

GM743

Susan Lee

Confirmation to the
Center for Nursing
Advisory Board



GOV. MSG. NO. 743

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

Susan Lee

6/30/2014

Hawai'i Government
Employees Association

Sincerely,

NEIL ABERCROMBIE
Governor, State of Hawai'i



LEAHI HOSPITAL

HAWAII HEALTH SYSTEMS CORPORATION

3675 Kilauea Avenue ■ Honolulu, Hawaii 96816 ■ Telephone: (808) 733-4720 ■ FAX: (808) 733-8494

To: Jill N. Tokuda, Chair
Senate Committee on Education

From: Susan Lee

Subject: Written statements for confirmation

Why do you wish to be a member of the Center for Nursing Advisory Board?

I have been a RN for almost 35 years and have had three very different career paths and varied experiences that I would like to support the Center of Nursing Advisory Board members in achieving their vision in workforce planning, nursing research and professional practice.

How do you perceive the role and responsibilities of a member of the Center for Nursing Advisory Board?

I am wound care certified by the National Alliance of Wound Care and involved the Leahi Hospital's Hawaii Nurse Residency program. I will continue to assist new graduate nurses to develop skills related to the assessment and treatment of various wounds and provide clinical leadership to make decisions and suggestions to the multidisciplinary team.

I would also like to be involved in determining how to retain our best nurses in long term care, not to just have it as a stepping- stone to acute care. With our population aging it is imperative that the facilities each strive for excellence to care for our kapuna.

Given your understanding of the role and responsibilities of a member of the Center for Nursing Advisory Board, why do you believe that you are qualified for the position?

In 2004 I developed a skin care program at Oahu Region long term facilities which include Maluhia and Leahi Hospital. I am certified in wound care and consulted by nurses and physicians for decisions on the wound care required for the best results.

Maluhia was awarded "Striving for Excellence Award" for High performance to managing pressure ulcers 2005-2008 by Mountain- Pacific Quality Health and Leahi received this recognition in 2011.

I am very interested in the Hawaii Partners in Nursing (HPIN) project which will bring together the community and learning institutions to develop a partnership to implement an integrated model of education and practice in long term care. I have been actively taking care of the geriatric population since 1989 when I began to work in home care and I will be able to bring what was and was not successful to other nurses taking care of this population.

I believe that as a nurse working in direct patient care that I can relate to the majority of nurses serving the public in the various settings. I have been a member of Wound Ostomy Continence Nursing (WOCN) organization since 2004 and Secretary 2007-2010. Our WOCN group organizes educational in-services in for nurses, the community including the outer islands. Our organization organizes an annual Conference each year and must make decision in regards to content, speakers, location and focus each year.

What do you hope to accomplish during your term of service?

I would hope to be involved in actions that will benefit nursing in all degrees of experience from the new graduate nurse so hungry for experience to the nurse established in his/her career to make learning life- long not only in the structured classroom. I hope to facilitate the partnerships between academia and practice. I would like to see the nurse residency program in more facilities to support the new graduates nurses who will like it or not replace us in the workforce.

Name three qualities that best describe you and that would make you stand out. How would these qualities benefit the Center for Nursing Advisory Board?

Passionate about the field of nursing (in fact my daughter is a RN too) and encourage those to follow in this passion. I am persistent in striving to be the best nurse I can be and encourage others to do the same. I am organized and pay attention to details and take pride in my work and my interactions with both patients and peers.

I feel that these qualities will assist in the goals of the Center which include collecting and analyzing of data that study the future status and trends in nursing, implementing strategies to recruit and retain nurses, and support the new graduates in the community.

Name one previous experience that would make you stand out. How would this benefit the Center for nursing Advisory Board?

As previously stated the experience of developing a skin care program at my two long term facilities has empowered the nursing staff to provide excellent skin care. Prior to a comprehensive formal skin care program the staff did not have any definitive way of documenting both written and with photos the progress and at times the unavoidable deterioration of wounds. It was not an easy “buy in” with the staff because they thought it would add more work, and they were too busy to add one more assessment. Through in-services on hands training and support from the upper nursing management our program has proven successful. The skin care program has not received any deficient citations during the state surveys in recent years and the staff is very proud to provide excellent care to avoid any skin breakdown.

