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Promotion Committee,

It is my honor to have the opportunity to write a letter supporting the Promotion of Kevin Emmons DrNP, RN, APN, AGPCNP-BC, CWCN, CFCN. My name is Gladys Megargel MSN, RN and I am an Instructor of Nursing in the School of Nursing (SON) at the University of Hawaii- Hilo (UHH). This letter will speak to Dr. Emmons' mentorship, educational impact, student engagement and success, leadership qualities and his commitment to our diverse culture in the School of Nursing.

*Career Development through Mentorship:*

My first encounter with Dr. Emmons was during the Fall 2022 semester when he served as the course coordinator for Nursing Concepts and Skills and Nursing Concepts and Skills Practicum (N352/353), while I was an instructor for a section of the course. In my first semester at the university, I felt overwhelmed due to the new program and diverse student population. Dr. Emmons, with his extensive teaching, consulting, and speaking experience, inspired me by fostering a collaborative and supportive teaching environment. It was through this initial semester that I established a formal mentorship relationship with Dr. Emmons. He actively engaged with me, encouraging input and ideas for teaching, and learning opportunities. Dr. Emmons also made himself available for discussions and guidance, conducting midterm and final check-ins to assess and improve teaching strategies. These discussions were always open, safe, and professional encouraging collaboration to provide the best learning environment for our students.

In the Spring 2023 semester, Dr. Emmons was the clinical coordinator for Adult Health Care I (N355), where I led a clinical group at Hilo Medial Center (HMC) under his guidance. Despite less in-class contact, Dr. Emmons consistently offered support and guidance, helping me develop confidence and skills in this new clinical setting. Dr. Emmons helped me to develop my clinical instruction pedagogy through experiential learning, reflective practices, and incorporating case-based learning. Whenever I faced challenges with students or situations in the clinical setting, Dr. Emmons, collaborated with me to ensure I met UHH's SON standards and best educational practices, while supporting my students effectively.

After a full year of mentorship and guidance for my own career development, I was transitioned into a role as a course coordinator for Adult Health Care II Practicum (N455L) and this Fall 2023 term have been tasked with developing a comprehensive lab course for Health Assessment Practicum (N347L). Dr. Emmons continues to support my career growth and serve as my teaching mentor, offering respectful and constructive feedback, demonstrating his commitment to enhancing my career growth.

*Teaching and Educational Impact:*

Dr. Emmons brings over a decade of teaching experience at both the undergraduate and graduate level, preparing students to care for people with complex health care problems. He has numerous publications and presentations and has been awarded millions of dollars in grant funding over the past three years. As an



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academic and clinical scholar, Dr. Emmons possess the enterprise to grow and advance the profession of nursing here at UHH School of Nursing. Dr. Emmons has redeveloped Adult Health Care I theory to be reflective of the National Council of State Boards of Nursing (NCSBN) Clinical Judgement Measurement Model (NCJMM). He worked effortlessly to design a curriculum that brought the next generation nursing into the classroom by using a clinical case study-based approach, backed by current evidence-based practices, to nursing health care didactic learning.

I have seen his teaching impact in the clinical setting through translation of the clinical judgement model from the classroom environment into the clinical setting. This has helped the students understand their clinical experience and patient care planning using the knowledge, skills, and attitudes fostered by Dr. Emmons' work to enhance the curriculum. He introduced the use of a clinical reflection document into the Adult Health Care I Practicum, having the nursing students reflect on their patient care situations encountered at HMC. I have seen first-hand that this method of instructional design can bridge the gap between classroom theory and real-world practice, connecting what students learned in lectures and textbooks to actual patient cases, promoting a deeper understanding. I will carry this practice forward own class practices as I continue to develop courses within the SON.

Another aspect of impact was Dr. Emmons developing a clinical instructor guide to facilitate the Nursing Concepts and Skills Practicum (N353L). The guide he developed allowed for clear teaching objectives and a unified approach to instruction allowing for all students in various sections to receive the same learning. I have applied this approach in my role as the clinical coordinator for Health Assessment Practicum, as well as, his recommendations for building a Laulima course shell to allow for structured content design. Dr. Emmons' transparency and best education practices, whether shared in faculty meetings or during one-on-one mentorship sessions, have aided me and my fellow faculty colleagues in enhancing our instructional methods..

