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

- 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 2004-2005:

Provide many opportunities for faculty development.

Evidence of Progress for 2004-2005:

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. The faculty survey is done every other year and 2004 results are not available yet. Student Satisfaction: In 2003-04, "academic advising in school" N = 43 In 2003-04, "inclined to recommend to friend" N = 71 In 2004-05, 5.1 (on a 7 point scale) “strongly recommend program” N = 71

Activities planned for 2005-2006:

Learning Environment (LENS) Committee established within Dean’s Council, in conjunction with faculty governance.
I. 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

Actions taken for 2004-2005:

Twelve on-line faculty/preceptor courses offered for 491 participants. In-house Center for Teaching and Lifelong Learning established. Teaching programs marketed nationally in partnership with the National League for Nursing (NLN). Contract renegotiated. Course to prepare nurses for clinical educator roles developed and marketed with NLN. School participates in TLT Group 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. Half of 2005 class declared teaching as focal area.

Evidence of Progress for 2004-2005:

National Reputation for Teaching Excellence: Summer Institute for Teaching Web-Based Courses (5th conference in 2002-03) Dr. Donna Boland consulted with the Ministry of Health Nursing Services, Singapore, to develop the first bachelor of science in nursing program. Dr. Pamela Jeffries received the Chancellor’s Award for Excellence in Teaching. Dr. Judith Halstead received the Midwest Nursing Research Society Curriculum and Education Research Section Advancement of Science Award. Eight faculty presented scholarly papers at NLN Education Summit.

Activities planned for 2005-2006:

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

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 2004-2005:

A distance-accessible PhD program was implemented in summer 2003 and 2004; 2005 class of 12 accepted; 2006 class applications very strong. Funding received for development of on-line community of learning in different areas, e.g., psychiatric-mental health nursing. Funding sought for development of on-line master’s in adult health

Evidence of Progress for 2004-2005:

Web-Based Courses/Tele-Courses: 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
Activities planned for 2005-2006:

Develop pharmacology course in collaboration with Purdue University – Calumet. Agreement signed to develop a Legal Nurse Consultant course.

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 2004-2005:

Special efforts taken in setting 2003-04 salaries to increase pay of meritorious doctorally-prepared faculty. Special efforts taken in setting 2004-05 salaries to increase pay of meritorious doctorally-prepared faculty.

Evidence of Progress for 2004-2005:

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. For 2004-05, 55 faculty received merit pay increases; 32 (58%) were recognized in whole or part for teaching.

Activities planned for 2005-2006:

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 2004-2005:

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. Mary Margaret Walther and CEQL pilot funds available. Various school-based teaching awards were made to faculty.
Evidence of Progress for 2004-2005:

Faculty Development Opportunities Provided: In 2002-03, 53 faculty development opportunities related to teaching were offered. In 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. In 2004-05, 1634 nurses attended 63 conferences and online courses offered through the Office of Lifelong Learning.

Activities planned for 2005-2006:

Summer workshops planned; annual Web Institute will be held. Other activities will be planned as an outcome of the current IU SON Strategic Planning Process.

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 2004-2005:

Faculty are regularly nominated for awards.

Evidence of Progress for 2004-2005:


Activities planned for 2005-2006:

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

III. Improve Undergraduate Student Learning and Persistence: Develop Capstone BSN Experience.
Actions taken for 2004-2005:

Capstone experience expanded to additional clinical sites. Professor Sharon Vinten received IHEHS/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 2004-2005:

Student Satisfaction: 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 In 2004-05 Capstone experience rated 4.45 by students and 4.58 by preceptors.

Activities planned for 2005-2006:

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 2004-2005:

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

Evidence of Progress for 2004-2005:

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. Fall 2004 to Fall 2005, 75 graduated on track (N=52), or one semester earlier than projected (N=23). 13 are on track to graduate within 6 months of proposed graduate date, 5 are on track to graduate within one year of proposed date, 102 admitted with 93 graduating/expected to graduate.

Activities planned for 2005-2006:

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 2004-2005:

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

Evidence of Progress for 2004-2005:

NCLEX Scores: 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% In 2004-05 (1/1/04 – 12/31/04) – reporting changed to reflect year. BSN = 87.55% In 2005 (1/1/05 – 6/05) BSN = 93.55%

Activities planned for 2005-2006:

Continued monitoring of performance in place. Review has been placed 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 2004-2005:

Scholarships encouraged as goal of comprehensive campaign.

