2003-2004 Nursing

Mission

The vision of Indiana University School of Nursing (IUSON) is to improve the health and quality of life for citizens of central Indiana, the state, the nation and beyond, by meeting society’s need for scientifically-prepared nurses able to provide leadership in a range of practice settings. Given its commitment to professional development and clinical/community partnerships, the core campus of IUSON is a unique asset for Indiana and the world in advancing nursing education, research and practice.

Goals and Objectives

1. Excellence in Teaching and Learning

2. Attract and Support Diverse Student Population: Increase Minority Students and Men to Reflect Population of IN.

Campus Planning Theme: Teaching and Learning

Secondary Goals:
Sub Unit: None
Time Frame: Ongoing

Actions taken for 2003-2004:

Diversity/Enrichment Office and Council established.

Recruitment initiative aimed at middle-school students being implemented. Special initiative in place to recruit men into Nursing connected with 90th anniversary activities, beginning January 2004.

School has a program to recruit high school students.

Academic Success Assistance Programs include the "early warning system," collaborative learning, tutorials, academic skills workshop, and other first-year seminars.

Pre-admission mentoring program for minority graduate students established

Supportive programs include monthly gatherings for minority and international students, educational programs that focus on graduate education and professional/career development, student emergency funds, travel/conference support, and the Graduate Student Mentoring Program.

Evidence of Progress for 2003-2004:

Diversity of Students:
- Fall 2001, 9% minority
- Fall 2002, 8% minority; 25% of accelerated BSN second-degree are diverse (males/minorities)
Fall 2003, 8% minority

- Fall 2004, 9% minority

Diversity efforts honored

- Student Doris Bleah received the Laverne Sutton Award for Leadership Potential in Minority Students
- Student Hannah Abinteh was named an Ambassador in Nursing (International Students for High GPA)

Activities planned for 2004-2005:

Plans are being made to recruit Hispanic and African-American students through programs such as the Diversity Research Scholars Program (DRSP) and by participating in the Hispanic Festival, Indiana Black Expo, local Indianapolis high schools, church, and community groups.

I. Attract and Support Diverse Student Population: Increase Student Headcount to Capacity.

Campus Planning Theme: Teaching and Learning
Secondary Goals:
Sub Unit: None
Time Frame: Ongoing

Actions taken for 2003-2004:

New PhD focus: initiated a distance accessible PhD option to increase access for nurse educators and scholars.

Evidence of Progress for 2003-2004:

IUPUI/Nursing Student Headcount:

In 2001-02
ASN = 150
BSN = 663
MSN = 299
DNS/PhD = 29
TOTAL = 1141

New Matriculating Students
ASN = 79
BSN = 209
RN-BSN = 28
MSN = 88
RN-MSN = 13
PhD = 4

In 2002-03
ASN = 713
BSN = 338
DNS/PhD = 27
TOTAL = 1242

New Matriculating Students

ASN = 71
BSN = 238
RN-BSN = 26
MSN = 130
RN-MSN = 43
PhD = 4

In 2003-04

- ASN = 119
- BSN = 621
- Accelerated BSN = 45
- RN-BSN = 50
- MSN = 421
- RN-MSN = 24
- PhD = 43

New Matriculating Students

- ASN = 0
- BSN = 103
- RN-BSN = 12
- MSN = 142
- RN-MSN = 21
- PhD = 20

Activities planned for 2004-2005:

Currently reviewing enrollment plans

☐ I. Attract and Support Diverse Student Population: Increase Credit Hours to Capacity.
  Campus Planning Theme: Teaching and Learning
  Secondary Goals:
  Sub Unit: None
  Time Frame: Ongoing

Actions taken for 2003-2004:

Recruiter hired.
Evidence of Progress for 2003-2004:

Credit Hours Taught:

- 18,025 taught in 2000-01.
- 24,744 taught in 2001-02.
- 25,000 taught in 2002-03.
- 26,658 taught in 2003-04.

Activities planned for 2004-2005:

CE modules are developed that can also serve as credit-hour courses for RN-BSN and RN-MSN.

II. Support and Enhance Effective Scholarly Teaching: Increase Faculty Satisfaction and Student Satisfaction.
Campus Planning Theme: Teaching and Learning
Secondary Goals:
Sub Unit: None
Time Frame: Ongoing

Actions taken for 2003-2004:

Provide many opportunities for faculty development.

Evidence of Progress for 2003-2004:

Faculty Satisfaction:

- In 2000, SON faculty were significantly above campus averages in perceptions of faculty development opportunities, and rewards/recognition for research and service.
- In 2002, SON faculty were significantly above campus averages in perceptions of faculty development opportunities and rewards/recognition for research/scholarship.

Student Satisfaction:

- In 2001, "quality of teaching by faculty in major" = 61
- In 1999, "academic advising in school" = 49
- In 2001, "academic advising in school" = 51
- In 2002, "academic advising in school" = 43
- In 2003-04, "academic advising in school" = 43
- In 2003-04, "inclined to recommend to friend" = 71

Activities planned for 2004-2005:

Learning Environment (LENS) Committee established within Deans Council, in conjunction with faculty governance.
II. Support and Enhance Effective, Scholarly Teaching: Become A Center of Excellence in Scholarly Teaching.

