



# Guam Nurses Association

P.O. Box CG • Hagatna, Guam 96932 • Telephone (671) 787-4148 • E-mail [guamnursesassociation@yahoo.com](mailto:guamnursesassociation@yahoo.com)

December 27, 2010

The Honorable Judith Won Pat, Speaker  
30<sup>th</sup> Guam Legislature  
Ufisinan I Liheslatura  
155 Hesler Street  
Hagatna, Guam 96932

30-10-1113  
Office of the Speaker  
Judith T. Won Pat, Ed. D.  
Date: 12/20/10  
Time: 3:48 pm  
Received by: [Signature]

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[Signature]

Dear Speaker Won Pat:

Pursuant to Public Law 24-325, Section 6228.15, we are enclosing copies of the meeting minutes of the Commission on Nursing Leadership (CNL) for March, April, September, and November of 2010. Meetings were scheduled in January, February, and October; however, due to lack of quorum no official business was conducted.

Please include us in your list of health professionals whom you notify and involve in the discussions and development of health policy. Email addresses are: [cruzcontrol@netpci.com](mailto:cruzcontrol@netpci.com) and [bernsantosrn@yahoo.com](mailto:bernsantosrn@yahoo.com).

Respectfully,

*Karen Cruz*  
Karen A. Cruz, RN, MPH  
Chairwoman, CNL

*Bernadette Santos*  
Bernadette Santos, RN, BSN  
President, GNA

GUAM LEGISLATURE  
REPRODUCTION/MAIL ROOM  
DATE: 12/28/10  
TIME: 8:00 AM [ ] PM  
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**Commission on Nursing Leadership**  
**Thursday, March 16, 2010**  
**3<sup>rd</sup> floor Conference Room, Dept. of Mental Health and Substance Abuse**

**Present:** Karen Cruz (UOG), Margaret Gogue (AMC), Mark Cain (AmDialysis), Daisy Cruz (DMHSA), Louise Foster (GCC), Kevin Hitosis (VA), Margarita Gay (DPHSS), Lucy Iona (SNA), Maria Salomon (UOG). **Unable to Attend:** Jennifer Cruz, Gemmabeth Simbillo, Rose Grino, Mary Sanchez, Teri Voss.  
**Recorder:** K. Cruz

Topic	Discussion	Decision
<p>I. Call to order</p> <p>II. Minutes: December 15, 2009</p> <p>III. Agency Reports</p> <p>[Continued p. 2]</p>	<p>4:35 p.m.</p> <p>DMHSA: D. Cruz reported nurses and psych techs are needed. Trying to get everyone CPR certified; instructor needed. Want after care services. Have three inpatient units; census is 23. Will be providing non-violence intervention training for staff. Want RNs certified in mental health and psych tech certification. Paying too much for medications. Federal funding primarily for adults who are mentally retarded or mentally ill.</p> <p>School Nurses Association: L. Iona reported that E. San Nicolas, GPSS, is trying to change job specification of School Health Coordinator to School Nurse Administrator at recommendation of the school nurses. GBNE and CNL wrote to GPSS about nurse administrator being needed but neither have received a reply. Several schools did H1N1 immunization but no further immunization done after that. Need refrigerators at schools and backup power supply to store vaccines. School nurse vacancy at Simon Sanchez High School.</p> <p>GCC: L. Foster reported that GCC will be restarting the nursing assistant program; it will be ten weeks long (eight weeks core and</p>	<p>Motion to approve by M. Gogue; seconded by M. Gay; motion carried.</p> <p>L. Foster will check if GCC can provide CPR training. M. Gogue recommended that GMHA charge government employees a discounted rate for CPR training.</p> <p>Follow up of letter to GPSS. Provide L. Iona a copy.</p> <p>D. Cruz suggested adding a psych component. M. Cain suggested adding renal care.</p>

	<p>two weeks specialization). Will do a needs assessment for nursing assistants.</p> <p>VA Clinic: K. Hitosis reported writing to GBNE on behalf of Nurse Practitioners wanting to apply for DEA number. Representative from American Academy of Nurse Practitioners will be coming to Guam in May. K. Hitosis will be a candidate for Pacific representative.</p> <p>UOG: M. Salomon reported a 94% pass rate. NLNAC has recommended eight year reaccreditation for the BSN program.</p> <p>DPHSS: M. Gay reported receiving grant funds for Project Karinu to identify mental disorders in 0-5 year olds. Recruited one staff nurse and one supervisor. H1N1 immunization will end March 27. Immunization PODs reached 17,000; total count pending.</p>	<p>K. Hitosis will talk with VA social worker about employment of CNAs.</p>
IV. Old Business	<p>No reports for EHealth Collaborative or Health Executives meeting.</p>	
V. New Business	<p>Medication technicians are being used in the U.S. Medical Assistants on Guam are not regulated.</p>	<p>D. Cruz said this needs to be challenged; need regulations.</p>
IV. Announcements	<p>GNA conference May 22. GNA awards banquet May 29. APNLC June 14-18. CNL, 4<sup>th</sup> Tuesday of month.</p>	
V. Adjournment	<p>6:15 p.m.</p>	

