

# GM547

Measure Title: Submitting for consideration and confirmation to the State Board of Nursing, Gubernatorial Nominee, TAMMIE NAPOLEON, for a term to expire 06-30-2019.

Report Title: State Board of Nursing

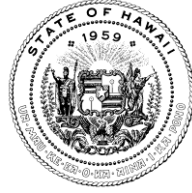
Description:

Companion:

Package:

Current Referral: CPH

Introducer(s):



DAVID Y. IGE  
GOVERNOR  
SHAN S. TSUTSUI  
LT. GOVERNOR

STATE OF HAWAII  
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TO THE SENATE COMMITTEE ON  
COMMERCE, CONSUMER PROTECTION, AND HEALTH

TWENTY-EIGHTH LEGISLATURE  
Regular Session of 2016

Tuesday, March 1, 2016  
9:30 a.m.

**TESTIMONY ON GOVERNOR'S MESSAGE NO. 547.**

TO THE HONORABLE ROSALYN H. BAKER, CHAIR,  
AND MEMBERS OF THE COMMITTEE:

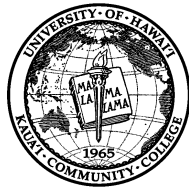
My name is Lee Ann Teshima and I am the Executive Officer for the Board of Nursing, Department of Commerce and Consumer Affairs ("Department"). The Department thanks you for the opportunity to testify on Governor's Message No. 547, regarding the appointment of Tammie Napoleon to the Board of Nursing ("Board"). The Department supports the confirmation of Ms. Napoleon's appointment to the Board.

Since her interim appointment in December 2015, Ms. Napoleon has attended one scheduled Board meeting and was appointed to the Board's Education Committee to conduct research to improve the education of nursing in this State. I have had the

pleasure of working with Ms. Napoleon and found her to be well prepared for her first Board meeting.

As a licensed registered nurse in Hawaii since September 22, 1998, an advanced practice registered nurse since September 25, 2007, and a nursing educator since January 2005, Ms. Napoleon is a valuable asset to the Board, bringing with her the knowledge and skills that only an individual with her experience as both a practicing nurse and nursing educator can bring.

The Department supports the confirmation of Ms. Napoleon to the Board of Nursing, and thanks you for the opportunity to provide testimony.



## KAUA‘I COMMUNITY COLLEGE

University of Hawai‘i

February 27, 2016

Senator Rosalyn Baker  
Chair of Commerce, Consumer Protection and Health Committee  
Hawaii State Legislature

Dear Senator Baker,

I would like to provide testimony in supporting Tammie Napoleon for appointment to the State Board of Nursing Board of Directors. I have known Tammie for over 15 years in various capacities, with the most recent as a colleague at Kauai Community College in the Nursing Program. She is an ideal candidate for the State Board of Nursing because she has an excellent understanding of the educational requirements for all types of nurses, from LPN's to APRN's in our state. Tammie is well known and respected in the education arena being a member of the Hawaii State Nursing Consortium as well at University of Hawaii at Hilo, where she received her Doctor of Nursing Practice. I believe she will bring these relationships into consideration when investigating and determining what changes are necessary for the State Board of Nursing regulations.

Tammie is easy to work with, communicates effectively and always looks at issues with a global perspective. Coming from the neighbor islands brings her a rural perspective that I believe is important for balance on any board or commission. Tammie is hard working, takes her time to learn all that she needs to know before making decisions and is currently our Division Chair for our Health Education Division. She is a quick learner so I believe her transition on the board will be smooth but yet she won't hesitate to ask questions to have a better understanding of the issues before she renders decisions.

Thank you for allowing me to send testimony in support of Tammie. I hope that the Committee will recommend her to the State Board of Nursing. If you have any questions or concerns, please feel free to contact me at [tabura@hawaii.edu](mailto:tabura@hawaii.edu).

