



Hawai'i State Center for Nursing Advisory Board Meeting Minutes

Tuesday, January 17th, 2023

Time: 5:30 -7:00 P.M.

Hawai'i State Center for Nursing Conference Room – C105 H
Biomedical Sciences Building - 1960 East-West Rd, Honolulu, HI 96822

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ATTENDANCE:

Name	Present	Name	Present	Name	Present
Anne Scharnhorst, Chair	Yes	Doreen Nakamura, Member	No	Laura Reichhardt, Director HSCN	Yes
Bonnie Castonguay, Vice Chair	Yes	Arthur Sampaga Jr., Member	Yes	Katherine Finn Davis, Assoc. Director EBP	Yes
Linda Beechinor, Member	Yes	Julio Zamarripa, Member	No	Carrie Oliveira, Researcher, HSCN	Yes
Rhoberta Haley, Member	Yes	Voting Members present:	7	Liane Muraoka Hussey, Pgm Lead., HSCN	No
Gloria Fernandez, Member	Yes	Clementina Ceria-Ulep, Ex Officio	No	Brianne Kuwabara, Pgm Coord., HSCN	Yes
Rose Hata, Member	Yes		7	Amy Ono, Admin & Fiscal Supp., HSCN	No
Present total:					11

TOPIC	DISCUSSION	ACTION
Welcome: Call to Order Anne Scharnhorst Video Timestamp 0:00:00	Chair Anne Scharnhorst called the HSCN Advisory Board meeting to order at 5:32 A.M. The Chair welcomed members and attendees to the meeting. 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. Welcome and introductions concluded at 5:34 P.M.	None

TOPIC	DISCUSSION	ACTION
<p>Public Comment Video Timestamp 0:02:05</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 present to provide oral testimony. The Board did not receive written testimony for any agenda item before the meeting.</p> <p>Agenda: The Chair reviewed the planned agenda for the meeting.</p> <p>The comment period concluded at 5:35 PM.</p>	<p>None</p>
<p>Legislative Initiatives Laura Reichhardt Video Timestamp 0:03:04</p>	<p>Laura Reichhardt provided a review of current legislative initiatives. A summary of the discussion on the ongoing need is included herein.</p> <p>Legislative Initiatives.</p> <p>HSCN has had many good legislative visits. There appears to be a lot of interest and recognition in nursing-related topics. There are a large number of initiatives related to healthcare in the upcoming session.</p> <p>Nursing Faculty</p> <p>We currently have a nursing faculty shortage in the state. HSCN has recently taken a deep dive and focused on the current state of nursing faculty. Some examples of programs requesting faculty support are;</p> <ul style="list-style-type: none"> • The University of Hawaii West Oahu is currently standing up a pre-nursing program. • Hawaii Community College is looking to expand to Kona. • The University of Hawaii Maui College is working on expanding its Glidepath programs. <p>Through legislative requests, positions at state institutions can be supported or underwritten by tax dollars. This, unfortunately, does not assist private school programs.</p> <ul style="list-style-type: none"> • It does serve to help support neighbor island communities. • The request is part of a 10-million-dollar package put forth by the university of Hawaii, which also 	<p>None</p>

TOPIC	DISCUSSION	ACTION
	<p>includes support for entry-level allied health programs, social work programs</p> <ul style="list-style-type: none"> • Includes nursing faculty development support through Just-in-time training to develop new nursing faculty, which is available for both public and private schools across the state. <p>Recruitment and Retention</p> <p>The HSCN Advisory Board has identified wellness as a factor for recruitment and retention and will be focusing on this issue going forward.</p> <ul style="list-style-type: none"> • Nationally, while salary is a factor, wellness and well-being are becoming more considerable drivers impacting recruitment and retention. • HSCN Nurse Residency Program has a significantly higher retention rate than the national average • Hawaii hospitals have increased the hiring of new graduates in recent years, which has led to a decrease in available applicants for long-term care and community settings. • Current trends are leading to a gap in the availability of experienced nurses to function as preceptors to support onboarding and clinical education. <p>Topics legislators are currently paying attention to include;</p> <ul style="list-style-type: none"> • Preceptor shortage, particularly for RN or bedside nurses. • Recruitment into long-term care settings. • How successfully local organizations are recruiting students from Hawaii into Hawaii-based jobs. <p>Despite increases in the hiring of new graduate nurses in Hawaii, employers have workforce gaps for experienced and specialty nurses. National data continue to show nurses are challenged by current workloads in acute care settings. Data for long-term care settings remains limited.</p> <p>Hawaii has seen an increase in Nurse residency programs in acute care facilities. The HNRP program has increased participation from 9 to 14 partners in the last year. Some long-term care facilities have expressed a need to implement nurse residency programs to address the increased acuity of patients in these settings. In response to community needs, HSCN has requested the HNRP vendor to investigate and develop a 6-month NRP program for LTC and post-acute settings.</p> <p>Nurse License Compact: To address this, some organizations are looking at the Nurse License Compact as a potential solution, which allows nurses licensed in compact states to work in Hawaii using the license they hold in their home state. The compact will create a revenue loss for DCCA and may create an adverse long-term impact on licensure processing times.</p> <p>Impacts of the compact on HSCN include;</p> <ul style="list-style-type: none"> • Lost revenue from licensure fees, and • Loss of workforce data for nurses working in Hawaii and not participating the in the workforce survey. 	

