



Hawai'i State Center for Nursing
 Advisory Board Meeting Minutes
 Saturday, January 30th, 2021 at 9:00 AM-12:30PM
 Hawai'i State Center for Nursing
 Biomedical Sciences Building - 1960 East-West Rd, Honolulu, HI 96822
 And Via ZOOM Teleconference

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ATTENDANCE:

Name	Present	Name	Present	Name	Present
Julio Zamarripa, Chair	Yes	Doreen Nakamura	Yes	Laura Reichhardt, Director HSCN	Yes
Bonnie Castonguay, Vice Chair	Yes	Voting Members present:	9	Katherine Finn Davis, Assoc. Director EBP	Yes
Beth Hoban	Yes	Mary Boland,	Yes	Carrie Oliveira, Researcher, HSCN	Yes
Susan Lee	Yes	Susan Young, Ex Officio	Yes	Liane Muraoka Hussey, Pgm Lead., HSCN	No
Rose Hata	Yes			Brianne Atwood, Pgm Coord., HSCN	Yes
Anne Scharnhorst	Yes	Jill Hoggard Green	Yes	Amy Ono, Admin & Fiscal Supp., HSCN	No
Arthur Sampaga	Yes	Lily Bloom Domingo	Yes		
Present total:					17

TOPIC	DISCUSSION	ACTION
Welcome: Call to Order Laura Reichhardt Julio Zamarripa	<p>The HSCN Advisory Board meeting was called to order at 9:01 AM. A welcome statement was provided by the Board Chair Julio Zamarripa. Laura Reichhardt extended her gratitude for the members and guest speaker presence at the meeting.</p> <p>Julio Zamarripa gave opening remarks, which included a review of the Center's vision and mission, priority areas and drivers.</p> <p>Vision and Mission;</p> <ul style="list-style-type: none"> • Vision: A champion for nursing excellence and trusted collaborative partner developing a 	None

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	<p>healthcare workforce committed to the promise of quality care for all the people of Hawai'i.</p> <ul style="list-style-type: none"> • 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 Hawai'i. <p>2018-2013 Strategic Priority Areas;</p> <ul style="list-style-type: none"> • APRN Transition to Practice: Explore APRN transition to practice facilitators, barriers, and constructs that will support full healthcare delivery in acute, primary and community care settings • Community-based Health Care Management Teams: Explore opportunities to optimize community-based health care management through interprofessional healthcare teams that include allied health members. <p>2018-2013 Strategic Drivers;</p> <ul style="list-style-type: none"> • Responsive Education • Leadership Development • Evidence-Based Practice (EBP) • Actionable Data • Home Health and Community-Based Nursing and • Promotion of Nursing <p>In addition the Board identified a need to address;</p> <ul style="list-style-type: none"> • Nursing faculty shortages • Transition to practice after graduation for all nurses remains a challenge • Workforce shortages of team members • Patient transfer challenges in community based settings <p>Julio gave an overview of the meeting agenda and reminded participants to mute themselves when not speaking.</p> <p>Laura Reichhardt communicated the ability to receive continuing nursing credit for a portion of the meeting and read the CNE disclosure statement for the activity.</p> <ul style="list-style-type: none"> • “The Hawai'i State Center for Nursing is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on 	

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	<p>Accreditation.”</p> <ul style="list-style-type: none"> • “The Hawai’i State Center for Nursing designates this activity for a maximum of 2.0 contact hours.” <p>She queried members to ensure CNE Disclosure Information sheet was received by participants prior to the event. All participants noted receipt of the HSCN CNE INFORMATION sheet. She reviewed the requirements to receive credit and noted no conflicts of interest were found for individuals involved in the planning or delivery of the learning activity.</p> <p>Laura reviewed the Learner outcomes for the CNE activity;</p> <p>By the end of the presentations, learners will self-report an increase in knowledge</p> <ul style="list-style-type: none"> • about COVID and the future of the nursing workforce in Hawaii and beyond, • regarding whose buy-in and support do we need to have in order to be successful, and • how to build buy-in and commitment. <p>Please refer to the HSCN CNE INFORMATION sheet located in the meeting packet for further details.</p> <p>Member quorum was met for the meeting.</p> <p>Welcome and Introductions concluded at 5:37 PM.</p>	
<p>Special Presentation Jill Hoggard Green</p>	<p>Laura Reichhardt introduced Jill Hoggard Green, President and CEO of Queen’s Health System, and provided the attendees a brief biography for Dr. Hoggard Green. Laura expressed her gratitude for Dr. Hoggard Green’s willingness to speak to the Board and indicated it was an honor to have her speak.</p> <p>Jill Hoggard Green provided a presentation on her perspectives about COVID and the future of the nursing workforce. A summary of the presentation and discussion is included herein.</p> <p>Perspectives about COVID and the future of the nursing workforce.</p> <p>Dr. Hoggard Green reflected on the devastating impact of the disease and the effects on community members, nurses on the front line and the healthcare system. Topics included;</p> <ul style="list-style-type: none"> • Increased rates in line with social determinants of health • Increasing mental health rates and suicide • Nurse fatigue and burnout • Frontline stigma • Early nurse retirement • PPE supply line interruptions and difficulty securing PPE, such as gowns. • Step down care and patient transfers • Homecare 	<p>None</p>

