



**Hawai'i State Center for Nursing Advisory Board Meeting Minutes**  
 Tuesday, April 19<sup>th</sup>, 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  
 Meeting Video Recording: [HSCN Advisory Board YouTube](#)

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**ATTENDANCE:**

Name	Present	Name	Present	Name	Present
Julio Zamarripa, Chair	Yes	Doreen Nakamura	Yes	Kelly Johnson	Yes
Bonnie Castonguay, Vice Chair	Yes	Voting Members present:	<b>7</b>	Katherine Finn Davis, Assoc. Director EBP	Yes
Beth Hoban	Yes	Clementina Ceria-Ulep, Ex Officio	Yes	Carrie Oliveira, Researcher, HSCN	Yes
Susan Lee	Yes	Rhoberta Haley	Yes	Liane Muraoka Hussey, Pgm Lead., HSCN	No
Rose Hata	No	Gloria Fernandez	Yes	Brianne Atwood, Pgm Coord., HSCN	Yes
Anne Scharnhorst	Yes	Linda Beechinor	Yes	Amy Ono, Admin & Fiscal Supp., HSCN	No
Arthur Sampaga Jr.	Yes	Laura Reichhardt, Director HSCN	Yes		
Present total:					<b>16</b>

TOPIC	DISCUSSION	ACTION
Welcome: Call to Order  Julio Zamarripa  Video Timestamp 0:00:00	The HSCN Advisory Board meeting was called to order at 5:32 PM by Chair Julio Zamarripa. A round-table roll call was taken for Advisory Board members and staff members present.  Laura Reichhardt welcomed special Kelly Johnson, Senior Vice President, and System Chief Nursing Officer of the Queen's Health System to the meeting and thanked her for her time.  A quorum was present for the meeting. No members of the general public were in attendance.  Welcome and introductions concluded at 5:34 PM.	None

TOPIC	DISCUSSION	ACTION
<p>Legislation and Policy</p> <p>Laura Reichhardt</p> <p>Video Timestamp 0:01:44</p>	<p>Laura Reichhardt provided an update on the 2022 Legislative Session legislation and policy. A summary of the discussion is included herein. The update was provided early in the meeting to allow adequate time for the special guest speaker to join the meeting.</p> <p><b>Legislation and Policy Update</b></p> <p><b>Bills Enrolled by the Governor</b></p> <ul style="list-style-type: none"> <li>● SB2274 CD1 <ul style="list-style-type: none"> <li>○ HSCN Bill, introduced to mandate workforce survey and increase HSCN fees from \$40 to \$60. Passed legislature with only HSCN fees.</li> </ul> </li> <li>● HB1600 CD1 <ul style="list-style-type: none"> <li>○ State Budget Bill, Had similar funding as HB2220 (Nursing Faculty)</li> </ul> </li> <li>● HB1758 HD2, SD1 <ul style="list-style-type: none"> <li>○ Allows for temporary permits to be issued to registered nurses and licensed practical nurses from a territory or foreign country who are seeking a state license by endorsement.</li> </ul> </li> <li>● SB2597, CD1, enrolled to Gov <ul style="list-style-type: none"> <li>○ Appropriates funds for the Hawaii State Loan Repayment Program administered through the John A. Burns School of Medicine, subject to a matching funds requirement. (CD1)</li> </ul> </li> </ul> <p>The Legislation and Policy session was suspended at 5:43 PM to allow for the scheduled guest presentation.</p>	<p>None</p>

