



BEMIDJI
STATE UNIVERSITY

Bemidji State University Department of Nursing

ACADEMIC YEAR 2019 - 2020



Bemidji State University

Department of Nursing

Annual Report
2019 - 2020

This Annual Report is dedicated to the nurses and healthcare professionals helping our Nation during the Coronavirus global health pandemic.

Kelsey McCallister, May 2019 Graduate



Maddy Kintner, May 2018 Graduate

Stay at home, Stay safe

Nothing has impacted this academic year as much as the Coronavirus or Covid-19. During March and spring break, the world took on a different look. BSU followed local, state and federal guidelines and the campus was shut down.

After an extended spring break, spring classes continued but all totally on-line. For many of our pre-licensure students this was a total new and challenging way to learn. Our faculty worked hard to use simulation and virtual simulation to continue to provide quality clinical learning experiences for all our students.

Year in Review

History: The nursing program at Bemidji State University first started in 1983 as the RN-BS completion program. In 2008 the prelicensure program was started.



The baccalaureate degree program in nursing at Bemidji State University is accredited by the Commission on Collegiate Nursing Education, 655 K Street, NW, Suite 750, Washington DC 20001, (202) 887-6791.

In May 2018, Bemidji State University nursing received official notification that the program earned continued CCNE accreditation for 10 years. During the last two years our first time NCLEX pass rates have dropped below the requirement from the Minnesota Board of Nursing. A Significant Change Report was written and a Zoom visit by the Minnesota Board of Nursing was completed in April. We continue to meet the CCNE requirements.

Our students have intentionally chosen to attend Bemidji State University. Our goal is to provide quality education, experiences, and community connectedness on their journey to earning a BSN degree. Our program is designed to equip students to have innovative thought, soft skills such as compassion and empathy, to be advocates for their patients, families, and communities, and to be leaders of tomorrow. The nursing students at Bemidji State University continue to be dedicated, involved, and interested in the nursing profession.



Dr Joseph Ritter, Dean of BSU's College of Individual and Community Health, will be leaving BSU in June 2020. He accepted the position of Chief Executive Officer of The Albert Baker Fund (ABF), a non-profit organization based in Sacramento, California.

Dr. Marci Maple Department of Nursing chair and chief nurse administrator since August 17, 2018. Dr. Maple has been a part of the BSU nursing faculty since August 2010.

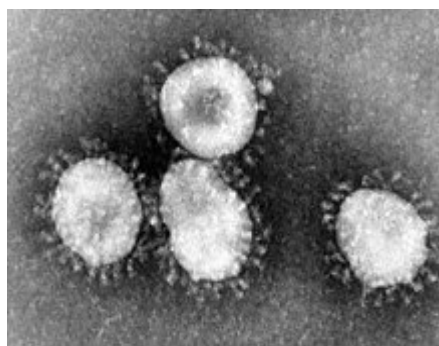


Department of Nursing Goals 2019-2020

Faculty set the following academic year department goals:

- NCLEX pass rates > 75%
- Tracking of student data
- RN-BS intentional decision making and marketing

Coronavirus Global Pandemic



Early in February 2020, our world started moving in a different direction.

As part of community health curriculum, many of our classes watched the movie *Contagion*, suddenly we were living it. Spring break had just begun and things started happening.

The Department of Nursing leadership stepped up and started planning during spring break. Dr. Marci Maple returned from her shortened vacation to show how her transformational leadership style could provide confidence and continuation of our programs. Communication, as always, was key. Inform faculty, inform staff, inform students – with information that changed by the hour. There were many questions.

The Department of Nursing held on - - - all the while staying at home.

Below is a short summary of the notifications and announcement that changed our Department of Nursing and the entire community.

Feb. 28 the Minnesota State system office suspended all international travel by employees and students at the system's 30 colleges, seven universities and the system office in response to the developing outbreak of the Novel Coronavirus Disease 2019 (COVID-19). President Hensrud
 March 6 the US reported 220 cases.

March 6, To protect yourself and your community from COVID-19 or other infectious diseases, good hygiene is the first line of defense. According to the Minnesota Department of Health, schools do not need to take special precautions beyond what is normally recommended to prevent the spread of viruses.

Everyday prevention measures like washing your hands with soap and water, covering coughs and sneezes, and staying home when sick reduces the risk of spreading respiratory infections. If you experience the most frequently reported signs and symptoms of fever, cough, muscle aches,

fatigue or shortness of breath and are concerned about your health, please contact your doctor or your city, county, or state department of health. Devinder Malhotra, Chancellor

March 13, *As you know both MinnState and BSU emails have already informed you, we have suspended all of next week's class meetings (both face-to-face and online) in order to create time for faculty and staff to determine and prepare to implement alternative delivery methods for teaching and learning through the end of the spring semester. We must be ready to teach all of our courses through these methods by the following week. This is certainly a daunting task, I know, but one we can achieve as we work with and support each other.* Dr. Tony Pepper

[ST. PAUL, MN] – Governor Tim Walz today signed [Executive Order 20-02](#), authorizing the temporary closure of Minnesota K-12 public schools to students in order for school administrators and teachers to make long-term plans for the continuity of education and essential services during the COVID-19 pandemic. Schools will be closed to students by Wednesday, March 18 through Friday, March 27 to accommodate this planning between school staff, teachers, and administrators with guidance from the Minnesota Department of Education (MDE) and the Minnesota Department of Health (MDH). Devinder Malhotra, Chancellor

March 15, **Academic Continuity of Operations**

The portfolio of academic offerings our 37 colleges and universities provide is diverse not only in their focus but also in the instructional methodologies used. In light of the concerns that we have heard from campuses, **we will extend the preparation time for faculty and staff by one additional week.** Instruction will resume on March 30. For the five colleges currently on spring break this week, they will also receive additional time and will resume instruction for students on April 6. Devinder Malhotra, Chancellor

March 18 In light of the March 17 message from Chancellor Malhotra directing employees to work from home in all possible circumstances, and to protect the safety and security of our employees who are required to perform their duties on our campuses, the physical campuses of both BSU and NTC will limit access by the public beginning at 5 p.m. on Wednesday, March 18. Both campuses will remain in limited-access status until at least Monday, March 30.
President Hensrud

March 20, 2020

Executive Order 20-04: Providing for the Temporary Closure of Bars, Restaurants, and Other Places of Public Accommodation

March 21, *Hello CICH members,*

Our two key priorities remain constant:

To safeguard the health, safety, and welfare of our faculty, staff, students and communities

To enable students to complete the spring semester and progress toward their educational goals

I hope you have been able to successfully set-up a remote work location. If you need to take something from your BSU office to use at home to allow for a more efficient, effective, or comfortable work environment at home, you have permission to take these items home. The CICH Dean's Office has moved to our remote/home locations.

