of his clinical supervisors during his rotation at Na Pu`uwai and Moloka`i Community Health Center (CHC). Following licensure, Dr. Salvador was hired on as Moloka`i CHC's first full-time psychologist and Director of Behavioral Health Services. Dr. Salvador and I have continued to collaborate as health care providers on the island of Moloka`i, working in close proximity to address health care disparities through integrated behavioral health service provision, behavioral health training initiatives, and advocacy.

Dr. Salvador demonstrates a commitment to serve Hawaii's medically underserved in order to address access to health care problems and health disparities that can increase morbidity and mortality rates. He received specialty training in health and primary care psychology and is extremely competent in providing a holistic, integrative, population-based approach to health care that attends to physical, psychological, and sociocultural aspects of health. Additionally, Dr. Salvador recognizes the need to integrate not only within the health clinic, but also throughout the community to include other health care providers, social service agencies, and state departments (DOH, DOE, DHS). During his three years on the island of Moloka`i, Dr. Salvador has developed a thriving behavioral health department that has gained quite a positive reputation on the island. He has maintained collaborative relationships with psychology training programs in order to continuously expose psychology trainees to rural community health practice settings, and in effect increase workforce capacity in areas that have traditionally been plagued by health care provider shortages. He has created and participated in multiple provider networks on Moloka`i (i.e., Interagency Task Force on Sexual Assault; Behavioral Health Hui) to facilitate professional relationships on island, increase coordination of care amongst providers, and develop interdisciplinary approaches to address pressing health care needs.

On a personal level, Dr. Salvador is a joy to work with. His easy going, humorous nature always puts people at ease and creates a fun atmosphere that is conducive to both productivity and enjoyment. Lastly, he is dependable, conscientious, thorough, and an avid team player. I recommend him without reservation and believe he will be an amazing asset to the objectives of this important Council.

If you have any questions, or, wish for further communication, please do not hesitate to contact me at 349-9267.

Sincerely,

Jill Oliveira Gray, Ph.D.
Director, Behavioral Health Services
Na Pu`uwai

Phone: (808) 553-5038
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MOLOKA'I



COMMUNITY
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To: **The Senate Committee on Higher Education**
The Hon. Jill N. Tokuda, Chair
The Hon. Norman Sakamoto, Vice Chair

**Testimony in Support of GM 581: Nomination of
Darryl Salvador to Hawai'i Medical Education Council**

**Submitted by John R. Engle, M.D., Medical Director
April 9, 2009, 1:00 p.m. agenda, Room 225**

As a colleague of Darryl Salvador, Psy.D., I am pleased to offer my support to his nomination to the Governor's Medical Education Council. For over two years, he has served the community of Moloka'i as our Director of Behavioral Health. In that capacity he has not only rendered direct care to patients, but has supervised psychology students and fellows, and social work graduate students. This has given him a perspective on the needs and complexities of education in rural areas. He has represented us on the local, state, and national level.

Dr. Salvador has a special interest and experience in the integration of the treatment of behavioral and medical issues. This is always an element of his practice and teaching.

He has done research and published on issues involving the special populations found in Hawai'i and the Pacific Rim. This will serve him well in helping to understand how medical education can assist in meeting their needs.

Lastly, his work and training experiences have given him the opportunity to see Hawaii from a variety of perspectives. He uses these to help others understand different views.

I wish to express my appreciation for being given the opportunity support Dr. Salvador's nomination.



I Ola Lāhui

Rural Hawaii Behavioral Health Program

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April 7, 2009

Senator Jill N. Tokuda, Chair
Higher Education Committee
Hawaii State Capitol, Room 218
415 South Beretania Street
Honolulu, HI 96813

Dear Chair Tokuda and members of the Higher Education Committee,

I am writing on behalf of Dr. Darryl Salvador, a nominee for the Hawai'i Medical Education Council. I have known Dr. Salvador, in a professional capacity, for the last 7 years, as a student at Argosy University, as a postdoctoral fellow at Tripler Army Medical Center, and most recently as a supervisor of our interns at the Moloka'i Ohana Community Health Center, and faculty at I Ola Lāhui Rural Hawai'i Behavioral Health Training Program. During his fellowship, I served as his supervisor. Currently, I am proud to call him a colleague.

I have found Dr. Salvador to be a bright, articulate, organized, personable, respectful and reflective clinician. He has maintained a continued interest and commitment to providing psychological services in rural areas as the Behavioral Health Director and sole psychologist at Moloka'i Community Health Center. Over the last 4 years, Dr. Salvador has made it a priority to develop relationships with all behavioral health services providers on the island as well as affiliated state agencies. His ability to integrate into the community has resulted in more comprehensive care for his patients. His attitude and perseverance has earned him the respect of his peers.

Outside of Moloka'i, Dr. Salvador was instrumental in building and maintaining the Hawai'i Primary Care Association's Behavioral Health Hui. This statewide working group has helped to connect rural health providers and provide a venue to assist in the development of innovative programs to address Hawai'i's healthcare shortage. He is also active in promoting psychology to the public as demonstrated by his service to the Hawai'i Psychological Association, the American Psychological Association's committee for Early Career Psychologists, and his role as a National Health Service Corps (NHSC) Community Ambassador. As the NHSC Community Ambassador, he works tirelessly to increase the number of health care providers living and working in medically underserved areas. Dr. Salvador has firsthand experience of the health needs of Hawai'i's rural communities and has consistently demonstrated his ability to engage the members of one such community.

Without reservation, I strongly recommend him as a member of the Hawai'i Medical Education Council.

Thank you for your consideration of his appointment.

Please feel free to contact me at (808) 383-6154 or robinmiyamoto@gmail.com should you need further information.

Sincerely,

Robin E. S. Miyamoto, Psy.D.
Licensed Clinical Psychologist
Director of Training
I Ola Lāhui, Inc.



To: **The Senate Committee on Higher Education**
The Hon. Jill N. Tokuda, Chair
The Hon. Norman Sakamoto, Vice Chair

**Testimony in Support of GM 581: Nomination of
Darryl Salvador to Hawai'i Medical Education Council**

**Submitted by Desiree Puhi, Executive Director
April 9, 2009, 1:15 p.m. agenda, Room 225**

It is my pleasure to recommend Darryl Salvador, Psy.D, to serve as a member of the Governor's Medical Education Council. Dr. Salvador has successfully worked with an array of healthcare professionals across our state and nation and actively participates in efforts to improve current systems of care. He consistently demonstrates an unbiased approach to problems and maintains a steadfast approach to finding amiable solutions. Not to mention, Dr. Salvador has exemplary leadership skills, communicates clearly and has insight to some of Hawaii's most underserved and vulnerable populations. His cultural competence, sensitivity to issues and commitment to serve is immeasurable. Dr. Salvador has a positive track record of effectively working in hospital settings, community health centers and the Native Hawaiian healthcare systems. I believe his broad employment history and experiences working in a rural, medically underserved area will provide the council with a comprehensive perspective of current healthcare systems in Hawaii and assist with identifying new pathways to improve health outcomes and enhance care.

Mahalo for the opportunity to support Dr. Salvador's candidacy.