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## HAWAII STATE CENTER FOR NURSING

### ANNUAL REPORT, 2005

Dear Governor Lingle and State Legislators:

The Hawai'i State Center for Nursing is pleased to submit this report summarizing our activities and accomplishments over the past year.

The Center was established by the Hawai'i State Legislature in 2003 by Act 198 (HB 422 HD2, SD2, CD1, SB2072). The Center's functions are to: 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. The strategic plan 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. The Center now has a full complement of staff including an Executive Director, a PhD Nurse Researcher and an Administrative Assistant. The infrastructure of the Center has been put in place and the Center is fully operational at this time. The Advisory Board has met on a monthly basis 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 workforce 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 which had previously functioned under the auspices of the Healthcare Association of Hawai'i and the University of Hawai'i School of Nursing and Dental Hygiene. The collaboratives have brought together multiple stakeholders from nursing and the community to focus on specific initiatives which will implement the functions of the Center. In addition, the Advisory Board provides active oversight of all activities and guidance in the accomplishment of Center goals.

As the Center was becoming operational, two consultation visits were conducted by Dr. Becky Rice and Dr. Brenda Cleary who are nationally known nursing leaders in the areas of nursing workforce and the pioneering work of the North Carolina Center for Nursing.

In 2005, the Center has focused on the following activities:

1. A Fact Sheet on Hawaii's Nursing Shortage has been updated from 2004. This provides data on the current and future nursing shortage in Hawai'i and on the lack of capacity in the schools of nursing. Information has been provided to key stakeholders including legislators.
2. A survey has been completed of 100% of the schools of nursing in Hawai'i on educational capacity. The report will be available, May, 2006.
3. 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 and analysis is underway and a report will be written in Summer, 2006.
4. A demand survey to identify the need for nurses in all sectors of Hawai'i's healthcare environment and all geographic regions in the State is in the design phase. When completed in Summer, 2006, a forecasting model will be developed to integrate supply and demand data about the nursing workforce in Hawai'i.
5. A Summit on Education and Practice will be held in March, 2006 to bring together multiple stakeholders to focus on integration, collaboration and community partnerships.
6. A survey of new graduate Registered Nurses is in the design phase. This will be a five-year longitudinal survey to identify issues in new graduate R.N. turnover and best practices in retention. Survey implementation is targeted for Summer, 2006.

In addition, the Center sponsored a coffee at the Sigma Theta Tau 16<sup>th</sup> Annual International Research Congress, co-sponsored the AONE Hawai'i Conference entitled Shaping the Future Through Creative and Innovative Nursing Leadership and provided a grant for travel to the UH Systemwide Nursing Consortium.

The Advisory Board and the staff of the Hawai'i State Center for Nursing would like to thank Dean Mary Boland at the University of Hawai'i School of Nursing and Dental Hygiene for her collaboration and support in the initial year of the Center's activities and Marla Acosta, Secretary to the Dean for her tireless and ongoing efforts to support the Center.

Respectfully Submitted by,



Barbara P. Mathews, MS, APRN, CNAA  
Executive Director  
Hawaii State Center for Nursing

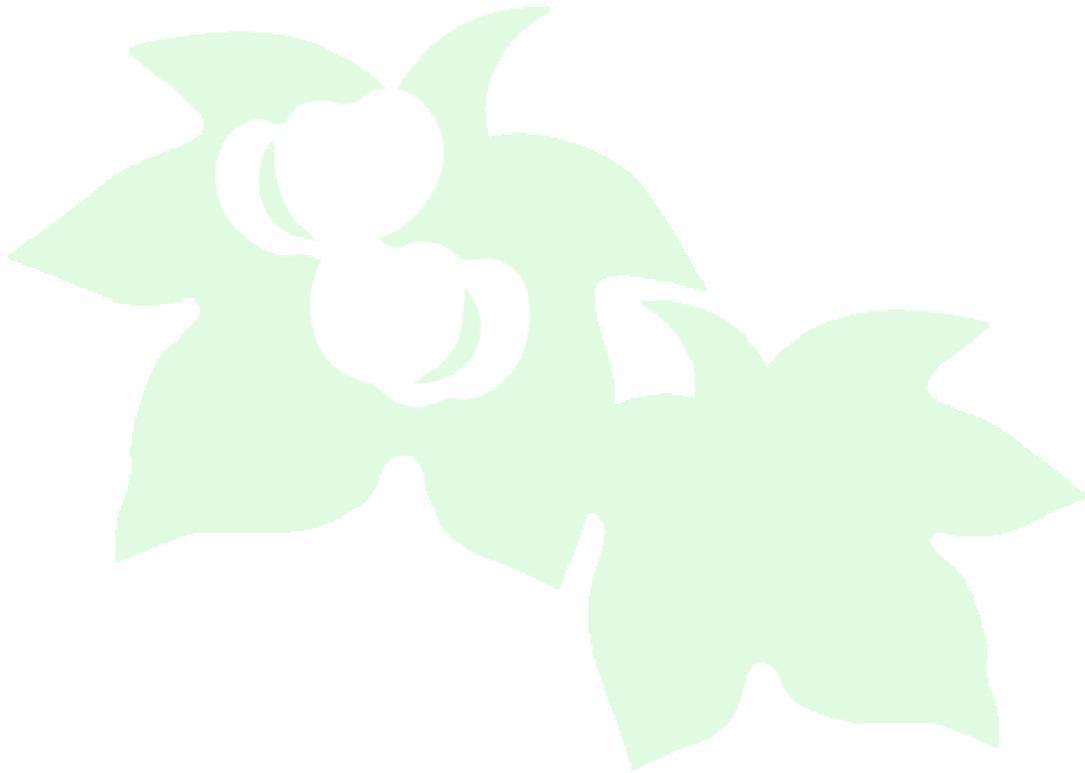


Joan P. White, MBA, RN  
Chair, Advisory Board  
Hawaii State Center for Nursing



# **Hawai'i State Center for Nursing**

## **APPENDIX A: ACT 198**



**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

**H.B. NO.** 422  
H.D. 2

STATE OF HAWAII

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.

