



Hawai'i State Center for Nursing  
 Advisory Board Meeting Minutes  
 Tuesday, August 13th, 2019 at 5:00 PM-6:30PM  
 Hawai'i State Center for Nursing  
 Conference Room – C105 H  
 Biomedical Sciences Building - 1960 East-West Rd, Honolulu, HI 96822

**ATTENDANCE:**

Name	Present	Name	Present	Name	Present	
Susan Young, Chair	Yes	Rose Hata	Yes	Laura Reichhardt, Director HSCN	Yes	
Julio Zamarripa, Vice Chair	Yes	Anne Scharnhorst	Yes	Katherine Finn Davis, Assoc. Director EBP	Yes	
Beth Hoban	Yes	Arthur Sampaga	Yes	Carrie Oliveira, Researcher, HSCN	Yes	
Susan Lee	Yes	Mary Boland, Ex Officio	No	Liane Hussey, Pgm Lead., HSCN	Yes	
Bonnie Castonguay	Yes			Brianne Atwood, Pgm Coord., HSCN	Yes	
Members present total:			8	Present total:		13

TOPIC	DISCUSSION	ACTION
Welcome and Introductions / Call To Order Susan Young	The HSCN Advisory Board meeting was called to order at 5:12PM. A welcome statement was provided by the Board Chair Susan Young. Round table introductions from Advisory Board members and Staff members present followed. The HSCN Advisory Board quorum was met for this meeting.  Welcome and Introductions concluded at 5:13 PM.	None
HSCN Program Update Liane Hussey	HSCN Program Update Liane Hussey provided an HSCN Program update to the Board reviewed the current HSCN Strategic priorities as outlined in the HSCN Strategic Plan and discussed the HSCN 2019 program activities and progress towards the HSCN Strategic Priorities.	Informational. No action is required.

TOPIC	DISCUSSION	ACTION
	<p data-bbox="394 139 783 168"><b>Program Discussion Summary</b></p> <p data-bbox="394 233 926 263"><b>Academic Progression in Nursing (APIN)</b></p> <ul data-bbox="443 285 1644 800" style="list-style-type: none"> <li data-bbox="443 285 1556 347">• The program was started through a Robert Woods Johnson initiative to address IOM recommendations that 80% of the nursing workforce be BSN prepared nurses by 2020.</li> <li data-bbox="443 354 1577 383">• APIN was refocused to increase the academic preparedness of all nurses across the state.</li> <li data-bbox="443 389 1251 418">• Funded by Clinical and academic partners for the last 3 years.</li> <li data-bbox="443 425 1644 487">• APIN will undertake goal and priority setting in October, following HAH's release of their Healthcare Workforce Survey Report and use HSCN and HAH data to inform future actions.</li> <li data-bbox="443 493 1577 522">• As of June 30<sup>th</sup>, HI is 73% baccalaureate prepared, 1% increase up from the 2017 report.</li> <li data-bbox="443 529 1157 558">• HI is currently leading the nation in BSN percentages.</li> <li data-bbox="443 565 1121 698">• Notable increases are seen in neighboring counties; <ul data-bbox="537 604 877 698" style="list-style-type: none"> <li data-bbox="537 604 877 633">○ Big Island: 4% Increase</li> <li data-bbox="537 639 816 669">○ Maui: 7% increase</li> <li data-bbox="537 675 831 704">○ Kaua'i: 6% increase</li> </ul> </li> <li data-bbox="443 704 1310 800">• APIN has focused on 2 primary areas over the past year, these are; <ul data-bbox="537 737 890 800" style="list-style-type: none"> <li data-bbox="537 737 890 766">○ Continuing Competency</li> <li data-bbox="537 773 806 800">○ Financial Barriers</li> </ul> </li> </ul> <p data-bbox="443 837 747 867"><u>Continuing Competency</u></p> <ul data-bbox="443 873 1671 1081" style="list-style-type: none"> <li data-bbox="443 873 1493 902">• 3 of 4 nurses report completing 30 hours of CE to meet re-licensure requirements.</li> <li data-bbox="443 909 940 938">• 32% of Nurses report being certified.</li> <li data-bbox="443 945 1671 974">• BON indicates 5% of Nurses will be audited for proof of Continuing Competency requirements.</li> <li data-bbox="443 980 1514 1010">• 32% of RNs, 54% of APRNs and 21% of LPNs report being involved in precepting.</li> <li data-bbox="443 1016 1633 1081">• Data seem to indicate, many nurses are fulfilling their requirements with multiple means and may be engaging in extra/additional CE activities to ensure compliance.</li> </ul> <p data-bbox="443 1120 663 1149"><u>Financial Barriers</u></p> <ul data-bbox="443 1156 1688 1409" style="list-style-type: none"> <li data-bbox="443 1156 1667 1221">• Committee focuses on financial barriers to academic progression, which is the number 1 barrier to academic progression.</li> <li data-bbox="443 1227 1688 1409">• <u>DLIR Grant:</u> In 2019 HSCN received a grant from the Healthcare Workforce Advisory Board, a legislatively mandated advisory group that addresses healthcare workforce issues in Hawai'i. <ul data-bbox="537 1305 1671 1409" style="list-style-type: none"> <li data-bbox="537 1305 1671 1370">○ HSCN's DLIR Grant project is undertaking community conversations to investigate the contributing factors to financial barriers in education.</li> <li data-bbox="537 1377 1045 1409">○ Project kick-off meeting held in May.</li> </ul> </li> </ul>	

