

## 2007-2008 Nursing

Section	Document Name
Fiscal Health	• <a href="#">Fiscal Health of the IUSON.11.07.08.final.doc</a>
Fiscal Health	• <a href="#">Nursing.pdf</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:

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

### 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 2007-2008:

##### Fall 2007 – Traditional BSN

- 401 applications received
- 110 admitted
- Average GPA 3.65

##### Fall 2007 – Accelerated BSN

- 121 applications received
- 30 admitted
- Average GPA 3.807

##### Spring 2008 – Traditional BSN

- 163 applications received
- 100 admitted
- Average GPA 3.57

##### Spring 2008 – Accelerated BSN

- 43 applications received
- 29 admitted
- Average GPA 3.759

##### Summer 2008 – Accelerated BSN

- 43 applications received
- 29 admitted
- Average GPA 3.759

Three Bepko Scholars - Sara Pluckebaum, Ashley McCarty, Jackie Burgess  
Two Presidential Scholars - Kristen Allen and Karissa Guerro  
One Cox Scholar - Jessica Furstenburg

Twelve students were selected from the School of Nursing as part of the IUPUI Top 100: Amanda Bishel, Jessie Farris, Antoinette Hampton, Rachel Jones, Andrea Maners, Theresia Paauwe, Heather Parmenter, Julie Reindle, Kristi Roberts, Sarah Shank, Jill Tuttle and Marci Worden.

In addition to the 12 IUSON students names to the Top 100, three of these students were named as part of the Top 10 outstanding female students at IUPUI: Jessie Farris, Theresia Paauwe and Heather Parmenter

#### Graduates

- August 2007 = 64 (30 BSN – allowed 30 students to graduate early to relieve pressure on finding Capstone sites in Fall 07 for “extra” students / 34 MSN)
- December 2007 = 112 (10 RN-BSN / 68 BSN / 27 Accelerated BSN / 7 MSN)
- May 2008 = 175 (94 BSN / 15 RN-BSN / 66 MSN)

#### Scholarship Support

Undergraduate scholarships \$589,609 (an increase of 40% from 2006/07)  
Graduate scholarships \$170,706 (an increase of 27% from 2006/07)  
Total Scholarships \$760,315 (an increase of 37% from 2006/07)

#### Evidence of Progress for 2007-2008:

Expansion of the BSN class. Overall the school admitted 28% more students in 2007 (for a total of 290 students) compared with the average accepted (n=230) previous 5 years. This increase is attributable to admitting 60 additional accelerated students (n=30 January, 2007 and 30 in September 2008). This was made possible by the Clarian Health Partners contract for 4 years that provided 8 additional MSN prepared faculty who teach 80% time with the school of nursing and 20% with CHP. About ½ of those new students also accept a full tuition scholarship from CHP that requires a 3 year obligation. The first cohort, admitted in January, 2007 graduated in August 2008.

#### Activities planned for 2008-2009:

The use of the interview for all eligible applicants for the undergraduate program is currently being evaluated in terms of any changes in diversity of the admitted class and retention statistics –especially the first 3 semesters. This will be reported on in next years report as the first cohort of those interviewed will graduate.

We plan to admit another 20 students per year in the traditional classes of BSN students which will then place our expansion at 33% over 2006. This expansion was part of the agreement for the program for which also included an expansion of the PhD program. We have the same number of faculty so will not be expanding beyond this number.

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ⓑ B. Emphasize and reward effective teaching

**Campus Planning Theme:** Teaching and Learning

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**

**Actions taken for 2007-2008:**

Merit/bonus program The school was not able to participate in a bonus/merit cash program in addition to base increases given for 2007-2008. The base budget was too financial restricted at the time. Difference in faculty base salary raises for that time period however, did reflect variance in productivity during the year.

Promotion criteria

Four faculty were promoted for 2008-09.

