FSU as a Learning Organization:

This was the second year of the university’s current 5-year strategic plan. The nine specific plans were united for the second year to work in collaboration toward three university-wide strategic goals (Expand Opportunity, Develop Community and Promote Student Success). Below are reflections on the outcomes of this year.

UNIVERSITY PLAN. The university did an excellent job of actualizing the second year of the university’s strategic plan, creating linked budget processes across the institution. This linkage occurred twice during the academic year: once during the annual budget planning cycle and at a second point during the spring semester of the year (in collaboration, we pulled together unspent Strategic Priority Initiative Funds (SPIF), and offered the university community another opportunity to ask for support). This was managed in an open and orderly way through the university’s Budget and Planning Committee (BPC).

ACADEMIC AFFAIRS PLANNING AND BUDGETING. Academic Affairs moved through the second year of our grass-roots strategic planning and unit-based budget process. This process involves 32 divisional units within AA’s structure. For every budget cycle, each unit develops and submits initiatives within the nested structure of the six strategic priorities. Some initiatives are collaborative across units. We also ask the units to check their requests against the five-year plan initially developed to see where they are in relation to the initial plan. (It is expected that some of the requests will be new to the plan, as we hope that fresh new ideas that fit the plan will arise as we live out the plan across the five years, but we don’t want the units to lose sight of their original ideas, also.) This year, we used the Faculty Fellow structure (Arts & Humanities, Social & Behavioral Sciences, STEM and Education) for the first time during the budget and planning process. The academic departments, therefore, submitted their budget initiative requests directly to their Faculty Fellows, who rated each initiative 1-5 (5 being best fit with plan). In a group process that took place in the Academic Affairs Council, all budget initiatives were discussed by the group (Faculty Fellows, Graduate Dean, Associate Vice President and Dean of Continuing Education, Associate Vice President and head of the Office of Institutional Effectiveness, and Vice President for Academic Affairs). Others were invited to discuss their initiatives as questions arose (Library, International Education, Honors, etc.). Scott Greenberg, Associate Vice President, has taken on the added responsibility to manage the budget process this year. All initiatives were added to a budget file by Strategic Priority. The type of money requests (Academic Support Grants from the AA Trust Fund, SPIF, Department Trust Funds, External Funding, and Other (gifts)) also was included, as was the purpose of the request. Several notable changes were made this year. We granted increased support to CASA for student support, biology and chemistry for increased lab costs, CELTSS to support increases in faculty development, and International Education to support students studying abroad and the Foster Hall Apartment (for the Fulbright Scholar In Residence and other visiting distinguished faculty). We also increased funding for student/faculty collaboration and associated student travel; we created a new category for service and experiential learning opportunities, and increased support for honor societies in the disciplines and the Academic Deans Proposal. Please see Appendix A: Budget Report (includes our Budget Narrative, four figures related to the distribution of budget requests across our six strategic priorities, and the details of our ASG and SPIF funds).
**Strategic Planning Priorities.** The six strategic priorities have measurable baselines and target goals, and they are the priorities against which our progress will be measured for the full five years of the plan. This year, reviewing our progress in the second year of the plan, 16 of the total 33 5-year targets already are met (48%). We are pleased with our progress. Most notably, we note our progress in diversifying the full-time faculty, in creating better access for students in our PARCC partner school districts by reducing the number of students who require remediation in English and Mathematics, and in our increases in matriculated international students. We will use the rate of change to form meaningful targets for the strategic plan that follows this one. **Please see Table 1.**

**CREATING A SYSTEMITIZED PLANNING, BUDGETING AND ASSESSMENT FEEDBACK LOOP.** This year, we used our third annual strategic planning retreat in Academic Affairs to distribute the budget allocation summary letters to each unit in academic affairs. In the morning of the one-day retreat, we work with chairs and directors (budgeting, planning and systems); in the afternoon, all of the full-time faculty join us for lunch and the afternoon of planning, data, new initiatives, and professional development. We ask each unit to develop the details of their “on the ground plan” for the upcoming academic year.

Overall, we had hoped to create was a five-year strategic plan that was developed within the value system of the university, linked to the overall university goals, and tightly coupled with assessment and budget allocations.

We also hoped to create a system that was embedded in our regular processes (such as the annual budget cycle, annual planning retreat, annual use of student success data and labor market projections and updates).

