



UNIVERSITY OF GUAM
UNIBETSEDĀT GUĀHAN
Board of Regents

Resolution No. 21-33

**RELATIVE TO AWARDING EMERITUS PROFESSOR OF NURSING STATUS TO
DR. KATHRYN M. WOOD**

WHEREAS, the University of Guam (UOG) is the primary U.S. Land Grant institution accredited by the Western Association of Schools and Colleges Senior College and University Commission serving the post-secondary needs of the people of Guam and the Western Pacific region;

WHEREAS, the authority to bestow the title of Emeritus Professor is vested in the Board of Regents (BOR) resolution 1987 and the criteria and procedures were revised by BOR resolutions in 1999, 2001, and 2019;

WHEREAS, Dean Margaret Hattori-Uchima of the School of Health has nominated Dr. Kathryn M. Wood for the title of Emeritus Professor;

WHEREAS, the *Rules, Regulations, and Procedures Manual*, Article V, Chapter A. Faculty Input, Section 13. Emeritus(a) Professor provides the criteria for Professors Emeritus, to include 15 years of service as a faculty member, attainment of tenure at the Associate Professor or Professor rank; and significant contributions to UOG;

WHEREAS, Dr. Wood has 30 years of service as a faculty member at UOG;

WHEREAS, Dr. Wood attained the rank of tenured, full Professor;

WHEREAS, Dr. Wood has distinguished herself by leading the Nursing students to a 100% pass rate in the NCLEX national exam for registered nurses for four consecutive cohorts (2016-2019); developing and implementing programs to improving the quality of nursing in Micronesia and the Marshall Islands; presenting a keynote address to the American Pacific Nursing Leaders Council; contributing to the Advanced Practice Nurses statute for Full Practice Authority on Guam;

WHEREAS, Dr. Wood's capable demeanor provided leadership of the nursing program during the COVID-19 pandemic, working with the graduating seniors to complete their programs a month early in April 2020 to join the front lines and staying full-time faculty until October 2020 even though she had completed 30 years of service to the University, to support her dean and colleagues through the worst wave of the pandemic;

WHEREAS, the enclosed nomination was reviewed and recommended for approval by the Senior Vice President & Provost and the President; and

WHEREAS, the Academic, Personnel and Tenure Committee has reviewed the enclosed nomination and recommends to the BOR to award the title of Emeritus Professor of Nursing to Dr. Wood.


NOW, THEREFORE, BE IT RESOLVED, that the BOR hereby bestows the title of Emeritus Professor of Nursing to Dr. Kathryn M. Wood, effective November 18, 2021.

Adopted this 18th day of November, 2021.



Liza J. Provide, Chairperson

ATTESTED:



Thomas W. Krise, Ph.D., Executive Secretary



Emeritus Professor Nomination Form

Please refer to the University of Guam (UOG) Board of Regent's Bylaws Booklet of Appendices for full criteria, deadlines, and processes. A current curriculum vitae describing nominee's endeavors in research, teaching, and/or community service **must** be submitted with this form.

Nominee Information

Name of Nominee: Kathryn M. Wood

Title (at Retirement): Professor Unit: Nursing

Faculty Start date: 9 / / 1990 / Date of Retirement: 9 / 28 / 2020 /

Mailing Address: 132 Chandiya Street; Santa Rita, Guam 95915

Email address: kwood@triton.uog.edu Contact Number(s): 671-565-2727/687-1732

Emergency Contact or Next of Kin Information

Name: Harold R. Wood

Mailing Address: Same as above

Email address: hrwood@quam.net Contact Number(s): 671-565-2727;486-8995

Nominator Information

(Complete this section only if you are not the nominee.)

In addition to self-nominations, a nomination must originate from any full-time faculty member, the Dean or Director of the Unit, or a member of the Society of Emeritus Professors and Retired Scholars (SEPRS).

Name of Nominator: Dr. Margaret Hattori-Uchima

Relationship to the Nominee: Dean, School of Health

Email address: muchima@triton.uog.edu Contact Number(s): 671-735-2653

Criteria for Emeritus(a) Professor

(Nominee *must* meet all three (3) criteria for eligibility)

1. Tenured faculty at the minimum rank of Associate Professor/Extension Agent IV or Professor/Extension Specialist at UOG at the time of retirement.
2. Has at least fifteen (15) years of service as a full-time faculty member or a combination of said years of service as a full-time faculty and academic administrator at UOG.
3. Has been reviewed using the following procedures to confirm that he/she has made significant contributions to UOG

Nomination Procedures for Emeritus(a) Professor

1. The faculty nomination process for the status of Emeritus(a) Professor may begin during the last year of employment prior to retirement from UOG, provided that said status, if granted before retirement, shall only become effective the day after the date of official retirement from the University.
2. Nominations for Emeritus(a) Professor status may originate from any full-time faculty member, the individual being nominated, the Dean or Director of the Unit, or a member of the Society of Emeritus Professors and Retired Scholars (SEPRS)
3. Nominations for the titled status of Professor Emeritus(a) shall begin with the submission of the nomination form, with a current curriculum vitae (CV) attached, to the Dean or Director of the Unit from which the nominee is serving or has retired.
4. Dean or Director Review. Upon receipt of the nomination form and the current CV, the Dean or Director may notify and solicit remarks from the college or unit concerning the nominee. The recommendation of the Dean or Director and all the documents pertaining thereto, shall be forwarded within ten (10) business days from receipt of the nomination package to the Senior Vice President of Academic & Student Affairs (SVP-ASA). In the event that a Dean or Director does not take action by the specified deadline for review, the nomination shall proceed forward to the next stage of review with the nominator or nominee providing the SVP-ASA with a copy of the nomination package.
5. SVP-ASA Review. The SVP-ASA shall have fifteen (15) business days to review the nomination package. Upon receipt of the nomination package, the SVP-ASA will notify the President of SEPRS of an application under review. During this review period, the SVP-ASA may notify and solicit remarks from the university community concerning the nominee. The recommendation of the SVP-ASA and all documents pertaining thereto, shall be forwarded to the President. In the event that the SVP-ASA does not take action by the specified deadline for review, the nomination shall proceed forward to the next stage of review with the nominator or nominee providing the President a copy of the nomination package.
6. UOG President Review. The President shall have up to ten (10) business days from the recommendation receipt date to review and submit a recommendation for approval, if applicable, to the appropriate BOR committee before submission to the BOR for action.