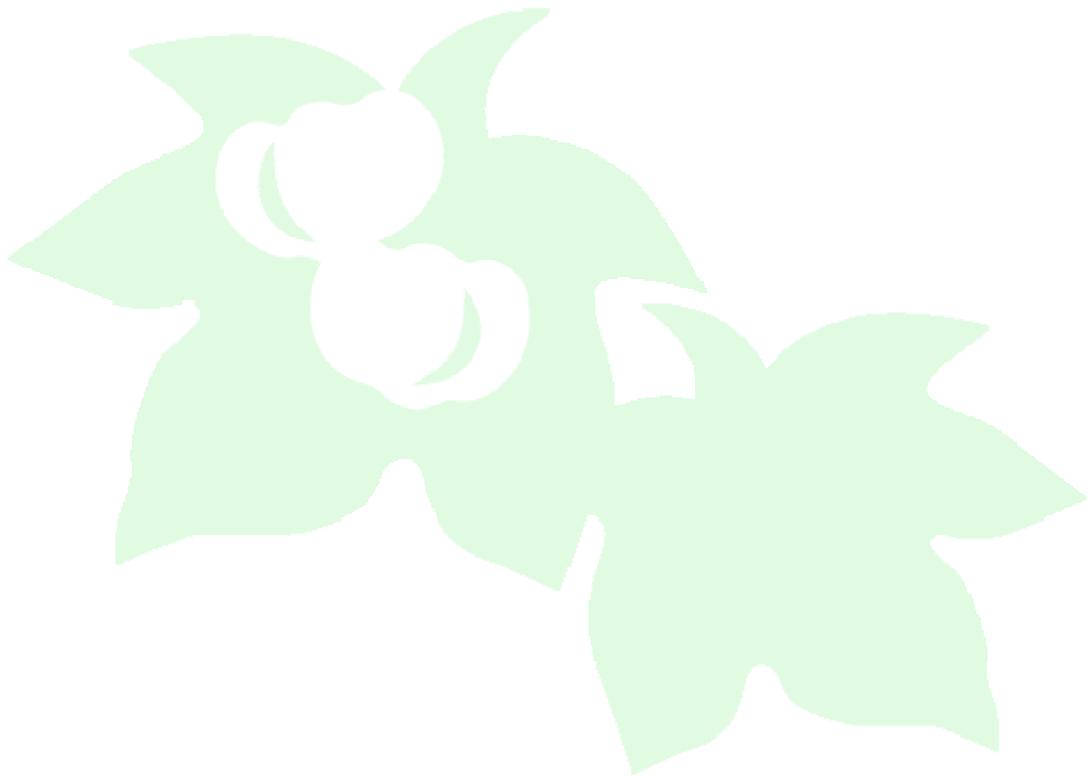
SECTION 9. This Act shall take effect on July 1, 2003; provided that the amendments made to section 36-27, Hawaii Revised Statutes, by this Act shall not be repealed when

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**

## **APPENDIX B: STRATEGIC PLAN**



# 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

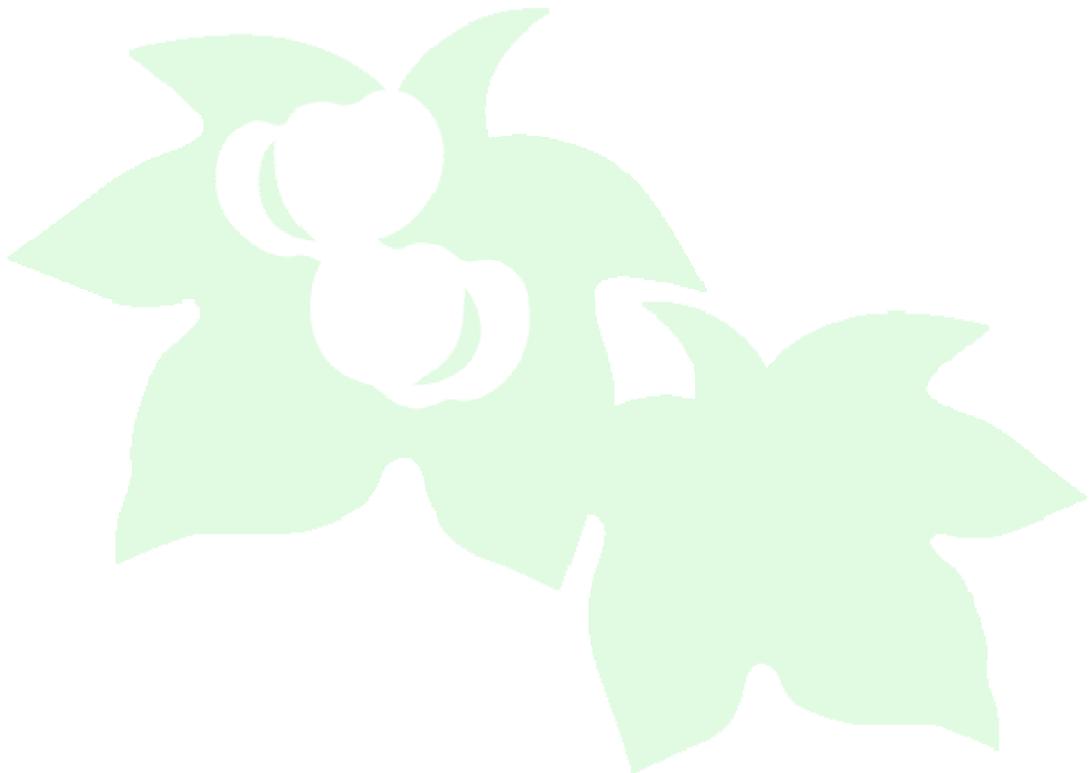
1. Form an efficient and effective organizational structure.
2. Communicate the purpose and accomplishments of the Center to its constituencies.
3. Secure ongoing funding to sustain the Center.





