



**UNIVERSITY OF GUAM  
UNIBETSEDÁT GUÅHAN  
Board of Regents**

**Resolution No. 20-07**

**RELATIVE TO APPROVING THE EARLY CONFERRAL OF BACHELOR OF SCIENCE IN NURSING DEGREES IN FAÑOMNÅKAN 2020 IN SUPPORT OF GUAM'S RESPONSE TO THE COVID-19 PANDEMIC**

**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 Registrar is responsible to certify completion of courses for degree requirement;

**WHEREAS**, according to policy, degree requirements mean all courses and credits needed to graduate, including general education requirements, college requirements, university-wide requirements, and major course requirements;

**WHEREAS**, President Donald J. Trump, in Proclamation 9994 of March 13, 2020 (Declaring a National Emergency Concerning the Novel Coronavirus Disease (COVID-19) Outbreak), declared a national emergency recognizing the threat that the novel coronavirus known as SARS-CoV-2 poses to the Nation's healthcare systems;

**WHEREAS**, on March 14, 2020, The Governor of Guam, Lourdes A. Leon Guerrero declared a State of Emergency to Respond to the Novel Coronavirus (COVID-19) in Executive Order No. 2020-03 which led to UOG President, Dr. Thomas W. Krise, to cancel all in-person classes on March 16, 2020;

**WHEREAS**, Executive Order 2020-05, in further response to the COVID-19 pandemic, acknowledged the difficulty caused by the current requirements for licensure in medical, nursing, and allied health professions to quickly address the human resource needs of the government of Guam's COVID-19 pandemic response team and waived those requirements;

**WHEREAS**, upon the declaration of a State of Emergency to Respond to the Novel Coronavirus (COVID-19), the School of Health (SOH) Dean and Nursing program faculty, as Registered Nurses, were activated, and Nursing students (seniors and juniors) volunteered to assist the island community through the hospitals and Department of Public Health and Social Services Call Centers in the fight against the COVID-19 pandemic;

**WHEREAS**, on April 1, 2020, the SOH Dean, Dr. Margaret Hattori-Uchima, in a memorandum to Ms. Zennia Pecina, the Health Professional Licensing Office Administrator and Executive Director of the Guam Board of Nurse Examiners, outlined a plan that would assist the government of Guam in its response to the COVID-19 pandemic by allowing senior Nursing students to accelerate their course schedule and complete their requirements by April 30, 2020 instead of May 24, 2020 while still ensuring the students have the critical skills and level of competency required for graduate nurses (See attachment A to this resolution);

**WHEREAS**, although participation in the accelerated course schedule and early degree conferral of the Bachelor of Science in Nursing Degree is strictly voluntary and is only available as an option to senior Nursing students during the period covered by the Executive Order on Guam's COVID-19 pandemic response in the Fañomnåkan 2020 semester and limited to the students

listed in the attached graduation listing (see attachment B to this resolution), all eligible senior Nursing students stepped up to the challenge and elected to participate; and

**WHEREAS**, the Student Affairs, Scholarships, Alumni Relations and Honorary Degree Committee at its April 15, 2020 meeting praised and recognized the services the SOH Dean, Nursing faculty, and Nursing student majors have been contributing since the declaration of a State of Emergency to Respond to the Novel Coronavirus (COVID-19), and has reviewed and recommends the approval of the Early Conferral of Bachelor of Science in Nursing Degrees to Nursing Students in Fañomnåkan 2020 in Support of Guam's Response to the COVID-19 Pandemic, to the Board of Regents (BOR) for approval.

**NOW, THEREFORE, BE IT RESOLVED**, that the BOR hereby recognizes the services the SOH Dean, Nursing faculty and Nursing student majors have been contributing since the declaration of a State of Emergency to Respond to the Novel Coronavirus (COVID-19), and approves the early conferral of Bachelor of Science in Nursing Degrees in Fañomnåkan 2020 to students whose names are on the attached list or subsequent revised list, and have been certified to have met all degree requirements shall have conferred upon them a diploma signed by the Dean/Executive Director, the Senior Vice President and Provost for Academic and Student Affairs, the President and the Chairperson of the BOR with a conferral date of April 30, 2020.

Adopted this 23<sup>rd</sup> day of April 2020.



