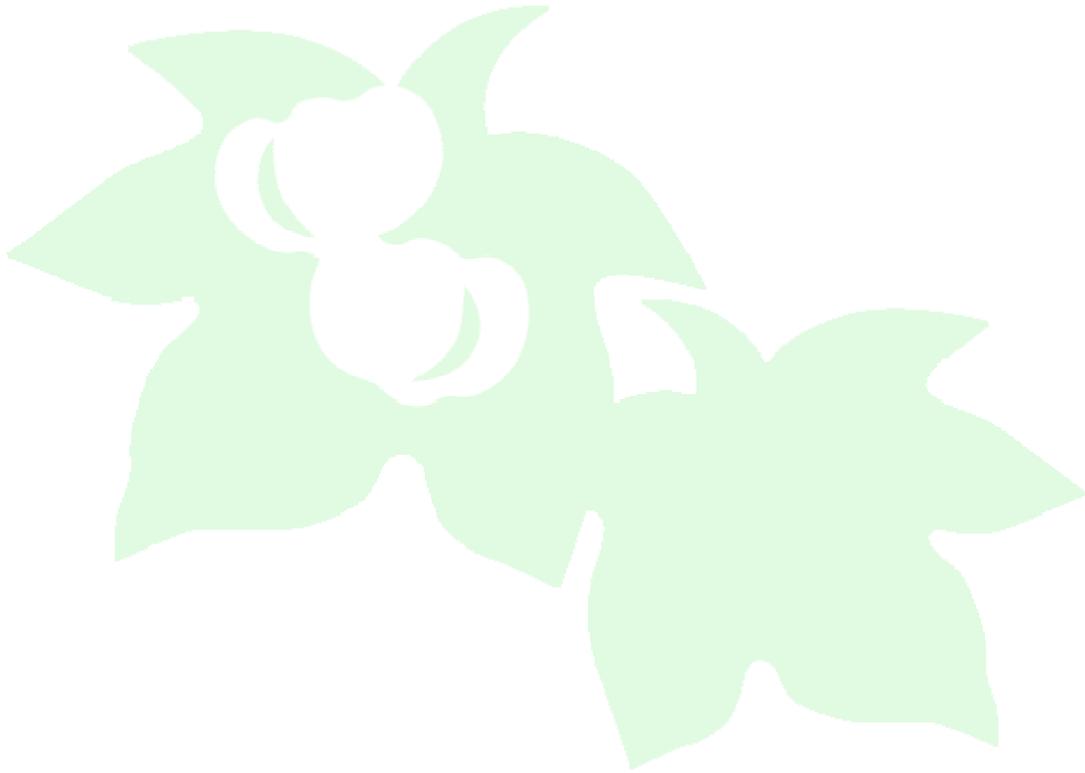




# **Hawai'i State Center for Nursing**

**ANNUAL REPORT 2008**



***A Report to Governor Lingle and the Hawai'i State Legislature***

## Table of Contents

○ Report from Advisory Board.....	Pages 1 - 2
○ Appendices	
A. Act 173.....	Pages A1-4
B. Act 198.....	Pages B1-11
C. Fiscal Year 2008 Financial Statement.....	Pages C1-2
D. Report on Senate Resolution 6 of 2006.....	Pages D1-3
E. Summary: Strategic Plan for the Nursing Workforce, 2009-2014.....	Pages E1-3
F. Summary: Nursing Education Capacity Summit.....	Pages F1-2
G. Summary: Hawai'i Partners in Nursing Project.....	Pages G1-2
H. Summary: Hawai'i Nurse Internship Project.....	Pages H1-2
I. Summary: Nursing Education Programs 2006-2007.....	Pages I1-4





## ANNUAL REPORT 2008

Dear Governor Lingle and State Legislators:

The Hawaii State Center for Nursing is pleased to submit this report summarizing our activities and accomplishments during the past year.

The Center was established by the Legislature in 2003 by Act 198, and the sunset clause was extended by five years (to 2014) in 2008. The Legislative mandate has continued to guide our activities:

- 1) Collect and analyze data and to prepare and disseminate written reports and recommendations regarding the current and future status and trends of the nursing workforce;
- 2) Conduct research on best practices and quality outcomes;
- 3) Develop a plan for implementing strategies to recruit and retain nurses;
- 4) Research, analyze and report data related to the retention of the nursing workforce.

The Center has continued operations with a full complement of staff including an Executive Director, two half time PhD Nurse Researchers and an Administrative Assistant. The Advisory Board provides active oversight of all activities and guidance in the accomplishment of Center goals. In addition, many nurses and community partners from throughout the State of Hawai'i participate in designing and implementing innovative projects to meet the needs of the nursing workforce.

In 2008, the Center has accomplished the following:

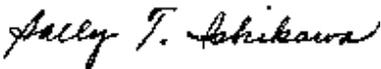
- Provided leadership to the Vision Malama Team, one of 18 teams selected from 49 applicants nationwide to participate in the first Nursing Education Capacity Summit. Work is continuing to develop and implement a plan for the state.
- Completed a five year strategic plan (2009-2014) which will serve as a guide for future work.
- A survey of all licensed professional nurses (LPNs) was completed in collaboration with the Board of Nursing.
- A grant of \$971,000 from the Health Resources Services Administration (HRSA) is focused on improving the diversity, retention, and success of Associate Degree nursing students on Kauai, Maui and Hawai'i over three years.
- The Hawai'i Partners in Nursing Project (HPIN) funded by Robert Wood Johnson Foundation has been completed. This partnership between the HMSA Foundation and the Hawai'i State Center for Nursing along with nine community partners has focused on recruitment and retention of nurses in long term care. Outcomes of the project include the development of strong partnerships between education and practice, in-service education modules for LTC staff, and a leadership preceptor training program. A short video which highlights the opportunities for nurses in long term care and geriatric nursing is one of the products of the project.
- The Nurse Leadership Program is ongoing, and 262 nurses from all islands have now completed the two-day training. A Nursing Leadership Academy is being developed to support career paths for nurses.

- The Hawai'i Nurse Internship Program (HNIP) was implemented, and 120 nurses and nurse educators from seven acute care hospitals completed the preceptor program. Planning for program expansion is underway.
- The first annual Career Fair for student nurses and new graduates was held with 125 attendees and 20 employers participating.
- The annual survey, Nursing Education Programs 2006-2007, on the educational capacity of 100% of the nursing programs in Hawai'i was completed.
- The five year longitudinal study of new graduate registered nurses is in year three. This study will identify issues in new graduate entry into practice, turnover and best practices in retention.

Many gains have been made, and Hawai'i is experiencing a short term surge in the nursing workforce. However, this short term trend has NOT altered long term projections on the nursing shortage, and it is important to continue long term strategies while continuing to address short term needs.

A highly educated and competent nursing workforce is essential to the healthcare of the people of Hawai'i. Your support for the continued work of the Center is greatly appreciated.

Respectfully Submitted by:



Sally Ishikawa, R.N., NHA, MPH, C-DONA  
Chair, Advisory Board  
Hawai'i State Center for Nursing