Evidence of Progress for 2004-2005:


Activities planned for 2005-2006:

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: Ongoing

Actions taken for 2004-2005:

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

Evidence of Progress for 2004-2005:


Activities planned for 2005-2006:

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

☑ TV. 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 2004-2005:

Training grants ongoing and new one(s) applied for; scholarship monies encouraged as part of comprehensive campaign.

Evidence of Progress for 2004-2005:

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 2005-2006:

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

☑ TV. 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 2004-2005:

Students encouraged to apply for external prizes/honors.

Evidence of Progress for 2004-2005:

Student Honors: • The research of Nan Hou, a doctoral student, was selected as the feature article of the July 2004 publication Research Activities. • Celeste Phillips, a doctoral student, received first place award for her poster at the 28th Annual Conference of the Association of Pediatric Oncology Nurses. Certification Success: 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). All Family Nurse Practitioner and Acute Care Nurse Practitioner graduates passed certification (2004-05).

Activities planned for 2005-2006:

Periodic meetings planned to provide assistance with application process.

☑️ 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 2004-2005:

Recruiter hired.

Evidence of Progress for 2004-2005:


Activities planned for 2005-2006:

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

☑️ I. 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 2004-2005:

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 2004-2005:

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 Fall 2005, BSN - 9% minority; MSN 10% minority; PhD minority 18% IUSON sponsored two DRSP students in fall 2005 and two SROP students in summer 2005. Diversity efforts honored: Sequoia Award was presented to Dr. Ann Lowenkron (2005).

Activities planned for 2005-2006:

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 2004-2005:

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

Evidence of Progress for 2004-2005:

IUPUI/Nursing Student Headcount: In 2002-03 ASN = BSN = 713 MSN = 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 In 2004-05 BSN = 744 Accelerated BSN = 56 RN-BSN = 70 MSN = 432 RN-MSN = 13 PhD = 43 New Matriculating Students
BSN = 100 Accelerated BSN = 49 RN-BSN = 26 MSN = 66 RN-MSN = 12 PhD = 18
Activities planned for 2005-2006:

Currently reviewing enrollment plans.

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

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

Actions taken for 2004-2005:

APT Exemplars for Satisfactory/Excellent Performance approved by CCNF for clinical faculty across system. Developed/approved process for peer review of teaching and peer review of Web courses. Renovated student computer cluster. Constructed a room for file servers; updated servers, purchased a videostreaming server, and implemented data security plans. Continued lifecycle replacement of desktop computers. Collaborating with IUPUI Testing Center to improve the online course/faculty evaluation system. Appointed Associate Dean for Evaluation.

Evidence of Progress for 2004-2005:

Clarian Health committed $3 million for a new learning laboratory. Space renovation completed in lower level of School of Nursing building. Student technology fees used to enhance infrastructure for learning.

Activities planned for 2005-2006:

22 faculty and staff will visit Cerner Corporation and Kansas University Medical Center School of Nursing to look at clinical information systems that can be used to prepare nursing students for future clinical practice and emerging technology.

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 2004-2005:

IUSON has partnered with University of Iowa’s Hartford-funded Center in Geriatric Nursing.
Evidence of Progress for 2004-2005:

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) 17th in 2004 (13th for public universities)

Activities planned for 2005-2006:

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 2004-2005:

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 2004-2005:

Faculty Qualifications: 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. In 2004, 60 out of 87 FT IUPUI faculty (69%) were doctorally-prepared. Faculty Rewards/Recognition for Research: 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. For 2004-05, 55 faculty received merit pay increases; 20 (36%) were recognized in whole or part for their scholarship. 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 Society's 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 IUSON's 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. Faculty Receive National/International Honors (2004-05) • Dr. Dan Pesut served his second year as president of Sigma Theta Tau International, honor society of nursing. • Dr. Angela Barron McBride was selected as one of six national nursing leaders designated as a Sage of Nursing. • Dr. Diane Billings and Dr. Pamela Jeffries received Sigma Theta Tau International’s Information Technology Award for Knowledge Advancement, Region 9. • Dr. Marion Broome was appointed to serve as a member of the 2004-06 NIH Nursing Science, Children and Families Study Section, Center for Scientific Review. • Dr. Victoria Champion accepted a four-year term invitation to join NIH’s community-Level Health Promotion study section, as a charter member. • Dr. Victoria Champion received the 2004 Pathfinder Award by the Friends of the National Institute of Nursing Research. • Dr. Jan Gerkenmeyer received the International Society of Psychiatric Nursing Research Award. • Dr. Joan Austin was installed as president of the American Epilepsy Society, the first nurse in that position. • Dr. Beth Richardson received the Henry K. Silver Award during the annual National Association of Pediatric Nurses. • Dr. Phyllis Stern was honored by the Board of Directors of the International Council on Women’s Health Issues with the establishment of the Phyllis Stern Honorary Lectureship. • Dr. Pamela Jeffries was elected a Fellow in the American Academy of Nursing.

