



Hawaii'i State Center for Nursing Advisory Board  
 Tuesday, January 9, 2018, 5-6:30 pm  
 Hawaii State Center for Nursing, C105H  
 1960 East-West Rd, Honolulu, HI 96822

Attendance:

Name	Present	Name	Present	Name	Present
Susan Young, Chair	Yes	Lynn Milligan	Yes	Laura Reichhardt, Director HSCN	Yes
Kari Shintaku, Vice Chair	Yes	Julio Zamarripa	Yes	Katherine Finn Davis, Assoc. Director EBP	Excused
Beth Hoban	Excused	Mary Boland, Ex Officio	Yes	Carrie Oliveira, Researcher, HSCN	Excused
Susan Lee	Yes	Anne Scharnhorst, Ex Officio	Yes	Liane Muraoka, Program Lead, HSCN	Yes
Kecia Kelly	Yes				
				Present total:	10

TOPIC	DISCUSSION	ACTION
Welcome	Meeting called to order at: 5:09 pm	
National Initiatives	<p>National Forum of Nursing Workforce Centers</p> <ul style="list-style-type: none"> <li>• Strategic planning meeting held December 4-6, 2017. Director Reichhardt is currently on the Forum's Board of Directors.</li> <li>• Many issues from HSCN's strategic planning match the discussion at the national level:               <ul style="list-style-type: none"> <li>○ Do we have adequate faculty?</li> <li>○ Capacity to develop specialty nurses? What are those specialties?</li> <li>○ How is transition to a community-based care model affecting the nursing workforce?</li> </ul> </li> <li>• Upcoming Longview Annual Conference: June 6-8, 2018               <ul style="list-style-type: none"> <li>○ Opportunity to share what Hawaii is doing at the national level i.e. Preceptor Tax Credit Bill, interprofessional activities, EBP efforts</li> </ul> </li> </ul>	Anyone interested in attending?

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	<p>Action Coalition – Sue Hassmiller Visit: May 29-31, 2018</p> <ul style="list-style-type: none"> <li>• Sue Hassmiller spearheaded the IOM recommendation report. Champions RWJF culture of health efforts. Provides HIPEC funding and Future of Nursing PhD scholars.</li> <li>• We may be</li> </ul>	<p>Please SAVE THE DATE.</p>
<p>Strategic Plan Executive Report</p>	<ul style="list-style-type: none"> <li>• Community Conversations: September &amp; October 2017 <ul style="list-style-type: none"> <li>○ 3 events each centered around a Center mandate</li> <li>○ 51 unique participants from industry, academia, and the community</li> <li>○ Facilitated, small-group discussions – each participant gave us their top two priorities for the Center in the next 3-5 years</li> <li>○ Thematic analysis on all responses were conducted</li> </ul> </li> <li>• 6 Priority Areas <ul style="list-style-type: none"> <li>○ <b>Responsive Education</b> – Includes both the need for specialty trained nurse due to increase in acuity and the need for adequate faculty (quantity &amp; quality). Also, what are opportunities for education in the professional setting (in line with continuing competency). With a doubling of the number of APRNs, transition to practice for this license group was discussed.</li> <li>○ <b>Leadership Development</b> – Do we have an adequate number of leaders and do we have adequate support and resources for new leaders to grow and thrive? Is there collaboration between leaders across settings (i.e. academic-practice partnerships)?</li> <li>○ <b>Evidence-Based Practice</b> – There is value in current HSCN EBP programs. We need to increase value to non-nursing leaders to garner support to send nursing staff to workshops. How do we move EBP into community settings?</li> <li>○ <b>Actionable Data</b> – Additional questions asked about supply data. Showed the need for demand data. Current demand data doesn't define nurse need by specialty. Other data requests pertinent to each of the other priority areas.</li> <li>○ <b>Home Health &amp; Community-Based Nursing</b> – Current support mechanisms in place are geared towards acute care. With the changing healthcare model, we need to create resources for home health and community-based nurses.</li> </ul> </li> </ul>	

