PROMOTION RECOMMENDATION
The University of Michigan-Flint
School of Nursing

Hiba B. Wehbe-Alamah, associate professor of nursing, with tenure, School of Nursing, is recommended for promotion to professor of nursing, with tenure, School of Nursing.

Academic Degrees:

<table>
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<tr>
<th>Degree</th>
<th>Year</th>
<th>Institution Name and Location</th>
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<tbody>
<tr>
<td>Ph.D.</td>
<td>2005</td>
<td>Duquesne University, Pittsburgh, Pennsylvania</td>
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<tr>
<td>M.S.N.</td>
<td>1999</td>
<td>Saginaw Valley State University, Michigan</td>
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<tr>
<td>B.S.N.</td>
<td>1994</td>
<td>Saginaw Valley State University, Michigan</td>
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Professional Record:

Academic Positions

- 2016 – Present: Associate Professor, with tenure, School of Nursing, University of Michigan-Flint
- 2012 – 2016: Associate Professor, with tenure, School of Health Professions and Studies, University of Michigan-Flint
- 2006 – 2012: Assistant Professor, University of Michigan-Flint
- 2001 – 2005: Adjunct Instructor, Saginaw Valley State University, Michigan

Clinical Positions

- 2001 – Present: Family Nurse Practitioner, Family Planning Unit, Saginaw County Department of Public Health
- 1995 – 1996: Registered Nurse, HealthSource Saginaw Mental Health Units, Saginaw, Michigan

Summary of Evaluation:

Teaching – Professor Wehbe-Alamah has taught six different courses during this review period in the School of Nursing at the undergraduate and graduate level. Her student evaluations range from good to excellent with the majority of student ratings in the excellent range. Students consistently comment on Professor Wehbe-Alamah’s enthusiasm for her subject matter and that they learn something new in each class session. Peer reviews of Professor Wehbe-Alamah’s classes document her well-organized courses, content expertise, and innovative teaching methods. She received the 2016 University of Michigan-Flint Teaching Excellence Award. In addition, Professor Wehbe-Alamah contributed regularly to curricular design discussions and developed several new courses.

Research – Professor Wehbe-Alamah has focused her research efforts on three areas of scholarship: cultural competence, primary care delivery, and scholarship of teaching. Professor Wehbe-Alamah is an international expert on cultural competence and is widely sought after as a speaker on this topic. She is co-editor and author of a leading textbook on cultural competence in nursing. Professor Wehbe-Alamah mentored numerous graduate students in research encouraging them to present at state and national conferences and including them as authors on her publications. She has high potential for continued scholarly productivity to enhance knowledge on cultural competence.
Recent and Significant Publications

Books


Book Chapters


Peer-Reviewed Publications


**Conference Presentations:**


**Service** – Professor Wehbe-Alamah made significant service contributions to the community, profession, and university. The primary focus of her community and professional service is through programs and organizations advancing cultural competence. Professor Wehbe-Alamah has served as an invited speaker throughout the local community on topics addressing cultural competence and has served on and led committees in the International Transcultural Nursing Society. Within the university, Professor Wehbe-Alamah has served on committees at all levels with significant service within her school spanning curriculum, student recruitment, and student affairs. She has served on numerous university-level committees including Faculty Council and Chancellor’s Advisory Committee for Budget and Strategic Planning. Professor Wehbe-Alamah actively engages in service that supports the community and the university.
External Reviewers:

Reviewer (A): “The quality of the publications is also notable. The teaching, clinical, and scholarly exemplar publications included in my packet demonstrate the comprehensive nature of Dr. Wehbe-Alamah’s conceptualization of scholarly topics. In each article she addresses her purpose with clarity and completeness, conveying through text, diagrams, photographs, and verbatim quotes the clinically and educationally relevant topics she addresses. Her writing is organized and compelling, and makes a contribution to our understanding of practice-related transcultural nursing principles, cultural competence in education, and the clinical care of marginalized patient groups.”

Reviewer (B): “Dr. Wehbe-Alamah has proved to be among the top leaders in the country in Transcultural Nursing Education. She is active in research and practice as an advance nurse practitioner. She has an exemplar track record of authorship, innovation, and advanced transcultural certification which has become the foundational textbooks and selected readings for students nationally as well as internationally. What also stands out in review of her work, is that not only is she at the top of leaders transforming transcultural care globally, she remains current in her practice which is not as common among peers in the same field.”

Reviewer (C): “Dr. Wehbe-Alamah’s sustained record of scholarly research and publication is exemplary… I reviewed the articles and chapter that you sent to me, and they follow the scientific rigor and research methodology that is expected at this level of work.”

Reviewer (D): “Dr. Wehbe-Alamah demonstrates an intellectual rigor in scholarly work with numerous publications and presentations. Her scholarly publications and presentations have added to the scientific knowledge base of the discipline of nursing at an impressive scholarly academic level. I found her textbook and article publications, sent to me for this review for her promotion, to be at a very high level. Dr. Wehbe-Alamah has most definitely made important contributions to the nursing profession.”

Reviewer (E): “This past summer semester, I actually used several of her publications within my Doctorate of Nursing Science class as examples of well-conducted research studies which address the needs for vulnerable populations. I am particularly fond of her work with Dr. McFarland in continuing the legacy of Dr. Madeleine Leininger’s Transcultural Nursing Theory. Dr. Wehbe-Alamah’s work along with her colleagues, have made, and are continuing to make, a significant contribution to the body of knowledge for nursing, particularly at the graduate level.”

Reviewer (F): “Dr. Hiba Wehbe-Alamah has an impressive list of scholarly activities. She has been very focused on the work of M. M. Leininger in culture care theory and transcultural nursing. Dr. Wehbe-Alamah’s work in this area has helped to solidify culture care theory as a relevant and useful nursing theory and spurred the continued interest of contemporary researchers. Her work demonstrates an impressive understanding of culture care theory and has contributed significantly to the body of knowledge in nursing surrounding the provision of culturally competent nursing care. Her research involving both ethnonurisng methods and culture care theory is sound and validates the importance of understanding culture when providing care to diverse populations.”

Reviewer (G): “Of all her publications, the one I appreciate most is the text book she recently edited with Dr. McFarland (2015), entitled, Culture Care Diversity and Universality. In addition to the articles she wrote and co-wrote in the text, the content has enriched several classes I have taught.”
Summary of Recommendation:

Professor Wehbe-Alamah is a strong researcher and teacher. I fully concur with the Promotion and Tenure Review Committee and enthusiastically recommend that Hiba B. Wehbe-Alamah be promoted to professor of nursing, with tenure, School of Nursing.

Recommended by:

[Signature]
Margaret M. Andrews, Interim Dean
School of Nursing

Recommendation endorsed by:

[Signature]
Douglas G. Knerr, Provost and Vice Chancellor for Academic Affairs

[Signature]
Susan E. Borrego, Chancellor
University of Michigan-Flint

May 2017