

**Illinois State University
Mennonite College of Nursing
FY10 Annual Report**

I. Accomplishments and productivity for FY09

A. List the unit's goals and how the goals support Educating Illinois.

1. **Enhance the success of students in current programs and promote the success of students in new programs**
Supports *Educating Illinois* Goal 1, "Illinois State University will position students to excel in a globally competitive, culturally diverse, technological and changing environment" and Goal 2, "Illinois State University will demonstrate excellence in scholarship, teaching, and learning at the undergraduate and graduate levels."
2. **Support faculty and staff productivity in research and scholarship**
Supports *Educating Illinois* Goal 2, "Illinois State University will demonstrate excellence in scholarship, teaching, and learning at the undergraduate and graduate levels."
3. **Focus service and nursing practice activities among faculty and students to support the discipline of nursing and local/global communities**
Supports *Educating Illinois* Goal 1, "Illinois State University will position students to excel in a globally competitive, culturally diverse, technological and changing environment" and Goal 4, "Illinois State University will be accountable and fiscally responsible to internal and external stakeholders."
4. **Enhance the working environment to promote faculty and staff satisfaction, productivity and efficiency**
Supports *Educating Illinois* Goal 5, "Illinois State University will promote a healthy, safe, and environmentally sustainable campus" and Goal 2, "Illinois State University will demonstrate excellence in scholarship, teaching, and learning at the undergraduate and graduate levels."
5. **Explore nursing clinical practice and educational future trends to optimally prepare for upcoming healthcare demands**
Supports *Educating Illinois* Goal 1, "Illinois State University will position students to excel in a globally competitive, culturally diverse, technological and changing environment" and Goal 2, "Illinois State University will demonstrate excellence in scholarship, teaching, and learning at the undergraduate and graduate levels."

B. List major accomplishments for each goal.

Goal 1: Enhance the success of students in current programs and promote the success of students in new programs

MCN achieved 97% NCLEX pass rate, 10 points above the national rate, and a 100% Family Nurse Practitioner certification pass rate.

MCN admitted its inaugural PhD cohort.

MCN increased BSN admissions in both the traditional Prelicensure and accelerated programs.

MCN increased admissions of under-represented groups (male, ethnic minority) in the BSN program.

MCN increased the presence of under-represented groups (male, ethnic minority) within tenure-track and NTT faculty ranks.

MCN increased scholarship and assistantship support for students, including an increase in scholarship applications, \$20,000 from HRSA for master's students, \$100,000 from

Robert Wood Johnson Foundation/AACN for accelerated students, and several additional graduate assistantships.
 MCN partnered with COE and expanded the use of Eluminate for quality distance learning for graduate programs.

Goal 2: Support faculty and staff productivity in research and scholarship

MCN continued to receive internal and national recognition, including external funding, for research and scholarship efforts in aging and research to reduce health disparities. MCN hired 2 new tenure-track faculty members and 3 full-time NTT faculty. MCN received a total of \$561,582 in 11 new and existing grants for the direct use of supporting research, scholarship and programs. MCN faculty produced 13 peer-reviewed manuscripts, 2 book chapters and 1 book. They made 14 national, 15 regional, and 17 local professional presentations.

Goal 3: Focus service and nursing practice activities among faculty and students to support the discipline of nursing and local/global communities

MCN piloted an Age to Age Intergenerational Experience, a collaborative project with MCN, Prairieland Elementary, and Evergreen Supportive Living Facility) to bring youth and elders together. MCN successfully secured enough seats to meet student demand for the Transcultural Program by adding sites in Vladimir, Russia and Little Village-Chicago, Illinois. MCN is also exploring a third new site in collaboration with GOYA ministries Mitumba (near Nairobi, Kenya).

Goal 4: Enhance the working environment to promote faculty and staff satisfaction, productivity and efficiency

The University assigned the Professional Development Building to MCN to accommodate the rapid growth of the College (faculty, programs, enrollment). MCN drafted plans for relocating key operations (faculty workspace, health assessment labs, conferencing). MCN adjusted the faculty workload formula to reduce student-faculty ratio in clinical courses and to increase time allocated for tenure-track faculty research.

Goal 5: Explore nursing clinical practice and educational future trends to optimally prepare for upcoming healthcare demands

Recognizing professional nursing shortage and high demand for nursing major, MCN prepared to double its undergraduate enrollment. The BSN ad hoc curriculum committee presented recommendations for extensive curricular revision to align the program with the Institute of Medicine’s 21st century healthcare model and AACN’s new Baccalaureate Essentials document. Revisions will provide more in depth content related to informatics, genetics, gerontology, and other current issues.

For a more in-depth accounting of accomplishments, please refer to Appendix A.

- C. Indicate measures of productivity by which the unit’s successes can be illustrated (refer to Planning and Institutional Research for Academic Productivity Measures and other qualitative measures of productivity as appropriate).

Mennonite College of Nursing Degrees Awarded					
	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>
B.S. in Nursing	86	116	113	123	130
M.S. in Nursing	5	9	13	18	7

2008 BSN graduates by sequence/option		
Traditional prelicensure	May 08	93
RN-BSN sequence	Summer 08	17
Accelerated option	Dec 08	20
Total BSN graduates	2008	130

2007 BSN graduates by sequence/option		
Traditional prelicensure	May 07	102
RN-BSN sequence	Summer 07	13
Accelerated option	Dec 07	8
Total BSN graduates	2007	123

2006 BSN graduates by sequence/option		
Traditional prelicensure	May 06	92
RN-BSN sequence	Summer 06	21
Accelerated option	Dec 06	N/A
Total BSN graduates	2006	113

Mennonite College of Nursing External Funding						
	FY06		FY07		FY08	
	Number	Amount	Number	Amount	Number	Amount
Tenure/Tenure Track	4	742,445	3	448,514	4	493,965
Non-Tenure Track		-		-		-
AP	2	225,538	1	185,724	2	340,744
	6	1,161,845	5	819,962	6	834,709

In FY 2009 MCN faculty produced 13 peer-reviewed manuscripts, 2 book chapters and 1 book. They made 14 national, 15 regional, and 17 local professional presentations.

II. Internal Reallocations and Reorganizations in FY09

A. Describe any reallocations or reorganizations, including the movement of positions, upgrade of positions, creation of new positions, or reallocation of personnel or operating funds.

Title Changes

- Amee Adkins; Interim Associate Dean
- Daniel Murphy; Academic Advisor

Replacement Positions

- TT Faculty – Sheryl Jenkins and Cynthia Kerber
- NTT Faculty – Rachael Hudgins and Jamie Penrod
- AP/Civil Service – Isaac Akins

New Positions

- TT Faculty – Marcena Gabrielson
- NTT Faculty – Dave Jansen, Blanca Miller, and Ashlee Sloman

B. Describe how the unit used additional funds to enhance accomplishments and productivity. Additional funds include enhancement dollars, instructional capacity dollars, summer session funding, external funding, foundation funds, variance dollars, external contracts, technology tuition dollars.

