



**Written Testimony Presented Before the
House Committee on Higher Education & Technology
Wednesday, February 09, 2022 at 2:00 PM.
via Videoconference**

**By
Laura Reichhardt, APRN, AGPCNP-BC
Director, Hawai'i State Center for Nursing
University of Hawai'i at Mānoa**

Testimony in Support for HB 2220

Chair Takayama, Vice Chair Clark, and members of the House Committee on Higher Education & Technology, thank you for the opportunity to provide testimony **in strong support for HB 2220, Relating to Nursing.**

If passed, this bill will create 39 instructor positions who would support one day of teaching or clinical/lab a week. These instructors would be available to teach 230 currently enrolled and future students through their work efforts. All of the nursing programs and their students within the University of Hawai'i system will benefit from this bill.

In 2020, all nursing programs in this state reported experiencing accelerated losses to their existing faculty positions and experiencing reduced instructor-student cohort size requirements at clinical facilities. These losses and reductions resulted in an outsized growth in need for new faculty and instructors; both to fill vacant positions and to meet the needs of the changing teaching environment. The COVID pandemic exacerbated these needs.

In Fall 2021, the number of faculty vacancies had a direct impact on the admission rate of new students to nursing programs. Overall, schools reported admitting only 62% of the applicants compared with the prior academic year. In particular, one community college has a faculty vacancy rate over 50%, and as a result, it suspended Fall 2021 admissions for the only licensed practical nurse program on the island and decreased its associate degree in nursing program by half.

Moving this bill forward will allow schools to hire the instructors needed to fill the teaching gaps of today, allow for the time needed to re-evaluate staffing structures to meet the teaching and nurse-training needs of the future, and ensure that currently enrolled students have access to the in-person clinical instruction necessary to produce high-quality new graduates in nursing.

The mission of the Hawai'i State Center for Nursing is that through collaborative partnerships, the Center provides accurate nursing workforce data for planning, disseminates nursing knowledge to support excellence in practice and leadership development; promotes a diverse workforce; and advocates for sound health policy to serve the changing health care needs of the people of Hawai'i.

The International Council on Nursing reported that “more than 70% of National Nursing Associations report that their countries are committed to increase the number of nursing students, but highlight that when this happens there will still be a three-to-four-year gap before new graduate nurses are ready to enter the workforce” ([icn.ch, 2020](#)). This bill enables local schools of nursing to support the currently enrolled students who will graduate in one to three years, while readying themselves to identify and meet critical needs for greater nursing student enrollment, education, and graduation in the future.

In addition, this measure funds the effort to project nursing needs in the future. This complex projection requires employer demand data like that produced by the Healthcare Association of Hawai‘i and data from the Department of Labor as well as workforce supply data and school of nursing education capacity data like those produced by the Hawai‘i State Center for Nursing. By combining these data sources and using validated projection models, nursing workforce projections will allow the state to anticipate future workforce shortages and deficits as well as enable policy makers, education programs, and employers to develop plans to ensure a robust nursing workforce for the future. This work is important as all critical factors (education, workforce demand, and nursing supply) have demonstrably changed in the last two years. Creating new understanding of future needs will help align approaches to workforce development and strategy.

The Hawai‘i State Center for Nursing urges you to pass this measure through your committee. Thank you for your dedication and care for nurses and the people in Hawai‘i.

The mission of the Hawai‘i State Center for Nursing is that through collaborative partnerships, the Center provides accurate nursing workforce data for planning, disseminates nursing knowledge to support excellence in practice and leadership development; promotes a diverse workforce; and advocates for sound health policy to serve the changing health care needs of the people of Hawai‘i.

