



AS WE AGE WHO WILL CARE FOR US?

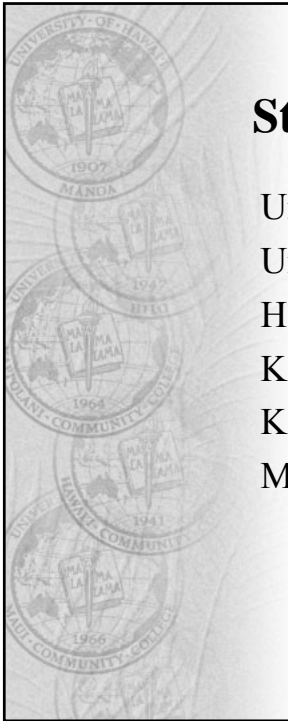
UH Statewide Nursing Consortium

*Council of Chancellors
University of Hawai'i
March 20, 2006*




Meeting the State Need for Nurses

- 2004 - Nursing leaders and faculties in the University of Hawaii system came together to address the nursing shortage
- 2006 - Statewide Nursing Consortium (SNC) committed to redesign nursing education at UH




Statewide Nursing Consortium

University of Hawai‘i at Mānoa
University of Hawai‘i at Hilo
Hawai‘i Community College
Kapi‘olani Community College
Kaua‘i Community College
Maui Community College



How can UH nursing programs better meet state needs?

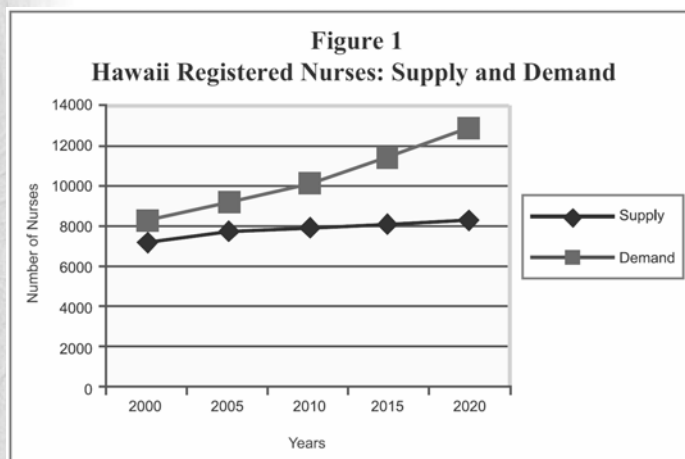


Nurses in Hawai'i: A Snapshot*


- Hawai'i ranks 46th in the nation, with 62 employed nurses per 10,000 residents versus the US rate of 78 per 10,000 residents
- Nurses are older, 79% over 40 versus 68% nationwide
- 6% are under 30, compared to 9% nationally
- O'ahu has the highest concentration of RNs; Maui & Hawai'i Counties have the lowest. Kaua'i has more LPNs.

Source: Hawai'i Dept of Commerce and Consumer Affairs, Professional and Vocational Licensing Branch, records.

Nurses in Hawai'i: Supply and Demand




Source: Hawai'i State Center for Nursing, Fact Sheet on Hawai'i's Nursing Shortage: Increasing Education Capacity to Ensure Patient Safety, Fall 2005



Nursing Workforce Supply

- Hawai‘i Pacific University awards approximately 150 BS annually
- UH Mānoa awards approximately 80 BS, 15 MS, and 4 PhDs annually
- UH Hilo awards approximately 20 BS annually
- UH Community Colleges awards approximately AS degrees annually - Hawai‘i CC: 23, Kapi‘olani CC: 65, Kaua‘i CC: 15, Maui CC: 35
- UH System total of undergraduate nursing degrees annually: 238




Today in Hawaii

- Demand for nurses in urban and rural areas of Hawai‘i exceeds the supply
- Physician nurse ratio is 1:4
- RN graduates of UH programs receive a starting salary in excess of \$60K annually with contract increases of up to 20% through 2008
- UH system nursing programs turn away more applicants than we admit
- Low faculty salary limits recruitment and is jeopardizing faculty retention

Shortage of beds, nurses related
Sunday, February 12, 2006 MAUI NEWS

By CLAUDINE SAN NICOLAS, Staff Writer

WAILUKU – While Maui Memorial Medical Center was holding patients in the Emergency Department over the past week because the hospital was running short of beds, the Hale Makua skilled nursing facility had 16 beds empty. Since as many as 50 of the acute-care beds at Maui Memorial were occupied by long-term-care patients who might have been transferred to Hale Makua, the vacant beds would seem to be just what the doctor ordered.



