



## INDIANA UNIVERSITY

SCHOOL OF NURSING

September 26, 2014

Elizabeth Kiefner Crawford, Board Director  
Indiana State Board of Nursing  
402 West Washington Street, Room W072  
Indianapolis, Indiana 46204

RE: Substantive Change Notification

Dear Director Crawford,

Indiana University School of Nursing Dean Marion Broome was recently appointed dean of the Duke University School of Nursing. This letter serves to notify you of the change in the chief nurse administrator position at Indiana University School of Nursing on the Indiana University-Purdue University at Indianapolis (IUPUI) campus, effective August 1, 2014.

I have been named Interim Dean of the IU School of Nursing, effective August 1, 2014 according to the announcement made by Charles R. Bantz, Executive Vice President, Indiana University and Chancellor, IUPUI Campus on June 23, 2014. The IU Board of Trustees approved IU President Michael A. McRobbie's recommendation of the appointment on June 20, 2014. I am a professor and the former director of statistical services at the IU School of Nursing Center for Research and Scholarship. From July 2013 to June 2014 I was also Interim Associate Dean for Research.

I received my bachelor's in nursing in 1975 from Bowling Green State University in Ohio, my master's in nursing from the Medical College of Ohio in 1985, and my doctorate from the University of Toledo in 1990. I am a Fellow of the American Academy of Nursing, and a member of its genetics health care expert panel. I am a member of the Midwest Nursing Research Society, Council for the Advancement of Nursing Science, American Association of Occupational Health Nurses, and the American Statistical Association. I hold active Registered Nurse licenses in Michigan, Alabama, and Indiana, and I have included my CV for your reference.

The search for the next dean is underway, and I will serve as interim dean until the search committee, appointed by Chancellor Charles Bantz, selects the sixth dean of our School.

Sincerely,

Michael T. Weaver, RN, PhD, FAAN  
Professor and Interim Dean  
Indiana University School of Nursing



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Michael R. Pence, Governor

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**ANNUAL REPORT FOR PROGRAMS IN NURSING**

**Guidelines:** An Annual Report prepared and submitted by the faculty of the school of nursing, will provide the Indiana State Board of Nursing with a clear picture of how the nursing program is currently operating and its compliance with the regulations governing the professional and/or practical nurse education program(s) in the State of Indiana. The Annual Report is intended to inform the Education Subcommittee and the Indiana State Board of Nursing of program operations during the academic reporting year. This information will be posted on the Board’s website and will be available for public viewing.

**Purpose:** To provide a mechanism to provide consumers with information regarding nursing programs in Indiana and monitor complaints essential to the maintenance of a quality nursing education program.

**Directions:** To complete the Annual Report form attached, use data from your academic reporting year unless otherwise indicated. An example of an academic reporting year may be: August 1, 2013 through July 31, 2014. Academic reporting years may vary among institutions based on a number of factors including budget year, type of program delivery system, etc. Once your program specifies its academic reporting year, the program must utilize this same date range for each consecutive academic reporting year to insure no gaps in reporting. You must complete a **SEPARATE report** for each PN, ASN and BSN program.

This form is due to the Indiana Professional Licensing Agency by the close of business on October 1st each year. The form must be electronically submitted with the original signature of the Dean or Director to: [PLA2@PLA.IN.GOV](mailto:PLA2@PLA.IN.GOV). Please place in the subject line “Annual Report (Insert School Name) (Insert Type of Program) (Insert Academic Reporting Year). For example, “Annual Report ABC School of Nursing ASN Program 2013.” The Board may also request your most recent school catalog, student handbook, nursing school brochures or other documentation as it sees fit. It is the program’s responsibility to keep these documents on file and to provide them to the Board in a timely manner if requested.

