

# GM742

Barbara Kooker  
Confirmation to the  
Center for Nursing  
Advisory Board



GOV. MSG. NO. 742

EXECUTIVE CHAMBERS  
HONOLULU

NEIL ABERCROMBIE  
GOVERNOR

February 17, 2012

The Honorable Shan Tsutsui, President  
and Members of the Senate  
Twenty-Sixth State Legislature  
State Capitol, Room 409  
Honolulu, Hawai'i 96813

Dear President Tsutsui and Members of the Senate,

In accordance with the provisions of Article V, Section 6, of the Hawai'i State Constitution, I have the honor to submit herewith for your consideration and confirmation, the following nomination to the **Center for Nursing Advisory Board**:

CENTER FOR NURSING  
ADVISORY BOARD

TERM TO EXPIRE

REMARKS

Barbara Kooker

6/30/2013

Doctorally-Prepared  
Nurse Researcher

Sincerely,

NEIL ABERCROMBIE  
Governor, State of Hawai'i

Barbara Molina Kooker DrPH, APRN, NEA-BC  
Nomination for Hawaii State Center for Nursing Advisory Board

**TESTIMONY OF  
BARBARA MOLINA KOOKER  
TO THE  
SENATE COMMITTEE ON EDUCATION**

**On  
March 9, 2012**

**GM 742**

**Submitting for consideration and confirmation to the Hawaii State Center for Nursing  
Advisory Board, Gubernatorial Nominee, BARBARA MOLINA KOOKER, for a term to  
expire on 6-30-2013**

To: Honorable Sen. Jill N. Tokuda, Chair  
Honorable Sen. Michelle N. Kidani, , Vice Chair  
Honorable Members of the Senate Education Committee:  
Suzanne Chun Oakland, Clarence Nishihara, Brian Taniguchi, Sam Slom

From: **Barbara Molina Kooker, DrPH. APRN, NEA-BC**  
Professor Emeritus  
University of Hawaii School of Nursing and Dental Hygiene  
2528 McCarthy Mall  
Honolulu, HI 96822  
E-Mail: kooker@hawaii.edu

Chair Tokuda and members of the Committee, thank you for the opportunity to appear before you today.

I want to thank Governor Neil Abercrombie for nominating me. It is an honor to be considered for an appointment to the Advisory Board of the Hawaii State Center for Nursing. As a long-time member of the nursing profession in Hawaii, I know that the work of the Center in promoting a vibrant nursing workforce is essential to assuring both optimal health and quality health care for our citizens.

I also want to extend a warm mahalo to everyone that submitted letters of support on my behalf and to everyone here in attendance lending their support and aloha.

1. Attached please find my CV and list of references.

2. a) My association with the Center goes back to its roots. I was involved in the original legislation to establish the Center. I was one of a dedicated group that included leadership from the Healthcare Association of Hawaii, Hawaii Nurses' Association, Hawaii Government Employees Association, and State Board of Nursing, to work out the final language of the bill, meet with legislators and the governor to obtain their support, and provide testimony and data to support the passage of the bill. When the bill became law in 2003, I was the Interim Dean at the University of Hawaii at Manoa School of Nursing and Dental Hygiene. In that position, I was responsible for establishing basic fiscal and procedural processes and submitting a list of nursing and health care leaders in the state to serve on the first Center for Nursing Advisory Board.

As nursing faculty, I have kept track of the great work done by the Center and cited data from their reports in my own papers and presentations. Now that I am Professor Emeritus, I would enjoy reconnecting with the Center and contributing to its future development. My background and interest in our nursing workforce, career as nursing faculty, continued involvement with clinical nursing at The Queen's Medical Center, and work with nurse retention all make me an appropriate and qualified candidate to serve on the Advisory Board of the Hawaii State Center for Nursing.

2. b) The role of the Advisory Board is to provide oversight and guidance for the Director and for the Center. By statute, each member of the board serves in a unique position. I would be serving as the nurse researcher. My background in nursing workforce studies makes me highly qualified to make unique contributions to the development of the Center.