7. The BOR shall have the final determination concerning the granting of the Emeritus(a) status. It is the responsibility of the Executive Secretary of the BOR to notify both the newly granted Emeritus(a) Professor and the President of the SEPRS of the conferred status. The newly granted Emeritus(a) Professor shall be presented with a certificate of recognition of status by the UOG President.
8. Emeritus(a) Professor status is permanent. Emeritus Professors who are deceased shall have their name in the Catalog and Bulletin in perpetuity. However, the BOR shall have the authority to withdraw the Emeritus(a) Professors status with just cause.
9. It is the responsibility of the Emeritus(a) Professor to maintain contact on at least a yearly basis with SEPRS. The President of SEPRS will submit an annual report of activities to the SVP-ASA. This annual report will be distributed to the UOG President, BOR, deans, directors, and university community.

Nomination Letter

October 25, 2021

TO: Whom it may concern

FROM: Margaret Hattori-Uchima, PhD, RN, FAAN *M. Hattori*

RE: Professor Emeritus(a) Nomination for Dr. Kathryn Wood

I submit this recommendation in support of Dr. Wood's application for Emeritus Professor. As her Dean, I am proud to support this dedicated and committed retired faculty member. She has been a UOG faculty member since 1990 and retired in 2020. This long tenure of service has been without reproach. Dr. Wood has made so many significant contributions to the University, to our Nursing Program, and to the profession of nursing on island and in the Micronesian region.

She is regarded by students, graduates, her peers, and community members, as a highly respected faculty leader. It is well known that her leadership in curriculum and program quality has led to success on the NCLEX RN exam. In fact, her leadership has contributed tremendously to the current 100% NCLEX RN pass rate experienced by 100% of our graduates for the 2016-2019 graduating cohorts! Our program pass rate of 100% for first time exam takers, is well above the US average of 92% for BSN programs. Her excellence in teaching and her leadership for the program- as the Division Chair, has helped us achieve this amazing outcome. Even the 2020 graduating cohort had a first take pass rate of 96%, well above the US National average.

In addition to her work for our island, she has demonstrated leadership in developing and implementing educational programs to improve the quality of nursing in the Micronesian region. She collaborated with nurses from the College of the Marshall Islands, and the College of Micronesia in the FSM to improve their nursing education programs. She led a training effort held in 2018 to provide FSM nurses with clinical practice on Guam. Her leadership was instrumental in obtaining the manikins and supplies for the Helping Babies Breathe and Helping Mothers Survive Post Partum Hemorrhage: courses for the Micronesian region and Guam. These courses are designed for developing nations with high rates of infant and maternal mortality. Through her advocacy, she was able to obtain discounted rates for the equipment, then obtained grant funding to purchase for Guam and FSM.

Her research in the area of breastfeeding has led to her becoming the island expert in the field. She provided several presentations including a recent presentation at the Guam NCD Consortium on "Sustaining Breastfeeding Together" which was funded by the Guam Department of Public Health and Social Services and the World Health Organization. She was also a keynote speaker at the regional conference of the American Pacific Nursing Leaders Council for the 37th meeting and presented annually for the 38th, 39th, and 40th conferences!

Another important aspect of her scholarly contributions is the revision to the Guam Nurse Practice Act and the Rules and Regulations of the Guam Board of Nurse Examiners. She spent quite a bit of time doing research on nursing practice and her efforts resulted in the passage of the updated Advanced Practice Nurses statute for full practice authority on Guam. This was passed in Feb. 2018 and is considered a model for the nation by the American Association of Nurse Practitioners. This was a historical moment for Guam, as we are one of a few states and territories that allow Full Practice Authority for our nurse practitioners. This key legislation

expanded the practice of Nurse Practitioners and enables more patients to receive much needed care.

She was the Nursing Program Division Chair for most of the past ten years. That leadership was vital to continuing our nursing program during the COVID-19 pandemic shut down that seriously affects our nursing program, and our whole island. She was needed to lead the faculty in the nursing program and developed the program, along with the faculty- the program changes needed to graduate our Seniors in April 2020, ahead of schedule so that they could obtain their GN certificate and work for our health care agencies. All 23 BSN students graduated, obtained the GN and are working (most at GMHA and GRMC). She could have retired in May 2020 but stayed on until October to help during the pandemic. Even after retirement she continues to teach part time and mentors new faculty who have been recently hired. I cannot emphasize enough the hard work and dedication that she has given to this University. She is truly outstanding and merits the Emeritus Professor designation.

Dean/Director Recommendation

Nominee's Name: Dr. Kathryn Wood

Based on the attached nomination form and current curriculum vitae, the applicant has distinguished himself/herself by making significant contributions to the UOG in research, teaching, and/or service.

YES NO

Therefore, awarding the status of Emeritus(a) Professor to this nominee is:

RECOMMENDED NOT RECOMMENDED

M. Mattini

Director/Dean/Other

10/25/21/

Date

Comments:

Please see my letter of nomination. I fully support this application. Dr. Wood's work is outstanding with lasting contributions to the University, the community, our island and the Micronesian region. Thank you.

Senior Vice President for Academic and Student Affairs (SVP-ASA) Recommendation

Nominee's Name: Dr. Kathryn Wood


The President of SEPRS was notified of this application. Date: ~~10-21-2021~~ /

Based on the attached nomination form and current curriculum vitae, the applicant has distinguished himself/herself by making significant contributions to UOG in research, teaching, and/or service.