**Campus Planning Theme:** Teaching and Learning

**Secondary Goals:**
- **Sub Unit:** None
- **Time Frame:** Ongoing

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**Actions taken for 2003-2004:**

- In-house Center for Teaching and Lifelong Learning established.
- Teaching programs marketed nationally in partnership with the National League for Nursing (NLN).
- Course to prepare nurses for clinical educator roles developed and marketed with NLN.
- School participates in TLTGroup national benchmarking project, Evaluating Best Practices in Web Based Courses in Nursing
- PhD program to extend focus area to scholarship of teaching/learning. First cohort of eight students started classes summer 2003.

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**Evidence of Progress for 2003-2004:**

National Reputation for Teaching Excellence:

- Annual Assessment Conference (7th in 2002-03)
- Summer Institute for Teaching Web-Based Courses (4th in 2002-03)
- The National Nursing Staff Development Organization recognized IUSONs Center for Teaching and Lifelong Learning as the recipient of their 2002 award "Recognizing Excellence in Educational Technology."
- Dr. Pamela Jeffries was selected as the project director of a multi-site study involving the National League for Nursing and the Laerdal Corporation, which will involve development of simulations for nursing education.
- Professor Shirley Woolf was recognized by the American Association of Colleges of Nursing for her contributions to "end of life" care.
- Pamela Jeffries, Diane Billings, Evelyn Stephenson, Dawn Daniels, Terry Stanley received Sigma Theta Tau Internationals Pinnacle Award for Technology/Knowledge.
- Dissemination for three online Critical Care courses
- IUSON was recipient of the MIRA Award for Technology Excellence.
- Ten faculty presented scholarly papers at NLN Education Summit.

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**Activities planned for 2004-2005:**

- Strategic marketing agreement signed with National Nursing Staff Development Organization to market course "Becoming a Nursing Staff Educator."

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II. Support and Enhance Effective, Scholarly Teaching: Develop Infrastructure.

**Campus Planning Theme:** Teaching and Learning

**Secondary Goals:**
Actions taken for 2003-2004:

- APT Exemplars for Satisfactory/Excellent Performance in place
- Received new equipment for Learning Laboratory from Hill-Rom (2001-02)
- Developed/approved process for peer review of teaching and peer review of Web courses
- Submitted grants to support development of online courses
- Rennovated student computer cluster
- Constructed a room for file servers; updated servers, purchased a videosstreaming server, and implemented data security plans
- Continued lifecycle replacement of desktop computers
- Initiated an online course/faculty evaluation system in collaboration with the IUPUI Test Center

Evidence of Progress for 2003-2004:

- Clarian Health committed $3 million for buying space in Fairbanks Hall
- Space renovation completed in lower level of School of Nursing building
- Student technology fees used to enhance infrastructure for learning

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Activities planned for 2004-2005:

Obtain additional teaching/learning space in Fairbanks Hall.

☑ II. Support and Enhance Effective, Scholarly Teaching: Increase Access through Distance Learning.
Campus Planning Theme: Teaching and Learning
Secondary Goals:
Sub Unit: None
Time Frame: Ongoing

Actions taken for 2003-2004:

- Web-CT replaced with OnCourse as platform used by faculty
- A distance-accessible PhD program was implemented in summer 2003 and 2004.
- Funding received for development of on-line community of learning in different areas, e.g., critical care
- Funding sought for development of on-line community of learning in perioperative nursing

Evidence of Progress for 2003-2004:

Web-Based Courses/Tele-Courses:

- In 2000-01, 53 full web courses served 844 students; 12 tele-courses served 105 students.
- In 2001-02, 31 full web courses offered, with 90% of all faculty making use of OnCourse in their teaching; 12 telecourses offered.
- In 2002-03, 52 full-Web courses offered serving 875 students. Eight telecourses served 147 students.
- In spring semester 2004, 395 total distinct courses and sections exist in OnCourse; 151 faculty authors used Oncourse, 1477 students logged into OnCourse 10 or more times.
- In fall 2003 and spring 2004, six telecourses served 80 students.
- Develop emergency room course
- Funding submitted to develop a Staff Educator course
- Agreement signed to develop a Legal Nurse Consultant course

II. Support and Enhance Effective, Scholarly Teaching: Teaching Excellence Honored.

Campus Planning Theme: Teaching and Learning

Secondary Goals:
Sub Unit: None
Time Frame: Ongoing

Actions taken for 2003-2004:

Faculty regularly nominated for awards.

Evidence of Progress for 2003-2004:

Teaching Awards in 2000-01:

Ameritech Fellow
Marchusa Huff

Trustee Teaching Awards
Tami Bakas
Janie Canty-Mitchell
Marchusa Huff
Melinda Swenson
Barbara Chalko
Shirley Woof

Info Tech Awards/Sigma Theta Tau International
Pam Jeffries
Anna McDaniel

Alpha Chapter Award
Mary Fisher

Teaching Awards in 2001-02:

P A. Mack/FACET
Pam Jeffries

Trustee Teaching Awards
Tami Bakas
Janie Canty-Mitchell
Barbara Chalko
Marchusa Huff
Melinda Swenson
Karen Cobb Award
Mary Beth Riner

Sequoia Award
Pam Carlisle
Marla Zimmerman

NLN Award for Excellence in Teaching
Melinda Swenson

Belford Award for Excellence in Education
Pam Jeffries

Teaching Awards in 2002-03:

- P.A. Mack/FACET Scholar
  Connie Rowles

- Trustee Teaching Awards
  Mary Fisher
  Marchasa Huff
  Pamela Jeffries
  Melinda Swenson
  Barbara Chalko
  Cynthia Stone