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Elvin Y. Chiang, Chairperson

**ATTESTED:**



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

April 1, 2020

**TO:** Ms. Zennia Pecina, Health Professional Licensing Office Administrator  
and Executive Director, Guam Board of Nurse Examiners

**CC:** Members, Guam Board of Nurse Examiners

**FROM:** Dr. Margaret Hattori-Uchima Margaret Hattori-Uchima  
Dean, School of Health

**RE:** Request Approval for BSN Program Modification

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In an effort to assist in the fight against the COVID-19 pandemic, the UOG BSN program faculty and I have developed a plan to enable our seniors to graduate by the end of April. Please see the attached document which details the plan and highlights the curricular changes. The UOG administration is fully supportive of our plan and I am also attaching the President's approval to allow our BNS seniors on campus for limited skills testing and simulation in order to complete the necessary work.

During this crisis, we are mindful of the need for safety of our students, faculty, and staff. We are also aware of the serious situation we are facing. The program will still maintain the high-quality education regardless of the limitations due to the pandemic. As you will see in the proposal, a majority of the students have completed their capstone coursework.

While we would prefer the students complete their hands-on practicum, this is not possible. By implementing simulations, and focusing on critical skills, we feel that we can produce safe and competent BSN graduates. We humbly seek your approval to allow us to implement the changes which would enable us to complete the students by April 30<sup>th</sup>, rather than the original May 22, 2020 date set for this semester.

We will meet with the students on Friday April 3<sup>rd</sup> via ZOOM, and ascertain which students will elect to participate in the accelerated schedule. This schedule would enable them to complete all course requirements by April 30, 2020. Participation in this plan will be strictly voluntary, and efforts will be made to ensure that each student has the opportunity to accept or decline participation.

We have one request and have included that in the attached proposal: To ensure the safety of our students and because they will be completing their nursing education with less than the usual clinical experiences, and they would be entering the workforce in the midst of the COVID-19 pandemic, we seek the HPLO provide guidance to the employers of the following:

- **Potential employers of our 2020 graduates will be informed of this plan so that they are fully aware that these graduates may not perform in the manner that they expect from a UOG BSN graduate. Plans for orientation would need to take this into consideration, including assignments for low acuity patients until clinical practice is deemed acceptable.**
- **Graduates would be placed in clinical sites where limited exposure can be assured until adequate orientation to the clinical area is completed.**

Our intention is to resume the program on April 7<sup>th</sup>. I seek approval of the HPLO Administrator, with consultation of the Guam Board of Nurse Examiners. I must request that this remain confidential, and not announced to the public, if at all possible. The public scrutiny and media attention would cause undue stress upon the students, the staff, and faculty of the School of Health. Please contact me if further information is needed. Again, we do not see the students until this Friday, April 3<sup>rd</sup>, so discretion is critical to the success of this proposal.

Thank you for your immediate attention to this matter. I look forward to your response. Please contact me at 689-1694 or [muchima@triton.uog.edu](mailto:muchima@triton.uog.edu) for any questions and concerns.

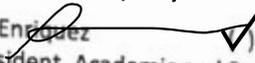


SCHOOL OF HEALTH  
Office of the Dean

March 31, 2020

Memorandum

TO: Dr. Thomas Krise   Approved ( ) Disapproved  
President

VIA: Dr. Anita Borja Enriquez   Approved ( ) Disapproved  
Senior Vice President, Academic and Student Affairs

FROM: Dr. Margaret Hattori-Uchima   
Dean, School of Health

RE: Request to resume BSN senior

On behalf of the Nursing Program, I request to be allowed to bring the BSN Senior nursing students back to the campus for limited face to face instruction and simulation in critical skills to prepare them to complete the BSN program at an accelerated pace due to the COVID-19 pandemic.

I request that UOG pursue an exemption to Executive Order No. 2020-04: Relative to Responding To Confirmed Cases of Novel Coronavirus (COVID-19) and Executive Order No. 2020-05 Relative To Mandating Social Isolation, Lifting Restrictions On Health Care Licensure, and Clarifying Status of Non-Essential Government of Guam Operations: which prohibits operations but allows for educational institutions to facilitate distance learning.