2. c) My research from 1996-2006 focused on Hawaii's nursing workforce. I was Co-Principal Investigator of five biennial nursing workforce surveys from 1997-2005 and published survey findings in 2003 and 2008 in the *Hawaii Medical Journal*. Since that time, I have been engaged in other nursing workforce research with Emotional Intelligence in Nursing.

My current involvement in nursing workforce is through a federal training grant ("Building Capacity to Improve Patient and Nurse Outcomes" # D11HP07332) that focuses on RN retention at The Queen's Medical Center. My most recent publication (2011) in the *Journal of Clinical Nursing* describes that retention project and the resulting improvements in nurse retention and patient outcomes.

In summary, I did nursing workforce studies for over 10 years. Over time, I have done 10 state and national presentations and published 6 articles. Of those 6 articles, two have focused on workforce studies; 3 have been on research on Emotional Intelligence in nurses, and the latest one has focused on retention strategies.

2. d) During my term of office, I would like to support and advance the high quality research activities of the Center. With the start of the new Center Director in the near future, the timing is right to consider both past and future research activities to keep the Center at the forefront of national trends that will advance both the nursing workforce and health of the people of the state of Hawaii.

2. e) Three qualities: (1) Collaboration: My association with the Hawaii project of the Robert Wood Johnson Foundation grant, Colleagues in Caring: Regional Collaboratives for Nursing Workforce Development from 1996-2002, provided me with enhanced knowledge and skills in collaboration as the best way to make improvements in health care. (2) Dedication: My work with nursing workforce challenges and solutions in Hawaii has spanned more than 15 years of my career. I am absolutely committed to the importance and necessity of our work in this regard. (3) Credibility: I have a proven track record in nursing workforce development which I would like to share with the Center and the new Director to help us avoid pitfalls and work closely towards even greater achievements for the Center.

2 f) The experience that makes me stand out is my work in establishing the Center for Nursing in 2003. Its establishment was the major sustainability strategy of the 6-year funded project with the Robert Wood Johnson Foundation. My experiences in nursing workforce benefit the Center in the sense of providing the opportunity to learn from past history. However, I have not been

Barbara Molina Kooker DrPH, APRN, NEA-BC  
Nomination for Hawaii State Center for Nursing Advisory Board

closely involved in the work of the Center for the past 10 years, so would bring a fresh perspective to the discussion and decision making table for the present and into the future.

2 g) I cannot foresee any possible conflicts of interest that could arise during my tenure on the Center for Nursing. In my opinion, the best way to overcome conflicts of interest is to avoid them in the first place. However, if a conflict of interest should arise, I would approach the problem as directly as possible. Open communication with the Center Director and other involved parties is essential to seek clarity and resolution of such a situation.

In closing, I would like to thank this Committee for the hard work that you do for the State of Hawaii and for giving me the opportunity to be here today.

Thank you for considering my nomination. It is an honor and privilege to be considered for this appointment to the Hawaii State Center for Nursing Advisory Board.

GM742

Testimony



## The Institute For Family Enrichment, LLC

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Phone: (808) 596-8433 • Fax: (808) 591-1017 • [www.tiffe.org](http://www.tiffe.org)

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March 1, 2012

Senator Jill Tokuda  
Chair, Education Committee  
Hawai'i State Capital, Room 218  
Honolulu, Hawai'i 96813

RE: Appointment of Bee Molina Kooker to the Hawai'i State Center for Nursing

Dear Senator Tokuda and Hawaii's Senators:

I am writing as a personal friend and professional colleague of Bee Molina Kooker who is subject to confirmation of her appointment by the Boards and Commissions Selection Committee of the Governor to the Advisory Board of the Hawai'i Center for Nursing. I have worked at the UH School of Nursing with Dr. Kooker for more than 25 years and support her for this position.