Sincerely,

*Maureen Tabura RN, MSN*

Maureen Tabura RN, MSN  
Nursing Program Coordinator  
Kauai Community College  
Office: 808.245.8249



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**KAUAI**  
COMMUNITY COLLEGE

To whom it may Concern:

Over the past five years I have had the privilege of working with Tammie Napoleon while teaching nursing at Kaua'i Community College. I have directly observed Tammie while teaching nursing students. She has an excellent knowledge base in nursing and teaches with ingenuity and enthusiasm. Tammie teaches with a variety of teaching strategies and works towards getting students involved with student-centered activities. She is always well prepared and relates well with her students. The qualities that stand out to me and I appreciate most in Tammie, are her professionalism, knowledge base, support of colleagues, and hard work.

One special quality that I have noticed in Tammie is her relationship with students. She greets students with a smile, talks with, listens to, and cares about their nursing education and skills. Students are very receptive to Tammie because it is obvious that they know she cares about their learning experiences.

Tammie is very knowledgeable about the people and culture of Hawaii. Her specialty area is Pediatric Nursing and I can go to Tammie with any questions I may have concerning Pediatric Nursing. It is obvious, through her actions, that Tammie loves nursing and her work.

Tammie gets along well with her teaching colleagues. She maintains an appropriate level of professionalism balanced with humor and friendliness. Tammie has excellent communication skills. She communicates well with colleagues and students. Once again, she balances professionalism with humor and friendliness. She speaks clearly and clarifies if needed.

Recently, Tammie has been elevated to a position of leadership as Health Education Division Chair here at Kaua'i Community College. I am amazed at how quickly Tammie is able to learn and master her new responsibilities and duties. She cares and listens to the faculty who work under her direction. Tammie is approachable and works hard to help us in any way possible.

I can whole-heartedly recommend Tammie for any position or promotion that she might endeavor to accomplish. Tammie would make a great addition to any nursing related position.

Sincerely,

Sandra K. Knighton, MSN/Ed., RN, CNE  
Nursing Faculty

February 22, 2016

Dear Senator Baker,

This letter is to support the appointment of Tammie Napoleon to the State Board of Nursing. Tammie has been an exemplary nurse leader/nurse educator and would be a perfect candidate to influence healthcare policy and uphold the obligation of public service within the nursing profession. I think she will be an asset to the organization.

Respectfully,

Allyson Wong, RN, DNP-c, PHN, CCRN, CNRN  
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**From:** [Alice Davis](#)  
**To:** [CPH Testimony](#)  
**Subject:** Tammie Napolean  
**Date:** Wednesday, February 24, 2016 7:43:53 PM

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Aloha Senators & Representatives

This letter of support is written on behalf of Tammie Napolean who is a candidate for the Board of Nursing (BON). As a colleague of Ms. Napolean, I highly endorse her appointment to the BON. She is a highly qualified educator, nurse practitioner and administrator for Kauai Community College. She will serve the Board and the profession well.

Thanks for the opportunity to endorse such a worthy candidate. Please let me know if you require further information on behalf of Ms. Napolean.

**From:** [Anne Scharnhorst](#)  
**To:** [CPH Testimony](#)  
**Subject:** testimony in support of Tammie Napoleon's Board of Nursing appointment  
**Date:** Friday, February 26, 2016 3:30:56 PM

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To Whom it May Concern,

I have worked with Tammie Napoleon from Kauai Community College's Nursing Program in the context of the Hawaii Statewide Nursing Consortium (HSNC) for the past 8 years. As a nursing faculty member of 10 years she was, and is, a reliable and thoughtful contributor as we designed, implemented and revised an entirely new curriculum to function on four diverse campuses. She has a heart for nursing and is aware of the changes both the profession and health care are facing in the coming years. I support her nomination as a board member for nursing and believe she will faithfully and intelligently represent our profession for the state of Hawaii.

Feel free to contact me with any questions.