The UOG BSN program is vital to the health care workforce. We have been tasked to accelerate graduation of the BSN Seniors to contribute to the current nursing workforce. The faculty and I have developed a detailed plan, which will be submitted to the Guam Board of Nurse Examiners via the Health Professional Licensing Office Administrator, Ms. Zennia Pecina. Executive Order No. 2020-05 grants the HPLO administrator increased authority over licensure of health professionals pursuant to Title 10 GCA Section 19608. I have been working directly

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The University of Guam is a U.S. Land Grant Institution accredited by the Western Association of Schools and Colleges and the Accreditation Commission for Education in Nursing (ACEN)  
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The University of Guam is a Tobacco and Smoke Free Campus.



**SCHOOL OF HEALTH**  
Office of the Dean

under her authority since the State of Emergency was declared and I was activated, along with the RN faculty. She is aware of the plan and awaiting our written request.

The SOH staff and faculty will ensure that the recommended safety precautions are in place, including proper social distancing, access to handwashing facilities or hand sanitizers, disinfecting of high touch surfaces, and other such measures including temperature checks of students prior to face to face interaction/skills check-off.

I realize this is a serious request, for a critical pandemic. We will meet with the students on Friday April 3<sup>rd</sup> via ZOOM, and ascertain which students will elect to participate in the accelerated schedule. This schedule would enable them to complete all course requirements by April 30, 2020. Participation in this plan will be strictly voluntary, and efforts will be made to ensure that each student has the opportunity to accept or decline participation. I will proceed with obtaining Guam Board of Nurse Examiners approval, and humbly request that you seek exemption from the Governor for this plan. I also request that this remain confidential, and not announced to the public, if at all possible. The public scrutiny and media attention would cause undue stress upon the students, the staff, and faculty of the School of Health. Please contact me if further information is needed, and please let me know if discretion is possible. Again, we do not see the students until this Friday, so discretion is critical to the success of this proposal. I leave it up to your judgement as to when to seek the Governor's exemption.

I appreciate the support for our program during this crisis. Thank you and the whole UOG community for all they are doing to support our health care workers.

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**University of Guam BSN Program  
Curriculum Plan-COVID-19 Pandemic  
Senior BSN Students**

On March 14, 2020, The Governor of Guam, Lourdes A. Leon Guerrero declared a State of Emergency to Respond to the Novel Coronavirus (COVID-19) in Executive Order No. 202-03.

This led to the University of Guam President, Dr. Thomas W. Krise, to cancel all in-person classes on March 16, 2020. On March 16, 2020, the Executive Order 2020-04 was signed by Gov. Lou Leon Guerrero to respond to the COVID-19 pandemic which closed all non-essential Government of Guam (GovGuam) offices, all public and private schools, and prohibited large gatherings. UOG suspended all suspended face-to-face classes and is implementing online completion of courses beginning 4/06/2020. The transition to online courses covers the didactic courses for the nursing program but does not address the clinical portion that is required by both Guam Board of Nurse Examiners (GBNE) and Accreditation Commission for Education in Nursing (ACEN).

There are 26 senior BSN students. The Nursing Resources Command Post activated on March 17, 2020 and is led by Ms. Zennia Pecina, Health Professional Licensing Office Administrator (HPLO), and includes the Dean of the UOG School of Health, as well as the GCC Allied Health Program administrator, and several other nurse administrators from GDOE and DPHSS. The HPLO Administrator has requested that the University develop a plan to continue to produce nursing graduates. This crisis has further highlighted the need for additional nurses to support the existing work force. The senior nursing students are extremely close to completion of the program at UOG. In an effort to enable seniors to graduate before the intended completion in May and transition into the role of Graduate Nurse, the following options are proposed:

**Completion of Theory Courses**

The following course changes are proposed:

**NU418L: Leadership** – The original syllabus reflected these assignments. Changes are indicated in parentheses.

Class attendance/participation	10% (count this up to midterm)
Kick it up a Notch	25% (count this up to midterm)
Weekly Journal and Critique	25% (count this up to midterm)
Midterm Exam	20% (to be given week of April 6)
Final Exam	20% (administer last week of April)

**NU420: Trends in Nursing** – Trends will remain the same except amount of case studies will be reduced from 3 to 1.

Case Study	20%
Article Review	10%
Reflective Paper	20%
Oral Presentation	20%
Legislative Meeting/Activity	10%
Midterm Exam	10%
Final Exam	10%

## Completion of Clinical Courses

**NU419: Leadership Practicum** - Per the syllabus for this course, grading criteria for this course are outlined below with proposed changes in parentheses:

Completion of Clinical Hours	35% (Call center hours to count towards hours)
Preceptor and Self-Evaluation	10% (Complete self-evaluation through mid-term)
Change Project Paper	30% (Write FIRE journal regarding an experience during COVID-19 pandemic)
Change Project Presentation Plan	10% (Submit plan for video)
Change Project Presentation	15% (Group project-create video for sophomores/juniors regarding COVID-19 experiences)

**NU415: Independent Practicum** - The beauty of the UOG BSN Program is our excellent preparation to perform successfully on NCLEX-RN and enter the workforce. This is very much linked to our community partners who participate to make this 120-hour Capstone Experience, which facilitates the knowledge, decision-making, and skills needed to enter the workforce prepared for the diversity of clinical cases existing in our health care facilities.