Can you foresee any possible conflicts of interests that could arise during your service on the Center for Nursing Advisory Board?

I do not see any possible conflicts of interests.

GM743

Testimony

TESTIMONY
OF
SUSAN LEE
TO THE CENTER FOR NURSING ADVISORY BOARD
ON MARCH 9, 2012

GM# 743

Submitting for consideration and confirmation to the Center for Nursing Advisory Board, Gubernatorial Nominee, Susan Lee, for a term to expire June 30, 2014.

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

I want to thank Governor Neil Abercrombie for his nomination. I consider it an honor and privilege to be considered as a member of the Center for Nursing Advisory Board.

I want to thank everyone that submitted letters of support on my behalf and to everyone here in attendance lending me their support.

I arrived in Hawaii in 1977 from Buffalo, New York after graduating from nursing school. My uncle was in the military and retired to the islands, he invited me to visit and work in Hawaii, for a little while. This year will mark my 35th year in the islands with my entire nursing career in a beautiful place that has become home to me.

In my 35 years as a registered nurse I have been employed in the private sector, in the community, and now with the State of Hawaii. In the private sector I was a new graduate nurse in pediatrics where I stayed for 12 years and cared for sick adolescents. My next career move was in home care with St. Francis Home Care for 14 years. When I first started I was assigned to the district of Kalihi and Chinatown. Even though I had been living in the islands since 1977, I went into areas of town that I have in the past only driven through. I was always welcomed in my clients' home and learned about the many cultures in Hawaii. I have also been St. Francis Home Care's after hours on call nurse for the last 15 years. My home care experiences taught me to use good problem-solving skills to use resources available in the client's home and community. I did not have the luxury of calling someone in purchasing to get me what I needed. It was in home care that I began to have a love of wound care. Yes, there are a group of nurses, Wound Ostomy Continence Nurses (WOCN), which I have been a member since 2004, that find wounds challenging and strive to research what is the best way to heal them.

In 2003 I was hired by Hawaii Health Systems Corporation Oahu Region to coordinate a Rural Development Grant for employees to obtain additional specialty training, provided opportunities for all levels of nursing staff to further their education and recruit and retention.

While being the grant coordinator I was also performing occupational health for almost 500 employees of Oahu Region. When the grant was completed in November 2004 with my experience in wound care I was asked to develop a skin care program for the prevention of pressure ulcers and other skin concerns. The program was so successful that Mountain-Pacific Quality Health presented both Oahu Region facilities, Maluhia in 2008 and Leahi in 2011 the "Striving for Excellence" Award for high performance in managing pressure ulcers. Both long term care facilities have consistently been below the national and state average for pressure ulcers.

With my varied experience in different areas of nursing I feel that I can provide input to projects that the Center for Nursing Advisory Board is involved in. Those projects include but not limited to the Hawaii Partners in Nursing that will bring the community and state nursing educators and leaders together to develop a model of education and practice in long term care. This partnership will also support a continuing education program to encourage life-long learning in our profession. I would also hope to actively contribute to the Nurse Residency Program which will assist in the transition of new graduate nurses to become fully competent and comfortable to practice in the clinical setting.

My vision is to share my experiences both professionally and culturally to collaborate with my board members to invest in the nursing workforce through mentoring new graduates, the retention of valuable and experienced nurses, and to assist with research regarding the future status and trends of nursing. With our aging nursing workforce and our aging population it is critical to attract and retain nurses especially in the field of geriatrics and long term care.

In closing, I would like to thank this Committee for the hard work you do for the State of Hawaii and for giving me the opportunity to be here today. Thank you for considering my nomination. Thank you again to everyone who submitted testimony on my behalf and to those who are supporting me today.

At this time, I would be happy to answer any questions the Committee may have.

