

# **The Studying of Educational Strategic Planning, Implementation and Monitoring in Faculty of Nursing Administration and Related Factors: A Comparative Study of Faculty of Nursing Ubon Ratchathani Rajabhat University, Thailand and the University of Santo Tomas, Philippines**

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## **Abstract**

The Nursing and midwifery disciplines is a majority part of health workers in health care service in all parts of the world and the setting following international standard of Nursing and Midwifery sciences, the Faculty of Nursing, Ubon Ratchathani Rajabhat University is new nursing educational institution and would be improved and evolution into competition at national and international of Nursing professional laboring market and the comparing with former nursing faculty at international level the newly issues could stimuli to improving themselves. The exchange program with University of Santo Tomas Philippines could help to share these issues; the documentaries study and qualitative method were done for gathering data and comparing by content analysis. Findings showed more differences between faculties caused from difference context of Filipino society and Thai society. The vision of the UST's administration focused to enter nurses to European market and developed countries and they have more when the Asian Economic Council (AEC) come in. So the faculty of Nursing of UBRU could improve academic administration and research excellence into international Excellency and conduct these excellent into international Campus and cooperation international exchange. The nursing students and lecturers could adapt themselves into the international expertise following in English, nursing learning and practical skills at international level standard, international research collaboration and exchange international culture

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and adapt into practical field of nursing sciences for the dominant of faculty. Moreover, these of excellent could be matching to side businesses to enhance faculty income for improving quality of administration.

**Keywords:** Nursing Educational Strategies, Comparative Study

## Introduction

Nursing and Midwifery sciences is a major part for enhancement and development quality of life in population and resolve to raise the health status of people throughout the world. There are counts on a key role in driving public health and health services system in all dimensions. The Nursing and midwifery professional enroll since the Health care Services and Public Health at Primary Care level throughout tertiary health care services in all countries around the world. Then, the performance driven health care system and wellness services at any level of public health and health care service is result of the studying of nurse and midwifery education (Fleming, 2006). So, all of nursing education has set the standard guidance for supporting standard nursing education and the same direction worldwide (Resolution WHA59.23, 2006). The nursing and midwifery personnel could be alert and understand their role and take performance in patient managing for their missions. These skills have developed in nursing and midwifery's teaching in learning and practical process. The faculty of Nursing would be added all of nursing knowledge and practical skills by the standard features following Nursing council in all of countries and regions. Moreover, all of nursing lecturer would be qualified to teach a wide variety of modern and appropriate technologies for effective teaching and enhancing students' knowledge and experienced for nursing practical skills (White, Brannan & Wilson, 2010; Johnsrud & Rosser, 2003). The nursing lecturers should do researching following their expertise field and conduct to revise their teaching knowledge for up to date (Fitzpatrick & Montgomery, 2006). The part of them would be serving for academic services in developing communities in the faculty's network, also supporting traditional and communities culture (Harrison, 2009). So in the role of the nursing lecturers must be having advance visions and effective plan for efficiently actions in covering these tasks accordingly to the standards of national or international nursing council, then the role of nursing lecturer would be power to driving missions of nursing faculty and key success on effectiveness for faculty development (Gorolamo & Roemer, 2011). Thus, all of personnel involved must have an aligned vision of the mission for the organization following the advancing in the field of nursing teaching, nursing research for community development, enhancement and conservation traditional culture, and educational services for community development. Moreover, nursing lecturers could maintain their leadership, conflict management, and reduction ambiguity in the nursing faculty administration and participation to enhancement organization into happy work place (Gormley, 2003).

Faculty of Nursing, Ubon Ratchathani Rajabhat University is a leading nursing educational institution in the northeastern part of Thailand and plays a key role in

the production of nursing profession to support the health care system in the region and private sectors of health care service throughout country. The progress of development must be set progressively into health care service at international level following international standard and competition in nursing professional workplace. Each year there are more than 1,400 high school graduates students who apply for the faculty. Nevertheless, less than 60 students could be get the seat of nursing student at the faculty. The nursing lecturers received research funding from external sources to remain low and not distributed all of them. The teaching and learning documents are not standardized enough, and the direction for academic services and conservative traditional culture unclear. Moreover, they have conflicts in the work place between staff and make unhappy of faculty member in their work. So in the opportunity of lecturers and students exchange program established by the University and it would set for faculty staff and students to studying vision, strategy and approach with contacts in management steps with the leading of Institute for production nurses profession in South East Asia region with University of Santo Tomas Philippines. This opportunity could help to share vision, mission and strategies for nursing faculty administration and their nursing academic administration, dimension of their work including workload and a pleasure to work and also exploring relates factors. The information would be used to comparing between faculties and conduct to sharing and set to developing Nursing faculty and administration at Ubon Ratchathani Rajabhat university. These would be conducted to progression and effectiveness also sustainability in nursing faculty administration.