**Commission on Nursing Leadership Meeting**

**Tuesday, April 27, 2010**

**3<sup>rd</sup> floor Conference Room, Dept. of Mental Health & Substance Abuse, Tamuning**

**Present:** Karen Cruz (UOG); Louise Foster (GCC); Kevin Hitosis (VA Clinic); Margaret Gogue (AMC); Margarita Gay (DPHSS); Daisy Cruz (DMHSA).

**Unable to Attend:** Mary Sanchez, Lillian Perez-Posadas

**Recorder:** K. Cruz

<b>Topic</b>	<b>Discussion</b>	<b>Decision</b>
I. Call to order		4:50 p.m.
II. Role call and introductions		Quorum established
III. Minutes: March 16, 2010		Tabled
IV. Agency reports		Tabled
V. Old Business		
A. EHealth Collaborative	GovGuam got the grant which is administered by Governor's Office.	
B. Other		Tabled
VI. New Business		
A. Election of Vice Chair	According to the new GNA by-laws the CNL chair is elected in the odd years and the CNL vice-chair in the even years. M. Gogue is willing to serve as vice-chair.	M. Gogue elected by consensus to continue to serve as vice-chair.
B. Strategic planning for nursing education career ladder	Career ladder: CNA, LPN, ADN, BSN, Masters in Nursing, Doctorate in Nursing. Discussed how to better plan LPN and ADN programs to meet community needs and provide articulation between schools. GCC will be restarting the CNA program. LPNs do not receive an AD from GCC. ADN is a GBNE approved exit point from UOG BSN program but is not accredited as a separate program.	Need to know demand and supply of LPN and ADNs. Need to review program requirements, coursework/ syllabi, and accrediting requirements.
C. Resolution for APNLC	Proposed resolution regarding promotion of healthier lifestyles was presented. It was noted that health care reform emphasizes health promotion and primary care.	Agreed to submit to APNLC at June meeting. Submit other resolution ideas to K. Cruz.
D. Announcements	*GNA conference May 22 at Hilton. *GNA awards banquet May 29. *APNLC June 14-18 in Palau. *Regional family planning conference in Guam first week of May.	Delegates to APNLC must submit reports.
(continued p.2)		

	<p>*Recognition of volunteers who helped with H1N1 immunizations on April 29.</p> <p>*DPHSS currently giving third dose of mumps due to the outbreak.</p> <p>Immunizations done at GWSH with help of GCC students.</p> <p>*Representative from Am. Academy of Nurse Practitioners will be on Guam and will meet with advance practice RNs in May. K. Hitosis will be contacting the advance practice nurses.</p> <p>*GCC will have a trainer here for TNCC and ENPC.</p>	
VII. Next meeting		Agreed to meet the fourth Tuesday in May at DMHSA.
VIII. Adjournment		6:00 p.m.

(CNL mtg 04/27/10, p.2 of 2)

**Commission on Nursing Leadership**  
**Monday, September 20, 2010**  
**3<sup>rd</sup> floor Conference Room, Dept. of Mental Health and Substance Abuse**

**Present:** Karen Cruz (UOG), Daisy Cruz (DMHSA), Louise Foster (GCC), Tina Blas (Retired Nurses), Margaret Gogue (AMC), Kathy Wood (UOG), Kevin Hitosis (VA).

**Unable to Attend:** Mary Sanchez (GNA)

**Recorder:** K. Cruz

Topic	Discussion	Decision
I. Call to order	4:40 p.m.	
II. Minutes: March 16 and April 27, 2010		Motion by D.Cruz to approve March 16 minutes as amended; seconded by M. Gogue; motion carried. Motion by L. Foster to approve April 27 minutes as amended; seconded by D. Cruz; motion carried.
III. Agency Reports  [continued p. 2]	<p><b>GCC:</b> L. Foster reported 3 nursing instructors are working on MSN via U of Phoenix; have grant to pay for their tuition. New instructor arriving Friday. Did an Emergency Nursing Pediatric Course and a Trauma Nurse Core Course in July. Was successful; now have 50 wait listed for the spring courses. Plan to use AHEC grant funds to start a nationally certified paramedic program; will probably need a bridge course for intermediate level. Restart of CNA program delayed until January 2011. Graduated 33 LPNs in December; 20 tested and all passed. 34 in current class; expect 40 in January class. Want AD program once have masters level instructors. Also want to be the certification center for B LS and ACLS. Working with Dr. Kilmer to develop a curriculum for nurse aides to work in group living facilities.</p> <p><b>DMHSA:</b> D. Cruz reported a staff psychologist will provide psych tech training. Expect to have new positions: 3LPNs, 5 RNs, 9 psych techs. Want nurses to do after care and to have a partial hospitalization program. Want certified psych nurses and psych techs. Suggesting to promote psych techs to a III level if certified.</p> <p><b>UOG:</b> K. Wood reported the nursing program has four new faculty and one vacancy in MCH to be recruited.</p>	T. Blas suggested a review of psych tech job descriptions to determine who they report to and whether in conformance with Nurse Practice Act.

