



## THE UWI SCHOOL OF NURSING (UWISON), MONA

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### WORK OF THE UWI SCHOOL OF NURSING, MONA (UWISON)

The activities of the UWI School of Nursing, Mona (UWISON) during the 2022/2023 period were guided by its continued mission to prepare market-ready graduates through the provision of quality graduate and nursing education in response to global health priorities. The UWI's Triple "A" Strategy provided the strategic framework for the School's operations.

## ACCESS

### STUDENT ENROLMENT

The operations of the school placed emphasis on increasing enrolment in graduate, and micro-credentialing courses, and achieving the regulatory cap of 180 undergraduate students. Several strategies were initiated to increase enrolment in the graduate programme. First, we sought to understand the factors contributing to deferrals among eligible applicants to the Master of Science in Nursing (MScN) programme. The major factor identified was the barrier posed by the requirement for nurses to reside in physical proximity to the Mona Campus to access in-person learning experiences. Subsequently, revisions to the curriculum were initiated to align teaching and assessment methodology with distance learning modality. The second strategy was leveraging regional and international partnerships to advertise the programme and engage in an aggressive recruitment drive. Resulting from this drive, a memorandum of understanding is being drafted with collaborators within and external to the Caribbean to train and educate Mental Health Nurse Practitioners and Family Nurse Practitioners. Deliverables from these MOUs will be actualized in the 2024/2025 academic year. An important spinoff from the pending MOUs is the opportunity to diversify graduate student experiences by including partially funded international clinical experience.

To optimize undergraduate student enrollment at Mona and the Western Jamaica Campus (WJC), we processed applications during the early and late periods facilitated by the Registry. Recognising the financial hardship experienced by students, we secured two scholarships of UD\$5,000.00 through international collaborations. Whereas the student population did not increase significantly, there was neither a decline. Further, efforts to increase male enrollment increased marginally from 18 in the previous academic year to 27 in the 2022/2023 year.

**Table 1:** Comparative Student Populations for Academic Year 2021/2022 and 2022/2023

Programmes	Student Population					
	2021/2022			2022/2023		
	Female	Male	Total	Female	Male	Total
BSN Mona	606	18	624	598	27	625
BSN Franchise Programmes	657	34	691	684	36	720
BSN Post RN	60	6	66	52	8	60
MScN	47	1	48	47	1	48
MPhil/PhD	14	1	15	12	1	13
<b>GRAND TOTAL</b>	<b>1384</b>	<b>60</b>	<b>1444</b>	<b>1393</b>	<b>73</b>	<b>1466</b>

### TEACHING AND LEARNING

Teaching and learning occurred face to face for the pre-licensure undergraduate programme, online for the post Registered Nursing programme and hybrid (face to face and remote) for the MScN programme. Theory-based courses were delivered remotely, and practice-based courses were delivered and assessed face to face. All lecturers received a student evaluation score of 4.0 and above and three (3) received the Guardian Life Outstanding Teacher Award: Dr. Antoinette Barton-Gooden, Mrs. Mauvette Waite, and Dr. Jermaine Whyte. Additionally, their comments at student-staff liaison meetings indicate that most students were satisfied with the quality of teaching.

Maintaining quality in the clinical learning experience remains a priority. Thus, efforts to recruit additional qualified adjunct clinical preceptors continued. During the 2022/2023 period, five (5) new preceptors were employed to support clinical teaching. This is considered a success given the proportion of experienced nurses lost from the Jamaican health system through migration. Thus, the workload of full-time staff increased significantly, contributing to reports of staff burnout during the second semester and summer term. Strengthening simulation enhanced learning was also prioritized. A grant of US\$6,000.00 was secured from a nursing alumnus to

purchase task trainers to be used for medium fidelity learning. The School's budget plan also allocated funds to purchase simulators and through an international donor, the School is set to benefit from a free high fidelity simulator.

