# Administration Team

Dr. David Gregory, Dean  
Dr. Karen Chalmers, Associate Dean, Graduate Program  
Dr. Dean Care, Academic Assistant to the Dean  
Dr. Lorna Guse, Associate Dean, Research  
Dr. Wanda Chernomas, Associate Dean, Undergraduate Programs  
Ms. Jacqueline Dewar, Executive Assistant

# Program and Site Coordinators

Ms. Nicole Harder, Learning Lab Coordinator  
Dr. Judy Scanlan, International Affairs Coordinator  
Ms. Penny Davis, Coordinator, Four Year Program  
Ms. Bev Temple, Brandon Site Coordinator  
Ms. Sandra Gessler, BPRN and Clinical Placements Coordinator  
Ms. Mary Courtenay, Norway House Site Coordinator  
Ms. Marlene Skokun, Dept. Head - Health, KCC Site Coordinator  
Ms. Karen Wall, Program Chair, RRC - JBN Coordinator

# Academic Staff

Ms. Terri Ashcroft  
Prof. Debbie Fraser Askin  
Dr. Christine Ateah  
Dr. Diana Barkwell  
Dr. Janet Beaton  
Ms. Theresa Bowser  
Ms. Diane Cepanec  
Ms. Laurie Clark  
Ms. Anita Cohen  
Ms. Benita Cohen  
Dr. Ruth Dean  
Dr. Lesley Degner  
Dr. William Diehl-Jones  
Ms. Elsie Duff  
Ms. Carol Enns  
Ms. Marlee Enns  
Ms. Cathy Foster  
Dr. Tom Hack  
Ms. Fjola Hart-Wasekeesikaw  
Dr. Pamela Hawranik  
Dr. Maureen Heaman  
Ms. Kathryn Hyndman  
Dr. Anne Katz  
Ms. Marilyn Klimczak  
Dr. Sandy Kluka  
Mr. Ulysses Lahaie  
Dr. Michelle Lobchuk  
Dr. Susan McClement  
Ms. Marion McKay  
Dr. Diana McMillan  
Ms. Elaine Mordoch  
Dr. Barbara Naimark  
Ms. Carol Opochinsky  
Ms. Verna Pangman  
Ms. Kerri Ramstead  
Dr. Jo-Ann Sawatzky  
Ms. Brenda Schoenborn  
Dr. Lynn Scruby  
Dr. Loretta Secco  
Ms. Marilyn Seguire  
Ms. Carla Shapiro  
Ms. Janet Sinclair  
Ms. Sonia Udod  
Mr. Peri Venkatesh  
Ms. Carolyn Vogt  
Ms. Joanne Winsor  
Dr. Roberta Woodgate

# Adjunct Faculty

Dr. Lorna Butler  
Dalhousie University (08/05)  
Ms. Margot Christie  
Deer Lodge Centre (10/03)  
Dr. Diana Clarke  
Health Sciences Centre (04/04)  
Dr. Cindy-Lee Dennis  
University of Toronto (04/05)  
Prof. John English  
Brandon University (11/03)  
Dr. Wendy Fallis  
Victoria General Hospital (04/07)  
Ms. Kathy Hamelin  
Health Sciences Centre (12/03)  
Dr. Karen Luker  
University of Manchester (12/03)  
Dr. Caroline Park  
Independent Consultant (09/03)  
Dr. Cynthia Russell  
University of Tennessee, Memphis (12/03)  
Dr. Jeff Sloan  
Mayo Clinic (06/04)  
Ms. Maureen Thompson  
Penticton Regional Hospital (09/03)  
Dr. Dickie Yu  
St. Amant Centre (03/05)

# Support Staff

Pam Achtemichuk, CAICN/Placement Assistant  
Ipsitam Alexanders, Office Assistant  
Janet Berard, Undergraduate Programs Assistant  
Joyce Boyechko, Administrative Clerk  
Eva Brasko, Student Services Assistant  
Darlene Brown, Office Assistant (Brandon)  
Tracey Collyer, Student Advisor (Brandon)  
Lynda Closson, Office Assistant  
Karen Dempsey, Student Services Coordinator  
Jacqueline Dewar, Executive Assistant  
Shirley Dyck, Confidential Secretary to the Dean  
Debby Fiorucci, Office Assistant  
Kathleen Garces, Office Assistant  
Khosrow Hakimzadeh, Information Technologist  
Wendy Haidey, Office Administrator  
Cathy Johnston, Registrar  
Terry Kilwinik, Information Systems Coordinator  
Marni Laurencelle, Administrative Secretary, MNRI  
Armande Lemoine, Office Assistant  
Margaret Massie, Office Assistant  
Karen Nickerson, Student Advisor  
Maureen Paisley, Administrative Assistant (Evidence-Based Nursing Practice)  
Susan E. Parker, Communications Coordinator  
Grant Queskekapow, Student Advisor (Norway House)  
Lorraine Robertson, Office Assistant (Norway House)  
Louise Sabourin, Graduate Program Assistant  
Martin Speight, Student Advisor  
Terri Tauffenbach, Student Advisor  
Sylvie Winslow, Scheduling Assistant (EBNP)  
Lai Chun Yee, Administrative Coordinator
overview
Our mission is to advance, communicate, and preserve nursing knowledge and to prepare individuals for the practice of professional nursing, thereby contributing to the health and well-being of individuals, groups and communities.

fast facts
85% Percentage of registered nurses in Manitoba that we educated and prepared for practice in 2003/04.

Total amount of research dollars granted to our faculty members from current and ongoing research. $1,409,507

Number of eligible graduates in 2003-2004. 350

132% increase in enrolment since 1996/97.

did you know?
While the number of graduates who report full-time employment has increased during the last four years (23%, May 1999 to 55%, October 2003), there still remains a large number of nursing graduates who are working in part-time (36.8%) and casual (8.4%) positions. Less than half (44.7%) of October 2003 graduates who were currently employed or offered a position in nursing were in full-time permanent positions. The majority of graduates looking for a nursing position indicated a preference for full-time permanent work.

The majority (82.1%) of October 2003 graduates indicated that their senior clinical practicum lead to their jobs and 87% were satisfied with their current employment status.

program goals & objectives
Programs are economical, socially responsive, flexible, and practice-based.

Graduates are prepared to engage in research-based professional practice in a variety of health care settings and within a changing health care system.

Graduates of the Master’s program are prepared to advance nursing knowledge and practice through the development of practice-based research programs.

Faculty provide expertise to the nursing community in areas of research, practice, and education.
Dean’s Welcome – David Gregory, RN, PhD

As this is the last Annual Report under my stewardship as Dean, I wish to acknowledge the Faculty for its outstanding commitment to nursing education, research, scholarship, and community service.

The “early years” of my deanship were particularly difficult for the Faculty of Nursing—given the reintroduction of diploma nursing and the rapid increase in undergraduate enrolments. Despite the many challenges, members of our community worked hard and held steadfast in advancing baccalaureate education as entry to practice for the nursing profession. Moreover, the Faculty quickly closed the gap between the supply and demand for registered nurses in the Province. At present, the nursing workforce in Manitoba, unlike other provincial jurisdictions, is in “good shape” given the number of BN graduates replenishing the profession.

The Faculty is advancing nursing in the Province through the establishment of innovative nursing programs, not the least of which includes the nurse practitioner stream (Master of Nursing Program), and in partnership with Community Health Sciences, the PhD in Cancer Control. On the horizon is the PhD in Applied Health Sciences—an interdisciplinary PhD that will greatly benefit nursing in Manitoba. Other initiatives under consideration such as a bona-fide second degree option hold much promise for the Faculty of Nursing; indeed it is our future.

We are advancing nursing in the Province through extraordinary efforts related to nursing research. The Faculty has found “its stride” in this regard, and we are demonstrating success with respect to acquiring provincial and national funding.

Collectively, our efforts have garnered respect for the Faculty of Nursing from across Canada. We are viewed by our nurse colleagues as providing leadership in Canadian nursing.

Please do take time to enjoy our Annual Report and the many successes noted herein. You can contact us at (204) 474-7452 or via e-mail at nursing_info@umanitoba.ca if you have any questions about this Report—or if you would like to offer any comments.

Yours truly,
Dr. David Gregory

“"Our Faculty is advancing nursing in the Province through excellence in teaching and community service.”

– Dr. David Gregory, RN, Dean and Professor
Undergraduate programs in the Faculty of Nursing attract a high number of applicants from across the province. Students studying in the Faculty have multiple options in completing their degree, including: full or part-time study, access to select courses by WebCT and, for eligible students, opportunities for acceleration.

Graduates of the Faculty of Nursing are well prepared to meet the entry level competencies of the College of Registered Nurses of Manitoba. The results of the surveys of graduates and employers conducted by the Manitoba Nursing Research Institute in February of 2004 indicate that the vast majority of both groups are supportive of this statement. The 135 credit hour program consists of 93 credit hours of nursing courses and 42 credit hours of supporting arts and science courses.

Graduates of the Baccalaureate Program for Registered Nurses complete an undergraduate program designed to build upon their knowledge and clinical nursing experience. The 45 credit hour program for registered nurse students includes core nursing courses, and both nursing and non-nursing electives.

**Programs in Transition - Brandon**

The shift from a University of Manitoba baccalaureate program to a Brandon University program has progressed smoothly this year, thanks to a team of faculty and staff from both institutions. The Faculty of Nursing will continue its presence in Brandon for another two years to permit students studying full-time to complete the U of M program. The School of Health Studies at Brandon University will be admitting students for the fall of 2004.

**Partnerships in Action**

We have many partners who actively support the education of undergraduate nursing students. Our partnerships with Keewatin Community College, Red River College and the Norway House Cree Nation Community facilitate the delivery of undergraduate programming to students throughout the province. In consultation with faculty, our colleagues in practice facilitate the clinical education of students to ensure students have opportunities to practice the range of cognitive, psychomotor and interpersonal skills necessary for registered nurses. Our common bond is the high value we place on university-based education for nurses, prepared to work in a fast-paced, demanding health care system.

**Salute to Leadership**

The 2003-2004 academic year marks the end of Dr. David Gregory’s term as Dean, as well as members of the administrative team. His visionary leadership guided the Faculty of Nursing through extraordinary growth, challenges, and the development of important program evaluation strategies. With steadfast commitment to baccalaureate education as the standard for entry to practice in the nursing profession, and excellence in undergraduate programming that benefits the health of all people, the Faculty is well-poised to continue its tradition of excellence in teaching, research, and practice.

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**Undergraduate Programs – Wanda Chernomas, RN, PhD**

The Faculty is preparing me to meet all of the challenges facing a nurse. Through theory, and especially, interactive and hands-on lab courses, I have begun to learn the important skills and knowledge a competent and caring nurse must possess to care for his/her clients.

– Audrey Adelmann
Urban – The BN degree is available at the Fort Garry campus. The Faculty also offers the Joint Baccalaureate Nursing (JBN) degree in partnership with Red River College. The BPRN is available province-wide through distance education.

Northern – The BN degree program on-site in Norway House. In conjunction with Keewatin Community College, the Joint Baccalaureate of Nursing (JBN) degree is also delivered in Thompson and The Pas.

Rural – Our Brandon site provides access to BN education within Brandon and to the surrounding rural areas.

Increasing Enrolment – The graph on the left clearly indicates that the demand for university-based education remains steady. Since 1996, enrolment has almost tripled.

Undergraduate admissions – Admissions increased by more than 160% since 1998. The application data suggest that interest in a nursing career is high, as indicated by the number of applications. Year after year, with the increases in applications, there have been far more applicants than seats available in the program.
Program Statistics
Total enrolment in the BPRN has remained steady in recent years (2001R = 178; 2002R = 207; 2003R = 211), at approximately 200 students. The Faculty was pleased to welcome 100 new admissions to the BPRN for September 2004.

Nursing Summer Term (NST)
The Faculty of Nursing established NST in 1999 to accelerate students through the BN program. NST allows students to complete the BN degree in three years or less. In 2004, 182 students enrolled in NST. These numbers do not include the 127 fourth year students who completed 49.429 (practicum) from the Fort Garry and Red River campuses; nor the 32 students from Brandon. In recent years, NST has been scaled back, offering only third and fourth year courses.

Conditional Grant Program
Funding has been provided to nursing students through the Nurses Recruitment and Retention Fund’s (Manitoba Health) Conditional Grant Program. Applicants must be: a recent graduate from an approved program and within six months of initial registration; and willing to relocate to a site in rural Manitoba. Graduates agree to provide a minimum of one year of service in Manitoba per loan received.

BPRN Program Stats, 2001 to 2003 (Regular Session)

<table>
<thead>
<tr>
<th>Year</th>
<th># of students funded</th>
<th>Amount of funding</th>
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</thead>
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</tr>
<tr>
<td>2004*</td>
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<td>$44,000</td>
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Fort Garry NST Enrolment Figures, 1999 to 2003

<table>
<thead>
<tr>
<th>Year</th>
<th># of students in Year III</th>
<th># of students in Year IV</th>
<th>Students in Practicum</th>
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</thead>
<tbody>
<tr>
<td>1999</td>
<td>81</td>
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</tr>
<tr>
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</tr>
<tr>
<td>2003</td>
<td>200</td>
<td>200</td>
<td>11</td>
</tr>
</tbody>
</table>

In NST 2004, at the Fort Garry campus, 86 students were in Year III, and 96 were in Year IV. There were also 159 students enrolled in their practicum course, between Fort Garry and Brandon campuses.

Forgivable Loans, 1999 to 2004

In 2004, the forgivable loans program was overhauled. The new program, Conditional Grant for Manitoba’s Nursing Graduates, encourage new graduates to relocate to rural communities in Manitoba, subsequently reducing the number of rural nursing vacancies. Recipients meeting the eligibility criteria are entitled to apply to the NRRF for a grant in the amount of $4000.00.
The 2003-2004 academic year again saw a large enrollment of nursing students (240) enter the Four Year Baccalaureate Nursing Program at the Fort Garry campus. With over 600 students registering for our University courses of Introduction to Nursing, 49.128 and Growth and Development, 49.126, interest in nursing strongly continues.

A general orientation for new Clinical Education Facilitators (CEFs) was held in early September. New CEFs were encouraged to delve into the expectations of students in the clinical area as well as within the Faculty of Nursing. Various methods of evaluation were discussed and encouraged. Different scenarios were put forward to help the new CEF adapt to a wide variety of student situations.

In January 2004, Dieter Schönweisser of UTS, facilitated a CEF workshop, Providing difficult feedback: Dynamic and integral relationship between teaching, learning and feedback.

Steady, large numbers of nursing students have encouraged us to look at different areas of clinical practice. We continue to find innovative ways to facilitate our students’ learning. By closely working with the WRHA and clinical sites, we are expanding our community experience to include not only maternal/child and geriatric experiences, but palliative and mental health experiences as well.

