



UNIVERSITY OF HAWAII SYSTEM

Legislative Testimony

Written Testimony Presented Before the
House Committee on Health
January 31, 2012, 9:00 a.m.

by

Virginia S. Hinshaw, Chancellor
and

Mary G. Boland, DrPH, RN, FAAN
Dean and Professor
School of Nursing and Dental Hygiene
University of Hawai'i at Mānoa

HB 2023 RELATING TO THE CENTER FOR NURSING

Chair Yamane, Vice Chair Morikawa, and members of the House Committee on Health, thank you for this opportunity to provide testimony in strong support of this bill, HB 2023 which amends Act 198, Session Laws of Hawai'i 2003, as amended by section 2 of Act 173, Session Laws of Hawai'i 2008.

This change would make permanent the assessment and deposit of the Hawai'i State Center for Nursing ("HSCFN") fees into the compliance resolution fund and distribution of those funds to the credit of the HSCFN special fund.

The Legislature in its wisdom established the HSCFN in 2003. Since then the HSCFN has provided education, service, and research through collaborative leadership. It has proactively addressed the Institute of Medicine's recommendations (and similar recommendations of the Hawai'i Workforce Development Council)¹. It has forged solutions through respect, diversity, and the collective strength of all stakeholders. The HSCFN has become the hub of nursing information and research that ultimately will benefit the people of Hawai'i.

The HSCFN should be perpetuated as it has become a leader in workforce planning, nursing research, and professional practice in the State. Stakeholders recognize the HSCFN as the source of reliable information on existing and emerging trends in nursing. Thinking strategically, acting collaboratively, and seeking synergistic solutions have become the hallmarks of the HSCFN.

The repeal of the Center for Nursing fees would in essence cause the demise of the HSCFN as the fee is its main source of funding. Therefore, UH Mānoa strongly recommends passage of HB 2023.

We appreciate your continuing support of nursing and healthcare in Hawai'i. Thank you for the opportunity to testify.

¹ See attached: HSCFN Work to Date in Addressing the Institute of Medicine's Recommendations



Hawai'i State Center for Nursing

Hawai'i State Center for Nursing (HSCFN) Work to Date in Addressing the Institute of Medicine's (IOM) Recommendations

January 2012

Recommendation 1: Remove scope-of-practice barriers.

The HSCFN has researched barriers which prevent Advanced Practice Registered Nurses (APRNs) from practicing to the full extent of their education and training. The HSCFN established the APRN Committee which has identified 36 barriers in Federal and State laws to date. The Committee continues to survey APRNs in various practice settings to identify additional barriers to practice. (Information is available upon request.) The Committee has found significant delay in State agencies' implementation of new laws passed by the Legislature which were intended to break down some of these barriers.

Recommendation 2: Expand opportunities for nurses to lead and diffuse collaborative improvement efforts.

The HSCFN established the Nursing Education and Practice Collaborative which is comprised of representatives from key sectors of nursing in the State of Hawai'i with a shared mission and vested interest to attract, educate, and maintain a qualified nursing workforce. This mission presents an opportunity for collaboration with private and public employers, health care organizations, and nursing associations committed to:

- expanding nursing education and practice in the State of Hawai'i to ensure a stable and competent nursing workforce; and
- generate innovative and sustainable solutions for assuring a stable and highly competent nursing workforce across the continuum of healthcare delivery.

Recommendation 3: Implement nurse residency programs.

HSCFN has taken actions to support nurses' completion of a transition-to-practice program (nurse residency) after they have completed a pre-licensure or advanced practice degree program or when they are transitioning into new clinical practice areas. In collaboration with Castle Medical Center, Hawai'i Pacific Health, Hawai'i Health Systems Corporation, Kaiser Medical Center, The Queen's Medical Center, Chaminade University, Hawai'i Pacific University and the University of Hawai'i System, the HSCFN will be implementing a Registered Nurse Residency Program.

At the end of the program, the graduate nurses will:

- transition from entry level nurses to competent professional nurses; develop effective decision making skills related to clinical judgment and performance;
- be able to provide clinical leadership at the point of care;
- strengthen their commitment to nursing as a professional career choice;
- be able to incorporate research-based evidence into their practices; and
- formulate individual career development plans.

Recommendation 4: Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.

Academic nurse leaders from the University of Hawai'i are working together in a shared bachelor of science (BS) program that will increase the proportion of new graduate nurses with a baccalaureate degree. To increase the percentage of BS prepared nurses from 50 to 80 percent statewide by 2020, private and public funders, and employers must create incentives for degree completion by experienced associate degree RNs to continue their progression to the bachelor or master's degree. The HSCFN can facilitate this activity and monitor progress in creating a statewide nursing workforce prepared to meet the demands of diverse populations across the lifespan.