DAVID Y. IGE
GOVERNOR



CRAIG K. HIRAI
DIRECTOR

GLORIA CHANG
DEPUTY DIRECTOR

EMPLOYEES' RETIREMENT SYSTEM
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND
OFFICE OF THE PUBLIC DEFENDER

STATE OF HAWAII
DEPARTMENT OF BUDGET AND FINANCE
P.O. BOX 150
HONOLULU, HAWAII 96810-0150

ADMINISTRATIVE AND RESEARCH OFFICE
BUDGET, PROGRAM PLANNING AND
MANAGEMENT DIVISION
FINANCIAL ADMINISTRATION DIVISION
OFFICE OF FEDERAL AWARDS MANAGEMENT (OFAM)

WRITTEN ONLY
TESTIMONY BY CRAIG K. HIRAI
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
TO THE HOUSE COMMITTEE ON HIGHER EDUCATION & TECHNOLOGY
ON
HOUSE BILL NO. 2220

February 9, 2022
2:00 p.m.
Room 309 and Videoconference

RELATING TO NURSING

The Department of Budget and Finance (B&F) offers comments on this bill.

House Bill No. 2220 appropriates \$1,800,000 in general funds in FY 23 for the University of Hawai'i to increase the State's capacity to train new nurses and project future nursing workforce needs.

B&F notes that the FY 23 Executive Supplemental Budget includes budget requests to add \$381,767 in general funds for the University of Hawai'i at Mānoa, \$532,150 in general funds for the University of Hawai'i at Hilo, and \$842,572 in general funds for the University of Hawai'i Community Colleges to increase the State's capacity to train new nurses and project future nursing workforce needs.

B&F also notes that, with respect to the general fund appropriation in this bill, the federal Coronavirus Response and Relief Supplemental Appropriations Act requires that states receiving Elementary and Secondary School Emergency Relief (ESSER) II funds and Governor's Emergency Education Relief II funds must maintain state support for:

- Elementary and secondary education in FY 22 at least at the proportional level of the state's support for elementary and secondary education relative to the state's overall spending, averaged over FYs 17, 18 and 19; and
- Higher education in FY 22 at least at the proportional level of the state's support for higher education relative to the state's overall spending, averaged over FYs 17, 18 and 19.

Further, the federal American Rescue Plan (ARP) Act requires that states receiving ARP ESSER funds must maintain state support for:

- Elementary and secondary education in FY 22 and FY 23 at least at the proportional level of the state's support for elementary and secondary education relative to the state's overall spending, averaged over FYs 17, 18 and 19; and
- Higher education in FY 22 and FY 23 at least at the proportional level of the state's support for higher education relative to the state's overall spending, averaged over FYs 17, 18 and 19.

The U.S. Department of Education has issued rules governing how these maintenance of effort (MOE) requirements are to be administered. B&F will be working with the money committees of the Legislature to ensure that the State of Hawai'i complies with these ESSER MOE requirements.

Thank you for your consideration of our comments.



UNIVERSITY OF HAWAII SYSTEM

Legislative Testimony

Testimony Presented Before the
House Committee on Higher Education and Technology
Wednesday, February 9, 2022 at 2:00 p.m.

By

Clementina D. Ceria-Ulep, PhD, RN
Interim Dean and Professor

Nancy Atmospera-Walch School of Nursing
(formerly the School of Nursing and Dental Hygiene)

And

Michael Bruno, PhD
Provost

University of Hawai'i at Mānoa

HB 2220 – RELATING TO NURSING

Chair Takayama, Vice Chair Clark, and members of the committee:

Thank you for the opportunity for the University of Hawai'i at Mānoa Nancy Atmospera-Walch School of Nursing (NAWSON) to provide testimony in strong support for HB 2220, provided that its passage does not replace or impact priorities in our Board of Regents Approved Budget.

This bill appropriates funding to the University of Hawai'i to increase the State's capacity to train new nurses and project future nursing workforce needs.

I serve as the Interim Dean for NAWSON, and have convened the University of Hawai'i Statewide Nursing Consortium, which is the collaborative of associate degree nursing programs and NAWSON that established academic progression standards and articulation agreements from the associate degree programs into the NAWSON bachelors in nursing program. The Consortium has existed since 2012, and through this work, more nurses across the state have access to baccalaureate education in nursing. In fact, though 32% of all registered nurses (RNs) in this state report that their initial nursing education was a licensed practical nurse (LPN) certificate (7%) or associate degree in nursing (25%), 75% of RNs report that their education is at the baccalaureate level or higher. In addition to our success in helping nurses advance their education, through our work leading the Consortium, NAWSON has fostered strong relationships with the directors of fellow UH nursing programs.

