

NLN

**Center of Excellence
in Nursing Education**

*Pedagogical Expertise of Faculty
2006 - 2009*



The Pulse Of Indiana

NURSING

A joint publication of the Indiana University School of Nursing and the Indiana University School of Nursing Alumni Association

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People recognize you by where you go to school. IU School of Nursing has an outstanding reputation, and I wanted to be associated with the best. My professors were passionate about their teaching and took the time to explain the 'why' behind the skills we were learning. That passion sticks with you and comes out in your patient care. They each added a piece to my education, arming me with the knowledge to change lives for the better. There are so many doors open to me - because I am a nurse and because I am an IU grad.

-Buffy Barger-Reynolds, 2008 BSN graduate with highest distinction



STUDENTS

ALUMNI

PHILANTHROPY

RESEARCH



Marion E. Broome



Judith A. Halstead

Greetings Alumni and Friends!

This year's nursing graduates are entering a dynamic healthcare market and have numerous options to choose from. While this is wonderful news, the sheer quantity of open positions may mean that patients aren't always receiving the best care they and their families would like. The logical solution is, of course, to educate more nurses, and we're both often asked why we don't simply increase admissions. This is a very good question that has a very complex answer. Studies in Indiana and across the country have documented a variety of reasons a nursing shortage exists now and is projected to worsen markedly in the future. All experts now agree, however, that the 'root' cause is the faculty shortage.

Any increase in student admissions requires an increase in the numbers of faculty to teach them. The faculty population as a whole is aging and the salary gap between faculty and nurses prepared with graduate degrees in practice settings continues to widen. So, as the need for students continues to rise, the number of faculty are decreasing at a rate of 5-10% per year, depending on the school.

The Indiana University School of Nursing (IUSON) offers the state's only PhD program, positioning us to make a significant impact on the nursing shortage by preparing new faculty. And this past year, through a partnership with the Indianapolis Private Industry Council, we were also able to offer an accelerated Master's in Nursing Education to 15 nurses who were fully funded. These master's-prepared nurse educators are needed in practice settings as well as nursing programs across the state. In January 2007 Clarian Health Partners and IUSON engaged in a unique partnership and eight of

their nurse educators now hold the position of clinical associates as faculty at the IU School of Nursing. These 'pioneers' are also engaged in staff education and mentoring 20% of the time while continuing to work in a Clarian Health Facility. These new initiatives build on the more traditional approaches to supporting graduate education, such as scholarships and a distance-accessible PhD program, and are helping to increase the faculty population-but it isn't enough.

We invite you to help us meet the needs of the present and future for nurse educators who are educating the next generation of nurses by supporting faculty development at the IU School of Nursing. Scholarships can fund students who would otherwise be unable to consider graduate education, and the establishment of professorships and chairs would draw gifted faculty from across the country to the IU School of Nursing.

IUSON has an incredibly talented cadre of nationally recognized faculty who are working hard to prepare nurse caregivers, educators and leaders for the future - nurses who are in demand all over the country but especially in Indiana. With your help, we can build upon what they've been able to accomplish and do our part to stem the tide of the nursing shortage.

Sincerely,

Marion E. Broome, PhD, RN, FAAN
Dean and Distinguished Professor

Judith A. Halstead, DNS, RN, ANEF
Executive Associate Dean for Academic Affairs and Professor



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2008 IUSON GRADUATION HIGHLIGHTS

PhD Graduates	4
MSN Graduates (May and August)	114
Post Masters Graduates	6
BSN Graduates (May and August)	207
BSN Honors Program Graduates	7
STTI Alpha Chapter Inductees	
MSN & PhD graduates	19
BSN graduates	53

2008 Class Officers

Andrea Maners
Class President

Andrienne Wooh
Vice President

Jessica Marquez
Class Treasurer

Jessie Farris
Class Secretary

Rachel Benham
Photo Chair

Diversity & Enrichment

Opening Doors to Graduate Opportunities

BY LILLIAN STOKES, PhD, MSN '69

SUMMER RESEARCH OPPORTUNITIES PROGRAM STATISTICS

33 students supported since 1990

31 females and 2 males

1-4 students participate each summer

DIVERSITY

24 AFRICAN-AMERICAN

1 ASIAN

7 LATINOS

1 MIDDLE-EASTERN

Indiana University School of Nursing (IUSON) has recognized the need to facilitate enrollment of underrepresented students in graduate education. Two programs on the IUPUI campus assist with that need by focusing on the undergraduate level, where there are many opportunities for retention and a pathway for students to assume future roles in research, education, administration and advanced practice. The Summer Research Opportunities Program (SROP) concentrates on IUPUI minority undergraduates while the Undergraduate Research Opportunities Program (UROP) is open to all IUPUI undergraduates.

