

NATIONAL LEAGUE FOR NURSING

350 Hudson Street, New York, New York 10014

DIVISION OF EDUCATION AND ACCREDITATION

**REPORT OF VISIT FOR ACCREDITATION
TO
UNIVERSITY OF MARYLAND AT BALTIMORE
SCHOOL OF NURSING
BALTIMORE, MARYLAND**

FEBRUARY 28-MARCH 1, 1994

PURPOSE OF VISIT

Continuing accreditation of the baccalaureate and master's degree programs in nursing.

ACCREDITATION STATUS (date of last visit, current status)

March 1986, Continued Accreditation granted for 8 years

PROGRAM EVALUATORS

Janis P. Bellack, PhD, RN, FAAN, Director of University Educational Planning, Medical
University of South Carolina, Charleston, South Carolina

Jacquelyn M. Clement, PhD, RN, Associate Professor, School of Nursing, Southern Illinois
University at Edwardsville, Edwardsville, Illinois

Giovanna Morton, EdD, RN, Graduate Program Director, Professor, School of Nursing,
Marshall University, Huntington, West Virginia

Janice M. Stecchi, EdD, RN, Interim Dean, College of Health Professions, University of
Massachusetts-Lowell, Lowell, Massachusetts

PERSONS INTERVIEWED (attached to this report, as submitted by Nursing
Administrator)

**1991 CRITERIA AND GUIDELINES FOR THE EVALUATION OF
BACCALAUREATE AND HIGHER DEGREE PROGRAMS IN NURSING**

SUMMARY REPORT OF SITE VISIT

Indicate by category and number Criteria Fully Met and Not Fully Met

CRITERIA Fully Met

Structure and Governance, 1-4
Material Resources, 5-7
Students, 8
Faculty, 9, 11 and 12
Curriculum, 13, 14-16, and 17-18
Evaluation, 19
Outcome Criteria, 20 (All)

CRITERIA Not Fully Met*
(See below)

Faculty, 10

***CRITERIA Not Fully Met**

Recommendations:

Faculty

10. The Program Evaluators recommend that faculty hold a minimum of a master's degree in nursing appropriate to their area(s) of teaching responsibility.

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DIVISION OF EDUCATION AND ACCREDITATION

SITE VISITORS/PROGRAM EVALUATORS' RECOMMENDATION TO BOARD OF REVIEW

Name of Educational Unit in Nursing

University of Maryland at Baltimore
School of Nursing

Location

Baltimore, MD

Level: AD _____ Dip _____ B XXX M XXX PN _____

On the basis of the balance between CRITERIA FULLY MET and CRITERIA NOT FULLY MET the Accreditation Site Visit Team recommends that:

Initial Accreditation

- _____ Accreditation be granted with revisit in five years.
- _____ Accreditation be granted with a progress report in _____ years.
- _____ Accreditation be deferred with request for supplementary report in a maximum of 2 years.
- _____ Accreditation be denied.

Continued Accreditation

- XXX _____ Accreditation be continued with a revisit in 8 years.
- _____ Accreditation be continued with revisit in 8 years and a progress report in _____ years.
- _____ Accreditation be continued with warning and a revisit in 2 years.

Continued Accreditation - Warning Status

- _____ Accreditation be continued, remove warning and revisit in 8 years.
- _____ Continued accreditation be denied.

The final accreditation decision will be made by the appropriate Board of Review.

STRUCTURE AND GOVERNANCE

CRITERION 1. The mission and goals of the nursing unit are consistent with those of the governing organization (or differences are explained). They reflect a commitment to a culturally, racially and ethnically diverse community and commitment to a specified set of socially responsible standards of professional nursing. (SSR pages 1-13)

Criterion 1: fully met X not fully met

EVIDENCED BY:

1.A Institutional Policies.

X Yes

 No, policies reviewed, but not sufficient that criterion was met

 Policies not reviewed

1.B Nursing Unit Policies.

X Yes

 No, policies reviewed, but not sufficient evidence that criterion was met

 Policies not reviewed

1.C Mission and goals of the institution reflect commitment to the diversity of the community in which it exists.

