

College of Health and Human Services Annual Report, May 2020

Mission

The College fosters student excellence and develops productive citizens who function as skilled health and human services professionals to improve the health and wellbeing of the communities we serve. We exemplify teaching, scholarship, service, and community engagement through health initiatives, innovative thinking, and lifelong learning.



Message from the Dean

The 2019-20 academic year has been the most challenging that I have ever experienced in higher education. The COVID-19 pandemic has impacted all of us. I am so proud of the people of our college who have stepped up to support the health and wellbeing of our community. Our staff Molly Clark and Hether Messmer organized a community blood drive with our partners the American Red Cross in the earliest weeks of the pandemic. Assistant Professor, Dr. Jessica Durbin, continues to see hospice patients in their homes. CHHS students Ashley Helmi, Recreational Therapy intern led her long-term care clients in a virtual choir and Tina Simmons, a social work student, helped found the Vigo County Mutual Aid Society. Our alumni, Rhagen Smith, RN, a 2017 graduate, is on the front line at Union Hospital, and Jan Cockrell, Director of Leisure at Westminster Village, visits with her residents daily by phone. These are just a few examples of our exemplary alumni, students, staff and faculty who are committed to ensuring that we weather COVID-19.

It does not surprise me that the College has been able to accomplish so much in such a short time, because we have such talented staff and faculty. Faculty have flipped classrooms to distance learning, conducted online advising sessions, and supported students by phone. Everyone has had to configure a home workstation, adapt to technology demands, and manage work/life balance. Some of you have been affected directly by the pandemic, either surviving the virus or supporting family, friends, and colleagues who have been ill. Many of you are practicing clinicians and have been actively engaged in the healthcare and social services environment. These accomplishments are a credit to your dedication and selflessness.

We have challenges ahead, including concerns about enrollment and our appropriation from the State of Indiana. The impact that economic downturn is having on our students, faculty, staff, and others is constantly on my mind. I am working with CHHS Leaders and Academic Affairs to develop an array of solutions to manage these challenges. Your engaged participation is helping us make the best decisions that we can. I am confident that together we will make our way through these difficult times and will be stronger for our experience.

Since I stepped onto the campus of ISU, I have felt a tremendous sense of privilege to be a part of this College. Each day that goes by reinforces my deep regard for the work that you all do each and every day.

With sincere gratitude—Thank you!

College Awards Committee and Call for Nominations

Led by John Pommier, nine faculty and staff overhauled the awards, added new awards, and simplified the nominating process. The College now has 12 awards available for nominations and a new Qualtrics nomination form that makes the application process easier. Thank you to the committee for taking on this important work: Olabode Ayodele, Donna Crawford, Darleesa Doss, Kelly Hartzler, Stefanie Knott, Katie May, Lisa Miller, Tricia Pierce, John Pommier, and Holly Wolf.

The College awards recognize faculty, staff, students, alumni, and community partners. Please consider nominating/self-nominating individuals for one or more of the awards. Awards recognize accomplishments at different levels based on years of service. A Level One award is for faculty and staff who have been in CHHS for 1-3 years; Level Two is for those with 4-7 years of service; and Level Three is for those with 8+ years of service. Materials must be uploaded into the Qualtrics application https://indstate.qualtrics.com/jfe/form/SV_08UGMQaao4deiYR by Friday, May 8, 2020 to be considered for this year's awards.

Seek and Align Resources with College Goals

The CHHS is preparing for the expected continued decline in enrollment. The work of recruitment, retention, and graduation of our students is now more important than ever. I am encouraged by the systematic approach that Dr. Jason Trainer, Vice Provost for Strategic Enrollment Management, has taken to put into place best practices. The CHHS is doing our part to welcome prospective students and to advise and educate our current students to promote student success.

The concurrent reductions in our operating and instructional budgets are to be expected as the CHHS right sizes itself. The budget summaries show a decline in our college appropriation over the last three years. These corrections have been made by reducing our supply and equipment expenditures and by not replacing selected staff who have resigned. Reductions in the instructional budget were balanced for the coming 2020-21 academic year by a combination of reduced hiring and savings made up by shifting part time faculty salaries to program fees and hiring instructor rank faculty instead of tenure track faculty. All departments and the School of Nursing contributed to helping the CHHS achieve our cost reductions, and the needs of the entire College were considered. Our plan would have permitted limited instructor hiring in areas where there is substantial need and with no further reductions in staff or consumable spending.

