



UNIVERSITY OF HAWAII SYSTEM

Legislative Testimony

Testimony Presented Before the
Senate Committee on Higher Education and
Senate Committee on Health
Friday, March 18, 2022 at 1:00 p.m.

By

Clementina D. Ceria-Ulep, PhD, RN
Interim Dean and Professor
Nancy Atmospera-Walch School of Nursing
(formerly the School of Nursing and Dental Hygiene)

and

Michael Bruno, PhD
Provost
University of Hawai'i at Mānoa

HB 2220 HD1 – RELATING TO NURSING

Chairs Kim and Keohokalole, Vice Chairs Kidani and Baker, members of the committees:

Thank you for the opportunity for the University of Hawai'i at Mānoa Nancy Atmospera-Walch School of Nursing (NAWSON) to provide testimony in strong support for HB 2220 HD1, provided that its passage does not replace or impact priorities in our Board of Regents Approved Budget.

This bill appropriates funding to the University of Hawai'i to increase the State's capacity to train new nurses and project future nursing workforce needs.

I serve as the Interim Dean for NAWSON, and have convened the University of Hawai'i Statewide Nursing Consortium, which is the collaborative of associate degree nursing programs and NAWSON that established academic progression standards and articulation agreements from the associate degree programs into the NAWSON bachelors in nursing program. The Consortium has existed since 2012, and through this work, more nurses across the state have access to baccalaureate education in nursing. In fact, though 32% of all registered nurses (RNs) in this state report that their initial nursing education was a licensed practical nurse (LPN) certificate (7%) or associate degree in nursing (25%), 75% of RNs report that their education is at the baccalaureate level or higher. In addition to our success in helping nurses advance their education, through our work leading the Consortium, NAWSON has fostered strong relationships with the directors of fellow UH nursing programs.

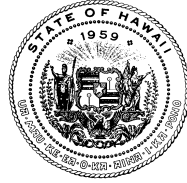
In Fall 2021, I sounded the alarm regarding nursing faculty and instructors. Though we have had an increasingly difficult time recruiting new applicants, and expanding our instructor lines due to changes in clinical education standards in our state, we suddenly found ourselves at an intersection of increased demand for instructors, increased

vacancies due to early retirements or departures as a result of COVID, and a need to support new faculty and instructors who may be expert clinicians, but new to teaching. This measure is the response to our call for help. NAWSON and our fellow UH schools of nursing thank you for hearing our needs and identifying solutions that will help us recruit the additional teaching roles needed, as well as dedicate resources to researching and projecting the future workforce needs. With the added instructor lines and workforce projections, we will be better able to right-size our teaching plans, which include adjusting admissions, to the needs of the future.

This funding will support 39 positions across the State. Funding was based on Fall 2021 need, but continues to represent the needs today. With equity in mind, the schools with greatest need for instructors will receive the greatest benefit. This strengthens the teaching capacity particularly for our partners in rural areas and at community colleges. While recruiting faculty is a challenge, we also know that introducing teaching to clinical faculty is a valuable pipeline into the nursing faculty career pathway. Thus, the additional transition to clinical instruction training and support this bill proposes will increase the resources and support these individuals need to be recruited and retained.

Upon recruitment of these positions, our state schools of nursing will be better able to accommodate the current teaching demands. Currently, all schools reported instructors and faculty are working on overload. It will help our schools right-size the instructor positions to the new clinical teaching environment. Since COVID, we have seen a reduction in allowed cohort sizes from one instructor to eight students down to one instructor to four to six students. It will also help us plan for the future. By increasing our knowledge about future nursing projections and right-sizing our current faculty and instructor staff, we will be better positioned to recalibrate our programs to meet the employer demands and profession needs in our state.

This measure is critical to the future of nursing in Hawai'i. Without this funding, we will be years behind in our ability to produce enough nurses. We appreciate your continuing support of nursing education and the nursing profession. Thank you for the opportunity to testify in strong support of the intent and funding proposed in this measure.