X Yes

 No, mission and goals were reviewed, but not sufficient evidence that criterion was met

 Mission and goals were not reviewed

1.D Mission and goals of the nursing unit reflect commitment to the diversity of the community in which it exists.

X Yes

 No, mission and goals were reviewed, but not sufficient evidence that criterion was met

 Mission and goals not reviewed

1.E Professional Nursing Standards are identified and reflected in nursings' mission and goals.

X Yes

 No, Professional Nursing Standards were reviewed, but not sufficient evidence that criterion was met

 Professional Nursing Standards not reviewed

1.F Consistency exists between mission, goals, and policies of nursing unit and the governing organization.

Yes
 No

ADDITIONAL EVIDENCE: e.g., statements by administrators, faculty, and/or students verifying this criterion; incorporation of mission statement and goals into curriculum and outcome measures.

Institutional commitment to a culturally, racially and ethnic diverse community was evident in the University's mission statement and in the strategic goals, " build a campus environment that values diversity and is conducive to attracting and retaining a diverse student, faculty and staff population." Further evidence was found in the Minority Achievement Plan and the Minority Recruitment Plan located in the document room. A meeting with Ms. Lani Barovick, Vice President for Human Services, UMAB, Mr. Al Fick, Manager, Employee Relations UMAB and Dr. Ann Mech, Coordinator, Legal & Contractual Services, School of Nursing provided additional evidence of the University's commitment to providing an environment that embraces diversity.

School of Nursing Policies are evident in the SON Catalogue, p. 12-20, in the undergraduate section of the catalogue p. 30-42 and the graduate section p. 52-58. Recruitment goals are evident in the Minority Achievement Report in the document room. Evidence of advertisements in appropriate higher education and nursing journals, such as Black Issues in Higher Education. The SON Strategic Initiative #3 is " Increase diversity among students, faculty and staff." Faculty Handbook p. III. 19.00 describes the Search and Selection procedure policy regarding nondiscrimination.

Maryland's population of 4,781,000 includes 71% caucasian, 25% African American and 4% other. Baltimore's population is 736,000 with 50% of the population African American. The UMAB Mission statement includes the following, " Each school and program aims for a broad racial, gender, and ethnic balance in its enrollment and graduation." Ms. Lani Barovick and Mr. Al Fick validated that the University's effort toward minority recruitment was aimed at recruiting African American students and staff. The document Visions and Prospects, University of Maryland at Baltimore; A Blue Print lists the University's percentage for race and ethnicity for students, faculty and staff. Two of the six Deans at UMAB are African American and two Deans are women. Both the Vice President for Human services and the Employee Relations manager lauded the efforts of the School of Nursing in their success in recruiting students and staff.

The SON provides evidence of progress in achieving its goals in annual reports to Maryland Higher Education Commission which include admission data, retention and graduation rates reported in total and also in minority categories. After a national search, Dr. Linda S. Thompson, was hired to chair the Maternal Child Health department. Dr. Thompson is African American. SSR p. 12 documents that 10% of the full time faculty and 28% of the classified staff are African American. SSR p. 12 also documents that 24% of the undergraduate students and 14% of the graduate students is comprised of ethnic minorities.

Copies of the ANA Standards of Clinical Nursing Practice, AACN Essentials Document and the ANA Social Policy Statement were available in the document room. RN-BSN students identified at a meeting at UMBC on Tuesday March 1, 1994 that these references were familiar to them and that they had been introduced to the schools' mission and goals in their first nursing courses. Course syllabus for Nur 402 Mental Health Nursing includes a reference to the ANA Standards of Psychiatric Mental Health Nursing Practice in the course description.

Verification that there is consistency between the mission, goals and policies of the nursing unit and the governing organization was available in the document room in copies of each mission statement, in conversations with Dr. Heller and a meeting with Ms. Barovick and Mr. Fick.

