



# HAWAII STATE Center for Nursing

Newsletter, Spring, 2006

## FROM THE EXECUTIVE DIRECTOR

Hawai'i State Center for  
Nursing

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The Hawai'i State Center for Nursing was established by the Legislature in 2003 by Act 198 (HB 422 HD2, SD@, CD1, SB2072), and became operational in April 2005, when revenue from the nursing licensing fees was sufficient to hire an Executive Director. 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 meets on a monthly basis to provide oversight and guidance of all Center activities.

The work of the Center is being accomplished by five 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 accomplishment of the Center goals.

The following is a brief summary of the Center activities:

1. A Fact Sheet on Hawaii's Nursing Shortage has been updated from 2004 to provide current information on the nursing workforce. Testimony was provided to the Hawai'i State Legislature to advocate for increased educational capacity in the University of Hawai'i Schools of Nursing

2. An educational capacity survey has been completed of which 100% of the schools of nursing in Hawai'i have responded. The report will be available in June, 2006.
3. A survey has been completed of all Registered Nurses in the State of Hawai'i focusing on turnover and to identify issues. Data entry and analysis is being completed. The report will be available Summer, 2006.
4. A survey on the demand for nurses was distributed to all sectors of the healthcare industry including acute care, long term care, home care, hospice, community agencies, public health agencies and the military. The survey will help determine the nursing workforce needs for Hawai'i.
5. A Summit on Nursing Education and Practice was held to focus on integration, collaboration and community partnerships. Work has begun on the recommendations.
6. A 5-year longitudinal survey of new graduate nurses has been designed and is in the beginning phases of implementation. The survey will explore issues in the transition from education to practice and identify turnover rates and best practices in retention.

It has been an exciting and challenging year! We have involved many nurses from throughout our state and the response has been very gratifying! We are looking forward to bringing even more nurses into our Collaborative Workgroups...please join with others to strengthen our profession and deal with the many issues of the nursing shortage!

*Barbara P. Mathews*

Barbara P. Mathews, MS, APRN, CNAA  
Executive Director  
Hawai'i State Center for Nursing

#### Our Mission:

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



## Meet the Staff

**Barbara P. Mathews, MS, RN, CNAA,**  
Executive Director, Hawai'i State Center for Nursing  
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Ms. Mathews is the first Executive Director of the Center which became operational in 2005. In this role, she leads a new organization which was established by the Hawai'i State Legislature to address the nursing shortage and to assure that the State of Hawai'i has sufficient nursing resources to meet the healthcare needs of its people. Ms. Mathews received her BSN from UCLA and her MS in mental health/psychiatric nursing from the University of Hawai'i. She has practiced as a clinical nurse specialist in both inpatient and outpatient settings and in rural and urban environments.

Barbara has been in nursing administration in the acute care setting since 1991 and, from 2000-2005, was the Vice President of Patient Care and Chief Nursing Officer of the Queen's Medical Center in Honolulu. Her experience includes acute care operations, strategic planning, program development and implementation, policy development, regulatory oversight and the enhancement of professional nursing practice. She currently serves as the President of the Hawai'i chapter of the American Organization of Nurse Executives and was awarded the 2005 leadership award by Sigma Theta Tau. She is certified by the American Nurses' Association in advanced nursing administration.

**Sandra A. LeVasseur PhD, Master of Gerontology, RN**  
Assoc. Director, Research, Hawai'i State Center for Nursing  
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Dr. LeVasseur is responsible for the research and grant writing activities of the Center. She received her PhD in Health Services Research from the Monash Institute of Health Services Research, Monash University, Australia. She also has a Master of Gerontology from La Trobe University, Victoria, Australia.

Sandra has extensive research and program evaluation experience spanning over nineteen years. Her research background includes basic clinical research in the areas of subjective and physiological responses to pain and pain management. She has conducted clinical nursing research in areas such as graduate nurses perceived clinical competencies, patient care outcomes, and quality of life in post acute stroke patients. Health services research includes piloting an advanced practice role for nurses in emergency departments, evaluating hospital in the home services for cardiac patients, evaluating the consistency of triage in emergency departments in the state of Victoria Australia, evaluating the use of patient dependency information systems by nurses in a large healthcare organization. She has numerous research papers published in peer reviewed journals.

**Meredith P. Donnelly**  
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Meredith received her B.A. in Political Science from New York University. She has worked for non profit organizations in New York City, most recently as the Director of Membership and Administration at the Greenwich Village Society for Historic Preservation. She has been responsible for donor relations, fundraising, publications and events management.



## Education and Practice Activities

### EDUCATION AND PRACTICE SUMMIT MARCH 16 – 17, 2006 RADISSON PRINCE KUHIO HOTEL

The Hawai'i State Center for Nursing, as part of its strategic plan to address the nursing shortage, convened a group of stakeholders from nursing and the community in an Education and Practice Summit. A central question was identified to focus the Summit:

"In consideration of the changing healthcare environment, how can the integration of nursing education and practice enable today's and tomorrow's nurses to better meet the needs of the people of Hawai'i?"

The objectives for the summit were as follows:

- Understand the current issues and trends in the healthcare environment in nursing education and nursing practice, on both national and local levels
- Foster collaboration between education and practice
- Build innovative partnerships in the areas of nursing education, educational capacity, transition from education to practice and the ongoing development of nurses
- Begin to articulate a collective vision

A total of ninety (90) individuals attended the Summit representing all sectors of the healthcare community and all islands. The largest number of attendees was from nursing with education having a larger number of participants than practice. The program was divided into an evening session beginning with networking and pupus and a day-long session including breakfast and lunch.

