

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:

Ph.D.	2005	Duquesne University, Pittsburgh, Pennsylvania
M.S.N.	1999	Saginaw Valley State University, Michigan
B.S.N.	1994	Saginaw Valley State University, Michigan

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

- McFarland, M. and Wehbe-Alamah, H. (2016). Transcultural Nursing Concepts, Theories, Research, & Practice, (4th edition). New York, NY: McGraw-Hill.
- McFarland, M. R., and Wehbe-Alamah, H. (2015). Leininger's Culture Care Diversity and Universality: A Worldwide Nursing Theory, (3rd ed.), Burlington, MA: Jones and Bartlett Learning.

Book Chapters

- Wehbe-Alamah, H. (2016). "Essential Transcultural Nursing Care Concepts, Principles, Guidelines, and Policy Statements for Culturally Congruent and Competent Health Care Practice, Education, and Research." In McFarland, M. and Wehbe-Alamah, H. (eds.), Transcultural Nursing Concepts, Theories, Research, & Practice, New York, NY: McGraw-Hill.
- Wehbe-Alamah, H. (2016). "The Ethnonursing Research Method: Major Features and Enablers." In McFarland, M. and Wehbe-Alamah, H. (eds.), Transcultural Nursing Concepts, Theories, Research, & Practice, New York, NY: McGraw-Hill.
- Wehbe-Alamah, H. (2016). "Cultural Assessments and Transcultural Communication for Culturally Congruent Care." In McFarland, M. and Wehbe-Alamah, H. (eds.), Transcultural Nursing Concepts, Theories, Research, & Practice, New York, NY: McGraw-Hill.
- Wehbe-Alamah, H. (2016). "Integrating Generic Care and Professional Healthcare Practices." In McFarland, M. and Wehbe-Alamah, H. (eds.), Transcultural Nursing Concepts, Theories, Research, & Practice, New York, NY: McGraw-Hill.
- Wehbe-Alamah, H. (2016). "Transcultural Food Functions, Beliefs, and Practices." In McFarland, M. and Wehbe-Alamah, H. (eds.), Transcultural Nursing Concepts, Theories, Research, & Practice, New York, NY: McGraw-Hill.
- Wehbe-Alamah, H. (2016). "Culture Care of Syrian Muslims in the Midwestern United States: An Ethnonursing Research Study." In McFarland, M. and Wehbe-Alamah, H. (eds.), Transcultural Nursing Concepts, Theories, Research, & Practice, New York, NY: McGraw-Hill.
- Wehbe-Alamah, H., McFarland, M., Macklin, J. and Riggs, N. (2016). "The Lived Experiences of African American Women Receiving Care from Nurse Practitioners in an Urban Nurse-Managed Clinic." In McFarland, M. and Wehbe-Alamah, H. (eds.), Transcultural Nursing Concepts, Theories, Research, & Practice, New York, NY: McGraw-Hill.
- Vossos, H. and Wehbe-Alamah, H. (2016). "Using a Culturally Congruent Approach in Mental Health Care." In McFarland, M. and Wehbe-Alamah, H. (eds.), Transcultural Nursing Concepts, Theories, Research, & Practice, New York, NY: McGraw-Hill.

Peer-Reviewed Publications

- Kelch, R., Wehbe-Alamah, H. and McFarland, M. (2015). "Implementation of Hypertension and Diabetes Chronic Disease Management in an Adult Group in Les Bours, Haiti." *Online Journal of Cultural Competence in Nursing and Healthcare*, 5(1), 50-63. doi:10.9730/ojccnh.org/v5n1a4.
- Wehbe-Alamah, H., Farmer, M. E., McFarland, M., Tower, A., Jones, M., Shah, V. and El-Hayek, J. (2015). "Development of an Extensible Game Architecture For Teaching Transcultural Nursing." *Online Journal of Cultural Competence in Nursing and Healthcare*, 5(1), 64-74. doi:10.9730/ojccnh.org/v5n1a5.
- Durante, J., McBride, J. and Wehbe-Alamah, H. "Culturally Congruent Care For the Ashkenazic Orthodox Jewish Woman." (Poster) *Online Journal of Cultural Competence in Nursing and Healthcare*, 5(1), 163. doi: 10.9730/ojccnh.org/v5n1p1

