Step 3: Second Level Unit Review and Ranking (Deans/Directors/Department Heads)

Using the program review results posted on the Prioritization Process webpage, please complete the below information and submit to ovcafo@hawaii.edu as a word doc or pdf file by March 15, 2009. Please ensure the e-mail subject heading reflects the Department/School/College name followed by “Second Level Review.” For example: SOEST – Second Level Review.

Department/School/College: School of Nursing and Dental Hygiene (SONDH)

The department would fall under which of the following Vice Chancellor’s offices?

___x___ Academic Affairs

______ Research and Graduate Education

______ Student Services

______ Administration, Finance, and Operations

Advisory Committee Members (list names and titles):

**SONDH Shared Governance Council:** 1) Clem Ceria-Ulep, Interim Chair, Department of Nursing; 2) Dale Gibler, IT Specialist/Staff Representative; 3) Jillian Inouye, Associate Dean for Research; 4) Merle Kataoka-Yahiro, Graduate Chair; 5) Merle Koury, Director, Office of Student Services; 6) Carolyn Kuba, Chair, Department of Dental Hygiene; 7) Jennifer Madeisky, B.S. Dental Hygiene Student; 8) Lois Magnussen, Faculty Senate Chair (Professor); 9) Nalani Minton, Director, ‘IKE AO PONO; 10) Vickie Niederhauser, Interim Associate Dean for Academic Affairs; 11) Malia Tanji, President, Student Nursing Organization /BS Nursing Student; 12) Keely Sapington, BS Nursing Student; 13) Susan Tengan, President, Dental Hygiene Alumni Association; 14) Gail Tiwanak, Director of Operations; 15) Alyssa Young, B.S. Dental Hygiene Student; 16) Ha Au, BS Dental Hygiene Student.

**Faculty Senate:** 1) Lois Magnussen, Professor, Nursing (noted above in Shared Governance Council); Kris Qureshi, Associate Professor; Nursing; Donna Fukuda, Instructor, Dental Hygiene.

**Dental Hygiene Community:** 1) Susan Tengan (noted above in Shared Governance Council); 2) Mark Greer, Division Chief, Dental Division, Department of Health; 3) Loren Liebling, Director, Hawai‘i Dental Association; 4) Diane Thomas, President, Hawai‘i Dental Hygienists Association.

**Nursing Community:** 1) Coral Andrews, Vice President, Healthcare Association of Hawai‘i; 2) Jim Hoban, Vice President, Prime Care Services Hawai‘i; 3) Cindy Kamikawa, Vice President of Nursing & Chief Nursing Officer, The Queen’s Medical Center; 4) Sharon Tourville, Vice President Patient Services & Chief Nurse Executive, Kapiolani Medical Center for Women and Children.
Administrative Unit (e.g. College) Prioritization Summary

This form is to be used to provide a summary of program priorities within an administrative unit (e.g. college). Please list each program identified in the Summary Matrix forms and Optional Guides in a priority category. This Prioritization Summary form should be forwarded, along with all self-review materials, to ovcafo@hawaii.edu for posting on the Prioritization Process webpage by March 15th for the next level of review to take place.

<table>
<thead>
<tr>
<th>New/ In Transition</th>
<th>Target for Growth or Investment</th>
<th>Maintenance</th>
<th>Reorganize/ Restructure/ Merge/ Consolidate</th>
<th>Reduce in Size or Scope</th>
<th>Phase Out Close Eliminate</th>
</tr>
</thead>
<tbody>
<tr>
<td>PhD in Nursing</td>
<td>Research (Ofc of Research &amp; Extramural Programs/OREP)</td>
<td>Undergraduate bachelor degree in dental hygiene</td>
<td>Master’s specialty in nursing administration</td>
<td>RN to bachelor in nursing program (phase out)</td>
<td></td>
</tr>
<tr>
<td>Master's specialty in adult health nursing (CNS)</td>
<td>Traditional pathway to bachelor's degree in nursing</td>
<td>Office of Student Services</td>
<td>Master’s specialty in nursing admin/MBA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Master's specialty in community public health nursing</td>
<td>'IKE AO PONO</td>
<td>Advanced practice nurse practitioner program in family health</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Master's Entry in Nursing (MEPN)</td>
<td>Administration &amp; Operations</td>
<td>Advanced practice nurse practitioner program in adult health</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Advanced practice nurse practitioner program in family health</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Advanced practice nurse practitioner program in geriatric health</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Advanced practice nurse practitioner program in pediatrics</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Master's specialty in adult mental health nursing</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Master's specialty in child/ adolescent mental health nursing</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Master's specialty in nursing education</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Brief Summary (no more than 2 pages)