- Janet Carpenter to Full Professor
- Marsha Ellett to Full Professor
- Janice Buelow to Associate Professor
- Janis Gerkenmeyer to Associate Professor

One faculty member was granted tenure

- Janet Fulton, tenured Associate Professor

Awards and nominations

The BSN and MSN educational programs of IUSON were re-accredited for 8 years by the National League for Nursing.

IUSON continues as an NLN Center of Pedagogical Excellence in Teaching. The school is only one of 11 schools of nursing in the country to be designated as a Center of Excellence by the National League for Nursing through 2009. <http://www.nln.org/excellence/coe/designees.htm>.

Dr. Patricia Ebricht was selected unanimously by the American Association of Critical Care Nurses Board of Directors to receive the 2008 GE Healthcare-AACN Pioneering Spirit Award.

Mary Jo Eoff and Prudence Twigg were identified as IU School of Nursing "Favorite professors" by student-athletes.

Denise Ferrell was recognized with The Advancement of Nursing Award by The Indianapolis Star's Salute to Nurses in May 2008.

Drs. Judith Halstead and Pam Jeffries were inducted as a Fellow in the NLN Academy of Nursing Education.

Dr. Sarah Horton-Deutsch was selected as a National League for Nursing Leadership and Mentoring protégé.

Drs. Beth Richardson and Melinda Swenson were formally inducted into the American Academy of Nurse Practitioners as a Fellow of the AANP.

Faculty Development

In 2007-08 the following visiting lecturers and faculty spent time with faculty consulting in groups and with individuals:

- Dr. Julia B. Anderson, National Institute of Health Davis-Sams Professor worked with faculty related to diversity in research (Nov., 2007)
- Dr. Sean Clarke, University of Pennsylvania Center for Health Outcomes was the Sonna Merk Lecturer and spoke at a luncheon for faculty and CHP nursing leadership (March, 2008).
- Dr. Michael Bleich, Executive and CEO of Kansas University Health Partners was the speaker at the annual Doctoral Forum (April, 2008)
- Dr. Marita Title, Professor University of Iowa spoke on "Translational Science: Models, Designs and Methods"
- Dr. Barbara Velsor-Frederich, Loyola University spoke about "Developing a Research Trajectory"
- Dr. Barbara Smith, University of Maryland spoke on "Bedsides to Bench and Back Again! An Approach to Translation"
- Dr. Anna Alt-White spoke on "Translational Research at Veteran's Hospitals"

**Evidence of Progress for 2007-2008:**

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

**Activities planned for 2008-2009:**

Faculty continue to be encouraged to seek our professional development opportunities. For instance, 3 faculty were chosen to participate in a federally funded HRSA grant (Universities of Colorado and Kansas and IUSON were co-sponsors on grant) to develop expertise using innovative technology in teaching- especially clinical teaching.

Visiting faculty have been invited for the 2008-09 year to come to campus to consult with faculty related to diversity, doctoral education, writing for publication, and health system research, physical activity interventions with patients with cardiovascular disease.

ⓒ C. Enhance undergraduate student learning and success

**Campus Planning Theme:** Teaching and Learning

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**

**Actions taken for 2007-2008:**

Overall the student outcomes in terms of outcomes on the NCLEX (BSN – 94.8%; ASN – Columbus campus 83.33%) 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.

7/1/07 – 9/30/07 **BSN** NCLEX Passrate for first time test takers = 96.63%  
10/1/07 – 12/31/07 **BSN** NCLEX Passrate for first time test takers = 93.33%  
1/1/08 – 3/31/08 **BSN** NCLEX Passrate for first time test takers = 92.39%  
4/1/08 – 6/25/08 **BSN** NCLEX Passrate for first time test takers = 96.88%  
7/1/07 – 9/30/07 **ASN** NCLEX Passrate for first time test takers = 100%  
10/1/07 – 12/31/07 **ASN** NCLEX Passrate for first time test takers = N/A  
1/1/08 – 3/31/08 **ASN** NCLEX Passrate for first time test takers = N/A  
4/1/08 – 6/25/08 **ASN** NCLEX Passrate for first time test takers = 66.67%

Mentor program - Twenty seven faculty (primarily in the undergraduate program and of clinical rank) work with approximately ten 3<sup>rd</sup> 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 out 5<sup>th</sup> 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 medical/surgical course with 5 mentors conducting 5 separate recitation hours on Friday (8:30-9:30am) before every medical/surgical course. The nursing students are obtaining needed information and reviews from the SLA instructor student-mentors. Evaluations will be conducted on our students, their learning outcomes, and the SLA experiences and satisfaction with this endeavor.



