

**School of Nursing
Pacific Lutheran School of Nursing**

**Aggregate Faculty Outcomes
2014-2015**

Dimension: Teaching

1. 75% of all student evaluations of teaching demonstrate agree/strongly agree on overall teaching effectiveness.
 - a. Overall teaching effectiveness is defined as student responses to item #8 on the PLU Uniform Teaching Evaluation form: “Overall, instructor was very effective.”
 - b. Measurement/Data source: Provost’s Office, Uniform Teaching Evaluation raw data for individual faculty as provided to the School of Nursing Dean’s office.

Teaching Evaluations/Overall Teaching Effectiveness: “Overall, instructor was very effective”

	*n =	n =	n =	n =	n =	%	Expected
	Strongly	Agree	Neither	Disagree	Strongly	Agree/	Aggregate
	Agree		Agree or		Disagree	Strongly	Faculty
			Disagree			Agree	Outcome
							Met?
Summer 2014 N = 183	n = 95 52%	n = 48.5 27%	n = 26.5 14%	n = 11 6%	n = 2 1%	n = 143 78%	Met
Fall 2014 N = 1173	n = 705 60%	n = 290 25%	n = 89 8%	n = 63 5%	n = 26 2%	n = 995 85%	Met
J-term 2015 N = 97	n = 52 54%	n = 22.5 23%	n = 11.5 12%	n = 7 7%	n = 4 4%	n = 74.5 77%	Met
Spring 2015 N = 1017	n = 636.5 63%	n = 235 23%	n = 80 8%	n = 43.5 4%	n = 22 2%	n = 315 86%	Met
2014-15 Totals N = 2470	n = 1488.5 60%	n = 596 24%	n = 207 8%	n = 124.5 5%	n = 54 2%	n = 2084.5 84%	MET

Discussion, Next Steps. Follow-up: The expected outcome that 75% of all student evaluations of teaching will demonstrate agree/strongly agree on overall teaching effectiveness is met for 2014-15. The expected aggregate outcome was exceeded by nine percentage points. It will be important to maintain this excellent outcome going forward.

*n values obtained from semester summaries, Student Evaluations of Teaching

2. 90% of continuing faculty with ≥ 0.5 FTE appointment complete and submit an annual teaching self-assessment with identification of areas for development or and/or improvement.
- c. Measurement: Faculty self-report in annual Faculty Activity Report and Self-Assessment (FARSA) and/or a proxy tool.

Teaching Self-Assessment with Areas for Development/Improvement Identified

# Continuing Faculty	# Continuing Faculty with Self-Assessment and Areas for Development/Improvement Submitted	% Continuing Faculty with Self-Assessment and Areas for Development/Improvement	Expected Aggregate Faculty Outcome Met?
N = 10	n = 9	90%	MET
<p>Discussion, Next Steps. Follow-up: The expected aggregate faculty outcome that 90% of continuing faculty with ≥ 0.5 FTE appointment will complete and submit an annual teaching self-assessment with identification of areas for development or and/or improvement was met. It will be important to maintain this excellent outcome going forward.</p>			

Dimension: Scholarship

1. 90% of all Registered Nurse faculty demonstrate annual nursing professional development that is relevant to their faculty role and consistent with the Washington State NCQAC requirements for continuing competency.
- a. Nursing professional development is defined as an activity that contributes toward fulfilling continuing nursing education of 45 hours over 3 years as specified in WAC 246-840-202 and WA DOH Publication 669-332 (April 2014), available at: <http://www.doh.wa.gov/LicensesPermitsandCertificates/NursingCommission/ContinuingCompetency>
- b. Measurement: Faculty self-report in annual Faculty Activity Report and Self-Assessment (FARSA) and/or a proxy tool.

Nursing Professional Development consistent with WA NCQAC Requirements

Faculty Member	Development Activities
Maureen Barta	<ul style="list-style-type: none"> • iSTAT Operator Training: Annual Review • iSTAT Annual Competency 2015 • CHI Security Awareness

	<ul style="list-style-type: none"> • Waste (Biohazard) Management • PPE 2015 • Sepsis Practice Update • Hazardous Drugs: Administration, Handling, and Disposal 2015 • Heart Failure: Diagnosis and Mgmt • DKA and HHS New Order Set • Float Team Yearly Education Day 2015 • 2015 CHI Values and Ethics • 2015 CHI Values and Ethics • Accu-Chek II Glucometer Program 2015 • Restraint and Seclusion Annual Competency 2014 • CHI Security Awareness Fall 2014 • Pressure Ulcers • Preventing Hospital-acquired Infections 2014 • BD Nexiva IV Catheter Training 2014 • Psychiatric Emergencies in the ED • SARS: This Decade and Beyond • Ebola Virus Disease: Preparation and Prevention • Ebola: What Nurses Must Know
Katie Bates	<ul style="list-style-type: none"> • Presentation: Teaching the Nursing Process. PLU SoN January Retreat • SoN J-Term Retreat
Mary Ann Carr	<ul style="list-style-type: none"> • Active Shooter • AHA Basic Life Support • AHA Advanced Cardiovascular Support • Concussion Management in Garrison • Palliative & Hospice Care • Keys to Critical Thinking • PLU HIPPA Tng • Ward Transfers from PACU • AUP • GE Monitor Skills Inservice • Safe Pt Handling & Movement • Baxter IV Pump e-learning Module • Baxter IV Pump hands on tng • DOD Cyber Awareness Challenge Exam • Sexual Harassment/Assault Response & Prevention Standing Strong Tng • Information Awareness • N95PAPR Fit Test • EEO Anti-Harassment & No Fear for Non-Supv • Level 1:Antiterrorism Awareness Tng • Combating Trafficking in Person (CTIP) Refresher • Suicide Prevention • Operation Security Awareness (OPSEC) • SHARP First Responder Tng

