

# 2011-2012 Nursing

Section	Document Name
Fiscal Health	• <a href="#">2011-12 Fiscal Health 13.pdf</a>
Fiscal Health	• <a href="#">Fiscal Health IUSON - Narrative.pdf</a>

## Mission

### Mission Statement

The IUSON exists to lead the “knowledge work” of nurses of today and tomorrow to positively influence the health of communities served by: inspiring learning through excellence in teaching; creating and advancing knowledge through science and research; shaping care through evidence-based practices, innovations and partnerships; and appreciating, developing, and recognizing faculty, staff, and students.

## Goals and Objectives

### 1. Excellence in Teaching and Learning

#### A. Attract and support a better prepared, more diverse student population.

**Campus Planning Theme:** Teaching and Learning

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**

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**Actions taken for 2011-2012:**

#### **Actions Taken for 2012-2013:**

Fall 2011 – Traditional BSN

- 301 applications received
- 90 admitted
- Average GPA 3.85

Fall 2011 – Accelerated BSN

- 105 applications received
- 41 admitted
- Average GPA 3.92

Spring 2012 – Traditional BSN

- 183 applications received

- 182 applications received
- 90 admitted
- Average GPA 3.82

#### Spring 2012 – Accelerated BSN

- 57 applications received
- 39 admitted
- Average GPA 3.86

#### Summer 2012 – Accelerated BSN

- 42 applications received
- 30 admitted
- Average GPA 3.75

#### **Scholars and high-achieving students**

- Two Herbert Presidential Scholars – Jessica Meeks and Elaina Weiss
- One Bepko Scholar – Rebekah Woosley
- One Chancellor Scholar – Kelsey Whitcomb
- IUPUI Honors Program Scholar – Jessica Meeks, Elaina Weiss, Rebekah Woosley and Whitney Eldridge
- One Plater International Scholar – Whitney Eldridge
- Two Diversity Scholars Research Program (DSRP) students – Kemi Olofinkua and Christele Igega
- Three students were selected from the School of Nursing as part of the IUPUI Top 100: Alisha Allison, Jacqueline Chandler and Carmanny Gonzalez (was in top 10).
- IUSON student Carmanny Gonzalez was selected to give the IUPUI student commencement address in May 2012.

#### **IUSON Graduates**

	Fall 2011	Spring 2012	Summer 2012
Traditional	86	78	18
Accelerated	31	40	16
RN/BSN	30	1	31
<b>Undergraduate Subtotal</b>	<b>147</b>	<b>119</b>	<b>65</b>
MSN - All Tracks	3	51	58
PhD	4	0	0
DNP	0	8	0
<b>Graduate Subtotal</b>	<b>5</b>	<b>60</b>	<b>58</b>
<b>Total</b>	<b>152</b>	<b>179</b>	<b>123</b>

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### **Scholarship Support and Other Financial Aid**

Undergraduate scholarships \$ 430,574

Graduate scholarships, fee remissions and fellowship \$ 674,834

Total Financial Aid \$ 1,105,408

*\*Academic year 2011-2012 ending June 30, 2012*

### **Diversity in Student Population – Enrolled Student Numbers**

	Fall 2011	Spring 2012
<b>Traditional</b>	<b>520</b>	<b>523</b>
American Indian	1	4
Asian	19	19
Black	24	22
Hispanic	16	19
NA (Alien)	21	24
White	439	435
Male	50	46
Female	470	477
<b>Accelerated</b>	<b>176</b>	<b>185</b>
Asian	10	10
Black	8	8
Hispanic	3	6
NA (Alien)	4	4
White	151	157
Male	24	23
Female	152	162
<b>RN/BSN</b>	<b>97</b>	<b>82</b>

Asian	3	3
Black	15	11
Hispanic	2	1
NA (Alien)	1	0
White	76	67
Male	7	5
Female	90	77
<b>Undergraduate Subtotal</b>	<b>793</b>	<b>790</b>

	Fall 2010	Spring 2011	Fall 2011	Spring 2012
<b>MSN - All Tracks</b>	<b>371</b>	<b>374</b>	<b>329</b>	<b>367</b>
Asian	6	10	10	13
Black	24	23	22	29
Hispanic/Latino	6	5	5	7
Native Hawaiian/Pac	1	1	1	1
Island	9	8	8	7
NR-Alien	0	8	7	13
Refused to Answer	325	318	276	297
White				
Male	18	21	20	21
Female	353	353	309	346
<b>PhD</b>	<b>61</b>	<b>44</b>	<b>39</b>	<b>44</b>
Black	6	5	4	4
NR-Alien	0	4	4	3
Refused to Answer	0	1	1	2
White	53	34	30	35
Male	0	1	2	2
Female	61	43	37	42
<b>DNP</b>	<b>16</b>	<b>15</b>	<b>23</b>	<b>19</b>
American	1	0	0	0
Indiana/Alaskan	1	2	4	4
Black	1	0	0	0
NR-Alien	13	13	19	15
White				
Male	0	0	1	0
Female	16	15	22	19
<b>Total</b>	<b>448</b>	<b>433</b>	<b>391</b>	<b>430</b>

#### Evidence of Progress for 2011-2012:

Kaplan benchmark testing was ongoing as a means of evaluation and trending the curriculum, thus improving



accountability. During the 2011 – 2012 academic year, we formed a testing task force comprised of students, faculty, and staff who reassessed all nationally available nursing integrated testing products for future use. This group selected to continue with Kaplan and created a procedure for administering Kaplan consistently across the semesters. As a result of the mandatory Kaplan NLCEX Review Course for graduating seniors that began in May, 2012, we are seeing an increase in our NCLEX pass rates.

