



HSCN Advisory Board Subcommittee: Finance and Fees Initiative

Meeting Agenda

Thursday, March 11th, 2021

4:45 PM – 5:45 PM HST

Hawai'i State Center for Nursing

Via ZOOM Conference Call

+1 (669) 900-6833 (560469) Or <https://zoom.us/j/92108053536...> (2epZ6N)

Meeting ID: **921 0805 3536**

Purpose:

Convene Advisory Board subcommittee members to provide insight and guidance to the Center as the Center pursues increased revenue through licensure fees and other sources. Subcommittee will: a) develop and implement the plan to generate increased revenue and b) cultivate support for the plan from statewide stakeholders.

Objectives:

At the end of the session, the participants will:

1. Receive a recap of the subcommittee initiative priorities and objectives
2. Discuss and improve upon the draft work plan.
3. Identify next steps and assign work.

Agenda:

- | | |
|-----------|---|
| 4:45-4:50 | Welcome & Introductions |
| 4:50-5:35 | Committee Priorities <ol style="list-style-type: none">a. Review Jan, 30th, 2020 Meeting Outcomes, Priorities and Objectivesb. Draft Work Plan and Timeline<ol style="list-style-type: none">a. Activities & worksb. Work Assignmentsc. HSCN Supportsd. Open Discussion |
| 5:35-5:45 | Next Steps <ol style="list-style-type: none">a. Agenda and Meeting Schedule Setting |
| 5:45 | Adjourn |

Attachments:

Subcommittee Charter

Presentation: Jan 30, 2021 Adv. Board Meeting Outcomes

Draft Bill

Remote Access Details:

To attend the meeting by phone or ZOOM web interface

- Join ZOOM Meeting by PC, smart phone or tablet at <https://zoom.us/j/92108053536...>
Meeting ID: 921 0805 3536
Passcode: 2epZ6N
- Join ZOOM Meeting by phone, call +1 253 215 8782 US (Tacoma) Or +1 346 248 7799 US (Houston) Or +1 669 900 6833 US (San Jose) Or +1 301 715 8592 US (Washington DC) Or +1 312 626 6799 US (Chicago)
Meeting ID: 921 0805 3536
Passcode: 560469

Invitees:**Subcommittee Members:**

Bonnie Castonguay

Rose Hata

Doreen Nakamura

Arthur Sampaga

Anne Scharnhorst

Ho'okele Health Innovations, LLC

The Queen's Medical Center

UHA Health Insurance

Hilo Medical Center

University of Hawaii Maui College

Other Attendees:

Laura Reichhardt

Liane Muraoka

Amy Ono

Brianne Atwood

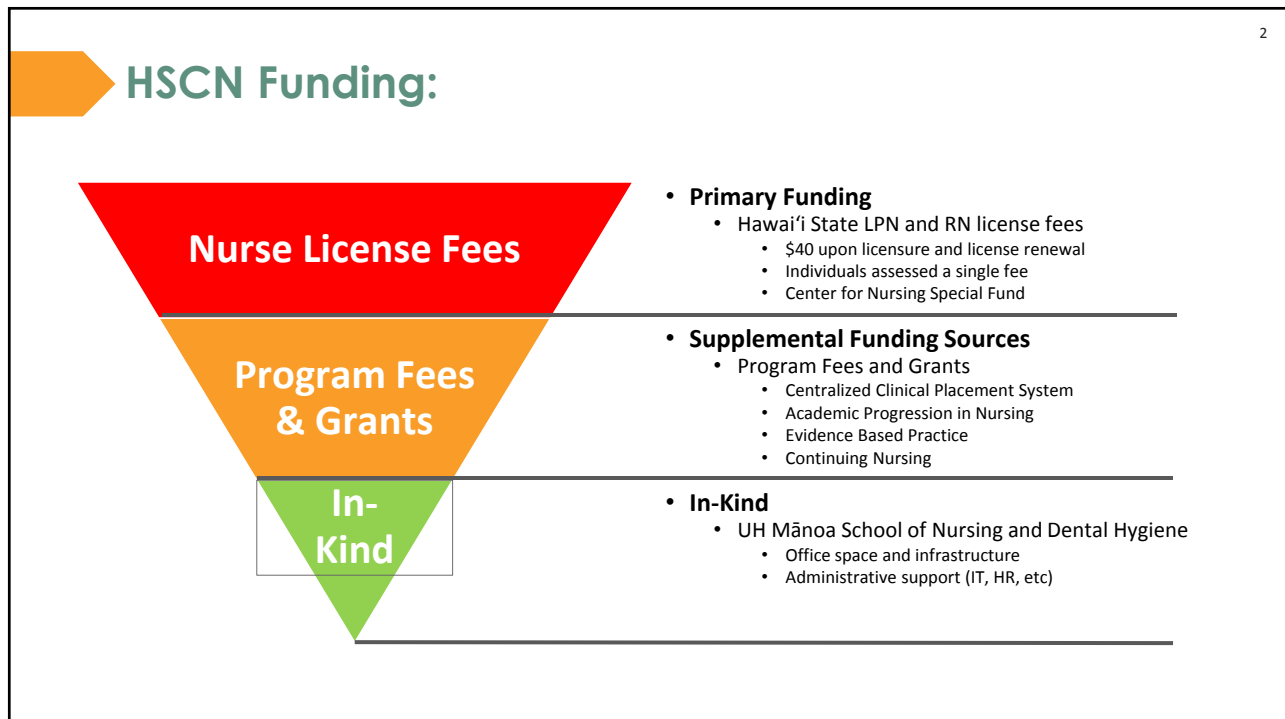
Hawai'i State Center for Nursing

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Building a tactical case for improving the finances of the Center for Nursing



Advisory Board Strategic Planning Session 1/30/21

Meeting Outcomes



Stakeholders for Buy-in:

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Identify Key Stakeholders for Buy-In: The Advisory Board members discussed key stakeholders whose support is necessary to secure a change in the licensing fee.

- Nurses
- Nursing organizations
 - Board of Nursing
 - Professional organizations
 - 5 unions
- Educational institutions
- Legislature
 - Commerce and Consumer Affairs Committee
 - Finance Committee of the House
 - Ways and Means Committee of the Senate
- Governor
- State Department leaders
- Healthcare colleagues
- Major employers
- Major insurers
- Community members with a stake in quality healthcare, i.e., AARP

Methods to Build Buy-in

Brainstorm on Methods to Build Buy-In: The Advisory Board members brainstormed how best to build buy-in among stakeholders to support an increase in licensing fees.

1. Articulate a strong case for increased licensing fees

- Share what HSCN has accomplished on behalf of nurses in Hawaii and nationally
- Share the financial projections that keep HSCN thriving
- Articulate the importance of nurses, as especially demonstrated in this pandemic, and how critical HSCN, an intermediary organization, is to the continued flourishing of the profession
- Address issues that might be raised by those in opposition to an increase
- Show what HSCN does to secure other funding to the best of its ability

2. Propose a bill

- Draft the bill

Methods to Build Buy-in: contd.

3. Public relations

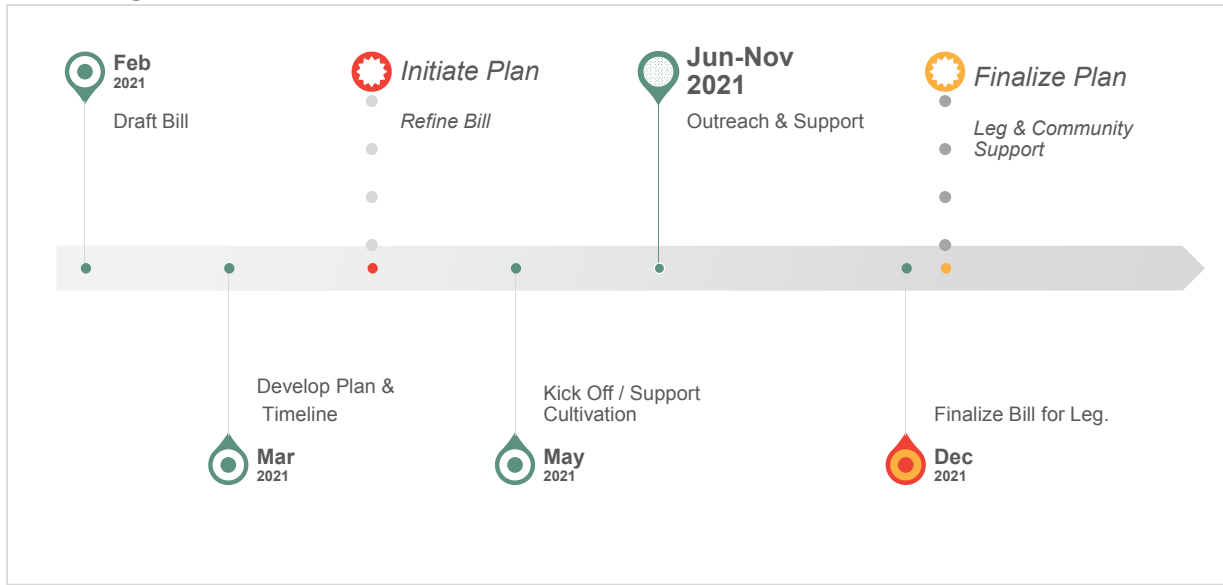
- News releases
- Interviews
- Healthcare publications/articles

