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

2. 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 2005-2006:

Applications/Admissions: The last several years the IUJISON at IUPUI and IUB (i.e. co-mentor-IUSON) had a large applicant pool from which approximately 1.2-1.4% of those eligible could be selected for admission. At IUPUI we admit a core base of 41 students each cycle and 30 each June to the accelerated BSN program. Individuals with previous college degrees who return for the BSN. This past academic year the applications/admissions numbers in the undergraduate program were:

- Fall 2005: 449 applications were received.
- Spring 2006: 250 applications were received.
- Average GPA was 3.71 in IUPUI
- Average GPA was 3.74
- Graduates in December 2005 = 145
- Graduates in May 2006 = 168
- Scholarship support:
  - Undergraduate: $349,676.00
  - Graduate: $61,500.00
- Total Scholarships: $411,176.00

Honor Program: The nursing department honors program began in 2004; 2 graduates in 2005-2006; in 2005-2006 14 students were admitted to the Honors program 3rd semester; 6 were retained in 6th semester.

Integration of Bepko and Presidential scholars into school activities early in their college career.

There are several Bepko, Cox and Presidential scholars who are in the pre-nursing major as well. This year the dean met with all the pre-nursing scholars and Debbie Grew, the honors advisor and Dr. Jillian Biskos, the director of diversity, will incorporate them into as many student oriented activities as appropriate so they feel better connected to the program when in pre-nursing courses.

One Bepko Scholar
One Presidential Scholar in the Honors Program
One Cox Scholar
There is one Presidential Scholar and 3 pre-nursing Bepko Scholars in pre-nursing programs.

Diversity Scholar support: see response to Additional Questions section: Diversity Question
International students: see response to Additional Questions section: Internationalization Question

Evidence of Progress for 2005-2006:

- In spite of faculty losses, and inadequate funding base, through retirement the school has attempted to maintain student numbers at previous levels and have done so this past year.

Activities planned for 2006-2007:

- In general the students in the IUJISON at IUPUI are well prepared and highly qualified academically. However, the student body is less diverse than it should be (see Question related to diversity initiatives). To date, students are chosen based on their GPA. There is about 34% retention rate from the first semester to graduation. The overwhelming majority of students leaving the program have not been a result of lack of preparedness or ability, but rather a mismatch between student perceptions of the discipline and the actual philosophy and demands of the curriculum. Therefore, in Spring 2007 the faculty are implementing a pilot admission program in which 30% of the weight for admission will be given on the basis of an interview administered by teams of 3. It is anticipated this will result in a more diverse student body.
B. Emphasize and reward effective teaching

Campus Planning Theme: Teaching and Learning
Secondary Goals:
Sub Unit:
Time Frame:

Actions taken for 2005-2006:

- **Promotion criteria**: Last year 4 faculty were promoted: Marion Brooks - Distinguished Professor, Anna McDaniel - Professor, Pat Ethridge - Associate Professor, Sue Rawl - Associate Professor.

- **Awards and recognitions**: The following faculty received external recognitions/awards for their excellence in teaching:

1. Anshel, Anshel, Anshel, Anshel, Anshel, Anshel. Professor Patricia Allen (UBI) was one of 23 faculty chosen to be honored in the FACET (Faculty Colloquium on Excellence in Teaching) Class of 2005 on May 20, 2005.

2. Anshel, Anshel, Anshel, Anshel, Anshel, Anshel. Dr. Mary Fish for won the Presidents' Award for Distinguished Teaching at Founder's Day.

3. Anshel, Anshel, Anshel, Anshel, Anshel, Anshel. Dr. Janet Fulton, Dr. Janis Gerken, Meyer, Clinical assistant professor Evelyn Stephenson and Dr. Deborah Stiffler were accepted into the May 2006 Jump Start program, sponsored by the Office for Professional Development.

4. Anshel, Anshel, Anshel, Anshel, Anshel, Anshel. Dr. Sara Horton-Deutsch received the Visionary Leadership for Psychiatric Mental Health Nurses Education Award for 2006.