PEP Units – Three Practice Education Partnership (PEP) units were piloted in the Fall 2008 semester at Clarian (Methodist), Community North, and Wishard hospitals. 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 monthly.

Dr. Patrick Robinson and Dr. Anne Weeks spoke at the 2<sup>nd</sup> annual Student Professional Day. This is a day-long activity for all undergraduate students, the only opportunity they have to assemble together and hear from inspirational scholars in the discipline of nursing.

The Resource Center for Clinical Nursing Education opened officially in May, 2008. This \$1.8 million dollar renovation on the 3<sup>rd</sup> floor of the IUSON provides undergraduate and graduate students with a state-of-the-art facility in which faculty can develop and enact simulated scenarios using high fidelity mannequins. Students then assess and intervene under 'real time' conditions while being videotaped (for later debriefing with faculty). This enables BSN and MSN students to develop complex critical thinking and psychomotor skill sets in a safe environment before applying these with real patients in health care systems. On-going evaluation of the effectiveness of these scenarios is in place and will be reported on next year.

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**Evidence of Progress for 2007-2008:**

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 2008-2009:**

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 2007-2008:**

As noted above our retention exceeds 95% 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, mentoring groups with faculty sponsors in the early semesters. Attrition is largely attributed to extreme stressors associated with family illness and student pregnancies.

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**Evidence of Progress for 2007-2008:**

Traditional BSN students entering campus Spring 06, as of Fall 07, Retention Rate is 97%. Of the 104 students, one student left in good standing, one transferred in nursing to another IU campus and two failed.

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**Activities planned for 2008-2009:**

IUSON will continue to monitor retention.

☑ **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 2007-2008:**

- The IUSON at IUPUI has the only PhD program in the state. Currently 63 students are in the program and approximately 43% live out of state. As part of the curricula students are required to attend on campus sessions in the summer. 16 applications were received in 2007 and 7 were admitted for the June 2008 cohort. Changes in out-of-state tuition rates last year (we moved from distance fees to out of state tuition accounts for the drop from previous years in which approximately ½ of applicants were out-of-state. Linda or Marla needs to update these numbers for us related to applicants for 2007

- 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.

- IUSON offers 9 masters specialty tracts at present. In the Spring 2008 a total 453 master's graduate students are enrolled in the MSN program; 90% are part-time.

- The accelerated MSN program in nursing education was approved by the faculty and graduate school last spring. The Indianapolis Private Industry Council (IPIIC) provided \$400,000+ in support for up to 17 full-time students in this tract.

- At the request of Community Health Network of hospitals 3 of the MSN majors are being offered off-site in their institutions for a cohort of 30 students.

- The Adult Clinical Nurse Specialist Program received \$285,000/yr of funding for 3 years (in its final year) to develop an on-line version of the program and enroll nurses throughout the state. Currently, 42 students are enrolled in this program. In addition, Drs. Sara Horton-Deutsch and Angela McNelis received a HRSA grant for Advanced Nursing Education with a focus on psychiatric/mental health. They received \$712,000 for 3 years of funding.

- 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 website.

- The school received \$114,930. In Advanced Nurse Training monies and we supported 8 students. For the 2008 year we plan to devote 30% of acquired Nurse Traineeship 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 student and increased our request for the 2008-2009 year. We also secured \$103,250 from the IUPUI Graduate School Research Incentive Funds to support PhD and Graduate Students.

- Faculty spent a year studying the possibility of offering a DNP (Doctor of Nursing Practice) degree. An extensive needs assessment was performed by a task force and consultants from the University of Washington and the University of California San Francisco were brought to campus to describe their experiences. Those schools were chosen as both have PhD programs and are in the top 10 NIH funding ranks.