Our 2011-2012 NCLEX scores improved to an average of **91.69%** while the national NCLEX pass rate averaged **89.09%**. Programming to improve the pass rates of our graduates includes an early warning system, and online standardized testing for outcomes is integrated in all undergraduate courses with faculty-selected benchmark pass rates.

We fully implemented the revised BSN Admission Policy. As a result, we have experienced a significant decline in the number of complaints from applicants and parents across all three campuses of the Core, while maintaining academically competitive admission cycles.

During the 2011 - 2012 academic year, BSN Faculty continued the important work of revising the BSN Curriculum. The Office of the Associate Dean for Undergraduate Programs has been involved in this curricular revision, and this work will be implemented in 2013. The office facilitated three faculty curriculum revision retreats, and is finalizing revision work this fall. Completed work includes revised BSN program outcomes, leveled competencies, articulation and definition of 47 curriculum concepts, and a plan for BSN curricular structure. Multiple new courses are currently being developed, as well as the implementation of teaching using a concept-based curriculum. Faculty development will be a focus.

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#### Activities planned for 2012-2013:

- Implement the new curriculum beginning Fall 2013
- Integrate the ePDP into courses in the new curriculum
- Faculty development events focused on concept-based teaching, as well as utilizing the ePDP
- Articulate a proposal for adjusting the BSN size and composition
- Reengage with our stakeholders to share our revised curriculum, and to solicit feedback about said curriculum
- Connect with clinical partners to collaborate on more fully developing community-based aspects of the curriculum
- Continue discussion on how the Accelerated , 2<sup>nd</sup> degree program will be revised, with a goal of completing this work for implementation January 2014

Because of the scope of and depth of the curricular revision projects, the office will limit and be thoughtful about additional projects we undertake.

#### ☒ B. Emphasize and reward effective teaching

**Campus Planning Theme: Teaching and Learning**

**Secondary Goals:****Sub Unit:****Time Frame:**

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**Actions taken for 2011-2012:**Faculty Promotions

- 4 IUSON faculty were promoted this year. They include Anne Belcher, Jan Fulton, Pam Ironside and Susan Rawl – all to full professor.

Awards and nominations

- Marion E. Broome was invited to be the commencement speaker for the graduating nursing class at Nell Woodruff College of Nursing at Emory University.
- Marion E. Broome was awarded the 2012 E. Louise Grant Outstanding Alumni Award at the School of Nursing at Georgia Health Sciences University.
- Judith A. Halstead serves as President, NLN Board of Governors for 2011-2013.
- Victoria Champion was named Associate Director of population science at the IU Melvin and Bren Simon Cancer Center.
- Julie L. Bohannon, a part-time faculty in the Department of Environments for Health, was the winner of the Governor's Award for Volunteerism for her work done with IUSON and Girls Inc. of Greater Indianapolis.
- Marion E. Broome was selected as an Indianapolis Business Journal 2011 Woman of Influence and was one of the TOP IUPUI Stories in 2011.
- Janice Buelow was inducted into the American Academy of Nursing as a fellow in 2011.
- Janet S. Carpenter was appointed to the Sally Reahard Chair in IUSON's Center for Enhancing Quality of Life in Chronic Illness (CEQL).
- Claire Draucker was inducted into the American Academy of Nursing as a fellow in 2011.
- Claire Draucker was also appointed to the Angela Barron McBride Professorship in Mental Health Nursing, August 2011.
- Kristina T. Dreifuerst was invited to the University of Calgary School of Nursing, Calgary, Alberta, Canada to be their Scholar in Residence for 2012.
- Patricia Ebright was inducted into the American Academy of Nursing as a fellow in 2011.
- Mary L. Fisher received a 2011 Distinguished Alumna Award from Kent State University (KSU) College of Nursing during the college's annual Excellence in Nursing Celebration.



- Judith A. Halstead was inducted into the American Academy of Nursing as a fellow in 2011.
- Judith Halstead also received the Elizabeth Russell Belford Award for Excellence in Nursing Education from Sigma Theta Tau International, the honor Society of Nursing.
- Susan Hickman was to be invited plenary speaker at the August 10-12, 2011 National Institute of Nursing Research Science of Compassion End-of-Life and Palliative Care Conference in Bethesda, Maryland.
- Angela McNelis was elected to the NLN Nursing Education Research Advisory Council (NERAC) for a three-year term from 2011-2014.
- Carol Shieh received the 2011 Tony Mary Hulman Health Achievement Award for Preventative Medicine and Public Health from the Indiana Public Health Foundation, Inc.

### Faculty Development

In 2011-2012 the following visiting lecturers and faculty spent time with faculty consulting in groups and with individuals:

- Dr. Adey Nyamathi, the 9<sup>th</sup> Davis-Sams Distinguished Visiting Professor, visited IUSON in October, 2011. Dr. Nyamathi is the Associate Dean for International Affairs and Scholarly Activities at UCLA School of Nursing and the Endowed Chair in Community Health Research. Her visit included three presentations, meetings with Dean Marion Broome, consultations with doctoral students on ongoing research projects, and dialogue with undergraduate and graduate students.
- 12<sup>th</sup> Annual Sonna Ehrlich Merk Distinguished Lectureship and Luncheon: Beatrice J. Kalisch, RN, PhD, FAAN, Titus Distinguished Professor, University of Michigan, School of Nursing, March 9, 2012, 11:30-1 p.m., University Place Hotel Ballroom, "The Influence of Teamwork on Missed Nurse Care"
- Diane Billings Lecture: August 29, 2012, 8:30 a.m.-1:00 p.m., Campus Center, Room 405, Speaker: Christine Tanner, Youmans Spaulding Distinguished Professor, Oregon Health & Science University, School of Nursing.
- 2012 Emily Holmquist Doctoral Forum: Pamela S. Hinds, PhD, RN, FAAN, Director, Nursing Research & Quality Outcomes, Associate Director, Clinical & Community Research Center, Children's National Medical Center, Washington, D.C., Professor of Pediatrics, The George Washington University, Thursday, June 7, 2012, 3:30 p.m. to 4:45 p.m., Ruth Lilly Learning Center (Riley Outpatient Center) Auditorium, SEMINAR PRESENTATION: "Why Base a Research Career in a Hospital? For Pleasure and Passion!"
- The Center for Research in Nursing Education 4th Annual Billings Lecture: "Outside the Box: Research in Nursing Education", Darrell R. Spurlock, Jr. PhD, RN, Senior Nurse Researcher, Ohio Health Corporation Monday, May 21, 2012, 9:00 —11:30 a.m., IUPUI Campus Center
- Eleven clinical faculty at IUPUI were supported (course release and stipend) while enrolled in doctoral study in a variety of institutions such as Case Western University, University of Nevada-Las Vegas, University of Louisville, Indiana University, Purdue University and University of Southern Indiana.
- Judith Young, Assistant Clinical professor, completed her DNP in December 2011 at Purdue University.



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**Evidence of Progress for 2011-2012:**

Teaching excellence remains highly valued in the IUSON-IUPUI as a route for promotion, merit and recognition. Dr. Judith Young was awarded the Doctor of Nursing Practice (DNP) from Purdue University. Dr. Young was given a 10% raise to begin to bring her salary in line with other doctorally prepared Assistant Professors.

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**Activities planned for 2012-2013:**

Faculty continue to be encouraged to seek out professional development opportunities. The Executive Leadership Group is working on a document that more clearly defines the expectations for scholarship productivity for clinical faculty and requisite support resources. This will be done to encourage them to seek promotion to clinical associate professor. Speakers for all the named professor or lectureships have been invited and scheduled to support teaching in their development.

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**☒ C. Enhance undergraduate student learning and success**

**Campus Planning Theme:** Teaching and Learning

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**

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**Actions taken for 2011-2012:**

We continue to use the Kaplan Integrated Testing and evaluation program in our undergraduate baccalaureate curriculum throughout all 8 semesters.

For our 5<sup>th</sup> semester traditional and accelerated track students, IUSON collaborates with University College to offer a Structured Learning Activity (SLA) in conjunction with the students' first Alterations in Health course, which covers medical/surgical content. This course has a higher failure rate than most of our courses. Through the University College, selected students are enrolled and trained to be student mentors for a course. The SLA consists of student mentors conducting recitation hours primarily on Fridays. The nursing students are obtaining needed information and reviews from the SLA instructor student-mentors. Evaluations are conducted on our students, their learning outcomes, and the SLA experiences and satisfaction with this endeavor.

The Practice Education Partnership (PEP) units were continued, and evaluated in the 2011-2012 academic year. Comprehensive evaluations are being conducted on the clinical students, the partner preceptors, and the IU faculty with outcomes being assessed using focus groups and quantitative measures. The clinical agency leadership and IU faculty group continue to meet each semester. A research study is being conducted on 5<sup>th</sup> and 6<sup>th</sup> semester students addressing quality of clinical education, including PEPs. We anticipate having results early in 2013.

A committee of faculty and staff worked towards planning the October 2012 Student Professional Development



A committee of faculty and staff worked towards planning the October 2012 Student Professional Development Day event. This year's SPDD theme is, "Perspectives on Cultural Competence and Compassionate Patient Care." Featured speakers will include:

- Anne Ryder, writer and journalist – "Renew, Reflect, Connect: Lessons in Compassionate Care," and will discuss her experience interviewing Mother Teresa
- Dr. Virginia Caine, Marion County Health Director – "Health Disparities and Public Health: The Power of Collaboration" will speak about overcoming health disparity through collaboration
- Chad Priest, RN, MSN, JD is an IUSON Alum and current CEO of MESH – "Beyond Caring: Thoughts on the Future of Nursing" will tie the first topics together and connect them with the future of nursing

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#### **Evidence of Progress for 2011-2012:**

Student outcomes in terms of success on the NCLEX are above average and steadily increasing.

#### **NCLEX Pass Rates – First-time Test Takers in 2011 - 2012**

<b>Dates</b>		<b>Program</b>	<b>Pass Rate</b>
Calendar year 2011		BSN	91.69%
1 <sup>st</sup> Quarter 2012 01-01-12	03-31-12	BSN	92.86%
2 <sup>nd</sup> Quarter 2012 04-01-12	06-25-12	BSN	94.95%

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#### **Activities planned for 2012-2013:**

- Will be planning for the IUSON 100<sup>th</sup> Anniversary, to include the 2014 Student Professional Development Day. A committee of faculty, staff and alumni has been called together, and are starting to work towards planning the 2014 SPDD event.
- Full implementation of new BSN Curriculum to enhance student success
- Continue Kaplan benchmark testing is ongoing as a means of evaluation and trending the curriculum thus improving accountability.