- Karen Cobb Award
  Rebecca Sloan

- Lois C. Meier Teaching Excellence Award
  Marsha Ellett

- NLN Excellence in Education Technology
  Diane Billings

- Chancellors Professorship, IUPUI
Teaching Awards in 2003-04:

- President’s Award for Teaching Excellence
  
  Juanita F. Keck

- Part-time Teaching Award
  
  M. Jan Keffer

- IUPUI Part-time Teaching Award
  
  M. Jan Keffer

- P.A. Mack/FACET
  
  Mary E. Riner

- Trustee Teaching Awards
  - Patricia Allen
  - Susan Bennett
  - Barbara Chalko
  - Pamela Jeffries
  - Anna McDaniel
  - Sharon Vinten

- Sequoia Award
  
  Kathleen Russell

- Sigma Theta Tau International Computer-based Professional Education Technology
  
  Pamela Jeffries

- Outstanding Teacher Awards (selected by the May 2003 Graduating Class)
  - Sharon McAdams
  - Debra Wellman
  - Lois Lane

Activities planned for 2004-2005:

Continue to nominate faculty for campus, School, and national teaching awards

☐ II. Support and Enhance Effective, Scholarly Teaching: Reward Teaching Excellence.

   Campus Planning Theme: Teaching and Learning

   Secondary Goals:
   
   Sub Unit: None

   Time Frame: Ongoing
Actions taken for 2003-2004:

- Special efforts taken in setting 2001-02 salaries to increase pay of meritorious doctorally-prepared assistant and associate professors.
- Special efforts taken in setting 2002-03 salaries to increase pay of meritorious doctorally-prepared assistant and associate professors.
- Special efforts taken in setting 2003-04 salaries to increase pay of meritorious doctorally-prepared faculty.

Evidence of Progress for 2003-2004:

Rewards & Recognitions for Teaching:

- For 2000-01, 45 faculty received merit pay increases; 31 (69%) were recognized in whole or part for teaching.
- For 2001-02, 44 faculty received merit pay increases; 29 (66%) were recognized in whole or part for teaching.
- For 2002-03, 45 faculty received merit pay increases; 31 (68%) were recognized in whole or part for teaching.
- For 2003-04, 56 faculty received merit pay increases; 29 (52%) were recognized in whole or part for teaching.

Activities planned for 2004-2005:

- Review faculty incentives.

II. Support and Enhance Effective, Scholarly Teaching: Support Faculty Development.

**Campus Planning Theme:** Teaching and Learning

**Secondary Goals:**

**Sub Unit:** None

**Time Frame:** Ongoing

Actions taken for 2003-2004:

- Monies available per FTE for faculty development
- Scholarship-of-Teaching Seminars ongoing
- New faculty provided with start-up packages.
- Learning Environment Steering Committee held faculty development days.
- PDP and CEQL pilot funds available
- Various school-based teaching awards were made to faculty
- Summer support for research continued with school-based funds

Evidence of Progress for 2003-2004:

**Faculty Development Opportunities Provided:**

- In 2000-01, there were 23 faculty development opportunities offered related to teaching. 100 faculty/staff availed themselves of in-house training for information technology.
- In 2001-02, 52 faculty development opportunities related to teaching were offered.
In 2002-03, 53 faculty development opportunities related to teaching were offered.
- On 2003-04, 21 faculty development “brown bag seminars” were held related to teaching and learning in Web courses; faculty orientation to OnCourse held at beginning of each semester; 99 faculty attended 16 conferences/online courses offered through the Office of Lifelong Learning.
- In 2003-04, 1244 nurses attended 15 conferences offered through the Office of Lifelong Learning.

Activities planned for 2004-2005:

Summer workshops planned; annual Web Institute will be held.

Other activities will be planned as an outcome of the current IUSON Strategic Planning Process.

III. Improve Undergraduate Student Learning and Persistence: Develop Capstone BSN Experience.

Campus Planning Theme: Teaching and Learning

Secondary Goals:
- Sub Unit: None
- Time Frame: Ongoing

Actions taken for 2003-2004:

Capstone experience initiated; Clarian Education grant supported development.

Capstone experience expanded to additional clinical sites.

Professor Sharon Vinten received IHETS/IPSE monies to develop a project focusing on the development of clinical faculty as a new practice role.

Capstone courses offered in summer 2003 and summer 2004.

Preceptor training offered four times a year and available online.

Evidence of Progress for 2003-2004:

Student Satisfaction:
- In Spring 2001, Capstone experience rated 4.8 (on 5-point scale) by students and 4.7 by preceptors.
- In 2001-02, Capstone experience rated 4.51 by students and 4.53 by preceptors
- In 2002-03 Capstone experience rated 4.6 by students and 4.72 by preceptors
- In 2003-04 Capstone experience rated 4.82 by students and 4.72 by preceptors

Activities planned for 2004-2005:

Continue to examine student satisfaction surveys

III. Improve Undergraduate Student Learning and Persistence: Increase Retention.
Campus Planning Theme: Teaching and Learning
Secondary Goals:
Sub Unit: None
Time Frame: Ongoing

Actions taken for 2003-2004:

A range of strategies are in place—e.g., early warning system, workshops to increase coping and improve test taking.

Evidence of Progress for 2003-2004:

Retention Rates:
- Fall 2000 to Fall 2001, 91% retention rate for all undergraduates.
- Fall 2001 to Fall 2002, 92% retention rate for all undergraduates.
- Fall 2002 to Fall 2003, 91% retention rate for all undergraduates.
- Fall 2003 to Fall 2004, 92% retention rate for all undergraduates.