In an attempt to improve the clinical component of the nursing program in third year, we have extended the clinical experience from 6 hours to 8 hours per day, twice a week, for a 9 week period. This time frame provides the student with more theoretical background before beginning their clinical rotation, and helps the student feel more secure in successfully completing her/his care. Initiated during the 2003 Nursing Summer Term, this pilot project has proven so successful that the clinical course was adjusted to accommodate the different time frame.

Our student services group provided information about registration, exam scheduling, electives and graduation in a half-day orientation for students transferring from Red River College to finish their final year of the program.

Our new communication/English language instructor, Cosette Taylor-Mendes has made tremendous gains with students. She has been extremely successful in assisting students with term papers, communication/interpersonal skills in clinical practice, reading and comprehension of textbooks, and preparing for multiple choice exams.

We teamed up with Disability Services this year for a one day workshop where students with disabilities could observe what nurses do during the course of their workday. The session was coordinated by the Learning Lab.

The Faculty continues to be involved with the ACCESS program. Thanks in good part to Sharan Burns, our ACCESS students are finding the assistance they need to be successful.

Nursing Summer Term continues to draw students. This year, we offered third and fourth year in their entirety. Approximately 212 students were accepted for NST, where they undertook a clinical rotation.

The annual Children’s Hospital Teddy Bear Picnic, held at Assiniboine Park, continues to be a highlight for many of our nursing students. Although the picnic this year was undoubtedly one of the wettest on record, it was still heartwarming to see that the weather never dampened the spirits of the volunteers who generously cared for many teddy bears, bunnies and puppies in the B*A*S*H unit.

The Faculty of Nursing continues to be involved with Mini University. An energetic, well qualified nursing student instructor did an excellent job of promoting nursing to children ranging in age from 10-16 years.

Four Year Baccalaureate Program – Penny Davis, RN, MEd

Health care is a profession that I have always aspired to work in. Nursing is a profession in which there is so much diversity and opportunity. As well, it allows me to interact and work with people from all walks of life.

– Neil Masesar
Learning Labs – Nicole Harder, RN, MPA

Teaching and Learning
Scenarios and simulations continue to be successful as the primary teaching method. In Health Assessment, students’ final evaluations were videotaped and evaluated by the instructor. There has been discussion of utilizing this evaluation technique in the Nursing Skills course, as well.

This year, we were able to evaluate our teaching methods and expand the use of technology in the labs. These developments have required students to be more self-directed in their preparation and required instructors to respond accordingly.

Research
In Nursing Health Assessment, students are required to display skill competency by performing a final demonstration, which is videotaped. Instructors Terri Ashcroft and Nicole Harder are in the analysis stage of a research project that is addressing students’ perceptions using videotaping as an evaluative strategy.

Technology
During the past term, lab instructors have been producing digital videos for students, to assist in their learning. The videos will no longer be viewed in the lab slots but will be available for viewing online. This will allow students to view video segments at their own convenience and to review the videos as frequently as they deem necessary. It is expected that students will have viewed the video prior to attending class, as part of their preparation. Videos are almost complete and should be online for September 2004.

The audio visual room in 440 HGCN is being updated and includes two new computers with large video monitors and DVD players. Some clinical simulation software has been added, and has received positive responses from senior practicum students. We will continue to work towards creating an AV room that includes resources to help the students enhance their clinical decision making skills as well as their psychomotor skills.

Community Outreach
The Learning Labs and instructors have been actively involved in many community projects, both within the University and the community as a whole.

In November 2003, students from Hampstead Elementary School visited the Patient Care Labs on a field trip, and were taught about handwashing, medication administration, and binders and bandages.

Biology students from Grant Park High School continue to come to the Labs, and are introduced to some of the skills that are required as part of the four-year undergraduate nursing program. Both of these schools have expressed interest in having these activities continue in the future.

We continue to hold annual workshops for Clinical Education Facilitators to ensure that there is continuity between what is being taught in the Patient Care Labs and how skills are practiced in the clinical setting.

Marlee Enns and Coty Madrid continue to sit on the Policy and Procedure Committee at the Health Sciences Centre. As representatives, they have assisted the committee in revising their manuals. Brenda Schoenborn sits on the Policy and Procedure Committee at St. Boniface General Hospital, representing the Faculty of Nursing. We are currently looking at becoming involved with the Community Policy and Procedure Committee of the WRHA to achieve a balance of both hospital practice and community practice in the Labs.

As a way to communicate between health care facilities within Winnipeg, nurse educators from the medical units of all Winnipeg hospitals have formed a Medicine Nurse Educator Interest Group. Nicole Harder is a member of this group, acting as a liaison.

Conclusion
Changes continue to be incremental, moving toward more technology and a self-directed learner philosophy. The Labs will continue to ensure nursing students are well prepared for their role as a nurse within the greater health care institutions.
Brandon University Move
Faculty and students have adjusted to the physical move to Brandon University and the new Health Studies Building very successfully.

New Brandon University positions have been filled and were effective August 1, 2004. Support staff have also been hired, and their contracts are being finalized. New instructional associates have been hired, and are in positions to cover student supervision in either clinical or labs within their workload assignments. All permanent positions have been filled, with some sessional positions still vacant.

The new curriculum for BU has been approved through the BU Senate, and has received a four-year approval from the CRNM. Years 1 and 2 of the new program will be taught here in 2004, with an intake to Year 2 of 48 students and about 70 registered to Year 1, (ready to compete for spots in Year 2 the next year). Third and fourth year students of the U of M program students are proceeding, with an expected graduating class of 49 students for 2004.

Recruitment tactics continue to encourage students to apply to the program – especially in rural and northern areas.

Faculty members of the Brandon site have completed a phenomenal amount of work to accomplish our move this year, including extensive meetings. Special thanks to Laurie Clark and Cathy Foster for taking the lead by chairing the move committee, and keeping the process on schedule.

Faculty attended the National Primary Health Care Conference held in Winnipeg, in May. Attendees gained useful information and will contribute to the enactment of the new courses of the primary health-based, new curriculum.

Student Activities
Students had the chance to attend conferences this year, with funding from the Endowment Fund. Such events provide a wonderful opportunity for faculty to encourage life-long learning, and express to students the benefits of participating in the broader nursing community.

The pinning ceremony was held April 17, 2004 with 38 students receiving their pins, and a wonderful evening reception followed, with many friends, family and faculty in attendance. Thank you to the Winnipeg faculty who attended, and special thanks to Dr. Gregory.

The Student Awards ceremony was hosted in the new building, which provided a lovely setting. Many of our long-time, loyal donors continue to attend and remain personally connected to our students.

Clinical Appreciation
A new approach to demonstrating clinical appreciation to our colleagues in practice was undertaken this year. Students nominated nurses for the ‘Champion of Student Learning Award’. Nominees of this award demonstrated extraordinary assistance towards the student, while engaged in a clinical setting.

The names of 99 nurses, nominated from the three years of students in clinical, were placed into a draw for $250 towards their annual nursing registration fee. Each nominee received a letter of congratulations. Nominee names were also submitted to local agency newsletters to further promote these wonderful nurses, and their contributions toward student success.

Marianne Parkinson, who works in a chronic care unit at the BRHC was presented with her prize on June 16. Special thanks to Wendy Haidey who coordinated this large undertaking on behalf of our students and faculty.
This year, 8 third year students resumed studies at the Fort Garry site. One student was on leave for the year. Twenty-one students resumed their studies on site at Norway House. Twelve students were taking full time second year courses, eight students were completing first year course work and one student who has her diploma RN completed course work for the BPRN.

Three students graduated this year after completing their course of studies. Roberta York, who started with the first intake in 1996 and Jennifer Paupanekis who started with the second intake in 1998 graduated from the Joint BN program with Keewatin Community College. Michelle Monkman who started with the third intake in 2000 graduated from the Fort Garry site. To date, there have been 12 graduates from the students who started the program at Norway House and many more still completing their program of studies at various sites.

Students completing the 2003-2004 year made plans to relocate to Winnipeg to continue their studies. In June, they attended an orientation tour and apartment hunting trip. Eleven students completed their first clinical experience in intersession, and were scheduled for a two week clinical practice for the two weeks before school resumes in September. This practice experience in the lab and clinical setting is meant to help the students in their adjustment period to the settings and expectations of the Fort Garry site.

The move to Fort Garry this year was precipitated by the inability to replace the faculty members who have been at Norway House since the program’s inception. Fjola Hart-Wasekeesikaw has been on sabbatical this year and is taking a leave of absence next year to complete her doctoral studies at the University of Calgary. Mary Courtenay, the Coordinator, is leaving to return to Ontario. Extensive searches have failed to find replacements. The program will still continue to offer the first year university courses necessary for entrance into Nursing at Norway House. Grant Queskekapow, Student Advisor, and Lorraine Robertson, Office Manager, will remain with the Faculty and the search for faculty will continue.

The library is now fully integrated with the Keewatin Community College library system and is catalogued accordingly. This has permitted a faster inter-library loan service. Lorraine Robertson has been instrumental in learning the role of the library technician to facilitate this service.

Grant Queskekapow has been involved in the Community Crisis Team management project, as well as organizing and arranging important activities such as CPR renewals necessary for staff and students.

We held a very successful Christmas Party with the Health Education Access Program, with Don Robertson as guest of honour. As well, second year nursing students presented a session on Exercise and Diabetes at the Norway House Diabetes Conference held March 15 and 16, 2004. Two students, Sean Share and Reggie Hart, attended the Inter-Universities North Conference on Planning for the University College of the North held the last week of March, in Thompson.

Second year students are completing their first clinical rotation in Norway House with assignments at Pinaow Wachi and the Health Division. On May 14, a wonderful surprise farewell party for Nursing Program Coordinator, Mary Courtenay, took place at the multiplex. Now plans are underway as the move to the High School this summer is becoming a reality. The nursing program will develop, as future plans for the University College of the North include Norway House as a regional centre.

Norway House – Mary Courtenay, RN, MScN

I could not imagine myself in any other profession; I love what I do. The road I chose was not an easy path to follow. As a single mother, my daughter inspired me to stay motivated. Now, we both have bright futures!

– Michelle Monkman
Recruitment and Enrolment

The Joint Baccalaureate Nursing (JBN) program continues to be in demand in northern Manitoba.

Academic advisor, Michelle Kirby, and faculty members set up an information booth at Career Days held in Flin Flon, The Pas and Thompson. Brenda Wasylik and Marlene Skokun attended the opening of the new high school in Norway House, where local students attended various career presentations. JBN information was presented with an emphasis on choosing the appropriate pre-requisites for entry.

The JBN received 160 applications for a course capacity of twenty, at each of The Pas and Thompson sites. Those who do not meet pre-requisites are directed into the Preparation for Health Career program that provides applicants with the required 40S high school core courses, along with two university introductory courses, and a medical terminology course.

There were 143 nursing students registered in the four years of the program, with 16 students successfully completing the JBN program in July of 2004. Sixteen of the eighteen graduates are currently employed in northern Manitoba.

Recognition and Awards

Each senior practicum preceptor is acknowledged with a letter of appreciation and a small College gift. All clinical experience placements in community, institutions, or agencies are given public recognition in the local newspaper in Thompson and The Pas.

Professional Development

Cindy Nordick successfully completed the requirements for a Masters in Distance Education from Athabasca University. The College continues to provide financial assistance to all nursing faculty pursuing Master-level education.

Nursing faculty attended the CRNM’s Annual General Meeting and Education Day, in May. Peter Kellett, nursing instructor and president of the Burntwood chapter of the CRNM, was instrumental in organizing the event. Following the conference, staff remained an extra day to discuss the program accomplishments and challenges, and to forge strategic plans for the upcoming academic year.

Faculty Initiatives

Cindy Nordick represented KCC on the Norman Advisory Committee for the Regional Community Health Assessment. Fourth year students participated in data gathering during a public focus group session. This regional project was timely, as students were taking 049.424 Health Promotion in the Community.

Kim Fraser introduced concept mapping as a method of integrating theory and client assessment in the clinical area. It was piloted in Clinical 3, where students found it very useful.

Vicki Zeran, a member of KCC’s Distributed Learning Committee, was instrumental in developing a handbook to guide students taking courses by some means of distributed learning.

Program Highlights

There continues to be a shortage of casual and part time registered nurses in the north. The nursing program is appreciative of the cooperation received from the Norman and Burntwood regional health authorities for innovative clinical supervision arrangements. Michelle Curry-Jensen, from the BRHA, joined the nursing faculty in December 2003. To complete the fourth year clinical in The Pas and Thompson, Brenda Wasylik and Kim Fraser were seconded by the University of Manitoba to supervise 049.427 Clinical Nursing Practice 5. Likewise, Cindy Nordick was seconded to teach 049.215 Facilitation of Self Care to Norway House students.

The College is currently in transition, with the recent proclamation of KCC, as the northern educational institution, the University College of the North (UCN). Current programs and contractual arrangements will be incorporated into the UCN. Future developments include university programming with an Aboriginal focus.
Student enrollment was 286 in the RRC/U of M Joint Baccalaureate Nursing (JBN) Program in 2003-04.

The Nursing Department actively participated in discussions related to two other strategic initiatives in the 2003-2004 academic year: the provincial initiative for diabetes, and Aboriginal midwifery education.

**Operational Highlights**

Leslie Walsh, student advisor, participated in a number of recruitment and career day initiatives in 2003-2004, both independently and in conjunction with the U of M. The College hosted information sessions for potential JBN students, with one in the fall and one in the spring. Presentations about the JBN and Prior Learning Assessment and Recognition (PLAR) in nursing were successful and have been added to become regular, bi-annual endeavours.

The U of M Faculty of Nursing has mounted curriculum revision activities, while RRC held three curriculum review sessions of its own this year.

Sessions were successful, well-attended by faculty, and resulted in considerable sharing and decision-making related to day-to-day curriculum issues at RRC.

**Faculty Development**

Staff attended the national CASN meetings in Ottawa; the WRCASN annual meeting and conference held in Kamloops in February 2004; and the International Psychiatric Nursing Conference and the 37th International Biennial Convention of the Nursing Honor Society Sigma Theta Tau International, both held in Toronto in the fall of 2003.

**Academic Accomplishments**

Dr. Veryl Tipliski was awarded the prestigious Geiss Dissertation Award by the Canadian Society for the Study of Higher Education (CSSHE) at their national conference in May. Dr. Tipliski was also nominated for the Hannah History of Medicine Doctoral Thesis Award.

Kathy Kirkman received her Master of Arts in Education from Central Michigan University in the fall of 2003.

Joanna Simmons-Swindon received her Master of Arts in Education from Central Michigan University in the spring. Evelyn Lundeen received her Master of Nursing from the University of Manitoba in the spring of 2004.