We are quite pleased to report that we have successfully completed our second year of linking the planning to budgeting, and we head into our third year with successes and plans. For the upcoming year, it is our hope to make a clearer mark on how assessment, planning and budgeting intersect, but with our new Director of Assessment and additional departmental processes both in the departments’ 5-year program reviews and the annual assessment reports, we believe we will see the changes we seek. We do see changes in the university and in Academic Affairs as a “learning organization,” and we are hopeful and optimistic that we have created a feedback cycle of planning, budgeting and assessment that will produce strategic directional shifts that are positive and obvious in the upcoming years of the plan.

We also believe that the very positive reports from NEASC and NCATE reflect our success in planning and budgeting, and creating a university that is moving forward.

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**Annual Report Updates and Upcoming Year**

**ANNUAL REPORT UPDATE.** **Appendix B: Academic Affairs Annual Report, May 2014, Year Two of the 5-Year Strategic Plan—Selected Examples** is included as a more detailed update on our progress. This has been an outstanding year with 3 national accreditation visits (NASAD, for the first time, NCATE for the first time, and our visit from NEASC). All reports were extremely positive and reflect the unity and forward movement of our university. We are especially pleased with (1) the success of our new processes and outcomes in faculty diversity hiring, (2) our new theatre concentration and Black Box Theatre, (3) our Digital Repository in the library, (4) our new Digital Measures software that will allow us to fulfill our goals related to database development and dashboard indicators for things like student/faculty collaboration and service and experiential learning, (5) academic retreats for new students, (6) our new Academic Affairs Facebook page, (6) the successes achieved with our VISION and PARCC PIF grants, (7) the new Food Study collaboration with Boston Children’s Hospital, (8) new success in Graduate Studies, (9) new academic programs such as the *Inside-Out Program* initiated by Criminology/Sociology, (10) conversion of
concentrations to undergraduate majors in Finance, Accounting, Marketing and Management, (11) new undergraduate majors in Global Studies, American Sign Language—English Interpreting, (12) new graduate degrees such as the Professional Science Master’s in Biotechnology with a focus on Quality Assurance and Quality Control, (14) the new Entrepreneurs Innovation Center, (13) new honors societies (Pi Sigma Alpha in Political Science, Pi Kappa Pi managed by Liberal Studies), (14) completing our first round of General Education Assessment, (15) our new assessment Davis Grant that is collaborative with MassBay Community College, (16) new Diversity Dialogues that focus on Teaching, (17) our first Fulbright Scholar-in-Residence scholar for Spring 2015, (18) our Distinguished Visiting Scholar, Dr. Gloria Casañas, Argentina, Fall 2014, (19) our growth in international opportunities for students, (20) our additional scholarships for students studying abroad (and our new fundraising brochure and plans), (21) the addition of focus on labor market trends in the 5-year academic program reviews, (22) new certificates, such as Accounting and School Nutrition, and (23) movement toward 5-year master’s programs.

HIRING UPDATE. Please see Appendix C: Hiring (Fall 2014). This year, we held 20 tenure-track faculty searches. Three searches were unsuccessful in hiring this year (Accounting, English and Academic Diversity Fellow #1), so we will initiate them again in the fall 2014. In all cases, we have new ideas for how to make progress. We have hired 17 new tenure-track faculty (most are replacements for retirees); four are new positions (Accounting, American Sign Language—English Interpreting, Computer Science, and Geography). We also will add a new position in the library (there has not been a new position in the library for many years). We already have a half-time benefitted position in the reference library, and will convert it to a full-time position. So, in this case, the additional costs are incremental to the salary and benefits already budgeted. For the upcoming year, we expect to hire the following: (1) Theatre (Communication Arts), (2) Criminology (Sociology), (3) Psychology, (4) Economics, and (5) Library. We held a conversion in History from a full-time temporary position to a tenure-track position. The individual will begin in the fall 2014. For determining need for tenure-track positions, we use a weighted means formula comprised of five factors: (1) # advisees per full-time faculty (20%), (2) # growth in majors, major 1 (25%), (3) # majors, major 1&2 (10%), (4) % visiting lecturers, part-time (35%), and (5) contact hours (10%). Need forms the basis for most decisions (and the part-time % is part of our contractual obligations). We also make decisions based on strategic planning (new programs that will require a new position). I have asked the Director of the Library for a new hiring plan so that we can use data to make decisions in the library. The Library has done an excellent job in supporting our academic programs (students and faculty), and we want to make sure we are tagging its growth to the changes in the student enrollment data, as well.

