



ILLINOIS STATE UNIVERSITY

Mennonite College of Nursing

Fiscal Year 2018 Planning Document

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Faculty, Staff, and Students of Mennonite College of Nursing

Illinois State University's Mennonite College of Nursing (MCN)

Mennonite College of Nursing Mission Statement

Mennonite College of Nursing at Illinois State University creates a dynamic community of learning to develop exceptionally well prepared nurses who will lead to improve health outcomes locally and globally. We promote excellence in teaching, research, service, and practice with a focus on the vulnerable and underserved. We are committed to being purposeful, open, just, caring, disciplined, and celebrative.

Mennonite College of Nursing Vision Statement

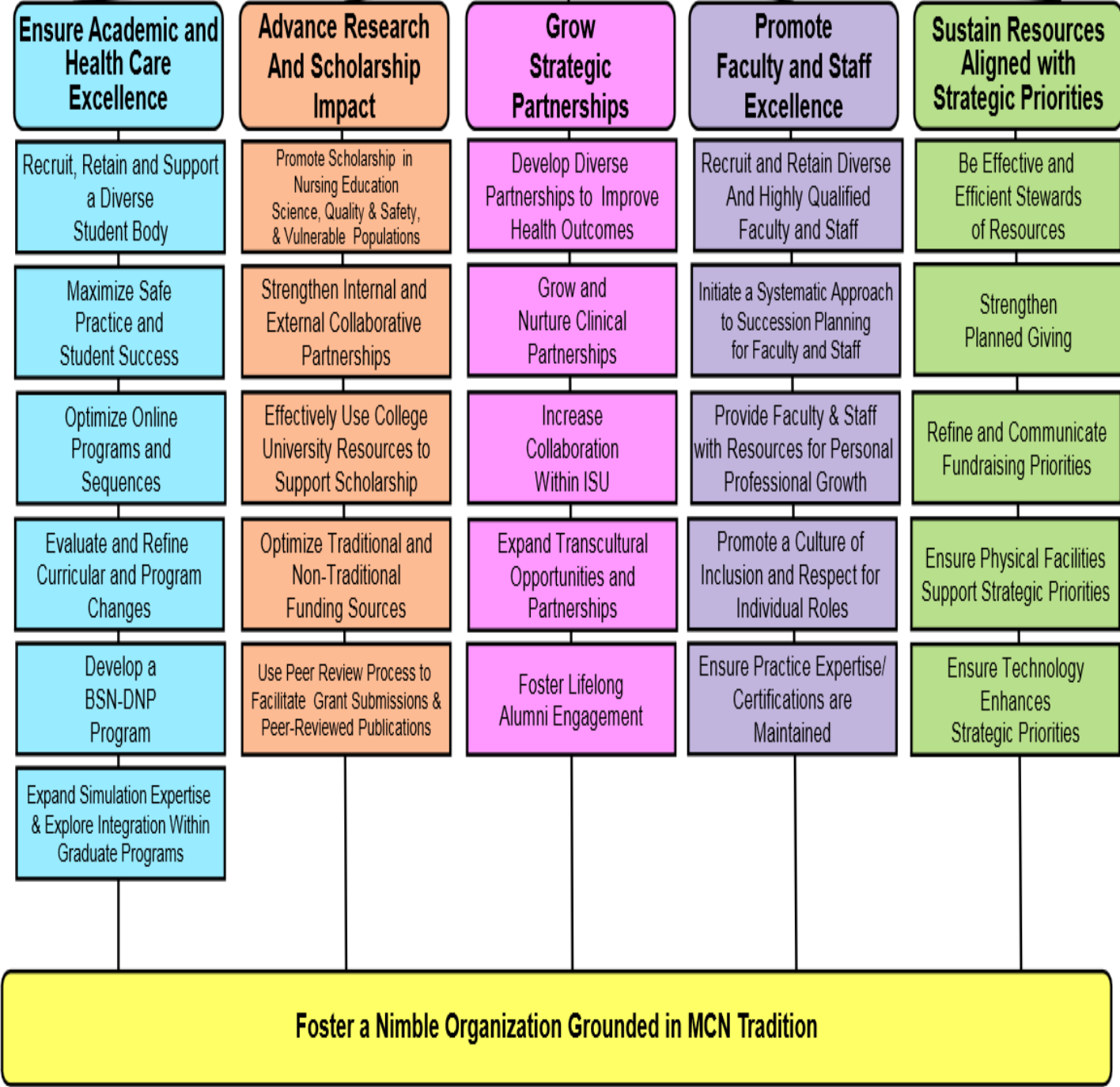
The vision of Mennonite College of Nursing is to be a premier college of nursing dedicated to improving local and global health outcomes.