- Bhat, A., Wehbe-Alamah, H., McFarland, M., Filter, M. and Keiser, M. (2015). "Advancing Cultural Assessments in Palliative Care Using Web-Based Education." *Journal of Hospice and Palliative Care Nursing*, 17(4), 348-355.
- Wehbe-Alamah, H. (2015). "The Transcultural Nursing Scholar Legacy." *Journal of Transcultural Nursing*, 26 (1), 101.
- Wehbe-Alamah, H. and Fry, D. (2014). "Creating a Culturally Sensitive and Welcoming Academic Environment for Diverse Health Care Students: A Model Exemplified with Muslim Physical Therapist Students." *Journal of Physical Therapy Education*, 28(1), 5-15.
- Wehbe-Alamah, H. and Wolgamott, S. (2014). "Uncovering the Mask of Borderline Personality Disorder: Knowledge to Empower Primary Care Providers." *The Journal of American Academy of Nurse Practitioners*, 26(6), 292-300.
- Courtney, R., Wolgamott, S., Wehbe-Alamah, H. and McFarland, M. (2013). "Assessment and Education: Building Blocks of Cultural Competence-A DNP Capstone Project." (Poster) *The Online Journal of Cultural Competence in Nursing and Healthcare*, (3) 2.
- Wehbe-Alamah, H., McFarland, M. and Vanderlaan, J. (2012). "Leininger's Early Experiences in Nursing and Anthropology: A Conversation with Dr. Madeleine Leininger." (Video) *Online Journal of Cultural Competence in Nursing and Healthcare*, (2) 4.

Conference Presentations:

- Wehbe-Alamah, H. and Morris, E. (2016). "In Their Shoes and Through Their Cultural Lens: The Syrian Refugee Crisis." 42nd Annual Conference of the Transcultural Nursing Society, Cincinnati, Ohio, (October).
- Wehbe-Alamah, H. and McFarland, M. (2016). "Reflection in the Mirror: The Do's and Don'ts of Transcultural Communication." (Keynote) NAANA Angel of Mercy Award Reception in Dearborn, Michigan, (October). <http://www.n-aana.org/news-and-events/4-news>
- Wehbe-Alamah, H. and McFarland, M. (2016). "Transcultural Health Care Among Diverse Cultures." (Keynote) Culturally and Spiritually Responsive Health Care Conference, Duluth, Minnesota, (October). <http://css.edu/culturally-and-spiritually-responsive-healthcare/keynote-presentations.html>
- Coleman, S., Garretson, B., Wehbe-Alamah, H. and McFarland, M. (2015). "RESPECT: Reducing 30 Day Emergency Department Visits and Readmissions of Bariatric Surgical Patients Effectively Through Cultural Competency Training of Nurses." (Poster) Sigma Theta Tau Conference, Michigan.
- Wehbe-Alamah, H. and McFarland, M. (2015). "Leininger's Culture Care Theory and Ethnonursing Research Method: The Classic and the New" (Keynote) 41st Annual Conference of the Transcultural Nursing Society, Portland, Oregon.

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.”

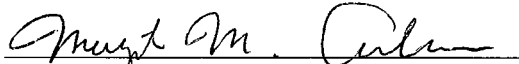
Reviewer (F): “Dr. Hiba Wehbe-Alamah has an impressive list of scholarly activities. She has been very focused on the work of M. M. Leininger in culture care theory and transcultural nursing. Dr. Wehbe-Alamah’s work in this area has helped to solidify culture care theory as a relevant and useful nursing 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 ethnonursing 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:

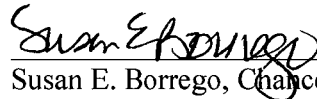


Margaret M. Andrews, Interim Dean
School of Nursing

Recommendation endorsed by:



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



Susan E. Borrego, Chancellor
University of Michigan-Flint

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