

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: University of Iowa College of Nursing Faculty Practice Plan
Date: September 5, 2000

Recommended Actions:

1. Receive the status report on the University of Iowa College of Nursing Faculty Practice Plan.
2. Request the University to provide a full report to the Board on the Plan and its progress no later than September 2001.

Executive Summary:

At its July 1999 meeting, the Board authorized development of a Faculty Practice Plan for the University of Iowa College of Nursing within prescribed parameters. This action followed a College of Nursing May 1999 report to the Board on the need to develop a Plan, which would integrate opportunities for practice into the faculty role.

When the Board authorized development of the Plan, it asked the University to provide a report on the Plan and its activities no later than September 2000. The recently received report from the College of Nursing notes that formal initiation of the Plan was postponed due to the delay in hiring a Director of Faculty Practice. A director has been hired and began her duties on September 1, 2000. With initiation of the Plan during this fiscal year, it is recommended that the Board be provided with the requested report by September 2001.

The College further reports that it is developing, in collaboration with the UIHC Department of Nursing, an initiative called "Home Safe", which is a program designed to assist senior citizens to remain independent, in their own homes, for as long as possible. The program, which the College of Nursing reports does not compete with visiting nurses or other current health care services, began in the summer of 2000.

Background and Analysis:

The University of Iowa Colleges of Medicine and Dentistry have had Faculty Practice Plans for a number of years. In the spring of 1999, the University proposed creation of a Faculty Practice Plan for the College of Nursing to integrate opportunities for practice into the faculty role. The College stated that the Plan would increase nursing research, promote involvement in the community, provide a means for maintaining expertise, optimize faculty professional development, and generate income for the College of Nursing.

The University's Health Sciences Policy Council, which consists of the deans of the four health sciences colleges and the Executive Director of University of Iowa Hospitals and Clinics, endorsed development of a College of Nursing Faculty Practice Plan.

In July 1999, the Board authorized development a Plan, which would be separate from the Faculty Practice Plans of the Colleges of Medicine and Dentistry. The Plan was to be developed within the parameters detailed in the July docket memorandum (see Attachment A of this memorandum) and the University was to provide a full report regarding the Plan and its activities by September 2000.

The College of Nursing has informed the Board Office that the College began the search for a Director of Faculty Practice subsequent to approval of the Plan by the Board. However, considerable time was needed to identify and recruit an individual with the appropriate qualifications. Michelle Robnett, who holds a M.A. in Nursing, a M.B.A. and a Ph.D. in Health Administration from the University of Iowa, began her duties as the Director on September 1, 2000.

In the meantime, the College developed, in collaboration with the UIHC Department of Nursing, a business plan and feasibility study for an initiative called "Home Safe." The Entrepreneurial Center in the University's Henry B. Tippie College of Business assisted in developing the program.

"Home Safe," an enrollment program designed to assist senior citizens to remain independent in their own homes, began during the summer of 2000. The program focuses on the need for guidance, education and support in the management of health and independence. It is projected that enrollment will reach 180 elders within 3 years.

The aims of the “Home Safe” program are to:

- Provide a subscription service using a case management model to assist older persons to remain in their homes and to obtain the needed services to maintain their highest level of functioning;
- Provide educational opportunities for nursing students in case management and community services at both the graduate and undergraduate level, areas where there are limited practicum opportunities;
- Provide an avenue for faculty practice that gives faculty opportunities to practice in cutting edge models of care that also provide a needed service in the community; and
- Develop a collaborative agreement between the UI Department of Nursing and the Adult and Gerontology Area of the College of Nursing to develop an entrepreneurial endeavor to meet the needs of older persons to remain in their homes while not duplicating services already available and accessible.

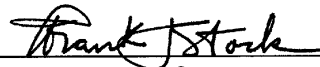
“Home Safe” is organized under the direction of the University of Iowa Nursing Enterprise. The Enterprise is one of the first initiatives of the University of Iowa Nursing Collaboratory, a formal partnership between the UIHC Department of Nursing Services and Patient Care, and the University of Iowa College of Nursing.

- The purpose of the Collaboratory is to improve professional nursing practice and education through collaboration between College of Nursing faculty and Department of Nursing staff in four areas of nursing – practice, education, research and informatics.