Enhancement Funds

Faculty Computer Workstations; \$9,000
Tenure Track Faculty; Mentoring 1:1 with expert in field; \$10,000
Graduate Assistantships and Fellowship; \$131,000
Faculty Teaching Fellowship; \$12,000
Faculty Research Fellowship; \$23,000
Three NTT Faculty; \$129,006
Additional Operating Funds; \$34,000
Student Research Development Fellowship; \$5,000
Clinical Simulations Laboratory Equipment; \$17,500
Equipment; \$10,325

Summer Session Funds

Offered undergraduate and graduate courses; \$67,139

External Funding

MCN received a total of \$561,582 in 11 new and existing grants for the direct use of supporting research, scholarship and programs. These funds were awarded from such agencies as American Nursing Foundation, American Public Health Association, Career Link/US Department of Labor, Gerontological Nursing Interventions Research Center and the Hartford Center of Geriatric Nursing Excellence at the University of Iowa, Health Resources & Services Administration, Illinois Board of Higher Education, Illinois Department of Public Health, Illinois Prairie Community Foundations & the Northwest Health Foundation, NINR/NIH, Indiana School of Nursing, and Robert Wood Johnson Foundation

Foundation Funds

Foundation funds were used by the College for a variety of operational needs including equipment, office supplies, telephone long distance charges, memberships, travel, consultants, printing, and faculty development and student scholarships. In addition, several alumni events were supported with foundation funds. FY08 foundation funds spent to-date total \$130,792.

Variance Funds

Funds have been temporarily reallocated to meet instructional needs: non-tenure track faculty for clinical sections. For example, GR contract buyouts for grants and post docs totaled \$120,100.

Technology Tuition Funds

Partial support of computer lab assistants: \$4,851

Other

University Research Grants

Mary Dyck; \$3,705.62; "Educational Needs Assessment for Nursing Home Directors of Nursing"
Wendy Woith; \$3,705.63; "Healthcare Workers: Knowledge of Tuberculosis and Infection Control"

Research and Scholarship Development Program

Elizabeth Carlson, Mary Dyck, Cynthia Kerber, and Susan Kossman; \$6,667; "Illinois Rural HealthNET Initiative Workgroup"

Grant Writing Mentorship Award

Cynthia Kerber; \$4,000

Elizabeth Carlson; \$4,000

“51” Income

On-line student assessment instruments; \$37,393

Nursing lab kits and lab supplies; \$10,033

Contract course faculty, coordinator and related expenses; \$124,117

C. Attach an Accountability Report for Program Enhancements (PERS 939) for FY09 enhancement dollars.

See Appendix B

III. Major Objectives for FY10

Goal 1: Enhance undergraduate and graduate programs to ensure student success

- a. Maintain an NCLEX pass rate that exceeds state and national norms
- b. Maintain graduate program certification pass rates that exceed national norms
- c. Respond to current trends for professional credentials
 - Adapt appropriate MSN sequences to Doctor of Nursing Practice, according to new accreditation requirements
 - Examine needs and feasibility of expanding RN-BSN to RN-MSN sequence to meet demands of national workforce trends
- d. Examine enrollment trends in all programs and establish new enrollment targets where appropriate
- e. Engage in deliberate integration of faculty scholarship/research into the curriculum at all levels
- f. Develop plan to systematically publicize student scholarships and awards
- g. Refine the assessment process of the accelerated option and the RN-BSN sequence
- h. Finalize prelicensure curriculum revisions in light of new Essentials document and evaluate implications for change in RN-BSN program
- i. Develop a systematic plan for ensuring that delivery of courses/programs via distance education technology meets the needs of students and faculty and is in line with university priorities

Goal 2: Promote nursing research and scholarship

- a. Develop individualized start-up packages for new faculty as a foundation for enhancing scholarly productivity
- b. Adopt an effective system to track faculty productivity accurately and efficiently
 - Track the number of publication submissions for FY10 to develop a baseline number from which to measure progress
 - Increase the number of published manuscripts above FY09 baseline number
 - Increase the number of external grant submissions above FY09 baseline number
- c. Mentor student scholarship through College Research Committee
- d. Plan events that promote networking between honors students and PhD faculty
- e. Increase faculty engagement in interdisciplinary collaborative research teams
- f. Develop a plan for student engagement in scholarship/research at all curricular levels
- g. Develop a structured plan for tenure-line faculty that focuses on individualized development, including mentoring, regular assessment and evaluation of progress in scholarly productivity
- h. Develop strategies for faculty engagement in programs of research supportive of the new PhD program

Goal 3: Sustain a dynamic college community

- a. Create a work and practice environment in the Professional Development Building supportive of students, staff, and faculty
 - Equip 2 additional Health Assessment labs
 - Equip new office work stations
 - Equip classroom/conferencing spaces
- b. Recruit and retain underrepresented nursing students
 - Develop a leadership cohort program for underrepresented students in nursing
 - Increase the number of applications from and admissions for under-represented students in all programs
 - Offer scholarships as incentives for underrepresented student enrollment
 - Implement outreach initiative with Little Village High School
 - Establish mentoring partnerships for non-traditional/under-represented nursing students
- c. Develop formal strategies to recruit and retain faculty from underrepresented groups
- d. Formalize and incorporate specialty nursing practice in faculty workload formula and ASPT processes
- e. Create undergraduate community of inquiry to promote undergraduate student issues
- f. Expand the recognition and influence of MCN through increased faculty, staff, and student representation in professional and community organizations.
- g. Create NTT retention/promotion system that demonstrates recognition of the value of clinical/teaching expertise in nursing education
- h. Maintain college sense of community in the midst of expansion
- i. Continue to refine the new faculty orientation process to best meet the needs of new faculty
- j. Continue to seek ways for the college to remain integrated and a significant contributor to the larger ISU campus community
- k. Plan a strategy to consistently publicize college activities that support vulnerable and underserved populations

Goal 4: Create the context to support 21st century nursing education and practice

- a. Increase the role of clinical simulation and scenarios across the curricula
 - Provide adequate specialized technology support
 - Acquire additional equipment
 - Provide adequate professional development for faculty
- b. Reconfigure the administrative structure of MCN to better accommodate recent growth and match other ISU college configurations and national colleges/schools of nursing configurations
- c. Reconfigure current MCN advisory board structure and function to meet college needs for the future and ensure high quality programs in nursing education
- d. Expand and specialize technology support staff
- e. Continue to expand Transcultural opportunities locally, nationally, and internationally, for all students
- f. Identify deliberate and select community engagement opportunities in the Bloomington-Normal area
- g. Seek creative ways to meet the demands of 21st century nursing education and practice needs
- h. Demonstrate attention to and participate in global “green” initiatives that will better ensure a healthy environment for all
- i. Address technology support mobility issues for faculty based elsewhere