Recommendation 5: Double the number of nurses with a doctorate by 2020.

Hawai'i doctoral graduates are increasing with 8 students each year receiving their PhD from UH Mānoa. The University of Hawai'i nursing programs at Mānoa and Hilo will launch the Doctor of Nursing Practice program in fall 2012 with projected enrollment of 24 and 10 students respectively. Faculty recruitment is hampered by the low salary provided to educators. A combination of increasing the high demand faculty salary threshold and tuition forgiveness programs are needed to increase recruitment and retention.

Recommendation 6: Ensure that nurses engage in lifelong learning.

In accordance with SCR 167, 2009 SLH, the HSCFN established the Continuing Education Joint Advisory Committee (CEJAC) made up of the Hawai'i schools of nursing, health care organizations, the Board of Nursing, and professional associations to collaborate in an effort to ensure that nurses, nursing students and faculty continue their education and engage in lifelong learning to gain the competencies needed to provide care for diverse populations across the lifespan.

In accordance with the IOM recommendations ("Redesigning Continuing Education in the Health Profession"), the CEJAC developed the Hawai'i Continuing Competence Program. The individual nurse in collaboration with the BON, nursing educators, employers and the nursing profession would have the responsibility to demonstrate continued competence by completing a confidential self-assessment of the nurse's

practice; create a plan to maintain competence within the area of practice; choose from multiple learning options/methods/ and attest to completion of the process at the time of license renewal.

The second part of the Program will include an evaluation to assess the effectiveness of the process on nurse competency. The National Board of State Boards of Nursing is in the process of developing such a tool, and the specifics of the tool are pending. CEJAC members include the American Organization of Nurse Executives, Department of Commerce & Consumer Affairs, Filipino Nurses Organization, Hawai'i Association of Professional Nurses, Hawai'i Community College, Hawai'i Health Systems Corporation, Hawai'i Long Term Care Association, Hawai'i Medical Center, Hawai'i Association of Nurse Anesthetists, Hawai'i Association of Nurse Practitioners, Hawai'i Association of Nurse Professionals, Hawai'i Nurses Association, Hawai'i Pacific Health, Hawai'i Pacific University, Healthcare Association of Hawai'i, Kaiser Permanente Hawai'i, Kapi'olani Community College, Kauai Community College, Kuakini Health System, Maui Community College, Philippine Nurses Association, State of Hawai'i Board of Nursing (BON), The Queen's Medical Center, University of Hawai'i at Hilo, University of Hawai'i at Mānoa, and the University of Phoenix.

Recommendation 7: Prepare and enable nurses to lead change to advance health.

The HSCFN established the Hawai'i Nurse Internship and the Nurse Residency Programs to assist novice nurses transition into successful practice. This is accomplished by developing nurse educators, managers, and staff RN preceptors in each organization to work with new graduates and enable them to teach, coach, mentor, lead, and evaluate new nurses. Nurse residency programs are designed to increase job satisfaction and reinforce professional commitment to the nursing profession, contributing to the long-range goal of alleviating the nursing shortage. Data from organizations with these programs report significant increase in RN retention.

Recommendation 8: Build an infrastructure for the collection and analysis of interprofessional health care workforce data.

The HSCFN and the UH Mānoa School of Nursing and Dental Hygiene have collaborated with the Hawai'i Workforce Development Council, the Hawai'i Board of Nursing, the State departments of Health, Human Services, Commerce & Consumer Affairs and Labor to ensure that the data are timely and publicly accessible. Five annual surveys were conducted to track the types of nursing programs offered, enrollment capacity, number of graduates, student and faculty demographics, and current issues affecting education capacity. Three biennial census surveys of registered nurses licensed by the Hawai'i Board of Nursing were conducted to identify and trend RNs geographic distribution, age, employment status, intention to stay in current employment and in the profession. A census survey of licensed practical nurses (LPN) licensed by the State of Hawai'i Board of Nursing was conducted to identify and trend PNs geographic distribution, age, employment status, intention to stay in current employment and in the profession.

Written Testimony Presented Before the
House Committee on Health
January 31, 2012, 9:00 a.m.
by
Denise Cohen, PhDc, APRN, MS
Associate Professor of Nursing
University of Hawaii Maui College

HB 2023 RELATING TO THE CENTER FOR NURSING

Chair Yamane, Vice Chair Morikawa, and members of the House Committee on Health, thank you for this opportunity to provide testimony in strong support of this bill, HB 2023, which amends Act 198, Session Laws of Hawaii 2003, as amended by section 2 of Act 173, Session Laws of Hawaii 2008.