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	<p>The Business of Healthcare and Revenue:</p> <ul style="list-style-type: none"> • Governor Green with the Healthcare Association of Hawaii is recommending that the state allocate 30 million dollars to level up Medicaid (MEDQUEST) reimbursements to that of Medicare. This would increase reimbursement rates for APRN and PA services, which are currently at a rate of 0.65 cents per physician dollar. This may have a substantial impact on Hawaii’s most vulnerable populations by improving business operations. • DOH/DOE is working to secure funding for the continued support of school programs, which includes APRNs in every catchment area, support staff, and public health nurses, allowing students to receive healthcare in Hawaii public schools. <p>Preceptor Tax Credit: An effort is being made to expand the program to include other professions that have similar criteria. These include social work, physician’s assistants, and registered dietitians.</p> <p>Other Initiatives:</p> <ul style="list-style-type: none"> • Abortion Bills • Our Care Our Choice • APRN Barrier to Practice <p>The Legislative session will begin on November 16th. At that time, we will begin to see bills. In a typical session, HSCN usually reads 150 bills, tracks approximately 80, and provides testimony for around 10. Due to the increase in the State budget this year, there may be an increase in large initiatives.</p> <p>HSCN was requested to look into the development of an ongoing series to help new legislators learn about healthcare to support decision-making. Laura indicated that she be investigating if a collective effort can support this request.</p> <p>The legislative initiatives session concluded at 6:09 P.M.</p>	
<p>Workforce Report Laura Reichhardt Video Timestamp 0:37:42</p>	<p>Laura Reichhardt provided a discussion on the effort to prepare for the upcoming launch of the 2023 workforce report. A summary of the discussion is included herein.</p> <p>Chair Comments Laura requested members refer to the minutes from the HSCN Advisory Board Meeting minutes from May 18th, 2021, to review the circumstances encountered during the last iteration of the Workforce Report Survey.</p> <p>The 2021 Workforce Survey Challenges:</p> <ul style="list-style-type: none"> • Due to technical issues related to the migration of DCCA to a new information management system, the redirection to the HSCN workforce survey from the licensure renewal was not present. 	<p>None</p>

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	<ul style="list-style-type: none"> • HSCN was notified by a Board member on day 3 of the error. • HSCN worked with DCCA to acquire a mailing list to allow HSCN to communicate with nurses directly. • HSCN created a postcard that was distributed to nurses by traditional mail. • Due to other errors, DCCA had to send out invoices directly to nurses following licensure and included links to the HSCN workforce survey in its communication materials. • The fielding period was extended to allow for belated responses. • The fielding response rate decreased from approximately 50% to 13% overall. • HSCN was unsuccessful in getting the workforce supply survey required as part of changes to the administrative rules in 2022. <p>Laura requested members assist with recommendations on how to maximize the response rate and the efficacy of outreach efforts in advance of the launch of the 2023 workforce survey. A summary of the themes discussed is included below.</p> <ul style="list-style-type: none"> • Hospitals undertake surveys monthly via email. It might be fruitful to work with employers to incorporate into employer communication streams. • Younger nurses appear to prefer QR Code • Is it possible to set up a reminder or text email to remind individuals to complete the survey, possibly through the DCCA platform vendor? • Is it possible to include a question on the survey to collect the license number, which would deanonymize the data? • It may be prudent to investigate how other states address the collection of the data, such as California, which collects its survey data prior to the completion of payment for licensure. <p>Other considerations:</p> <ul style="list-style-type: none"> • HSCN does not have an email address for licensed nurses, as they do not have access to the DCCA re-licensure data. • Utilizing multiple methods of distribution may lead to a decline in data quality. • There are many different ways to collect workforce survey data, such as through NurseSys. • We may want to undertake a more detailed review of the process and potential for improvement going forward. <p>The workforce report session concluded at 6:11 P.M.</p>	