### Students' Achievements

The graduating class of 2023 sat the Regional Examination for Nurse Registration (RENr) in April 2023. A significant increase over the 2022 success rate of 85% was achieved, as 97% of the graduates were successful. This success rate is partially attributed to a robust RENr review programme implemented by the UWISON team.

### Academic Awards

At UWISON, students are usually rewarded for overall academic performance, professionalism, interpersonal interaction, and leadership. Rewards included letters of commendation, gift certificates, certificates of achievement, enrollment into the Dean's list and Honour Society of the Faculty of Medical Sciences, and scholarships. Forty-six (46) students were added to the Dean's list based on their achievement of a GPA of 3.6 and above. Of this number, 11 were inducted into the Honour Society, having attained the highest overall GPA for their respective year groups (Table 2). The four (4) nominees for Top Graduated were: Ms. Sadioka Smith, Ms. Catherianna Simms, Ms. Dominique Reece, and Ms. Britney Clarke. Ms. Sadioka Smith was named the 2023 Valedictorian for the Faculty of Medical Sciences. This is the first time in the history of UWISON that a nursing graduate has been named Valedictorian.

Students were also awarded scholarships based on overall academic performance and engagement in community service. Scholarships, donated by Nursing Alumni covered partial tuition. For the 2021/2022 period, scholarships totaled approximately **\$2,472,160.00 (JMD)**, with the largest sum being awarded to second- and third-year students (Table 2).

For the first time in the School's history, three (3) candidates completed the Doctor of Philosophy in Nursing: Dr. Joyette Aiken (with High Commendation), Dr. Antoinette Barton-Gooden, and Dr. Tania Rae; all of whom are members of the UWISON's academic staff. Dr. Aiken's qualitative study explored, "*The patient-care-giver dyadic experiences of heart failure in Jamaica*". Dr. Barton-Gooden's study examined, "*Smoking and predictors of health-related quality in adults with sickle cell disease*", and Dr. Rae's intervention study investigated, "*High fidelity simulation in the BScN curriculum: Effect on year II students' self-confidence and anxiety during clinical decision-making*".

**Table 2:** Students' Accomplishments

Year Group	AWARDS FOR EXCELLENCE		SCHOLARSHIPS AND BURSARIES
	FMS Honour Roll	Outstanding Graduant	USD
1	15	n/a	—
2	12	n/a	7,500.00
3	9	n/a	8,500.00
4	4	2	—
<b>TOTALS</b>	<b>52</b>	<b>2</b>	<b>16,000.00</b>

## PUBLICATIONS

### Peer Reviewed Articles

- **Lynch, M.**, Gordon-Singh, S., Aiken, J.& Garvey-Henry, J. (2022). The effects of COVID on Health Literacy. Scholars Central: *Journal of Health Sciences*, 21-47237
- **Lynch, M.** (2022). The Coexistence of Non-communicable Diseases and Mental Health Illness Among Persons and the Screening Practices of Doctors and Nurses in two (20 Jamaican Hospitals. *Scopus Journal of Positive Psychology and Wellbeing-Q2*, ISSN: 2587-0130
- Pierre, R., Garbutt, A., & **Walker, M** (2022). The Faculty of Medical Sciences, Mona, Board Sub-committee on student progression: Development and outcomes. *The UWI Quality Education Forum*, 26, 183–190
- **Wright, D.** (2023). Nutritional care and intervention in Spinocerebellar ataxia. In Ataxia- Practice Essentials and Interventions in Bozzetto, P. (ed.). *Ataxia - Practice Essentials and Interventions*. IntechOpen. doi: <https://doi/10.5772/IntechOpen.111734>

### Abstract

- Barton-Gooden, A., **Garvey-Henry, J.**, Benskin, L. (2023). Sickle cell leg ulcer improvised “available technology dressing”: An intervention study. *West Indian Medical Journal* 2023; 70 (Suppl. 2): 82.