Goal 5: Secure appropriate resources

- a. Develop a strategic 5-year plan that will focus and center the college with a shared vision for the future
- b. Develop strategies for ensuring staff with necessary preparation and experience levels to adequately support all key college areas
- c. Increase the number of external grant dollars received above the current baseline number

- d. Develop strategic plans for seeking external grant dollars to support needed and ongoing program initiatives
- e. Continue to seek funding opportunities that address all college needs, including space, equipment, clinical sites, faculty, and staff
- f. Continue to engage in strategic partnerships that benefit all partners

IV. Program Enhancement Requests: Operating Funds

List, in priority order, enhancement projects and operating funds requested. Units may submit joint proposals. Attach an Enhancement Request for Program Support (PERS 937) for each project.

	Initiative	Funds requested
2	Diversity Initiative	\$173,000
4	Required Accreditation Transition of Selected Sequences in Master’s Program to Doctor of Nursing Practice	\$15,000
5	Faculty Recruitment Initiative-New Faculty Research	\$30,000
6	Increasing Health Assessment Lab Availability	\$32,750
7	Support College Expansion to Professional Development Building	\$91,900

See Appendix C

V. Personnel Requests: Faculty, Staff, Graduate Assistants program growth

Based on an assessment of current and projected needs, the program development, and pending retirements, describe personnel needs within the college. Personnel needs should include faculty as well as any staff needs. (Note: 936 forms will be submitted in June.)

1	Part-Time Clinical Faculty Instructors for Instructional Capacity	\$255, 000
3	Teaching & Distance Education Staff Support for Instructional Capacity	\$61,000

See Appendix D

In addition, MCN requests 2 new tenure-track faculty lines (open rank) to support new graduate programs and undergraduate expansion. Salary: \$8491.00/month (AIF; total)

VI. Facilities Requests

Outline upcoming facility projects which would require enhancement funds. Include estimates for project costs from Facilities Management, if possible.

MCN is currently working with Facilities Management to rehabilitate the Professional Development Building to accommodate recent college expansion. Tentatively the plans include locating the following functionalities: faculty offices, graduate assistant/student worker work stations, health assessment labs, classroom/conferencing space. There is no cost estimate yet. This relocation coincides with Enhancement Requests 6 & 7.

Appendices (all forms are available on Provost’s website)

- Accountability reports for FY09 enhancements (PERS 939)
- Program enhancement requests (PERS 937)

Goal 1: Enhance the success of students in current programs and promote the success of students in new programs

MCN achieved 97% NCLEX pass rate, 10 points above the national rate, and a 100% Family Nurse Practitioner certification pass rate.

- a. Support the development of faculty as teachers through individualized formal and informal training, mentoring, regular assessment and evaluation
 - Implemented a Course Leadership support system to promote communication and continuity, foster collaboration, and advise college curriculum committee regarding policy and practice specific to clinical courses
 - Provided professional development to support those teaching in the Accelerated option and promote communication among faculty teaching in this option
 - Implemented system for classroom observations and consultations with NTT faculty, part-time faculty, and clinical agencies
 - Revised NTT annual evaluation process
 - Provided learning opportunities for faculty through implementation of new advising process for Ph.D. students
 - Encouraged and supported strong working relationships with CTLT
 - Developed new faculty orientation modules specific to teaching activities
 - Coordinated with CTLT to provide workshops to develop online courses
- b. Provide adequate funds for faculty to make use of teaching development opportunities such as conferences, online courses and structured mentoring
 - Established Teaching Fellowship for NTT faculty to engage in teaching development activities
 - Established college conference attendance policy to provide equity for professional travel opportunities
 - Provided financial support to send faculty and program administrators to program-specific conferences (AACN--Baccalaureate, CNL, Master's, Doctoral; GNEC)
 - Offered informal (brown bags) and formal (consultant) sessions regularly
- c. Revise Plan for Assessment to ensure that accurate and up-to-date data are available for decision-making with regard to undergraduate and graduate programs outcome analysis
 - Curriculum Committees reviewed Plan for College Assessment to identify opportunities to allow for continued quality assurance with a more efficient use of resources (e.g., scaled back course review process to staggered schedule)
 - Revised Clinical Agency Evaluation feedback process in pursuit of more timely and accurate data.
 - Revised Employer Feedback questionnaire and process in consultation with University Assessment Office
 - Piloted IDEA for instructional evaluation Spring 2009 (in process)
- d. Develop scholarship processes that facilitate student applications for scholarships
 - Increased scholarship applications to 196 compared to 59 received for FY08
 - Received \$20,651 for FY09 from HRSA to support master's students
 - Used Nurse Faculty Capacity Grant monies to purchase textbooks for students
 - Continued to monitor and revise process for Nurse Faculty Capacity Grant
 - Received Robert Wood Johnson/AACN Careers in Nursing grant for \$100,000 providing student scholarships for students from underrepresented groups in the accelerated option
 - Revised scholarship distribution schedule and processes to allow offering of scholarships as student enrollment incentive
- e. Support an increase in the number of graduate assistantships available for masters and doctoral students
 - Received new permanent funding for additional graduate assistantships and one doctoral student fellowship

