

HSCN ADVISORY BOARD

NOTICE OF MEETING

Tuesday, September 21, 2021

Time: 5:30 PM-6:30 PM

Via ZOOM Teleconference

Due to COVID-19 Precautions, this meeting will be attended via Conference Call Only
Administered by the Hawai'i State Center for Nursing

Purpose:

The Advisory Board Meeting's purpose is to update the Advisory Board Members of HSCN mandates and activities, and to seek their input and guidance on current and future business.

Agenda:

Time	Item	Owner
5:30 P.M.	Welcome and Introductions	Julio Zamarripa
6:20 P.M.	Finance Update <ul style="list-style-type: none"> a) Review Final Bill b) Conduct Vote for Recommendation c) Review HSCN License Fee Increase Brief 	Laura Reichhardt
6:20 P.M.	New Business <ul style="list-style-type: none"> a) Announcements <ul style="list-style-type: none"> • Reminder to Finance Subcommittee members to provide feedback on metrics for infographics by 9/30/21 b) Next Meeting: Nov. 16th, 2021 c) Open Discussion & Next Steps 	Laura Reichhardt
6:30 P.M.	Adjournment	Julio Zamarripa

Next Meeting: Tuesday, November 16, 2021, to be determined pending COVID-19.

*Please look out for e-mail to follow the meeting with minutes for your approval, so they can be posted to the HSCN website within 40 days, in accordance with Act 64 SLH2017.

Attachments:

1. Final Bill: FINAL BILL HSCN_ workforce supply
2. HSCN License Fee Increase Brief
3. 2021 HSCN Board Meeting Schedule

Remote Meeting Access Details (Via ZOOM Conferencing):

You may join the meeting remotely using a computer, smart device or by phone. Please use the Meeting ID and passcode associated with the modality of access as noted below.

- Join ZOOM Meeting by PC, smartphone or tablet at <https://zoom.us/j/87020602870...>
Meeting ID: **870 2060 2870**
Passcode: **HSCNBoard**
- 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: **870 2060 2870**
Passcode: **418731306**

Auxiliary Service or Disability Accommodation:

If you require an auxiliary aid, auxiliary service or other accommodations due to a disability, please contact Brianne Atwood by phone at (808) 956-0545 or by email at batwood@hawaii.edu . Please make requests as early as possible, to allow adequate time to fulfill your request.

Upon request, this agenda/notice is available in alternative formats such as large print, or an ADA compliant electronic copy.

Invitation List:

Advisory Board Members

Name	Role/Title	Affiliation
Julio Zamarripa MSN, RN	Chairman, HSCN Advisory Board Registered Nurse	Straub Clinic and Hospital
Bonnie Castonguay MBA, RN, CMC	Vice Chairman, HSCN Advisory Board Co-founder and President	Ho'okele Health Innovations, LLC
Anne Scharnhorst RN, MN	Member Allied Health Department Chair	Maui Community College
Beth Hoban RN, MAOM	Member Founder, President, Chief Executive Officer	Prime Care Services, Hawai'i, Inc.
Susan Lee RN	Member Wound Care Nurse, Retired	Formerly with Lē'ahi Hospital
Rose Hata DNP, MBA, RN, APRN, CCRN, CCNS, NEA-BC	Member Director, Queen Emma Nursing Institute	The Queen's Medical Center

Name	Role/Title	Affiliation
Arthur Sampaga RN, MSN, CCRN, CHEP, CNML	Member Chief Nursing Officer, East Hawai'i Region	Hilo Medical Center
Doreen Nakamura DNP, MBA, RN, NEA-BC, CCM	Member Director of Clinical Care	UHA Health Insurance
Clementina Ceria-Ulep PhD, MSN, RN	Ex-Officio Member Acting Dean, School of Nursing & Dental Hygiene	University of Hawai'i at Mānoa