### Other Publications

#### Books & Book Chapters

- **Lynch, M.A.** (2023). Trusting in His Timing: A 7-Day Devotional. Amazon KDP, USA. Retrieved from <https://a.co/d/jdhhuU6>
- **Lynch, M.A.** (2023). How To Improve Your Mental Focus for Success. Amazon KDP, USA. Retrieved from <https://a.co/d/6PgdlLa>

## ALIGNMENT

UWISON is completing its third year in its four-year designation as a PAHO/WHO Collaborating Centre (PAHO/WHO CC) for Nursing and Midwifery Development in the Caribbean and was redesignated a Best Practice Spotlight Organisation (BPSO) by the Registered Nurses Association of Ontario (RNAO) in 2022. These designations have created research and practice partnerships with the UHWI, a BPSO for clinical nursing practice, the University of Ottawa, other BPSOs globally, PAHO/WHO, Health Ministries of CARICOM countries, other Collaborating Centres globally, Clinical partners and Universities. The respective designation aligns the activities of the School with global health priorities and international best practice guidelines in nursing education. Through its WHO designation, the School provided consultation on behalf of PAHO Jamaica for the development of strategic plans for Nursing and Midwifery in Jamaica and the Bahamas.

During the 2022/2023 period, through the WHO Collaborating Centre, UWISON's collaborations included the following:

- University of Alabama at Birmingham School of Nursing PAHO/WHO CC for the Global Health symposium held on September 26-30, 2023 and to
  - evaluate the integration of service learning in the BSc curriculum
  - present finding at the PAHO Research Colloquium at the University of Miami in November 2022
  - sign an MOU for research and scientific meetings, staff and student exchange & curriculum development (inter alia).
- The University of Miami for Panel discussion on The status of nursing research in the Caribbean (PAHO Research Colloquium November 2022)
- The Registered Nurses Association of Ontario to conduct a EBP workshop during our annual Nursing and Midwifery Research Conference in May 2023
- WHOCC UPENN, UWISON (Mona & St. Augustine). Evaluation of the Nursing Work environment in primary healthcare services in the English-Speaking Caribbean
- MOU Columbia University, International Student Exchange

Locally, UWISON continues to align its operations with the *Standards, Criteria, Evaluation, and Approval Processes* of the Nursing Council of Jamaica. Thus, having relocated to the Mary Jane Seivwright Building in April 2022, we redoubled efforts in collaboration with the wider UWI to narrow gaps in the physical and human resource infrastructure in the provision of quality nursing education.

In keeping with the strategic goal to create opportunities for student and staff engagement in representing the UWI locally, regionally and internationally, the

School hosted the 33<sup>rd</sup> Annual Nursing and Midwifery Research Conference & the 34<sup>rd</sup> Mary J. Seivwright Day (virtual edition) May 25–26, 2023. The theme for this Conference was “*Sustainable & Evidence-Based Nursing and Midwifery Education: Create, Innovate and Energize.*”. As a part of the UWI’s 75<sup>th</sup> anniversary celebration, one segment of the Conference highlighted and celebrated the contribution of all previous Heads of UWISON. The conference was attended by over 301 participants from local and international healthcare professional communities, and over 14 research papers were presented. Four nurses presented innovated projects that were implemented in their respective work environment (hospitals).

Among the distinguished attendees were the Dean, FMS, Professor Minerva Thame, Pro Vice Chancellor and Principal, UWI Mona, Professor Dale Webber, the Chief Nursing Office in the Ministry of Health and Wellness, Mrs. Patricia Ingram-Martin, the President of Nurses Association of Jamaica, Mrs. Patsy Edwards-Henry and Mr. Ian Stein, PAHO/WHO Representative to Jamaica, Bermuda and the Cayman Islands. The keynote speaker, Dr. Barbara Howard-Hunt, Associate Professor for Student Engagement and Diversity at the University of Birmingham, addressed the conference on current issues pertaining the capacity of nursing and midwifery to achieve universal health coverage. The Conference was among several avenues through which the School’s research output UWISON was showcased.