☑ D. Improve retention in the student pipeline; increase graduation rates

**Campus Planning Theme:** Teaching and Learning

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**

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**Actions taken for 2011-2012:**

- Our retention exceeds 90% from 3<sup>rd</sup>-8<sup>th</sup> semester which we believe is largely attributable to small clinical groups (n=10) throughout the curriculum. Attrition is largely attributed to extreme stressors associated with family illness and student pregnancies. APG works proactively to notify students who are in distress and connect them to appropriate resources. We believe that our cohort based model of education is effective in retaining our high-quality students.
  - With a new Director, Dr. Sheri Robb, we implemented a new curriculum pattern for the Nursing Honors Program, which is more student-friendly, and works more collaboratively with the IUPUI Honors College. Dr. Robb is hosting a number of events with the Nursing Honors students to acclimate them to the program, including events helping to connect them to their Honors faculty and research mentors, and to help them better understand the Nursing Honors curriculum.
  - We migrated School of Nursing policies to SharePoint.
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**Evidence of Progress for 2011-2012:**

For traditional BSN students entering the BSN program in January of 2011, the retention rate was 100% (90 of 90 students still enrolled). This retention rate is up from a rate of 99% for the year before.

- Graduation rates continue to remain above 90%
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**Activities planned for 2012-2013:**

- IUSON will continue to monitor retention
- Revise accelerated curriculum
- Implement the new traditional BSN curriculum
- Build a culture of excellence and pride in the BSN programming, including faculty, staff, and students through activities such as focus groups and the Induction Ceremony
- Work to increase NCLEX pass rate through structural and soft mechanisms



- Develop one solid proposal for grant funding related to undergraduate programming that would move us forward in this time of tight resources

☒ E. Provide effective professional and graduate programs

**Campus Planning Theme:** Teaching and Learning

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**

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**Actions taken for 2011-2012:**

- The IUSON at IUPUI has the only PhD program in the state. Currently 50 students are in the program and approximately 34% live out of state. Nine applications were received in 2011-12 and six were admitted for the May, 2012 cohort. From July, 2011 through June 2012, four PhD students graduated from the program. As part of the curricula students are required to attend a two week intensive session on campus in the summer. Major revisions in the intensive schedule to accommodate more professional development sessions and based on student feedback were completed. Redesign of PhD Curriculum was completed and started with new cohort 2012.
- **IUSON offers 8 masters specialty tracts. In the Spring 2012 a total 367 master's graduate students were enrolled in the MSN program; 85% are part-time.**
- **In 2011-2012, the school received \$84,261 in Advanced Nurse Training federal funding and we supported 10 students. We also secured a total of \$200,000 through the Federal Nurse Faculty Loan Program (NFLP) to support PhD students and MSN Education students. We were awarded \$143,000 from the IUPUI Graduate School Research Incentive Funds to support PhD and Graduate Students.**
- The IUSON Doctor of Nursing Practice (DNP) program continued evaluation/development of the program and faculty. Eight full-time DNP students graduated in May 2012. A third cohort of 16 students started the program in Fall 2012. Site visitors from the Commission on Collegiate Nursing Education completed the program's first accreditation evaluation in November 2011 and the DNP Program was officially accredited with notice in May 2012.
- The ACNP program suspended admissions due to unexpected faculty shortages. Frequent consultation and collaboration continued with the American Nurses Credentialing Center to transition the Psych-Mental Health CNS program to a Psych-Mental Health NP program to ensure graduates from that new program, as well as PMH-CNSs seeking post-masters certification in the PMH-NP program, would be eligible for certification. Talks began with IU Riley and St. Vincent CNSs to determine interest in, and considerations for opening our Pediatric CNS program and enlisting support for faculty/preceptor involvement from the clinical partners.
- Negotiations continued with the IUPUI Financial Affairs Office to develop a Liaison position to support financial aid activities in the IUSON.
- Faculty developed alternative Dissertation format. Option to be offered to PhD students after approval by the IU Graduate Council.
- Faculty engaged in discussions about master's programs delivery and volume of students.
- U.S. News and World Report ranked Indiana University School of Nursing graduate programs as 15<sup>th</sup> overall in the nation and 10<sup>th</sup> among public nursing schools. The adult health clinical nurse specialist program ranked 2<sup>nd</sup>



#### **Evidence of Progress for 2011-2012:**

**We continued to enroll PhD interested students into the National Faculty Loan Program. Currently, nine PhD students are pursuing or nearing completion of their studies with the help of NFLP funding. Additional recruitment strategies and involvement of PhD program faculty have begun to demonstrate increased interest in and number of applications to the PhD program. The successful application for two Jonas Scholarship Awards (<http://www.jonascenter.org/>) has resulted in packaging of two PhD students with funding that allows full time study and sponsorship/mentoring by two clinical partners. The ACNP program has re-opened admissions to the program after multiple clinical partner negotiations and collaborations that resulted in faculty positions for support of the program. The *Indiana University: Training in Behavioral Nursing* T-32 Grant Funding was renewed for five years (21<sup>st</sup> – 26<sup>th</sup> year).**

We have officially notified the Graduate office of our re-opening of the Pediatric CNS program. Program curricula is being finalized for the program with consultation from IU Riley CNSs. Graduates of the PMH-NP program and the PMH-NP post masters certificate have begun application for eligibility to sit for certification. Communication to the community regarding re-opening of admissions to the ACNP has been completed and the existing student cohort is completing the program. Increased faculty attention and activity surrounding masters course offerings and areas for improved efficiency and standardization where appropriate have begun.