Other Invitees/Attendees

Name	Role/Title	Affiliation
Rhoberta Haley PhD, RN, FNP	Dean, School of Nursing and Health Professions	Chaminade University of Honolulu
Gloria Fernandez DNP, RN, PHNA-BC	Quality Assurance Coordinator, Public Health Nursing Branch	Hawaii State Department of Health
Laura Reichhardt MS, A-GNP-C, RN	Executive Director	Hawai'i State Center for Nursing
Katherine Finn Davis PhD, RN, APRN, CPNP, FAAN	Associate Director, EBP	Hawai'i State Center for Nursing
Carrie Oliveira PhD	Workforce Researcher	Hawai'i State Center for Nursing
Liane Muraoka RN	Program Lead	Hawai'i State Center for Nursing
Brianne Atwood	Program Coordinator	Hawai'i State Center for Nursing

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.

The Legislature finds that HSCN has helped increase access to health care services in our rural and underserved communities through policy change, program development, and leading shifts in the environment. 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.

At this same time, the Legislature finds that challenges to securing adequate nursing workforce supply survey responses severely limited HSCN's ability to continue to inform policy makers, healthcare leaders and others on the availability and characteristics of the nursing workforce in this state. Requiring all nurses to respond to the workforce supply survey is a clear requisite to ensuring the public's safety during episodes of critical healthcare demand including pandemics and natural disasters, as well as providing robust nursing care and a resilient nursing workforce at all times.

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]~~ 60, which shall be deposited in a separate account in the compliance resolution fund established pursuant to section 26-9(o).

SECTION 3: Chapter 457-2, Hawaii Revised Statutes, is amended by adding the definition as follows:

"Center for Nursing workforce supply survey" means the nursing workforce supply survey conducted biennially by the Center for Nursing that asks nurses to provide information about their demographics, specialty, setting of work, and other information necessary to inform the state on the characteristics of the Hawaii nursing workforce.

SECTION 4: Chapter 457-7, Hawaii Revised Statutes, is amended by adding subsection (h) to read as follows:

§457-7 Registered nurses; qualifications; licenses; fees; title; existing licensed nurses; verification of licenses; eligibility.

(h) Any person who holds a license to practice nursing as a registered nurse in this State shall respond to the Center for Nursing workforce supply survey in conjunction with license renewal. License renewal is not contingent upon responding to the Center for Nursing workforce supply survey. Failure to respond to the Center for Nursing workforce supply survey will not result in encumbrance of the nurses' license.

SECTION 5: Chapter 457-8, Hawaii Revised Statutes, is amended by adding subsection (h) to read as follows:

§457-8 Licensed practical nurse; qualifications; license; fees; title; existing licensed nurses; verification of licenses; eligibility.

(h) Any person who holds a license to practice nursing as a licensed practical nurse in this State shall respond to the Center for Nursing workforce supply survey in conjunction with license renewal. License renewal is not contingent upon responding to the survey. Failure to respond to the Center for Nursing workforce supply survey will not result in encumbrance of the nurses' license.

SECTION 6. Statutory material to be repealed is bracketed and stricken. New statutory material is underscored.

SECTION 7. This Act shall take effect on July 1, 2022.

Report Title:

Nursing; Center for Nursing Fee; Nursing Workforce Supply Survey

Description:

Increases the center for nursing special fund fee; requires nursing workforce supply survey participation



Legislative Support for the Hawai‘i State Center for Nursing

Background

The Hawai‘i State Center for Nursing is a nursing workforce center established in state law in 2003 with Act 75, SLH 2006 (HRS 304A-1406-1407 and HRS 457-9.5). It was developed to ensure that Hawai‘i has the needed nurses to provide safe, quality nursing care to the people of Hawai‘i. The mission of the Center is 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 Hawai‘i. In 2021, the Center was described by state partners as “the big voice in nursing” and “the switch board to nursing”. Both descriptors demonstrate responsiveness to the call to action set forth in 2003 and relevance and continued need, today.