YES NO

Awarding the status of Emeritus(a) Professor to this nominee is:

RECOMMENDED NOT RECOMMENDED


Anita Borja Enriquez (Oct 25, 2021 15:50 GMT+10)
SVP-ASA

10-25-2021 /
Date

Comments:

President's Recommendation to the Board of Regents

Nominee's Name: Dr. Kathryn Wood

Based on the attached nomination form and current curriculum vitae, the applicant has distinguished himself/herself by making significant contributions to UOG in research, teaching, and/or service.

YES NO

Awarding the status of Emeritus(a) Professor to this nominee is:

RECOMMENDED NOT RECOMMENDED



Thomas Krise (Oct 25, 2021 15:51 GMT+10)

President

10/25/2021 /

Date

Comments:

I concur whole-heartedly with this nomination.

**Kathryn M. Wood, PhD, RNC-OB,
Professor of Nursing
University of Guam**

Education:

Institution and Location	Degree	Year Conferred	Field of Study
Barton County Community College	ADN	1974	Nursing
University of Guam	BSN	1990	Nursing
Washington State University	MN	1993	Nursing – Acute Care Nursing - emphasis Maternal-Child Nursing; Nursing Education
University of Hawaii	PhD	2014	Nursing

Licenses/Certification:

Licenses/Certification	Dates
Registered Nurse License – Kansas	1974 - present
Registered Nurse License – Guam	1982 - present
Inpatient Obstetric Certification – National Certification Corporation	1994 - present

Awards:

Outstanding Research Award, University of Hawaii at Manoa, 2014

Professional Experience:

Agency	Dates
University of Guam, Instructor to Professor (Acting Director of Nursing 2010-2013)	1990 –2020
▪ Guam Memorial Hospital	1991 – 1999
▪ U.S. Naval Hospital, Guam	1985 – 1990
▪ Guam Memorial Hospital	1983 – 1985
▪ Chandler Hospital, Arizona	1980 – 1981
▪ Harper District #5 Hospital	1976 – 1980
▪ Hoisington Lutheran Hospital	1974 – 1976

Teaching

Courses Taught
NU112: Medical Terminology
NU212: Empowerment Strategies for Nursing Students
NU200: Communication and Mental Health Concepts
NU316: Nursing Care of the Childrearing Family
NU317: Nursing Care of the Childrearing Family Practicum
NU318: Nursing Care of the Childbearing Family
NU319: Nursing Care of the Childbearing Family Practicum
NU413: Community Health Nursing Practicum
NU415: Independent Nursing Practicum
NU304: Family Health Nursing
NU305: Family Health Nursing Practicum
NCLEX Review
Nursing Mentorship
Guest Lectures
NU412: Community Health Nursing (World Health Nursing)
WG101: Introduction to Women and Gender Studies (Women's Health)

Research/Creative Activity

Research/Creative Activity
Co-Investigator of on-going research study “Predictor’s of Success for University of Guam College of Nursing and Health Sciences, Nursing Program.
National Council of State Boards of Nursing NCLEX-RN Examination Item Review Panel.
WHO Consultant to schools of nursing in Fiji, Kiribati, Vanuatu.
Principal Investigator: Quality of Formula Preparation Water and Incidence of Waterborne Diseases Associated with Artificial Infant Feeding in Chuuk State, Federated States of Micronesia – funded by USGS.
WHO Consultant – Kiribati School of Nursing.
WHO Consultant – Proposed School of Nursing – Pohnpei State, FSM.
WHO Consultant – Nursing Recruitment, Retention, and Education Needs – American Samoa.
Consultant – Development of Licensed Practical Nursing Program - Guam Community College.
Principle Writer for Associate Degree in Nursing Program, University of Guam.
Co-Writer (with Dr. Kyle Smith) for essay on Student Success – for Western Association of Schools and College (WASC) Preparatory Review Document.
Co-Writer (with Dr. M. Salomon, M. Hattori-Uchima) for National League for Nursing Self Study Report 2010.
Principle Writer for National League for Nursing Interim Review Report 2012.
Doctoral Dissertation – “Facilitators and Barriers to Successful Breastfeeding Among Chuukese Migrant Mothers Living on Guam” – University of Hawaii at Manoa 2014.
Manuscript Review – “Structural Configurations of Social Representations about Climate Change” – Marshaley J. Baquiano and Ana Joy P. Mendez 2015.
BUILD Exito Grant, Faculty Mentor 2015 to Present.
Pacific Island Cohort Addressing Cardiometabolic Health (PICCAH), Co-Investigator. 2016 to Present.
Nursing Workforce Diversity Grant – Co-Author with Dr. Margaret Hattori-Uchima – Submitted to HRSA. Approved but not funded. 2016.
CHAP Grant, Faculty Mentor, 2016 to Present.
Graduate Mentor – Michelle Caraang – Completed MSN 2016.
Healthy Nurses/Healthy Children Project – in collaboration with Drs. Kristine Qureshi and Alice Tse, UH, HRSA, 2016.
Thesis Committee Member – Jacqueline Quan – Completed MA 2017.
Graduate Mentor – Barbara Mafnas – Completed MSN 2017.
Healthy Nurses/Healthy People Project – in collaboration with Dr. Alice Tse, UH, American Pacific Nurse Leaders Council, 2017 to Present.
Publication – Co-Author with Dr. Kristine Qureshi - “Facilitators and Barriers for Successful Breastfeeding Among Migrant Chuukese Mothers on Guam”, Sage Open Nursing, Volume 3 (1-9). 2017.
Co-Writer (with Dr. Margaret Hattori-Uchima) for ACEN Self Study Report, 2017.
Publication – Co-Author with Dr. Margaret Hattori-Uchima - “Nursing Collaboration and Leadership in Guam” – Accepted for publication – Nursing Administration Quarterly.
Guam/Micronesia Area Health Education Center Program Director – HRSA.