TOPIC	DISCUSSION	ACTION
<p>Presentation: Nurse Wellbeing and Resilience</p> <p>Kelly Johnson</p> <p>Video Timestamp 0:08:54</p>	<p>Special guest Kelly Johnson, Senior Vice President and System Chief Nursing Officer of the Queen’s Health System provided the Advisory Board with a talk-story presentation on nurse wellbeing and resilience programs and the creation of a well-being eco-system at the Queen’s Health System facilities. A summary of the discussion is included herein.</p> <p><b>Nurse Wellbeing and Resilience: Creating a well-being eco-system in a health system</b></p> <ul style="list-style-type: none"> <li>● <u>Introduction:</u> Johnson has a Bachelor of Science in Nursing from the University of Northern Colorado. She received a Master of Science in Nursing, Family Nurse Practitioner (MSN-FNP) from the University of California San Francisco, and a PhD from the University of Colorado Health Sciences Center.</li> <li>● She is a Colorado native and previously worked as VP of Patient Care Services and Chief Nursing Officer at UCSF Benioff Children’s Hospitals in San Francisco and Oakland.</li> <li>● Clinical background is in traumatic spinal cord injuries, her PhD was on compassion fatigue in pediatric nurses.</li> </ul> <p><b>Talk Story: Kelly Johnson, Senior Vice President and System Chief Nursing Officer of the Queen’s Health System</b></p> <ul style="list-style-type: none"> <li>● The Queen’s Health System is working to build a well-being ecosystem aimed to support and foster the well-being of the Queen’s Ohana.</li> <li>● A State of mind, body, and spirit in which we experience optimal conditions for wholistic healthy conditions, other definitions include; <ul style="list-style-type: none"> <li>○ Wellness: a set of habits and behaviors,</li> <li>○ Well-being: a state or condition of living, and</li> <li>○ Being Well: Safety, optimum health.</li> </ul> </li> <li>● Building on the CEO coalition in Partnership with Vocera framework in Hawaii to;</li> <li>● Safeguard psychological and emotional safety <ul style="list-style-type: none"> <li>○ Reduce emotional and cognitive burdens on team members</li> <li>○ Open communication between team members</li> <li>○ Support team members’ emotional, social, and spiritual health</li> </ul> </li> <li>● Promote health justice <ul style="list-style-type: none"> <li>○ Health equity-focused policies</li> </ul> </li> <li>● Ensure physical safety <ul style="list-style-type: none"> <li>○ Zero harm program for team members</li> </ul> </li> </ul>	<p>None</p>

TOPIC	DISCUSSION	ACTION
	<ul style="list-style-type: none"> <li>○ PPE, technology, tool, and processes</li> <li>● Conceptual Framework building oin the native Hawaiian concepts of Ola and Kahua: <ul style="list-style-type: none"> <li>○ Spirit/Maui</li> <li>○ Mind/Na’au and Body/Kino</li> <li>○ Relationships and connectedness/Pilina</li> <li>○ Resources and resourcefulness/Kumu Waiwai</li> <li>○ Knowledge and Practice/‘ike Hawai’i</li> </ul> </li> <li>● Integrating these concepts and foundational beliefs and Caring Science into the QMC Professional Practice Model</li> <li>● Work in Progress, supported <ul style="list-style-type: none"> <li>○ 30 leaders trained in Caritas and Caring Science, and the hiring of a Caring Scholar, Director of Caring Science</li> <li>○ Development of Diversity, Equity, Inclusion, and Justice (DEIJ) steering work and an Executive Director of DEIJ</li> <li>○ Integrative Wellness program including daily activities such as caring touch stations.</li> <li>○ Creation of a serenity space for staff on each unit, such as an aromatherapy cart or massage chairs.</li> <li>○ Ho’omau Care4u peer support program and on-staff psychologist</li> <li>○ Critical incident stress management program</li> <li>○ Schwartz Rounds, to support staff dialogue that doesn't happen anywhere else in the hospital</li> <li>○ Behavioral Emergency Support Team (BEST), a 24/7 team comprised of a nurse and security.</li> <li>○ Spiritual care team, such as tea for the soul</li> <li>○ Ku Makani Crisis counseling and the Resilience Project</li> <li>○ Blue Zones established at all facilities</li> </ul> </li> </ul> <p>Work will continue to develop for COVID recovery and ongoing staff well-being support.</p> <p><b>Question &amp; Answer Session</b></p> <p><b>Question:</b></p> <ul style="list-style-type: none"> <li>● What measures and what timeline are you using to measure the effectiveness of the</li> </ul>	