In Fall 2021, I sounded the alarm regarding nursing faculty and instructors. Though we have had an increasingly difficult time recruiting new applicants, and expanding our instructor lines due to changes in clinical education standards in our state, we suddenly found ourselves at an intersection of increased demand for instructors, increased

vacancies due to early retirements or departures as a result of COVID, and a need to support new faculty and instructors who may be expert clinicians, but new to teaching. This measure is the response to our call for help. NAWSON and our fellow UH schools of nursing thank you for hearing our needs and identifying solutions that will help us recruit the additional teaching roles needed, as well as dedicate resources to researching and projecting the future workforce needs. With the added instructor lines and workforce projections, we will be better able to right-size our teaching plans, which include adjusting admissions, to the needs of the future.

This funding will support 39 positions across the State. Funding was based on Fall 2021 need, but continues to represent the needs today. With equity in mind, the schools with greatest need for instructors will receive the greatest benefit. This strengthens the teaching capacity particularly for our partners in rural areas and at community colleges. While recruiting faculty is a challenge, we also know that introducing teaching to clinical faculty is a valuable pipeline into the nursing faculty career pathway. Thus, the additional transition to clinical instruction training and support this bill proposes will increase the resources and support these individuals need to be recruited and retained.

Upon recruitment of these positions, our state schools of nursing will be better able to accommodate the current teaching demands. Currently, all schools reported instructors and faculty are working on overload. It will help our schools right-size the instructor positions to the new clinical teaching environment. Since COVID, we have seen a reduction in allowed cohort sizes from one instructor to eight students down to one instructor to four to six students. It will also help us plan for the future. By increasing our knowledge about future nursing projections and right-sizing our current faculty and instructor staff, we will be better positioned to recalibrate our programs to meet the employer demands and profession needs in our state.

This measure is critical to the future of nursing in Hawai'i. Without this funding, we will be years behind in our ability to produce enough nurses. We appreciate your continuing support of nursing education and the nursing profession. Thank you for the opportunity to testify in strong support of the intent and funding proposed in this measure.

Established in 1998, the Hawai'i State Rural Health Association (HSRHA) is a 501(C)3 non-profit organization dedicated to addressing rural health needs across our island state.

~ Working Together To Promote Healthy Rural Communities ~

Executive Board:

Lisa Rantz, Hawai'i
Judy Mikami, Moloka'i
Valerie Janikowski, Lana'i
Cristin Gallagher, Hawai'i

Board At Large:

Kimberly Kobayashi, Hawai'i
Jessie Marques, Ka'u
Kanani Kaye, Kaua'i
Bridget Collins, Kaua'i
Ray Ho, Kaua'i
Laura Reichhardt, O'ahu
Puanani Hee, Kaua'i
Gregg Kishaba, O'ahu
Kelley Withy, O'ahu

Priorities:

Rural Provider Shortages
Workforce Development
Opioid and Substance Abuse
Primary Prevention
Health Equity

Hawaii State Rural Health Association

140 Rainbow Drive
Hilo, HI 96720

hsrhacoordinator@gmail.com
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Facebook @hawaiiruralhealth
Instagram @hawaiiruralhealth
Twitter @HawaiiRural
Twitter @Hawaii_ECHO



February 09, 2022, 2:00 P.M.
Via Video Conference

House Committee on Higher Education and Technology

To: Representative Takayama, Chair
Representative Clark, Vice Chair

From: Lisa Rantz
President, Hawaii State Rural Health Association

Re: **Testimony in Support of HB 2220
Relating to Nursing**

The Hawaii State Rural Health Association (HSRHA) respectfully submits written testimony in strong support of H.B. 2220.