Indicate Type of Nursing Program for this Report:      PN\_\_\_\_\_      ASN\_\_\_\_\_      BSN\_ X \_

Dates of Academic Reporting Year:      **August 1, 2013 to July 31, 2014**  
(Fall 2013, Spring 2014, Summer 2014 semesters)

Name of School of Nursing:      **Indiana University School of Nursing**

Address:      **1111 Middle Drive, Nursing Building, Room 140  
Indianapolis, IN 46202**



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Nicholas Rhoad, Executive Director

Dean/Director of Nursing Program

Name and Credentials: **Michael Weaver, PhD, RN, FAAN**

Title: **Interim Dean, Professor**

Email; [mtweaver@iu.edu](mailto:mtweaver@iu.edu)

Nursing Program Phone #: **1-317-274-1485** Fax: **1-317-274-2996**

Website Address: <http://nursing.iupui.edu/>

Social Media Information Specific to the SON Program (Twitter, Facebook, etc.):

Facebook: <https://www.facebook.com/pages/Indiana-University-School-of-Nursing-IUPUI/10150106252285154?ref=ts>

Twitter: **@IUSON123**

Please indicate last date of NLNAC or CCNE accreditation visit, if applicable, and attach the outcome and findings of the visit:

**ACEN (formerly NLNAC) 2008; CCNE 2010**

If you are not accredited by NLNAC or CCNE where are you at in the process? **N/A**

**SECTION 1: ADMINISTRATION**

Using an "X" indicate whether you have made any of the following changes during the preceding academic year. For all "yes" responses you must attach an explanation or description.

- 1) Change in ownership, legal status or form of control Yes \_\_\_\_\_ No  X
- 2) Change in mission or program objectives Yes \_\_\_\_\_ No  X
- 3) Change in credentials of Dean or Director Yes \_\_\_\_\_ No  X
- 4) Change in Dean or Director Yes  X\*  No \_\_\_\_\_
- 5) Change in the responsibilities of Dean or Director Yes \_\_\_\_\_ No  X
- 6) Change in program resources/facilities Yes \_\_\_\_\_ No  X
- 7) Does the program have adequate library resources? Yes  X  No \_\_\_\_\_



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8) Change in clinical facilities or agencies used (list both additions and deletions on attachment) **See Appendix 1, Pages 9 - 10** Yes  No

9) Major changes in curriculum (list if positive response) Yes  No

**We began implementing our revised BSN Curriculum on August 19, 2013. Upon request we will submit a copy of the notification of substantive curriculum change submitted to the Indiana State Board of Nursing on March 6, 2013. This change was accepted by the Board in April 2013.**

**\*See attached letter notification of change of Dean and his CV**

**SECTION 2: PROGRAM**

1A.) How would you characterize your program's performance on the NCLEX for the most recent academic year as compared to previous years? Increasing  Stable  Declining

**Our NCLEX pass rates responded to minor changes, including continued faculty development in NCLEX-style test-writing, and continual evaluation our integrated testing and NCLEX prep course outcomes.**

1B.) If you identified your performance as declining, what steps is the program taking to address this issue?

2A.) Do you require students to pass a standardized comprehensive exam before taking the NCLEX? Yes  No

See note below

2B.) If not, explain how you assess student readiness for the NCLEX.

**On our Indianapolis and Bloomington campuses, students are not required to pass a comprehensive exam. All Indianapolis BSN students are required to complete a comprehensive four-day NCLEX Review course, and the Bloomington students complete and online ATI review. Additionally, all BSN students participate in an integrated testing program (Kaplan and ATI) throughout their BSN Program.**

2C.) If so, which exam(s) do you require?

**Our IUPU-Columbus campus, BSN senior students are required to take the ATI Comprehensive Predictor and achievement of Greenlight status.**



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2D.) When in the program are comprehensive exams taken: Upon Completion \_\_\_\_\_  
As part of a course  Ties to progression or thru curriculum \_\_\_\_\_

2E.) If taken as part of a course, please identify course(s):

**NURS-S 483 Nursing Clinical Capstone / NURS-S 484 Research Utilization**

3.) Describe any challenges/parameters on the capacity of your program below:

A. Faculty recruitment/retention:

During this reporting period we continued to experience challenges related to recruitment and retirement, though we have successfully hired a good number of well prepared full time faculty. We hired BSN prepared part-time clinical faculty who are actively pursuing their MSN, DNP, or PhD in order to meet staffing needs.