# **Hawai'i State Center for Nursing**

## **APPENDIX C: THREE YEAR BUDGET AND 2005 FINANCIAL STATEMENT**



Account Title: Hawaii State Center for Nursing  
Budget Period: 07/01/03 - 06/30/04  
Account Number: S 04 357 F 293 B 104

BUDGET CATEGORY	BUDGET	Jul-03	Aug-03	Sep-03	Oct-03	Nov-03	Dec-03	Jan-04	Feb-04	Mar-04	Apr-04	May-04	Jun-04	ENC	PROJ EXP	TOTAL EXP	BALANCE
PERSONAL SERVICES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0.00
SALARIES/WAGES REGULAR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0.00
OVERLOAD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0.00
SUB-TOTAL REGULAR SALARIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0.00
LECTURERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0.00
SUB-TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0.00
CASUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0.00
RAYNOR, CHARISSA	0	0	0	0	0	0	0	0	0	0	0	0	2,000.00	0	0	2,000.00	(2,000.00)
SUB-TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	2,000.00	0	0	2,000.00	(2,000.00)
STUDENT ASSISTANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0.00
SUB-TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0.00
PERSONAL SVCS SUB-TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	2,000.00	0	0	2,000.00	(2,000.00)
FRINGE BENEFITS	0	0	0	0	0	0	0	0	0	0	0	0	52	0	0	52.20	(52.20)
REVENUE	0	0	0	0	0	0	0	0	0	0	(43,640)	(30,760)	0	0	0	(74,400.00)	74,400.00
OTHER CURRENT EXPENDITURES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0.00
MATERIAL & SUPPLIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0.00
DUES & SUBSCRIPTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0.00
UTILITIES & COMMUNICATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0.00
PRINTING & BINDING	0	0	0	0	0	0	0	0	0	0	0	0	333	0	0	333.34	(333.34)
ADVERTISING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0.00
TRAVEL	0	0	0	0	0	0	0	0	0	0	0	0	1,597	0	0	1,596.98	(1,596.98)
RENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0.00
REPAIR & MAINTENANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0.00
STIPENDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0.00
NON-ST-EMP. SERVICES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0.00
OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0.00
SUB-TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	1,930	0	0	1,930.32	(1,930.32)
EQUIPMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0.00
TOTAL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(43,640.00)	(30,760.00)	3,982.52	0.00	0.00	(70,417.48)	70,417.48

Name of File: 293105  
as of 04/30/05

Account Title: Hawaii State Center for Nursing  
Budget Period: 07/01/04 - 06/30/05  
Account Number: S 05 357 F 293 B 105