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	<ul style="list-style-type: none"> <li>○ Between May and August, small working groups meetings have been held to investigate the 4 major themes identified during the May Kick-off Meeting, these include; <ul style="list-style-type: none"> <li>▪ Academic Related Barriers: Credit Transferability, Full-Time vs Part-time Status, Enrollment options, and Geographic barriers</li> <li>▪ Employer Related Barriers: Lack of career ladders, unknown ROIs for working nurses, unpredictable work schedules</li> <li>▪ Personal Demands: Caregiving</li> <li>▪ Direct Cost of Education</li> </ul> </li> </ul> <p><b>CE Provider Application Update (ANCC)</b></p> <ul style="list-style-type: none"> <li>• Application to become an ANCC Approved CE Provider was submitted in July 2019.</li> <li>• Virtual Visit with ANCC application auditors will be held on Monday, July 16<sup>th</sup>.</li> <li>• Hopefully a determination decision will be rendered between October 2019 and Jan 2020.</li> <li>• Potential CE Opportunities include partnering with agencies as a joint provider. Requires the HSCN to be involved in planning and execution and evaluation. HSCN will not be able to accept payment for the provision of CE's to another organization in which is it jointly providing.</li> <li>• Fund CE program through Grants, registration fees and sponsorships.</li> <li>• HSCN is responsible for upholding the integrity of the ANCC requirements, individually and when jointly-providing</li> </ul> <p><b>Success Pays Program (ANCC)</b></p> <ul style="list-style-type: none"> <li>• HSCN will assist smaller agencies and organizations with bundling nurse certification exams, to reduce financial burden and risk by acting as the lead agency for Success Pays Program.</li> <li>• Will allow smaller organizations to join an HSCN group cohort to receive the benefits of the program.</li> <li>• Only nurses who pass the certification exams are required to pay.</li> <li>• Requires a minimum of 20 nurses in a success pays cohort.</li> </ul> <p>The HSCN fiscal office has been trying to resolve ANCC compliance since November of 2018. ANCC has not completed the vendor tax requirements for the State of Hawai'i. As such, HSCN is unable to render payment to ANCC and proceed with ANCC Approved Provider Certification or the Success Pays Program until ANCC becomes compliant with the State of Hawai'i.</p>	