Presentations

Presentation	Venue
“Distance Education in Micronesia from the College of Nursing and Health Sciences (Co-Presenter with R. Gurusamy)”	GCC Innovation in Education: Catch the Wave of Excellence, Tamuning, Guam
“Advisement Workshop”	UOG, CNHS Nursing Faculty
“AIDS Education in the University of Guam, College of Nursing and Health Sciences”	4 th International Congress on AIDS in Asia and the Pacific, Manila, Philippines
“Vision Quest – Explorations in Assessment, Governance, Multiculturalism, and Technology (Co-Presenter)”	Faculty Development Day, Tamuning, Guam
“HIV Education in the University of Guam, College of Nursing, Nursing Program”	Education for Life: A Pacific Regional Conference to Integrate HIV Prevention Education
“Making Test Blueprints”	UOG, CNHS Nursing Faculty
“Interpreting NLN Achievement Test Scores”	UOG, CNHS Nursing Faculty
“Challenges of Distance Education” -	Distance Education Conference, UOG
“Ethics Across the Curriculum”	Faculty Development Day, Tamuning, Guam
“Advisement of Nursing Students”	College of Nursing and Health Sciences, Nurses Program
“Information Technology and the Retooling of the Professions: Trends and Prospect in Social Work and Nursing Education in Micronesia”	Guam Association of Social Workers 21 st Annual Training Conference, Tamuning, Guam
“Water Quality of Formula Preparation Water, Chuuk State, FSM”	WERI Advisory Committee – Guam Region, Mangilao, Guam
“Water Quality of Formula Preparation Water, Chuuk State, FSM”	WERI Advisory Committee – FSM Region, Kolonia, Pohnpei
“University of Guam, College of Nursing and Health Sciences, Nursing Program Overview - Family Night”	UOG, CNHS
“Clinical Precepting – Working with Students in Clinical Practice”	Kiribati School of Nursing, Bikenibeu, Tarawa, Kiribati
Writing Test Questions”	Kiribati School of Nursing, Bikenibeu, Tarawa, Kiribati
“UOG and Distance Education in Nursing”	Guam Nurses’ Association Annual Meeting
“Developing a Nursing Program at FSM”	American Pacific Nurse Leaders Council Annual Meeting, Pohnpei State
“Pacific Island Network of Nursing Education Directors: Partners Investing in Nursing’s Future”	Pacific Island Health Officers Association (PIHOA) meeting in Saipan, 2013.
“Breastfeeding on Guam – How are we doing?”	Guam Annual Social Work Conference, 2014.
“20-Hour Breastfeeding Course”	Sponsored by NCDC and the Office of Minority Health, 2014.
“Nurses Addressing the Non-Communicable Disease (NCD) Crisis in the United States Affiliated Pacific Island (USAPI)”	Key Note Address, 37 th Annual American Pacific Nurse Leaders Council Annual Meeting, Pohnpei State, Federated States of Micronesia, 2015.
“Evaluation Process: Learning Outcomes”	UOG SNHS Preceptors and Adjunct Faculty Conference, 2015.
“School, Public Health and Nursing Leadership Forum”	UOG SNHS Preceptors and Adjunct Faculty Conference, 2015
“Breastfeeding Practices of Chuukese Mothers on Guam”	Guam Nurses Association Bi-Annual Conference, 2015.
“Breastfeeding on Guam: What are the Facilitators and Barriers for Chuukese Mothers”	38 th Annual American Pacific Nurse Leaders Council Meeting, Republic of the Marshall Islands, 2016.

“Closing the Loop: Evaluating Students’ Performance”	2 nd Annual Preceptors’ and Adjunct Faculty Development Day, UOG, Mangilao, Guam, 2016
AHEC Update	American Pacific Nurse Leaders Council Annual Meeting, American Samoa, 2017
“Healthy Nurses, Healthy People: Nurses Leading the Way to a Healthier You”	Guam Nurses Association, 2017.
“Breastmilk Composition: Dynamic Changes Over Time”	Guam NCD Consortium, 2017.
“Helping Babies Breathe/Helping Mothers Survive”	40 th Annual American Pacific Nurse Leaders Council Annual Meeting, Guam, 2018

Committee Service

Committees	Date
Committees – University of Guam	
UOG General Education Committee	1995 – 98
University Records and Appeals Committee (URAC)	1999 – 00
Faculty Election Commission	2001-Present
Faculty Senate	2002 – 2003; 2005 - 2006
Promotion and Tenure Committee	2002 – 2003
Committees – College of Nursing and Health Sciences	
CNHS Academic Affairs Committee	1999 – 2002
Committees – Nursing Program	
Curriculum Committee (Chair 2005)	1990-Present
Admissions and Academic Standards Committee (Chair 1995 – 2004; 2006 – 2010, 2017 - Present)	1991- Present
UOG Student Nurses Association Faculty Advisor (Student-elected)	1994 – 95 1997 – 98 1999 – 2002 2003-2007
Distance Education Coordinator	1997 – 99
Nursing CE/DE Coordinator	2005 – 2004
Nursing Program Evaluation Committee	2013 - Present
Nursing Program Policy and Bylaws Committee	2002 – 2010; 2016 – Present
Sophomore Class Advisor (with Jennifer Turner)	2018
Nursing Program Unit Chair	1999 – 2002
Nursing Unit Representative	Fall 2003
Nursing Program Chair	Spring 2004
Division Chair, SNHS	Fall 2008- Spring 2010
Vice-Chair, Guam Board of Nurse Examiners	2011-2018
Member, Islandwide Breastfeeding Committee	2012-Present
Chaired Reappointment Committee for Professor Annamma Varghese	2013
Good to Great – Authored one section of Nursing’s Report	2014
Good to Great Administrative and Support Review Committee	2014
UOG Breastfeeding Taskforce	2014
Division Chair, Nursing and Health Sciences	2016-Present
Nursing Search Committee (Hired Professor James Finch)	2016
Nursing Search Committee (Hired Dr. Annama Varghese and Professor Jennifer Turner (Emergency Hire)	2017
UOG Institutional Review Board	2017-Present
Nursing Search Committee (Hired Professor Jennifer Turner (Full-Time Position), and Professor Rosielyn Babauta)	2017-2018