	<ul style="list-style-type: none"> • SHARP Leadership Tng • WMSNi Post Anesthesia Care Workload • Emergency Preparedness Response Course (EPRC) • PLU Fall 2014 Conference • Cultural Diversity • Saving & Enhancing Lives through Donation • Army Substance Abuse Program (ASAP) • Life/Fire Safety by MAMC Safety Office • Magnetic Resonance Imaging Safety for Hospital Personnel • Occupational Health Screening • Team STEPPS Tng • HAZCOM Tng • Annual Birth Month Review (BMAR) • SoN J-Term Retreat
Bria Chakofsky-Lewy	<ul style="list-style-type: none"> • Diabetes Update CE UW SoN Continuing Education • Geriatric Failure to Thrive: A Multidimensional Problem • SoN J-Term Retreat
Erla Champ-Gibson	<ul style="list-style-type: none"> • Washington State University, PhD program credits • Continuing Ed seminars through NLN, AACN, and IHI
Jodi Erickson	<ul style="list-style-type: none"> • PhD Courses, Villanova University, 17 cr
Cheryl Graf	<ul style="list-style-type: none"> • Advanced Cardiac Life Support, 16 hrs • Pediatric Advanced Life Support, 16 hrs • Trauma Nursing Core Curriculum, 16 hrs • Emergency Nursing Pediatric Course, 16 hrs • Advanced Trauma Life Support, 16 hrs • Pharmacology, 98 hrs
Lorena Guerrero	<ul style="list-style-type: none"> • October, 2014: Washington State ARNP United Conference, Seattle, WA. • June, 2014: 49th Annual American Association of Nurse Practitioners Annual Conference, Nashville, TN. • February, 2015: Nurse Legislative Day, Olympia, WA. • April, 2015: 35th Annual National Organization of Nurse Practitioner Faculties, Baltimore, MD. • May, 2015: Women's Health Conference, Shoreline, WA • SoN J-Term Retreat
Julie Huffine	<ul style="list-style-type: none"> • Getting to Know Each Other: Teambuilding, 4.75 hrs • Advanced Practice in Primary & Acute Care • Social Media 101, 4 hrs • SoN J-Term Retreat • PhD Courses, Rush University
Chenda Johnson	<ul style="list-style-type: none"> • AACNs Critical Care Registered Nurse online continuing education. Examples of topics in include: Efficacy and Safety of Pharmacological Options for Rate Control in Atrial Fibrillation; ATI President's address webinar, 42 hrs • SoN J-Term Retreat

Rhonda Lizzi	<ul style="list-style-type: none"> • Tough Topics in the NICU: PNANN Annual Conference • Research is Fun • NCLEX Regional Workshop • Immunization: You Call the Shots Module Five: Influenza • Neonatal Resuscitation Program Certification • A Day With Penny Simkin – Labor Support • What Was Old is Now New: PNANN Annual Conference • SoN J-Term Retreta
Christie McMahill	<ul style="list-style-type: none"> • Fetal Cardiac Physiology, 5 hours • Applied Neonatal Hematologic Physiology, 10 hours • CPR • Neonatal Resuscitation • NICU updates
Terry Miller	<ul style="list-style-type: none"> • CMS Conference with representatives from the Fransican Health System and the MultiCare Health System, Baltimore, MD • Partners Investing in Nursing’s Future, Leadership and Legacy Conference, Phoenix, AZ, Nov 2014
Rondi Mitchell	<ul style="list-style-type: none"> • ABC's of Dementia & Caregiving • Complementary and Integrative Medicine • Women and Heart Disease • Personal Health Partner Certification - MultiCare
Mary Moller	<ul style="list-style-type: none"> • Ass’n of Adv. Practice Psychiatric Nurses—Tacoma Chapter-Monthly CEU-Mar Genetic Testing ,1.25 • Ass’n of Adv. Practice Psychiatric Nurses—Tacoma Chapter-Monthly CEU-Apr Peer Review ,1.25 • Contemporary Forums in Psychiatric Nursing Chicago, IL, 10 • Ass’n of Adv. Practice Psychiatric Nurses Annual Conference, 2.5 • Australian Primary Care Nurses, Demographic Trends, Social Change and the Health Landscape of 2025, 3.75 • Competency Based Training for Suicide Prevention, 6.50 • APNA 12th Annual Clinical Psychopharmacology Institute: Baltimore, MD, 15 • Coordinating Care for Patients with Schizophrenia AAPPN-Tacoma, 1.0 • US Psychiatric and Mental Health Congress-Orlando, FL, 4.5 • Crisis Services for Pierce Co AAPPN-Tacoma 1.0 • American Psychiatric Nurses Association Annual Meeting, Indianapolis, IN, 10.75 • SoN J-Term Retreat
Barb Olson	<ul style="list-style-type: none"> • A Day of Thoughtful Inquiry, March 4, 2015 • The Faith Community Nursing/Health Ministry Northwest Conference. May 9th, 2015
Carrie Park	<ul style="list-style-type: none"> • Contemporary Forums-Pediatric Nursing: Care of the hospitalized child June 2014, Seattle, WA • NCSBN/NCLEX Regional Workshop