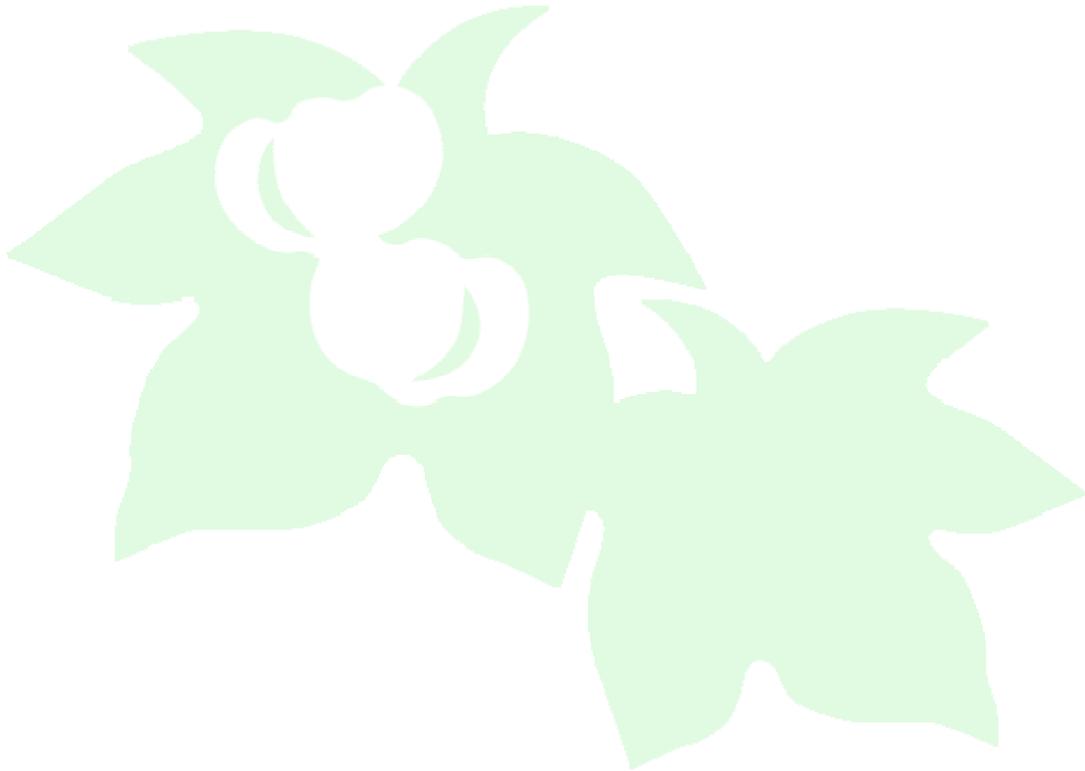


Barbara P. Mathews, MS, APRN, CNAA  
Executive Director  
Hawai'i State Center for Nursing



# **Hawai'i State Center for Nursing**

## **APPENDIX A: ACT 173**



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# A BILL FOR AN ACT

RELATING TO THE CENTER FOR NURSING.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1 SECTION 1. Section 304A-1404, Hawaii Revised Statutes, is  
2 amended by amending subsection (b) to read as follows:

3 "(b) The dean of the school of nursing and dental hygiene,  
4 or the dean's designee, shall direct the activities of the  
5 center for nursing. There shall be an advisory board composed  
6 of fifteen members appointed by the governor pursuant to section  
7 26-34 to staggered terms as follows:

8 (1) Five members from the business and labor community:

9 (A) One of whom shall represent the Healthcare  
10 Association of Hawaii;

11 (B) Two of whom shall represent other business  
12 entities; and

13 (C) Two of whom shall represent labor organizations;

14 (2) Five members from the nursing profession:

15 (A) One of whom shall represent the American  
16 Organization of Nurse Executives;

17 (B) One of whom shall represent the Hawaii Government  
18 Employees Association; and



1 (C) Three of whom shall represent the Hawaii Nurses'  
2 Association, [~~professional component,~~] provided  
3 that:

4 (i) Two members shall represent the professional  
5 component; and

6 (ii) One member shall be a non-managerial staff  
7 nurse.

8 (3) Two members from among the State's nurse educators:

9 (A) One of whom shall be a doctorally-prepared nurse  
10 educator; and

11 (B) The other, a doctorally-prepared nurse  
12 researcher; and

13 (4) Three members from community agencies or consumer  
14 groups with an interest in healthcare."

15 SECTION 2. Act 198, Session Laws of Hawaii 2003, is  
16 amended by amending section 10 to read as follows:

17 "SECTION 10. This Act shall take effect on July 1, 2003;  
18 provided that the amendments made to section 36-27, Hawaii  
19 Revised Statutes, by this Act shall not be repealed when that  
20 section is reenacted pursuant to Act 142, Session Laws of Hawaii  
21 1998; and provided further that sections 3 and 6 shall be  
22 repealed on July 1, [~~2009-~~] 2014."



1 SECTION 3. The advisory board of the Hawaii center for  
2 nursing, established pursuant to section 304A-1404, Hawaii  
3 Revised Statutes, shall submit to the legislature no later than  
4 twenty days prior to the convening of the regular session of  
5 2009:

6 (1) An interim report on the progress and findings of the  
7 five-year longitudinal study currently being conducted  
8 by the center regarding new graduate registered nurses  
9 turnover and best practices in retention of nurses;  
10 and

11 (2) A report on funding alternatives that will enable the  
12 center to continue its operations and services.

13 SECTION 4. Statutory material to be repealed is bracketed  
14 and stricken. New statutory material is underscored.

15 SECTION 5. This Act shall take effect on July 1, 2008.

APPROVED this 13 day of JUN, 2008



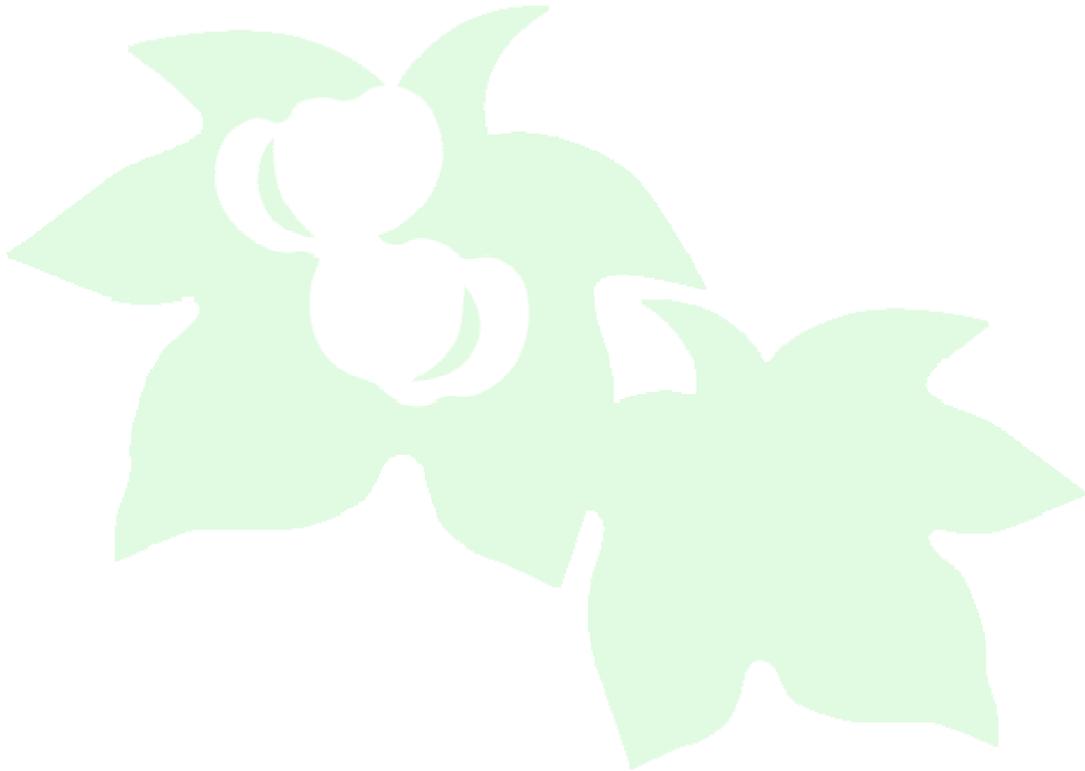
GOVERNOR OF THE STATE OF HAWAII





# **Hawai'i State Center for Nursing**

## **APPENDIX B: ACT 198**



**Report Title:**

UH; Nursing; Center for Nursing, Center for Nursing Special Fund, and Center for Nursing Fee; Established

**Description:**

Establishes a center for nursing at the University of Hawaii, governed by an advisory board. Requires center to conduct research on workforce issues for nurses and other assistive healthcare personnel. Establishes a center for nursing special fund. (HB422 CD1)

HOUSE OF REPRESENTATIVES  
TWENTY-SECOND LEGISLATURE,  
2003

**H.B. NO.** 422  
H.D. 2

STATE OF HAWAII

S.D. 2

C.D. 1

---

# A BILL FOR AN ACT

RELATING TO A CENTER FOR NURSING.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

SECTION 1. The legislature finds that there is a need for a state center for nursing to ensure the quality of healthcare for the people of Hawaii. The center can proactively address issues of the State's current and future shortage of registered nurses and others within the healthcare workforce that provide nursing care. In particular, the primary nursing workforce issues are the supply and demand for nursing services, recruitment and retention of nurses and other healthcare personnel, and the development of a strategic plan.

The purpose of this Act is to establish a center for nursing to address nursing workforce issues.