VISITING SCHOLARS IN THE 2014-2015 ACADEMIC YEAR. In the Fall 2014, Dr. Gloria Casañas, Argentina, will serve as a Distinguished Visiting Scholar in Residence for Fall 2014. She will be hosted by the World Languages Department, and will teach in Spanish and speak about her scholarly work related to the “normalite movement” in Argentina that began here at Framingham State University in its earliest years as the first public Normal School in America. Normalites were brought to Argentina from Framingham to begin normal schools, and Dr. Casañas’ visit was established to coincide with our celebration of our 175th anniversary. In the Spring 2015, we will host Dr. Amal Kamel Hamada, Egypt, as our first Fulbright Scholar-in-Residence. The new Global Studies Program (comprised of 11 collaborating departments: 6 have core electives in the program: English, Geography, History, Political Science, Sociology and World Languages; 5 have focus electives: Art History, Biology, Business, Economics, and Philosophy) will host Dr. Hamada. In both cases, we will plan together for how to be welcoming hosts and make sure that our guests have a positive experience and our community, an enriching year. Please see Appendix D: Fulbright Letter of Invitation to Dr. Hamada.

NEW ACADEMIC STRUCTURE. We are hopeful that in the upcoming year, we will be able to host our first three founding academic deans in the university. Funds have been set aside for the incremental costs
that will be necessary to convert three faculty/chair individuals to serve with one administrative assistant. The areas first in the plan are: Arts & Humanities, Social & Behavioral Sciences, and STEM. These deans will enable the departments that report to them to make solid academic progress, develop in new ways according to the strategic plan, assist in raising money for the academic units (through grants, sponsored programs and external fund-raising), and help in fulfilling the mission of the university. The Academic Affairs Committee of the Board of Trustees supports the addition of a deans structure, as does the full Board of Trustees. The new president will work with Academic Affairs in actualizing a deans structure.

**ASSESSMENT AND INSTITUTIONAL EFFECTIVENESS.** This year, we have asked for a new kind of reporting from the Academic departments. Each department will provide an annual assessment and an updated tracking chart based on progress associated with its 5-year program review. This will be included in late June this year and appended thereafter. Please see [Appendix E: Academic Departmental Assessment Reports and Tracking Charts](#).
Tables
Table 1:
Five-Year Strategic Plan (2012-2017)
Academic Planning Priorities
Table 1: Framingham State University
5-Year Strategic Plan (2012-2017)
Academic Planning Priorities