However, we now find ourselves in a highly uncertain economic environment. The COVID-19 Pandemic has resulted in a very serious down turn in the economy. As a result, Provost Licari has asked all the Deans to prepare for further budget reductions for Academic Year 20-21. I am working with my Administrative Team and the Provost's Office to project a range of scenarios so that we are as prepared as we can be should enrollment fall further and/or the State of Indiana reduce the University's appropriation for fiscal year 21.

As soon as we have specific guidance from Academic Affairs, I will update the College, and we will work together to manage whatever challenge is headed our way.

CHHS Instructional Budget Reductions Summary

2018-19	2019-20	2020-21
0% Reduction	2.5% Reduction	3.8% Reduction
\$0.00	\$201,847.00	\$310,714.00

CHHS Operating Budget Reductions Summary

2018-19	2019-20	2020-21
0.5% Reduction from Supplies and Equipment	21% Reduction from Supplies and Equipment	4% Reduction in Staff Budget
\$2,298.00	\$57,596.00	\$102,891.00

CHHS Estimated Appropriation 2020-21

Instruction	\$ 7,905,450.00
Dean's Office Operating (S&E)	\$ 22,721.50
Department Operating (S&E)	\$ 136,612.85
Staff Salary	\$ 2,196,282.57
Total	\$ 10,261,066.92

Ensure Program Competitiveness and Student Success

In the current climate, we should all be interested in the success of our students. Successful students are less likely to leave us and more likely to stay to graduation. Trevor Paulsen, KRS Instructor, went the extra mile to provide both community engagement and experiential learning for his PE392 students. Under his supervision, Exercise Science students acted as personal trainers for ISU faculty and staff. 95 people applied for a spot, and 25 were accepted.

We also acknowledge the work done by faculty to maintain accreditation and certification of degree programs. The CHHS is working with Academic Affairs to ensure that we continue to have adequate resources for accreditation annual fees, and site visit costs. Below you will find a summary of the costs that programs and Academic Affairs support.

Programs	Agency	Next Site Visit	Annual Fee	Additional/Site Visit Fees
Athletic Training DAT	Commission on Accreditation of Athletic Training Education (CAATE)	2026	\$1,500	\$5,000
Athletic Training MS	Commission on Accreditation of Athletic Training Education (CAATE)	TBD	\$5,000	\$8,500
Dietetics BS and MS	Accreditation Council for Education in Nutrition and Dietetics (ACEND)	2024	\$2,075	\$500
Nursing DNP	Accreditation Commission for Education in Nursing (ACEN)	2025	\$1,758	\$2,900
Exercise Science BS	National Strength and Conditioning Association (NSCA)	2020	\$500 / 3 yrs	n/a
Human Development and Family Studies	National Council on Family Relations	2024	\$80	n/a
Nursing BS	Accreditation Commission for Education in Nursing (ACEN) and Indiana State Board of Nursing (ISBN)	2022	\$1,758	\$2,900
Nursing MS	Accreditation Commission for Education in Nursing (ACEN)	2027	\$1,758	\$2,900
Occupational Therapy MS	Accreditation Council for Occupational Therapy Education (ACOTE)	2022	\$4,225	\$36,307
Physical Therapy DPT	Commission on Accreditation in Physical Therapy Education (CAPTE)	2022	\$4,500	\$9,650
Physician Assistant MS	Accreditation Review Commission on Education for the Physician Assistant (ARC-PA)	2023	\$15,000	\$13,738
Social Work BSW; MSW	Council on Social Work Education (CSWE)	BSW 2024 MSW 2027	\$3,136 \$3,738	\$1,200

Celebrating CHHS Faculty

Congratulations !

- * **Heather Anderson**, BN, promoted to Senior Instructor
- * **Linda Behrendt**, AHS, promoted to Full Professor
- * **Matt Blaszk**, KRS, tenure and promoted to Associate Professor
- * **Darleesa Doss**, AHS, tenure and promoted to Associate Professor
- * **Nicole Heck**, AMR, tenure and promoted to Associate Professor
- * **Matt Hutchins**, AHS, promoted to Full Professor
- * **Whitney Nesser**, AHS, tenure and promoted to Associate Professor
- * **Erik Southard**, APN, promoted to Full Professor
- * **Stasia Tapley**, AMR, tenure and promoted to Associate Professor
- * **Debra Vincent**, APN, promoted to Full Professor
- * **Jan Weust**, BN, tenure and promoted to Associate Professor



Major University and College Awards

- * **Brandi Andreae** (AMR) and **Lauren Lewis** (AHS) received the Charlotte Zietlow Women's Faculty Research Award for 2019.
- * **Linda McQuiston** received the Mildred Lemen Faculty Excellence Award for 2020.
- * The following CHHS faculty were nominated for the Professing Excellence and Inspiring Instruction awards: **Heather Adams**, **Lynette Coffey**, **Nancy Cummins**, **James Davis**, **Tim Demchak**, **Katie Lugar**, and **Diane VanCleave**. Congratulations!
- * **Tom Nesser** was honored at the 2020 Authors and Artists Reception for his published text *The Professional's Guide to Strength & Conditioning*.
- * **Tim Demchak** is the recipient of the 2020 Faculty Award for Community-Based Learning and Scholarship.
- * **Paula Jarrard**, Program Director of the Occupational Therapy Program, received word that the program has been recognized as the 2020 graduate program recipient of the Provost's Award for Excellence in Student Learning Assessment and Improvement.