#### SUMMIT RECOMMENDATIONS

- Develop a plan to integrate nursing education and practice to meet the changing healthcare needs and expectations of our population by September 30, 2006
- Share research regarding the shortage needs of nursing with those outside of the profession including stakeholders and others
- Restructure practice and education to meet healthcare demands by creating a collaborative and standardized transition program i.e. internship or residency model

Next steps include convening work groups to plan and implement the Summit recommendations. Forty four individuals signed up to continue the work of the Summit.

The Summit will be seen as a first step in a long term effort to successfully integrate nursing education and nursing practice so that the nursing workforce can meet the healthcare needs of the people of Hawai'i. Thanks to the efforts of the Planning Committee and an outstanding facilitator, the first Summit of the Hawai'i State Center for Nursing was a successful beginning.

### SURVEY OF NURSING EDUCATION PROGRAMS 2004 - 2005

The Hawai'i State Center for Nursing recently conducted and completed its first survey of nursing education programs in Hawai'i. The survey collected information on the types of programs offered, enrollment capacity, the number of graduates, student and faculty demographics, and current issues affecting program capacity.

In November 2005, the 'Survey of Nursing Education Programs' was mailed to the eight education institutions that offer education programs in the State of Hawai'i. Several follow-up phone calls and e-mail notices were used to prompt response to the survey. By mid-January 2006, surveys were returned by all eight institutions.

Survey recipients were requested to complete the survey with information for all nursing programs offered during the 2004 - 2005 school year. If they were unable to report actual numbers, they were offered the options of providing an estimate (and labeling the data as an estimate) or indicating that the data were not available.

Most nursing education programs reported they had more qualified applicants than the number of available admission slots. Overall, for the public institutions providing data and enrollment information, 443 qualified applicants were not enrolled.

- LPN programs report that 52% (n=68) qualified applicants were not enrolled
- Ladder programs report that 46% (68) qualified applicants were not enrolled
- ADN programs report that 67% (183) qualified applicants are not enrolled
- Public pre-licensed BSN programs report 59% (116) of qualified applicants were not enrolled.
- MSN programs report approximately 9% (5) of qualified applicants are not enrolled
- PhD programs report 25% (3) of qualified applicants are not enrolled

Numerous factors were identified that cause concern for the educational capacity of programs. Some of these factors include difficulties in filling faculty positions, lack of sites for clinical placements, lack of faculty for clinical placements, lack of classroom space and lack of funding support as tuition does not cover the cost of educating the student.

The report will soon be published for dissemination and will be available on our website at: [www.nursing.hawaii.edu/hscfn](http://www.nursing.hawaii.edu/hscfn)



## The Hawai'i State Center for Nursing Workforce Survey of New Graduate Registered Nurses

**Investigators:** S.A. LeVasseur, B. Mathews, J. Itano

**Introduction:** The State of Hawai'i is experiencing a nursing shortage which is expected to worsen over the next fifteen years. According to the recent report *Hawai'i's Health in the Balance: A Report on the State of the Nursing Workforce*<sup>2</sup>, there will be a shortage of 2,267 nurses by 2010 and 4,593 nurses by 2020. Several key factors have been identified that impact on the growing shortage of nurses. These include the population of the State is aging at a higher rate than most states in the rest of the nation and the average age of nurses in the workforce is 49.3<sup>1</sup> years and increasing.

A key strategy to address the nursing workforce is retention of existing nurses and nowhere is the difficulty more pronounced than with new graduate RNs. Turnover in the new graduate workforce is considerably higher than the more experienced nursing workforce. Roche, Lamoreau and Teehan<sup>3</sup> highlight that between 35% - 60% of new nurses change jobs in their first year<sup>4</sup> and that despite a specialized internship program, 25% of new graduate registered nurses leave their first job within the first year.<sup>5</sup> Research also suggests that the first six months may be a crucial marker for measuring retention of newly hired nurses.<sup>6</sup> High turnover rates are not only costly for an organization, but create an unstable workforce which impacts patient outcomes, unit morale and productivity.

A variety of programs have been developed and implemented to enhance the experience of the new graduate registered nurse including enhanced preceptor/mentoring,<sup>8</sup> extended orientations<sup>4</sup> or residencies,<sup>7</sup> competency based curriculum in schools of nursing,<sup>9</sup> and support/professional development groups. However, there exists little empirical evidence concerning new graduate registered nurses' patterns of employment or perceptions of their jobs in the first five years of employment, and no data examining newly graduate registered nurses in Hawaii.

**Purpose:** This study will examine new graduate registered nurses employment patterns and perceptions of their jobs in the first five years of their nursing career in Hawai'i.

**Methods:** A longitudinal descriptive design will be used to explore graduating student nurses transition into nursing practice over 3.5 years. The project will utilize qualitative and quantitative research methodologies to identify and describe the transitional experiences of new nurses from their graduation as student nurses until approximately three and half years after graduation. Data will be collected at graduation (baseline), 6 months, 18 months, 30 months, and 42 months.

**Analysis:** Descriptive statistics will be used to examine the perceptions of graduating students' expectations of obtaining their first nursing positions, identify student's perceptions of preparedness for nursing after completion of nursing education. In addition, descriptive statistics will be used to examine frequency of graduated registered nurses finding nursing employment; to identify whether educational experiences are perceived as valuable in obtaining nursing positions. The six month survey will analyze frequency of employers providing clinical orientation or some other form of support that assists in making the transition from student to professional nurse easier. Analyses will examine 6-month, 18-month, 30-month, and 42-month data to identify and describe rates of retention and turnover, variability in workplace support, frequency of employment in non-nursing positions or unemployment. Finally, the data will be examined to identify and describe new nurses' future plans to remain working in Hawaii or migration plans out of the State and trends in the number of nurses planning to continue their nursing education.

**Funding:** Hawai'i State Center for Nursing will support this project with internal staff. Additional funding will be sought from nursing and/or local foundations.

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