**Outreach Presentations:**

Many faculty members did individual presentations throughout the local health care community, such as: Faculty members presented at the WRCASN conference in 2004. Leslie Walsh presented *Strategies to Promote Student Success and Retention in the RRC/U of M Joint BN Program*; Marlene Del Pino presented *Neighborhood Nursing*; and Shelley Ringland presented *Providing a Safe Learning Environment for Nursing Students*.

Leslie Walsh, along with two RRC academic advisors, presented *Student Success: Tips and Strategies* at the National Academic Advising Association Convention in St. Paul, Minnesota, in April of 2004.
Class of 2004

On Friday, April 30, the Faculty of Nursing hosted its annual pinning ceremony at the Immanuel Pentecostal Church, 955 Wilkes Avenue. In the past two years, the Faculty has graduated record numbers of nursing students. This year is the second largest graduating class of nurses in the Faculty’s 60 year history. At the pinning ceremony, Dean David Gregory, Dr. Wanda Chernomas, associate dean of the undergraduate program; and Professor Karen Wall, chair of Red River College’s nursing program were thrilled to congratulate the 351 nursing students set to graduate this calendar year.

Dean of Nursing Dr. David Gregory observed, “We continue to meet our obligations to educate the next generations of registered nurses for Manitoba. The number of new graduates will greatly improve the nursing shortage in Manitoba.”

The Faculty of Nursing will graduate 85% of all registered nurses in Manitoba in 2004. Baccalaureate nursing education is offered in a number of flexible programs designed to provide students with both theoretical and practical experience. Moreover, the Faculty utilizes distance education technologies and works in partnership with Red River College and Keewatin Community College to ensure that nursing education is accessible to urban, rural and northern students.

“Nurses help form the backbone of medicare,” said Health Minister Dave Chomiak. “Our government congratulates the nursing graduates as they embark on rewarding and challenging careers serving Manitobans when they need you most.”

Jan Currie, vice president and chief nursing officer of the Winnipeg Regional Health Authority added, “It’s a pleasure to see the graduates celebrate. I know how hard they worked to get to this point and I look forward to welcoming them to their careers.”

At this year’s pinning ceremony, 351 nursing students were eligible to receive pins welcoming them to the profession of nursing. Nursing school pins have been a tradition in the profession since the 19th century. Throughout the years, individual nursing schools have chosen a pin to represent their history and commitment to nursing.

Special congratulations to the Nursing Students Association Council (NSAC) for organizing the wonderful event, as well as their thoughtful remembrance of fellow student Cristin Braun in the ceremony’s proceedings.
During the past academic year, the Nursing Students’ Association Council continued to build upon the new foundation established during the previous academic year. This year, student council was fortunate to have a number of volunteers who stepped up to the challenge, dedicating their time in making the students’ association and the faculty a better place for all student nurses. Members strived to perform to the best of their abilities to further the continuity of operations, as well as adding new goals, in addition to completing goals from the previous year. Student council stands proud in knowing that many of these goals were achieved with great success.

Communication to the student body and within the faculty was a priority for the council this year. The main vehicles for communications were: the SOAP Notes newsletter, the student council website, and a nursing student email list that promoted more awareness of opportunities available during the year.

Students and faculty members actively seek out the SOAP Notes newsletter, due to the proven reliability of information. The nursing student email list continues to grow in membership and is an excellent information exchange arena for the student body. In addition, students were presented with opportunities that enabled student-faculty interaction and communication, with events such as ‘Timbits with the Dean’, and others.

Educational and social events were popular facets of the NSAC agenda again this year. The NSAC assisted the Faculty in successfully securing Dr. Dyanne Affonso as the Dr. Margaret Elder Hart Distinguished Visitor speaker for 2004.

Both the Faculty and the student body deemed the two-day event a success. Students, nurses and faculty attended the two sessions. The first session was capped off by a luncheon, provided by the NSAC.

The annual “Nursing Skits Nite” was held in January 2004. Once again, the event was a great success. Both students and faculty performed a variety of skits. A great time was had by all in attendance. Additionally, the NSAC organized the pinning ceremony, as well as the dinner and dance for graduating students of 2004. Both events were well attended, with this class being one of the biggest in the history of the Faculty of Nursing at the University of Manitoba.

The previous student council was successful in its request to the Faculty’s Endowment Fund for financial assistance to establish three scholarships celebrating the Faculty’s 60th anniversary. Those scholarships were awarded and disbursed to three students who demonstrated clinical excellence and professional leadership within the Faculty of Nursing and the University. Moreover, the NSAC was successful again in its application for scholarship monies in honour of the Dr. David Gregory Excellence Awards. In the upcoming year, there will be seven scholarships awarded to students who demonstrate clinical excellence and professional leadership.

Student council has always been dedicated to improving and enhancing the environment for nursing students. By building upon the foundation set by previous council members, the Nursing Students’ Association Council is prepared to continue to make their mark within the Faculty of Nursing. It is our hope and commitment to the nursing students, that we will provide opportunities for students to become increasingly aware of their profession. We hope to accomplish this through increasing our lines of communication and awareness of nursing issues, in a professional and competent manner. We look forward to the new and exciting challenges and opportunities that lie ahead of us in the upcoming year.
The Baccalaureate Program for Registered Nurses (BPRN) continues to provide an important learning opportunity for diploma prepared registered nurses seeking a Nursing degree. The program not only contributes to the career growth of individual nurses but to the on-going progress of the Nursing profession and patient care.

The newly revised BPRN curriculum has now completed its second year of implementation. The curriculum was revised mainly to recognize prior learning, continuous learning and professional experience. It has reduced the overall credit hour requirement, and offers students exciting, new and revised course offerings. All indications confirm the revised program has been well received by students and faculty, and is meeting students’ learning needs.

Access and Course Delivery
The Faculty strives to ensure accessible BPRN course delivery for students throughout Manitoba. Over the past year, ten courses were offered on-site at the Fort Garry campus; one course section was delivered on-site at CancerCare Manitoba, near the Health Sciences complex; and nine course sections were delivered by distance delivery, four of which were print-based and five were WebCT. Two additional core courses are currently in the process of being converted to web-based delivery.

Fostering Communication
Communicating with a diverse, and largely part time, student population is always a challenge. Due to technology and the diligence of Karen Nickerson and Sylvia Flint (newsletter editor), students have been well informed. Karen maintains the webpage, and Sylvia has ensured that the student newsletter features current and relevant information about program news and events.

Collaborative Adult Intensive Care Nursing Program (CAICNP)
The Faculty of Nursing works in partnership with the Winnipeg Health Sciences Centre and St. Boniface General Hospital in the delivery of the CAICNP. Students attend theory and lab courses and undertake their clinical experiences at one of the hospital sites. Upon successful completion of the theoretical component of the program, students receive credit toward completion of the BN degree as well toward a certificate in Intensive Care Nursing. Over the past year, 45 students were admitted to the program in two sessions, with 40 completing the degree credit portion of the collaborative program.

The Faculty has also partnered with the Brandon Regional Health Centre in the delivery of the Adult Intensive Care (AIC) courses. Course offerings are generally decided in response to local staffing needs. The AIC programs, in both Winnipeg and Brandon, play a vital role in ensuring that this specialized nursing workforce is continually renewed throughout the province, with well-prepared critical care nurses.

Celebrations
Under the leadership of graduating students Shelagh Poluschuk and Tim Lund, BPRN students celebrated the completion of their degrees with a champagne breakfast held at Green Gates Restaurant. The event was well attended by approximately 40 students and faculty. The elegant country setting was perfect, as was the bright sunny weather, the food, and Mimosa.

A highlight of the past year has been personnel changes. In July 2003, both the coordinator and student advisor positions changed hands. As I complete my first year as program coordinator, I would like to express my thanks to Dr. Wanda Chernomas, associate dean, undergraduate programs for her support and guidance. I would also like to thank Pat McCormack-Speak for her good work during her time here, and for her invaluable assistance with the transition.

It is often said that the only thing we can really count on is change. With the revised curriculum and new personnel, this has been another year of significant change for the BPRN. Nevertheless, it has been a successful and productive year for students and faculty.
Clinical learning experiences are an essential and critical element of nursing education. Curricula are carefully planned to ensure a reasonable amount of time was spent in various scenarios during clinical experiences in order to complement theory and lab components. Each student must have adequate exposure to real life learning opportunities and be evaluated on their ability to function competently in the complex, demanding, and rapidly changing health care environment.

Arranging and coordinating sufficient numbers of clinical placements for the large student enrolments in the Four Year program has become increasingly challenging. Clinical experiences require adequate numbers of teachers, accurate recording, maintenance of excellent working relationships, and good communication with our practice colleagues. Prof. Penny Davis, coordinator of the Four Year program, and Pam Achtemichuk, placement assistant, play central roles in organizing and communicating our placement requests and ensuring staffing for clinical placements.

The following provides approximate data regarding undergraduate (Four Year program and BPRN) clinical placements for 03/04:

- **Total placements**: 1600
- **Agency partners**: 50
- **Units/offices/departments**: 135

As I cared for my mother during her terminal illness, I began to think nursing was my calling. Pursuing my BN degree as a mature student has been one of the most rewarding experiences of my life. The support received and the friendships made will stay with me for the rest of my life.

– Anne Oake

**Clinical Placements – Sandy Gessler RN, MPA**

Clinical course sections, 13
Students placed, 750
Senior practicum placements, 260

Thanks to the hard work of many individuals, all U of M nursing students have had access to excellent clinical learning opportunities in both acute and long-term care institutions, and community agencies throughout Winnipeg and Manitoba.

**Agency Reception**

The Faculty hosts an annual reception to honour practice colleagues involved in clinical placements. This year’s event was held on June 10, in the atrium of the Helen Glass Centre for Nursing, and was attended by approximately 100 guests and faculty members. New for this year’s reception were draws for door prizes, brief thank-you speeches by a course leader from each clinical course and a student council representative, and organized tours of the Faculty building by students. Thanks to Janet Berard, administrative assistant, for organizing this event.

**Challenges**

Several challenges lie ahead for the clinical education component of the Faculty’s programs. A number of issues continue to make the task of securing sufficient numbers of good quality clinical learning experiences an on-going challenge, including: high acuity levels in the institutional sector; heavy demands on all practice sites; shortened hospital stays; staffing shortages; a shift to community-based care; demands from multiple nursing programs all running at peak capacity; and a shortage of nurse educators.

Feedback from the various units tells us that although nurses are committed to nursing education, staff are stretched thin and appreciate reprieve from the demands of year-round student placements in their area.

The Faculty of Nursing is grateful to the hundreds of bedside nurses, unit managers, nursing education liaisons and administrators who have been instrumental in accommodating student placements. They are to be applauded for working so diligently with our students and instructors.

The challenge for the future is to find new and creative ways to ensure that student learning is maximized through practical “hands-on” experiences and other opportunities to develop entry level competencies that meet accepted standards of nursing practice. Additional goals are that clinical experiences keep pace, and be consistent with, the changing trends in health care delivery, the principles of Primary Health Care, multi-disciplinary collaboration, and the changing and expanding nursing role.
From April 1, 2003 - March 31, 2004, faculty members received funding for research projects from provincial, national and international granting bodies to the total of $1,054,800. Ongoing programs/projects received a total of $354,707 for the 2003-04 period, previous funding years notwithstanding.

Nursing research encompasses a range of methods and substantive areas of study. During the past year, faculty members have received funding for projects based in practice, education and administration. At the annual research retreat, faculty members discussed issues and made recommendations to the Associate Dean related to enhancing research and scholarly activities in the Faculty.

**Major Funding Awards**

This past year, Dr. Lorna Guse and Janice Currie (co-PIs) were successful in the CHSRF competition with their project, *Integrating new graduates into the workplace: Strategies for retention and career development.* Dr. Roberta Woodgate was awarded a CIHR New Investigator Award, as well a CIHR operating grant through the Regional Partnership Program with her project, *Strategies for retention and career development.* Dr. Michelle Lobchuk received a NCIC Research Scientist Award, and funding from the CIHR with Dr. Susan McClement and Dr. Paul Daeninck for their pilot project, *What do family caregivers think and feel when they are induced to perspective-take on advanced stage cancer patients' symptoms.*

In 2003, Drs. Dean Care, David Gregory, Cindy Russell and Professor Mary Courtney were successful in the Social Sciences and Humanities Research Council competition with their project, *The experiences and impact of learning with distance technology among Aboriginal nursing students in Manitoba.*

Dr. Tom Hack continues with his award, the first Dorothy J. Lamont Scientist Award (jointly awarded by CIHR and NCIC). Dr. Hack's research is concerned with patient-health professional communication, in the context of cancer.

In 2000, Dr. Lesley Degner received one of five chairs in nursing research from the CHSRF. Her program, *The development of evidence based nursing practice in cancer care, palliative care and cancer prevention* provides mentorship to graduate students.

**Mayo Clinic**

Since 1999, the Faculty has been associated with the Mayo Clinic Quality of Life Research Committee. The affiliation was facilitated by Dr. Jeff Sloan of the Mayo Clinic, and also an adjunct professor in the Faculty. Together, the Mayo Clinic QOL Research Group and the Faculty sponsor a Proposal Development Institute.

**Future Directions**

Research in our faculty continues to grow and respond to the health care needs of individuals, families and communities. In 2004, the Faculty established six research clusters intended to enhance our growing research community.
Facility & Grad Student Support
The Manitoba Nursing Research Institute takes a leadership role in fostering nursing research in Manitoba. Its mandate is to support the research and scholarly activities of faculty members, graduate students and community-based members.

The MNRI's priority is support of research grant proposal development and activities that build a foundation for this development. The MNRI provides information on funding opportunities and will assist with any phase of proposal development including literature searches, statistical advice, compilation of applications and internal grant review. The MNRI assists faculty and graduate students with the administration of research accounts. The MNRI provides workshops as needed, for example, it offers an annual workshop on developing SPSS skills.

Projects
At the direction of the Dean, the MNRI conducts a series of quality assurance projects on an annual basis. During the past year, projects have included collecting information from new students in nursing, current students and new graduates; a survey of students completing Nursing Summer Term (NST) courses related to their evaluation of NST; a survey of exiting students related to their employment status and preferences; and a survey of nursing graduates related to their education and work experience following graduation.

The MNRI also regularly surveys employers regarding their perception of nursing graduates and their practice in relation to CRNM competencies.

Research-Practice Link
In 2002, the MNRI undertook the development of a broad-based strategy to strengthen the research links between faculty, graduate students and the nursing community. Subsequently, an invitational research forum was held in October 2002 that brought together more than 70 nurses from throughout the province and representing academics, practice, research, administration and professional regulation. The forum entitled, Building a Nursing Research Community: A Blueprint for Today indicated a strong desire to develop strategies that enhance collaborative research relationships between nursing research and practice.