Dr. Kooker is recognized as a leader in the advancement of nursing and a distinguished, exceptional clinician, researcher, and nurse educator. She has been involved with the Center since its beginning. She was involved in the original legislation to establish the Center and was one of a dedicated group that worked out the final language of the bill, provided testimony and data to support its passage, and met with legislators and the the governor to obtain their support.

Her research has focused on Hawai'i's nursing workforce. Currently, she working with a federal training grant, "Building Capacity to Improve Patient and Nurse Outcomes" that focuses on registered nurse retention at the Queen's Medical Center. She has tracked the good work done by the Center and has cited data from their reports in her own papers and presentations.

Dr. Kooker has an unflinching positive attitude, constructive energy, and a passionate commitment to nursing. She has stated that she would enjoy reconnecting with the Center and contributing to its future development. Her background and interest in Hawai'i's nursing workforce, her career as a nursing faculty, and her work with nursing retention all make her a highly qualified candidate to serve on the Advisory Board of the Hawai'i State Center for Nursing. I strongly support her appointment.

Sincerely,

Mary Jane Amundson, PhD, APRN-C



American Organization of Nurse Executives, Hawai'i Chapter

SENATE COMMITTEE ON EDUCATION

March 9, 2012 1:15 p.m. Room 225

To: Chair Jill Tokuda, Vice Chair Michelle Kidani, and Committee Members

**Re: Testimony in Support of GM742 Barbara Kooker**

It is with great pleasure that the American Organization of Nurse Executives, Hawaii Chapter ("AONE") submits this testimony in strong support of the proposed nomination of Dr. Barbara Kooker to the Center for Nursing Advisory Board.

Dr. Kooker, currently serves on the AONE Hawaii Board of Directors as Secretary. Although she has just begun her tenure as an officer, as a member of AONE, she has volunteered her time to the organization for several years and she is a dynamic, dedicated member of the Board.

Dr. Kooker is exceptionally qualified to serve on the Center for Nursing Advisory Board because of her extensive experience in the health care industry and her years of dedication to advancing the nursing profession. She has spent much of her career developing and nurturing the skills of students aspiring to make a difference in the nursing field. For many years, she served the University of Hawaii School of Nursing in numerous roles including professor, researcher, and associate and interim dean. At Queen's Medical Center, she served as an instructor with a program for American Samoan Community College Nursing Students. Currently, she is an Education Consultant at the Transplant Center in Queen's Hospital.

Dr. Kooker's dedication to the medical community in Hawaii also includes her leadership efforts to successfully acquire research and grant funds for the benefit of several nursing programs and initiatives in Hawaii. She continues to contribute her talents to the nursing community as speaker that presents internationally and as a contributor to several national publications. Her leadership and contributions to the nursing field have been awarded and recognized by the University of Hawaii, the National League for Nursing, and the National Institute for Occupational Safety and Health.

Thank you for the opportunity to submit this testimony in support of Dr. Barbara Kooker's appointment to the Center for Nursing Advisory Board.

Sincerely,

Suzann Filleul,  
President, AONE Hawaii Chapter



Written Testimony Presented Before the  
Senate Committee on Higher Education  
March 9, 2012, 1:15 p.m.

by  
Gail P. Tiwanak RN, MBA  
Director  
Hawaii State Center for Nursing

GM 742

Chair Tokuda, Vice Chair Kidani, and members of the Senate Committee on Higher Education, thank you for this opportunity to provide testimony in strong support of GM 742 nominating Dr. Barbara Kooker to the Center for Nursing Advisory Board, as a Doctorally Prepared Nurse Researcher.

Dr. Kooker's contributions to the nursing profession are extensive and varied. In the academic setting, she earned her Doctorate in Public Health with a focus on Health Services Administration and Development and a Master's degree in Nursing with a clinical focus on Maternal Child Health. She has served in several academic capacities ranging from Interim Dean, PhD Projector Director, Graduate Program Chair, Specialty Advisor for the Nursing Administration Program and Professor. Her comprehensive expertise teaching trends, techniques and strategies to students at multiple academic levels reflects her commitment to nursing research and education, in particular her work with candidates pursuing advanced nursing degrees.