Table of Contents

Mennonite College of Nursing Mission Statement	2
Mennonite College of Nursing Vision Statement.....	2
Mennonite College of Nursing Strategic Map.....	4
I. Major Objectives for Fiscal Year 2018.....	5
A. Mennonite College of Nursing Fiscal Year 2018 Goals, Objectives and College Parties Responsible	5
Goal 1: Ensure Academic and Health Care Excellence	5
Goal 2: Advance Research and Scholarship Impact	8
Goal 3: Grow Strategic Partnerships.....	10
Goal 4: Promote Faculty and Staff Excellence	12
Goal 5: Sustain Resources Aligned with Strategic Priorities	13
II. Facilities Request	16
Appendix A: Glossary	17

Strategic Map – 2014-18

Prepare Outstanding Nurse Leaders and Advocates in an Uncertain Environment



I. Major Objectives for Fiscal Year 2018

The Mennonite College of Nursing 2014-2018 Strategic Map was revised and approved in November 2013 following structured solicitation of feedback from faculty, staff, clinical partners, the Strategy and Planning Council, and alumni. The next version on the Mennonite College of Nursing Strategic Map will begin in FY18. The Fiscal Year 2018 goals, listed below, were developed by committees and administrators in alignment with Educating Illinois and the Mennonite College of Nursing Strategic Map.

A. Mennonite College of Nursing Fiscal Year 20187 Goals, Objectives, and College Parties Responsible

Strategic Goal 1: Ensure Academic and Health Care Excellence

Objective 1: Recruit, Retain, and Support a Diverse Student Body

1.1.1 Committee/Administrative Goal Supported by: APC, GPCC, PCC, PPC, RN to BSN

- ❖ Develop marketing strategies based on available data to increase enrollment in the RN to BSN, Nursing Systems Administrator (NSA) and Doctor of Nursing Practice (DNP) programs in collaboration with University Marketing and Communication (UMC) and Enrollment Management and Academic Services (EMAS).
 - ◆ Implement Pathways Program in collaboration with Lincoln Land Community College for RN to BSN Program.
 - ◆ Initiate discussions with Heartland Community College, EMAS, and Financial Aid to develop a plan for implementation of a Dual Enrollment Pathways program.
 - ◆ Hire a Recruitment and Outreach staff member to focus on increasing enrollment in the RN to BSN, NSA, DNP, and PhD programs.

1.1.2 Committee/Administrative Goal Supported by: APC, ADA, PCC, PPC

- ❖ Implement strategies for ongoing continuous quality improvement of Peer Support Persons (PSP), Peer Tutors, Academic Success Plan outcomes with Assessment Technology Institute (ATI) testing, and Pre-entry and Retention Opportunities for Undergraduate Diversity (PROUD).
 - ◆ Implement select strategies to support PROUD programming in the event grant funding does not materialize.
 - ◆ Analyze available statistical data for trends relative to retention and progression in traditional and accelerated Prelicensure Program, dismissal or failure on National Council Licensure Examination (NCLEX).

1.1.3 Committee/Administrative Goal Supported by: ADUP, ADRGPC, GPCC, PCC

- ❖ Maintain visits to targeted agencies to monitor and support clinical faculty in practice settings.

1.1.4 Committee/Administrative Goal Supported by: ADA, ADRGPC, GPCC

- ❖ Evaluate any recommendations from the Commission on Collegiate Nursing Education (CCNE) comprehensive accreditation evaluation completed in April 2017.