Collaborators and Other Affiliations

Collaborator	Project
Kathleen Fritsch, WHO	WHO Consultation – Schools of Nursing in Fiji, Vanuatu, and Kiribati – Curriculum Review
Andita Meyshine	Quality of Formula Preparation Water and Incidence of Waterborne Diseases Associated with Artificial Infant Feeding in Chuuk State, Federated States of Micronesia
Kathleen Fritsch, WHO	WHO Consultation – School of Nursing in Kiribati – Curriculum Development
Kathleen Fritsch, WHO	WHO Consultation – Federated States of Micronesia – Nursing Program Development
Kathleen Fritsch, WHO	WHO Consultation – American Samoa School of Nursing – Curriculum Review
Marsha Postrozny, GCC	Consultation in development of Licensed Practical Nursing Program at Guam Community College
Sen. Aline Yamashitta	Served on Advisory Committee for Bill No. 153 – “Nana Yan Patgon Act”

Comprehensive Statement
Kathryn M. Wood, PhD, RNC-OB
School of Health

I submit this Comprehensive Statement with supporting materials to justify my application for Emeritus Professor. I have been a member of the School of Nursing and Health Sciences (through various name changes), since 1990. I present evidence in the areas of **TEACHING** performance and expertise, **SERVICE**, and **CREATIVE/SCHOLARLY ACTIVITY**.

As a member of the nursing faculty since 1990, I contributed to considerable change within the curriculum. I learned a great deal about teaching and gained confidence in both classroom and clinical instruction. I acquired expertise in test construction and evaluation, and applied knowledge of curriculum development and revision as the nursing program underwent change. While this time at the University was challenging at times, it was also exciting for me personally and professionally. My responsibilities with the School of Nursing and Health Sciences (SNHS) expanded over the years.

As a beginning instructor (non-tenure tract Assistant Instructor), I was given the responsibility only for clinical instruction. When I completed a Master's degree in Nursing in 1993, I entered into a tenure-track position and took on the responsibility of classroom instruction as well. I became the most experienced nursing faculty in both classroom and clinical instruction. In that role, I mentored new full-time and part-time faculty.

The philosophy of SNHS reflects a requirement to provide quality education, practice and research to produce nurses who are caring and competent, who communicate well and think critically. Faculty and students are expected to adhere to professional nursing standards, and accept responsibility for personal and professional growth in an ever-changing profession. This carries a huge responsibility. Nursing students must meet the requirements of the SOH and the University for graduation. They must also be academically prepared to pass the National Council on Licensure Examination (NCLEX) upon graduation and be clinically prepared to join an ever changing and challenging health care system on Guam, in Micronesia, on the U.S. mainland, or wherever they choose to practice. The nursing program is one of the few programs at the University which requires licensure after graduation to enter into professional practice.

Students at UOG and the SOH are ethnically and academically diverse. In order to meet the needs of students with a wide range in academic preparation and varied learning styles, several teaching methods were used. These include lecture, case study discussion, classroom discussion, and role modeling in the clinical setting. Most courses were often team-taught, which allowed differing faculty perspectives and experiences to be presented throughout the course. Another

unique characteristic of nursing education was that faculty provide direct supervision in clinical as well as classroom settings.

The initial pursuit for professional accreditation in the nursing program offered a tremendous opportunity for me to grow professionally in curriculum development. The nursing curriculum was significantly restructured in 1995, and new courses developed in preparation for National League for Nursing (NLN) accreditation. The NLN site visit occurred in spring 1996. While the additional work was taxing, it was a great opportunity for me as a faculty member to gain experience and expertise in curriculum development and evaluation. This, in turn, strengthened the program. The pursuit for NLN accreditation was a full-faculty effort. The nursing program has since undergone three additional accreditation visits. With each visit, my responsibilities in the preparation of the self-study report and site visit expanded. With the most current visit (NLN is now known as Accreditation Commission for Education in Nursing (ACEN)), I was the primary writer and editor for the Self-Study Report.

Nursing knowledge and methods are always changing. In order to maintain current knowledge and practice, I attended a number of continuing education presentations on- and off-island. These offerings primarily focused on nursing clinical practice, management issues, and teaching. While I maintained clinical practice at Guam Memorial Hospital during academic breaks in the past, the increasing demands and responsibilities of the nursing program took priority since 1999.

I became certified as an Inpatient Obstetric Nurse since December 1993. This certification was awarded through examination and indicates content expertise in obstetric nursing. I am one of the few full-time nursing faculty who are certified in their clinical field.

TEACHING:

The courses I taught in more recent years are discussed.

NU200: Communication and Mental Health Concepts

I taught this course for 12 years. In this beginning pre-nursing course, students learn self-care and awareness that is foundational to beginning nursing practice. Therapeutic Communication, the Helping Relationship, and dealing with varied emotions are other key content areas in this class. Students often comment on program exit interviews that the concepts learned in NU200 have helped them through the program. This is not a standard nursing course, but one that has been positively reviewed from the ACEN accreditation team. I am currently mentoring one of the newer faculty members to co-teach with me.

NU304: Family Health Nursing and NU305: Family Health Nursing Practicum

These courses cover maternal-child content (obstetrics and pediatrics). I co-taught these courses with a variety of nursing faculty over the years. While I taught both the Pediatric portion and the Obstetric portion, my clinical expertise lies with obstetric nursing, which has been my primary role. As the senior faculty member, I coordinated the theory and clinical practice for most years. I was the lead instructor for the theoretical portion of the course for many years. As lead instructor, I mentored faculty who were new to Guam as well as nurses who were new to the educator role. Also, I served as the lead instructor for the clinical course. In that role, I taught clinical rotations, arranged clinical scheduling for hospital and community settings, and supervised rotations taught by part-time and new faculty.