5. Anshel, Anshel, Anshel, Anshel, Anshel, Anshel. Dr. Beverly Linde and Dr. Mary Beth Minor have been selected as Broyer Scholars. Linde and Minor were selected through a competitive process and each will receive a $5,000 stipend to help defray the costs of their proposed projects. This is the first year of the Broyer Scholars program.

Evidence of Progress for 2005-2006:

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

Activities planned for 2006-2007:

- **Faculty development**: This past August 98 system faculty attended the Columbia symposium on all campus IUSON faculty development event sponsored by the IUPUI campus. The topic was "Clinical Simulation in Nursing Education". A special interest group of 14 faculty on the IUPUI campus evolved out of this symposium and will continue to work on developing case studies and plans for integration into the curricula at the BSN and MSN programs. In Spring 2007 a teaching workshop for faculty on the theory and practice of teaching using clinical simulation and how to integrate it into the curricula will be held.

C. Enhance undergraduate student learning and success

Campus Planning Theme: Teaching and Learning
Secondary Goals:
Sub Unit:
Time Frame:

Actions taken for 2005-2006:

Overall the student outcomes in terms of outcomes on the NCLEX (84-89%) and certification exams in the various graduate programs (90-100%) are excellent. Last fall 2005 we instituted the ATI testing and evaluation program and integrated this into our undergraduate curricula throughout all 8 semesters.

Evidence of Progress for 2006-2006:

The integration of the ATI program was very successful, with an increase in our already above national average NCLEX scores documented. However, some of the undergraduate students find the BSN program exceptionally stressful and require additional resources to successfully move through the program. Hence the 2005-07 programs above.

Activities planned for 2006-2007:

- **Mentor program**: Twenty faculty (primarily in the undergraduate program and of clinical rank) volunteered to each work with ten 3rd and 4th semester students and meet for an hour every week 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 will be systematically evaluated each semester they are in the BSN program, and compared with those who did not have that opportunity.

- **BSN**: This is a new program also instituted Fall semester 2006 in which BSN students who may be struggling to master the curriculum, balance their student and personal lives, etc. can be referred to a team of faculty and staff who will work with them more closely to identify the areas they need support in. The STATIST packet of materials was distributed to all 3rd semester students outlining the concepts, resources, and critical information needed to be successful at mastering the program in nursing. The production was underwritten by several corporate donors.

D. Improve retention in the student pipeline; increase graduation rates

Campus Planning Theme: Teaching and Learning
Secondary Goals:

Sub Unit:
Time Frame:

Actions taken for 2005-2006:

- **Learning Resource Center (LRC) renovation**: The 3rd floor LRC will be expanded and a total renovation of the 10,000 sq. ft. space has been planned and approved by the trustees. The initial expense has been supported by an estate gift from a 1950s alumna Jean Johnson Sharpless. The renovation will provide space for clinical simulation laboratory teaching and clinical information management systems. This will enable the BSN and MSN students to develop complex critical and psychomotor skill sets in a safe environment before applying these with real patients in health care systems.

[2 of 8]
Actions taken for 2005-2006:

- The IUSON at IU-PUI has the only PhD program in the state. Currently there are 60 students enrolled. Because the PhD program is distance accessible almost 1/3 (n=14) are out-of-state. As part of the curricula students are required to attend on campus sessions in the summer.
- The IUSON-PUI offers a graduate certificate in nursing informatics.
- The IUSON offers 12 masters specialty tracks at present. Three of these (community health, nursing administration and psychiatric mental health nursing) are ranked in the top 10 programs by US News and World report. A total of 950 graduate students are enrolled in the MSN program. 93% of these are undecided in terms of major and 82% are part-time. Certification rates for our nurse practitioner programs at IU-PUI range from 95-100%.
- Working with regional campuses to develop strength for MSN programs. The IU-H faculty began offering the courses in community health nursing in 2002 and this past year graduated 7 students. They have asked to admit another cohort. Meetings are planned to discuss this. However, lower than acceptable pass rates for their undergraduate class (ASN, BSN) have been raised as a concern that needs to be addressed. IU-South Bend also desires to begin an independent MSN program on that campus. &nbsp;
- The IUSON-PUI offers an accelerated MSN program in nursing education. This past year (2006) the Indianapolis Private Industry Council (IPC) approached IUSON and provided a small amount of funding ($40,000) to support faculty to develop a new program that could address the faculty shortage. This was accomplished and is moving through approval channels in the university currently.
- Increase in submissions to the Division of Nursing at DHHS in Washington DC for funding innovative educational programs. The Adult Clinical Nurse Specialist Program received $25,600 to develop an on-line version of the program and enroll nurses throughout the state. Currently, 13 students are enrolled in this program.

