

# GM883

## DARRYL SALVADOR

Nomination to the Hawaii Medical  
Education Council

April 8, 2012

Senator Jill N. Tokuda  
Chair, Senate Education Committee  
Senate District 24  
Hawaii State Capitol, Rm. 218

Dear Senator Tokuda,

Re: Nomination to the Hawaii Education Council

Thank you for your congratulatory message on being nominated by Governor Neil Abercrombie to the Hawaii Medical Education Council (HMEC). I am grateful for your acceptance of my nomination to HMEC and appreciate your assistance with the confirmation process. I received your letter and questionnaire and answered the questions to the best of my ability at this point.

Here are my written statements that address the following questions you provided:

(1) Why did you apply to serve on the Hawaii Medical Education Council?

As a clinician who had been working out at the Molokai Community Health Center, and now at the Schofield Barracks Health Center's Family Practice Clinic, I have come to recognize and understand the importance of having an adequate number of physicians to meet the health care needs of our population and how Graduate Medical Education (GME) plays a vital role in addressing this need. Medical education, as well as psychology education is tremendously expensive. I had the opportunity to apply for the National Health Service Corps Loan Repayment Program, which allowed me to work in a primary care setting in a rural, medically underserved area like Molokai and get assistance with reducing my student loan debt. I wanted to have an opportunity to share my experiences with this program and in primary care to assist the council with addressing the increasing shortage of the primary care/physician workforce and assessing how GME may be able to address this.

(2) Given your understanding of the role and responsibilities of a member of the Hawaii Medical Education Council, why do you believe that you are qualified for the position? Please include a brief statement of your skills, expertise, or knowledge that would aid in your decision-making ability as a member of the Hawaii Medical Education Council. Highlight three qualities you feel make you a highly qualified candidate.

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 worked in close collaboration with my physician/dental colleague 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 recently moved back to Oahu and now work at the Family Practice Clinic at the Schofield Barracks Health Center and continue to see the importance of having a primary care workforce to address the complex and tremendous health care needs of our population, which starts with GME and ensuring an adequate supply of a primary care physician workforce for the future.

I also believe in the importance of education and training and have served as a supervisor to postdoctoral psychology fellows and psychology interns rotating at the Molokai Community Health Center via Tripler Army Medical Center and I Ola Lahui, INC, a rural psychology training program. As we look to further develop and expand the health care programs and services, available to our communities, I have continued to advocate for training opportunities and see the importance and benefit to residency, internship, postdoctoral training, and GME opportunities, especially with 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 the health centers I have worked with and in the larger community and state. I understand the value of collaboration. On Molokai, I worked to establish and maintain the 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 local state level, my experiences and passion for leadership have recently resulted in my election as the President-Elect for the Hawaii Psychological Association this year. On a national level, I currently serve as a member of the American Psychological Association's Committee on Rural Health and as a member of the National Advisory Council on National Health Service Corps.

- (3) What recommendations would you make to the legislature 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. Furthermore, I would like to assist the legislature and BOR in considering more partnership opportunities with the federal government to address the decreasing physician workforce via programs like the National Health Service Corps to reduce student loan debt.

- (4) 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 the 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/primary health care careers and address the myriad health care needs of our medically uninsured and underinsured individuals. Of course, the Affordable Care Act may help to address these issues somewhat, but it continues to be a work in progress. 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. Lastly, the cost of medical education has skyrocketed that has negatively affected people's choice to pursue a degree to be a physician. All these factors seems to have led to a continued decrease in our healthcare workforce. As a former 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 was a current Loan Repayment Program awardee. The scholarship, loan repayment, and state loan repayment programs associated with NHSC may be able to help increase the workforce capacity in our state in an indirect way and significantly reducing the student debt load.

- (5) During these difficult economic times, how can we ensure adequate funding for our healthcare training programs?

One of my suggestions as I reflect on this question 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 had been awarded ARRA (American Recovery and Reinvestment Act) and ACA (Affordable Care Act) dollars 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 at this time. One idea for funding would be to explore a partnership opportunity with the Health Resources Services Administration (HRSA)/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 that have been steadily arising over the past couple years.

- 6) Can you foresee any possible conflicts of interests that could arise during your service on the Hawaii Medical Education Council? How would you overcome any possible conflicts of interest?

The only conflict that I can foresee coming to mind at this point in being able to take time from my current Department of Defense position to address the work of HMEC. Of course, I have developed an open communication with my clinic Chief and he is very supportive of my commitments to date. If any conflicts of interest arise, my plan to overcome this would immediately bring the issue up with the Council or my work supervisor to come to a resolution that is acceptable to everyone involved.

Again, thank you for your time and consideration of my nomination to HMEC. Should you have any concerns or questions regarding my statements, please do not hesitate to contact me at (808) 373-0890.