Christina Pepin	<ul style="list-style-type: none"> • Webinar – Doing more with less: Using cognitive simulation to address critical thinking outside the sim center July 9, 2014 • Webinar – Using the MBTI and the five facet mindfulness questionnaire to assess debriefer characteristics Aug 6, 2014 • Webinar – Teaching secrets that make students say wow Aug 26, 2014 • Webinar – ATI capstone content review (product review webinar) Aug 26, 2014 • Webinar – Thinking like a nurse: Engaging novice learners to foster improved clinical reasoning Sept 2, 2014 • Simulation User Network conference Sept 5, 2014 • Webinar – How to affordably increase sim lab technical staff October 1, 2014 • NCSBN / NCLEX Regional workshop (NCLEX test info and Item writing workshop), October2, 2014 • Webinar – Critical points in submitting successful nursing education research proposals Oct 16, 2014 • Webinar – Backward design to strengthen curricular models Oct 30, 2014 • Webinar – Nursing Research Grants and Resources Nov 3, 2014 • Webinar – Simulation-enhanced interprofessional education Nov 5, 2014 • NSNA Midyear Conference Nov 6-8,2014 • Webinar – Debunking myths of dissertation proposals Nov 10, 2014 • Webinar – How students’ perceptions, thoughts, and feelings influence clinical reasoning: It’s all mental health nursing Feb 9, 2015 • Webinar – Simulation and clinical placement Feb 23, 2015 • Webinar – Curriculum Integration of the INACSL standards of best practice: Simulation Feb 24, 2015 • Webcast – Learn more about Calculating Dosages Online (product review webinar) Feb, 25, 2015 • Webinar – Simulation facilitation overview and techniques March 18, 2015 • NLN / Shoreline Community College CNE Prep Course April 11, 2015 • Webinar – Debriefing the debriefer: A training supervision model for developing excellence April 15, 2015 • SoN J-Term Retreat <p>PhD courses completed during 2014-2015:</p> <ul style="list-style-type: none"> The Nurse as Leader Writing a Research Grant Application Teaching with Technologies Teaching and Learning in Nursing Evaluation Strategies for Nurse Educators Special Topics: Nursing Research Instrument Development Theory Development in Nursing Statistical Methods in Nursing 1 – univariate methods Qualitative Research Methods
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Sheila Smith	<ul style="list-style-type: none"> • AACN Organizational Leadership Conference, American Association of Colleges of Nursing, Oct 24, 2014 (8 hrs) • AACN Dean's Meeting, American Association of Colleges of Nursing, Oct 25-27, 2014 (22.5 hrs) • AACN Executive Development, American Association of Colleges of Nursing, Mar 20-21, 2015 (16 hrs) • AACN Dean's Meeting, American Association of Colleges of Nursing, Mar 22-25, 2015 (19 hrs) • NLN Nurse Educator Certification workshop, National League for Nursing, Apr 11, 2015 (6 hrs) • Southeastern Interprofessional Education: Improving Outcomes for Multiple Chronic Conditions, East Tennessee State University, June 11, 2015 (8.25 hrs) • Managing Insulin Therapies; Glycemic Control, Joslin Diabetes Center, June 27, 2015 (4 hrs) • Post-ACS Care: Preventing Hospital Readmissions, Medscape, June 27, 2015 (2 hrs) • SoN J-Term Retreat
Jessie Wheeler	<ul style="list-style-type: none"> • Obsessive Compulsive Disorder, 4 hrs • Chronic Pain Syndromes: Current Concepts and Treatment Strategies, 15 hrs • Depression and suicide, 15 hrs • Increased Opioid Use in US Military Raises Concerns, .25 hrs • Medication assisted treatment for opiate addiction, 36 hrs • Ebola: What Clinicians Need to Know, .25 hrs • Current trends in transfusions and planning for the future, 1 hr • ADHD and Substance Use Disorders Strongly Linked, Says AAP, .25 hrs • Respiratory tips and trick, 1 hr • Longer Deployment Linked With Mental Illness in Military, .25 hrs • New Approach Relieves Depression, Anxiety in Dementia, .5 hrs • Clinicians and Antibiotic Prescribing: Should They Know Better? .25 hrs • Prescriptions for High-Risk Meds Linked With Misuse in Teens, .25 hrs • Risk for Glioma Triples With Long-Term Cell Phone Use, .5 hrs • Darkness to light's stewards of children, 3 hrs • Desensitization Therapies for PTSD With Psychotic Disorder, .25 hrs • Patient assessment, documentation, charting requirements and legal issues, 2 hrs • Technology and nursing: A look at the future, 1.5 hrs • Addiction: Health professionals are not immune, 1 hr • Addict to mother, 1 hr • The new kids on the block: emerging drug trends, 1 hr • Fetal Alcohol Spectrum Disorders More Common than Estimated, .25 hrs

Cynthia Wolfer	<ul style="list-style-type: none"> • Palliative and Hospice Care • Coaching Principles in Healthcare • Chronic Illness: Mitigating the Impact • SoN J-Term Retreat
Teri Woo	<ul style="list-style-type: none"> • Pediatric Nursing Certification Board CPNP Item Writing (5 CE hrs) 9/26/14 • Common Clinical Scenarios in Pediatric and Adolescent Gynecology (1 CE) Mary Bridge Grand Rounds 10/7/14 • Weight...Let's talk--Pediatric Obesity (1 CE) Mary Bridge Grand Rounds 11/4/14 • Early Childhood Oral Health (1.5 CE) Washington NAPNAP Chapter 11/10/1 • NAPNAP 36th Annual Conference on Pediatric Health Care (21.5 CE hrs) March 2-15 • American Association of Nurse Practitioners 2015 National Conference New Orleans, LA (21 CE hrs) June 9-14, 2015 • SoN J-Term Retreat
Sylvia Wood	<ul style="list-style-type: none"> • AWHONN Annual Conference, June 14-18, 2014, Orlando Florida • Midwifery Update, February 22, 2015, Seattle Washington • SoN J-Term Rereat
Dana Zaichkin	<ul style="list-style-type: none"> • 11/20/14: AACN Instructional Leadership Network conference Program, Legal Issues Confronting Nurse Educators. 3.25 Contact hours (ANCC) • 11/20-11/22/14: AACN Baccalaureate Education Conference. Multiple Education-focused topics. 14.16 contact hours (ANCC) • SoN J-Term Retreat

# Registered Nurse Faculty	# Registered Nurse Faculty reporting NCQAC-Qualified Prof Development	% Registered Nurse Faculty demonstrating NCQAC-Qualified Prof Development	Expected Aggregate Faculty Outcome Met?
N = (31) 24	N = 24	(74%) 100%	MET
<p>Discussion, Next Steps. Follow-up: The expected aggregate faculty outcome that 90% of all Registered Nurse faculty will demonstrate annual nursing professional development that is relevant to their faculty role and consistent with the Washington State NCQAC requirements for continuing competency is met. When all RN faculty from 2014-15 are included, the percent demonstrating the required level of expected professional development is 77%. However, data</p>			

were not available for seven faculty members due to departure from the university. When RN faculty no longer at PLU are excluded from the analysis, the aggregate faculty outcome is 100%. Maintenance of this very good aggregate faculty outcome will be needed in 2015-16, and improvements are needed in data collection/reporting.

