

# SB 2182

Measure Title: RELATING TO THE CENTER FOR NURSING.

Report Title: University of Hawaii; Nursing; Fees

Description: Makes permanent the assessment and deposit of center for nursing fees into the compliance resolution fund and distribution of those funds to the credit of the center for nursing special fund.

Companion:

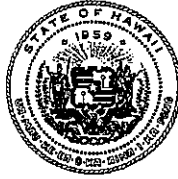
Package: None

Current Referral: CPN, WAM

Introducer(s): BAKER, CHUN OAKLAND, GREEN, KIDANI, SHIMABUKURO, TOKUDA, TSUTSUI, English, Espero, Fukunaga, Galuteria, Hee, Ihara, Kahele, Nishihara, Taniguchi

<b><u>Sort by Date</u></b>		<b>Status Text</b>
1/20/2012	S	Introduced.
1/20/2012	S	Passed First Reading.
1/20/2012	S	Referred to CPN, WAM.
1/27/2012	S	The committee(s) on CPN has scheduled a public hearing on 02-07-12 9:30AM in conference room 229.

NEIL ABERCROMBIE  
GOVERNOR



MARIAN E. TSUJI  
CHAIRPERSON

JAMES P. HARDWAY  
EXECUTIVE DIRECTOR

**STATE OF HAWAII  
WORKFORCE DEVELOPMENT COUNCIL**

830 PUNCHBOWL STREET, ROOM 417  
HONOLULU, HAWAII 96813  
[www.hawaii.gov/labor/wdc](http://www.hawaii.gov/labor/wdc)  
Phone: (808) 586-8672 / Fax: (808) 586-8674  
Email: [jhardway@hawaii.gov](mailto:jhardway@hawaii.gov)

January 30, 2012

To: The Honorable Rosalyn H. Baker, Chair, and Vice Chair Brian Taniguchi  
and Members of the Senate Committee on Commerce and Consumer Protection

Date: Tuesday, February 7, 2012  
Time: 9:30 a.m.  
Place: Conference Room 229, State Capitol

From: James P. Hardway, Executive Director  
Workforce Development Council

**Re: SB 2182 - Relating to the UH Center for Nursing**

The Workforce Development Council ("WDC") **strongly supports** the amendment to make permanent the assessment and deposit of the UH Center for Nursing fees into the compliance resolution fund and distribution of those funds to the credit of the UH Center for Nursing special fund. This legislation is greatly needed to continue addressing workforce issues related to nursing.

The WDC is an attached agency to the DLIR and is responsible for advising the Governor and Legislature on workforce development to support economic development and employment opportunities for all. The WDC is also the State Workforce Investment Board for purposes of the federal Workforce Investment Act ("WIA") of 1998. The WDC assists the Governor in developing and updating comprehensive five-year strategic workforce investment plans and oversees workforce (public) investment activities in the state.

In response to Governor Neil Abercrombie's New Day Plan goal to develop and implement a comprehensive strategy to address Hawaii's aging population and ever increasing healthcare needs, the WDC has recently completed a Healthcare Workforce Development Plan and Report published in December 2011, which documents Hawaii's severe healthcare workforce shortages. **Without support of legislation like this, the WDC anticipates significant labor shortages for skilled nurses, especially on the neighbor islands and rural areas, which will have an estimated statewide shortfall of primary care professionals of 20% by the year 2020.** Registered nurses rank in the top ten (10) High Demand Occupations across all industries and is number one (1) for needed occupation for the healthcare industry. The funding to the Center for Nursing will assist in addressing major issues such as new nurses not having the skills required for success or employment.