SECTION 2. The Hawaii Revised Statutes is amended by adding a new chapter to be appropriately designated and to read as follows:

**"CHAPTER**

**CENTER FOR NURSING**

**§ -1 Center for nursing; established.** (a) There is established within the University of Hawaii school of nursing and dental hygiene, a center for nursing.

(b) The dean of the school of nursing and dental hygiene, or the dean's designee, shall direct the activities of the center for nursing. There shall be an advisory board comprised of fifteen members appointed by the governor pursuant to section 26-34 to staggered terms as follows:

(1) Five members from the business and labor community:

(A) One of whom shall represent the Healthcare Association of Hawaii;

(B) Two of whom shall represent other business entities; and

(C) Two of whom shall represent labor organizations;

(2) Five members from the nursing profession:

(A) One of whom shall represent the American Organization of Nurse Executives;

(B) One of whom shall represent the Hawaii Government Employees Association; and

(C) Three of whom shall represent the Hawaii Nurses' Association, professional component;

(3) Two members from among the State's nurse educators:

(A) One of whom shall be a doctorally-prepared nurse educator; and

(B) The other, a doctorally-prepared nurse researcher;

and

(4) Three members from community agencies or consumer groups with an interest in healthcare.

(c) The members of the advisory board for the center for nursing shall serve without compensation.

**§ -2 Board; powers and duties.** The advisory board of the center for nursing shall have the powers and duty to:

(1) Employ an executive director and no more than two other staff positions, at least one of whom shall be an independent doctorally-prepared nurse researcher;

(2) Adopt a mission statement and operational policy;

(3) Elect a chairperson;

(4) Establish committees of the board as needed;

(5) Seek input from individuals and community groups interested in the issue of nursing shortages;

(6) Implement the major functions of the center for nursing; and

(7) Seek and accept nonstate funds for carrying out the mission of the center for nursing.

**§ -3 Functions of the center.** The center for nursing shall:

(1) Collect and analyze data and prepare and disseminate written reports and recommendations regarding the current and future status and trends of the nursing workforce;

(2) Conduct research on best practices and quality outcomes;

(3) Develop a plan for implementing strategies to recruit and retain nurses; and

(4) Research, analyze, and report data related to the retention of the nursing workforce.

**§ -4 Collaboration.** The University of Hawaii school of nursing and dental hygiene, the state board of nursing, other schools of nursing within the State, professional nursing organizations, employers in the healthcare industry, and labor unions representing nurses and healthcare workers shall collaborate with the center for nursing and provide workforce data to the center for nursing when requested.

**§ -5 Center for nursing special fund.** There is established in the treasury of the State a center for nursing special fund into which shall be deposited any legislative appropriations, federal or private grants, and any other funds collected for the purposes of this chapter. The fund shall be administered by the board of regents of the University of Hawaii, and moneys in the fund shall be expended to support the center's activities."

SECTION 3. Chapter 457, Hawaii Revised Statutes, is amended by adding a new section to be appropriately designated and to read as follows:

"§457- Center for nursing fee. Upon the issuance of a new license and at each license renewal period, each nurse shall pay an additional fee of \$40, which shall be deposited in a separate account in the compliance resolution fund established pursuant to section 26-9(o)."

SECTION 4. Section 36-27, Hawaii Revised Statutes, is amended to read as follows:

**§36-27 Transfers from special funds for central service expenses.** Except as provided in this section, and notwithstanding any other law to the contrary, from time to time, the director of finance, for the purpose of defraying the prorated estimate of central service expenses of government in relation to all special funds, except the:

- (1) Special out-of-school time instructional program fund under section 302A-1310;
- (2) School cafeteria special funds of the department of education;
- (3) Special funds of the University of Hawaii;
- (4) State educational facilities improvement special fund;
- (5) Convention center enterprise special fund under section 201B-8;
- (6) Special funds established by section 206E-6;
- (7) Housing loan program revenue bond special fund;
- (8) Housing project bond special fund;
- (9) Aloha Tower fund created by section 206J-17;
- (10) Domestic violence prevention special fund under section 321-1.3;
- (11) Spouse and child abuse special account under section 346-7.5;

- (12) Spouse and child abuse special account under section 601-3.6;
- (13) Funds of the employees' retirement system created by section 88-109;
- (14) Unemployment compensation fund established under section 383-121;
- (15) Hawaii hurricane relief fund established under chapter 431P;
- (16) Hawaii health systems corporation special funds;
- (17) Boiler and elevator safety revolving fund established under section 397-5.5;
- (18) Tourism special fund established under section 201B-11;
- (19) Department of commerce and consumer affairs' special funds;
- (20) Compliance resolution fund established under section 26-9;
- (21) Universal service fund established under chapter 269;
- (22) Integrated tax information management systems special fund under section 231-3.2;
- (23) Hawaii tobacco settlement special fund under section 328L-2;
- (24) Emergency and budget reserve fund under section 328L-3;
- (25) Probation services special fund under section 706-649;
- (26) High technology special fund under section 206M-15.5;
- (27) Public schools special fees and charges fund under section 302A-1130(f);

(28) Cigarette tax stamp enforcement special fund established by section 28-14;

(29) Cigarette tax stamp administrative special fund established by section 245-41.5;

(30) Tobacco enforcement special fund established by section 28-15;

(31) Sport fish special fund under section 187A-9.5;

(32) Neurotrauma special fund under section 321H-4;

(33) Deposit beverage container deposit special fund under section 342G-104;  
[and]

(34) Glass advance disposal fee special fund established by section 342G-82;  
and

(35) Center for nursing special fund under section -5,

shall deduct five per cent of all receipts of all other special funds, which deduction shall be transferred to the general fund of the State and become general realizations of the State. All officers of the State and other persons having power to allocate or disburse any special funds shall cooperate with the director in effecting these transfers. To determine the proper revenue base upon which the central service assessment is to be calculated, the director shall adopt rules pursuant to chapter 91 for the purpose of suspending or limiting the application of the central service assessment of any fund. No later than twenty days prior to the convening of each regular session of the legislature, the director shall report all central service assessments made during the preceding fiscal year."

SECTION 5. Section 36-30, Hawaii Revised Statutes, is amended by amending subsection (a) to read as follows:

"(a) Each special fund, except the:

- (1) Transportation use special fund established by section 261D-1;
- (2) Special out-of-school time instructional program fund under section 302A-1310;
- (3) School cafeteria special funds of the department of education;
- (4) Special funds of the University of Hawaii;
- (5) State educational facilities improvement special fund;
- (6) Special funds established by section 206E-6;
- (7) Aloha Tower fund created by section 206J-17;
- (8) Domestic violence prevention special fund under section 321-1.3;
- (9) Spouse and child abuse special account under section 346-7.5;
- (10) Spouse and child abuse special account under section 601-3.6;
- (11) Funds of the employees' retirement system created by section 88-109;
- (12) Unemployment compensation fund established under section 383-121;
- (13) Hawaii hurricane relief fund established under chapter 431P;
- (14) Convention center enterprise special fund established under section 201B-8;
- (15) Hawaii health systems corporation special funds;
- (16) Tourism special fund established under section 201B-11;

- (17) Compliance resolution fund established under section 26-9;
- (18) Universal service fund established under chapter 269;
- (19) Integrated tax information management systems special fund under section 231-3.2;
- (20) Hawaii tobacco settlement special fund under section 328L-2;
- (21) Emergency and budget reserve fund under section 328L-3;
- (22) Probation services special fund under section 706-649;
- (23) High technology special fund under section 206M-15.5;
- (24) Public schools special fees and charges fund under section 302A-1130(f);
- (25) Cigarette tax stamp enforcement special fund established by section 28-14;
- (26) Cigarette tax stamp administrative special fund established by section 245-41.5;
- (27) Tobacco enforcement special fund established by section 28-15;
- (28) Sport fish special fund under section 187A-9.5; [~~and~~]
- (29) Neurotrauma special fund under section 321H-4; and
- (30) Center for nursing special fund under section -5,

shall be responsible for its pro rata share of the administrative expenses incurred by the department responsible for the operations supported by the special fund concerned."

SECTION 6. The director of commerce and consumer affairs shall disburse on a quarterly basis from the compliance resolution fund, established pursuant to section 26-9(o), to the credit of the center for nursing special fund all moneys deposited in the separate account established pursuant to section 457- .