As a non-profit rural health association, our mission is to advocate for rural health issues and promote communication, education and research of issues related to rural health. Our vision is that we are the collaborative health leader for rural communities in Hawai'i.

This measure will enables University of Hawaii schools of nursing, statewide, to hire additional instructors and establishes funding for nursing projections. Nursing is in greater demand than we have seen in decades, and the environment to teach nursing students in classrooms and in practice has changed. We commend the Legislature in recognizing that in order to meet the current and future needs of nurses, we must support nursing education.

This measure will support schools of nursing, including UH Hilo, Hawaii Community College, Maui College, and Kauai Community Colleges which are in rural areas. By also including funding for nursing projections, you will enable our state, schools of nursing, employers, and policy makers to base our workforce development plans on evidence-based projections, helping us right-size our efforts for the future.

Thank you for the opportunity to provide testimony in strong support of the intent and funding of this measure.

Wednesday, February 9, 2022 at 2:00 PM
Via Video Conference

House Committee on Higher Education & Technology

To: Representative Gregg Takayama, Chair
Representative Linda Clark, Vice Chair

From: Michael Robinson
Vice President, Government Relations & Community Affairs

Re: **HB 2220 – Testimony In Support
Relating to Nursing**

My name is Michael Robinson, and I am the Vice President of Government Relations & Community Affairs at Hawai'i Pacific Health. Hawai'i Pacific Health is a not-for-profit health care system comprised of its four medical centers – Kapi'olani, Pali Momi, Straub and Wilcox and over 70 locations statewide with a mission of creating a healthier Hawai'i.

I am writing in SUPPORT of HB 2220 which appropriates funds to the University of Hawaii to increase the State's capacity to train new nurses and project future nursing workforce needs.

Hawaii is faced with a shortage of healthcare professionals, including nurses. Half of the schools of nursing in Hawaii have a vacancy rate for faculty of over fifty per cent and are experiencing increased difficulty in finding lecturers to support clinical education for nurses in hospital and healthcare settings. In order to meet the growing demand for nurses, nursing schools in the State need to be able to increase nursing faculty and lecturer hiring capacity. In addition, increased funding is needed to support existing nursing faculty, provide transition to faculty practice training, and better align nursing workforce projections between the schools of nursing and industry partners.

HPH has participated with the Healthcare Workforce Initiative, and has worked closely with educational institutions, healthcare employees, and other key stakeholders such as the Hawaii State Center for Nursing to address workforce needs now and into the future. We appreciate any investment the state legislature can make into this critical industry and would suggest that more focus and funding should be made available to support positions along the entire continuum of care, from entry level up through nurse and physician roles.

Thank you for the opportunity to provide testimony.



February 9, 2022 at 2:00 pm
Via Videoconference

House Committee on Higher Education and Technology

To: Chair Gregg Takayama
Vice Chair Linda Clark

From: Paige Heckathorn Choy
Associate Vice President, Government Affairs
Healthcare Association of Hawaii

Re: **Testimony in Support**
HB 2220, Relating to Nursing

The Healthcare Association of Hawaii (HAH), established in 1939, serves as the leading voice of healthcare on behalf of 170 member organizations who represent almost every aspect of the health care continuum in Hawaii. Members include acute care hospitals, skilled nursing facilities, home health agencies, hospices, assisted living facilities and durable medical equipment suppliers. In addition to providing access to appropriate, affordable, high quality care to all of Hawaii's residents, our members contribute significantly to Hawaii's economy by employing over 20,000 people statewide.

Thank you for the opportunity to testify in **support** of this measure, which would provide \$1.8 million in funding to increase the state's capacity to train new nurses and project future nursing workforce needs. The pandemic has exacerbated many long-standing workforce issues in the state, especially as it relates to nurses working in all settings of care, from hospitals to post-acute care. Creating a robust pipeline requires an investment into our educational facilities and a focus on making sure that the requisite educational and training opportunities are made available to ensure a highly-qualified workforce to care for Hawaii residents.