Activities planned for 2004-2005:

Twelve empowerment sessions planned for 2004-05

III. Improve Undergraduate Student Learning and Persistence: NCLEX Scores above National Average.

Campus Planning Theme: Teaching and Learning
Secondary Goals:
Sub Unit: None
Time Frame: Ongoing

Actions taken for 2003-2004:

NCLEX overview provided to all undergraduates. Practice exams available in Learning Laboratory.

Evidence of Progress for 2003-2004:

NCLEX Scores:

In 2000-01 (80.1% national average)
- ASN = 84%
- BSN = 83.3%

In 2001-02 (81.57% national average)
- ASN = 91.1%
- BSN = 86.7%
In 2002-03 (State Board of Nursing has not reported the national average for 2002-03)

ASN = 91.7%
BSN = 78.4%

In 2003-04 (4/1/03 - 3/30/04)

ASN = 92.05%
BSN = 88.94%

Activities planned for 2004-2005:

Continued monitoring of performance in place. Contract negotiations ongoing to place review through the six semesters of nursing courses.

☑ III. Improve Undergraduate Student Learning and Persistence: Provide Undergraduate Scholarship Support.
   Campus Planning Theme: Teaching and Learning
   Secondary Goals:
   Sub Unit: None
   Time Frame: Ongoing

Actions taken for 2003-2004:

Scholarships encouraged as goal of comprehensive campaign.

Evidence of Progress for 2003-2004:

Scholarship Monies Available Through School:

- In 2000-01, $148,415 awarded to undergraduate students.
- In 2001-02, $120,482 awarded to undergraduate students.
- In 2002-03, $149,000 awarded to undergraduate students.
- In 2003-04, $306,843 awarded to undergraduate students.

Number of students who demonstrated financial need:

- 382 (2000)
- 501 (2001)
- 537 (2002)

Activities planned for 2004-2005:
Clarian embarking on fundraising campaign to obtain $10 million for scholarship support.

IV. Provide Effective Professional and Graduate Programs: Achieve Top 10 Status.

Campus Planning Theme: Teaching and Learning
Secondary Goals:
Sub Unit: None
Time Frame: Biennial rankings

Actions taken for 2003-2004:

Marketing of curriculum innovations encouraged, so profession is knowledgeable about IUSON's creativity.

Evidence of Progress for 2003-2004:

Rankings/Reputation:

- 4th adult health
- 5th psychiatric-mental health
- 7th nursing administration

Activities planned for 2004-2005:

MSN and PhD curricula will be re-examined to ensure best practices.

IV. Provide Effective Professional and Graduate Programs: Provide Graduate Scholarship Support.

Campus Planning Theme: Teaching and Learning
Secondary Goals:
Sub Unit: None
Time Frame: Ongoing

Actions taken for 2003-2004:

Training grants applied for; scholarship monies encouraged as part of comprehensive campaign.

Evidence of Progress for 2003-2004:

Scholarship/Fee Remission Monies Available within IUSON:

- In 2000-01, $22,500 awarded in scholarship monies to graduate students; $80,492 available for fee remission.
- In 2001-02, $46,663 in scholarship monies awarded to graduate students; $69,792 available for fee remission.
- Institutional research training grant renewed for five more years (2001-06).
- In 2002-03, $100,155 in scholarship monies awarded to graduate students; $97,313 available for fee remission.
- In 2003-04, $34,000 in scholarship monies awarded to graduate students; $106,690 available for fee remission.
Activities planned for 2004-2005:

Scholarship monies will be re-examined to ensure appropriate allocation between graduate and undergraduate.

IV. Provide Effective Professional and Graduate Programs: Successful Students.

Campus Planning Theme: Teaching and Learning
Secondary Goals:
Sub Unit: None
Time Frame: Ongoing

Actions taken for 2003-2004:

Students encouraged to apply for external prizes/honors.

Evidence of Progress for 2003-2004:

Student Honors:

- PhD student, Prudence Twigg, won one of ten two-year fellowships awarded nationally by Hartford Foundation.
- Post-doc fellow, Jan Buelow, was honored at 2001 meeting of MNRS.
- PhD student, Kristina Reuille, won the 2001-02 Graduate Student Scholarship Award given by the National Association of Clinical Nurse Specialists for her paper on managing fatigue in cancer patients, which will be published in that organizations journal.
- MSN student, Cheryl Crisp, was honored with the 2002 Pediatric Section Clinical Award of MNRS.
- Graduate student Celeste Phillips received a two-year Masters Scholarship in Cancer Nursing from the American Cancer Society (2003).
- Graduate student Kelly Scott received a 2003 Summer Fellowship from the American Stroke Association
- Doctoral student Jin Shil Kim awarded $18,000 as a 2003 Biology of Aging Fellowship
- Doctoral student Jan Powers received both the American Association of Clinical Nurse Specialists Circle of Excellence Award as the Outstanding Clinical Nurse Specialist and the American Association of Neuroscience Nurses Advanced Practice Nurse Award.
- Doctoral student Maria Shirley is the 2004 recipient of the American Organization of Nurse Executives Organizational Innovation Award in the Nursing Director Category.
- Masters students Deborah Johnson and Connie Schneider won Best Student Poster Award (Public Health Section) at the 2004 American Public Health Association annual meeting.