SECTION 7. There is appropriated out of the center for nursing special fund the sum of \$300,000 or so much thereof as may be necessary for fiscal year 2003-2004 and the same sum or so much thereof as may be necessary for fiscal year 2004-2005 to the center for nursing to perform its duties under this Act.

The sums appropriated shall be expended by the University of Hawaii for the purposes of this Act.

SECTION 8 There is appropriated out of the compliance resolution fund the sum of \$5,000 or so much thereof as may be necessary for fiscal year 2003-2004 to be deposited to the credit of the center for nursing special fund; provided that this sum shall be reimbursed from the center for nursing special fund to the compliance resolution fund by July 1, 2004.

SECTION 8. The center for nursing shall submit a status report on its activities to the legislature no later than twenty days prior to the convening of the regular session of 2004.

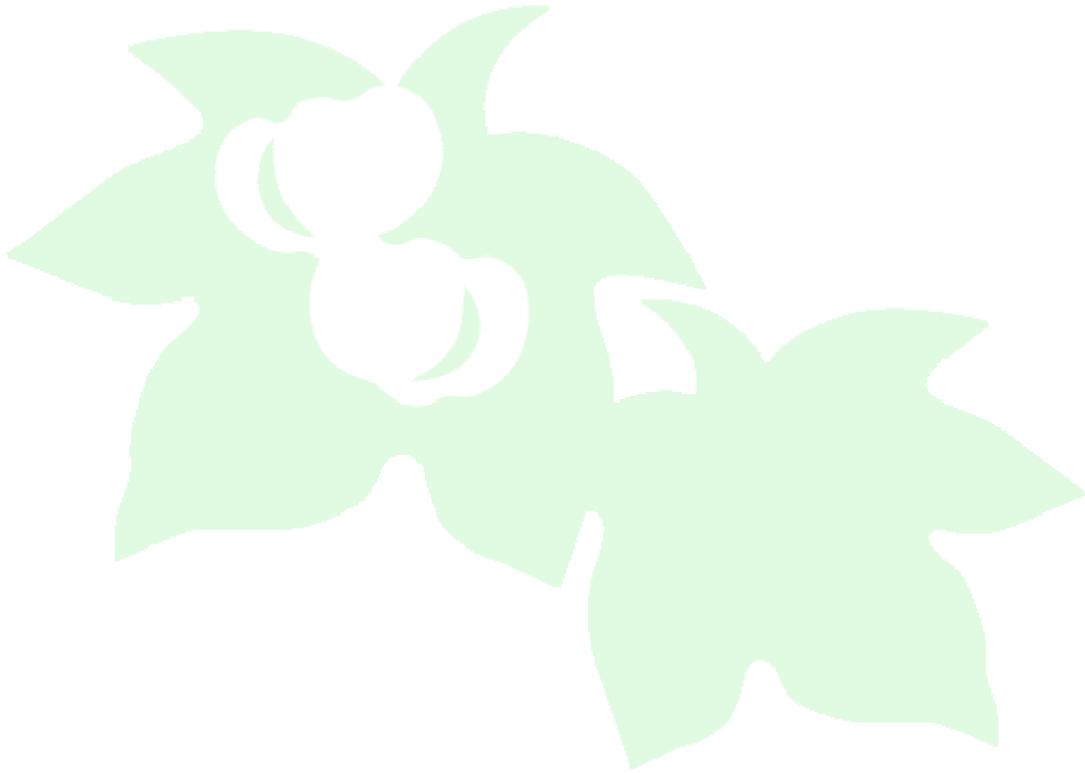
SECTION 9. This Act shall take effect on July 1, 2003; provided that the amendments made to section 36-27, Hawaii Revised Statutes, by this Act shall not be repealed when that section is reenacted pursuant to Act 142, Session Laws of Hawaii 1998; and provided further that sections 3 and 6 shall be repealed on July 1, 2009.





# **Hawai'i State Center for Nursing**

## **APPENDIX C: FINANCIAL REPORT**



Name of File: 263828  
as of 06/30/08

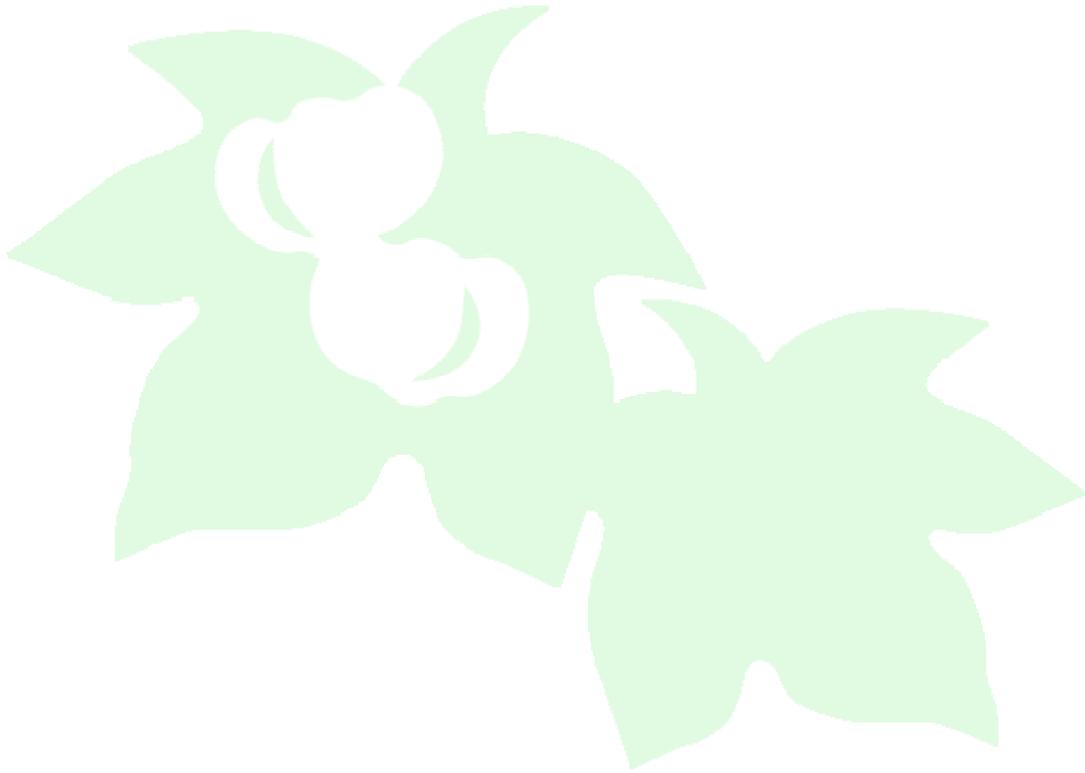
Account Title: Hawaii State Center for Nursing  
Budget Period: 07/01/07 - 06/30/08  
Account Number: S 08 309 F 263 B 828  
GL: 017376