The Mildred Lemen Awards

While the pandemic has pushed the celebration of the Lemen awards to August, we are pleased to announce the winners now.

Dr. Linda McQuiston is the recipient of the Mildred Lemen Faculty Excellence Award. Linda joined the ISU School of Nursing in 2012, and has consistently shown excellence in teaching, research, and community service.

Ms. Stephanie Laws is the recipient of the Mildred Lemen Distinguished Speaker award. Stephanie is a Vice President at Union Health, and the Administrator for Union Hospital Clinton. She is a first-generation graduate of Indiana State.

Goodbyes and Hellos

We say goodbye to the following with gratitude, and wish them the very best. Ron Contreras, AMR •Emily Gauer, AMR •Katie May, Dean's Office •Diane VanCleave, SOCW

We welcome the following either as new faculty or staff, or stepping into a new position. •Eric Post, AMR



How About Our Staff!

Hether Messmer, Student Support Assistant in BN, completed the Leadership Development Certification last spring.

Suzanne Downs, Clinical Coordinator for WCI-AHEC, co-presented at the STFM national conference in Portland, Oregon on January 30, 2020. The title of her presentation was *Work Smarter, Not Harder: Using Your Resources Wisely*.

Rhonda Reed will be an abstract reviewer for ARN's Fall 2020 conference. She also served on the Association of Rehabilitation Nurses Continuing Education Providers Unit Committee through 2019.

Lisa Miller, Dean's Assistant, was nominated for Student Employment's Supervisor of the Year award.

Development

The second annual Give to Blue Day was a resounding success! Even with the threat of COVID-19 swirling around us, our College received 210 gifts for \$18,428 from 195 donors. Once again this year, we featured scholarships including the Jean and Bob Hollar Peer Mentor Student Scholarship, the Student Professional Travel Scholarship, and the Linda and Tom Huser Health and Safety Speaker Series.



Recruit, Develop, and Retain Effective, Motivated Faculty and Staff

Faculty turnover in health and social services programs tends to be higher than the averages in higher education. In medicine, historical data show that about 40% of medical school faculty leave in the first 10 years (AAMC). Since 2017-18, the CHHS has experienced 24 retirements/resignations from the faculty; 13 had 4 or fewer years of service. While the rate of faculty attrition is declining: from 12 in 2017-18; to 7 in 2018-19; to 6 in 2019-20; assistant professors are at highest risk for departing early.

The CHHS is incorporating best practices in recruitment, searches, hiring, and retention including a second year of CHHS New Faculty Orientation, the inaugural class of CHHS Leadership Institute, and the College Faculty Affairs Committee implementation of a mentoring program. The College Executive Committee's work to develop a faculty workload policy will assist us to support realistic expectations for faculty work and prioritize essential duties. We will also add fall workshops to support faculty to successfully navigate promotions and tenure with ADA, Whitney Nesser.

Faculty Council Executive Committee, 2019-20 Final Report

Chairperson – Anthony Walker

Vice chairperson – Deb Vincent (F19)/Erik Southard (Spr. 20)

Secretary – Jennifer Todd

Summary of Actions

- ◆ Established Charges to Standing College committees – CAAC, FAC, AC, and SAC
- ◆ Reviewed Department Chairs' Evaluation Procedures and made recommendations for improvements
- ◆ Engaged the CHHS faculty, staff, department chairs, and Dean to create a draft faculty workload policy for feedback and vote in Fall 2020.
- ◆ Supported standing committees to review and report on their strategic initiatives and key performance indicators
- ◆ Engaged the Student Affairs Committee to review how student recruitment and retention, including admission practices, are working and make recommendations to ensure we are aligned with strategic enrollment best practices
- ◆ With Stefanie Knott, developed a procedure for allocating office, classroom, and laboratory space in the college
- ◆ Supported School of Nursing restructuring, including a college wide electronic vote
- ◆ Held robust discussions and consideration of various representational models