COMMENTS:

RECOMMENDATIONS FOR CRITERION 1:

The Program Evaluators recommend:

CRITERION 2. Faculty, administrators and students participate in the governance of the organization and the nursing unit in accordance with the opportunities provided by the organizational structure.
(SSR pages 13-26)

Criterion 2: fully met X not fully met

EVIDENCED BY:

2. **Administrators** participated in the governance of the institution as verified by:

Dr. Heller is President Pro Tem when the University of Maryland at Baltimore President is off campus. On March 1, 1994 Dr. Heller attended the press conference as President Pro Tem to deliver an address at the announcement of the new UMAB President.

Dr. Heller has been in the Dean position longer than any other Dean at UMAB and is very involved in all campus wide decisions.

A.1 Bylaws or other governing documents of the governing institution.

- X Yes (name and pages of document)
 ___ No, bylaws reviewed but not sufficient evidence that criterion was met (name and pages of document)
 ___ Bylaws were not reviewed
 ___ Bylaws, Policies and Procedures of the Board of Regents, University of Maryland System, July 1, 1988, p. 1-13.

A.2 Faculty Handbook.

- X Yes (name and pages of document)
 ___ No, faculty handbook reviewed but not sufficient evidence that criterion was met (name of document)
 ___ Faculty Handbook was not reviewed
 ___ University of Maryland at Baltimore Faculty handbook, p. 1-14

A.3 Interviews with administrator(s).

- Yes (name[s] of individual(s) interviewed)
Dr. Barbara Heller, Dean
Dr. Carolyn Waltz
Dr. Anne Belcher
Dr. Cheryl Samuels, Acting Vice President for Academic Affairs
Dr. Joann Boughman, Dean of the Graduate School and Vice President for Research & UMGSB
Dr. Lesley Perry, Associate Dean for Undergraduate Studies & Outreach
Dr. Ann Cain, Interim Associate Dean for Graduate Studies & Research
Dr. Ann Mech, Coordinator, Legal & Contractual services
- No, (name[s] of individual(s) interviewed)

A.4 Organizational chart of the governing institution

- Yes
Bylaws, Policies & procedures of the Board of Regents, University of Maryland System, July 1, 1988, p. 1-13.
- No, organizational chart reviewed but not sufficient evidence that criterion was met
- Organizational chart was not reviewed

2.B Faculty participated in the governance of the institution as verified by:**B.1 Bylaws of the governing institution.**

- Yes (name and pages of document)
University of Maryland School of Nursing Bylaws of the Faculty Organization, Revised May, 1993 p. 1-12.
- No, bylaws reviewed but not sufficient evidence that criterion was met (name and pages of document)
- Bylaws were not reviewed

B.2 Review of nursing unit's bylaws describes types, purposes, functions and membership of the unit's committees.

- Yes (name and pages of document)
University of Maryland School of Nursing Bylaws of the Faculty Organization, Revised May, 1993, p. 1-12.
Faculty Assembly, p. 2-3
Faculty Council, p. 4-5
Standing Committees, p. 6-11.
- No, bylaws reviewed but not sufficient evidence that criterion was met (name of document)
- Bylaws were not reviewed

B.3 Review of the organizational charts of the governing institution and the nursing unit.

 Yes

University of Maryland at Baltimore organizational chart found in Faculty retreat Minutes, August 26, 1991

University of Maryland at Baltimore School of Nursing Organizational chart found in Administrative Council Minutes, March 11, 1993.

 No, organizational chart reviewed but not sufficient evidence that criterion was met Organizational chart was not reviewed

B.4 Data from evaluation(s) support existing organizational structure and governance policies as effective.

 Yes (Cite source[s] and dates of documentation, e.g., student evaluations, Fall 1990)

School of Nursing Evaluation Packet, p. 44-45

Results of student evaluations

Baccalaureate Research Course Evaluations 1991, 1992, 1993

Baccalaureate Theory Course Evaluations 1991, 1992, 1993

Baccalaureate Clinical Course Evaluations, 1991, 1992, 1993

 No, (Cite source[s] of dates of documentation, or lack of documentation, e.g., student evaluations, Fall 1990) Data not reviewed

B.5 Review of faculty handbook verifies organizational structure of the nursing unit and opportunity for faculty participation.

