



# UNIVERSITY OF HAWAI'I SYSTEM

## ANNUAL REPORT

REPORT TO THE 2007 LEGISLATURE

Annual Report on  
The Hawai'i State Center for Nursing

Senate Resolution 6, 2006

November 2006

REPORT  
of the  
Hawai'i State Center for Nursing  
to the  
Hawai'i State Legislature

In Accordance with  
SENATE RESOLUTION 6

Prepared by  
The Hawai'i State Center for Nursing

November 2006

**REPORT TO THE LEGISLATURE ON SENATE RESOLUTION 6  
HAWAII STATE CENTER FOR NURSING  
NOVEMBER, 2006**

Senate Resolution 6 is entitled "Requesting the Hawaii State Center for Nursing at the University of Hawaii to Investigate and Recommend Ways to Assist the Public And Private Sectors to Relieve the Nursing Shortage and Ensure a Continuous, Adequate Supply of Nurses to Staff Hospitals and Other Medical Facilities in the State."

The Resolution asks the Center to investigate several ways to address the nursing shortage including enhancing the University of Hawaii's ability to educate nurses at increased capacity. In addition, the Center is requested to create a five-year strategic plan to integrate its findings and recommendations.

The Hawaii State Center for Nursing is pleased to have the opportunity to respond to this resolution and to inform legislators and all other stakeholders of current initiatives and activities which are directed at decreasing and resolving the nursing shortage.

The Hawaii State Center was established by the Legislature in 2003 by Act 198 (HB 422 HD2, SD2, CD1, SB2072). The Center's functions are to: 1) 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; 2) conduct research on best practices and quality outcomes; 3) develop a plan for implementing strategies to recruit and retain nurses; and 4) research, analyze and report data related to the retention of the nursing workforce. A strategic plan for the Center, which was developed by the Advisory Board in 2004, incorporates these functions.

The Center became operational in April, 2005 in accordance with the budget plan and when revenue from the nursing licensing fees was sufficient to hire an Executive Director. In June, 2005, there was a substantial inflow of funds from the biennial relicensure cycle allowing for the hiring of two additional staff including a PhD Nurse Researcher and an Administrative Assistant. The Advisory Board, appointed by Governor Linda Lingle, has met regularly to design the infrastructure, initiate recruitment efforts, guide the implementation of the strategic plan and to provide oversight for the Center.

The work of the Center is being accomplished by five workgroups called Collaboratives which focus on the main functions of the Center. The Collaboratives include: 1) Workforce Data; 2) Education and Practice; 3) Recruitment; 4) Workforce Environment Retention and 5) Nursing Shortage. The Collaboratives have brought together multiple stakeholders from nursing and the

community to focus on specific initiatives which implement the functions of the Center.

The following is a list of activities and outcomes of the Center during the years 2005 and 2006:

1. Projections on the supply and demand of the nursing workforce in Hawai'i have been developed to provide a current picture of the projected nursing shortage. Specific data on the demand in all sectors of the healthcare industry continues to be gathered. As the Center develops increasingly specific data on the nursing shortage in Hawai'i, yearly projections will become more accurate. A report has been written.
2. A Fact Sheet on Hawai'i's nursing shortage has been updated to provide current and future projections on the nursing shortage. Information continues to be provided to all stakeholders.
3. A report on the educational capacity of 100% of the schools of nursing in Hawai'i was completed and distributed to stakeholders. This report is based on a survey of all schools of nursing and will be completed annually. The survey for the 2007 report is being conducted.
4. A Summit on Education and Practice was held in March, 2006, and brought together nurses from all islands to focus on integration, collaboration, innovation and community partnerships. A total of ninety individuals attended representing all sectors of the healthcare community and all islands. Summit recommendations have resulted in two new initiatives: a residency/internship model is being developed to assist in the transition of new graduate nurses into practice and to increase their retention, satisfaction and success and a formalized plan to integrate education and practice is being finalized.
5. A 5 year longitudinal survey of new graduate registered nurses has been implemented. This survey will identify issues in new graduate turnover and best practices in retention.
6. A survey has been completed of all registered nurses in the State of Hawai'i to focus on turnover and to identify issues impacting retention. Data entry has been completed; analysis is underway.
7. A partnership between the HMSA Foundation and the Center was one of ten in the nation to be awarded a Robert Wood Johnson/Northwest Health Foundation, Partners in Nursing Grant. The project involves a number of partnerships across the State and is focused on recruitment and retention of nurses in the long term care setting.
8. In 2006, the Center facilitated a Task Force to address the recommendations in Senate Concurrent Resolution 76, S.D.1. A report has been submitted to the 2007 Legislature.
9. A paper on "Nurse Staffing and Patient Outcomes: Examining the Evidence in Acute Care and Nursing Homes" was completed and