The second invitational research forum was held in May 2003, Building a Nursing Research Community: Finding the Way. And a third forum was held in May 2004, Building a Nursing Research Community: At the Crossroads. Following the final forum, a research cluster of faculty members and community-based nurses began a process of testing a model of nursing research in Manitoba. This will be accomplished through a collaborative project aimed at research dissemination.

Awards
Fundraising through the annual MNRI Winter Magic Luncheon and Fashion Show provides resources to offer the “Outcome Grant for Nursing Research”. Nursing research has also benefited from funding provided by the Fort Garry Branch of the Royal Canadian Legion through the Poppy Trust Fund. Recipients for 2003-2004 were Deb Askin and Bill Diehl-Jones for their project entitled, Bacterial growth in human breast milk with and without human milk fortifier and Barbara Wheeler and Cindy-Lee Dennis for their project entitled, Psychometric testing of the breastfeeding self-efficacy scale among mothers of ill or preterm infants.

Looking Ahead
The MNRI has just completed a multi-year report entitled, Manitoba Nursing Research Institute Report (1998-2004). Future plans suggested include: creating a faculty research development series; inviting participation from research affiliates; and adding a statistician position to the MNRI. A major long-term goal involves a strategic plan for disseminating research to enhance translation and uptake into practice.
Overview
There are two streams in the Master’s program: the majors stream and the nurse practitioner stream. The majors stream prepares graduates for leadership positions in their specialty area as health care managers, clinical nurse specialists, educators and other roles. Five major areas of study are offered: Administration in Nursing; Community Health Nursing; Gerontological Nursing; Human Response to Illness; and Woman, Child and Family Nursing.

The Nurse Practitioner (NP) stream (formerly called Advanced Practice Nursing) prepares graduates to function as first-line providers of primary health care in a variety of primary care and community health settings. The competencies of nurse practitioners include advanced health assessments of individuals of all ages; periodic health surveillance and health maintenance of well children and adults; assessment and management of acute and minor illness; health education and many other practices. The NP stream admitted the maximum number of students again this year (8). There is considerably more demand for the program than available spaces.

Twelve students graduated with the Master of Nursing degree during the period October 2003 to May 2004. Students in the program are primarily drawn from Manitoba, however, current students also come from Ontario, the Maritimes, and British Columbia.

Other Initiatives
The Proposal for a PhD Program in Cancer Control in partnership with the Department of Community Health Sciences, Faculty of Medicine was approved by Senate on January 7, 2004. The first intake of students will take place in September 2004. Also, the Faculty is a partner in the planning process for the development of a multidisciplinary PhD in Applied Health Sciences. The other three participating partners are: the Faculty of Physical Education and Recreation Studies, Faculty of Human Ecology and the School of Medical Rehabilitation. This proposed program will provide opportunities for graduate level studies in applied health sciences as well as development of knowledge in the discipline focus.

The Faculty of Nursing continues to provide enhanced educational opportunities for student learning. A visiting student from the University of Kupio Finland joined the Master of Nursing program for the winter term. Several students participated in an online qualitative research methods course coordinated through adjunct professor, Dr. Cindy Russell from the University of Tennessee Memphis. In addition, this year adjunct professor Dr. Lorna Butler from Dalhousie University provided online learning opportunities for graduate students who have a research focus on cancer nursing.
Graduate Program Enrolment, 1997/98 to 2003/04

Courses and Areas of Specialization

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<th>2001/02</th>
<th>2002/03</th>
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<td>17</td>
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<tr>
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<td>11</td>
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<td>14</td>
<td>09</td>
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</table>

Pictured above, GNA co-chairs for the 2003/04 academic year, Wanda Martin (pictured right) and Megan Doyle.
The academic year was interesting for the GNA. The year began with the annual orientation in September, which was well attended by new and returning students. Events advertised to the graduate student body included: a holiday event with faculty in the graduate lounge; the weekly bag lunch in the graduate lounge, open to faculty; publishing workshop; thesis/practicum/comprehensive exam workshop; and the end-of-term potluck where the Graduate Nurses Association awarded Dr. Karen Chalmers the Award for Excellence in Graduate Nursing Education.

As co-chair of the GNA, Wanda Martin spent a great deal of time being involved with the Graduate Students Association (GSA) and their Ethics Committee. The committee was setting the terms of reference for the GSA Innovation, Stewardship, and Excellence Awards that are intended to be available after a competition in the fall. The $20,000 awards were developed partly from the new Endowment fund that all graduate students are participating in, as well as donations from a private donor, and the province.

Thank you to the students and faculty members who attended events and especially to those who challenged our thinking and encouraged dialogue. As co-chairs, Wanda Martin and Megan Doyle would like to thank Dr. Karen Chalmers and Louise Sabourin for all their support throughout the academic year. Thanks also go out to all the graduate students who volunteered their time and served on various faculty and university committees.

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Graduate Student Council – GNA, Wanda Martin & Megan Doyle, Co-Chairs

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One of my favourite experiences has been as co-chair of the GNA, and being involved with the larger graduate student body through the Graduate Students Association. The skills and knowledge gained in these leadership roles will help me in my nursing research career, as I work on new projects with people from a variety of disciplines.

—Wanda Martin
The Canadian International Development Agency (CIDA) has funded a $1 million project linking the Faculty of Nursing at the University of Manitoba with counterparts in Cuba. The project was proposed by Drs. Janet Beaton, Dean Care and Cynthia Cameron under the direction of Dr. Judy Scanlan, all in the Faculty of Nursing.

The Honourable Aileen Carroll, Minister for International Cooperation, announced in March, a $12.8 million contribution over six years to support 13 international development projects by Canadian universities and their partner institutions in developing countries. These projects, funded by the Canadian International Development Agency (CIDA) University Partnerships in Cooperation and Development (UPCD) Program, draw upon Canadian university expertise to help build the capacity of developing-country education and training institutions in addressing the sustainable development priorities of their countries.

“Canadian universities have been at the forefront of our efforts to promote prosperity, peace and social justice around the world,” said Carroll. “With support from the federal government, these projects will help many developing countries enhance their skills in various sectors, including education, good governance, environmental protection, policing and training.”

Each project was selected based on the needs of the targeted developing country or countries, and its coherence with Canadian international development priorities. These will be implemented in Africa, in the Americas, and in Asia, with each of the Canadian institutions working in close collaboration with their local partners.

**Strengthening nursing practice through education and research** is an international development program to improve health and well-being at the community level by strengthening Cuba’s capacity in nursing education and research, and enhancing nurses’ participation and role within the health care system. The project aims to enhance the capacity of the Instituto Superior de Ciencias Médicas-Habana (ISCMH) and Cuba’s Ministry of Public Health to provide relevant graduate nursing education and strengthen the ability of nurses to conduct research and disseminate results using existing community needs assessments.

Over the next six years, the project will see Manitoba faculty members travel to Cuba to help develop nursing courses for a PhD program there. They will also help revise current nursing courses for distance education programs and conduct workshops across that country at health centres and institutions.

“It’s a testament to the credibility and recognition of the Faculty of Nursing that we were invited to apply to CIDA and receive this funding,” explains Scanlan. “We have an excellent record of developing and delivering international nursing programs, such as our recent successful efforts in China, so we have acquired an international reputation in this area.”

She adds: “Distance education and community outreach programs are the future of nursing in Cuba. Because of the present political situation, it’s been difficult for them to access Western nursing education resources and tools for sustaining advanced nursing programs.”

The UPCD program holds regular competitions open to universities across Canada, and the selection process is overseen by an independent committee of peers. The selection process is coordinated by the Association of Universities and Colleges of Canada (AUCC), an association representing Canadian universities. The projects being announced today will be administered on CIDA’s behalf by the AUCC.
Awards & Accolades

Graduate student Wanda Martin was the recent recipient of the Clinical Research Nurse Award from the US Army Department of Defense Breast Cancer Research Program of the Congressionally Directed Medical Research Programs. She received the funding for her project entitled, *Perception of risk and surveillance practices for women with a family history of breast cancer*. The value of the award is $63,433 (US).

Carol Enns presented her thesis at St. Boniface Hospital’s Brown Bag Research Series entitled, *Expressions of caring by contemporary surgical nurses: A phenomenological study* on Tuesday, September 23. Committee members included, Chair - Dr. Erna Schilder, Internal - Dr. David Gregory, and External - Ms. Linda Hughes.

Stephanie Klassen, a third year undergraduate nursing student and research assistant at the MNRI, received a Millennium Excellence Award from the Canada Millennium Scholarship Foundation. The value of the award was $8,000.

Dr. Roberta Woodgate was nominated by the editors of the Journal of Pediatric Oncology Nursing for an award recognizing the most meritorious article: The Association of Pediatric Nurses Annual Writing Award. This is the official journal of the Association of Pediatric Oncology Nurses (APON), the leading professional organization for pediatric oncology nurses boasting international membership. The award, given to senior authors, is presented annually at APON’s annual conference. In 2003, the conference was held in Philadelphia in October.

In November, the Helen Betty Osborne Foundation provided $24,000 in bursaries to students through both the general academic and civil technology awards. Recipients included Marcella Gionet, who is in a combined year 1 and 2 of the Bachelor of Nursing program.

Ruth Dean successfully defended her PhD thesis, *Transforming the moment: Humor and laughter in palliative care*. Committee members included: Dr. David Gregory, Chair; Dr. Rod Kueneman, Sociology; Dr. Joan Townsend, Anthropology; with Dr. Kaye Herth of Minnesota State University who served as external examiner.

Dr. Benita Cohen successfully defended her PhD thesis, *Building capacity for health promotion in Manitoba’s regional health authorities*. Committee members included: Dr. J. O’Neil (Advisor), Community Health Sciences; Dr. C. Mustard, Community Health Sciences; Dr. Karen Chalmers, Nursing; Dr. A. Casebeer, Centre for Health and Policy Studies, Calgary (External Examiner).

Dr. Lesley Degner was awarded the 2003 Award of Excellence for Research by CANO and supported by Pfizer Oncology.

Drs. Lesley Degner, Tom Hack, along with J. O’Neil and L. J. Kristjanson were announced *Winner of the Best Original Research Paper in Cancer Nursing* for 2003 by the internationally prestigious Cancer Nursing journal, published by Lippincott, Williams & Wilkins. Their paper was entitled, *A new approach to eliciting meaning in the context of breast cancer*. Degner developed a measurement scale, based on early descriptive work by Lipowski, that looked at the meaning of breast cancer to patients. The scale used eight categories: challenge, enemy, punishment, weakness, relief, strategy, irreparable loss, and value. This measure was applied in two studies and found that women who ascribed a negative meaning of illness with choices such as “enemy,” “loss,” or “punishment” had significantly higher levels of depression and anxiety and poorer quality of life than women who indicated a more positive meaning.

Dr. Karen Chalmers was the recipient of the Excellence in Graduate Nursing Education as awarded by the GNA at their annual potluck, in April.

Dr. Veryl Tipliski, of Red River College was selected as the winner of the 2004 Geis Dissertation Award by the Canadian Society for the Study of Higher Educa-
tion (CSSHE). Dr. Tipliski was nominated by Dr. Alexander Gregor of the Faculty of Education at the University of Manitoba. As part of the 32nd conference of the Canadian Society for the Study of Education, from May 29 to June 1 at the Faculty of Education, a special ceremony was held at the Winnipeg Art Gallery. On the evening of May 31, Dr. Tipliski was presented with a plaque. Her award winning dissertation is entitled, *Parting at the crossroads: The development of education for psychiatric nursing in three Canadian provinces, 1909-1955.*

In May, Dr. Christine Ateah’s book (co-written by Jane Mirwaldt, Manitoba’s Child Advocate) *Within Our Reach,* which addresses the many important efforts to prevent violence in our society, was launched at McNally Robinson Bookellers.

On Friday, May 28, the Xi Lambda chapter of Sigma Theta Tau’s International Honour Society marked its tenth anniversary. The day was celebrated by sharing nursing achievements in clinical, research, teaching or administrative areas; and to appreciate the diverse talents and activities of our nursing community; and strengthen professional nursing networks. Displays included posters, publications, practice guidelines, and innovative technologies.

The Nursing Award of Excellence was presented at the Keewatin Community College’s annual graduation exercises to Sandra Brown-Fernades at The Pas campus, and Mandy Hedman from the Thompson campus.

The collaborative fund between Keewatin Community College and the former Manitoba Nurses Foundation awarded $500 bursaries each to: Melissa Brann, Cynthia Bugera, Sheri-Lyn Fox, and Krystn Wickdahl.

**RRC Student Awards**

The Jean Burrows Scholarship is awarded to the student in each of the nursing programs who has the highest GPA at the end of Year One – Angela Wilgosh.

The Nurses Alumni of the Winnipeg General Hospital/Health Sciences Centre Bursary (The Jane A. Malcolm Bursary awarded to students who demonstrate outstanding clinical performance in nursing) – Sue Klassen.

Students Helping Students Awards (Awarded to students for outstanding academic achievement in Year Two of their nursing programs) – Lindsay Saunders and Sandra Martin.

**Distinguished Visitors**

**Cuban Visitors Building Bridges to Nursing Education -- Professor Daisy Berdayes Martinez**, dean of the Faculty of Medicine at Julio Trigo in Havana Medical University, along with Magdalena Zubizarreta Estevez, national director, Higher Nursing Education with the Ministry of Health from Cuba, arrived at our Faculty on September 16. The purpose of their visit was to participate in the development of a Tier 2 proposal for the current Tier 2 competition, along with International Affairs Coordinator, Dr. Judith Scanlan, Senior Scholar Cynthia Cameron, and Dean Emerita Dr. Janet Beaton. They returned to Cuba on September 26, and were delighted to have celebrated our 60th anniversary with us on September 20. Said Dr. Scanlan, “Our work, with these Cuban counterparts, is so important to developing quality nursing education within the Cuban university system.”

On October 31, Dr. Weigou Sun, vice president (academic) and professor of physics at Sichuan University in China, visited the Faculty of Nursing. The visit was organized by the Association of Universities and Colleges of Canada (AUCC) and Government of Canada; and sponsored by the AUCC.

On January 6 and 7, Dr. Candace Schachter from the University of Saskatchewan hosted two presentations. Dr. Schachter’s research focuses on “sensitive practice” and she is co-author of the *Handbook on Sensitive Practice: Lessons from women survivors of childhood sexual abuse.* Dr. Schachter gave one presentation for faculty and one for students.

On Friday, January 16, the Faculty hosted four faculty members, Dr. Glenda Lindseth, Dr. Evelyn Labun, Dr. Eleanor Yurkovich, and Dr. Ginny Guido from the University of North Dakota at a research retreat held at the Fort Whyte Centre.
Dr. M.E. Hart Distinguished Visitor

We were pleased to host Dr. Dyanne Affonso, FAAN, dean and professor, Faculty of Nursing, University of Toronto as the 2004 Margaret Elder Hart Visitor. On March 3, Dr. Affonso presented Nursing Education: A Building Block for Patient Safety and on March 4, she presented Patient Safety: Discoveries in Patient Care at the Helen Glass Centre for Nursing.

