

UWI SCHOOL OF NURSING, MONA

Hermi H. Hewitt, OD, PhD, RN – Head of
Department

WORK OF THE DEPARTMENT

The School ended its 40th Anniversary celebrations with a Thanksgiving Service led by the Reverend Dr. Roderick Hewitt at the UWI, Mona Chapel, October 8, 2006. Among the attendees were Professor Elsa Leo-Rhynie, Campus Principal, Dr. Grace Allen-Young, Permanent Secretary, Ministry of Health, Jamaica, staff members, students, representatives of the Alumni and families. The academic year under review was filled with opportunities and challenges. The student population on the Mona campus continued to grow with no increase in the academic staff cadre and no added physical infrastructure. It is historic that for the first time in forty-one years the School will be graduating the largest number of undergraduate nursing students, 217 of whom are new entrants to the nursing profession. Of the graduants, 105 are from the Mona Campus, 61 and 48 from Excelsior and Brown's Town Community Colleges respectively. It is also the first time that new entrants to the nursing profession are graduating from the Mona Campus. To encourage excellence in our students, a students' award ceremony was held March 29, 2007 to recognize students demonstrating satisfactory application of theory to clinical practice and professional attitudes. Stripes were awarded according to predetermined criteria. Trophies and plaques were also awarded to students for Outstanding Clinical Performance, Outstanding Academic Achievement, Outstanding overall performance and professional attitudes. An External Quality Review of the School was conducted February 26 to March 2, 2007 and the recommendations will be incorporated in the School's strategic plan. Despite the challenges, the UWISON continues to move forward in ensuring that the quality of its product is uncompromised and to strive towards having a quality teaching and



learning programme. The School, for the first time commenced online delivery of the baccalaureate degree to practicing nurses in three Caribbean countries in January 15, 2007.

The School's main target was to maintain a competitive edge by providing a nursing programme that supersedes its competitors in the region and one that attract students globally. Following are the targets/performance indicators established for the year under review:

Increased clinical teaching staff for the BScN (generic) degree by 100%

Part-time clinical preceptors were employed to augment the staff cadre and provide coverage for clinical teaching and supervision. The Dean supported the appointment of associate lecturers to augment clinical teaching and coordination of students. A temporary Senior Administrative Assistant was employed to support the numerous activities of the School. The Senior Office Attendant's post was reassigned to a Senior Laboratory Attendant effective September 2006 to enhance the skills laboratory activities. Senior and experienced Clinical nurses from Corporate Area Hospitals and Health Centres continue to provide teaching support for students. As a part of the quality control mechanism a Field Agency breakfast meeting was held to gain feedback and register our appreciation. Overall academic staffing is not commensurate with the increased student population and the intensity of the nursing education activities. Because the established cadre is meager, most academic staff members are temporarily employed; also qualified academic staff cannot be recruited from the international community. To sustain the quality of the nursing programme the academic staffing issue needs urgent attention.

Expanded physical facilities of UWISON with offices, classrooms, state-of-the-art equipped skills laboratories to accommodate the growing student and staff population and maintain a competitive edge in undergraduate and graduate nursing programmes.

The single most challenging situation is the slow process of expanding the building to accommodate the student population. Despite several appeals and promises to have the facilities in place in two consecutive academic years, another academic year will commence without adequate space for students and staff. This continuous delay in expanding the building has already compromised the quality delivery of

the programme. The situation is untenable, as space has to be rented wherever it is available to facilitate teaching and clinical skills development. In the absence of sufficient chairs in the rented facilities, these have to be purchased and moved for storage when other functions are held in those facilities. The latter has resulted in many embarrassing episodes.

Converted and delivered BScN degree courses to practicing registered nurses nationally and to the wider Caribbean region through e-learning and distance education modes supported by international partnership.

The University of the West Indies and The Chang School, Ryerson University entered into a partnership to convert nursing courses and deliver high quality web-enhanced nursing baccalaureate degree to practicing nurses across the Caribbean. The project has been providing overall benefits to the UWI as “The experience, alliances, and resources developed in the course of this project will be subsequently leveraged to expand the capacity of each organization to serve other student markets”. The project is funded for three years by Dr. Raymond Chang, Chancellor of Ryerson University and was successfully launched January 26, 2007 with nurses in Belize, St. Lucia and Jamaica. The event was webcasted to Belize, St Lucia and Canada and received national, regional and international press coverage including the BBC Caribbean. The guest Speaker was the Most Honourable Professor Kenneth Hall, Governor General of Jamaica and chaired by Professor Elsa Leo-Rhynie, Principal. Among the participants from UWI were Professor Nigel Harris, Vice Chancellor, UWI, Professor Archibald McDonald, Dean, Faculty of Medical Sciences, and a Ryerson University team which included Dr. Raymond Chang, Chancellor, Sheldon Levy President & Vice Chancellor, Dr Keith Hampson, Director Distance Education and Mrs. Anita Shilton, Dean, The Raymond Chang School of Continuing Education. The event was preceded by a dinner-reception hosted by Mr. and Mrs. Lyn. The UWI/Ryerson collaboration enables staff capacity building in online course conversion and delivery and provides the technical and mentoring support to enhance the delivery of the nursing programme.