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**Evidence of Progress for 2007-2008:**

Certification rates for our nurse practitioner programs at IUPUI

We increased in successful submissions to the Division of Nursing at DHHS in Washington, DC for funding innovative educational programs.

The PhD program self-study will be submitted Fall, 2008 to the campus and an external review will be completed during the year.&nbsp;    We will also be monitoring our application pool for MSN and PhD students and will increase recruitment efforts. A Doctor of Nursing Practice Degree is planned for offering (assuming all approvals are obtained) Spring, 2010. A task force of faculty are working on the curriculum.

☑ A. Conduct world-class research and creative activities.

**Time Frame:**

The school remained in the 8<sup>th</sup> place for rank in NIH funding for 2007 (of 102 schools). Given the decrease in NIH funding to schools overall this is impressive.

Continue to recruit research intensive faculty in both clinical and educational research.

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

**Time Frame:**

New faculty are given 2 summers of support and a 1 course release/semesters for 2 years to develop their funding to support their scholarship.&nbsp;They are assigned a mentor and work closely with the faculty research groups to hone their proposals. One faculty member was paid a salary stipend this summer to revise an NIH grant.

Continue to support new faculty as well as seasoned investigators.

☑ C. Enhance infrastructure for research and creative activities.

**Time Frame:**

One staff member was added to support the T-32 NIH pre and post doctoral training grant, the new center for Research in Nursing Education and the Center for Enhancing Quality of Life in Chronic Illness (CEQL).&nbsp;In addition, a staff member was added to support pre and post award activities in the Center for research and Scholarship. A full professor, Dr. Michael Weaver, was hired (has a degree in biostatistics) in January 2007 to assume the position of Director of Statistical Services in the CNRS. &nbsp;



**Evidence of Progress for 2007-2008:**

Although the NIH 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. With the new program fee we were able to use all of the IDC funds to now completely support research related initiatives.

**Activities planned for 2008-2009:**

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) and several new NIH grants as well as education focused research grants, 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. We will also need to plan for research space renovations on the 3<sup>rd</sup> floor, space that will be freed up when the 4<sup>th</sup> floor renovation occurs and all academic offices are moved to the 4<sup>th</sup> floor.

**3. Excellence in Civic Engagement**

**A. Enhance capacity for civic engagement.**

**Campus Planning Theme:** Civic Engagement

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**

**Actions taken for 2007-2008:**

- The MOM project "Healthy Families Home Visiting Program has successfully transitioned to new management and in the future will be administered by The Villages of Indiana. The Villages is a community agency that provides a wide array of children's services.
- The IUSON and the School of Physical Education has partnered for programming to improve children's health and to provide student learning opportunities in George Washington Community School. The IUSON community health faculty worked with the school system to develop a Wellness Center which will open in Sept. 2008.
- The IUSON/Department of Nursing Moi University Kenya partnership as formalized with a 3 year strategic plan. Drs. Broome, Mays and Halstead travelled there last year to consult with the faculty and develop an RN-BSN program. Isaac Wanakacha and O'Brien Munyao came to Indianapolis for one month. Isaac is the head nurse in the new ICU at Moi Teaching Hospital and O'Brien is a faculty member. Both studied the critical care courses at IUSON and gained additional clinical experience in the ICUs at Methodist Hospital.

**Evidence of Progress for 2007-2008:**

See above

**Activities planned for 2008-2009:**

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. 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.

The school is exploring the opportunity to apply for a WHO Collaborating Center in Nursing and Midwifery. This will be a better fit with the school and campus' mission in Kenya at Moi University. The current WHO Collaborating center for Healthy Cities will not apply for re-designation.

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

**Campus Planning Theme:** Civic Engagement

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**

**Actions taken for 2007-2008:**

The school continued substantive involvement in several community initiatives such as Fit for Life and the Moi University department of Nursing. Our primary focus is to build faculty capacity at Moi. We supported 1 MSN student (Loice Sirawa) in 2007 and 1 faculty member (Naomi Mutea) who is currently here preparing to apply to the IUSON PhD program.