The Maui News / AMANDA COWAN photo

n a Hale Makua unit with open beds, Maui Memorial Medical Center Chief Executive Officer Wesley Lo (left) and Hale Makua administrator

space that Maui Memorial needs, Maui Memorial was over capacity last week, with 50 of its acute-care beds held by patients who might have been

Overhaul sought for nursing education

Vol. 11, Issue 78 - Sunday, March 19, 2006, Honolulu Star Bulletin

A faculty consortium plans to establish a standard, statewide college curriculum
Star-Bulletin staff
citydesk@starbulletin.com

University of Hawaii nursing faculty statewide have formed a consortium to "reinvent" nursing education at the community colleges and Hilo and Manoa campuses.

The Statewide Nursing Education Consortium will strive to increase the number of nurses required to meet the state's health-care needs, access to nursing education and efficiency in educational preparation of nurses.



Photo taken at March 4, 2006 UH Statewide All Nursing Faculty Meeting

Meeting the State Need for Nurses

- Enhancing nursing education infrastructure
- Maximizing statewide faculty resources
- Ensuring access to nursing education for native Hawaiian peoples
- Expanding access to BS and graduate education on Hawai'i, Maui and Kaua'i



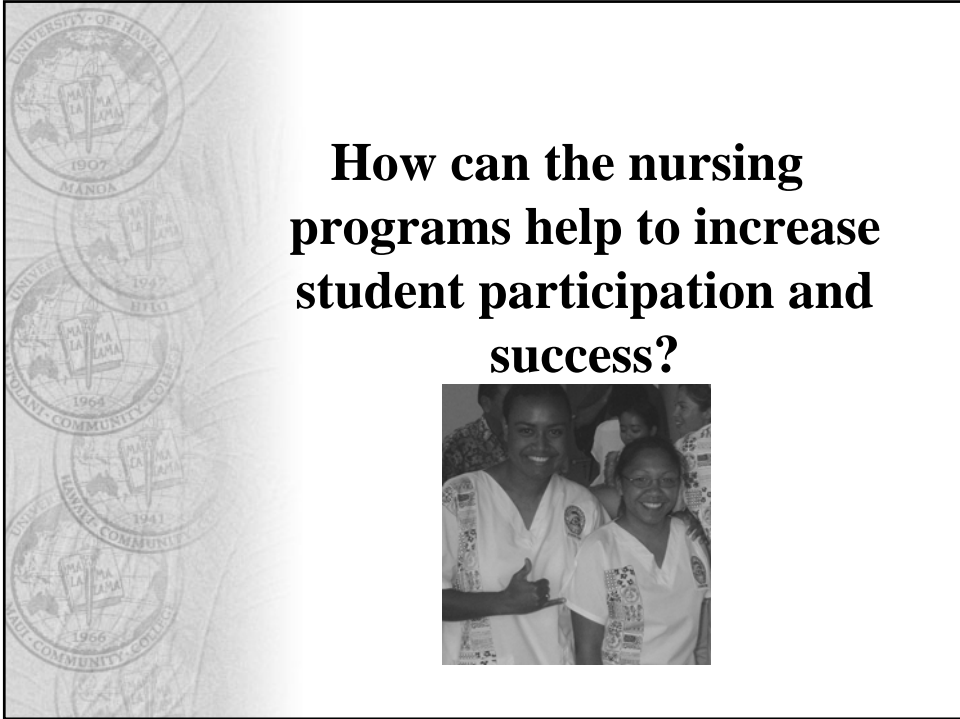
Strategic Initiatives to Double the Number of RN Graduates Statewide by 2012

- Design a statewide learning outcomes based integrated curriculum culminating in a bachelor's degree
- Integrate innovative teaching strategies that make efficient and effective use of technology and simulation



Contingencies

- Faculty salary adjustments for equity and to provide one systemwide salary scale
- Designated system and campus funding to accomplish the goals
- Adequate classroom, clinical and simulation laboratory facilities
- Expanded student services support for advising to accommodate enrollment increases
- Timely access to prerequisite courses on cooperating campuses



How can the nursing programs help to increase student participation and success?



