

## 2006-2007 Nursing

Section	Document Name
Fiscal Health	• <a href="#">IUSON Annual Report - Attachment - Fiscal.xls</a>

### Mission

The Indiana University School of Nursing exists to develop and lead the "knowledge work" of nurses today and tomorrow to positively influence health of communities by:

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- Inspiring learning through excellence in teaching
- Creating and advancing knowledge through science and research
- Shaping care through practice innovations and partnerships (Spring, 2006)

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### Vision Statement

- Solidify IUSON's reputation as the national leader in nursing education research and best educational practices.
- Position IUSON as a nationally renowned leader in clinical research.
- Achieve excellence in teaching and research powered by partnerships and innovation

### 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:**

#### Actions taken for 2006-2007:

##### Fall, 2006 – Traditional BSN

- 327 applications received
- 100 admitted
- Average GPA 3.72

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##### Spring, 2007 – Traditional BSN

- 125 applications received
- 99 admitted
- Average GPA 3.48

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##### January, 2007 – Accelerated BSN (\*NEW)

- 39 applications received
- 30 admitted
- Average GPA 3.54

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##### May, 2007 – Accelerated BSN

- 73 applications received
- 30 admitted
- Average GPA 3.87

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Two Bepko Scholars in Honors Program

Two Presidential Scholars in Honors Program

One Cox Scholar

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Six nursing students were chosen for the IUPUI Top 100 this year: Amanda Bishel, Jessie Farris, Cassandra Harriman, Nikki Werling, Stacie Wright and Alesha Gatchell.

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Jessie Farris was named the Top Female student overall.

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#### Graduates

- December 2006 = 132 (116 BSN / 16 MSN)
- May 2006 = 166 (109 BSN May-Aug 07 / 57 Masters)

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#### Scholarship support:

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Undergraduate: \$421,080.00 (*increase of 20% over 2005-06*)

Graduate: \$133,962.00 (*increase of 50% over 2005-06*)

Total: \$555,042.00

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#### Evidence of Progress for 2006-2007:

- The undergraduate class was increased by 30 students during this time (Jan admission), or an increase of 13%. This was accomplished via a contract with Clarian Health who hired 6 MSN prepared faculty who are with the School 80% time. This next year another 50 students will be added for a final increase of 33%.
- The MSN tract with a focus in nursing education was passed by faculty and approved for offering by the campus. Funding for 20 FT students was provided by the Indianapolis Private Industry Council (IPIC) and 23 applications were received.

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#### Activities planned for 2007-2008:

- In general the students in the IUSON at IUPUI are well prepared and highly qualified academically. However, the student body is less diverse than it should be (see Question related to diversity initiatives). Until Spring, 2007 students were chosen based on their GPA. In addition, although there has been a retention rate of 94% from the first semester to graduation, the 6% (or 8 students) who leave have vacated seats that can not be replaced. The overwhelming majority of students leaving the program have not been a result of lack of preparedness or ability, but rather a mismatch between student perceptions of the discipline and the actual philosophy and demands of the curriculum. Therefore, in Spring 2007, the faculty implemented a pilot admission program in which 30% of the weight for admission is assigned on the basis of an interview administered by teams of 3 (alumni, faculty, nurses in practice). None of the 3<sup>rd</sup> semester students dropped out this past year, and the class is somewhat more diverse, although we strive for even greater diversity.

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- There is clearly still a need for more scholarships to support nursing students- especially after the program fee was approved. Given the faculty shortage crisis in the state of Indiana, there is a special need to support full-time study of PhD students and those masters students in the MSN nursing education focus tract. The NIH funded T-32 provides full-time support for 3-4 PhD students/ year who are clinical science majors. This year we applied again this year for the Department of Education GAAAN grant which could also support 3-4 PhD students who are focusing their studies and program in nursing education. The scores ranged from 88-92% and the grant was not funded.

#### B. Emphasize and reward effective teaching

**Campus Planning Theme:** Teaching and Learning

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**

**Actions taken for 2006-2007:**

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Merit/bonus program – There wasn't any money available for funding the merit/bonus program for faculty and staff this year. We will reinstitute this next year.