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 743

Chair Tokuda, Vice Chair Kidani, and members of the Senate Committee on Higher Education, thank you for this opportunity to provide testimony in support of GM 743 nominating Ms. Susan Lee to the Center for Nursing Advisory Board, representing the Hawai`i Government Employees Association (HGEA).

Ms. Lee is a Registered Nurse and Director of the O`ahu Region Employee Health Office for Leahi Hospital. Her experience as a nursing leader extends from direct patient care to managing grant funds for the recruitment and retention of nursing staff. Her extensive nursing experience clinical practice and working with multi disciplinary healthcare teams in a variety of settings gives her unique and valuable insights into the day-to-day challenges facing nurses. As a nurse who has worked in both the public and private sectors, she is familiar with the dynamics of working independently and working within a unionized environment.

Ms. Lee is a nurse who exemplifies excellence in practice, and an extensive commitment to the nursing profession. 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 Ms. Lee.



Hawaii Health Systems Corporation
1027 Hala Drive
Honolulu, Hawaii 96817

Hearing #: GM743

Center for Nursing Advisory Board

Letter of Recommendation

Subject: Susan Lee RN

3/1/2012

Aloha,

My name is Dr. K. Albert Yazawa. I am the medical director for both Maluhia and Leahi LTC facilities. I also specialize in Geriatric medicine.

I have worked with Susan Lee, RN in her capacity as Employee Health and Wound Nurse Coordinator for the past 6-7 years. It is in her capacity as Wound Nurse which has had the most profound effect on patient care at our two facilities. She was able to create a wound care program, working with the staff and increase wound healing significantly, even receiving an award from MPQS for her work.

I would highly recommend her to the Center for Nursing Advisory Board because she exemplifies nursing leadership, initiative, resourcefulness, collaboration and education. She is a straight shooter who works well with her peers, takes charge of situations and loves to teach. We are certainly lucky to have her.

As a Medical Director of two nursing homes, and also as the Commander of an Army Reserves Hospital unit, Ms. Susan Lee RN is the type of motivated leader we strive to retain and groom for further positions of responsibility such as your Board. I think she would make a wonderful addition to your Board.

Sincerely,

V/R

K. Albert Yazawa MD, CMD, FAAFP
Medical Director
Oahu Region, HHSC

The Twenty-Sixth Legislature
The Senate
Committee on Education

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

GM 743
Center for Nursing Advisory Board
Nominee Susan Lee

Senator Jill Tokuda, Chair
Senator Michelle N. Kidani, Vice Chair

I am pleased to submit my testimony in support of nominee Susan Lee to serve on the Center for Nursing Advisory Board.

Ms. Lee has been employed in the private sector, community arena and now the public sector as a Registered Professional Nurse for the past 35 years. Her vast experience working in pediatrics, with adolescents, home care and specializing in wound care will make Ms. Lee a valuable member of the Center for Nursing Advisory Board. She has developed a skin care program for the prevention of pressure ulcers and other skin concerns while simultaneously providing occupational health for over 500 employees in the HHSC Oahu Region. She is committed to promoting continuing education for those in the nursing profession to ensure that Hawaii will recruit and maintain nurses to provide excellent health care services its residents and visitors.

I respectfully request your support of Ms. Susan Lee to the Center of Nursing Advisory Board.

Sincerely,

Carolee C. Kubo

Erin Conner

From: mailinglist@capitol.hawaii.gov
Sent: Thursday, March 01, 2012 12:23 PM
To: EDU Testimony
Cc: lfukuhara@stfrancishawaii.org
Subject: Testimony for GM743 on 3/9/2012 1:15:00 PM

Testimony for EDU 3/9/2012 1:15:00 PM GM743

Conference room: 225
Testifier position: Support
Testifier will be present: No
Submitted by: Linda Fukuhara
Organization: Individual
E-mail: lfukuhara@stfrancishawaii.org
Submitted on: 3/1/2012

Comments:

Aloha, My name is Linda Fukuhara and I have been a nurse in various capacities since 1975. I am currently a Home Health Manager and have worked with Susie Lee when I was in the role of a field home health nurse.

