### Mission

**Mission Statement**
The IUSON exists to lead the “knowledge work” of nurses of today and tomorrow to positively influence the health of communities served by: inspiring learning through excellence in teaching; creating and advancing knowledge through science and research; shaping care through evidence-based practices, innovations and partnerships; and appreciating, developing, and recognizing faculty, staff, and students.

### Goals and Objectives

1. Excellence in Teaching and Learning

   - A. Attract and support a better prepared, more diverse student population.

   **Campus Planning Theme:** Teaching and Learning

   **Secondary Goals:**

   **Sub Unit:**

   **Time Frame:**

Actions taken for 2008-2009:

<table>
<thead>
<tr>
<th>Period</th>
<th>Program Type</th>
<th>Applications</th>
<th>Admitted</th>
<th>GPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2008</td>
<td>Traditional BSN</td>
<td>386</td>
<td>100</td>
<td>3.53</td>
</tr>
<tr>
<td></td>
<td>Accelerated BSN</td>
<td>79</td>
<td>40</td>
<td>3.78</td>
</tr>
<tr>
<td>Spring 2009</td>
<td>Traditional BSN</td>
<td>175</td>
<td>100</td>
<td>3.38</td>
</tr>
<tr>
<td></td>
<td>Accelerated BSN</td>
<td>83</td>
<td>39</td>
<td>3.85</td>
</tr>
</tbody>
</table>
Summer 2009 – Accelerated BSN
- 80 applications received
- 27 admitted
- Average GPA 3.84

One Bepko Scholar – Elisabeth Keevem
One Presidential Scholar – Rachel Hopf
One Cox Scholar – Jessica Furstenburg

Six students were selected from the School of Nursing as part of the IUPUI Top 100: Lea’ Abshire, Cora Daniel, Kristi Roberts, Megan Thomas, Victoria Wheeler and Noah Zanville.

Graduates
- August 2008 = 63 (26 accelerated BSN; 26 BSN; 11 RN to BSN / 47 MSN)
- December 2008 = 107 (71 BSN / 29 Accelerated BSN / 7 RN to BSN / 11 MSN)
- May 2009 = 138 (99 BSN / 26 Accelerated BSN / 13 RN–BSN / 57 MSN)

Scholarship Support and Other Financial Aid
Undergraduate scholarships $527,404 (a decrease of 10.6% from 2007/08)
Graduate scholarships, fee remissions and fellowships $1,128,655 (an increase of 20% from 2007/08)
Total Financial Aid $1,675,859 (an increase of 12.7% from 2007/08)

Evidence of Progress for 2008-2009:

Our 2008-2009 NCLEX rates continue to be 7 point above the national average. 94.10% vs. 87.5%. (2007 were 96% IU; 75% national). The interview process has been evaluated based on June 2008 cycles of admissions. From 2003-2007 (before the interviews), 49.7% of minority applicants were admitted. After the interviews were instituted for the June 2008 cycle, 50.3% of the minority who applied were admitted (not a statistically significant difference). Evaluation of subsequent cycles continues.

Activities planned for 2009-2010:

The use of the interview for all eligible applicants for the undergraduate program is currently being evaluated in terms of any changes in diversity of the admitted class and retention statistics—especially the first 3 semesters. The BSN student body has peaked at 820. This expansion has placed considerable pressure on the faculty workload, given six of the clinical faculty in the IUPUI campus are also in doctoral study and the school’s research mission which has grown considerably. We will be assessing the three education programs (BSN, MSN, new
B. Emphasize and reward effective teaching

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

Actions taken for 2008-2009:

In 2008-2009 substantial raises were given to all faculty ranks. Merit bonuses were also paid in August 2008 for performance during 2007-2008. Using accepted school procedures.