Promotion criteria - Last year 2 faculty were promoted:

Angela McNelis, Associate Professor  
Joyce Welch, Clinical Assistant Professor

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Awards and nominations - The following faculty received external recognition for their excellence in teaching:

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- The National League of Nursing designated the IUSON as a NLN Center of Excellence for pedagogical excellence.
- Six IUSON faculty were nominated by students for the Nurse Educator of the Year and Gail Kost was selected as 2007 Nurse Educator of the Year by the Indianapolis Star.
- Dr. Carol Shieh was awarded the Sequoia Award for her efforts toward enhancing diversity among students.
- Pam Ironside was inducted into the American Academy of Nursing
- Melinda Swenson and Beth Richardson were selected as Fellows in the American Academy of Nurse Practitioners
- Rose Mays received a 2006 Heritage Lifetime Achievement Award from Heritage Place in Indianapolis
- Marion Broome was selected as the 2006 University of South Carolina Outstanding Alumnus of the Year

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Faculty development - In March, 2007 a teaching workshop for faculty on the theory and practice of teaching using clinical simulation and how to integrate it into the curricula was held. In May, 2007 Dr. Bernadette Melnyk, Arizona State University, presented a day long workshop on Integrating Evidence Based Practice into the BSN curriculum.

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**Evidence of Progress for 2006-2007:**

Teaching excellence remains highly valued in the IUSON-IUPUI as a route for promotion, merit and recognition

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**Activities planned for 2007-2008:**

Continue faculty development through workshops

☒ **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 2006-2007:**

Overall the student outcomes in terms of outcomes on the NCLEX (BSN - 96.28%; ASN –Columbus campus– 80.77%) and certification exams in the various graduate programs (77-100%) are excellent. We continue to use the ATI testing and evaluation program in our undergraduate baccalaureate curriculum throughout all 8 semesters.

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Mentor program - Twenty three faculty (primarily in the undergraduate program and of clinical rank) work with ten 3<sup>rd</sup> and 4th semester traditional and accelerated track students&nbsp;and meet for an hour every&nbsp;month and with the large mentor group and the dean once a month. The purpose of this program is to provide new undergraduate students with a faculty mentor they could get to know better, and a small group of fellow students to bond with. The program began fall semester, 2006 and the students are systematically evaluated each semester.

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For our 5th semester traditional and accelerated track students, IUSON is working with University College to implement a Structured Learning Activity (SLA) for the students' first medical/surgical course, which is a difficult course with a higher failure rate than most of our courses. &nbsp;Through the University College, selected students are enrolled and trained to be student mentors for a course.&nbsp;The SLA was initiated in the fall 2007 med/surg course with 5 mentors conducting 5 separate recitation hours on Friday (8:30 - 9:30) before every medical/surgical course.&nbsp;The nursing students are obtaining needed information and reviews from the SLA instructor student-mentors.&nbsp;Evaluations will be conducted on our students, their learning outcomes, and the SLA experiences and satisfaction with this endeavor.

Learning Resource Center (LRC) renovation: The 3<sup>rd</sup> floor LRC renovation was bid out in June and remodeling was scheduled to begin October, 2007. Anticipated completion date is May, 2008. The initial expense has been supported by an estate gift from a 1950s alumnus-Jean Johnson Shaeffer.&nbsp;The renovation will provide space for clinical simulation laboratory teaching and clinical information management systems. This will enable the BSN and MSN students to develop complex critical and psychomotor skill sets in a safe environment before applying these with real patients in health care systems.

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**Evidence of Progress for 2006-2007:**

The integration of the ATI program remains very successful, with an overall 96% pass rate on NCLEX-higher than the national average.

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**Activities planned for 2007-2008:**

Evaluate effectiveness of the programs described above.

☒ **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 2006-2007:**

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**Evidence of Progress for 2006-2007:**

Retention is 94%.

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**Activities planned for 2007-2008:**