 Yes (name and pages of document)

UMAB SON Bylaws of the Faculty Organization Revised

May 1993, p. 1-12 identifies opportunity for membership on committees

UMAB SON Faculty Handbook, p. C 1-26 outlines in detail promotion and tenure procedures, faculty rights and responsibilities, academic rank, requirements for appointment, salary and benefits

 No, faculty handbook reviewed but not sufficient evidence that criterion was met (name of document) Faculty handbook was reviewed

B.6 Interviews with faculty in nursing unit.

Yes (name[s] of individual[s] or name of group, e.g., executive council interviewed)

Meeting with School of Nursing Faculty on March 2, 1994, 1:30-3:00

Faculty represented all Departments, graduate and undergraduate programs.

Faculty verbalized opportunity to participate in decision making through departments, committees of the Faculty Organization of the School of Nursing, Faculty Senate, Faculty Assembly, Interview with the Administrative Team of the School of Nursing on March 2, 1994, 3:00-4:00 pm also validated opportunities for faculty participation

No (name[s] of individual[s], etc. interviewed)

B.7 Review of nursing unit's committee minutes reflects membership, purposes and functions as stated in the nursing unit's bylaws.

Yes (Give date[s] and names of minutes reviewed)

Faculty Council Minutes

Nov. 4, 1991 Section 2 Curriculum

October 5, 1992, p. 2 & 3 Curriculum subcommittee assignments

Nov, 3, 1993 review of proposed APT criteria.

No, committee minutes reviewed but not sufficient evidence criterion was met (Give names and dates of minutes reviewed)

B.8 Collective bargaining agreement.

Yes (name of document and pages)

No, collective bargaining agreement reviewed but not sufficient evidence that criterion was met

Collective bargaining agreement not reviewed/not applicable

No collective bargaining agreement on this campus

2.C Students participated in the governance of the institution as verified by:**C.1 Bylaws of the governing institution.**

Yes (name and pages of document)

UMAB SON Bylaws of the Faculty Organization Standing Committees p. 1, 6-9 describe student membership on committees..

No, bylaws reviewed but not sufficient evidence that criterion was met (name and pages of document)

Bylaws were not reviewed

C.2 Review of student handbook verifies organizational structure of the unit and opportunity for student participation.

- Yes (name and pages of document)
 University of Maryland at Baltimore School of Nursing 1993-1995
 Undergraduate Handbook
 University of Maryland at Baltimore Graduate School Catalogue, p. 9-32.
- No, student handbook reviewed but not sufficient evidence that criterion was met (name and pages of document)
- Student handbook was not reviewed

C.3 Interviews with students in nursing unit.

- Yes (name[s] of individual[s] interviewed)
 Meeting with 7 RN to BSN students on March 1, 1994 at UMBC campus. Students stated that they have opportunities to meet with faculty and administration of the school of nursing. Three of these students were members of the Nursing Council of Majors and attended meetings at the Baltimore campus. They felt confident that their concerns were heard and spoke highly of the multiple opportunities they had to meet with administration and faculty.
- No, as evidenced in discussions with (name[s] of individual[s] interviewed)

ADDITIONAL EVIDENCE:

Clarification of Table 2.B.2 which shows that nine of the members of the Appointments, Promotion, & Tenure Committee members have a term of office ending in 1994 should read four (4) faculty have term of office ending in 1994 and five (5) have term of office ending in 1995 as verified in a memo to Dr. Anne Belcher from Dr. Marguerite Littleton Kearney Co-Chairperson APT Committee on March 3, 1994.

COMMENTS:

RN to BSN students and students who had a previous degree but did not opt for the accelerated second degree program praised the pre admission counseling they received prior to matriculating at UMAB. They felt that they were told honestly what they would need to accomplish their educational goals. Each student reported that this school had an excellent reputation for preparing nurses to function in the real world and that the faculty kept up with the changing times.

