

MEMORADUM OF UNDERSTANDING – 2003 PROGRAM REVIEW OF DEPARTMENT OF NURSING, COLLEGE OF ARTS AND SCIENCES

The faculty and staff of Department of Nursing and the Dean of College of Arts and Sciences met with the Vice Chancellor for Academic Affairs on August 18, 2003 to discuss issues resulting from the Nursing Department recent program review. The NLN Accreditation Report by the Nursing Department (on file) and the report by external reviewers (on file) were the basis for discussion.

The group agreed upon the following:

1. The UH Hilo Administration is committed to the continuation of Department of Nursing as a viable academic program.
2. The Vice Chancellor for Academic Affairs will continue to demonstrate his commitment to the Department of Nursing by filling the existing vacant faculty positions.
3. The UH Hilo Administration will encourage and support Nursing faculty members' efforts in the development of transcultural nursing curricula.
4. The Vice Chancellor for Academic Affairs will continue to demonstrate his commitment to the Department of Nursing by adequately funding accreditation and assessment activities
5. The Dean of the College of Arts and Sciences, the Vice Chancellor for Academic Affairs, and the Nursing Faculty will establish new criteria and clear processes for promotion and tenure that incorporates higher valuing of service and broader definition for scholarship.
6. The Nursing faculty agreed that there are problems resulting from high faculty turnover and effort must be made by the department to attract and retain quality faculty.
7. The Nursing Department will continue to improve the first time passing rate of national nursing exam for nursing graduates to a minimum of 80%.
8. The Nursing faculty and their Department Chair will work together to develop strong leadership, communication and faculty morale within the Department.
9. Faculty development opportunities are available through the UH Hilo Research Council's Travel Awards, Seed Grants and Research Relations Funds. Additional support can be obtained from the Professional Development Fund allocated by the UH System. The Nursing faculty will more actively apply for such support.

While the administration will continue the commitment to current and future hires, the Nursing faculty will consider a number of other suggestions made by the VCAA that include:

- Engaging more actively in entrepreneurial activities that will bring in more students and extramural support, as well as benefit the nursing community of Hawai'i Island
- Developing, establishing and strengthening their partnerships with hospitals and clinics in the Island of Hawaii
- Networking with local high schools and health communities

- Pursuing extramural grants/contracts in support of teaching and research
- Embracing a cultural change to promote teamwork, cohesiveness, and mutual respect among colleagues

Signed:

- ❖ Cecilia Mukai, Chair of Nursing Department Jan 25, 2004
- ❖ Nursing faculty:
 - Katharyn Daub, Associate Professor Jan 25, 2004
 - Patti Urso, Assistant Professor Jan 26, 2004
 - Holly Thiercof, Instructor Jan 26, 2004
 - Ann Gaspari, Instructor Jan 26, 2004
 - Elizabeth Bush, Instructor Jan 27, 2004
- Steve Hora, Interim Dean of College of Arts and Sciences Jan 30, 2004
- Christopher Lu, Vice Chancellor for Academic Affairs Jan 31, 2004

Reference: NLN Accreditation Report (on file in the offices of the Vice Chancellor for Academic Affairs, CAS Dean, and BSN Nursing Dept.)

External Reviewer's Report (on file in the offices of the Vice Chancellor for Academic Affairs, CAS Dean, and BSN Nursing Dept.)