2006-2007 Nursing

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

•⊞■ပု•□= Inspiring learning through excellence in teaching

- □■0,•□■ Creating and advancing knowledge through science and research
- □■0,•□■ Shaping care through practice innovations and partnerships (Spring, 2006)

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

•ἀνβαπ,ἀνβαπ,ἀνβαπ,ἀνβαπ,ὰνβαπ,ὰνβαπ,άνβαπ,άνβαπ,ὰνβαπ, 327 applications received

• άνβαπ; άνβαπ; άνβαπ; άνβαπ; άνβαπ; άνβαπ; άνβαπ; άνβαπ; 100 admitted

• δενβαπ; δενβαπ; δενβαπ; δενβαπ; δενβαπ; δενβαπ; δενβαπ; δενβαπ; Ανerage GPA 3.72

Spring, 2007 - Traditional BSN

• άινβοπ; άινβοπ; άινβοπ; άινβοπ; άινβοπ; άινβοπ; άινβοπ; άινβοπ; Ανerage GPA 3.48

January, 2007 - Accelerated BSN (*NEW)

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 δενβαπ,δενβα

•ἀνβοπ,ἀνβοπ;ἀνβοπ;άνβοπ;ὰνβοπ;ὰνβοπ,ἀνβοπ,ὰνβοπ;ὰνβοπ; Average GPA 3.54

May, 2007 - Accelerated BSN

δινβαπ,δινβαπ,δινβαπ,δινβαπ,δινβαπ,δινβαπ,δινβαπ,δινβαπ, 73 applications received
 δινβαπ,δινβα

• δενβοπ; δενβοπ; δενβοπ; δενβοπ; δενβοπ; δενβοπ; δενβοπ; δενβοπ; Average GPA 3.887

&mbsp; Two Bepko Scholars in Honors Program

Two Presidential Scholars in Honors Program

One Cox Scholar

 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.

Jessie Farris was named the Top Female student overall.

 : Graduates

 $\bullet \& \nu \beta \sigma \pi; December\ 2006 = 132\ (116\ BSN\ /\ 16\ MSN)$

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Scholarship support:

canosp;
Undergraduate: \$421,080.00 (increase of 20% over 2005-06)
Graduate: \$133,962.00 (increase of 50% over 2005-06)
Total &

Evidence of Progress for 2006-2007:

- 🖴 🗝 व.न. 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. :

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 3rd semester students dropped out this past year, and the class is somewhat more diverse, although we strive for even greater diversity.
- 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. Enboy; 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 GAANN grant which could also support 3-4 PhD students who are focusing their studies and program in nursing education. The scores ranged from \$8-92% and the grant was not funded.

Campus Planning Theme: Teaching and Learning

Secondary Goals: Sub Unit:

Time Frame:

Actions taken for 2006-2007: 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 Professo Joyce Welch, Clinical Assistant Professor Awards and nominations - The following faculty received external recognition for their excellence in teaching: ுவாழ் பெளாழ் பெளாழ் பெளாழ் பெளாழ் பாளாழ் மான்ற 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. ு வாழ் பாக்க விரும் பாக்க வி ■வ∎.ஏ.ப=வ∎.ஏ.ப= வ∎.ஏ.ப= Pam Ironside was inducted into the American Academy of Nursing ுவ் இ-வெள்ளும் அளிக்கும் ■ലെ പ്രചയല് പ്രചയല് പ്രചയല് പ്രചയല് അവ Rose Mays received a 2006 Heritage Lifetime Achievement Award from heritage Place in Indianapolis ு வாழ் பான் விரும் வாள் விரும் வாள் விரும் வாள் விரும் வ <u>Faculty development</u> - 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. Evidence of Progress for 2006-2007: Teaching excellence remains highly valued in the IUSON-IUPUI as a route for promotion, merit and recognition 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: 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 : Mentor program - Twenty three faculty (primarily in the undergraduate program and of clinical rank) work with ten 3rd and 4th semester traditional and accelerated track students and meet for an hour every 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. 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. Through the University College, selected students are enrolled and trained to be student mentors for a course. 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. The nursing students are obtaining needed information and reviews from the SLA instructor student-mentors. 8nbsp; Evaluations will be conducted on our students, their learning outcomes, and the SLA experiences and satisfaction with this endeavor. <u>Learning Resource Center (LRC) renovation:</u> The 3rd 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. 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. 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. 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: Actions taken for 2006-2007:

Evidence of Progress for 2006-2007:

Retention is 94%

Activities planned for 2007-2008:

Campus Planning Theme: Teaching and Learning Secondary Goals:

Sub Unit:

Time Frame:

Actions taken for 2006-2007:

- *©##Q-D# 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.
- Q.□ The IUSON-IUPUI offers a graduate certificate in nursing informatics.
- 🖚 😩 U.S. News and World Report rated the IUSON graduate programs 15^{th. Embey;} & hosp, in the nation. Two tracts, psychiatric mental-health nursing (5th) and clinical nurse specialist (3th), were ranked in the Top 10. & nbsp;
- *■■ Q-U■ 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.
- •😑 Q-u 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. :
- *□■ Q-□■ 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 online 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. Embey; There are 4 students enrolled.
- *©##Q-D## 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 reprioritization 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.
- 🖼 ଲେ ନ୍ଦ୍ର ନ୍ଦ୍ର A policy decision to move away from distance education pricing to tuition for instate and out of state students was phased in over this next year.
- ■■■Q·□■ 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.
- ■■■Q-□■ 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 Traineship monies to PhD Student Support. We also secured a modest amount of money through the Federal Nurse Faculty Loan Program (NFLP) 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.

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:

2. Excellence in Research, Scholarship, and Creative Activity

Campus Planning Theme: Research, Scholarship and Creative Activity

Secondary Goals: Sub Unit:

Time Frame:

Actions taken for 2006-2007:

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•ெய்∎ல் • 💶 Four students received new Individual NRSA's from NIH in 2006-07.

-ଭେ a voice of the National 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 8th 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-Pl 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

Activities planned for 2007-2008:

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

V. Enhance infrastructure for research and creative activities

Campus Planning Theme: Research, Scholarship and Creative Activity

Secondary Goals:

Sub Unit: Time Frame:

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.

&mbsp;
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.

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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

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 form other research intensive schools for assistant professor positions.

≥ 3. Excellence in Civic Engagement

Campus Planning Theme: Civic Engagement

Secondary Goals: Sub Unit-

Time Frame:

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.

Evidence of Progress for 2006-2007:

Maintenance of prior activities

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.

Campus Planning Theme: Civic Engagement

Secondary Goals:

Sub Unit-

Time Frame:

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.

Evidence of Progress for 2006-2007:

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

Activities planned for 2007-2008:

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 ыт мар у если клин, мистическог и иле мило солвающатир слива сепter net a meeting or 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.

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.

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

	Department Head (Isabella Mbai) at Moi.&nDSp
▲ 4.1	Enhancement of the Resource base.
⊗ A.	State Funds Campus Planning Theme: Secondary Goals: Sub Unit: Time Frame:
	Actions taken for 2006-2007: State funds (visibility and audiences). The dean spoke at the Indianapolis Rotary Group last September and the club in Fishers in May; has met with trustees and state officials, visited with legislators in Washington, DC. In October and served on the State Workforce Development Action Committee to propose solutions to address the nursing shortage. The committee recommended a faculty loan repayment program which was not considered by the state legislature.
	Evidence of Progress for 2006-2007: Many individuals appear more cognizant of faculty shortage as a root cause of the nursing shortage. Solutions pending.
⊗ B.	Activities planned for 2007-2008: Continue to increase visibility of the school and dean and to generate discussions with various constituencies that will progress toward some solutions. Research Funds. Campus Planning Theme: Secondary Goals: Sub Unit: Time Frame:
	Actions taken for 2006-2007: **Research funds (recruitment emphasis): The school has hired one assistant professor who completed a post doc at the University of Kentucky. The dean is also now requiring that faculty hired onto the clinical faculty rank either have a doctorate or agree to enroll in a doctoral program prior to their 3 rd year of appointment. The dean is also requiring enrollment in a doctorate program for her support for promotion to associate rank on the clinical tract.
	Evidence of Progress for 2006-2007: See above
⊗ C.	Activities planned for 2007-2008: Continue recruitment efforts for full-time faculty who have potential to teach and generate funding for research or educational programs. Additional Students Campus Planning Theme: Secondary Goals: Sub Unit: Time Frame:
	Actions taken for 2006-2007: The Clarian Health Partner Health System provided 6 MSN prepared nurses who are being mentored as faculty over a 4 year period. This enable expansion of the accelerated program (2 nd degree) by 100% (n=30 additional) for an overall increase of 13%.
	Evidence of Progress for 2006-2007: Increase began Jan 2007. 30 additional second degree students were admitted in January.
	Activities planned for 2007-2008: Implementation of above increase in admissions
愛 D.	Donors - Alumni and Corporations Campus Planning Theme: Secondary Goals: Sub Unit: Time Frame:
	Actions taken for 2006-2007: Total dollars raised for the period July 1, 2006 through June 30, 2007 is \$2,022,272.&mbsp The overwhelming majority of this money is in restricted gifts. Donor events - Development ***Powder.devper.devper.devper.devper.devper.Emeriti Luncheon Odmbsp,denbsp, Annual huncheon honoring emeriti faculty of IUSON **Avper.devper.devper.devper.devper.devper.devper.devper.Scholarship Luncheon Odmbsp,denbsp, Third annual huncheon honoring 2006-2007 scholarship donors and recipients **Avper.devp