BUDGET CATEGORY	BUDGET	Jul-07	Aug-07	Sep-07	Oct-07	Nov-07	Dec-07	Jan-08	Feb-08	Mar-08	Apr-08	May-08	Jun-08	ENC	PROJ EXP	TOTAL EXP	BALANCE
PERSONAL SERVICES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALARIES/WAGES REGULAR	0	3,180	2,856	3,309	3,309	3,309	3,582	3,582	3,654	6,036	3,654	3,654	3,654	1,827	0	45,608	(45,608)
DONNELLY, MEREDITH	0	2,575	1,288	3,863	2,575	11,679	2,575	2,575	2,575	2,575	2,575	2,575	2,341	0	0	39,772	(39,772)
LEVASSEUR, SANDRA ANN	0	0	0	4,769	4,769	3,179	3,179	3,179	3,179	3,179	3,179	3,179	3,179	0	0	34,971	(34,971)
MARK, DEBRA	0	4,810	4,070	12,210	8,140	8,140	6,724	8,140	8,140	8,140	8,140	8,140	8,140	0	0	84,791	(84,791)
MATHEWS, BARBARA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MATSUNAGA, MASAKO	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OVERLOAD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTAL REGULAR SALARIES	0	10,565	8,215	24,150	18,793	26,307	9,336	16,060	17,548	19,930	17,548	17,548	17,314	1,827	0	205,141	(205,141)
LECTURERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CASUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TONOKAWA, JANE	0	0	0	0	0	0	0	0	0	0	0	200	564	0	0	764	(764)
SUB-TOTAL	0	0	0	0	0	0	0	0	0	0	0	200	564	0	0	764	(764)
STUDENT ASSISTANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PARK, TRISHA	0	1,308	1,540	897	501	885	896	528	0	0	0	0	0	0	0	6,555	(6,555)
SUB-TOTAL	0	1,308	1,540	897	501	885	896	528	0	0	0	0	0	0	0	6,555	(6,555)
PERSONAL SVCS SUB-TOTAL	0	11,873	9,755	25,047	19,294	27,192	10,232	16,589	17,548	19,930	17,548	17,748	17,878	1,827	0	212,460	(212,460)
FRINGE BENEFITS	0	3,393	2,682	7,500	5,839	6,113	2,863	5,037	5,483	6,199	5,536	5,546	5,480	652	0	62,321	(62,321)
OTHER CURRENT EXPENDITURES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MATERIAL & SUPPLIES	0	0	2,341	(179)	52	657	1,040	19,835	229	666	241	160	(3,921)	0	0	21,122	(21,122)
DUES & SUBSCRIPTIONS	0	0	0	80	0	0	0	618	0	618	0	191	0	0	0	889	(889)
UTILITIES & COMMUNICATIONS	0	20	227	3,313	0	0	101	175	24	544	48	48	24	4,934	0	9,458	(9,458)
PRINTING & BINDING	0	1,624	0	2,920	82	707	82	4,950	3,547	0	6,558	0	16,632	0	0	37,019	(37,019)
ADVERTISING	0	2,000	0	1,000	58	0	0	575	0	0	0	0	4,156	1,407	0	9,195	(9,195)
TRAVEL	0	247	559	3,015	3,917	549	1,399	2,574	1,777	4,094	1,975	3,977	9,741	1,925	0	35,750	(35,750)
RENT	0	0	52	0	0	0	0	2,716	0	0	115	0	(2,159)	100	0	824	(824)
REPAIR & MAINTENANCE	0	0	0	0	0	0	0	0	0	0	0	0	11	0	0	11	(11)
STIPENDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NON-ST-EMP. SERVICES	0	0	0	5,000	0	9,542	0	0	3,250	110	7,356	0	1,481	12,700	0	39,439	(39,439)
OTHER	0	0	218	1,125	105	135	51	1,636	86	208	1,435	0	64	0	0	5,063	(5,063)
SUB-TOTAL	0	3,891	3,397	16,274	4,133	11,589	2,673	32,460	8,913	6,032	16,501	5,811	9,397	37,698	0	158,769	(158,769)
EQUIPMENT	0	0	0	0	0	0	0	2,477	1,337	1,337	0	0	0	0	0	3,814	(3,814)
TOTAL EXP 263828	0	19,157	15,834	43,821	29,265	44,894	15,768	54,086	34,422	33,497	39,585	29,105	32,755	40,177	0	437,364	(437,364)
TOTAL EXP 268008 (\$20,000)	0	0	0	0	0	0	0	0	0	0	722	1,500	0	0	0	2,222	(2,222)
REVENUE	0	0	0	(630,520)	0	0	(126,640)	0	(24,200)	(216,970)	0	0	0	0	0	(998,330)	998,330
INTEREST	0	0	(329)	(326)	(1,073)	(1,823)	(2,190)	(1,612)	(2,775)	(1,854)	(1,530)	(1,679)	(2,758)	0	0	(17,947)	17,947
MONTHLY TOTAL (REV-EXP)	0	(19,157)	(15,505)	582,026	(28,193)	(43,071)	(13,579)	(52,473)	(31,647)	94,997	(38,055)	(3,947)	185,473	(40,177)	0	0	0
CARRYOVER	122,458	103,301	87,796	669,821	641,629	598,558	584,979	532,506	500,859	595,855	557,800	553,853	739,326	699,149	699,149	122,458	699,149
BALANCE	122,458	103,301	87,796	669,821	641,629	598,558	584,979	532,506	500,859	595,855	557,800	553,853	739,326	699,149	699,149	122,458	699,149



# **Hawai'i State Center for Nursing**

## **APPENDIX D: REPORT ON SENATE RESOLUTION 6 OF 2006**



**REPORT TO THE HAWAI'I STATE LEGISLATURE  
SENATE RESOLUTION 6 OF 2006**

Senate Resolution 6 is entitled ***Requesting the Hawai'i State Center for Nursing at the University of Hawai'i to Investigate and Recommend Ways to Assist the Public and Private Sectors to Relieve the Nursing Shortage and Ensure a Continuous, Adequate Supply of Nurses to Staff Hospitals and Other Medical Facilities in the State.***

The Resolution asks the Center to investigate several ways to address the nursing shortage and to create a five year strategic plan to integrate its findings and recommendations.

The Center welcomed the request of the 2006 Legislature and issued a preliminary report in November, 2006, with a request for an extension until January, 2009. This enabled the Center to create a meaningful five year strategic plan based on our work since 2005 including investigations, numerous surveys and multiple initiatives and projects with community partners.

The following investigations were requested in SR 6:

- Enhancing the University of Hawai'i's ability to educate nurses at an increased capacity:

Since 2005, educational capacity in the State of Hawai'i has increased to approximately 30%. This is due to the funding provided by the Hawai'i State Legislature (2006 and 2007) to support seventeen additional faculty positions for UH nursing programs. Each of the 6 programs increased enrollment.

The University of Hawai'i Nursing Consortium is engaged in redesign and implementation of a statewide competency based nursing curriculum. Increased access for neighbor island nurses to BSN education will meet the needs of the workforce in both urban and rural areas of Hawai'i.

- Determining whether the private sector is interested in establishing an accredited nursing school in Hawai'i and what incentives can be offered:

According to Kathy Yokouchi, Executive Officer, Board of Nursing, The Chaminade University of Honolulu is developing a program to provide nursing education at the BSN level with both four-year and accelerated (18 month) options. With capital commitment to fund the program, Chaminade University anticipates recruitment of a nursing director in 2009.

- Recruiting individuals with medical training who have recently separated from the armed forces to enroll in the University of Hawai'i School of Nursing and Dental Hygiene, and determining whether these individuals can be awarded academic credit for their military medical training or experience:

UH enrollment is open to military veterans, and the community colleges offer ladder programs to build on medical experience. The Master's entry program in nursing at UHSONDH is available to those with a non-nursing background and allows enrollment of those with previous experience. The new statewide curriculum will increase access as well.

- Establishing a program in which nursing students can be awarded tuition credits if they enter into a written contract with the School of Nursing and Dental Hygiene agreeing to work as nurses in the State for a certain period of time:

The University of Hawai'i at Mānoa School of Nursing & Dental Hygiene (UHM SONDH) provides nursing student tuition assistance for baccalaureate and graduate students on an ongoing basis by various mechanisms, including grants, traineeships, scholarships and loans from federal sources, foundations and private individuals. SONDH alumni surveys indicate 80-90% of UHM SONDH baccalaureate graduates remain in Hawai'i to live and work as Registered Nurses. A small percentage of graduates consider relocating or do relocate to the mainland if they are unable to secure employment in a preferred area in health care or for personal reasons.

Financial aid or tuition credit associated with required employment pay back is a strategy SONDH has experience with at the graduate level. The most recent experience is HRS 304A-3305 (ACT 116, SLHSB 116 SLH 2005) also known as the Nursing Scholars Program. The program was established by the 2005 Legislature which provided one-time funding (\$20,000) and a mechanism for students pursuing graduate study in master's and doctoral programs to prepare them for an academic career in nursing. The total amount expended to date from the Nursing Scholars Program is \$17,856. One recipient received her PhD in nursing and is now working as an Assistant Professor in the School of Nursing and Dental Hygiene. The other student recipient is continuing her studies in the graduate program.

Tuition credit associated with requirement employment pay back appears to be a worthwhile initiative in specialty shortage areas, such as the nursing faculty program mentioned above which has shown some level of success. It should be noted that there is considerable infrastructure support required for administration, monitoring and coordination with different offices and systems. Further discussion about the "tuition credit - employment pay back model" would be appropriate. Shortages of primary care providers in rural settings could be addressed through creation of a health service corps with retention incentives for nurse practitioners who choose to work in underserved communities.