BUDGET CATEGORY	BUDGET	Jul-04	Aug-04	Sep-04	Oct-04	Nov-04	Dec-04	Jan-05	Feb-05	Mar-05	Apr-05	May-05	Jun-05	ENC	PROJ EXP	TOTAL EXP	BALANCE
PERSONAL SERVICES	0	0	0	0	0	0	0	0	0	0	0	0	1,370	0	0	0	0
SALARIES/WAGES REGULAR	0	0	0	0	0	0	0	0	0	0	0	0	1,370	0	1,370	(1,370)	0
Bates, Krishi	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EXEC DIR (TBD)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Researcher (TBD)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OVERLOAD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTAL REGULAR SALARIES	0	0	0	0	0	0	0	0	0	0	0	0	1,370	0	1,370	(1,370)	0
LECTURERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CASUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MATHEWS, BARBARA	0	0	0	0	0	0	0	0	0	0	0	5,712	6,720	0	0	12,432	(12,432)
RAYNOR, CHARISSA	0	2,000	2,000	2,000	0	2,000	0	0	0	0	0	0	0	0	0	8,000	(8,000)
SUB-TOTAL	0	2,000	2,000	2,000	0	2,000	0	0	0	0	0	5,712	6,720	0	0	20,432	(20,432)
STUDENT ASSISTANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PERSONAL SVCS SUB-TOTAL	0	2,000	2,000	2,000	0	2,000	0	0	0	0	0	5,712	8,090	0	0	21,802	(21,802)
FRINGE BENEFITS	0	53	53	53	0	53	0	0	0	0	0	149	614	0	0	976	(976)
REVENUE	0	0	(23,240)	0	(19,520)	0	0	0	(21,960)	0	0	0	0	0	(38,920)	(103,640)	103,640
OTHER CURRENT EXPENDITURES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MATERIAL & SUPPLIES	0	0	0	0	0	0	0	0	102	0	431	0	0	0	0	533	(533)
DUES & SUBSCRIPTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UTILITIES & COMMUNICATIONS	0	0	0	0	0	0	394	0	0	0	0	0	0	0	0	394	(394)
PRINTING & BINDING	0	0	0	0	0	0	0	0	1,601	0	0	0	0	0	0	1,601	(1,601)
ADVERTISING	0	0	58	0	2,490	0	0	5,919	0	56	327	0	0	0	116	8,968	(8,968)
TRAVEL	0	0	163	0	213	0	0	1,320	868	333	750	0	0	104	2,024	5,775	(5,775)
RENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
REPAIR & MAINTENANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STIPENDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NON-ST-EMP. SERVICES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	0	0	36	39	30	33	36	270	0	36	84	0	0	704	1,268	(1,268)	0
SUB-TOTAL	0	0	257	39	2,733	33	430	7,509	2,571	427	1,592	0	0	104	2,844	18,539	(18,539)
EQUIPMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	2,506	2,506	(2,506)	0
TOTAL	0	2,053	(20,928)	2,092	(16,787)	2,086	430	7,509	(19,389)	427	1,592	5,861	8,704	2,610	(36,076)	(59,817)	59,817
CARRYOVER	70,417	68,364	89,293	87,201	103,988	101,901	101,472	93,963	113,352	112,925	111,333	105,472	96,768	94,158	130,235	70,417	130,235
BALANCE	70,417	68,364	89,293	87,201	103,988	101,901	101,472	93,963	113,352	112,925	111,333	105,472	96,768	94,158	130,235	70,417	130,235

Name of File: 293106  
as of 02/28/06

Account Title: Hawaii State Center for Nursing  
Budget Period: 07/01/05 - 06/30/06  
Account Number: S 06 357 F 293 B 106

BUDGET CATEGORY	BUDGET	Jul-05	Aug-05	Sep-05	Oct-05	Nov-05	Dec-05	Jan-06	Feb-06	Mar-06	Apr-06	May-06	Jun-06	ENC	PROJ EXP	TOTAL EXP	BALANCE
PERSONAL SERVICES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALARIES/WAGES REGULAR	0	685	2,740	2,740	2,740	0	0	(2,117)	2,601	3,012	3,012	3,012	3,012	0	0	6,788	(6,788)
BATES, KRISTI	0	0	0	0	0	0	0	3,624	7,500	7,500	7,500	7,500	7,500	0	1,506	19,779	(19,779)
DONNELLY, MEREDITH	0	0	0	0	0	0	7,500	7,500	7,500	7,500	7,500	7,500	7,500	0	0	52,500	(52,500)
LEVASSEUR, SANDRA ANN	0	0	0	13,282	3,048	7,112	7,112	7,112	7,112	7,112	7,112	7,112	7,112	0	0	73,226	(73,226)
MATHEWS, BARBARA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OVERLOAD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTAL REGULAR SALARIES	0	685	2,740	16,022	5,788	7,112	14,612	16,119	17,213	17,624	17,624	17,624	17,624	0	1,506	152,293	(152,293)
LECTURERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CASUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DONNELLY, MEREDITH	0	0	0	0	0	0	1,674	0	0	0	0	0	0	0	0	2,808	(2,808)
MATHEWS, BARBARA	0	3,024	5,376	0	0	1,134	0	0	0	0	0	0	0	0	0	8,400	(8,400)
SUB-TOTAL	0	3,024	5,376	0	0	1,134	1,674	0	0	0	0	0	0	0	0	11,208	(11,208)
STUDENT ASSISTANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NOJURI, SATOKO	0	0	0	0	0	0	0	103	178	178	159	159	159	0	0	759	(759)
SUB-TOTAL	0	0	0	0	0	0	0	103	178	178	159	159	159	0	0	759	(759)
PERSONAL SVCS SUB-TOTAL	0	3,709	8,116	16,022	5,788	8,246	16,286	16,119	17,317	17,802	17,783	17,783	17,783	0	1,506	164,260	(164,260)
FRINGE BENEFITS	0	283	956	4,736	1,692	2,103	4,319	4,981	5,476	5,606	5,606	5,606	5,606	0	479	47,450	(47,450)
REVENUE	0	0	(18,920)	(550,160)	0	0	(97,160)	0	(35,050)	0	0	0	0	0	(60,000)	(761,320)	761,320
OTHER CURRENT EXPENDITURES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MATERIAL & SUPPLIES	0	0	297	206	0	0	1,459	562	121	0	0	0	0	0	0	2,645	(2,645)
DUES & SUBSCRIPTIONS	0	0	0	70	1,000	0	0	0	0	0	0	0	0	0	(500)	570	(570)
UTILITIES & COMMUNICATIONS	0	0	22	0	1,741	862	0	0	23	0	0	0	0	0	0	2,649	(2,649)
PRINTING & BINDING	0	0	0	0	0	5,452	0	0	0	0	0	0	0	0	0	5,942	(5,942)
ADVERTISING	0	0	0	58	0	0	0	0	365	0	0	0	0	0	1,000	1,423	(1,423)
TRAVEL	0	0	567	326	186	438	902	697	1,089	0	0	0	0	0	3,902	13,287	(13,287)
RENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
REPAIR & MAINTENANCE	0	0	0	0	0	0	0	144	0	0	0	0	0	0	0	144	(144)
STIPENDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NON-ST-EMP. SERVICES	0	0	0	0	0	500	0	0	117	0	0	0	0	0	1,900	2,517	(2,517)
OTHER	0	0	99	45	136	72	191	111	0	0	0	0	0	0	25	1,543	(1,543)
SUB-TOTAL	0	0	986	705	3,063	7,323	2,552	1,514	1,715	0	0	0	0	0	5,545	30,719	(30,719)
EQUIPMENT	0	0	0	0	0	0	0	1,844	0	0	0	0	0	0	0	1,844	(1,844)
TOTAL	0	3,992	(6,862)	(528,696)	10,543	17,673	(74,003)	24,457	(10,572)	23,408	23,389	23,389	23,389	7,316	(52,471)	(517,048)	517,048
CARRYOVER	73,639																73,639
BALANCE	73,639	69,647	78,509	607,205	596,662	578,989	652,992	628,536	639,108	615,700	592,311	568,921	545,532	538,216	590,687	590,687	590,687

