



SOAR-ing with the Hawai'i State Center for Nursing
2025-2029 STRATEGIC PLANNING DISCOVERY GROUPS
January 3, 2025 ~ 9:00-12:00n ~ Outrigger Kaua'i Beach Resort

STRENGTHS

Engagement with Data and Research: Participants emphasized the importance of access to relevant data and evidence-based research provided by the center. This data is seen as exciting and invigorating, helping nurses to stay informed and enhance their practice. The ability to engage with this information was highlighted as a key strength that supports professional growth and development.

Supportive Community and Networking: The sense of community among nurses and the support from faculty and peers were noted as significant strengths. Participants appreciated the networking opportunities that arise from attending conferences and symposiums, which help foster connections and collaboration among nursing professionals across different islands.

Leadership and Commitment of the Center: The dedication and commitment of the Center's leadership were recognized as a major strength. Participants expressed appreciation for the proactive approach taken by the center, especially during challenging times like the COVID-19 pandemic, where they maintained communication and engagement with the nursing community.

Professional Development Opportunities: The availability of scholarships and funding for educational opportunities was seen as a vital strength. Participants valued the support for attending conferences and training sessions, which enhances their skills and knowledge, ultimately benefiting their practice and the nursing workforce.

Advocacy and Representation: The Center's role in advocacy for nursing and healthcare issues was highlighted as a strength. Participants felt that the center effectively represents the voices of nurses, particularly in addressing the unique needs of different islands and ensuring that their concerns are heard at higher levels.

Focus on Community Needs: The Center's ability to understand and address the specific needs of the community was acknowledged as a strength. Participants appreciated the Center's efforts to listen to the concerns of nurses and the community, ensuring that their programs and initiatives are relevant and impactful.

Exemplar Stories

“I’ve been involved with the Center for about a year and a half, and I found it exciting to engage with data and professional organizers. Attending symposiums opened my eyes to nursing in Hawai’i, which is new for me since I moved from Oregon. I felt special receiving relevant emails that reinvigorated my passion for nursing. The most valuable aspect for me has been the research and evidence-based resources the center provides, as they keep a pulse on what’s happening in our community across different islands.”

“I’m a longtime public health nurse on Kaua’i and have utilized scholarships from the Center to attend various conferences. Networking at these events has been crucial for me, as it helps me see the bigger picture of nursing beyond Kaua’i. During COVID, the Center made a concerted effort to stay connected with the community through Zoom meetings, which I appreciated. I value the leadership and commitment of the Center’s staff, as they are dedicated to growing nursing in our area. The structured organization and mandates they follow are also important to me.”

“I’m new to the Center and appreciate the residency program developed to ease the transition from nursing student to working nurse. Although I haven’t interacted much with the Center yet, I find their funding through the Jane Nursing Residency Program very helpful for my students. I always have the full support of my administration, which makes my job easier. What I value most is the advocacy and voice that the Center has, as it helps me in my role. I feel heard when they take the time to listen to the needs of our specific island.”

“As a KCC instructor, I work closely with new grads, and I find the residency program essential. I attended a conference on evidence-based practice that highlighted the value of the data the center provides, which is relevant to our practice. The funding to attend conferences has been beneficial for my professional development. I value the statistics and research shared by the Center, as they help identify areas where we need to focus in our education and practice. The Center’s ability to look at the bigger picture is crucial, as it impacts our specialties and the overall nursing landscape.”

OPPORTUNITIES

Utilization of AI in Nursing: Participants recognized the growing trend of incorporating artificial intelligence (AI) into nursing practices. They discussed the potential for AI to enhance patient care, streamline processes, and improve decision-making. However, there was also a call for careful consideration of how AI is implemented to ensure it complements, rather than replaces, critical thinking and clinical judgment among nurses.

Intergenerational Mentoring and Education: The need for fostering intergenerational relationships within the nursing profession was emphasized. Participants saw an opportunity to develop mentoring programs that connect experienced nurses with newer generations. This would help transfer knowledge,

enhance skills, and support the professional growth of novice nurses, ultimately leading to better retention rates.

Outreach to Young Students: Participants identified the importance of outreach programs targeting middle school students to introduce them to healthcare careers, particularly nursing. By engaging younger students early, the nursing profession can cultivate interest and encourage them to pursue nursing as a viable career path, addressing the future workforce shortage.

Collaboration and Resource Sharing: There was a strong emphasis on the need for better collaboration among healthcare institutions to share clinical resources and opportunities. Participants suggested creating frameworks for sharing clinical sites among nursing programs, which would alleviate competition for practicum placements and ensure that nursing students receive adequate hands-on experience.

Support for Residency and Specialty Programs: Participants highlighted the importance of continuing support for nursing residency and specialty programs. They viewed these programs as essential for preparing nurses to meet the demands of the healthcare system, particularly in light of the unique challenges faced in Hawaii. Continued investment in these programs would help grow a locally trained nursing workforce.