1.1.5 *Committee/Administrative Goal*

Supported by: ADOSFS, PPC

- ❖ Support the Best Practices for Career Placement recommendations for strategies and activities for the “Health Clusters”.
- ❖ Continue to participate and support the ISU Health Fair and the Advocate BroMenn Health Fair by announcing the events and encouraging student participation.

1.1.6 *Committee/Administrative Goal* Supported by: ADOSFS, ADRGPC, ADUP, DNSL, PCC

- ❖ Enhance educational and social programming for nursing students.
 - ◆ Provide mentorship and leadership development opportunities for officers in the Student Nurses Association and student workers in the Nursing Simulation Lab.
 - ◆ Enhance social and educational programming for nursing students living on the Themed Living Community floor.
 - ◆ Encourage graduate student participation in student organizations and shared governance.

1.1.7 *Committee/Administrative Goal* Supported by:

Dean, ADOSFS, ADA

- ❖ Provide educational opportunities for faculty on special needs of MCN students through a conference for LGBT students and programming for faculty to serve as a mentor for the PROUD program.

Strategic Goal 1: Ensure Academic and Health Care Excellence

Objective 2: Maximize Safe Practice and Student Success

1.2.1 *Committee/Administrative Goal*

Supported by: ADUP, PCC

- ❖ Continue exploration of non-traditional clinical sites with a community and leadership focus given changes in healthcare delivery.
- ❖ Introduce a primary care experience in NUR 327 Leadership Dimensions in Nursing.
- ❖ Explore development of a post-licensure courses and certificate focused on primary care.

1.2.2 *Committee/Administrative Goal*

Supported by: APC, ADUP, DNSL, PCC

- ❖ Continue evaluation of scenario selections in the Nursing Simulation Laboratory (NSL) for impact on student learning outcomes.
 - ◆ Expand interprofessional education in simulation experiences.
 - ◆ Expand simulation expertise in the NSL through research, faculty training, the updating of equipment, and the expansion of scenarios with interdisciplinary focus.

Strategic Goal 1: Ensure Academic and Health Care Excellence

Objective 3: Optimize Online Programs

1.3.1 *Committee/Administrative Goal* Supported by: ADA, ADUP, ADRGPC, RN to BSN, GPCC

- ❖ Enhance quality and consistency in delivery of all online programs.
 - ◆ Continue support of faculty participation in Quality Matters (QM) training.

- ◆ Continue with timeline plan for QM certification of all RN to BSN faculty, courses and program.
- ◆ Continue promotion of Design, Align, Refine, and Teach (DART) through the Center for Teaching, Learning, and Technology (CTLT) to support high quality online delivery of courses.

Strategic Goal 1: Ensure Academic and Health Care Excellence
Objective 4: Evaluate and Refine Curricular and Program Changes

1.4.1 *Committee/Administrative Goal* Supported by: ADA, ADUP, PCC

- ❖ Measure desired didactic and clinical course outcomes for student success.
 - ◆ Implement the E-Portfolio for measurement of program outcomes in the traditional Prelicensure Program.

1.4.2 *Committee/Administrative Goal* Supported by: APC, ADOSFS, RN to BSN

- ❖ Implement sustained multi-year cohorts in the RN to BSN plan of study, particularly in relation to the Pathways Program.
- ❖ Implement rolling admissions and select courses for an eight week delivery format to enhance more flexibility of the program for new admissions and enrollment.

1.4.3 *Committee/Administrative Goal* Supported by: ADRGPC, GPCC, PCC, RN to BSN

- ❖ Support students and faculty to meet standards of writing across the curricula.
 - ◆ Evaluate feasibility of continuing to host an annual writing workshops for DNP and PhD students in May and continuing students in October.
 - ◆ Identify strategies to support academic integrity and the submission of high quality student writing across all programs.
 - ◆ Explore opportunities for supporting faculty best practices to improve student writing.
 - ◆ Evaluate impact of revised PhD program implemented in fall 2016.