2. 80% of tenured and tenure-track faculty demonstrate a product of scholarship annually.
 - a. Scholarship is defined in the PLU Faculty Handbook, Eighth Edition (v1/25/15), p25. May include products reflecting the scholarship of discovery, integration, application and/or teaching.
 - b. Measurement: Faculty self-report in annual Faculty Activity Report and Self-Assessment (FARSA) and/or a proxy tool.

Scholarship Productivity

Faculty Member	Scholarship Contributions
Lorena Guerrero	<ul style="list-style-type: none"> • Integrating Community Based Health Promotion Education and Screening Awareness in FNP Education.. American Association of Nurse Practitioners Annual Conference, Poster Presentation. June, 2014 • Taking it to the Streets: Integrating Health Outreach Education Activities to Teach Health Promotion and Preventive Screening in FNP Education. National Organization of Nurse Practitioner Faculties, Poster Presentation April, 2015.
Patsy Maloney	<ul style="list-style-type: none"> • NPD Scope and Standards: Your Input is Needed.” (2015) by Harper, M and Maloney, P. ANPD Trendlines 26(3). • Nursing Professional Development Scope and Standards (2016). To be published by Association for Nursing Professional. • Professional Use of Social Media. Association of Nursing Professional Development, Webinar, June 19, 2014. • Preceptor Selection and Socialization. (2015). To be presented as narrated slides by ANPD, July 2015.
Terry Miller	<ul style="list-style-type: none"> • Panel presentation, Partners Investing in Nursing’s Future, Leadership and Legacy Conference, Phoenix, Arizona, Nov 2104
Mary Moller	<ul style="list-style-type: none"> • Moller, M.D. (2014) Incorporating prayer into psychiatric care. <i>Narrative Inquiry in Bioethics</i>, 4, 3, 206-208. • Fleischhacker, W., Arango, L., Arteel, P., Barnes, T., Carpenter, W., Duckworth, K., Galderisi, S., Halpern, L., Knapp, M., Marder, S., Moller, M., Sartorius, N., Woodruff, P. (2014). Schizophrenia: Time to commit to policy change. <i>Schizophrenia Bulletin</i>, 40: S165-S194. • Potter, M. L. & Moller, M.D. (2015). Framework of psychiatric nursing. In Potter, M.L. & Moller, M.D. (Eds). <i>Psychiatric-mental health nursing: From suffering to hope</i> (1-23). Boston: Pearson.

- Genung, V. & Moller, M.D. (2015). Psychopharmacology. In Potter, M.L. & Moller, M.D. (Eds). Psychiatric-mental health nursing: From suffering to hope (518-535). Boston: Pearson.
- Moller, M.D. (2014). Reimbursement and documentation. In Wheeler, K. (Ed). Psychotherapy for advanced practice psychiatric nurses (2nd Ed.) (661-692). New York: Springer Publishing Company.
- Potter, M. L., & Moller, M.D. (2015). *Psychiatric mental health nursing: From suffering to hope*. 1st Ed. Upper Saddle River, New Jersey: Pearson.
- Moller, M.D. (2015, May-plenary). *All SSRIs Are Not Created Equal*. Association of Advanced Practice Psychiatric Nurses annual conference, Seattle, WA
- Moller, M.D. (2015, May-Keynote). *Every Nurse is a Mental Health Nurse: You Just Didn't Know It!* Australian Primary Health Care Nurses Association annual conference, Gold Coast, Queensland, Australia.
- Moller, M.D. (2015, May-concurrent session). *Wellness: It's More Than a State of Mind*. Australian Primary Health Care Nurses Association annual conference, Gold Coast, Queensland, Australia.
- Moller, M.D. (2015, May). *Chronic disease and the social determinants of health*. Health policy roundtable Australian Department Health. Canberra, Australian Capital Territory, Australia.
- Moller, M.D. & Marcus, P. (2015, April-all-day preconference). *Rethinking Challenging Patient Behaviors: Walking a Mile in Their Shoes*. Contemporary Forums, Chicago, IL
- Moller, M.D. (2015, April-plenary session). *Understanding Schizophrenia: Putting the Fizz in Neurophysiology and Treatment*. Contemporary Forums, Chicago, IL.
- Moller, M.D., Hamilton, J.M., Leahy, L.G., Singh, T.L. (2015, April-concurrent session). *Entrepreneurship: Been There, Done That, Now It's Your Turn! Ask the Experts Panel*
- Moller, M.D. (2015, April-concurrent session). *Cents and Sensibility: Financials, contracts, billing, coding, empanelment, collections*. Contemporary Forums, Chicago, IL.
- Moller, M.D. (2015, March). *Is it Mental Health or Mental Illness...and What's the Difference Anyway?* Behavioral Health Education Consortium of Nebraska (BHECON) 2015 Nursing Webinar Series.
<http://www.unmc.edu/bhecn/education/nurse-training.html>
- Moller, M.D., Knight, C., Pessagno, R. (2014, October). *Teaching psychotherapy to graduate students*. American Psychiatric Nurses Association Annual Conference, Indianapolis, IN.
- Moller, M.D. (2014, November). *The MAPP Recovery Model: Milestones of Adjustment Post-Psychosis Research*. Ass'n of Advanced Practice Psychiatric Nurses Annual Conference. Tacoma, WA,