This change would make permanent the assessment and deposit of the Hawaii State Center for Nursing ("HSCFN") fees into the compliance resolution fund and distribution of those funds to the credit of the HSCFN special fund.

The Legislature in its wisdom established the HSCFN in 2003. Since then, the Center has provided education, service, and research through collaborative leadership. It has proactively addressed the Institute of Medicine's recommendations. It has developed interventions through respect, diversity, and the collective strength of all stakeholders. The Center has become the hub of nursing information and research that will ultimately benefit the people of Hawai'i.

The HSCFN should be continued as it has become a leader in workforce planning, nursing research, and professional practice in the State. Stakeholders recognize the HSCFN as the source of reliable information regarding existing and emerging trends in nursing. The repeal of the Center fees would in essence cause the demise of the HSCFN as the fee is its main source of funding.

Therefore, I strongly support the passage of HB 2023. I appreciate your continuing support of nursing and healthcare in Hawai'i. Thank you for this opportunity to testify.



55 Merchant Street
Honolulu, Hawai'i 96813-4333

HAWAII PACIFIC HEALTH
Kapi'olani • Pali Momi • Straub • Wilcox

808-535-7401
www.hawaiipacifichealth.org

Tuesday – January 31, 2011 – 9:00am
Conference Room 329

The House Committee on Health

To: Representative Ryan I. Yamane, Chair
Representative Dee Morikawa, Vice Chair

From: Art Gladstone
Chief Nurse Executive
Chief Operating Officer – Straub Clinic & Hospital

Re: **HB 2023 RELATING TO THE CENTER FOR NURSING Testimony in Strong Support**

My name is Art Gladstone, Chief Nurse Executive for Hawai'i Pacific Health (HPH) and Chief Operating Officer for Straub Clinic & Hospital. Hawai'i Pacific Health is a nonprofit health care system and the state's largest health care provider, committed to providing the highest quality medical care and service to the people of Hawai'i and the Pacific Region through its four affiliated hospitals, 49 outpatient clinics and more than 2,200 physicians and clinicians. The network is anchored by its four nonprofit hospitals: Kapi'olani Medical Center for Women & Children, Pali Momi Medical Center, Straub Clinic & Hospital and Wilcox Memorial Hospital.

We are writing in strong support of HB 2023 Relating to the Center for Nursing which makes permanent the assessment and deposit of center for nursing fees into the compliance resolution fund and distribution of those funds to credit the center for nursing special fund..

The Legislature in its wisdom established the Hawai'i State Center For Nursing (HSCFN) in 2003. Since then the Center has provided education, service, and research through collaborative leadership. The Center has become the hub of nursing information and research that ultimately will benefit the people of Hawai'i. The HSCFN should be perpetuated as it has become a leader in workforce planning, nursing research, and professional practice in the State. Stakeholders recognize the HSCFN as the source of reliable information on existing and emerging trends in nursing.

The repeal of the Center fees would in essence cause the demise of the HSCFN as the fee is its main source of funding. Therefore, Hawai'i Pacific Health supports passage of HB 2023.

Thank you for the opportunity to testify.



**PRESENTATION OF THE
BOARD OF NURSING**

TO THE HOUSE COMMITTEE ON HEALTH

TWENTY-SIXTH LEGISLATURE
Regular Session of 2012

Tuesday, January 31, 2012
9:00 a.m.

WRITTEN TESTIMONY ONLY

**TESTIMONY ON HOUSE BILL NO. 2023, RELATING TO THE CENTER FOR
NURSING.**

TO THE HONORABLE RYAN I. YAMANE, CHAIR,
AND MEMBERS OF THE COMMITTEE:

My name is Lee Ann Teshima, Executive Officer for the Board of Nursing ("Board"). I appreciate the opportunity to submit written testimony on House Bill No. 2023, Relating to the Center for Nursing. While the Board has not had an opportunity to formally discuss this bill, Board members were queried and are very supportive of this measure. Thus, the Board informally supports this bill which proposes to delete the repeal date for the assessment and deposit of the Center for Nursing fees into the compliance resolution fund.

In 2003, the Center for Nursing was established to address nursing workforce issues. In 2010, the Center for Nursing was requested to evaluate the need for and resources required to establish a continuing education program for nurses. Continuity and funding is crucial for monumental tasks such as these for the Center for Nursing to continue its work.

Testimony on House Bill No. 2023
Tuesday, January 31, 2012
Page 2

The Board recently communicated to the Center for Nursing that there should be more communication and a “working” relationship between the Center and the Board and requested that the Center for Nursing meet with the Board at least quarterly to provide a progress report on the Center’s projects and to see if the Board could assist the Center in any way.