Through the Healthcare Workforce Initiative, HAH and its members have worked closely with educational institutions, healthcare employees, and other key stakeholders such as the Hawaii State Center for Nursing to address workforce needs now and into the future. We appreciate any investment the state legislature can make into this critical industry and would suggest that more focus and funding should be made available to support positions along the entire continuum of care, from entry level up through nurse and physician roles.

Thank you for this opportunity to testify in support of this measure.

Hawaii Association of Nurse Anesthetists
<http://www.hanacrna.org/>

February 9, 2022

House Committee on Higher Education & Technology
Chair Gregg Takayama,
Vice Chair Linda Clark, and
Members of the Committee

Re: HB 2220, Relating to Nursing

Aloha Chair Takayama, Vice-Chair Clark, and members of the Committee:

We are writing in **support** of HB 2220, relating to nursing. This bill appropriates funds to the University of Hawaii to increase the State's capacity to train new nurses and project future nursing workforce needs.

According to the state Department of Commerce and Consumer Affairs, almost 5,000 nurses left the field between 2019 and mid-year 2021, shrinking the total active workforce from 33,410 in 2019 to 28,548 now. The number of registered nurses and licensed practical nurses fell sharply. Our organization is deeply involved in and concerned about the education and training of nurses, as well as the development of the future nursing workforce. We believe that this bill is an important part of a comprehensive strategy to address the state's shortage of qualified nursing professionals.

The Hawaii Association of Nurse Anesthetists is a professional organization for Certified Registered Nurse Anesthetists (CRNAs) in the state of Hawaii. It is affiliated with the American Association of Anesthesiology, (AANA) and is dedicated to promoting the CRNA profession and advancing the art and science of anesthesia, including educating policy leaders and serving as a resource for the development of sound policy.

Thank you for the opportunity to testify in support of HB 2220.

HB-2220

Submitted on: 2/7/2022 1:30:23 PM

Testimony for HET on 2/9/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Elena Cabatu	East Hawaii Region of Hawaii Health Systems Corporation	Support	No

Comments:

The East Hawaii Region of Hawaii Health System Corporation, which consists of Hilo Medical Center, Hale Ho`ola Hamakua in Honoka`a, Ka`u Hospital, Yukio Okutsu State Veterans Home, and the East Hawaii Health Clinics, is in **strong support of HB2220** that appropriates funds to the University of Hawaii to increase the State's capacity to train new nurses and project future nursing workforce needs

HB-2220

Submitted on: 2/7/2022 5:31:26 PM

Testimony for HET on 2/9/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Mary Farmer, RN	UH Maui College	Support	No

Comments:

My name is Mary Farmer, I am an Associate Professor of Nursing with 17 years of experience in nursing education at UH Maui College and 25 years of experience as a Registered Nurse. Now more than ever, Hawaii needs qualified nurses. In 2013, the UHMC Nursing faculty consisted of 18 FTE, serving an annual student population of 160, comprised of a 40 student cohort admitted each fall and spring semester. In 2015, UHMC stopped admitting a spring cohort of nursing applicants, eventually reducing the total student nursing population in this two year program to 80. Since that time we have lost faculty to retirement and over a three-year period at UHMC, 4 nursing faculty FTE were reallocated to other programs within the institution. Our nursing program currently consists of 7 FTE and we can only offer once a year admission to 25 RN goal students and 10 PN goal students. This is exhausting for our current faculty members and though we are implementing innovative ways to deliver curriculum through community partnerships, we cannot keep up with workforce demands to produce the quality nurses that Hawaii needs. We urge you to approve this bill.

HB-2220

Submitted on: 2/7/2022 7:47:37 PM

Testimony for HET on 2/9/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kathleen Yokouchi	Individual	Support	No

Comments:

In support

HB-2220

Submitted on: 2/7/2022 7:52:40 PM

Testimony for HET on 2/9/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Julia Lindbergh	Individual	Support	No

Comments:

I am in favor for the New Nurse Training Bill.