- Establishing incentives to recruit nurses from other states:

At this time, nurses from other states come to Hawai'i without any incentives needed. These include those nurses who come with military spouses, relocate for personal or professional reasons, or come to work on temporary contracts and remain here.

New graduates remain a strong resource for nursing roles statewide both short and long term. This strategy has the economic advantage of educating Hawai'i residents for productive employment and keeping some of the 'best and brightest' in our state.

## **STRATEGIC PLAN**

**See Summary: Strategic Plan for Nursing Workforce, 2009-2014 – Pages E1-3**

## **CONCLUSION**

Thank you for the opportunity to continue the critical work of addressing the nursing shortage. The Center for Nursing serves as a catalyst for nurses and other leaders from throughout the State to focus on best practices and innovation to assure that Hawai'i will have the nursing resources needed to care for its people.





# **Hawai'i State Center for Nursing**

## **APPENDIX E: SUMMARY - STRATEGIC PLAN FOR THE NURSING WORKFORCE, 2009-2014**



# HAWAI'I STATE CENTER FOR NURSING STRATEGIC PLAN, 2009 – 2014

## Our Mandate (s)

The Hawai'i State Center for Nursing was established by the Hawai'i State Legislature in 2003 "to address nursing workforce issues" (Act 198, HB 422).

### [§304D-3] Functions of the Center

The center for nursing shall:

- (1) Collect and analyze data and prepare and disseminate written reports and recommendations regarding the current and future status and trends of the nursing workforce;
- (2) Conduct research on best practice and quality outcomes;
- (3) Develop a plan for implementing strategies to recruit and retain nurses; and
- (4) Research, analyze, and report data related to the retention of the nursing workforce.

## Our Vision

The Hawai'i State Center for Nursing will be a nationally recognized leader in workforce planning, nursing research and professional practice. The Center will be recognized as a source of reliable information on existing and emerging trends in nursing. The Center will be viewed as a dynamic and respected champion for the nursing profession. Thinking strategically, acting collaboratively, and seeking synergistic solutions will be hallmarks of the Center.



## Our Mission

To assure that the State of Hawai'i has the nursing resources necessary to meet the health care needs of its people.

## Core Values

Acknowledging that Nursing is an independent profession whose focus is on the recipients of care and their optimal level of wellness, the Hawai'i State Center for Nursing holds the following values:

- ❖ **Excellence.** We value excellence in the provision of evidence based nursing practice.
- ❖ **Accessibility.** We value accessibility to quality nursing care for the people of Hawai'i.
- ❖ **Collaboration.** We value collaboration within the nursing profession, our community and state in the spirit of consensus building and teamwork.
- ❖ **Innovation.** We value innovation and creativity that leads to the development of ideas that ensure the best possible delivery of care.
- ❖ **Cultural Diversity.** We value a professional workforce that respects and reflects our culturally diverse population.
- ❖ **Education.** We value the knowledge and experience gained through all levels of nursing education and lifelong learning.

## HAWAI'I STATE CENTER FOR NURSING OUR GOALS

**Build, develop and sustain statewide partnerships among organizations, the business community, philanthropy, education and government/policy makers utilizing our role as a credible and independent resource.**

**Convene key stakeholders and groups to address workforce needs throughout the healthcare continuum**

❖ **Collect, analyze, prepare and disseminate written reports and recommendations regarding the current and future status and trends of the nursing workforce**

- Conduct workforce surveys
- Conduct annual education capacity survey

❖ **Research, analyze and report data related to retention, best practices and quality outcomes**

- Utilize current literature to inform implementation of retention efforts
- Collect, analyze, and report retention data on new graduate nurses, frontline managers and experienced nurses
- Promote and support programs to evaluate retention and best practices in the community
- Facilitate the development of evidence-based practice (EBP) across the state of Hawai'i
- Explore the application of CalNOC, NDNQI, or other relevant data sets relevant to nursing care delivery in Hawai'i in order to standardize the measurement of quality outcomes across the state
- Explore and investigate the role of the advanced practice registered nurse (APRN) in increasing access to care within a multidisciplinary team

❖ **Develop a plan for implementing strategies to recruit and retain nurses**

- Develop and implement a plan to promote the image of nursing as a desirable and valued profession
- Build educational capacity by participating in the National Education Capacity Summit and developing and implementing a strategic plan
- Build partnerships and programs to assure a successful transition to practice for new graduate registered nurses
- Develop a Leadership Academy in partnership with academia, employers, and the community to assure a succession of nursing leadership at all levels
- Build partnerships and programs to retain experienced nurses

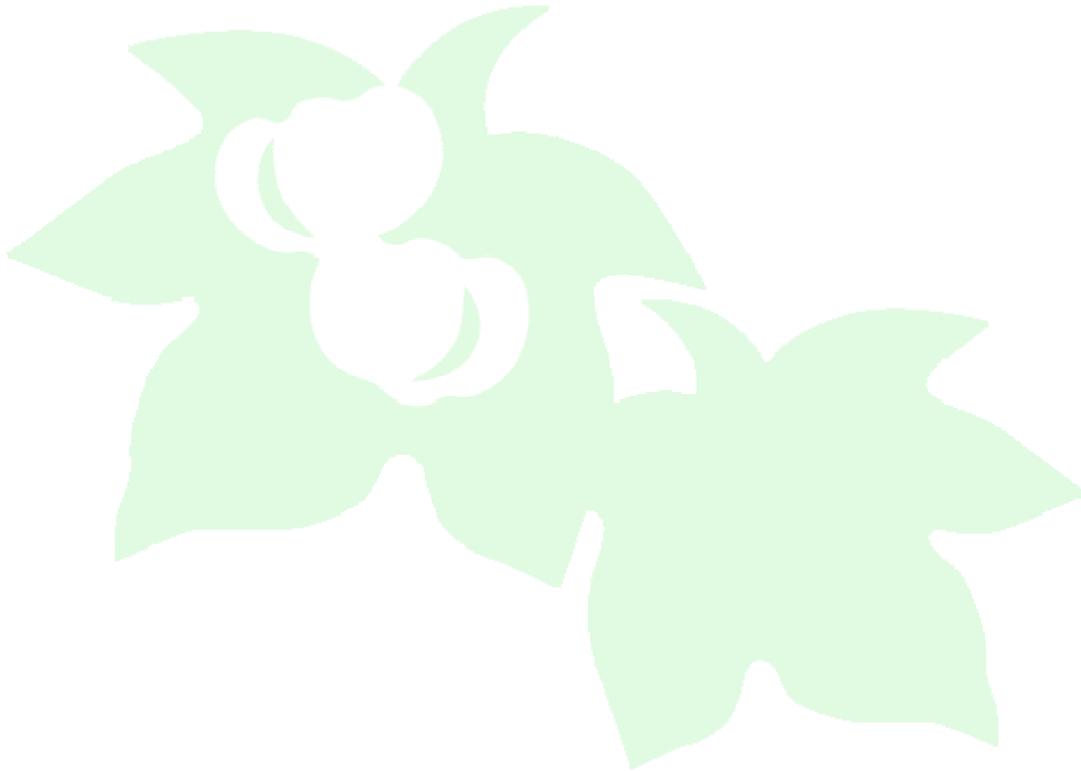






# **Hawai'i State Center for Nursing**

## **APPENDIX F: SUMMARY - NURSING EDUCATION CAPACITY SUMMIT**



## Vision Malama Nursing Education Capacity Summit

The first National Education Capacity Summit sponsored by Robert Wood Johnson Foundation, Center to Champion Nursing, AARP, Department of Labor, and Department of Human Services was held in June, 2008. A team from Hawai'i was one of 18 teams selected from 49 applicants nationwide to participate in Washington, D.C. Hawai'i had a large and diverse team composed of legislators, educators, Board of Nursing, employers, nursing staff, nurse leaders, AARP and workforce experts.