Future Directions

- ◆ Charge standing committees to review bylaws and report what works and what does not
- ◆ Charge for FAC to review/revise current CHHS student advising survey according to the Academic Advising Handbook for Faculty and Staff (2018) inclusive of advisor and advisee responsibilities.
- ◆ Meet with the Task Force on Scholarship to explore how best to support faculty and student scholarship
- ◆ Complete work on Program Coordinators role expectations
- ◆ Continue to explore representational models in the College
- ◆ Review/revise, update the college constitution

Curriculum and Academic Affairs Committee, 2019-20 Final Report

Chair-Diane Van Cleave- SOWK (Term ends - August 2020)

Vice-chair - Kathleen Huun- BNC (Term ends - August 2020)

Secretary - Jim Davis- KRS (Term ends - August 2021)

- Reviewed and confirmed that the process for evaluating revised or new curriculum for appropriate rationale for change or implementation adheres to CHHS policies
- Consistently executed evaluation of revised or new curriculum for an IPE component track.
- Implemented a plan to survey those who have submitted items to Curriculog for effectiveness of recommendations by CAAC to improve the submission experience. Will develop a Tip Sheet
- To ensure proposals move forward in a timely manner, the Committee will invite originators only after a review of issues and questions are developed from proposal review

Faculty Affairs Committee, 2019-20 Final Report

Linda McQuiston, Chair

Myung-ah Lee, Secretary

Susan Eley, Vice chair and alternate Secretary

Status of Each Charge Including Pertinent Details of Work

- Focus on Mentor Program development and delivery aligned with CHHS strategic plan.
- Discussion of revisions to grievance policy begun
- Conducted faculty performance reviews, promotion and tenure reviews, biennial appraisals, and made recommendations regarding electronic submission of P&T documents.
- Review and make recommendations for revision for the Faculty-to-Faculty College Grievance Policy. Submit recommendations for revision to EC. Deadline: Feb. 28th 2020. MET: See above. Future work should emphasize due process of all faculty during the grievance process, clarification of grievance committee expectations during the summer and language preventing the abuse of the grievance committee's time by disallowing concurrent grievances of same/similar content that are under review beyond the college grievance committee.

Student Affairs Committee, 2019-20 Final Report

Brandi Andreae, Chair

Olabode Ayodele, Vice Chair

Craig Morehead, Secretary

Actions

- ◆ The committee reviewed and approved 3 handbooks (Baccalaureate Nursing Handbook, Social Work Field Manual, and Social Work Handbook).
- ◆ The committee also reviewed and returned for revisions 3 handbooks (Physician Assistant Student Handbook, Physician Assistance Clinical Handbook, and Family Nurse Practitioner Clinical Handbook).
- ◆ A challenge this year was receiving feedback from the department chairs and program coordinators in response to our request for review of the handbooks.
- ◆ SAC began the process of aligning with the CHHS strategic plan, and reviewed/awarded three scholarships (Dr. Richard D. Spear Scholarship, Passmore Scholarship, and Walter Marks Scholarship).

Future Plans

In the 2020-21 academic year, the committee plans to formulate a student and clinical handbook template to be approved by the Executive Committee and then distributed to CHHS departments to assist with formulation of handbooks for review.

Scholarship Task Force 2019-20

The Scholarship Task Force meets regularly to address our strategic priority of strengthening the infrastructure for faculty scholarship in CHHS. Activities/initiatives include: Scholarship multi-media manuscript, books, and historical displays for the CHHS Sesquicentennial event; the CHHS Writing Group, which reserved two 2-hour blocks twice a week for faculty to dedicate time and space to research; and, discussion with the Office of Sponsored Programs to learn more about available grant support. Next year's plans include helping faculty navigate IRB, continue the Writing Group, and discussions with faculty to support scholarship. The task force includes Linda Behrendt, Robin Bonifas, Alberto Friedmann, Jeremy Houser, Jill Moore, Whitney Nesser, Diane VanCleave, and Chad Witkemper.

This past year, faculty reported 47 intellectual contributions such as papers and books, 88 conference presentations, and RSP recorded 6 external grant submissions.



Center for Sports Medicine and Performance

Director Kellen Norris has had a very busy, very productive first year. He reports that the total number of treatments performed nearly doubled from the 2018 peak time to the 2019 peak time. He attributes this to several factors: perceptions of the athletic training room as open and ready to help; a significant increase in the amount of hands-on therapy; athletes' realization that the therapy works and they get better; and the institution of patient satisfaction surveys for all sports.



The majority of the CSMP's budget is spent on consumable items needed to serve our athletes. Other monies were spent on updating rehab equipment and staff professional development. In the coming year there will be some capital equipment expenditures, such as tape tables for the Arena Athletic Training Room.

