



Hawai'i State Center for Nursing Advisory Board Meeting Minutes
 Saturday, October 1st, 2022 from 9:00 AM-1:00 PM
 Ka Waiwai ma Mō'ili'ili, 1110 University Ave, Honolulu, HI 96826, USA
 And Via ZOOM Teleconference

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ATTENDANCE:

Name	Present	Name	Present	Name	Present
Anne Scharnhorst, Chair	Yes	Arthur Sampaga Jr. , Member	No	Laura Reichhardt, Director HSCN	Yes
Bonnie Castonguay, Vice Chair	Yes	Julio Zamarripa, Member	Yes	Katherine Finn Davis, Assoc. Director EBP	Yes
Linda Beechinor, Member	Yes	Voting Members present:	7	Carrie Oliveira, Researcher, HSCN	Yes
Rhoberta Haley, Member	Yes	Clementina Ceria-Ulep, Ex Officio	Yes	Liane Muraoka Hussey, Pgm Lead., HSCN	No
Gloria Fernandez, Member	Yes			Brianne Atwood, Pgm Coord., HSCN	Yes
Rose Hata, Member	Yes	Sheri Daniels	Yes	Amy Ono, Admin & Fiscal Supp., HSCN	No
Doreen Nakamura, Member	No	Representative Ryan Yamane	Yes		
Present total:					14

TOPIC	DISCUSSION	ACTION
Welcome: Call to Order Anne Scharnhorst Video Timestamp 0:00:37	The HSCN Advisory Board meeting was called to order at 9:04 A.M. by Chair Anne Scharnhorst. The Chair welcomed special Sheri Daniels, Chief Executive Officer of Papa Ola Lōkahi to the meeting and thanked her for her time. Welcome and introductions concluded at 9:04 A.M.	None

TOPIC	DISCUSSION	ACTION
<p>Public Comment Video Timestamp 0:02:09</p>	<p>Board Chair Scharnhorst called for public testimony and read the Center’s public testimony statement.</p> <p>Public Testimony: “Any interested person may submit testimony in writing to the Board on any agenda item by regular mail, email, or fax. An individual or representative wishing to testify in person should register prior to the start of the meeting. Testimony must be related to an item that is on the agenda, and such a person shall be required to identify the agenda item to be addressed by the testimony. Submit testimony by one of the following methods: Email to HSCFN@hawaii.edu, FAX to (808) 956-0547, mail to Hawaii State Center for Nursing Advisory Board 2528 McCarthy Mall Webster Hall 402 Honolulu, Hawai‘i 96822. Each individual is allotted five minutes, or an amount of time otherwise designated by the Chairperson, to provide testimony to the Board.”</p> <p>No members of the public were asked to provide oral testimony. The Board did not receive any written testimony in advance of the meeting for any agenda item.</p> <p>Roll Call: A round-table roll call was taken for Advisory Board members and staff members present. A quorum was present for the meeting. No members of the general public were in attendance.</p> <p>Agenda: The Chair reviewed the planned agenda for the meeting.</p> <p>Chair Statements: Chair Scharnhorst provided opening remarks welcoming everyone to the meeting and highlighting some of the Center’s achievements and some of the challenges faced in the current healthcare and academic environment.</p> <ul style="list-style-type: none"> • The Center is an important partner for Maui College, and for other nursing programs, facilities, and nurses across the state. • A centralized place to collect, analyze, articulate, and address nursing workforce issues in Hawaii is a tremendous benefit to nurses, and to the state. • Act 66, Relating to the Center for Nursing, was signed into law on June 17, 2022. increasing revenues for the first time and providing stability for work. • We are also looking at the end of our current strategic goals. • We also find ourselves in the midst of a nursing workforce crisis. We have shortages of LPNs and RN, with increasing demand for APRNs. Nursing faculty, have delays in licensing and credentialing. A shifting workforce <p>Locally and nationally, there are opportunities to respond to these needs that also achieve progress in improving diversity, equity, and inclusion in education, the nursing workforce, nursing</p>	<p>None</p>

