



Hawai'i State Center for Nursing Advisory Board Meeting Minutes
 Tuesday, April 19th, 2022 from 5:30 PM-7:00 PM
 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	Rob Machado	Yes
Bonnie Castonguay, Vice Chair	Yes	Voting Members present:	8	Daniel Ross	Yes
Beth Hoban	Yes	Clementina Ceria-Ulep, Ex Officio	No	Katherine Finn Davis, Assoc. Director EBP	Yes
Susan Lee	Yes	Rhoberta Haley	No	Carrie Oliveira, Researcher, HSCN	Yes
Rose Hata	Yes	Gloria Fernandez	No	Liane Muraoka Hussey, Pgm Lead., HSCN	No
Anne Scharnhorst	Yes	Linda Beechinor	Yes	Brianne Atwood, Pgm Coord., HSCN	Yes
Arthur Sampaga Jr.	Yes	Laura Reichhardt, Director HSCN	Yes	Amy Ono, Admin & Fiscal Supp., HSCN	No
Present total:					15

TOPIC	DISCUSSION	ACTION
Welcome: Call to Order Julio Zamarripa	<p>The HSCN Advisory Board meeting was called to order at 5:30 PM by Chair Julio Zamarripa. A round-table roll call was taken for Advisory Board members and staff members present.</p> <p>Laura Reichhardt welcomed special guests Rob Machado and Daniel Ross to the meeting and thanked them for their time to discuss recruitment and retention challenges within their nursing sectors.</p> <p>A quorum was present for the meeting.</p>	None

TOPIC	DISCUSSION	ACTION
	Welcome and introductions concluded at 5:38 PM.	
<p>Nursing Recruitment and Retention</p> <p>Rob Machado Daniel Ross Carrie Oliveira</p>	<p>Special guests Rob Machado the Managing Director of Kahu Malama Nurses and Daniel Ross, President of the Hawaii Nurses' Association provided the Advisory Board with talk story sessions on their perspectives on nurse recruitment and retention.</p> <p>Carrie Oliveira, the HSCN Researcher, facilitated a question and answer session following the guest presentations. A summary of the discussion is included herein.</p> <p>Perspectives on Nursing Recruitment and Retention</p> <p>Talk Story: Rob Machado, Managing Director, Kahu Malama Nurses</p> <ul style="list-style-type: none"> ● Kahu Malama Nurses, a staffing agency, has encountered challenges in the recruitment and retention of nurses in Hawaii, exacerbated by the nursing shortage. ● Acute-care hospitals, long-term care centers, and staffing facilities are all trying to pull from the same pool of nurses. ● COVID-19 Pandemic specific challenges to the recruitment of travel nurses; <ul style="list-style-type: none"> ○ High cost of living, ○ Generally lower salaries for travel nurses as compared to the conterminous United States. In the early part of the pandemic, travelers could earn double or triple what they could earn in Hawaii, ○ Facilities eventually increased wages for travel nurses, but in many cases did not match earning potential on the mainland, and ○ Quarantine and Health Clearance requirements for travelers were challenges. Few facilities offered health waivers. ● On-going recruitment and retention challenges; <ul style="list-style-type: none"> ○ New graduate nurses are experiencing additional challenges locating positions due to employment experience requirements, ○ New graduate nurses often only find opportunities in long-term care, which limit their future mobility to the acute-care setting, ○ Delays for nurse licensure and processing times create additional challenges, ○ High cost of living, ○ Low per-diem, 	None

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	<ul style="list-style-type: none"> ○ A smaller pool of individuals interested in full-time positions, ○ Limited opportunities, due to the small number of hospitals compared to other areas. ● Strategies the agency is implementing to improve recruitment and retention; <ul style="list-style-type: none"> ○ Implementing a “talent” agency strategy to manage and support employees long-term. ○ Building a pathway to a better career for employees; <ul style="list-style-type: none"> ▪ Assisting employees to gain certification, ▪ Helping to facilitate CEs for employees, ▪ Helping individuals attain additional credentials, and ▪ Build better benefits packages, including 401K and better healthcare options. <p>Talk Story: Daniel Ross, President, Hawaii Nurses' Association</p> <ul style="list-style-type: none"> ● Daniel Ross with the Hawaii Nurses' Association, a nursing union, has encountered challenges in the recruitment and retention of nurses in Hawaii, exacerbated by the nursing shortage. ● Reports indicate that Hawaii has a large supply of nurses, and is producing many new high-quality graduate nurses, however, has a limited supply of experienced bedside nurses. ● Current staffing crisis is particularly evident for bedside nurses. ● Many new graduate nurses have difficulty securing employment or leaving the state for opportunities elsewhere. Many new graduate nurses take positions in lower-paying alternative settings, such as long-term care. However, there remains a serious shortage of qualified long-term care nurses. ● Daniel Ross related several factors adversely affecting nursing recruitment and retention in Hawaii, these include; <ul style="list-style-type: none"> ○ Mandatory overtime, ○ Reductions in staffing ratios, ○ Wage disparity across nursing settings, ○ Hawaii’s nurses are among the most well-compensated however the high cost of living reduces the quality of living, ○ Nurse well-being and workplace violence affecting nursing morale, ○ Reliance of many facilities on temporary staffing. ● Daniel Ross requested the Advisory Board advocate for legislating safe staffing ratios across Hawaii. 	