The Hawai‘i State Center for Nursing is seeking an increase of nursing license fees from \$40 per license biennium to \$60 per license biennium and for mandatory engagement in the nursing workforce supply survey. The workforce survey requirement ensures policy makers and nursing leaders have the information needed critical for planning public health and safety matters.

Hawai‘i State Center for Nursing Contributions to Hawai‘i

The Center has demonstrated competence and commitment to Hawai‘i. Our impact includes including:

- ✔ Producing the largest and most comprehensive compilation of nursing voices since 2007 through the Nursing Workforce Supply Survey.
- ✔ Forging and sustaining academic-practice partnerships resulting in Hawai‘i having one of the most highly educated nursing workforces in the nation
- ✔ Launching the first statewide collaboratives for evidence-based practice and nurse residency programs.
- ✔ Coordinating the call for nurses during the COVID-19 emergency which yielded nearly 1,900 nurse responses.
- ✔ Leading the organized effort to strategize COVID-19 surge capacity plans for nurses and providers.

In addition to the above, core work for the Center includes:

Workforce Research	Quality Practices and Best Outcomes	Recruitment and Retention (strategy and outcomes)
<ul style="list-style-type: none"> ✔ Nursing Workforce Supply Survey and Report ✔ Education Capacity Survey and Report ✔ Education Capacity School-to-State Report ✔ Infographics ✔ Interactive data dashboard ✔ Special data reports and briefs 	<ul style="list-style-type: none"> ✔ Evidence-Based Practice clinician, educator, and leadership trainings ✔ Writing manuscripts for publication workshop ✔ ANCC accredited provider unit for continuing nursing education ✔ Promotion of nursing national certification ✔ Simulation best practices ✔ Academic Progression in Nursing 	<ul style="list-style-type: none"> ✔ Clinical education coordination ✔ Preceptor development ✔ New graduate nurse residency ✔ Policy and regulation updates and education ✔ APRN orientation and onboarding support ✔ Team-based care models ✔ Innovations in academic-practice partnerships

Alternate versions of this document will be provided upon request.

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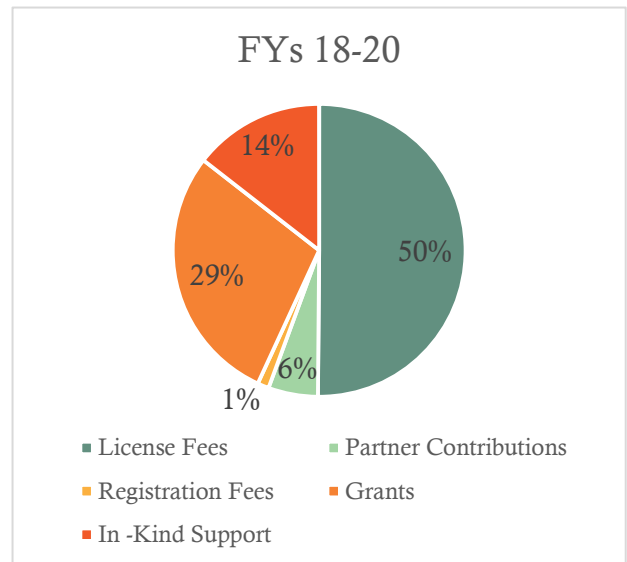
Need for Continued Funding

