

School of Nursing & Dental Hygiene

Note: The SONDH Comments from Dean Boland, Associate Dean for Academics Ceria-Ulep, & Associate Dean for Research Qureshi are inserted as underlined text.

Context: The School is already providing critical services and professional education to Hawaii. One question is: can we envision expansion? Should that discussion include a broader discussion about the Health Sciences?

- Nursing is in high demand to both prevent infection and manage the increasing number of COVID-19 patients. The graduate entry to nursing (GEPN) is an accelerated (12 months versus 3 years) pathway to licensure, student demand is high, and enrollment could be increased for fall 2021.
- Nursing is open to a broader discussion of a health sciences integration as part of a larger Mānoa initiative to build research and academic synergy for units with similar missions.
 - Discussion will require the support of administrators, faculty, students, alumni, and external stakeholders.
 - If Mānoa begins a dialogue, it would be essential that the goals and challenges be addressed simultaneously with campus executives and faculty across the campus (i.e. beyond the health sciences units).

It seems like the appropriate time to make a decision about Dental Hygiene, although that decision will need to be informed by discussions with external stakeholders.

- The last formal discussion was held in 2017 -2018 regarding a potential transfer from UH Mānoa to UH West Oahu.

Summary of Recommendations

- Consider moving the Dental Hygiene program to KCC.
- Stop-out the PhD in Nursing (underway)
- Increase the number of tenure-track faculty teaching in the undergraduate program to increase capacity (and enrollment).
- Consider whether the DNP is creating capacity issues in the BSN.
- Review faculty workload policies.

Details

- A move of the Dental Hygiene program to KCC will require a multi-year timeline to address the removal of the clinic from UHM, the build out of the program (and faculty) at KCC, professional and regional accreditation requirements and review, and a teach-out of the UHM program.

School of Nursing & Dental Hygiene

- Recommend that the Nursing Division begin working on a hiring plan to ensure support and stability for the programs, especially given the high reliance on temporary faculty.

Department of Dental Hygiene

Summary Recommendations

- Consider moving the program to KCC.
 - An associate degree in dental hygiene (DH) is accepted for entry to practice.
 - The complete transfer would need to include faculty, staff, and will require a significant fiscal investment to identify a permanent physical home for the program including renovation/building of a clinical teaching facility.

Details

- The Department offers the BS in Dental Hygiene, accredited by the Commission on Dental Accreditation (CODA). The program was last reviewed in 2016. CODA has rescheduled the BSDH program accreditation site visit from 2022 to 2023.
- A tenured faculty in the DON received a HRSA grant of \$1.5M, over 5 years, to develop the Advanced Professional Certificate in Expanded Function Dental Hygiene in Pediatrics expand pediatric content in DH curriculum. The program was implemented in 2018.
- In 2019-20, there were 57 students enrolled in the BS program, and 2 in the certificate program. Non-tenure track FTE is 9.35 (no tenure-track). The size of the BS program is kept to 60 (average) to maintain CODA-required student: faculty ratios.
 - As of fall 2020, 36 students are enrolled in the BS program.
 - Associate Dean for Academic Affairs Ceria-Ulep and Department of Dental Hygiene Chair Tse are working closely with the Department of Dental Hygiene. Faculty have transitioned to online learning offerings for didactic courses and increased the amount of simulation content in laboratory courses.
- No students were admitted for fall 2020. The Department submitted an “Interruption of Education” request to CODA for non-enrollment status through 2020-21 (to allow for increased social distancing).
 - The Department of Dental Hygiene chose to defer admission of new students in fall 2020 to prioritize the academic progression of the enrolled students.
- The Department operates the Dental Hygiene Clinic to provide clinical training to students. The clinic is closed owing to the pandemic. It is unclear how students will obtain clinical experiences at this time. The fee-based clinic brings in roughly \$30K a semester.