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	<ul style="list-style-type: none"> ● Strategies to improve recruitment and retention of nurses include; <ul style="list-style-type: none"> ○ Creation of opportunities for new graduate nurses to receive experience. ○ Ensuring nurses have competitive compensation packages. <p>Question & Answer Session</p> <p>Question: The cost of living in Hawaii is 93% above the average, however the strategy of raising salaries to meet the increased cost of living may be untenable. What real-world strategies can we employ to improve the recruitment and retention of nurses in Hawaii and help nurses feel connected and appreciated?</p> <ul style="list-style-type: none"> ● Daniel Ross suggested improving pay equity across the state and across settings may improve nurse well-being and retention. ● Rob Machado suggested that nurse morale may be benefited from improving staffing ratios. Additionally, he indicated that increasing opportunities for new graduate nurses outside of long-term care may help the long-term retention of nurses in Hawaii. <p>Question: How do you support nurses from a “talent management” focus? How do you help a nurse think about their career?</p> <ul style="list-style-type: none"> ● Rob Machado hopes that by offering better incentives, such as providing opportunities for PTO, better benefits packages, opportunities for growth, and potentially long-term employment in Hawaii. <p>Beth Hoban suggested that there was an opportunity for new graduate nurses, through early hires.</p> <p>Question: We have the opportunity to groom Hawaii’s well-educated new graduates. Nurses are finding flexibility in travel nursing. What are agencies working on to provide and ensure their competency and quality standards for nurses?</p> <ul style="list-style-type: none"> ● Rob Machado stated that Kahu Malama Nurses is joint commission certified, and ensures their nurses have the requisite certification, licensure, and qualifications necessary for a particular position. <p>The Nursing Recruitment and Retention session concluded at 6:18 PM.</p>	
Board Discussion Laura Reichhardt	The board continued a discussion on nursing recruitment and retention. A summary of the discussion areas is included herein.	None

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	<p>Board Discussion</p> <p>Recruitment and Retention</p> <ul style="list-style-type: none"> ● What would enhance bedside nurses’ ability to contribute or feel empowered? Can we cultivate and incentivize experienced nurses for mentorship roles? ● How do we make sure we stay a nursing profession, rather than a task-driven profession. How do we re-engage and reignite the passion for nursing? <ul style="list-style-type: none"> ○ Nurses often are spending time prioritizing basic patient care and have limited time for professional development. Designated time, may provide an opportunity. ● Do existing staffing ratio laws in other states account for the various nursing units, roles, and staffing needs? <ul style="list-style-type: none"> ○ A federal bill has been drafted addressing ratios. CA is the only state that currently has a law in place. The legislation currently accounts for acuity level. ● There has been an increase in nurse workplace violence reports, increasingly during COVID-19. <p>The Board Discussion session concluded at 6:36 PM.</p>	
<p>Evidence-based Practice Program</p> <p>Katherine Finn Davis</p>	<p>Katherine Finn Davis provided an update on the HSCN Evidence-based Practice Program’s recent activities, outcomes, and upcoming plans. A summary of the discussion is included herein.</p> <p>Evidence-based Practice Program Update</p> <p>Activities and Outcomes</p> <p>EBP Internship and Workshop</p> <ul style="list-style-type: none"> ● 2020 Clinician Workshop and Internship was delayed to September 2020 due to COVID-19 and was held remotely. <ul style="list-style-type: none"> ○ Participant and faculty feedback was positive. ○ Participants included 3 teams from Queen’s Medical Center. ● 2021 Clinician EBP Workshop and Internship began on time in April and was held remotely. <ul style="list-style-type: none"> ○ One session was canceled due to COVID-19 ○ Is scheduled to complete in June of 2022. ○ Participant feedback continues to be positive. 	<p>None</p>