- Utilized new graduate assistantships to support undergraduate and graduate programs and faculty research
- f. Continue the review and revision of the prelicensure curriculum to meet the rapidly changing needs of the healthcare environment
 - Ad hoc curriculum committee presented recommendations to college curriculum committee to align Prelicensure curriculum with Institute of Medicine’s 21st century healthcare model and AACN’s new Baccalaureate Essentials document. Revisions will provide more in depth content related to informatics, genetics, gerontology, and other current issues
 - Faculty engaged in a full-day retreat to begin specific course revision, according to ad hoc/curriculum committee recommendations for BSN revision
- g. Review the faculty teaching workload to ensure high quality teaching on a day-to-day basis
 - Reduced enrollment in clinical courses to address clinical teaching issues
 - Increased number of new faculty
 - Convened an ad hoc faculty workload committee to identify issues and present recommendations
 - Revised clinical lab instructional plan to include clinical faculty
- h. Recognize high quality teaching through support of faculty application for teaching awards at the college, university and professional levels
 - Nominated one NTT faculty for the University Outstanding Teacher—Category II (NTT) Award
 - Nominated one TT faculty for University Service Initiative Award
 - Revised College Elections Committee to become College Nominations and Elections Committee to support teaching and service awards nominations (in progress)
 - Charged Nominations and Elections Committee to develop process for college-level teaching and service awards
 - Identified need to develop college teaching awards
- i. Continue to support collaborative efforts to promote undergraduate and graduate education
 - Developed student research development fellowships
 - Collaborated with EAF to support developments in synchronous online distance learning (polycom, Eluminate)
 - Continued to admit new students to the Collaborative Doctoral Program with the University of Iowa
 - Considered merits of NEXUS, a system of shared doctoral nursing courses delivered online
 - Continued to partner with healthcare organizations to best meet needs of student learning
 - Conducted ongoing, one-on-one meetings with Chief Nurse Officers to promote collaboration
- j. Engage in the university program review process to ensure continuous quality improvement across all college programs
 - Initiated data collection and analysis for program review
 - Used the opportunity to reconsider Plan for College Assessment
- k. Develop a plan that outlines needed upgrades to bring the college clinical lab to state-of-the-art level, including simulation equipment and scenario cases
 - Received permanent funding for clinical lab simulation equipment
 - Reviewed the clinical lab facilities among comparators and local competitors to inform strategic goals for clinical lab development
 - Added Sim Baby scenarios to Parent/Child Nursing course
 - Added Gerontological Simulation scenarios
 - Developed a detailed plan and secured funding for a “Point of Care” computer workstation in order to better emulate the current clinical environment
 - Collaborated with Medical Center on “Point of Care” workstation project

- Submitted funding proposals for outside organizations that are supportive of clinical lab funding initiatives
- l. Provide academic teaching-learning and simulation technology expertise for college faculty, staff, and students to ensure high quality distance education experiences.
 - Won 1st place, CTLT's Path to Excellence award for participation in professional development
 - Provided training and support for synchronous online instruction
 - Developed online technologies competency inventory for graduate and RN-BSN students
 - Expanded use of Eluminate to support graduate programs
 - Maintained 2 GAs to provide faculty support
 - Began project with AIS to leverage Microsoft Sharepoint as a tool for online collaboration for faculty and staff
 - Sent one faculty member and one clinical lab coordinator for additional simulation training
- m. Expand Transcultural nursing initiatives across the college to increase experiences and awareness of cultural differences.
 - Hosted Russian delegation (1 faculty, 2 students) for 2 weeks in November
 - Successfully secured enough seats in Transcultural sites to meet student demand
 - Finalized plans for Russian site for 3 students in May
 - Initiated contact with ENLACE in Little Village to coordinate additional site for Transcultural experience
 - Exploring new site in Nairobi, Kenya (Mitumba)
 - Explored possibilities for developing Transcultural experiences for the graduate level
 - Organized Transcultural Brown Bag event to increase awareness
 - Publicized faculty conducting international and Transcultural research
- n. Increase faculty and student awareness of vulnerable and underserved populations in all clinical settings across college programs.
 - Partnerships for Vulnerable Populations used Provost Enhancement monies to fund pilot projects
 - Family Nurse Practitioner students conducted physicals for school children in underserved school districts
 - Student Nurse Association actively engaged in community service activities

Goal 2: Support faculty and staff productivity in research and scholarship

MCN continued to receive internal and national recognition, including external funding, for research and scholarship efforts in aging and research to reduce health disparities.

- a. Increase the level of external funding for research and programs through intensive mentoring of assistant professors
 - MCN received a total of \$561,582 in 11 new and existing grants for the direct use of supporting research, scholarship and programs.
 - Provided for mentoring by contracting with editor and research consultant to work with faculty
 - Encouraged and supported faculty applications for university mentoring programs
- b. Increase the annual number of publications across the college to recognize and disseminate research and scholarship productivity.
 - MCN faculty produced 13 peer-reviewed manuscripts, 2 book chapters and 1 book. They made 14 national, 15 regional, and 17 local professional presentations
- c. Review the tenure track faculty workload to ensure adequate resources for conducting research and scholarship activities, particularly in support of the new PhD program
 - Hired 2 new tenure-track faculty
 - Implemented new faculty research fellowships
 - Decreased tenure-track faculty teaching workload to increase scholarly productivity

- Awarded 3 College Research fellowships
- d. Support the development of faculty as researchers through individualized formal and informal training, mentoring, regular assessment and evaluation
 - Received temporary funding for faculty mentoring
 - 1 tenure-track faculty awarded Provost Faculty Excellence Award
 - 2 tenure-track faculty submitted for ISU mentored grant award (total 3 applications)
 - Graduate/Research Director met formally with each TTF twice per year and consulted throughout the year
 - Initiated regular tenure-track faculty meetings
- e. Recognize high quality scholarship through support of faculty application for research awards at the college, university and professional levels
 - Mary Dyck received MNRS Gerontological Nursing Research Section New Investigator Award
 - Nominated 2 faculty for University Research Initiative Awards
 - Mary Dyck received University Research Initiative Award
 - 1 team applied for Outstanding Team Research Award
 - Created an “Outstanding Researcher Award” plaque through College Research Committee to honor and display award winners
- f. Continue to support collaborative efforts to support research and scholarship activities
 - Funded 6 graduate students to participate in Midwest Nursing Research Society
 - Continued to encourage and support collaborative endeavors
- g. Ensure adequate staff support for faculty to submit and manage internal and external grant applications
 - Maintained support staff to assist with applications and budget preparation for grant applications

Goal 3: Focus service and nursing practice activities among faculty and students to support the discipline of nursing and local/global communities

- a. Develop a plan for integrating faculty and student community service efforts to reduce local and global health disparities
 - NUR 312 and NUR 313 clinical experiences integrate faculty and student community service efforts in order to reduce local and global health disparities
 - Family Nurse Practitioner program provided health promotion activities to local elementary school serving high needs students
 - Student Nurse Association participated in service activities to benefit community
 - Engaged in community activities, such as Heart walk; Memory walk
- b. Increase the number of faculty and students serving in leadership roles in professional and discipline related organizations
 - 2 Paul Ambrose Scholars for 2008-2009
 - Faculty achieved a variety of leadership and service positions, including grant reviewer, review panel member, Nurse Educational Capacity Summit appointee, Sigma Theta Tau International Global Advisory Council, YWCA of McLean County Board of Directors
 - Faculty served as peer-reviewers for nursing research journals
- c. Develop a plan for incorporating specialty nursing practice into the faculty workload to promote excellence in faculty clinical practice
 - Ad hoc faculty workload committee prepared recommendations to allocate service assignment for those needing practice hours to maintain advanced licensure (in process)
- d. Develop a plan to improve the articulation between the Student Nurse Association and College initiatives
 - Interim Dean met with SNA Officers to emphasize activities relating to care of older adults and vulnerable populations
 - SNA officers developed “community service hours” to be displayed on their bulletin board

