

**THE FACULTY OF NURSING REPORT,  
Even Semester 2016/2017  
January – April 2017**

NO:	KEY RESULT AREA	KEY PERFORMANCE INDICATOR	REPORT ON THE PAST TRIMESTER (Even)	PLAN & GOAL FOR THE NEXT TRIMESTER (Acc.)
1.	FAITH INTEGRATION	Faculty to attend seminars and discussions related to Christian worldview	Able to meet for devotions with faculty once a week. Joined FK for devotions once a month. Pak Luke frequently led the devotions. Had a missionary nurse from Bangladesh also share in devotions.	Continue to monitor devotions and ongoing opportunities for spiritual growth in FON.  Need to develop other faculty that can also lead devotions.
		Integrating Christian world view into the classes taught	Most RPS have a biblical worldview objective.  Modified RPS Course Outline used for all courses in FoN  3 Faculty participated in a monthly book club discussing Christian Worldview in nursing  7 Faculty participated in LEM series	Continue to monitor  Need another curriculum review to ensure RPS in updated curriculum reflects FoN Mission and Vision and Graduate Attributes once curriculum finally approved  Need to revise book club and plan for the semester  Continue to promote LEM series so that lecturer and CE can attend. Scheduling is difficult as we cannot change the lecturer and CE schedules
		Moving toward systemic model plan	Completed mapping of FT lecturers in FoN (including ex-pats) Vc: 61% VC: 22% vC: 11% vc: .06%	Goal for next academic year: Vc: 60% VC: 25% vC: 10% vc: .05% Need to develop plan for improving competence for many of the lecturers and vision for a few lecturers. Consider

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				mapping of SFT and PT lecturers, and clinical educators
2	ACADEMIC GOVERNANCE	Improvement in the faculty structure and ratio.	<p>FoN Lecturer/student ratio &gt; 1:50, faculty from FLA added to FoN homepage.</p> <p>All academic students in OPCS is 1145. Profession students is 250.</p> <p>28 - Academic, 5 – Profession (Lect and CEs, includes FLA) instructors have UPH recognized as homepage by DIKTI.</p> <p>29 lecturers currently teaching, semi-Full-time and Full-time (including ex-pat’s; excluding those on study leave or part-time). Hired 0 lecturer.</p> <p>Hired 1 CE for total of 21 CE. 5 CE on two year loan from Siloam.</p> <p>Three (3) lecturers pursuing S3 degrees. One (1) lecturer (Eka) completed her S3 program. Two (2) clinical educators pursuing S2 degrees.</p>	<p>Continue to hire to reach goal and meet classroom, clinical, and lab needs. Need another 18 NIDN lecturers.</p> <p>Continue to encourage all faculty to submit required documents to DIKTI and be registered at UPH as homepage.</p> <p>Need more faculty, so that there is more people to help with SKRIPSI and faculty advising. FLA faculty "count" for homepage, but do not help with any of these activities.</p> <p>Continued discussions regarding different methods for faculty to pursue higher studies. Will see how changes in UPH scholarship program affect faculty obtaining S2 and S3 (both S2 and S3). It has been a challenge to find programs that will work.</p>
		<p>Accreditation recommendation implementations</p> <p>Curriculum update</p>	<p>Worked with LP2MP to implement:</p> <ul style="list-style-type: none"> <li>• Quality Taskforce</li> <li>• Table of Specifications/ Exam test blueprint</li> </ul> <p>Mini Curriculum workshop help in March 2017</p> <p>Implemented I AM UPH Curriculum plan. Needed to revise to accommodate the Student Work Program</p>	<p>Work with LP2MP to implement recommendations.</p> <p>Review RPS in new KO to make sure Graduate Profile objectives included</p> <p>Continue to meet with Siloam to obtain feedback on curriculum Finalizing the revision of the curriculum.</p>