Student Participation & Success

- Develop academic policies that govern statewide student admission, transfer, progression and graduation throughout UH system
- Create a nursing learning resource center on each campus that provides simulation and computer mediated learning along with classrooms that support distance education

Student Participation & Success (continued)

- Expand learning options to allow a blend of real time and web based learning for each student
- Provide the infrastructure and personnel for student support services at each campus



Student Participation & Success: Quality of Life

- Secure financial aid for student groups such as the single parent
- Expand access to learning resource centers
- Make academic support services available in person and via the web
- Provide flexible scheduling of classes and clinical experiences

How will we know we have succeeded?

- Improved student retention rates
- Increased number of nurse graduates at RN and LPN levels
- Maintained or improved NCLEX pass rates
- Improved workforce retention in Hawaii during the 1st year of employment




How will we know we have succeeded?

- BS degrees awarded to students on all islands
- Masters and doctoral degrees awarded to students on all islands
- Strong benchmarking results with peer institutions
- Improved recruitment and retention of faculty



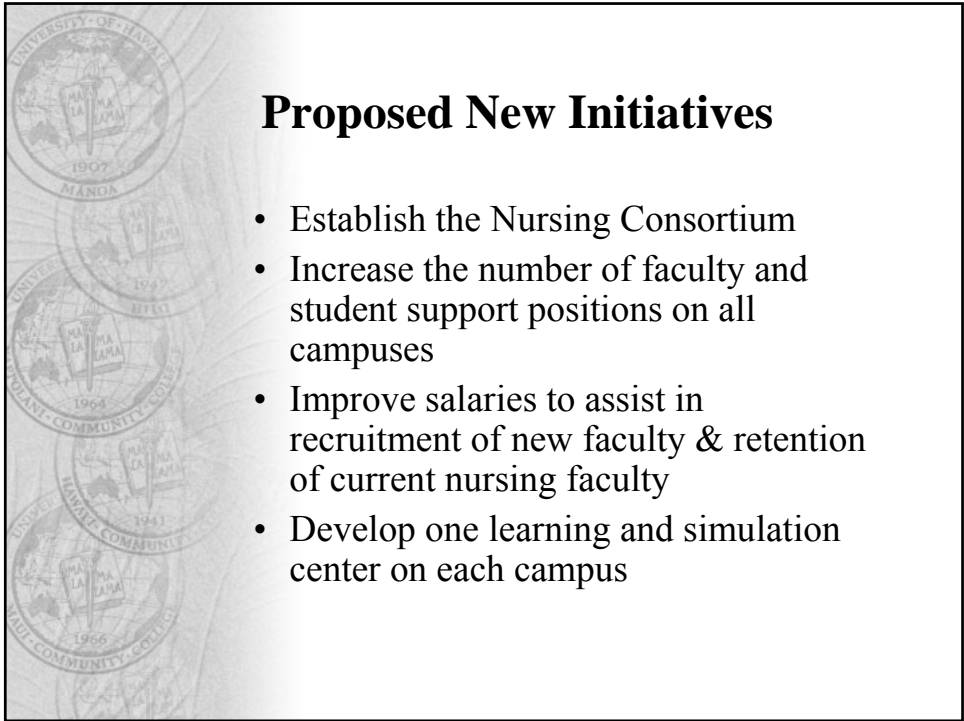
How will we know we have succeeded?