	<ul style="list-style-type: none"> • Moller, M.D. (2014, September). <i>The MAPP Recovery Model: Milestones of Adjustment Post-Psychosis Research</i>. United States Psychiatric-Mental Health Congress, Orlando, FL. • Moller, M.D. (2014, October). <i>DSM-5 Update-Psychosis</i>. American Psychiatric Nurses Association Annual Conference, Indianapolis, IN. • Moller, M.D. & Johnson, L. (2014, October). <i>The therapeutic relationship alliance</i>. American Psychiatric Nurses Association Annual Conference, Indianapolis, IN. • Moller, M.D. (2014, June). The brain-behavior connection to rehabilitation: Understanding symptoms and treatment from a biological perspective. Black Hills Works, Rapid City, SD.
Sheila Smith	<ul style="list-style-type: none"> • Smith, S. K., and Turell, S. M. (2015). Perceptions of Healthcare Experiences: Relational and Communicative Competencies to Improve Care for LGBT People. Accepted for publication, <u>Journal of Social Issues</u>, Special edition, LGBT health. • Crouch, M. A., Davenport, M. J., McGowen, R., Pack, R., Smith, S.K. Formative Experiences of an Inter-Professional Education Program. American Association of Colleges of Pharmacy annual meeting, poster presentation, July, 2014. • Affordable Care Act. University House, Pacific Lutheran University, October 22, 2014. • Appreciative Inquiry. SoN faculty, Pacific Lutheran University, November 2014. • CCNE Accreditation Standards. SoN Faculty Retreat, Pacific Lutheran University, January 2015. • Building Capacity for the IP Management of MCC: The Role of IP Student Clinics. Southeast Interprofessional Education Conference, East Tennessee State University. Paper presentation, June 11, 2015. • Professional Standards, Guidelines, and other Resources for Accreditation; Planning and Leading Effective Interviews. Panel presentations. CCNE Evaluator Re-training Program, Commission on Collegiate Nursing Education. Atlanta, GA, June 17-18, 2015.

# Tenured/ Tenure-Track Faculty	# Tenured/ Tenure-Track reporting Product of Scholarship	% Tenured/ Tenure-Track Faculty reporting Product of Scholarship	Expected Aggregate Faculty Outcome Met?
N = 7	N = 5	71%	Not Met

Discussion, Next Steps. Follow-up: The expected aggregate faculty outcome that 80% of tenured/tenure-track faculty will demonstrate a product of scholarship was not met for the 2014-15 academic year. Five of seven tenured/tenure-track faculty demonstrated a product of scholarship; six of seven were needed to meet the established goal. While some tenured/tenure-track faculty demonstrated multiple products of scholarship, a larger number of the faculty in this group needs to be supported to complete products of scholarship in the 2015-16 academic year.

Dimension: Service

1. 90% of faculty with ≥ 0.5 FTE appointment serve on at least one School of Nursing committee.
 - a. Measurement: Committee rosters and Faculty self-report in annual Faculty Activity Report and Self-Assessment (FARSA) and/or a proxy tool.

Faculty Service – School of Nursing

Faculty Member	SoN Service Contributions
Katie Bates	<ul style="list-style-type: none"> • Member, SoN CIE committee, 2014-15 • Clinical Evaluation tool subcommittee • ATI Testing subcommittee
Vanessa Cameron	<ul style="list-style-type: none"> • Member, SoN RAD committee, 2014-15
Mary Ann Carr	<ul style="list-style-type: none"> • Member, SoN RAD committee, 2014-15 • Member, SoN Strategic Planning work group • Member, SoN Ad Hoc Clinical Evaluation committee • Member, DNP Program task force, summer 2014 • Liaison to Multicare for clinical activities
Jodi Erickson	<ul style="list-style-type: none"> • Member, SoN RAP committee, 2014-15 • STTI Psi at-large chapter, PLU Counselor
Lorena Guerrero	<ul style="list-style-type: none"> • Chair, SoN RAP committee, 2014-15 • Member, PLU Human Participants Review Board • Member, Dean’s Leadership Council • Member, SoN Advisory Council
Julie Huffine	<ul style="list-style-type: none"> • Member, SoN RAP committee, 2014-15 • SoN representative at PLU academic information fair. • STTI Psi at-large chapter, PLU Counselor
Rhonda Lizzi	<ul style="list-style-type: none"> • Member, SoN RAD Committee, 2014-15 • SoN Ad Hoc Clinical Evaluation Tool committee
Gary Mahon	<ul style="list-style-type: none"> • Member, SON CIE committee • Clinical Evaluation tool subcommittee • SoN Library Liaison • Member, SON Ad Hoc Program Evaluation Committee

Patsy Maloney	<ul style="list-style-type: none"> • Chair, School of Nursing Faculty Organization (SNO) • Chair, SNO Executive Council • Member, Dean's Leadership Council
Mary Moller	<ul style="list-style-type: none"> • Member, Curriculum, Instruction, Evaluation committee • Member, Search Committee, Tenure Track Faculty • Member, Program Evaluation Committee Task Force • Faculty Advisor, NAMI • Provided assistance with prospective high school student orientation
Christina Pepin	<ul style="list-style-type: none"> • Member, SoN RAP committee • Lead, Student Handbook subcommittee • Interim chair, RAP petition hearings • Member, SoN Strategic Planning workgroup • Participated in evaluating East Campus building as lab space for the School of Nursing • Participated in the Campus Master Plan Programming meeting Sept 2014 • PLU Safety Committee Advisory Member • Faculty Advisor, Delta Iota Chi • Coordinator, Washington Business Week Healthcare Week visit to the School of Nursing August, 2014 • Coordinator, Multicare Nurse camp visit to the School of Nursing July 2014 • Offered Foley refresher courses for Nursing upper classmen Oct 2014 • Offered Trach care refresher courses for Nursing upper classmen Nov 2014 • Hosted Lute OverKnight students in a test-review class for prospective nursing students, April 2015 • Organized student panel to participate in Fall Preview Day • Organized student volunteers for President Scholar's Weekend • Participated in interviews of President Scholars Feb 21, 2015
Jeannine Roth	<ul style="list-style-type: none"> • Member, SoN RAD Committee, 2014-15
Sheila Smith	<ul style="list-style-type: none"> • Convener & Chair, SoN Dean's Leadership Council • Convener & Chair, Dean's SoN Advisory Council • Convener & Chair, Dean's Undergraduate Student Advisory Council • Convener & Chair, Dean's Graduate Student Advisory Council • Member, SoN CIE Committee • Member, SoN RAD Committee • Convener & Chair, Ad Hoc Program Evaluation Committee • Member, Provost's Academic Dean's Council
Sara Swett	<ul style="list-style-type: none"> • Member, SoN CIE Committee, 2014-15
Jessie Wheeler	<ul style="list-style-type: none"> • Member, SoN RAP committee, 2014-2015
Cynthia Wolfer	<ul style="list-style-type: none"> • Member, SoN RAP committee, 2014-15 • Member, SON Strategic Planning workgroup
Teri Woo	<ul style="list-style-type: none"> • Member, SON RAP committee, Member of SON CIE committee, • Lead, Ad-Hoc SON CIE committee to develop DNP PMHNP curriculum • Member, SON Strategic Planning workgroup