B. Availability of clinical placements:

Stable at this time. Securing these placements is becoming a more challenging situation due to changes in the overall nursing workplace environment, though we have successfully placed students for every course.

C. Other programmatic concerns (library resources, skills lab, sim lab, etc.):

As we have increased our number of full time faculty, we are challenged to find office space on our Bloomington and Columbus campuses. Every full time faculty currently does have an office space.

4.) At what point does your program conduct a criminal background check on students?

Background checks are a pre-requisite for admission to the BSN Program, and are performed annually thereafter.

5.) At what point and in what manner are students apprised of the criminal background check for your program?

This requirement is communicated by our website, and relayed to students by the academic advisors. It is also included in the BSN Program application as part of the BSN admission process.



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**SECTION 3: STUDENT INFORMATION**

1.) Total number of students admitted in academic reporting year: **Total 468**

Summer	CO: 25	BL: 0	IUPUI: 0
Fall	CO: 60	BL: 60	IUPUI: 145
Spring	CO: 50	BL: 0	IUPUI: 128

2.) Total number of graduates in academic reporting year: **Total 434**

Summer	CO: 20	BL: 0	IUPUI: 71
Fall	CO: 18	BL: 0	IUPUI: 116
Spring	CO: 46	BL: 56	IUPUI: 107

3.) Please attach a brief description of all complaints about the program, and include how they were addressed or resolved. For the purposes of illustration only, the CCNE definition of complaint is included at the end of the report. **None**

4.) Indicate the type of program delivery system:

Semesters  X  Quarters \_\_\_\_\_ Other (specify): \_\_\_\_\_

**SECTION 4: FACULTY INFORMATION**

A. Provide the following information for all faculty new to your program in the academic reporting year (attach additional pages if necessary): **Please see attached Appendix 2, Pages 11-15**

B. Total faculty teaching in your program in the academic reporting year:

1. Number of full time faculty: **80 total** (CO: 8, BL: 14, IUPUI: 58)
2. Number of part time faculty: **25 Total** (CO: 0, BL: 17, IUPUI: 8)
3. Number of full time clinical faculty: **34 Total** (CO: 0, BL: 0, IUPUI: 34)
4. Number of part time clinical faculty: **76 Total** (CO: 0, BL: 0, IUPUI: 76)
5. Number of adjunct faculty: **12 Total** (CO: 12, BL: 0, IUPUI: 0)



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C. Faculty education, by highest degree only:

1. Number with an earned doctoral degree: **52 Total** (CO: 2, BL: 8, IUPUI: 42)
2. Number with master's degree in nursing: **152 Total** (CO: 15, BL: 18, IUPUI: 119)
3. Number with baccalaureate degree in nursing: **21 Total** (CO: 3, BL: 5, IUPUI: 13)
4. Other credential(s). Please specify type and number: **1 MS, 1 ASN**

D. Given this information, does your program meet the criteria outlined in **848 IAC 1-2-13** or **848 IAC 1-2-14**?

Yes   X   No       

E. Please attach the following documents to the Annual Report in compliance with **848 IAC 1-2-23**:

1. A list of faculty no longer employed by the institution since the last Annual Report;

Faculty Name	Retired or Resigned	Campus	FT/PT	Date of Occurrence
Blake, Jessica	Resigned	IUPUI SNC	FT	10/25/2013
Bowers, Cynthia	Resigned	IUPUI CHS	FT	07/31/2014
Broome, Marion	Resigned	IUPUI SNC	FT	07/31/2014
Curran, Lyndsay	Resigned	IUPUI CHS	FT	05/31/2014
Dobbs, Cynthia	Retired	IUPUI SNC	FT	12/31/2013
Hanna, Kathleen	Retired	IUPUI SNC	FT	07/31/2014
Houtchens, Kimberly	Resigned	IUPUC	FT	