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<p>Advisory Board Planning</p> <p>Laura Reichhardt</p> <p>Video Timestamp 1:01:42</p>	<p>Laura Reichhardt led a discussion on current HSCN activities and recommendations for priority areas and activities. A summary of the discussion is included herein.</p> <p>HSCN Priorities</p> <p>Laura requested members refer to the 2022 STRATEGIC PLANNING AND PRIORITY SETTING WORK EFFORT MATRIX document included in the minutes from the HSCN Advisory Board Meeting agenda from November 15th, 2022,. Laura reviewed the outcomes of the November meeting board discussion, which include;</p> <p>Wellness as a priority</p> <ul style="list-style-type: none"> • The Board recommended HSCN focus on wellness as a factor for recruitment and retention <p>Establish Subcommittees and Workgroups Membership:</p> <ul style="list-style-type: none"> • Mission and Vision Sub-committee (Advisory Board Sub-committee): <ul style="list-style-type: none"> ○ Anne Scharnhorst, Julio Zamarripa, Arthur Sampaga Jr., and Gloria Fernandez ○ Katherine Finn-Davis, Brianne Kuwabara • Wellness, Recruitment, and Retention working group (HSCN Program Workgroup): <ul style="list-style-type: none"> ○ New Members: Anne Scharnhorst, Bonnie Castonguay, Clementina Ceria-Ulep, Arthur Sampaga Jr., and Gloria Fernandez ○ Brianne Kuwabara, Carrie Oliviera <p>Ongoing HSCN efforts</p> <ul style="list-style-type: none"> • Mission and Vision: Katherine Finn Davis has begun efforts to draft a vision and mission statement update in preparation for the board subcommittee meeting. • CNO Group Wellness Works: CNO workgroup on wellness.: The CNO workgroup subcommittee continues to work towards the development of resources that includes a restructuring of the ANA Think Tank resources relevant to statewide initiatives. <p>HSCN Opportunities: Due to recent increases in revenue, HSCN has opportunities to increase our support of the state through investing in additional staff and allocating budget resources towards additional efforts.</p> <ul style="list-style-type: none"> • Hawaii Clinical Placement Collaborative (HCPC) Expansion: Partners and members of the HCPC continue to express an interest in the utilization of HCPC software tools to support the need to coordinate Allied health profession clinical placements, which presents an opportunity to expand the program. • Nurse Residency Program: Additional resources could be allocated to grow the NRP program to support recruitment and retention. • Continuing Nursing Education: The program has the capacity to grow and expand 	<p>HSCN will work to schedule subcommittee and workgroup meetings</p>

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	<p>to be a large service provider and can become a functional revenue stream through monetization.</p> <ul style="list-style-type: none"> • Staff: Increasing HSCN staff where appropriate can allow for increased work efforts to support existing programs and new efforts. <p>Laura requested the board member continue to think about priorities and responsible ways to support those priorities in preparation for ongoing and future planning.</p> <p>The Advisory Board planning session concluded at 6:42 PM.</p>	
<p>Announcements Laura Reichhardt Video Timestamp 1:10:26</p>	<p>Laura Reichhardt provided announcements to the board on upcoming topics. A summary of the announcements is included below.</p> <p>Upcoming Events:</p> <ul style="list-style-type: none"> • 2023 Leadership In Action Conference and AONL Awards <ul style="list-style-type: none"> ○ February 23-24, 2023, to be held at Prince Waikiki, Honolulu, HI ○ Rebeca Love, a nurse innovator, has been confirmed to lead attendees through a mini hackathon • National Forum of State Nursing Workforce Centers 2023 Annual Conference: “Imagining, Innovating and Transforming the National Nursing Workforce.” <ul style="list-style-type: none"> ○ June 12-14, 2023, at the Ritz-Carlton Pentagon City, Arlington VA <p>Announcements</p> <ul style="list-style-type: none"> • License Renewal <ul style="list-style-type: none"> ○ Nursing license renewal usually begins in mid-April and ends on June 30th. ○ Laura reminded members to ensure they have completed the continuing competency requirements. • DOH/ADAD Grant: HSCN received an extension of the Nurse Residency Program Opioid grant from the Department of Health, Alcohol & Drug Abuse Division, and is working on completing the contracting to extend the support to partners through 2023 – 2024. • Simulation Conference Grant: HSCN received a grant to put on a simulation conference and is currently working on the event planning. It will likely be at the end of September 2023. <p>The announcements concluded at 6:52 PM.</p>	<p>None</p>

TOPIC	DISCUSSION	ACTION
Adjournment Anne Scharnhorst Video Timestamp 1:20:46	The meeting was adjourned by Chair Anne Scharnhorst at 6:54 PM.	

Next Meeting The next Board Meeting will be held on April 18th, 2023. Location: HSCN Conference Room with a teleconference attendance option where permitted by Sunshine Laws.

The [January 17, 2023, HSCN Advisory Board meeting recording](#) may be found on the HSCN Advisory Board webpage.

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