TOPIC	DISCUSSION	ACTION
	<p>leadership, and more.</p> <p>The comment period concluded at 9:20 AM.</p>	
<p>HSCN Priorities</p> <p>Laura Reichhardt</p> <p>Video Timestamp</p> <p>0:16:39</p>	<p>Laura Reichhardt provided a presentation on the current HSCN Strategic priorities as outlined in the HSCN Strategic Plan and discussed the HSCN 2022 program activities and progress towards those priorities. A summary of the discussion is included herein.</p> <p>HSCN Priorities</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"> • Continue the workforce supply survey and educational capacity survey. - Sustained. Efforts to make supply surveys mandatory were removed from HSCN Fee and Survey bill. • Revise the education capacity survey. - Completed and implemented. • Determine demand and future projections of nursing workforce needs. - Deferred workforce demand to community partners. The cost estimated for projections \$100K, models are not standardized. Providing background information to support these dialogues. • Promote nursing through accessible data. - Initiated and explored continued improvement opportunities • Establish a workforce research steering committee to inform strategic efforts and emerging research opportunities. - Established and sustained. <p>Current Direction:</p> <ul style="list-style-type: none"> • Emphasize key findings identified through research to support state needs. Outputs include tableau, infographics, webinars, information briefs, and research summaries on demand. <p>Conduct research on best practices and quality outcomes.</p> <ul style="list-style-type: none"> • Continue evidence-based practice (EBP) workshops for clinicians and faculty. - Revised activities to meet new objectives. EBP Workshop 2022 was cancelled to allow for internal program review. • Promote evidence-based practice to nurses and healthcare leadership. - New objective. EBP programs undergoing redesign exploration. How to make it more scalable? • Investigate the Center’s role in offering continuing competency activities. - Achieved and sustained. American Nurses Credentialing Center Nursing Professional Development (ANCC NCPD) accreditation through 2025 - Launched Success Pays and Hawaii Simulation Collaborative • Resume an evidence-based practice steering committee. - Launched Nursing Professional 	

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	<p>Development Council</p> <p>Current Direction:</p> <ul style="list-style-type: none"> • Self-inquiry on implementation strategies to optimization of outputs. <ul style="list-style-type: none"> ○ How can EBP programs scale and spread more effectively? ○ What are the NCPD activities that will yield most impact? <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. – Pivoted objectives. COVID required a shift in focus to immediate needs. Faculty, LPN, and specialty nurse areas, and nurse well-being highest priorities at this time. - Proposed, launched, and now administer Preceptor Credit Assurance Committee for preceptor recruitment/retention. • Continue nursing student clinical placement optimization through the Hawaii Clinical Placement Collaborative. - Sustained. Partners seeking expansion to other islands and program types. Use for APRN programs not yet fully implemented. • Continue new graduate nurse transition to practice efforts through the Hawai'i Nurse Residency Program. - Statewide expansion achieved. Extreme growth in 2021-2022. <p>Current Direction:</p> <ul style="list-style-type: none"> • Manage priorities to yield outcomes. <ul style="list-style-type: none"> ○ All partners want growth and support: ○ HCPC to neighbor islands and other specialties. ○ NRP to specialties, incumbent nurses, non-acute settings and APRNs ○ Faculty and LPN recruitment & retention and nurse wellness need dire attention and strategy. <p>Research, analyze, and report data related to the retention of the nursing workforce.</p> <ul style="list-style-type: none"> • Improve the visibility of the Center's work and initiatives. - Achieved. Engaged in the diversification of workforce research dissemination, national and local presentations, journal publication, and news interviews. • Utilize key partners to amplify reporting outcomes. - Achieved and sustained. Launched and/or joined workgroups to increase two-way communication. <p>Current Direction:</p> <ul style="list-style-type: none"> • Maintain Course <ul style="list-style-type: none"> ○ Improved connections to the community have elevated the value of HSCN's work and enhanced HSCN's awareness of and responsiveness to statewide needs. <p>Engage in Communication and Public Awareness Strategies to support strong nursing workforce and Center initiatives.</p>	