According to the College of Nursing web page, the goal of the Nursing Enterprise is to use the creative ideas of faculty and staff to create nursing products and services that respond to the health care needs of patients, families and communities. The web page further states that it is anticipated that many of these products and services will generate revenue to help strengthen practice, better meet the needs of clients, and provide incentives and other opportunities for Nursing faculty and staff.


Joan Racki

Approved:


Frank J. Stork

Attachment A

FACULTY PRACTICE PLAN UNIVERSITY OF IOWA COLLEGE OF NURSING (Parameters for Development as Approved by Board of Regents, July 1999)

I. Purpose.

The purpose of creating a Faculty Practice Plan is to integrate opportunities for practice into the faculty role. Opportunities for practice will promote high quality educational experiences for nursing and other health science students, generate income for the College of Nursing, optimize faculty professional development, provide a means of maintaining expertise, promote involvement in the community, and increase opportunities for nursing research. By establishing the Faculty Practice Plan, the College of Nursing enhances its ability to recruit and retain faculty, to make visible nursing's contribution to health care, to collaborate with other health science units at the University of Iowa, to create opportunities for including students in high quality nursing care activities, and to stabilize its financial base.

II. Organization.

- A. Nature of Organization.** The College of Nursing Faculty Practice Plan is a voluntary organization through which faculty come together under the supervision of the Dean of the College of Nursing and University Administration to practice in a manner which structures and enhances the educational and service goals of the College. Because practice within the Faculty Practice Plan enhances the collegiate mission, it is not subject to the restrictions of the University's Conflict of Commitment Policy. Faculty members may continue to accept service opportunities outside the Faculty Practice Plan which shall continue to be subject to the Conflict of Commitment Policy, University Operations Manual, Chapter II-18.
- B. Practice Council.** A Practice Council consisting of members elected by the faculty, the Director of Faculty Practice and the Director of Operations and Finance (ex officio) will advise the Dean concerning policy and administrative issues.

C. Scope of Policy.

1. **Eligible Faculty.** Both full and part-time faculty of the College of Nursing (tenure track, clinical, adjunct and visiting) are eligible to participate in the Faculty Practice Plan.
2. **Types of Practice.** Practice by nursing faculty members is anticipated to include, but is not limited to, patient care, consultation, education, and management assistance.

D. Liability Coverage. Faculty members participating in the Faculty Practice Plan are state employees acting within the scope of their employment. Claims brought against them, the University, or the State of Iowa are covered by Iowa Code, Chapter 669 (the Iowa Tort Claims Act). The University will obtain any supplemental coverage warranted by sound principles of risk management.

III. Sources and Uses of Funding.

- A. Revenues Included.** Faculty Practice Plan revenues shall include all funds derived from any of the activities of participants defined to be Practice under the Plan. All funds so derived shall be received by or submitted to an appropriate University account as determined by the Dean and in keeping with University financial policies and procedures.
- B. Revenues Not Included.** Faculty Practice Plan revenues shall not include royalties from publications, honoraria, expert witness fees, or any other revenues determined by the Dean to be derived from activities outside the types of Practice covered by the Plan.
- C. Allowable Expenses.** The Faculty Practice Plan will record as expenses only those that are ordinary and necessary business expenses, and that are consistent with the purpose and administration of the Plan and with University policy.
- D. Operational Costs.** The financial obligations of the Faculty Practice Plan and operating costs related to the Plan shall be met from non-general, institutional funds.
- E. Contribution from Practice Group.** The practice group shall annually contribute to the College of Nursing an amount to be determined by the Dean in consultation with the Practice Council.

- F. Faculty Compensation.** Funds available for distribution as compensation to participating faculty under the Faculty Practice Plan shall be allocated in a manner that recognizes all principal areas of contribution to the activities of teaching, research, service, and shall be determined and regularly reviewed by the Dean. The total level of compensation for participants in the Faculty Practice Plan is considered public information.
- IV. Oversight and Accountability.**
- A. Oversight and Administration.** The Dean, in consultation with the Practice Council, shall be responsible for direct oversight and administration of the Faculty Practice Plan. The Plan shall also be subject to all other University policies and procedures relevant to University administrative oversight.
 - B. Financial Accountability.** To ensure financial accountability, the operation and administration of the Faculty Practice Plan shall be governed by and monitored pursuant to all relevant University policies, involving for example, pre-audit activities, budgeting, accounting standards, and internal audit.
- V. Board Report.** The detailed specifics of the Faculty Practice Plan shall be provided to the Board upon adoption, and a report of its activities shall be provided no later than September 2000.