The Programs

SROP is a research program that enables students to be mentored by senior research faculty. Students, or fellows as they're called, benefit from the program's goals: to increase retention and graduation rates; to encourage students to pursue post-baccalaureate degrees; and to prepare fellows to apply to and graduate from graduate programs. SROP is open to students from groups that are historically underrepresented in graduate education: African Americans, American Indians, Hispanics, Asian Americans and women and men of any racial/ethnic background in fields where their gender group is significantly underrepresented.

Fellows work closely with faculty in a ten-week summer research experience either on an individual basis or as part of a research team. In combination with this research, SROP seminars give participants a realistic groundwork for advanced study. SROP fellows prepare and present abstracts of their research at the annual Committee on Institutional Cooperation (CIC)/SROP conference, give an oral presentation at the annual SROP Capstone event at IUPUI, and deliver a final written report on their findings. Many present their research at other campus venues or at regional and national meetings. The program provides financial support in the form of a stipend, a tuition waiver for three credit hours and travel expenses to an annual conference.

The Undergraduate Research Opportunities Program (UROP) provides grants for undergraduate students' research and creative activity. Specifically, funding is provided for travel to conferences or research projects and students who apply for this program already have a faculty mentor who guides the development and implementation of a research project. In contrast to SROP, this program is offered to all undergraduate students and requires completion of a grant application. Several students at IUSON have applied and been accepted for UROP.

Halima Al-Khatabb is enrolling in SROP for the second consecutive year. "Prior to SROP, I was intimidated by some of the things that I knew to be associated with performing research, like an IRB application, for example. After working with my research mentor

(Dean Marion Broome) to complete and submit an application, I had a better understanding of what happens and am no longer intimidated by the process. I know that the demystification of research was instrumental in helping to jumpstart and shape my goals to attend graduate school."

Nicole Murphy, an eighth-semester student, applied for the UROP grant on encouragement of her mentor, Dr. Marsha Ellett. Nicole's research project, *Current Methods Nurses Use to Place and Maintain Nasogastric and Orogastic Tubes*, is one which, she states with pride, "I came up with on my own." She received a research stipend in order to present at the UROP symposium.

Reflections on the Programs

I am pleased with the opportunity to facilitate students' involvement with these programs. While the numbers of participants are reputable, sometimes the task of getting students to participate wasn't easy. The difficulty may have been related to what Halima describes as 'intimidation' or, for some, disbelief in personal capabilities. I convinced them by relating key points: the potential outcomes-preparation for graduate education; development of research skills; networking with students from across campus; the national conference; the chance to be mentored by a senior faculty; strong support by the School of Nursing; and last, but not least, the \$3,000 stipend!

There are many stories to tell. The most vivid involves a student whose research mentor engaged her in a literature search and review. The student, a junior, stopped by my office nearly in tears and said, "Dr Stokes, you did not tell me it was going to be this hard." I said "you are learning the work that graduate students engage in. When you become a graduate student some of the students in the class will experience what you are experiencing now, but it will be a breeze for you." This student did enjoy SROP and was among the 2008 master's degree graduates, four years after completing her baccalaureate. Other program graduates have become research assistants, presenters at major conferences, co-authors of publications and graduate students - two in the doctoral program, four in the master's. Seven have received master's degrees and one is a senior dental student.

I offer tremendous thanks to the Graduate Office for offering this program, the School of Nursing for supporting this program and the faculty who served as mentors and facilitated students' professional career development. Thank you!