Certification Success:

- All Family Nurse Practitioner graduates passed certification exam (2001-02).
- All Acute Care Nurse Practitioner graduates passed certification (2001-02).
- All Pediatric Nurse Practitioner graduates passed certification (2002-03).
- All Family Nurse Practitioner and Acute Care Nurse Practitioner graduates passed certification (2002-03).
- All Family Nurse Practitioner and Acute Care Nurse Practitioner graduates passed certification (2003-04).

Activities planned for 2004-2005:
Periodic meetings planned to provide assistance with application process.

2. Excellence in Research, Scholarship, and Creative Activity

I. Conduct World-Class Research and Creative Activities Relevant to Indianapolis, the State, and Beyond: Defined Areas of Excellence.

Campus Planning Theme: Research, Scholarship and Creative Activity
Secondary Goals:
Sub Unit: None
Time Frame: Ongoing

Actions taken for 2003-2004:

IUSON has partnered with University of Iowas Hartford-funded Center in Geriatric Nursing.

Evidence of Progress for 2003-2004:

Defined Centers of Research Excellence:

- NIH-funded Center for Enhancing Quality of Life in Chronic Illness
- Mary Margaret Walther Program/Behavioral Cooperative Oncology Group

NIH Ranking/Areas of Excellence:

- 14th in 2000 (10th for public universities)
- 15th in 2001 (10th for public universities)
- One of nine nursing schools nationally to have an NIH-funded core research center (2001-02)
- One of 15 nursing schools to have an NIH-funded institutional research training grant (2001-02)
- 18th in 2002 (13th for public universities)
- 21st in 2003 (15th for public universities)

Activities planned for 2004-2005:

IUSON is partnering with Iowa, Michigan and Wisconsin-Madison in Nursing and Clinical Informatics.

II. Continue to Build A Strong and Diverse Research Faculty.

Campus Planning Theme: Research, Scholarship and Creative Activity
Secondary Goals:
Sub Unit: None
Time Frame: Ongoing

Actions taken for 2003-2004:

Pediatric Health Services Research Group founded by faculty in Nursing and Medicine (2001). Dr. Josette Jones recruited Fall 2002 for joint position between Nursing and Informatics.
Janet Carpenter, a funded senior researcher, recruited in fall 2003.

Two minority faculty are scientists in the Center for Enhancing Quality of Life in Chronic Illness (CEQL).

All faculty invited to seven research seminars sponsored and presented by CEQL.

Evidence of Progress for 2003-2004:

Faculty Qualifications:

- In Fall 2000, 62 out of 91 FT faculty (68%) were doctorally-prepared.
- In Fall 2001, 57 out of 88 FT faculty (65%) were doctorally-prepared.
- In 2001-02, 52 of IUPUI tenure-track faculty (91%) were members of Graduate School.
- In 2002-03, 55 of IUPUI tenure-track faculty (92%) were members of Graduate School.
- In 2002, 60 out of 88 FT faculty (68%) were doctorally-prepared.
- In 2003, 62, out of 90 IUPUI tenure-track faculty (69%) were doctorally prepared.

Faculty Rewards/Recognition for Research:

- For 2000-01, 45 faculty received merit pay increases; 14 (31%) were recognized in whole or part for their scholarship.
- For 2001-02, 44 faculty received merit pay increases; 24 (55%) were recognized in whole or part for their scholarship.
- For 2002-03, 45 faculty received merit pay increases; 17 (38%) were recognized in whole or part for their scholarship.
- For 2003-04, 56 faculty received merit pay increases; 28 (50%) were recognized in whole or part for their scholarship.

Faculty Receive National/International Honors (2000-01):

- Joan Austin elected to IOM.
- Linda Urden elected to AAN.
- Lillian Stokes received ANAs Mahoney Award.
- Victoria Champion received lifetime achievement in research award, ONS.
- Wanda Mohr honored by ISPN.

Faculty Receive National/International Honors (2001-02):

- Susan Bennett received the Best Abstract of the Year Award from the Council on Cardiovascular Nursing, American Heart Association.
- Diane Billings received Ross Pioneer Award, American Association of Critical-Care Nurses.
- Pam Jeffries received Sigma Theta Tau Internationals Elizabeth Russell Belford Award.
- Angela McBride received the Melanie Dreher Award from Sigma Theta Tau International.
- Phyllis Stern received an AJN Book-of-the-Year Award and the Lifetime Achievement Award of the International Institute for Qualitative Research.
- Lillian Stokes was elected to fellowship in the American Academy of Nursing.
- Melinda Swenson received Teaching Excellence Award of National League for Nursing.

Faculty Receive National/International Honors (2002-03):
• Connie Baker was recipient of the Alumni Achievement Award for Nursing Scholarship and Research, Columbia University.
• Susan Bennett and Rose Mays elected to fellowship in the American Academy of Nursing.
• Joan Haase received the 2002 Midwest Nursing Research Societys Pediatric Section Senior Researcher Award.
• Joan Haase research studies were cited in QSR - Forum Exemplary Studies.
• Anna McDaniel received Sigma Theta Tau Internationals Region 9 Computer-based Public Education Technology Award.