Activities planned for 2005-2006:

Recruitment for Cullipher Chair continues and McBride Professorship begins.

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 2004-2005:

Supports put in place to encourage research of new faculty. First research "boot camp" held in 2002 Continued research "boot camp" in 2003, 2004, and 2005.

Evidence of Progress for 2004-2005:


Activities planned for 2005-2006:

Continued...
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:**
- None

**Time Frame:** 2002-05

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**Actions taken for 2004-2005:**

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.

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**Evidence of Progress for 2004-2005:**

Postdoctoral Fellows: 3 in 2002-03, 3 in 2003-04, 3 in 2004-05

Number of Endowed Professors/Chairs: First Holmquist Professor named, Joan Haase (2001-02). Cullipher Chair being recruited (2003-04 and 2004-05)

Two legacy endowments partly funded (Sonna Ehrlich Merk Professorship and CEQL Directorship). One legacy endowment received to endow CEQL Directorship (2004).

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**Activities planned for 2005-2006:**

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.

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3. Excellence in Civic Engagement

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

**Campus Planning Theme:** Civic Engagement

**Secondary Goals:**
- None

**Time Frame:** Ongoing

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**Actions taken for 2004-2005:**

Faculty nominated for service awards. Named Dr. Joanne Martin as director of Institute of Action Research for Community Health (IARCH). WHO Collaborating Center Healthy Cities Program approved 11/05. M.B. Riner and M. Broome, co-directors.

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**Evidence of Progress for 2004-2005:**

Rewards and Recognition 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. For 2004-05, 55 faculty received merit pay increases; 34 (62%) were recognized in whole or part for service. Service Awards: 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 Krothe 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-chair 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 Council for Nursing Research. Dr. Joanne Martin achieved ten-year credentialing of the Health Families/MOM Project by Prevent Child Abuse Healthy Families America. Governor Kernan appointed Dr. Martin to the Executive Board of the Indiana State Department of Health. Dr. Joyce Krothe 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 service. Dr. Mays serves on the Mayor Peterson’s Indy in Motion Advisory Council. • In 2004-05 Dr. Anne Belcher received Indiana’s premier health award, the Mary and Tony Hulman Award. Dr. Victoria Champion was appointed to the Indiana Tobacco Use Prevention and Cessation Executive Board. Governor Kernan appointed Dr. Joanne Martin to the Executive Board of the State Department of Health. Governor Kernan reappointed Dr. Joanne Warner to the Indiana commission on Mental Retardation and Developmental disabilities.

Activities planned for 2005-2006:

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 2004-2005:

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

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

Evidence of Progress for 2004-2005:

Practice Partnerships: 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

Activities planned for 2005-2006:

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 2004-2005:

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). IARCH has several new contracts with the State Department of Health to provide consulting services in the areas of assessment and evaluation.

Evidence of Progress for 2004-2005:

Health Impact (2002-03): HFIT and TAP provided training to 751 HFI staff. The MOM-mobile made available 2013 prenatal ultrasound examinations. The MOM Project served 852 families and made 5340 home visits. Health Impact (2003-04): HFIT 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-credentialed 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. Health Impact (2004-2005) • The MOM-mobile provided 1,526 prenatal ultrasound examinations; 90% of scheduled appointments were kept. • The MOM Project served 1,452 families; 683 were enrolled in home visiting and 769 were assessed only. The MOM Project completed 6,691 home visits. 645 MOM Project families have a regular medical provider; 92% of children keep well-child appointments; and 92% of children have up-to-date immunizations. • Healthy Families Indiana Training and Technical Assistance Project (HFIT & TAP) provided technical assistance, throughout Indiana, via 99 days of on-site visits and 2,910 e-mail/phone contacts. • HFIT & TAP offered 86 training events to 1,203 participants. In collaboration with Families and Social Services Administration (First Steps, Head Start, and Child Care) and Department of Child Care, HFIT & TAP co-sponsored 2 three-day Institutes for Strengthening Families, which brought together speakers, trainers, and participants from multiple disciplines, who provide services to Indiana families. • Institute for Action Research in Community Health (IARCH), in collaboration with Indiana State Department of Health and Indiana Perinatal Network, facilitated Community Conversations about Perinatal Care with 174 consumers, in eleven meetings in six Indiana counties, to determine their perspective about perinatal care experiences. IARCH developed the Community Conversation model, arranged facilitator training, attended each meeting, analyzed the comments, and compiled a report.
Activities planned for 2005-2006:

Create new initiatives based on needs disclosed by Healthy Families Indiana.