As a reminder, I strongly recommend that as you reorganize your courses, place the most important content and activities first. You will likely need to revise assignments. Prepare your classes to end on the scheduled date – with additional thought given to placing the most important content first because plans could easily change again, with one possibility being an abrupt halt at any time. We are working to help our students complete their spring semester courses the best we can in an unstable environment.

MinnState an online event on March 25th called "Keep Teaching through COVID-19."

While we can and should encourage students to work ahead, no assignments can be due during the period of class suspension, that is, prior to March 30. Assignments that were previously due on March 16th can be now due on March 30th, but no additional assignments should be added to be due on March 30th. There will be no in-person classes held on the BSU campus when classes resume on March 30th. Dean J. Ritter

March 25

Today, Governor Walz announced an official "stay at home" order for all Minnesota residents. **However, as part of his order, the governor has declared educational activities and services as essential, which means the 37 colleges and universities of Minnesota State are exempt from this order.** Campus-based essential services needed to support our students will be staffed by a limited number of employees on campus. Instruction and services will resume, as scheduled, on either March 30 or April 6 as previously announced. . . . All classes will be delivered using alternative modes, and campuses will remain closed to the public but students can access the campus, if needed, for services not accessible from home. Devinder Malhotra, Chancellor

Minutes March 17 FAB Meeting

Board of Nursing; CCNE; Provost (emails have been sent out):

- MNBON: Does not mandate/regulate the amount of clinical hours in our programs; discussed virtual hours in place of capstone (simulation can account for up to 50% of program clinical hours per the MN Board of Nursing) – as long as we meet outcomes of program and courses, then it is ok. They are supportive our plans.

What has been communicated to faculty and students... what still needs to be communicated and in what delivery

- Marci has sent an email to prelicensure and RN-BS program students to date: program coordinators can also send out emails to students; BSU also sending out emails to students; other modes of communication through linking on social media (Mike working on); faculty should post in and email students in own courses

RN-BS/Tiffany:

- Sent out minutes from RN-BS meeting yesterday to all faculty; no classes will have any on campus meetings and will all be converted to online/virtual; projects online/virtually to reduce exposure to each other; each course can make a decision on if and what to post regarding course changes

- Advising: faculty to send email to advisees with plan for advising; . . .students that are in RN-BS program – learning communities are separate by each community –

SAP (Carolyn):

RN-BS students that are graduating Spring or Summer 2020 do not need to complete the Passport requirements since they are not going into clinicals any more this semester; students that are returning to the RN-BS program in the fall will need to continue to comply by due date Prelicensure/Christy:

Meeting minutes from this morning have been sent to all faculty – review for further details

Summary:

- Didactic courses will move to online/virtual delivery; Respondus will allow to use Respondus Video Monitoring for all classes; use shortened video lectures (<50 minutes); posted online office hours; Zoom session for part of campus class that students can attend
- Lab courses will have test-outs recorded and submitted.
- Clinicals: Juniors only have three clinical days left after return on March 30th; MNBON will accept simulation hours 2:1 for this time. Simulations will be virtual. Seniors/Capstone not determined yet – still meeting

Marci:

- MNBON fall report – we need to track what we are doing this semester, such as student learning outcomes and perform a gap analysis.
- Junior Clinicals next fall should include additional health assessment and skills review/testing before going out to clinicals due to modified spring courses.

Unanswered questions:

- Can Mon, Tues & Wed of Week 16 be used? As long as it is listed on academic calendar as a class day, it can be utilized.
- Matt voices students are worried and would like communication from faculty as soon as possible. Be as direct as possible about expectations and assignments during the time of change. Be clear on what expectations are for these two weeks off and then the rest of the semester. If there are any emails that are being sent out to the students, please include Matt & Michelle to keep them in the loop.
- Marci emphasizes that with BSU and department's current plan, we have full intention that everyone will graduate on time.

March 27 FAB Meeting from the minutes:

Didactic, Lab (all courses) and clinicals changed to online/virtual delivery format. MinnState suspended all classes March 16-March 29. Classes to resume in distant format March 30. Dorms closing.

Lessons learned for future preparation:

Communication with clinical partners is important.

Discussion on incomplete grades, will discuss further in future.

Impact of this semester on fall, discussion will take place.

How are YOU doing with changes?

Faculty feel comfortable going live online Monday, March 30th.

- 1) Supporting each other and adjuncts.

Faculty are meeting and feel comfortable going forward.

- 2) Supporting students

Discussion on incomplete grades, will discuss further in future.

- 1) How are classes developing-any major items we must know?

- 2) Flexibility while maintaining program standards

Discussion on incomplete grades, will discuss further in future.

- 3) Meeting course and program outcomes

- 4) Impact on planning for fall semester

Discussion to take place in future.

Will continue-change to Zoom- creative ideas to recognize our seniors?

Will need to be virtual, may not be a “pinning” but will be our last chance to see the seniors.

Program Outcomes

The Department of Nursing completes an Annual Review process that includes reviewing the program learning outcomes, evidence of our compliance with the CCNE accreditation standards and requirements from the Minnesota Board of Nursing.