☒ **E. Provide effective professional and graduate programs**

**Campus Planning Theme:** Teaching and Learning

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**



**Actions taken for 2006-2007:**

- ■ ■ ■ ■ The IUSON at IUPUI has the only PhD program in the state. Currently 62 students are in the program and approximately 34 (54%) are out of state. Because the PhD program is distance accessible almost ½ (n=34) are out-of-state. As part of the curricula students are required to attend on campus sessions in the summer. 20 applications were received last fall, 2006 and 17 were admitted.
- ■ ■ ■ ■ The IUSON-IUPUI offers a graduate certificate in nursing informatics.
- ■ ■ ■ ■ U.S. News and World Report rated the IUSON graduate programs 15<sup>th</sup> in the nation. Two tracts, psychiatric mental-health nursing (5<sup>th</sup>) and clinical nurse specialist (3<sup>rd</sup>), were ranked in the Top 10.
- ■ ■ ■ ■ The IUSON offers 12 masters specialty tracts at present. In the Spring a total 460 graduate students are enrolled in the MSN program; 80% are part-time. Certification rates for our nurse practitioner programs at IUPUI range from 90-100%.
- ■ ■ ■ ■ Working with regional campuses to develop strength for MSN programs: IU-South Bend worked with the IUPUI faculty to develop their Family Nurse Practitioner MSN program which has been approved by the CHE to begin admitting students.
- ■ ■ ■ ■ The accelerated MSN program in nursing education was approved by the faculty and graduate school last spring. The Indianapolis Private Industry Council (IPIC) provided \$400,000+ in support for up to 20 full-time students in this tract.
- ■ ■ ■ ■ Increase in submissions to the Division of Nursing at DHHS in Washington, DC for funding innovative educational programs: The Adult Clinical Nurse Specialist Program received \$285,000/yr of funding for 3 years to develop an on-line version of the program and enroll nurses throughout the state. Currently, 45 students are enrolled in this program.
- ■ ■ ■ ■ Last year the IUSON created (as a result of demand), a graduate certificate in Teaching in Nursing which was approved by IU this year. There are 4 students enrolled.
- ■ ■ ■ ■ Credit hour production for the masters program declined last year so renewed efforts in recruitment are underway. The School participated in an outreach program in collaboration with Nursing 2000 and offered a recruitment seminar at local hospitals in the area approximately 70 students interested in graduate education attended. Materials that outlined advanced practice nursing education programs in the state were developed and are accessible at the Nursing 2000 web site.
- ■ ■ ■ ■ The School engaged faculty in an internal evaluation and program repositioning effort which resulted in several administrative decisions related to masters degree offerings. Decisions related to graduate program offerings resulted in reductions (i.e. suspension of admissions and acceleration of completion over 2 year period) in offerings from 13 majors to 9 major offerings and two certificate programs.
- ■ ■ ■ ■ A policy decision to move away from distance education pricing to tuition for in-state and out of state students was phased in over this next year.
- ■ ■ ■ ■ Increase in submissions to the Division of Nursing at DHHS in Washington, DC for funding innovative educational programs: The psychiatric-mental health faculty also submitted a proposal to HRSA in 2006. This proposal was approved but not funded so additional expert consultation is being sought and a new grant will be submitted in December, 2007. The psychiatric mental health nursing training grant is designed to offer graduate level mental health nursing content to advanced practice nurses in a distance accessible format.
- ■ ■ ■ ■ The school received \$116,906. In Advanced Nurse Training monies and we supported 12 students. For the 2007 year we plan to devote 10% of acquired Nurse Traineeship monies to PhD Student Support. We also secured a modest amount of money through the Federal Nurse Faculty Loan Program (NFFLP) to support one PhD students and increased our request for the 2007-2008 year. We also secured \$100,000 from the IUPUI Graduate School Research Incentive Funds to support PhD and Graduate Students.

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**Evidence of Progress for 2006-2007:**

The IU-SB dean and vice-chancellor visited IUPUI in October to begin a discussion about how to develop an independent program on that campus over the next 2 years. It was agreed they would offer the FNP program beginning Fall, 2007. We collaborated with IUSB and in fact they have decided to implement the Family Nurse Practitioner Curriculum on their campus beginning in the fall of 2008. This program has been official approved by the Commission on Higher Education.

**Activities planned for 2007-2008:**

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**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:**

**Sub Unit:**

**Time Frame:**

**Actions taken for 2006-2007:**

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■ ■ ■ ■ ■ Four students received new Individual NRSA's from NIH in 2006-07.

■ ■ ■ ■ ■ Two additional faculty were awarded NIH grants. Dr. Joe Burrage has a K01 and Dr. Janet Welch an R21. Dr. Kathleen Hanna received an R01 and Dr. Victoria Champion was awarded an R25 Interdisciplinary Training grant for Oncology from the National Cancer institute. A total of 14 faculty are funded by NIH.

**Evidence of Progress for 2006-2007:**

The IUSON was ranked 8<sup>th</sup> of 102 schools of nursing who receive NIH funding for research in 2006.