Faculty Promotions
Four faculty were promoted for 2008-09.
- Janet Carpenter to Full Professor
- Marsha Ellett to Full Professor
- Janice Buelow to Associate Professor
- Janis Gerkensmeyer to Associate Professor

One faculty member was granted tenure
- Janet Fulton, tenured Associate Professor

Awards and nominations
- Tami Bakas, professor received the IUPUI Alvin S. Bynum Award for Excellence in Academic Mentoring.
- Donna Boland, associate professor was inducted as a Fellow in the NLN Academy of Nursing Education.
- Dean and Distinguished Professor Marion Broome was appointed to the National Advisory Council for Nursing Research. National Institutes of health, for a term ending January 31, 2012. Broome also was appointed to the U.S. Department of Defense Health Board (DHB) Healthcare Delivery Subcommittee.
- Associate Dean for Research and Distinguished Professor Victoria Champion was appointed to the National Cancer Advisory Board by President George Bush for a six year appointment ending 2014.
- Sara Horton-Deutsch, associate professor was the recipient of a Fulbright-Hays Grant that sponsored international work in Kenya during the summer of 2009.
- Pamela Ironside, associate professor was inducted as a fellow in the National League for Nursing Education Academy; named a 2009 Prestigious External Awards Recognition (PEAR) recipient for such honor.
- Gail Kost, clinical lecturer, was named as an “IUPUI Favorite Professor” – an award given by Intercollegiate Athletics on February 2009. Kost was also nominated for the Indianapolis Star’s Salute to Nurses Award in recognition as an outstanding nurse educator.
- Sharon Lynch, senior staff, was a 2009 IUSON Alumni Award Recipient for a Special Recognition Award for providing significant contributions of time, energy and aid to the growth and development of IUSON.
- Angie McNeills, associate professor was the 2009 IUSON Alumni Award Recipient for Excellence in Nursing Award, based on her significant contributions to the clinical practice of nursing.
- Janet Phillips, PhD candidate was selected for a Part-Time Distinguished Teaching Award for
Faculty Development

In 2008-09 the following visiting lecturers and faculty spent time with faculty consulting in groups and with individuals:

- Dr. Antonia Villarruel, University of Michigan and Dr. Josepha Campinha-Bacote, President and Founder of Transcultural C.A.R.E. Associates, were both Davis-Sams Visiting Professors and worked with faculty related to diversity (September 2008 and October 2008)
- Dr. Bonnie Jennings, Independent Health Care Consultant was the Sonna Merk Lecturer and spoke at a luncheon for faculty and CHP nursing leadership (March, 2009).
- Margaret H. Kearney, PhD, RN, FAAN, Independence Foundation Professor & Director of PhD Programs at University of Rochester School of Nursing was the speaker at the annual Doctoral Forum (June 2009)
- Dr. Michele C. Clark, PhD, RN, Associate Professor at University of Nevada-Las Vegas School of Nursing was spoke at the Diane Billings Lectureship (April 2009)
- During the last year, support was provided for five external speakers in various areas of research:
  - Jean McSweeney, PhD, RN, FAAN, University of Texas at Austin, Designing a Program of Research: Merging Practice, Theory and Research, October 2009
  - Carol E. Ferrans, PhD, RN, FAAN, University of Illinois at Chicago, A Program of Research Focusing on Quality of Life, February 2009
  - Debra K. Moser, DNSc, RN, FAAN, University of Kentucky, Improving Quality of Life, Morbidity and Mortality in Cardiac Patients: A Multi-faceted Approach, March 2009.
  - Vicki S. Conn, PhD, RN, FAAN, University of Missouri, Maintaining Momentum: Building Sustained Programs of Research, Summer Grant Writing Workshop Plenary, May 2009.
  - Barbara A. Given, DNS, RN, FAAN, Michigan State University, NINR Update and Moderator for Summer Grant Writing Workshop, Clinical Science Breakout Session, May 2009.
- Dr. Maureen Killeen, Medical College of Georgia, was appointed the Visiting McBride Professor for 2008-2009. She visited campus four times for a week at a time and
Evidence of Progress for 2008-2009:

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

Activities planned for 2009-2010:

Faculty continue to be encouraged to seek our professional development opportunities. Speakers for all the named professor or lectureships have been invited and scheduled.

C. Enhance undergraduate student learning and success

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

Actions taken for 2008-2009:

Overall the student outcomes in terms of outcomes on the NCLEX (BSN – 94.8%; ASN – Columbus campus 83.33%) and certification exams in the various graduate programs (78-100%) are above average to excellent. We continue to use the ATI testing and evaluation program in our undergraduate baccalaureate curriculum throughout all 8 semesters.