Faculty Receive National/International Honors (2003-04)

• Dr. Dan Pesut was installed as president of Sigma Theta Tau International, honor society of nursing.
• Dr. Angela Barron McBride was selected to receive a 2004 Ross Products-American Association of Critical Care Nurses Pioneering Spirit Award.
• Dr. Joyce Clifford, Member of IUSONs Board of Advisors, received the American Association of Critical Care Nurses 2004 Marguerite Rodgers Kinney-AACN Award for a Distinguished Career.
• Dr. Brenda Lyon was honored by the National Association of Clinical Nurse Specialists upon creation of the Brenda Lyon Excellence in Leadership Award. Dr. Lyon was the first recipient of the award.
• Dr. Josette Jones received the Outstanding Dissertation Award at the Midwest Nursing Research Conference.
• Dr. Sue Morrissey received the Mildred M. Seltzer Distinguished Service Recognition Award from the Association for Gerontology in Higher Education.
• Dr. Marion E. Broome received Sigma Theta Tau International’s Pinnacle Award, Region Eight Mentor Award.
• Dr. Victoria Champion was selected to receive the 2004 Pathfinder Award from the National Institute of Nursing Research.
• Dr. Joan Austin received the very prestigious 2004 Distinguished Contribution to Nursing Science Award from the American Nurses Foundation.
• IUSON was the recipient of the Women & High Tech Leading Light Award as an Organization Dedicated to the Mentoring and Growth of Women in Science or Technology.
• Dr. Anna McDaniel was elected a Fellow in the American Academy of Nursing.

Activities planned for 2004-2005:

Recruitment for Cullipher Chair continues.

☑ III. Increase Scholarly Productivity and External Funding.
Campus Planning Theme: Research, Scholarship and Creative Activity
Secondary Goals:
Sub Unit: None
Time Frame: Ongoing

Actions taken for 2003-2004:

Supports put in place to encourage research of new faculty.

• First research "boot camp" held in 2002
• Continued research "boot camp" in 2003
• Continued research "boot camp" in 2004
Evidence of Progress for 2003-2004:

Sponsored Grants/Contracts:

- $6,288,777 awarded in external funding (2001-02); this amounted to $120,977 per FTE.
- $7,352,118 awarded in external funding (2002-03).
- $6,443,349 awarded in external funding (2003-04).

Number of Grant Submissions:

- 78 (1999-2000)
- 108 (2000-01)
- 122 (2001-02)
- 100 (2002-03)
- 88 (2003-04)

Product Development:

- Video distributed entitled Reversing Trends: Smoking Cessation Techniques for the Health Care Professional won Telly Award (2000)
- Web Courses
  - Neonatal Intensive Care Course
  - Adult Intensive Care Course
  - Pediatric Intensive Care Course
  - Becoming a Preceptor in a School of Nursing
  - Becoming a Preceptor in a Health Care Agency
  - Clinical Faculty: New Practice Role
  - E-Learning for Staff Educators (in development)
  - Becoming a Staff Educator (in development)

NIH Funding (2000) = $1,984,015

NIH Funding (2001) = $2,331,596

NIH funding (2002) = $2,188,089

Faculty with External Funding:

- 23 (2001-02)
- 32 (2002-03)
- 25 (2003-04)

Activities planned for 2004-2005:

Search currently underway for new senior faculty member who can contribute to the research/scholarship mission of the school and increase external funding.
IV. Enhance Infrastructure for Research and Creative Activities: Expand Space, Fellowships, and Endowed Faculty Positions.

**Campus Planning Theme:** Research, Scholarship and Creative Activity
**Secondary Goals:**
**Sub Unit:** None
**Time Frame:** 2002-05

Actions taken for 2003-2004:

- Training grant now provides for 3 post docs.
- SON received RIF monies to remodel NU 338 and NU 337.
- Space was renovated for research in School of Nursing lower level

Evidence of Progress for 2003-2004:

Postdoctoral Fellows:

- 5 in 2000-01
- 4 in 2001-02
- 3 in 2002-03
- 3 in 2003-04

Number of Endowed Professors/Chairs:

- First Holmquist Professor named, Joan Haase (2001-02).
- Cullipher Chair being recruited (2003-04).
- Two legacy endowments made (Sonna Ehrlich Merk Professorship and CEQL Directorship).
- One legacy endowment received to endow CEQL Directorship (2004)

Activities planned for 2004-2005:

Goal set for 10% of FT tenure-track faculty to hold endowed positions by 2007 (n = 6).

Complete the funding for the McBride Professorship in Mental Health Nursing.

3. Excellence in Civic Engagement

I. Enhance Capacity for Civic Engagement: Reward and Honor Faculty.

**Campus Planning Theme:** Civic Engagement
**Secondary Goals:**
**Sub Unit:** None
**Time Frame:** Ongoing

Actions taken for 2003-2004:

...
Faculty nominated for service awards.

Named Dr. Joanne Martin as director of Institute of Action Research for Community Health (IARCH)

Evidence of Progress for 2003-2004:

Rewards and Recognition for Service:

- For 2000-01, 45 faculty received merit pay increases; 34 (76%) were recognized in whole or part for service.
- For 2001-02, 44 faculty received merit pay increases; 29 (66%) were recognized in whole or part for service.
- For 2002-03, 45 faculty received merit pay increases; 25 (56%) were recognized in whole or part for service.
- For 2003-04, 56 faculty received merit pay increases; 34 (61%) were recognized in whole or part for service.