	<p>Plan to admit more students in January. Received eight years reaccreditation. K. Cruz stated that AHEC grant funds activities to increase and improve the healthcare workforce, i.e., recruitment of students into health careers, continuing education, and training. GCC, College of Micronesia, and College of Marshall Islands are funded centers under the grant.</p> <p><b>AMC:</b> M. Gogue reported having no vacancies; recently hired a LPN graduate of GCC.</p> <p><b>VA:</b> K. Hitosis reported the new VA clinic will open in November. Need one RN and NP. Want a home based primary care team for 30 patients with life threatening conditions. Staff would be a RN, PT, social worker, and psychologist. There is an expanded need for psych care and advanced practice psych nurse.</p>	
<p>IV. Old Business</p> <p>A. School Nurse Administrator</p> <p>B. EHealth Collaborative</p> <p>C. Health Executives Meeting</p> <p>D. Medication Technicians/Medical Assistants</p> <p>E. Drinking age legislation</p> <p>F. APNLC Reports/Resolution</p>	<p>T. Blas reported speaking to the GPSS Superintendent in December about the need for a school nurse administrator. No feedback has been received.</p> <p>M. Gogue reported that a health information officer has been hired to work on this grant project.</p> <p>M. Gogue has been unable to attend but has reviewed emails. Had a speaker address EMAR and have opportunities for CE.</p> <p>No regulations for either.</p> <p>CNL/GNA had submitted a petition in May to raise the drinking age to 21. Law has since been passed raising the drinking age to 21.</p> <p>Reports by DPHSS, GMH, GNA, and UOG were submitted. The CNL/GNA resolution on promoting healthier lifestyles was presented and adopted by APNLC.</p>	<p>M. Gogue will forward latest info via email.</p> <p>Refer issue and concerns to GBNE.</p>
<p>V. New Business</p> <p>A. Nursing Education</p> <p>[CNL Meeting 09/20/10, p. 2 of 3]</p>	<p>(See information under agency reports.)</p>	

<p>B. Rehabilitation nursing</p> <p>C. Nursing and allied health workforce needs</p>	<p>K. Cruz and K. Hitois raised concerns about the adequacy of rehabilitation nursing. There are increasing needs for rehab care that are not being adequately met.</p> <p>Proposed new private and military hospitals. Lack data on funded vacancies and projected needs.</p>	<p>Bring concerns to appropriate forums. Consider training of existing personnel to enhance knowledge and skills.</p> <p>Check with GMHA, Hospital and Healthcare Development Foundation, and C. Gantt to get info.</p>
<p>VI. Next meeting</p>		<p>October 18</p>
<p>VII. Adjournment</p>	<p>5:50 p.m.</p>	

[CNL Meeting, 09/20/10, page 3 of 3]





	<p><b>UOG:</b> K. Wood reported the class of 2010 has 100% pass rate to date; only 3 of the 25 left to take NCLEX. Critical need for OB/Peds faculty. Plan to admit 40 to the next class, Spring 2011.</p> <p>K. Cruz reported that the AHEC grant funds activities to increase and improve the healthcare workforce, i.e., recruitment of students into health careers, continuing education, and training. GCC, College of Micronesia, and College of Marshall Islands are the three centers funded by the grant for these activities.</p> <p>DPHSS: M. Gay stated one CHN is retiring. Has one funded LPN position and is budgeting nursing positions in new grants and under the Immunization Program grant. LPNs finally received their retro pay increase.</p> <p>HMHB fair focused on education this year. Outreaches scheduled for homeless and at village locations. Time study showed one nurse can immunize 12 patients during a four hour period. MCH grant requires needs assessment so territorial priorities can be determined.</p> <p>M. Gay said she had no personal input to the Hay Study. Starting salaries for new nurses are higher; however, the nurses with tenure will not receive pay increase. An appeal is being explored.</p>	
IV. Old Business.		Tabled.
V. New Business A. Hay Study	CHN presented letter of concern via M. Gay. Need further info about the recommendations of the Hay Study and impact on other nurses, i.e. GMHA, DMHSA.	Action tabled.
B. Meeting location and date/time		Meet January 2011. Explore use of meeting room at TakeCare or BOG.
VI. Adjournment	5:50 p.m.	