I am supporting Susie Lee's nomination for the Nursing Advisory Board. She brings a wealth of nursing experiences while having the ability to be articulate, yet sensitive to the challenging issues facing this field. She works well with others and takes the initiative to seek out information to provide the team with accurate, pertinent information in order to make decisions for the best outcome. She is passionate in her work and has expertise in several areas in her field. Susie would be an excellent contributor as a member of the Nursing Advisory Board and is highly recommended for this position.

Erin Conner

From: mailinglist@capitol.hawaii.gov
Sent: Friday, March 02, 2012 3:54 PM
To: EDU Testimony
Cc: jsidor@hhsc.org
Subject: Testimony for GM743 on 3/9/2012 1:15:00 PM

Testimony for EDU 3/9/2012 1:15:00 PM GM743

Conference room: 225
Testifier position: Support
Testifier will be present: No
Submitted by: Jasmine Siador
Organization: Individual
E-mail: jsidor@hhsc.org
Submitted on: 3/2/2012

Comments:

I am supporting Miss Susan Lee for a place/spot to be on the Hawaii Board of Nursing committee. Miss Lee advocates for our residents at Leahi Hospital by providing excellent wound care and educating/updating the nurses on wound techniques. Miss Lee follows up and relays pertinent information and recommendations to our doctors regarding our residents with possible and actual skin breakdown. Susan possesses great leadership skills and is a very passionate nurse. Susan is a voice to those who do not have a voice. A giving and caring person; encourages staff to get their flu shots, she would go out of her way and specially buy cute hello kitty band aides and generously gives out treats.

Erin Conner

From: mailinglist@capitol.hawaii.gov
Sent: Thursday, March 01, 2012 6:07 AM
To: EDU Testimony
Cc: cheri.shimose-eng@doh.hawaii.gov
Subject: Testimony for GM743 on 3/9/2012 1:15:00 PM

Testimony for EDU 3/9/2012 1:15:00 PM GM743

Conference room: 225
Testifier position: Support
Testifier will be present: No
Submitted by: Cheri M. Shimose-Eng, R.N.
Organization: DOH, CDD, HD
E-mail: cheri.shimose-eng@doh.hawaii.gov Submitted on: 3/1/2012

Comments:

Erin Conner

From: mailinglist@capitol.hawaii.gov
Sent: Thursday, March 01, 2012 3:32 PM
To: EDU Testimony
Cc: mandaya@hhsc.org
Subject: Testimony for GM743 on 3/9/2012 1:15:00 PM

Testimony for EDU 3/9/2012 1:15:00 PM GM743

Conference room: 225
Testifier position: Support
Testifier will be present: No
Submitted by: Milagros Andaya
Organization:
E-mail: mandaya@hhsc.org
Submitted on: 3/1/2012

Comments:

Erin Conner

From: mailinglist@capitol.hawaii.gov
Sent: Monday, March 05, 2012 10:17 AM
To: EDU Testimony
Cc: csacoco@hhsc.org
Subject: Testimony for GM743 on 3/9/2012 1:15:00 PM

Testimony for EDU 3/9/2012 1:15:00 PM GM743

Conference room: 225
Testifier position: Support
Testifier will be present: No
Submitted by: CHRISTINA SACOCO
Organization: Individual
E-mail: csacoco@hhsc.org
Submitted on: 3/5/2012

Comments:
Re: Susan Lee, RN (GM743)

Aloha,

My name is Christina Sacoco. I am the Quality Assurance Coordinator for Leahi Hospital, and have worked closely with Susie Lee for nearly 8 years. She is a remarkable nurse who is very much dedicated to her work and provides support to all staff at our organization. Susie will be a wonderful asset to the HSCFN, as she embodies the motivation to take the nursing profession's vision to greater heights -- that will not only benefit the nurses of Hawaii, but to the people, we nurses, serve in our community.

Thank you for your consideration.