RECOMMENDATIONS FOR CRITERION 2:

The Program Evaluators recommend:

CRITERION 3. **The nursing unit is administered by a nurse educator who holds a minimum of a master's degree in nursing and an earned doctorate from a regionally accredited institution and has experience in baccalaureate and/or higher degree programs in nursing.**
(SSR pages 27-30)

Criterion 3: fully met X not fully met

EVIDENCED BY:

3.A The following documents:
 administrator's vitae X Yes No
 academic transcripts X Yes No

ADDITIONAL EVIDENCE:

COMMENTS

Dr. Heller has guided the School of Nursing through a vision and a strategic plan to the national reputation it presently enjoys. Dr. Heller is seen by students, staff, faculty, alumni and clinical agency personnel as highly qualified, energetic, responsive to the changing health care needs, and capable of making things happen.

RECOMMENDATIONS FOR CRITERION 3:

The Program Evaluators recommend:

CRITERION 4. The administrator of the nursing unit has the responsibility and authority for planning and allocating resources in accordance with organizational policies and procedures and with nursing faculty involvement. The administrator's work load permits him/her to carry out administrative and leadership activities.
(SSR pages 30-42)

Criterion 4: fully met X not fully met

EVIDENCED BY:

- 4.A Interview with the nursing administrator.
X Yes No
Site Visitor team met with Dr.Heller on February 28, 1994
March 1, 1994 with Administrative Staff
March 2, 1994 with University of Maryland System & VA
Medical Center Nurse Executives
- 4.B Interviews with nursing faculty.
X Yes No
Site visitor team met with the SON faculty on March 2, 1994
and the SON Administrative team on March 2 1994
- 4.C Interview with chief academic officer and/or financial officer of the governing organization (Name appropriate individual[s]).
X Yes No
Meeting with Mr. James T. Hill, Vice President for Administrative Services UMAB, Mr. David Ricker, Assistant Vice President for Budget and Finance UMAB and Mr. Jeffrey Leber, Director, Resource Management & Operations, School of Nursing, March 2, 1994
- 4.D Review of governing organization's budget process and calendar.
X Yes (Cite name[s] of documents reviewed)
Verified in meeting with Mr. James T. Hill, Mr. David Ricker and Mr. Jeffrey Leber March 2, 1994
- No, budget process reviewed but not sufficient evidence that criterion was met
 Budget process not reviewed

4.E Minutes of nursing unit verify budget process.

- Yes (Cite name[s] of minutes and date[s])
 MCH Departmental Minutes Feb. 1, 1993 "Appropriate staffing of courses"
 Dept. of Education, Administration and Health Policy, Aug. 24, 1992 IV
 Budget concerns
 Department of Acute and Long Term Care, Nov. 15, 1993,
 Announcements Lab supply requests to be turned in ASAP
 Administrative Council Minutes, Nov. 19, 1992, Capital Budget
 Administrative Council Minutes, June 25, 1992, Budget Administrative
 Council Minutes, Jan. 1992, Furlough Policy; Updated Budgets
 UMAB SON Faculty Assembly Minutes, August 30, 1993, Capital Budget
- No, minutes reviewed but not sufficient evidence that criterion was met (Cite name[s] of minutes and date[s])
- Minutes not reviewed

4.F Review of nursing administrator's work load relative to administrative and leadership activities.

- Yes
 Dr. Heller's workload is described as 10% teaching, 70% administration, 10% committees/University/School, 10% Scholarly activity.
- No, workload relative to administrative and leadership activities reviewed, but not sufficient evidence criterion was met
- Workload not reviewed

ADDITIONAL EVIDENCE:

COMMENTS:

With the defining of a strategic plan beginning in 1991, priorities have been established for the allocation of resources according to the mission of the school and the strategic initiatives. Meeting with the faculty on March 2, 1994 and with the administrative staff responsible for budget, finance and resources on March 2, 1994 verified that the budget process identified in the self study report is in place. Faculty verified that the resources needed to conduct their classes are in place.