<table>
<thead>
<tr>
<th>Priorities</th>
<th>Baseline</th>
<th>Year 1 Progress 2012-2013</th>
<th>Year 2 Progress 2013-2014</th>
<th>Target</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Develop and retain quality faculty and staff</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Develop recruiting strategies to attract top faculty candidates</td>
<td></td>
<td>155 (F12)</td>
<td>161 (F11)</td>
<td>175</td>
</tr>
<tr>
<td>- Orient and mentor early-career faculty</td>
<td></td>
<td>132.3 (F12)</td>
<td>146.7 (F13)</td>
<td>200</td>
</tr>
<tr>
<td>- Support CELTSS and other faculty development resources</td>
<td></td>
<td>16.4-1 (F11)</td>
<td>15.6-1 (F11)</td>
<td>15.8-1</td>
</tr>
<tr>
<td>- Provide the tools and equipment to support faculty work</td>
<td></td>
<td>86.9% (F12)</td>
<td>86.8% (F11)</td>
<td>90%</td>
</tr>
<tr>
<td>- Strengthen academic community</td>
<td></td>
<td>11.8% (F12)</td>
<td>12.2% (F13)</td>
<td>10%</td>
</tr>
<tr>
<td>- Grants &amp; Contracts-35M</td>
<td></td>
<td>55,055,992 (F12)</td>
<td>66,443,388 (F13)</td>
<td>56M</td>
</tr>
<tr>
<td>- Tenure Track Faculty in Single Offices-80%</td>
<td></td>
<td>85%</td>
<td>85.4%</td>
<td>90%</td>
</tr>
<tr>
<td><strong>Strengthen new student preparation, induction and early academic success</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Align readiness skills with college expectations</td>
<td></td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>- Improve orientation, first-year and transitional programs</td>
<td></td>
<td>47% (F11-F12)</td>
<td>73% (F11-F13)</td>
<td>78%</td>
</tr>
<tr>
<td>- Systematize the preparation of students to graduate and professional</td>
<td></td>
<td>32% (F06-F12)</td>
<td>41% (F07-F13)</td>
<td>50%</td>
</tr>
<tr>
<td>- Monitor and foster systematic and progressive preparation for graduation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Pursue excellence and engagement in the academic experience</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Increase student-faculty collaboration</td>
<td></td>
<td>144</td>
<td>144</td>
<td>144</td>
</tr>
<tr>
<td>- Improve experiential learning opportunities</td>
<td></td>
<td>144</td>
<td>144</td>
<td>144</td>
</tr>
<tr>
<td>- Grow honors and academic enrichment opportunities</td>
<td></td>
<td>144</td>
<td>144</td>
<td>144</td>
</tr>
<tr>
<td>- Asses and document student learning and personal growth</td>
<td></td>
<td>144</td>
<td>144</td>
<td>144</td>
</tr>
<tr>
<td>- Enrich university community with diversity</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Reduce or Retool Low-Enrolled Programs, UG-1; Grad-2</td>
<td></td>
<td>UG-1=45</td>
<td></td>
<td>UG-5</td>
</tr>
<tr>
<td>- Eliminated 1 minor; retooled 3</td>
<td></td>
<td>G-2</td>
<td></td>
<td>Grad-5</td>
</tr>
<tr>
<td>- Grow FSU International Partners--4</td>
<td></td>
<td>397</td>
<td>383</td>
<td>203</td>
</tr>
<tr>
<td>- New Concentrations</td>
<td></td>
<td>4</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>- New Majors</td>
<td></td>
<td>2</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>- New Minors</td>
<td></td>
<td>2</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>- Increase # Academic Honors Societies--11</td>
<td></td>
<td>14</td>
<td>14</td>
<td>15</td>
</tr>
<tr>
<td>- Increase # of courses with visits to or from STEM industry sites</td>
<td></td>
<td>31% (14 of 43)</td>
<td>31% (15 of 48)</td>
<td>31%</td>
</tr>
<tr>
<td>- Increase of STEM Centers--4</td>
<td></td>
<td>24.1% (F12)</td>
<td>25.0% (F13)</td>
<td>&gt;25%</td>
</tr>
<tr>
<td>- Add STEM Advisory Boards--3</td>
<td></td>
<td>3</td>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>- Add 1 (PSM)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Add 2 more=7 total</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Increase % of Entering Students Who Place Into Pre-Calculus</td>
<td></td>
<td>33% (14 of 43)</td>
<td>31% (15 of 48)</td>
<td>31%</td>
</tr>
<tr>
<td>- Increase % Tenure Track Faculty in Single Offices-80%</td>
<td></td>
<td>155 (F12)</td>
<td>161 (F11)</td>
<td>175</td>
</tr>
<tr>
<td>- Grants &amp; Contracts-35M</td>
<td></td>
<td>55,055,992 (F12)</td>
<td>66,443,388 (F13)</td>
<td>56M</td>
</tr>
<tr>
<td>- Tenure Track Faculty in Single Offices-80%</td>
<td></td>
<td>85%</td>
<td>85.4%</td>
<td>90%</td>
</tr>
</tbody>
</table>

**Prepare students for global citizenship and competitiveness**

- Expand global awareness through new majors and programs
- Integrate and grow world language programs
- Support Student international experiences
- Grow and manage FSU partnerships with international universities

**Strengthen and expand STEM programs and student success in STEM areas**

- Expand STEM majors, centers, and research and policy analysis
- Improve STEM preparation and readiness
- Increase student interest, enrollment and degrees awarded in STEM majors
- Improve STEM career readiness among FSU graduates
- Link STEM programs to the regional scientific and technology community

**Respond to labor market trends in academic program and center development**

- Connect regular, systematic assessment of labor market trends to program review and development
- Develop and maintain dialogue with major area employers
- Systematize the preparation of students for graduate and professional programs
- Develop combined degree programs and new graduate programs in response to the needs for the Commonwealth
Appendices
Appendix A:
Budget Report, FY 2015
Academic Affairs
ACADEMIC SUPPORT TRUST FUND

SUMMARY

NARRATIVE

Nature and Purpose of Trust Fund:

The Academic Support Trust Fund, supported by a student fee, was created in 1973 (formerly named Education Services Trust Fund) to provide funds to cover expenses incurred in course instruction. Such expenditures include repair, replacement, and rental of laboratory equipment, purchase of consumable materials and non-expendable items, field trips, guest lecturers, teaching and laboratory assistants, and artist models. Professional and peer tutors employed by the Center for Academic Support and Advising also are paid stipends from the trust fund. The Vice President for Academic Affairs may approve other academic expenses not mentioned. Starting in FY 2008 funding from College Operations that also have supported operations of the departments (e.g., travel, 13/15 expenditures, chargebacks) also was transferred into this fund. The structure of this fund puts funding for each academic department’s operations into a single account.

Sources and Uses of Funds:

The academic support fee is currently $34.50 per student per semester or $69.00 per academic year. In the next academic year, 3,850 day students are expected to enroll, generating $265,650 in FY15 for the trust fund. Interest is projected to add $4,000 for FY15. An additional $950,000 is being transferred into the Academic Support Trust Fund. Total projected revenue from all sources is $1,219,560, 1.11% higher than for FY14; projected expenses are $1,356,351 or 4.34% higher than FY14 (with the difference covered by existing fund balances).

Allocations:

Funds are distributed to all academic departments, the Center for Academic Support and Advising (CASA), the University Honors Program, International Education, the Center for Excellence in Learning, Teaching, Scholarship and Service (CELTSS), Chorus, and First-Year Foundations. Departments and programs also will be able to apply for additional allocations from the Academic Support Grants to fund furniture and equipment purchases and special projects. Additional allocated amounts for FY15 support several new and ongoing initiatives of the Division of Academic Affairs and transfers to other linked divisions (CASA, First-Year Foundations, Committee on Diversity and Inclusion). Initiatives supported by Academic Support Grants (ASG) are linked to the six Strategic Plan Priorities, and include (1) retention and development of quality faculty and staff ($87,487 for faculty support and development); (2) new student preparation and success ($33,295 for First-Year Foundation programs); (3) excellence of and student engagement in the academic experience ($77,930 for assessment, program development, experiential learning, honor societies); (4) preparing students for global citizenship and competitiveness ($15,860 for international speakers, programs, travel); (5) student success in and expansion of STEM programs ($42,250 for new technology, program development, STEM experiential learning, expansion of lab support); and (6) responding to labor market trends ($8,000 for center development). The remaining ASG amounts for FY15 support growth and ongoing initiatives of Academic Affairs, including Student Support in CASA ($271,150 + $25,000), Academic Departments (additional funding to support growth in students and lab supplies in biology ($5,000 more) and chemistry ($12,000 more)), CELTSS ($196,310 + $15,000), New Faculty Start-Up Funds ($43,000), Honors Program Support ($49,240), First-Year Foundations ($15,000), International Education ($13,295 + $26,000), and Center Support. Finally, other initiatives will be supported by the Strategic Priorities Initiative Fund (SPIF). This includes support for Academic Equipment and Technology ($202,345), First-Year Retention and Degree Completion ($35,250), Academic Space Investments ($56,856), New Program Development ($22,500), Academic Accreditation ($40,500), Faculty and Staff Development ($24,275), Service and Experiential Learning ($21,500), and Student Success: Scholarship, Research Conferences and Honor Societies ($44,300). Additional SPIF money was set aside to cover the incremental costs associated with the Academic Deans Proposal (3 founding deans and one administrative assistant, $227,445).
Figure 1: Total Requests and Total Funded

<table>
<thead>
<tr>
<th></th>
<th># Requests</th>
<th># Funded</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Develop and retain quality faculty and staff</td>
<td>58</td>
<td>30</td>
</tr>
<tr>
<td>b. Strengthen new student preparation, induction and early academic success</td>
<td>40</td>
<td>27</td>
</tr>
<tr>
<td>c. Pursue excellence and engagement in the academic experience</td>
<td>62</td>
<td>45</td>
</tr>
<tr>
<td>d. Prepare students for global citizenship and competitiveness</td>
<td>17</td>
<td>11</td>
</tr>
<tr>
<td>e. Strengthen and expand STEM programs and student success in STEM areas</td>
<td>26</td>
<td>11</td>
</tr>
<tr>
<td>f. Respond to labor market trends in academic program and center development</td>
<td>21</td>
<td>11</td>
</tr>
</tbody>
</table>
Figure 2: Percent Funded in Each Priority

