

Center for Nursing Advisory Board

1. What skill, qualifications, and experiences do you have that will be an asset to the nursing advisory board? I have been a nurse for 22 years and worked in 8 states and 2 countries. During that time I have held positions as clinical staff nurse in adult inpatient, adult and pediatric outpatient, emergency room, adult and neonatal intensive care unit, air- evacuation, and recovery room. I have also held positions in administration that have put me in charge of medical training programs and nurse preparedness for working in humanitarian and military emergencies. But perhaps the most applicable skill to this position is my education as nurse scientist. I have a PhD in nursing research and have worked in a full-time institutional supported research position since 2005. My research projects have included recruitment and retention of the federal workforce.

2. What are the main challenges facing nursing as a profession in Hawaii, and what strategies and recommendations do you have for improving recruitment and retention of nurses in the state? I see that Hawai'i has two main challenges. Producing and sustaining the right nurse for the right job over time. The Center has already done fabulous work in assessing the current situation, making some educated projections about the future, and acting on the actionable findings. I think that Hawai'i would be best served by continuing to design and measure progress of programs that address the recruitment and retention issues unique and common to Hawai'i.

3. What short and long term goals do you have for the board? Short-term goals include analyzing the Hawai'i nurse internship program data, disseminating that data, and making adjustments based on that data. Another short-term goal is to follow-up on the interviews and surveys that focused on new graduates. Long-term goals would be to design and measure the impact that producing more graduated nurses has on the workforce. A personal concern of mine is that we keep track of what happens to the new graduates. It will do us little good to produce more nurses if they do not end up working as nurses and/or working as nurses in Hawai'i.

4. During these difficult economic times, what challenges will nursing face, and what recommendations do you have for overcoming these obstacles? The current economic environment may have an upside for nursing. Nurse may once again become appealing to men and women seeking predictable and reliable employment.



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, TRIPLER ARMY MEDICAL CENTER
1 JARRETT WHITE ROAD
Tripler AMC, Hawaii 96859-5000

MCHK- DN

3 April 2009

MEMORANDUM FOR Senate Committee on Higher Education and members of the Senate Senator Jill N. Tokuda Majority Whip • Chairperson, Committee on Higher Education State Capitol, Room 218 • Honolulu, Hawai'i 96813

SUBJECT: Letter of Recommendation for LTC(P) Denise L. Hopkins-Chadwick to the advisory board for the Hawai'i State Center for Nursing

1. LTC(P) Denise L. Hopkins-Chadwick has been an nurse for the past 22 years. Her clinical and administrative assignments have exposed her to a variety of nursing care environments. Her experience with hiring and retention at multiple military medical sites will serve her well in this position.
2. In addition to being a seasoned nurse with a diversity of experience she is also a scientist. LTC (P) Hopkins-Chadwick uses her education to conduct research and assist nurses in using existing research in their practice.
3. In the time that LTC(P) Hopkins-Chadwick has been at Tripler Army Medical Center her greatest impact has been her ability to use existing research and research methodologies to make decision and assist other in data driven decision making.
4. Point of Contact is the undersigned.

E-Signed by BRUMAGE.MICHAEL.ROSS.1050990164
VERIFY authenticity with ApproveIt
BRUMAGE.MICHAEL.ROSS

MICHAEL R. BRUMAGE
COL, MC
Commander, Schofield Barracks Health Clinic



DEPARTMENT OF THE ARMY
HEADQUARTERS, TRIPLER ARMY MEDICAL CENTER
1 JARRETT WHITE ROAD
TRIPLER AMC, HAWAII 96859-5000
April 2, 2009

Deputy Commander for Nursing

Senate Committee on Higher Education and Members of the Senate
Senator Jill N. Tokuda, Majority Whip
Chairperson, Committee on Higher Education State Capitol, Room 218
Honolulu, HI 96814

Dear Senator Tokuda:

As the Deputy Commander for Nursing of the Pacific Region Medical Command and the Nurse Executive Officer at Tripler Army Medical Center, I fully endorse the Letter of Recommendation for Lieutenant Colonel (Promotable) Denise L. Hopkins-Chadwick to the Advisory Board of the Hawaii Center for Nursing.

It is with great honor that I strongly recommend Lieutenant Colonel Hopkins-Chadwick be appointed to the Advisory Board for the Hawaii State Center for Nursing. Her vast knowledge and experience as an Army Nurse Corps Officer will serve her well in this position.

Lieutenant Colonel Hopkins-Chadwick has been a nurse for over 22 years and is considered to be an outstanding leader and a brilliant Nurse scientist who has made significant contributions to Nursing Research for the entire Army Medical Department. While assigned to Tripler Army Medical Center, as the Chief of Nursing Research, Lieutenant Colonel Hopkins-Chadwick was able to establish a viable plan to build a nursing research capacity for the Pacific Region, by acquiring a baseline budget, building personnel requirements and partnering with both the University of Hawaii School of Nursing and Dental Hygiene and the Pacific Institute of Nursing. But, most noteworthy was her ability to facilitate a change in culture to Evidence-Based Healthcare among the entire Department of Nursing.

Lieutenant Colonel Hopkins-Chadwick has the clinical, administrative and the research experience that will make her a valuable asset to the Advisory Board for the Hawaii State Center for Nursing. But, most importantly, she is extremely intelligent, a team player, and a very dependable person.

Please contact me, at commercial number 808-433-5025, if you have any questions regarding my recommendation for Lieutenant Colonel Denise Hopkins-Chadwick.

Sincerely,

A handwritten signature in black ink that reads "Theresa M. Sullivan".

Theresa M. Sullivan
Colonel, Army Nurse
Deputy Commander for Nursing