S.B. 2182 -Relating to the Center for Nursing

January 30, 2012

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Some of the center's plans have proven especially helpful in developing a healthy nursing workforce. For instance, the center's focus on removing scope of practice barriers has provided industry-driven recommendations that will increase the workforce of skilled nurses. The center's implementation of the Nurse Residency Program has been monumental in improving the quality of new nurses entering the workforce to better meet the needs of employers. The center's focus on increasing the number of nurses with Baccalaureate and Doctorate degrees has also brought this need to the attention of educators statewide who have often focused on graduating Associate degree level nurses, which in turn is producing an abundance of low-skilled workers who are displacing lower level healthcare professionals and earning lower than their expected pay grade. Additionally, the center's nursing surveys have proven immensely valuable when calculating future workforce needs, and have become an example of how future workforce surveys should be implemented to track the workforce gaps of other high needs healthcare professionals.

Overall, the WDC supports the amendment to make permanent the assessment and deposit of the UH Center for Nursing fees into the compliance resolution fund and distribution of those funds to the credit of the UH Center for Nursing special fund in order to continue the excellent work of the UH Center for Nursing which has become the standard of what the future of healthcare workforce development in Hawaii should reflect.

Thank you for this time to provide testimony supporting SB 2182 relating to the UH Center for Nursing.

Written Testimony Presented Before the  
Senate Committee on Commerce and Consumer Affairs  
January 31, 2012, 9:00a.m.  
by  
Suzann Filleul  
President of Hi. American Organization of Nurse Executives

SB 2182 RELATING TO THE CENTER FOR NURSING

Chair Baker , Vice Chair Taniguchi, and members of the Senate on Commerce and Consumer Affairs, thank you for this opportunity to provide testimony in strong support of this bill, SB2182 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 (and similar recommendations of the Hawai'i Workforce Development Council)<sup>1</sup>. It has forged solutions through respect, diversity, and the collective strength of all stakeholders. 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. Thinking

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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 American Organization of Nurse Executives strongly recommends passage of SB2182. We appreciate your continuing support of nursing and healthcare in Hawai'i. Thank you for the opportunity to testify.

Respectfully,

Suzann Filleul

Written Testimony for  
Senate Committee on Commerce and Consumer Protection  
Hearing February 7, 2012, 9:30 a.m.  
by  
Sally Kamai, RN, BSN, MBA-HCM

SB 2182 RELATING TO THE CENTER FOR NURSING

Chair Baker, Vice Chair Taniguchi, and members of the Senate Committee on Commerce and Consumer Affairs, thank you for this opportunity to provide testimony in strong support of this bill, SB 2182, 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.

I personally have been involved in working with the Center for Nursing on a variety of issues and projects since the Center was established. I have seen the value the Center has provided to the nurses and hospital organizations in Hawai'i, offering many educational and collaborative opportunities that did not exist in the past. They have been especially instrumental in producing nursing workforce statistics, excellent evidence based practice workshops which have fostered excellent patient care improvement projects at many hospitals, and nurse leadership training conferences. The leadership of Gail Tiwanak and Barbara Matthews has also been exemplary. The Center for Nursing is a very valuable resource to Hawai'i nurses and health care organizations.

Therefore, I strongly recommends passage of SB 2182.

Thank you for the opportunity to testify.

**PRESENTATION OF THE  
BOARD OF NURSING**

**TO THE SENATE COMMITTEE ON  
COMMERCE AND CONSUMER PROTECTION**

**TWENTY-SIXTH LEGISLATURE  
Regular Session of 2012**

**Tuesday, February 7, 2012  
9:30 a.m.**

**TESTIMONY ON SENATE BILL NO. 2182, RELATING TO THE CENTER FOR  
NURSING.**

**TO THE HONORABLE ROSALYN H. BAKER, 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 testify on Senate Bill No. 2182, Relating to the Center for Nursing. The Board 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.

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

Testimony on Senate Bill No. 2182  
Tuesday, February 7, 2012  
Page 2

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 testify in support of Senate Bill No. 2182.