	<ul style="list-style-type: none"> • Member, SON Ad Hoc Program Evaluation Committee • Member, Dean’s Leadership Council • Member, School of Nursing Advisory Council
Sylvia Wood	<ul style="list-style-type: none"> • Chair, SoN CIE Committee • Member, SoN Executive Committee • Member, Dean’s Leadership Council • Member, School of Nursing Advisory Council
Dana Zaichkin	<ul style="list-style-type: none"> • Chair, SoN RAD committee • Chair, SoN Faculty Search committee • Member, SNO Executive Council • Member, Ad hoc Program Evaluation committee • Ad hoc Clinical Evaluation subcommittee • Member, SoN Strategic Planning workgroup • Member, Dean’s Leadership Council • Member, School of Nursing Advisory Council • Lute OverKnight- Mock N220 Labe offered to visiting prospective students, March 13,2015

# Faculty with ≥ .5 FTE Appointment	# Faculty with ≥ .5 FTE Appointment serving on a SoN Committee	% Faculty with ≥ .5 FTE Appointment serving on a SoN Committee	Expected Aggregate Faculty Outcome Met?
N = (22) 20	N = 18	(82%) 90%	MET
<p>Discussion, Next Steps. Follow-up: When faculty for whom data were not available (two faculty members) are excluded from the analysis, the expected aggregate faculty outcome that 90% of faculty with ≥0.5 FTE appointment serve on at least one School of Nursing committee was met. It is likely that the improvements needed in data collection/reporting applies to this indicator as well.</p>			

2. 90% of all faculty demonstrate at least one professional service commitment annually.
 - a. A professional service commitment is defined as activities emanating from professional preparation and expertise that contribute to meeting the needs of the university, profession, or community. Examples include:
 - i. University – committee work, projects, special appointments, volunteer activities supporting university mission and/or operations

- ii. Profession – specific to discipline or specialty, committee work, leadership, presentations, educational offerings, advocacy
 - iii. Community – volunteer, donate time, pro-bono work, presentations, educational offerings, advocacy
- b. Measurement: Faculty self-report in annual Faculty Activity Report and Self-Assessment (FARSA) and/or a proxy tool.

Faculty Service – Professional

Faculty Member	Professional Service Contributions
Maureen Barta	<ul style="list-style-type: none"> • Director of Certified Nursing Assistant program, Care Plus Home Health & Training • Key Peninsula Free Clinic • Friends of the Children of Haiti, Medical Mission
Bria Chakofsky-Lewy	<ul style="list-style-type: none"> • “Culture and Care,” presentation to Hope Central Clinic, 3/23/14 • Diabetes and Culture, presentation to Harborview nurses, 4/24/14 • Culture and Palliative Care: Issues and Tools, presentation at Harborview Palliative Care rounds, 5/13/14 • Caring for Limited English Speaking Patients and Families, Presentation to Washington Home Care Association, 4/15/15 • Best Practices in working with Interpreters, presentation at UW CNE, 4/23/15
Andrea Corona	<ul style="list-style-type: none"> • Washington State Delegate (substitute), American Society of Health System Pharmacists, Summer Meeting June 2015 • Continuing Education Committee, Washington State Pharmacy Association • Pharmacologic Update for Nurses, Pacific Lutheran University, Tacoma, WA, May 2015 • Presentation, Chronic Disease State Management, Pacific Lutheran University, Tacoma, WA, January 2014, January 2015 • Chronic Disease State Management: Nuggets of Knowledge, Washington State Pharmacy Association Annual Meeting, Cle Elum, WA November 2014 • OSCEs for “Newbies”, Society of Teachers of Family Medicine, Orlando, FL April 2014
Jodi Erickson	<ul style="list-style-type: none"> • Counselor, Sigma Theta Tau International • President Altrusa International Foundation, Puyallup Valley Chapter
Cheryl Graf	<ul style="list-style-type: none"> • SANE Statewide Training • Adult and pediatric expert case review for abuse and sexual assault/DV • Northwest Harborview peer review • Precepting FNP students
Julie Huffine	<ul style="list-style-type: none"> • Counselor, Sigma Theta Tau International
Rhonda Lizzi	<ul style="list-style-type: none"> • Advisory Board, 7th Day Adventist Community Services
Gary Mahon	<ul style="list-style-type: none"> • K. Moasio’s PhD dissertation Committee, Rush University • Career mentor, Healthcare information systems • Madigan Research Day, coordinated PLU MSN student participation