<table>
<thead>
<tr>
<th>Dates</th>
<th>Program</th>
<th>Pass Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07-01-08</td>
<td>09-30-08</td>
<td>BSN</td>
</tr>
<tr>
<td>10-01-08</td>
<td>12-31-08</td>
<td>BSN</td>
</tr>
<tr>
<td>01-01-09</td>
<td>03-31-09</td>
<td>BSN</td>
</tr>
<tr>
<td>04-01-09</td>
<td>06-25-09</td>
<td>BSN</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Dates</th>
<th>Program</th>
<th>Pass Rate (IUPUC)</th>
</tr>
</thead>
<tbody>
<tr>
<td>07-01-08</td>
<td>09-30-08</td>
<td>ASN</td>
</tr>
<tr>
<td>10-01-08</td>
<td>12-31-08</td>
<td>ASN</td>
</tr>
</tbody>
</table>
Mentor program – Thirty nine faculty (primarily in the undergraduate program and of clinical rank) worked with approximately ten 3rd and 4th semester traditional and accelerated track students and meet for an hour every month and with the large mentor group and the dean once a semester. The purpose of this program is to provide new undergraduate students with a faculty mentor they could get to know better, and a small group of fellow students to bond with. The program began fall semester, 2006 and the students are systematically evaluated each semester.

For our 5th semester traditional and accelerated track students, IUSON collaborates with University College to offer a Structured Learning Activity (SLA) in conjunction with the students’ first Alterations in Health course, which covers medical/surgical content. This course has a higher failure rate than most of our courses. Through the University College, selected students are enrolled and trained to be student mentors for a course. The SLA consists of student mentors conducting recitation hours primarily on Fridays, and this fall there are 130 students enrolled in these recitation courses. The nursing students are obtaining needed information and reviews from the SLA instructor student-mentors. Evaluations are conducted on our students, their learning outcomes, and the SLA experiences and satisfaction with this endeavor.

PEP Units – Three Practice Education Partnership (PEP) units were piloted in the Fall 2008 semester at Clarian (Methodist), Community North, and Wishard hospitals. Comprehensive evaluations are being conducted on the clinical students, the partner preceptors, and the IU faculty with outcomes being assessed using focus groups and quantitative measures. The clinical agency leadership and IU faculty group continue to meet monthly.

Three additional PEP units were added in the Spring of 2009 at Community East Hospital, The Simon IU Cancer Center and the VA Hospital.

Anne Ryder and Betsy Lee spoke at the 4th annual Student Professional Development Day in September 2008. This is a day-long activity for all undergraduate students, the only opportunity they have to assemble together and hear from inspirational scholars in the discipline of nursing.

The Resource Center for Clinical Nursing Education opened officially in May, 2008. This $1.8 million dollar renovation on the 3rd floor of the IUSON provides undergraduate and graduate students with a state-of-the art facility in which faculty can develop and enact simulated scenarios using high fidelity mannequins. Students then assess and intervene under ‘real time’ conditions while being videotaped (for later debriefing with faculty). This enables BSN and MSN students to develop complex critical thinking and psychomotor skill sets in a safe environment before applying these with real patients in health care systems. Comparison of usage data for the RCICNE shows a doubling of encounters by students and faculty from 6,900 to 11,887 in the past year.
Evidence of Progress for 2008-2009:

The integrated testing for defined benchmark remains very successful, with an overall 94.7% pass rate on NCLEX, higher than the national average.

Activities planned for 2009-2010:

Faculty and some of their PhD students are conducting research in the RCICNE. One abstract has been accepted to date to present preliminary research about the effectiveness of simulation.

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 2008-2009:

As noted above our retention exceeds 95% from 3rd-8th semester which we believe is largely attributable to small clinical groups (n=10) throughout the curriculum, mentoring groups with faculty sponsors in the early semesters. Attrition is largely attributed to extreme stressors associated with family illness and student pregnancies.