Evidence of Progress for 2005-2006:

- The IU-PUI dean and vice-chancellor visited IU-PUI in October to begin a discussion about how to develop an independent program on that campus over the next 2 years. It was agreed they would offer the FNP program beginning Fall, 2007. &nbsp;

Activities planned for 2006-2007:

- This past year the IUSON created a new certificate in Teaching in Nursing. It is anticipated that this certificate will be effective in improving the supply of MSN prepared teachers for ASN programs in the state when taken by clinical nurse experts with MSN's. This program is moving through the IU system approval process.
- Student recruitment. Credit hour production for the masters program has declined this year so renewed efforts in recruitment are underway.
- Program Review. Trudy Banta's office is working with the school to conduct a program review this year for all 12 specialties. It is anticipated that the school will be able to implement strategies to increase the efficiency of offerings and attract more full-time students. &nbsp;
- Accelerated MSN program in nursing education. The school is currently working with IPC to submit a grant to the Robert Wood Johnson Foundation to support student scholarships and faculty resources in order to offer the accelerated nurse education major within the existing MSN program so that nursing faculty capacity can be expanded statewide.
- Increase in submissions to the Division of Nursing at DHHS in Washington DC for funding innovative educational programs. The psychiatric mental health faculty also submitted a proposal to HRSA in 2006. This proposal was approved but not funded so additional external consultation is being sought and a new grant will be submitted in December, 2006. The psychiatric mental health nursing training grant is designed to offer graduate level mental health nursing content to advanced practice nurses in a distance accessible format. &nbsp;

2. Excellence in Research, Scholarship, and Creative Activity

A. Conduct world-class research and creative activities.

Campus Planning Theme: Research, Scholarship and Creative Activity

Secondary Goals:

Sub Unit: Time Frame:

Actions taken for 2005-2006:

- One faculty member (Anita) serves on the National Advisory Council at the National Institute for Nursing Research at NIH. 2 faculty served as regular members of study sections at NIH (Broner &amp; Champion) in the Center for Scientific Review at NIH. NIH funded T-32 pre and post doctoral training grant was refunded for the 16th-20th years. Two students in the PhD program were awarded individual NRSA's from NIH. Faculty members published 9 articles in refereed journals. &nbsp;

Evidence of Progress for 2005-2006:

Activities planned for 2006-2007:

- There is an endowed Cullerton Foundation account that was used to support the annual university school retreat in August as well as individual faculty development that is connected to the mission of the school. There are also funds from this account that provide $5,000 for pilot projects. Start-up packages for faculty include $15,000 for pilot studies and summer salary support for 2 summers after which they are expected to be self-sufficient. 5 faculty (Kusner, Burryan, Dart, Friese; and Wheeler) were hired June-Oct of this year. &nbsp;

- &nbsp;
B. Provide support for scholarly activity and external funding.

Campus Planning Theme: Research, Scholarship and Creative Activity
Secondary Goals:
Sub Unit:
Time Frame:

Actions taken for 2005-2006:

- The Sally Reahard Chair was funded by Dr. Joan Austin and the Center for Enhancing Quality of Life (CEQL) was endowed. The CEQL provides mentoring, pilot funds, etc. to promote application for funding for research and scholarship in this area.
- The Mary Margaret Walter Program (directed by Dr. Vickie Champion) continued to receive funding (albeit decreased somewhat) from the Walter Cancer Institute to provide support for projects designed to compete for large external funding for behavioral oncology research.

Evidence of Progress for 2005-2006:

See answer below re: NIH rankings.