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	<ul style="list-style-type: none"> <li>○ <b>Promote Nursing</b> – Educate leaders outside nursing about why nuances in nursing are important (i.e. academic-practice partnerships). Also, educate community on changing nursing roles (i.e. APRNs as primary care providers). <ul style="list-style-type: none"> <li>● Is there potential to work with employers to raise employer awareness that APRNs can work to full scope of practice?</li> <li>● At Kaiser, MDs don't want APRNs in ambulatory settings d/t union involvement. In the hospital setting, Kaiser rewrote APRN position job titles and descriptions to keep them from being bargaining positions. These APRNs still work to their full scope of practice.</li> </ul> </li> <li>● Venn Diagram <ul style="list-style-type: none"> <li>○ We have capacity to promote nursing and provide actionable data</li> <li>○ We need to develop specialty nurses because that is what the workforce is asking for.</li> <li>○ Continue to innovate academic-practice partnerships which is already a strength of our state</li> <li>○ Promote EBP across all our programs</li> </ul> </li> <li>● Director's Recommendations <ul style="list-style-type: none"> <li>○ Continue current programs, initiatives and research</li> <li>○ Reinvigorate education capacity survey</li> <li>○ Invest in additional workforce data and research. Find out where our gaps are. Make evidence-based decisions on where to focus our efforts. Develop ongoing data collection methods that allows us to do quick needs assessments and be actionable and useful to our nursing workforce.</li> </ul> </li> <li>● Feedback <ul style="list-style-type: none"> <li>○ Looks great, pulled together nicely</li> <li>○ Great opportunity to continue the momentum of engaging partners to move things forward.</li> <li>○ What are the plans to close the loop with participants? <ul style="list-style-type: none"> <li>▪ We will send them strategic planning documents (long and short); make available on website</li> </ul> </li> </ul> </li> </ul>	

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	<ul style="list-style-type: none"> <li>○ What are the plans to reconvene participants for future feedback? <ul style="list-style-type: none"> <li>▪ We plan to meet in small groups relevant to each mandate.</li> <li>▪ Recruitment and retention is currently getting feedback from the community through NRP, CCPS and APIN committees.</li> <li>▪ HSCN plans to develop an EBP/research committee.</li> </ul> </li> <li>○ Agreeable to recommendations</li> <li>○ Education Capacity <ul style="list-style-type: none"> <li>▪ Think of different strategies to get information on ed capacity d/t lack of sharing, and low return rate of surveys.</li> <li>▪ Currently we are adjusting our distribution timeline. Carrie Oliveira cross walked timeline and questions from national surveys to make the questions more streamlined. A pilot survey will be distributed in January. To improve the value and utility of the survey/report, we will develop an individual report for each school to compare school and state numbers.</li> <li>▪ Strategy suggestions: focus groups, 1:1 conversations, discuss with faculty leaders and program directors. Workload and/or leaving the workforce survey for faculty.</li> </ul> </li> </ul>	
Policy	<ul style="list-style-type: none"> <li>● Historical Overview of APRN-related legislation *see infographic</li> <li>● Preceptor Tax Credit Bill <ul style="list-style-type: none"> <li>○ Goal: To address preceptor shortage at the advanced practice level</li> <li>○ Medicine, pharmacy, social work, psychology, nursing</li> <li>○ Preceptors become eligible for a personal tax credit if they work as an uncompensated preceptor. \$1,000 per student; max 5 students. Up to \$2M. <ul style="list-style-type: none"> <li>▪ \$1000 has been passed on CO, GA, and MD</li> <li>▪ Max 5 students as not to overload preceptors and to curb state revenue loss</li> </ul> </li> <li>○ Relieve burden of preceptor shortage on schools, allow schools to increase enrollment, decrease provider shortage.</li> <li>○ Senator Baker submitting on senate side; possible Rep Mizuno submitting on house side.</li> </ul> </li> </ul>	

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	<ul style="list-style-type: none"> <li>○ Mary – Can we get feedback from employer organizations about whether this will be difficult to implement? <ul style="list-style-type: none"> <li>▪ Kecia believes that this will be meaningful to Kaiser and will increase the number of willing preceptors</li> <li>▪ Lynn believes this might make physicians and psychologist at Leahi more willing to precept students</li> <li>▪ Julio believes it will be easy to implement</li> </ul> </li> <li>● Other initiatives <ul style="list-style-type: none"> <li>○ Hawaii Keiki is now a budget line in DOE</li> <li>○ Nurse midwife licensure (lay midwives and lay practical midwives) is now being proposed outside of BON. Potentially under DCCA (similar to CNAs) or DOH.</li> <li>○ Violence against healthcare workers – HSCN will monitor</li> </ul> </li> <li>● Student Interns from UH Manoa SON <ul style="list-style-type: none"> <li>○ Caroline Schaffer &amp; Michael Williams</li> <li>○ Value added to Senator Baker’s office; they are a source of research and verification for the Senator’s office. Allows nurses to get informed on the legislative process.</li> </ul> </li> </ul>	
	<b>Please share the workforce PowerPoint!</b>	
Open Discussion	SAVE THE DATE: May 20, 2018 Strategic Planning Session Time & Location TBD	
Adjournment	Meeting adjourned at: 6:35 pm.	
Next Meeting	Next Board Meeting will be on <b>Tuesday, April 10, 2018</b> at 5:00 pm - 6:30 pm, location: TBD	

Please contact Liane Muraoka at 808-956-3983 or [muraokal@hawaii.edu](mailto:muraokal@hawaii.edu) for questions and additional information.