



UNIVERSITY OF HAWAII SYSTEM

Legislative Testimony

Testimony Presented Before the
Senate Committee on Ways and Means
Thursday, February 24, 2022 at 10:00 a.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

SB 2274 SD1 – RELATING TO THE CENTER FOR NURSING

Chair Dela Cruz, Vice Chair Keith-Agaran, 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 SB 2274 SD1 relating to the Center for Nursing.

This bill seeks to increase the Hawai'i State Center for Nursing (hereafter referred to as Center for Nursing) fee from \$40 to \$60 per license biennium and will require all nurse license applicants, in conjunction with license renewal, to respond to the nursing workforce supply survey. This bill proposes to make the nursing workforce supply survey required, so long as it does not also inhibit a nurse from serving as a nurse should they fail to respond to the survey.

The Center for Nursing is within NAWSON. As a longstanding effort to support the Center, UH and NAWSON provides funding, in-kind, including office space and technology support. In addition, the faculty and staff of the Center receive the benefits of being employed by the UH system including tuition support, library access, and retirement investment. These contributions have helped the center recruit and retain their high functioning team, and allocate their nurse workforce fees to direct support of the mandates that the legislature established in 2003.

Though “in” NAWSON, the Center for Nursing has sought to establish itself as an equal partner and advocate for nursing, and works closely with all schools of nursing as well as employer partners and healthcare associations and organizations, statewide. NAWSON is an active partner in many of the Center's programs including the Academic Progression in Nursing program, which helped the state become one of the most highly educated nursing workforces in the nation; the Evidence-Based Practice (EBP)

Program, which provides professional development for faculty in all local schools of nursing in how to teach EBP to students; and the Hawai'i Clinical Placement Collaborative, which has ensured that our students have access to high quality clinical placements as well as improving the clinical placement coordination process for O'ahu and Kaua'i.

As it relates to nursing workforce research, the ability to access from the Center for Nursing relevant, updated, and locally developed nursing education and nursing workforce data has enabled our school to apply for, and be granted funding from private and federal funding opportunities. It has also enabled us to respond to market needs as it relates to the volume of nursing student enrollment, as well as offering graduate programs that develop specialty nurses.

As important as nursing education is to NAWSON is nursing recruitment. We know that the success of our program, in part, is the ability for our graduates to become employed in Hawai'i. In 2012, the Center for Nursing founded the first statewide Nurse Residency Program Collaborative in the nation. Today, over 11 hospitals and healthcare facilities in our state are partners of this program, which means they have committed to not only hiring new graduate nurses, but also supporting them with evidence-based transition to practice support in their first year of working. In the decade this collaborative has existed, over 1,300 new graduates have been hired into new graduate residencies, leading to a 94-99% 12-month retention rate. Without this support, the national 12-month retention rate is 82%. The efforts of the Center for Nursing have helped our nurse graduates become hired by local employers and receive the support they need to stay not only in their job, but in their profession.

As the COVID Pandemic has impacted the nursing workforce, the Center for Nursing has been quick to respond. The Center for Nursing has maintained access to clinical education so that schools of nursing across the state can continue to provide nursing education, and as such, graduate qualified new nurses at a time when they are greatly needed. They have helped us connect with the Department of Health vaccine clinics, with COVID-testing sites, and to engage with new clinical partners. Their work and reach extend to nursing employers and professional organizations as well, providing strategy and planning that is truly statewide and across the continuum of nursing.

Your favorable support of this measure will help to maintain nursing academic enrollment at the numbers needed to sustain our in-state nursing workforce and support the development of innovative efforts related to the recruitment and retention of nurses.

The NAWSON urges you to pass this measure through your committee. Thank you for the dedication and care for nurses and the people in Hawai'i.

Testimony of the Board of Nursing

**Before the
Senate Committee on Ways and Means
Thursday, February 24, 2022
10:00 a.m.
Via Videoconference**

**On the following measure:
S.B. 2274, S.D. 1, RELATING TO THE CENTER FOR NURSING**

Chair Dela Cruz and Members of the Committee:

My name is Lee Ann Teshima, and I am the Executive Officer of the Board of Nursing (Board). The Board appreciates the intent of and offers comments on this bill.