Strategic Goal 1: Ensure Academic and Health Care Excellence
Objective 5: Develop a BSN-DNP Program

1.5.1 *Committee/Administrative Goal* Supported by: APC, ADRGPC, GPCC

- ❖ Develop the post-baccalaureate DNP for the Family Nurse Practitioner Program with clinical partner leadership in nursing and healthcare.

Strategic Goal 1: Ensure Academic and Health Care Excellence
**Objective 6: Expand Simulation Expertise and Explore Integration
Within Graduate Programs**

- 1.6.1 Committee/Administrative Goal* Supported by: ADRGPC, GPCC, DNSL
- ❖ Explore integration of simulation into graduate programs and courses.

Strategic Goal 2: Advance Research and Scholarship Impact
**Objective 1: Promote Scholarship in Nursing Education Science, Quality and Safety and
Vulnerable Populations**

- 2.1.1 Committee/Administrative Goal* Supported by: ADRGPC, CRC
- ❖ Review and revise the Strategic Plan for Scholarship Development to align with the College Strategic Map.

- 2.1.2 Committee/Administrative Goal* Supported by: ADRGPC, CRC
- ❖ Support emerging and established research interest groups among the faculty with focus on continued evaluation of outcomes.

- 2.1.3 Committee/Administrative Goal* Supported by: ADUP, ADRGPC, CRC
- ❖ Nominate and support faculty, staff, and students for College, University, and professional organization and society awards.

- 2.1.4 Committee/Administrative Goal* Supported by: ADRGPC, CRC
- ❖ Encourage and support students to participate in research opportunities.
 - ◆ Apply for funding awards at the college and university level.
 - ◆ Support BSN, MSN, PhD, and DNP students to present at the Midwest Nursing Research Society (MNRS).

Strategic Goal 2: Advance Research and Scholarship Impact
Objective 2: Strengthen Internal and External Collaborative Partnerships

- 2.2.1 Committee/Administrative Goal* Supported by: ADRGPC, CRC, PCC
- ❖ Promote, support, and evaluate current and emerging research collaborations between Mennonite College of Nursing, local partners/institutions, as well as within Illinois State University such as with Communication Sciences Disorders and the School of Social Work.

Strategic Goal 2: Advance Research and Scholarship Impact

Objective 3: Effectively Use College and University Resources to Support Scholarship

2.3.2 *Committee/Administrative Goal* Supported by: ADRGPC, CRC

- ❖ Evaluate the research infrastructure to determine if student and faculty needs are being met.

2.3.3 *Committee/Administrative Goal* Supported by: ADA, ADRGPC, CRC

- ❖ Support faculty in the dissemination of scholarship.

2.3.4 *Committee/Administrative Goal* Supported by: ADRGPC, CRC

- ❖ Review applications, select and evaluate outcomes for University Research Grant (URG) recipients.

Strategic Goal 2: Advance Research and Scholarship Impact

Objective 4: Optimize Traditional and Non-traditional Funding Sources

2.4.1 *Committee/Administrative Goal* Supported by: ADRGPC

- ❖ Explore grant opportunities to continue supporting faculty scholarship.
 - ◆ Encourage faculty to submit applications for external funding.

2.4.2 *Committee/Administrative Goal* Supported by: ADRGPC

- ❖ Continue identification of mentors and consultants to support faculty scholarly productivity.
- ❖ Mentor new and/or less experienced faculty to write for grant funding.

Strategic Goal 2: Advance Research and Scholarship Impact

Objective 5: Use Peer Review Process to Facilitate Grant Submissions and Peer Reviewed Publication

2.5.1 *Committee/Administrative Goal* Supported by: ADRGPC, CRC

- ❖ Support internal peer review for manuscript submission process and grant reviews.
 - ◆ Evaluate the peer review process for grant submission and peer-reviewed publications.

Strategic Goal 3: Grow Strategic Partnerships

Objective 1: Develop Diverse Partnerships to Improve Health Outcomes

3.1.1 *Committee/Administrative Goal* Supported by: ADUP, ADRGPC, GPCC, PCC, RN to BSN, CRC

- ❖ Continue to identify and support projects in which the college and local partners collaborate to improve community health outcomes locally and globally.