## PAPERS PRESENTED

- **Agu, Chinwendu. F.** (2023, Feb 28–March3). *Emerging Viral infectious disease preparedness and response: Some contemporary issues surrounding Viral infection* [Conference Presentation]. Nursing and Midwifery Council of Nigeria, Ebonyi State Chapter.
- **Chisholm-Ford, S., Silvera, H., Waite, M., Henry, P.** (2023, July 7). *HELP! Our Nurses are Leaving, Please Stop the Hemorrhage* [Conference Presentation]. ICN Congress 2023, Montreal, Canada.
- **Duberry, N., Garvey-Henry, J. & Anderson-Johnson, P.** (2023, May 25–26). *Communication between patients and their healthcare providers regarding herbal medicine use in the three primary healthcare clinics in Montserrat* [Conference Presentation]. The 33<sup>rd</sup> Annual Nursing and Midwifery Research Conference & 34<sup>rd</sup> Mary J. Seivwright Day. The UWI School of Nursing, Mona, Jamaica.
- **Munroe, D., Mullings, J** (2023, November 9–11). *Caribbean nursing research: A capacity building initiative* [Conference Presentation]. The XVII Pan-American Nursing Research Colloquium, University of Miami, Florida, USA.
- **Markaki, A. & Munroe, D.** (2023, November 9–11). *Operationalizing nursing and midwifery education quality improvement: Sustainability in action* [Conference Presentation]. The XVII Pan-American Nursing Research Colloquium, University of Miami, Florida, USA.

- Hammond, S., **Munroe, D., Henry-Ferguson, V., Walker, M., Wade, N., Rae, T., Ellis, A., Markaki, A.** (2023, November 9–11). *Building Capacity for service learning in nursing curricula: A quality improvement pilot* [Conference Presentation]. The XVII Pan-American Nursing Research Colloquium, University of Miami, Florida, USA.
- **Silvera, H.,** Jackson-Scarlett, J., Hyde-Alison, L., Baker-Hinds, I., Sylvester, A., Anglin-Allie, P., Maitland, S (2023, July 13). *Patients' satisfaction with maternity care in Jamaica* [Conference Presentation]. The 69<sup>th</sup> (2023) Nurse Practitioner Seminar. Trelawny, Jamaica.
- Facey, D., **Silvera, H., & Garvey-Henry, J.** (2023, July 11–14). *Perception of health professionals toward nurse practitioners' competencies and quality of patient care in Kingston & St. Andrew.* [Conference Presentation]. The 69<sup>th</sup> (2023) Nurse Practitioner Seminar. Trelawny, Jamaica.

## PUBLIC SERVICE

Members of staff are engaged in varying public service initiatives as follows:

- **Agu, Chinwendu:** Member, Equity, Diversity and Inclusion Committee
- **Aiken, Joyette:** Reviewer of the Journal of Patient Experience, SAGE Publishing
- **Anderson-Johnson:** Co-Director, PAHO/WHO Collaborating Centre, PAHO Consultant to the Ministry of Health & Wellness, Jamaica
- **Ashman, Chez:** Member, Community Service Committee, The Rotaract Club
- **Chisholm-Ford, Sandra:** Secretary for the Omega Kappa Chapter of Sigma 1<sup>st</sup> Vice President and Chairperson for the Research Committee of the Nurses Association of Jamaica
- **Deslandes, Veroína:** Member, Faculty of Medical Sciences' Interprofessional Outreach Committee
- **Garriques-Lloyd, Sheryl:** President Omega Kappa Chapter, Sigma Theta Tau International Honor Society of Nursing; President, HAS Executive, St. John the Baptist Kinder-Preparatory Home School Association (HSA); Co-opted Member, Policy, Research and Publication Committee (NCJ); Deputy Chair and Council Member, Nursing Education Special Interest Group (NAJ); Mentor, The A-STREAM (Advancement of Secondary/Tertiary Remedial Education for Adolescent Mothers), Women's Centre of Jamaica Foundation
- **Lynch, Monique:** Vice President of the Seaview Gardens District Consultative Committee under the Ministry of Justice and the COVID-19 Community Mental Health Responder, Ministry of Health and Wellness.
- **Moore, Shelly-Ann:** Deputy Chair of the Friends of Mona High School Committee