EXCELLENCE IN EDUCATION

IU School of Nursing Increases Second-Degree Admissions

BY PAMELA JEFFRIES, DNS, RN, FAAN, ANEF

Beginning in January 2007, admissions applications for the second-degree BSN option increased from once per year to three times per year: spring, summer and fall. Thirty students are accepted as a cohort for each admission cycle for a total of 90 students per year. This increased enrollment was made possible through a collaboration with Clarian Health Partners who provided eight educators to the IU School of Nursing to assist with teaching the increased number of students. Six educators were hired in January 2007 with two more added that summer when more student cohorts were admitted. IU School of Nursing faculty also teach some sections of the second-degree students and some courses are co-taught by a Clarian educator and a full-time IU School of Nursing faculty member.

This group of students graduates in five semesters rather than the six semesters required by the traditional BSN program (100 students admitted twice a year, fall and spring). The same curriculum is taught to both student groups; however, the third and fourth semesters are combined for the second-degree option. These students are required to progress year-round in order to finish the degree in 15-18 months, depending on the semester started.

Upon graduation, both the traditional and second-degree students typically already have job offers from administrators at various clinical agencies, particularly if a student has worked with an institution through the school year. Scholarships for the second-degree option are currently given by Community Health Network and Clarian Health Partners. The scholarships are substantial, with requirements for the recipient to work in the clinical institution a specified time post-graduation.

The second-degree students bring with them degrees from various programs: engineering, elementary education, biology, psychology,

business, fine arts and other interesting programs. For the most part, these students always wanted to earn a nursing degree although they traveled a different path toward another degree. Overall, the average age of the second-degree student is 26 years old, 88% are female and 11% are from a minority group. Most of the students admitted are from the state of Indiana.

Overall, students are appreciative that IUSON offers this program option so they can return to school to obtain their BSN degree. Kerry Dunham, a second-degree student, states, "...the instructors in this program are incredible...they are passionate about nursing, encouraging and confidence-building. They take pride in teaching their students and helping us to learn from their experiences." She went on to say that, "I am confident that I will graduate with a well-rounded education and a strong foundation to build upon as I start my new career."

Faculty enjoy teaching and facilitating the needs of all three of our undergraduate student populations: traditional, second-degree and RN to BSN. Educators learn from all types of students, their discussions and the experiences they bring to the classroom and clinical setting. At IUSON, our faculty are fortunate to have such a diversity of undergraduate students to teach, making the educational arena challenging, stimulating and rewarding.

Clarian Educators Working With the Second-Degree BSN Students:

Norma Hall
Teresa O'Donnell
Denise Ferrell
Carolyn Townsend

Kim Card
Joy Higgens
Ethel Wiafe
Carol Pogue

BSN Graduates With Distinction May 2008

Distinction is awarded to 10% of the total graduating class (ASN, BSN and RN-BSN). Calculation is based on prerequisite courses for the nursing major, upper division nursing courses and electives. Courses that do not bear a grade and transfer courses are not considered.

Highest Distinction (3.83-4.0)

Buffy Barger-Reynolds
Amanda Bishel
Heidi Bowman
Tracy Edwards
Heather Hare
Danielle Hess
Megan Justus
Kirstin Majors
Heather Parmenter
Rita Saylor
Marilyn Stuart
Jill Tuttle

High Distinction (3.66-3.82)

Billy Daigle

Distinction (3.5-3.65)

Mandi Paul
Kirsta Tunny

IUPUI Top 100 Students

Each year the IUPUI Alumni Council and the Student Organization for Alumni Relations recognizes the school's top 100 juniors and seniors. Students are recognized for scholastic achievement, extracurricular activities on campus, and civic and community service. In 2008, twelve IU School of Nursing students were named to the Top 100, with three in the top ten. Congratulations!

Jessie Farris
Senior, top 10

Theresia Paauwe
Senior, top 10

Heather Parmenter
Senior, top 10

Amanda Bishel, Senior
Antoinette Hampton, Senior
Rachel Jones, Senior
Andrea Maners, Senior
Julie Reindle, Junior
Kristi Roberts, Junior
Sarah Shank, Junior
Jill Tuttle, Senior
Marci Worden, Senior



L to R: Rachel Jones, Heather Parmenter, Andrea Maners, Jessie Farris and Theresia Paauwe.

