



Hawai'i State Center for Nursing Advisory Board  
 Minutes of the Meeting held on Tuesday August 8, 2017, 5-6:30 pm  
 Hawaii State Center for Nursing, Biomedical Building  
 1960 East West Road, Room C105H Conference Room, Honolulu, Hawaii

Attendance:

Name	Present	Name	Present	Name	Present
Susan Young, Chair	Yes	Lynn Milligan	Yes	Laura Reichardt, Director HSCN	Yes
Kari Shintaku, Vice Chair	Excused	Julio Zamarripa	Yes	Katherine Finn Davis, Assoc. Director EBP	Excused
Beth Hoban	Yes	Mary Boland, Ex Officio	Excused	Carrie Oliveira, Associate Specialist	Yes
Susan Lee	Yes	Anne Scharnhorst, Ex Officio	Yes	Sheri Kishaba-Leaman, HSCN Staff	Yes
Kecia Kelly	Yes	Pono Chong, Chamber of Commerce Guest	Yes	Present total:	11

TOPIC	DISCUSSION	ACTION
Welcome	<p>Meeting called to order at: 5:08 pm.            Introduction:            Carrie Oliveira, Associate Specialist for Workforce Research, HSCN            Kecia Kelly, Chief Nursing Executive at Kaiser Permanente Moanalua Medical Center, Advisory Board Member            Anne Scharnhorst, Allied Health Department Chair at the University of Hawai'i – Maui College, Ex-Officio Board Member</p>	
Pono Chong of Chamber of Commerce	<p>Pono Chong shared updates on the COC health sector partnership and priorities the health sector has in terms of employment and recruitment/retention. In meetings with healthcare leaders, the focus is on:</p> <ul style="list-style-type: none"> <li>• Healthcare system integration (Patient-Centered Medical Home is an example)</li> <li>• Workforce development</li> <li>• Employee wellness</li> <li>• Soft skills training</li> </ul>	

TOPIC	DISCUSSION	ACTION
	COC is meeting with healthcare organizations and HAH next month to determine what leaders want to set as industry goals. This will be driven by the private sector leaders with support by the COC.	
Approval of Minutes	Minutes from: April 25, 2017, reviewed. Beth Hoban moved to approve and seconded by Susan Lee. For future meetings, the minutes will be sent via email for approval to meet new Sunshine Law, Act 64, in which minutes must be posted within 40 days of the meeting.	Approved  Sheri to send minutes after the meeting; members to respond with edits/approval.
Nursing Workforce	Discussion of recent national reports and articles:  1) Three recent reports were released. a. The Health Leaders report identified recruitment and retention as the most important noted concern related to workforce followed by nurse engagement and nurse leadership. i. Leadership development was #1 tactic that supported retention. ii. Nursing shift schedules noted as a challenge for nurse retention.  b. Kronos report found that a vast majority of nurses name fatigue as a factor that leads to burnout, mistakes, and exhaustion upon leaving work. Scheduling is identified as a cause and a possible solution to this.  c. Enhancing the Professional role article found that only 30% of employees are engaged in their work and that employers can focus on timing, convenience, and relevance of professional development to help ensure professional development activities are meaningful.  d. "We should pursue opportunities to leverage data-driven and evidence-based solutions that can add value to our employees, our patients, and the overall organization we serve. Professional role competency and evidence-based practice together can promote behaviors that meet the challenges of today and tomorrow."	

TOPIC	DISCUSSION	ACTION
	<p>2) Question:</p> <ul style="list-style-type: none"> <li>a. Is the Center of Nursing doing enough to support recruitment and retention related to today's needs?</li> <li>b. How do these findings compare to what we know is going on in Hawaii?</li> </ul> <p>Members discussed the importance of taking care of employees for optimal retention; several examples include: self-scheduling, coordinating social activities, identifying nurse leaders and providing growth opportunities, weekly huddles with relevant content learning, utilizing Employees Assistance Programs to address stress, encourage nurse involvement in committees to build pride, providing staff recognition. Barriers shared include high-acuity of patients, focus on pay for performance initiatives, greater pressure on front-line nurses to complete tasks, nurses having more than one job due to the high cost of living, lack of time to engage in bonding activities, and how to sustain retention activities over the long term.</p> <p>3) Pennsylvania has joined Vizient as a state model joining Hawai'i and Maryland.</p> <p>4) National Forum</p> <ul style="list-style-type: none"> <li>a. Katherine and Laura presented on EBP. Good feedback, liked hearing the history of identifying this as a priority and how the payment model was developed.</li> <li>b. Laura now acting Member at large.</li> <li>c. Newly developed nursing workforce value statement. Will send out after meeting.</li> </ul>	<p>Ask members to provide feedback on this at the next meeting.</p> <p>Laura to send out value statement after the meeting.</p>
Nursing Recruitment & Retention	<p>1. CCPS 2.0 Training Update</p> <ul style="list-style-type: none"> <li>a. CCPS rolled out a new platform. Hawai'i was first state to receive training and to launch system. Training for participants who could not attend in person will continue through August.</li> <li>b. UH-West Oahu, UH-Maui, Maui Health System joined.</li> <li>c. VA and Tripler now independent partners.</li> </ul> <p>2. Advanced Degree Placement Pilot Update</p> <ul style="list-style-type: none"> <li>a. UHM, HPU and QMC are piloting the use of CCPS for APRN placement. Castle,</li> </ul>	<p>Update of the pilot to be provided at</p>