Activities planned for 2006-2007:

- The IUSCHAPPI submitted one signature center and collaborated with Schools of Dentistry and Informatics on 2 others.

C. Enhance infrastructure for research and creative activities.

Campus Planning Theme: Research, Scholarship and Creative Activity
Secondary Goals:
Sub Unit:
Time Frame:

Actions taken for 2005-2006:

- This fall, 2005 the Center for Research and Scholarship was reorganized. Positions to support a pre and post award staff member were created.
- The Center for Excellence in Research in Nursing Education and Scholarship was also created and Dr. Pam Hornside from the University of Wisconsin-Madison was recruited to direct that center.

Evidence of Progress for 2005-2006:

- Three new investigators have received small R level grants from NIH this year. The IUSCHAPPI moved form 17 of 99 in NIH funding to 15th of 102 in NIH funding. The current rank and infrastructure support is a major recruitment tool for associate level professors with interest in taking their research programs to a new level.

Activities planned for 2006-2007:

- With the receipt of recent funding from the National Cancer Institute at NIH for an R-25 (Interdisciplinary Training Grant for Oncology Scientists) there is a critical need for more research space beyond what the school can provide. Space is being assessed and a plan will be developed for campus review next year.

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 2005-2006:

- Enhance capacity for civic engagement: Given the 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.

Evidence of Progress for 2005-2006:

Maintenance of prior activities.

Activities planned for 2006-2007:

- 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.

B. Intensify commitment and accountability to Indianapolis and Indiana.

Campus Planning Theme: Civic Engagement
Secondary Goals:
Sub Unit:
Time Frame:

Actions taken for 2005-2006:

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

Evidence of Progress for 2005-2006:

- A transition plan has been developed for several programs in the community currently housed in the school of nursing and the capture of 8% indirect costs on other state contracts for service projects.
Activities planned for 2006-2007:

- Dr. Mary Beth Ritter, the Director of the WHO Collaborating Healthy Cities Center has been charged this year with developing a statewide community based project by engaging the university system school faculty. Funds to support this endeavor as a model will be provided by funding from the Gala proceeds from 2004, 2005.


A. State Funds

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

Actions taken for 2005-2006:

- State funds: The dean and Dr. Jeanne Martin met with state officials to discuss the need for increased funding to support and ongoing service projects supported by the school now and in the future, as well as a need to transition programs that do not provide explicit education or research opportunities for students and faculty.

Evidence of Progress for 2005-2006:

- Many individuals appear more cognizant of faculty shortage as a root cause of the nursing shortage. Solutions pending.

Activities planned for 2006-2007:

- Continue to increase visibility of the school and dean and to generate discussions with various constituencies that will progress toward some solutions.

B. Research Funds

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

Actions taken for 2005-2006:

- Research funds (recruitment emphasis): 5 faculty have been hired since May, 06. Of these 4 are at the associate professor rank; 1 at assistant professor. One has an application under review at NIH, one is funded with a K award and one has a history of attracting funding for nursing education research.

Evidence of Progress for 2005-2006:
See above

Activities planned for 2006-2007:

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

C. Additional Students

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

Actions taken for 2005-2006:

The Clarion Health Partner Health System is providing 8 MSN prepared nurses who we will mentor as faculty over a 4 year period. This will enable expansion of the accelerated program (2nd degree) by 200% of overall enrollment an increase of 24%.

Evidence of Progress for 2005-2006:

Increase begins Jan 2007

Activities planned for 2006-2007:

- Implementation of above increase in admissions

D. Donors - Alumni and Corporations

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

Actions taken for 2005-2006:

Total dollars raised for the period July 1, 2005 through June 30, 2006 is $4,103,946. The overwhelming majority of this money is in restricted gifts
Evidence of Progress for 2005-2006:

The receipt of a large estate gift (1.9 million dollars) enabled the plans for renovating the LRC. However, we are strategically planning continued cultivation opportunities and increasing visibility of the school with varied constituencies.