All of the current seniors have begun their NU415 experience. Reviewing the total hours reported, 73% have completed 60 hours or more of the required 120 hours of clinical experience before their clinical experience was halted on March 16, 2020 to ensure their safety.

Per the syllabus for this course, grading criteria for this course are outlined below with proposed changes in parentheses:

Clinical Evaluation	60% (propose acceptance of the grade at midterm for those students with 60 hours or more completed combined with feedback from student regarding the call center and airport screening)
NLN/EPE	10% (propose waiving this portion of the grade and add to resume/portfolio assignment)
Resume/Portfolio	4% (propose students submit resume and portfolio “as is”)
NCLEX CAI Testing	15% (see next paragraph)
Presentation	6%
Journal	5% (propose FIRE journal reflect experience through midterm.)

The NCLEX CAI Testing will continue and the remaining content will be continued at home using NCLEX 3500 or Saunders. Students will continue to submit their scores to the faculty every week through email and will complete all 10 concepts by the end of April 2020. The 72-hour waiting period before repeating the same content will be decreased to 24 hours and the minimum score will remain 90%. Deadline for submission of NCLEX CAI can be on a case by case basis and any student who is unable to pass and submit ALL 10 concepts as in the syllabus by the end of April 2020 will be placed on an “incomplete status”. The NCSBN online testing will be provided to students for NCLEX prep.

To enable early graduation, the following are options to meet the 120 hours of Independent Practicum:

- Allow the seniors to help at the DPHSS Emergency Medical Call line, Airport Screening, or COVID sites – students log in the activities for record-making purposes, assess clients who are calling and provide appropriate referrals for care. This activity could fulfill up to 30 hours.
- In addition to experiences at the call center, for those seniors who need additional hours will be required to participate in simulation activities for up to 20 hours. This is dependent upon the ability to allow small numbers of students on campus at scheduled times to participate in simulation activities. We have requested this be allowed with proper precautions in place to prevent infection/spread of virus.
- For students who are not able to complete the required number of clinical hours from the above plan, will be assigned a grade of “incomplete”.
  - o Simulation will follow National Simulation Guidelines. Ms. Alave will ensure this part of the plan.
    - 20 hours of simulation activities including 4 cases that all students will rotate covering performing skills (PPE donning and doffing), and a code/resuscitation simulation that includes critical thinking, leadership, delegation and prioritization.
    - This experience will start April 6 and will include 4 hours, to include the pre-briefing, scenario activities, and debriefing.
    - Clinical skills check will include infection control, donning and doffing of personal protection equipment as well as other Infection Control/Isolation Procedures.
- Since the 2<sup>nd</sup> rotation clinical for the sophomore level is currently on hold, faculty who have been scheduled for this rotation will be called to help with this simulation experience (Ms. Babauta, Ms. Capacci, Ms. Turner, and Dr. Varghese). Ms. Alave and Dr. Varghese are current faculty for NU415, so would also participate. This would allow 5 faculty to help with the testing for the 20 hours for 16 senior students broken into small social distanced groups (hopefully in the UOG Field House). Scheduling will be very challenging. Ms. Alave and Dr. Varghese will take the lead in scheduling this experience.
- The SOH staff and faculty will ensure that the recommended safety precautions are in place, including proper social distancing, access to handwashing facilities or hand sanitizers, disinfecting of high touch surfaces, and other such measures including temperature checks of students prior to face to face interaction/skills check-off.
- Since the seniors will be completing their nursing education experience with less than the usual clinical experience, and they would be entering the workforce potentially in the midst of the COVID-19 experience, the following would apply:
  - o **Potential employers of our 2020 graduates will be informed of this plan so that they are fully aware that these graduates may not perform in the manner that they expect from a UOG BSN graduate. Plans for orientation would need to take this into consideration, including assignments for low acuity patients until clinical practice is deemed acceptable.**
    - **Graduates would be placed in clinical sites where limited exposure can be assured until adequate orientation to the clinical area is completed.**

