



Bemidji State University
Department of Nursing

ACADEMIC YEAR 2017 - 2018

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Bemidji State University

Department of Nursing

Annual Report 2017 - 2018

Year in Review

The academic year 2017-2018 provided many exciting opportunities and challenges. The Department of Nursing will be moving to a new college with a new dean, effective July 1, 2018. The proposed name of the college is the College of Wellness, Social Sciences, and Advocacy, and Dr. Joe Ritter has been hired as the dean. Dr. Ritter currently is the Provost and Dean of Academics at Principia College, Elsah, Illinois. His PhD is in chemical engineering.

The leadership and structure of the Department of Nursing was one of the identified focus areas for future planning. Dr. Marci Maple will assume the position of chair and chief nurse administrator at the start of fall semester 2018. The department will continue with a shared governance model but clarity and a new future vision will influence the educational directions.

Nursing is a proud and caring profession. Our students are meeting the challenges with grace, wisdom and knowledge.

We are working to increase our use of both high and low definition simulation.

Accreditation Work

We successfully completed our CCNE accreditation site visit in November of 2017. Dr. Nancy Hall was our lead CCNE author. All faculty were active and participated in this year-long process. Our self-study is available through BSU's website. The final determination should be made by CCNE in May of 2018.

Strategic Planning and Marketing Process during 2017-2018

The University started a new strategic planning process in the spring of 2016. Community listening sessions were conducted, including topics related to nursing. During this same time, the Department of Nursing was completing our re-accreditation self-study. Part of the program review included a strengths and opportunities comparison. Once this work was done, it seemed a natural next step to move into a departmental strategic planning process in order to focus on the next three-to-five years.

The process began with a kick-off in December of 2017 and engaging the services of Idea Circle to facilitate our discussion. The faculty were surveyed and a full faculty work day was completed in February of 2018. From this work a draft was developed. Each nursing department committee assumed responsibility for a specific focus area with the goal to review, refine and propose a final draft of that area. The focus areas include: leadership and decision making, student advising, the potential for graduate studies, international and clinical learning experiences.

Vision and Mission

Department of Nursing Vision: We educate professional nurses to lead inspired lives.

Our Mission: To engage in scholarship that supports the development of critical thinkers, creative problem solvers, and innovative leaders in care delivery.

To teach and support professionalism and professional values in the care of individuals and populations across diverse cultures, ages, and environments.

To educate the baccalaureate nurse generalist for a future that includes lifelong learning and professional practice.

Program Outcomes

4-Year Pre-licensure Track

We accepted a total of 63 new students starting the spring of 2018. We are in the process of refining our holistic admission process, which will increase our ability to see the applicants more completely and not just based on their academic records. The new uniforms have been a hit as we switch from polos to scrubs for our hospital settings.



Induction Spring 2018

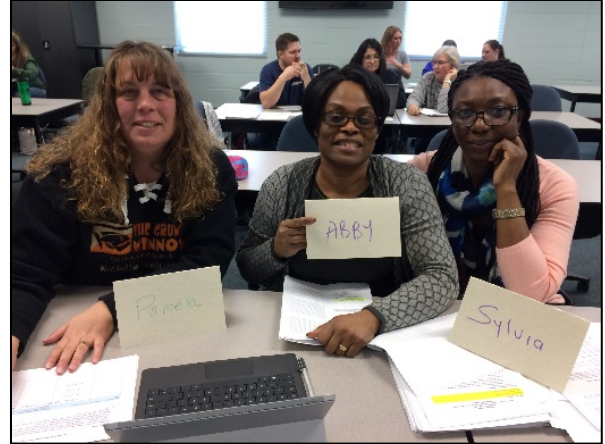


Introduction to Clinical Practice

RN-BS Completion Program

The RN-BS program remains busy. The department has been reviewing several areas related to this program. As part of our biannual program review, the faculty have reviewed the course learning objectives, the number of credits assigned to each course and course sequencing. A taskforce reviewed the application process because of our concern over the number of students who applied and were accepted into the program but did not actually start the program. (In 2017, out of 310 applicants, 225 registered for classes and only 185 were enrolled at the end of the first week of classes.) The department is working on how to retain these students and better serve their needs. Along with this, the number of hybrid courses—those that include some on-campus meetings—were reviewed and two more classes were moved to totally on-line. The RN-BS program is now 50% totally on-line.