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	<p><b>Other Programs/Initiative Updates</b></p> <p>AONE 2019 Leadership in Action Conference;</p> <ul style="list-style-type: none"> <li>• Formerly known as the AONL Conference</li> <li>• Joint effort by AONE, ACHE and HSCN</li> <li>• Conference will be held November 14<sup>th</sup>-15<sup>th</sup>, 2019 at the Kāhala Hotel</li> <li>• Registration is currently open</li> <li>• Nomination for the AONE awards, which include the Duane D. Walker, Nurse Mentor, Emerging Leader, Emerging Nurse and Nurse Advocate, are currently open</li> <li>• Award Nominations can be made through the HSCN website</li> </ul> <p>Liane Hussey concluded her presentation at 5:29 PM.</p>	
<p>Strategic Planning Update/Follow-up Laura Reichhardt</p>	<p><b>Strategic Planning Follow-up</b></p> <p>During the 2019 Advisory Board Strategic Planning Meeting held on May 18<sup>th</sup>, 2019, the Board provided feedback on specific initiatives HSCN might consider, recommendations for HSCN focal areas, opportunities present within the health community, new partnerships for HSCN to forge, and ways in which HSCN could improve the use of its data.</p> <p>Discussion Topics and focal areas identified by identified by the Board included;</p> <ul style="list-style-type: none"> <li>• HSCN Tool Development</li> <li>• Nursing Faculty Development</li> <li>• Community-Based Specialty Development</li> <li>• Projection Models</li> </ul> <p>Laura Reichhardt provided a presentation on two of these focal areas, Nursing Faculty Development and Community-Based Specialty Development, which included initial investigation findings, specific challenges, industry responses and current HSCN activities addressing the topics.</p> <p>An overview of the presentation is provided herein. For full details, please refer to the Strategic Planning Follow-up Faculty Development and Strategic Planning Follow-up: Community-Based Specialty Development Presentations included in the meeting Agenda attachments.</p> <p><b>Faculty Development</b></p> <ul style="list-style-type: none"> <li>• The HSCN Education Capacity Research Findings; <ul style="list-style-type: none"> <li>○ High full-time vacancy rates (7%)</li> <li>○ 1/3 of Faculty nearing retirement age</li> </ul> </li> </ul>	<p>HSCN will continue work to investigate discussion topics and report findings to the Board.</p>

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	<ul style="list-style-type: none"> <li>○ Faculty less representative of population demographics</li> <li>○ Insufficient funding for faculty/new hires</li> <li>○ Difficulty filling full-time positions</li> </ul> <p>Considerable challenges include - Economic challenge of academic wages, Are they able to gain necessary skills and the effectiveness of part-time faculty</p> <ul style="list-style-type: none"> <li>● New Data; <ul style="list-style-type: none"> <li>○ Upcoming 2019 Nursing Workforce Supply Survey Report</li> <li>○ Due Fall 2019</li> </ul> </li> <li>● National Conversations; <ul style="list-style-type: none"> <li>○ Louisiana <ul style="list-style-type: none"> <li>▪ Difficulty filing full and part-time positions</li> <li>▪ Strategies include; funding from Legislature and development of a Strategic Plan</li> </ul> </li> <li>○ Oregon <ul style="list-style-type: none"> <li>▪ Difficulty retaining nurses due to low salaries, high workloads and toxic work environments</li> <li>▪ Strategies include; Loan repayment and the establishment of a Nurse Faculty Task Force</li> </ul> </li> <li>○ Washington <ul style="list-style-type: none"> <li>▪ High turnover, aging demographic, difficulty with recruitment</li> <li>▪ Strategies include; Drafting Nursing Master Plan</li> </ul> </li> </ul> </li> <li>● National Trends <p>Factors contributing to National trends include;</p> <ul style="list-style-type: none"> <li>○ High faculty turnover</li> <li>○ High dean turnover</li> <li>○ Union contracting challenges</li> <li>○ Clinical placement competition</li> <li>○ Moonlighting faculty</li> <li>○ Expertise limitations</li> </ul> </li> <li>● Considerations for Hawai'i; <ul style="list-style-type: none"> <li>○ UH Hilo educational emphasis for the DNP</li> <li>○ Existing HSCN supports - Faculty EBP workshop, EBP Champions work and the CCPS Program</li> <li>○ High cost of living</li> </ul> </li> </ul> <p><b>Community-Based Specialty Development</b></p> <ul style="list-style-type: none"> <li>● Initial Investigation/Research Findings; <ul style="list-style-type: none"> <li>○ Workforce shortages were reported as more pressing than care delivery innovation</li> <li>○ Workforce needs include; RN transition to practice, LPN's, Home health aides and CNAs.</li> </ul> </li> </ul>	