Evidence of Progress for 2008-2009:

Traditional BSN students entering campus Spring 08, Retention Rate is 97%. Of the students, one student left in good standing, one stopped out, but will return in Spring 2010 and two were dismissed for failure.
Activities planned for 2009-2010:

IUSON will continue to monitor retention.

E. Provide effective professional and graduate programs

Campus Planning Theme: Teaching and Learning

Secondary Goals:

Sub Unit:

Time Frame:

Actions taken for 2008-2009:

- The IUSON at IUPUI has the only PhD program in the state. Currently 58 students are in the program and approximately 34% live out of state. As part of the curricula students are required to attend on campus sessions in the summer. 14 applications were received in 2008 and 8 were admitted for the June 2009 cohort. Changes in out-of-state tuition rates in 2007 (we moved from distance fees to out of state tuition accounts for the drop from previous years in which approximately ½ of applicants were out-of-state. From July of 2008 through June 2009 10 PhD students graduated from the program.

- U.S. News and World Report rated the IUSON graduate programs 15th in the nation. Two tracts, psychiatric mental-health nursing (6th) and clinical nurse specialist (3rd), were ranked in the Top 10. The Family Nurse Practitioner program was ranked 11th.

- IUSON offers 8 masters specialty tracts at present. In the Spring 2009 a total 498 master’s graduate students are enrolled in the MSN program; 85% are part-time.

- The Indianapolis Private Industry Council (IPIC) provided $318,000 in support for full-time students in this tract. By Fall of 2009 there will be 14 MSN nursing education graduates qualified for faculty positions in central Indiana nursing schools.

- At the request of Community Health Network of hospitals 3 of the MSN majors are being offered off-site in their institutions for a cohort of 24 students.

- The Adult Clinical Nurse Specialist Program, project director, Dr. Janet Fulton, received $250,000/yr of funding for 3 years (total $750,000) to develop a distance-accessible program and enroll nurses throughout the state. Currently, 54 students are enrolled in this program. In addition, Drs. Sara Horton-Deutsch and Angela McNelis received a HRSA grant for Advanced Nursing Education with a focus on psychiatric/mental health. They received $712,114 for 3 years of funding (May 2008).

- Total Graduate Nursing credit hours generated in 2008 were 2204, and total number of graduate credit hours generated in 2009 was 2341 revealing a net difference of -63
which represents a -3% difference from the previous year. The school continues to focus on recruitment and retention of students and plans updates to the webpage and admission process. Credit hour production for the masters program declined last year so renewed efforts in recruitment are underway. The School continued to participate in an outreach program in collaboration with Nursing 2000 and offers recruitment seminars at local hospitals in the area approximately 85 students interested in graduate education attended. Materials that outlined advanced practice nursing education programs in the state were updated and are accessible at the Nursing 2000 website.

- The school received $127,828 in Advanced Nurse Training funding and we supported 8 students. For the 2009 year we plan to devote 30% of acquired Nurse Traineeship monies to PhD Student Support. We also secured a modest amount of money ($61,675) through the Federal Nurse Faculty Loan Program (NFLP) to support one PhD student and increased our request for the 2009-2010 year. We also secured $120,000 from the IUPUI Graduate School Research Incentive Funds to support PhD and Graduate Students.

- During the fall of 2008 a faculty task force developed a curriculum for a new degree program—the doctorate of nursing practice. The Indiana University School of Nursing Doctor of Nursing Practice (DNP) is a post-masters 37 credit hour practice-focused professional doctorate. Graduates of the program are trained to assume leadership positions in nursing and health care, both at system and direct patient care levels. Graduates will contribute to quality improvement and patient safety through systems thinking, reflective practice, informatics, translation science, and evidence-based clinical practice. Holders of the DNP degree may seek careers in primary health care, complex health care systems, nursing informatics, patient safety, and in clinical nursing education. The new program was approved at the campus level and is being sent to the Board of Trustees and the Indiana Commission on Higher Education for final approvals. The faculty will admit students in the spring of 2010 to begin coursework in the fall of 2008. To date 68 people have expressed interest in the program.

Evidence of Progress for 2008-2009:

Certification rates for our nurse practitioner programs at IUPUI are 78-100%.