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#### **Activities planned for 2012-2013:**

- Prioritize HRSA grant submissions based on curriculum strategic plans and innovations proposed.
- Continue to evaluate all programs in terms of faculty resources, curriculum design, and student recruitment strategies.
- Continue to develop new partnerships in the service sector to identify and implement opportunities for graduate student experiential learning, and graduate student recruitment and increased enrollment in all programs.
- Investigate alternative PhD intensive offerings that maximize face-to-face opportunities for professional development and learning, and also enhance recruitment of students.
- Get final approval for alternative dissertation format from IU Graduate Council.
- Fill Shared (with campus) Financial Aid Liaison position she's and develop plans for: student advisement on financial opportunities, and packaging alternatives that attract full-time students in each of the programs and also effectively distribute available funding across larger numbers of students.
- Continue to work with DNP faculty to evaluate and enhance DNP program curricula.
- Continue to develop partnership with Tuskegee University to attract minority graduate students.

## **2. Excellence in Research, Scholarship, and Creative Activity**

### **A. Conduct world-class research and creative activities.**

**Campus Planning Theme:** Research, Scholarship and Creative Activity  
**Secondary Goals:**



**Actions taken for 2011-2012:**

- The amount of external research dollars awarded in FY2012 was \$6,439,706.
  - 17 faculty received external support for their scholarly work.
  - Five nursing students were selected to present their posters at this year's MNRS conference. Two doctoral students, two undergraduate students, and one MSN student attended.
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**Evidence of Progress for 2011-2012:**

Our Center for Research and Scholarship continues to serve as organizational center for cancer care research through links with the Mary Margaret Program (now referred to as the BCOG Center for Symptom Management) and the Cancer Center. This group that links the behavioral oncology researchers in the Midwest, including those in the Center for Research and Scholarship, is growing. Monthly Cancer Control Seminars were held with presenters both from within the university and across the country. These are joint efforts between the BCOG Center for Symptom Management and the Cancer Center. The seminars are multidisciplinary with an audience of faculty, staff, and students across the campus. IUSON ranked 12<sup>th</sup> out of 78 schools of nursing in the country in the amount of NIH funding received. Our internal funding this past year totaled \$93,860.

The Center for Enhancing Quality of Life in Chronic Illness (CEQL) continues to engage in a number of activities that are intended to stimulate collaborative, interdisciplinary research that will ultimately generate new knowledge and evidence to guide clinical practice to improve health-related quality of life in persons of all ages affected by chronic conditions. CEQL awarded three pilot projects (two at \$15,000 each and one at \$50,000), initiated a new CEQL Scholars Program to provide additional research release time for faculty, and created a support group for junior faculty (NURtuRE).

The school's Center for Research in Nursing Education (CRNE) hosted a summer grant writing intensive event/Billings Lecture. 32 faculty members (from all 3 campuses – Indianapolis, Bloomington, Columbus) were in attendance at the lecture. CRNE also processed several internal awards - six Daisy Faculty Awards and one Billings Award.

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**Activities planned for 2012-2013:**

- Continue to support professional development of faculty in pursuit of research excellence.
- Increase the current number of externally funded research projects, specifically by assisting faculty to start their next

grant before current one is finished.

- Increase internal and external awareness of IUSON's research by messages disseminated through university, local, state, national and international media.
- Recruit mid and senior level research intensive faculty.
- Increase the knowledge of Center staff through additional education opportunities and cross-training when appropriate.
- Obtain input from faculty and other key stakeholders about the future of research at the School of Nursing (i.e., nursing science as well as the administrative center).

☑ B. Provide support for scholarly activity and external funding.

**Campus Planning Theme:** Research, Scholarship and Creative Activity

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**

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**Actions taken for 2011-2012:**

- Provide faculty two full-time staff members to provide pre- and post-award support (interpretation of guidelines, budget preparation, formatting/submitting proposals, progress report assistance, hire/train project staff, monitor budget expenditures).
  - Provided a variety of research colloquium and national speakers for faculty development.
  - Multilevel review processes with topic specific and formal proposal reviews by senior researchers.
  - Provided funds to support external review
  - Advertise funding opportunities
  - Pair junior faculty with research mentors in their field of interest
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**Evidence of Progress for 2011-2012:**

During the year, 17 faculty external support for their scholarly work. In FY12, 62 external new/competing continuation/supplemental proposals were submitted and 31 external awards were received.

The Faculty Research Groups (FRG) continued to meet throughout the year. Groups included Chronic Illness, Education, Oncology and Health Systems/Translations. These groups met on either a monthly or bi-monthly basis. Three smaller teams were also developed. These included the Quality of Life Writing Group, and Qualitative Research Study Group, and the Education Community of Practice group. These groups provide peer review for both grant and manuscript submissions.



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**Activities planned for 2012-2013:**

Continue to support new faculty as well as seasoned investigators.

- ☑ C. Enhance infrastructure for research and creative activities.

**Campus Planning Theme:** Research, Scholarship and Creative Activity

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**

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**Actions taken for 2011-2012:**

We have a research internal advisory committee that meets multiple times each semester. The committee is comprised of both junior and senior research faculty representing each department within the School. This committee ensures the voices of each department are being heard, and provides advice for the direction of the research department and needs of the school.

Several members of this group were consulted on plans for future renovations within the school, specifically research space.

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**Evidence of Progress for 2011-2012:**

Meetings were attended with University architects to discuss research space renovations. Plans have been submitted to be placed in a queue for bids. The renovations will help facilitate more effective research – both administratively and clinically.

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#### Activities planned for 2012-2013:

Continue to recruit research intensive faculty. With renovations planned, it is anticipated the school of nursing will be even more desirable to potential faculty.