Program Enrollment and Graduation Numbers

	Admissions 2016 - 2017	Graduates	2017 - 2018	Graduates	2018-2019	Graduates	2019-2020	Graduates
4-Year Track								
N2000	81		84		70		80	
Admitted	56	42	63	59	56	48	55	49
RN-BS								
Bemidji	27		33		20		7	
Cambridge	29		30		17			
Duluth	27		29		15		7	
Coon Rapids	29		39		29		10	
Century	25		34		17		14	
East Grand Forks On-line	28		20		11			
On-line					29		85	
Total RN-BS	165		185	110	138	106	123	91

First-Time NCLEX Pass Rates

2017		2018		2019	
Number Testing	First Time Pass Rate	Number Testing	First Time Pass Rate	Number Testing	First Time Pass Rate
41	85.71%	59	70.69%	48	72.92

The Department of Nursing continuously tracks our first time NCLEX pass rates. A downward trend has been noted. The Department has been working with the Minnesota Board of Nursing and have established several work groups to review all our data and create a corrective plan of action. A Substantive Change Report was submitted to CCNE and the Minnesota Board of Nursing.

“On January 6, 2020 the first time NCLEX Pass Rates were sent from the Minnesota Board of Nursing. Last year, Bemidji State University’s Nursing Program pass rates were 70.69%. These last two years demonstrate a significant change from previous year board pass rates for Bemidji State. In compliance with the requirement to submit a substantive change report, this report addresses the violation of second time NCLEX – RN pass rates with the Minnesota Board of Nursing. The Minnesota Board of Nursing will be having a virtual site visit on Wednesday, April 15. The site visit is virtual because of the coronavirus (COVID-19) global health pandemic.” (Substantive Change Report, 2020)

An on campus visit by the Minnesota Board of Nursing was scheduled for April. Due to the Coronavirus this meeting moved to an on-line (Zoom) meeting with a potential in person visit scheduled for the fall of 2020

Strategic Planning

Bemidji State University Mission Statement

We create an innovative, interdisciplinary and highly accessible learning environment committed to student success and a sustainable future for our communities, state and planet. Through the transformative power of the liberal arts, education in the professions, and robust engagement of our students, we instill and promote service to others, preservation of the earth, and respect and appreciation for the diverse peoples of our region and world.

BSU Shared Fundamental Values

- Civic engagement and leadership
- International and multicultural understanding
- Belief in the power of the liberal arts
- Environmental stewardship

BSU Five Strategic Priorities

1. Build university capacity through distinguishing themes of place.
2. Increase engagement with American Indian communities to become a destination university.

3. Increase student engagement in campus life.
4. Strengthen BSU's academic identity by infusing its Shared Fundamental Values into all academic programs.
5. Create a university culture in which diversity is embraced and all members are safe, welcome, and validated.

Department of Nursing Vision and Mission

Vision: We educate professional nurses to lead inspired lives.

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

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

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

Faculty

New Faculty:



Kay Rodgers came to Department of Nursing after working with pre-licensure students at NTC. She received her MSN in Nursing from University of Phoenix. Kay worked as nursing faculty at NTC/BSU School of Nursing prior to moving to North Dakota where she currently resides with her husband.

Sabbaticals

Dr. Mary Fairbanks, full academic year, 2019-2020:

Sabbatical Project

Dr. Fairbanks sabbatical focused on three areas related to her Public Health Nursing practice and teaching during the 2019-2020 academic year. The first area was a review and update of the community health nursing courses that are taught in the Bemidji State University Nursing program. The second was an exploration of the Native Hawaiian indigenous culture and population to learn about the strengths and challenges in that population's health. The last area was to assist a Bemidji community non-profit organization, Peacemakers Resources, to expand their social emotional programming and raise awareness on adverse childhood experiences in the community.

Dr. Sheila Paul – Fall Semester 2019

Sabbatical Project

The Department of Nursing has been asked by administration to review the possibility of offering a graduate degree in nursing. The Department has discussed this several times and is not sure which direction or degree would best fit the needs of the University, the region and the profession of nursing. Growth into graduate nursing programs is a natural extension of the current Department of Nursing. This sabbatical provided time to evaluate the data, and make a recommendation based on both subjective and objective data. A written report and presentation at faculty meetings will be completed prior to December 2, 2019.

Retirements:

Dr. Nancy Hall, Spring 2020 - Party Honoring Dr. Hall



Faculty Completing Their Terminal Degrees

Carrie Yavarow, Earned Doctor of Nursing Practice degree from Minnesota State University, Mankato July 2019.

New Staff



Mike J Simpson,
Student Services Coordinator

Mike started this new departmental position in June 2019. He has a B.S. in Secondary Education from St. Cloud State University and a M.S. in College Student Personnel & Administration from the University of Central Arkansas. Prior to moving to northern Minnesota, he worked in student services areas such as Residential Life, Student Conduct, and Accessibility Services. Mike loves living in Bemidji and looks forward to continuing to serve the Nursing program.



Jennifer Johnson,
Office & Administrative Specialist - Intermediate

The position of the Office Admin had been in limbo for some time. Jennifer started in July 2019. She has a Bachelor of Science degree in Business Administration from Morningside College in Sioux City, IA. Jennifer has many years of experience in both retail and office settings, thus giving her an expansive knowledge of working with various and diverse populations.

This year we completed a national search for three probationary track faculty lines. Two of these positions were filled. An additional fixed-term faculty position was also filled.

The three new faculty hires in the nursing department for the 2020-2021 academic year are:

- Nicole Severts – fixed term position
- Cherie VanderWeide – Probationary position
- Rachel Vesta-probationary position

4-Year Pre-licensure Track

Dr. Christy Cook was named Coordinator of the Pre-licensure program. One of the first areas for review was the testing and education support systems being used in this program. It was decided to move to ATI and their resources. This movement will occur over time with the new students admitted in the fall of 2020 fully into the ATI programs.