Kind regards,

Anne

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Anne Scharnhorst, MN, RN-BC  
Allied Health Department Chair  
Assistant Professor UHMC  
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808-984-3646 (office)



Senator Baker, Chair

Commerce, Consumer Protection and Health Committee

I am writing this letter in support of Tammie Napoleon's appointment to the Hawaii State Board of Nursing. I have known Tammie for many years. She was my student in the Kauai Community College (KCC) Nursing program in the 90's. As a student, she impressed the faculty with her strength and determination. As she progressed in her nursing education, I was so happy that she returned to KCC as a fellow faculty member. It is always great to see how someone engages in furthering their education and returns to give back the community where they started.

Tammie has shown great dedication to the nursing profession. Her leadership among the KCC nursing faculty has led her to the position of Program Director where she has interacted with the current State Board of Nursing. She is honest, caring and innovative. She is a hard-working faculty member taking on many tasks with curriculum and accreditation. She is involved and well respected not only among the faculty at KCC but also among the nurses on Kauai.

I feel that Tammie would be a good addition to the board. Her viewpoint and experience as an outer island nurse could provide important insight and contributions. I strongly support her appointment.

Judith Chovanec-Toy RN, MS

Tammie Napoleon, DNP, APRN-Rx, PPCNP-BC

- (1) Why do you want to be a member of the Board?

My nursing career began as an LPN, RN, MSN APRN, and Now DNP. I have worked in a variety of health care settings from acute in-patient care, community and home health, ambulatory care clinics, private practice, and now academia. Each level of nursing has a special function and care within the health care system and health care continuum. As a practicing RN and APRN I took pride in caring for individuals and maintaining their current level of health and quality of life. As a DNP student, I learned to focus on impacting larger health care changes and to look past individual care and to care of populations, creating a stronger impact on the lives of populations and specifically our Hawaii communities. To elicit such an impact, laws, regulations, and policies that are created can filter into practice and impact both populations as well as individuals. With this perspective in mind, I would like the chance to be part of such a process that can review standards, policies, regulations that impact the nursing profession and guide the nursing practice to provide safe, effective, and quality care to Hawaii!

- (2) What do you perceive are the roles and responsibilities of a member of the Board?

First and foremost the Board of Nursing seeks to protect the consumer or public. As with the nursing profession, safe, effective and quality nursing care is paramount. As discussed above, this extends to care of populations and to look at current policies, regulations, legislative actions that govern the safe care of the profession. It is thus a board member's roles and responsibilities to uphold such standards and review current research to make important decisions that guide the profession further. Protecting the public and upholding the profession is utmost priority.

- (2) In what ways do you feel that you can help protect the consumer?

As a career ladder nurse with nursing experience from LPN to DNP and within diverse practice settings, I feel have the experience and knowledge to know within the profession what regulations, policies, and laws are needed to continue to practice safe, effective nursing care.

- (4) Given your understanding of the roles and responsibilities of a Board member, why do you believe that you are qualified for the position? Please include a brief statement of your skills, expertise and knowledge that would aid you as a member of the Board.

I have achieved the terminal degree of nursing practice with the obtainment of my doctorate in nursing practice. Being a true career ladder nurse that worked her way from LPN to DNP, I have a vast understanding of both the practice aspects within the nursing levels as well as the academic knowledge needed to not only recognize need for change but able to initiate and lead changes based on experience, knowledge and evidence-based practice thru continuing education and research of the nursing profession. I believe it is important that you are able to “walk the talk” and come from both a practice experience as well as academic. I have worked as a LPN in ambulatory clinic. As an RN I expanded my ambulatory clinic work to speciality care within several subspecialities (pulmonary, urgent care, long term care, pediatrics, OB, occupational therapy) and found my love and passion in pediatrics. Achieved my BSN and extended my practice into community health for high risk maternal and child health care. It is here my love for population care and collaboration with Public Health Nursing was explored. I always dreamed of expanding my practice to clinical practice as a Nurse Practitioner and completed my MSN as a APRN with a specialty as a Pediatric Nurse Practitioner. At this level, learning to delegate, manage, and work with different health care professionals such as Medical Assistants, CNAs, LPNs, RNs, case management, administration, and practice care issues of insurances and the business of health care truly showed me the importance of nursing at every level and the power of collaborative care as a valued and important part of the health care team. As an MSN I extended my care to the academic setting and see how the academic venue produces the next generation of nurses. It is this knowledge and experience from different levels of the nursing profession, advancing degrees and knowledge and diversity in every aspect of nursing profession from in-patient, out-patient, community, private practice, and academic settings demonstrates a multidimensional perspective as a board member.