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Linde, Beverly	Retired	IUPUI SNC	FT	05/31/2014
Milgrom, Lesley	Resigned	IUPUI SNC	FT	07/31/2014
Styron, Ruth Ann	Resigned	IUPUC	FT	
Waltz, Rachel	Resigned	IUPUI SNC	FT	12/31/2013

2. An organizational chart for the nursing program and the parent institution.

See Appendix 3, Pages 16 - 17

I hereby attest that the information given in this Annual Report is true and complete to the best of my knowledge. This form must be signed by the Dean or Director. No stamps or delegation of signature will be accepted.

Michael Weaver

09/30/2014

Michael Weaver, PhD, RN, FAAN, Interim Dean, Professor

Date

Please note: Your comments and suggestions are welcomed by the Board. Please feel free to attach these to your report.



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Definitions from CCNE:

### **Potential Complainants**

A complaint regarding an accredited program may be submitted by any individual who is directly affected by the actions or policies of the program. This may include students, faculty, staff, administrators, nurses, patients, employees, or the public.

### **Guidelines for the Complainant**

The CCNE Board considers formal requests for implementation of the complaint process provided that the complainant: a) illustrates the full nature of the complaint in writing, describing how CCNE standards or procedures have been violated, and b) indicates his/her willingness to allow CCNE to notify the program and the parent institution of the exact nature of the complaint, including the identity of the originator of the complaint. The Board may take whatever action it deems appropriate regarding verbal complaints, complaints that are submitted anonymously, or complaints in which the complainant has not given consent to being identified.



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**Appendix 1  
Clinical Site Updates**

**New clinical sites since last reporting period:**

Name of clinical agency	Location
Eskenazi Health (not new; formerly Wishard)	Indianapolis, IN
Gleaners Food Bank	Indianapolis, IN
Indiana School for the Deaf	Indianapolis, IN
Indiana University School of Nursing Health Coaching	Indianapolis, IN
IUPUI Health Services	Indianapolis, IN
King's Daughter Hospital	Madison, IN
Linton-Stockton School Corporation	Linton, IN
Miller's Health System	Indianapolis, IN
Olcott Center	Bloomington, IN
Rush County Schools	Rushville, IN
Seymour Pediatrics	Seymour, IN
Seymour School Corporation	Seymour, IN



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**Clinical sites no longer in use since last reporting period:**

<b>Name of clinical agency</b>	<b>Location</b>
Bell Trace Health & Living Center	Bloomington, IN
Easter Seals Camp Ability South	Indianapolis, IN
Fall Creek Academy Charter School	Indianapolis, IN
Hamilton County Health Department	Noblesville, IN
Health & Hospital Corporation of Marion County	Indianapolis, IN
Hendricks County Health Department	Danville, IN
Richland Bean Blossom Community School Corporation	Ellettsville, IN
The Care Group	Indianapolis, IN



