

Project Name:	Expansion of Faculty Lines in Nursing
MIU Round:	3
Sponsor(s):	School of Nursing
Coordinator(s):	Nadine Nehls, Mary Ellen Murray
Partner(s):	UW Hospital, Schools of Medicine and Public Health and Pharmacy, EPIC Systems, Center for Educational Opportunity, Academic Advancement Program
Report Date:	Year 1, July 2012; Year 2, July 2013

Project Goal and Measures

Project Impact Measure(s)	<p>Use MIU funding to increase the nursing faculty to:</p> <ul style="list-style-type: none"> • Increase enrollment in the BS Nursing program by 20% (additional 24 students) by increasing capacity in clinical course sections. • Implement active learning practices in all nursing core courses and in clinical laboratory courses. • Enhance student support services through the creation of a Nursing Learning Center. • Increase the number of undergraduate courses taught by a faculty member. • Pilot a direct admission process into the School of Nursing.
Project Impact Data Source(s)	Academic Planning and Institutional Research has standard queries showing number of declared majors. School of Nursing will report on implementation of active learning techniques and on enhanced student services.
Baseline Measure(s)	2010-11 will be used as the baseline for all project impact measures (prior to MIU funded efforts).

MIU Impact Measures

A	Increased access in bottleneck areas	Covered by project goals (increased capacity in the Nursing major).
C	Increased capacity for high-impact practices	School of Nursing will integrate high fidelity clinical simulation opportunities across the four semester nursing program and will work to develop a simulated Electronic Health Records (EHR) system.

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D	Increased student learning and teaching excellence	School of Nursing will use the Student Assessment of Learning Gains and structure interviews to assess the impact of the active learning activities and will survey students in Nursing 219 about their satisfaction with and benefit from the use of clinical simulation.
E	More tenured, tenure-track faculty teaching undergraduate courses	Covered in project goals.
F	Decreased achievement gaps	Covered in project goals (Direct admission pilot). School of Nursing data show that the separate application process and the uncertainty it created is a factor in the low enrollment of underrepresented students.
G	Attention to diversity in new hires	The School of Nursing purchased memberships in the regional chapters of the Hispanic Nurses Association and the Black Nurses Association as well as Men in Nursing. The PVLs were posted in Minority Nurse (both print and on-line) and in U.S. Military Medical News. These efforts were successful in bringing at least one underrepresented minority faculty member to campus.

Progress Reports

Year 1, 2011-12	<ul style="list-style-type: none">• Conducted two successful faculty searches for tenure-track doctoral-level nurses.• Conducted a successful search for a academic staff member who will increase the clinical section capacity.• Increased offers of admission by 14 students in Fall 2012.• Approved a direct admission process where students can enroll directly from high school. Pilot to be implemented in Fall 2013.• Nursing instructors participated in several workshops and conferences about implementation of active learning strategies including the Teaching Academy Summer Institute to collaborate on the creation of a Case Scenario-Builder/Critical Reader template for interactive nursing cases. Implemented active learning pedagogies in most undergraduate nursing courses.• Conducted a successful search for a Student Services Coordinator to design the Nursing Learning Center.• Designed a new course "Introduction to the Nursing Profession" which will be taught in Fall 2012.
Year 2, 2012-13	<ul style="list-style-type: none">• Conducted five successful recruitments for assistant professors who will be funded, in part, with MIU funds.• Planned for second year of increased enrollment, completing the goal of increasing enrollments by 20%.• Implemented plan to directly admit students into the Nursing program from high school. In Fall 2013, 26 students will enter the SoN as new freshmen.

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Year 2, continued

- Continued implementation of active learning pedagogies that started in Year 1. Year 2 activities include faculty development in mobile apps that support teaching, flipped classroom design, and incorporation of social media into instruction. Also 18 faculty and instructional academic staff attended the Summer 2013 Institute on Teaching Large Undergraduate Classes where they learned about evidence-based pedagogies and technologies that enhance students engagement and learning.
 - Pilot taught Nursing 100 (Introduction to the Nursing Profession) in fall 2012 and spring 2013. This course will subsequently be offered for the students directly admitted to the School of Nursing. Students had positive ratings on surveys about the class.
 - Expanded partnerships with UW diversity initiatives and academic support programs in order to better serve underrepresented students.
 - Assessment: Began assessment of impact of implementation of active learning technologies by developing expected learning outcomes for courses employing active learning pedagogies. Students gave high ratings to their perception of how clinical simulation opportunities prepared them for clinical work in four clinical areas and across six different activities.
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