## **Objectives**

1. To study academic and institution administration including styles, resources, monitoring and comparing these issues between faculty of Nursing, Ubon Ratchani Rajabhat University with the Faculty of Nursing, University of Santo Tomas, Philippines
2. To identify the feasibility for the academic cooperation and enhancement nursing and academic administration, development, and recommendations for efficiency administration in the future.

## **Methods**

1. Studying documents in faculty vision, strategy, mission and systems management plans, also studying system of administration, observation working atmosphere, visit library, laboratory room, classroom, lecturer's common room and working site at hospital for comparing between Faculty of Nursing. of Ubon Ratchathani Rajabhat University and University of Santo Tomas.

2. Interviewing faculty staff and nursing students on issues covering understanding and communication about vision, strategies of faculty, and understanding of systems management. To set interviewing 12-15 lecturers in each faculty about plans and action on research strategies, academic services for serving communities, Also plan and projects for cultural conservation and comparing between faculties.

3. Focus group discussion of faculty staff and nursing students 8-12 persons each group and each of faculties on issues covering understanding and communication about vision, strategic of faculty, and understanding in systems management, action following plans for research, academic services for serving communities, and cultural conservation comparing between faculties.

4. Data Analysis, the qualitative data analysis method performed by grouping, categorized and presented as number and percentage, the issues and causal related identified by conceptual content analysis.

## Results

Contexts and vision of faculty's administration, the faculty of nursing of University of Santo Tomas offered a Bachelor of Nursing in 1946 as a private education and Catholic style. The country has rapidly economic growth and clearly political direction. These are supported steady development of the country. Then, nursing profession is also need in the both of at home and abroad in health care institutions, also in Europe, Australia and North America. Whenever the AEC come in, the nursing profession is one of eight disciplines has a memorandum to the same standards can across to work between countries. The advantage of their English expertise is set opportunities to accessory working than nurses from other countries in the region. Then, the vision of UST is aims to nursing excellence in internationally and has geared producing the main supporting for international labor market. In the faculty of Nursing of Ubon Ratchathani Rajabhat University started in 2012 under direction of the government university and set system following standards of Thailand Nursing council. However, the economic disruption due to political conflict and unclear direction in Thailand are causes for unstable in position of government health personnel. Then, the faculty of nursing of Ubon Ratchathani Rajabhat University has set the new vision for support nursing workforce in the both of public and private sectors but they have not yet to look the labor market in outside the countries. The advantage points of the nurse from UBRU is set style under the context of Buddhist style and the characters would be a cooling style, softly mind and did not seriously. However they have more disadvantages in English expertise, leadership, systematic thinking, and emotion quotient, also all of essential skills for 21<sup>st</sup> century skills. The

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future development for UBRU could focus on participation faculty administration for enhancement in English expertise for contact outsmart with other countries. This should be a long-term cooperation following exchange of professors and nursing student between the UST and UBRU in continually.

Lecturers and nursing students in Philippines usually strictly and rigorously practice following Catholics belief also intensively in religion practices in the both of daily life and classroom activities. The philipino culture has dominated by Western culture for four hundred years ago, the Spanish life style and English language are general in Philippines. Then, the teaching and learning style of faculty of nursing in UST are more expertise in the skills for the 21<sup>st</sup> century. The teaching strategies usually emphasizing Simulation practical and Focusing on teaching block course learning through intensive self-help learning of nursing students. All of nursing student usually use original nursing textbooks as the main books in the learning. The university provides sufficiency textbooks for all of the students' requiring, and then they can discussion in learning tropics with the original contents and relevance to instructor's contents. Focus on the standard condition in hospital abroad. The hospital internship is a private university with modern tools and nursing students are expertise with the tools and more advantage from Thai's nursing students. For nursing instructors' administration, the UST set in the private section then the instructors has earned following their workload in the month (on average 35,000 PSP / month by the fully workload, 35-45. Hours / Week)

For the UBRU nursing faculty, the nursing's lectures instruct following the majority in classroom instruction focused on the jobs and using Simulation less. The UBRU nursing students unclear in the 21<sup>st</sup> skills in expertise, the instructors emphasize the teaching narrative in class, lack of enthusiasm in active learning participation, lack of original textbooks in use for teaching.