The Summit was focused on four strategic areas, and the team began the year long process of developing a plan to increase education capacity for nursing in Hawai'i. The following are the major focus areas and the specific goals to be addressed within the next three years:

### **POLICY AND REGULATION**

- Identify federal and state regulations which support or inhibit utilizing the nursing workforce to its fullest potential
- Improve services and decrease healthcare costs by improved and enhanced performance
- Define key issues for legislation

### **EDUCATION REDESIGN**

- Increase technology based learning (TBL) to join multi-state consortia to leverage resources
- Implement statewide UH Consortium curriculum and redesign of clinical nursing education

### **INCREASE FACULTY CAPACITY AND DIVERSITY**

- Award fellowships and scholarships generated by partners and sponsoring agencies for faculty development
- Augment nursing school faculty by use of graduate students including those from other majors; recruiting expert practitioners to participate in clinical teaching; providing incentives to engage in teaching by offering tuition waivers in exchange for services

### **STRATEGIC PARTNERSHIPS**

- Develop a statewide program(s) to encourage professional growth/enrichment for mid-career RNs
- Develop a statewide tracking and matching program for nursing students at the beginning of the clinical rotation



This was an excellent experience and provided a rich beginning to the task ahead. We now have a group of partners from within our state and across the nation, and will serve as resources to each other. Many thanks go to all the individuals and organizations who are supporting this team!



# **Hawai'i State Center for Nursing**

## **APPENDIX G: SUMMARY - HAWAI'I PARTNERS IN NURSING PROJECT REPORT**



## Hawai'i Partners in Nursing: Addressing Recruitment and Retention in Long Term Care

In August, 2006, Hawai'i was awarded one of the first Robert Wood Johnson funded Partners in Nursing grants given nationwide. This has been a most satisfying and rewarding project involving many partners statewide and across the nation. The HMSA Foundation, which provided the major source of matching funds, has led the way statewide with their interest and support of nursing. The project was designed and implemented as a demonstration project focused on increasing interest in geriatric nursing and recruiting and retaining nurses in long term care. The following is a summary of the project:

### PROJECT ARMS:

- Student nurse rotations for clinical experiences in long term care
- Academic faculty education provided for staff in long term care
- *Professional Nurse Leadership for Long Term Care* provided as a training program for long term care nurses

**FUNDING PARTNERS:** Robert Wood Johnson Foundation, Northwest Health Foundation, HMSA Foundation, Hale Makua, the Queen Emma Nursing Institute, Hawai'i State Center for Nursing

### PROJECT PARTNERS:

- Hawai'i Pacific University and Hi'olani Care Center at Kahala Nui
- Kapiolani Community College and Leahi Hospital
- Maui Community College and Hale Makua
- University of Hawai'i at Manoa with Maunalani Nursing and Rehabilitation Center
- VITEC at Maui Community College

### SUSTAINABLE RESULTS AND PRODUCTS:

- Two new sites for clinical rotations of nursing students
- Video production focused on nursing careers in long term care nursing
- Curriculum (long and short versions) for *Professional Nurse Leadership for Long Term Care*
- Library housed at the Center for Nursing of inservice education modules and videos
- Continuing implementation of leadership/preceptor program in long term care organizations utilizing core of certified trainers

### NEXT STEPS:

- Evaluation data will be reported and publications submitted
- HPIN Library will be made available to LTC organizations
- Partnerships will be expanded and existing partners will be available as resources and mentors

### FUNDING NEEDED:

- Phase 2 will seek to replicate the project utilizing what has been learned in the demonstration phase
- Expansion of the leadership/preceptor program in LTC statewide

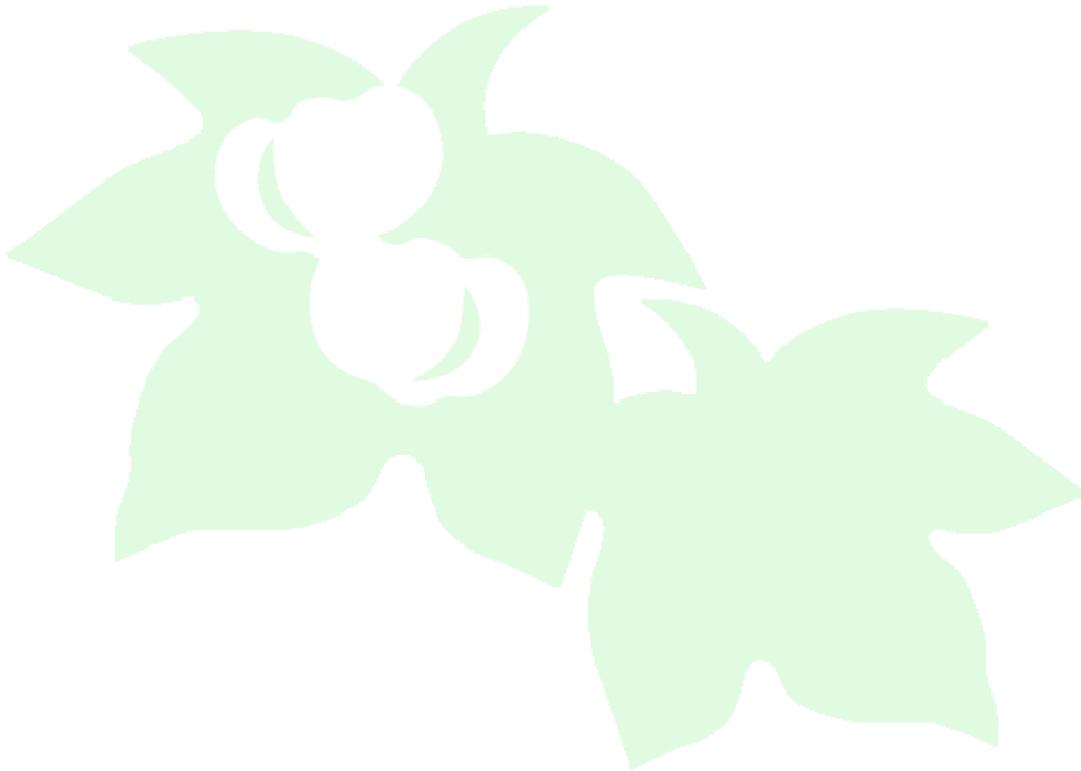


This 2-year project was designed to build lasting partnerships which will lead to sustainable changes within our community. It has been a window into the world of *WHAT IS POSSIBLE* when we partner and work together collaboratively. It has been challenging, energizing and exciting! Many thanks are due to our funders and partners who have made this project a tremendous success!



# **Hawai'i State Center for Nursing**

## **APPENDIX H: SUMMARY - HAWAI'I NURSE INTERNSHIP PROJECT**



## Hawai'i Nurse Internship Project

With continuing evidence about the nursing shortage and the need for an increase in educational capacity, the Hawai'i State Center for Nursing realizes that it is critically important to address the issues of retention of the existing nursing workforce. Nationwide, there are numerous efforts focusing on the high risk groups of nurses that include new graduate RNs, frontline managers, and older nurses. Of particular concern is the retention of new graduate nurses who are expected, over time, to replace seasoned nurses retiring from the field. However, retention of new graduates is proving to be a challenge for the profession; it is estimated that up to 70% of all new nurse graduates leave their first job within the first year (Kovner et al., 2007).

To counteract this loss of new nurses, numerous nurse retention strategies have been developed and implemented. Evidence examining the impact of retention strategies directed at the transition to practice of new graduate RNs has demonstrated a significant reduction in turnover (Halfer, 2007). These strategies include comprehensive orientation programs, preceptor development programs and/or transition-to-practice programs.

After an extensive review of the literature as well as a state-wide survey of existing programs, the Center established criteria for programs to be considered. Programs needed to be standardized, theory-based, established with a track record of success, suitable for nurses from both BSN and ADN nursing programs, and was amenable for evaluation of outcomes, i.e. retention rates and satisfaction. The program had to be cost effective so that all healthcare facilities in Hawai'i could avail themselves of it, regardless of size or resource capability. The Vermont Nurse Internship Project (VNIP) was identified as the program to best meet the needs of Hawai'i.