Dr. Dyanne D. Affonso is a member of the Institute of Medicine, a non-profit organization concerning health and science policy that brought patient safety to the public’s attention through the Quality of Health Care in America Initiative.

Dr. Affonso has had numerous appointments at national research institutions, such as being a charter member of the National Centre of Nursing Research at National Institutes of Health; Office of Research on Women’s Health at National Institutes of Health, the National Cancer Institute’s Special Population Research Development Initiative. At the University of Toronto, she is leading a proposal to establish a research cluster on Patient Safety among the Health Sciences and Toronto Academic Health Sciences Centres. Dr. Affonso has proposed the development of a national multi-disciplinary patient safety initiative.

According to a recent article in Discovery, the University of Toronto’s Faculty of Nursing scholarship magazine, “There’s every reason to establish a patient-safety research cluster like this in Canada. In the U.S., two studies have recently identified medical errors as a leading cause of death and injury in hospitals, while two other studies concluded that problems arising from breakdowns in medical management occur among approximately 3% of patients admitted to hospital. Quantitative data on the incidence of medical error in Canada is hard to come by, but if you extrapolate the findings of the U.S. studies, the results would suggest that at least 4,000 Canadians might be at risk each year as a result of medical errors in hospitals.” (p. 10-11)

Dr. Affonso is passionate about patient safety stating, “Medical errors affect us all – you, me, our relatives, friends, and neighbours. Providing safer care is the moral imperative of health care professionals.” Her aim is to develop systems that enhance quality of patient care and minimize potential for errors.

Improving QOL Research

Margaret Harrison, PhD, from Queen’s University School of Nursing, visited on April 13, and provided a scholarly presentation on her research with patients experiencing heart failure.

Dr. Harrison is a renowned affiliate scientist at the Ottawa Health Research Institute in the clinical epidemiology program. Her research is supported by grants from CIHR, SSHRC, and the Heart & Stroke Foundation of Ontario. Dr. Harrison is a recognized expert in her field, and in 2003, she received a CIHR New Investigator award, as well as the Dr. Helen Preston Glass Fellowship from the Canadian Nurses Foundation for her doctoral studies. Dr. Harrison has held a Career Scientist Award from the Ministry of Health, and in 2003 received a five-year personnel award from CIHR. Dr. Harrison’s research program has a dual focus: 1) the continuity for complex health populations requiring ongoing care in more than one health sector, and 2) implementation of evidence-based nursing care.

In her presentation, Quality of Life as Primary Trial Outcome for Patients with Heart Failure: Lessons Learned, three major themes were apparent: continuity of care for complex health populations between sectors; restructuring change within Ontario; and nurses being concerned with discharge, i.e., shortened stays mean less opportunity for learning from patients after their treatment. She stressed the importance of supportive care, once the client was returned to his/her home environment.

Harrison also called for more overlap between discharge, nurses and home-care; and increased communication. These complex health populations are defined not only by medical diagnoses but also by demographics and psychosocial and circumstantial factors (such as living alone). Dr. Harrison’s specific interest in these populations concerned how their care was coordinated. This is particularly important for these patients,

Pictured above, 2004 Distinguished Visitor committee, left to right: Christine Murchison (undergrad, four year program, representative); Coty Madrid; Terri Ashcroft; Dr. David Gregory; Dr. Dyanne Affonso; Diana Barkwell; Carol Enns; Krista Wilkins (graduate student rep); and Tim Lund (BPRN representative).
who use a continuum of services, unlike those with a single episodic illness.

Dr. Harrison’s investigation began with an understanding of the patient group and their needs. Next, she scrutinized how the services available to this population are delivered and organized. Dr. Harrison studied the process by which congestive-heart-failure patients are transferred to their homes upon discharge from hospital.

Dr. Harrison designed and evaluated an intensive discharge process, with a focus on the linkages and care activities between the various health-care providers, to better coordinate the care of individual patients. In Dr. Harrison’s model, the hospital nurse places an outreach call to the patient within 24 hours of discharge. The discharge process also ensures that the VON nurse visits within 48 hours, whereas a visit might otherwise take up to a week. Additionally, the patient takes home a nursing consult letter, thereby supplying information to the VON nurse directly, whereas otherwise community nurses often arrive for the first visit without it.

Preliminary results indicate that Dr. Harrison’s intensive discharge process that spans the health-care continuum will yield significant benefits without increasing expenses to the health care system. Patients discharged with the new protocols reported that they felt better and ranked their quality of life higher. Six weeks after discharge, those who received standard care were three times as likely to feel worse about their quality of life than those discharged through the new model. Interestingly, one component from the trial has taken on a life of its own and is poised to be tested across Canada.

**Knowledge Utilization**

Brenda LaPrairie, Aldyn Overend, and Brenda Ross, nurses from the British Columbia Cancer Agency, participated in *Knowledge Utilization 2004*, hosted at the Helen Glass Centre for Nursing, from May 5 to 6. While here, each presented a Health Intervention Evaluation project. Work on the projects began in January 2004 when the nurses enrolled in the new web-based course: *Evidence-Based Nursing Practice*, taught by Dr. Michelle Lobchuk. Master of Nursing students Megan Doyle, Wanda Martin and Vanessa Wario served as course tutors, and worked online with the British Columbian nurses on the course content and on the development of the projects. The final phase of the program involves the implementation of the projects at their various BC cancer centres.

“It was very exciting to see our graduate students interacting with the British Columbia nurses — students could see firsthand the real life practice questions these nurses had, and how those questions could be informed by research,” says Degner. “There was also lively debate, that included nurses from CancerCare Manitoba, on the second day of the seminar — because the Manitoba nurses had considered similar practice issues, there was considerable interest in hearing about the other nurses’ projects. One attendee, a prospective applicant to our graduate program, remarked about ‘how interesting it was to hear in-depth discussions about how research could help answer practice issues’.”

The nurses’ individual projects were an evaluation of a) a nurse-initiated phone call to new patients, b) a nurse-led exit interview on gastrointestinal cancer patient’s coping/needs and satisfaction with the discharge process, and c) two approaches to providing chemotherapy patient information on patient outcomes. This initiative to connect the University, graduate students and practicing nurses together and ultimately to link research and practice is part of Lesley Degner’s chairship.
Congratulations, Class of 2004!

Appendix A – Undergraduate Programs

Fort Garry

Abbott, Amie-Rae
Adams, Brenda
Agsalud, Wila Melissa
Allen, Bridgette Jennifer
Amirault, Lindsay Ann
Anastasiadis, Michelle Niki
Anderson, Candice Jane
Armstrong, Natasha
Ayer, Anita
Barrett, Andrea Rae
Bautista, Chemmie
Beaubrun, Nadege Israella
Bennett, Nicole Sharon A.
Benoit, Carlee Michelle
Bertrand, Renee
Blanchard, Carmen Brooke
Borkowski, Kelly Elizabeth
Braun, Michelle Leanne
Brown, Joanne Marie
Budala, Sudha
Bunt, Shannon Elizabeth
Buss, Laura-lee Christina
Butches, Deanna Christine
Butler, Jennifer Anne
Byrkowski, Stacey Anne
Camadang, Arnie
Cameron, Cynthia Allison
Campbell, Audra
Cantwell, Nicole Marie
Chan, Arthur
Chapman, Myfanwy Olivia
Charles, Robyn Kelly
Choborait, Rhonda Lee
Chosniadaj, Risheema
Christohe, Glen-Mary Heather
Connor, Shannon Andrea
Cordero, Jennifer Kylee
Coutis, Denise Marie Jeanine
Coyt, Daryl Wayne
Cryble, Gillian Elizabeth
Czuboka, Helena

Dahlin, Danielle Louise
De Leon, Christianne
Delorme, Nicole Charlie
Diamond, Lauren Sara
Dibernardo, Lora
Dimond, Gayleen Krista
Dirks, Ramona Evangeline
Dueck, Colleen
Durand, Jocelyne
Dyck, Bonnie Noelle
Edwards, Marina Sarah
Elias, Cheryl Dawn
Enano, Arnold Fernandez
Enns, Paula Sue
Everett, Stephanie Patricia
Falconer, Shelli
Falkenberg, Amanda
Faurouchou, Tracy Gayle Moysey
Fenton, Erin Joy
Finlay, Tina Marie
Fleming, Karen Lynne
Fontaine, Françoise Marie
Friesen, Donelda
Friesen, Mark Bradley John
Froese, Andrea Lorraine
Gagan, Abigail Ruth
Galick, Sarah
Gandling, Mary Karen Galicia
Gartenbein, Manuela
Garga, Deepshikha
George, Marlene Ainsley
Gibbons, Rhodian Alicia
Gibbs, Christina
Gibson, Nathalie Marie E.
Gibson, Robert Alexander
Giesbrecht, Jeannette Marie
Gigliotti, Joelle Leigh
Gingras, Darcey
Glogowskaia, Natalia
Goertzen, Alana Danielle

Goldstein, Brian Wayne
Gonzales, Aida Cristina
Gordon, John David
Gowryluk, Susan Hope
Green, Tanya Nadine
Groening, Michael Shawn
Guimondson, Michelle Dalene
Halliday, Andrea Michelle
Harlton, Lorri Lynn
Hamre, Darlene Beth
Hancox, Holly Jolene
Hannan, Leslie Ann
Harper, Joseph Richard
Harris, Jessica Anne
Hwwanik, Melanie Pamela
Hazenodon, Hugo
Hegel, Charlotte Kristina
Heidrick, Kristen Lisa
Henry, Leigh Ann
Henry, Margaret Rose
Herda, Elizabeth Suzanne
Hicks, Wanda Margaret
Hill, Laura Ainsley
Hiller, Lindsay
Hiller, Jason Albert Aaron
Hisanaga, Kelly Kiyoiko
Hoeppner, Marlo Deanne
Hong, Ja Young
Hope, Jacqueline Jodine
Hopp, Amanda Michelle
Houlbrook, Douglas Stuart
Hrykaway, Lori
Ignaczak, Joanna
Janzan, Alana Dawn
Jeal, Bethany
Jokic, Diana
Juan, Sheri Ann Valmonte
Kasdor, Rochelle Joy
Keegan, Shemi Lynn
Kehler, Lindsay Nicole
Kim, Hyun-Jung

King, Martin Jeffery
Kneeshaw, Melissa Dawn
Knowles, Nicole Leigh
Kopeschory, Karla Eileen
Kopp, Melissa Jo-Anne
Kraus, Kimberley Joy
Kwiatkowski, Katherine A.
Labay, Natalia Veronica Alice
Laing, Melissa Dawn
Lattimer, Robin Anne
Lau, Samantha Fung Man
Leach, Jennifer
Lee, Kipkouzon Eung
Letchman, Hayley Karen C.
Lelond, Wendy
Lesage, Gielle Clara
Lesage, Tanya Lina
Limerick, Michael John
Loza, Iana
Lucas, Amanda Nicole
Mahon, Tracy
Maluga, Michelle Katherine
Marinic, Iana
Mary, Melanie
Maseas, Catherine
Maseas, Ricelle
Mason, Ryan McCaffrey
McCarthy, Maureen Kim
McCowan, Janice Leslie
McGimpsey, Gail Susan
Mcke, Suzanne Lea
McPherson, Mary Sylvia
Meredith, Christina
Mian, Alia Nareen
Miller, Thomas Victor
Minish, Deanne Rea
Mirantshah, Harpeet
Mizuta, Keiko
Mohamed, Sadaam Yussuf
Moldovanenko, Olga
Mundell, Sarah Ann
Faculty and support staff definitely try to make the life of a student easier. Be it through faculty meetings, or collaboration through student council, I cannot give enough credit to the hard work and dedication of the faculty’s academic and support staff.

— Jason Perche
Appendix B – Graduate Program

<table>
<thead>
<tr>
<th>Graduation Date</th>
<th>Name</th>
<th>Thesis/Practicum Title</th>
<th>Advisor</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 2003</td>
<td>Catherine Braiser</td>
<td>Barriers and/or facilitating factors affecting breast screening mammograms in women aged 50 to 69 years of age in a Northern Manitoba town (practicum NP)</td>
<td>Dr. Karen Chalmers</td>
</tr>
<tr>
<td></td>
<td>Saron McDonal</td>
<td>Development of an educational tool regarding prenatal screening tests (practicum NP)</td>
<td>Dr. Anne Katz</td>
</tr>
<tr>
<td></td>
<td>Laurie Read</td>
<td>Sharing mortal time: Toward evidence-based understanding of the role of nursing in transitional cancer care</td>
<td>Dr. David Gregory</td>
</tr>
<tr>
<td></td>
<td>Brenda Slobozian</td>
<td>Comprehensive exam</td>
<td>Dr. Susan McClement</td>
</tr>
<tr>
<td></td>
<td>Simone Steeneke</td>
<td>Decision making in adolescent oncology patients</td>
<td>Dr. Lesley Degner</td>
</tr>
<tr>
<td></td>
<td>Genevieve Thompson</td>
<td>Determining the process of providing quality end-of-life care to hospitalized adult medical patients: The perspectives of nurses</td>
<td>Dr. Lesley Degner</td>
</tr>
<tr>
<td></td>
<td>Judith Toth</td>
<td>Resilience: The experience of immigrant and refugee women</td>
<td>Dr. Lynn Scruby</td>
</tr>
<tr>
<td></td>
<td>Friederike Von Aveyden</td>
<td>Behavioural management approaches to insomnia in primary care (practicum NP)</td>
<td>Prof. Deb Askin</td>
</tr>
<tr>
<td>February 2004</td>
<td>Carolyn Hill-Caroll</td>
<td>Becoming a father: Information and support needs of expectant and new fathers</td>
<td>Dr. Karen Chalmers</td>
</tr>
<tr>
<td></td>
<td>Brenda Janz</td>
<td>Developing an evaluation framework and tools with a community agency</td>
<td>Dr. Karen Chalmers</td>
</tr>
<tr>
<td>May 2004</td>
<td>Karen Schnell</td>
<td>Determinants of self-care for heart failure patients in an ambulatory care setting</td>
<td>Dr. Barbara Naimark</td>
</tr>
<tr>
<td></td>
<td>Patricia Carta</td>
<td>The use of routine intra-abdominal pressure monitoring of adult surgical ICU patients for the early detection of abdominal compartment syndrome</td>
<td>Dr. Barbara Naimark</td>
</tr>
</tbody>
</table>

“I want to work as a hepatology nurse practitioner, caring for and treating clients who have hepatitis C – many with the comorbidity of addictions/substance use. It will certainly be a challenging position, and I expect to use the many tried and true skills that I have used in my 15 years as a nurse, as well as the new skills I have acquired.