IU SCHOOL OF NURSING WELCOMES VISITING SCHOLARS FROM KENYA

Indiana University's relationship with the people of Kenya began in 1992 when the School of Medicine formalized a partnership with the Moi University Medical School. In 2006, a memorandum of understanding between IUPUI and Moi University was signed, further solidifying the IU-Kenya partnership. Dean Marion Broome traveled to Moi in 2006 and returned again in 2007, this time accompanied by associate deans Judith Halstead and Rose Mays. Isabella Mbai, MSN, head of the department of nursing travelled to IUPUI in November 2006 to further the partnership. She and Dean Broome then developed a set of goals that would guide the partnership over the next three years (see box). A major objective of the 2007 visit was to conduct an RN to BSN curriculum workshop, led by Dr. Halstead.

In the spirit of the relationship between the two countries, IUSON welcomed two visitors from Kenya this past March. Isaac Wanakacha from Moi Teaching and Referral Hospital (MTRH), and O'Brien Munyao from the Moi University department of nursing sciences came to Indiana to learn more about the care of critically ill patients with an eye toward improving care at the newly developed 6-bed critical care unit at MTRH. According to Mr. Munyao, "We are grateful for this exposure to Indiana University School of Nursing's critical care set up. Mr. Wanakacha and I have been able to improve our skills by participating in your critical care courses, and we feel empowered to use those skills to further develop our curriculum back in Kenya despite the technological differences we have to overcome."

Mr. Wanakacha and Mr. Munyao had a jam-packed agenda for their four-week visit to Indiana. They engaged in a variety of classroom, electronic tutorial, and clinical activities that focused on upgrading their skills and knowledge of US critical care nursing. Faculty from IUSON and staff from Clarian Health Partner Hospitals, such as Sarah Wagner, BSN, worked together to provide a substantive experience for Mr. Wanakacha and Mr. Munyao. For example, they observed nursing care in a variety of Clarian Health units at Riley, University and Methodist Hospitals, completed the Neonatal Resuscitation Program Instructor Training course, attended lectures by IU faculty nurses and physicians, accompanied Dean Broome to the Midwest Nursing Research Society conference, and met with faculty about methods for teaching and critical care nursing. IUSON faculty members Evelyn Stephenson, MSN, and Julie Settles, MSN, welcomed them to their critical care pathophysiology lectures. Settles remarked, "Isaac and O'Brien worked hard to soak up every minute of their visit with the School of Nursing. Sick cell anemia is a wide-spread illness that affects patients both here and in Kenya. We were experiencing the same problems in management of the disease and it was informative and reassuring to be able to share our stories."

Dr. Rose Mays, associate dean for community and international affairs, welcomed the pair to Indiana and was responsible for coordinating their visit. According to Mays, "The School of Nursing was very much enriched by Mr. Munyao and Mr. Wanakacha's visit. It enabled our faculty and students to develop a broader appreciation of the global factors that surround the practice of nursing. We look forward to future exchanges with great anticipation."



An Education Partnership Between IUSON and MUDON

GOALS

- Enhance faculty and curriculum development for each partner
- Promote student and faculty exchanges between IU and MU
- Increase research capacity for each partner

Doris Bennett, RN, Mr. Wanakacha and Mr. Munyao meet with Alfreda Morgan, a patient in University Hospital's Adult ICU.



THE IU SCHOOL OF NURSING AND INDIANAPOLIS PRIVATE INDUSTRY COUNCIL PARTNER TO ADDRESS FACULTY & NURSING SHORTAGE

PhD Summer Intensive students and Professor Janis Beckstrand, PhD



Through a grant from the Richard M. Fairbanks Foundation and the US Department of Labor, the Indianapolis Private Industry Council (IPIC) has partnered with the IU School of Nursing (IUSON) to provide scholarship support for up to 20 nurses to earn their Master's in Nursing Education. The initiative enables nurses to earn an advanced degree in 18 months instead of the traditional 24 to 36 months, making it possible for them to begin teaching much sooner.