## **UNIVERSITY OF HAWAII SYSTEM**

### **Legislative Testimony**

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Written Testimony Presented Before the  
Senate Committee on Commerce and Consumer Protection  
Tuesday, February 7, 2012, 9:30 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

#### **SB 2182 RELATING TO THE CENTER FOR NURSING**

Chair Baker, Vice Chair Taniguchi, and members of the Senate Committee on Commerce and Consumer Protection, thank you for this opportunity to provide testimony in strong support of this bill, SB 2182 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)<sup>1</sup>. 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, the UH Mānoa Nursing strongly recommends passage of SB 2182.

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

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

Written Testimony Presented Before the  
Committee on Commerce and Consumer Protection  
Tuesday, February 7, 2012, 9:30am  
Conference Room 229  
State Capitol

**SB 2182 RELATING TO THE CENTER FOR NURSING**

To the Honorable, Senator Rosalyn H. Baker, Chair, Senator Brian T. Taniguchi, Vice Chair, and members of the Senate Committee on Commerce and Consumer Protection, Mahalo for this opportunity to provide testimony in **strong support of SB 2182** 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 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 nurse leader, and consumer of health care, I **strongly recommend passage of SB 2182**. 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 & Dental Hygiene  
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



To: Committee on Commerce and Consumer Protection  
Senator Roslyn H. Baker, Chair  
Senator Brian T. Taniguchi, Vice Chair

Date: February 7, 2012, Conference Room 229, 9:30 a.m.

Re: **SB 2182- Relating to the Center for Nursing**

Chair Baker, Vice Chair Taniguchi, and Committee Members:

My name is Barbara Kim Stanton, State Director of AARP Hawaii. AARP is a membership organization of people 50 and older with nearly 150,000 members in Hawaii. We are committed to championing access to affordable, quality health care for all generations, providing the tools needed to save for retirement, and serving as a reliable information source on issues critical to Americans age 50!.

AARP **supports** SB 2182, which would make permanent the assessment and deposit of the Hawaii State Center for Nursing (HSCFN) fees into the compliance resolution fund and distribute those funds to the credit of the HSCFN special fund.

A strong well-educated nurse force is vital to addressing the healthcare needs of our residents statewide. With our rapidly aging population and our neighbor island communities, in particular, struggling to receive essential medical services, we find that the nurses are an essential component to providing accessible, affordable, quality healthcare.

Making the interim fee structure permanent would enable the HSCFN to continue to provide the education, service and research needed to maintain and grow our nursing workforce.

Thank you for the opportunity to testify.



**HAWAII HEALTH SYSTEMS**  
C O R P O R A T I O N

*"Touching Lives Everyday"*

**Senate Committee on Commerce and Consumer Protection**  
**Senator Rosalyn H. Baker, Chair**  
**Senator Brian T. Taniguchi, Vice Chair**

February 7, 2012  
Conference Room 229  
Hawaii State Capitol

**Testimony Supporting Senate Bill 2182, Relating to Center of Nursing.  
Makes permanent the assessment and deposit of center for nursing fees into the  
compliance resolution fund and distribution of those funds to the credit of the  
center for nursing special fund.**

Bruce S. Anderson, Ph.D.  
President and Chief Executive Officer  
Hawaii Health Systems Corporation

On behalf of the Hawaii Health Systems Corporation (HHSC) Corporate Board of Directors, thank you for the opportunity to present testimony in support of SB 2182 that makes permanent the assessment and deposit of center for nursing fees into the compliance resolution fund and distribution of those funds to the credit of the center for nursing special fund.

Since its inception, the Hawaii State Center for Nursing has provided invaluable support to nurses statewide through advocacy, training, grants and as a resource center. Without the commitment of the Center, there would not be a statewide training program for newly graduated nurses. The nurse residency program which the Center brought to Hawaii will have a significant impact upon our hospitals and communities. Through the continuum of their academic program which the Center has established in University of Hawaii nursing programs to new graduate employees at our hospitals, tomorrow's nurses will be a highly skilled workforce due to the programs established by the Center.