TOPIC	DISCUSSION	ACTION
	<p>Kaiser and HPH are on the Sub- Committee. Decision to move forward pending pilot outcome.</p> <p>b. Question: How can we encourage other partners to join CCPS as paying partners (for APRN or RN? FQHCs? Smaller hospitals/LTCs?)</p> <p>3. Utilization of CCPS for non-nursing healthcare student placements:</p> <p>a. QMC, Castle and Kaiser requesting HSCN support in planning clinical placements for non-nursing healthcare professionals.</p> <p>b. CCPS and other tools can do this.</p> <p>c. Question: Is it within our scope? Our mandate is to “develop a plan for implementing strategies to recruit and retain nurses and research, analyze and report data related to retention of the nursing workforce.”</p> <p>i. Pro: Can be a leader in inter-professional education. Can remain valuable to our facility partners</p> <p>ii. Con: Our mandate and funding is for and by nurses. If we expand functions, there is no guarantee that inter-professional education will become enhanced, only that there may be some efficiency at the clinical coordination level.</p> <p>Members discussed that the mandate should be followed, and to continue to focus HSCN activity on initiatives that benefit the nursing workforce. One suggestion to assist the coordinators and their organizations is to encourage them to utilize CCPS within their own work flows, independently of HSCN.</p> <p>4. EBP Update</p> <p>a. Email of updates on program to follow.</p> <p>5. Continuing Competency Update:</p> <p>a. Question: What is our role moving forward? Considering our mandate (Our mandate is to “develop a plan for implementing strategies to recruit and retain nurses and research, analyze and report data related to retention of the nursing workforce), shall we seek to ensure our programs meet CE requirements? Shall we consider becoming a provider? Shall we be a connector? When balancing the need and wants of the state with our mandate, what are the first thoughts that come to mind?</p> <p>6. AONE Conference Nov 2-3, 2017:</p>	<p>next meeting.</p> <p>HSCN to discuss the independent use of CCPS outside of HSCN.</p> <p>Laura to send an email to members to build on this topic</p>

TOPIC	DISCUSSION	ACTION
	<ul style="list-style-type: none"> <li>a. Center is a co-sponsor.</li> <li>b. EBP and research poster and presentations throughout conference</li> <li>c. Awards: Nominations out now. Laura encouraged members to nominate nurses. <ul style="list-style-type: none"> <li>i. Duane D Walker, Nurse Mentor, Emerging Leader, Emerging Nurse</li> </ul> </li> <li>d. Travel stipends for Neighbor Island participants available.</li> </ul>	and get feedback.
Advisory Board "Strategic Conversations"	<p>Advisory Board "Strategic Conversations"</p> <ul style="list-style-type: none"> <li>• Recruitment and Retention: Sept 7</li> <li>• Quality and Best Practices: tentative dates: Sept 20, 25, 27</li> <li>• Research: tentative dates: Oct 10,13, 27</li> <li>• Emerging Issues: tentative date: Nov 7</li> </ul> <p>4-5 Advisory Board members and Staff to support each event by facilitating a table. Additional support will happen at that time. Outcome will be an Executive Summary/Report by facilitator which will help guide the Strategic Planning meeting in May.</p>	<p>4-5 Advisory Board members and Staff to support each event by facilitating a table.</p> <p>Laura to send out proposed list of participation for each Advisory Board member after meeting.</p>
Roundtable	Beth reported that Mary Boland is receiving the Healthcare Association of Hawai'i's (HAH) Executive Award. Congratulations, Mary!	
Adjournment	Meeting adjourned at: 6:33 pm.	
Next Meeting	Next Board Meeting will be on <b>Tuesday, November 14, 2017</b> at 5:00 -6:30 pm, location: TBD	Approved

Please contact Sheri Kishaba-Leaman at 808-956-0545 or [skishaba@hawaii.edu](mailto:skishaba@hawaii.edu) for questions and additional information.