TOPIC	DISCUSSION	ACTION
	<p>programs are you using?</p> <ul style="list-style-type: none"> <li>○ Wellness monitoring such as eating and biometric indicators. Current turnover is low, however, QMC remains concerned about staff wellbeing. Organizationally QMC will implement PULSE indicators and continues to work on more sophisticated measurements.</li> <li>○ Standardized surveys such as Standout survey and SCORE survey.</li> <li>● Can you share with us the items you feel need a larger state-level involvement? <ul style="list-style-type: none"> <li>○ We need to push legislation about workplace violence to better protect healthcare workers. Currently, violence is classed as a misdemeanor and the healthcare facility is not able to file charges on staff members' behalf. Staff is hesitant to file charges and identify themselves officially for fear of reprisal by victimizers.</li> <li>○ Loan repayment and additional support for rural healthcare workers</li> <li>○ Transition to practice support and specialty development training across the</li> <li>○ Standardize background checks across facilities for travelers.</li> <li>○ Temporary permitting or licensure would be advantageous.</li> </ul> </li> </ul> <p>The Nursing Wellbeing and Retention session concluded at 6:21 PM.</p>	
<p>Legislation and Policy</p> <p>Laura Reichhardt</p> <p>Video Timestamp</p> <p>0:49:20</p>	<p>Laura Reichhardt continued her update on the 2022 Legislative Session legislation and policy. A summary of the discussion is included herein.</p> <p><b>Legislation and Policy Update</b></p> <p><b>Bills Enrolled by the Governor</b></p> <ul style="list-style-type: none"> <li>● SB3236, CD1, enrolled to Gov <ul style="list-style-type: none"> <li>○ Appropriates funds to provide enhanced payments to state-licensed skilled nursing facilities, community care foster family homes, and expanded adult residential care homes that are caring for Medicaid patients; provided that the Department of Human Services shall obtain the maximum amount of federal matching funds available for this expenditure</li> </ul> </li> <li>● SB2624 CD1, enrolled to Gov <ul style="list-style-type: none"> <li>○ Requires the Department of Health to implement a telehealth pilot project and</li> </ul> </li> </ul>	<p>None</p>

TOPIC	DISCUSSION	ACTION
	<p style="text-align: center;">publish an evaluation report on the telehealth pilot project outcomes.</p> <p><b>Bills that died</b></p> <ul style="list-style-type: none"> <li>● HB1635 <ul style="list-style-type: none"> <li>○ Rural Health Task Force for Maui’s Canoe District. Assigned in HSCN in Senate</li> </ul> </li> <li>● HB1823 <ul style="list-style-type: none"> <li>○ Our Care Our Choice. Aimed to add APRNs and PAs to eligible providers, decrease waiting list</li> </ul> </li> <li>● HB3208 SD2 / HB1975 HD1 <ul style="list-style-type: none"> <li>○ Preceptor Tax Credit amendment to allow any provider who trains future primary care providers to become eligible, clarify what “volunteer preceptor”. Adds DOH to preceptor tax credit assurance committee</li> </ul> </li> <li>● HB2187 <ul style="list-style-type: none"> <li>○ Includes advanced practice registered nurses with prescriptive authority in the list of health care professionals authorized to administer medication to public school students.</li> </ul> </li> <li>● HB1985/SB2602 <ul style="list-style-type: none"> <li>○ Establishes limitations on the mandatory and voluntary work hours for registered nurses and licensed practical nurses.</li> </ul> </li> <li>● HB1667/ SB2592, died <ul style="list-style-type: none"> <li>○ Defines "clinical laboratory director" to include certain physicians, licensed clinical laboratory scientists, and pharmacists. Amends the definition of "practice of pharmacy".</li> </ul> </li> </ul> <p><b>Resolutions</b></p> <ul style="list-style-type: none"> <li>● HCR139 HD1 – Senate did not agree <ul style="list-style-type: none"> <li>○ Department of Commerce and Consumer Affairs; Analysis; Scope of Practice; Advanced Practice Registered Nurses; Physician Assistants <ul style="list-style-type: none"> <li>▪ This resolution was not adopted, yet it remains a priority for the House.</li> <li>▪ HSCN is forming an interprofessional group to work on this, in collaboration with BON.</li> </ul> </li> </ul> </li> <li>● SCR35 SD1 HD1/ SR29 SD1 – House agreed to SCR35, Senate adopted to SR <ul style="list-style-type: none"> <li>○ University of Hawaii – West Oahu; Nursing Program</li> </ul> </li> </ul>	