STATE OF HAWAII
DEPARTMENT OF HEALTH
P. O. Box 3378
Honolulu, HI 96801-3378
doh.testimony@doh.hawaii.gov

**Testimony in SUPPORT of HB2220 HD1
RELATING TO NURSING.**

SENATOR JARRETT KEOHOKALOLE, CHAIR
SENATE COMMITTEE ON HEALTH

SENATOR DONNA MERACDO KIM, CHAIR
SENATE COMMITTEE ON HIGHER EDUCATION

Hearing Date: March 18, 2022

Room Number: Video & 225

- 1 **Fiscal Implications:** N/A.
- 2 **Department Testimony:** The Department of Health (DOH) supports resources for the
- 3 University of Hawai'i to increase the State's capacity to train new nurses and project future
- 4 nursing workforce needs. The comprehensive and fair proposal for the distribution of funds is
- 5 based on need, which will open disproportionately more opportunities for disparate areas.
- 6 **Offered Amendments:** N/A.

DAVID Y. IGE
GOVERNOR



CRAIG K. HIRAI
DIRECTOR

GLORIA CHANG
DEPUTY DIRECTOR

EMPLOYEES' RETIREMENT SYSTEM
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND
OFFICE OF THE PUBLIC DEFENDER

STATE OF HAWAII
DEPARTMENT OF BUDGET AND FINANCE
P.O. BOX 150
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ADMINISTRATIVE AND RESEARCH OFFICE
BUDGET, PROGRAM PLANNING AND
MANAGEMENT DIVISION
FINANCIAL ADMINISTRATION DIVISION
OFFICE OF FEDERAL AWARDS MANAGEMENT (OFAM)

WRITTEN ONLY
TESTIMONY BY CRAIG K. HIRAI
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
TO THE SENATE COMMITTEES ON HEALTH AND HIGHER EDUCATION
ON
HOUSE BILL NO. 2220, H.D. 1

March 18, 2022
1:00 p.m.
Room 225 and Videoconference

RELATING TO NURSING

The Department of Budget and Finance (B&F) offers comments on this bill.

House Bill No. 2220, H.D. 1, appropriates an unspecified amount of general funds in FY 23 for the University of Hawai'i to increase the State's capacity to train new nurses and project future nursing workforce needs.

B&F notes that the FY 23 Executive Supplemental Budget includes budget requests to add \$381,767 in general funds for the University of Hawai'i at Mānoa, \$532,150 in general funds for the University of Hawai'i at Hilo, and \$842,572 in general funds for the University of Hawai'i Community Colleges to increase the State's capacity to train new nurses and project future nursing workforce needs.

B&F also notes that, with respect to the general fund appropriation in this bill, the federal Coronavirus Response and Relief Supplemental Appropriations Act requires that states receiving Elementary and Secondary School Emergency Relief (ESSER) II funds and Governor's Emergency Education Relief II funds must maintain state support for:

- Elementary and secondary education in FY 22 at least at the proportional level of the state's support for elementary and secondary education relative to the state's overall spending, averaged over FYs 17, 18 and 19; and
- Higher education in FY 22 at least at the proportional level of the state's support for higher education relative to the state's overall spending, averaged over FYs 17, 18 and 19.

Further, the federal American Rescue Plan (ARP) Act requires that states receiving ARP ESSER funds must maintain state support for:

- Elementary and secondary education in FY 22 and FY 23 at least at the proportional level of the state's support for elementary and secondary education relative to the state's overall spending, averaged over FYs 17, 18 and 19; and
- Higher education in FY 22 and FY 23 at least at the proportional level of the state's support for higher education relative to the state's overall spending, averaged over FYs 17, 18 and 19.

The U.S. Department of Education has issued rules governing how these maintenance of effort (MOE) requirements are to be administered. B&F will be working with the money committees of the Legislature to ensure that the State of Hawai'i complies with these ESSER MOE requirements.

Thank you for your consideration of our comments.



STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
www.labor.hawaii.gov

March 18, 2022

LATE

To: The Honorable Jarrett Keohokalole, Chair,
The Honorable Rosalyn H. Baker, Vice Chair and
Members of the Senate Committee on Health

The Honorable Donna Mercado Kim, Chair,
The Honorable Michelle N. Kidani, Vice Chair and
Members of the Senate Committee on Higher Education

Date: Friday, March 18, 2022

Time: 1:00 p.m.

Place: Conference Room 225, State Capitol

From: Anne Perreira-Eustaquio, Director
Department of Labor and Industrial Relations (DLIR)

Re: H.B. No. 2220 HD1 RELATING TO NURSING

I. OVERVIEW OF PROPOSED LEGISLATION

HB2220 HD1 proposes to appropriate funds to the University of Hawaii to increase the State's capacity to train new nurses and project future nursing needs.

