



Hawai'i State Center for Nursing

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Hawai'i State Center for Nursing

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New Evidence-Based Practice Initiative

Recent emphasis on inconsistent provision of health care across the nation and the risks of hospitalization have driven the federal government to deny reimbursement for negative outcomes that are hospital acquired, many of which are related to nursing care and based on evidence, such as nosocomial pressure ulcers and injuries from falls. Despite the decades-old realization that incorporating research findings into practice is critical to the provision of quality nursing care, the application of these findings to actual patient care is more challenging. Unfortunately, this knowledge-practice gap has been so difficult to address that nursing continues to rely, in large part, on ritual and tradition.

One of the Hawai'i State Center for Nursing's legislative mandates is to conduct research on best practices and quality outcomes. Evidence-based practice (EBP) is one solution to ensuring that research is utilized to inform and improve patient outcomes.

In March 2009, Dr. Marita Titler, an internationally renowned expert in EBP, provided a 4-hour presentation about creating cultures of evidence-based practice to over 200 nurse leaders and then offered a two-day workshop to 13 teams of nurses around the state. Using the Iowa Model as the framework, Dr. Titler and other faculty provided information about the rationale for implementing EBP, topic selection, literature searching, critiquing, and synthesizing, strategies for successful implementation of an EBP project within an organization, and hands-on training that assisted with defining and clarifying individual projects.

The Center plans to utilize this workshop as a starting point for an 18-month program designed to assist each of these teams to develop, implement, and evaluate their projects. The team members are from seven different organizations and have identified 13 different practices to improve. We are very excited to facilitate the work of these teams and are anticipating that this initiative will not only enhance the skills of nurses in using evidence in their practice, but will have a positive impact on patient care and quality outcomes across the State.

Our Mission:

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





Pacific Institute of Nursing 2009 Conference Advancing Practice, Education and Research

The Center was pleased to lead a consortium of over 20 nursing and health care organizations throughout the State of Hawai'i and across the Pacific to present the Pacific Institute of Nursing Conference on March 18-20. Building on the 20-year history of the Pacific Nursing Research Conference, the vision for 2009 was expanded to bring nurses together to focus on best practices at the bedside, in the boardroom, and in the classroom.

Attendance grew significantly this year with a total of 250 participants from a dozen different countries. Keynote and invited speakers represented a high level of expertise and innovation in best practices and came from across the mainland, Singapore and the Philippines. Breakout and poster sessions featured excellent work from Hawai'i nurses as well as those from other states and countries. A vast array of topics were available.

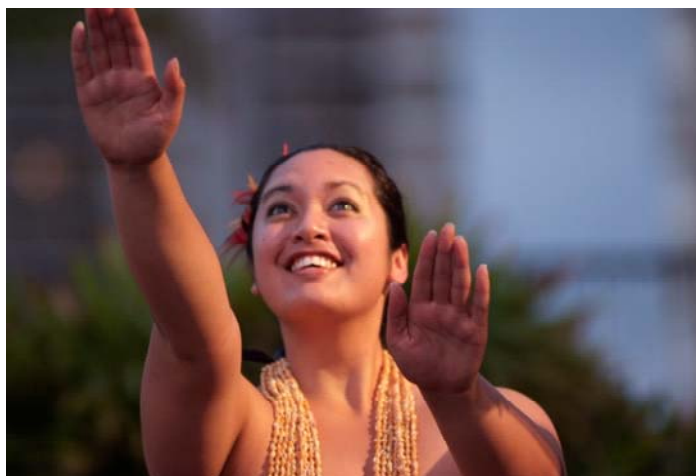
Awards were given to nurses from throughout the state and to Dr. Pat DeLeon, Chief of Staff to Senator Daniel Inouye and included:

Nurse Educator of the Year: Dr Lois Magnussen
Nurse Entrepreneur of the Year: Colonel Heidi Warrington
Nurse Researcher of the Year: Dr. Jillian Inouye
Nurse Clinician of the Year: Lieutenant Colonel Mary E. Freyling

It was an inspiring event for the participants. Information that had been "theoretical" became very practical and reality based. Nurses could see that evidence-based practice does not have to require unlimited resources nor be confusing and complex. But it must start with each of us reflecting on how our practice could be better and safer. To make a difference, it takes nurses working together to identify problems and generate solutions...it is exciting!