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
Emeriti 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:
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Campus Planning Theme: Secondary Goals: Sub Unit: Time Frame:

Section 2017 Section 5

Actions taken for 2006-2007:

Space issues: The 10,000 sq. feet of learning resource space on the 3rd 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 professorial ranks are within \$2,000.00-5,000.00 of the 50-75th 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 50-75th 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 salanies up next year.

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:

& Kanabara and 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 dollaries assigned by cause of repayment of the 12th month receivable from the state of Indiana (\$836,683). With these new increases, we project that we will be able to balance our budget foats budget more of our recurning excenses), restore the recuired guideline reserve, and gradually build up our fund balance for future growth initiatives.

As we look forward into 07-08, our recently-completed fall fiscal analysis projects approximately \$900,000 in operating income after committing \$450,000 toward the School of Nursing's share of the construction costs of the interdisciplinary simulation center in the canal building (discussed later). Plans for the remaining funds include establishing an operating budget for the canal building, increasing the base funding for part-time faculty, and increasing the reserve for faculty salaries on C& amp, G accounts & no contract the canal building (discussed later).

While most appreciated, these increases alone are not enough to completely correct the School's budget deficit and remove all of the fiscal constraints we face. The School has been engaged in internal reviews and cost-cutting measures as well. We continue to use the economic model (originally developed by James Johnson); we have examined all of our academic programs and reviewed their cost structure; we have examined all of our faculty's productivity (looking at each individual's salary and benefits compared to revenue generated from tuition, fees and extramural funding); and we are making ongoing operational decisions with these data in mind. &mbsp;

Undergraduate credit hours (19,012 actual in 06-07 and 20,500 budgeted for 07-08) have increased by over 1600 as compared to the two previous years and are projected to increase again during 07-08. This is indeed good news, especially after such a significant decline in the late 1990s and having stabilized around 17,500 for 04-05 and 05-06. Part of the projected increase in undergraduale credit hours is a result of the commitment we made to increase our enrollments if given approval for the program fee increase. Another significant part of the increase is as a result of the partnership with Clarian to admit two additional cohorts (30 each) per year of 2nd degree students for the term of the agreement. Having said all of this, the number of qualified applicants to the undergraduate program is now only slightly exceeding our admission capacity. This trend of declining numbers of undergraduate applicants is one that we will continue watching. Graduate credit hours rose from 4,200 in 2002-03 to 6,200 in 2005-06 and again to 6,432 in 06-07 in response to aggressive marketing efforts. They are projected to decline slightly and remain around 6000 during 2007-08. We continue to examine and improve our marketing and recruiting efforts for increased enrollments in all of our programs. :

As I mentioned above, we continue to face resource constraints. Although we were able to increase tuition and fees for the current and upcoming years, it continues to be a challenge to completely fund the costs of clinical instruction. Enbsp; As Deans McBride, Farley and Broome described in previous years, nursing continues to recoup in tuition and fee income only a portion of the fully loaded costs (includes allocated overhead and infrastructure costs). Enbsp; per credit hour of undergraduate and graduate instruction. Historically, that gap has been largely covered by state appropriation. However, the percentage of total school revenue derived from state appropriations declined from 56 percent in 1998-1999 to 35 percent in 2006-2007. Enbsp; Additionally our assessments increased over 30% during that same time period. We continue to monitor the costs of our operations and think strategically about how to reach our goals with the resources that we now have.

One of the exitting teaching innovations that we have begun is in the area of clinical simulation. We are in the process of a \$2 million renovation of our Resource Center for Innovation in Clinical Nursing Education (formerly known as the Learning Resource Center) which will create a new state-of-the-art environment in which we will teach our students clinical competencies and decision-making skills in a controlled, safe (and cost-effective) environment through the use of simulation techniques. These skills can then be transferred and/or applied to actual patient situations in complex practice settings. We hope to better prepare our graduates for the world in which they will practice through the use of these innovative teaching strategies.

&https://doi.org/10.1001/j.com/10.