distributed as a companion to the Report for Senate Concurrent Resolution 76, S.D.1. This paper will be distributed to multiple stakeholders.

10. A paper on “Education and Practice in Nursing” was completed and distributed to stakeholders.
11. A grant was provided to the UH Consortium to assist with design and development of a system-wide competency based curriculum to allow baccalaureate nursing education to be offered on all islands.
12. As part of a coalition of nursing and healthcare organizations, the Center co-sponsored the AONE Conference entitled Saving Lives Through Investments in Nursing with Dr. Linda Aiken.

The Center welcomes the request of the 2006 Legislature to create a five-year strategic plan and respectfully requests an extension until January, 2009, to complete it. The Center has been involved in creating a solid foundation of data and information which is needed to inform such a plan. Investigations, surveys, data entry, data analysis, research and multiple initiatives are underway. By January, 2009, the Center will be in a position to create a meaningful five year strategic plan which will inform policy makers, nurses and other leaders from all sectors of our healthcare environment. In the meantime, all work of the Center is made public as soon as it is completed and timely recommendations are formulated and disseminated.

Thank you for the opportunity to continue the critical work of addressing the nursing shortage. The Center for Nursing serves as a catalyst for nurses and other leaders from throughout the State to focus on best practices and innovation to ensure that Hawai'i have the nursing resources needed to care for its people.

APPENDICES  
Act 198  
Strategic Plan

**Report Title:**

UH; Nursing; Center for Nursing, Center for Nursing Special Fund, and Center for Nursing Fee; Established

**Description:**

Establishes a center for nursing at the University of Hawaii, governed by an advisory board. Requires center to conduct research on workforce issues for nurses and other assistive healthcare personnel. Establishes a center for nursing special fund. (HB422 CD1)

HOUSE OF REPRESENTATIVES

TWENTY-SECOND LEGISLATURE, 2003

STATE OF HAWAII

**H.B. NO.** 422

H.D. 2

S.D. 2

C.D. 1

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# A BILL FOR AN ACT

RELATING TO A CENTER FOR NURSING.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

SECTION 1. The legislature finds that there is a need for a state center for nursing to ensure the quality of healthcare for the people of Hawaii. The center can proactively address issues of the State's current and future shortage of registered nurses and others within the healthcare workforce that provide nursing care. In particular, the primary nursing workforce issues are the supply and demand for nursing services, recruitment and retention of nurses and other healthcare personnel, and the development of a strategic plan.

The purpose of this Act is to establish a center for nursing to address nursing workforce issues.

SECTION 2. The Hawaii Revised Statutes is amended by adding a new chapter to be appropriately designated and to read as follows:

## "CHAPTER

## CENTER FOR NURSING

**§ -1 Center for nursing; established.** (a) There is established within the University of Hawaii school of nursing and dental hygiene, a center for nursing.

(b) The dean of the school of nursing and dental hygiene, or the dean's designee, shall direct the activities of the center for nursing. There shall be an advisory board comprised of fifteen members appointed by the governor pursuant to section 26-34 to staggered terms as follows:

(1) Five members from the business and labor community:

(A) One of whom shall represent the Healthcare Association of Hawaii;

(B) Two of whom shall represent other business entities; and

(C) Two of whom shall represent labor organizations;

(2) Five members from the nursing profession:

(A) One of whom shall represent the American Organization of Nurse Executives;

(B) One of whom shall represent the Hawaii Government Employees Association; and

(C) Three of whom shall represent the Hawaii Nurses' Association, professional component;

(3) Two members from among the State's nurse educators:

(A) One of whom shall be a doctorally-prepared nurse educator; and

(B) The other, a doctorally-prepared nurse researcher;

and

(4) Three members from community agencies or consumer groups with an interest in healthcare.