RECOMMENDATIONS FOR CRITERION 4:

The Program Evaluators recommend:

MATERIAL RESOURCES

CRITERION 5. The fiscal resources are adequate to support the nursing unit's goals and are commensurate with resources of the organization. (SSR pages 43-63)

Criterion 5: fully met X not fully met

EVIDENCED BY:

- 5.A Review of faculty/administrative personnel files.
 X Yes
 No, documents reviewed but not sufficient evidence that criterion was met
 Personnel files not reviewed

- 5.B Interviews with higher administration regarding budget and salaries.
(Give names of people interviewed).
 X Yes No

- 5.C Review of budget materials. (Give a brief summary of materials reviewed).
 X Yes
 No, material reviewed but not sufficient evidence that criterion was met
 Materials not reviewed

- 5.D Review of collective bargaining agreement. (Name of agreement and pages).
 Yes
 No, document reviewed but not sufficient evidence that criterion was met
 Document not reviewed
 X Not applicable, no collective bargaining agreement

- 5.E Interviews with personnel in support services. (Identify name[s] and titles[s]).
 X Yes No

ADDITIONAL EVIDENCE:

Interviews with fiscal officers of UMAB and SON (see attached list of persons interviewed).
SON instructional and operating budget for current fiscal year (UMAB & UMBC campuses).
Table comparing salaries, by rank, of faculty in the SON with faculty in Social Work and Pharmacy.

Capital Budget Plans (plans for Addition to SON Building), 1992, 1993.
SON Annual Progress Reports (APRs), FY92 & FY93.
SON Annual Giving Reports 1991-92, 1992-93.
Interview with Chief, Nursing Service, VAMC.

COMMENTS:

Interviews with SON Director of Resource Management & Operations, UMAB VP for Administrative Services and Assistant VP for Budget & Finance verified that, despite state budget reductions within the UMS (20% over last 3 years), SON's budget has not been reduced more than average and in some instances less than other schools. UMAB has given priority to preserving educational programs. Non- instructional areas have been cut more extensively (e.g., human resources, facilities management, procurement areas).

Verified in APRs for FY92 & 93 that state appropriations to SON dropped \$189,095; state funds accounted for 52% of SON's total budget in FY92, compared with 43% in FY93. In this same period, income from tuition & fees increased from 24% to 27%, and from grants/contracts 20% to nearly 26%. Annual giving income increased from \$37,750 to \$99,289 in last six years. The chief of nursing services at the Baltimore VAMC verified the VA's contribution of ~\$300,000 in direct faculty salaries over the past 3 years.

APRs documented the following accomplishments (despite budget constraints of last few years): increase in number & quality of applicants, increase in percent of minorities in all programs, increase in grant and endowment income, organizational restructuring, and laying the foundations for establishing nurse managed clinics and a faculty practice plan.

Faculty salaries compare favorably with Social Work, but are substantially lower than Pharmacy (~\$12,000-15,000 lower per rank). Some faculty received salary adjustments this year (promotions, merit increases, adjustments for inequity), and faculty who are PIs on grants have opportunities for salary enhancement, referred to as "research incentive plan" in SSR (verified in review of budget materials).

Verified that faculty salaries at the Assistant Professor level are below AACN means as reported in SSR. Associate deans, directors, and departments chairs receive salary supplements for their administrative assignments (not included in calculations for mean faculty salaries reported in Table 5.B.4, p.49 SSR).

The dean's salary is at approximately the 75th percentile of AACN means (Dean's Salaries, Public Academic Health Sciences Centers). UMS has set the 85th percentile of their respective discipline-based salary data as the goal for deans and faculty.

Departmental operating budgets are based on departments' instructional FTEs, and range from \$15,000-18,000. Each department has 2-2.5 clerical staff. State appropriations do not include allowances for faculty travel, which instead is supported through grants and contracts, professional development "credits" that faculty can earn by participating as faculty in CE offerings, and endowment income (latter is also used to support faculty recruitment). There is a liberal operating budget for student services (recruitment, admissions, support services), and adequate monies to maintain/repair the extensive system of hardware. The SON Director of Resource Management & Operations stated the school is in a "very strong position" with every account "in the black."

The dean of the graduate school reported that SON was awarded 3 graduate school research assistantships this year (of total of 29); others schools received 1-2.

SON Annual Progress Reports indicate substantial financial aid awards to students at all levels. Interviews with faculty and administrators consistently verified that fiscal constraints have required the SON to set priorities and become better focused in its strategic initiatives and planning. They indicated that budget constraints have not affected the school's ability to achieve its strategic goals. Faculty demonstrated familiarity with the UMAB/SON budget process and are clearly well informed about budget decisions.