The future of quality health care in Hawaii is dependent on continued efforts by the Center and its programs. We strongly support continuation of designating fees to the nursing special fund.

Thank you for the opportunity to testify before this committee. We would respectfully urge the Committee's support of this measure.

Written Testimony Presented Before the  
Senate Committee on Commerce and Consumer Protection  
February 7, 2012, 9:30 a.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)

SB 2182 RELATING TO THE CENTER FOR NURSING

Chair Baker, Vice Chair Taniguchi, and members of the Senate Committee on Commerce and Consumer Affairs, thank you for this opportunity to provide testimony in strong support of this bill, SB 2182, which amends Act 198, Session Laws of Hawaii 2003, as amended by section 2 of Act 173, Session Laws of Hawaii 2008.

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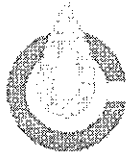
We feel it is absolutely vital to continue the above mentioned funding source in order to maintain the Hawaii State Center for Nursing. The Center has provided education, service, and research to move the nursing profession forward in our state. It has been a strong supporter of advanced practice nursing. 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

Blandamer Testimony SB 2182

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.



# Hawai`i State Center for Nursing

Written Testimony Presented Before the  
Senate Committee on Commerce and Consumer Protection  
February 7, 2012, 9:30 a.m.

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

## SB 2182 RELATING TO THE CENTER FOR NURSING

Chair Baker, Vice Chair Taniguchi, and members of the Senate Committee on Commerce and Consumer Affairs, thank you for this opportunity to provide testimony in strong support of this bill, SB 2182, which amends Act 198, Session Laws of Hawaii 2003, as amended by section 2 of Act 173, Session Laws of Hawaii 2008.

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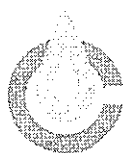
<sup>1</sup> See attached.

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 State Center for Nursing strongly recommends passage of SB 2182. We appreciate your continuing support of nursing and healthcare in Hawai'i. Thank you for the opportunity to testify.





# 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.

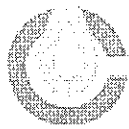
The second part of the Program will include an evaluation to assess the effectiveness of the process on nurse competency. The National Board of State Boards of Nursing is in the process of developing such a tool, and the specifics of the tool are pending. CEJAC members include the American Organization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



# Hawai'i State Center for Nursing

**Written Testimony Presented Before  
Senate Committee on Commerce and Consumer Protection  
February 7, 2012, 9:30 a.m.**

by

**Sandra A. LeVasseur, PhD, RN  
Associate Director, Research  
Hawai'i State Center for Nursing**

## **SB 2182, Relating to the Center for Nursing**

Chair Baker, Vice Chair Taniguchi, and members of the Senate Committee on Commerce and Consumer Affairs.

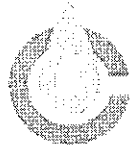
Thank you for this opportunity to provide testimony regarding SB 2182, which amends Act 198, Session Laws of Hawaii 2003, as amended by section 2 of Act 173, Sessions Laws of Hawaii 2008.

This amendment will make permanent the specific charge on new and renewing RN and LPN licenses to fund the work of the Center in meeting its mission to address nursing workforce issues. The Center's major functions are:

1. Collect and analyze nursing workforce data
2. Conduct research on best practices and quality outcomes
3. Develop a plan for implementing strategies to recruit and retain nurses
4. Research analyze and report data related to the retention of the nursing workforce

Since becoming operational in April, 2005, the work of the Center for Nursing has benefited a diverse number of nurses inclusive of those at the bedside, in management, educators and advanced practice nurses by their involvement in projects such as leadership training, evidence based practice, preceptor training, Pacific Institute of Nursing Conference, and access to data collected on supply and nursing programs, The Center also impacts nurses, policy makers and the wider healthcare community through its functions as a catalyst, innovator and resource. The Center leads the way in the following areas:

- Partnering with nurses from throughout the state along with business, philanthropy and government to generate collaborative solutions on workforce and quality issues



