



**Hawai'i State Center for Nursing Advisory Board Meeting Minutes**

Wednesday, April 16, 2025

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

To ensure equal accessibility, this document is available in alternate formats (e.g., large print, digital copy, audio, etc.). Please contact Brianne Atwood at (808) 956-0545 or by email at [batwood@hawaii.edu](mailto:batwood@hawaii.edu) to request accessible alternative formats.

**ATTENDANCE:**

Name	Present	Name	Present	Name	Present
Anne Scharnhorst, Chair	Yes	Sondra Leiggi Brandon, Member	No	Laura Reichhardt, Director HSCN	Yes
Gloria Fernandez, Vice Chair	Yes	Arthur Sampaga Jr., Member	Yes	Katherine Finn Davis, Assoc. Director EBP	Yes
Jeannette Ayers-Kawakami, Member	Yes	Voting Members Present:	<b>6</b>	Carrie Oliveira, Researcher, HSCN	Yes
Linda Beechinor, Member	Yes			Liane Muraoka Hussey, Pgm Lead., HSCN	No
Rose Hata, Member	Yes	Clementina Ceria-Ulep, Ex Officio	Yes	Brianne Kuwabara, Pgm Coord., HSCN	Yes
Present total:					<b>11</b>

TOPIC	DISCUSSION	ACTION
Welcome: Call to Order <i>Anne Scharnhorst</i>  Video Timestamp 0:00:15	Chair Anne Scharnhorst called the meeting to order at 5:32 P.M. She welcomed all attendees and facilitated introductions.  <b>Roll Call:</b> A round-table roll call was taken for Advisory Board members, staff and members of the public present. A quorum was confirmed.  Members and staff engaged in a brief personal check-in before transitioning into the agenda.  Welcome and introductions concluded at 5:35 P.M.	None

TOPIC	DISCUSSION	ACTION
<p>Public Comment <i>Anne Scharnhorst</i></p> <p>Video Timestamp 0:05:03</p>	<p>Chair Scharnhorst read the Center's public testimony statement, including protocols for submitting oral or written testimony. No oral or written public testimony was submitted for this meeting.</p> <p><b>Agenda:</b> The Chair reviewed the planned agenda for the meeting.</p> <p>The comment period concluded at 5:38 PM.</p>	<p>None</p>
<p>Strategic Planning <i>Laura Reichhardt</i></p> <p>Video Timestamp 0:08:07</p>	<p><b>Strategic Planning</b></p> <p>Laura presented the 2025-2029 Strategic Plan, including highlights from Discovery Focus Groups and the February 2025 Implementation Planning Session. Members reviewed proposed updates to the mission and vision, as well as the strategic goals and measures.</p> <p><b>Discussion Topics:</b></p> <ul style="list-style-type: none"> <li>• Laura presented two proposed vision statements: <ul style="list-style-type: none"> <li>○ "A protected and elevated Hawai'i nursing workforce"</li> <li>○ "A thriving Hawai'i nursing workforce"</li> <li>○ Board members expressed a strong preference for the word "thriving" as more inclusive, positive, and future-oriented. Some noted that "protected" may sound passive or defensive.</li> </ul> </li> <li>• Three mission statement options were presented and discussed: <ul style="list-style-type: none"> <li>○ A: "To collaborate on fostering workplace conditions that support and engage nurses to remain in a fulfilling profession."</li> <li>○ B: "To collaborate on fostering workplace conditions that support a sense of thriving and engage nurses to remain in the profession."</li> <li>○ C: Maintain the current mission which includes broader functions such as workforce research, policy support, and lifelong learning.</li> </ul> </li> <li>• Board members emphasized the importance of simplicity and resonance in the mission language. Some noted that the phrase "sense of thriving" was both aspirational and inclusive of wellness, professional growth, and retention.</li> <li>• Discussion also touched on maintaining ties to HSCN's statutory mandates. Laura clarified that the strategic plan will include operational references to the Center's broader roles beyond the concise mission statement.</li> <li>• Members discussed the identified Aspirations included in the <b>2025-2029 Strategic Plan</b>.</li> </ul>	<p>None</p>