School of Nursing & Dental Hygiene

- In 2011 and 2017, there was discussion about moving the program to UHWO. The following information is provided to inform decisions about moving the program to KCC.
 - Unlike a move to UHWO where students could have completed as UHM students but attend classes at UHWO, we would need to teach out the UHM program (estimated length of teach-out: 5 years).
 - KCC is not (WASC) approved to offer 4-year degrees, so the program would need to be offered as an AS. ACCJC substantive change approval would be required for this degree. Initial CODA accreditation would be needed for the AS.
 - Students are assessed a program fee (\$500/semester) to cover some costs, however there are additional out-of-pocket expenses that are not covered by the fee, and per the Dept., were estimated at about \$16,000. Students are required to purchase their own ultrasonic machine and other disposable materials. For some reason, financial aid does not cover these expenses. These costs should be kept in mind if the program is moved to KCC.
 - SONDH leases the space in Hemenway from the Campus Center Board for approximately \$70,000 annually. The clinic is expensive, with replacement of each chair estimated at \$25K. The UHM clinic does not meet the regulatory requirements of a dental practice for patient service because Hemenway Hall is old (historic) and cannot accommodate the infrastructural changes needed to bring the clinic up to code to bill for services. For those reasons, the clinic was “grandfathered in.” Any move of the clinic from UHM would require that these areas be addressed. Dismantling the clinic is expensive, as it will cost money to remove equipment and the radiology room safely.
 - The 5-year HRSA-grant, which funds the Certificate, will end July 1, 2023.

School of Nursing & Dental Hygiene

School of Nursing & Dental Hygiene (Nursing Division)

Summary Recommendations

- Stop-out the PhD in Nursing (underway)
- Increase the number of tenure-track faculty teaching in the undergraduate program to increase capacity (and enrollment).
- Consider whether the DNP is creating capacity issues in the BSN.
- Review faculty workload policies.

Details

- The Nursing Division offers the statewide BS, the MS, the Doctor of Nursing Practice (DNP), and the PhD. There are multiple tracks within these programs. The DNP was approved in 2011.
 - The BS, MS, and DNP programs in nursing are accredited through Dec. 31, 2029 by the Commission on Collegiate Nursing Education (CCNE).
 - There are 205 enrolled in the BS (down from 442 in 2012), 48 in the MS (down from 217), 101 in the DNP (up from 11 when program was first approved), and 0 in the PhD (down from 55 in 2012). There are 189 pre-Nursing students (down from 377 in 2012). Overall, enrollment across all programs has decreased from 725 to 364.
 - The NP programs awarded the MS until we transitioned the degree to the DNP, in accordance with national recommendations. The MS is no longer considered adequate preparation for the NP role.
 - We have one Master's track in population health. The program is fully online and is well enrolled. Population health is a new practice area for nursing and we were one of the first in the US to offer this MS.
 - There are 6 students enrolled in the PhD program as of August 24, 2020.
 - Tenure-track/tenured FTE is 13.48, down slightly from 14.92 in 2012.
 - Based on teaching assignments, it appears that the tenure-track faculty focus almost exclusively on the graduate programs, while the temporary faculty support the undergraduate program. In the 2019-20 academic year, 5 tenure-track faculty taught a mix of undergraduate and graduate courses, and 6 tenure-track faculty taught only graduate-level courses. The bulk of the undergraduate courses were taught by temporary instructors.
 - Tenure track faculty teach in the undergraduate and GEPN program.
 - The majority of Temporary faculty instructors are on rolling 3-year contracts – and have received promotion on the new “I” step system.
 - Nursing is a practice profession and these faculty are active clinically and bring that critical state of the art knowledge to their teaching at UH.
-

School of Nursing & Dental Hygiene

- The decrease in undergraduate enrollment appears to have coincided with the implementation of the DNP. The faculty should consider whether the growth in enrollment in the DNP is leading to capacity issues in the BS, a high-demand major. This shift could have been deliberate in light of changes in the field, assuming there is an increased demand for DNPs over BS-prepared nurses (would need to hear from Nursing whether that is the case). Recommend a discussion with the dean regarding the needs of the state.
 - The school addressed the impact of the DNP on current programs in the original UH Authorization to Plan (ATP) and in two national accreditation self-studies. At our last national accreditation of BS, MS, and DNP programs in 2019, CCNE was satisfied that all programs were resourced adequately – and granted full accreditation to all programs through 2029.
- Recommend that the Nursing Division begin working on a hiring plan to ensure support and stability for the programs, especially given the high reliance on temporary faculty.
 - We will continue to request approval to recruit for tenure eligible/tenured faculty.
 - Building an applicant pool that meets the DON hiring criteria is challenging despite national recruitment efforts.
 - The Department of Nursing Personnel Committee is exploring revision of the hiring criteria to include DNP prepared candidates. If the criteria are revised, the applicant pool will increase significantly.
- The School is in the process of stopping out admission to the PhD program.