The purposes of this bill are to: (1) require all nursing license applicants to respond to the Hawaii State Center for Nursing (CFN) workforce supply survey in conjunction with license renewal, provided that the license renewal shall not be contingent upon responding to the workforce supply survey and failure to respond to the workforce supply survey shall not result in encumbrance of the nurse's license; and (2) increase the CFN fee from \$40 to \$60 per license biennium.

This bill will mandate that all nurses who renew their Hawaii nurse license complete the CFN workforce survey online when renewing their license. Although voluntary in the past, the language in this bill seeks mandatory participation without punitive consequences should a licensed nurse fail to complete the survey. This makes any such mandate to complete the survey unnecessary and unenforceable.

Admittedly, during the 2021 renewal period, there were issues which prevented the survey link from being accessible to nurses when they completed their online renewals. However, the Department of Commerce and Consumer Affairs' Professional and Vocational Licensing Division (Division) worked with its developer to resolve this issue. In an attempt to resolve and ensure proper participation, the Division included a link to the survey on all emailed renewal payment receipts if nurses were unable to complete the survey when they initially renewed their license.

The Board supports and understands the importance of the information that the CFN survey seeks to attain to address Hawaii's nurse workforce issues and will

Testimony of the Board of Nursing

S.B. 2274, S.D. 1

Page 2 of 2

continue to work with the CFN to encourage licensees to complete its survey without making it a requirement to renew a nurse license.

Lastly, the Board has no concerns with increasing the assessment fee from \$40 to \$60.

Thank you for the opportunity to testify on this bill.



**Written Testimony Presented Before the
Senate Committee on Ways and Means
Thursday, February 24, 2022 at 10:00 AM.**

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

Testimony in Strong Support for SB 2274, SD1

Chair Dela Cruz, Vice Chair Keith-Agaran, and members of the Senate Committee on Ways and Means, thank you for the opportunity for the Hawai'i State Center for Nursing to provide testimony in **strong support for SB 2274, SD1, Relating to the Center for Nursing.**

If passed, this bill will increase the center for nursing fee from \$40 to \$60 per license biennium and will require all nurse license applicants to respond to the nursing workforce supply survey in conjunction with license renewal. Failure to respond to the nursing workforce supply survey shall not result in encumbrance of the applicant's license.

The Center has diversified its revenue sources needed to maintain and grow staffing and programs. However, while these efforts support emerging issues and topics, an overabundance of grant funds will detract from the Center's ability to work towards our mission and ultimate purpose. Nurse-driven fees sustain the Center's work to meet our legislative mandates and ultimate goal to support public safety by ensuring a robust nursing workforce across the Hawaiian Islands. The Center found that though Hawai'i has seen inflation in our cost of living, including a 176% increase for single family homes and 62% increase in minimum wage, there has never been an increase in license fees. **We are asking for the legislature's support in increasing the license fees from \$40 per biennium to \$60 per biennium.** This fee increase will help us sustain the staffing needed to maintain our programs and meet our mandates.

In addition, **this bill seeks to mandate all nurses to complete the nursing workforce supply survey upon license renewal.** The historical response rate of this survey is approximately 50%. This report is statistically valid, yet at times there are challenges in reporting outcomes and findings at the county or region level even though such reporting will improve the accuracy and precision of workforce planning and strategy. Requiring licensees to respond to the nursing workforce survey will improve our ability to aggregate nursing workforce data by county, region, specialty, and setting. Our data will also become more usable for policy making and emergency response as well as future workforce development planning by Counties, employers, and schools of nursing. **In seeking to make this survey required, we emphatically do not want it to impact a nurses' ability to work.** Therefore, we

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.

specifically and respectfully request that this requirement does not result in punitive action, such as an encumbrance of a license, should a nurse fail to respond to the survey.

The Legislature, in your great wisdom, established the Center for Nursing in 2003 with Act 75, SLH 2006 (HRS 304A-1406-1407 and HRS 457-9.5). At that time, the Legislature established funding through a biennial \$40 fee assessed per individual licensed as a nurse. Center staff were hired in 2005. In the 17 years that the Center has operated, we have contributed to the state's knowledge about the nursing workforce by conducting and reporting findings from nursing workforce and education research. The Center produces the largest and most comprehensive compilation of nursing voices since 2007 through the Nursing Workforce Supply Survey. We established and maintain to this day, the first statewide evidence-based practice collaborative and the first statewide nurse residency program in the nation. We support clinical education for over 80% of the nursing education in this state. In the two years we have been accredited as a continuing nursing education provider, over 6,000 hours of nursing professional development has been earned by nurses and other healthcare professionals. In 2021 alone, our efforts to support the statewide nurse residency collaborative lead to a 351% increase in new graduate hiring into nurse residency programs statewide.