TOPIC	DISCUSSION	ACTION
	<ul style="list-style-type: none"> <li>○ <b>Enhanced Nursing Education</b> - To facilitate and contribute to innovations that strengthen the educational pipeline for professional nursing</li> <li>○ <b>Nursing Professional Development</b> - To establish programs that transfer knowledge, skills, and abilities for the growth of nurses, from novice to expert.</li> <li>○ <b>Leadership Development</b> - To cultivate future leaders who can connect with and effectively advocate for the nursing profession</li> </ul> <p><b>Highlights &amp; Themes:</b></p> <ul style="list-style-type: none"> <li>● Workforce sustainability, professional identity, and intergenerational mentorship.</li> <li>● Proposed mission/vision statements centered on thriving, retention, and fulfillment.</li> <li>● Data-informed metrics targeting faculty vacancies, PD participation, and leadership development.</li> <li>● Alignment with HSCN's legislative mandates and community-driven needs.</li> </ul> <p><b>Motions:</b></p> <ol style="list-style-type: none"> <li>1. <b>Motion to adopt revised vision statement "A thriving Hawaii nursing workforce."</b>  Motion by: Clementina Ceria-Ulep  Seconded by: Rose Hata  Vote: All in favor. Motion passed. [0:35:57]</li> <li>2. <b>Motion to adopt revised mission statement (A2) "To collaborate on fostering workplace conditions that support nurses to remain in a fulfilling profession."</b>  Motion by: Gloria Fernandez  Seconded by: Linda Beechinor  Vote: All in favor. Motion passed. [0:55:00]</li> <li>3. <b>Motion to adopt the 2025-2029 Strategic Plan Aspirations as presented.</b>  Motion by: Clementina Ceria-Ulep  Seconded by: Jeannette Ayers-Kawakami  Vote: Yes: Clementina Ceria-Ulep, Jeannette Ayers-Kawakami, Arthur Sampaga, Anne Scharnhorst, Linda Beechinor, Gloria Fernandez. No: Rose Hata  Motion passed. [1:00:40]</li> </ol> <p>The strategic planning session concluded at 6:20 P.M.</p>	

TOPIC	DISCUSSION	ACTION
<p>Workforce Projection <i>Carrie Oliveira</i></p> <p>Video Timestamp 0:50:02</p>	<p><b>Workforce Projection Update</b></p> <p>Carrie Oliveira presented an update on the forthcoming Hawai'i Nursing Workforce Projection Report, which was developed in partnership with GlobalData. She discussed how the report will inform future policy and program planning.</p> <p><b>Discussion Topics:</b></p> <ul style="list-style-type: none"> <li>• Board members inquired about strategies to communicate findings to broader audiences, including facilities and students.</li> <li>• There was interest in further disaggregating data by island and specialty.</li> <li>• Carrie noted the importance of engaging stakeholders in interpreting and using projection data for workforce planning.</li> </ul> <p><b>Highlights &amp; Themes:</b></p> <ul style="list-style-type: none"> <li>• Projections address critical nursing workforce trends across all regions and specialties.</li> <li>• Early data highlights emerging shortages in licensed practical nurses (LPNs), continued stability in the registered nurse (RN) workforce, and growth in the nurse practitioner (NP) pipeline.</li> <li>• The report is designed to support decision-making by policymakers, educators, and healthcare leaders.</li> </ul> <p>Suggestions for communicating projections to rural and non-acute care providers.</p> <p>The workforce projection session concluded at 6:30 PM.</p>	<p>None</p>