The Board has always supported the Center and will continue to do so.

Thank you for the opportunity to submit testimony in support of House Bill No. 2023.



Hawai'i State Center for Nursing

Date: January 30, 2012

Send to: Representative Ryan Yamane
Re: Testimony re: HB 2023

From: Amy Ono *AO*
Hawai'i State Center for Nursing
Phone Number: 808-956-5211
Number of Pages, Not Including Cover: 5

Fax Number: 808-586-6281

URGENT REPLY ASAP FOR YOUR FURTHER ACTION PLEASE REVIEW AND COMMENT
 FOR YOUR INFORMATION

COMMENTS:

Aloha,

Please find the following testimony and supporting justification submitted by Gail Tiwanak, Executive Director of the Hawai'i State Center for Nursing, in strong support of HB 2023. Please note that Ms. Tiwanak's testimony was submitted electronically as well.

Please feel free to contact me at 808-956-5211 or onoa@hawaii.edu should you have any questions. Mahalo for your consideration!

Written Testimony Presented Before the
House Committee on Health
January 31, 2012, 9:00 a.m.
by
Gail P. Tiwanak, RN, MBA
Executive Director
Hawaii State Center for Nursing

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¹ See attached.

strategically, acting collaboratively, and seeking synergistic solutions have become the hallmarks of the HSCFN.

The repeal of the Center fees would in essence cause the demise of the HSCFN as the fee is its main source of funding.

Therefore, the Hawaii State Center for Nursing strongly recommends passage of HB 2023. We appreciate your continuing support of nursing and healthcare in Hawai'i. Thank you for the opportunity to testify.

**HSCFN Work to date in addressing the
Institute of Medicine's (IOM) Recommendations**

Recommendation 1: Remove scope-of-practice barriers.

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The second part of the Program will include an evaluation to assess the effectiveness of the process on nurse competency. The National Board of State Boards of Nursing is in the process of developing such a tool, and the specifics of the tool are pending.

(CEJAC members include the American Organization of Nurse Executives, Department of Commerce & Consumer Affairs, Filipino Nurses Organization, Hawai'i Association of Professional Nurses, Hawai'i Community College, Hawai'i Health Systems Corporation, Hawai'i Long Term Care Association, Hawai'i Medical Center, Hawai'i Association of Nurse Anesthetists, Hawai'i Association of Nurse Practitioners, Hawai'i Association of Nurse Professionals, Hawai'i Nurses Association, Hawai'i Pacific Health, Hawai'i Pacific University, Healthcare

Association of Hawai'i, Kaiser Permanente Hawai'i, Kapi'olani Community College, Kauai Community College, Kuakini Health System, Maui Community College, Philippine Nurses Association, State of Hawai'i Board of Nursing (BON), The Queen's Medical Center, University of Hawai'i at Hilo, University of Hawai'i at Mānoa, and the University of Phoenix.)

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A census survey of licensed practical nurses (LPN) licensed by the State of Hawai'i Board of Nursing was conducted to identify and trend PNs geographic distribution, age, employment status, intention to stay in current employment and in the profession.

We appreciate your continuing support of nursing and healthcare in Hawai'i. Thank you for the opportunity to testify.

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House Committee on Health
January 31, 2012, 9:00a.m.

HB 2023 RELATING TO THE CENTER FOR NURSING

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This change would make permanent the assessment and deposit of the Hawaii State Center for Nursing ("HSCFN") fees into the compliance resolution fund and distribution of those funds to the credit of the HSCFN special fund.

The HSCFN was established in 2003 to provide education, service, and research through collaborative leadership for Hawaii's nurses. The HSCFN has reviewed national evidence and has acted proactively to address the Institute of Medicine's recommendations (and similar recommendations of the Hawai'i Workforce Development Council). It is building strong coalitions and collaborative efforts with all stakeholders to better serve health care needs of the people of Hawaii.

The HSCFN should be perpetuated as it has become a champion for workforce planning, nursing research, and professional practice in the State. Stakeholders recognize the HSCFN as the source of reliable information on existing and emerging trends in nursing and as the advocate for coalitions that ultimately will benefit the people of Hawai'i.

The repeal of the Center fees would result in the termination of the HSCFN as the fee is its main source of funding. Therefore, as an Advanced Practice Registered Nurse, primary care provider and nurse leader, I **strongly recommend passage of HB 2023**. Mahalo Nui Loa for you continuing support of the HSCN and evidence based quality healthcare in Hawai'i. Mahalo in advance for your thoughtful consideration of these issues and I ask your support to move this legislation forward.