New curriculum - more clinical time

Respondus lockdown browser – is being used help with on-line exam security.

Exam and Course pass rate cutoff increased to 75% Fall 2019. Mountain Measurement reports are used to evaluate results and program outcomes.

Program changes to support students to further success in the program:

- Increased passing score from 70-75%
- Test item analysis, to ensure valid and reliable exams for students
- Respondus lockdown browser for campus testing security and Respondus Monitor for online testing security

- Reviewed NCSBN test plan and aligned with our curriculum
- Hired new faculty
- Hired new OASI
- Hired student success coordinator
- Continued support through the Niganawenimaanaanig program
- Faculty expertise chart to support faculty teaching in areas of expertise
- Nurse Tim to support expertise areas
- Support to send faculty to AACN conferences
- Smaller class sizes
- HESI matrix implementation
- HESI shared program remediation policy
- ATI matrix, developing ATI remediation for a shared program policy
- Content Gap analysis – weak areas noted in specialty exams were recovered in Senior Practicum: Role Integration
- Reinstitution of course leads to support continuity of course content between courses
- Early intervention with struggling students – reaching out after the first missed assignment or poor exam score
- Increased Internship opportunities
- Continual improvements in Simulation activities
- Senior freshman mentorship program
- Guest speakers for nurse residency programs, alumni panels
- Continued program input from advisory board
- Support an active Student Nurses Association (SNA)
- Incorporating clinical partner success modules to reinforce nursing skills learned each semester
- Current Senior
 - Change to ATI
 - Capstone with a live ATI coach
 - Virtual ATI with a live coach
 - HESI 3-day live review on campus
 - ATI 3-day live review virtual
 - Enhanced remediation policies
 - Gap analysis of lower scores and implemented focused units and simulations on these topics
 - Created skill stations on NCSBN need to know topics
 - Implemented student performance improvement plans with faculty
 - Faculty check ins on students throughout the semester



2020 Seniors Completing Escape Room Simulations

Skills Lab

Students learn by visual, auditory, kinesthetic, and tactile modalities. The Department of Nursing skills lab continues to be an exciting, busy, and hands-on place.

Amy Weiher, RN, is the BSU nursing clinical lab coordinator. She continues to bring her expertise, knowledge of nursing, and organizational skills to everyday lab learning. Ms. Weiher is instrumental in clinical experience placements, assisting with clinical eligibility requirements for students and faculty, and works closely with the simulation team.

Some additional activities that happen in the lab include bringing in grade school students through 'Share the Future' events. Nursing faculty also work with summer camps-- "Scrubs Camp" for elementary students. (Cancelled for summer of 2020, due to Covid-19.)

Simulation

Simulation is being used and expanded in the program. Current Simulation is being expanded and augments clinical, direct patient care hours. We have Acute Care clinical hours, Community Health clinical hours, and Senior Capstone clinical hours.

Simulation, especially high definition simulation, has become increasingly important as the Department followed BSU's campus shut down. It was essential that our current nursing students complete the learning objectives to continue to progress in our program. The use of virtual simulation has helped our students complete the final weeks in the spring semester.

Simulation will continue to play a large part in our students' learning and in our lab environment.

RN-BS Completion Program

Dr. Tiffany Hommes is the program coordinator for the RN-BS program. There are some exciting changes going on. Clinical experiences are being revised with new opportunities coming along the way.

For most of our students this semester has many added challenges; for our RN-BS students it has meant a more difficult and anxious time, as they balance work (COVID-19), life, family, and education. Many of our spring courses provided adaptations to course content to support our students and help them complete this educational journey.

Student Nurses Day on the Hill was cancelled this year because of COVID-19. Students were able to complete an alternative assignment.

Learning communities (the updated term for cohort):

Mike and Tiffany completed analysis and found most of our students come from our blended sites. The Learning Community sites must have 10 students in a class to run. We offer 3 sites that are mostly online (Century, Lake Superior Community College, & EGF Northland). Students only meet 3 times on-campus during their entire time in the program in the mostly online sites. Bemidji, Cambridge, and Coon Rapids remain blended sites and students attend campus 3 times per semester.

We worked with the state boards of nursing, and now only accept RN students licensed in North Dakota, Wisconsin, or Minnesota. We are beginning the process to have more clinical sites – especially those in public and community health, as we will need more clinical relationships and preceptors.

We appreciate your assistance with encouraging students to obtain their BSN degree, by promoting and recognizing the contributions of the Baccalaureate Nurse.

Department of Nursing News

#2 Ranked Online RN to BSN Program in Minnesota



RegisteredNursing.org recently released their list of Best Online RN to BSN Programs in Minnesota for 2020. Bemidji State University's RN to BSN program has been ranked as one of the best in the state!

Please see the attached link for more details:

<https://www.registerednursing.org/rn-to-bsn/minnesota/#top>

Study Abroad to China and Visiting Nurse Chinese Scholar Both of these programs are on hold due to the current global health pandemic.

Collaboration with Campus Health Services for Student Rotation in Community Practicum

This year the campus health center and Department of Nursing increased their collaborative efforts. Students now study campus population health as one of the sections in the Community Health nursing course.

The Department of Nursing has been working collaboratively with the BSU Campus Health Services for our Nurse Practitioner faculty to practice in this setting and fulfill the students need for Health Services on campus.

Extended Internship with Sanford Health

A pilot program for an extended internship was trialed this spring 2019 semester. A review is currently pending. The intended plan is to extend this program through the academic year.

Summer Internships Across the State

Due to the current Coronavirus global health pandemic most summer internships across the state have been cancelled or delayed. One of our local clinical partners, Sanford Health, is still proceeding with this opportunity for students. We are working to make this opportunity available.