(c) The members of the advisory board for the center for nursing shall serve

without compensation.

**§ -2 Board; powers and duties.** The advisory board of the center for nursing shall have the powers and duty to:

- (1) Employ an executive director and no more than two other staff positions, at least one of whom shall be an independent doctorally-prepared nurse researcher;
- (2) Adopt a mission statement and operational policy;
- (3) Elect a chairperson;
- (4) Establish committees of the board as needed;
- (5) Seek input from individuals and community groups interested in the issue of nursing shortages;
- (6) Implement the major functions of the center for nursing; and
- (7) Seek and accept nonstate funds for carrying out the mission of the center for nursing.

**§ -3 Functions of the center.** The center for nursing shall:

- (1) Collect and analyze data and prepare and disseminate written reports and recommendations regarding the current and future status and trends of the nursing workforce;
- (2) Conduct research on best practices and quality outcomes;
- (3) Develop a plan for implementing strategies to recruit and retain nurses; and
- (4) Research, analyze, and report data related to the retention of the nursing workforce.

**§ -4 Collaboration.** The University of Hawaii school of nursing and dental hygiene, the state board of nursing, other schools of nursing within the State, professional nursing organizations, employers in the healthcare industry, and labor unions representing nurses and healthcare workers shall collaborate with the center for nursing and provide workforce data to the center for nursing when requested.

**§ -5 Center for nursing special fund.** There is established in the treasury of the State a center for nursing special fund into which shall be deposited any

legislative appropriations, federal or private grants, and any other funds collected for the purposes of this chapter. The fund shall be administered by the board of regents of the University of Hawaii, and moneys in the fund shall be expended to support the center's activities."

SECTION 3. Chapter 457, Hawaii Revised Statutes, is amended by adding a new section to be appropriately designated and to read as follows:

"§457- Center for nursing fee. Upon the issuance of a new license and at each license renewal period, each nurse shall pay an additional fee of \$40, which shall be deposited in a separate account in the compliance resolution fund established pursuant to section 26-9(o)."

SECTION 4. Section 36-27, Hawaii Revised Statutes, is amended to read as follows:

**§36-27 Transfers from special funds for central service expenses.** Except as provided in this section, and notwithstanding any other law to the contrary, from time to time, the director of finance, for the purpose of defraying the prorated estimate of central service expenses of government in relation to all special funds, except the:

- (1) Special out-of-school time instructional program fund under section 302A-1310;
- (2) School cafeteria special funds of the department of education;
- (3) Special funds of the University of Hawaii;
- (4) State educational facilities improvement special fund;
- (5) Convention center enterprise special fund under section 201B-8;
- (6) Special funds established by section 206E-6;
- (7) Housing loan program revenue bond special fund;
- (8) Housing project bond special fund;
- (9) Aloha Tower fund created by section 206J-17;
- (10) Domestic violence prevention special fund under section 321-1.3;
- (11) Spouse and child abuse special account under section

346-7.5;

(12) Spouse and child abuse special account under section 601-3.6;

(13) Funds of the employees' retirement system created by section 88-109;

(14) Unemployment compensation fund established under section 383-121;

(15) Hawaii hurricane relief fund established under chapter 431P;

(16) Hawaii health systems corporation special funds;

(17) Boiler and elevator safety revolving fund established under section 397-5.5;

(18) Tourism special fund established under section 201B-11;

(19) Department of commerce and consumer affairs' special funds;

(20) Compliance resolution fund established under section 26-9;

(21) Universal service fund established under chapter 269;

(22) Integrated tax information management systems special fund under section 231-3.2;

(23) Hawaii tobacco settlement special fund under section 328L-2;

(24) Emergency and budget reserve fund under section 328L-3;

(25) Probation services special fund under section 706-649;

(26) High technology special fund under section 206M-15.5;

(27) Public schools special fees and charges fund under section 302A-1130(f);

(28) Cigarette tax stamp enforcement special fund established by section 28-14;

(29) Cigarette tax stamp administrative special fund established by section 245-41.5;

(30) Tobacco enforcement special fund established by section 28-15;