O au me ka ha`a ha`a (I am humbly yours),

Dr. Lenora Lorenzo
DNP, APRN-RX, BC-FNP/GNP/ADM, CDE
American Academy of Nurse Practitioners
Region 9 Director (Arizona, Nevada, California, Hawaii and US Territories of Guam, American Samoa & the Marianna Islands)
Adjunct Faculty University of Hawai'i School of Nursing & Denta Hygeine
Primary Care Provider & Chronic Disease Management Team Leader
Veterans Health Administration, Pacific Islands Health Care System
PO Box 474, Haleiwa, Hawaii 96712
(808) 222 4330

Written Testimony Presented Before the
House Committee on Health
January 31, 2012, 9:00a.m.
by
Midge Blandamer, PMH APRN-RX, CNE-A
Director of Nursing
Kahi Mohala Behavioral Health and
Vice President
Hawaii Association of Professional Nurses (HAPN)

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This change would make permanent the assessment and deposit of the Hawaii State Center for Nursing ("HSCFN") fees into the compliance resolution fund and distribution of those funds to the credit of the HSCFN special fund.

We feel it is absolutely vital to continue the above mentioned funding source in order to maintain the Hawaii State Center for Nursing. The Center has provided education, service, and research to move the nursing profession forward in our state. It has been a strong supporter of advanced practice nursing. Working with others, the Center has been instrumental in helping obtain the legislation needed to permit nursing (via APRN practice) to address the healthcare needs of Hawaii's most "at risk" citizens. The Center has obtained nursing information and conducted research that has guided our nursing workforce needs. Their continued work will help ensure adequate nursing education and workforce development to meet the future healthcare needs of Hawaii citizens. In addition, the HSCFN has sponsored "Evidence Based

Practice” workshops to better prepare nurses at all educational levels to improve nursing practice within their own facilities or practice areas by exploring reliable research and performance improvement data. This is having an impact of improved quality of patient care throughout our state.

As a representative of HAPN, we would like to see the HSCFN Fee be assessed only once for each individual nurse rather than assessed with each licensure level. Currently, an individual who holds a RN, APRN, and APRN-Rx license, is assessed this fee three times rather than once. However, even with the multiple fees, we highly recommend passage of HB 2023 since we firmly support the work of the HSCFN.

Thank you for this opportunity to testify.

Written Testimony Presented Before the
House Committee on Health
January 31, 2012, 9:00a.m.
by
Suzann Filleul
President of Hi. Association of Nurse Executive

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The HSCFN should be perpetuated as it has become a leader in workforce planning, nursing research, and professional practice in the State. Stakeholders recognize the HSCFN as the source of reliable information on existing and emerging trends in nursing. Thinking

strategically, acting collaboratively, and seeking synergistic solutions have become the hallmarks of the HSCFN.

The repeal of the Center fees would in essence cause the demise of the HSCFN as the fee is its main source of funding.

Therefore, the Hawaii Association of Nurse Executives strongly recommends passage of HB 2023. We appreciate your continuing support of nursing and healthcare in Hawai'i. Thank you for the opportunity to testify.

Respectgfully,

Suzann Filleul

Written Testimony Presented Before the
House Committee on Health
January 31, 2012, 9:00 a.m.
by
Stephen A. Kula, Ph.D., NHA
Executive Director
Legacy of Life Hawaii

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Thank you for the opportunity to testify.

morikawa2 - Grant

From: mailinglist@capitol.hawaii.gov
Sent: Friday, January 27, 2012 9:16 PM
To: HLTtestimony
Cc: geesey@hawaii.edu
Subject: Testimony for HB2023 on 1/31/2012 9:00:00 AM

Testimony for HLT 1/31/2012 9:00:00 AM HB2023

Conference room: 329
Testifier position: Support
Testifier will be present: No
Submitted by: Yvonne Geesey
Organization: Individual
E-mail: geesey@hawaii.edu
Submitted on: 1/27/2012

Comments:

As a Hawai'i APRN I am very proud of the work our Center for Nursing has done and strongly support making our contribution to the Center from our licensure fees permanent.
Mahalo!

morikawa2 - Grant

From: mailinglist@capitol.hawaii.gov
Sent: Sunday, January 29, 2012 8:21 AM
To: HLTtestimony
Cc: matt.bishop5@hawaiiantel.net
Subject: Testimony for HB2023 on 1/31/2012 9:00:00 AM

Testimony for HLT 1/31/2012 9:00:00 AM HB2023

Conference room: 329
Testifier position: Support
Testifier will be present: No
Submitted by: Matthew Bishop
Organization: Individual
E-mail: matt.bishop5@hawaiiantel.net
Submitted on: 1/29/2012

Comments:

