



# **Governor's Message**

**No. 314**

**Catherine A. Adams, RN**

## **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 been an active member of the advisory board since its formation. I have been a member of the personnel committee and now nominated for the position of chair. Over the last 30 years I have been in several different positions of hospital and clinic administration and in nursing education. For the last 10 years I have lived on the neighbor island of Kaua'i. My Masters' degree is in nursing administration. I think all these experiences bring a unique perspective.

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

The original purpose for formation of the Center for Nursing Advisory Board was to address the nursing shortage for the State of Hawaii. That purpose has not changed over the years but the tactics have. Originally, there was not enough faculty or programs to address the number of qualified nursing students. With much hard work by the board and the legislature that has been addressed: additionally we now have another nursing program opening soon at Chaminade University. Now the focus moves to another complicated aspect of the shortage, having enough clinical spaces available for students. I believe the board can be of assistance in addressing this issue as well.

Retention remains an area where more work needs to be done. The board developed an extremely successful training program to support charge nurses in learning new skills to facilitate nursing retention. Research shows that the most frequent reason an employee leaves their employer it has to do with their immediate supervisor. By training charge nurses to be better leaders, we believe that we can improve the climate for nurses everywhere.

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

Continue to be the unbiased, evidence based voice of nursing. Work with a diverse board to speak for the profession on matters that affect the climate nurses have to work in.

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

We have all been asked to do more with less as the result of these times. The Hawai'i State Center for Nursing needs to be the resource for evidence based practices that can improve efficiency, climate and safety. With our support of various research projects we

believe we are making a contribution to the body of knowledge to improve nursing practice.