New Wolfe Center Site for Senior Community Practicum

The Wolfe Center in Bemidji Minnesota is the homeless shelter dedicated to keep homeless individuals safe during the cold winter. The Nameless Coalition of Bemidji sponsors the site located in downtown Bemidji for individuals who need a warm place to spend the night. They are provided a bed, shower and laundry facilities. It is open at night for sleeping quarters. Mary Fairbanks worked with Mr. Reed Olson, representative with the Nameless Coalition, business owner and Beltrami County Commissioner, to allow BSU senior nursing students to provide foot care one evening a week from October to April. Dr. Carolyn Townsend trained the students to perform foot care. Community health pre-licensure nursing students spent many hours engaging with several individuals who identified as homeless and provided foot care over the months at the Wolfe Center. This was part of their clinical experience and volunteer hours for the community health practicum course in 2018-2019.

BSU Business Alumni Donor Honors Graduates

A heartfelt gesture from one of Bemidji State's committed young alumni has put future registered nurses from the BSU class of 2020 on the fast-track to making a difference in the health of their communities.

Than "Alan" Htaik Lwin, a 2005 BSU graduate and 2019 Young Alumni Award recipient, will cover the cost of NCLEX exam fees for BSU's 49 recently-graduated registered nursing students. The NCLEX exam, or the National Council Licensure Examination, is a standardized test that every state regulatory board uses to determine if a candidate is ready to enter into professional nursing practice in the United States.

"This thoughtful and generous donor, after seeing what nurses are doing in this time of a global health pandemic, is honoring those ready to enter the field of nursing and thereby making an impact on the future of nursing. This is a gift that will positively impact the health of our communities," said Marci Maple, chair of the BSU nursing department. "This is one of the most heartfelt gifts I have witnessed."

Lwin was an international student at BSU and received a bachelor's degree in business administration. Following graduation, he returned to his home country of Myanmar and is currently the CEO of Proven Group of Companies. Supporting his community amidst the COVID-19 pandemic has been important to Lwin. As the acting president of Yangon Region Young Entrepreneur Association, he also helped raise over \$150,000 to fund meals for the doctors, nurses and lab experts fighting COVID-19 in Myanmar.

"I sincerely hope my gift will help both BSU and the nursing students to get them ready to assist the community of Bemidji," Lwin said. "I am so honored to be part of the program."

One of our alumni featured by the BSU Alumni Office:



Emily Allen '16, an intensive care nurse at St. Joseph's Hospital in St. Paul, where she works as a bedside care nurse and charge nurse for her 24-bed unit. To read what she is experiencing as a front-line healthcare worker – Read Here: <https://bsualumni.org/bsu-alumni-emily-allen-16-on-the-calm-before-the-covid-19-storm/>

International Nursing Conference: Society for the Advancement of Modeling and Role Modeling Comes to Bemidji.

Postponed until September 2021 due to Covid-19.



January 2020, Dr. Jeanine McDermott, Dr. Carrie Yavarow, Dr. Tiffany Hommes, Dr. Tricia Cowan, Dr. Jessica LeTexier, Dr. Julie Curtis, Kay Rodger, Dr. Misty Wilkie, Dr. Christy Cook, Dr. Carolyn Townsend

Faculty Scholarly Achievements

Dr. Christy Cook

- Continue work in area of interest Neonatal Abstinence Syndrome
- Presented at for Duke University Summer 2019. “Modification and Implementation of a Clinical Practice Guideline (CPG) for Neonates with Neonatal Abstinence Syndrome (NAS): An Evidence-based Practice Approach”.
- Poster presentation at the Sanford Health Nursing Symposium 2020, Fargo, ND. “Modification and Implementation of a Clinical Practice Guideline for Neonates with

Neonatal Abstinence Syndrome: An Evidence-Based Practice Approach” – This has been canceled due to Covid-19.

- Applied and accepted to record a webinar for NurseTim incorporated. Creating a PowerPoint titled “Neonatal Abstinence Syndrome”.
- Chaired the NCLEX taskforce. Guided the collection of evidence for the MNBON and their site visit on April 15th, 2020.

Dr. Julie Curtis,

- Collaborated on manuscript with Dr. Michael Urban on the effects of radon gas on health. Manuscript titled Radon: Invisible Killer submitted and accepted for publication in the peer reviewed journal “The Professional Geologist” Jan/Feb/Mar 2020
- Repeated the research study titled, “To Simulate or Not, Take 2” related to the use of a simulated community in N4120 Community Health Practicum to include the following activities.
- Micropreemie Parents’ Social Media Support 2.0.
- Plan to analyze project data still this Spring/Summer 2020. Searched statistical data analysis consults. Emails sent out to StatsWhisperer and Kolabtree Free Lance Statisticians for data analysis.

Dr. Tricia Cowan,

- Published research titled “*College students’ and community members’ attitudes toward dementia: The impact of Dementia Friends sessions*” in a peer-reviewed scholarly journal
- Co-present research titled “*Developing culturally competent nurses: From theory to practice. Is international cultural immersion learning the way to go*” to international conference
- Served as a consultant on dementia related topics for Farrah-Miller Consulting as requested
- Served as a consultant (as needed) for Alisa Tirado Strayer, researcher at University of Washington, as she replicates my research on attitudes toward dementia in the community
- Served as a consultant (as needed) for Erica DeFrancesco, researcher at Quinnipiac University in Connecticut, as she replicates my research on attitudes toward dementia with occupational therapy students

Dr. Mary Fairbanks

Dr. Fairbanks has been on sabbatical for the 2019-20 academic year. Dr. Fairbank’s expertise is in community and public health nursing. During her sabbatical she will be in Hawaii exploring the Native Hawaiian indigenous culture. Dr. Fairbanks is also a member of the Peacemaker Resources Community.