A 2006 Indiana Private Industry Council study of the life sciences labor market provided clear evidence that the nursing shortage experienced in Indiana and across the nation is due to the shortage of nursing faculty. A declining faculty population limits the numbers of students who can enroll in nursing programs. Compounding factors include an aging faculty population with more and more retirements every year, faculty salaries that are not competitive with service or hospital salaries and the fact that nursing faculty must have a minimum of a master's degree in nursing.

IPIC approached the Fairbanks Foundation for the \$425,000 grant and then chose the IU School of Nursing to provide the curriculum. "We value this partnership with IPIC and are grateful for their advocacy and grant seeking efforts on our behalf. We have mutual goals to educate nurses who can provide quality care for the public," said Dan Pesut, PhD, APRN, BC, CCNS, FAAN, associate dean for graduate programs at IUSON.

"IPIC has taken a series of steps to address the shortage of health care workers in Indiana," said Joanne Joyce, IPIC's president and chief executive officer. "We have assisted young workers on each rung

of the health-care ladder to take a step or two up, in hopes of filling existing shortages and anticipating future ones. Clearly, the Fairbanks Foundation understands that helping nurses who are willing to take another step up the ladder and become teachers ensures that greater numbers of promising young students are able to prepare for a career in nursing. This effort is vital to us all. For that, we at IPIC are very grateful."

In exchange for full tuition and a stipend that allows students to attend school full time, graduates must agree to three years of teaching in Central Indiana academic and service related nurse educator positions upon graduation. The first student

We have mutual goals to educate nurses who can provide quality care for the public.

-Dr. Dan Pesut

graduated in May and another will graduate in August, with the additional students to finish program requirements by December 2009. According to Theresa Corn, RN, a student in the program, "What I love about my classes is that much of what I am learning I can apply to my everyday life and practice. We have learned about evaluating the learner - designing curriculum around their needs, outcomes and goals and evaluating the program to see if what was expected to happen...really happened. I don't sit in class and think...I am never going to use this. I

already am using what I am learning."

Graduates of IUSON's master's program must achieve ten program outcomes. Among them are habits such as modeling excellence in nursing leadership, demonstrating scholarly inquiry and reflection, and systematically applying evidence from research findings to answer clinical questions and solve clinical problems. These advanced practice nurses will be well-prepared role models for their students and strong leaders in the healthcare profession.

"It has been exciting to see students from across Central Indiana come together to learn how to become teachers of the next generation of nurses," said Pam Ironside, PhD, FAAN, Director, Center for Research in Nursing Education. "Their enthusiasm to learn and use new evidence-based approaches to prepare nurses for the rapidly changing healthcare environment has been remarkable. I am confident they will make valuable contributions to schools of nursing in the area."

"The nursing faculty shortage is the true crisis in the American health care system," said Marion Broome, PhD, RN, FAAN, dean and distinguished professor of the IU School of Nursing. "Without enough faculty to teach nursing students, schools of nursing will be unable to educate nurses in sufficient numbers to serve our community and the state. This poses a serious threat to the health and safety of Hoosiers.

"This new innovative nursing education program, made possible through the beneficence of the Fairbanks Foundation and our special partnership with IPIC, provides a partial solution to the faculty shortage, especially for schools in the community college system."

Student News & Events

New Admission Criteria for the Traditional BSN Program

Based on the principle that GPA alone should not determine admission, the IU School of Nursing developed a new process and new admission criteria for the traditional baccalaureate program on the Bloomington and Indianapolis campuses. The changes were implemented in spring 2007. In addition to a weighted GPA, criteria now include an interview, a writing sample and a service requirement. Students and interviewers who participated in the first admission cycle using the new criteria were mailed a survey asking their anonymous perceptions regarding the new process for application to the program following the completion of all interviews on both campuses. Responses indicate that both interviewers and students involved thought the new policy and the interview were extremely positive. Results suggest that this comprehensive and varied approach to student selection and admission was successful and well received by both students and interviewers. For a complete outline of the new admissions process, please visit <http://nursing.iupui.edu/degrees/bsn/apply.shtml> and scroll down to "Admission Criteria."