The CSMP staff consists of 6 athletic trainers (including Kellen), 2 full-time strength and conditioning specialists, 1 part-time strength and conditioning specialist, 8 graduate assistant athletic trainers, and 4 graduate assistant strength and conditioning specialists. This "beefing up" of the staff has really gone a long way toward developing the identity of the CSMP and changing the culture of sports medicine at ISU.

RHIC Simulation Center

The Director of the Sim Center, Mr. Jack Jaeger, reports 9,444 participant encounters between July 1, 2019 and April 1, 2020. In addition to Indiana State, the RHIC also partners with Indiana University, St. Mary-of-the-Woods, and Ivy Tech.

A staff of seven keeps the RHIC running smoothly: the Director, three Clinical Simulation Specialists (one is part time), two Simulation Technologists, and one Simulation Assistant. They also contract with Manpower to provide PRN staff for various clinical and support needs, and work with the Arc of Vigo County to utilize special-needs young adults in support roles.

Here are a few examples of the RHIC's activities and outreach:

- ◆ Participated in the Wabash Valley National Night Out
- ◆ Assisted with ISU and Ivy Tech HOSA events
- ◆ Conducted Emergent Care Training for UMG Convenient Care
- ◆ Deployed RHIC's telepresence robots for use in the COVID-19 crisis, to protect health care providers and to allow family to visit with COVID-19 patients, including end of life situations.



Sycamore Outdoor Center

Director Dr. Don Rogers reports that The Sycamore Outdoor Center was on pace for a record year before the COVID-19 shut-down. From July 1, 2019 and March 1, 2020, 941 waivers were signed. This figure indicates the SOC was trending toward a 2,000 visitor year. Hopefully the facility will be able to reopen for the summer; reservations are still being accepted for summer and fall, 2020.

Local organizations sometimes volunteer their time at the SOC. A group of Boy Scouts came to stain the cabins, split firewood, and do trail maintenance, as did the ISU Army ROTC.

The old boating equipment shed was renovated into a waterfront shed/welcome center. It has a sliding glass window and covered porch that groups can also use as a coordinating center for their event. When the weather warms up, the renovation of the lower garage facility will continue, resulting in an additional meeting and activity space.

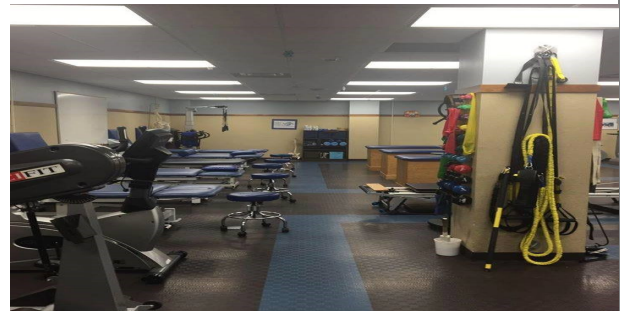
There are two full-time staff members at the SOC: the Director and the Property Manager. They also make good use of a student employee to staff the Center on Sundays.

Physical Therapy and Sports Rehabilitation Clinic

Dr. Jimmie Storms reports that as of 3/30/20, the PTSRC had performed new patient evaluations on 226 individuals. They logged 2,680 patient visits, an increase of 121 over last year. They have continued to provide services throughout the COVID-19 crisis by offering 1-on-1 visits, and E-visits for established patients.

The PTSRC is staffed by three full-time individuals: the Director, 1 Physical Therapist, and the Patient Account Coordinator. Professors from the Doctor of Physical Therapy program also offer physical therapy services as needed.

Most of the Clinic's budget goes toward salaries, software for EMR and billing services, lab and medical supplies, and continuing education. The PTSRC is completely self-supporting, and is the only public university owned and operated full service rehabilitation clinic in Indiana.



West Central Indiana Area Health Education Center

Director Jackie Mathis reports that 2019-20 was a busy year for WCI-AHEC. Approximately 700 high school students participated in recruitment-related activities during this period. Additionally, almost 250 students enrolled in health profession preparation programs, including 14 enrollees in the nationally-renowned AHEC Scholars program. They also provided continuing education support for nearly 150 healthcare professionals.

WCI-AHEC consists of four staff members: the Director, a Program Coordinator, a Clinical Coordinator, and a Student Services Assistant. Clinical Coordinator Suzanne Downs was selected to present at the National Society for Teachers in Family Medicine Conference on Medical Student Education.

The Center received \$320,000 grant dollars from the Indiana State Department of Health and Health Resources and Services Administration for the 2019-20 grant period.