Strategic Goal 3: Grow Strategic Partnerships

Objective 2: Grow and Nurture Clinical Partnerships

3.2.1 *Committee/Administrative Goal* Supported by: ADA, ADUP, ADRGPC

- ❖ Develop and sustain relationships with local healthcare partners in the state of Illinois.
 - ◆ Optimize college as the preferred nursing education provider in the Illinois to secure clinical sites for student practice.
 - ◆ Foster relationships with healthcare partners to develop stronger bonds with a focus on RN to BSN and graduate programs.

3.2.2 *Committee/Administrative Goal* Supported by: ADA, ADUP, ADRGPC

- ❖ Explore innovative models to facilitate optimal nursing education.

Strategic Goal 3: Grow Strategic Partnerships

Objective 3: Increase Collaboration within Illinois State University

3.3.1 *Committee/Administrative Goal* Supported by: APC, CC

- ❖ Continue to encourage faculty to participate in university-wide Shared Governance.

3.3.2 *Committee/Administrative Goal* Supported by: APC, ADUP, ADRGPC, ADOSFS

- ❖ Evaluate interprofessional educational opportunities.
 - ◆ Evaluate the scalability integration of professional education model developed by the College and CSD, Child Life, Social Work, and Theater programs.

Strategic Goal 3: Grow Strategic Partnerships

Objective 4: Expand Transcultural Opportunities and Partnerships

3.4.1 *Committee/Administrative Goal* Supported by: ADA, ADUP, ADRGPC, TC, GPCC, PCC

- ❖ Continue to assess the overall transcultural nursing experience for students who travel and for students visiting from other institutions.
 - ◆ Explore innovative approaches to student recruitment to increase participation in transcultural experiences.
 - ◆ Explore transcultural opportunities resulting in long-term relationships with other Colleges or Universities and communities across the globe.

Strategic Goal 3: Grow Strategic Partnerships

Objective 5: Foster Lifelong Alumni Engagement (Volunteering, Giving, Recruiting)

3.5.1 *Committee/Administrative Goal* Supported by: Dean, DoD

- ❖ Identify opportunities to engage donors and alumni in educational and social programming opportunities through involvement as standardized patients or judges for the Three-Minute Thesis competition.
- ❖ Continue donor at various regional and national locations with larger concentrations of alumni.

3.5.2 *Committee/Administrative Goal* Supported by: Dean, DoD

- ❖ Continue to identify alumni located in hub cities and evaluate programming that might enhance outreach.

3.5.3 *Committee/Administrative Goal* Supported by: Dean, DoD

- ❖ Continue to personalize outreach to all alumni via diverse communication modalities.
 - ◆ Continue incorporation of alumni participation in Nurses Week and curricular activities.

3.5.4 *Committee/Administrative Goal* Supported by: Dean, DoD

- ❖ Continue to identify alumni for awards and recognition.

3.5.5 *Committee/Administrative Goal* Supported by: Dean, DoD

- ❖ Continue planning the 100 year celebration of Mennonite College of Nursing's excellence in nursing education.

Strategic Goal 4: Promote Faculty and Staff Excellence

Objective 1: Recruit and Retain Diverse and High Qualified Faculty and Staff

4.1.1 *Committee/Administrative Goal* Supported by: APC

- ❖ Base hiring decisions for full time tenure track and non-tenure track faculty on projected teaching and scholarship needs of the college mindful of succession planning and leadership strengths.

4.1.3 *Committee/Administrative Goal* Supported by: APC

- ❖ Continue to evaluate the effectiveness of the structured orientation and mentorship process for new faculty and staff to ensure effectiveness and efficiencies of the Professional Development for New Faculty and Staff Series.

4.1.3 *Committee/Administrative Goal* Supported by: ADUP, ADRGPC

- ❖ Recruit and retain qualified part-time clinical faculty.