**Evidence of Progress for 2007-2008:**

Progress is slow.

**Activities planned for 2008-2009:**

The violence in Kenya in 2007 slowed our progress considerably and conference calls that are held each month have resumed this fall. We hope to support continued development of their faculty to offer the RN-BSN program, developed summer 2007 and to develop their capacity and the number of doctorally prepared faculty. Funds to support these initiatives must be found to continue.

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

**A. State Funds**

**Campus Planning Theme:**

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**

**Actions taken for 2007-2008:**

Enhancement of the resource base comes primarily through the monies generated by the 1<sup>st</sup> year of the program fee (see fiscal report). This enabled us to give a 5.7% average raise for faculty and 3.5% for staff. The faculty salaries remain low compared to the other Big 10 schools of nursing and must continue to be a focus of fiscal planning. In addition, salary savings are generated by the HRSA grants that now support 2 of the masters program tracks.

**Activities planned for 2008-2009:**

Additional funds will be sought via HRSA to support the new DNP program.

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

**Actions taken for 2007-2008:**

See above report under Research

**Evidence of Progress for 2007-2008:**

See above.

**Activities planned for 2008-2009:**

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

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

**Actions taken for 2007-2008:**

See report on expansion of BSN program in 2007 under undergraduate section.

**Evidence of Progress for 2007-2008:**[illegible]

**Activities planned for 2008-2009:**

[illegible]

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

**Actions taken for 2007-2008:**

Total Dollars raised for the period of July 1, 2007 through June 30, 2008 was \$753,966. The majority of gifts received were restricted.

### Donor events - Development

- Stewardship Event at the Symphony on the Prairie – August 2007. Donors of \$1,000+
- Scholarship Luncheon – October 2007. Annual luncheon honoring scholarship donors and recipients.
- Emeriti Luncheon – October 2007. Annual luncheon honoring Emeriti faculty of IUSON.
- Campus Campaign – February 2008. Annual solicitation of IUSON staff and faculty.
- Celebration of Nursing Luncheon – May 2008. Annual presentation of IUSON awards.

Donor events – Alumni – in Indiana

- Northwest Indiana area alumni&nbsp; hosted by Dean's Broome and Rooda along with Mary Lou Misch (BSN, 1949) – September 2007
- Post-Commencement Recognition Ceremony for new Alumni – December 2007 and May 2008
- Healthy Living Conference – February 2008
- MNRS Conference – March 2008. Luncheon held for IUSON alumni attending regional conference held in Indianapolis
- Reunion – May 2008. All alumni reception, class dinners and recognition luncheon. Tour of IUSON and visit to new Resource Center for Innovation in Clinical Nursing Education.
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- &nbsp;

Donor events – Alumni – out-of-state

- $\Delta\psi_{\text{mem}}$ ,  $\Delta\psi_{\text{mem}}$ ,  $\Delta\psi_{\text{mem}}$ ,  $\Delta\psi_{\text{mem}}$ ,  $\Delta\psi_{\text{mem}}$ ,  $\Delta\psi_{\text{mem}}$ ,  $\Delta\psi_{\text{mem}}$ ,  $\Delta\psi_{\text{mem}}$ ,  $\Delta\psi_{\text{mem}}$ ,  $\Delta\psi_{\text{mem}}$   
 o  $\Delta\psi_{\text{mem}}$ ,  $\Delta\psi_{\text{mem}}$ , Dallas, TX – December 2007  
 o  $\Delta\psi_{\text{mem}}$ ,  $\Delta\psi_{\text{mem}}$ , San Diego, CA – March 2008  
 o  $\Delta\psi_{\text{mem}}$ ,  $\Delta\psi_{\text{mem}}$ , Los Angeles, CA – March 2008

#### Evidence of Progress for 2007-2008:

Increase in annual support over previous year in numbers of donors and number of gifts; included in at least two estate plans; major gifts received in support of student scholarships and Resource Center for Innovation in Clinical Nursing Education.