**Hawaii State Center for Nursing**  
**Income Statement**  
**Period: 07/01/04-06/30/05**

Revenues:

<u>Invoice #</u>	<u>Period</u>	<u>Amount</u>
Invoice 1004	07/01/04-09/30/04	24,520.00
Invoice 1005	10/01/04-12/31/04	21,960.00
Invoice 1006	01/01/05-03/31/05	18,920.00
Invoice 1007	04/01/05-06/30/05	550,160.00

Total 615,560.00

Expenses:

Personnel	19,416.00
Materials & Supplies	1,615.00
Printing	1,601.00
Utilities & Communications	394.00
Advertising	9,749.00
Travel	6,071.00
Equipment	2,506.00
Miscellaneous	1,791.00

Total 43,143.00

Balance as of 6/30/05: 572,417.00

Personnel consists of casual hire charges and associated fringe for Charissa Raynor, Barbara Mathews & Kristi Bates

Materials and supplies costs consist of general office products

Printing consists of the printing of the Nursing Workforce Shortage Fact Sheet and Nursing Workforce Report

Utilities & Communications consists of video conference fee for candidate interview for Executive Director position and postage for mailings.

Advertising consists of the advertising costs for the Executive Director position

Travel consists of travel costs for HSCFN Advisory Board members to attend monthly meetings and travel costs for the Executive Director interviewee

Equipment costs consist of Dell computers.

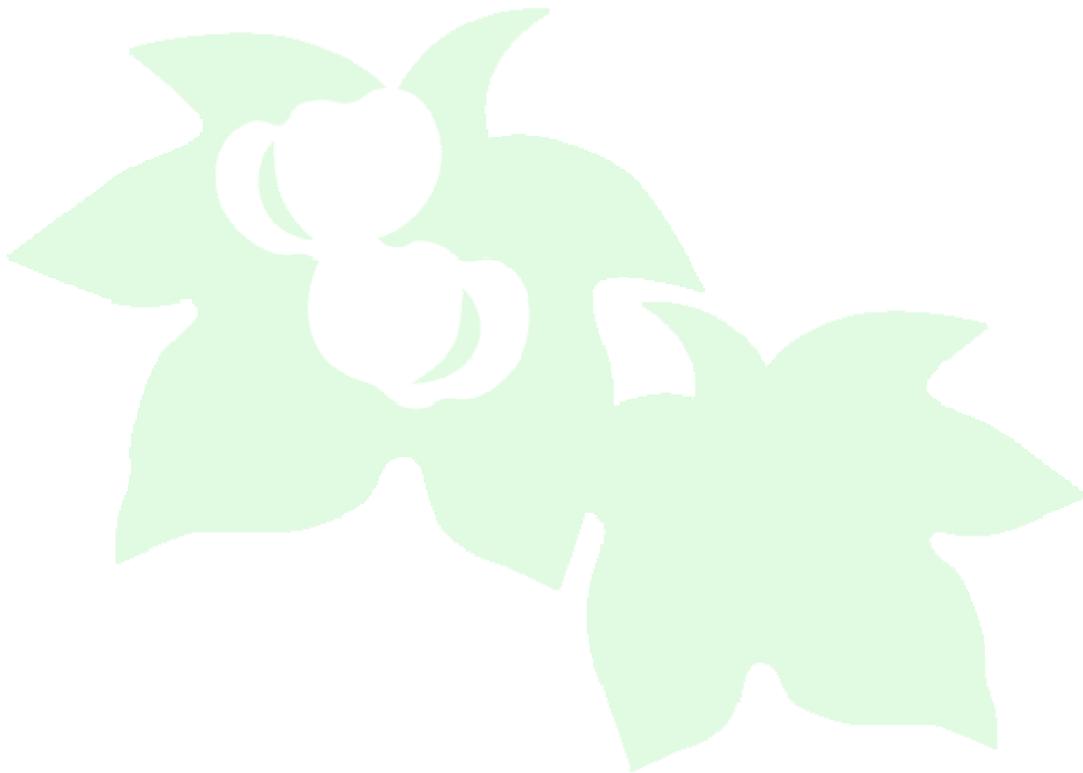
Miscellaneous costs consist of parking passes and scripts for monthly meetings.