BSU's program requires 36 nursing course credits, which is higher than other Minnesota State Universities. We are reviewing this credit load as we work to update and improve our curriculum. To obtain a bachelor's degree a student needs to complete 40 credits of upper division courses (3000 – 4000). Should these course be nursing courses or other general college courses?



RN-BS students in class

Skills Lab

Faculty and student have worked hard to expand their learning through our skills lab and use of high definition simulation. We have added a communication manikin called Alex. He talks and responds to questions! We also have successfully obtained our new simulation mom and simulation newborn baby, enabling us to run a complete birthing simulation. Other new lab equipment includes a crash cart, a personal protection equipment cart, and a geriatric manikin. We are also using online simulation programs such as Shadow Health and Centennial City to expand our RN-BS learning experiences.



Faculty running a simulation



Faculty demonstrating skills

Department of Nursing Goals 2017–2018

<i>Goal</i>	<i>Action Steps</i>	<i>Result</i>
Continue the evaluation plan started with our CCNE self-study and site evaluation	Continue with annual evaluation plan	Successful completion of self-study with areas to consider related to strategic planning
	Strategic planning	Annual review completed May 7
Support our current students through increased academic and individual advising	Review advising for the RN-BS	Advising was listed as one of the focus areas from our strategic planning process.
	Explore options	
	With BSU review faculty in-services needed for liberal education courses	
Support our current nursing faculty who are completing their terminal degrees	Monitor faculty assignments and share other faculty responsibilities to free up study time.	Completed successfully
Support the American Indian Nursing Student Initiative (AINSI) and the Niganawenimaanaanig program	Admissions review	AINSI turned into the Niganawenimaanaanig Program
	Study groups	Work in progress
Review and consider international opportunities	Jinhua: Determine future directions – locate the contract.	Still under consideration



Casting practice



Medivac

Program Enrollment and Graduation Numbers

	2011 - 2012	Graduates	2012 - 2013	Graduates	2013 - 2014	Graduates	2014 - 2015	Graduates	2015 - 2016	Graduates	2016 - 2017	Graduates	2017 - 2018	Graduates
4-Year Track														
N2000	58		76		76		77		74		81		84	
Admitted	51	35	50	47	54	33	54	44	58	41	56	42	63	59
RN-BS														
Bemidji	28		31		30		31		35		27		33	
Cambridge	24		27		38		37		33		29		30	
Duluth	33		21		30		31		37		27		29	
Coon Rapids					30		28		35		29		39	
Century					36		35		34		25		34	
East Grand Forks									27		28		20	
Total RN-BS	85	60	79	72	164	73	193	119	201	150	165		185	110

First-Time NCLEX Pass Rates

2015		2016		2017	
Number Testing	First Time Pass Rate	Number Testing	First Time Pass Rate	Number Testing	First Time Pass Rate
44	88.64%	41	90.24%	41	85.71%

Faculty

This year we were able to add two probationary track faculty lines.



Dr. Julie Caspers and Dr. Tricia Cowan

Dr. Julie Caspers, completed her PhD in nursing from the University of North Dakota. She earned her Bachelors of Science in Nursing from Bemidji State University. Dr. Caspers has clinical experiences in medical surgical nursing, orthopedics, emergency care, palliative care, cardiology, pediatrics, post-partum/newborn care, and psychiatric mental health nursing.

Dr. Tricia Cowan earned a Doctor of Nursing Practice, with a focus on Nursing Organizational Leadership, from Winona State University. Dr. Cowan, holds a Master of Science degree in Nursing,

with a focus on nursing education, from Western Governors University. Before teaching, Dr. Cowan's nursing experience was in psychiatric, medical/surgical, informatics, occupational, and long-term care.

Sabbaticals

2017–2018: None

2018–2019: Dr. Jeanine McDermott will be returning to China

Faculty Completing their Terminal Degrees

We have two new doctors in the Department of Nursing:

Dr. Tricia Cowan and Dr. Leslie Darmofal.

Carrie Yavarow continues in her DNP program.

Faculty Scholarly Achievements

Dr. Julie Caspers and Dr. Jessica LeTexier completed a manuscript for a pilot study called Social Media Support of Micropreemie Parents and submitted for publication to *Advances in Neonatal Care*.

