1. Agenda Item Title: UNLV Request for New-Hire Faculty Salary above NSHE Salary Schedule by Rank  
   School of Nursing

2. BACKGROUND & POLICY CONTEXT OF ISSUE:

   Title 4, Chapter 3, Section 20.2 of the Board of Regents Handbook provides that, “The institutional  
   president … shall establish the initial placement of professional employees on the salary schedule at the  
   time of appointment.” Salaries at hire in excess of the NSHE faculty salary schedules, by rank, require the  
   approval of the Board of Regents.

3. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

   President David Ashley requests Board of Regents’ approval to extend an employment offer to Janice  
   Haley, in the UNLV School of Nursing, as an Assistant Professor, at a 12-month base salary of $110,000  
   per year, effective for the 2007-08 academic year.

4. IMPETUS (WHY NOW?):

   • The UNLV School of Nursing must offer a market-competitive salary in order to recruit a qualified  
     nursing faculty member for our year-round, three-semester nursing program.
   • The maximum value for an assistant professor on the NSHE composite faculty salary schedule is  
     $98,096 on a 12-month basis. While NSHE composite faculty salary schedules would appear to  
     capture the market range for Nursing in the National Faculty Salary Survey published by the College  
     and University Professional Association for Human Resources (CUPA-HR), UNLV is experiencing  
     increasing market pressure from local clinical practice.

5. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

   • The appointment of Janice Haley will directly support the School of Nursing’s instructional demand  
     and commitment to increase the number of nursing graduates to meet the health care needs of Nevada.
   • Current Board policy (at Title 4, Ch 3, Section 21.2) permits the initial placement for institutional  
     executive positions above the salary range, if approved by the Chancellor, upon the written  
     justification of the institutional president which establishes that the candidate is unlikely to accept  
     employment without an exception to the salary schedule in consideration of relevant criteria such as  
     the candidate’s extraordinary qualifications and experience, the competitive nature of the field or  
     discipline and the candidate’s salary history.

6. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

   Approving individual salaries above NSHE composite salary schedules must be evaluated on an individual  
   basis, without the benefit of a system-wide salary structure that recognizes market values for nursing  
   faculty.

7. ALTERNATIVE(S) TO WHAT IS BEING REQUESTED/RECOMMENDED:

   Do not approve salary above maximum and defer recruiting nursing faculty until a system-wide review of  
   nursing salaries and market issues are defined.

8. COMPLIANCE WITH BOARD POLICY:

   ☐ Consistent With Current Board Policy: Title #_4__ Chapter #_3__ Section #_20.2__  
   ☐ Amends Current Board Policy: Title #_____ Chapter #_____ Section #______  
   ☐ Amends Current Procedures & Guidelines Manual: Chapter #_____ Section #_______  
   ☐ Other:________________________________________________________________________  
   ☐ Fiscal Impact: Yes____ No _X_  
     Explain: No additional funds required.
Janice M. Haley
358 Kaelepulu Dr. #E
Kailua, HI 96734 (808)
261-0717
rhaley@hawaii.rr.com

Objective
To utilize my teaching and pediatric/family nurse practitioner skills in a multicultural setting which provides opportunities for personal and professional growth in teaching, scholarship and service to the university and the community.

Education
University of Hawaii at Manoa (PhD in Nursing)-August 2003 University of Hawaii at Manoa (Post-Masters Certificate) Diversity and Disability Studies - May 2003
Hawaii Pacific University (Post-Masters Certificate) Family Nurse Practitioner Program (FNP) - December 1999
CA State University, Long Beach-Graduate School Nursing (MSN)-December, 1992
Pediatric Nurse Practitioner Program (PNP) - May, 1990
School Nurse Certification Program - May, 1992
Pharmaceutical Classes- Furnishing License - 1993
Azusa Pacific University (Bachelor of Science in Nursing)-May, 1987 Public Health Nurse Certification - May, 1987
Pasadena City College (Associate Degree in Nursing)-June, 1974

Experience
Hawaii Pacific University Kaneohe, HI 9/96 to Present
Professional Paper (7000)
Advisor/instructor for Masters Thesis Paper-work individually with students
Advanced Health Assessment: Children (6960 and 6961)
Responsibilities: Course Coordinator of this Course in the MSN Program develop and provide didactic classroom instruction on health promotion, disease prevention and analysis of illness in children/adolescents and their families. Identify appropriate pediatric preceptors for students to apply advanced practice nursing knowledge, reasoning and intervention skills in a clinical setting; supervise the setting and student throughout the semester.
Community Health Nursing (4960 and 4961)
Responsibilities: Provide didactic and clinical instruction in a 'capstone course' to senior nursing students. Supervise students in community settings, home visits to a variety of populations, outpatient clinics, public health nursing, teaching projects & case studies. Clinical Course Coordinator - Fall 2005.
Fundamentals of Nursing (2951)
Responsibilities: Provide clinical instruction for nursing students in the hospital and lab settings. Role model, instruct and supervise students in their first experience with client care in the acute care setting.
Pediatric Clinical Instructor (3986)
Responsibilities: Provide clinical instruction for nursing students in both "inpatient and outpatient" hospital settings.
Role model, instruct and supervise students in caring for pediatric clients and families.