# **Hawai'i State Center for Nursing**

## **APPENDIX D: SUMMARY OF COLLABORATIVE WORKGROUPS**



## Hawaii State Center for Nursing Summary of Collaborative Workgroups

Name of Collaborative	Dates of Meetings	Focus of Workgroup	Goals of Workgroup	Update on projects
WORKFORCE DATA	3rd Monday of the month, 4:00-5:30 pm, UHSONDH	Become an information resource that addresses trends and status of the nursing workforce	<ul style="list-style-type: none"> <li>- Develop and conduct a survey of educational programs and publish a comprehensive annual report on educational capacity</li> <li>- Develop and conduct a demand survey of Hawaii's hospitals and agencies</li> <li>- Develop a forecasting model</li> <li>- Publish a report on the nursing shortage in Hawai'i</li> </ul>	<ul style="list-style-type: none"> <li>- Education Capacity survey returned</li> <li>- Demand survey distributed to hospitals, long term care, home care, hospice, community, public health and military</li> <li>- RN Survey on turnover in data entry and analysis phase</li> </ul>
EDUCATION/PRACTICE	2nd Thursday of the month, 3:00-5:00 pm, UHSONDH	Facilitate innovations in education and practice to assure an adequate supply of well educated and competent nurses	<ul style="list-style-type: none"> <li>-Conduct a longitudinal survey of new graduate RNs during their first five years of employment</li> <li>- Conduct focus groups with managers and educators to talk about critical issues in education/practice including a focus on the meaningfulness of nursing practice</li> </ul>	<ul style="list-style-type: none"> <li>-Summit on Education/Practice held on March 17, 2006.</li> <li>-Executive Summary distributed to stakeholders.</li> <li>-Workgroups convened to address recommendations</li> </ul>
RECRUITMENT	3rd Thursday of the month, 4:00-5:30 pm, UHSONDH	Enhance the diversity of the nursing workforce and promote the image of nursing as a desirable profession and one that is central to the health care system	<ul style="list-style-type: none"> <li>- Align with existing community groups which are promoting healthcare careers and provide resources for e-mentoring, shadowing and guest speakers</li> <li>- Focus on increasing ethnic and gender diversity in the nursing workforce</li> <li>- Develop a campaign to promote a positive image of nursing</li> </ul>	<ul style="list-style-type: none"> <li>- Working with ISIS Hawaii to extend e-mentoring opportunities in high schools</li> <li>-Designing recruitment/image campaign</li> </ul>
NURSING SHORTAGE	2nd Tuesday of the month, 2:30-4:00 pm HAH	- Influence public policy by providing education and information to legislators on the nursing shortage and advocating for solutions	<ul style="list-style-type: none"> <li>- Update fact sheet</li> <li>- Prepare legislative agenda and strategy</li> </ul>	<ul style="list-style-type: none"> <li>-Fact sheet updated.</li> <li>- Testimony provided to legislature and key stakeholders</li> <li>-Submitted application for RWJ Grant: Partners Investing in Nursing's Future; awaiting notification</li> </ul>

5-2-06

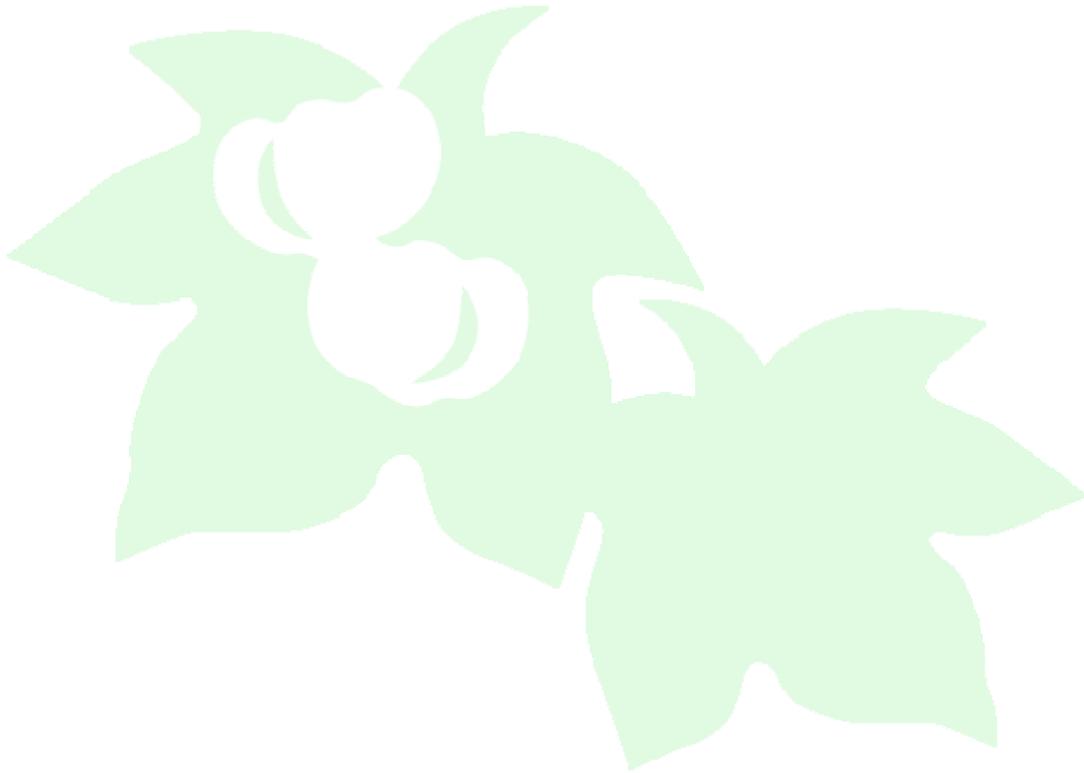
NURSING SHORTAGE (cont)		- Address the nursing shortage issues in long term care and home care including workforce capacity to meet the needs of the geriatric population		
WORKPLACE ENVIRONMENT/RETENTION	4 <sup>th</sup> Tuesday of the month, 3:30-5:00 pm, St. Francis Medical Center, Sullivan Ballroom	- Facilitate best practices in the workplace environment	- Develop and provide leadership training - Develop and pilot preceptor programs - Identify initiative(s) to support staff	- Beginning stages of developing a leadership training program