Dr. Tricia Cowan received a Doctor of Nursing Practice degree from Winona State University and completed the evidence-based practice project titled *Attitudes toward Dementia*.

Dr. Leslie Darmofal received a Doctor of Nursing Practice degree from Mankato State University. Her works include:

Research - National Association of Clinical Nurse Specialists – podium speaker – *Psychological Distress: Transitioning Patients from Survivorship to New Normal*

Darmofal, L. (2017, April). *Psychological Distress: Transitioning Patients from Survivorship to New Normal* [Global Online Symposium]. Retrieved from <https://cornerstone.lib.mnsu.edu/gos/2017/presentation/2/>

Project Leadership– CNS co-lead for Interdisciplinary Project – Sanford Fargo- *Creating new pathways for Enteral Tube Feeding Patients* – Project Charter, PDSA Cycles, SharePoint workbook, Algorithm, and Krames Education Updates for entire Sanford Enterprise.

Included poster presentations at Mankato Nursing Forum, MN CNS Conference, Sanford Quality Improvement Conference

Published in *Nursing Ethics*: Tluczek, A., Twal, M., Beamer, L., Burton, C., Darmofal, L., Turner, M. (2018). *Application of the American Nurses Association Code of Ethics for nurses genetics/genomics: What every nurse needs to know. Nursing Ethics*.

Dr. Mary Fairbanks launched an online advising project to understand the perceptions of advisees regarding the use of an online learning management system (D2L Brightspace) for academic advising. She also wrote the Human Subjects section of the successfully-awarded HRSA grant.

Dr. Nancy Hall served as the primary author for the CCNE self-study report. She continues working with advanced directives and end-of-life planning. She presented at the Minnesota Age and Disabilities Conference, the Honoring Choices Conference, the Minnesota Hospice and Palliative Care Conference, and the Midwest Geriatric Nursing Education Alliance meeting, as well as a webinar sponsored by Stratis Health's Rural Palliative Care Initiative.

Dr. Tiffany Hommes, Dr. Julie Caspers, and Dr. Tara Pierce are working on a pilot study titled, "To Simulate or Not."

Dr. Tiffany Hommes published a manuscript titled: The Significance of Physical Education in American Schools, in the *Nursing and Care Open Access Journal*.

Dr. Jessica LeTexier is also collaborating on a research project with Dr. Mary Fairbanks on the use of Online Advising for Improving Relationships with Advisees.

Dr. Marci Maple is the President Elect of the National Society for Advancement of Modeling and Role-Modeling (SAMRM) organization and chair of the planning committee for the international SAMRM nursing conference to be held in Bemidji on Sept. 19-22, 2018.

Dr. Jeanine McDermott collaborated with BSU Student Wellness Initiative lead directors to develop and implement an assessment plan, analyzing the final semester of data from our Seed and Feed research project. She also collaborated with Dr. Nguyen-Moen and Dr. Townsend in the development of a research project titled: “Challenges and benefits of developing, implementing and evaluating an international cultural immersion program in China: From the beginning to the end.”

Dr. Christine Nguyen-Moen is working on a student nurse collaboration/exchange programs with Jinhua Polytechnic in China and possibly something in Vietnam.

Dr. Tara Pierce plans to repeat the “To Simulate or Not” study with NRS 4120 Community health Practicum using an updated version of the simulation product.

Dr. Sarah Tarutis: “My true love is direct patient care and I have valiantly kept a foot in both the clinical and academic arenas. This has been important to me, because I value professionals who ‘do’ and ‘practice’ what we teach.”

Dr. Carolyn Townsend gave a presentation at the Midwest Nursing Research Society (MNRS) 41st Annual Research Conference entitled “Feed Them and Will They Keep Coming?”

Carrie Yavarow continues working on a Doctorate of Nursing Practice at Mankato State University with anticipated graduation in December 2020.

Dr. Misty Wilkie is serving as the principal investigator and program director of HRSA grant: Niganawenimaanaanig Program (2017-2021).