Service Awards:

- Office of Juvenile Justice Delinquency Prevention (OJJDP) and Center on Substance Abuse Prevention (CSAP) recognized Healthy Families Indiana as a model program (2000-01).
- In 2001-02, Joanne Martin honored with Hulman Award for Preventive Medicine; Janie Canty-Mitchell participated in United Way of Central Indiana Leadership Development Program; Brenda Lyon received the W. George Pinnell Award for Outstanding Service.
- In 2002-03
  - Rose Mays received Indiana's premier health award, The Tony and Mary Hulman Health Achieve Award, for her contributions to preventative medicine and public health.
  - Joyce Krome was selected as one of 15 fellows nationally for Community-Campus Partnership for Health Program. She also received the 2003 Creative Achievement Award from the American Public Health Associations nursing section.
  - Joan Austin became the first nurse/behavioral scientist to be elected president of the American Epilepsy Society.
  - Victoria Champion is co-chairs of the Indiana Cancer Consortium, a consortium of 49 organizations committed to reducing the cancer burden in the state.
  - Sharon Farley's work is being highlighted by the Kellogg Foundation in a 75th anniversary book citing model community health projects the organization has funded.
- In 2003-04
  - Dr. Victoria Champion accepted the invitation of Tommy G. Thompson, Secretary, U.S. Department of Health and Human Services, to serve on the Breast and Cervical Cancer Early Detection and Control Advisory Committee, National Center for Chronic Disease Prevention and Health Promotion, Centers for Disease Control and Prevention (CDC).
  - Dr. Joan Austin was appointed by Tommy G. Thompson, Secretary, U.S. Department of Health and Human Services, to serve on the National Advisory Board for Nursing Research.
  - Dr. Joanne Martin achieved ten-year credentialing of the Health Families MOM Project by Prevent Child Abuse Healthy Families America.
  - Governor Kreme appointed Dr. Martin to the Executive Board of the Indiana State Department of Health.
  - Dr. Joyce Krome received the Tony & Mary Hulman Achievement Award from the Indiana Public Health Foundation, its highest award.
  - Dr. Joanne WARNER serves as a governor-appointee to the Indiana Mental Retardation and Developmental Disabilities Commission.
  - Dr. Warner chairs the Friends Committee on National Legislation.
  - On May 8, 2004, Dr. Rose Mays gave the commencement address at the University of Evansville, her alma mater. During the ceremony, the university awarded her the Medal of Honor for her achievements and
Activities planned for 2004-2005:

Reactivating IARCH to affect community health through various grant-seeking and grant-awarding activities.

II. Expand Community Activities and Partnerships

Campus Planning Theme: Civic Engagement

Secondary Goals:

Sub Unit: None

Time Frame: Ongoing

Actions taken for 2003-2004:

School Gala raised money for Shalom Health Care Center (2003-04).

School Gala raised money for Community Partnerships (2004-05).

Evidence of Progress for 2003-2004:

Practice Partnerships:

- Developing an On-line Community of Learning in Critical Care with Clarian and American Association of Critical Care Nurses (FIPSE grant received 2001-02).
- HFI, in collaboration with Head Start and Early Head Start, produced a Collaboration Guidebook for national dissemination.
- Shalom Health Care Center participated in the School Wellness Collaborative Project of Marian County through four school-based clinics and four school-linked clinics.
- Mission Possible: Parents and Kids Who Listen undertaken as a collaborative project with University of Wisconsin-Madison (funded 2001-02 through SAMSA).
- Collaboration with the Indiana State Department of Corrections to provide physical assessment education courses to nurses employed by the department (2002-03)

- FIPSE grant in collaboration with Clarian and the American Association of Critical Care Nurses: developed four on-line courses in critical care nursing and preceptor training (2002-03)

Number of Clinical/Community Sites Used by Nursing/IUPUI:

- 111 (2000-01)
- 151 (2001-02)
- 138 (2002-03)

Activities planned for 2004-2005:

Obtain funding for Critical Care and Perioperative initiatives.
III. Intensify Commitment and Accountability to Indianapolis and Central Indiana: Provide Services.

Campus Planning Theme: Civic Engagement

Secondary Goals:

Sub Unit: None

Time Frame: Ongoing

Actions taken for 2003-2004:

New MOM-mobile was purchased with funding from Char Lugar Foundation

Shalom Health Care Center was moved to an independent organization so the center can receive federal funding (2002).

Evidence of Progress for 2003-2004:

Health Impact (2000-01):

- Healthy Families Indiana Training and Technical Assistance Project (HFIT & TAP) served 56 HFI sites in 92 counties.
- HFIT & TAP credentialied as a statewide system by Healthy Families America.
- HFIT & TAP provided training for 791 staff (unduplicated count), up 14% over previous period.
- The MOM Project served 830 families and provided 4179 home visits.
- The MOM-mobile made available about 1500 ultrasounds.
- Shalom Health Care Center provided care to about 7000 patients.

Health Impact (2001-02):

- HFIT & TAP provided training to 879 HFI staff.
- The MOM Project served 913 families and made 5043 home visits.
- The MOM-mobile made available 1915 ultrasounds.
- Shalom Health Care Center served 7057 patients (8332 clinical encounters) in its primary care clinics, Farrington and Jubilee; Shalom also served 1935 children (3129 clinical encounters) in its school-based clinics—Gambold Elementary School, Farrington Middle School, and Northwest High Middle School.

Health Impact (2002-03):

- HFIT and TAP provided training to 751 HFI staff.
- The MOM-mobile made available 2013 pre-natal ultrasound examinations.
- The MOM Project served 852 families and made 5340 home visits.