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	<ul style="list-style-type: none"> ○ Faculty have been working to increase virtual learner engagement and teaching methods. ○ Received a grant from the Division of Labor and Industrial Relations (DLIR) to sponsor neighbor island teams, which included a team from Hilo Medical Center and North Hawaii Community Hospital and 2 teams from Queen's. ○ Teams are piloting their EBP Projects and are scheduled to present in June 2022. ○ Board members are invited to attend presentations if interested. ● 2022 EBP Internship and Workshop <ul style="list-style-type: none"> ○ This year's offering has been paused/deferred. ○ The program will focus on surveying the nation for EBP practices and strategies. ○ Aiming at increasing the impact across the state. <p>Leadership Workshop</p> <ul style="list-style-type: none"> ● The last Leadership Workshop was held in 2019. ● The next workshop will be held in 2023. <p>Writing Workshop</p> <ul style="list-style-type: none"> ● The next Writing Workshop will be held in 2024. <p>EBP Collaborative</p> <ul style="list-style-type: none"> ● Sharing EBP projects across organizations. ● Creating a data repository, to share efficiently and effectively across public and private partners. ● Design and building efforts are continuing. <p>EBP Educators Workshop</p> <ul style="list-style-type: none"> ● Third offering of the specialty workshop for nursing and EBP educators. ● Partially funded through DLIR grant funds and Nancy Atmospera-Walch School of Nursing. ● Originally scheduled for Fall 2021, however, was rescheduled for Spring 2022. ● First in-person offering since the COVID-19 pandemic began. ● Inaugural offering to include Clinical Educators, as well as academic educators. 	

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	<ul style="list-style-type: none"> ● HSCN partnered with The Ohio State University College of Nursing Helene Fuld Health Trust National Institute. ● 55 attendees, representing 4 islands. Participants attended from every major HealthCare system in the state. ● Feedback has been positive, particularly from clinical educators in attendance for the first time. ● Fuld Health Trust National Institute was pleased with the format, which included clinical educators, and has endeavored to make it national activity. <p>The Evidence-based Practice Program session concluded at 6:47 PM.</p>	
<p>Board Roles and Responsibilities</p> <p>Julio Zamarripa</p>	<p>Julio Zamarripa provided an overview of the HSCN Advisory Board Leadership positions and elections. A summary of the discussion is included herein.</p> <p>Board Roles and Responsibilities</p> <p>HSCN Leadership Elections</p> <ul style="list-style-type: none"> ● The HSCN Advisory Board Leadership Elections will be held on May 17th, 2022. ● Voting will be held for Chair and Vice-chair positions. ● Julio Zamarripa will be meeting the capitation of his Chair and Advisory Board Member term in 2022. Bonnie Castonguay’s current term for the position of Vice-chair concludes this year. ● Laura expressed her gratitude to both Julio and Bonnie for their time and leadership. <p>Leadership Positions:</p> <ul style="list-style-type: none"> ● Maintains expectations of Advisory Board Members; ● Engages in activities that promote the Center; ● Acts as a spokesperson for the Center when called upon...; ● Assists with setting agendas for board meetings; ● Facilitates Advisory Board Meetings and promotes open discussion and timely decision making; ● Working with the Advisory Board members and the staff, ensures that the Center has sufficient ● funds to fulfill its mission. 	<p>None</p>

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	<p>* Please refer to the HSCN Advisory Board Roles and Responsibility Documents (rev. 2019) for a full description of expectations and duties.</p> <p>Nominations Overview:</p> <ul style="list-style-type: none"> • Two Year Term • Must be a Voting Member • Voluntary • Nomination forms by May 1, 2022 <p>Member Eligibility for Leadership Positions</p> <ul style="list-style-type: none"> • Anne Scharnhorst Extended term in 2022 • Arthur Sampaga, Jr. • Bonnie Castonguay (with term extension) • Gloria Fernandez * New Member • Linda Beechinor * New Member • Rhoberta Haley * New Member • Rose Hata <p>The Board Roles and Responsibilities session concluded at 6:54 PM.</p>	
<p>New Business Julio Zamarripa</p>	<p>Julio Zamarripa led the new business discussion. A summary of the discussion is included herein.</p> <p>Open Discussion & Next Steps</p> <ul style="list-style-type: none"> ○ The Advisory Board did not discuss additional non-agenda topics during the open discussion section of the meeting. <p>Announcements</p> <ul style="list-style-type: none"> • The New Graduate RN Workforce Report was released in April 2022 and published on the HSCN website. • Upcoming Event: National Forum of State Nursing Workforce Centers Conference, titled 	<p>None</p>

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	<p>“Swing for the Fences: Changing the Nursing Workforce Game” is to be held on June 20th-22nd, 2022 at the Bellagio Hotel in Las Vegas Nevada.</p> <ul style="list-style-type: none"> ● A Virtual session is also being offered for attendees wishing to participate remotely. ● Laura Reichhardt encouraged Advisory Board members to communicate if they have an interest in attending either in-person or remotely. <p>Next Meeting</p> <ul style="list-style-type: none"> ● Tuesday, May 17th, 2022 at 5:30-7:00 PM HST. ● Meeting will be held in person with a virtual option per Sunshine Law requirements <p>The Other Business session concluded at 7:03 PM.</p>	
Adjournment	The meeting was adjourned by chair Julio Zamarripa at 7:03 PM.	

Next Meeting

The next Board Meeting will be held on May 17th, 2022. Location: HSCN Conference Room with a teleconference attendance option where permitted by Sunshine Laws.

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