- Facilitated systemwide nursing education, training and research
- Joint faculty appointments leading to shared expertise statewide
- Shared faculty development
- Shared instructional materials for clinical and simulation learning
- Coherent student support services that facilitate financial aid, admission, and seamless articulation across campuses



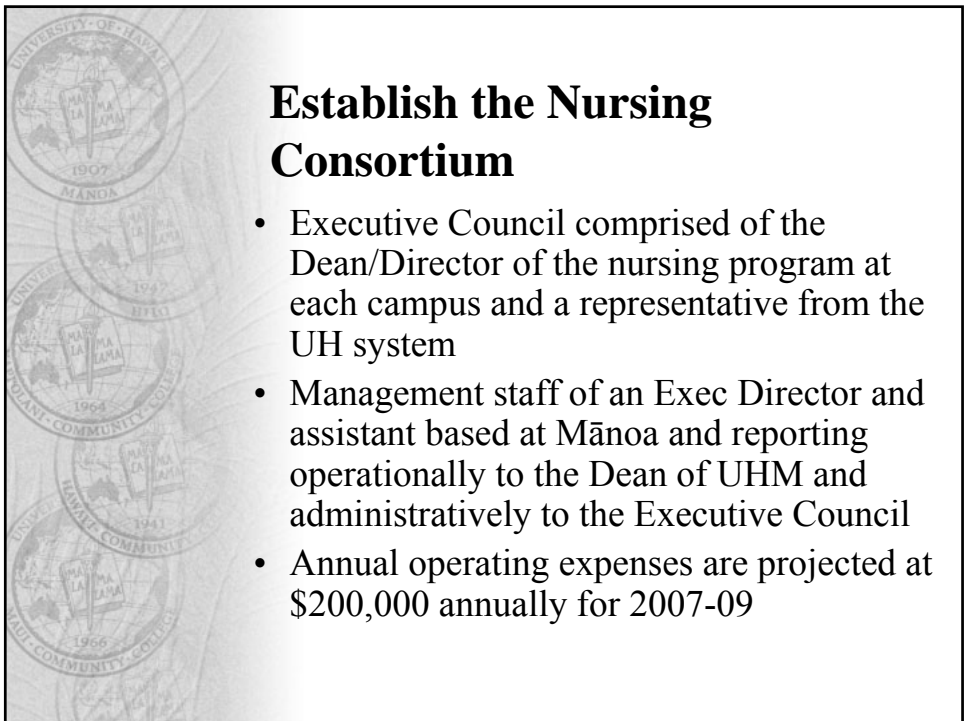
What will it take to remake nursing education at UH?

- Nursing Consortium infrastructure accountable to both the Council of Chancellors and to the individual campus Chancellor
- Increased salaries for faculty recruitment and retention
- Increased faculty positions
- Expanded student learning facilities
- Increased student support services



Proposed New Initiatives

- Establish the Nursing Consortium
- Increase the number of faculty and student support positions on all campuses
- Improve salaries to assist in recruitment of new faculty & retention of current nursing faculty
- Develop one learning and simulation center on each campus



Establish the Nursing Consortium

- Executive Council comprised of the Dean/Director of the nursing program at each campus and a representative from the UH system
- Management staff of an Exec Director and assistant based at Mānoa and reporting operationally to the Dean of UHM and administratively to the Executive Council
- Annual operating expenses are projected at \$200,000 annually for 2007-09

Entry Faculty Salary Vs. Practice Salary

11-month equivalencies, 2005

UH Rank	UH CCS	UHH	UHM	Practice Setting*
I2	\$51,904	n/a	\$54,892	\$75,000
I3	\$53,660	\$67,454	\$65,812	\$80,000
I4	\$65,847	\$76,156	\$84,516	\$85,000
I5	\$84,695	n/a	\$102,837	\$95,000

*Survey of 5 hospital systems on the 4 major islands

Faculty Salary Requirements for Retention and Recruitment

11-month equivalencies, Fall 2007

- Establish faculty minimum requirements across the system in accordance with state and national accreditation standards
- Establish minimum nursing faculty salary across the system:
 - Instructor: \$80,250
 - Assistant Professor: \$85,600
 - Associate Professor: \$90,950
 - Professor: \$101,650

Faculty Request*

Campus	2007 Faculty Positions (FTEs)	2008 Faculty Positions (FTEs)
UH Manoa	10.00 909,500	4.00 363,800
UH Hilo	4.00 342,400	2.50 214,000
Hawaii CC	3.00 240,750	2.50 200,265
Kapiolani CC	10.0 802,500	0 0
Kauai CC	3.5 280,875	4.0 321,000
Maui CC	6.5 521,625	1.0 80,250