Strategic Goal 4: Promote Faculty and Staff Excellence

Objective 2: Initiate a Systematic Approach to Succession Planning for Faculty and Staff

4.2.1 *Committee/Administrative Goal* Supported by: APC, CC

- ❖ Continue planning for effective and efficient transitions in the face of potential retirements.
 - ◆ Implement restructuring to open up more mid-level leadership opportunities.
 - ◆ Identify possible internal and external candidates to replace planned retirements to provide optimal time for training.
 - ◆ Develop leaders in their roles through internal and external leadership training opportunities.

Strategic Goal 4: Promote Faculty and Staff Excellence

Objective 3: Provide Faculty and Staff with Resources for Personal and Professional Growth

4.3.1 *Committee/Administrative Goal* Supported by: APC, CC

- ❖ Identify needs of new faculty and restructure Professional Development of New Faculty and Staff Series relative to need.
 - ◆ Survey faculty to determine interest and need for Best Practices Workshops for fall and spring semesters.

4.3.2 *Committee/Administrative Goal* Supported by: APC, CC

- ❖ Focused promotion of professional and personal development of faculty and staff to meet strategic initiatives.

4.3.3 *Committee/Administrative Goal* Supported by: APC

- ❖ Support eligible faculty to submit applications for sabbaticals.

4.3.4 *Committee/Administrative Goal* Supported by: APC

- ❖ Collaborate with Student Health Services to improve accuracy and efficiencies through implementation of the Point and Click software sharing project.

4.3.5 *Committee/Administrative Goal* Supported by: APC

- ❖ Support computer technology literacy among faculty, staff, and students (i.e., SharePoint, Digital Measures, and Office 365).

Strategic Goal 4: Promote Faculty and Staff Excellence

Objective 4: Promote a Culture of Inclusion and Respect for Individual Roles

4.4.1 *Committee/Administrative Goal* Supported by: APC

- ❖ Implement outcomes of University Campus Climate Assessment and align initiatives with results.

Strategic Goal 4: Promote Faculty and Staff Excellence

Objective 5: Ensure Practice Expertise/Certifications are Maintained

4.5.1 *Committee/Administrative Goal* Supported by: APC

- ❖ Foster development of expertise and certifications to support nursing practice and program outcomes.
 - ◆ Support faculty to pursue practice as fits their professional and lifestyle needs.

Strategic Goal 5: Sustain Resources Aligned with Strategic Priorities

Objective 1: Be Effective and Efficient Stewards of Resources

5.1.1 *Committee/Administrative Goal* Supported by: Dean, ADA, APC

- ❖ Forecast and manage resources to build sustainable capacity.
 - ◆ Continue to implement a budget approach that encourages proactive planning from the entire College community.
 - ◆ Identify approaches to expand enrollment in Full Cost Recovery (FCR) programs.

5.1.2 Committee/Administrative Goal Supported by: APC, ADA, ADUP, ADRGPC

- ❖ Continue to evaluate workload reallocations as they relate to teaching, scholarship productivity, recruitment, and retention.

5.1.3 Committee/Administrative Goal Supported by: APC, ADOSFS, DNSL

- ❖ Continue to assess utilization of College graduate assistants for effectiveness and functionality.
 - ◆ Identify alternate approaches for faculty and staff support should anticipated funding limitations restrict GA hiring.
 - ◆ Formalize checklist of hiring/retention procedures by staff role to minimize overlap.
 - ◆ Continue to promote the part time GA program with a particular focus on NSL needs.

5.1.4 Committee/Administrative Goal Supported by: Dean, DoD

- ❖ Align college development efforts with the University Campaign.

5.1.5 Committee/Administrative Goal Supported by: Dean, DoD

- ❖ Create at least two new endowment accounts in Fiscal Year 2018.

5.1.6 Committee/Administrative Goal Supported by: Dean, DoD

- ❖ Continue to highlight clinical simulation recognition opportunities for interested donors with Strategy and Planning Council collaboration.
- ❖ Explore public/private partnerships that could lead to an integrated health building.

Strategic Goal 5: Sustain Resources Aligned with Strategic Priorities

Objective 2: Strengthen Planned Giving

5.2.1 Committee/Administrative Goal Supported by: Dean, DoD

- ❖ Address planned giving in relevant presentations/communication with faculty, staff, alumni, current donors, potential donors, and friends.