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	<ul style="list-style-type: none"> <li>▪ UH may use Education Capacity Reports to support their findings as requested by the state.</li> <li>▪ HSCN is conducting a clinical placement demand assessment to identify growth in clinical placement demand by current and future schools of nursing. State and county data may also support UH's plans.</li> <li>● HCR120/ HR120/SCR215 SD1 HD1, House agreed to SCR215, House adopted to HRs <ul style="list-style-type: none"> <li>○ University of Hawaii; Honolulu Community College; Nursing Program; Feasibility; Report</li> <li>▪ UH may use Education Capacity Reports to support their findings as requested by the state.</li> <li>▪ HSCN is conducting a clinical placement demand assessment to identify growth in clinical placement demand by current and future schools of nursing. State and county data may also support UH's plans.</li> </ul> </li> <li>● SR208 SD1, Senate adopted <ul style="list-style-type: none"> <li>○ University of Hawaii; Honolulu Community College; Nursing Program; Hawaii P-20; College of Tropical Agriculture and Human Resources; Audit; Feasibility; Report</li> </ul> </li> </ul> <p>The Legislation and Policy session concluded at 6:39 PM.</p>	
<p>Recruitment and Retention</p> <p>Brianne Kuwabara</p> <p>Video Timestamp 1:08:50</p>	<p>Brianne Kuwabara provided the HSCN Advisory Board with an update on the Hawaii Nurse Residency Program (HNRP). A summary of the discussion is included herein.</p> <p><b>Recruitment and Retention</b></p> <p><b>Hawaii Nurse Residency Program Update</b></p> <p><b>HNRP</b></p> <ul style="list-style-type: none"> <li>● First established in 2012 to support retention of &amp; transition to practice for new graduate nurses across the state.</li> <li>● Collaborative partnerships exchange innovation and build strategies to improve the quality of nurse residency programs across the state</li> <li>● The HNRP investigated, at the request of partners, new tools to better serve partner needs and meet long-term HNRP goals that included; <ul style="list-style-type: none"> <li>○ Pricing to allow expansion</li> <li>○ Preceptor Training</li> </ul> </li> </ul>	<p>None</p>

TOPIC	DISCUSSION	ACTION
	<ul style="list-style-type: none"> <li>○ Integrated skills and competencies checklists</li> <li>○ Improved data reporting and analytics</li> <li>● HNRP partners chose HealthStream LLC, which resulted in a cost-saving of \$150,000 across partners and annual savings of approximately 40%</li> </ul> <p><b>HealthStream’s Nurse Residency Program</b></p> <ul style="list-style-type: none"> <li>● Nurse Residency Pathway: 12-month program including assessments, tracking, checklists, curriculum, and assignment schedules.</li> <li>● Preceptor Development: 5-week course, so developed by Sigma Theta Tau and includes CE credentialing.</li> <li>● Jane AI: measures aptitude and provides customized recommendations</li> </ul> <p>Program Funding: The Center was generously awarded 2 grants for the HNRP during 2021 to support nurse residency programs in Hawai’i.</p> <ul style="list-style-type: none"> <li>● Workforce Development Grant</li> <li>● 100 preceptor/resident pairs covered</li> <li>● Covered Approx. 66% of the cost, per facility, 40% of funds supported neighbor island programs.</li> <li>● Department of Health/Alcohol and Drug Abuse Division</li> <li>● Provides coverage to 100% of costs for participating partners for 2021 &amp; will offset costs for 2022.</li> <li>● Adds opioid/stimulant training for all resident/preceptor pairs.</li> </ul> <p><b>2021-2022 Program Outcomes</b></p> <p>Nurse Residency Pathway</p> <ul style="list-style-type: none"> <li>● 75% increase in overall partnership.</li> <li>● 150% increase in neighbor island partners.</li> <li>● 14 Current members</li> <li>● 1569 New Graduate residents trained</li> <li>● 21% of total residents in neighbor island programs</li> <li>● Increased retention rate to 98%</li> </ul> <p>Nurse Preceptor Pathway</p> <ul style="list-style-type: none"> <li>● 150% increase in neighbor island partners.</li> <li>● 100% of Preceptors in Pathway receiving additional Opioid training</li> <li>● Expecting an increase in neighbor island preceptor enrollment in 2023.</li> </ul>	