Advocacy for Legislative Change: There was a call for increased advocacy efforts to influence healthcare policy and legislation. Participants expressed the need for a unified voice in advocating for changes that would benefit nursing education, workforce development, and patient care. This includes addressing administrative costs and ensuring that funding is directed toward frontline nursing staff and resources.

Shift Work Studies and Pay Equity:

- **Shift Work Challenges:** Participants highlighted the challenges associated with different shift lengths, particularly the traditional 12-hour shifts. They discussed how these shifts can lead to fatigue and affect work-life balance, making it difficult for nurses to manage family responsibilities and personal time. There was a suggestion to explore the benefits of 8-hour shifts, which might provide nurses with more consistent time off and better overall well-being.
- **Impact on Nursing Practice:** The conversation included concerns about how shift work, especially rotating shifts, can disrupt nurses' circadian rhythms, leading to health issues over time. Participants noted that this disruption can affect job performance and patient care quality, emphasizing the need for research into the effects of various shift patterns on nurses' health and job satisfaction.
- **Pay Equity:** Participants discussed the importance of pay equity in nursing, particularly regarding compensation for different specialties and levels of responsibility. They pointed out that nurses working in critical care or specialized areas often do not receive additional pay compared to those in less demanding roles, which can lead to dissatisfaction and retention issues. There was a call for a more equitable pay structure that recognizes the complexities and challenges of different nursing roles.

- **Advocacy for Change:** The need for advocacy to address these issues was emphasized. Participants expressed a desire for organized efforts to push for legislative changes that would improve working conditions, including fair pay and better shift scheduling practices. They believed that addressing these concerns would not only benefit nurses but also enhance patient care and the overall healthcare system.

ASPIRATIONS

Enhanced Support for Nursing Education: Participants expressed a strong desire for improved support for nursing educators, which would lead to a more robust pipeline of new nurses. They aspire to create an environment where nursing education is valued equally to other educational fields, ensuring that educators are adequately compensated and supported. This would help attract and retain qualified faculty, ultimately benefiting nursing students and the profession as a whole.

Integration of AI in Nursing Practice: There is a collective aspiration to effectively integrate AI into nursing practice while maintaining the essential human touch in patient care. Participants believe that AI can enhance efficiency and decision-making but emphasize the need for training and guidelines to ensure that nurses remain engaged and critical thinkers in their practice. They envision a future where technology complements nursing skills rather than replacing them.

Strengthening Community Health and Wellness: Participants aspire to see a greater focus on community health and wellness initiatives. They recognize the increasing prevalence of chronic health conditions and the need for proactive measures to address these issues. By enhancing community wellness programs and promoting preventive care, they aim to improve overall health outcomes and reduce healthcare disparities.

Unity and Collaboration within the Nursing Profession: There is a strong aspiration for greater unity among nursing professionals across different specialties and islands. Participants believe that by consolidating their voices and efforts, they can advocate more effectively for the needs of the nursing workforce and the communities they serve. This unity would facilitate collaboration on common goals and initiatives, leading to a stronger nursing presence in healthcare discussions.

Advocacy for Legislative Changes: Participants expressed a desire for a more organized and effective advocacy approach to influence healthcare policy and legislation. They aspire to work collectively to educate policymakers about the challenges faced by nurses and the importance of investing in nursing education and workforce development. This advocacy would aim to secure funding and resources that directly benefit nursing practice and patient care.

Improvement of Work Conditions and Staffing Ratios: There is a shared aspiration to improve work conditions for nurses, including better staffing ratios and manageable workloads. Participants believe that addressing these issues is crucial for enhancing job satisfaction and retention rates among nurses.

They envision a future where nurses can provide high-quality care without being overwhelmed, leading to better outcomes for both staff and patients.

SESSION PARTICIPANTS

Asia Kellerman

Toni Torres

Julie Moseley

Sharon Ehlers

GROUP SHARES

STRENGTHS-1

- Research & Data
 - Relevant to all areas of Practice
 - Evidence Based; Trusted Source
- Communication
 - infographic Work force
 - Emails
 - Consistency (Esp. During COVID)
- Bigger Picture
 - All areas of Nursing
 - Not Oahu Centric
- Funding Support
 - Travel Scholarships

Strengths-2

- Professional Development
 - Preceptor Training
 - Specialty Training
 - Nurse Residency Support
- Accountability
 - Mandates

Opportunities

- AI
- Mentoring intergenerational Nursing
- Outreach to middle school age for Healthcare Careers
- Framework for Clinical Space Sharing
- Continued Support for Residency/Specialty Programs. Retain locally grown Nurses.
- Shift work Studies & pay Equity
- Political Advocacy & legislation

Aspirations

- Intentional support for Nursing ^{Faculty} Education
 - Teaching equivalents equal to that of other specialties
 - Student to instructor Ratios
- Mentoring intergenerational Nursing Relationships
- Utilization of AI
- Using EBP to educate Policy makers & legislators
- Supporting Population Health wellness
- Unity of Nursing Profession as a whole