Dr. Tiffany Hommes

- Poster presented at HPSN World 2020 Conference, Orlando, Florida
- Panel Presentation, “Speaking the Unspoken: Many Perspectives of Women and Labor” Hommes, T., Veaux, V., Letson, E. and Li, J. , Bemidji State University

- Serving as associate editor for the Nursing & Care Open Access Journal
- Member of the Criterion 2 Committee to write the Higher Learning Commission Assurance Argument, Criterion 2, Integrity: Ethical and Responsible Conduct
- Joined the National RN-Baccalaureate Faculty Forum group
- Selected to join the RN-Baccalaureate Faculty Forum awards committee

Dr. Marci Maple

- Bemidji State University Department Chair and Chief Nurse Administrator (second year)
- President of the Society for the Advancement of Modeling and Role Modeling (SAMRM. Nursing Theory)
- Co-President of the Minnesota Association Colleges of Nursing
 - The mission of MACN is to be the voice of baccalaureate and higher degree nursing education in Minnesota by leading change and promoting excellence to optimize the health of the public. The objectives of MACN shall include the following:
 - Provide strategic leadership for baccalaureate and higher degree nursing programs and individuals in pursuit of academic excellence.
 - Promote collaboration between MACN members and healthcare organizations to enhance the health of the public and shape healthcare policies.
 - Hosted the September 27, 2019 meeting on the campus of Bemidji State University.
 - Present on Holistic Admissions at the Minnesota Association Colleges of Nursing meeting, Crown College, with Dr. Misty Wilkie on Feb. 21, 2020.
- Co-Chair of the international SAMRM conference, September 24-26, 2020 (Postponed until September 2021)
- Serve as invited board member of Sanford Enterprise Nurse Residency Program
- Member of the Minnesota Organization Leaders in Nursing. Attended the spring Leadership Conference: Nurse Leaders Driving the Patient Experience, April 25-26, 2019, in Brooklyn Park, MN.
- Abstract submitted and accepted for oral presentation at Case Western University Nurse Theory Conference, Cleveland, Ohio, March 2020 (Postponed).
- Earned BSU Diversity Certificate
- Attended Creating a Culturally Responsive Learning Environment Conference at Southwest MN State in Marshall, MN, May 20, 2019.
- Attended AACN Nursing Academic Leadership Conference in Washington DC, October 18-22.
- Served on the planning committee and attended Nurse Theory conference at George Washington University, Washington DC, November 14 & 15, 2019.
- Attended Diversity and Inclusion (holistic admissions conference), November 18-20, Buena Vista, FL.
- Attended AACN Baccalaureate Nursing Conference, November 21-23, Buena Vista, FL.
- Member of Northwest Technical College nursing advisory board.

- Invited speaker for commencement addresses, Oshkiimaajitahdah, nursing assistant program, Redby, MN.

Dr. Misty Wilkie 2019-20 (May 2019-April 2020) Accomplishments:

- Presented *Essence of Healing: Journey of American Indian Nurses Documentary* at Native American Indigenous Studies Association conference in New Zealand
- *Recruitment, Retention & Persistence of Indigenous Nursing Students: Niganawenimaanaanig Program Overview* presented at University of Auckland in New Zealand
- Collaboration and consultant work with First Nations and Metis Organ Donation and Transplantation Network in Saskatchewan
- Submitted HRSA grant performance report and progress report—funding received for year three of a four-year, \$2-million grant project to increase the number of Indigenous baccalaureate-prepared nurses
- Collaboration and partnership with Haskell Indian Nations University—they will connect their students interested in nursing to Niganawenimaanaanig staff and inform them of BSU's nursing program
- Co-presented at AACN Baccalaureate Nursing Conference in Buena Vista, FL with Matt Hanson, *Impacting Indigenous Nursing Student Success by Embracing & Implementing Indigenous Values to Provide Holistic Support.*
- Recruiting for 4-year and RN-BS nursing programs at: SD Indian Education Association Summit, Haskell Indian Nations University, National Indian Education Association Conference, Hibbing Community College, Northwoods High School
- At the request of President Hensrud, collaborated with Office of Communication & Marketing to develop a video to highlight Niganawenimaanaanig program to show the Board of Trustees
- Cultural Consultant and Subject Matter Expert for Shadow Health Digital Clinical Experiences to develop the first American Indian OB patient
- Article publication in Creative Nursing journal. *Empowered by cultural identity and catalyzed by resilience: A path to support American Indian nursing student success*
- Submitted HRSA Scholarship for Disadvantaged Students grant application for \$2.5 million
- At the request of the American Academy of Nursing President, became a member of the Diversity & Inclusion committee. Declined invitation to become the co-chair of the committee.

Dr. Carrie Yavarow

- Earned Doctor of Nursing Practice degree from Minnesota State University, Mankato July 2019.
- Poster presentation of *Increasing Breastfeeding Class Attendance in a Women, Infants, and Children's Clinic* accepted by the Society for the Advancement of Modeling and Role-Modeling (SAMRM) International Conference September 23-25, 2021 (postponed from September 24-26, 2020 due to COVID-19)

- Attended AACN Faculty Development and Baccalaureate Conference November 20-23, 2019.
- Attended Rising Up to Empower Change: Taking a Stand to Transform our Sacred Communities conference July 15-16, 2020
- Continues to maintain Family Nurse Practitioner certification through The American Association of Nurse Practitioners.
- Continues to work as a Nurse Practitioner on a casual basis at Sanford Health's Wound and Hyperbaric Clinic.

Department of Nursing Standing Committee Reports

Academic Resource Committee, Dr. Jessica LeTexier, Chair

- 1) Explored, identified, and implemented ATI NCLEX preparation products back into the curriculum for Spring 2020.
- 2) Received leveraged equipment funds (\$15,300) to support the addition of a new ALEX high-fidelity communication simulator
- 3) ARC continued to explore clinical and simulation coordinator roles, identifying other roles throughout MinnState and budgetary concerns to develop proposal for a clinical coordinator position.

Work continues for assessment and evaluation of needed simulation equipment and lab supplies. ATI was brought in with priority for the seniors to be up and ready early in the spring semester. – Comprehensive exam is ready to go; Jess will send instructions to Intro and Health Assessment for student login.

Pete reported to ARC regarding library financials – Cochorane search platform was underutilized so if classes can use and promote this resource, it would be more beneficial; Pete is available to review library resources in class and remote sessions, he can also do one-on-one consultations; students can also use help desk; Pete is the nursing liaison; tutoring housed in library now.