I support this measure as written in HB2023. The center for nursing in Hawaii needs to stay an active role in keeping nursing on the forefront of care. The center needs to be more involved with the Board of Nursing to assist the board in communication and dissemination of information to all nursed throughout the state as well as to improve all nursing rules and regulations to maximize patient safety and further nursing practice.

morikawa2 - Grant

From: mailinglist@capitol.hawaii.gov
Sent: Sunday, January 29, 2012 9:59 PM
To: HLTtestimony
Cc: nuyolks@gmail.com
Subject: Testimony for HB2023 on 1/31/2012 9:00:00 AM

Testimony for HLT 1/31/2012 9:00:00 AM HB2023

Conference room: 329
Testifier position: Support
Testifier will be present: Yes
Submitted by: Kathleen Yokouchi
Organization: Individual
E-mail: nuyolks@gmail.com
Submitted on: 1/29/2012

Comments:
In very strong support.

morikawa2 - Grant

From: mailinglist@capitol.hawaii.gov
Sent: Monday, January 30, 2012 10:10 AM
To: HLTtestimony
Cc: mdodoc@aol.com
Subject: Testimony for HB2023 on 1/31/2012 9:00:00 AM

Testimony for HLT 1/31/2012 9:00:00 AM HB2023

Conference room: 329
Testifier position: Support
Testifier will be present: No
Submitted by: Karen Sheppard
Organization: Individual
E-mail: mdodoc@aol.com
Submitted on: 1/30/2012

Comments:
Written Testimony Presented Before the
House Committee on Health
January 31, 2012, 9:00a.m.

HB 2023 RELATING TO THE CENTER FOR NURSING Chair Yamane, Vice Chair Morikawa, and members of the House Committee on Health, Mahalo for this opportunity to provide testimony in strong support of this bill, HB 2023 which amends Act 198, Session Laws of Hawaii 2003, as amended by section 2 of Act 173, Session Laws of Hawaii 2008.

This change would make permanent the assessment and deposit of the Hawaii State Center for Nursing ("HSCFN") fees into the compliance resolution fund and distribution of those funds to the credit of the HSCFN special fund.

The HSCFN was established in 2003 to provide education, service, and research through collaborative leadership for Hawaii's nurses. The HSCFN has reviewed national evidence and has acted proactively to address the Institute of Medicine's recommendations (and similar recommendations of the Hawai'i Workforce Development Council). It is building strong coalitions and collaborative efforts with all stakeholders to better serve health care needs of the people of Hawaii.

The HSCFN should be continued as it has become a champion for workforce planning, nursing research, and professional practice in this State. Stakeholders recognize the HSCFN as the source of reliable information on existing and emerging trends in nursing and as the advocate for coalitions that ultimately benefit the people of Hawaii and their health care.

The repeal of the Center fees would result in the termination of the HSCFN as the fee is its main source of funding. Therefore, as an Advanced Practice Registered Nurse, mental health care provider and nurse leader, I strongly recommend passage of HB 2023. Mahalo Nui Loa for you continuing support of the HSCFN and evidence based quality healthcare in Hawaii. Mahalo in advance for your thoughtful consideration of these issues and I ask your support to move this legislation forward.

O au me ka ha`a ha`a (I am humbly yours),

Dr. Karen Sheppard
PMHNP-BC, Ph.D.
PO Box 1367, Lihue, Hawaii 96766
(808) 245-1853

Written Testimony Presented Before the
House Committee on Health
January 31, 2012, 9:00a.m.
by
Catherine Adams, RN, MSN

HB 2023 RELATING TO THE CENTER FOR NURSING

Chair Yamane, Vice Chair Morikawa, and members of the House Committee on Health, thank you for this opportunity to provide testimony in strong support of this bill, HB 2023 which amends Act 198, Session Laws of Hawaii 2003, as amended by section 2 of Act 173, Session Laws of Hawaii 2008.

This change would make permanent the assessment and deposit of the Hawaii State Center for Nursing ("HSCFN") fees into the compliance resolution fund and distribution of those funds to the credit of the HSCFN special fund.

The Legislature in established the HSCFN in 2003. Since then the Center has provided education, service, and research through collaborative leadership. It has proactively addressed the Institute of Medicine's recommendations (and similar recommendations of the Hawai'i Workforce Development Council)¹. It has forged solutions through respect, diversity, and the collective strength of all stakeholders. The Center has become the respected hub of nursing information and research that ultimately will benefit the people of Hawai'i.

The HSCFN should be perpetuated as it has become a leader in workforce planning, nursing research, and professional practice in the State. Stakeholders recognize the HSCFN as the source of reliable unbiased information on existing and emerging trends in nursing. Thinking strategically, acting collaboratively, and seeking synergistic solutions have become the hallmarks of the HSCFN.