The nursing practice, normally the nursing students of UBRU are training in the standard care unit of government hospitals and health services in the country. They have faced and expertise on the use of modern tools following government hospitals but fewer experiences with tools of the private hospitals. The instruction styles of the UBRU's nursing instructors usually use more classroom lecturing and fewer use of participatory active learning style. They rather rarely use of simulation and speeding in nursing skill. The using of original textbooks are low that following the gap of English language. Moreover, they were unclear in detection and development for the 21<sup>st</sup> century skills for instructors and students. However, the monthly payroll systems for instructors has set following the government system and do not focus on mission (Estimated average 40,000 baht / month per person).

The covering over 80% of Philippines nursing students purpose to work in

western countries, in Canada, Australia and in The United States of America. Then, the mainly mission of nursing from UST aims to produce for export into the private health sectors in these countries. Then, the faculty of nursing of UST has indicated to teaching accordance with international standards. They create networks cooperation with foreign countries to learn and develop and move into a competitive advantage in competition in the future, for example the preferably in the course of international Campus. There are differences from Thailand; The UBRU nursing education has focused on passing the quality of registered nursing standards of Thailand's nursing council. The Thai's nursing students usually less dream to be international nursing workforces. The UBRU's nursing faculty could develop into the international standard of nursing instruction in the both of students and instructors side for advantage of international competition For example, the international contact programs, international campus, changing students and instructors between international universities.

The research strategies of UST is focus on specific research funding supporting from the university. They have litter external supportive funds. The projects are likely welfare of catholic university to supporting communities and less impact to public policy. For the UBRU, they encouraged research network relevant to health sciences by regional research network and try to collaborate for developing international network for support international research grant in the future when Asian economic council come in. However the UST has the advantages and excellence in the community nursing by using participatory rural appraisal research before action in community based research but they lack internal and external research grants and international research collaboration.

The UBRU's faculty of nursing has more opportunity to create a National Research grants in regional development because they collaborate with the outside countries. The research networks have encouraged health sciences practitioners in the areas for cooperation in research projects based on local problems administration. There are difference and more advantage from UST, because the UST is a private and Catholic university. Then they set research project following community welfare. However, The UST is expertise in the community development and focus on community-based support, such as the religious center for housing the mentally disabled but disadvantage by lacking of social networks for supporting. The UBRU's faculty of nursing could focus on research academic campus for services to society and others countries collaboration in Asian Economic Council.

## Conclusion

Based on the findings from the exchange program the administrations of faculties have more differences that caused from more different contexts of Filipino society and Thai society. The Filipinos society has followed western countries following colonized of developed counties for four decades. The intensive belief and Catholic culture has embedded process. Expertise English language and Western culture style is dominant in the Philippines. Then, vision of the UST's administration is to focus nursing graduates to enter the European market and developed countries such as Australia, Canada, and unites state of America when the Asian Economic Council (AEC) come in the nursing professional from the Philippines will have more advantage points in English communication than nurses from other countries. The opportunity to access employment will highly as following. So the faculty of Nursing of UBRU could adapt and acceleration into new setting vision and strategies, also improving academics and administration's plans and improving to new projects setting the nursing students to find opportunities in competition in nursing's market labor in health care service system. Then, for recommendations we could revise and encourage to setting new output orientation and nursing performance into international nursing standards, also direction to international competition. The revision of faculty administration standards including nursing's academic administration, research and community academic services could be set into the excellency into international standards, and benchmarking these excellent into international Campus and offer into international sharing and cooperation in exchange. The nursing students and lecturers could adapt and set themselves in to the international expertise following in English, nursing learning styles and international nursing practical skills, also international research collaboration and exchange international culture. The finally all of activities could be set into practical field of nursing sciences for the dominant of faculty. Moreover, these of excellent could be matching to side businesses for enhance faculty income for improving quality of the faculty administration in the future.

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