U Central – The license agreement has been signed. Faculty were notified that the new Pre-licensure students were approved to login.

Curriculum Committee, Dr. Tricia Cowan, Chair

A curriculum revision for the pre-licensure program has been submitted to BSU. Course evaluations continue as well as the monitoring of our Essential outcomes.

Student Admissions, Progression, and Concerns Committee, Dr. Carolyn Townsend, Chair

The SAP committee approved the new Direct Admission Policy:

Must meet both of the following qualifications to be designated as a first-year direct admission nursing program student includes:

1. Cumulative ACT score of 25 or higher
2. Cumulative high School GPA of 3.5 or higher

The requirements to remain a First Year Direct Admission Nursing Student are as follows:

1. Maintain a 3.0 GPA throughout preadmission coursework

2. Receive a C or better in all pre-requisite coursework
 3. Have not withdrawn (“W”) from any nursing preadmission courses
- Up to ten spots will be reserved every year for Direct Admission. Admission into the Direct Admission learning cohort will be a first come basis. If a student does not uphold the requirements of the Direct Admission for the Nursing Program they will no longer be eligible to be a part of the Direct Admission learning community

Temporary policy change for spring 2020 due to Covid 19 - Notice to students:

Because of the unusual circumstances of switching to online course formats mid-semester, the Student Admission and Progression and Concerns Committee has approved a temporary policy for Spring 2020 semester to waive the two strike rule resulting in dismissal from the program.

If students are contemplating a withdrawal rather than receiving a D or F in course(s), this withdrawal will not count toward the ability to repeat a course or result in dismissal from the nursing program.

Student Forum

Nursing Student Open Forum-Prelicensure: Sophomores, Juniors, and Seniors

March 5, 2020 – 25 Students in attendance

Student Ideas/Comments

Appreciate the caring nature of the faculty and staff

“Smart move from HESI to ATI” – great products

Adapted to new grading scale=75% of grade

Student Nurses Association:

Great community.

What can we improve on?

Utilize the Lab More

More simulations

Seniors: Would like further directions on how to apply for NCLEX and PHN certification

Clinicals:

Want an example of what a good/correct SIM would look like

Requested more pediatric acute care experiences

Willing to travel for clinical experiences

Seniors: Voiced there was not enough time in Capstone (currently 96 hours)

RN-BS Nursing Student Forum: Postponed until Summer 2020 due to Covid-19.

Niganawenimaanaanig Program (We Take Care of Them)

New Staff



Matt Hanson, Niganawenimaanaanig Grant Coordinator

Matt began his new role in the Grant Coordinator position in December, after serving as the Student Mentor since 2018. Matt credits gracious teachers and decades of nonprofit experience for the invaluable life lessons learned while serving Greater Bemidji and its surrounding Tribal Nations, but also has a Bachelor of Arts degree with an emphasis in counseling. Matt is well-versed in mentoring and advocacy work, grant writing, management, and reporting. He has a passion for local Indigenous languages, history, and culture and is humbled and honored to be able to serve and support Indigenous students in this capacity.



Michelle Saboo, Student Mentor

Michelle joined Niganawenimaanaanig in January. She earned a Bachelor of Arts in American Culture with an emphasis on Indigenous Studies and a Master of Social Work. She brings with her lifelong work in Tribal Nations and is an enrolled member of the Bay Mills Indian Community. She believes in creating a culturally grounded learning environment and believes the route to student success comes from supporting students in a holistic manner. She has years of experience in higher education with Admissions, Academic Success Counseling, and as a Dean of Students.

Niganawenimaanaanig is in its third successful year and has one year remaining with the initial HRSA funding for the project. The program currently supports 20 students - two in pre-nursing,

14 in prelicensure, and four who are in the RN-BS track. Eighteen of the program's participants are American Indian and two are Hispanic.

In addition to the primary student support goals, Niganawenimaanaanig focused on expanding the Program awareness, increasing student recruitment opportunities, streamlining job duties/descriptions, hiring and orienting new staff, and applying for additional grant support to enhance support efforts. The HRSA Scholarship for Disadvantaged Students grant application was submitted in March for \$2.5 million dollars and the program will find out in June if the application was selected for funding.

In response to coronavirus-related changes, Niganawenimaanaanig staff and students have connected daily as a group via online meeting platforms. While this method of communication is not the same sort of daily socialization that took place in the program's student lounge, it remains a safe and consistent space to vent, share fears and successes, compare notes on assignments and upcoming exams and to receive encouragement and reassurance. As a culturally relevant program, Niganawenimaanaanig is a *community* of support. Maintaining the whole is critical to the individualized support of each student, as each is a valued contributor.

Dr. Wilkie recently collaborated with Shadow Health Digital Clinical Experiences (virtual simulation) to develop an 18 y/o OB patient from Turtle Mountain – the first American Indian patient in their simulations! The simulation includes cultural considerations and will be used in nursing programs across the country. The program was featured in a video shown to the Board of Trustees and made public on BSU social media platforms, which highlighted the program's work to recruit Indigenous students to the nursing program and support them through their RN licensure.

Three students were part of a national webinar sponsored by the AARP & Robert Wood Johnson Foundation. <https://campaignforaction.org/webinar/creating-healthier-communities-native-american-nursing-students-experiences-and-the-role-of-mentoring/>



Dr. Joseph Ritter, Dean of the College of Individual & Community Health and Dr. Misty Wilkie with faculty and students at the New Mexico Powwow Event.



Dr. Wilkie & students with RN and public speaker, Nurse Blake



Four of Niganawenimaanaanig's six recent nursing program inductees

Scholarships Awarded for 2020-2021

The Student Admissions, Progressions, and Concerns Committee worked with the BSU Alumni Foundation and awarded 19 nursing scholarships valuing \$23,800.00.