¹ See attached.

The repeal of the Center fees would in essence cause the demise of the HSCFN as the fee is its main source of funding. As a former board member of the Center, I can tell you that the Center does very important work and that this work could not be done without this support.

Therefore, I strongly recommend passage of HB 2023. I appreciate your continuing support of nursing and healthcare in Hawai'i. Thank you for the opportunity to testify.

Written Testimony Presented Before the
House Committee on Health
January 31, 2012, 9:00 a.m.

by

Ana M. Silva, RN, NE-BC, RN-BC
Former Board Member and member of the Hawaii State Center for Nursing,
and member of the Hawaii Nurses Association

HB 2023 RELATING TO THE CENTER FOR NURSING

Chair Yamane, Vice Chair Morikawa, and members of the House Committee on Health, thank you for this opportunity to provide testimony in strong support of bill, HB 2023 that amends Act 198, Session Laws of Hawaii 2003, as amended by section 2 of Act 173, Session Laws of Hawaii 2008.

As a Registered Nurse of 39 years practice, I am proud that the Hawaii Legislature established the HSCFN in 2003. I have just completed two terms of the Advisory Board of the Hawaii State Center for Nursing. In fact, I was one of the original board members appointed by the Governor. Since its inception, I have seen the Center provide much needed education, service, and research through collaborative leadership. During this time, I have seen our profession move forward in its ability to serve the people of Hawaii.

The HSCFN has also proactively addressed the Institute of Medicine's recommendations that are so important to the delivery of healthcare by nurses in Hawaii. The HSCFN has worked collaboratively with others to find solutions to the many problems faced by those that deliver patient care. I can say without reservation that the HSCFN has become the *voice for nursing* in Hawaii and I cannot be more proud of the work that has been accomplished.

It is my earnest opinion that the HSCFN should be perpetuated as it has become a leader in workforce planning, nursing research, and professional practice in the State. I and others

recognize the HSCFN as the source of reliable information on existing and emerging trends in nursing.

The driving force that ensures that this important work continues is the fee that all licensed nurses pay, and I believe that it is a small price to pay for such a profound "return on investment" for nurses and those we serve. I sincerely believe that repealing the HSCFN fees would bring all the good work to a halt and would set healthcare back many, many steps. Therefore, as a Registered Nurse and as a former Board member of the Hawaii State Center for Nursing, I strongly recommend passage of HB 2023.

As a citizen of the great state of Hawaii, and as a nurse, I appreciate your continuing support of nursing and healthcare in Hawai'i. Thank you for the opportunity to testify.

Signed,

Ana Silva, RN, NE-BC, RN-BC

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**HSCFN Work to date in addressing the
Institute of Medicine's (IOM) Recommendations**

Recommendation 1: Remove scope-of-practice barriers.

The HSCFN has researched barriers which prevent Advanced Practice Registered Nurses (APRNs) from practicing to the full extent of their education and training. The HSCFN established the APRN Committee which has identified 36 barriers in Federal and State laws to date. The Committee continues to survey APRNs in various practice settings to identify additional barriers to practice. (Information is available upon request.) The Committee has found significant delay in State agencies' implementation of new laws passed by the Legislature which were intended to break down some of these barriers.

Recommendation 2: Expand opportunities for nurses to lead and diffuse collaborative improvement efforts.

The HSCFN established the Nursing Education and Practice Collaborative which is comprised of representatives from key sectors of nursing in the State of Hawai'i with a shared mission and vested interest to attract, educate, and maintain a qualified nursing workforce. This mission presents an opportunity for collaboration with private and public employers, health care organizations, and nursing associations committed to:

- expanding nursing education and practice in the State of Hawai'i to ensure a stable and competent nursing workforce; and
- generate innovative and sustainable solutions for assuring a stable and highly competent nursing workforce across the continuum of healthcare delivery.

Recommendation 3: Implement nurse residency programs.

HSCFN has taken actions to support nurses' completion of a transition-to-practice program (nurse residency) after they have completed a prelicensure or advanced practice degree program or when they are transitioning into new clinical practice areas. In collaboration with Castle Medical Center, Hawai'i Pacific Health, Hawai'i Health Systems Corporation, Kaiser Medical Center, The Queen's Medical Center, Chaminade University, Hawai'i Pacific University and the University of Hawai'i System, the HSCFN will be implementing a Registered Nurse Residency Program. At the end of the program, the graduate nurses will:

- transition from entry level nurses to competent professional nurses; develop effective decision making skills related to clinical judgment and performance;
- be able to provide clinical leadership at the point of care;
- strengthen their commitment to nursing as a professional career choice;
- be able to incorporate research-based evidence into their practices; and
- formulate individual career development plans.