Activities planned for 2006-2007:

- **Continued donor support events**
- The dean is participating as a speaker in IU Days sponsored by the Alumni Assn in February.
- The dean will be speaking at a luncheon in Phoenix, AZ with Dean Brater to alumni in the area about the State of the School
- An intensive ‘alumni connection’ plan is being developed for this next year focusing on presenting the plans for the LRC and the need for their support.

E. Space Issues:

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

Actions taken for 2005-2006:

- **Space issues**: The 10,000 sq. ft of learning resource space on the 6th floor will require relocation of all classroom and clinical simulation activities for a year while construction. As there are no funds in the budget to rent additional outside space we are looking for donated space.
- As mentioned before in previous sections the research mission of the school continues to grow and has outgrown the available space.

Evidence of Progress for 2005-2006:

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

Activities planned for 2006-2007:

- A strategic plan for space management is being developed.

F. Faculty Issues - recruitment and retention

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

Actions taken for 2005-2006:

- This is an area of greatest challenge as our high performing faculty, particularly the NIH funded researchers, are highly sought after and our salaries are the lowest in the Big Ten schools. In July, the dean used the monies negotiated, coming in as dean in 2004 to increase the salaries of many of our most productive teaching and research intensive faculty. As a result, many of the faculty at all 3 professional ranks are within $2000-3,000.00 of the 75th percentile of AACN means. In addition, the dean adjusted the doctoral prepared clinical faculty rank so it was more similar to those of the associate tenure rank and less like the assistant professor on tenure track. This will hopefully enable the school to hire qualified clinical faculty (e.g. those with PhDs) who are in place leave or retire.

Evidence of Progress for 2005-2006:

- 4 of 8 faculty positions posted in May were filled.

Activities planned for 2006-2007:

- There are interested, accomplished faculty that are interested in coming to IUSON. The funding base however is inadequate. Proposals are being developed to acquire additional resources to expand the faculty base, so the school in turn can continue to prepare nurses at all 3 levels for practice and education at current levels.

Fiscal Health

* Fiscal health report for 2006-07 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 early 1990s because of both the suspension of admission to the AS in program and from not offering the 40 year of the BSN program on the Bloomington campus. While the number of qualified applicants to the undergraduate program still exceeds our admission capacity, the trend of declining numbers of undergraduate applicants is one that we are watching. Graduate credit hours rose from 2,400 in 2002-03 to 3,200 in 2005-06 in response to aggressive marketing efforts. They are expected to remain around 2,500 during 2006-07. Marketing and recruiting efforts for increased graduate enrollments in upcoming years are underway. The School continues to face challenges in securing adequate faculty and financial resources.
Although we were able to increase tuition (instructional rate per credit hour) by 9% for 2005-2006, it has been difficult to both establish and to increase the required fees to more completely cover the costs of undergraduate clinical instruction. As Dean McBride, Faculty and Students described in previous years, nursing resources in tuition and fees income only a portion of the fully loaded costs (includes allocated overhead and infrastructure costs) &nbsp;per credit hour of undergraduate and graduate instruction. Our 10-year projections indicate that this differential will only grow larger unless we find additional financial resources with which to fund the gap. The percentage of total school revenue derived from state appropriations declined from 66 percent in 1999-2000 to 36 percent in 2005-2006. Additionally, our assessments increased over 40% during that same time period. We have three consecutive years of negative cash flow (expenses exceeded income) and ended the fiscal year with a deficit, albeit positive fund balance of $1,374,092. However, this includes a release of $2,356,003 to cover the lagging appropriation from the State (which we must be prepared to repay) and $359,424 to cover the campus's required state aid reserve. That only leaves us $377,538 in our fund balance. Our projected operating deficit for the 2006-2007 is $1,183,912 as of the end of 2006-2007. We are in the process of examining the size and number of our programs and the manner in which we allocate our resources.

With increasing enrollments and decreasing resources, IU South Bend has made more use of non-tenure track faculty and part-time faculty. In 1991-1992, IU South Bend had 10 full-time faculty, but that number has dropped to 42 currently. The 1991-1992 faculty had 13.1% FTE in 2001-2002 and that number has increased to 54.1% FTE currently. &nbsp;We are also examining the numbers of full-time vs. part-time faculty and the workload for full-time faculty. While we continue to actively recruit full-time faculty, one of the major limitations in recruiting is the salary gap between what nurses earn in service vs. education. That makes continued recruitment a challenge.