Recruited international nursing scholars through Visiting professorship and Fulbright scholarships to strengthen the experience of the academic staff and encourage international research partnership in nursing and midwifery research.

Staff members were engaged in several collaborative research activities during the year under review. Among them were: Development and submission for funding a proposal on “The Role of Nurses in managing Medication in the Community” and “An Evaluation of the Benefits of the Side Effect Scale Checklist for Antipsychotic Medication [SESCAM] in Mental Health Officers Practice in Jamaica” led by Dr. Joanna Bennett, Visiting Professor from Kings College and Middlesex University, September 4-30, 2006; Implementation of the funded “Jamaica Asthma and Allergies National Prevalence Study” with collaborators from the Ministry of Health and Dr. Laurel Talabere, Professor of Nursing, Capital University, Columbus, Ohio, who was at UWISON, October 1 to November 4, 2006 as a Senior Fulbright Specialist. She also facilitated workshops on curriculum review activities; Development of the proposal on “Jamaican Female Adolescent Health Promotion Project – Mothers & Daughters”, in collaboration with the University of Pennsylvania School of Nursing. The latter proposal was submitted to National Institutes of Health (NIH). Based on feedback, the revised proposal will be re-submitted to be considered for funding again in August 2007; “Strengthening nurses’ capacity in HIV Policy Development in sub-Saharan African and the Caribbean” This study is being led by the Ottawa University and was funded C\$1.6 million through the Teasdale-Corti global initiative grant. The project is a collaborative partnership with several Canadian Universities, the UWI, University of Ottawa and Great Lakes University of Kisumu, Kenya between 2007 and 2011.

Support for academic engagement with national and international interdisciplinary research team building, while strengthening nursing and midwifery research programmes and scholarship thus building staff research and increase the publication output by 50%.

The Annual Nursing Midwifery Research Conference and Mary Seivwright Day, hosted by the UWISON and held at the Jamaica Conference Centre May 31- June 1, 2007, attracted the participation of 548 local, regional and international delegates and participants. The conference theme was “Nursing Research Providing Evidence for Improved Nursing Practice”. Among the presenters were Dr. Dame Karlene Davis, General Secretary Royal College of Midwives and President of the International Confederation of Midwives and Nursing Scientists; Dr. Jean Watson, Nursing Professor, University of Colorado School of Nursing- a leading expert in the Science of Caring; and Dr. Linda Ryan, Director of Nursing Quality Research, at Resurrection

Health Care, Chicago. This conference provided a forum for academic staff members and students to present their research findings among nursing scholars and forge links. It is expected that papers will be refined for publishing.

Designation as a World Health Organization Collaborating Center in Nursing and Midwifery in the Caribbean and a forum for dissemination of nursing and midwifery research findings.

Effective November 22, 2006, The School of Nursing was designated a PAHO/WHO Collaborating Center for Nursing and Midwifery Development in the Caribbean for 2006-2010. The collaborating terms of reference are to: Build capacity in the CARICOM region through nursing and midwifery educational programmes, consultation, administration and practice to make contributions in areas vital to their country's essential health care needs; Facilitate the growth of nursing and midwifery research in the CARICOM region through the Nursing and Midwifery Research Centre; and Collate and disseminate information related to advancements in nursing and midwifery, clinical practice, nursing education, administration and research. Through this collaboration the School has been accessing the Global Alliance for Nursing and Midwifery Communities of Practice (GANM) connecting staff to a network of current information in nursing and midwifery by use of the 'Elluminate Live' software. The Centre will be officially launched as soon as the School's physical facility is improved.

Improved administrative staffing level to expedite the turnaround time of information to and from the school; generate administrative tools for guiding staff and student performance and making the operations of the school efficient and effective in delivering and maintaining best practices scholarships for students and staff development.

Among the tools that were introduced to monitor staff work performance and students skills development were the student academic advisement and progress report forms, revised staff performance plans, best practices model and mission, vision and value statements. A curriculum conceptual framework was instituted and training workshop held by Dr. Talabere to enable staff to integrate it into the teaching and learning. These proved useful in identifying training needs and students' progress.

