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March 7, 2019

To: Anita Krug, Interim Vice Chancellor for Academic Affairs, University of Washington Bothell
Shari Dworkin, Dean, School of Nursing and Health Studies, University of Washington Bothell

From: Rebecca Aanerud, Interim Dean
Kima Cargill, Interim Associate Dean for Academic Affairs and Planning

A handwritten signature in cursive script, reading "Rebecca Aanerud", written in dark ink.

A handwritten signature in cursive script, reading "Kima Cargill, Ph.D.", written in dark ink.

RE: Review of the School of Nursing and Health Studies at the University of Washington Bothell
(2017-2018)

This memorandum outlines the Graduate School's final recommendations from the School of Nursing and Health Studies at the University of Washington Bothell academic program review. Detailed comments on the review can be found in the documents that were part of the following formal review proceedings:

- Charge meeting between review committee and administrators (October 16, 2017)
- Self-Study (March 22, 2018)
- Site visit (April 30-May 1, 2018)
- Review committee report (August 15, 2018)
- Unit response to the report (November 26, 2018)
- Graduate School Council consideration of review (March 7, 2019)

The review committee consisted of:

Surya Pathak, Professor, UWB School of Business (Committee Chair)

Marc Servetnick, Professor and Chair, UWB Division of Biological Sciences

Judith Karshmer, Professor and Dean Emerita, School of Nursing and Health Professions, University of San Francisco

Ann Cary, Professor and Dean, School of Nursing and Health Studies, University of Missouri
Kansas City

The School of Nursing and Health Studies at the University of Washington Bothell offers the following degrees: Bachelor of Arts, Bachelor of Science in Nursing, Master of Nursing.

Members of the Graduate School Council presented findings and recommendations to the full Council at its meeting on March 7, 2019. A summary of this report, composed by Graduate School Council Members, is attached to this document.

Graduate School Council Recommendations

The Graduate School Council commends the School of Nursing and Health Studies on the strength of its programs, faculty and students. The Council recommends the following:

- Continuing status with a review to occur in 10 years (2027-2028)
- Interim report in five years (2022-2023) to provide an update on efforts to improve diversity and inclusion at faculty, staff and student levels as recommended by the Review Committee.
 - Prior to the March 7 Graduate School Council Discussion, the School of Nursing and Health Studies notified the Graduate School that the Commission on Collegiate Nursing Education (CCNE) preliminary feedback suggests that there is no concern over compliance with regard to faculty supervision practices so this will not be included in the Interim report. The School of Nursing and Health Studies should submit to the Graduate School the final CCNE report when it arrives in autumn 2019.

We concur with the Council's recommendations.

cc: Mark Richards, Provost and Executive Vice President
Patricia Moy, Associate Vice Provost for Academic and Student Affairs, Office of the Provost
Janice DeCosmo, Associate Dean, Undergraduate Academic Affairs
Becky Corriell, Director, Academic Program Review & Strategy, the Graduate School
Academic unit Review Committee Members
Members of the Graduate School Council
GPSS President

Attachment

University of Washington | Graduate Council

The School of Nursing and Health Studies (SNHS) at UW Bothell is one of three Nursing Schools in the University of Washington's portfolio of schools and programs. It offers three degree programs; Bachelors of Science in Nursing (BSN), Masters of Science in Nursing (MSN), and Bachelor of Arts in Health Sciences. The School also offers three minors for undergraduate study. The values underpinning these programs focus on community engagement, social justice, interdisciplinary studies, diversity and expanded access to education. Notably, although this was a 10 year review, only the BSN and MSN existed at the time of the prior review in 2008.

Summary of Review Committee Findings:

The 2018 Review Committee was asked to respond to four guiding questions: Is SNHS doing what they should be doing? are they doing it well? How can they improve? and How can the University assist them in realizing their goals. In addition, the SNHS requested that the Review Team suggest ways to refine their identity and strategic positioning; advise with respect to resource utilization, maximize return from interdisciplinarity as well as from their external advisory boards.