Student Nurses' Association (SNA):

SNA Officers: President: Lexi Fuglestad

Vice President: Kelly Heck

Secretary: Sarah Lagos

Treasurer: Gabby Arsenault

Public Relations Officers: Sarah Garding and Brittany Ellison

Faculty Advisors: Carrie Yavarow, Stefanie Sanden, and Tricia Cowan

This year, Student Nurses Association was fortunate to be able to participate in many events. Within the first month of classes starting, we tabled at the Beaver Organization Bash, Community Appreciation Day, went to a presentation by Nurse Blake, and hosted our first blood drive of the year. The rest of September, we put on an ice cream social for new members, a HESI review for sophomores, and we participated in roadside cleanup. We hosted a total of four blood drives through Memorial Blood Center and Vitalant in the Fall. We also walked in the homecoming parade, and had various speakers and panels present for our meetings. We ended the Fall with a pizza party where we made Christmas Cards that we mailed to soldiers overseas.

Even though our Spring semester was cut short, we were still able to remain active. We started the semester out with an alumni social. This was a way for students to reach out to alumni for advice and connection. We also had more speakers this semester as well as an Intro to Clinical Practice skills lab for sophomores. Five members and faculty advisor Stefanie Sanden were able to go down to TCF Bank Stadium to take part in the Minnesota Student Nurses Association Convention. Members were able to get seizure training and get a certificate for attending a "Stop the Bleed" training. In addition, members attended a new graduate panel, a

specialist nurse panel, a nurse leader panel, as well as an NCLEX review panel. Overall, it was a great and educational year for SNA!



(Taruna S., Gabby A., Brittany E., Sarah G., Sarah L., Dr. Maple, Kelly H., and Lexi. F at Community Appreciation Day)



(Dr. Maple, Brittany E., Kelly H., Sarah G., Gabby A., Sarah L., Mikayla K., Dr. Cowan, and Lexi F. at the Homecoming Parade)



(Madison B., Madison C., Lexi F., Kelly H., And McKenna L. at the Minnesota Student Nurses Association Convention)



(SNA members at Nurse Blake meet and greet)

BSU Nursing Advisory Board Meetings

December 3rd, 2019 Meeting, 25 members in attendance

May 11th, 2020 Meeting will be held via Zoom.

Events:

Nursing Induction ceremony, February 22 at 2pm



The Class of 2022 Nursing Inductees



Nursing student Caley Haugen, junior, giving a welcome speech at the 2020 Nursing Induction Ceremony.

Speakers:

Dr Marci Maple - Department Welcome

Caley Haugen - Nursing Students Welcome

Lexi Fuglestad - SNA Welcome

Dr Joseph Ritter, Dean of CICH - Remarks from the CICH

Kay Rodgers - Purpose of Induction

Dr Carolyn Townsend - Closing Remarks

In attendance – Dr Faith Hensrud, President; Dr Tony Peffer, Provost; Dr Allen Bedford, AVP Academic Affairs; Travis Greene, AVP Student Life & Success

Pinning

Due to the Covid-19 global pandemic we held the first ever - BSU Nursing Graduate Recognition and Virtual Pinning Ceremony was held on Thursday, May 7th at 3:00 pm via the Zoom webinar platform.

The ceremony honored 140 Nursing graduates. There was an amazing array of speakers, that included: The Dean of the College of Individual & Community Health, 7 Graduating Seniors, 5 Nursing Faculty, the Incoming SNA president, and Special Guest Dr Helen Erickson.

Dr. Helen Erickson, is a world renowned nurse theorist, researcher, and author as the guest speaker. She is a sought-after speaker across the world. A few of her achievements include honors such as- Living Legend Award from The University of Texas, San Antonio, Health Science Center; Distinguished Alumni Award, The University of Michigan School of Nursing, Ann Arbor; Lifetime Achievement Award, from the American Holistic Nurses Association.

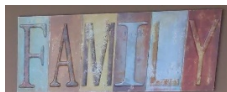
Several of the BSU Administration were able to login and wish the Nursing Graduates their “Congratulations!”

Here are few of the photos that were sent to the nursingdept@bemidjistate.edu email during the ceremony.

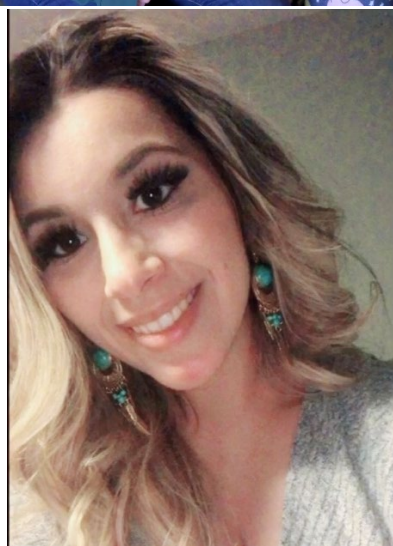
RN-BS 2020 Graduate
Kristie Bryant



RN-BS 2020 Graduate Naomi Williams
receiving her Pin from her daughter.



RN-BS 2020 Graduate
Erin Murtaugh



RN-BS 2020 Graduate Dianna Garza

Graduation



Due to Covid-19 things were not able to go as originally planned. In order to let the students know that they are recognized, a Virtual Graduation was held, Friday, May 8th, 2020 at 5:00pm.

What's Ahead for 2020 – 2021?

Fall 2020 is still unclear if the courses will be taking place on campus or completely online.

The BSU Department of Nursing faculty and staff are looking forward to the opportunities of another year educating nursing students to live inspired lives. The partnership, involvement, and commitment of our advisory board members is instrumental to the nursing program at Bemidji State University and to our communities. Thank you for your investment.

Follow Bemidji State University Nursing

Here is a link to the Bemidji State University nursing website:

<https://www.bemidjistate.edu/academics/departments/nursing/>

Follow BSU Nursing on Facebook: <https://www.facebook.com/BemidjiStateNursing/>

Our Future Nurses