We increased our successful submissions by 2 to the Division of Nursing at DHHS in Washington, DC for funding innovative educational programs.

Activities planned for 2009-2010:

The faculty completed a self study of the PhD program in the fall of 2008 and in the spring of 2009 a site visit was conducted. The external evaluation team was chaired by Dr. Margaret Heitkemper of the University of Washington. Over all the report was positive indicating many strength of the PhD program. Several issues and questions were raised by the external review. A two day Doctoral Planning retreat was held in May 2009 were faculty prioritized issues and
two day Doctoral Planning retreat was held in May 2009 were faculty prioritized issues and developed plans for curriculum revisions that will be addressed by the graduate curriculum committee PhD Advisory Committee (PAC) during the 2009-2010 academic year.

In addition activities planned for 2009-2010 are to implement once formally approved the DNP program. It is expected 20 students annually will be admitted to this program offering.

2. Excellence in Research, Scholarship, and Creative Activity

3. Conduct world-class research and creative activities.

   **Campus Planning Theme:** Research, Scholarship and Creative Activity

   **Secondary Goals:**

   **Sub Unit:**

   **Time Frame:**

Actions taken for 2008-2009:

- The amount of research dollars awarded in 2008 was $5,468,31.

- Additional funding for 12 PhD students and 3 post docs was awarded by both NIH, the American Cancer Society (4) via individual awards and the T-32 and R-25, both research training grants.

- Additional funding for educational research and program support was received from the National Council of State Boards of Nursing, the Health Resources and Services Administration (HRSA), Fairbanks Foundation and Indianapolis Private Industry Council.

- IUSON co-hosted Midwest Nursing Research Society (the nation’s largest regional research conference).

- Eight undergraduate honors students from IUSON participated in the MURI program at IUPUI. (Summer 2009). Three others participated in UROP.

Evidence of Progress for 2008-2009:

The school remained in the 8th place for rank in NIH funding for 2008 (of 81 schools). Given the decrease in NIH funding to schools overall this is impressive.

Activities planned for 2009-2010:
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 2008-2009:**

New faculty, on both the clinical and tenure track, are given 2 summers of support and a 1 course release/semester for 2 years to develop their scholarship or program of educational or clinical research. They are assigned a mentor and work closely with the faculty research groups to hone their proposals and manuscripts.

**Evidence of Progress for 2008-2009:**

Two new assistant professors were hired (summer 2009), one from a NIH Post Doc in Informatics from the University of Iowa and one with an R03 from the University of Illinois at Chicago for NIH. Another clinical assistant professor, a new graduate from the IU PhD program was hired with expertise in education. One Associate Professor from the Oregon Health Sciences University who is a PI on a R21 was hired.

1 new R01; 2 new R21; 1 new HRSA grant were secured.
1 grant from American heart Assn; 1 from American Nurses Foundation; 1 from National Council of State Boards of Nursing; 3 from HRSA; 1 from Fairbanks Foundation; 1 from Sigma Theta Tau International and 1 from the Private Industry Council. Multiple subcontracts on grants for site research at IU were also secured.

**Activities planned for 2009-2010:**

Continue to support new faculty as well as seasoned Investigators.

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 2008-2009:

One staff member was added to support the T-32 NIH pre and post doctoral training grant, the new center for Research in Nursing Education and the Center for Enhancing Quality of Life in Chronic Illness (CEQL). In addition, a staff member was added to support pre and post award activities in the Center for research and Scholarship.

Evidence of Progress for 2008-2009:

Although the NIH rankings are important it is critical that we build in structures to support faculty to continue their programs and recruit new faculty interested in research careers. We have also hired two research scientists this year- another group who can contribute to this effort. With the new program fee we were able to use all of the IDC funds to now completely support research related initiatives.