### 3. Excellence in Civic Engagement

#### A. Enhance capacity for civic engagement.

**Campus Planning Theme:** Civic Engagement

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**

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#### Actions taken for 2011-2012:

School of Nursing participates in a program titled "Reducing the Risk" at George Washington Community School (GWCS) in collaboration with the Westside Wellness Center's Physically Active Residential Communities and Schools (PARCS) program operated by the IUPUI School of Physical Education. The School of Nursing program centered on health literacy and community based health education. Adult Nurse Practitioner Students and Adult CNS students served as Service Learning Assistants and mentored undergraduate students in the community health nursing course as they worked with community residents to answer health questions and provide anticipatory guidance. The program has expanded to include Mary Rigg Community Center. During the 2011-2012 academic year there were 1200 encounters between the two sites.

IU School of Nursing Associate Professor Carol Shieh worked with Linda Sinclair and Andrew Peacock, the Community Liaison from St. Francis Hospital to service the Burmese –Chin population in the area. Derived from their original plan, a group of BSN students supervised by Kay Covert conducted community assessment on Burmese Karen/Karenni population in the Lakeside Pointe Apartments in Nora area in spring of 2012. This community assessment project identified health, psychosocial and environmental safety needs of the population and the assessment results were presented to the Marion County Health Department to assist further health program planning for this population.

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#### Evidence of Progress for 2011-2012:

See above

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#### Activities planned for 2012-2013:

Two of IUSON's faculty, Dr. Angela McNelis and Dr. Ukamaka Oruche are working with undergraduate students who have completed H365 to be involved in the "Super Cure" initiative for the Susan G. Komen Tissue Bank at the IU Simon Cancer Center. Since the IUSON undergraduate students have completed the university research module trainings, they will be volunteering to consent the 750 women who will be donating breast tissue as part of the "Super Cure" on January 28<sup>th</sup> and 29<sup>th</sup>, the weekend prior to the Super Bowl here in Indianapolis.



Students will continue to be involved with future tissue bank initiatives beyond the Super Bowl. Students from the H-365 class did participate as volunteers with the "Super Cure" event January 28-29, 2012.

In addition to the program at GWCS the IUPUI Community Learning Network and Indianapolis Public Schools have been awarded a federal Department of Education Grant to implement a full service community school program at three IPS schools in the Martindale-Brightwood community. Undergraduate community health nursing students will participate in this project by have their clinical nursing experiences in the schools and work with the school based clinics that will be established in the sites. The Department of Education grant was implemented in the Martindale-Brightwood neighborhood with undergraduate nursing students in community health nursing working at IPS Schools 69 and 51. IPS School #69 does not have a nurse on site and the nursing students secured first aid kits for the teachers in each classroom and provided education for the teachers managing minor illnesses and injuries at the school. Undergraduate nursing students at IPS School 51 worked collaboratively with the full time nurse to provide health services to students in the school. Gleaners Food Bank opened a food pantry at the school, and students provided flyers and anticipatory guidance related to healthy eating choices for parents seeking resources from the food pantry.

In Fall 2012, faculty members from IUSON met with faculty members and a student representative of IUSOM's Student Outreach Clinic to discuss the possibility of nursing involvement at the clinic. Subsequently a group of interested students from IUSON's BSN & MSN majors was formed to start the planning and proposal process. A dedicated core of champions from this group of students will visit the clinic, speak with involved disciplines and develop a proposal for IUSON's student vision of nursing involvement in the clinic. The target date for the proposal presentation is January 2013.

Given the current fiscal climate, and the number of faculty available for the schools teaching and research mission (n = 87), each opportunity for expanded involvement in civic activities will be carefully evaluated in terms of investment of funds and time before committing the school to expansion of activities. The hope is that funding will be sought and secured with civic engagement projects that build on the faculty's research and educational expertise. More opportunities for service learning are anticipated. The school plans to be actively involved in finding opportunities for international exchanges for students, continuing to support the honors program for undergraduates and will aggressively seek out service learning opportunities as well.

☒ B. Intensify commitment and accountability to Indianapolis, Indiana - Kenya and Liberia

**Campus Planning Theme:** Civic Engagement

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**

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**Actions taken for 2011-2012:**

An office of Global Affairs was instituted and Dr. Mary Beth Riner recruited as Associate Dean. The purpose of this office is to oversee all international education and research activities and to provide a linkage with OIA on campus to explore synergetic projects with other schools related to global affairs.

Four consultation visits were made to the John F. Kennedy Medical Center (JFKMC) in Monrovia, Liberia. The primary focus of the first two visits was to continue work in building nursing leadership capacity at the JFKMC. The 7+ million dollar USAID/HED grant (housed at IUB, Charles Reafsnyder, PI) supported two additional consultations to the Tubman National Institute of Medical Arts (TNIMA) where we are involved in developing an articulation program for nurses and midwives to receive their BSN degree at the University of Liberia. This will



be the first publically available RN-BSN degree available in the country. This grant also includes project aims to build the life sciences at University of Liberia.

We provided the last year of support one faculty member, Naomi Mutea, MSN of the Moi University Department of Nursing Program who graduated in May from the DNP program at IUSON.

We admitted two nurse educators from TNIMA to the IUSON nursing education master's program, Cynthia Bondoe and Ada Lindsay. Their expenses are covered by the USAID/HED grant.

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#### **Evidence of Progress for 2011-2012:**

An RN-BSN Articulation White Paper was drafted in collaboration with Dr. McDonald, CEO and GA of the JFKMC and Director of the TNIMA. The paper describes key components of the curriculum plan, faculty, students, and resources. It was shared with members of the Center for Excellence in Life Sciences Advisory Board.