- ✦ COVID-19 required increased work effort to ensure the public safety of the people of Hawai'i and ensure the needed number of nurses to provide care in this State. Critical efforts from the Center supported official State responses, diverted nurses to critical shortage areas, developed statewide alternate staffing plans, launched professional development at the emerging pandemic point in time, and ensured continuity of services and nursing workforce development.
- ✦ Partners and stakeholders report need for expansion of services including broadened support for clinical placement coordination, increased continuing education offerings and diversification of topics offered, responsive workforce research reporting by county, island, license and specialty, and interprofessional healthcare workforce development.
- ✦ The staffing model enacted in the original legislation was based on a three staff person model. Today the Center includes five full time and two part time personnel, nine advisory board members and convenes working collaboratives of nurse and healthcare leaders, statewide, on many state nursing initiatives.
- ✦ Partner and extramural funding fiscally underwrite programs and projects, however these funds support but do not sustain the mission and core work of the Center for Nursing.
- ✦ Workforce research became a critical component to responding to the nursing demands required during the 2020 COVID-19 response. Comprehensive responses by nurses are required to ensure evidence-based policy and practice responses during emergency situations that deplete nursing supply including natural disaster, epidemics and pandemics.

Hawai'i State Center for Nursing Budget

The Center began operating in 2005 and is primarily funded through a \$40 license fee, which is assessed upon initial licensure and biennial license renewal to all LPN and RNs licensed in this state. This \$40 biennial fee has not changed since 2003, despite increases in cost of business and general inflation. Between 2003 and 2019, Hawai'i saw a 59% increase for single family homes, 38% increase in minimum wage, 73% increase in UH Annual resident tuition. Similarly, human resource fees (salary and fringe) grew since 2005, yet the base license fee amount has remained the same. This fee increase is equivalent to a \$1 increase per year of the Hawai'i State Center for Nursing's existence and will ensure fiscal sustainability and ability to continue to work towards the mission and mandates well into the next decade.

Responding to the changing budgetary dynamic, the Center increased it's program and special project funding through partner contribution, registration fees, and grant funding. While this supports emerging issues and topics, an overabundance of grant funds will detract from the Center's ability to work towards its mission and ultimate purpose. Nurse driven fees sustain the Center's work towards the mandates and ultimate drive to support public safety by ensuring a robust nursing workforce across the Hawaiian Islands.



What would happen without the Hawai'i State Center for Nursing?

- ✦ Our state would struggle to maintain nursing academic enrollment at the numbers needed to sustain our in-state nursing workforce.
- ✦ Our state would lose critical nursing workforce and supply information that is used for policy making, emergency planning, and academic development.
- ✦ Rural communities on neighbor islands would lose resources and support the Center has committed to providing.
- ✦ The statewide nursing community would lose the centralized location for communication, coordination, strategy, and action.

Hawai‘i State Center for Nursing 2021 Advisory Board Meetings

Date	Type	Time	Location	Room
Saturday 30-Jan-2021	2020 Strategic Planning Session	9:00 A.M. -12:30 P.M.	Conference Call Only Due to COVID Precautions ZOOM Conferencing	Conference Room 105H
Tuesday 20-Apr-2021	Regular Meeting	5:30 P.M. -7:00 P.M.	Conference Call Only Due to COVID Precautions ZOOM Conferencing	
Tuesday 18-May-2021	Regular Meeting	5:30 P.M. -7:00 P.M.	Conference Call Only Due to COVID Precautions ZOOM Conferencing	
Saturday 21-Aug-2021	2021 Strategic Planning Session	8:30 A.M. -12:30 P.M.	CANCELED	
Tuesday 16-Nov-2021	Ad Hoc Meeting	5:30 P.M. -6:30 P.M.	Conference Call Only Due to COVID Precautions ZOOM Conferencing	
Tuesday 16-Nov-2021	Regular Meeting	5:30 P.M. -7:00 P.M.	TBD Pending COVID	

* Note: May 18th Meeting to include Advisory Board Leadership Elections.

Remote Meeting Access Details

- To join the ZOOM meeting via the internet or smart device
<https://zoom.us/j/98145550776?pwd=aGhGdkpzaVdTbmlwK2RPN1pnbTladz09>
 Meeting ID: 981 4555 0776 Passcode: HSCNBOARD!
- To join the ZOOM meeting by phone, dial by your location at one of the following numbers
 +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) or +1 929 436 2866 US (New York)
 Meeting ID: 981 4555 0776 Passcode: 8220415715

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