# Hawai'i State Center for Nursing

- Engaging and involving nurses from all islands and all sectors of healthcare in guiding the work of the Center
- Providing Hawai'i specific data on the nursing
- Focusing on expanding educational capacity which has increased by 30%, owing to the support and resource allocation from the Legislature
- Establishing innovative programs to improve and support retention of nurses in both acute and long term care (leadership training programs for acute care and preceptor development in long term care)
- Obtaining external grant funding to support additional initiatives (Robert Wood Johnson Partners in Nursing grant with HMSA Foundation, \$375,000; HRSA to Support the Retention of Associate Nursing Students on the Neighbor Island \$900,000; HMSA Foundation funds to extend the Partners in Nursing project to the neighbor islands, \$100,000 )
- Providing small grants to maximize local and regional solutions in quality of care, education and workforce issues

In light of ongoing nursing issues in the state and the nation, it is imperative that the Center for Nursing continue its work to support nurses who are generating Hawai'i specific solutions. Nurses working in partnership can build a strong nursing workforce for the future. The passage of SB 2182 will permit the valuable and beneficial work of the Center to continue.

Thank you for this opportunity to testify.



February 7, 2012

To: Chair Rosalyn Baker and Members,  
Senate Committee on Commerce & Consumer Protection  
From: Bob Ogawa, President  
Re: SB 2182, Relating to the Center for Nursing

The Hawaii Long Term Care Association is in strong support of SB 2182, which would make permanent the assessment and deposit of Center for Nursing fees into the compliance resolution fund and distribution of those funds to the credit of the Center for Nursing special fund.

Since its inception, the Center has acted as the driving force for nursing in the areas of training, research and workforce development. The Center has established collaborative relationships with private and public sectors to ensure that the nursing profession will grow and develop in the critical ways that it must to provide for the well-being of our community.

The passage of this legislation will ensure that the work of the Center will be perpetuated. We appreciate your continued support of nursing and your myriad efforts in assuring quality health care for all the people of Hawaii.

Thank you for the opportunity to provide testimony on this measure.

Written Testimony Presented Before the  
Senate Committee on Commerce and Consumer Protection  
February 7, 2012, 9:30 a.m.

by  
Renee Latimer, APRN-BC, MS, MPH  
Director, Queen Emma Nursing Institute  
The Queen's Medical Center

SB 2182 RELATING TO THE CENTER FOR NURSING

Thank you for this opportunity to provide testimony in strong support of this bill, SB 2182, 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 established the HSCFN in 2003. Since then, the Center has become the leader of the Evidence-based Practice initiative for the state. This initiative supports nursing inquiry into practice issues directly related to patient safety and care. Since the beginning of this initiative, The Queens' Medical Center has sent 10 teams to the annual EBP training and bi-monthly training sessions. In addition to its impact on patient care, we believe that the EBP initiative has provided an excellent opportunity for nursing professional development. We also feel strongly that this effort has served as a valuable tool to promote staff retention.

The HSCFN should be perpetuated as it has become a leader in workforce planning, nursing research and EBP, 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 State Center for Nursing strongly recommends passage of SB 2182. We appreciate your continuing support of nursing and healthcare in Hawai'i. Thank you for the opportunity to testify.





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The Twenty-Sixth Legislature, State of Hawaii  
The Senate  
Committee on Commerce and Consumer Protection

Testimony by  
Hawaii Government Employees Association  
February 7, 2012

S.B. 2182 – RELATING TO THE  
CENTER FOR NURSING

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports the purpose and intent of S.B. 2182, which makes permanent the assessment of the Hawaii State Center for Nursing fees into the compliance resolution fund and the distribution of those funds to the credit of the Center for Nursing special fund.