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	<ul style="list-style-type: none"> • Expand partnerships to achieve priorities, mandates, and goal outcomes. - Maintained and improved. • Diversify funding sources for Center initiatives. - Achieved. Nursing Fees increased by Act 66, SLH 2022. Nurse faculty salary and professional development & nurse residencies awarded funds. • Advocate for sound nursing and health policy development using data-driven strategies. - Sustained and improved. HSCN increased the production of information briefs and research snapshots. LPN, RN, APRN, and Faculty policy considerations are highly visible. • Engage with national initiatives to ensure Hawai‘i’s nursing and healthcare is grounded in national best practices and aims. - Maintained. <p>Current Direction:</p> <ul style="list-style-type: none"> • Maintain Course <ul style="list-style-type: none"> ○ Improved connections to the community has elevated the value of HSCN’s work and enhanced HSCN’s awareness of and responsiveness to statewide needs. ○ LPN, RN, APRN, and Faculty policy considerations are highly visible and will require evidence-based policy recommendations to support access to care, safe workplaces, the scope of practice protection, and other considerations. <p>Key Thoughts</p> <ul style="list-style-type: none"> • Accessible research with “on-demand” analysis of key issues is highly valuable during a nursing workforce shortage. • Nursing professional development efforts are important but engagement is can be strained. Strategies to increase the ease of accessing professional development will be necessary for improved outreach, particularly to neighbor islands. • Recruitment and Retention needs are growing considerably <ul style="list-style-type: none"> ○ Wellness ○ Clinical Placements ○ Residencies across the workforce licenses/specialties/settings ○ Faculty ○ Evidence to support policy and program development <p><i>* Please refer to the meeting presentation Strategic Planning packet for full details of the presentation.</i></p> <p>The HSCN priorities session concluded at 9:42 A.M.</p>	
<p>Break</p> <p>Video Timestamp 0:38:00</p>	<p>Board Chair Scharnhorst suspended the meeting for a 5-minute break.</p>	<p>None</p>

TOPIC	DISCUSSION	ACTION
<p>Presentation: Business Strategy Sheri Daniels Video Timestamp 0:45:20</p>	<p>Special guest Sheri Daniels, Chief Executive Officer of Papa Ola Lōkahi, provided the Advisory Board with a presentation on building business strategies to move health initiatives forward. A summary of the presentation and discussion is included herein.</p> <p>Business Strategy to Move Health Initiatives Forward</p> <p>Summary Background</p> <ul style="list-style-type: none"> • Timelines: <ul style="list-style-type: none"> ○ 2003 - Established ○ 2005 - Funded through nurse license fees ○ 2017 - Strategic Plan [2018-2023] • Gains & Success <ul style="list-style-type: none"> ○ Increase of license fees ○ Shared dialogue ○ Understand staffing models ○ Practice safety/cultural patient care • Recognized Need <ul style="list-style-type: none"> ○ Develop Model of Engagement ○ Translators between workforce & management <p>Current State</p> <ul style="list-style-type: none"> • Perceived Needs <ul style="list-style-type: none"> ○ Review/Redesign strategic plan • Identifiable Needs <ul style="list-style-type: none"> ○ Research (evidenced based practices) ○ Development of Taskgroups ○ Stabilization of Workforce <ul style="list-style-type: none"> ▪ 50% leave jobs within 2 years ▪ Recruitment and Retention practices <p>Forward Thinking</p> <ul style="list-style-type: none"> • Opportunities <ul style="list-style-type: none"> ○ Convening - Taskgroups: nurses (direct line), faculty, leadership. Identify must-haves/non-negotiables (create ○ Bridging - Emphasize “story telling” lens • Obstacles <ul style="list-style-type: none"> ○ Lack of alignment ○ Leadership (external) - Uncontrollable factors <p>Next Steps</p> <ul style="list-style-type: none"> • Imagined <ul style="list-style-type: none"> ○ Financial Modeling - Cost analysis of investment strategies for the workforce 	

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	<ul style="list-style-type: none"> ○ Re-Design engagement - Move from top-bottom (or visa versa) approach to a linear view, Value of DEI strategies ● Actionable <ul style="list-style-type: none"> ○ Lead by WHY/WHAT/HOW ○ Return to Table - 1st conversation (today), intentional planning based on what to achieve. <p>Discussion and Question and Answer Session:</p> <ul style="list-style-type: none"> ● When allowing people the opportunity to vent, how do you stop continually venting? <ul style="list-style-type: none"> ○ Allowing people, the space and opportunity to vent are important. It is important to provide a safe space to vent in a smaller group. It is perfectly appropriate to make a statement after venting that it is time to move on to productive actions. <p>The presentation session concluded at 11:19 A.M.</p>	
<p>Break</p> <p>Video Timestamp 2:18:22</p>	<p>Board Chair Scharnhorst suspended the meeting for a 5-minute break.</p>	<p>None</p>
<p>HSCN Strategic Planning</p> <p>Laura Reichhardt</p> <p>Video Timestamp 2:34:10</p>	<p>Laura Reichhardt provided a presentation on the upcoming development of HSCN Strategic priorities for 2023. A summary of the discussion is included herein.</p> <p>HSCN Priorities</p> <p>2023 Priorities Setting</p> <ul style="list-style-type: none"> ● How do we want to address the 2023 priority setting? ● What does the board need to assist in priority setting to be undertaken in the upcoming November meeting? <ul style="list-style-type: none"> ○ Hear from Subgroup: Wellness, Recruitment, and Retention, APIN, Clinical placements, Nurse Residency Program, EBP, Research Subcommittee, etc. ○ What are the task forces and what they are doing ○ Prioritize only three items ○ Learn about unfinished business and what is moving into next year. 	<p>HSCN will work to prepare for planning and priority setting in accordance with the approved motion.</p>