4. Create greater visibility for HSCN among nurses

- Share what HSCN has done for nurses and what the Center plans to do for nurses
- Work on securing emails for nurses using the 2021 survey as an opportunity
- Accelerate HSCN's social media profile, e.g., Tik Tok

5. Secure endorsements and testimonies

Project Milestones: Finance & Fees Subcommittee



DRAFT Work Plan: Finance & Fees Subcommittee



Phase 1 Draft Bill	Phase 2 Develop Plan & Timeline	Phase 3 Refine Bill & Cultivate Support	Phase 4 Outreach	Phase 5 Finalize Plan & Bill	Phase 6 Legislative Session
Activities	Activities	Activities	Activities	Activities	Activities
Review Avb. Sources	Develop Tactical Plan	Refine Bill	Outreach & Support Cultivation	Finalize Plan	
Draft Bill	Develop Timeline	Initiate Plan		Finalize Bill for Leg.	
Est. Meeting Schedule	Assign Duties/Work	Begin Cultivating Support			
Phase 1 Draft Bill	Phase 2 Plan & Timeline	Phase 3 Refined Bill	Phase 4 Outreach/Support	Phase 5 Final Plan & Bill	Phase 6 Legislative Session
Outcomes	Outcomes	Outcomes	Outcomes	Outcomes	Outcomes
Meeting Schedule	Draft Plan & Timeline	TBD	TBD	TBD	TBD
Draft Bill					



Meeting Word clouds:



Advisory Board Strategic Planning Session - January 30, 2021



Caregivers



Students



Support Nursing Center

HSCN Advisory Board Subcommittee Charter

Finance and Fees initiative

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

Vision: A champion for nursing excellence and trusted collaborative partner developing a healthcare workforce committed to the promise of quality care for all the people of Hawaii.

Mission: 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 Hawaii.

Mandates: The Center works to develop strategies for nursing statewide by:

1. Collecting and analyzing data regarding the current and future status and trends of the nursing workforce;
2. Conducting research on best practice and quality outcomes;
3. Developing a plan for implementing strategies to recruit and retain nurses; and
4. Researching, analyzing, and reporting data related to the retention of the nursing workforce.

Advisory Board Purpose: The Advisory Board provides input from individuals and community groups interested in the issue of nursing shortages and supports the implementation of the major functions of the Center. A Board member is appointed by the Governor of the State of Hawai'i and may serve for a term of four to eight years.

The Center Advisory Board is organized to actively champion professional nursing in Hawai'i and to improve healthcare and the health of our people. Our purpose is to engage the community in issues affecting professional nursing, including but not limited to, leadership and convening, advocacy and public policy, research and information, professional development and communications and marketing.

New Board Priority: The new priority:

- Increase revenue through increased Nurse Licensure Fees: Work with HSCN to develop and implement a plan to increase licensure fee's to improve the Center's long-term financial position and leverage the Advisory Board in stakeholder outreach efforts.

Background: The Advisory Board Strategic Planning session was held in January of 2021. As part of the session, the Advisory Board undertook a review of the Center's goals, activities, and outcomes, and the future financial position of the Center. During facilitated discussions focused on improving the finances of the Center, the Board identified a need to increase nurse licensure fees to support the long-term financial wellbeing of the center.

To address the priority, the Advisory Board recommended the development of a Subcommittee on Finance and Fees to work with HSCN to move the effort forward. The subcommittee will focus on issues related to the development of recommendations for a plan, cultivation of buy-in and community support among stakeholders and review of draft legislation.

HSCN Advisory Board Subcommittee Charter

Finance and Fees initiative

The Advisory Board Subcommittee on Finance & Fees will be comprised of diverse members of the Center's Advisory Board with varied skills and experiences and may include, but not be limited to:

- Nurses
- Nurse Executives
- Nursing Educators
- Insurance company representation
- HSCN Executive

Purpose: The purpose of the Board Subcommittee on Finance & Fees is to provide expertise and insight to help to inform and guide the HSCN in pursuits to increase revenue through licensure fees and cultivate support and buy-in through outreach efforts as Advisory Board Members.

Roles and Responsibilities: The goal of the Committee is to identify recommendations for the development and implementation of an initiative plan, undertake outreach to cultivate stakeholder and report recommendations and work to the Advisory Board. The Subcommittee shall:

- Be comprised of diverse members with varied skills and experiences.
- Engage in robust strategic dialogue.
- Review current best practices and engagement strategies.
- Provide input and recommendations to inform and shape the Centers public relations efforts.
- Cultivate community and stakeholder support.
- Secure endorsements and testimonies.

Time Commitments: The committee will meet at least once per month over the course of 2021. Meetings will be held via web-based conferencing to facilitate participation.