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	<ul style="list-style-type: none"> • Need/opportunity to redesign the health system in response to the pandemic • Building better primary care • Nursing research • Provider credibility • Infection prevention • Improving behavioral/mental health services and systems • Vaccine production overview and efficacy rates • Vaccine hesitancy • Setting up vaccine clinics • Improved use/relationship within care teams supporting <p>Nursing Education and the need to maintain the nursing pipeline</p> <ul style="list-style-type: none"> • Nursing Student <ul style="list-style-type: none"> ○ Skill preparation ○ NCLEX Preparation and Rates ○ Transition to more virtual based education ○ Unique skills learned during the pandemic ○ Higher simulation/computer proficiency • New Grad Residency <ul style="list-style-type: none"> ○ Pivot to more virtual based education ○ Focus on specialty care and role transition ○ Emphasis on critical care skills ○ Unique skills learned during the pandemic ○ Opportunity to retrain skills in seasoned nurses <p>The presentation session concluded at 10:21 AM.</p>	
Break	The meeting was held to provide attendees a break. The break concluded at 10:45 AM.	None
Strategic Plan Review Laura Reichhardt	Laura Reichhardt provided a presentation on the Strategic Plan Goals for 2021. A summary of the presentation and discussion is included herein. Review of Strategic Plan goals for 2021 Program Update 2020 Overview of Program Goals for 2019-2020	None

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	<ul style="list-style-type: none"> • Continue existing work and steering committees. • Disseminate research findings relative to strategic priorities. • Devise plans to address research findings related to priority areas. • Form new Center initiatives as determined by devised plans. • Expand quality practices and best outcome initiatives to include continuing education offerings that meet needs of recruitment and retention plans. <p>Overview of Program Goals for 2020-2022</p> <ul style="list-style-type: none"> • Continue existing work and steering committees. • Refine and launch research strategies to respond to data needs of initiatives. • Expand partnerships to activate and enable Center initiatives. • Identify and report initiative outcomes, successes and barriers. <p>Overview of Center Mandates and Program Activities 2020</p> <p>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</p> <ul style="list-style-type: none"> • Determine demand and future projections of nursing workforce needs. • 2019 workforce supply report published in 2019 • AY 18-19 Educational Capacity report – delayed due to COVID, but scheduled to be released in Fall 2020 • COVID Surge Capacity- Nurses in non-clinical areas • Promote nursing through accessible data. <ul style="list-style-type: none"> ○ Infographics ○ Tableau dashboard ○ Special request data pulls <p>Conduct research on best practices and quality outcomes.</p> <ul style="list-style-type: none"> • Continue evidence-based practice (EBP) workshop for clinicians and faculty. <ul style="list-style-type: none"> ○ 2020 EBP Intensive delayed to September ○ Grant received from DLIR to support neighbor island participants ○ Reconfigured to accommodate distance learning ○ 2020 Writing Workshop launched in June ○ Reconfigured to accommodate distance learning • Promote evidence-based practice to nurses and healthcare leadership. 	