TOPIC	DISCUSSION	ACTION
<p>Legislative Session &amp; Policy Update <i>Laura Reichhardt</i></p> <p>Video Timestamp 1:00:04</p>	<p><b>Legislative Session &amp; Policy Update</b></p> <p>Laura summarized key legislative activity from the 2025 session and federal developments impacting public health funding.</p> <p><b>Discussion Topics:</b></p> <ul style="list-style-type: none"> <li>• Board members discussed the need for contingency planning if federal funds are not replaced.</li> <li>• Suggestions were made to coordinate messaging with the Department of Health and other partners.</li> <li>• Discussion also highlighted the importance of capturing real-time impact stories from facilities, particularly in behavioral health and rural health settings.</li> </ul> <p><b>Highlights &amp; Themes:</b></p> <ul style="list-style-type: none"> <li>• Multiple bills introduced focused on faculty pipeline expansion, preceptor tax credits, and nursing education investment.</li> <li>• A significant concern is the reduction or expiration of federal COVID-19 and opioid funding, which may impact rural providers and special programs.</li> <li>• HSCN continues to monitor and contribute testimony on legislation that affects nurse recruitment, retention, and education.</li> </ul> <p>The legislative and policy session concluded at 6:40 PM.</p>	<p>None</p>
<p>Board Member Terms <i>Laura Reichhardt</i></p> <p>Video Timestamp 1:10:03</p>	<p><b>Board Member Terms</b></p> <p>Laura reviewed expiring Advisory Board terms and the timeline for recruiting prospective members. She reminded the group that leadership elections would be held at the August 2025 meeting.</p> <p><b>Discussion Topics:</b></p> <ul style="list-style-type: none"> <li>• Strategies for identifying new nominees, including outreach to academic and clinical partners.</li> <li>• Encouraging current members to consider reappointment or nominate successors.</li> <li>• Plans to distribute a formal call for nominations and an appointment timeline.</li> <li>• Reminder that Chair and Vice Chair elections are scheduled for the August 2025 meeting.</li> </ul>	<p>None</p>

TOPIC	DISCUSSION	ACTION
	<p><b>Highlights and Themes:</b></p> <ul style="list-style-type: none"> <li>• Several board members terms are set to conclude at the end of the current fiscal year.</li> <li>• HSCN will initiate the nomination and appointment process for new and returning members in late spring.</li> <li>• Emphasis on maintaining board continuity and ensuring diverse representation from across the healthcare and academic sectors.</li> </ul> <p>The board member terms session concluded at 6:50 PM.</p>	
<p>Other Business <i>Laura Reichhardt</i></p> <p>Video Timestamp 1:20:00</p>	<p><b>Other Business and Announcements</b></p> <p>Laura provided updates on two major upcoming events to continue professional development and national collaboration:</p> <ul style="list-style-type: none"> <li>• 2025 Hawai‘i Transition-to-Practice Conference – April 25, 2025, in Waikīkī, focusing on clinical transitions, specialty training, and preceptorship.</li> <li>• National Forum of State Nursing Workforce Centers Conference – June 2-4, 2025, in Philadelphia.</li> </ul> <p><b>Discussion Topics:</b></p> <ul style="list-style-type: none"> <li>• CNO participation and poster submissions for the Transition-to-Practice Conference.</li> <li>• Travel coordination and representation for the National Forum event.</li> </ul> <p>The other business session concluded at 6:59 PM.</p>	<p>None</p>
<p>Adjournment <i>Anne Scharnhorst</i></p> <p>Video Timestamp 1:29:45</p>	<p><b>Adjournment</b></p> <p>With no further discussion, Chair Scharnhorst adjourned the meeting at 7:00 P.M.</p> <p><b>Next Meeting:</b> The next Advisory Board Meeting will be held on May 28<sup>th</sup>, 2025. Location: Hawai‘i State Center for Nursing Conference Room C105H.</p>	<p>None</p>

The [April 16, 2025, HSCN Advisory Board meeting recording](#) may be viewed on the HSCN Youtube channel or through the HSCN Advisory Board webpage.

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