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**Appendix 2**

**All faculty new to BSN Program in the academic reporting year August 1, 2013 to August 1, 2014**

Faculty Name	RN License #	Campus	FT/PT	Date Hired	Highest Degree	Responsibilities
Adolay, Jennifer	28185560A	IUPUI SNC	PT	09/01/13	BSN ( <i>enrolled in Adult NP coursework</i> )	Clinical Fundamentals & Med Surg
Bemis, Cynthia	28152625A	IUPUI CHS	PT	01/01/14	MSN	Leadership & Management & Health Care Delivery Systems
Champagne, Cheryl	28138509A	IUPUI SNC	PT	01/01/2014	ASN ( <i>enrolled in RN-MSN program</i> )	Clinical Fundamentals & Med Surg
Cohee, Andrea	28186957A	IUPUI SNC	PT	01/02/14	BSN ( <i>enrolled in BSN-PhD coursework</i> )	Didactic Data Analysis
Coryea, Michael	28196119A	BL	PT	8/1/14	ASN ( <i>enrolled in MSN NP program</i> )	Outpatient Psych
Crafton, Judith	28176878A	IUPUI SNC	FT	01/01/14	MSN	Didactic & Clinical Med Surg & Health Assessment
Cromer, Carole	28161222A	IUPUI CHS	PT	05/14/2014	MSN	B334 Clinical
Crowell, Stephanie	28177311A	IUPUI SNC	PT	09/01/13	MSN	Clinical Fundamentals
Damon, Sarah	28171663A	IUPUI SNC	PT	01/01/2014	BSN ( <i>enrolled in MSN coursework</i> )	Clinical Med Surg
Dashiell (Gross) , Stacy	28125681A	IUPUI SNC	PT	01/01/2014	MSN	Clinical Critical Care
deRose, Barbara	28072442A	IUPUI SNC	PT/FT	01/01/2014 (FT)	MSN (PT)/PhD (FT)	Clinical Fundamentals & Health Assessment
DeStefano, Marjorie	28168624A	IUPUI SNC	PT	08/01/13	MSN	Clinical Health Assessment



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Faculty Name	RN License #	Campus	FT/PT	Date Hired	Highest Degree	Responsibilities
East, Karen	28116334A	IUPUI CHS	PT	06/30/14	MSN	H364 Developing Fam/Child Clinicals
Evens, Barbara	28147776A	IUPUI CHS	PT	09/01/13	MSN	Teaching Obstetrics
Giesler, Jason		BL	PT	8/5/14	BSN ( <i>enrolled in MSN coursework</i> )	ICU
Gilyan, Dannielle	28149897A	IUPUI SNC	PT	01/01/2014	BSN ( <i>enrolled in MSN coursework</i> )	Clinical Critical Care
Green, Kimberly S.	28178264A	IUPUI CHS	PT	08/01/13	MSN	Teaching B235, H363/364
Hensley, Diana		BL	PT	8/22/14	BSN ( <i>enrolled in MSN coursework</i> )	Clinical Care
Herrera, Marie	28164814A	BL	PT	8/19/14	BSN ( <i>enrolled in MSN coursework</i> )	Med Surg
Hiatt, Katherine	28178381A	IUPUI CHS	PT	08/01/13	BSN ( <i>enrolled in MSN/FNP coursework</i> )	clinical
Holtz, Heidi	Missouri) 2001016521	BL	FT	8/1/14	MSN ( <i>enrolled in PhD coursework</i> )	Med/surg
Judge, Deborah S.	28145201A	CO	FT	8/1/13	MSN	3 Didactic and 4 Practicum credit hours
Kendall, Lesley	37001639A	CO	PT	8/1/13	MS	3 Didactic credit hours
Koch, Sarah	28197102A	IUPUI CHS	PT	01/01/14	MSN	S473 CHN Clinical
Lavendar, Amanda	28194541A	BL	PT	8/5/14	BSN ( <i>enrolled in MSN coursework</i> )	H360 clinical