Patsy Maloney	<ul style="list-style-type: none"> • ELNEC Trainer and GNEC Trainer—A member of the End-of-Life Nursing Educational Consortium and a trainer and member of the Geriatric Nurse Educational Consortium • Reviewer for MEDSURG Nursing: The Journal of Adult Health • Sentinel Reader for McMaster online Rating of Evidence • STTI Psi at-large chapter, coordinated student posters for Induction
Terry Miller	<ul style="list-style-type: none"> • MultiCare Health System, Quality Committee of the Board of Directors • Franke Tobey Jones, Board of Directors; Board Representative to Continuous Quality Improvement Committee • Responsive Care Coordination Program (RCCP) Advisory Board • Olympic College Nursing Advisory Committee
Mary Moller	<ul style="list-style-type: none"> • Manuscript Review: Qualitative Health Research; Journal of Midwifery and Women's Health; Journal of the American Psychiatric Nurses Association; Archives of Psychiatric Nursing • Visiting Professor: NYU College of Nursing-Psychopharmacology of Antipsychotic Medications. March, 2015. • Psychiatric Expert Panel of the American Academy of Nursing; Sexual Harassment in Colleges and Institutions Policy Dialogue task force • American Psychiatric Nurses Association Suicide Competency Training: Pilot group developing protocols/training for nationwide training • Member of American Healthcare Professionals and Friends for Medicine in Israel (APF) - Emergency Medical Volunteer (EMV)
Barb Olson	<ul style="list-style-type: none"> • Faculty liaison member on the PLU Nursing Alumni Board. • Refresh! Review! Renew!, Behavioral Health & Faith Community Nursing Conference, Presenter, May 2015 • Laughter Yoga Program, Silverdale Lutheran Church Women's Retreat, May 2015
Christina Pepin	<ul style="list-style-type: none"> • Faculty Advisor, Delta Iota Chi • Coordinator, Washington Business Week Healthcare Week visit to the School of Nursing August, 2014 • Coordinator, Multicare Nurse camp visit to the School of Nursing July 2014 • Facilitated Department of Health Advanced Disaster Life Support course on PLU campus and organized student volunteers June 28 & 29, 2014
Sheila Smith	<ul style="list-style-type: none"> • Commission on Collegiate Nursing Education (CCNE), On-Site Evaluator and Team Leader • CCNE, Accreditation Review Committee • Manuscript Review: Journal of Professional Nursing
Sally Watkins	<ul style="list-style-type: none"> • WA NCQAC, ProTem member
Jessie Wheeler	<ul style="list-style-type: none"> • Alpha-1 antitrypsin deficiency: Effects on liver and lung function. Tacoma Community College Respiratory Fair • Out of the Darkness walk, Olympia, WA • Mental health and substance abuse training, Providence St Peter Hospital, Olympia, WA
Cynthia Wolfer	<ul style="list-style-type: none"> • Parish Nurse

Teri Woo	<ul style="list-style-type: none"> • Expert Panel Member (the only nurse or NP on the panel) <i>Eunice Kennedy Shriver</i> National Institute for Child Health and Human • Development, Best Pharmaceuticals for Children Act Working Group • Member, Centers for Disease Control/Pew Charitable Trust, Outpatient Antibiotic Prescribing: Setting a National Goal for Inappropriate Use • Pediatric Nurse Practice Quality Assurance Practice Reviewer, College of Registered Nurses of British Columbia • OSCE Examiner, College of Registered Nurses of British Columbia • Co-editor of Pharmacology column in the <i>Journal of Pediatric Health Care</i> • Member, Pediatric Nurse Certification Board, Pediatric Pharmacology Assessment committee • 2013-2015 Western Institute of Nursing <ul style="list-style-type: none"> ○ Local Program Committee 2012, 2014 ○ Silent Auction Committee 2012, 2013, 2014, 2015 • 2013-2015 OHSU School of Nursing Alumni Association <ul style="list-style-type: none"> ○ Currently serving on OHSU SON Alumni Advisory Committee (2012-present)
Sylvia Wood	<ul style="list-style-type: none"> • Editorial Advisory Board for <u>Fit Pregnancy</u>
Dana Zaichkin	<ul style="list-style-type: none"> • American Association of Colleges of Nursing (AACN), Instructional Leadership Network, Steering Committee and Program Committee co-chair

# Faculty	# Faculty reporting Professional Service Commitment	% Faculty reporting Professional Service Commitment	Expected Aggregate Faculty Outcome Met?
N = (34) 28	N = 20	(59) 71%	Not Met
<p>Discussion, Next Steps. Follow-up: The expected aggregate faculty outcome that 90% of all faculty demonstrate at least one professional service commitment annually was not met. Data were not available for six faculty members due to departure from the university. When faculty from whom data were not available are excluded from the analysis, the aggregate outcome for 2014-15 is 71%, significantly below the expected aggregate faculty outcome of 90%. It is likely that the improvements needed in data collection/reporting applies to this indicator, but it may also be the case that the level of faculty contributions to professional service is in need of improvement.</p>			

Dimension: Practice

1. 95% of all licensed nursing faculty maintain practice requirements for licensure consistent with Washington State NCQAC continuing competency requirements.

a. Practice is defined as professional activities that contribute toward fulfilling “active nursing practice” of 531 hours over 3 years as specified in WAC 246-840-202 and WA DOH Publication 669-332 (April 2014), available at:

<http://www.doh.wa.gov/LicensesPermitsandCertificates/NursingCommission/ContinuingCompetency>

b. Measurement: Faculty self-report in annual Faculty Activity Report and Self-Assessment (FARSA) and/or a proxy tool.

Faculty Practice – WA NCQAC Continuing Competency Requirements

Faculty Member	Practice Activities consistent with NCQAC Requirements
Maureen Barta	Part-time faculty member, PLU SoN FNP, Care Plus Home Health & Training Key Peninsula Free Clinic Friends of the Children of Haiti, Medical Mission
Katie Bates	Part-time faculty member, PLU SoN Staff Nurse, Providence St. Peter Hospital, Olympia, WA
Vanessa Cameron	Part-time faculty member, PLU SoN Staff Nurse, St. Joseph’s Hospital, Tacoma, WA
Mary Ann Carr	Full-time faculty member, PLU SoN Staff Nurse, MAMC-Post Anesthesia Care Unit
Bria Chakofsky-Lewy	Part-time faculty member, PLU SoN
Erla Champ-Gibson	Part-time faculty member, PLU SoN
Jodi Erickson	Part-time faculty member, PLU SoN Staff Nurse, St. Joseph’s Hospital, Tacoma, WA
Cheryl Graf	Part-time faculty member, PLU SoN FNP, Franciscan Medical Group Gig Harbor; Carena Medical Group telemedicine, Seattle; Harborview Center for Sexual Assault and Traumatic Stress
Lorena Guerrero	Full-time faculty member, PLU SoN FNP, Rainier Internal Medicine Student FNP Clinics
Julie Huffine	Part-time faculty member, PLU SoN
Chenda Johnson	Part-time faculty member, PLU SoN Staff Nurse, Franciscan Health, ICU
Rhonda Lizzi	Part-time faculty member, PLU SoN Staff Nurse, Valley Medical Center, NICU
Patsy Maloney	Full-time faculty member, PLU SoN
Christie McMahill	Part-time faculty member, PLU SoN