Department of Nursing Standing Committee Reports

Academic Resource Committee

The Academic Resource Committee worked to acquire two new simulation manikins: NewB a high-fidelity newborn simulator, and ALEX a communication manikin. Additionally, a sensory deficit kit and Virtual Dementia Tour were purchased for faculty and students. Through the generosity of a donor, we were able to purchase two personal protective equipment carts to situate outside our simulation rooms, as well as educational posters for our clinic and hospital bays. We are actively working with the BSU Foundation to identify donors to utilize a leverage grant for STEM programs. Our annual faculty resource survey continues to identify equipment and personnel needs to support our program: increased personnel support for simulation, clinical coordinator, course coordinators, etc.

Curriculum Committee

The Curriculum Committee continues to review all faculty course evaluations. This year we have moved to an every other year process. The first year all RN-BS courses will be evaluated and the second year all 4-Year Track courses will be evaluated. The Essential assignments for all course will be evaluated annually.

A complete review of the RN-BS program was started during our curriculum retreat in the fall. The committee and faculty have reviewed all of the course objectives and course sequencing. The course objectives were revised as needed. All courses were reviewed for duplication or overlap and content that responds to our current healthcare climate. There will be some curriculum changes put forward in the fall of 2018 as a result of this work. Next year the 4-Year Track pre-licensure program will be reviewed.

Student Admission, Progression and Concerns Committee

The student grievance and concerns process was revised and brought into alignment with BSU's policies and procedures. This process will ensure our students receive due process while eliminating the Department of Nursing's responsibility to respond to areas already covered by BSU. Any student concerns related to individual courses or course assignments must be discussed with the faculty assigned to that course. The faculty will remain the authority for classroom content and assignments.

We started a holistic admission process for the 4-Year Track program about two years ago, which included the addition of an interview to the current analytical basis for determining admission to the nursing program. As part of our HRSA grant, the faculty attended a workshop about holistic admissions and as a result we have been working to improve our process. This year the admission process will include an interview worth 30% of the admission rating, an experience and attributes portion worth 35% and a metric portion worth 35%. The metrics include overall GPA, prerequisite GPA and HESI admission exam score.

We have completed our first full year of using HESI. This includes the admission exam, in-program assessment exams and case studies, and an end-of-program live review for the pending graduates. There have been some areas of concern centered on the actual administration of the exams. We are working to smooth this process out.

Faculty and Budget Committee (FAB)

Two probationary track faculty searches were successfully held. FAB is always busy—new ideas, projects and considerations are always just around the corner. Our main work this year has been to support writing the self-study and organizing the CCNE site visit. It really felt like we were successful on Friday afternoon, November 17, 2017, when our CCNE visitors presented their preliminary report to nursing faculty and BSU administrators.

Nursing Department Chairs Committee

This committee, which works to improve communication between committees and with administration, is being formally added to our standing nursing department committees. Several of the projects for this group this year related to the self-study and our strategic planning.

Student Forums

The department hosted a student forum for the 4-Year Track students in early December, where a faculty member facilitated discussion about the strengths and weaknesses of the program from the students' perspective. During spring semester the RN-BS group was offered a written method to provide similar feedback. The students who attended Student Nurses Day on the Hill were able to submit their comments at that time. The information collected at the forums is initially reviewed by the nursing chairs committee. The chairs then take the feedback back to the appropriate committees for review and consideration.

Niganawenimaanaanig Program (Formerly American Indian Nursing Initiative)

Niganawenimaanaanig, which is an Ojibwe word that translates to “we take care of them,” is a HRSA Nursing Workforce Diversity \$2 million, 4-year project to recruit, retain, graduate and license indigenous nurses. The program had a very successful launching in the 2017-2018 academic year, providing cultural, academic, social and financial support to 13 indigenous students: 4 seniors, 6 sophomores, 1 pre-nursing and 2 RN-BS (junior). In 2018-2019, funding will be available for a minimum of 15 students.

Niganawenimaanaanig employs two full time staff—a student mentor (Donovan Sather) and a grant coordinator (Tammy Erickson). The student mentor meets weekly with students to address any academic or personal concerns that may create barriers to success. The mentor also assists the program director with recruitment efforts. The grant coordinator is responsible for the day-to-day management of the office and grant budget, as well as planning and organizing student activities. Dr. Misty Wilkie is the Niganawenimaanaanig program director.