Respectfully,  
Darryl

Darryl S. Salvador, Psy.D.  
Staff Psychologist

USA-HC, Family Practice Clinic

**GM883**

**TESTIMONY**

## Erin Conner

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Saturday, April 14, 2012 10:10 PM  
**To:** EDU Testimony  
**Cc:** Junewching@gmail.com  
**Subject:** Testimony for GM883 on 4/16/2012 1:15:00 PM

Testimony for EDU 4/16/2012 1:15:00 PM GM883

Conference room: 225  
Testifier position: Support  
Testifier will be present: No  
Submitted by: June W J Ching, PhD, ABPP  
Organization: Individual  
E-mail: [Junewching@gmail.com](mailto:Junewching@gmail.com)  
Submitted on: 4/14/2012

**Comments:**

Dear EDU Committee,

Re: April 16, 2012, 1:15pm, Darryl Salvador, Hawaii Medical Education Council,  
Testimony for Advise and Consent

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It is a pleasure for me to write this letter of support for the gubernatorial nomination of Dr. Darryl Salvador, PsyD to the Hawaii Medical Education Council. I have known Dr. Salvador in both personal and professional contexts and can speak with considerable confidence about his passion, commitment and dedication to all of his undertakings, along with his ability to work well in multi-discipline settings.

Dr. Salvador has been a leader in state and national governance activities. He is currently president elect of the Hawaii Psychological Association, and was elected to the American Psychological Association's Committee on Rural Health. &#160;He has served on the HPA board as the Diversity Delegate to the APA State Leadership Conference, as the Federal Advocacy Coordinator, and as a clinical representative on the HPA Board.

His educational experiences involved attaining a B.Ed. in secondary education, a M.Ed. in school counseling and guidance, and a doctorate (Psy.D.) in clinical psychology. &#160;Over the years, Dr. Salvador was involved in organizations such as the Hawaii Multicultural Counseling and Development Association, the Association for Multicultural Counseling and Development, and APA's Division 45. &#160;He also wrote articles for the Journal of Multicultural Counseling and Development.

Professionally, for four years, Dr. Salvador was the Behavioral Health Director and staff clinical psychologist for the Molokai Community Health Center, a federally qualified health center designated as a health professional shortage area and medically underserved population. He was also a Community Ambassador with the National Health Service Corps, whose primary purpose is to assist in placing primary healthcare providers in rural and urban medically underserved areas to meet the health (i.e., medical, dental, and behavioral health) care needs of our nation's poorest populations.

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Without a doubt, Dr. Salvador will serve on this Council with distinction. I enthusiastically support his nomination.

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Aloha,

June W. J. Ching, Ph.D., ABPP



Board Certified Clinical Psychologist

Licensed Hawaii

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**JILL OLIVEIRA GRAY, PH.D.  
326A Iolani Ave.  
Honolulu, HI 96813**

TO: Senate Committee on Education  
Senator Jill N. Tokuda, Chair  
Senator Michelle N. Kidani, Vice-Chair

**Testimony in Support of GM 883**

**Relating to the consideration and confirmation to the Hawaii Medical  
Education Council, for a term to expire 6-30-2015**

**April 16, 2012, 1:15 p.m., Conference Room 225**

Dear Chair Tokuda, Vice-Chair Kidani, and members of the Senate Committee on Education:

Thank you for the opportunity to submit my testimony in strong support of Dr. Darryl Salvador's nomination to the Hawaii Medical Education Council. I have known Dr. Salvador for the past 10 years and consider him a highly respected colleague and personal friend. We have worked together in a variety of contexts to include as clinical psychologists working in a rural community to deliver integrated behavioral health services, training students in psychology to increase the workforce capacity in medically underserved areas, and serving together on both local and national committees in our field to raise awareness of issues pertinent to psychologists and the area of health care service delivery.

I can say without hesitation that Dr. Salvador is a rare individual who is not only committed to his profession, but also the broader sectors of society. He is warm, articulate, ethical and relates easily to others. He is passionate about issues that serve the greater good and is highly effective in any work he undertakes.

Based on Dr. Salvador's breadth of professional experiences and personal qualities, I believe he would be an amazing asset to the Hawaii Medical Education Council and I support his nomination without hesitation.

Mahalo for your time in considering my testimony.

Jill Oliveira Gray, Ph.D.  
Licensed Clinical Psychologist

Rosemary Adam-Terem, Ph.D.  
Clinical Psychologist  
1833 Kalakaua Avenue, Suite 800  
Honolulu, HI 96815  
Tel: 808-947-5676 Fax: 808-951-9181  
April 14, 2012

Re: GM883  
April 16, 2012, 1:15pm, Darryl Salvador  
Hawaii Medical Education Council, Testimony for Advise and Consent

To the Chair and Members of the Committee

I am a licensed clinical psychologist, a friend and colleague of Dr. Salvador. I would like to offer this testimony in strongest support of his nomination to the Hawaii Medical Education Council.