Activities planned for 2009-2010:

With the receipt of funding from the National Cancer Institute at NIH for both the T-32 from NINR and the R-25 (Interdisciplinary Training Grant for Oncology Scientists) and several new NIH grants as well as education focused research grants, there is a critical need for more research space beyond what the school can provide. The current rank and infrastructure support is a major recruitment tool for associate and full professors with interest in taking their research programs to a new level. This next year we need to focus on recruiting post docs from other research intensive schools and schools with strong reputations in nursing education for assistant professor positions. We will also need to plan for research space renovations on the 3rd floor, space that will be freed up when the 4th floor renovation occurs and all academic offices are moved to the 4th floor. A current small renovation of some space on the 3rd floor is underway and will house the T-32; CEQL and the Center for Research in Nursing Research.

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 2008-2009:

- The MOM project “Healthy Families Home Visiting Program has successfully transitioned to new management and in the future will be administered by The Villages of Indiana in August 2008. The Villages is a community agency that provides a wide array of children’s services.
- The IUSON and the School of Physical Education has partnered for programming to improve children’s health and to provide student learning opportunities in George Washington Community School. The IUSON community health faculty worked with the school system to develop a Wellness Center which opened in September, 2008.
- The MOM mobile, which provided perinatal services for women in underserved areas was transferred to the Department of OBGYN at Wishard Hospital.
- The IUSON/Department of Nursing Moi University Kenya partnership as formalized with a 3 year strategic plan. Drs. Broome and McDaniel travelled this summer to consult with the faculty and to teach courses in the MSN program.

Evidence of Progress for 2008-2009:
See above

Activities planned for 2009-2010:

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 in terms of investment of funds and time before committing the school to expansion of activities. The hope is that funding will be sought and secured with civic engagement projects that build on the faculty’s research and educational expertise. More opportunities for service learning are anticipated. The school plans to be actively involved in finding opportunities for international exchanges for students, continuing to support the honors program for undergraduates and will aggressively seek out service learning opportunities as well.

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

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

Actions taken for 2008-2009:

The school continued substantive involvement in several community initiatives such as Fit for Life and the Moi University department of Nursing. Our primary focus is to build faculty capacity
Evidence of Progress for 2008-2009:

Progress is slow.

Activities planned for 2009-2010:

We continue to explore funding to support the activities in Moi University


A. State Funds
   
   Campus Planning Theme:
   Secondary Goals:
   Sub Unit:
   Time Frame:

   Actions taken for 2008-2009:

   Enhancement of the resource base comes primarily though the monies generated by the program fee (see fiscal report). The faculty salaries remain at the fifteenth percentile compared to the other Big 10 schools. In addition, salary savings are generated by the HRSA grants that now support 2 of the masters program tracts.

Evidence of Progress for 2008-2009:

Increases in grant funding from foundations in Central Indiana and the federal government. One of the HRSA grants (Clinical Nurse Specialist) was refunded May, 2009 for 3 more years.

Activities planned for 2009-2010:

Additional funds will be sought via HRSA to support the new DNP program. The applications will be submitted December 2009.

B. Research Funds.
   
   Campus Planning Theme:
   Secondary Goals:
   Sub Unit:
   Time Frame:
Actions taken for 2008-2009:

See above report under Research

Evidence of Progress for 2008-2009:

See above.

Activities planned for 2009-2010:

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 2008-2009:

Evidence of Progress for 2008-2009:

See above

Activities planned for 2009-2010:

No further expansion in BSN is planned. Increased recruitment will be undertaken for MSN students. The new DNP program has a waiting list of 65 interested individuals for an admitting class of 20 in Fall 2010. Fourteen PhD program applicants are being reviewed.

D. Donors - Alumni and Corporations

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

Actions taken for 2008-2009:

Solicitation
- IRA Charitable Rollover postcard – December, 2008
- Scrubs and Beyond – commitment for partnership for commencement and orientation
- Gift Agreements Approved
• Van Trees Scholarship
• Kristen Pettijohn Scholarship
• Mary Ellen Boyd Scholarship
• Peter Andre Scholarship

• Gift Agreements In Process
  • Bill and Rose Mays
  • Brenda Lyon

• Major Gifts
  • Patrick Flynn - $50,000 pledge payment, July, 2008; balance of $100,000 on pledge for Beverly Flynn Health Policy Endowment (balance received from estate gift; noted below)
  • MLM Charitable Foundation (Mary McKanney) - $50,000, December, 2008; Peter Andre Scholarship
  • Paul and Mary Halse - $10,000 in support of scholarships