We are also partnering with Clanan and the School of Medicine in a new multidisciplinary simulation center in a new building on the canal. Not only will this center provide a physical environment for a multidisciplinary approach to teaching using clinical simulation, but it will facilitate integration of these new concepts into the respective curricula and training programs. This facility will provide opportunities for our upper-class students and advanced practice students to learn more complex clinical skills in an environment that will better prepare them for practice. Both this facility and our LRC (mentioned in previous paragraph) will not only provide students and professionals with the best training to provide safe care to patients, but they will also provide training services to others in the state.

With increasing enrollments and decreasing resources, IUSON/IUPUI has made more use of non-tenure track faculty and part-time faculty. In 1991-1992, IUSON/IUPUI had 109 full-time faculty, but that number has dropped to 80 currently. There were 67 part-time faculty (13.65 FTE) in 2001-2002 and that number has increased to 76 (18.07 FTE) currently. We are also examining the numbers of full-time vs. part-time faculty and the workload for full-time faculty. While we continue to actively recruit full-time faculty, one of the major limitations in recruiting is the salary gap between what nurses earn in service vs. education. That makes continued recruitment a challenge. A comparison of IUSON/IUPUI faculty salaries (2006) to AACN (American Association of Colleges of Nursing) data determined that 87% of the faculty were below the AACN mean. We plan to try and reduce that static over time through the use of some of these new funds. In addition, the national "aging of nursing faculty" continues to result in increased competition for qualified, doctorally-prepared nursing faculty of all races and gender. This creates enomous demand for competitive starting salaries for our new faculty recruits.

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Philanthropy (fund-raising) continues to provide an additional source of funds for our use. The School received \$1.2 million in gifts this past year, \$722,934 of which were unrestricted by the donor, thus allowing the Dean to designate them for varying School priorities. Much of the unrestricted money has been committed to the renovation of the LRC (described above). In addition to the new gifts, our endowment generated \$786,794 in income, \$721,339 of which was restricted (largely for scholarships). We were able to award \$750,121 in scholarships in the fall of 07 and we awarded \$555,041 in 06-07 (this includes both graduate and undergraduate awards).

Embogy, As we look to the future, we continue to examine our faculty workload policy and practices and look at more efficient ways to deploy our academic resources. We continue to work with the campus office for Assessment and Planning to examine programs, majors, and enrollments in order to identify which programs we can financially afford to offer and which ones could be combined or no longer offered, always keeping in mind our mission as a research intensive school with a high quality academic program. The faculty continue to be involved in this decision-making through a representative faculty and administration steering committee and through the School's Budgetary Affairs Committee (BAF). BAF is a long-standing committee, chaired by a faculty member, and comprised largely of faculty members, and serves in an advisory capacity to the dean.

Reallocation Plan

 $There is \$54,758 \ listed in the FY 2006-07 \ Fiscal \ Health \ Report for Reallocation \ Funding. \ It supported the following: \ Angle of the following of the followin$

 \$ 1,500 — Dean Marion Bro nome; component of the Distinguished Professorship Award; added to her base salary

\$ 2,000 - Mary Fisher; IU President's Award; added to her base salary

\$51.258 — Linda Bell; joint appointment with Liberal Arts; used for 50% of her base salary & tamp; fringe benefits \$54,758

Other Question(s)

1) Diversity. In the past year (July 1, 2006-June 30, 2007) what actions have you taken and what results have you achieved in retaining and graduating a diverse student body; enhancing diversity in research, scholarship, and creative activity; and recruiting, developing, and supporting diverse faculty and staff?

Diversity programs in the forms of a Diversity Forum Series and an International Series are offered throughout the academic year to increase awareness and knowledge of diversity. Enough of the programs include presentations from a variety of perspectives-ethnic, health, teaching, learning and varied cultural dimensions. Enboy; The Davis-Sams Professorship brings a nationally known leader to the school each year to interact with faculty, students and community partners. Enboy; The scholarly focus for the recent professors (2006, 2007) were cultural sensitive research, research with vulnerable populations, and health disparities. Enboy; As many as 60 to 100 individuals interact with these professors during their visit. Faculty are recognized annually, by way of awards, for their work in the area of diversity.