Health Impact (2003-04):

- HFI Training and Technical Assistance Project (HFIT & TAP) provided technical assistance through 89 on-site visits and 2060 e-mail/phone contacts and provided 131 training events attended by 1,363 staff.
- HFIT & TAP and 56 HFI sites were re-credentialied by Prevent Child Abuse America.
- Indiana, Illinois, and Michigan were designated as the Health Families America Midwest Regional Resource Center.
- The MOM Project served 1060 families, 573 were enrolled in home visiting and 487 were assessed only.
- The MOM-mobile provided 1,898 prenatal ultrasound examinations; 94% of scheduled appointments were kept.
- The MOM Project completed 6,123 home visits.
The School of Nursing is collaborating with the schools of Physical Education, Convention & Tourism Management, and an Indianapolis Public School to encourage healthy lifestyles in school age youth and their families by promoting physical activity and healthy eating.

Activities planned for 2004-2005:

Create new initiatives based on needs disclosed by HFI.

**Fiscal Health**

*** Fiscal health report for 2004-05 is attached as PDF file. ***

The good news is that undergraduate credit hours have increased over the past few years and have stabilized after a period of decline in the late 1990s and graduate credit hours continue to rise. The bad news is that credit hours, enrollment and applications continue to rise while the School faces challenges in securing adequate faculty and financial resources. Undergraduate credit hours totaled 15,925 in 2000-2001 and in 2003-2004 totaled 21,358; graduate credit hours totaled 3,709 in 2000-2001 and increased to 5,300 in 2003-2004. As both Deans Farley and McBride described in previous years, nursing recoups in tuition and fee income only a portion of the fully loaded costs per credit hour of undergraduate and graduate instruction. Although we were able to increase tuition (instructional rate per credit hour) by 17% for the graduate program in 2003-2004, the University did not approve (for the second consecutive year) establishing a program fee for undergraduate clinical instruction. Our 10-year projections indicate that this differential will only get larger unless we institute a program fee or substantially increase other fees (i.e., clinical), because a) our expenses are increasing at a more rapid rate than our revenues, and b) state appropriation has decreased as a proportion of our total revenues. With increasing enrollments and proportionately 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 87 in 2004-2005. There were 67 part-time faculty (13.65 FTE) in 2001-2002 and that number has increased to 88 (18.79 FTE) in 2004-2005. The nursing shortage and the salary gap between what nurses earn in service compared to education, makes continued recruitment very difficult. In 2003-2004, 61 percent of full-time faculty were tenured or on tenure track, compared to 77 percent in 1991-1992, which means IUSON/IUPUI is down to the minimum percentage of tenure-track faculty required by the University.

Grants and contracts continue to increase over the years and in 2003-2004, nursing was fourth campus-wide in total external funding ($6,443,349). However, indirect cost recovery (ICR) monies remain proportionately small because the majority of our externally-funded service projects do not allow the payment of ICR, yet these projects are important to IUSON/IUPUIs commitment to civic engagement. Nursing has exceeded its $10 million campaign goal by $6 million, but the majority of the monies committed are either in the form of legacy gifts or monies that will be awarded in the future (e.g., Clarion’s commitment of $3 million to nursing floor in the projected Fairbanks Hall, and thus not currently available.)

Our fund balance decreased nearly $140,000 from June 30, 2003, to June 30, 2004, indicating the need to draw upon a portion of our opening balance in order to cover our costs this fiscal year. Our total expenses increased by 8 percent without any new appropriations (in fact, our appropriation decreased by 1.3 percent). The majority of our faculty and staff raises were provided through other school monies. Although credit hours, gifts, and grants are all increasing, the percentage of revenues derived from state appropriations declined from 56 percent in 1998-1999 to 38 percent in 2003-2004. The percentage of revenues derived from tuition/fees went from 18 percent to 21 percent during that same period.

If new revenues are not generated to cover the fully loaded cost per credit hour for instruction through a program fee or some other method, the School will have to consider a decrease in undergraduate enrollment and in the number of majors offered in the School of Nursing.
the masters program in order to meet our mission as a research intensive school with a high quality academic program. The faculty will be involved in this decision-making through faculty governance committees and through the Schools Budgetary Affairs Committee (BAC). BAC 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 $302,000 listed in the FY 2004-2005 Fiscal Health Report for Reallocation Funding. Two thousand ($2,000) is for the President’s Award for one of our faculty members. Of the remaining $300,000, Dr. Broome intends to use a portion of these new base funds to attract new senior faculty who can contribute to the research/scholarship mission of the school and increase external funding. She intends to use the remaining base funds to increase pay of currently appointed meritorious doctorally-prepared faculty. The cash associated with this reallocation was (will be) used ratably throughout FY 2003-2004 and FY 2004-2005 for previously agreed-upon expenses relating to the recruitment and relocation of the new Dean and for the Interim Dean’s salary increase.

Other Question(s)

How do you plan to maintain/increase quality in the face of diminishing resources? What processes do you have in place to do this, for example, how are faculty involved in decision-making?

How do you cultivate a climate for diversity -- how do you recruit, develop, and retain diverse students, faculty, and staff? How do you incorporate diversity in the curriculum, in research, in civic engagement?

Five years from now what proportion of your faculty do you expect to be in the following categories: tenure track faculty, clinical faculty, research faculty, lecturers, or other academic specialties (percentages should total 100%)?

Please prepare an EXECUTIVE SUMMARY of no more than one page summarizing your most significant accomplishments of the past year (including items from the period from July 1, 2003 to the present) and the major initiatives you plan to undertake in 2004-05.