DLIR supports this measure provided it does not conflict with the priorities identified in the Governor's Executive Budget request.

II. CURRENT LAW

N/A.

III. COMMENTS ON THE HOUSE BILL

The DLIR recognizes the critical need for and importance of nurses to Hawaii's healthcare workforce and has provided funding through mini grants allocated by the Legislature to support the nursing community. The DLIR recently participated in a workshop organized by the University of Hawaii Nancy Atmospera-Walch School of Nursing where nurse educators and clinicians came together to learn how to improve clinical decision making and patient care from internationally recognized education experts.

Developing and maintaining an active vibrant nursing workforce is critical to Hawaii's overall healthcare needs. The DLIR supports this bill and will continue to work with the University of Hawaii to enhance Hawaii's workforce.



**Written Testimony Presented Before the
Senate Committee on Health
and
Senate Committee on Higher Education
Friday, March 18, 2022 at 1:00 PM.
via Videoconference**

**By
Laura Reichhardt, APRN, AGPCNP-BC
Director, Hawai'i State Center for Nursing
University of Hawai'i at Mānoa**

Testimony in Support for HB 2220, HD1

Chairs Keohokalole and Kim, Vice Chairs Baker and Kidani, members of the Senate Committee on Health, and members of the Senate Committee on Higher Education, thank you for the opportunity to provide testimony **in strong support on HB 2220, HD1, Relating to Nursing.**

This bill, if passed, will create 39 instructor positions who would support one day of teaching or clinical/lab a week. These instructors would be available to teach 230 currently enrolled and future students through their work efforts. All of the nursing programs, and their students, within the University of Hawai'i system will benefit from this bill.

By moving this vehicle forward, it will allow schools to hire the needed instructors to fill the teaching gaps of today, allow for the time needed to re-evaluate staffing structures to meet the teaching and nurse-training needs of the future, and ensure that currently enrolled students have access to the in-person clinical instruction necessary to produce high-quality new graduates in nursing.

In 2020, all nursing programs in this state reported experiencing accelerated losses to their existing faculty positions, and in addition, experienced reduced instructor-student cohort size requirements at clinical facilities. This resulted in an outsized growth in need for new faculty and instructors; both to fill vacant positions and also to meet the needs of the changing teaching environment. Covid exacerbated these needs.

In Fall 2021, the number of faculty vacancies had a direct impact on the admission rate of new students to nursing programs. Overall, schools reported admitting only 62% of the applicants as compared to the prior academic year. In particular, one community college has a faculty vacancy rate over 50%, and, as a result, it suspended Fall 2021 admissions for the only licensed

The mission of the Hawai'i State Center for Nursing is that through collaborative partnerships, the Center provides accurate nursing workforce data for planning, disseminates nursing knowledge to support excellence in practice and leadership development; promotes a diverse workforce; and advocates for sound health policy to serve the changing health care needs of the people of Hawai'i.

practical nurse program on the island and decreased its associate degree in nursing program by half.

The International Council on Nursing reported that “more than 70% of National Nursing Associations report that their countries are committed to increase the number of nursing students, but highlight that when this happens there will still be a three-to-four-year gap before new graduate nurses are ready to enter the workforce” ([icn.ch, 2020](https://www.icn.ch/2020)). This bill enables local schools of nursing to support the currently enrolled students, who will graduate one to three years, while readying themselves and identifying critical needs for greater nursing student enrollment, education, and graduation in the future.

In addition, this measure funds the effort to project nursing needs in the future. This complex projection requires employer demand data like that produced by the Healthcare Association of Hawai‘i as well as data from the Department of Labor, and workforce supply data and school of nursing education capacity including those produced by the Hawai‘i State Center for Nursing. By combining these data sources and using validated projection models, nursing workforce projections will enable the state to anticipate future workforce shortages and deficits, and enable policy makers, education programs, and employers to develop plans to ensure an adequate nursing workforce for the future. These efforts are important as all critical factors (education, workforce demand, and nursing supply) have changed demonstrably in the last two years. Creating new understanding of future needs will help approach workforce development and strategy with alignment.

The Hawai‘i State Center for Nursing urges you to pass this measure through your committee. Thank you for the dedication and care for nurses and the people in Hawai‘i.