NU403: Community Health Practicum

This course consists of nursing care within the community. I co-taught this course and supervised students in the community settings in the school health locations. My primary role in this course was to supervise students placed in varied School Health settings. Students were paired with School Health Counselors to provide care to children and staff who seek care from the school clinic. I made rounds to the schools weekly and supervised student nurse/student interactions.

NU324: Professional Nursing Practice and NU325: Professional Nursing Practicum

This course is a “bridge” course for Associate Degree-prepared Registered Nurses who seek completion of a Baccalaureate degree. It covers the changes from ADN to BSN clinical practice. There has been limited participation from the ADN nurses for the past several years. I taught this course as a Special Project for small groups of students.

Other Teaching Activities

In addition to these required nursing courses, I taught the OB content and the Pediatric content for NCLEX review courses for our graduates for many years. In this role, I reviewed content and taught test-taking strategies to better prepare our graduates for the NCLEX-RN exam. Our last three graduating classes have had 100% first pass success on NLCEX-RN. This is well above the national average for BSN first-pass NCLEX-RN, which is 92%. In addition, we have consistently met the Accreditation Commission for Education in Nursing (ACEN) and the Guam Board of Nurse Examiners requirements for most of the past two decades.

Our current students also value additional clinical practice. To meet this need, the Mentorship course was developed. In this course, students were paired one-to-one with an experienced clinical nurse in the hospital setting. They completed a 40-hour clinical experience during academic breaks. I served as a faculty supervisor for the mentorship experience for most of the last ten years.

Each year we provide a transition course to both incoming and continuing students. I assisted with the transition course for the new students. I usually cover existing policies for the program, and sometimes nursing process.

In our regional role, we collaborate with nurses from the U. S. Affiliated Pacific Islands (USAPI). A frequent request from the regional practicing nurses is for clinical experiences on Guam to help expand their nursing roles in their respective jurisdictions. I participated in this clinical experience with 6 nurses from Pohnpei in which I helped teach neonatal resuscitation. This was well-received, and led into a two-week clinical experience at Guam Memorial Hospital. We look at ways to bring this experience to other USAPI jurisdictions.

There has been a nursing shortage on Guam for many years. This shortage exists despite nurse-educated individuals living on Guam. These individuals have not successfully passed the National Council on State Boards of Nursing (NCLEX-RN) which is required for licensure as a Registered Nurse on Guam. The School of Nursing and Health Sciences received funding from the U.S. Department of Labor to provide education and training for nurse-educated individuals living on Guam. The theoretical preparation was provided by an off-island company. UOG provided the clinical refresher update. Participants are still completing the NCLEX, but this has resulted in several new RNs at GMHA and GRMC.

SERVICE

Nursing education does not end in the formal classroom. It is a necessary component of professional development. I provided a wide variety of service activities. Several community and research activities also have teaching components.

As an obstetric and neonatal nurse, I have an interest in health promotion. This is reflected in my work in breastfeeding promotion and breastfeeding support. I participate in the Island-wide Breastfeeding Action Team. We have varied community activities throughout the year, and maintain membership in the Guam Non-Communicable Disease Consortium.

The nursing program has a well-developed advisement program. As the senior faculty member, I have participated in student advisement for many years, both during the semesters and during academic breaks. I mentor newer faculty into this advisement role.

I sat on several nursing committees. I chaired the Admissions and Academic Standards Committee. This Committee screens applicants for pre-nursing and nursing, and assigns advisors to the students. The Committee also tracks student progress for the nursing major students, and suggests academic success strategies for students who are determined to be at risk. This Committee carries a heavy load, as well over 100 applicant files are reviewed each semester.

I was a member of the Curriculum Committee for many years. In this role, I participated in curriculum development and revisions.

The Evaluation Committee is tasked with evaluation (known as Assessment across campus). We determine the best evaluation strategies for the program learning outcomes, and determine when curricular changes are needed.

Bylaws and Policy Committee is tasked with developing policies to guide the program. The Policy Manual is available on-line, and contains a wide variety of policies. As the longest serving faculty member, I frequently serve as the faculty with historical knowledge of the development of the policies.

I participated in the G2G movement. I served on the Academic/Support Review Committee. We reviewed 35 academic and support programs to determine their “fit” within UOG and made recommendations to the UOG administration.

I have served as Division Chair for the Nursing and Health Sciences Division for much of the last decade. In this role, I performed the expected roles of the Division Chair, as outlined in the BOR/Faculty Agreement. Many of the new faculty to join the nursing program had limited

experience in teaching. I ensured that new/returning faculty were provided orientation mentoring into their academic role.

I chaired the Nursing Faculty Search Committee through several successful searches. The Committee recently successfully recruited two new nursing faculty members.

The nursing program has ongoing “level” meetings for the 200, 300, and 400 level students in the program. I attended level meetings both as a faculty member and as the Division Chair.

I became a member of the UOG IRB Committee. In this role, I reviewed and provided feedback on applications for varied research projects, both faculty and student.

CREATIVE/SCHOLARLY ACTIVITY

I always participated in research activities, but since completing my PhD in Nursing, I took on a larger role in research.

Presentations

I presented at the Pacific Islands Health Officer’s Association (PIHOA) meeting in 2013 on behalf of the Pacific Islands Network of Nursing Education Directors (PINNED). PINNED was established through a Robert Wood Johnson Future of Nursing Grant that provided funding to support nursing education in the USAPI. The Directors from each of the nursing education programs in the USAPI participated. I was involved with this grant from 2010 (establishment) to 2013 while I was the Acting Director for the UOG program.

I provided presentations in support of breastfeeding on island in 2014 and 2017. The 20-Hour Breastfeeding Course in 2014 provided training for maternal child health care providers on Guam. In 2017, the Guam NCD Consortium on “Sustaining Breastfeeding Together” provided additional training for health care providers and students. This conference was funded by the Department of Public Health and Social Services and the World Health Organization.