	Part-time faculty member, Centralia College Staff Nurse, St. Joseph's Hospital, Tacoma, WA
Terry Miller	Full-time faculty member, PLU SoN (on sabbatical)
Kathy Moisiso	Part-time faculty member, PLU SoN
Mary Moller	Full-time faculty member, PLU SoN Visiting Faculty, NYU College of Nursing Telemental Health APRN practice
Barb Olson	Part-time faculty member, PLU SoN Parish Nurse
Carrie Park	Part-time faculty member, PLU SoN Staff Nurse, Mary Bridge Hospital
Christina Pepin	Full-time faculty member, PLU SoN
Sheri Shull	Part-time faculty member, PLU SoN
Sheila Smith	Full-time faculty member, PLU SoN ANP, ETSU Johnson City Community Health Center
Mona Stewart	Part-time faculty member, PLU SoN
Sara Swett	Full-time faculty member, PLU SoN
Sally Watkins	Part-time faculty member, PLU SoN Nursing Administration, St. Joseph's Hospital, Tacoma, WA
Jessie Wheeler	Part-time faculty member, PLU SoN Part-time faculty member, Tacoma Community College Nurse Educator, Providence St. Peter Hospital
Cynthia Wolfer	Full-time faculty member, PLU SoN Staff Nurse, Maxim Healthcare Services Member Pierce County Medical Reserve Corp: Immunization Clinics Parish Nurse, St Andrew's Episcopal Church
Teri Woo	Full-time faculty member, PLU SoN PNP, Kaiser Permanente NW, OR/WA Student FNP Clinics
Sylvia Wood	Full-time faculty member, PLU SoN CNM, Franciscan Medical Group
Dana Zaichkin	Full-time faculty member, PLU SoN

# Faculty	# Faculty reporting Practice Activities consistent with NCQAC Requirements	% Faculty reporting Practice Activities consistent with NCQAC Requirements	Expected Aggregate Faculty Outcome Met?

N = 31	N = 31	100%	MET
<p>Discussion, Next Steps. Follow-up: The expected aggregate faculty outcome that 95% of all licensed nursing faculty maintain practice requirements for licensure consistent with Washington State NCQAC continuing competency requirements was met. 100% of faculty demonstrated accomplishment of this outcome. However, the metric may not be meaningful as all RN faculty meet this indicator by virtue of the fact that they are employed as nurse educators.</p>			

2. 70% of Registered Nurse faculty hold national specialty certification.
 - a. Defined as attaining and/or maintaining any national nursing specialty certification during the assessment period.
 - b. Measurement: Faculty self-report in annual Faculty Activity Report and Self-Assessment (FARSA) and/or a proxy tool.

Faculty with National Specialty Certification

Faculty Member	National Specialty Certification
Maureen Barta	FNP, CCRN
Mary Ann Carr	CNS
Jodi Erickson	CNL
Cheryl Graf	FNP
Lorena Guerrero	FNP
Julie Huffine	CNS
Chenda Johnson	CCRN
Lisa Johnson	CNS
Patsy Maloney	CEN, NEA-BC, CNPD
Christie McMahill	CMNN
Mary Moller	PMHCNS-BC, CPRP
Sheila Smith	ANP-BC
Jessie Wheeler	PMHCNS-BC
Teri Woo	CPNP, CNL
Sylvia Wood	CNM

# Faculty	# Faculty with National	% Faculty with National	Expected Aggregate
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	Specialty Certification	Specialty Certification	Faculty Outcome Met?
N = 31	N = 15	48%	Not Met
Discussion, Next Steps, Follow-up: The expected aggregate faculty outcome that 70% of Registered Nurse faculty will hold national specialty certification is not met. At 48%, the aggregate outcome for 2014-15 is significantly below the expected aggregate faculty outcome of 70%. The number of RN faculty holding national specialty certification is in need of improvement.			

3. 100% of faculty required to maintain national certification for their teaching demonstrate participation in clinical practice consistent with certification requirements.

- a. Defined as attaining and/or contributing to the practice requirements needed to maintain national certification during the assessment period.
- b. Measurement: Faculty self-report in annual Faculty Activity Report and Self-Assessment (FARSA) and/or a proxy tool.

Faculty Practice – National Certification Requirements

Faculty Member, Credentials	Practice Consistent with National Certification Requirements
Cheryl Graf, FNP	<ul style="list-style-type: none"> • Prompt Care, Franciscan Medical Group, Gig Harbor, WA • Carena Medical Group, Seattle, WA • Harborview Center for Sexual Assault and Traumatic Stress (HCTSAT), Seattle, WA, education and training
Lorena Guerrero, FNP	<ul style="list-style-type: none"> • Rainier Internal Medicine • PLU SoN Student Clinics
Mary Moller, PMHNP	<ul style="list-style-type: none"> • Telemental Health Practice to facilitate ARNP licensure
Sheila Smith, ANP-BC	<ul style="list-style-type: none"> • East TN State University, Johnson City Community Health Clinic
Teri Woo, CPNP	<ul style="list-style-type: none"> • Kaiser Permanente NW, OR/WA
Sylvia Wood, CNM	<ul style="list-style-type: none"> • Franciscan Medical Group, Tacoma, WA

# Faculty Required to maintain National Certification for their Teaching	# Maintaining Practice Consistent with National	% Maintaining Practice Consistent with National	Expected Aggregate Faculty Outcome Met?

	Certification Requirements	Certification Requirements	
N= 6	N= 6	100%	MET
<p>Discussion, Next Steps. Follow-up: The expected aggregate faculty outcome that 100% of faculty required to maintain national certification for their teaching demonstrate participation in clinical practice consistent with certification requirements is met. While this outcome is met for 2014-15, our SoN workload guidelines currently do not specify faculty practice as part of workload, as required by the NTF criteria. In the 2015-16 workload guidelines, full-time faculty who are required to maintain advanced clinical practice for their teaching and national certification will have 3 cr release time designated for practice, equivalent to 0.5 days per week allocated for practice.</p>			

Compiled 9/23/15, SKS