(31) Sport fish special fund under section 187A-9.5;

(32) Neurotrauma special fund under section 321H-4;

(33) Deposit beverage container deposit special fund under section 342G-104; [and]

(34) Glass advance disposal fee special fund established by section 342G-82; and

(35) Center for nursing special fund under section -5,

shall deduct five per cent of all receipts of all other special funds, which deduction shall be transferred to the general fund of the State and become general realizations of the State. All officers of the State and other persons having power to allocate or disburse any special funds shall cooperate with the director in effecting these transfers. To determine the proper revenue base upon which the central service assessment is to be calculated, the director shall adopt rules pursuant to chapter 91 for the purpose of suspending or limiting the application of the central service assessment of any fund. No later than twenty days prior to the convening of each regular session of the legislature, the director shall report all central service assessments made during the preceding fiscal year."

SECTION 5. Section 36-30, Hawaii Revised Statutes, is amended by amending subsection (a) to read as follows:

"(a) Each special fund, except the:

(1) Transportation use special fund established by section 261D-1;

(2) Special out-of-school time instructional program fund under section 302A-1310;

(3) School cafeteria special funds of the department of education;

(4) Special funds of the University of Hawaii;

(5) State educational facilities improvement special fund;

- (6) Special funds established by section 206E-6;
- (7) Aloha Tower fund created by section 206J-17;
- (8) Domestic violence prevention special fund under section 321-1.3;
- (9) Spouse and child abuse special account under section 346-7.5;
- (10) Spouse and child abuse special account under section 601-3.6;
- (11) Funds of the employees' retirement system created by section 88-109;
- (12) Unemployment compensation fund established under section 383-121;
- (13) Hawaii hurricane relief fund established under chapter 431P;
- (14) Convention center enterprise special fund established under section 201B-8;
- (15) Hawaii health systems corporation special funds;
- (16) Tourism special fund established under section 201B-11;
- (17) Compliance resolution fund established under section 26-9;
- (18) Universal service fund established under chapter 269;
- (19) Integrated tax information management systems special fund under section 231-3.2;
- (20) Hawaii tobacco settlement special fund under section 328L-2;
- (21) Emergency and budget reserve fund under section 328L-3;
- (22) Probation services special fund under section 706-649;
- (23) High technology special fund under section 206M-15.5;
- (24) Public schools special fees and charges fund under

section 302A-1130(f);

(25) Cigarette tax stamp enforcement special fund established by section 28-14;

(26) Cigarette tax stamp administrative special fund established by section 245-41.5;

(27) Tobacco enforcement special fund established by section 28-15;

(28) Sport fish special fund under section 187A-9.5; [and]

(29) Neurotrauma special fund under section 321H-4; and

(30) Center for nursing special fund under section -5,

shall be responsible for its pro rata share of the administrative expenses incurred by the department responsible for the operations supported by the special fund concerned."

SECTION 6. The director of commerce and consumer affairs shall disburse on a quarterly basis from the compliance resolution fund, established pursuant to section 26-9(o), to the credit of the center for nursing special fund all moneys deposited in the separate account established pursuant to section 457- .

SECTION 7. There is appropriated out of the center for nursing special fund the sum of \$300,000 or so much thereof as may be necessary for fiscal year 2003-2004 and the same sum or so much thereof as may be necessary for fiscal year 2004-2005 to the center for nursing to perform its duties under this Act.

The sums appropriated shall be expended by the University of Hawaii for the purposes of this Act.

SECTION 8 There is appropriated out of the compliance resolution fund the sum of \$5,000 or so much thereof as may be necessary for fiscal year 2003-2004 to be deposited to the credit of the center for nursing special fund; provided that this sum shall be reimbursed from the center for nursing special fund to the compliance resolution fund by July 1, 2004.

SECTION 8. The center for nursing shall submit a status report on its activities to the legislature no later than twenty days prior to the convening of the regular session of 2004.

SECTION 9. This Act shall take effect on July 1, 2003; provided that the amendments made to section 36-27, Hawaii Revised Statutes, by this Act shall not be repealed when that section is reenacted pursuant to Act 142, Session Laws of Hawaii 1998; and provided further that sections 3 and 6 shall be

repealed on July 1, 2009.