Recommendation 4: Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.

Academic nurse leaders from the University of Hawai'i are working together in a shared BS program that will increase the proportion of new graduate nurses with a baccalaureate degree.

To increase the percentage of BS prepared nurses from 50 to 80 percent statewide by 2020, private and public funders, and employers must create incentives for degree completion by experienced associate degree RNs to continue their progression to the bachelor or master's degree. The HSCFN can facilitate this activity and monitor progress in creating a statewide nursing workforce prepared to meet the demands of diverse populations across the lifespan.

Recommendation 5: Double the number of nurses with a doctorate by 2020.

Hawai'i doctoral graduates are increasing with 8 students each year receiving their PhD from UH Mānoa. The University of Hawai'i nursing programs at Mānoa and Hilo will launch the Doctor of Nursing Practice program in fall 2012 with projected enrollment of 24 and 10 students respectively. Faculty recruitment is hampered by the low salary provided to educators. A combination of increasing the high demand faculty salary threshold and tuition forgiveness programs are needed to increase recruitment and retention.

Recommendation 6: Ensure that nurses engage in lifelong learning.

In accordance with SCR 167, 2009 SLH, the HSCFN established the Continuing Education Joint Advisory Committee (CEJAC) made up of the Hawai'i schools of nursing, health care organizations, the BON and professional associations to collaborate in an effort to ensure that nurses, nursing students and faculty continue their education and engage in lifelong learning to gain the competencies needed to provide care for diverse populations across the lifespan.

In accordance with the IOM recommendations ("Redesigning Continuing Education in the Health Profession"), the CEJAC developed the Hawai'i Continuing Competence Program. The individual nurse in collaboration with the BON, nursing educators, employers and the nursing profession would have the responsibility to demonstrate continued competence by completing a confidential self-assessment of the nurse's practice; create a plan to maintain competence within the area of practice; choose from multiple learning options/methods/ and attest to completion of the process at the time of license renewal.

The second part of the Program will include an evaluation to assess the effectiveness of the process on nurse competency. The National Board of State Boards of Nursing is in the process of developing such a tool, and the specifics of the tool are pending.

(CEJAC members include the American Organization of Nurse Executives, Department of Commerce & Consumer Affairs, Filipino Nurses Organization, Hawai'i Association of Professional Nurses, Hawai'i Community College, Hawai'i Health Systems Corporation, Hawai'i Long Term Care Association, Hawai'i Medical Center, Hawai'i Association of Nurse Anesthetists, Hawai'i Association of Nurse Practitioners, Hawai'i Association of Nurse Professionals, Hawai'i Nurses Association, Hawai'i Pacific Health, Hawai'i Pacific University, Healthcare

Association of Hawai'i, Kaiser Permanente Hawai'i, Kapi'olani Community College, Kauai Community College, Kuakini Health System, Maui Community College, Philippine Nurses Association, State of Hawai'i Board of Nursing (BON), The Queen's Medical Center, University of Hawai'i at Hilo, University of Hawai'i at Mānoa, and the University of Phoenix.)

Recommendation 7: Prepare and enable nurses to lead change to advance health.
The HSCFN established the Hawai'i Nurse Internship and the Nurse Residency Programs to assist novice nurses transition into successful practice. This is accomplished by developing nurse educators, managers, and staff RN preceptors in each organization to work with new graduates and enable them to teach, coach, mentor, lead, and evaluate new nurses. Nurse residency programs are designed to increase job satisfaction and reinforce professional commitment to the nursing profession, contributing to the long-range goal of alleviating the nursing shortage. Data from organizations with these programs report significant increase in RN retention.

Recommendation 8: Build an infrastructure for the collection and analysis of interprofessional health care workforce data.

The HSCFN and the UH Mānoa School of Nursing and Dental Hygiene have collaborated with the Hawai'i Workforce Development Council, the Hawai'i Board of Nursing, the State departments of Health, Human Services, Commerce & Consumer Affairs and Labor to ensure that the data are timely and publicly accessible.

Five annual surveys were conducted to track the types of nursing programs offered, enrollment capacity, number of graduates, student and faculty demographics, and current issues affecting education capacity.

Three biennial census surveys of registered nurses licensed by the Hawai'i Board of Nursing were conducted to identify and trend RNs geographic distribution, age, employment status, intention to stay in current employment and in the profession.

A census survey of licensed practical nurses (LPN) licensed by the State of Hawai'i Board of Nursing was conducted to identify and trend PNs geographic distribution, age, employment status, intention to stay in current employment and in the profession.

We appreciate your continuing support of nursing and healthcare in Hawai'i. Thank you for the opportunity to testify.