Strategic Goal 5: Sustain Resources Aligned with Strategic Priorities

Objective 3: Refine and Communicate Fundraising Priorities

5.3.1 Committee/Administrative Goal Supported by: Dean, DoD

- ❖ Communicate fundraising priorities to college faculty, staff, alumni, current donors, potential donors, and friends in light of Capital Campaign.

Strategic Goal 5: Sustain Resources Aligned with Priorities
Objective 4: Ensure Physical Facilities Support Strategic Priorities

5.4.1 *Committee/Administrative Goal* Supported by: APC, DNSL

- ❖ Continue to identify innovative approaches to leverage space in Edwards Hall and the NSL as both reach capacity.

5.4.2 *Committee/Administrative Goal* Supported by: Dean

- ❖ Continue to discuss the need for a new building to meet the professional education needs of the College of Nursing.

Strategic Goal 5: Sustain Resources Aligned with Strategic Priorities
Objective 5: Ensure Technology Enhances Strategic Priorities

5.5.1 *Committee/Administrative Goal* Supported by: Dean, DT, TSC

- ❖ Continue to implement the College Informational Technology (IT) plan that addresses the internal Informational Technology Audit.

5.5.2 *Committee/Administrative Goal* Supported by: Dean, APC

- ❖ Evaluate faculty and staff technology support services.

5.5.3 *Committee/Administrative Goal* Supported by: APC, ADOSFS, DT

- ❖ Ensure adequate training of faculty/staff and promote collaboration with Administrative Technologies (AT) as the new Student Information System (SIS) continues to evolve.

5.5.4 *Committee/Administrative Goal* Supported by: APC, DT

- ❖ Ensure adequate and just-in-time training of faculty/staff and promote collaboration with Administrative Technologies (AT) for the new IT ticketing system.

5.5.5 *Committee/Administrative Goal* Supported by: Dean, DT, TSC

- ❖ Evaluate cost, benefits, and capability for a vendor to support student portfolios, faculty health and safety compliance, and affiliation agreements by summer 2017; implement in fall 2017.
 - ◆ Explore the feasibility of implementing external vendors to manage College data needs.

II. Facilities Request

The nursing major at Illinois State remains competitive. This past year over 1,100 freshman applications were received with the capacity to enroll 10% of a very qualified pool. The Family Nurse Practitioner Program received double the applications of available seats. In spring 2017, the total headcount for nursing students across all programs reached 765, a 24% increase over the past five years. As the college experiences the full impact of the student enrollment expansion in spring 2017, communication, coordination, and a sense of community will continue to remain a challenge.

As a result of the expansion of programs, the Office of Student and Faculty Services (OSFS) and other faculty temporarily relocated at Uptown Crossing returned to Edwards Hall in July 2014. Despite this return, the College remains spread across two buildings (i.e. Nursing Simulation Laboratory and Edwards Hall), and students take major-specific classes in buildings throughout campus (i.e., Center for Visual Arts, DeGarmo, Felmley, Horton, Moulton, Ropp, Schroeder, State Farm Hall, Stevenson, Turner, Vrooman Center, Williams, etc.). Faculty hiring projections for Fiscal Year 2018 will likely result in remaining vacant offices being filled to capacity.

The need and desire for additional space for current students to conduct patient simulations in the Nursing Simulation Lab (NSL) has been met with limitations in a high fidelity environment that already services students in some capacity five days per week from 7:30 a.m. until 8:00 p.m. Staff resources have been stretched in a confined space with the setting up, running, and re-running over 1800 learning scenarios per year with mannequins and specialized devices. Expanded interdisciplinary collaboration that might occur in the NSL is also met with scheduling limitations.

The College would benefit from a new facility that would offer classrooms, sufficient lab space, offices, additional equipment, collaborative work space for interdisciplinary grant and research projects, and an integrated health facility.