– Ruth Hadden
## Appendix C – Undergraduate Scholarship & Awards

<table>
<thead>
<tr>
<th>Student</th>
<th>Award</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Davidson, Lee Ann</td>
<td>Dr. A. W. Hogg Scholarship</td>
<td>$1,500</td>
</tr>
<tr>
<td>Lund, Timothy</td>
<td>Gladys Burns BPRN Scholarships</td>
<td>$2,050</td>
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<tr>
<td>Reimer, Rose Marie</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lynch, Wendy A.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Davidson, Lee Ann</td>
<td>Gladys Burns Scholarships</td>
<td>$2,050</td>
</tr>
<tr>
<td>Tran, Viozel Viagedor</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reich, Karen Renate</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Watson, Amy Lynn</td>
<td>Elizabeth Ann Russell Memorial Scholarship</td>
<td>$600</td>
</tr>
<tr>
<td>Fraser, Loni Rae Marguerite</td>
<td>Elizabeth Russell Award</td>
<td>$400</td>
</tr>
<tr>
<td>Thomas, Nicola Jane</td>
<td>Faculty of Nursing Alumni Award</td>
<td>$400</td>
</tr>
<tr>
<td>Thomas, Nicola Jane</td>
<td>Esther Robinson Scholarship</td>
<td>$300</td>
</tr>
<tr>
<td>Hogan, Jolene Grace</td>
<td>Enid Evans Scholarship</td>
<td>$1,100</td>
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<tr>
<td>Schneider, Jennifer Joan</td>
<td>Ester Brina Erenberg Scholarship</td>
<td>$225</td>
</tr>
<tr>
<td>Maes, Leanne Marie</td>
<td>Harcourt Brace Health Sciences Award (book)</td>
<td></td>
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<tr>
<td>Sale, Amber Dawn</td>
<td>Pearson Education Canada Book Award (book)</td>
<td></td>
</tr>
<tr>
<td>Bugden, Bronwen Ann</td>
<td>Florence Pauls Prize in Nursing</td>
<td>$750</td>
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<tr>
<td>Davidson, Lee Ann</td>
<td>Isbister Scholarship in Nursing</td>
<td>$750</td>
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<tr>
<td>Tran, Viozel Viagedor</td>
<td></td>
<td></td>
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<tr>
<td>Pedlow, Krista Leigh</td>
<td>Nurses Alumni of the WGH/HSC - Jane A. Malcolm Scholarships</td>
<td>$1,000</td>
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<td>Christopher, Glen-Mary Heather</td>
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<tr>
<td>Stobbe, Angela Michelle</td>
<td>Jean Margaret Mitchell Memorial Award</td>
<td>$600</td>
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<tr>
<td>Schmidt, Michelle Anne</td>
<td>Julia Alice Saddlington Memorial Scholarship</td>
<td>$1,200</td>
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<tr>
<td>Scale, Nicola</td>
<td>The WGH/HSC - Jane A. Malcolm Scholarship</td>
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<tr>
<td>Christoph, Glenn M.</td>
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<tr>
<td>Springett-Frymire (Guayot), D.</td>
<td>CNIM Gold Medal</td>
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<tr>
<td>Ewanyshyn, Carissa</td>
<td>Gold Medal in Nursing</td>
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<tr>
<td>Brooking, Celine</td>
<td>U of M Faculty of Nursing Alumni Association Award</td>
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<tr>
<td>Dupasquier, Carol</td>
<td>Pearson Education Book Award</td>
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<tr>
<td>Ceccon, Jesslin</td>
<td>Gladys Burns Entrance Scholarship</td>
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<tr>
<td>Wzbicki, Keri</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wallace, Alicia</td>
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</table>
# Appendix D – Graduate Scholarship Awards

<table>
<thead>
<tr>
<th>Student</th>
<th>Award</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aller, Eliette</td>
<td>Foundation of Registered Nurses of Manitoba Inc. (Award)</td>
<td>$1,625</td>
</tr>
<tr>
<td>Bekar, Kelly-Lynn</td>
<td>Foundation of Registered Nurses of Manitoba Inc. (Award)</td>
<td>$1,625</td>
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<tr>
<td></td>
<td>Margaret Elder Hart Graduate Study Award</td>
<td>$1,675</td>
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<tr>
<td>Chariere, Norma</td>
<td>Foundation of Registered Nurses of Manitoba Inc. (Award)</td>
<td>$1,625</td>
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<tr>
<td>Debrincat, Maureen</td>
<td>Doris Irene Wilton Memorial Scholarship</td>
<td>$1,000</td>
</tr>
<tr>
<td>Doyle, Megan</td>
<td>Evidence-Based Nursing Practice Chair Award</td>
<td>$4,238</td>
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<tr>
<td></td>
<td>Murphy Scholarship</td>
<td>$5,850</td>
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<tr>
<td></td>
<td>Health Sciences Centre Foundation Graduate Studentship Award</td>
<td>$15,000</td>
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<tr>
<td>Dyck, Daryl</td>
<td>Foundation of Registered Nurses of Manitoba Inc. (Award)</td>
<td>$1,625</td>
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<tr>
<td></td>
<td>Mona McLeod Award</td>
<td>$600</td>
</tr>
<tr>
<td></td>
<td>Canadian Nurses Foundation: Aventis Pasteur Award in Community Health Nursing</td>
<td>$5,000</td>
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<tr>
<td>Gatta, Janet</td>
<td>Foundation of Registered Nurses of Manitoba Inc. (Award)</td>
<td>$1,625</td>
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<tr>
<td>Hadden, Ruth</td>
<td>Foundation of Registered Nurses of Manitoba Inc. (Scholarship)</td>
<td>$2,100</td>
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<td></td>
<td>Christine Michalchynyn Memorial Bursary</td>
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<td></td>
<td>Health Canada Hepatology Nurses Education Fellowships</td>
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<td></td>
<td>Manitoba Nurses Union Bursary</td>
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<td>Kralt, Michelle</td>
<td>Foundation of Registered Nurses of Manitoba Inc. (Award)</td>
<td>$1,625</td>
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<tr>
<td></td>
<td>Dr. S.J. Winkler Memorial Award</td>
<td>$600</td>
</tr>
<tr>
<td>Mandzuk, Lynda</td>
<td>Canadian Orthopaedic Nurses Association (CONA) Scholarship</td>
<td>$1,500</td>
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<td>Martin, Wanda</td>
<td>US Department of Defense</td>
<td>$88,000</td>
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<td></td>
<td>Faculty of Graduate Studies Travel Award</td>
<td>$500</td>
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<tr>
<td>Martin, Susan</td>
<td>Marion Saydak Memorial Scholarship</td>
<td>$400</td>
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<tr>
<td>Nelson, Deborah</td>
<td>Edith Parker Scholarship</td>
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<td>Pereira, Asha</td>
<td>Dr. Margaret R. Francis Award</td>
<td>$625</td>
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<tr>
<td>Roddy, Marie</td>
<td>Aboriginal Health Research Centre Summer Institute Award</td>
<td>$4,500</td>
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<tr>
<td>Thompson, Genevieve</td>
<td>Poppy Trust Fund, Fort Garry Branch Royal Canadian Legion</td>
<td>$989.36</td>
</tr>
<tr>
<td>Trinidad, Gina</td>
<td>Peter and Dorothy Saydak Memorial Scholarship</td>
<td>$200</td>
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<tr>
<td>Wasi, Vanessa</td>
<td>Evidence-Based Nursing Practice Chair Award</td>
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<td>U of M Fellowship</td>
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<td>Nancie Munro Graduate Scholarship</td>
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<td>Wilkins, Krista</td>
<td>Evidence-Based Nursing Practice Chair Award</td>
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<td>Aplastic Anemia Myelodysplasia Association of Canada Scholarship</td>
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<td></td>
<td>U of M Fellowship</td>
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<tr>
<td>Wowchuk, Suzanne</td>
<td>Poppy Trust Fund, Fort Garry Branch Royal Canadian Legion</td>
<td>$2,190</td>
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<td>Wu, Mary Shurn</td>
<td>Foundation of Registered Nurses of Manitoba Inc. (Scholarship)</td>
<td>$2,100</td>
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**TOTAL**                                                        | $207,168.36 |
Appendix E – Financial Report

Analysis of Operating Income/Expenditures for the Fiscal Years Ending March 31

### University Operating Costs

<table>
<thead>
<tr>
<th>Year</th>
<th>Expenditures (% of total)</th>
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<tbody>
<tr>
<td>2004</td>
<td>$10,325,932</td>
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<tr>
<td>2003</td>
<td>$10,388,206</td>
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<td>2002</td>
<td>$10,077,457</td>
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<tr>
<td>2001</td>
<td>$9,221,890</td>
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### Expenditures (% of total)

- **Salaries**: 89%, 85%, 87%, 81%
- **Supplies & Expenses**: 8%, 12%, 9%, 12%
- **Equipment & Alterations**: 3%, 3%, 4%, 7%

[35]
Appendix F – Publications

Refereed


[ 36 ]
benzodiazepine discontinuation in chronic insomnia. [Commentary].
Discontinuation of benzodiazepines among older insomniac adults treated with cognitive-behavioural therapy combined with gradual tapering. A randomized trial. Evidence-Based Nursing, 7(2), 52.


**Non-refered**


Appendix G – Scholarly & Poster Presentations

Local or provincial


Atelah, C. (2004, May). Addressing violence through research. Poster presentation at the Celebration of Nursing Excellence at the Manitoba Nursing Research Institute and Sigma Theta Tau Xi Lambda Chapter Celebration of Nursing Excellence, University of Manitoba.


Communication in the context of cancer: Lessons from the “Cancer Wars.” Presented at the Department of Psychology Colloquium Series, University of Manitoba.


Harder, N. (2004, April). A day in the life of... Workshop for Disability Services, University of Manitoba.


Lobchuk, M. (2003, December). Asking the right clinical question. Concordia Hospital, Hospital Policy and Procedure Committee, Winnipeg, MB.


McClent, S. E. (2004, March). Ethical issues in the nutritional care of the terminally ill. Presented as part of the Hospice & Palliative Care Manitoba Education Program for Home Health Care Workers, Deer Lodge Centre, Winnipeg, MB.


McClent, S. E. (2004, May). Dying at home: Why nurses and doctors see things differently? Poster presented at a Celebration of Nursing Excellence at the Manitoba Nursing Research Institute and Sigma Theta Tau, Xi Lambda Chapter Celebrations of Nursing Excellence, University of Manitoba.


Wall, K. (2004, April). What being a leader in nursing education has taught me: The lessons of the sink or swim approach. Presented on behalf of Xi Lambda Chapter, Sigma Theta Tau International.


Woodgate, R. L. (2003, October). Strengthening proposal writing and avoiding common pitfalls of qualitative research. Workshop for graduate nursing students, Faculty of Nursing, University of Manitoba.

Woodgate, R. L. (2004, February). Gathering faculty support for the publication process: sorting our roles and expectations. Workshop for graduate nursing students, Faculty of Nursing, University of Manitoba.


Wall, K. (2004, February). The emotion-charged environment of clinical grade appeals: Diffusing the us against them time bomb. Presented at the WRCASN annual convention, Kamloops, BC.

International


Lobchuk, M. (2004, February). Induced perspective-taking in family caregivers. Presented at the Fairview Medical Center, University of Minnesota, Minneapolis, MN.


Community-directed Dean, R. (2003, September). Interview regarding research project, Transforming the moment: Humor and Laughter in Palliative Care. CBC radio with Terry McLeod.

Mordoch, E. (2004, April). Following the yellow brick road to a career in psychiatric/mental health nursing. Faculty of Nursing, University of Manitoba.

Appendix H – Professional Memberships

Editorial Boards
Askin – Executive Editor, Neonatal Network (2003) ♦ Editorial board member, Canadian Critical Care Nurses Journal
Care – Reviewer, International Journal of Nursing Education Scholarship ♦ Reviewer, Journal of Nursing Education ♦ Editorial board member, Journal of Distance Learning Administration ♦ Advisory board member, The Journal of Continuing Education in Nursing ♦ Advisory board member, Nurse Educator
Degner – Reviewer, Journal of Clinical Oncology
Hawranik – Reviewer, Perspectives ♦ Reviewer, Canadian Journal of Nursing Research ♦ Reviewer, The Canadian Nurse
Katz – Editor, AWHONN Lifelines ♦ Reviewer, Social Science and Medicine ♦ Reviewer, The Canadian Nurse
Lobchuk – Reviewer, Social Science & Medicine ♦ Reviewer, Journal of Palliative Care

varied variability during sleep in women with fibromyalgia. Poster presented at the Associated Professional Sleep Societies 18th Annual Meeting, Philadelphia, PA.