The Liberian nurse educators successfully passed their first two semesters of graduate study. However, this required a tremendous amount of support from faculty and staff in the school of nursing. (multiple course faculty, Marsha Baker, Dr. Marsha Ellet, tutors, etc.).

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#### **Activities planned for 2012-2013:**

Finalize the RN-BSN program planning with TNIMA and University of Liberia. A Winter 2013 consultation will be held at IUSON with the CEO of JFKMC and the Provost of the University of Liberia. Provide faculty development consultations for faculty at TNIMA.

Engage with members of the Indiana Global Health Center to finalize proposal cancer screening research work in western Kenya.

Further develop the newly established IUSON Office of Global Affairs now under the leadership of an associate dean for global affairs, a new 50% position.

#### **4. Enhancement of the Resource base.**

##### **A. State Funds**

**Campus Planning Theme:**

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**

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#### **Actions taken for 2011-2012:**

Enhancement of the resource base comes primarily though the monies generated by the program fee (see fiscal report). The faculty salaries are now at the 75<sup>th</sup> percentile of AACN means compared to the other Big 10 schools. In addition, salary savings are generated by the HRSA grants that now supports the DNP program.



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**Evidence of Progress for 2011-2012:**

BSN students pay the highest tuition in the IU system. Grant indirect cost recovery remains stable with current numbers of faculty. The grant funding is unlikely to go much higher without further investment in new faculty and continued submission by senior faculty.

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**Activities planned for 2012-2013:**

We will continue to submit grants to support our graduate programs, in particular, as well as assist diversity programs.

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☒ B. Research Funds.**Campus Planning Theme:****Secondary Goals:****Sub Unit:****Time Frame:**

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**Actions taken for 2011-2012:**

See above report under Research

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**Evidence of Progress for 2011-2012:**

See above.

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**Activities planned for 2012-2013:**

Continue recruitment efforts for full-time faculty who have potential to teach and generate external funding for research or educational programs.

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☒ C. Additional Students**Campus Planning Theme:****Secondary Goals:****Sub Unit:****Time Frame:**

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**Actions taken for 2011-2012:**

A system-wide RN-BSN program was developed by the deans and faculty at all 8 campuses and began in

August 2010. This program offers flexibility allowing students to go through the program at their pace finishing in 12-24 months. The program continues to grow (nearly quadrupled in IUPUI program alone).

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**Evidence of Progress for 2011-2012:**

The first class of Doctor of Nurse Practice (DNP) students was admitted in Fall 2010 - 17 students matriculated. Eight graduated in May 2012

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**Activities planned for 2012-2013:**

Other than the RN-BSN program, no further expansion in the traditional or accelerated BSN program at IUPUI is planned. Increased recruitment will be undertaken for MSN students to better meet the needs for primary care.

☑ D. Donors - Alumni and Corporations

**Campus Planning Theme:**

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**

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**Actions taken for 2011-2012:**

Campaign Activities

- Ongoing cultivation, solicitation, stewardship
  - o Individuals
  - o Corporations
  - o Foundations
- Attend monthly Impact Council Meetings



## Solicitations

- Planned Giving
  - Targeted those age 60+ with a planned giving possibility score of 600+
  - Mailing fall of 2011
- Gift Agreements Approved
- Major Gifts Received
- George Schillings - \$20,000
- Barbara Schilling - \$20,000
- George Schilling bequest - \$25,000
- Theobald/Mackenzie - \$52,000
- Larry Willhite - \$10,000
- John Mermel - \$10,000
- St. Francis for student activities - \$10,000
- Mary Hise - \$10,000
- Paul Hise bequest - \$42,000
- Jonas Family Foundation - \$20,000
- Jonas Scholars Partners
  - St. Francis Hospital- \$10,000
  - Wishard Health - \$10,000
- Third year for Students Helping Students Scholarship
- Class Gifts
  - 1963 Solicitation produced and mailed
  - 1966 Solicitation produced and mailed
  - 1964 continued discussions as their 50<sup>th</sup> anniversary coincides with School's 100<sup>th</sup> anniversary in 2014

- o 1957 Class gift announced and presented at reunion activities

### Cultivation/Stewardship

- **Events**

- o Symphony on the Prairie, August – Donor's \$500+
- o Spotlight on Nursing Walk/Run – October
- o Emeriti Luncheon – October
- o Scholarship Luncheon – November
- o Alumni Visits and Gatherings in Florida in February
- o Winter College – Naples
- o Midwest Nursing Research Society spring conference and alumni luncheon
- o Spirit of Philanthropy Luncheon, April
  - Honorees – Bill and Angela McBride
- o Reunion – May
  - Held breakfast gathering at IUSON with tours of Resource Center for Innovation in Clinical Nursing Education for undergraduates

- **Supporting Activities**

- o Thanksgiving card sent to all donors \$100+
- o E-communication Scholarship thank you/update sent to all Scholarship donors
- o Philanthropic Stories and planned giving information prepared for one issues of alumni newsletter, the *Pulse*



- o Development section of IUSON website updated and expanded

- o Fall and spring meetings of IUSON Board of Advisors

- o Fall and spring meetings of IUF Board

- o Nomination of Rose Mays for IUF Board

- **100<sup>th</sup> Anniversary**

- Solicited leadership for event and committees
- Supervision of summer intern dedicated to anniversary plans (600 hours)
- Creation of plan and preparation of promotional materials
- Kick-off dinner June 26

- **Bloomington**

- o Alumni Gatherings in conjunction with Homecoming

- o Community Advisory Group Convened November and April

- o Spring alumni reception

- o Update of Bloomington IUSON website

- o Initiation of case statement

- o Stewardship dinner for Theobald/Mackenzie Scholarship

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#### **Evidence of Progress for 2011-2012:**

##### **Financial Summary**

Total philanthropic income as reported by the IU Foundation - \$446,158.10. This is total cash received through annual giving, major gifts and bequests for the period July 1, 2011 through June 30, 2012.