**Activities planned for 2007-2008:**

Continued productivity

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

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

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**

**Actions taken for 2006-2007:**

Pilot funds are available through the endowed Center for Enhancing Quality of Life in Chronic Illness and the Mary Margaret Walther Behavioral Oncology Program for faculty to apply for. Start up packages for faculty include \$5,000 for pilot studies and summer salary support for 2 summers after which they are expected to be self-sufficient. 2 faculty (Drs. Heo-who completed a post doc at University of Kentucky- and Barbara Habermann-who has been a co-PI on 2 NIH studies at the University of Alabama at Birmingham) were hired this past spring. Faculty who are given summer support on hire are expected now to turn in progress reports in April of Year 1 and November of Year 2. Continued funding is dependent on their progress.

**Evidence of Progress for 2006-2007:**

See answer above re; new funding

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**Activities planned for 2007-2008:**

One signature center for interdisciplinary health science simulation research was submitted. &nbsp;

☒ **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 2006-2007:**

Fall, 2005 the Center for Research and Scholarship was reorganized. Positions to support a pre and post award staff member were created.

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The Center for Excellence in Research in Nursing Education and Scholarship was also created and Dr. Pam Ironside from the University of Wisconsin-Madison was recruited to direct that center. Dr. Ironside has been externally funded for two studies of educational practices in nursing. &nbsp;

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**Evidence of Progress for 2006-2007:**

Although the new rankings are important it is critical that we build in structures to support faculty to continue their programs and recruit new faculty interested in research careers. We have also hired research scientists more recently- another group who can contribute to this effort. It is also critical that some of the financial support from IDC (\$200,000) the dean uses currently to support part-time instruction must be applied for use in the research infrastructure. With the new program fee funds approved by the trustees the IDC should be available next year to enable the dean to do this. &nbsp;&nbsp;

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**Activities planned for 2007-2008:**

With the receipt of funding from the National Cancer Institute at NIH for both the T-32 from NINR and the R-25 (Interdisciplinary Training Grant for Oncology Scientists) there is a critical need for more research space beyond what the school can provide. Space is being assessed and a plan will be developed for campus review this next year. The current rank and infrastructure support is a major recruitment tool for associate and full professors with interest in taking their research programs to a new level. This next year we need to focus on recruiting post docs from other research intensive schools for assistant professor positions.

☒ **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 2006-2007:**

Given the demand for increases in nursing graduates and research productivity, the plan is to maintain the current levels of involvement in civic engagement-primarily through ties to the academic and research missions. For instance, the Fit for Life Program (in collaboration with the School of Physical Education and Tourism Management) and which received funding this past year) is a priority. Several of the NIH funded research programs are actually embedded in the community. Although not the primary purpose, the procedures related to cancer screening also benefit the surrounding communities and increase visibility of nursing. &nbsp;&nbsp;

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**Evidence of Progress for 2006-2007:**

Maintenance of prior activities

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**Activities planned for 2007-2008:**

Given the current fiscal climate, and the number of faculty available for the schools teaching and research mission, each opportunity for expanded involvement in civic activities will be carefully evaluated by the executive advisory group and steering committee for fiscal health in terms of investment of funds and time before committing the school to expansion of activities. More opportunities for service learning are anticipated.

☒ **B. Intensify commitment and accountability to Indianapolis, Indiana and Kenya\*\*\***

**Campus Planning Theme:** Civic Engagement

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**

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**Actions taken for 2006-2007:**

The school continued substantive involvement in several community initiatives such as Fit for Life, the MOM project, Institute for Action Research in the Community (IARCH), The Healthy Families Projects.

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**Evidence of Progress for 2006-2007:**

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&nbsp; A transition plan has been developed for several programs in the community currently housed in the school of nursing and the capture of 8% indirect costs on other state contracts for service projects.

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**Activities planned for 2007-2008:**

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Dr. Mary Beth Riner, the Director of the WHO Collaborating Healthy Cities Center held a meeting of system faculty to develop a statewide community based project. Funds to support this endeavor as a pilot were provided by funding from the Gala proceeds from 2004, 2005. This is in progress. However, given the new emphasis on a 'goodness of fit' between the mission of the school, campus and university we are anticipating requesting re-designation for the WHO Collaborating Center that currently must respond to PAHO initiatives to that in Africa.

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The dean, associate dean for community and international affairs and Dr. Joanne Martin, met with state officials to discuss the need for indirect costs to support and on-going service projects supported by the school now and in the future. In addition, there is a need to transition programs that do not provide explicit education or research opportunities for students and faculty. The RFA for one of the largest projects (Healthy Families) is out and we anticipate moving this project to another more service oriented agency.