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3	RESEARCH, DEVELOPMENT, AND COMMUNITY SERVICE	<p>Research programs</p> <p>Goal for academic year: 4 research projects with students</p>	<p>Waiting to publish next edition of journal "Nursing Current".</p> <p>LPPM presented updated research and community service plan for next academic year</p> <p>0 faculty members were oral presenters or poster presentations at national and International conferences:</p> <p>0 faculty member published in an international journal</p> <p>1 faculty member published in national journal</p> <p>For academic year 2016/2017: 4 research projects with 3 completed and 1 ongoing with students</p>	<p>Continue to develop the journal "Nursing Current" to international standards. Invite authors from outside FoN to also submit articles for the journal.</p> <p>Faculty in process for submitting proposals to LPPM for the next period</p> <p>Continue to complete on-going research projects.</p> <p>Encourage faculty to involve students in research.</p>
		<p>Community Service</p> <p>Goal for academic year: 20 community service projects with students</p>	<p>0 community service projects completed this semester.</p> <p>2 community service projects were completed (still writing up the report) with students during even semester that involved 7 faculty members and 32 students</p> <p>0 community service projects were completed</p>	<p>Continue to complete plan community service projects.</p> <p>Encourage faculty to involve students in community research.</p>

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			<p>with faculty only</p> <p>For academic year 2016/2017 12 community service projects completed (2 still writing up the report).</p>	
4	TEACHING AND LEARNING	<p>National Nursing Competency Exam Goal: 90% Pass rate</p>	<p>46 students completed the Profession program. Unable to take competency exam in April as need to complete profession judicium first. Plan to take in August 2017</p>	<p>Conduct research to determine factors that contribute to student success and to build on that success by developing tools to help students be successful</p>
		<p>Student Profile Database</p>	<p>Shared student profile database begun with Siloam</p> <p>FoN Foundational Framework updated to reflect updated UPH mission and vision</p>	<p>Continue to work with Siloam on best use of database</p> <p>Continue to socialize about FoN Foundational Framework. Obtain feedback and update as needed.</p>
		<p>Improve teaching learning methods</p>	<p>2 courses taught using flipped classroom methodology for one or more topics in the course</p>	<p>Planning to use aspects of flipped classroom in two or three classes for next semester</p> <p>Continue to monitor feedback from student faculty regarding the method</p> <p>Encourage faculty to obtain additional training on Moodle.</p> <p>Will be offering one course next semester completing on-line for the SWP students</p>
		<p>Professional Development series for educators</p>	<p>Research Training provided at MRIN</p>	<p>Need to develop more training for educators</p> <p>Need instruction on how to conduct remediation</p>

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				and assessing students through a variety of different means.
		Student evaluation feedback at 5 or greater	Average for odd Semester for FoN was 5.28. Data for even semester not available yet.  All faculty had an average >4.5	Will assist faculty to develop personal performance improvement plans, to assist them in maintaining an average of "4.5" on student evaluations
		Improve clinical lab space and learning	Utilizing clinical lab space for students  Sharing classroom space with FK	Continue to optimize clinical lab space for students.  Continue to share classroom space with FK  Still need to develop space committee with FK and GRAHA
		Improve access to computers for learning and testing	2 Computer lab has 50 computers configured for language lab learning with total of 100 computers  Used main campus and FoN computer labs for Mid-term and Final exam testing for over 1,300 students.	Mid-term and Final Exams given through Moodle.

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5	FACULTY BRANDING AND PARTNERSHIP	Explore new partnerships with institutions to improve the learning and teaching skills and also exchange of ideas of learning methods and new innovations in teaching	Explore possibilities	<p>Continue to explore possibilities for partnerships and/or MoU with universities having Christian worldview and also other universities for collaboration survey and also faculty student exchange programs. Results from accreditation are that more national and international partnerships are needed.</p> <p>Explore other nursing schools coming to visit.</p> <p>Continue to develop relationship with RSUS and Siloam hospitals.</p> <p>Continue to explore how having students from other countries would be possible in our undergraduate program.</p>
6	COMMUNICATION AND SYSTEMS IMPROVEMENT	Survey of nursing alumni and hospitals/clinics that employ our graduates	Nursing alumni completed UPH alumni survey.	Continue to seek feedback from Siloam/RSUS users and students regarding curriculum and nursing program.
		Enhance student/teacher interaction	Implemented with student services the CARE group concept to enhance student and faculty/staff interaction.	Continue to monitor. Encourage faculty/staff and students to consistently meet. Assess whether faculty/staff need any resources to assist. It is difficult as many faculty have over 20-30 students in their group.