Sincerely,
Christina Sacoco

Erin Conner

From: mailinglist@capitol.hawaii.gov
Sent: Monday, March 05, 2012 11:55 AM
To: EDU Testimony
Cc: asakado@hhsc.org
Subject: Testimony for GM743 on 3/9/2012 1:15:00 PM

Testimony for EDU 3/9/2012 1:15:00 PM GM743

Conference room: 225
Testifier position: Support
Testifier will be present: No
Submitted by: Aileen Sakado
Organization: Maluhia
E-mail: asakado@hhsc.org
Submitted on: 3/5/2012

Comments:

As Director of Nursing at Maluhia, I work with Ms. Lee in consulting with and treating our residents. Her knowledge base and expertise is invaluable for our nursing staff and residents in ensuring that the residents receive the best possible care. As the Hawaii Health System Corp. Oahu Region Wound and Employee Health Nurse, both Leahi and Maluhia staff rely on her expertise in caring for our residents. As Wound Nurse, Ms. Lee assesses residents with wounds, makes recommendations, trains/educate nurses in wound assessment and treatment. As Employee Health Nurse, newly hired employees and incumbent staff are followed up to ensure employees meet health requirements. Ms. Lee conducts her role and responsibilities seriously and professionally. She is timely, effective, and supportive to those she work with. She has a caring and positive attitude. Her many years as a nurse in diverse clinical arenas and roles would be a definite asset to the Center for Nursing Advisory Board.

March 6, 2012

Dear Center for Nursing Advisory Board Members:

My name is Cheri Shimose-Eng, R.N., and I am the Nursing Supervisor of Hale Mohalu, Hansen's Disease Branch, Department of Health (DOH).

I am writing to you in support of Susie Lee, R.N. as a candidate for the Center for Nursing Advisory Board. Our staff has utilized Ms. Lee's skills and expertise on many separate occasions. She has also been very helpful in including the Hale Mohalu staff in nursing education updates and in-services and training with the staff at the Leahi Hospital.

The DOH leases a floor from the Leahi Hospital and therefore, our residents and staff are very fortunate in being able to access Ms. Lee for consultative services, to help us deliver optimal nursing care to our remaining Kalaupapa residents.

She is competent, enthusiastic in teaching residents as well as staff and has a great sense of humor! Ms. Lee has been very resourceful in helping Hale Mohalu acquire training material for our staff, when state monies are not available. She is readily available to do research and provide resources and training regarding needs for our residents.

If you have further questions, please contact me at 733-8080, I will be very happy to answer your questions.

Sincerely,

Cheri Shimose-Eng, R.N.
Hale Mohalu, Department of Health

GM743

March 6, 2012

Dear Senator,

Susan Lee was recently appointed by the Governor as a member of the Center for Nursing Advisory Board and is seeking confirmation by the Senate Education Committee.

As Director of Mountain-Pacific Quality Health – Hawaii, Medicare’s Quality Improvement Organization for Hawaii and the Pacific Islands, it gives me great pleasure to recommend Susan Lee for confirmation to the Center for Nursing Advisory Board.

Susan is well respected among her peers in the healthcare community. She was asked to develop a skin care program for pressure ulcer prevention and other skin concerns. The program was so successful that Mountain-Pacific Quality Health presented both Maluhia and Leahi long-term care facilities the “Striving for Excellence” Award for high performance in managing and reducing pressure ulcers. Additionally, as a certified wound care nurse, she is a principal contributor to the Hawaii Pressure Ulcer Coalition, which has shown state-wide improvement in the reduction of pressure ulcers.

Susan is very active in improving the care of our Kupuna. She understands the issues of aging and works well with all levels of healthcare workers. Her enthusiasm and dedication is a credit to all nurses. Whether they are Certified Nurse Aides, Licensed Practical Nurses or Registered Nurses, Susan brings out the best in all of them.

Susan Lee’s confirmation would be an asset to the Advisory Board as it would bring about a balance between the acute care and long-term care nursing view points.

Sincerely,

A handwritten signature in black ink that reads "Dee Dee Nelson". The signature is written in a cursive, flowing style.