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Faculty Name	RN License #	Campus	FT/PT	Date Hired	Highest Degree	Responsibilities
Lockrem, Erin	28119226A	IUPUI CHS	PT	09/01/13	BSN ( <i>enrolled in MSN coursework</i> )	B334 Transitional Care of Families Clinicals
Love, Shannon L.	28181501A	CO	FT	8/1/13	MSN	3 Didactic and 4 Practicum credit hours
McKinney, Kelly	28178100A	IUPUI CHS	PT	06/30/14	BSN ( <i>enrolled in MSN coursework</i> )	H364 Clinicals
McNiskin, Emily	28203860A	BL	PT	8/14/14	BSN ( <i>enrolled in MSN coursework</i> )	Bloomington clinical
Moore, Courtney	28162268A	BL	PT	8/1/14	BSN ( <i>enrolled in MSN coursework</i> )	Behavioral Health Clinical
Nabinger, Tiffanie Marie	28179346A	IUPUI SNC	PT	9/25/14	BSN ( <i>enrolled in MSN degree coursework</i> )	Pediatric Clinical Instructor
Opsahl, Angela G.	28110402A	CO	FT	8/1/13	MSN	4 Didactic and 2 Practicum credit hours
Padgett, Tonja	28120738A	IUPUI SNC	PT	01/01/2014	MSN	Clinical Fundamentals
Payne, Janet	28078643A	IUPUI CHS	PT	08/19/13	MSN	Teaching PMH Clinical
Phelps, Charlene	28141250A	IUPUI SNC	PT	01/01/2014	MSN & EdD in Christian Education	Clinical Med Surg
Phelps, Linda Lee	28163890A	IUPUI SNC	PT/FT	01/01/2014 (FT)	MSN (PT) / DNP (FT)	Didactic & Clinical Med Surg
Phillips-Salimi, Celeste	28146649A	IUPUI SNC	FT	7/3/14	PhD	Pediatric Oncology / Research
Piovesan, Timothy	28157508A	BL	PT	8/22/14	ASN ( <i>enrolled in MSN coursework</i> )	Critical care



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Faculty Name	RN License #	Campus	FT/PT	Date Hired	Highest Degree	Responsibilities
Plunkitt, Anne Marie	28139420A	IUPUI CHS	FT	04/25/14	MSN	Teach Nursing Leadership / Capstone
Pyatskowitz, Melissa	28141083A	IUPUI SNC	PT	08/01/2013	MSN	Clinical Comprehensive Health Assessment
Revels, Amy	28176252A	BL	PT	8/1/14	BSN ( <i>enrolled in MSN coursework</i> )	
Riddle, Victoria	28133089	BL	PT	8/22/14	BSN ( <i>enrolled in MSN coursework</i> )	
Robinson, Bridget	99062104A	IUPUI SNC	FT	6/26/14	PhD	Medical Surgical Didactic and Clinical
Saunders, Taryn	28196040A	IUPUI CHS	PT	08/01/14	BSN ( <i>enrolled in MSN coursework</i> )	B235 Promoting Health Populations Clinicals
Scheib, Leti	28211941A	IUPUI CHS	PT	05/22/2014	MSN	B334 Clinicals
Sherwood, Ashlee	28169742A	IUPUI SNC	FT	01/01/2014	MSN	Clinicals in Pediatrics, Health Assessment & Med Surg; Didactic Pathophysiology & Pathopharm.
Simo, Alison M.	28177493A	CO	FT	8/1/13	MSN	6 Didactic and 2 Practicum credit hours
Sitkberg, Cassandra	28173799A	IUPUI CHS	PT	08/01/14	MSN	H364 Clinicals
Snodgrass, Cheryl	28114108A	IUPUI SNC	PT	01/01/2014	MSN	Clinical Fundamentals
Swegles, Denise	28111011A	CO	PT	6/30/14	MBA	3 Didactic Credit hours
Terry, Betsy	28078631A	IUPUI CHS	PT	01/01/14	MSN	B235 Promoting Health Populations Clinicals



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Faculty Name	RN License #	Campus	FT/PT	Date Hired	Highest Degree	Responsibilities
Wahl, Jenna Nicole	28178949A	IUPUI SNC	PT	09/01/13	BSN ( <i>enrolled in MSN / ACNP coursework</i> )	Clinical Med Surg
Whitaker, Jill	37001672A	CO	PT	8/1/13	MS	3 Didactic credit hours
Yoo, Alexis	28170497A	IUPUI CHS	PT	08/01/13	MSN-PNP	Pediatrics clinical
Zvonar, Sarah	28177404A	IUPUI SNC	PT	01/01/2014	MSN	Clinical Critical Care

All faculty hires from August 1, 2013 to August 1, 2014 who did not have an MSN degree were actively enrolled in an MSN or higher degree program.

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**Appendix 3**

**Organizational Charts for Indiana University Core School of Nursing & IUPUI**