Increased revenue for the recently established Nursing Endowment Fund with the involvement of alumni to facilitate scholarships for students and staff development.

Ms. Merle Robb, President of the University Hospital of the West Indies Alumni Canada-Chapter presented a cheque for C\$20,000 towards the UWISON Endowment Fund. The cheque was presented to Mr. Ricardo Whitely, Fund Development Officer, Office of Development Endowment at a small function held at UWISON January 8, 2007. From this Fund, two bursaries will be awarded annually to 2nd Year students with financial needs.

Increased overall average in teaching assessment rate to 4.0 and above

The majority of teachers met the target of assessment scores 4.0 and above (4.0- 4.7). However, in 2 courses, teachers received ratings of 2.9 and 3.4 also 3.6 in another course.

Participation in quality assurance evaluation of the UWISON programmes in 2007

The five yearly External Quality Review of the School of Nursing was conducted February 26 – March 2, 2007. The School received commendation for its work and the quality of its programme. The review team recommended improvements in physical space, equipment and staffing. An action plan to address the recommendations is being developed.

Targets for 2007-08

- Strengthened quality of undergraduate and graduate teaching and research by recruiting highly qualified staff with international scholarship experience;
- Increased cadre of academic staff to facilitate the required staff-student ratio thereby improving the quality of clinical teaching and supervision and senior administrative staff that facilitates efficiency and effectiveness;
- Improved teaching ratings;
- Enhanced teaching and learning environment with a state-of-the-art nursing skills' laboratory enabling students' practice in a modern environment that fosters student satisfaction;

- Restructured organizational structure that enables improved communication and information flow and contributes to operational effectiveness and efficiency to stakeholders;
- Revised BScN(generic) and graduate curriculum to reflect current needs and global trends and meet the 5 year UWI review policy;
- Increased staff publication output and dissemination of research findings to the CARICOM Chief Nursing Officers;
- improved staff research status; successfully staged International Nursing Midwifery Research conference;
- Increased number of teachers who are empowered with the capacity to deliver web-based courses;
- Accepted culture of change in which staff is committed to promote UWISON as a centre of excellence and which attracts the best students.

Overall Teaching Achievement:

Teaching Assessments for Lecturers

The average rating of lecturers was 4.0 for semester I and 3.9 Semester II with an average response rate of 57.5% and 75.0% respectively.

Teaching Assessments of Courses

The average of students' rating of courses was 4.3 in Semester I and 4.2 in Semester II.

The per capita publication increased from 0.05 to 1.3- a 38% improvement. The prospects are positive as several manuscripts are in preparation.

PAPERS PRESENTED

E M Duff

- "Nutrition and Health on Campus" Health Awareness Day Seminar. Rex Nettleford Hall, October 2006.
- "Research: the Foundation for Evidence Based Practice" Nurse Practitioners' 30th Anniversary & 54th Seminar.

- “Nurse Practitioners: Impacting the Community through Quality Health Care”. Holiday Inn Sunspree Resort, Montego Bay, July 2007.

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- “Researching nursing practice in the Caribbean” 10th Pan American Health Organization Colloquium, November 2006, Buenos Aires, Argentina.
- “Natural Products Research at the UWI School of Nursing, Mona” FMS Research Conference, Main Medical Lecture Theatre, November 2006.
- “Nursing Education in Jamaica with special reference to the Role of the Nursing Council” Seminar for Winona University nursing students, January 2007.
- “Nursing Leadership and professional development” Seminar, Grand Cayman May 2007.
- “Nursing in the Caribbean Post WWII: We’ve come a long way”
- “Positive Work Environments/Clinical Nursing Ladders” 2nd Annual Nursing Conference, “Managerial and Professional Responsibilities”, Marriott Hotel, Grand Cayman, May 2007
- “Caring in Nursing” Marriot Hotel, Grand Cayman, May 10, 2007.

E. Kahwa

- “The Jamaica Asthma and Allergies National Prevalence Study” The 18th Annual Nursing Midwifery Research Conference and Mary J. Seivwright Day. Jamaica Conference Centre May – June 2007.
- “Strengthening Health Care Systems for HIV and AIDS in Sub-Saharan Africa and the Caribbean: A Program of Research” 18th Annual Nursing Midwifery Research Conference and Mary J. Seivwright Day. Jamaica Conference Centre May – June 2007 (8 pgs).