Dee Dee Nelson, MS

Director

Mountain-Pacific Quality Health – Hawaii

1360 S. Beretania Street, Suite 501

Honolulu, HI 96814

dnelson@higio.sdps.org

ph. 808-545-2550, ext. 6026

Erin Conner

From: mailinglist@capitol.hawaii.gov
Sent: Tuesday, March 06, 2012 3:30 PM
To: EDU Testimony
Cc: wwitt@hhsc.org
Subject: Testimony for GM743 on 3/9/2012 1:15:00 PM

Testimony for EDU 3/9/2012 1:15:00 PM GM743

Conference room: 225
Testifier position: Support
Testifier will be present: No
Submitted by: Witsudar Witt
Organization: Leahi Hospital
E-mail: wwitt@hhsc.org
Submitted on: 3/6/2012

Comments:

Susan Lee is responsible and reliable. She is wonderful and caring Employee Health Nurse. She cares about her residents and co-workers well being by monitoring their condition and giving tender and effective care. She is the excellent health consultant when I was pregnant and recovered after delivery. She recommend the diet plan while I was breastfeeding, which was very helpful and help to comfort. She did the research and find out the helpful resources for all employee. Susan is always keep us up to date about health news and how to live healthy. She deserves to be nominated to be memeber of the Center for Nursing Advisory Board.

GM743 A Letter of Support for Susie Lee to the Center of Nursing Advisory Board

My name is Trish Domingo, I am the Director of Clinical Services for the St. Francis Healthcare Systems of Hawaii –CHS. I currently oversee the management staff of the Home Health Departments of Oahu and Kauai as well as the Hospice Home and In-Patient units.

I first meet Susie when she came to St Francis Home Health as a fellow home health RN. Susie has always been someone who I feel goes the extra mile to make sure her patient's needs are met. She has excellent assessment skills and was able to intervene very timely to prevent increased hardship for her patients. In my workings with her she has always been very motivated with a high degree of personal accountability, in short she seeks and solves! I have never witnessed her avoid a difficult situation or person. Her skills at problem solving and team building are excellent. She is also very pleasant to work with as a peer as she will always make sure you have the information and support you need. Many times she was asked to be a preceptor to new nurses coming into home health, and guided them with patience in their professional development. Susie is a team player, a natural leader and would always be a patient advocate.

Why I feel you should consider Susie for this position

1. Susie is a patient advocate!
2. Susie is a Nurse advocate!
3. Susie knows her way around many different areas of the healthcare spectrum. Including inpatient, pediatrics, home health, geriatrics, community services, quality initiatives, best practice efforts, and employee health are the few I am aware of.
4. Susie's vision of healthcare has a very broad perspective due to her experiences mentioned above. I feel this is very important in helping to keep things in perspective at all levels.
5. Susie is not afraid to work! In a pinch she will do what needs to be done. She is very organized and will meet established time frames.
6. Susie will be able to affect the changes you are seeking.

In closing, I hope you seriously consider Susie Lee as a member of your Nursing Advocacy Team. I feel the skills and experience she possesses will enable her to have a positive impact for the patients and nurses of Hawaii.

Sincerely,

Trish Domingo RN, BSN

Director of Clinical Services

St Francis Healthcare Systems of Hawaii-CHS

Erin Conner

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, March 07, 2012 7:41 PM
To: EDU Testimony
Cc: cmarquez@hhsc.org
Subject: Testimony for GM743 on 3/9/2012 1:15:00 PM

Testimony for EDU 3/9/2012 1:15:00 PM GM743

Conference room: 225
Testifier position: Support
Testifier will be present: No
Submitted by: Carlina C. Marquez
Organization: Individual
E-mail: cmarquez@hhsc.org
Submitted on: 3/7/2012

Comments:

I am Carlina C. Marquez, R.N. Nurse Manager, a colleague of the nominee. I highly support her nomination as member of the Center for Nursing Advisory Board due to her excellent communication skills, displayed strong commitment and fortitude in pursuit of Nursing Excellence. She will have great contribution and positive impact due to her proactive customer service approach and strong leadership qualities. You may contact me at (808) 733 8011 if you have any further questions.