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&nbsp; Internationally, the school is focusing a major effort on developing educational and research capacity of the faculty in the Department of Nursing at Moi University. A strategic plan for the next 3 years is under review by the





#### ALUMNI EVENTS – SUMMARY

- Alumni Luncheon, Winter College – February '07
- Florida Alumni Events (Naples and Sarasota) – February '07
- Phoenix Alumni Event in conjunction with IUSM – February '07
- AANP Luncheon – June '07
- Reunion weekend – May '07

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#### **Evidence of Progress for 2006-2007:**

Progress: Received outright gift of \$100,000 in December '07 in response to request for support from IRA rollover. Have received numerous gifts and pledges in support of LRC.

#### **Activities planned for 2007-2008:**

##### Development

Eminent Luncheon October '07  
Scholarship Luncheon - October '07  
LRC prospect events - January - through April '08  
LRC opening celebration - June '08

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##### Alumni

Alumni events in conjunction with Medicine:

1. Dallas area December

2. San Diego, Florida area in February

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Alumni event in State

1. Northwest Indiana in September '07

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Reunion weekend – May '08

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#### ☒ E. Space Issues

##### **Campus Planning Theme:**

##### **Secondary Goals:**

##### **Sub Unit:**

##### **Time Frame:**

#### **Actions taken for 2006-2007:**

*Space issues:* The 10,000 sq. feet of learning resource space on the 3<sup>rd</sup> floor required relocation of all LRC classroom and clinical simulation activities for a year while construction is underway. As there were no funds in the budget to rent additional outside space we looked for donated space- space was found in the Union Building and Wishard Hospital. As mentioned before in previous sections the research mission of the school continues to grow and has outgrown the available space.

#### **Evidence of Progress for 2006-2007:**

High levels of productivity have resulted in a more critical need for space.

#### **Activities planned for 2007-2008:**

A strategic plan for space management is being developed.

#### ☒ F. Faculty Issues - recruitment and retention

##### **Campus Planning Theme:**

##### **Secondary Goals:**

##### **Sub Unit:**

##### **Time Frame:**

#### **Actions taken for 2006-2007:**

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. In July, 2005 the dean used the monies negotiated coming in as dean in 2004 to increase the salaries of many of our most productive teaching and research intensive faculty. As a result many of the faculty at all 3 professional ranks are within \$2,000.00-5,000.00 of the 50-75<sup>th</sup> percentile of AACN means. In addition, the dean adjusted the doctorally prepared clinical faculty rank so it was more similar to those of the associate tenure rank and less like the assistant professor on tenure track. Yet this must continue to be a focus next year. We must get all faculty salaries to between the 50-75% of AACN.

#### **Evidence of Progress for 2006-2007:**

6 of 12 faculty positions posted in May 2006 were filled. More retirements are anticipated.

#### **Activities planned for 2007-2008:**

There are interested, accomplished faculty that are interested in coming to IUSON-the funding base however is inadequate. Proposals (increase program fees, IPIC funding, CHP program) were successful in acquiring additional resources to expand the faculty base, so the school in turn can continue to prepare nurses at all 3 levels for practice and education at current levels. Base monies must be used to bring the salaries up next year.

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## **Fiscal Health**

This is an exciting time for the IU School of Nursing! We have been re-energized because of so many things, not the least of which is the approval of several fee requests that will help us balance our budget and move forward with new initiatives. A brief summary of those fee requests that were approved by the Trustees follows:

- a new program fee (\$33.50 per credit hour for 07-08 and \$67.00 per credit hour for 08-09) for undergraduate students
- graduate tuition increased 30% for 07-08 and 20% for 08-09
- DE courses will now be priced the same as tuition (out-of-state students will pay full out-of-state tuition rates) phasing in over the next two years for current students
- Clinical fees increased 15% for 07-08

After establishing the new faculty positions as required by the approved program fee proposal, these increases should allow the School to begin to eliminate its structural deficit, restore the guideline reserve and fund some new initiatives. The School has had net operating losses from general operations for the last four fiscal years, the most recent being nearly a million dollars largely because of repayment of the 12<sup>th</sup> month receivable from the state of Indiana (\$836,683). With these new increases, we project that we will be able to balance our budget (base budget more of our recurring expenses), restore the required guideline reserve, and gradually build up our fund balance for future growth initiatives.



Several faculty and students had international experiences this year. Professors Mary Fisher and Rebecca Sloan traveled to Chulalongkorn University in Bangkok, Thailand for teaching and research consultation. Professors Susan Moore and Prudence



Baker, C.M. (2007) Empowerment as a strategy to retain nurses. *International Nursing Review*, 54, 121.