# **Hawai'i State Center for Nursing**

## **APPENDIX E: 2005 FACT SHEET**



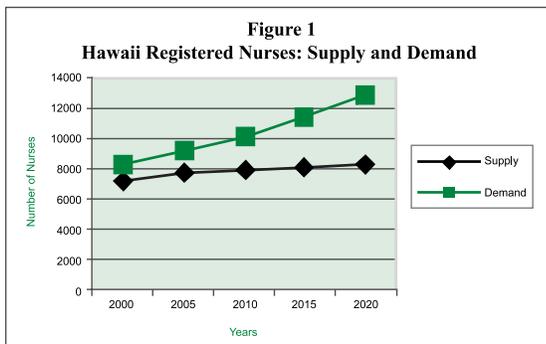
FACT SHEET ON HAWAII'S

# Nursing Shortage:

*Increasing Education Capacity to Ensure Patient Safety*  
Fall 2005

**Hawaii is experiencing a nursing shortage now and it is expected to worsen.**

- Hawaii's 13,829 active Registered Nurses (RNs) provide direct care in hospitals, long-term care facilities, home care and hospices, physician offices and community health/public health programs.
- In 2003, the mean age of Hawaii's nurses was 49.3 and increasing.
- Hawaii's population is aging faster than the rest of the country. Between 2000 and 2020 the number of people age 60 and older will increase by almost 75%.
- Nearly 87.5% of Hawaii's current RN workforce is expected to retire by 2023.<sup>1</sup> At the same time, Hawaii's aging population will increase the demand for nursing care.<sup>2</sup>
- In 2000, Hawaii experienced a shortage of 1,041 RNs, which is expected to grow to 1,518 RNs by 2005 and to 2,267 RNs by 2010.<sup>3</sup>
- Nationally, the average nursing educator is about 53 years of age and is expected to retire in 10 years.



**Access to care and quality of care are jeopardized by the RN shortage.**

- A shortage of qualified RNs threatens the health and welfare of Hawaii's citizens.
- Without enough RNs, some healthcare providers (e.g. hospitals, nursing homes, and home care agencies) may be forced to limit or discontinue services.<sup>4</sup>
- Providers may continue to provide services but with fewer RNs, potentially affecting patient safety.<sup>5</sup>

**References**

<sup>1,2,3,4,5</sup> References cited are available upon request.

\* Data is not unduplicated

**Hawaii nursing schools are turning away qualified nursing applicants due to the need for faculty and facilities.**

- When we need them the most, Hawaii's nursing schools are turning away qualified applicants.
- Nursing faculty are the key to addressing Hawaii's nursing shortage. Without them, Hawaii's schools cannot admit more students.
- The 2005 Legislature supported funding for 9 additional faculty for the University of Hawaii's nursing programs and \$20,000 in scholarship monies to prepare faculty.

*Figure 2*  
**Qualified Nursing Applicants Turned Away from Nursing Programs, Fall 2005\***

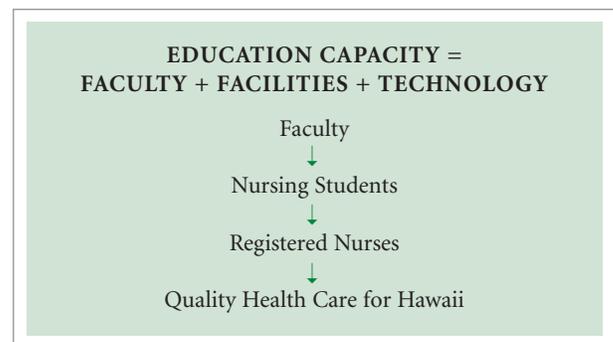
College	Fall 2005
University of Hawaii, Manoa	69
University of Hawaii, Hilo	14
Hawaii Community College	51
Kapiolani Community College	91
Kauai Community College	10
Maui Community College	120
Hawaii Pacific University	0
University of Phoenix	0
<b>Total</b>	<b>355</b>

*Figure 3*  
**New Nursing Faculty Positions Needed to Graduate 100 Additional Nurses through UH System**

College	Number of Faculty	Budget Requested
University of Hawaii, Manoa	28	\$2,000,000
University of Hawaii, Hilo	8	\$1,200,000
Hawaii Community College	13	\$1,318,000
Kapiolani Community College	20	\$1,652,381
Kauai Community College	13	\$1,028,000
Maui Community College	13.5	\$1,608,000
<b>Total</b>	<b>95.5</b>	<b>\$8,806,381</b>