Relating to Nursing Workforce

Section 1: The Hawaii State Center for Nursing (HSCN) was established by Act 198, SLH 2003 to collect and analyze data and prepare and disseminate written reports and recommendations regarding the current and future status and trends of the nursing workforce; conduct research on best practice and quality outcomes; develop a plan for implementing strategies to recruit and retain nurses; and research, analyze, and report data related to the retention of the nursing workforce. At the time, work effort was estimated at three full time equivalents. This Act also established that nurses, through nurse license fees, shall fund the activities of the Center for Nursing.

Since that time, the Center has created statewide initiatives for nursing that addressed workforce needs to prevent predicted workforce shortages.¹ These include consistently providing workforce research on the nursing supply and education capacity for nurse education, creating statewide Evidence-Based Practice, Nurse Residency and Centralized Clinical Placement programs; each of these programs are notable for being the first statewide program in the nation and having broad partnerships with our nursing employers and schools of nursing.

HSCN has helped increase access to health care services in our rural and underserved communities through policy change. Through the efforts of the HSCN APRN Practice and Policy Taskforce, working with state departments including Commerce and Consumer Affairs Board and Nursing, Health, and Labor and Industrial Relations, and the generous support of legislators, APRNs now benefit from scope of practice laws that are aligned with national best practices. When these scope of practice environments improve, APRNs numbers increase. For Hawaii, this resulted in a doubling of our APRN workforce. As a result, we have more APRNs working in all areas of Hawai'i, making healthcare more accessible to our rural and neighbor island residents of Hawai'i.

HSCN supports development of nurses by ensuring equitable access to clinical education. As a result, the state has staved off clinical education shortages, been able to maintain nursing education cohorts at the class sizes needed to sustain the state's nursing workforce needs, and improved academic-practice

¹ "New UH center addresses nursing shortage". July 24, 2003
<https://www.bizjournals.com/pacific/stories/2003/07/28/story5.html>

and partnership and collaboration between schools and between practice settings.

In addition to ensuring there are adequate nurses in the state, the Center has committed itself to supporting nurses who have robust skills to ensure quality outcomes for patient. The Hawai'i Academic Progression In Nursing program led Hawai'i to become the most highly educated nursing workforce in the nation by 2019. Outcomes of increasing the minimum education for nurses includes improved patient care and safety; reduction in readmission rates, lengths of stay, and deaths, leading to improved cost savings in addition to improved care. This program now is expanded to address professional development across the professional lifespan of a nurse with the overarching goal that a nurses lifelong learning contributes to the safety and wellbeing of the patients they serve.

After the 2008 recession's devastating impacts to new graduate nurse employment opportunities in hospitals, HSCN led the state in developing the Hawaii Nurse Residency Program Collaborative, which as of 2020, has facilitated over 1,000 new graduate nurses being hired into hospitals and supported in their first year of employment. Retention rates for new graduate nurses in Hawai'i are now at 95-99%, as compared to 85% for nurses without this support.

The Center has maintained continuous workforce research efforts since 2007, improved the visibility of the nursing workforce and education capacity. These research efforts have been utilized by schools for reaccreditation, facilities to compare their staff to the state, and most recently, the Center produced data reports that the Department of Health and HiEMA used for crisis response, vaccination planning, and other uses.

The Center continues to play a critical role in the response to COVID-19, including leading the call for nurses during the fall 2020 COVID hospital surge. In just two weeks, we received 1,900 responses from nurses; health care facilities and locally contracted staffing agencies continue to contact these nurses to support COVID-19 surge staffing needs and support vaccination efforts. The Center partnered with the University of Hawaii at Manoa and Healthcare Association of Hawaii to increase relevant, locally produced accredited nursing professional development on COVID-19 for nurses in all settings of care, and co-lead an initiative with state stakeholders to identify and tactically respond to provider shortages.

While the cost of goods and services has increased in Hawai'i since 2003, including over a 50% increase in home prices, nearly 40% increase in minimum wage, and over 70% increase in public university tuition, the nurse license fee and consequently, the HSCN fee revenue, has not been increased since 2003. In addition, as the complexity and need for statewide coordination of nursing efforts increased, staffing needs also increased. Therefore, this measure proposed to increase the license fee contribution by nurses from \$20 per license year to \$22.50 per license year, or a sum of \$55 per license cycle.

Section 2: Section 457-9.5, Hawaii Revised Statutes, is amended by amending subsection (a) to read as follows

[\$457-9.5] Center for nursing fee. [(a)] Upon the issuance of a new license and at each license renewal period, each nurse shall pay an additional fee of \$~~[40]~~55, which shall be deposited in a separate account in the compliance resolution fund established pursuant to section 26-9(o).

SECTION 3. Statutory material to be repealed is bracketed and stricken. New statutory material is underscored.

SECTION 4. This Act shall take effect on July 1, 2022.

Report Title:

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

Description:

Revises the center for nursing special fund fee.

Ideas:

Add in CNA fees

Increase ask to \$60-65 (look up what medicine has) and negotiate down