



**Office of the Executive
Vice President and Provost**

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November 23, 2020

Julie Zerwic
Dean, College of Nursing
University of Iowa

Dear Julie:

In accordance with University of Iowa policy, all colleges are required to undergo a review at least every seven years and the Executive Vice President and Provost is responsible for organizing and directing the process and formulating conclusions.

The College of Nursing successfully completed a comprehensive review by the Commission on Collegiate Nursing Education (CCNE) in March of 2019. Due to this recent extensive review, the College of Nursing completed an abbreviated collegiate review that focused on:

- Areas that have the potential to bring distinction to the College of Nursing and the University of Iowa;
- Opportunities to enhance research collaborations with other colleges and beyond to promote interdisciplinary research;
- Lifelong learning opportunities; and
- Prospective new curricular partnerships and development of new joint programs.

The Collegiate Review Committee reviewed the College of Nursing's CCNE accreditation self-study, 2002-2003 Nursing Committee Report, collegiate competitive analysis presentation, emails about learning needs assessments, and a draft collegiate strategic plan. In addition, the Collegiate Review Committee conducted interviews with the dean, senior/administration faculty, tenure track faculty, UIHC Nurse Administration, Council of Deans, and students. The college received the report and was asked to review and respond with any factual errors. A response received on October 15, 2020 provided factual corrections, clarification, and updated information to incorporate into the report.

The collegiate reviewers identified the following strengths:

1. The college has several areas of excellence in clinical care, education, and research to build upon to enhance its distinction.
2. The college is highly recognized by its peers as providing outstanding education and training to its students.
3. Research and educational programs are highly collaborative with other disciplines.
4. The research enterprise has an excellent reputation and is highly ranked in the Big Ten and US News & World Report.
5. There are several lifelong learning opportunities offered through the college for all stages during a nursing career.

The Collegiate Review Committee submitted the following conclusions:

1. There are a number of areas of distinction that stand out in which the college could continue to invest, including gerontology, health systems, complex chronic conditions, and pain and symptom science as well as pediatrics. Genetics is also a potential area of growth.
2. Team science is highly valued by collegiate faculty and multiple collaborations exist. Some barriers were identified in the areas of big data access and lab space. The college may benefit from developing a more systematic method to promote collaborations across the university and grow its visibility with other colleges.
3. The college continues to develop several degree and certificate programs to provide opportunities for lifelong learning across the stages of nursing careers. One challenge is to identify enough clinical rotations for its students at UIHC and other large hospitals in the state. The college continues to partner with UIHC and other healthcare entities to secure sufficient placements and to expand opportunities for clinical rotations or preceptorships.
4. Undergraduate nursing students expressed a desire for the college to offer a health disparity class earlier in the program to help them prepare for patient interactions during their clinical rotations. A desire for more diversity among their faculty was also expressed. There is some coursework related to this topic toward the end of the curriculum, but additional training in health disparities earlier in the curriculum would better prepare students for clinical settings.

After reviewing the Collegiate Review Committee Report and the College of Nursing's self-study and response letter, I have the following recommendations:

1. Develop a plan for leadership succession of flagship programs as well as identify leadership for new programs. Programs to focus on include genetics, gerontology, health systems, complex chronic conditions, and pain and symptom science. The college is encouraged to capitalize on the new multi-disciplinary Center for Advancing Multimorbidity Science to enhance programs in complex chronic conditions and pain and symptom science programs. Collaboration with other colleges to help rebuild the informatics/analytics/data science area is also encouraged.
2. Develop a plan to recruit tenure-track faculty – early- and/or mid-career.

3. Create and implement a comprehensive diversity recruitment plan for faculty and students.

I ask that you work with the College of Nursing's leadership team, in consultation with the college's faculty, staff, and students, to develop and implement plans to address the recommendations above and incorporate them into the College of Nursing's strategic plan. I encourage you to be innovative and strategic as you develop these plans.

In conclusion, the College of Nursing has talented faculty, staff, and students who are very highly respected across campus and have an excellent state and national reputation. I look forward to hearing progress updates during our monthly 1:1 meetings.

Sincerely,

A handwritten signature in black ink, appearing to read "K. Kregel". The signature is fluid and cursive, with the first name "Kevin" and last name "Kregel" clearly distinguishable.

Kevin C. Kregel, PhD
Interim Executive Vice President and Provost

cc: Bruce Harreld, President
Lois Geist, Associate Provost for Faculty