- SNA Officers received “Registered Student Organization” for the month of October 2008
- Graduate advisor working with graduate students to establish a Graduate Student Nurse Association
- e. Highlight new Transcultural initiatives including opportunities in local and global sites
 - Drafted content for Transcultural Experience component of MCN website, including student testimonials and historic overview, to demonstrate leadership in Transcultural nursing development
 - Piloted Age to Age Intergenerational Experience—pilot collaborative project (MCN, Prairieland Elementary, Evergreen Supportive Living Facility) to bring youth and elders together
- f. Ensure that vulnerable and underserved populations are addressed in college service and practice activities
 - Addressed partially through purposeful selection of Transcultural nursing sites to emphasize and include service to vulnerable and underserved populations (low income families, Latinos, immigrants; developing countries)
 - Designed section of new web site that highlights activities faculty, staff and students have done for vulnerable and underserved populations
- g. Add components to college website that highlight service and practice activities supportive of vulnerable and underserved populations
 - With Institutional Web Support designed new format for the college’s Web site to enhance access to information about various areas of the college

Goal 4: Enhance the working environment to promote faculty and staff satisfaction, productivity and efficiency

The University assigned the Professional Development Building to MCN to accommodate the rapid growth of the College (faculty, programs, enrollment).

- a. Review and revise new faculty and staff orientation to provide for a more structured and consistent approach that meets the needs of new personnel
 - Developed a new web-enabled orientation process for new full-time faculty. Sessions and topics are distributed throughout the course of the academic year to correspond to upcoming events (e.g., role of student evaluations, developing a 5-year plan, etc.) and provide more timely and meaningful introductions to college processes. Formative feedback will be collected for program improvement.
 - Developed a part-time Faculty Orientation conducted prior to fall and spring semesters
- b. In collaboration with Human Resources’ staff, develop a structured plan for recruitment and retention of highly qualified faculty and staff
 - Developed communications plan to emphasize the value of non-tenure-track faculty in nursing education to support retention
 - Established process for a recurring advertisement for part-time NTT applications
 - HR received MCN proposal for multi-year contract option for NTT faculty
- c. Implement the college information technology strategic plan in phases to support faculty and staff
 - Upgraded faculty computers per equipment replacement schedule
 - Concentrated on Goal 4 of the MCN Information Technology Strategic Plan, “Developing innovative and evidence based learning and skill development strategies utilizing technology” in MCN Technology Committee, QAIN (Quality Advancements In Nursing Technology) for FY09.
 - Moved MCN servers to a controlled/secure environment in Julian Hall.
 - Improved automation and streamlining of tech team processes like software installation, computer migration, security requests, and help requests
- d. Support instructional technology, particularly as it relates to distance education
 - Maintained staff and GAs to provide training and support for Elluminate

- ORSA collaborated with CTSS to improve Polycom Video Conferencing scheduling and to provide constant monitoring and support
- Collaborated with CISS and Telecom to field new remote software capable of supporting faculty, staff, and students in diverse environments on and off campus

Goal 5: Explore nursing clinical practice and educational future trends to optimally prepare for upcoming healthcare demands

Recognizing professional nursing shortage and high demand for nursing major, MCN prepared to double its undergraduate enrollment.

- a. Explore feasibility of changing RN/BSN Completion program to RN/MSN program to align with professional nursing education trends
 - Through curriculum committees, faculty examined the issue, and tentatively set a draft timeline in view of competing curricular demands
 - Brought RN/MSN Consultant to college for workshop
- b. Develop structured plan for new enrollment targets across all college programs to maximize efficiency and maintain high quality teaching-learning experiences
 - Developed formal report in consultation with Provost's Office and Admissions Office regarding resources needed to increase enrollment in undergraduate sequences. An approximate enrollment increase of 50% in the traditional Prelicensure Sequence is anticipated for the Fall 2009/Spring 2010 academic year
 - Admitted 152 students to traditional Prelicensure program Fall, 2009/Spring, 2010 using a dual entry-point system. Admissions include increased numbers from under-represented groups (males—7%; minorities—10%)
 - Added ten additional to the Spring 2009 Accelerated Sequence as a result of the RWJ/AACN Careers in Nursing grant
 - Implemented lock-step curriculum for Fall 2009 Traditional Prelicensure Sequence admits in an effort to maximize efficiency
 - Graduate program in initial stage of exploring options for new enrollment targets
- c. Develop timeline and plan for professional requirement of moving specified sequences in the MSN program to Doctor of Nursing Practice program
 - Graduate Program Curriculum Committee put forth recommendations for DNP timeline
 - Hosted retreat with faculty consultant to conceptualize MCN's DNP
- d. Explore alternative clinical scheduling options for students and faculty in the Prelicensure program
 - Added 3 new clinical sites
 - Increased number of evening clinical courses
 - Secured new clinical lab space for accelerated option students
 - Developed new scenarios for clinical simulation lab to augment clinical settings
- e. Consider enhanced, alternative distance education models to improve student access to teaching-learning experiences
 - Expanded use of and support for Elluminate and Polycom

**Illinois State University
Academic Affairs
Accountability Report for FY09 Program Enhancements**

Please complete one form for each FY09 program enhancement.

1. Unit(s) receiving support **Mennonite College of Nursing**
2. Contact name, phone, email **Diane Folken; 438-2247; dmfolke@ilstu.edu**
3. Short title of the initiative **Faculty Teaching Fellowships**
4. Describe the use of enhancement funds and how these funds have helped meet the goals and priorities of the College/Unit. Include plans for any component of the enhancement project not yet completed (if necessary).

Enhancement funds have been used to release two faculty members from one clinical section for one semester each. This addresses the priority of faculty renewal and retention, and up-to-date innovative and required teaching development in nursing education.

**Illinois State University
Academic Affairs
Accountability Report for FY09 Program Enhancements**

Please complete one form for each FY09 program enhancement.

1. Unit(s) receiving support **Mennonite College of Nursing**
2. Contact name, phone, email **Diane Folken; 438-2247; dmfolke@ilstu.edu**
3. Short title of the initiative **Faculty Research Fellowships**
4. Describe the use of enhancement funds and how these funds have helped meet the goals and priorities of the College/Unit. Include plans for any component of the enhancement project not yet completed (if necessary).

Enhancement funds are being used to support a newly hired faculty researcher and statistician. These additions will enhance faculty and staff productivity in research and scholarship.

**Illinois State University
Academic Affairs
Accountability Report for FY09 Program Enhancements**

Please complete one form for each FY09 program enhancement.

1. Unit(s) receiving support **Mennonite College of Nursing**
2. Contact name, phone, email **Diane Folken; 438-2247; dmfolke@ilstu.edu**
3. Short title of the initiative **Student Research Development Fellowships**
4. Describe the use of enhancement funds and how these funds have helped meet the goals and priorities of the College/Unit. Include plans for any component of the enhancement project not yet completed (if necessary).