- (5) What do you hope to accomplish during your term of service?

There are many national initiatives that will be impacting the nursing profession at both the practice setting as well as the education setting. Since my current full time role is in the academic setting as current Division Chair for our Health Education division at Kauai Community College, I believe my role in the Board on the Education Committee may have the most impact that can filter in the new generation of nurses and drive the practice forward. I plan to look at nursing education evidence-based practices that is proven and can be incorporated into our current educational standards that leads to highly efficient, patient-centered, and critical thinking nurses that are ready to take on the current challenges and acuity expected of nurses in today’s profession. What was effective in nursing education 10 years ago have evolved and changed along with the nursing profession and education needs to keep up with those changes. Producing quality nurses will impact populations and the profession!

- (6) Name three qualities that best describe you and how these qualities will benefit the Board.

I am very passionate about the nursing career, nursing profession, and the quality and integrity of my nursing skills and nursing care. I believe this passion drives me to continue my work as a nurse practitioner and educator and I want to extend this service beyond care of individuals and into care of populations.

I am respectful and a true team player. Although quite passionate and assertive, I am a truly collaborator and believe in compromise and goal setting with people working towards a common goal. I do not have to be correct, I value other's opinions and truly listen to other's view points before making decisions and try to not only focus on my own initiatives and agenda but truly understand and consider the values, opinions and perspectives of others, even if they are in sharp contrast to mine. It is only when we are able to accept differences and value such differences that work to a common goal can be achieved. I believe in team work and collaboration and working towards unity and consensus.

I am diligent and hardworking. I was raised to give my 110% to everything I do. Everything that I place my name to as a signature, report, or advice will come from the best of my abilities and my 110% effort to explore that issue/work and give my best effort. I take my roles and responsibilities in all that I do seriously and know that I represent a profession. Such representation deserves a role model that walks the talk.

- (7) Name a previous experience you've had that will be beneficial as a Board member.

Working in the academic setting, we have to serve on many campus and system committees. Personally I have been elected Co-chair of our Curriculum Committee at Kauai Community College from academic year 2013-2015. I understand the nature of Boards and the influence it has on its constituents.

As a nurse, I have been appointed as the Nursing Program Director and the following year as the Health Education Division Chair. These two positions actually had me researching and understanding the rules and regulations of the State Board of Nursing as it governs our operation of our nursing program. With understanding external regulations of both the State Board of Nursing as well as our Accreditation agency, I see the importance of the Board of Nursing with regulating the practice of nursing within the State, and this peaked my interest in participating at the next level as a board member.

- (8) Can you foresee any possible conflicts of interest that could arise during your service on the Board? How would you overcome conflicts of interest?

I actually explored this before placing my application to the board and when I was approached to consider serving. As a Program Administrator of a Nursing Program that is governed by the Board of Nursing, I foresee that perception of conflict of interest in the education arena may occur. Thus when specifically address our current nursing

school or issues that directly involve governance of Kauai Community College nursing program, I plan to recuse myself from participating in voting on issues that directly or indirectly involve Kauai Community College Nursing Program. This would include both beneficial decisions or reprimands or disciplinary actions that may be imposed on Kauai community College Nursing program that come directly from the board. For example when reviewing annual reports on Kauai Community College nursing program, I will recuse myself from making a decision on the quality of the report provided and leave objective decision making to the board.