It was also very clear that nurses from diverse settings and from around the globe have a common bond. In spite of language barriers and significant differences in the cultures of the populations we serve, we all spoke the language of nursing.

A special mahalo goes to Dr. Debra Mark, RN Researcher (and expert on evidence based practice) at the Center. Dr. Mark chaired this conference and was tireless in assuring that an enjoyable and productive experience was provided.





2009 RN WORKFORCE SURVEY PLEASE KOKUA!

The Hawai'i State Center for Nursing, in collaboration with Board of Nursing, is conducting the biannual RN Nursing Workforce Survey. While we are seeing a short term surge in the RN workforce, the nursing shortage is still projected to be severe. The information you provide will be invaluable in projecting RN supply for the State of Hawai'i. Through this survey, we learn about the RN workforce statewide and on each island, and will communicate the data to policy makers, educators, administrators and to YOU. Strategies can be developed and implemented while we can still impact the nursing shortage.

The survey can be completed online at the time of license renewal, OR you may fill out the hard copy being mailed with this newsletter to your home.

Many thanks for your participation. The report, when completed, will be available on the Center's website at www.HINursing.org.

NURSE RECRUITMENT AND RETENTION GRANT PROGRAM

The Center is pleased to offer the HSCFN Nurse Retention Grant Program which will fund small projects which are focused on retention of the nursing workforce in Hawai'i. The projects must be based in your clinical setting and must include at least one staff RN on the team. It is anticipated that five to ten performance improvement initiatives will be awarded per year in amounts ranging from \$3,000 to \$15,000.

Applications can be for performance improvement projects or research that focuses on new graduates, frontline managers, experienced "older" nurses; the satisfiers and non-satisfiers for nurses providing direct care; the work environment and nurse recognition programs. The projects can serve as a pilot for longer term or larger scale recruitment or retention initiatives. The next funding phase will begin January 1, 2009.

It is the hope of the Center that innovation can be developed at the bedside with such support. For more information visit our website at www.HINursing.org and/or e-mail Dr. Debra Mark at debramar@hawaii.edu.



FROM THE EXECUTIVE DIRECTOR ALOHA KĀKOU



April 1, 2009, was a very exciting day, as it was the day my role as Director, Hawai'i State Center for Nursing began. I extend a sincere Mahalo Nui Loa to the Center's Advisory board, chaired by Sally Ishikawa, members of the selection committee, the nursing community, legislators and the many supporters of the Center, for the kind words of support, congratulations, encouragement and well wishes. It is an honor and a privilege to work with all of you in fulfilling the Center's mission: "To assure that the State of Hawai'i has the nursing resources necessary to meet the health care needs of its people".

My nursing career spans over 30 years here in Hawai'i. I started as a staff nurse in acute care and progressed in a number of administrative positions in nursing, information systems, facilities & strategic planning, communications and marketing. Most recently, I held the position of Director of Operations at the School of Nursing and Dental Hygiene at the University of Hawai'i at Manoa. My passion for my chosen profession and the Center's mission lead me to this wonderful opportunity.

I look forward to working with you to build upon the very strong foundation laid by the Center's founding director, Barbara Mathews. We face a number of challenges in these trying times but together I am confident that we will generate new and innovative solutions to ensure that "there is a nurse when you need one".

Mahalo Nui Loa!

Gail P. Tiwanak

STAY TUNED for....

- Hawai'i New Graduate RN Internship Program, Preceptor Training, May, 2009
- Leadership Programs for Staff Nurses, July, 2009
- Request for Proposal for Retention Projects, Summer, 2009
- Visits to Meet the New Director, Gail Tiwanak