**Take Action**

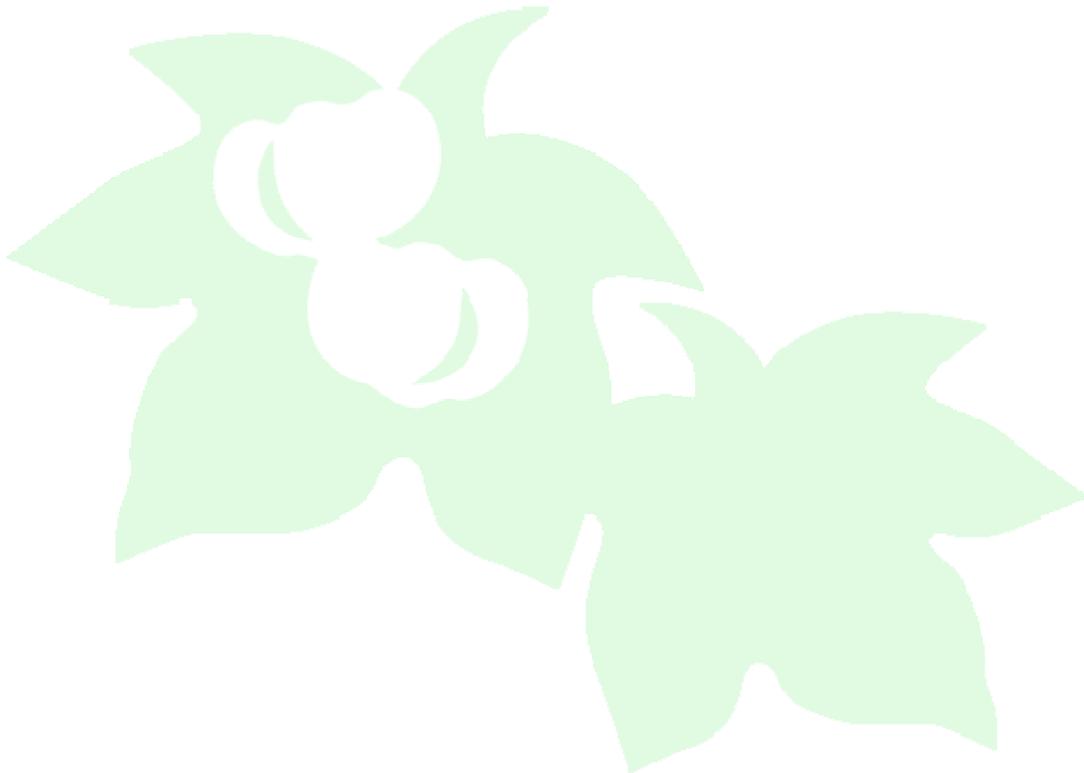
**Provide funds to add nursing faculty positions and prepare nursing faculty so qualified nursing students are not turned away from college programs.**





# **Hawai'i State Center for Nursing**

## **APPENDIX F: R.N. SURVEY ON NURSE TURNOVER**



**HAWAII STATE CENTER FOR NURSING**  
2528 McCarthy Mall, Webster Hall 402, Honolulu, HI, 96822

**R.N. SURVEY ON NURSE TURNOVER IN HAWAII**

**Instructions:** Read each question carefully and fill in your response in the spaces provided. Your response types will vary depending on the item (number, date, yes/no, or open-ended). Please return your completed survey in the enclosed postage paid envelope.

1. What is your current age? \_\_\_ years old
2. What is your gender? \_\_\_ male \_\_\_ female
3. What is your ethnicity? (check all that apply)  
 \_\_\_ Caucasian \_\_\_ Chinese \_\_\_ Chinese-Hawaiian \_\_\_ Filipino \_\_\_ Filipino-Hawaiian \_\_\_ Hawaiian \_\_\_ Japanese  
 \_\_\_ Japanese-Hawaiian \_\_\_ Korean \_\_\_ Korean-Hawaiian \_\_\_ Samoan \_\_\_ Other Pacific Islander: please specify \_\_\_\_\_  
 \_\_\_ Other: please specify \_\_\_\_\_
4. Do you have access to the internet? \_\_\_ no \_\_\_ yes
5. What age were you when you initially received your RN license? \_\_\_ years old
6. Did you have a previous college degree prior to entering nursing school? \_\_\_ no \_\_\_ yes
7. What year did you begin your first job as an RN? \_\_\_ year (i.e., 2000)
8. How many years have you worked as an RN? \_\_\_ years
9. Are you currently working in an RN position? \_\_\_ no \_\_\_ yes
10. For each position, starting with your most recent and ending with your first nursing job, answer the following in the block provided:
  - a) year you started
  - b) type of position (i.e., staff nurse, supervisor, APRN, NP, CNS, middle manager, nurse executive, etc)
  - c) type of work setting. Use the following numerical code:  
 1 – Hospital      2 – Home care      3 – Rehab      4 – Long term care/nursing home  
 5 – Public health nursing      6 – Community nursing (other than PHN)      7 – Nursing faculty      8 – Other (write in type)
  - d) length of time to find position (i.e., 1 week, 1 month)
  - e) length of time in position (i.e., 6 months, 1 year)
  - f) reasons for leaving

Position (from recent one)	a) Year started	b) Type of position	c) Work setting (use code 1-8, if 8 fill in type)	d) Length of time to find position	e) Length of time in position	f) Reasons for leaving
#1						
#2						
#3						
#4						
#5						
#6						
#7						