• Estate Gifts
  • Margaret Williams - $192,106.08; December, 2008
  • Velena Boyd - $9,000 and $1,000; February, 2009
  • Patrick Flynn - $100,000; May, 2009
  • Magdalene Fuller - $25,000; May, 2009

Cultivation/Stewardship
• Symphony on the Prairie, August 15 – Donors’ $1,000+
• Cedar Crest for possible leadership for campaign, August 19
• Open House for Resource Center for Innovation in Clinical Nursing Education, September 4
• McBride Professorship Inaugural Lecture and Unveiling of Portrait, September 12
• IUF President’s Circle Induction in Bloomington, September
  • Rebecca Markle
  • Audrey Geisel
• Scholarship Luncheon – October 17
• Emeriti Luncheon – October 23
• Thanksgiving card sent to all donors $100+
• IUSON ornament to BOA, donors $500+, EPC

• Spirit of Philanthropy Luncheon, April 22
  • Honorees - Bill and Rose Mays
• Reunion - May

• Worked with classes for class gifts to IUSON
  • 1957
  • 1960
  • 1961
  • 1963

Evidence of Progress for 2008-2009:
In FY 2009 the annual fund (direct mail, telefund, and online giving) was expanded to include all donors giving between $1 and $4,999. To compliment these efforts, emphasis in 2009 for personal contact was expanded to include all donors of $500+.

Results for FY 2009 showed a significant increase in contributions obtained through direct mail, a good increase in on-line giving and a sizable decrease in the total contributed through telefund. The number of planned gifts realized increased in both number of gifts and dollars received. The number of donors from FY 2007 to 2008 saw a decrease 558 donors.

Activities planned for 2009-2010:

- **Donor Events**
  - Symphony on the Prairie – August, Donors of $1,000+
  - Emeriti Luncheon – October, annual event
  - Scholarship Luncheon – November, annual event celebrating donors and recipients
  - Alumni reception – November at STTI annual convention in Indianapolis
  - Alumni gatherings
    - Florida – February
    - Washington, DC – March
    - Kansas City – Midwest Nursing Research Society conference in March
    - Indianapolis – Reunion
      - Expanding to include DNS celebration to PhD
    - Around state – April through October

E. Space Issues

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

Actions taken for 2008-2009:

We met with the University architects & outside consultants to design & plan the 3rd floor renovation that is described immediately below and also to redesign and configure the entire 4th floor of this building. Plans are for it to house all of the faculty offices & associated support staff with a more efficient design and provide for better workflow.
Evidence of Progress for 2008-2009:

Asbestos abatement on the above 3rd floor project has already begun. The kick-off meeting is October 6, 2009 at which time the construction project officially begins.

Activities planned for 2009-2010:

Work is underway to renovate approximately 1700 square feet on the 3rd floor of the IUSON building for research space. That space will then house the Center for Research in Nursing Education, the Center for Enhancing the Quality of Life in Chronic Illness and the T-32 (institutional research training grant). Discussions about the 4th floor redesign & renovation will continue throughout the academic year.

F. Faculty Issues - recruitment and retention

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

Actions taken for 2008-2009:

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. Not all academic vacancies were filled last year and remain posted. Two of the endowed chair/professorship positions are open currently. The loss of 3 senior faculty through relocation (1) and retirement (2) is exacerbating the shortage of experienced faculty.

Evidence of Progress for 2008-2009:

see other comments in this section

Activities planned for 2009-2010:

Faculty salaries are very competitive in terms of recruitment of new faculty in times of economic distress in many states. However, salary requests from applicants remain above that of current faculty at IUPUI. Therefore, to recruit the brightest and the best, adjustments of salaries (based on performance of course) will be critical to keep parity or morale will suffer. This will be one of the dean’s top priorities this next year.

Fiscal Health

Reallocation Plan

Other Question(s)
1) How are you dealing with the projected base budget reductions for 2009-10 and 2010-11?