Background
The SONDH supports the mission of the University of Hawai‘i at Mānoa: to provide an innovative, caring and multicultural environment in which faculty, students and staff work together to generate and transmit knowledge, wisdom, and values to promote quality of life and health for present and future generations. Workforce data shows that native Hawaiian people are underrepresented and the SONDH is committed to increasing Native Hawaiian (NH) students in our programs. The school provides the workforce for nursing and dental hygiene and both programs maintain full national accreditation and state approval. The Department of Nursing offers the bachelor, master and doctoral degree to Hawai‘i residents (90% of students). The 509 current students include 350 undergraduate, 100 master’s, and 50 doctoral students. Dental hygiene, with an enrollment of 62, offers the only DH bachelor’s degree in Hawai‘i and is highly regarded by local organizations. The FY 2009 SONDH budget of $11,253,524 is comprised of $7,425,594 in general/system allocation and $3,827,930 in extramural funds. Operationally, resources are allocated to Dept of Nursing (59%), Department of Dental Hygiene (13%), Administration (14%), Office of Student Services (4%), ‘IKE AO PONO for NH students (2%), and Research (4%). Note that the administration includes the support staff for Dept of Nursing and Office of Student Services; and research is supported by RTRF. With the capacity provided by the school Office of Research and Extramural Programs (OREP), the nursing faculty has increased the number and amount of externally and NIH funded research programs. As contrasted with FY 2005 when state support provided 95% of the SONDH fiscal resources, today the school generates 35% of its fiscal resources. Of the 65% allocated from state via campus, personnel costs make up greater than 90% of the allocation. Nursing faculty is placed in the “high demand” salary category to compete with the private market.

Program self assessments confirmed a strong alignment with the UHM mission of research, academic excellence, and community service. Both nursing and dental hygiene programs meet a strong external demand and attract a well qualified applicant pool. Critical mass scores reflect strong student retention, graduation, and first time pass rates on national examination rates (consistently above 90%). Cost of offering these professional programs is high. Nursing competes well for national education funding with $3,965,583 committed from HRSA through FY 2011 for the master’s and doctoral programs. Further, return on investment is occurring as productivity is increasing in research and scholarly activity within the Department of Nursing. The American Recovery Act and the federal 2010 budget both contain a significant increase in funding to support nursing education and research. SONDH is well poised to attract additional funds to support the campus and school missions.

Program Prioritization Discussion

New/in transition programs:
• UH offers the only nursing doctorate in Hawai‘i and it meets the state demand for educators and researchers. With the distance based format, we provide access to students throughout the state.
• The four programs in this category are new and have yet to graduate their first class.
• Of the four, two receive federal funding that provides support for faculty and students; one receives federal and Kamehameha Schools funding; and we plan to submit for HRSA funding this year for MEPN.

Target for growth or investment:
• Research - To strengthen alignment with the research mission, we require continued investment in research through support for OREP and faculty development. With the increasing number of tenure eligible faculty, we must allocate additional resources in this area.
• Undergraduate Nursing - Mānoa is the facilitator of the system wide UH nursing consortium, a major education redesign. With the enrollment of the first students in fall 2010, UH will offer one bachelor’s curriculum with entry at the community college as well as Mānoa. Community college students will be able to complete their AS degree and with 2 additional semesters via distance coursework to receive a bachelor’s degree from Manoa.
Maintenance:
- Undergraduate Dental Hygiene - The bachelor’s program in dental hygiene is a high external demand program. It offers an educational program otherwise unavailable in the state.
- Office of Student Services - OSS is just emerging from a major restructuring to improve service to students.
- ‘IKE AO PONO- is expanding to serve graduate students and is successful in obtaining funding to support its efforts.
- Administration & Operations - Administration supports academics, research, community partnerships and fundraising development efforts. At present, SONDH has no resources for marketing, communication, and alumni relations. With the dramatic increase in SONDH budget, faculty, and staff, we are experiencing increased volume of administrative activity. The program includes staff assigned to and reporting to the Department of Nursing and Office of Student Services. Those staff will be reassigned from the administrative cost center to the appropriate program effective July 1, 2009.

Reorganize/ Restructure/Merge/Consolidate:
- The majority of nursing graduate students are employed and choose to attend part-time. Present graduate programs are offered via distance format to increase access to neighbor islands. We offer no accelerated or executive format models. While needs assessments document shortages in specialty nursing areas, program demand is variable.
- Nursing Administration and Nursing Administration/MBA- The administrative tracks have low uptake despite external funding and active recruitment. Consultation with advisory groups indicates a desire to work with us to restructure this program. Federal funding is available to support this effort and for potential support to offer a restructured track.
- Nurse Practitioners - The advanced practice nurse practitioner program demand is highest for the family track. The demand for the adult and geriatric tracks is low.
- Psychiatric-Mental Health Clinical Specialist in Adult and Child/Adolescent - The mental health specialty areas are high need, but have low uptake despite prior external state funding and active recruitment. The self-assessments show declining enrollment trends. Unfortunately, this mirrors the national trend and increases the difficulty in creating/maintaining the critical faculty mass required for a substantive program. Due to significant need in the healthcare community for mental health care services, we will continue program review to provide alignment between need and demand.
- Nursing Education - The master’s degree is required for an individual to teach nursing. However, most potential faculty choose to obtain the master’s degree in advanced nursing practice. Program demand for the education track is consistently low. Due to the worsening nursing faculty shortage, we will continue program review to determine the model to increase the faculty pipeline.
- Recommendation is to create a core curriculum for all graduate tracks.
- Recommendation is to increase access and uptake by developing executive format and/or cohort program models with services to support student progression to graduation in a timely manner.

Reduce in Size or Scope:
- Due to accreditation requirements for high faculty student ratios, we could not meet needs if any programs were reduced in size or scope.

Phase Out/Close/Eliminate:
- RN to BS Program - Program demand is low as only a small number of RNs choose our program. Private sector options are more accessible and efficient than our program.

Not Prioritized:
- The Quentin Burdick Program is an interdisciplinary health academic program which is authorized and supported with line item funding appropriated by the Legislature.