RECOMMENDATIONS FOR CRITERION 5:

The Program Evaluators recommend:

CRITERION 6. The physical facilities are adequate for the nursing unit to accomplish its goals. (SSR pages 63-73)

Criterion 6: fully met not fully met

EVIDENCED BY:

A tour of the facilities of the governing institution and the nursing unit in addition to interviews with administrators, nursing faculty and staff verified:

- 6.A Adequate office space and office equipment for administrators, faculty and staff.
 Yes No
- 6.B Adequate space for instructional activities, e.g., classrooms, conference rooms, learning laboratories, computer laboratories, etc.
 Yes No
- 6.C Adequate storage space for equipment and instructional materials.
 Yes No
- 6.D Adequate facilities and support equipment available for research.
 Yes No
- 6.E Adequate space for non-instructional activities of faculty, staff and students, lounges, meeting rooms, etc.
 Yes No
- 6.F Tour including pertinent learning resource facilities, e.g., library, computer center, study skills center, learning laboratories.
 Yes No

ADDITIONAL EVIDENCE:

Plans for new School of Nursing building and new Health Sciences Library.
Interview with Dr. Barker Bausell, Director, Office of Research Methodology, Grant & Contracts.

COMMENTS:

The School of Nursing is housed in three buildings: the main SON building and two buildings approximately one-half block and across the street from the SON building. All are within a 1 to 2 block radius of the Student Union, Health Sciences Library, and UMSS/VAMC. All three are aesthetically pleasing, despite the ages of Parsons & Whitehurst Halls. Verified that full-time faculty have spacious individual offices with personal computers; faculty offices are grouped by departments. Verified exceptional information technology/interactive video labs (several stations were in use by individual or pairs of students, or faculty working 1:1 with students), well equipped classroom and seminar space, TV studio, and IVN compressed video distance learning classroom. Administrative and staff offices are spacious, well-equipped, and accessible.

UMBC facilities tour revealed a meeting/conference room dedicated to RN-BSN students, with nursing monographs & journals on shelves. Nursing office space is well-equipped, with offices on site for the dean, associate dean, chair of the RN-BSN track, and faculty.

Given the SON's strong research mission, research space is not adequate. The director of research was able to give several examples of research space needs, e.g., bench research lab space, interview and observation rooms. He and the dean also indicated that at least one grant-funded researcher left SON because of lack of lab space for her research, and attracting other researchers is compromised by inadequate space. Verified plans to increase research space once new building is built, which will be adjacent and connected to the main SON building. There are also plans for the SON to have some research space (observation/interview rooms, exam rooms) in the new Health Sciences Facility, currently under construction.

RECOMMENDATIONS FOR CRITERION 6:

The Program Evaluators recommend:

CRITERION 7. Comprehensive and current library resources and other learning resources are developed with input from nursing faculty, and are available and accessible. (SSR pages 74-80)

Criterion 7: fully met X not fully met ____

EVIDENCED BY:

A tour of library facilities, computer center, study skills center, learning laboratory and interviews with the librarian, personnel in student services and learning resource areas, faculty and students verified:

- 7.A Library holdings are sufficiently current and comprehensive to meet unit goals.
X Yes ___ No
- 7.B Adequate library schedules and other learning center schedules.
X Yes ___ No
- 7.C Adequate list of nursing journals.
X Yes ___ No
- 7.D Mechanisms by which faculty have input into the development and maintenance of the library and other learning resources.
X Yes ___ No
- 7.E List of publishers for which the library maintains blanket orders, (if applicable).
X Yes ___ No
- 7.F Adequate resources to support teaching-learning needs, e.g., study skills, counseling, test taking, etc.
X Yes ___ No

ADDITIONAL EVIDENCE: e.g., any discrepancies between Self-Study Report and information obtained during site visit, or additional data noted.

Plans for new Health Sciences Library (HSL).

HSL promotional and informational brochures and handouts.

Results of library survey of SON faculty re: journal holdings. UMBC Guide to Instructional Media Resources and catalog subject listing of multimedia.

UMAB Office of Student Affairs brochure.