To summarize: the above proposals would require seniors to complete the following to graduate:

- Video plans and project (Groups) NU419 Leadership Practicum
- FIRE Journal-NU415 Independent Practicum
- Simulation(s) NU415 Independent Practicum
- Midterm/Final Exam-NU418 Leadership
- FIRE Journal-NU418 Leadership
- Self-Evaluation NU419 Leadership Practicum
- Midterm/Final Exam-NU420 Trends in Nursing
- Reflective Paper-NU420 Trends in Nursing

If this plan is initiated by April 6 most students can complete degree requirements by the end of April. Students will be given to opportunity to volunteer to enter the nursing workforce as Graduate Nurses, pending GBNE approval, upon completion of degree requirements.

The BSN program realizes that this is a serious request, for a critical pandemic. We will meet with the students on Friday April 3<sup>rd</sup> via ZOOM and ascertain which students will elect to participate in the accelerated schedule. This schedule would enable them to complete all course requirements by April 30, 2020. Participation in this plan will be strictly voluntary, and efforts will be made to ensure that each student has the opportunity to accept or decline participation.

This was approved by the Faculty on 4/1/2020 via Zoom meeting. All faculty were in attendance.

GBNE and ACEN will be notified, and approval sought for this curricular change.

**ATTACHMENT: BSN ACCELERATED GRADUATION 2020**

**PROCESS PROVIDED TO SENIOR NURSING STUDENTS FOR REQUEST TO ACCELERATE:**

On April 3, 2020, the Senior Vice President/Provost, Dean and faculty met via zoom with all 26 Senior Nursing Students. Students were provided the UOG BSN program proposal submitted to the Guam Board of Nurse Examiners, including the curriculum plan and communication with the UOG President and Senior Vice President/Provost.

The students were given the opportunity to ask questions and given time to decide if they want to accelerate their graduation as per the proposal. The Dean, SVP, and faculty reiterated the voluntary nature of the accelerated graduation. The students were given the weekend to decide and were asked to email the Dean by Monday, April 6, 2020 by 1200 of their decision.

By April 6 all 26 had responded. All students responded positively that they desired to accelerate. Several students have General Education courses that must also be completed, and three must complete additional clinical hours. 25 of the 26 students will be able to graduate by April 30, 2020. The remaining student will be able to graduate by the end of the semester, in May. Copies of the student emails have been kept in an electronic file.

**Candidates for Degree in Course**

**SCHOOL OF HEALTH**  
**Dr. Margaret Hattori-Uchima, Dean**

**Bachelor of Science in Nursing (B.S.N.)**

Marissa Tahilan Aguon  
*Dededo*

Gicelle Antoinette Legaspi  
Aromin  
*Mangilao*

Veronica Gestopa Bada  
*Yigo*

Arianna Rose B. Balagtas  
*Chalan Pago*

Harlyn De Guzman Belga  
*Dededo*

Camille Villegas Castro  
*Dededo*

Maria Patricia Marasigan  
Cayetano  
*Tamuning*

Kisha Charizze Oasay De Joya  
*Yigo*

Sheena Mae Borromeo Dela  
Cruz Del Castillo  
*Dededo*

Rea Cordial Dimag  
*Dededo*

Destini Justine Dumaran Fejeran  
*Dededo*

Sarah Lopez Floyd  
*Yigo*

Sharon Lopez Floyd  
*Yigo*

Diane Dacpano Funtelar  
*Tamuning*

Maria Belinda B. Guiting  
*Dededo*

Briana Nicole Mafnas  
*Dededo*

Sharine Koyar E. Matsunanga  
*Dededo*

Jane Garon Nucum  
*Barrigada*

Aubrey Juliana Gumataotao  
Pablo  
*Barrigada*

Pauline B. Perez  
*Yigo*

Aolani Cara Andrada Permalino  
*Dededo*

Cirena Marie Arriola San Nicolas  
*Hagatna*

Mark Gayle Ocampo Sazon  
*Dededo*

Michael John Babasa Sison  
*Dededo*

Cassandra Isabel C. Suva  
*Dededo*

Nicole Sumin Yim  
*Tamuning*