I have known Dr. Salvador for many years, since he was a graduate student at Argosy University. I have followed his career over the last decade or more and I have seen him develop into a leader and innovator in psychology at the State and National level.

Dr. Salvador has worked hard to bring much-needed services to rural and other underserved populations, and spent several years on the Island of Molokai in the Community Health Center where he was the director of mental health services in an integrated health care system. He also served on the American Psychological Association's Rural Health Committee. He is currently working with military personnel at Schofield in their integrated health program. He brings a wealth of knowledge of medical service provision from his personal experience of working in diverse interdisciplinary settings.

Dr. Salvador is generous with his time and service to our local Psychological Association as well as to the national organization. He was a valued and influential member of the Early-Career Psychologists Committee of APA. He is currently President-Elect of the Hawaii Psychological Association, and will be the President when the APA Annual Convention comes to Hawaii in 2013.

I enthusiastically endorse Dr. Salvador's nomination. He is a man of learning, skill, and compassion, an excellent communicator, and cares deeply for the welfare of people. I am honored to know him as a friend and colleague, and I am sure he would serve the Council with distinction.

Thank you for this opportunity to add my support to Dr. Salvador's nomination.

Sincerely,  
Rosemary Adam-Terem, Ph.D.



# Hawai'i Psychological Association

## *For a Healthy Hawai'i*

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P.O. Box 833  
Honolulu, HI 96808

[www.hawaiipsychology.org](http://www.hawaiipsychology.org)

Phone: (808) 521-8995

April 12, 2012

Senator Jill N. Tokuda, Chair  
Senator Michelle N. Kidani, Vice Chair  
Committee on Education  
State Capitol  
Honolulu, HI 96813

**Re: Testimony in Support of GM 883, Darryl Salvador for the  
Hawaii Medical Education Council  
Hearing Date: April 16, 2012, 1:15 PM, Conference Room 225**

Dear Senators Tokuda, Kidani and Committee Members:

The Hawaii Psychological Association is very pleased to submit this testimony in strong support of Darryl Salvador, Psy.D. in his nomination to the Hawaii Medical Education Council. Dr. Salvador has been and is an outstanding member of the Hawaii Psychological Association and is currently the President-Elect. His long standing engaged work on behalf of our profession and the people he serves has been impressive. Dr. Salvador has attended the prestigious State Leadership Conference several times and recently served on a committee within APA that is relevant to the Medical Education Council. He has particular knowledge of and experience with the underserved in rural communities and spent several years serving Moloka'i's mentally ill.

Senators Tokuda, Kidani and Committee Members

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April 12, 2012

Darryl Salvador would be an invaluable asset to the Hawaii Medical Education Council and the state of Hawaii. We support his nomination without reservation.

Very truly yours,

Handwritten signature of Jeffrey D. Stern, Ph.D. in black ink, with a stylized flourish and the initials "JDS" visible.

Jeffrey D. Stern, Ph.D.  
President

Handwritten signature of Alex Santiago in black ink, written in a cursive style.

Alex Santiago  
Executive Director

ACS:dps

**Written Testimony  
In Support of  
Dr. Darryl Salvador  
By  
Jerris Hedges, MD, MS, MMM**

Chair Tokuda, Vice-Chair Kidani, and members of the Senate Education Committee,

I would like to offer a formal recommendation for the reappointment of Darryl S. Salvador, Psy.D. to the Hawaii Medical Education Council Board.

He is currently a practicing psychologist and therefore fulfills the requirement of the Council for an appointment as one of the required health care providers. He has practiced on Molokai`i and Oahu and adds the perspective of both urban and rural practice to the overall expertise of the committee.

As Dean of the University of Hawaii John A. Burns School of Medicine, it has been rewarding and enjoyable working with Dr. Salvador since his initial appointment, and I have found him to be extremely dedicated and informed about medical education issues in our State. He is committed to Hawaii and to our medical community and brings a depth of experience that would greatly benefit the Board.

Thank you for your consideration.

## Erin Conner

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, April 03, 2012 7:37 PM  
**To:** EDU Testimony  
**Cc:** Hppaexec@gmail.com  
**Subject:** Testimony for GM883 on 4/16/2012 1:15:00 PM

Testimony for EDU 4/16/2012 1:15:00 PM GM883

Conference room: 225  
Testifier position: Support  
Testifier will be present: No  
Submitted by: Melissa Pavlicek  
Organization: Individual  
E-mail: [Hppaexec@gmail.com](mailto:Hppaexec@gmail.com)  
Submitted on: 4/3/2012

**Comments:**

Darryl is an outstanding community leader and dedicated to public service. Please confirm him.