Grants and contracts have increased over the years and in 2005-2006, nursing was awarded external funding of approximately $4.5 million. &nbsp;However, indirect cost recovery (ICR) monies remain proportionately small because our externally-funded projects do not pay ICR. Yet these projects are important to IU South Bend’s commitment to civic engagement. &nbsp;We are in the process of negotiating an 8% indirect cost recovery rate from the state for some of these projects and have a transition plan in place, approved by the state, to move more efficiently in the state’s uncommitted funds to other agencies. We will continue to reappraise these all service projects and the level at which the School can afford to subsidize them.

Fund-raising efforts have been increased and the School received a $4.5 million in gifts this past year. We made a decision to use $2 million of that money to renovate our Learning Resources Center and transform it into a state-of-the-art faculty, encompassing more modern methods of clinical skills building through the use of simulation techniques. $2.3 million of the amount received this year is committed to chairs and professorships and is not available for the School to use for operating expenses. &nbsp;Additionally, a large portion of the monies pledged to the School is either in the form of legacy gifts or monies that will be received in the future (and thus not currently available).

As we look to the future, we are examining several strategies to increase revenue and to cut costs. In addition to pursuing several strategies to increase tuition and fees ($3,444 increase) and direct costs, we are working with the campus office for Assessment and Planning to examine programs, majors, and enrollments in order to identify which programs we can financially afford to offer and which ones could be combined or no longer offered. Always keeping in mind our mission as a research intensive school with a high quality academic program. &nbsp;The faculty will be involved in this decision-making through a representative faculty and administration steering committee and through the School's Academic Affairs Committee (SAF). &nbsp;SAF is a standing committee, chaired by a faculty member, and comprised largely of faculty members, and serves in an advisory capacity to the dean.

Reallocations Plan

There is no 5 percent cut in the FY 2005-06 Fiscal Health Report for Reallocations Funding. &nbsp;Three thousand ($3,000) is for the Glenn Irwin Award for one of our faculty members and $3,000 is for the Chancellor's Award for another of our faculty members.

Other Questions (6)

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

   &nbsp;Student admissions and graduation: We have been working on a proposal with Clarian Health Partners to increase the number of BSN accelerated students by 20 percent (30 admission/year to 90/year). The proposal was approved by the Clarian Board in August and students are being recruited this fall. This will be an overall increase of the BSN program numbers by 29%. The first cohort of 10 will be admitted Jan. 2007.

   &nbsp;Our overall retention rate from 3rd semester (after admission to nursing major) to graduation is 92%. Our NCLEX pass rate for this year varied from 94% (Fall 2005)&nbsp; to 98% (Summer, 2006). These are 10-12 points higher than the national average.

   &nbsp;Research: In 2005 (IRB reports by calendar year) externally funded research increased from 3,238,279 to 2,390,179 (24%). 9 investigators received continued funding for their NIH awards. Two predoctoral students were awarded NIH Individual Research Training Grant (T32). The Institutional Nursing post-doctoral training grant (T32) was renewed for the 16th/17th years (Austin, P-O of only 10 schools of nursing with a PHD program (of 82) in the country with this type of award ($181, 019). &nbsp;

   &nbsp;Civic Engagement: The intent is to remain stable in our activities at this time, unless additional resources can be found to support projects.

2) Diversity: What actions have you taken and what results have you achieved in recruiting and graduating a diverse student body; enhancing diversity in research, scholarship, and creative activity; and recruiting, developing, and supporting diverse faculty and staff?

   &nbsp;Diversity: We have taken several steps to increase diversity. During the 2005-2006 academic year, enrollment reflected the following demographics: 24% African-American, 10% Asian, 7% Hispanic, 3% Native American, 1% Other, and 63% White. Our retention rate has increased slightly from 9% in 2005-06 to 11% in 2006-2007. 20% in the BSN program and 18% in the PHD program. In the Summer, 2006 accelerated class of 30 students in 2005 the following ethnic groups are represented: 27 Caucasian, 1 African-American, 2 Asian, 1 male, 1 Other.