### Donor events

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|---|---|
|   | Resource Center for Innovation in Clinical Nursing Education – September 2008. Open House and Donor Appreciation Dinner                             |
| ● | McBride Professorship in Mental Health Nursing – September 2008. Inaugural Lecture, Reception and Portrait Unveiling and Donor Appreciation Dinner. |
| ● | Scholarship Luncheon – October 2008. Annual luncheon honoring scholarship donors and recipients.  |
| ● | Emeriti Luncheon – October 2008. Annual luncheon honoring Emeriti faculty of IUSON.   |
| ● | Campus Campaign – February 2009. Annual solicitation of IUSON staff and faculty.  |
| ● | IUSON Gala – tentative date of September 2009. Annual presentation of IUSON Awards and celebration of 95 <sup>th</sup> anniversary.                 |

Donor events – Alumni – in Indiana

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|---|--|
|   | IU East in Richmond in conjunction with Reid Hospital – November 2008  |
| ● | Post-commencement Recognition Ceremony for new Alumni – December 2008 and May 2009.                                      |
| ● | MNRS Conference – March 2009. Luncheon held for IUSON alumni attending regional conference being held in Minneapolis, MN |
| ● | Reunion – May 2009   |
| ● | All-alumni reception, class dinners and recognition luncheon   |
| ● | Tour of IUSON and ground breaking for Ball Garden and Convalescent Park  |

Donor events – Alumni – out-of-state

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- Targeted message of cancer research and prevention  
Florida – at least two locations – February 2009  
Phoenix, AZ – possibly held in conjunction with IU School of Medicine – February 2009  
Washington, DC – March 2009

**Campus Planning Theme:**

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**

The 3<sup>rd</sup> floor renovation (see above) is completed but we are in dire need of additional research space. In addition the faculty offices are spread over 2 floors and the 35 year old space is inefficient and costly to heat and cool. The original furniture (1973) remained in many faulty offices, including double stacked bookcases in many of those.

[illegible]

We have met with the IU architects to discuss renovation of additional space for research and better utilization of academic office space.

**Campus Planning Theme:**

**Secondary Goals:**

**Sub Unit:**

**Time Frame:**

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. This past year, the dean used monies from the program fee approved by the trustees in 2006 to hire three more undergraduate faculty and one faculty for the PhD program. We still have three more positions to fill for the undergraduate and three for the doctoral programs. In addition, we were able to hire several additional faculty to replace those retiring. But not all retirement positions were filled and two of the endowed chair/professorship positions are open currently. The funding generated by tuition from the program fee also allowed us to give an average of 5.7% raise for faculty (range 3.0-9.1) that now places the IUSON in the 50th percentile salary range in the Big Ten.

[illegible]

Faculty salaries are very competitive in terms of recruitment of new faculty. Salary requests from applicants are above that of current faculty at IUPUI are the norm. 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.  This will be one of the dean's top priorities this next year.

## Reallocation Plan

### Other Question(s)

1. What are you doing to increase
  - a. the number of undergraduate degrees your unit grants?
  - b. the number of undergraduate degrees you grant to low-income students (Pell recipients)?
  - c. the number of first-time full-time students who complete degrees in four years?
  - d. the percentage of students completing courses successfully?
  - e. your research funding?

a.    The number of undergraduate degrees your unit grants?

We expanded our undergraduate program in 2007 by 60 students (or 25%) a year. This expansion was funded by the Clarian Health Partnership. Last year expanded the number of BSN admissions by 20 per year and 4 in the PhD program. We are currently the largest school in Indiana offering BSN-PhD (n=1515); and one of the top 7 schools on the IUPUI campus in terms of student numbers. No plans for future expansion in the undergraduate program with the exception of the RN-BSN option which is currently being revised to make it more accessible to working nurses.

### b & nhen & nhen The number of undergraduate degrees you grant to low-income students (Poll racinients)?