Donovan "Mikinaakoons" Sather
Niganawenimaanaanig Student Mentor



Tammy Erickson
Niganawenimaanaanig Grant Coordinator

With financial support from Bemidji State University, we were able to remodel a space in Bensen Hall for the Niganawenimaanaanig Student Lounge. This space provides an area for students to study or relax between classes.



Ribbon Cutting: Donovan Sather, Dean Colleen Greer, Tia Dahmen, President Hensrud, Alexa Brunelle, Dr. Misty Wilkie, Jineane Williams, Dr. Tony Pepper, Dr. Mary Fairbanks

Another aspect of Niganawenimaanaanig is to provide opportunities for students to meet and develop mentoring relationships with indigenous nurse leaders from across the country. Dr. Margaret Moss,

editor of *American Indian Health and Nursing*; Lieutenant Ira J. Wilkie, former Marine and current member of Navy Nurse Corps, and Ursula Knoki-Wilson, CNM and liaison for Indian Health Service, all came to BSU this year. These nurses spent time getting to know the students and gave presentations on their career or research journeys.



We are incredibly proud of our seniors, who will provide strong representation of Niganawenimaanaanig in their communities, careers, or as they pursue graduate studies.

Camp Nursing

Unfortunately the camp nursing graduate certificate program has been discontinued. The Association of Camp Nurses will be developing a certification through their organization.

Scholarships Awarded for 2018-19

Last name	First name	Program	Scholarship Awarded	Amount
Anderson	Donnie	RN-BS	Adam Ley Memorial	\$1,000
Ackerman	Megan	4 year	Amelia Dalzatto Nursing	\$900
McCartney	Annaliesa	RN-BS	Bertha Evenson Memorial	\$900
Bacon	Leah	RN-BS	Bertha Evenson Memorial	\$900
Pomije	Jennifer	4 year	Harold T. Peters	\$500
Mathison	Michelle	4 year	Jeanette Moe-Pierce Memorial	\$2,400
Chavez-Ramirez	Kierra	4 year	Jeanette Moe-Pierce Memorial	\$2,400
Adams	Lisa	RN-BS	Joelyn Scriba Nursing	\$1,100
Franzen	Zackery	4 year	Loris Westrom Nursing	\$1,300
Fuglestad	Lexi	4 year	Loris Westrom Nursing	\$1,300
Fetsch	Tayla	4 year	Marjory C. Beck Nursing	\$1,000
Wilson	Cindy	4 year	Nursing Endowment	\$1,300
Barlow	Jack	4 year	Ron Batchelder	\$1,350
Borah	Mikayla	4 year	Ron Batchelder	\$1,350
Schoon	Alissa	4 year	St. Joseph's Area Health Services	\$800
			Total	\$18,500

Student Nurses' Association – Faculty Advisors: Marci Maple and Mary Fairbanks

The SNA is very active on campus and in the community. It has grown in the dedication of their student leadership. Activities during the year have focused learning and support of each other, understanding nursing as part of a larger national group, and commitment to the community. SNA students attended the statewide SNA convention and the National SNA convention – right through the April snow storm.



Nursing Faculty Were Asked: What Is Your Most Memorable Event as a Nurse?

Having a patient's family, who I had given numerous transfusions to over the last several months to extend their life, request I be his nurse and care for him the last few hours of life. The greatest honor I have ever been given. –Leslie D.

I was working as an Oncology Nurse Navigator when a patient stopped in my office to chat with me. He was American Indian and was reserved in many ways. He was having financial hardships due to his cancer diagnosis, treatment, and transportation and I had been helping him as much as I could when he would allow. When he stopped in my office he thanked me for all I had done to help him. This moment was one of my favorites. I was never sure if I was invading this man's personal space by calling him and checking on him or meeting him at his appointments, and come to find out, he appreciated it. He sat in my office for over 30 minutes just chatting; it was a very cool experience for me. –Carrie Y.

My most memorable moment as a nurse was watching a young man (mid-20s) be shocked after his heart went into v-tach/v-fib as a result of electrolyte imbalance from severe dehydration and use of ma-huang herbal supplement for energy. I was a brand new nurse working with another brand new nurse. Fortunately this event happened at the change of shift so we had four RN's present. I will never forget how quickly he went downhill and what his body looked like as it was being shocked. And what is more vivid is his blood-curdling scream when he regained consciousness. His family later reported that he had lost a significant portion of his heart function as a result of this episode. –Misty W.