**Nursing Department Skills Lab Instructor**
Instruct all levels of nursing students on client care skills and procedures in an 'open lab' setting, as well as, one-to-one instruction when referred by instructor.

**Pediatric Nurse Practitioner:** Primary care provider once a week throughout Summer for Center for Talented Youth-John's Hopkins University @ HPU

**University of Hawaii - Manoa HI**
9/96 to 2003

Instructor- Nur 734-Family Nurse Practitioner Program Responsibilities:
Provide clinical instruction/supervision in variety of clinical settings for students in Family Nurse Practitioner Program

Instructor- Nur 471-Community Health Nursing Responsibilities:
Provide didactic and clinical instruction to students in the community setting (Leeward and Central Public Health Depts, home visits, teaching projects)

**Multi-disciplinary Team Member for UAP**
Responsibilities: Nursing faculty of the Hawaii University Affiliated Program (UAP) - MCH LEND program working with graduate students serving special needs children

**Pediatric Nurse Practitioner and Case Manager**
Research and assist in the development and implementation of a respite care program for medically fragile children for the state of Hawaii. Provide case management, developmental assessments, respite care, education and support; assess and facilitate appropriate services for families/clients.

**Graduate Assistant**
Compile and analyze data for research project with medically fragile children. Assist with the write-up and publication of results.

**Waikiki Health Center** Honolulu, HI
Nurse Practitioner volunteered at Waikiki Youth Outreach 7/06-10/06 -providing primary care to homeless teenagers
Nurse Practitioner at Kahaluu Community Clinic -providing primary care to indigent population 7/98-5/99

**Queens Medical Center** Honolulu, HI
Clinical Health Specialist - Nurse Practitioner
Responsibilities: Provide physical exams, health education, accident triage/intervention for employees. Department representative for Shared Governance Committee, member of blood exposure hot line, develop department nurse practitioner protocols

**Occidental College** Glendale, CA 1991 - 6/05
Certified Nurse Practitioner -Per diem NP
Responsibilities: Provide routine physical exams for college entry and abroad programs; provide primary care; provide student health education and family planning counseling; draw blood for lab work; manage First Aid Station for special events; provide care for faculty and staff injured on the work site (Workers' Compensation).

**Pomona Unified School District** Pomona, CA 1991 - 6/96
Pediatric Nurse Practitioner/Credentialed School Nurse
Responsibilities: Deliver health services. Provide physical exams and interventions as
directed by protocols at District based health clinic to students ages 3 to 8 years; assessment and referral for the infant's of teen mothers ages 6 weeks - 3 years at high school based day care facilities; seek and serve high risk and severely handicapped infants from birth through 3 years of age as a member of a multi-disciplinary team; provide assessments, interventions and referrals for hard of hearing and deaf infants/children from birth - 5 years; school nurse for 900 student elementary school to include management of health office, mandated screenings, emergency care, special education health & development assessment, classroom health instruction, leader of a children of alcoholic parents support group(grades 2-5). Advocate for health rights of children/adolescents, family and staff. Provide health education classes to teachers/district staff. Author and facilitator for Choose well-Be well Nutritional Grant for 17 elementary schools.

* California State University, Los Angeles. Newborn- Follow-Up Project 1982-5/96
Infant Development Specialist
Responsibilities: Provide in-home physical, developmental, nutritional, environmental and psycho-social assessments; counseling; teaching and referrals for identified "high risk" infants (mostly from NICUs) for a three year period. Develop and teach classes related to high-risk infants to staff Infant Development Specialists twice each year.

* MettOd/it Hospital of Southern California Arcadia, CA 1985-1990
Maternal-Child Health Educator
Responsibilities: Clinical Instructor for all new and transferring nursing staff in Labor and Delivery, Nursery/Postpartum, Neonatal Intensive Care and Pediatric Departments. Develop and teach ongoing continuing credit education classes to nurses in MCH Departments and Emergency Department. Opened 15 bed Pediatric Unit and 6 bed Intermediate Care Nursery; implemented Mother/Baby Care for post-partum/nursery Charge Nurse positions held in the following departments:
Newborn Nurseries 1983-1985
Post-Anesthesia Recovery Unit 1978-1983
Surgical Intensive Care 1976-1978
* Mobile Intensive Care Nurse Certification 1974-1976
Pediatric Unit 1974-1976