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	<p>Mission and Vision Review</p> <ul style="list-style-type: none"> • Do we want to look at our Mission and Vision and make any changes? <p><i>HSCN 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."</i></p> <p><i>HSCN 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."</i></p> <ul style="list-style-type: none"> ○ Laura Reichhardt stated these may need to be updated and is advocating for updating the language. ○ Members of the board agreed that a subcommittee should be formed to update the Vision and Mission statements on a short timeline. <p>Strategic Planning Goals</p> <ul style="list-style-type: none"> • How to go about undertaking upcoming strategic planning? <ul style="list-style-type: none"> ○ Hear from subgroups and subcommittees about their priorities. ○ Make sure we have good facilitators of subcommittees so there is awareness of expectations and that they produce outcomes that we are asking of them. <p>Motion</p> <p>Laura requested the members confirm the plan by motion. A motion was made by Anne Scharnhorst to approve the plan for undertaking priority setting, strategic planning, and rewriting of the vision and mission statement by a board subcommittee. The motion was seconded by Bonnie Castonguay. The vote was carried out with a unanimous vote (7 yes/0 no) and confirmed by the Chair.</p> <p>The HSCN Strategic Planning session concluded at 11:52 PM.</p>	
<p>Break</p> <p>Video Timestamp 2:48:33</p>	<p>The meeting was suspended for a 2-minute break.</p>	<p>None</p>

TOPIC	DISCUSSION	ACTION
<p>Service Recognition</p> <p>Scharnhorst, Castonguay and Reichhardt</p> <p>Video Timestamp 2:49:30</p>	<p>A Service and Recognition Observance was conducted to honor champions of nursing. A Summary of the service is included herein</p> <p>Vice-chair, Bonnie Castonguay provided comments on representative Yamane’s outstanding support of nursing in Hawaii and thanked him for his actions in introducing Bill HB1758 which was signed into law with Act 203. Representative Yamane accepted a small clock and certificate of appreciation from the Center.</p> <p>Vice-chair, Bonnie Castonguay provided comments on Senator Keohokalole’s support of nursing in Hawaii and thanked him for his actions in introducing bill SB2597, now Act 263.</p> <p>Chair Anne Scharnhorst provided comments on Governor Ige’s swift and supportive action actions during the covid-19 pandemic and actions to increase the nursing faculty in Hawaii and formally recognized him as an HSCN champion of nursing.</p> <p>HSCN Director Laura Reichhardt provided comments on Governor Ige’s swift and supportive action actions during the covid-19 pandemic and actions to increase the nursing faculty in Hawaii and formally recognized him as an HSCN champion of nursing.</p> <p>HSCN Director Laura Reichhardt provided comments on the incredible efforts made by Nancy Atmospera Walch in support of the Nancy Atmospera Walch School of Nursing and the Center through her generous endowment which prioritized improving school health for Hawaii’s Keiki, supporting future nurses through undergraduate and graduate scholarships, and developing early career nursing faculty.</p> <p>HSCN Director Laura Reichhardt recognized Susan Lee and Beth Hoban, former board members for their incredible work supporting the Center and their long service to the Center. Beth Hoban’s work raising the voice of nurses and service to Hawaii Action Coalition and Susan Lee’s efforts in support of continuing competency are remarkable.</p> <p>The HSCN Strategic Planning session concluded at 12:07 PM.</p>	
<p>Lunch Service</p> <p>Video Timestamp 3:03:00</p>	<p>Board Chair Scharnhorst suspended the meeting for a lunch service break.</p>	<p>None</p>
<p>Meeting Evaluation</p> <p>Anne Scharnhorst</p>	<p>The Chair requested the members complete the meeting evaluation survey. Evaluations were completed electronically by attendees.</p> <p>The evaluation session concluded at 12:55 PM.</p>	<p>None</p>

TOPIC	DISCUSSION	ACTION
Video Timestamp 3:51:00		
Adjournment Anne Scharnhorst Video Timestamp 3:54:00	The meeting was adjourned by Chair Anne Scharnhorst at 1:01 PM.	

Next Meeting The next Board Meeting will be held on August 20th, 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.