Research/Review Panels

Aleth – University of Manitoba Education and Nursing Research Ethics Board (ENREB) • University of Manitoba Developmental Research Group

Chalmers – Associate chair, Research Ethics Board of the Institute of Biodiagnostics, National Research Council of Canada (until Dec. 2003)

Chemomas – Faculty of Nursing Quality of Life Research Group (2003)

Clarke – Behavioural and population health committee, Manitoba Health Research Council

Degner – Health Sciences Centre nursing research grants review committee • Programs, grants and awards committee, Manitoba Cancer Foundation

Diehl-Jones – CIHR called health professionals fellowships and awards program

Gregory – Native Voices in Research, Department of Native Studies, University of Manitoba (2000)

Guse – Research reviewer, CIHR Social Dimensions of Aging • School of Nursing scholarship & research committee, Misericordia Health Centre • Sister Bertha Baumann research committee, St. Amant Centre • Health information and privacy committee • CIHR regional partnerships program (RPP) • Research process team, Cancer Care Manitoba • Research liaison officer • Engineering promotion committee • Research review committee, Grace General Hospital • Chair, CRNN research committee

Hack – Abstract reviewer, scientific program committee, annual meeting of the Canadian Association of Psychosocial Oncology, Toronto, ON (2004, May) • Grants review panel, Psychosocial, Sociocultural and Behavioural Determinants of Health, CIHR (2001-04) • Panel K – psychosocial grants review panel of the NCIC (2001-03)


Heaman – University of Manitoba research grants committee • AWHONN Canada research grant review committee

McClement – Reviewer, Manitoba Health Research Council (MHRC) social/population health panel (2004, May)

Sawatzky – Education/Nursing Research Ethics Board (2002)


Grant/Abstract Reviewers

Asklin – Abstract reviewer, National Organization of Nurse Practitioner Faculties, National Meeting • Grant reviewer, Ontario Ministry of Health, Primary Health Care Transition Fund • Grant reviewer, Foundation for Neonatal Research and Education


Care – Grant reviewer, SSHRC • Cohen – Reviewer, article submitted to Canadian Journal of Nursing Research

Guse – Abstract reviewer, Registered Nurses Association of Ontario 2nd Annual International Conference on Elder Care, Toronto, ON (2003, October)

Hack – Abstract reviewer, scientific program committee, annual meeting of the Canadian Association of Psychosocial Oncology, Toronto, ON (2004, May) • Grant reviewer, Dutch Cancer Society • Grant reviewer, Poppie Fund Grant, MNRI (2001) • Grant reviewer, Health outcomes grant, MNRI (2001)

Yu – External reviewer, Hospital for Sick Children Foundation (2004, July)

Internal Research Appointments

Aleth – Scientist, Manitoba Institute of Child Health Research

Diehl-Jones – Scientist, Manitoba Institute for Child Health Research

Hawranik – Research Affiliate, Centre on Aging, University of Manitoba

Guse – Associate Dean (Research) 1999-2004 • Director, MnRI 1998-2004

Secco, M. L. – Research teaching team leader, Faculty of Nursing • Faculty representative, St. Amant Centre Initiative for a Manitoba Research Centre on Disabilities

Board Memberships

Asklin – Advisory board, Academy of Neonatal Nurses

Care – Chairman, board of directors, Youville Clinic (2003-04)

Clarke – Women’s program advisory committee, Manitoba Schizophrenia Society (1997)

Courtenay – Canadian Association for the History of Nursing


Practice and Power Issues. Lippincott, Williams and Wilkins book

Woodgate – Grant reviewer, CIHR: Psychological, sociocultural and behavioural determinants of health (PSB) peer review committee (2004, May) • Grant reviewer, Dutch Cancer Society • Grant reviewer, Poppie Fund Grant, MnRI (2001) • Grant reviewer, Health outcomes grant, MnRI (2001)

Yu – External reviewer, Hospital for Sick Children Foundation (2004, July)

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Research Appointments

Degner – Affiliated scientist, Centre for Behavioural Research and Program Evaluation, Faculty of Applied Health Sciences, University of Waterloo

Guse – Reviewer, CHRI Social Dimensions of Aging Committee (2002-05) • Research affiliate, Deer Lodge Centre • Research affiliate, Riverview Health Centre

Hack – Affiliate scientist, Centre for Behavioural Research and Program Evaluation, Faculty of Applied Health Sciences, University of Waterloo

Yu – Research director, St. Amant Centre

Visiting Appointments

Askin – Cross-appointed to the Faculty of Medicine, Department of Pediatrics

Chalmers – Honorary professor in the School of Nursing, Midwifery and Health Visiting, Manchester University, Manchester, UK

Diehl-Jones – Cross-appointed to the Faculty of Science, Department of Zoology

Degner – Foreign adjunct professor in nursing (oncology), Karolinska Institutet, Department of Nursing, Sweden • Adjunct professor, Faculty of Professional Schools, Lakehead University

Gregory – Adjunct professor, School of Nursing, Dalhousie University • Adjunct professor, Faculty of Professional Schools, Lakehead University • Professor, Health Science Center College of Nursing, University of Tennessee

Heenan – Cross-appointed as Associate professor, Dept. of Obstetrics, Gynecology, and Reproductive Sciences, Faculty of Medicine (July 1, 2004 – June 30, 2009)

Woodgate – Cross-appointed, Dept. of Pediatric and Child Health, Faculty of Medicine, University of Manitoba (March 2002)

Appendix I – Committees & Public Service

Askin – Consultant, University of British Columbia • Nurse Practitioner Program • Consultant, University of Toronto, Nurse Practitioner Program • Nurse practitioner competency advisory committee, Canadian Nurses Association • Nurse practitioner regulation committee, CRNMA • Chairperson, 7th National Mother Baby Nurses Conference (2004) • Chairperson, 3rd National Neonatal Nurses Meeting Conference (2004) • Chairperson, 8th National Mother Baby Nurses Conference (2005) • Chair, 4th National Neonatal Nurses Meeting Conference (2005) • Chair, National Neonatal Nurse Practitioner Conference (2005) • Discipline committee, CRNMA • Instructor-Trainer, Neonatal Resuscitation Program for the Canadian Heart Association • Neonatal patient care committee, St. Boniface General Hospital

Research Appointments

Degner – Affiliated scientist, Centre for Behavioural Research and Program Evaluation, Faculty of Applied Health Sciences, University of Waterloo

Guse – Reviewer, CHRI Social Dimensions of Aging Committee (2002-05) • Research affiliate, Deer Lodge Centre • Research affiliate, Riverview Health Centre

Hack – Affiliate scientist, Centre for Behavioural Research and Program Evaluation, Faculty of Applied Health Sciences, University of Waterloo

Yu – Research director, St. Amant Centre

Visiting Appointments

Askin – Cross-appointed to the Faculty of Medicine, Department of Pediatrics

Chalmers – Honorary professor in the School of Nursing, Midwifery and Health Visiting, Manchester University, Manchester, UK

Diehl-Jones – Cross-appointed to the Faculty of Science, Department of Zoology

Degner – Foreign adjunct professor in nursing (oncology), Karolinska Institutet, Department of Nursing, Sweden • Adjunct professor, Faculty of Professional Schools, Lakehead University

Gregory – Adjunct professor, School of Nursing, Dalhousie University • Adjunct professor, Faculty of Professional Schools, Lakehead University • Professor, Health Science Center College of Nursing, University of Tennessee

Heenan – Cross-appointed as Associate professor, Dept. of Obstetrics, Gynecology, and Reproductive Sciences, Faculty of Medicine (July 1, 2004 – June 30, 2009)

Woodgate – Cross-appointed, Dept. of Pediatric and Child Health, Faculty of Medicine, University of Manitoba (March 2002)
Diehl-Jones – Consultant, University of British Columbia Nurse Practitioner Program ♦ Consultant, University of Toronto, Nurse Practitioner Program

Degner – Consultant, Nursing Division, Health Sciences Centre

Enns – Acute Care Nursing Research Interest Group ♦ Investigator, CRNM

Harder – Task force on clinical education, CASN ♦ Author group, Bloodborne Pathogen Precautions, College of Physicians and Surgeons of Manitoba


Guse – Chair, planning committee, Building a nursing research community: At the crossroads (2004) ♦ Chair, model/pilot project committee (2003)

Hack – Health Sciences Centre Foundation De Wiele-Topshae Oncology Research Award Selection Committee (2003)

Hawronik – RHC research access committee ♦ Advisory committee ♦ Centre on Aging ♦ Executive committee, Centre on Aging ♦ Consultant, Department of English, French and Spanish, on English terms/concepts for Alzheimer’s disease, dementia, elderly, caregiving ♦ Conducted focus groups at RHC on request of Head of Occupational Therapy on home visiting role of occupational therapists.

Heaman – Maternal health study group ♦ Maternity experiences study group, Canadian perinatal surveillance system (Health Canada) ♦ Invited participant, Maternal death review meeting, Canadian perinatal surveillance system (Health Canada) (2003) ♦ AWHONN Canada research committee ♦ Ministerial advisory committee on maternal/newborn services (Manitoba Health)

Klimczak – Planning committee, AWHONN Canada conference planning (2004, November)

Kluka – Mother’s Support Network, AWHONN Canada

Lahaie – Sentinel communautaire/Community Footpath ♦ Healthy Community

Lobuchuk – Research committee, Canadian Association of Nursing Oncology (CANO) ♦ Research committee, interdisciplinary research committee, Victoria General Hospital ♦ Research committee, Grace General Hospital


Sawatzky – WRHA emergency medicine program regional accreditation team (2004) ♦ Joint WRHA emergency program standards/quality improvement committee ♦ Canadian registered nurse examination committee

Scalan – Team member, CASN candidacy review, Trinity Western University (2003)

Schoenborn – Representative, Policy and procedure committee, St. Boniface General Hospital ♦ CINA member ♦ CACCN member ♦ ACLS provider ♦ BLS instructor

Seguie – Family life education sessions, Transcona school division ♦ Health promotion clinics, St. James seniors’ wellness centre

Shapiro – WRHA Mental Health Ethics Advisory Board, workshop planning committee ♦ Consultant, Province of Ontario, Crown Attorney ♦ Consultant, Pollock & Company ♦ Consultant, Tapper Cuddy ♦ Consultant, Bruce Sugar


Venkatesh – Working Group, Need to Know Project, Manitoba Centre for Health Policy (2004, May)


**Internal & Conference Committees**

Aklain – Executive committee ♦ Graduate studies committee ♦ Graduate curriculum review committee

Ateash – Chair, Families across the lifespan Teaching Team ♦ Council, Faculty of Graduate Studies (2001) ♦ Appeals committee, Faculty of Graduate Studies (2003) ♦ RESOLVE Volume Series Committee, University of Manitoba (1999)

Barkwell – Students with disabilities committee (ad hoc working group) ♦ Distinguished visitor committee ♦ Four-year baccalaureate nursing program committee ♦ Conceptual framework, sub-group of CDC committee

Bowser – Social committee

Care – Chairman, Learning resources advisory committee ♦ Executive committee ♦ Curriculum revision committee ♦ Administrative team ♦ Faculty selections committee ♦ Promotions committee ♦ Advisory committee to provost – health sciences and health studies ♦ First Nations Community Wellness ♦ Management committee

Chernomas – Chair, admissions committee ♦ Chair, curriculum revision committee (CRC) ♦ Chair, teaching team leaders committee ♦ Executive committee ♦ Chair, Brandon site transition committee (ad hoc) ♦ Co-chair, students with disabilities (ad hoc working group) ♦ Ex-officio, curriculum development committee ♦ Ex-officio, student promotions and awards committee ♦ Ex-officio, BPRN committee ♦ Ex-officio, Four-year baccalaureate nursing program committee ♦ University of Manitoba/WRHA Program Liaison Committee


Courtenay – Curriculum review committee ♦ Student promotion and awards committee ♦ Four-year baccalaureate nursing program committee ♦ Teaching team leaders committee ♦ Executive committee ♦ Families teaching team ♦ Norway House Site committees: Working Group of the BN Steering Committee; Coordinator’s Committee – Post Secondary Education; Group Planning Committee for students’ transition to other sites

Dean – Faculty selections committee ♦ Students with disabilities (ad hoc working group) ♦ Curriculum review committee

Degner – Presidential advisory committee on the Selection of a dean, Faculty of Nursing

Enns – Distinguished visitor committee ♦ Appeals committee ♦ Social committee Sigma Theta Tau eligibility committee ♦ Clinical course leader committee ♦ Four-year baccalaureate nursing program committee ♦ Curriculum revision committee

Gessler – Chair, BPRN committee ♦ Chair, CACNP, admissions committee ♦ Co-chair, clinical practice committee ♦ Chair, appeals committee ♦ University of Manitoba Senate ♦ Senate committee on admissions ♦ Four-year baccalaureate nursing program committee ♦ Admissions committee ♦ MNRI, Public relations committee ♦ Executive committee ♦ Foundations team

Gregory – Search committee for new dean, Faculty of Medicine
Guse – Chair, Multi-sensory environment users group → Chair, Quality of life research group → Quality of life research group, Mayo Clinic → Co-chair, Research Proposal Development Institute, a joint research institute of the Mayo Clinic (Rochester, MN) and the Faculty of Nursing, University of Manitoba → Chair, tenure committee (2001-04) → Chair, promotions committee (2002-04) → Executive committee (1999-2004) → Curriculum revision committee (2003-04) → University of Manitoba/WRHA Program Liaison Committee

Harder – Student appeals committee → Special selections, admissions committee → Social committee → ACCESS program student selections committees

Hawranik – Chair, selection committees → Executive committee → Tenure committee → Co-chair, gerontology team → Senate member

Heaman – Faculty of Nursing graduate studies committee → Faculty of Graduate Studies programs and planning committee → Presidential advisory committee on the Selection of a dean, Faculty of Nursing

Hyndman – Endowment fund committee → Curriculum development committee → Clinical practice committee

Katz – Faculty of Nursing graduate studies Committee

Klimczak – Appeals committee → Clinical sub group committee → University of Manitoba/WRHA program liaison committee → Women’s health education committee

Kluka – Student promotion and awards committee

Lohaile – Community teaching team (co-chair) → BPRN committee

Lobchuk – Faculty of Nursing Quality of Life Research Cluster → Faculty of Nursing Vulnerable Patient → Groups Research Cluster → Disciplinary committee → Endowment fund committee → Selections committee → Honours Stream/Program Working committee for Baccalaureate Nursing Students

Madrid – Social committee

McMillan – Executive committee Honours Stream/Program Working Committee for Baccalaureate Nursing Students → Faculty Selections committee (Nov. 03 - May 04) → Quality of Life Research Group

Scanlon – Chair, curriculum development committee → Chair, professional unsuitability committee → Chair, faculty travel surplus committee → Student promotion and awards committee → Executive committee → International advisory council

Schoenborn – Social committee → Planning committee, CACCN conference → Edge of Excellence

Seguire – Presidential advisory committee on the selection of a dean, Faculty of Nursing → Ad hoc committee to examine admission criteria for the Faculty of Nursing → Admissions committee → BPRN committee → Four-year baccalaureate nursing program committee → Alternate chair, Appeals committee → Ad Hoc committee to study photocopy policies → Ad Hoc committee to develop the instructor promotion document → Ad Hoc committee on students with disabilities

Shapiro – Four-year baccalaureate nursing program committee → Students with disabilities (ad hoc working group)

Temple – Brandon site transition committee → (ad hoc) → Curriculum revision committee → Brandon student promotion and awards committee → Health Studies post-diploma curriculum committee → Faculty council → Executive committee → Teaching team leaders committee → Admissions committee


Woodgate – Honours stream/program working committee for baccalaureate nursing students → Graduate Studies, Faculty council (2002-04) → Faculty of Nursing graduate program planning working group (2000)

Askin – Neonatal Nurse Practitioner NCU at St. Boniface General Hospital, Winnipeg, 10-20 hours per week. Provides care for 10-30 neonates per shift, including attending high risk deliveries, performing neonatal resuscitation and admission procedures. Writes daily orders and progress notes and takes night or weekend call as needed. Provides supervision to pediatric and family practice residents and provides on-going parent and staff education. Participates as a member of the Patient Care Team and as a member of the section of Neonatology.

Diehl-Jones – Research is being utilized to improve supplementation protocols in neonatal intensive care nurseries.

Hack – Clinical Psychologist at CancerCare Manitoba (St. Boniface General Hospital, 15 hrs/week)

Harder – Canadian Forces Base Winnipeg, 17th Wing – Provides a Well-Woman Clinic for CFM members and their spouses → Government of Nunavut – Relief Community Health Nurse in the Baffin and Kivalliq regions of Nunavut in August

Harwood – Teaches prenatal classes for the WRHA and participates in a standing committee of prenatal educators

Katz – Sexuality counselor at CancerCare Manitoba, one day per week seeing an average of 4 patients each week

McMillan – Sleep health consultant, [Helen Glass Centre and off-site], 1-2 hrs/week [avg]. Provided individual and group consultation on a variety of sleep-related health concerns to nursing and non-nursing staff, students and laypersons. Interventions include sleep hygiene education, stimulus reduction techniques, circadian rhythm assessment, shift-work scheduling, subjective sleep diary reviews, relaxation, and cognitive behavioural interventions.