Thank you

Julia Lindbergh, RN

HB-2220

Submitted on: 2/8/2022 12:00:34 PM

Testimony for HET on 2/9/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
stephanie marshall	Individual	Support	No

Comments:

Chair Takayama,

Thank you for the opportunity to provide written testimony in support of HB 2220. As a nurse for over 40 years and retired faculty from the UH Manoa School of Nursing, I know the great need to train more nurses to care for Hawaii's residents. The time is now to support that effort.

As a former advisory council member for the Hawaii Center for Nursing, I greatly appreciate the work done to project nursing workforce needs. It is critical in meeting Hawaii's health care needs in the future.

Very Respectfully ,

Stephanie Marshall RN, FAAN

What: Written Testimony Presented Before the House Committee on Higher Education and Technology (HET)

Where: February 9, 2022, 2:00 P.M.

From: Denise Cohen PhD, APRN, Retired Professor of Nursing UHMC

RE: HB 2220 RELATING TO NURSING

TO: Chair Takayama and Vice Chair Lynn DeCoite and members of the Committee on Higher Education and Technology

Thank you for this opportunity to provide strong testimony in support of HB 2220 relating to nursing faculty. The pandemic has brought an acute awareness of the need for nurses in the State of Hawai'i. All schools of nursing in the UH system report having qualified candidates but there are not enough slots for them because of an acute shortage of nursing faculty. For example, at UHMC we have a waitlist of approximately 100 students for 20 slots in our ADN program. In 2014 when we were last accredited, we had 14 tenured faculty and 6 clinical lectures. We now have 6 tenure or tenure-track faculty and 1 or 2 lecturers. As nursing faculty have retired, we have not been able to replace them. Currently there are 85+ nursing students in our program down from our peak of 180 in 2013.

For safety issues the Hawaii Board of Nursing which regulates nursing practice and education require clinical instructors have a 1:8 ration of faculty and students. However, many of our clinical sites due to Covid have reduced that number to 1:6 or even 1:4 resulting in a 50-100% increase of instructor needs. It is critical that schools of nursing hire more instructors and faculty to align with the new instructor staffing needs. The increase in teaching resources needs to require the budget to support staff as they transition from expert clinicians to faculty roles.

This bill supports 39 nurse lecturer positions that will support 1 day of clinical/lab instruction per week. The 39 positions will help support instruction for approximately 230 nursing students currently enrolled in the UH system. These students will be graduating in 2023-2027, helping to meet Hawai'i's acute nursing needs. Thirty-nine instructors will provide "just-in-time" training to support their transition to clinical instructor role.

This bill will allow schools of nursing in the UH system to increase enrollment from qualified students who already live and work in Hawaii. It is critical that we get these students into accredited programs. They understand the culture and living costs that is unique to Hawaii.

Respectfully submitted
Denise CohenPhD

HB-2220

Submitted on: 2/8/2022 12:50:38 PM

Testimony for HET on 2/9/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kathleen Hagan	Individual	Support	No

Comments:

I strongly support this bill (I am teaching all day every day this week).

Mahalo,

Kathleen Hagan

Paia, Maui

HB-2220

Submitted on: 2/8/2022 2:11:53 PM

Testimony for HET on 2/9/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Matt Bishop	Individual	Oppose	No

Comments:

I oppose this measure as written. The University of Hawaii already receives funding to operate the Hawaii State Center for Nursing and they do not need any more funding. Also, the University of Hawaii has caused nes nurses to leave the state after graduation because they were proponents of introducing the nurse residency program and various hospitals around the state which makes it more difficult for new nurses to work where they want to right after graduation. The University of Hawaii and the Hawaii State Center for Nursing have not provided adequate means to deal with workforce issues during the pandemic and are know using the pandemic as a money grab. The state should only be increasing funding so staffing can be increased at the Board of Nursing level to deal with the issues surrounding nurse workforce data, not to the University of Hawaii.

HB-2220

Submitted on: 2/9/2022 11:06:44 AM

Testimony for HET on 2/9/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Katherine Finn Davis	Individual	Support	No

Comments:

I fully support this bill.