   &nbsp;The IUSOM provides partial tuition support for 3 diversity pre-nursing students in 2006-2007. 2 Summer Research Opportunity Program students.

   &nbsp;The largest population of international students come from Asia, including students from South Korea, China, Indonesia, Taiwan, Burma and Bangladesh. Students from Africa are from Ethiopia, Nigeria, Malawi and Kenya. &nbsp;Cardiovascular goals are being made to support these students. African American students are also working to make this more of a priority. The goal this year is to increase the number of students by 50%.

   &nbsp;Cultural diversity is a key theme in all areas of the School, from admissions to clinical instruction to community service.

3) Campus collaborations: In what ways has your unit collaborated with other units to enhance teaching and learning and research and scholarship? What plans do you have to strengthen collaborative activities in coming years?

   &nbsp;IUSOM is collaborating with the IU School of Medicine (IUSM) and Clarian Health Partners on a clinical simulation center and virtual hospital in the new building at the canine. Ground was broken for this in June 2008 and the building completion date is expected in Fall 2009.

   &nbsp;2) The IUSOM is collaborating with the IUSM in the Health Professions Education Consortium sponsored by the Indiana Health Foundation. Both schools were invited to collaborate as one of the 20 academic medical centers that met this October in Nashville, &nbsp;and will host the national convention next October.

   &nbsp;3) Dr. Vickie Champion continues as the Director of the Cancer Prevention and Control Section in the Cancer Center, as well as Director of the Mary Margaret Waterman Program funded by the Waterman Cancer Institute.
Dr. Anna McDaniel is the director of the graduate program in health informatics in The School of Informatics.

The school agreed to a 50% shared appointment of Dr. Linda Bell whose tenure home is in the Communications Department of the School of Liberal Arts.

4) International scholarship: How extensively are faculty in your school involved in research on international topics or in collaborations with international colleagues? Please cite some examples.

The IUSON has yet to achieve any significant level of collaborative scholarship, other than that of post doctoral visiting scholars working with individual researchers. However, the school has committed to joining the IUPUI campus partnership with Maa University and have worked with the Department of Nursing to develop a plan to assisting the Department of Nursing with developing their educational programs and their faculty. The dean visited Maa U in July and Isabella Mari, the department head of the school of nursing at Maa U, visited IUPUI in October, 2006.

The school has several faculty who serve on the dissertation committees of PhD students in nursing from University of Nuevo Leon in Monterrey. Two clinical faculty worked on an online course in gerontology and co-taught the course last spring with two faculty from University of Nuevo Leon. Two faculty traveled to Chulalongkorn University this past year to visit at the School of Nursing. One offered a course in qualitative research for the PhD students in the summer; another will offer a course Jan. 2007.

5) Internationalization of curriculum: How extensive are international perspectives and content in curricula in your school? Are international perspectives present in the core requirements for undergraduate degrees? Are there degree or certificate programs with an international emphasis? Do you have study abroad programs?

Students from Chulalongkorn University in Bangkok, Thailand and a postdoctoral student from Taiwan spent a year at IUPUI conducting their dissertation and postdoctoral studies. These international students are enrolled in the MSN program.

The “Gatherings” initiative continues and provides a means for maintaining contact and direct communication with minority/international students. Over the years the implementation of gatherings have varied from gatherings for all minority students to special sessions for a specific population. For example, Latino, African-Americans and international students; or separate sessions for African American students, male students, and international students. Each group has benefited from the support and has appreciated the networking. The outcomes from this initiative have been positive. Students have been successful in their classes. They often comment about being pleased that an opportunity exist for them to gather and share mutual concerns.

Students from the School of Nursing joined with students from the Schools of Dentistry and Medicine to provide care to individuals in Canal, Mexico over spring break; and 3 nursing students participated in the 4 week immersion experience sponsored by the Office of Student Affairs at IUPUI in Guanaroca, Mexico.