Dr. Kooker presently serves as a Nurse Researcher at The Queen's Medical Center. Her prior experience includes grant and program management. She has successfully secured funding for multiple projects with over \$3.5 million awarded.

Dr. Kooker has extensive experience with a variety of populations in both public and private settings. Her experiences provide her with unique insights into multiple demographic groups within our community including ethnic, cultural, educational, gender and geographic lines. Her contributions to the nursing profession extend from Hawai'i to San Diego, California, Omaha, Nebraska, and Washington, D.C.

Through her academic and professional experiences, Dr. Kooker demonstrates an ongoing commitment to the nursing professional and its future. She would be an excellent addition to the Hawai'i State Center for Nursing Advisory Board. Thank you for the opportunity to testify in support of Dr. Kooker.

February 29, 2012

Senator Jill Tokuda  
Chair, Senate Health Committee  
Hawai'i State Legislature

Dear Senator Tokuda:

I am pleased to write in support of the nomination of Dr. Bee Molina Kooker to the advisory board of the Hawai'i State Center for Nursing. I have known Dr. Kooker for over 20 years as colleagues in the University of Hawai'i School of Nursing and Dental Hygiene and as administrators in academic affairs at the UH Mānoa campus and the UH system office.

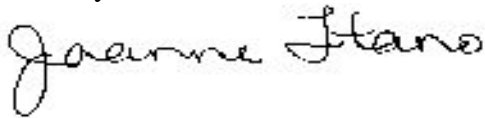
Dr. Kooker was part of the group that was involved in the legislation to establish the Hawai'i State Center for Nursing. She represented the UH Mānoa School of Nursing and worked collaboratively with the Healthcare Association of Hawai'i, the Hawai'i Nurses' Association, HGEA and the State Board of Nursing to get the legislation passed. When the bill became law, Dr. Kooker was interim dean at the UH Mānoa School of Nursing and helped established the center.

As the proposed nurse researcher representative on the Hawai'i State Center for nursing, Dr. Kooker is well qualified. Her research focused on Hawai'i's nursing workforce producing nursing workforce survey data between 1997 and 2005. She is also involved with a federal training grant the focuses on RN retention at the Queen's Medical Center.

It is clear that Dr. Kooker is well qualified to serve on the Hawai'i State Center for Nursing. Her expertise would be a positive asset to this center. I support Dr. Bee Molina Kooker's appointment to the Hawai'i State Center for Nursing.

Thank you.

Sincerely,

A handwritten signature in cursive script that reads "Joanne Itano".

Joanne Itano, RN, PhD  
Director, Academic Affairs  
Office of the Executive Vice President for Academic Affairs/Provost  
University of Hawai'i System

Senator Jill N. Tokuda  
Chair, Senate Committee on Education  
Senate District 24  
Hawaii State Capitol, Room 218  
415 South Beretania Street  
Honolulu, HI 96813

Subject: Testimony for Advise and Consent in support of the appointment of Dr. Barbara Kooker, GM742, to the Hawaii State Center for Nursing Advisory Board.  
Hearing Date/Time: 9 March 2012 at 1315.

Dear Senator Tokuda,

I strongly support confirmation of Dr. Barbara Kooker to serve on the Center for Nursing Advisory Board.

I have known Dr. Kooker for 25 years. During these many years I have been very impressed with Dr. Kooker's passion for nursing. For me, Dr. Kooker has epitomized the professional nurse. She possesses extensive knowledge of the most current and evolving nursing practices.

I have had the opportunity to co-teach with Dr. Kooker who attained the rank of Professor at the University of Hawaii School of Nursing. While an active Professor, Dr. Kooker published widely and extensively. She has a well deserved reputation as a nursing expert.

Dr. Kooker would be an outstanding member of the Center for Nursing Advisory Board. With her extensive knowledge, she could provide significant and experience-based insight in the formulation of policy for the profession of nursing.

Thank you for permitting me to comment on the nomination of Dr. Kooker to serve on the Center for Nursing Advisory Board.