BSN Honors Program

Academically excellent students are invited to explore the School of Nursing Honors Program at the start of their 3rd semester. Students are introduced to research through discussion and by reading the book *Aging with Grace* by David Snowden. The book details Dr. Snowden's scientific journey as he studied the Sisters of Notre Dame in an effort to understand predictors of Alzheimer disease and cognitive functioning. As one student states, "The book is written in lay terms, and is the perfect introduction to research and the importance of controlling for extraneous variables so that you know what caused the outcomes." During this same time students begin to formulate their own research pursuits.

During the 4th semester, students begin to work directly with their mentors to develop research questions and are encouraged to submit research proposals to the Center for Research and Learning. Funding can be used for summer stipends so that students can focus on their projects when they do not have a heavy course load. During the junior and senior year, under the supervision of their research mentors and honors facilitators, students complete these projects and disseminate their findings at local and national conferences.

Forty-two students are currently enrolled and this past year six students graduated with honors. According to Janet Carpenter, PhD, a faculty advisor for the program, "I love working with students - they're bright and motivated and their questions energize me. It was fun to watch my student, Heidi Bowman, catch the spark of investigation as she explored the relationship between body mass index and hot flashes. She worked as a research assistant, presented a poster of her findings and won an award at the North American Menopause Society Conference - all opportunities that came about as a result of her Honor's experience."



2008 BSN
Graduates

Student Involvement in the Midwest Nursing Research Society (MNRS) Conference

Hosted by the IU and Purdue Schools of Nursing in March of 2008 with over 900 nurse scientists in attendance.

PHD STUDENT VOLUNTEERS

Mitzi Biolanger	Pat Mullen
Nancy Burruss	Sarah Plunkett
Mark Fisher	Mona Powell
Cynthia Maskey	Yvette Pryse
Kim Mitchell	Caroline Sim

STUDENT POSTERS

Graduate Level

Elizabeth A. Johnson, APRN-BC, PhD(c)

"Psychometric Evaluation of the Appraisal of Health Scale in Stroke Survivors"

Research mentor: Tami Bakas, DNS, RN, FAHA, FAAN

Julie A. Nauser, PhD, RN

"Factors Associated with Depressive Symptoms, Life Changes, and Quality of Life in Heart Failure Family Caregivers"

Research mentor: Tami Bakas, DNS, RN, FAHA, FAAN

Celeste R. Phillips-Salimi, PhD(c), RN, CPON

"A Pilot Study of Young Adult Cancer Survivors' Experiences of Connectedness with Their Healthcare Providers"

Research mentor: Joan Haase, PhD, RN, FAAN

STUDENT POSTERS

Undergraduate Level

Halima Al-Khattab

"The Migraine Pain Experience in College Students"

Research mentor: Dean Marion Broome, PhD, RN, FAAN

Andrea A. Maners

"The Effect of Partner Constraint on Younger Breast Cancer Survivors"

Research mentor: Victoria Champion, DNS, RN, FAAN
Andrea received third place for her poster.

Mark Your Calendar

August 7, 2008

IU Day at the Indiana State Fair

August 15, 2008

Dean's Council Annual Stewardship Event at
Symphony on the Prairie

September 4, 2008

Grand Opening of the Resource Center for
Innovation in Clinical Nursing Education

September 12, 2008

Inaugural Lecture for the Angela Barron McBride Professorship

October 15, 2008

IUSON Annual Emeriti Luncheon

October 17, 2008

IUSON Annual Scholarship Luncheon

For more information on any of these events, please contact
Keri Jeter at kajeter@iupui.edu or (317) 274-1545.



INTRODUCING CHANDRA DYSON

We welcome Chandra Dyson, Assistant Dean for Student Services to the IU School of Nursing.

Chandra received a BS in Psychology from the University of Iowa, an MS in College Student Personnel Administration from Indiana University and is completing a second Master's in Human Computer Interaction Design from the IU School of Informatics. Much of her professional career has been spent working with students to ensure that they have a positive and rewarding experience while pursuing their college degree. Chandra was previously with the Hudson & Holland Scholars Program in Bloomington, SPEA and the Indiana Academy for Mathematics, Sciences and Humanities. She was initially attracted to IUSON because of its excellent reputation and looks forward to enhancing and developing new initiatives to help students prepare for their future as nurses.



INDIANA UNIVERSITY

SCHOOL OF NURSING

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