Mordoch – St. James Assiniboia Senior Center, clinical facilitator: Feeling Blue and Want to be in the Pink?, a depression support group; since approximately 1999. Clinical practice in the area of psychiatric mental health nursing for the well elderly dealing with depression and living in the community.
Appendix K – Research Funding

I. Funding administered through the University of Manitoba

a) from July 1, 2003 to June 30, 2004


Guse, L. Curio, J. (co-PI), Cepanec, D., Care, W. D., Bryant, H., Chermosas, W. M., McKenzie, J., Nelson, S., & Wall, K. (2003). Integrating new nursing graduates into the work place: Strategies for retention and career development. Canadian Health Sciences Research Foundation, $180,000; total received this year, $24,040.


b) prior to July 1, 2003, still in progress

Askin, D. F. (PI) (2002). Collaborative practice training. Primary Care Transition Fund. Health Canada, $468,000 total; $176,596 received this year.


Degner, L. F. (2003). Development of evidence-based nursing practice in cancer care, palliative care and cancer prevention. National Research Chair (Cancer Nursing), CHSRF/CIHR, total grant of $1,700,000 over 10 years; $125,292 received this year.


Sawatzky, J. V. (PI). Naimark, B. & Tate, R. B. (2002). The Manitoba coronary artery bypass graft (CABG) surgery project. MVSF, $30,000 ($5,725 received this year); and the Thorvalson Foundation, $24,720.80 ($21,029 received this year).

Scalan, J. M. (PI). Care, W. D., Clark, B., & Polokoff, E. (2001). Faculty and students’ perceptions of grades: How do they influence grade inflation? Faculty of Nursing Endowment Fund, $2,129 total, $717 received this year.


II. Funding administered through other university departments or external organizations

a) from July 1, 2003 to June 30, 2004


the computer environment. NCIC, $307,784.


Clarke, D. [PI], Hughes, L., & Moltuk, L. Innovations and opportunities grant. Health Sciences Centre Foundation, $25,000.

Clarke, D. [PI], Hughes, L., & Moltuk, L. Nursing research award (Dolly Gemby Award), Health Sciences Centre Foundation, $7,500.


Estabrooks, C. [co-Director], Golden-Biddle, K. [co-Director], Dalalre, C., Degner, L. F. [PI], (2001-06). National training centre for knowledge transfer, CIHR, CHSRF, and the Alberta Heritage Foundation for Medical Research, $500,000 per annum.


Hack, T. F. [PI], Butler, B. D., & Degner, L. F. [co-PI], (2002-04). Providing audiotapes of primary oncology treatment consultations to men with prostate cancer. A 3-province randomized controlled trial. CIHR, St. Boniface Hospital Foundation, and Faculty of Nursing, University of Manitoba, Funding Reference Number: ROP-42881, $182,000.


Harvey, D. [Director], & Degner, L. F. [co-Director]. (2003-05). To establish a Manitoba research satellite centre of the sociobehavioural cancer research network. NCI, $22,000.


Appendix L – Graduate Student Supervision

**Askin**
Chair: MN practicum program, Frederike von Aweyden, (2003), Behavioral management approaches to insomnia in primary care.

Janice Beveridge, (2004), Assessing the feasibility of a transitional services protocol for premature infants discharged home from tertiary care.

Norma Charriere, (in progress), The development of a protocol for a nurse practitioner lead fast track program at the Thompson General Hospital Emergency Department.

Judy Marvin, (in progress), Evaluation of programs to prevent adolescent pregnancy.

Program planner for 14 MN students

**Aleah**
Chair: Susan Smith, MN program: Diagnostic testing for otitis media.

External Member: Rachelle Aschraft, MSW program: A social work ethics in a hospital setting.

Internal Member: Susan Fogg, MN program: Outcomes of a high risk food allergy parent intervention program

**Care**
Internal Member: Joan Martin, PhD program [in progress], A critical analysis of professional development across the professions, Faculty of Education, University of Manitoba.

External Examiner: Sharon Ronaldson, PhD program, Untangling critical thinking in educational cyberspace, University of British Columbia.

**Chalmers**
Internal member: Ruth Hadden, MN program [in progress], Collaborative care model: Nurse practitioner managed care of the client with Hepatitis C and addictions in a community setting.

Chair: Catherine Brasier, MN program (2003, August), Barriers and/or facilitators affecting breast screening mammograms in women 50 to 69 years of age in a northern Manitoba town.


Chair: Brenda Janz, MN practicum program, (2004, February), Developing an evaluation framework and tools with a community agency.

External member: Benita Cohen, PhD program, (2003, December), Building capacity for health promotion in Manitoba’s Regional health authorities, Department of Community Health Sciences.

Chair: Carolyn-Hill Carroll, MN program, (2003, December), On becoming fathers: Information and support needs of expectant and new fathers.

**Chernomas**

Internal Member: Joanne Winsor, MN program: Exploring the needs of family members during a first hospital admission in mental health.

**Clarke**
Thesis advisor, Joanne Winsor, MN program: Exploring the needs of family members during a first hospital admission in mental health.

Internal member: Evelyn Lundeen (2004), MN program: An examination of beliefs of nursing students regarding substance dependence and abuse.

**Cohen**
Internal member: M. Roddy, MN practicum program [in progress], Nurse practitioner framework for the tertiary prevention and management of the adult client with type 2 diabetes in an Aboriginal community.

Program Planner: M. McVor, L. Mugweni, and K. Trotter

**Degner**
Internal member: Janice Beveridge, MN practicum program (2004, June), Assessing the feasibility of a transitional services protocol for premature infants discharged home from tertiary care.

Internal member: Brenda Janz, MN practicum program, (2003, December), Developing an evaluation framework and tools with a community agency.

External member: Denise Bryant-Lukasuk (2003-05), Postdoctoral Fellow, Canadian Health Services Research Foundation, $100,000, McMaster University.

Chair: Megan Doyle, MN program [in progress], Effect of a walking program on fatigue in men with prostate cancer after radiation therapy. [Tuition support and stipend from the CHSRF/CHIR Chair (2002-2004, $1,400), Health Science Centre Studentship (2003-2004, $15,000), and Murphy Scholarship (2003-2004, $850)].

Chair: Wanda Martin, MN program [in progress], Perceptions of risk, depression and surveillance practices in women with a family history of breast cancer. [Tuition support and stipend from the CHSRF/CHIR Chair (2001-2003, $12,300); Christine Michalchuk Memorial Bursary (2002-2003, $1,000), and US Army Medical Research and Materiel Command (2003-2004, US$63,433)].

Chair: Vanessa Wasio, MN program [in progress], Psychosocial distress in patients with colorectal cancer while hospitalized for surgical resection of their tumor. [Funded by University of Manitoba Fellowship (2002-2004, $22,000), tuition support and stipend from the CHSRF/CHIR Chair (2002-2004, $14,000), and Murphy Scholarship (2002-2003, $5,875; 2003-2004, $5,850)].

Internal member: K. Wilkins, [in progress], Siblings’ perceptions of children with cancer. [Funded by University of Manitoba Fellowship (2003-2005, $24,000), tuition support and stipend from the CHSRF/CHIR Chair (2003-2004, $10,000), and Apalstic Anemia Myelodysplasia Association of Canada Scholarship (2003-2004, $5,000)].

**Diehl-Jones**
Practicum Chair: Kelly Lynn Bekar, MN program

Committee Member: Rebecca Mokarda, PhD in Human Ecology

Committee Member: John Brubacher, PhD in Zoology

**Gregory**
Chairperson: Mary Meisner, (2004, July), Transitions in caring: rural caregivers’ experience of waiting for one’s family member to be admitted to a personal care home.


Chairperson: Laurie Read, (2003), Sharing mortal time: Toward evidence-based understanding of the role of nursing in transitional cancer care.

External Member: Shirley Hiebert (2003, June), NCN Otsiawayasihk (Receivers of Children): Taking control of birth in Nisichawayasihk Cree Nation (PhD, Department of Community Health Sciences, Faculty of Medicine).

**Guse**
Chair: Donna Goodridge, PhD program [2003], A comparison of health related quality of life in adults with current and healed diabetes foot ulcer.

Program Planner: Ruth Ali, Dan Lapuk, Judy Robertson, Kristie Skunta, Marie Roddy

Internal member: Christine Johnson (2003).

Internal member: Mary Meisner, (2004, July), Transitions in caring: Rural caregivers’ experience of waiting for one’s family member to be admitted to a personal care home.

External Committee Member: Kim Choi, Faculty of Social Work; Bronwyn Zalewski, Faculty of Physical Education and Recreation Studies; Anita Marcotte, Faculty of Arts (Anthropology); Mariam Omar, Faculty of Physical Education and Recreation Studies.

**Hack**
Internal examiner: Karina O’Brien, PhD program (2004), Reducing maladaptive weight management practices: developing a psychoeducational intervention program. (Dept. of Psychology, Faculty of Arts, University of Manitoba)

Advisor: Diana Doyle-Zebrun, MN program [in progress], Patient par-
participation in end-of-life decision making.

Hawranik
Internal member: Dawn Krahn, MN program (in progress). The risk of women in Manitoba acquiring pelvic inflammatory disease.

External member: Satomi Yoshino, Faculty of Human Ecology (in progress). The role of families in the elder care system in two countries: Canada and Japan.

External member: Debra Muir, MSW program (in progress). In sickness and in health: Proposal for the study of the experiences of caring for a spouse at home with Alzheimer’s disease.

Chair: Luana Whitbread, MN program (in progress). TBA.

Chair: Sandy Bell, MN program (in progress). TBA.

Chair: Daryl Dick, MN comprehensive exam (in progress). To write comprehensive examinations, on topic related to ‘Transcendence in informal caregivers of older adults’.


Chair: Shirley Kostur, MN comprehensive exam. 2004, July). Wrote comprehensive examinations, on topic related to ‘Family adjustment in roles after admission of older adult to a long term care facility’.

Program Advisor: Holly Renaud and Sara Federsel.

Heaman
Internal Member: Randy Fransoo, PhD program (in progress). Department of Community Health Science, Faculty of Medicine, University of Manitoba.

Internal member: Ann Sprague: PhD Supervisory committee (in progress). Faculty of Nursing, University of Alberta.


Chair: Marlon Mossman, MN program (in progress). The influence of adolescent mothers’ breastfeeding confidence and attitudes on breastfeeding initiation and duration.

Internal member: Tracy Scott, MN program (in progress). The relationship of workplace empowerment and organizational commitment among First Nations and Inuit Health Branch nurses.

Chair: Susan Fogg, MN program (in progress). Effects of a parent education program on maternal self-efficacy and perceptions of their child’s self-management of a life-threatening food allergy.

Internal member: Suzanne Wowchuk, MN program (in progress). Critical nurse behaviors in the care of dying elderly residents in the personal care home.

Internal member: Carolyn-Hill Corral, MN program (2003). On becoming fathers: Information and support needs of expectant and new fathers.

Katz
Chair: Sharon McDonald (in progress). Development of an educational tool regarding prenatal screening tests.

Chair: Cordie Buhrer (in progress). A clinical practice guideline for the primary care management of dysfunctional uterine bleeding. (working title)

Chair: Ruth Haddern, MN program (in progress). Collaborative care model: Nurse practitioner managed care of the client with Hepatitis C and addictions in a community setting.

Chair: Miriam Amalades (in progress). Development of an evidence-based information package for women re-entered to alternative therapies for the management of menopausal symptoms. (working title)

Internal member: Judy Marvin (in progress). Evaluation of programs to prevent adolescent pregnancy.

Lobchuk
Chair: Tammy Murdoch, MN program (in progress). Illness attributions held by lung cancer patients and their family caregivers.

Internal Member: Mary-Anne Lynch, MN program (in progress). TBA.

Internal Member: Daryl Dyck, MN program (in progress). Transcendence in informal caregivers of older adults.

Internal member: Heken Yaworski, MN program (August 2004). The impact of providing information to patients awaiting care in the emergency department on triage nurse awareness of the patient leaving.

Internal member: Vanessa Wasiow, MN program (in progress). Psychological physical symptom distress in post-surgical colorectal cancer patients.

Internal member: Michelle Kraft, MN program (in progress). Implementation and evaluation of the Edmonton Symptom Assessment Scale in gynecology patients admitted to acute care. A pilot project.

McClement
Chair: Suzanne Wowchuk, MN program (in progress). Critical nurse behaviors in the care of dying elderly residents in the personal care home.

Internal Member: Peggy Martens, MN program (2004). The lived experience of informal caregivers of the terminally ill in South-Central rural Manitoba.


McMillan
Supervisor: Anna Fedorowicz, MN program (in progress). The impact of pain education on urgent coronary artery bypass graft (CABG) surgery outcomes.

Supervisor: Asha Peierla, MN program (in progress). TBA.

Supervisor: Lynda Mandzuk, MN program (in progress). TBA.

Secco
Chair: Deb Blas, MN program (in progress). Social support and parenting competence of adolescent mothers.

Program planner: Asha Periera.

Woodgate
Supervisor: Krista Wilkins, MN program (in progress). The experiences of siblings of children with cancer. [Awards: 2004, Manitoba Health Research Council Scholarship ($17,000.00); 2003, Aplastic Anemia Myelodysplasia Association of Canada Scholarship: Canadian Nurses Foundation, valued at $5000; 2003, U of M Fellowship ($24,000.00 over 2 years)].


Advisor: Ember Benson, MN program (in progress). TBA.

Internal member: Friederike von Awendung, MN practicum program (2003, October). Behavioral management approaches to insomnia in primary care.

Sawatzky
Chair: Michelle Kraft, MN program (in progress). Implementation and evaluation of the Edmonton Symptom Assessment Scale in gynecology patients admitted to acute care: A pilot project.

Advisor: MaryAnne Lynch, MN program (in progress). TBA.

Chair: Heken Yaworski, MN practicum program (in progress). The impact of providing information to patients awaiting care in the emergency department on triage nurse awareness of the patient leaving.

Internal member: Diana Doyle-Zebrum, MN program (in progress). Patient participation in end-of-life decision making.

External member: Carol Ringer, PhD program (in progress). Department of Community Health Sciences, Faculty of Medicine.

Program Advisor: Lynda Mandzuk & Tammy Haggard-Weibe.

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daughters of mothers who died from breast cancer.


MN Program Planner:
Julie George, May 2004 – present
Gail VandaVyvere, July 2003 - June 2004
Ann Reichert, July 2001-present