#### *Student Engagement and Success:*

Dr. Emmons is engaging with students and has a sincere desire to understand their needs and accommodate any possible learning barriers students may face. Dr. Emmons administers a learning preference questionnaire to students at the outset of his courses. He thoroughly reviews these questionnaires and subsequently adapts his teaching methods to align with students' preferred learning modalities. For those who are visual learners, these students are encouraged to read the textbook chapter but he provides multiple graphics, charts, and videos to supplement their learning on his Laulima course shell. For auditory learners, Dr. Emmons spent time to record summative learning modules on the chapter topics to be reviewed in the classroom, this also allowed students to have on-demand streaming of content while commuting to campus or preparing for theory examinations.

I have had the opportunity to speak with students who have had Dr. Emmons as a professor throughout the '22/'23 academic year. Our UHH Student Nurse Association (SNA) President has quoted "Dr. Emmons lectures are engaging, never just reading off a Power Point slide, and his energy and enthusiasm for



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nursing is evident in the way he connects with the class as a whole. We recognize the time and effort he takes in preparing for lectures and want to show him our appreciation by working just as hard to adequately prepare for class. Dr. Emmons has worked to support and encourage us academically.” The faculty and students alike know Dr. Emmons is committed to the success of the students and the SON which is evident in his passion for nursing education.

I've gained valuable insights from Dr. Emmons on the art of setting specific, achievable goals for our students, along with offering the necessary resources and support to help them reach these objectives. This structured approach has greatly improved my ability to hold students accountable when they fall short of expectations. I frequently consult with Dr. Emmons to review challenging situations, highlighting areas of success, and identifying areas for growth to better address similar issues should they arise again. He has taught me to have a rooted investment in our student's engagement and success.

*Interpersonal and Leadership Qualities:*

Interpersonal and leadership qualities are essential for a university-level nursing educator, as they play a pivotal role in shaping the learning experience for future nurses and in cultivating a positive and productive learning environment. Dr. Emmons is an effective communicator, having a clear and concise communication style and he is an active listener promoting an open and supportive atmosphere. Because of his communication skills, Dr. Emmons also is a leader in collaborative teamwork. He is someone on whom I, and the SON, can depend on to take on any needs that help enhance our students' experience and our program's visibility within the community. Dr. Emmons is a positive and professional role model, his oversight gives me confidence in my teaching to learn and grow but also know that I have his support, ensuring a two-sided professional mentor/mentee relationship.

*Commitment to Diversity, Equity, and Inclusion:*

The University of Hawaii at Hilo has the distinction of being one of the most diverse student populations in the United States. Dr. Emmons made it a priority to meet with practitioners of la'au lapa'au (the traditional medical practice of Native Hawaiians) and took the time to learn about the significance Hawaiian culture. Also, by incorporating what he has learned during his time on the island, Dr. Emmons connects concepts and theories that can feel foreign to students and applies this to daily life seen in Hawaiian communities. His educational practices are reflective of understanding and empathizing with students' challenges, both in their studies and personal lives, making him an educator that is more approachable and supportive.

Dr. Emmons is connected to providing equity within our school and community. I worked with him to become basic life support (BLS) educators to provide training at the instructional level for students rather than having the student seek this certification on their own. BLS training is something that is often an added cost to their education, and now we can eliminate a small barrier to the students. Another example of his sense of



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community is him volunteering his time at health events like “Ladies Night Out” where we provide health education to the women in the community. Dr. Emmons, who is a national recognized wound specialist, also volunteers his time with Hope Service to provide wound care for individuals experiencing homelessness in Hilo. Dr. Emmons empower his peers to share resources and expertise to give back to the community in which we serve as nurses.

In conclusion, I fully support the Promotion of Dr. Kevin Emmons so that he may continue providing his expertise as an academic and clinical scholarship but also to our students who appreciate his recognition of their abilities and potential. His willingness to share his knowledge and expertise in our formal mentor/mentee relationship and his reach within our school of nursing is vital to providing a supportive and collaborative working environment. I know Dr. Emmons will continue to strive for excellence and be progressive in our culturally diverse healthcare environment.

Thank you for taking the time to review my letter of recommendation and support. Please do not hesitate to reach out if you require any additional information or would like me to answer any other questions.

Sincerest Regards,

Gladys G. Megargel, MSN, RN  
*Instructor of Nursing*