I presented at the UOG SNHS Preceptors and Adjunct Faculty Conference for 2015, 2016, 2017, and 2018. This conference brings together UOG preceptors and full-time and part-time faculty members to discuss issues related to nursing education and clinical practice. Sample Powerpoint presentations are provided.

I continue to be a member of the Guam Nurses Association, and have attended several meetings this past year. I made several presentations in recent years.

I attend the annual meeting for the American Pacific Nurse Leader’s Council (APNLC) most years. I served as the key note speaker for the 37th Annual APNLC meeting in Pohnpei. I presented my dissertation findings at the 38th Annual APNLC meeting in the Republic of the Marshall Islands (RMI). At the 39th APNLC meeting in American Samoa I served as the

Education delegate. I also presented the AHEC Report in the absence of Karen Cruz. At the 40th APNLC meeting in Guam I co-presented on “Helping Babies Breathe and Helping Mothers Survive” initiatives with James Finch.

Research

I completed my PhD in Nursing from the University of Hawaii at Manoa. My dissertation work included “Facilitators and Barriers to Successful Breastfeeding Among Chuukese Mothers Living on Guam”. The findings from this research was presented at several venues on- and off-island. I received the Dean’s award for research for my dissertation work.

A research project within the Federated States of Micronesia was proposed following the presentation of my dissertation work at the American Pacific Nurse Leaders Council (APNLC) Annual Meeting in the RMI. The proposal was developed, and was been approved by the IRB in COM-Pohnpei and UOG.

I participated with Drs. Kristine Qureshi and Alice Tse (University of Hawaii) in the Healthy Nurses/Healthy Children’s HRSA grant in 2016. This grant paired nurses with children to facilitate healthy lifestyle choices for exercise and diet.

The Healthy Nurses/Healthy People project was developed following the APNLC in American Samoa in 2017. It is based on the Healthy Nurses/Healthy Children project. Dr. Alice Tse from the University of Hawaii (UH) and I were the lead for coordinating this USAPI-wide health promotion project. IRB approval was been secured at both UH and UOG.

Mentorship

I mentored MSN students Barbara Mafnas (GCC Allied Health faculty) and Michelle Caraang (UOG Alumni and Pediatric Nurse at Guam Memorial Hospital). Both have completed their Master’s degrees. Michelle is a part-time faculty member with the SNHS.

I served on the Thesis Committee for MA student Jacqueline Quan. She successfully presented her Thesis project, and graduated in May 2017.

I mentored MSN student Sandra Minas (UOG Alumni and Pediatric Nurse at Guam Memorial Hospital) on her final clinical practicum beginning spring 2019. She is now a new faculty member of the nursing program.

I worked with students on the Portland State University/UOG BUILD EXITO NIH grant for several years. BUILD EXITO is designed to provide support to students to help facilitate success in their academic years. I first worked as a Career Mentor for Daime Rivera. She has applied for admission to the nursing program this fall. I also was a Research Mentor for Edelisa Francisco when she begins her research modules in Summer 2019.

I mentored two students on the Children's Health Assessment in the Pacific (CHAP) grant. This USDA-AFRI grant seeks to build capacity for early childhood nutrition and health assessment in Pacific Island children. Undergraduate students are afforded coursework at the University of Hawaii, and then complete projects upon return to Guam. I mentored nursing majors Kasandra Quintal in 2017 and Chelsea Guiang in 2018 through their projects.

Publication Work

I reviewed a manuscript "Structural Configurations of Social Representations about Climate Change" for Marshaley Baquiano and Ana Joy Mendez in 2015.

I reviewed a manuscript "Mode of birth and maternal/infant outcomes: A review of the literature" for SAGE Open Nursing in 2016.

I reviewed a dissertation proposal for "Adoption of Technology for Personal Health Record Use" for a University of Hawaii at Manoa graduate student in 2017.

I submitted a manuscript "Facilitators and Barriers for Successful Breastfeeding Among Migrant Chuukese Mothers on Guam" (co-authored with Dr. Kristine Qureshi) to SAGE publications. It was published in 2017.

I submitted a manuscript (co-authored with Dr. Margaret Hattori-Uchima) "Nursing Leadership in Guam" to Nursing Administration Quarterly. It was published in Fall 2018.

Grant Work

I participated in the 2005 Congressionally Directed United States Department of Education (USDOE) grant. I served to facilitate connections between UOG and regional partners, and in administering assessment tests and enhancement courses in the region to ensure readiness for baccalaureate education at UOG.

I am a co-investigator on the Pacific Islands Cohort Addressing Cardiometabolic Health (PICCAH) grant. My participation in this NIH grant consists of identifying data collection tools for Parent-Child Interaction, providing Blood Pressure standardization training (Child and Adult) for data collection staff, and assisting with the revision of data collection forms.

I co-authored a Nursing Workforce Diversity grant proposal with Dr. Margaret Hattori-Uchima. The grant proposal was submitted to Health Resources and Services Administration (HRSA) in 2016. It was approved (score 94), but not funded.

I was Director of the Guam/Micronesia Area Health Education Center (AHEC) Grant. This HRSA-funded grant serves to increase the health care workforce in Guam, Pohnpei, and the Republic of the Marshall Islands. My work with BUILD EXITO and CHAP is annotated above.

Other Creative/Scholarly Activity Activities

As the Curriculum Committee Chair at the time, I was the primary writer for the ADN program at UOG in 2005. That program has since closed due to limited interest. I worked with the Guam Community College in the establishment of the Licensed Practical Nurse (LPN) program in 2006. That program is currently on hiatus to revise the program into an Associate Degree Licensed Practical Nursing Program. I sit on their Advisory Committee. I also worked with the College of Micronesia FSM in establishing their ADN program in 2006.