In 2018, the Center conducted statewide focus groups to establish strategic plans. During those conversations, partners emphasized the need for the continuation of existing Center programs and undertakings as well as identified additional critical needs to address nursing recruitment and retention in this state. Since the pandemic's start, we have convened workgroups, applied data, and leveraged our networks to respond to the enhanced nursing and healthcare team demands related to COVID. We have supported efforts that include responding to staffing shortages, planning vaccine implementation, maintaining nursing education, and increasing nurses' understanding about COVID and personal safety protocols.

Your favorable support of this measure will help maintain nursing academic enrollment at the numbers needed to sustain our in-state nursing workforce; amplify critical nursing workforce and supply information that is used for policy making, emergency planning, and academic development; support rural communities on neighbor islands through the dedicated efforts the Center is providing; and maintain the statewide nursing community's centralized location for communication, coordination, strategy, and action.

The Hawai'i State Center for Nursing urges you to pass this measure through your committee. Thank you for the 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.



THE QUEEN'S HEALTH SYSTEMS

To: The Honorable Donovan M. Dela Cruz, Chair
The Honorable Gilbert S.C. Keith-Agaran, Vice Chair
Members, Senate Committee on Ways and Means

From: Jacce Mikulanec, Director, Government Relations, The Queen's Health Systems

Date: February 24, 2022

Re: In support of SB 2274 SD1: Relating to The Center for Nursing

The Queen's Health Systems (Queen's) is a nonprofit corporation that provides expanded health care capabilities to the people of Hawai'i and the Pacific Basin. Since the founding of the first Queen's hospital in 1859 by Queen Emma and King Kamehameha IV, it has been our mission to provide quality health care services in perpetuity for Native Hawaiians and all of the people of Hawai'i. Over the years, the organization has grown to four hospitals, and more than 1,500 affiliated physicians and providers statewide. As the preeminent health care system in Hawai'i, Queen's strives to provide superior patient care that is constantly advancing through education and research.

Queen's supports SB 2274 SD1, which would require all nursing license applicants to respond to the center for nursing workforce supply survey in conjunction with license renewal, provided that the license renewal shall not be contingent upon responding to the workforce supply survey and failure to respond to the workforce supply survey shall not result in encumbrance of the nurse's license and increases the center for nursing fee from \$40 to \$60 per license biennium. The data collected and disseminated by the center for nursing is critical to ensure the health and safety in all our communities. As the pandemic continues to put our front line workers in high risk situations and causing devastating staffing shortages, it highlights the dire need to continue building a robust and resilient nursing workforce.

Thank you for allowing Queen's to provide testimony in support of this measure.

The mission of The Queen's Health Systems is to fulfill the intent of Queen Emma and King Kamehameha IV to provide in perpetuity quality health care services to improve the well-being of Native Hawaiians and all of the people of Hawai'i.

SB-2274-SD-1

Submitted on: 2/22/2022 5:01:01 PM

Testimony for WAM on 2/24/2022 10:00:00 AM

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

Comments:

I fully support this bill.

SB-2274-SD-1

Submitted on: 2/23/2022 5:52:05 AM

Testimony for WAM on 2/24/2022 10:00:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Lisa Dau	Individual	Oppose	No

Comments:

Oppose

Lisa RN

SB-2274-SD-1

Submitted on: 2/23/2022 9:26:49 AM

Testimony for WAM on 2/24/2022 10:00:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Bradley Kuo	Individual	Support	No

Comments:

I support this bill because we need to ensure we have a good understanding of our nursing workforce so that our academic and business institutions have the information they need to make decisions to better support the nursing workforce in Hawaii.

-Dr. Bradley Kuo, DNP, M.Ed., APRN, FNP-BC, PMHNP, BC, CARN-AP

SB-2274-SD-1

Submitted on: 2/23/2022 1:00:38 PM

Testimony for WAM on 2/24/2022 10:00:00 AM

LATE

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Allen Novak	Individual	Oppose	No

Comments:

I am opposed to this bill. Although this bill states that the survey is required, it also states that participation is voluntary. Also, nurses have been stressed by the burden of a pandemic and are at risk of leaving the profession. They do not need to be taxed further to maintain a license.