Fiscal Health

*** Fiscal health report for 2005-06 is attached as PDF file. ***

The good news is that undergraduate credit hours have increased after a significant decline in the late 1990s and have stabilized around 17,500. This number reflects a decline from the immediately preceding years because of both the suspension of admission to the ASN program and the first year of offering the 4th year of the BSN program on the Bloomington campus. Graduate credit hours continue to rise in response to aggressive marketing efforts. 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 2004-2005 totaled 17,374; graduate credit hours totaled 3,709 in 2000-2001 and increased to 6,290 in 2004-2005. Although we were able to increase tuition (instructional rate per credit hour) by 9% for the graduate program in 2004-2005, it has been difficult to both establish and to increase the requisite fees to more completely cover the costs of undergraduate clinical instruction. As Deans McBride, Fairley and Broome described in previous years, nursing recoups in tuition and fee income only a portion of the fully loaded costs (includes allocated overhead and infrastructure costs) per credit hour of undergraduate and graduate instruction. Our 10-year projections indicate that this differential will only get larger unless we find additional financial resources with which to fund the gap. Our expenses are increasing at a more rapid rate than our revenues, and 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 85 currently. There were 67 part-time faculty (13.65 FTE) in 2001-2002 and that number has increased to 84 (17.13 FTE) currently. The nursing shortage (both workforce and faculty) and the salary gap between what nurses earn in service compared to education, makes continued recruitment very difficult. In 2004-2005, 62 percent of full-time faculty were tenured or on the tenure track, compared to 77 percent in 1991-1992, which means IUSON/IUPUI is nearing the minimum percentage of tenure-track faculty required by the University. Grants and contracts have increased over the years and in 2004-2005, nursing was third campus-wide in total awarded external funding ($10,822,963). However, indirect cost recovery (ICR) monies remain proportionately small because most of our externally-funded service projects do not pay ICR, yet these projects are important to IUSON/IUPUIs commitment to civic engagement. Fund-raising efforts have been increased, but a large part of the monies pledged to the School are either in the form of legacy gifts or monies that will be awarded in the future (and thus not currently available.) We do have a strong positive fund balance with (hopefully) enough reserve to carry us through this period of financial uncertainties and to allow us to make some strategic decisions about the size and number of our programs and the manner in which we allocate our monies. However, concerns are that our fund balance decreased over $231,000 from June 30, 2004, to June 30, 2005, indicating a second consecutive year of negative cash flow (expenses exceed income). Additionally, our assessment increased 11.5%. 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 43 percent in 2004-2005. 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 through increased fees or some other method to cover the fully loaded cost per credit hour for instruction, the School will have to consider a decrease in undergraduate enrollment and in the number of majors offered in 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 School’s Budgetary Affairs Committee (BAC), described more fully below.

Reallocation Plan

There is $302,000 listed in the FY 2004-2005 Fiscal Health Report for Reallocation Funding. Two thousand ($2,000) was for
the President's Award for one of our faculty members. Dean Broome used $28,865 of these base funds to increase the salaries (and related fringe benefits) of currently appointed meritorious doctorally-prepared faculty during this past budget construction cycle. Dean Broome plans to use the remaining $271,135 to attract new senior faculty who can contribute to the research and scholarship mission of the school and increase external funding. Searches for these senior faculty were begun a year ago but negotiations with the finalists broke down. There are two active searches still underway recruiting for these individuals.

Other Question(s)

Doubling goals: In what ways has and will your responsibility center contribute to the Chancellor's doubling goals for enrollment (retention and graduation rates and degree conferrals), research and scholarship (grants and contracts), and civic engagement (service learning, internships, community collaborations)?