I served as a member and vice-chair of the GBNE board from 2011-2018. Though no longer on the Board, I continue to help review of the Nurse Practice Act and the GBNE Rules and Regulations for updating. The revisions for the Advanced Practice Registered Nurse have been completed and enacted into law. Revisions for the remainder of the Nurse Practice Act will be ready for legislative consideration very soon.

As noted earlier, I participated in each accreditation cycle for the nursing program since its' initial accreditation in 1996. Subsequent to the 2010 visit, a follow-up report was required. I was the primary writer of that follow-up report, which assured continued accreditation of the program. With the most recent accreditation review, I was the principal writer of the ACEN Self-Study Report. Our on-site accreditation review was in February 2018, and we received full accreditation for an additional 8 years. We had no areas in need of follow-up reports.

I became a provider and instructor for the American Academy of Pediatrics (AAP)/American Hospital Association (AHA) program "Helping Babies Breathe". I became a provider for the AAP/AHA program "Helping Mothers Survive Bleeding After Birth". I have taught the Helping Babies Breathe course to providers on Guam and in the Region.

I became certified by the National Certification Corporation as an Inpatient Obstetric Nurse in 1993. This attests to my knowledge of obstetric nursing. I completed continuing education needed to maintain certification through continuing education work.

In addition to the continuing education courses to maintain my Inpatient Obstetric Certification, I attended several other more general continuing education offerings. These courses help to assure currency in knowledge and practice.

Professional Development and/or Scholarly Work in Recent Years:

Title of Workshop or Seminar	Dates	Sponsoring Agency
Pharmacology Across the Life Span	4/28/05	National Certification Corporation (NCC)
Health of the Community: Outpatient Clinic Perspective	8/29/10	GNA
Nurses: Caring Today for a Healthier Tomorrow	11/21/10	Guam Nurses Association (GNA)
Professional Issues	5/25/11	NCC
Nurses Navigating Forward: 33 rd American Pacific Nursing Leaders Council Meeting, Weno, Chuuk	6/14-15/11	UOG
Fetal Monitoring and Surveillance	6/22/11	NCC
Every Day Issues in Labor and Delivery	7/6/11	NCC
Problem Solving for Better Health Nursing	12/13-14/11	Dreyfus Health Foundation
Healthy Nursing	11/17/12	GNA
Nurses: Delivering Quality Care and Innovation in Patient Care	5/18/13	GNA
Strategic Planning	5/24, 25, 29/13	G/M AHEC
Preparing for Distance Education	6/26-28/13	G/M AHEC
Nurses: Delivering Quality and Innovation in Patient Care	11/23/13	GNA
Neonatal Transition	1/28/14	NCC
Postpartum Complications	2/1/14	NCC
Emerging Infectious Diseases and Their Impact on Guam	2/22/14	GNA
Oxytocin Use in Labor and Delivery	2/24/14	NCC
Electronic Fetal Monitoring Terminology: Standardization, Consensus and Collaboration	4/28/14	NCC
Pharmacology in Labor and Delivery	5/22/14	NCC
20-Hour Breastfeeding Course	8/29-31/14	Office of Minority Health
SimMom Installation and Training	10/8-9/14	Laerdal
Preceptors' and Adjunct Faculty Appreciation Night	5/23/15	UOG
Preventing Sexual Harassment	9/29/15	UOG
Healthcare Professional Board Education Training	10/2/15	GMHA
Applied Physiology: Maternal & Fetal Hematologic Systems	11/23/15	NCC
Ethical Practice, Quality Care	11/28/15	GNA
The Emergency Nursing Practitioner: Quality Care and Ethical Practice in the ED	2/20/16	GNA

2 nd Annual Preceptor's and Adjunct Faculty Development Day	4/23/16	UOG
Culture of Safety – It Starts with You	5/7/16	GNA
Fetal Assessment in Labor	7/15/16	NCC
Evidence Based Practice for Management Of Second Stage Labor	8/4/16	NCC
2016 NCLEX Conference	9/12/16	NCSBN
ACEN Self-Study Forum	9/15-16/16	ACEN
Culture of Safety: It Starts with You – Patient Safety, Infection Prevention, Ergonomics, Opioid Abuse, Substance Abuse Disorder, Professional Nursing Practice Safety	11/9/16	GNA
Helping Babies Breathe Provider Course	11/13/16	Perinatal Rescue Network (PRN)
Hypoglycemia in Labor	12/9/16	NCC
Management of Endocarditis	2/11/17	GNA
Helping Babies Breathe Trainer and Master Trainer Course	4/17/17	PRN
3 rd Annual Preceptors' and Adjunct Faculty Development	4/22/17	UOG
Nursing: The Balance of Mind, Body, and Spirit	5/13/17	GNA
Helping Mothers Survive: Bleeding After Birth	8/10/17	PRN
Breastfeeding Essentials	8/18/17	NCC
Healthy Nurse, Healthy People: Nurses Leading the Way to a Healthier You	8/26/17	GNA
Tile IX for Employees	10/10/17	UOG
Nursing: The Balance of Mind, Body, and Spirit	11/18/17	GNA
Introduction to Disciplinary Investigations	2/21-22/18	NCSBN
Nurse Practice Acts Guide and Govern: Update 2017	2/23/18	NCSBN
Professional Boundaries in Nursing	2/28/18	NCSBN
Understanding Substance Use Disorder in Nursing	3/6/18	NCSBN
2018 NCSBN Board of Nursing Investigator Training	4/17-19/18	NCSBN
4 th Annual Preceptor, Adjunct and Faculty Development Conference	4/28/18	UOG
AHEC NAO Meeting	7/8-9/18	AHEC/HRSA
ACEN: Quality Education Through Accreditation	7/12-14/18	ACEN

I retired from the University of Guam in fall semester 2020. I continue to contribute to the University of Guam through my efforts in teaching, service, and creative/scholarly activities. I believe I am deserving of the rank of Emeritus Professor in the Nursing program.