# HAWAI'I STATE CENTER FOR NURSING STRATEGIC PLAN, 2004-2009

## Our Mandate(s)

The Hawai'i State Center for Nursing was established by the Hawai'i State Legislature in 2003 "to address nursing workforce issues" (Act 198, HB 422).

### [§304D-3] Functions of the Center

The center for nursing shall:

- (1) Collect and analyze data and prepare and disseminate written reports and recommendations regarding the current and future status and trends of the nursing workforce;
- (2) Conduct research on best practices and quality outcomes;
- (3) Develop a plan for implementing strategies to recruit and retain nurses; and
- (4) Research, analyze, and report data related to the retention of the nursing workforce.

## Our Vision

The Hawai'i State Center for Nursing will be a nationally recognized leader in workforce planning, nursing research, and professional practice. Stakeholders will recognize the Center as the source of reliable information on existing and emerging trends in nursing. The Center will be viewed as a dynamic and respected champion for the nursing profession and will have the trust of all stakeholders. Thinking strategically, acting collaboratively, and seeking synergistic solutions will be hallmarks of the Center.



## Our Mission

To assure that the State of Hawai'i has the nursing resources necessary to meet the health care needs of its people.

## Core Values

Acknowledging that Nursing is an independent profession whose focus is on the recipients of care and their optimal level of wellness, the Hawai'i State Center for Nursing holds the following values:

- ❖ **Excellence.** We value excellence in the provision of evidence based nursing practice.
- ❖ **Accessibility.** We value accessibility to quality nursing care for the people of Hawai'i.
- ❖ **Collaboration.** We value collaboration within the nursing profession, our community and state in the spirit of consensus building and teamwork.
- ❖ **Innovation.** We value innovation and creativity that leads to the development of ideas that ensure the best possible delivery of care.
- ❖ **Cultural Diversity.** We value a professional workforce that respects and reflects our culturally diverse population.
- ❖ **Education.** We value the knowledge and experience gained through all levels of nursing education and life-long learning.

# HAWAI'I STATE CENTER FOR NURSING

## Our Goals

### GOAL 1

**S**erve as an information resource that addresses the trends and status of the nursing workforce and professional practices.

#### Objectives

1. Collect data.
2. Analyze data.
3. Prepare and disseminate annual written reports and recommendations to the Hawai'i State Legislature and others.
4. Respond to requests for information.



### GOAL 2

**D**evelop and implement a plan for recruitment, education, and retention of nurses and nursing faculty.

#### Objectives

1. Identify the issues that impact the recruitment, education, and retention of nurses in the workforce and nursing faculty.
2. Explore capacity and logistics for adequate clinical placements.
3. Identify existing supportive working environments and promote those factors that contribute to retention.
4. Develop innovative model(s) for educating nurses for ongoing career development.



### GOAL 3

**C**onduct a comprehensive research program focusing on best practices and quality outcomes in nursing.

#### Objectives

1. Examine and analyze existing research related to patient outcomes resulting from nursing practice.
2. Develop partnerships between academia and clinicians in practice settings to conduct research that will identify best practices and the resulting nursing outcomes.

### Goal 4

**P**romote the image of nursing as a desirable profession, central to the health care system.

#### Objectives:

1. Develop and implement a communication and marketing plan.
2. Attract and increase the numbers of men and other underrepresented minorities to the profession.



### Goal 5

**D**evelop and support legislation and public policies that will have a positive effect on the education, recruitment and retention of registered nurses and improve the quality of patient care.

#### Objectives

1. Collaborate with other stakeholders to improve the state's nursing and allied health educational capacity through legislation and other policy initiatives.
2. Increase opportunities to enter the nursing field to ensure an adequate supply of nurses.
3. Identify and promote those factors that improve working conditions and other issues that affect the ability to retain qualified, experienced nurses and faculty, and attract new people into all areas of the profession.



### Goal 6

**D**evelop and implement a plan to sustain the Hawai'i State Center for Nursing to assure that the health care needs of Hawai'i's people are met.

#### Objectives

1. Form an efficient and effective organizational structure.
2. Communicate the purpose and accomplishments of the Center to its constituencies.
3. Secure ongoing funding to sustain the Center.