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	<ul style="list-style-type: none"> ○ 2019 Leadership In Action Conference EBP Intensive ○ Developed rapport with The Ohio State University Helene Fuld Health Trust National Institute for Evidence-based Practice in Nursing and Healthcare ● Investigate the Center’s role in offering continuing competency activities. <ul style="list-style-type: none"> ○ Achieved ANCC Provider status in 2020. ○ Over 2,000 CNE hours provided in 2020 to date. <p>Develop a plan for implementing strategies to recruit and retain nurses.</p> <ul style="list-style-type: none"> ● Develop plans to address priority areas based on state workforce research and national best practices. <ul style="list-style-type: none"> ○ Current programs sustaining ○ Steering Committees held in 2019 ○ Preceptor Credit Assurance Committee ○ COVID Post-Acute CNE and resource document ○ Statewide CCPS ○ Timeline continues to stall due to COVID. ○ Continue nursing student clinical placement optimization through the Centralized Clinical Placement System. ○ Continuing effort to ensure clinical placement capacity "in normal times" ○ Need and challenges exacerbated during COVID. ○ Weekly calls and updates provided ● Continue new graduate nurse transition to practice efforts through the Hawai’i Nurse Residency Program <ul style="list-style-type: none"> ○ Partners looking to change models ○ Change in financial model. Delayed due to COVID ○ Needs to address community based and specialty ○ New platform support non-acute care and acute-care specialty role transition to practice remain unanswered <p>Research, analyze, and report data related to the retention of the nursing workforce.</p> <ul style="list-style-type: none"> ● Improve visibility of Center’s work and initiatives and Utilize key partners to amplify reporting outcomes. <ul style="list-style-type: none"> ○ Nurses at large; CNEs and Workforce survey ○ Statewide stakeholders; Ongoing programs (Research, EBP, APIN, NRP, CCPS), COVID emergency preparedness initiatives, Preceptor Credit Assurance Committee, and publications ○ National Partners; National Presentations, National Forum and HAC. <p>Engage in Communication and Public Awareness Strategies to support strong nursing workforce and</p>	

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	<p>Center initiatives.</p> <ul style="list-style-type: none"> • Expand partnerships to achieve priorities, mandates and goal outcomes. <ul style="list-style-type: none"> ○ Statewide CCPS planning committee, continues to be stalled • Diversify funding sources for Center initiative. <ul style="list-style-type: none"> ○ Improvements <ul style="list-style-type: none"> ▪ Established funding process for CNEs (joint and registration fee) ▪ Seeking grants when appropriate (EBP funded for 2020) ○ Need to address license fees, partner contributions • Advocate for sound nursing and health policy development using data-driven strategies. <ul style="list-style-type: none"> ○ Legislative Policy <ul style="list-style-type: none"> ▪ APRN Practice and Policy ▪ Forum NLC discussion – no sighs of this in bills so far ▪ Preceptor Tax ○ Organizational support <ul style="list-style-type: none"> ▪ Readily accessible data ▪ Sharing of best practices (CCPS, NRP, APRN onboarding) • Engage with national initiatives to ensure Hawai‘i’s nursing and healthcare is grounded in national best practices and aims. <ul style="list-style-type: none"> ○ Organizations (HAC, Forum, NEPIN) ○ Committees (APRN Removing Barriers Collaborative, State NRP Collaborative) <p>Fiscal Long-term Sustainability Plan Options</p> <p>Laura reviewed the outcomes of the May 2020 Advisory Board meeting on methods to improve fiscal stability. She indicated the Center’s approach should be multipronged as the Center seeks to address fiscal stability. The identified options include;</p> <ul style="list-style-type: none"> • Grant Pursuits <ul style="list-style-type: none"> ○ Least stable as long term initiative. Current grant funding supports projects, not programs. • Program Underwriting <ul style="list-style-type: none"> ○ Solicit greater partner underwriting to support programs • License Fees <ul style="list-style-type: none"> ○ Legislative increase: ○ \$50s ○ Greatest potential for long-term stability for the Center. ○ 2022 Legislative Request <p>Laura reviewed the 5 year forecast which included potential changes to license fees. * See the meeting packet for full forecast details.</p>	