PUBLICATIONS

Refereed Journal

WIMJ = *West Indian Medical Journal*

- * E.M. Duff, A. O'Connor, N. McFarlane-Anderson, Y. Wint, E. Bailey, R. Wright-Pascoe. "Selfcare, Compliance and Glycaemic Control in Adults with Diabetes Mellitus in Jamaica". *WIMJ*, 55, 4 (2006): 232-236.
- * Y. Wint, E. Duff, A. O'Connor, N. McFarlane-Anderson, E. Bailey, R. Wright-Pascoe. "Knowledge, Motivation and Barriers to Diabetes Control in Adults in Jamaica". *WIMJ*, 55, 5 (2006): 327-330.
- * A. O'Connor, E. Duff, N. McFarlane-Anderson, R. Wright-Pascoe, Y. Wint. "High levels of F-2 Isoprostanes in Jamaican adults with diabetes mellitus". *International Journal of Diabetes & Metabolism* 14 (2006): 46-49.
- * Hutchinson, M.K. Jemmott, L.S. Vasas, E.B. Hewitt, H.H. Kahwa, E. Waldron, N. Bonaparte, B. (2007). "Culture-Specific Factors Influencing HIV-related Sexual Risk among Jamaican Adolescents". *Journal of Association of Nurses in AIDS Care* 18 (2), 35-47.
- * J Mullings, Tomlin J Paul "Health sector challenges and responses beyond Alma Ata: A Caribbean perspective" (Special Issue on Primary Health Care in the Americas Pan American Journal of Public Health 21 2/3 (2007): 9.
- * Wilks, R., Younger, N., Mullings, J, Namvar Zohoori, Figueroa, P., Tulloch-Reid, M., Ferguson, T., Walters, C., Bennett, F., Forrester, T., Ward. E. Ashley, D. Factors affecting study efficiency and item non response in health surveys in Developing Countries: The Jamaica national healthy lifestyle survey, *BMC Medical Research Methodology*, 7(2007):13, 14.
- * J. Mullings, Tomlin J Paul. "The Epidemiological Transition in Jamaica and the Healthy Public Policy Response". *Social Science & Medicine* (2007): 36.

- * Salmon, M., Yan J., Hewitt, H. & Guisinger, V. 2007. "Managed Migration: The Caribbean Approach to addressing nursing services capacity" *Journal of Health Services Research* 42 3 (2007): 1354-1372.
- * N. Edwards, E. Kahwa, D. Kaseje J. Webber, S. Roelofs, "Strengthening health care systems for HIV and AIDS in Sub-Saharan Africa and the Caribbean: A program of research". *Caribbean Journal of Nursing and Midwifery* 2 (2007): 29-36.
- * E. Duff, A. O'Connor, N. McFarlane-Anderson, Y. Wint, E. Bailey, R. Wright-Pascoe. "Self-care, compliance and glycaemic control in Jamaican adults with diabetes mellitus". *WIMJ*, 55, 4 (2006):232-236.
- * Wint YB, Duff E, O'Connor A, McFarlane-Anderson N, Bailey E, Wright-Pascoe R. Knowledge, motivation and barriers to diabetes control in adults in Jamaica. *WIMJ*, 2006; 55 (5): 327-330.

Abstracts

- * Barton-Gooden, W. Burrell Anderson, C. Hines Berry, T. Larmond, N. Anderson Lawrence, J. Jackson Scarlett, B. Smith, D. Walters, E. Kahwa, B. Bonaparte, H. Hewitt (2007). People living with HIV/AIDS: Perceptions of Nursing Care during Hospitalization, *WIMJ*. (2006), 55, (suppl 4), 41.
- * A Matter of Survival: A Perspective of the Child with HIV. J. Mullings, H. Ramsay, R. Pierre. *WIMJ*, 55 (Suppl 5) (2006): 38.
- * A. O'Connor, N. McFarlane-Anderson, E. M. Duff, R. Wright-Pascoe, Y. B. Wint. "High levels of isoprostanes in Jamaican adults with diabetes mellitus". *WIMJ*, 55 (Suppl 1) (2006): 43.
- * O'Connor A, McFarlane-Anderson N, Duff EM, Wright-Pascoe R, Wint YB. High levels of oxidative stress in Jamaican adults with diabetes mellitus. *Caribbean Cardiac Society Conference Syllabus*, July 2006, 25, 26.
- * SA Lopez, D Eldemire-Shearer, A Mc.Caw Binns, J LaGrenade, EN Barton. "End Stage Renal Disease patients

on haemodialysis: Perceived severity, susceptibility to their illness and support given by health personnel”. WIMJ.