Appendix A

Glossary

AACN	American Association of Colleges of Nursing
ACA	Affordable Care Act
ACE	Advancing Care Excellence
ACT	American College Testing
ADA	Associate Degree in Nursing
ADA*	Associate Dean for Academics
ADOSFS*	Assistant Dean, Office of Student and Faculty Services
ADRGPC*	Associate Dean for Research and Graduate Program Coordinator
ADUP*	Assistant Dean for Undergraduate Program
AENT	Advanced Education Nursing Traineeships
AP	Academic Partnerships
APA	American Psychological Association
APC	Administrative Planning Council
APSP	America's Promise School Project
ASPT	Appointment Salary Promotion and Tenure
AT	Administrative Technology
ATI	Assessment Technology Institute
BSN	Bachelor of Science in Nursing
CC	College Council
CCNE	Commission on Collegiate Nursing Education
CFRE	Certified Fund Raising Executive
CGFNS	Commission of Graduates of Foreign Nursing Schools
CNL	Clinical Nurse Leader
CPC	Clinical Practice Coordinator
CRC	College Research Committee
CSD	Communication Sciences and Disorders
CSEI	Creighton Simulation Evaluation Instrument
CSI	Clinical Simulation Integration Committee
CTLT	Center for Teaching, Learning and Technology
CV	Curriculum Vitas
DART	Design Align Refine Teach
DM	Digital Measures
DNP	Doctor of Nursing Practice
DNSL*	Director of the Nursing Simulation Lab
DoD*	Director of Development
DT*	Director of Technology
EBI Mapworks	Formerly Educational Benchmark, Inc. now Skyfactor
EHR	Electronic Health Record
EMAS	Enrollment Management and Academic Services
EMS	Education Management System
ENA	Emergency Nurses Association
FCR	Full Cost Recovery
FCS	Family and Consumer Sciences

FNP	Family Nurse Practitioner
FTR	Full Time Equivalency
FY	Fiscal Year
GA	Graduate Assistant
GPCC	Graduate Program and Curriculum Committee
HHS	Health and Human Services
HRSA	Health Resources and Services Administration
IBHE	Illinois Board of Higher Education
IC	Institutional Capacity
INACSL	International Nursing Association for Clinical Simulation and Learning
IRB	Institutional Review Board
ISU	Illinois State University
IT	Informational Technology
KNR	Kinesiology and Recreation
LC	Leadership Council
LEAP	Lean Enterprise Architecture and Processes
LGBT	Lesbian, Gay, Bisexual, Transgender
MCN	Mennonite College of Nursing
MEN	Men are Excellent Nurses
MNAO	Mennonite Nurses Alumni Organization
MNRS	Midwest Nursing Research Society
MSN	Masters of Science in Nursing
NAHN	National Association of Hispanic Nurses
NCLEX	National Council Licensure Examination-Registered Nurse
NEXus	Nursing Education Xchange
NSA	Nursing Systems Administration
NSL	Nursing Simulation Laboratory
NTT	Non-Tenure Track
NWD	Nursing Workforce Diversity
OSFS	Office of Student and Faculty Services
PCA	Plan for College Assessment
PCC	Prelicensure Curriculum Committee
PE	Provost Enhancement
PhD	Doctorate of Philosophy in Nursing
PPC	Prelicensure Program Committee
PROUD	Pre-entry and Retention Opportunities for Undergraduate Diversity Grant
PRPA	Policy, Research and Planning Analysis
PSP	Peer Support Person
QAIN	Quality Advances in Nursing Technology
QM	Quality Matters
RN	Registered Nurse
RN to BSN	Registered Nurse to Bachelors of Sciences of Nursing
RN to BSN	Registered Nurse to Bachelors of Sciences of Nursing Committee
RSO	Registered Student Organization
SBC	Strategic Budget Carryover
SHS	Student Health Services
SIS	Student Information System

SNA	Student Nurses Association
SoTL	Scholarship of Teaching and Learning
SPC	Strategy and Planning Council
STTI	Sigma Theta Tau International
TC*	Transcultural Coordinator
TSC	Technology Steering Committee
TT	Tenured or Tenure Track
UMC	University Marketing and Communication
URG	University Research Grant
WES	World Education Services

**College Titles and Roles*