Enhancement funds are being used to support PhD students' attendance at the 33rd Annual Midwest Nursing Research Society conference. This supports the priority of mentoring students in pursuing nursing research careers.

**Illinois State University
Academic Affairs
Accountability Report for FY09 Program Enhancements**

Please complete one form for each FY09 program enhancement.

1. Unit(s) receiving support **Mennonite College of Nursing**
2. Contact name, phone, email **Diane Folken; 438-2247; dmfolke@ilstu.edu**
3. Short title of the initiative **Clinical Simulations Laboratory Equipment**
4. Describe the use of enhancement funds and how these funds have helped meet the goals and priorities of the College/Unit. Include plans for any component of the enhancement project not yet completed (if necessary).

Enhancement funds have been and are being used to purchase various simulation equipment for the clinical labs. These additions will enhance the success of students in current programs and promote the success of students in new programs.

**Illinois State University
Academic Affairs
Accountability Report for FY09 Program Enhancements**

Please complete one form for each FY09 program enhancement.

1. Unit(s) receiving support **Mennonite College of Nursing**
2. Contact name, phone, email **Diane Folken; 438-2247; dmfolke@ilstu.edu**
3. Short title of the initiative **Three Additional NTT Faculty**
4. Describe the use of enhancement funds and how these funds have helped meet the goals and priorities of the College/Unit. Include plans for any component of the enhancement project not yet completed (if necessary).

Enhancement funds were used to hire three additional NTT faculty members. Additional instructional assistant professors are needed as we increase students accepted in the traditional as well as accelerated program options.

**Illinois State University
Academic Affairs
Accountability Report for FY09 Program Enhancements**

Please complete one form for each FY09 program enhancement.

1. Unit(s) receiving support **Mennonite College of Nursing**
2. Contact name, phone, email **Diane Folken; 438-2247; dmfolke@ilstu.edu**
3. Short title of the initiative **Tenure Track Faculty: Mentoring 1:1 with Expert in the Field.**
4. Describe the use of enhancement funds and how these funds have helped meet the goals and priorities of the College/Unit. Include plans for any component of the enhancement project not yet completed (if necessary).

Consultants have been hired to mentor faculty in the areas of research trajectories, manuscript structure/editing, and developing a timeline for manuscript completion and submission. Funds will also be used as pilot grants awarded to faculty through the College Research Committee. Faculty achieved anticipated results: successful progression on the tenure track and increases in numbers of grant submissions and publications.

**Illinois State University
Academic Affairs
Accountability Report for FY09 Program Enhancements**

Please complete one form for each FY09 program enhancement.

1. Unit(s) receiving support **Mennonite College of Nursing**
2. Contact name, phone, email **Diane Folken; 438-2247; dmfolke@ilstu.edu**
3. Short title of the initiative **Graduate Assistants and Fellowship**
4. Describe the use of enhancement funds and how these funds have helped meet the goals and priorities of the College/Unit. Include plans for any component of the enhancement project not yet completed (if necessary).

Enhancement funds have been used to hire several additional graduate assistants to support the graduate and research offices, as Master's class offerings have increased and with the addition of the PhD program. A portion of the funding will be used to offset FY09 part time faculty salaries.

**Illinois State University
Academic Affairs
Accountability Report for FY09 Program Enhancements**

Please complete one form for each FY09 program enhancement.

1. Unit(s) receiving support **Mennonite College of Nursing**
2. Contact name, phone, email **Diane Folken; 438-2247; dmfolke@ilstu.edu**
3. Short title of the initiative **Faculty Computer Workstations**
4. Describe the use of enhancement funds and how these funds have helped meet the goals and priorities of the College/Unit. Include plans for any component of the enhancement project not yet completed (if necessary).

Enhancement funds have been used to purchase faculty computers. This purchase supported the goals to improve teaching, scholarship, service, and project-related productivity as well as improve morale and satisfaction with adequate mobile technology.

**Illinois State University
Academic Affairs
Accountability Report for FY09 Program Enhancements**

Please complete one form for each FY09 program enhancement.

1. Unit(s) receiving support **Mennonite College of Nursing**
2. Contact name, phone, email **Diane Folken; 438-2247; dmfolke@ilstu.edu**
3. Short title of the initiative **Equipment Dollars**
4. Describe the use of enhancement funds and how these funds have helped meet the goals and priorities of the College/Unit. Include plans for any component of the enhancement project not yet completed (if necessary).

Enhancement funds were used to purchase additional laptops to support the new PhD program. This supports the goals to enhance student success and support scholarly productivity.

**Illinois State University
Academic Affairs
Accountability Report for FY09 Program Enhancements**

Please complete one form for each FY09 program enhancement.

1. Unit(s) receiving support **Mennonite College of Nursing**
2. Contact name, phone, email **Diane Folken; 438-2247; dmfolke@ilstu.edu**
3. Short title of the initiative **Additional Operating Funds**
4. Describe the use of enhancement funds and how these funds have helped meet the goals and priorities of the College/Unit. Include plans for any component of the enhancement project not yet completed (if necessary).

Enhancement funds replace the use of foundation funds to support college operations.

**Illinois State University
Academic Affairs
Provost Enhancement Request for Program Support**

Unit submitting request: **Mennonite College of Nursing**
 Priority number of request: #2
 Short title of the proposed initiative: **Diversity Initiative**
 Enhancement dollars requested, including year of funding for multi-year projects: **\$86,500 (FY10), \$86,500 (FY11)**

Contact information
 Name: Diane Folken
 Phone: 438-2247
 E-mail: dmfolke@ilstu.edu

Narrative (no more than 1-2 pages) with a description of this initiative and expected outcomes.
 This request supports a response to an acknowledged need in the College and in the profession to recruit and retain under-represented groups in nursing and nurse education. We propose to develop a leadership cohort program for nursing education majors from under-represented groups which will provide funds to cover tuition, fees, and books and a co-curricular service and leadership experience that connects student with mentors in the profession. The program will serve as an enrollment incentive.

Additionally, we propose a funding program to aid in the recruitment and retention of diverse faculty. Funds will support travel to professional conferences, other nursing programs, and individual meetings to identify and meet with potential candidates and to connect current diverse faculty with mentors in the profession.

The proposed support for diversity initiatives serves MCN’s goals to sustain a dynamic college community and promote nursing research and scholarship. One of the focal points of MCN’s nursing programs is to enhance care for vulnerable and underserved populations. The request aligns with Educating Illinois Goal 1 to *position students to excel* and Goal 4 to *be accountable to internal and external stakeholders*.