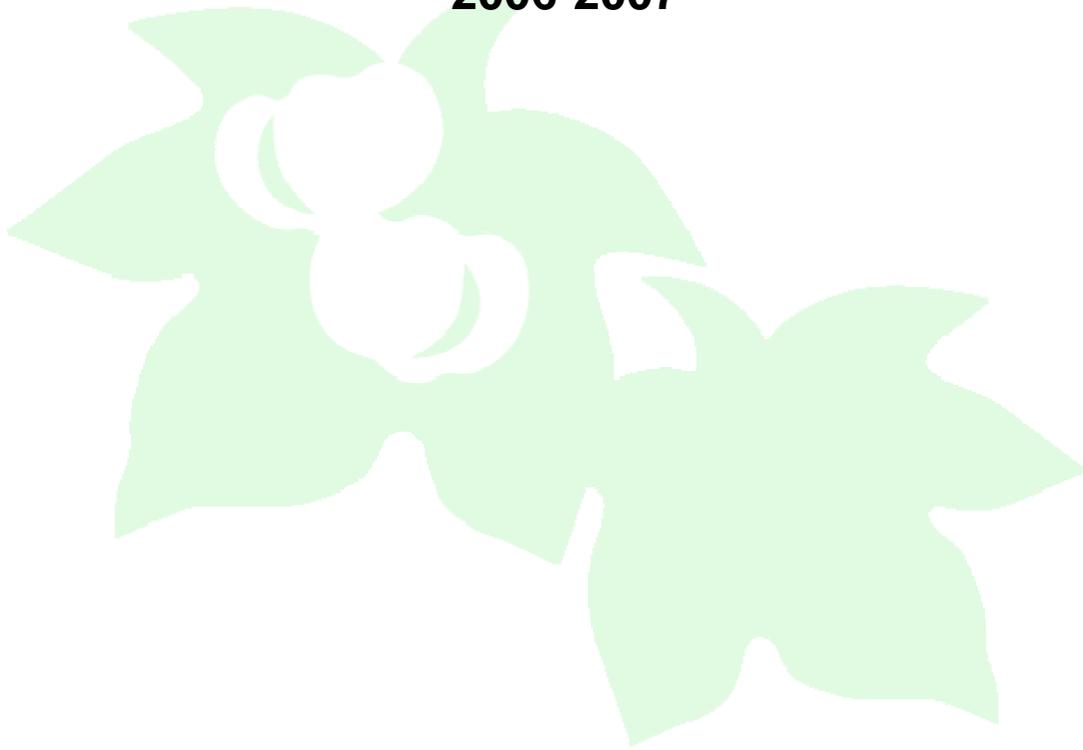
Program implementation began in May, 2008. The HMSA Foundation provided grant funding for a site license so that the program could be made available throughout the state. Five healthcare facilities in Hawai'i partnered with the Center and are in the process of implementing the program: (1) Kapi'olani Medical Center for Women & Children; (2) Maui Memorial Hospital; (3) Kapi'olani Medical Center at Pali Momi Hospital; (4) Queen's Medical Center; and (5) Tripler Army Medical Center.

The Hawai'i Nurse Internship Program (HNIP) is structured with an intensive preceptor development component for nurses providing direct patient care who work with new graduate nurses. It is designed to build long-term sustainable capacity within each organization by developing nurse educators, managers, and staff RN preceptors to work with new graduates and enable them to teach, coach, mentor, lead, and evaluate new nurses. New graduates receive a minimum of 12 weeks of new graduate orientation, including 40 hours of didactic teaching and weekly competency assessments. An additional expected outcome of this Program is to change the culture of health care organizations to become a more supportive environment in order to assist the transition of the novice nurse into successful practice.



# **Hawai'i State Center for Nursing**

## **APPENDIX I: SUMMARY - NURSING EDUCATION PROGRAMS 2006-2007**



# Nursing Education Programs 2006 – 2007

## Abstract

The State of Hawaii has eight nursing education programs. Two are private institutions and six programs are part of the University of Hawaii public system. Nursing programs are located on the islands Oahu, Maui, Hawaii, and Kauai. As of 2007, nursing programs in Hawaii turned away approximately 26% (269) qualified applicants from Associate Degree (AS), Bachelor's Degree (BS), RN-BS programs and 33% (36) from Master's in Nursing (MSN) and PhD programs.

To strategically address the growing workforce shortage the Hawaii State Center for Nursing and the nursing programs across the state have implemented an annual survey to collect ongoing student enrollment data, student and faculty demographics, and faculty vacancy rates. Trending data generated over time will inform workforce planning and policy at the state and regional level.

The University of Hawaii System, School of Nursing and Dental Hygiene and Community Colleges, approves the maximum number of pre-licensure students that may be enrolled (i.e., admission slots) in programs that offer a licensed practical nursing (LPN) diploma or certificate, an associate's degree in nursing (AS), or a bachelor of science in nursing (BS). Private institutions have unlimited admission slots. However, all programs may have difficulty filling admission slots if they currently lack faculty, facilities, or clinical placement sites to support the number of admission slots. They also may not fill admission slots if there are few qualified applicants, or if admitted applicants do not enroll because of financial or personal reasons or acceptance to another educational program.

Survey findings indicate that during 2006-07 the percent of admission slots unfilled or filled in the public system were:

- 100% (112) of the admission slots for clinical ladder programs were filled
- 100% (20) of admission slot for LPN programs were filled
- 113% (143) of admission slots for AS program were filled
- 7% (14) of admission slots for BS program were unfilled i.e., unfilled slots were 6 pre-licensure BS and 8 RN to BS

In 2006 - 2007, most nursing programs reported having more qualified applicants than the number of approved / available admission slots. The one exception was the public institutions offering the RN to BS program. These programs had more admission slots available than qualified applicants.

Overall, for the public institutions providing data and enrollment information, an estimated 313 qualified applicants were not enrolled.

- LPN programs reported that 8 qualified applicants were not enrolled
- Ladder programs reported that 12 qualified applicants were not enrolled
- AS programs reported 148 qualified applicants were not enrolled
- Public pre-licensed BS programs reported 109 qualified applicants were not offered enrolment and 15 did not take up an offer to enroll. Private pre-licensed BS programs where an unset number of admission slots are available reported that 326 of qualified applicants did not take up the offer to enroll
- RN to BS programs offered by two public programs reported 4 slots were unfilled and 3 qualified applicants did not take up the offer to enroll. The two private programs reported 6 qualified applicant did not enroll
- MSN programs reported 10 qualified applicants were not enrolled
- PhD program reported 26 qualified applicants were not enrolled

A total of 590 graduates received a LPN, AS or BS in the undergraduate programs; 42 graduates received a MSN and 5 graduates received a PhD in graduate nursing programs in Hawaii for 2006-07. Survey results for the 2006-07 year show:

- 17 graduates received a certificate or diploma through a LPN program
- 63 students in the ladder program completed requirements for the LPN portion of the program
- 66 graduates completed the ladder program and received an AS
- 122 graduates received an AS
- 322 graduates received a BS
- 42 graduates received a MSN
- 5 graduates received a PhD in nursing

Survey data identified that approximately 2 percent (18) of BS students newly enrolled during 2006-2007 were already licensed as registered nurses (RNs) and returned to upgrade their level of education.

The capacity of nursing education programs to accept students is determined by the availability of faculty, facilities, and clinical placement opportunities. Survey findings related to faculty in Hawaii nursing programs reveal:

- Out of 237 full time and adjunct faculty, an estimated 2% of faculty members are identified as African American, 3% as of mixed racial / ethnic descent, <1% as Pacific Islander, 2% as Hispanic, 3% as Native Hawaiian, 21% as Asian, and 69% as Caucasian
- Out of the age data provided for 132 full time faculty, 68% are 50 years or older
- Out of 53 adjunct faculty, 49% are 50 years or older
- The overall vacancy rate for full-time faculty positions in nursing education programs is 8% (13 out of 174 positions) and the vacancy rate for adjunct faculty positions is 0% (0 out of 145 positions)

When asked about issues of concern for their nursing program, survey respondents reported most frequently difficulties in filling full-time faculty positions. The lack of sites for clinical placements; followed by the lack of faculty for clinical placements and the lack of classroom facilities were also identified as issues of concern. Of the eight institutions surveyed:

- 25% report difficulty filling full-time or 13% adjunct faculty positions with a particular emphasis on certain specialty areas such as medical/surgical, pediatrics, obstetrics, and mental health
- 63% lack enough sites for clinical placements for nursing students
- 50% lack faculty to support the clinical placements of students
- 63% lack classroom space

Numerous factors such as faculty vacancies, limited clinical placement sites and classroom facilities continue to impact the capacity of nursing education programs. The University of Hawaii statewide nursing consortium is redesigning nursing curriculum and learning strategies to increase flexibility and accessibility. Other initiatives such as synchronous and asynchronous distance education and the innovative use of simulation labs across the state are being utilized and tested as alternatives to help alleviate some of the issues concerning lack of faculty and clinical placement sites.