- * E. Kahwa, Y Wint, N Waldron, H Hewitt, J Knight-Madden. “The Jamaican Asthma and Allergies National Prevalence Survey”. The Caribbean Journal of Nursing and Midwifery, 2 (2007): 37-38.

INCOME GENERATION

Earnings from new ventures and graduate programmes amounted to approximately J\$117 million dollars.

PUBLIC SERVICE

Bailey, E.

- Assistant Editor, The Jamaican Nurse Journal
- Member, Nursing Council of Jamaica Evaluation team

Duff, E.

- Member, Nursing Council of Jamaica Research Committee

Green, R.

- Member, Planning Committee for the Nurse Practitioners’ Continuing Education

Hewitt H.

- Academic Board Member, Excelsior Community College
- Executive Board Member, International Academic Nursing Alliance
- Member, RNB/CARICOM Executive and Education Committees
- Member, Biennial Relicensure Committee, Nursing Council of Jamaica and the Jamaican Nurse Journal

Lopez, S.

- Board Member, Heart Foundation of Jamaica
- Assistant Treasurer, University Hospital League of Graduate Nurses

- Committee Member, The Jamaican Nurse Journal

Marshall-Burnett S.

- President, Senate of the Jamaican Parliament
- Executive Member of the PNP
- Member, Nursing Council of Jamaica
- Editor, The Jamaican Nurse Journal

Mullings J.

- Member, Orphans & Vulnerable Children Committee, Ministry of Health
- Facilitator, MultiCare Foundation Sports Programme for Youth
- Member, Planning Committee, McCam Centre (project - Government of Jamaica/European Commission/United Nations population Fund Joint Programme in Sexual and Reproductive Health)

Stewart, H.

- President, Nurses Association of Jamaica (NAJ) Credit Union's Board of Directors
- Judge, NAJ Student Nurse of the Year Competition
- Member, National Council on Drug Abuse

Weaver, S.

- Member, Lions Club

Wint, Y.

- Member, Editorial Committee, The Jamaican Nurse Journal

CATEGORIES OF STUDENTS

Undergraduate

The School started with 640 BScN (generic) students distributed among Mona Campus and three Tertiary Level Institutions (Brown's Town, Excelsior and Knox Community Colleges). The degree started at Knox Community College for the first time. The breakdown of students is displayed in Table 1.

One hundred and eight (108) of the 119 final year students on the Mona Campus will be graduating. The remaining ten were incomplete and one is on leave of absence.

All thirty-nine (39) final year students from Brown's Town Community College (BTCC) will be graduating plus an additional 9 from previous class (2006). Of the 65 from Excelsior Community College (EXED), sixty-one will be graduating.

Of the two hundred and seventeen (217) graduating, 78 were recommended for first class honours.

Thirty-nine (39) BScN (post RN) students began on the Mona Campus and 70 students online from Belize, St Lucia and Jamaica. Of the 39 on the Mona campus eighteen (18) was full-time and 21 part-time. One student withdrew and three requested leave of absence. Fifteen (15) will graduate with two receiving first class honours.

Table 1: Category of Students by Year and Locations

Category of Students	New	Returning		Total	Graduating Nov. 2007	Status
	1st Year	2nd Year	3rd Year			
BSN (generic) Mona campus	106	90	119	315	108	1st Class= 54 Upper 2nd= 53 Lower 2nd = 1
BScN (generic) franchised at EXED	52	65	66	183	61	1st Class= 18 Upper 2nd= 41 Lower 2nd =2
BScN (generic) franchised at Brown's Town Community College	37	45	39	121	48 (9 from previous class)*	1st Class= 6 Upper 2nd = 33 Lower 2nd =9
BScN (generic) franchised at Knox Community College	22	–	–	22	N/A	
Sub-Total-BScN (generic)	217	200	223	640	208+9* =217	
BScN (post RN)	18	21	–	39	15	1st Class =2 Upper 2nd =9

						Lower 2nd =3 Pass =1
BScN (post RN) online delivery	-	-	70	-	-	70
Grand Total Undergraduates	305	221	223	749	232	

Postgraduate:

Twenty nine of the thirty students completed the programme and one student has a course outstanding and the remaining will continue into the next academic year. The MScN student population is as follows:

Category of Student	Full-time	Part-time	Total	Graduating Nov. 2007	Status
MScN (Nursing Administration; Nursing Education)	20	4	24	23	Distinction=10
MScN (Family Nurse Practitioner; Mental Health/ Psychiatric Nurse Practitioner; Clinical Nurse Specialist)	12	1	13	6	Distinction=2
Total post-graduates students	32	5	37	29	