Anticipated outcomes include: recruiting and admitting at least 5 students annually from underrepresented groups and retaining them through successful completion of the BSN degree and NCLEX exam; enhancing the reputation of the college and university within the healthcare community for our ability to respond adequately to community healthcare needs; retaining current faculty from underrepresented groups and recruiting additional candidates to join the faculty.

Budget indicating if request is for permanent funds, or for temporary funding for FY10, FY11, and/or FY12. Expenditures may include either personnel or operating funds. (Note: any request for tenure track faculty must be submitted on the PERS 936 rather than this form.)

Expenditure	FY10 (Temp)	FY11 (Temp)	FY12 (Temp)	Permanent
Leadership cohort program	\$56,500	\$56,500		
Faculty recruitment and mentoring	\$30,000	\$30,000		
Total	\$86,500	\$86,500		

Budget justification: Support for students includes the cost of tuition, university and MCN fees, and books. Funds will support faculty/administrative travel to professional conferences, other nursing programs, and individual meetings to identify and meet with potential candidates and to connect current diverse faculty with mentors in the profession.

**Illinois State University
Academic Affairs
Provost Enhancement Request for Program Support**

Unit submitting request: **Mennonite College of Nursing**
 Priority number of request: #4
 Short title of the proposed initiative: **Required accreditation transition of select sequences in master’s program to Doctor of Nursing Practice**
 Enhancement dollars requested, including year of funding for multi-year projects: **\$15,000**

Contact information
 Name: Diane Folken
 Phone: 438-2247
 E-mail: dmfolke@ilstu.edu

Narrative (no more than 1-2 pages) with a description of this initiative and expected outcomes. Funding is requested to support the required accreditation transition of select master’s sequences to a Doctor of Nursing Practice. Support is needed for curricular changes. The funds will provide summer stipends to compensate faculty for the time necessary to transition select current sequences in the master’s program to the accreditation required DNP program.

This request serves MCN’s goal to enhance undergraduate and graduate programs to ensure student success. This aligns with Educating Illinois Goal 1 to *position students to excel*.

The expected outcomes of this initiative are Board of Trustee approval of the DNP program and a competitive, high quality curriculum.

Budget indicating if request is for permanent funds, or for temporary funding for FY10, FY11, and/or FY12. Expenditures may include either personnel or operating funds. (Note: any request for tenure track faculty must be submitted on the PERS 936 rather than this form.)

Expenditure	FY10 (Temp)	FY11 (Temp)	FY12 (Temp)	Permanent
Faculty Summer Stipends	\$15,000			
Total	\$15,000			

Budget justification: Faculty stipends consistent with scope of curricular revisions sufficient for program development. Work is needed to transition select sequences to meet standards for Doctor of Nursing Practice Program.

**Illinois State University
Academic Affairs
Provost Enhancement Request for Program Support**

Unit submitting request: **Mennonite College of Nursing**
 Priority number of request: #5
 Short title of the proposed initiative: **Faculty Recruitment Initiative-New Faculty Research**
 Enhancement dollars requested, including year of funding for multi-year projects: **\$30,000**

Contact information
 Name: Diane Folken
 Phone: 438-2247
 E-mail: dmfolke@ilstu.edu

Narrative (no more than 1-2 pages) with a description of this initiative and expected outcomes. Recruitment of new nursing faculty with doctoral preparation is very difficult given the tight market for such faculty. Funding for New Faculty Research will provide an incentive for potential new tenure-track faculty to consider ISU/MCN as the place for employment. These funds will also provide new faculty with a necessary foundation to develop their programs of research and enhance their applications for external funding. These funds will be used in the recruitment and negotiation phases of new faculty.

This request serves MCN’s goal to promote nursing research and scholarship. It is aligned with Educating Illinois Goal 2 to *demonstrate excellence in scholarship, teaching, and learning*.

The expected outcomes of this initiative are increased numbers of potential faculty considering coming to ISU/MCN and increasing productivity among new faculty, as indicated by manuscript and external grant submissions.

Budget indicating if request is for permanent funds, or for temporary funding for FY10, FY11, and/or FY12. Expenditures may include either personnel or operating funds. (Note: any request for tenure track faculty must be submitted on the PERS 936 rather than this form.)

Expenditure	FY10 (Temp)	FY11 (Temp)	FY12 (Temp)	Permanent
New Faculty Research Grants	\$10,000	\$10,000	\$10,000	
Total	\$10,000	\$10,000	\$10,000	

Budget justification: Research funding dollars to be used to recruit new faculty. New faculty would receive research start-up dollars as an incentive to choose ISU/MCN as a place of employment.

**Illinois State University
Academic Affairs
Provost Enhancement Request for Program Support**

Unit submitting request: **Mennonite College of Nursing**
 Priority number of request: #6
 Short title of the proposed initiative: **Increasing Health Assessment Lab Availability**
 Enhancement dollars requested, including year of funding for multi-year projects: **\$32, 750**

Contact information
 Name: Diane Folken
 Phone: 438-2247
 E-mail: dmfolke@ilstu.edu

Narrative (no more than 1-2 pages) with a description of this initiative and expected outcomes. At this time it is unclear how expansion into the PDB will be provided. With that in mind, MCN is making the following request, acknowledging that funding for this may be coming from elsewhere.

Funding to support additional Health Assessment Labs will respond effectively to enrollment increases and the shift to two program points of entry, both of which create increased demand for access to Health Assessment Labs, to be located in the Professional Development Building that MCN is expanding into due to identified space needs. MCN has developed a plan for expanding into the Professional Development Building to meet instructional capacity demands. In addition to moving current health assessment labs, MCN needs to expand the number of available assessment labs to better meet the demands to increased number of students.

This request serves MCN’s goals to enhance programs for student success and promote nursing research and scholarship. The request aligns with Educating Illinois Goal 2 to *demonstrate excellence in scholarship, teaching, and learning* and Goal 1 to *position students to excel*.

Expected outcomes include continued success in preparing nursing students for safe clinical practice and greater instructional capacity.

Budget indicating if request is for permanent funds, or for temporary funding for FY10, FY11, and/or FY12. Expenditures may include either personnel or operating funds. (Note: any request for tenure track faculty must be submitted on the PERS 936 rather than this form.)

Expenditure	FY10 (Temp)	FY11 (Temp)	FY12 (Temp)	Permanent
Examination furniture & equipment for 2 new labs	\$32, 750			
Total	\$32, 750			

Budget justification: Health Assessment labs simulate clinical settings and need appropriate furniture and equipment to orient students, including exam tables, privacy curtains, and instrumentation.