Respectfully,

Patricia Nishimoto, DNS, FAAN

## TESTIMONY IN STRONG SUPPORT OF GM 742

Senate Committee on Education

Hawai'i State Legislature

To: Honorable Sen. Jill N. Tokuda, Chair  
Honorable Sen. Michelle N. Kidani, , Vice Chair  
Honorable Members of the Senate Committee on :  
Members: Suzanne Chun Oakland, Clarence Nishihara, Brian Taniguchi, Sam Sloam

From: Lois Magnussen, EdD, APRN  
Professor, University of Hawaii School of Nursing and Dental Hygiene  
2528 McCarthy Mall  
Phone: 808-956-8522 E-Mail: [magnusse@hawaii.edu](mailto:magnusse@hawaii.edu)



Measure Title: Submitting for consideration and confirmation to the Hawaii State Center for Nursing Advisory Board, Gubernatorial Nominee, Dr. Bee Molina Kooker, for a term to expire 6-30-2013.

Dear Senators Tokuda, Kidani, Chun Oakland, Nishihara, Taniguchi, and Sloam

My name is Lois Magnussen. I am a Professor at the School of Nursing and Dental Hygiene, UH Manoa and have been an associate of Dr Kooker's for a number of years.

I am submitting testimony in strong support of Dr. Bee Molina Kooker's appointment by Governor Neil Abercrombie as the doctorally prepared nurse researcher for the Hawaii State Center for Nursing Advisory Board. Dr. Kooker has been a strong advocate for all nursing practice and was instrumental in the establishment of the Hawaii State Center for Nursing. She is a skilled nurse researcher and between 1996-2006 her work was focused on Hawaii's nursing workforce, which is of primary interest to the Hawaii State Center for Nursing. She served as Co-Principal Investigator for five biennial nursing workforce surveys from 1997-2005 and published survey findings in 2003 and 2008 in the *Hawaii Medical Journal*. She has continued in this work, serving as Principal Investigator for a Health Resources and Services Administration (HRSA) grant focused on implementing measures to assist with nurse retention at the Queen's Medical Center. She continues to publish this work. I am very confident that Dr. Kooker will be a strong addition to the Hawaii State Center for Nursing Board and I urge you to confirm her appointment.

Thank you for hearing this measure and for your consideration to confirm Dr. Bee Molina Kooker to the Hawaii State Center for Nursing Advisory Board as the doctorally prepared Nurse Researcher.

Sincerely,

Lois Magnussen Ed,D, APRN  
Professor  
University of Hawaii at Manoa School of Nursing and Dental Hygiene

March 2, 2012

Senator Jill Tokuda

Chair, Education Committee

Hawaii State Capitol, Room 218

Honolulu, Hawaii 96813

RE: GM 742: Dr. Barbara Kooker's Nomination to the Center for Nursing Advisory Board

Honorable Jill Tokuda:

I am Dr. Jan Shoultz, Professor at the School of Nursing and Dental Hygiene, at the University of Hawaii at Manoa and have known Dr. Barbara Kooker for over 25 years. This testimony comes to strongly support her nomination as Doctorally-Prepared Nurse Researcher to the Center for Nursing Advisory Board.

Over the last 25 years Dr. Kooker has provided leadership at the School of Nursing as the Associate Dean and Interim Dean and has also served as the Interim Associate Vice Chancellor for Academic Affairs for UH Manoa. Her research expertise is on workforce development and she has received funding to support that research and presented at 10 state and national conferences and published 5 articles.

Dr. Kooker has worked to support the appropriate development of the nursing workforce to provide for community members now and in the future. Her appointment to the Center for Nursing Advisory Board would bring a skilled and informed expert with research experience in workforce development and expertise is disseminating information at both the state and national levels.

I highly recommend Dr. Kooker, who is well regarded and respected for her expertise in research of workforce issues pertaining to nursing in Hawaii. She will be a dedicated and productive member of the Center for Nursing Advisory Board.