*Assumes faculty salary adjustments received in 2006

Simulation Learning Resource Centers, 2007

Campus	Equip	Space
UH Manoa	\$240,000	5,000 sq ft
UH Hilo	\$120,000	1,000 sq ft
Hawaii CC	\$120,000	5,000 sq ft
Kapiolani CC	Program fees plus sharing with UHM	0 sq ft
Kauai CC	\$120,000	1,000 sq ft
Maui CC	\$120,000	2,000 sq ft

Student Support Services

Campus	Positions	Amount
UH Manoa	3.00	180,000
UH Hilo	2.00	94,000
Hawaii CC	2.00	102,000
Kapiolani CC	3.00	110,000
Kauai CC	1.50	66,000
Maui CC	2.00	85,000



Total Request, 2007-2009

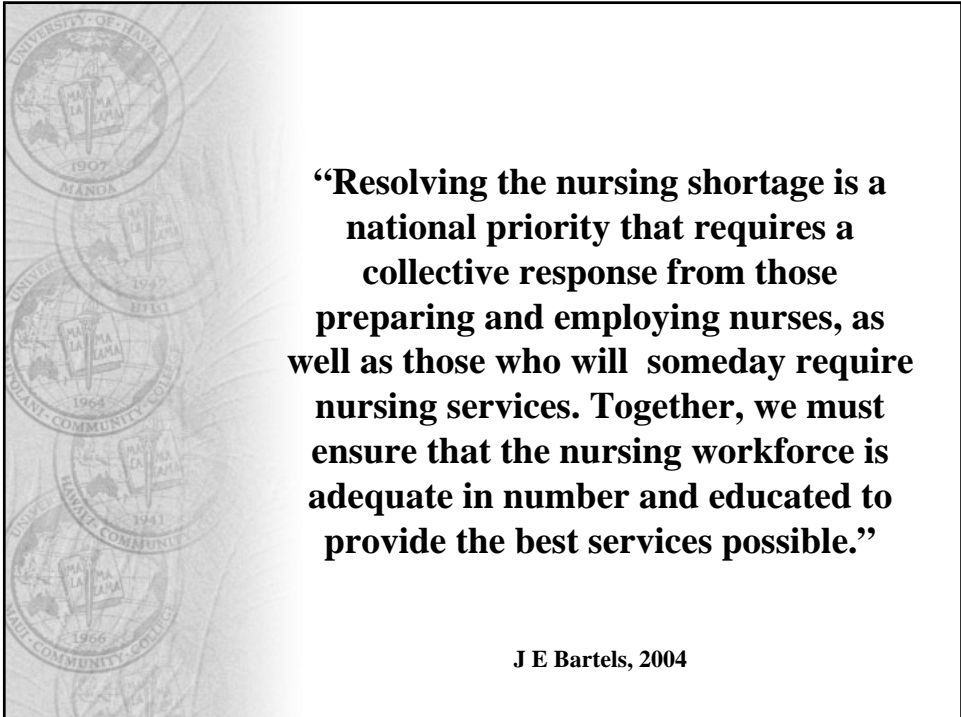
Campus	2007-08	2008-09
UH Manoa	1,529,500*	563,800*
UH Hilo	556,400	214,000
Hawaii CC	462,750	200,265
Kapiolani CC	912,500	0
Kauai CC	466,875	321,000
Maui CC	726,625	80,250

*Includes Nursing Consortium annual operating costs of \$200,000 annually



Funding Strategies

- Legislative general fund appropriation
- Federal training grants for expansion (time-limited)
- Assess feasibility of generating income through continuing education, nurse managed centers, consultancy & global ventures with Asian nursing schools
- Increase/add student professional fees



“Resolving the nursing shortage is a national priority that requires a collective response from those preparing and employing nurses, as well as those who will someday require nursing services. Together, we must ensure that the nursing workforce is adequate in number and educated to provide the best services possible.”

J E Bartels, 2004