The mission of the Hawai‘i State Center for Nursing is that through collaborative partnerships, the Center provides accurate nursing workforce data for planning, disseminates nursing knowledge to support excellence in practice and leadership development; promotes a diverse workforce; and advocates for sound health policy to serve the changing health care needs of the people of Hawai‘i.



March 18, 2022 at 1:00 pm
Via Videoconference

Senate Committee on Health

To: Chair Jarrett Keohokalole
Vice Chair Rosalyn H. Baker

Senate Committee on Higher Education

To: Chair Donna Mercado Kim
Vice Chair Michelle N. Kidani

From: Paige Heckathorn Choy
Associate Vice President, Government Affairs
Healthcare Association of Hawaii

Re: Testimony in Support
HB 2220 HD 1, Relating to Nursing

The Healthcare Association of Hawaii (HAH), established in 1939, serves as the leading voice of healthcare on behalf of 170 member organizations who represent almost every aspect of the health care continuum in Hawaii. Members include acute care hospitals, skilled nursing facilities, home health agencies, hospices, assisted living facilities and durable medical equipment suppliers. In addition to providing access to appropriate, affordable, high quality care to all of Hawaii's residents, our members contribute significantly to Hawaii's economy by employing over 20,000 people statewide.

Thank you for the opportunity to testify in **support** of this measure, which would provide needed funding to increase the state's capacity to train new nurses and project future nursing workforce needs. The pandemic has exacerbated many long-standing workforce issues in the state, especially as it relates to nurses working in all settings of care, from hospitals to post-acute care. Creating a robust pipeline requires an investment into our educational facilities and a focus on making sure that the requisite educational and training opportunities are made available to ensure a highly-qualified workforce to care for Hawaii residents.

Through the Healthcare Workforce Initiative, HAH and its members have worked closely with educational institutions, healthcare employees, and other key stakeholders such as the Hawaii State Center for Nursing to address workforce needs now and into the future. We appreciate any investment the state legislature can make into this critical industry and would suggest that more focus and funding should be made available to support positions along the entire continuum of care, from entry level up through nurse and physician roles.

Thank you for this opportunity to testify in support of this measure.

Phone: (808) 521-8961 | Fax: (808) 599-2879 | HAH.org | 707 Richards Street, PH2 - Honolulu, HI 96813

Affiliated with the American Hospital Association, American Health Care Association, National Association for Home Care and Hospice, American Association for Homecare and Council of State Home Care Associations



THE QUEEN'S HEALTH SYSTEMS

To: The Honorable Jarrett Keohokalole, Chair
The Honorable Rosalyn Baker, Vice Chair
Members, Senate Committee on Health

The Honorable Donna Mercado Kim, Chair
The Honorable Michelle Kidani, Vice Chair
Member, Senate Committee on Higher Education

From: Jace Mikulanec, Director, Government Relations, The Queen's Health Systems

Date: March 18, 2022

Re: Support for HB 2220 HD1: Relating to Nursing

The Queen's Health Systems (Queen's) is a nonprofit corporation that provides expanded health care capabilities to the people of Hawai'i and the Pacific Basin. Since the founding of the first Queen's hospital in 1859 by Queen Emma and King Kamehameha IV, it has been our mission to provide quality health care services in perpetuity for Native Hawaiians and all of the people of Hawai'i. Over the years, the organization has grown to four hospitals, and more than 1,500 affiliated physicians and providers statewide. As the preeminent health care system in Hawai'i, Queen's strives to provide superior patient care that is constantly advancing through education and research.

Queen's appreciates the opportunity to provide testimony in strong support of HB 2220 HD1, which appropriate funds to the University of Hawaii to increase the State's capacity to train new nurses and project future nursing workforce needs. It is critical that we commit to growing and stabilizing our nursing workforce as the industry is currently faced with an alarming shortage. In the next five years, 16% (approx. 2,411) of registered nurses in Hawaii plan to retire. The increased funding provided through this bill is needed to support existing nursing faculty, provide transition to faculty practice training, and better align workforce projections between the schools of nursing and industry partners.

Thank you for allowing Queen's to provide testimony in support of HB 2220 HD1.

The mission of The Queen's Health Systems is to fulfill the intent of Queen Emma and King Kamehameha IV to provide in perpetuity quality health care services to improve the well-being of Native Hawaiians and all of the people of Hawai'i.