The School's faculty and staff completed a comprehensive strategic plan this past year. During that process, we learned that faculty and staff are looking at ways to streamline processes and programs in order to conserve resources and redirect energies into new initiatives that will support the future vision and mission of the school and the campus. Of the major goals identified by the strategic plan, these coincide/complement campus priorities: By 2007, double the amount of NIH research funding received by the school. We have increased the support services in both pre-award and post-award to assist our faculty in obtaining and managing these grants. We offer "boot camp" and seed funding for new researchers (including re-tooled faculty). We have an incentive plan for sharing ICR with successful PIs and their departments. A search is currently underway for two new senior faculty members in endowed professorships who can contribute to the research/scholarship mission of the school and increase external funding. By 2007, re-establish the extramural funding for the Center for Enhancing Quality Of Life in Chronic Illness. We will be ready to re-apply for the funding when applications are announced. By 2007, double the amount of support for pre- and postdoctoral training. We are actively pursuing additional extramural funding via grant applications (e.g., GAANN, federal faculty loan program, etc.). We have enhanced our fund-raising efforts as well. By 2007, fill the existing endowed chair position with a senior nurse scientist and create a second endowed chair position. We have created a second endowed chair position and are actively recruiting. By 2007, increase the percentage of faculty who have funded programs of research to 20%. We have increased the support services in both pre-award and post-award to assist our faculty in obtaining and managing grants and contracts. We offer "boot camp" and seed funding for new researchers (including re-tooled faculty). We have an incentive plan for sharing ICR with successful PIs and their departments. By 2006, establish additional regional nursing research consortia using existing CIC structure. Additionally, we have appointed a new Associate Dean for Evaluation. Her responsibilities will include collecting and analyzing data regarding outcomes. She is also charged with developing and implementing a formalized School assessment process.

Diversity: What actions have you taken and what results have you achieved in diversifying your student body (particularly in improving the success rates of minority students) and your faculty and staff?

The IUSON has undertaken a number of initiatives to both improve diversity and to heighten the awareness of the importance of diversity in the schools faculty, staff, and students. Under the direction and leadership of Dr. Lillian Stokes, Director of Diversity and Enrichment, the IUSON actively participates in the offering of programs related to enhancing the culture of diversity within the school and on the IUPUI campus. Focus in the recruitment of Hispanic and African-American students has occurred through programs such as: the Diversity Research Scholars Program (DRSP), Career Connections: A Program for Underrepresented Students, Summer Research Opportunities Program (SROP), and collaboration with Area Health Education Centers (AHEC). Additional activities related to students included participation in community events such as the Hispanic Festival, Indiana Black Expo, local Indianapolis high schools, church, and community groups. Also included in the schools plan to recruit minority students (and faculty) is the continued support of the Davis-Sams Distinguished Visiting Professorship. Dr. Courtney H. Lyder, a distinguished African-American nurse and Professor of nursing and internal medicine and geriatrics at the University of Virginia was brought to the campus in Spring 2005 to provide mentoring and share his experiences with students and faculty. The efforts have resulted in the population of minority undergraduate students being sustained this past year. Dr. Stokes, along with other faculty and tutors, provide ongoing mentoring to minority students in order to improve their success rates. We are pleased to report that the success rate of minority students equals that of the majority student population (90-92%). The Schools Diversity and Enrichment Advisory Council, co-chaired by an African-American nurse from the Indiana State Department of Health, continues its role in advancing diversity and enriching the student experience.
State Department of Health and a faculty memo has been an integral part of efforts to create a culturally sensitive environment through the implementation of plans to promote diversity through quality nursing education, mentoring relationships, learning resources, nursing curricula, recruitment and retention programs for students, and targeted recruitment efforts for faculty and administrators. Recruitment of faculty and staff included efforts through the National Black Nurses Association, La Ola Latino- Americano (Hispanic newspaper), Radio Latino Health Fair, Goodwill, Wishard Hispanic Projecting, flyers, neighborhood centers, local health clinics and other nursing publications. The school sponsored and participated in other events including Diversity Forum Series, the International Series, the Sequoia presentation, LENS events, the annual Martin Luther King, Jr. Dinner, Native Americans Pow-Wow, the Hispanic community celebration, and Indiana Black Expo. A final note is made to report that Dr. Stokes was elected as president of Chi Eta Phi Sorority, Inc., a professional association for registered professional nurses and student nurses (male and female) representing many cultures and diverse ethnic backgrounds.

**Campus coordination and cooperation.** Are you willing to work with an adjudicative group in resolving conflicts in course and program offerings in the spirit of reducing campus duplication and overlap? If so, what forum or format would be most helpful to you? Please cite examples of your cooperation with other units in resolving such conflicts.

We would be most happy to work with appropriate groups in adjudicating conflicts in course and program offerings. We believe that the most helpful forum would be one in which there is a balance of representation from the affected parties and led by a qualified and neutral mediator.

4) What actions have you taken to promote the retention of all students, and in particular, individuals who would diversify the student body, e.g., ethnic, racial, and gender minorities?

5) What uses are you making of the student technology fee?