- How will the projected base reductions affect your ability to deliver your current level of services to students and faculty? Will some planned initiatives related to teaching and learning, research and scholarship, and civic engagement have to be delayed or terminated?
- If your unit experienced enrollment increases during the Summer II and/or fall terms, how have you used the additional revenue?

From a conceptual standpoint, we believe that the School of Nursing, as an organization, is in an excellent position to address these challenges. We have systems in place to provide us with the financial data to make the difficult decisions that need to be made to transform the way we implement our mission in order to meet the financial constraints placed on us in this economic downturn. This data includes individual faculty workloads, program and course costs, etc. The data will be transparent and shared, through our School’s Administrative Leadership Group and the Budgetary Affairs Committee as well as at monthly all faculty and staff meetings that the Dean holds. Everyone will be invited to provide input and to participate in discussions. We are convinced that the faculty and staff can meet this challenge and use their combined and considerable talents to help address the fiscal reductions while ensuring the core missions for our future and for the future of Indiana’s health.

From a technical/mechanical standpoint, the 2009-10 reductions thus far were met with a combination of cash, two FTE staff reductions (via retirement and closure of a center), increased indirect cost recovery, decreased travel, conversion of three full-time staff positions to .5 (at the time of the incumbent’s resignation) and pulling the funding from some of our academic vacant positions. The proposed base budget reduction for 2010-11 would be met with a combination of projected increased graduate student instructional fees, projected increased clinical fees, additional pullback from academic vacancies, and careful management of backfilling positions vacated through normal attrition.

a. How will the projected base reductions affect your ability to deliver your current level of services to students and faculty? As long as the projected reductions are in the ranges that have already been made known to us, we should be able to continue our current level of service using the strategies outlined above.

Will some planned initiatives related to teaching and learning, research and scholarship, and civic engagement have to be delayed or terminated? Not as long as the projected reductions are in the ranges that have already been made known to us, those in Fall 2009.

b. If your unit experienced enrollment increases during the Summer II and/or fall terms, how have you used the additional revenue? The majority of any cash (unbudgeted) increases have been set aside for the planned renovation of the 4th floor of the building.

2) To achieve the campus goal of doubling the numbers of undergraduate students completing baccalaureate degrees, and to increase the number graduating in four years, what changes have you implemented or planned to implement in course scheduling, curriculum, student support etc.?

The vast majority of our undergraduate students complete their baccalaureate degrees as this is a requirement to sit for the NCLEX (RN licensing exam). We have a substantial student support staff as well (advisors, tutors, etc.).

3) Do you currently have

- school-based space and
- centrally-scheduled space

to support an increase in credit hours without a significant investment? Are you investigating methods to use space more effectively?

a. on Fridays and weekends?

b. with online/hybrid/distance education course offerings?

c. by developing larger classrooms?

a. on Fridays and weekends? The classrooms in the building are nearly always scheduled.
a. On Fridays and weekends: The classrooms in the building are nearly always scheduled.

b. with online/hybrid/distance education course offerings? We are one of the pioneer schools in offering distance education courses, with an all online RN-BSN proposed, all graduate core courses offered online, an online DNP beginning in Fall 2010, and a distance accessible PhD program.

c. by developing larger classrooms? The only way to make any of the classrooms larger in this building would be to combine smaller classrooms into larger ones, thus requiring significant funds from the campus.

4) What are your priorities for student technology support, and what progress has been made as you have worked with UITS staff this year to implement your technology plans?

We are committed to providing the highest level of student technology support. In addition to that provided by UITS, the School supports audio visual, web conferencing and videoconferencing. We also provide desktop, laptop, and mobile device support; server and storage systems support; application development; simulation support; and student training and development. We recently opened a new $2 million state-of-the-art student learning environment, the Resource Center for Innovation in Clinical Nursing Education. Designed to provide an innovative teaching and learning environment for the development of clinical skills in undergraduate and graduate nursing students, it houses the latest in high-fidelity simulation technology. In addition, we house one of many public computer clusters available on campus. We are also committed financially: $300,000 annually to support the Interdisciplinary Simulation Center in Fairbanks Hall which houses numerous types of sophisticated technologies that will require continually updating and replacement.