- **Munroe, Dawn:** Director, PAHO/WHO Collaborating Centre, PAHO Consultant to the Ministry of Health & Wellness, Jamaica
- **Pitter, Cynthia:** Member of the Women's Health Network; Representative of the Maternal Neonatal and Infant Health project; Counselor for Women in Crisis at Women Inc.; Nursing Consultant at the Golden Age Home; Member of the Nursing Council of Jamaica; Director of the Family Planning Association of Jamaica.
- **Rae, Tania:** Chairman, Simulation in Nursing Education Committee of the Nursing Council of Jamaica; Member, Policy, Research and Publication Committee (NCJ)
- **Rhoden-Salmon, Donnahae:** Co-convener of the support group for Single Mothers Raising Sons
- **Stewart, Deveree:** Key Member Advisory Committee for the Assessment of Midwifery Education in the Caribbean: A UNFPA/PAHO initiative; Member of the Board of Eve for Life, Jamaica; Public Health Educator, The Women's Health Network, Jamaica.
- **Waite, Mauvette:** Member, The Nurses Association of Jamaica Journal Committee; Chair, Membership Involvement Committee (Omega Kappa Chapter, Sigma Theta Tau International Honor Society of Nurses); Member, The Hope Valley Experimental Primary & Infant School (Board of Management).
- **Walker, Melissa:** Co-facilitator of a support group for children diagnosed with diabetes mellitus and their parents; Councilor of the Omega Kappa Chapter of the Sigma International Honour Society of Nursing
- **Waugh-Brown, Veronica:** Ministry of Justice; Justice of the Peace, Lay Magistrate, Association of St. James; Member, Child Diversion Programme, Ministry of Justice; Mentor Child Protection Committee, Cornwall Regional Hospital; Mentor / Trainer, PAHO Virtual Training on Leadership for Nurses in Jamaica.
- **Wright, Donnette:** Justice of the Peace, member of the Lay Magistrate Association and Parish Leader for the Kingston's Governor General Programme of Excellence Coordinating Committee. Member, National Food Industry Task Force; Member, Governor General Achievement Award Review Committee (Kingston); Member, Justice of Peace Interview Committee (Kingston); Mentor, Child Diversion Programme (Kingston); President, Ardenne Preparatory and Extension High School PTA; Chair, WIGUT Public Relations & Promotions Committee.

## **AGILITY**

The School's operations continued to prioritise AG2 "*Foster a creative, caring, accountable, motivated, professional (CAMP) team*" and AG1 – "*Restore financial health to the UWI*".

### **INCOME GENERATION**

The School's major income source is its self-financing model. Of the five (5) programmes offered by the School, 80% are self-financing. In addition, franchising of the BSc programme has raised over **80 million dollars** (Jamaican) in franchise fees. The local and global presence of the School has also created opportunities to obtain funding to support students' ability to pay tuition fees. We secured scholarships and bursaries to the tune of **USD16,000.00** and a donation of **USD 6,000.00** toward the procurement of equipment for the Clinical Learning Centre from international collaborations and graduate nurses. The School also reported a surplus of **\$124,524,968.89** from its BScN programme.

### **Creation of a Creative, Caring, Accountable, Motivated, Professional (CAMP) Team**

The School boasts a mixture of highly skilled, qualified, creative staff that comprise the four-pronged Service, Technical, Administrative and Academic UWISON team. This team, amidst the challenges, maintained high levels of engagement and commitment to the key operational functions of the School. A retreat focusing on staff motivation and engagement was held in August 2022. Two activities to engage staff were held during the 2022/2023 period; however, sustaining acceptable levels of satisfaction in the workplace continues to be a challenge. Academic, Administrative, Technical and Service Staff received tokens in celebration of designated ATS and Nurses days. The team expressed great appreciation for the tokens they received.