Attached reports provide detailed financial data in support of the total reported by the IU Foundation that include:

- Monthly Comparison Summary that identifies total number of donors, total number of gifts and total dollars received for two fiscal years: 2010-2011 and 2011-2012
- Giving analysis report for FY 2011-2012 for range of gift: number of donors, number of gifts, and total dollars per range of gift

##### **Financial Narrative**

2011-2012 fiscal years fundraising was just over \$900,000. 2008-2009 income was more than \$1.2 million, FY 2009-2010 and FY 2010-2011 had a total giving of \$517,683.45 and \$533,120.33. The significant drop in giving for FY 2009 through 2012 reflects the downturn in the economy.

FY 2011-2012 also shows a substantial shift in the amount of gifts received. IUSON received no gifts in excess of \$50,000 and only one gift in the \$25,000 to \$49,999 range (\$39,054.15). This emphasizes the shift from major gifts and bequests received to that of annual giving

##### **Staff Change**

The full-time Development Assistant position was vacant February 10 through June 10. A new Development and Recruiting Support Specialist was hired June 11. Fifty percent of this position is devoted to development activities.

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#### **Activities planned for 2012-2013:**

E-communication will be increasingly used by the Development Office to further our outreach in an



expensive manner for two purposes: building stronger relationships with current donors and expanding the base of donors.

Personal visits will continue to be a priority through alumni gatherings with follow up and one-on-one visits. Graduates with more than one IUSON degree and high scores for major gifts and planned gifts will be targeted for significant cultivation.

Initiation of 100<sup>th</sup> Anniversary solicitations to alumni and also for sponsorships of anniversary events in 2014

- 100<sup>th</sup> Anniversary Club
- 2014 Legacy Society
- Brick campaign

Draft budget for 100<sup>th</sup> anniversary plans

Site visits for 100<sup>th</sup> anniversary activities

Solicitation of staff and faculty

Outreach to Nurse Practitioners; creation of a Nurse Practitioner Fellowship

- Fall Reception
- Luncheon in conjunction with regional conference in March
- Targeted mailing/solicitation

Solicitation of gifts in memory of Emeriti Faculty member, Marchusa Huff, for creation of a scholarship in her name

Continued interaction with two principal gift donors

Increased focus on corporate and foundation solicitations

Foundation solicitations:

- Helene Fuld
- William Randolph Hearst
- Rita and Alex Hillman Foundation
- Fairbanks Foundation
- Robert Wood Johnson Foundation

Planned Giving solicitation: letter from Campaign Chair, Carol Applegate, with enclosures of case statement and Ways to Give brochure

Alumni Luncheon at the Midwest Nursing Research Society

Spirit of Philanthropy Luncheon in April

Reunion activities in May will continue as in previous years

#### ☐ E. Space Issues

**Campus Planning Theme:**

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**

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**Actions taken for 2011-2012:**

Renovation of the 4<sup>th</sup> floor of this building began in March 2011 and was completed in December 2011. Those faculty and affected staff that had been working in temporary space at a downtown location happily returned in January 2012.

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**Evidence of Progress for 2011-2012:**

The 4<sup>th</sup> floor was completely renovated and now houses all of the faculty offices and associated support staff offices in more efficiently designed workplace space.

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**Activities planned for 2012-2013:**

Renovation will continue on the 3<sup>rd</sup> floor with particular emphasis on creating, expanding and enhancing research space and enhancing student learning environments and associated information and learning technologies. We also began work on a Master Space Plan for the rest of the building. The preliminary plan was disapproved by University Administration largely because the scope of the renovation was centered around removing the auditorium. It would have been prohibitively expensive and would have taken an auditorium out of the general inventory of classrooms on the IUPUI campus. We plan to reassess the situation and examine other alternatives.

**☐ F. Faculty Issues - recruitment and retention****Campus Planning Theme:****Secondary Goals:****Sub Unit:****Time Frame:**

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**Actions taken for 2011-2012:**

This is an area of greatest challenge as our high performing faculty, particularly the NIH-funded researchers, are highly sought after and our salaries are the lowest in the Big Ten schools. Not all academic vacancies were filled last year and remain posted. Two of the endowed chair/professorship positions were filled. Retirement of six senior faculty and two who relocated for endowed chair positions are exacerbating the shortage of experienced faculty.

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**Evidence of Progress for 2011-2012:**



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We continue to hire new research intensive faculty. Two assistant professors were hired in in 2012. Both of whom are African American, strong research focused faculty and were products of our own PhD program.

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**Activities planned for 2012-2013:**

Faculty salaries are very competitive in terms of recruitment of new faculty in times of economic distress in many states. However, five faculty took the early retirement option. Therefore, to recruit the brightest and the best, adjustments of salaries (based on performance of course) will be critical to keep parity or morale will suffer. The exception to the caps on raises did enable the Dean to acknowledge the top faculty performers in teaching and research this year and to raise the tenure-track faculty salaries average to the 75<sup>th</sup> percentile for Midwest, doctoral granting public institutions. This makes us much more competitive for new faculty hires. This will continue to be one of the dean's top priorities this next year.

**Fiscal Health**

**Reallocation Plan**

**Other Question(s)**