Deliberate efforts are made to recruit students from varied ethnic populations. & not local and national and national formula are made to recruit at varied ethnic events, area health care facilitates, and local and national Dealestate entoits are inductor tectural students in min varied entirie, opposations, and the conferences. Armbsp; The undergraduate minority enrollment for 2005-2006 was 9% and for 2006-2007, 11%. Armbsp; The percentage has ranged from 8-15% over a ten year period. Armbsp; The reamfeld, direct efforts are made to facilitate successful completion of the undergraduate program and progress into graduate programs. Armbsp; For examples, students are supported in the Diversity Scholars Research Program, as well as the Summer Research Opportunities Programs (SROP). Armbsp; At least one student is supported for the latter program each summer. Armbsp; The benefits of being a part of this program, for over 10 years, are currently being reaped. Armbsp; Several of these students have completed the masters program and or are enrolled in the masters program. Armbsp; Through Career Connections. Armbsp; Armbsp;

The international student population is from several countries including Canada, Mexico, South Korea, China, Thailand, Philippines, Peru, Indonesia, Lithuania, Taiwan, Burma, Iran, Saudi Arabia, Bangladesh and Africa. & Saudi Arabia, Bangladesh and Africa. & Saudi Arabia, Burma, Iran, Saudi Arabia, Burma, Iran, Saudi Arabia, Bangladesh and Africa are from Ethiopia, Nigeria, Malawi, Kenya, Cameroon, Liberia, Zambia, Zimbabwe, Kenya, Ghana, and Cote D'Ivoirs. & Saudi Constant of Saudi Composition of Saudi Comp guidelines on a regular basis without question

Students are also aware of the guidelines and readily inform faculty of their need for use to increase time during taking tests, and the use of an ESL dictionary during testing Faculty efforts with supporting ESL students are noted and recognized. A Special Ambassador Award is given each year to faculty for exceptional mentoring of international students. The strengths and hard work of international students do not go unnoticed. An Ambassador Award is given to a graduating international student each year for high scholastic achievement.

The School of Nursing has a multi-system success program in place to facilitate academic success of students. The systems include empowement sessions (test taking, stress management, time management); reviews and tutorials. A special initiative Gatherings are held five to six times each academic year for minority and international students. These Gatherings provide an opportunity for students to share issues and concerns in a supportive environment. Mentoring sessions are held for groups of students 2 to 3 times each semester. The school's retention rate once admitted to the school is high, 97%. :

Faculty and staff

Faculty

Caucasian &nb

American &nbs

4&mbsp;&mbsp

Staff

Caucasian

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2) International activities. Over the past year, in what international projects and activities have your faculty, staff, and students engaged? What new efforts have been undertaken to internationalize the curriculum?

In addition to hosting the WHO Collaborating Center, the School of Nursing is active on the global academic stage through several ongoing relationships with internationally-located nursing programs. These associations involve short-term nurse scholar exchanges that regularly engage not only international students and faculty who come to Indiana but also School of Nursing faculty and students who go abroad to teach and learn. In conjunction with the Associate Dean for Graduate Programs, a policy was developed for processing international scholars.

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

Iwigg journeyed to the University of Nuevo Leon (Universidad Autonoma de Nuevo Leon) in Monterrey, Mexico and conducted a week-long workshop on genatinc nursing enough. An IU School of Nursing student accompanied Dr. Fisher through an arranged independent study. Enbsp; Additionally, to promote SON student's international learning, Professor Mary Beth Riner accompanied four nursing students to Cuernavaca, Mexico for IUPUT's Summer Language Emersion and Service Learning Program.

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To continue the collaborative work set in motion by Dean Broome's 2006 visit to Moi University, Kenya, two Moi University nursing faculty visited our campus during the fall semester—Isabella Mbai in October and Naomi Mutea in December. Both visitors interacted with a variety of students, staff and faculty during their visits. Subsequent joint work with Moi U. faculty has continued through monthly conference calls, with planning around critical care nursing education, curriculum development (diploma to baccalaureate), and student exchanges. A visit to Moi University by SON administrators is planned in August 2007 to further the agenda. In January a graduate student from Kenya (Loice Sirawa) also began a program of study at the SON.

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In addition to arranging the schedules for the Kenyan visitors, the Center also coordinated a visit for visiting scholar Regina Bousso, University of Sao Paulo, Brazil, April 16-18, 2007. Dr. Bousso was hosted by Dr. Joan Haase and was accompanied by a Brazilian nursing student. She too met with a number of faculty and students and delivered a presentation, Think Family: A Collaborative Strategy for Education, Research, and Clinical Practice to Impact Family Healthcare in Brazil.

During the spring semester the associate Dean held three sessions with faculty, staff and students to review the campus' new strategic plan for

internationalization, knbsp.http://www.iupui.edu/-oia/Plan for a New Era of Internationalization at IUPUI.pdf, and to discuss interests and resources for internationalization within the SON.

Publications/Presentations:

Baker, C.M., McDaniel, A.M., Fredrickson, K.C. & Gallegos, E.C. (2007) Empowement among Latina nurses in Mexico, New York and Indiana. International Nursing Review, 54, 124-129. (This work was supported by the IU International Exchange grant, which initiated the partnership with University of Nuevo Leon.)

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