Professional Certification
License: Registered Nurse & APRN - Board of Registered Nursing, State of HI License: Registered Nurse Practitioner- Board of Registered Nursing in CA Nurse Practitioner Prescriptive Furnishing - Board of Registered Nursing, State of CA Credential in Health Services, School Nurse -State of CA
Board Certified Pediatric Nurse Practitioner - NAPINAP Certified School Audiometrist - State of CA, DHS

Scholarly Activities

PUBLICATIONS


**PRESENTATIONS**


Professional Affiliations
National Association of Pediatric Nurse Practitioners (NAPNAP)
NAPNAP, Hawaii Chapter
Sigma Theta Tau International Honor Society of Nursing (National & State)
National Organization of Nurse Practitioner Faculties (NONPF)

Awards
2005 HPU Service Learning Award

Service
UNIVERSITY COMMITTEES
1999-2000 Graduate Curriculum & Policy Committee
2000-2004 Student Life Committee
2006-present Planning Committee

SCHOOL COMMITTEES
1997-1998 Committee on Faculty
1997-present Nursing Faculty Assembly
1998-2006 Committee on Students (Chairperson 2003-2005)
2000-present Nursing Graduate Committee
2003-2006 Nursing Faculty Council
2006-present Committee on Faculty

ORGANIZATIONS
1994-1997 NAPNAP Riverside Chapter (Board Secretary)
1998-2001 Sigma Theta Tau - Gamma Psi Chapter (Board Treasurer)
2004-2005 NAPNAP Hawaii Chapter (Board Legislative Representative)
2003-2004 American Academy of Nurse Practitioners (Region 9 State Leader)
1998-2002 Pastoral Council at Holy Spirit Parish (Board Member)

Professional Development
In addition to attending the HPU Faculty Scholarship Day in Spring and Fall each year, educational programs/conferences attended follow:

1 111/00-Assessing for Genetic Conditions of Children (1 CEU) 1/12-1
114/00- Forensic Nursing Conference (24CEU)
2/23-24/00-Stress and Trauma Conference: psycho & spiritual Impact (16CEU) 3/1/00-Diagnosis & Treatment of Heart Disease in Infants & Children (4CEU) 5/3/00-NAPNAP Conference: Pediatric Nursing: Caring for Keikis Year 2000(6) 7/5-7/00-Nurturing Parenting Programs Facilitator Training 912/00-Musculoskeletal Assessment of Children (1.5CEU) 12/08/00-Surveillance of Vaccine Preventable Diseases CDC (4.2 CEU) 2/2001-2001 Primary Care Self Assessment Exercise PNCB (15 CEU/2Phar) 3114-18/01-NAPNAP National Conference (45.5 CEU) 3/16/01-Case Studies in Otitis Media NAPNAP (3CEU)
3117/01-Pediatric Influenza Management NAPNAP (2.4 CEU) 4/25/01-Pediatric Nursing: NAPNAP's 4th Annual Conference (5CED)
9/18/01-Interpretation of Common Labs in Pediatric Pop. NAPNAP (1 CEU) 3/1S/02-“A to Z” of Clinical Nursing Research:Novice to Expert ANCC(7.2 CEU) 4/17102-Pediatric Nursing: NAPNAP’s 5th Annual Conference (5 CEU) 10/07/02-A Model of Trans personal Caring-Healing (UH Manoa) 
10/31/02-Sexually Transmitted Disease Conference (6.5 CEU) 
12/05/02-Active Tuberculosis Diagnosis and Management (8 CME-1) 4/30/03-Pediatric Nursing: NAPNAP’s 6th Annual Conference (SCEU) 9/09/03-Newborn Metabolic Screening (I CEU) 
1117-8/03-The Community Connection: Caring for the Medically Fragile/ Technology Dependent Child (13 CME-1) 1113/04-IN-Focus:Barriers to Immunizations Identified by Parents of Under Immunized Children (I CEU) 
2/2004-2004 Primary Care Self Assessment Exercise-PNCB (IS CEU/Phar) 3/07/04-AANP Region 9 Leadership Meeting (3.4 CEU) 
4/07/04-Pediatric Nursing: NAPNAP’s Annual Conference (6 CEU) 7/13/2004-A Study of Parents Raising Medically Fragile Children (ICEU) 8/2/04-Sexually Transmitted Infections (1.2CEU) 
9/14/04- Telemedicine-Application & Benefits for the Healthcare Provider(I CEU 9/30/04-2004 Tripler AMC Tuberculosis Seminar (7.5CEU) 
11110S-Pediatric Emergencies - NAPNAP (I CEU) 
3/30-4/3/05-NAPNAP 26th National Conference on Ped Health Care (23.3 CEU) 4/20/05-Pediatric Nursing: NANNAP's 8th Annual Conference (SCEU) 6/10/05-Meeting the Challenges of Rising Childhood Infections:Vaccine (ICEU) 4/19/06-Pediatric Nursing: NAPNAP's 9th Annual Conference (6CEU) 4/24/06-A voice for children-assessing/treating/reporting child maltreatment: role of the primary provider (3CME)