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	<p><b>Other notable Recruitment and Retention HSCN Activities</b>            Additional activities have been undertaken in recent months by various HSCN staff to support recruitment and retention.</p> <ul style="list-style-type: none"> <li>● Data analysis &amp; Report (<a href="#">Assessment of Specialty Nurse Needs for Hawai'i</a>) – Apr. 22</li> <li>● Specialty Report (Workforce Research) <a href="#">The New Graduate RN Workforce</a> – Apr. 22</li> <li>● Clinical Placement Capacity Planning Data Analysis &amp; Report (Expected May 22)</li> </ul> <p>The Recruitment and Retention session concluded at 6:51 PM.</p>	
<p>Leadership Positions</p> <p>Julio Zamarripa</p> <p>Video Timestamp 1:26:19</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><b>HSCN Leadership Elections</b></p> <p><b>Nominations review</b></p> <p>Leadership Positions:</p> <ul style="list-style-type: none"> <li>● Maintains expectations of Advisory Board Members;</li> <li>● Engages in activities that promote the Center;</li> <li>● Acts as a spokesperson for the Center when called upon...;</li> <li>● Assists with setting agendas for board meetings;</li> <li>● Facilitates Advisory Board Meetings and promotes open discussion and timely decision-making;</li> <li>● Working with the Advisory Board members and the staff, ensures that the Center has sufficient funds to fulfill its mission.</li> </ul> <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:</p> <ul style="list-style-type: none"> <li>● Anne Scharnhorst</li> <li>● Bonnie Castonguay</li> <li>● Rhoberta Haley</li> </ul> <p><b>Leadership Positions Vote</b></p> <p>Leadership elections were conducted by secure, blind, electronic survey. All voting members present participated in the voting poll.</p>	<p>None</p>

TOPIC	DISCUSSION	ACTION
	<ul style="list-style-type: none"> <li>● Anne Scharnhorst received a unanimous vote and will serve as Board Chair with a term to start June 2022</li> <li>● Bonnie Castonguay received the majority of the vote of 80% and will serve as Board Chair with a term to start June 2022</li> </ul> <p>The Board Leadership Positions session concluded at 6:56 PM.</p>	
<p>New Business Julio Zamarripa</p> <p>Video Timestamp 1:30:35</p>	<p>Julio Zamarripa led the new business discussion. A summary of the discussion is included herein.</p> <p><b>Open Discussion &amp; Next Steps</b></p> <ul style="list-style-type: none"> <li>○ The Advisory Board did not discuss additional non-agenda topics during the open discussion section of the meeting.</li> </ul> <p><b>Announcements</b></p> <ul style="list-style-type: none"> <li>● <b>Upcoming Event:</b> National Forum of State Nursing Workforce Centers Conference, titled “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. A Virtual session is also being offered for attendees wishing to participate remotely. <ul style="list-style-type: none"> <li>○ Laura Reichhardt will be presenting each day of the conference.</li> <li>○ HSCN Researcher, Carrie Oliveira will be attending in person as it is extremely important to her work.</li> <li>○ Board member Arthur Sampaga will be attending in person and Bonnie Castonguay will attend virtually.</li> </ul> </li> <li>● <b>Strategic Planning Session:</b> Laura Reichhardt requested the advisory board share recommendations for topics or speakers for the upcoming Strategic Planning meeting and <ul style="list-style-type: none"> <li>○ Due to time constraints, members were requested to email speaker recommendations to HSCN.</li> </ul> </li> </ul> <p><b>Next Meeting</b></p> <ul style="list-style-type: none"> <li>● Tuesday, August 20<sup>th</sup>, 2022 at 8:30 AM-12:00 PM HST.</li> <li>● Meeting will be held in person with a virtual option per Sunshine Law requirements</li> </ul> <p>The Other Business session concluded at 7:03 PM.</p>	<p>None</p>

TOPIC	DISCUSSION	ACTION
Adjournment  Video Timestamp 1:36:56	The meeting was adjourned by chair Julio Zamarripa at 7:04 PM.	

Next Meeting            The next Board Meeting will be held on August 20<sup>th</sup>, 2022. Location: to be determined. Meeting will include a teleconference attendance option where permitted by Sunshine Laws.

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