**Illinois State University
Academic Affairs
Provost Enhancement Request for Program Support**

Unit submitting request: **Mennonite College of Nursing**
 Priority number of request: #7
 Short title of the proposed initiative: **Support College Expansion to Professional Development Building**
 Enhancement dollars requested, including year of funding for multi-year projects **\$91,990**

Contact information
 Name: Diane Folken
 Phone: 438-2247
 E-mail: dmfolke@ilstu.edu

Narrative (no more than 1-2 pages) with a description of this initiative and expected outcomes.
 At this time it is unclear how expansion into the PDB will be provided. With that in mind, MCN is making the following request, acknowledging that funding for this may be coming from elsewhere.

Funding to Support College Expansion will provide workstation and classroom equipment for the faculty and programming that will be housed in our new facility, the Professional Development Building, the facility that MCN is expanding into due to additional space needs. The request includes office furniture, computers, and printers for new faculty and graduate assistants/student workers and classroom furniture and technology for 3 new classrooms.

This request serves MCN’s goals to enhance programs for student success, sustain a dynamic college community, and promote nursing research and scholarship. The request aligns with Educating Illinois Goal 2 to *demonstrate excellence in scholarship, teaching, and learning* and Goal 1 to *position students to excel*.

By adequately equipping the new facility we expect that faculty and students will achieve scholarly productivity and learning success consistent with University standards.

Budget indicating if request is for permanent funds, or for temporary funding for FY10, FY11, and/or FY12. Expenditures may include either personnel or operating funds. (Note: any request for tenure track faculty must be submitted on the PERS 936 rather than this form.)

Expenditure	FY10 (Temp)	FY11 (Temp)	FY12 (Temp)	Permanent
Workstation furniture	\$29,690			
Telecom (computers; phones)	\$19,100			
Classroom Furniture	\$23,200			
Classroom Technology	\$20,000			
Total	\$91,990			

Budget justification: Faculty workstation furniture includes desk, chair, bookcase and file cabinet. Student workstation includes desk and chair. Classroom furniture includes tables and chairs to serve 70. Classroom technology estimate from CTSS.

**Illinois State University
Academic Affairs
Provost Enhancement Request for Program Support**

Unit submitting request: **Mennonite College of Nursing**
 Priority number of request: #1
 Short title of the proposed initiative: **Part-Time Clinical Faculty Instructors for Instructional Capacity**
 Enhancement dollars requested, including year of funding for multi-year projects: **\$95,000 (FY 10), \$85,000 (FY11), \$75,000 (FY12)**

Contact information

Name: Diane Folken
 Phone: 438-2247
 E-mail: dmfolke@ilstu.edu

Narrative (no more than 1-2 pages) with a description of this initiative and expected outcomes. Personnel funding will provide vital support for instructional capacity by allocating temporary funds for part-time faculty clinical instruction. The request reflects the unique needs of nursing education at both undergraduate and graduate levels.

The request serves MCN’s goals to enhance undergraduate and graduate programs for student success, create the context to support 21st century nursing education and practice, and secure appropriate resources. The request aligns with Educating Illinois Goal 1 to *position students to excel* and Goal 2 to *demonstrate excellence in scholarship, teaching and learning*.

The expected outcomes of providing adequate staff support include an NCLEX pass rate that remains above state and national norms and graduate enrollment that meets workforce demands.

Budget indicating if request is for permanent funds, or for temporary funding for FY10, FY11, and/or FY12. Expenditures may include either personnel or operating funds. (Note: any request for tenure track faculty must be submitted on the PERS 936 rather than this form.)

Expenditure	FY10 (Temp)	FY11 (Temp)	FY12 (Temp)	Permanent
Part-time Clinical Faculty Instruction	\$95,000	\$85,000	\$75,000	
Total	\$95,000	\$85,000	\$75,000	

Budget justification: Prior to receiving new permanent dollars for instructional capacity needs in FY09, MCN spent approximately \$230,000/academic year supporting part-time faculty salaries. There has not been permanent dollars available for this instructional cost. Since receiving new faculty positions in FY09, MCN anticipates the cost of part-time faculty salaries to decrease to approximately \$95,000 in the upcoming year. MCN requests temporary funding for the next three fiscal years. Permanent funding is not requested at this time, as it would be more financially prudent to monitor part-time faculty salary needs over the next three years as instructional capacity plans unfold.

**Illinois State University
Academic Affairs
Provost Enhancement Request for Program Support**

Unit submitting request: **Mennonite College of Nursing**
 Priority number of request: #3
 Short title of the proposed initiative: **Teaching & Distance Education Staff Support for Instructional Capacity**
 Enhancement dollars requested, including year of funding for multi-year projects: **\$61,000**

Contact information

Name: Diane Folken
 Phone: 438-2247
 E-mail: dmfolke@ilstu.edu

Narrative (no more than 1-2 pages) with a description of this initiative and expected outcomes. Personnel funding will provide vital support for instructional capacity by allocating permanent funds for 1.5 new positions (full-time technologist, part-time distance learning specialist). Currently, the College has been funding a part-time Distance Learning Specialist via non-permanent dollars. The request responds to recent growth in faculty and students and the unique needs of nursing education at both undergraduate and graduate levels.

The request serves MCN’s goals to enhance undergraduate and graduate programs for student success, create the context to support 21st century nursing education and practice, and secure appropriate resources. The request aligns with Educating Illinois Goal 1 to *position students to excel* and Goal 2 to *demonstrate excellence in scholarship, teaching and learning*.

The expected outcomes of providing adequate staff support include an NCLEX pass rate that remains above state and national norms and graduate enrollment that meets workforce demands.

Budget indicating if request is for permanent funds, or for temporary funding for FY10, FY11, and/or FY12. Expenditures may include either personnel or operating funds. (Note: any request for tenure track faculty must be submitted on the PERS 936 rather than this form.)

Expenditure	FY10 (Temp)	FY11 (Temp)	FY12 (Temp)	Permanent
Technologist (f-time)	*	*	*	\$40,000
Distance learning specialist (p-time)				\$21,000
Total				\$61,000

Budget justification: The positions are itemized above. Only the technologist would be a full-time position. The remainder reflect part-time staffing. *If permanent funds are not available, the College requests temporary dollars for FY10, FY11, and Fy12 while other funding mechanisms are sought. Ideally, these positions would become permanent fund based at some point in the next few years.

A part-time Distance Learning Specialist is required for MCN to continue to offer distance programming. Polycom and Elluminate delivery modalities require a person to schedule, oversee, and troubleshoot during classes that are occurring via distance technology. When problems occur with course delivery, faculty are not equipped with the knowledge, skills, or time to effectively respond and ensure that all students are receiving quality programming.

A full-time Technologist has been in planning for MCN for several years. The rapid growth of the College along with the curricular initiatives of using technology in all courses and the increase in faculty mobility have led to the need for a Technologist with instructional expertise.