Students Were Asked To List Three of the Most Influential People from their Senior Year

There are many people I have met that have had an influence on my life since the beginning of senior year. Three that stick out the most to me are Nancy Haugen, Donovan Sather, and Misty Wilkie. Nancy has helped me critique my resume and cover letter and I feel very confident about them, whereas before I felt that they were mediocre. Donovan is my mentor for the Niganawenimaanaanig program for Native

American Nursing students. He has been a great mentor because he helps me when I am struggling in school and also helps me stay on track with the things I am needing to get done and also is beginning to help me learn how to be a working nurse instead of a nursing student by the structure of our meetings. Misty has been another mentor of mine through the grant program and I am thankful for her encouragement last semester. It was tougher for me and I felt like without her I may not have done as well as I did. She also helped me learn how to stop procrastinating and get my work done ahead of time which has aided in my success. These three people have helped me tremendously and I am very thankful to have met them all. –Anna

Another influential person in my life is Dr. Misty Wilkie. I admire her efforts and commitment to establishing the Niganawenimaanaanig “We take care of them” program to support American Indians in nursing. She was the student mentor this fall and I enjoyed all of her wisdom and knowledge each week. The best advice she gave me was to be empathetic for our patients not sympathetic. Also, she always promotes the importance of self-care for students. Even though, she stresses to view nursing school as a job. Throughout, my senior year it has been so beneficial to have a nursing mentor like her! –Samantha

The last influential person I have met since the start of my senior year would be Mary Fairbanks. She was my clinical preceptor last semester and I loved every minute of it. Once I told her I wanted to be a nurse in Red Lake after graduation she gave me the names of people to go to for help filling out an application and made sure I was able to get a capstone site at Red Lake. She is one of my favorite professors and I will always be thankful for the time I had with her. –Hannah

Senior Nursing professors: Our professors are probably the most influential people in my life besides my family. They really have become family. Examples of their influence include mentoring, teaching, and support. They are really there for you whenever you need. No matter if it is for educational, personal, or career based. These guys have truly been an inspiration. They have so much insight, and really show you what it truly means to be a nurse, and I have learned more from each one of them than just textbook material. –Maddison

The second influential person that I have met this year is the director for The Boys and Girls Club in Bemidji. She has made a large impact on the lives of many children, some who struggle every day at home. She strives to meet the children on a personal level and exemplifies a lifestyle they should follow. The third influential person I have met this year is my Preceptor at the hospital. She has taught me quite a bit in the short time that I have spent with her and she is a professional to a "T". I can see that the other nurses on the floor look up to her and respect her opinion; it makes me wish to be a nurse like her one day. –Haleigh

Welcome New Advisory Board Members!

Ruth Landt, MHA, MA, RN
Center Manager
MedExpress Urgent Care

Pamela Boswell, RN
Interim VP of Nursing
Sanford Hospital

Beth Hein, PhD
Academic Dean of Nursing & Allied Health
Century College

Dr. Michele Brielmaier, MSN, RN
Director of Nursing and Health Sciences
Northwest Technical College

Advisory Board Ideas/Suggestions/Concerns

Advisory Topic	Action	Results
Circle of Healthcare	Program content is reviewed for a Rural emphasis	As part of biannual course evaluation, content was reviewed for a rural emphasis.
Focus on Rural Health, American Indian healthcare or culturally sensitive care	Faculty discussed how much and in what courses should the rural concepts be the most integrated.	Continued support of Niganawenimaanaanig.
A culture of safety – Incivility, bullying and workplace violence		Anti-bullying in-services were held at the University level
Core values and behaviors resulting from a collective and sustained commitment by organizational leadership, managers and health care workers to emphasize safety over competing goals.	Continue review with administration regarding budget and resource needs.	Discussion continues regarding barriers to growth and current needs of the programs

What's Ahead for 2018 - 2019?

1. Continued review of our junior-year curriculum and clinical learning experiences.
2. Continued work integrating high definition simulation into all aspects of our pre-licensure program.
3. Continued evaluation of the RN-BS program, with the probable step of moving additional courses to an online format.

The BSU Department of Nursing faculty and staff are looking forward to the opportunities of another year and invite you along for the journey!



Community Appreciation Day