HOʻOMAU
Continuing Forward

NURSING & DENTAL HYGIENE

UNIVERSITY OF HAWAIʻI AT MĀNOA

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OUR KULEANA

The School of Nursing and Dental Hygiene (SONDH) mission is 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.

To better reflect Hawai‘i’s unique cultural diversity and heritage, SONDH is committed to increasing the representation of Native Hawaiian and other underserved people in all nursing and dental hygiene programs.
School Snapshot

• **Nursing** (BS, MS, DNP and PhD)
  - BS graduates - 100% first time pass rate on national licensing exam
  - Nationally accredited through 2029
  - BS student enrollment: 213 with persistence rate of 95.5% & time to graduation of 4 years*
  - Graduate student enrollment: 146

• **Dental Hygiene** (BS, post-baccalaureate certificate in expanded function for pediatrics)
  - DH graduates - 100% first time pass rate on national licensing exams
  - Nationally accredited through 2023
  - Enrollment: 60 with persistence rate of 96.6% & time to graduation of 6 years*
    (Fall 2020 enrollment is 36 as we did not admit due to impact of COVID-19 on clinical learning and commitment to graduate the classes of 2021 & 2022)

• **Centers of Excellence**
  - **UH Translational Health Science Simulation Center (THSSC)**
    - Nationally accredited with focus on interprofessional education with John A. Burns School of Medicine, Myron B. Thompson School of Social Work, Office of Public Health Studies, Dept. of Theatre & Dance, Daniel K. Inouye College of Pharmacy and health care industry employers
  - **Hawaiʻi State Center for Nursing (HSCN)**
    - Legislatively mandated to address nursing workforce issues - funded by nurse licensure fees

*First-time freshmen at UHM
**Mānoa Suggestions & SONDH Response**

- **Stop-out the PhD in Nursing (underway) due to low demand**
  - PhD Committee, DON and Grad Chair, and PhD Program Director recommended and Mānoa approved – can be revisited at a later date
- **Consider whether the DNP is creating capacity issues in the BS**
  - Documented this was not accurate and was addressed to the satisfaction of accreditors in program accreditation documents
- **Increase the number of tenure-track/tenured faculty teaching in the undergraduate nursing program to increase capacity (and enrollment) and review faculty workload policy**
  - Responded indicating that some tenure-track/tenured faculty do teach in the undergraduate program
  - Clinical competency is a requirement for a practice discipline and explains the need for limited term faculty – most are on 3-year contracts

*https://manoa.hawaii.edu/provost/planning-for-post-pandemic-hawaii*/
*Mānoa Suggestions for SONDH*

“The School is already providing critical services and professional education to Hawai‘i.”

- Can we envision expansion?

- Should that discussion include a broader discussion about the Health Sciences?

*https://manoa.hawaii.edu/provost/planning-for-post-pandemic-hawaii/
UHM Nursing Supporting Hawaiʻi’s Recovery

• We are the major public producer of entry level and advanced practice nurses (BS RNs, MS, & NP)

• Pre-COVID-19, the Bureau of Labor Statistics projections for 2016-2026 in Hawaiʻi indicated the need for 13% more RNs

• Need for nurse practitioners (NP) is projected to increase by 36% NPs (Bureau of Labor Statistics)

• UHM nursing graduates are highly recruited by local and national employers

• The COVID-19 pandemic is and will continue to increase the demand for locally educated nurses to ensure culturally competent care for our residents and avoid the need to import mainland nurses
Can we envision expansion?

- **Efforts underway to modify existing programs to increase enrollment as of Fall 2021**
  - Streamlining of Associate Degree (AD) RN to BS pathway and curriculum to better address the needs of working nurses
  - Increase enrollment in the Graduate Entry Program to Nursing (GEPN) to increase the number of RNs and APRNs for the state workforce

- **Efforts underway to develop new programs effective Fall 2021**
  - Develop a 4 + 1 BS to MS program for entry to practice
  - Modification of the DNP program to address the rapidly transforming healthcare delivery system while accelerating the path to graduation
  - Certificate in Pandemic Preparedness for Health Care Workers
Should that discussion (expansion) include a broader discussion about the Health Sciences?*

- 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

- Faculty & staff held a series of meetings in late Sept. and early Oct. 2020

- Faculty and staff discussions indicated both advantages and disadvantages for the individual, school, and profession

*Health Science is the discipline of applied science which deals with human health. There are two parts to health science: the study, research, and knowledge of health and the application of that knowledge to improve health, cure diseases, and understanding how humans function. [https://www.sciencedaily.com/terms/health_science.htm](https://www.sciencedaily.com/terms/health_science.htm)
Broader Discussion about the Health Sciences?

• SONDH is a collaborative partner, and sees benefits to increased collaboration and coordination. The means for achieving this could vary and requires a more informed process and next steps to determine:
  • Whether the advantages outweigh the disadvantages?
  • Whether there would be increases or decreases in revenue, cost and resources, and if so, how those could be achieved?

• Both faculty and staff conducted confidential voting relative to willingness to undertake an expansion conversation.
  • The majority of voting faculty (62%) and staff (87%) are willing to continue the conversation and provide input to campus.
*Mānoa Suggestion for Dental Hygiene Program

“Consider moving the program to Kapiolani Community College (KCC)”

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.

*https://manoa.hawaii.edu/provost/planning-for-post-pandemic-hawaii/
DDH faculty met several times and conveyed to Provost Bruno their strong support for retaining the BS in Dental Hygiene (DH) to meet the continuing state need for well-prepared dental hygienists with the ability to pursue graduate education and grow the next generation of faculty.

The long term need for a state-of-the-art learning facility is the priority with construction/renovation cost estimated at $5-7 million.

The feasibility of standing up an Associate Degree in DH at Kapiolani CC with a seamless progression to Mānoa for a BS or an Master’s in Public Health could be explored.

DDH program modification could include:

- Increased use of private dental practices for clinical learning.
- Increasing the DH Clinic fee from $25 to $30/visit.
- Exploring creating a fee for service model with billing for insurance reimbursement.
Ho‘omau

Persistence, perseverance, & renewal. To continue, to perpetuate.

Ho‘omau ...to continue in a way that causes good to be long-lasting.

Those who ho‘omau do not give up easily, and they consider mistakes and failure to be temporary conditions from which to learn and move on from.