The HGEA supported the formation of the Hawaii State Center for Nursing (Center for Nursing) in 2003 and believes in its core functions which are to: 1) collect and analyze data, prepare and disseminate written reports and recommendations regarding current and future status and trends of the nursing workforce; 2) conduct research on best practices and quality outcomes; 3) develop a plan for implementing strategies to recruit and retain nurses; and 4) research, analyze and report data related to the retention of the nursing workforce.

The Center for Nursing provides valuable objective data and programs designed to address the nursing shortage that will materialize over the next 5-10 years. While Hawaii is experiencing a short-term surge in the nursing workforce, that is a temporary situation. A highly educated and competent nursing workforce is essential to the healthcare of Hawaii, and the Center for Nursing is a valuable resource in accomplishing that objective. Therefore, we support making permanent the assessment and deposit of the Center for Nursing fees into the compliance resolution fund and the distribution of those funds to the credit of the Center for Nursing special fund.

We appreciate the opportunity to testify in support of S.B. 2182.

Respectfully submitted,

Leiomalama E. Desha  
Deputy Executive Director

Testimony for CPN 2/7/2012 9:30:00 AM SB2182

Conference room: 229

Testifier position: Support

Testifier will be present: Yes

Submitted by: Kathleen Yokouchi

Organization: Individual

E-mail: [nuyolks@gmail.com](mailto:nuyolks@gmail.com)

Submitted on: 1/30/2012

Comments:

In very strong support.

Aloha. I would like to state that I am in full support for SB2182 that will be heard on Tuesday February 7, 2012 at 9:30.

Mahalo

Eileen Lovell, MSN, PHN

Assistant Professor

University of Hawaii at Hilo

Testimony for CPN 2/7/2012 9:30:00 AM SB2182

Conference room: 229

Testifier position: Support

Testifier will be present: No

Submitted by: Wailua Brandman APRN-Rx BC FAANP

Organization: Hawai'i Association of Professional Nurses

E-mail: [wailua@aya.yale.edu](mailto:wailua@aya.yale.edu)

Submitted on: 2/2/2012

Comments:

The Honorable Rosalyn H. Baker, Chair, and Vice Chair Brian Taniguchi and Members of the Senate Committee on Commerce and Consumer Protection, thank you for this opportunity to provide testimony in strong support of SB 2182 to make permanent the assessment and deposit of the UH Center for Nursing fees into the compliance resolution fund and distribution of those funds to the credit of the UH Center for Nursing special fund.

It is with tremendous gratitude that we thank the Legislature for creating the Hawai'i State Center For Nursing. In its wisdom, the Legislature established a blessing for patients in Hawai'i because now they have a chance to have unimpeded access to the quality health care they need so much. The Center has initiated programs that educate and research to discover the needs of the community and has established the essential connections between nursing providers that create a strong, vital foundation for excellent health care delivery. The Center has only just begun and has so much more work to do. They absolutely need to continue receiving funding and to continue their work for nursing and for Hawai'i. For these reasons, HAPN strongly urges passage of this bill.

Thank you for your continued support of excellent patient care by nurses.

Wailua Brandman APRN-Rx BC FAANP

Immediate Past President/Legislative Cmte Chair Hawai'i Association of Professional Nurses

Testimony for CPN 2/7/2012 9:30:00 AM SB2182 .

Conference room: 229

Testifier position: Support

Testifier will be present: No

Submitted by: Sara R.Silverman APRN,MSN,PFNP

Organization: Individual

E-mail: [Smithie88@aol.com](mailto:Smithie88@aol.com)

Submitted on: 2/5/2012

Comments:

Testimony for CPN 2/7/2012 9:30:00 AM SB2182

Conference room: 229

Testifier position: Support

Testifier will be present: No

Submitted by: Thomas Joslyn

Organization: Individual

E-mail: [joslynt001@hawaii.rr.com](mailto:joslynt001@hawaii.rr.com)

Submitted on: 2/5/2012

Comments:

I ask you to pass this bill. The enactment of this bill will support the permanent 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. Thank you for your continuing support of nursing and healthcare in Hawai'i.