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	<ul style="list-style-type: none"> <li>• Specific Challenges for Nurses; <ul style="list-style-type: none"> <li>○ RN transition to practice; <ul style="list-style-type: none"> <li>▪ Limited models</li> <li>▪ High program costs</li> </ul> </li> <li>○ LPN's; <ul style="list-style-type: none"> <li>▪ High employer demand</li> <li>▪ Limited clinical placement opportunities</li> <li>▪ Neighbor Island geographic barriers to certification exams</li> </ul> </li> </ul> </li> <li>• Specific Challenges for other professions; <ul style="list-style-type: none"> <li>○ Home Health Aides; <ul style="list-style-type: none"> <li>▪ Lack for formal training programs</li> <li>▪ Out recruitment to homecare settings</li> </ul> </li> <li>○ CNAs; <ul style="list-style-type: none"> <li>▪ Misalignment between training opportunities and employment requirements</li> <li>▪ Neighbor Island geographic barriers to certification exams</li> </ul> </li> </ul> </li> <li>• HSCN CBHCMT Committee meeting; <ul style="list-style-type: none"> <li>○ August 15<sup>th</sup>, 2019</li> <li>○ Will include a presentation from Jana Bitton of the Oregon Center for Nursing will be providing a presentation on the need and value of community based nursing transition to practice support</li> </ul> </li> <li>• HI State Legislative Briefing; <ul style="list-style-type: none"> <li>○ HSCN will be presenting as part of a Legislative Briefing to be held on August 21<sup>st</sup>, 2019</li> <li>○ Briefing will include a presentation from various healthcare professions and include recommendations for strategies to address workforce concerns.</li> <li>○ HSCN will be presenting nursing recommendations include; <ul style="list-style-type: none"> <li>▪ Improve Nursing Education Access: Develop scholarship/loan repayment and innovate nursing curricula.</li> <li>▪ Innovate Recruitment and Retention Initiatives for High Demand Roles: Increase access to certification exams, Establish onboarding incentives, supports for collaborative education bridge or post-licensure residency programs.</li> <li>▪ Provoke Practice Transformation: support for oversight and delegation to unlicensed assistive personnel and Investment in future leadership development.</li> <li>▪ Initiate Payment Transformation for the Health Care Delivery Model of the Future: Expand telehealth billing and APRN payment transformation.</li> </ul> </li> </ul> </li> </ul> <p>Laura Reichhardt concluded her presentations at 6:11 PM.</p> <p>* Please refer to the meeting presentation <i>Strategic Planning Follow-up: Faculty Development</i> and <i>Strategic Planning Follow-up: Community-Based Specialty Development</i> attachment for full details of the presentation.</p>	

TOPIC	DISCUSSION	ACTION
<p>Conference Recap Anne Scharnhorst</p>	<p><b>Conference Recap: National Forum of State Nursing Workforce Centers Annual Meeting</b></p> <p>Board Member Anne Scharnhorst, Laura Reichhardt and Carrie Oliveira attended the National Forum of State Nursing Workforce Centers Annual Meeting held in Denver, Colorado on June 12<sup>th</sup> through June 14<sup>th</sup> of 2019.</p> <p>Anne reported the conference was positive and was an excellent example of ingenuity and collaborative work. Carrie Oliveira said the conference was positive and provided valuable presentation and information. State Centers shared their data collection models and findings which was informative.</p> <p>Conference themes included;</p> <ul style="list-style-type: none"> <li>• Methods for the collection of demand data</li> <li>• How to predict future needs</li> <li>• Qualitative Model: What professions are the most difficult to fill and how those positions can be filled?</li> </ul> <p>Carrie Oliveira will be on the Forum Analysis Committee for the upcoming year. Board Members congratulated Ms. Oliveira for the professional opportunity.</p> <p>The conference recap concluded at 6:19 PM.</p>	<p>HSCN will work to investigate discussion topics and report findings to the Board.</p>
<p>Open Discussion</p>	<p><b>Legislation and Policy</b></p> <p>At this time, HSCN has no nursing related legislation or policy to report on at this time.</p> <p><b>Open Discussion</b></p> <p>The Chair requested the members complete the meeting evaluation survey. Evaluations were completed and returned to HSCN administration for review</p> <p>The open discussion concluded at 6:36 PM.</p>	<p>None</p>
<p>Adjournment Susan Young</p>	<p>The meeting adjourned at 6:37 PM.</p>	<p>None</p>
<p>Next Meeting</p>	<p>Next Board Meeting will be on <b>November 12th, 2019 5:00-6:30 pm</b> Location: TBD</p>	<p>None</p>

Please contact Brienne Atwood at 808-956-0545 or [batwood@hawaii.edu](mailto:batwood@hawaii.edu) for questions and additional information.