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	The Strategic Plan Review session concluded at 11:15 AM.	
<p>Board Discussion Lily Bloom Domingo</p>	<p>Laura Reichhardt introduced Lily Bloom Domingo, Principal of CommUnity Works and provided the attendees a brief biography. Laura expressed her gratitude for Lily’s facilitation of the Board discussion.</p> <p>Lily Bloom Domingo facilitated a board member discussion on building a tactical case for improving the finances of the Center for Nursing and the case for requesting a change to the licensing fee. A summary of the discussion points is included herein.</p> <p>Building a tactical case for improving the finances of the Center for Nursing Lily Bloom Domingo posed a question to the members to open up the discussion. “What’s the loss you anticipate? What’s the goal you hope to achieve with a change in the licensing fee?”</p> <p><u>Answer:</u> Starting this year the expenses of the Center will begin to exceed the revenue. While we do have a larger workforce than when the legislation first created the licensing fee, the root causes for the change in financial position are inflation and the increased cost of doing business, especially for fringe benefits, which have increased 20% in the past two years.</p> <p><u>Answer:</u> In terms of our goal with an increase in the licensing fee, we’d like to move into a position of breaking even and a bit more. It will fund the team and it will help us underwrite projects when grants are insufficient.</p> <p><u>Comment:</u> It should be noted that the UHM School of Nursing provides significant in-kind support for the Center in the form of rent, utilities, shared staff, etc. It is equivalent to \$100,000-\$150,000. With the upcoming change in leadership for the Dean of the School of Nursing, there is no guarantee that the next Dean will want to provide the same level of support. So that should be a consideration for the future, as well.</p> <p>“Whose buy-in and support do we need to have in order to be successful?”</p> <p>The Advisory Board members discussed key stakeholders whose support is necessary to secure a change in the licensing fee. Identify Key Stakeholders for Buy-In</p> <ul style="list-style-type: none"> • Nurses • Nursing organizations <ul style="list-style-type: none"> ○ Board of Nursing ○ Professional organizations 	<p>The HSCN will prepare a meeting summary and schedule a subcommittee meeting.</p>

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	<ul style="list-style-type: none"> ○ 5 unions ● Educational institutions ● Legislature <ul style="list-style-type: none"> ○ 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 <p>“How do we build that buy-in and commitment?”</p> <p>The Advisory Board members brainstormed how best to build buy-in among stakeholders to support an increase in licensing fees.</p> <p>Brainstorm on Methods to Build Buy-In</p> <ol style="list-style-type: none"> 1. Articulate a strong case for increased licensing fees <ul style="list-style-type: none"> ● 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 <ul style="list-style-type: none"> ● Draft the bill 3. Public relations <ul style="list-style-type: none"> ● News releases ● Interviews ● Healthcare publications/articles 4. Create greater visibility for HSCN among nurses <ul style="list-style-type: none"> ● Share what HSCN has done for nurses and what the Center plans to do for nurses 	

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	<ul style="list-style-type: none"> • Work on securing emails for nurses using the 2021 survey as an opportunity • Accelerate HSCN’s social media profile, e.g., Tik Tok <p>5. Secure endorsements and testimonies</p> <p>The Advisory Committee agreed to establish a committee to work on preparations to pursue an increase in licensing fees for the 2022 legislative session. The following Advisory Board members agreed to serve on the committee:</p> <p>Bonnie Castonguay, Rose Hata, Doreen Nakamura, Arthur Sampaga, Anne Scharnhorst</p> <p>The newly formed committee agreed to meet regularly each month beginning in March. Laura Reichhardt agreed to begin circulating meeting dates for the committee. The board identified the following timeline for next steps.</p> <ul style="list-style-type: none"> • February <ul style="list-style-type: none"> ○ Draft bill using existing documents (HSCN staff). • March <ul style="list-style-type: none"> ○ Develop a tactical plan and timeline. • April-May <ul style="list-style-type: none"> ○ Refine bill and initiate tactical plan. ○ Begin cultivating support. • June-November <ul style="list-style-type: none"> ○ To be determined. • December <ul style="list-style-type: none"> ○ Finalize plans for January implementation of legislative initiative. <p>Lily Bloom Domingo thanked members for sharing their insights and recommendations during the discussion.</p> <p>The Board discussion session concluded at 12:30 PM.</p>	
Adjournment	Meeting adjourned by chair Julio Zamarripa at 12:35 PM.	

Next Meeting

The next Board Meeting will be held on Tuesday, April 20, 2021. Administered by the HSCN, from the HSCN office and available via remote access due to possible COVID-19 restrictions.

Please contact Brianne Atwood at 808-956-0545 or batwood@hawaii.edu for questions and additional information.