Program Strengths per committee's report:

- Successful outreach for new populations of students.
- A relatively new track (2015) within the BSN program allows students to do their first year of academic study at UWB, their second and third years at Everett Community College and then a final year at UWB. This allows students both flexibility and a lower cost opportunity to advance their nursing credentials.
- A new degree - Bachelors of Arts in Health Sciences, an interdisciplinary program, - which has grown from 40 to 120 students.
- The BSN completion track graduates the largest number of RN-to-BSN prepared students in Washington State.
- Has developed strong community partnerships that view the program very favorably
- There is shared governance of faculty and staff throughout the program

Program Challenges/Concerns per committee's report:

- Some concern that the focus on interdisciplinarity resulted in students going too far afield in their nursing studies which resulted in some of the nursing clinical rotations being supervised by non-nursing faculty. The committee noted this could imperil accreditation in the future for both the BSN and MSN programs. It suggested increased involvement of faculty members in these accreditation bodies to increase awareness.
- Clearer policies and processes with respect to promotion and promotion standards.
- Greater support and emphasis on research by which faculty could be relieved of some teaching responsibilities to be able to seek funded research opportunities.
- Suggestion of an established leadership position focused on diversity and inclusion, creation of a diversity plan, and increase opportunities for activities related to diversity, inclusion and equity.

- Despite their success in recruiting via community engagement, there was no coordinated, strategic marketing plan. The Committee suggested a more regularized professional cost-benefit analysis and strategic plan for future programs.
- One of the biggest challenges is that UWB SNHS is not independent, but rather is administratively under the main School of Nursing in Seattle. The committee strongly suggested that more autonomy for UWB SNHS would be beneficial, especially with respect to budgeting and resource allocation and that the current structure may be hampering UWB SNHS growth. The single centralized model of governance may become a risk factor for re-accreditation.
- Similarly, that the branding across all 3 campus units and their unique programs needs to be highlighted.
- The budget model is predicated on enrollment, and there has been a sharp decline in RN-BSN enrollment, with a shift to on-line programs – necessitating support and financial resources for marketing and social media campaigns targeting potential students

Committee Recommendation:

The Review Committee recommended a 10 year renewal contingent on continued accreditation by the Commission on Collegiate Nursing Education, the accrediting body for nursing education. It suggested a five year check-in on compliance with CCNE requirements for faculty supervision, follow-up on diversity and inclusion initiatives, and the establishment of a separate identity for UWB SNHS from the UW Seattle Nursing Program.

Summary of UWB School of Nursing and Health Sciences Response to Review:

The UWB SNHS responded to the Review Committee Report on November 28, 2018. It has remedied the faculty supervision issues with respect to mentoring students engaged in clinical rotations. They have hired a consultant to advise them on complying with all accreditation standards. They have also delegated a director to attend the professional conference focused on the accreditation process.

The SHNS has also moved forward on the diversity, inclusion and equity mission. A Strategic Working Group for Diversity has been established and they have appointed faculty leader to chair diversity activities and charged him with creating a gap analysis in concert with the Working Group with consultation from the Associate Dean for Diversity, Inclusion, and Equity established at the UW Seattle School of Nursing.

The SHNS has also responded to several other minor issues addressed by the Review Committee and outlined plans to address and remedy them. These include course buy-out procedures, faculty research support, and faculty mentoring. They have also committed to engaging in more fervent cost-benefit analyses as they initiate new or expand current programs within SNHS.

The UWB SNHS also responded to the Committee's suggestion that they establish a separate entity that is not tethered to the UW Seattle School of Nursing. They note that under Washington State law, they are unable to become a separated identity and this is unlikely to be changed in the foreseeable futures.

Proposed Graduate School Council Action:

- Ten Year Renewal contingent on maintaining professional accreditation
 - Five Year Report on program compliance issue and diversity, inclusion and equity efforts
- Note: Prior to Graduate School Council Discussion, the School of Nursing and Health Studies notified the Graduate School that the CCNE preliminary feedback suggests that there is no concern over compliance with regard to faculty supervision practices. Department should submit the final CCNE report when it arrives in autumn 2019.*
- The Graduate School Council therefore recommends a five-year interim report outlining the School's efforts on improving diversity and inclusion, as outlined by the Review Committee.*