<table>
<thead>
<tr>
<th>Priority</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Develop and retain quality faculty and staff</td>
<td>51.72%</td>
</tr>
<tr>
<td>b. Strengthen new student preparation, induction and early academic success</td>
<td>67.50%</td>
</tr>
<tr>
<td>c. Pursue excellence and engagement in the academic experience</td>
<td>72.58%</td>
</tr>
<tr>
<td>d. Prepare students for global citizenship and competitiveness</td>
<td>64.71%</td>
</tr>
<tr>
<td>e. Strengthen and expand STEM programs and student success in STEM areas</td>
<td>42.31%</td>
</tr>
<tr>
<td>f. Respond to labor market trends in academic program and center development</td>
<td>52.38%</td>
</tr>
</tbody>
</table>
Figure 3: Percent Each Contributes to Total

<table>
<thead>
<tr>
<th>Percent</th>
<th>a. Develop and retain quality faculty and staff</th>
<th>b. Strengthen new student preparation, induction and early academic success</th>
<th>c. Pursue excellence and engagement in the academic experience</th>
<th>d. Prepare students for global citizenship and competitiveness</th>
<th>e. Strengthen and expand STEM programs and student success in STEM areas</th>
<th>f. Respond to labor market trends in academic program and center development</th>
</tr>
</thead>
<tbody>
<tr>
<td>% of Total Funded</td>
<td>22.22%</td>
<td>20.00%</td>
<td>33.33%</td>
<td>8.15%</td>
<td>8.15%</td>
<td>8.15%</td>
</tr>
</tbody>
</table>
Figure 4: Budget Initiative Requests and Funded Requests

<table>
<thead>
<tr>
<th></th>
<th>FY2014</th>
<th>FY2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Requests</td>
<td>147</td>
<td>224</td>
</tr>
<tr>
<td>Funded</td>
<td>83</td>
<td>135</td>
</tr>
</tbody>
</table>
# Proposed FY15 ASG Budget (as of 4/8/14)

## Budget Line: ASG

<table>
<thead>
<tr>
<th>Budget Line</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>A1400 Faculty Stipends, Bonus Pay and Awards</strong></td>
<td></td>
</tr>
<tr>
<td>Academic Affairs: Faculty stipends</td>
<td>$ 5,000</td>
</tr>
<tr>
<td>Education: SPA Reports for NCATE (4 x $1,250)</td>
<td>$ 5,000</td>
</tr>
<tr>
<td><strong>Subtotal:</strong></td>
<td>$ 10,000</td>
</tr>
<tr>
<td><strong>A1500 Research Activity/Summer/ Other Salary Comp General</strong></td>
<td></td>
</tr>
<tr>
<td>Biology: Summer compensation for Program Assessment</td>
<td>$ 2,000</td>
</tr>
<tr>
<td>Computer Science: Summer work on course standards and alignment</td>
<td>2,500</td>
</tr>
<tr>
<td>Computer Science: Develop cross course pre &amp; post assessment tools</td>
<td>1,500</td>
</tr>
<tr>
<td>Computer Science: Standardize IT course</td>
<td>500</td>
</tr>
<tr>
<td>Communication Arts: Summer Assessment work on student “artifacts”</td>
<td>2,000</td>
</tr>
<tr>
<td>English: Summer stipends for planning, presentation and attendance at August Retreat for 1st year writing faculty</td>
<td>3,570</td>
</tr>
<tr>
<td>Food and Nutrition: Summer compensation for curriculum alignment and assessment</td>
<td>2,650</td>
</tr>
<tr>
<td>History: Summer stipend for Department Assessment Officer</td>
<td>2,000</td>
</tr>
<tr>
<td>Library: Ethnographic study of Library space usage and focus group sessions</td>
<td>1,000</td>
</tr>
<tr>
<td>Mathematics: Stipend for developing plan to improve department’s DGW rate</td>
<td>1,000</td>
</tr>
<tr>
<td>Mathematics: Curriculum revamp to foster greater course flexibility</td>
<td>1,000</td>
</tr>
<tr>
<td>Mathematics: Stipend for departmental assessment</td>
<td>1,500</td>
</tr>
<tr>
<td>Political Science: Summer stipend for developing community service component</td>
<td>1,000</td>
</tr>
<tr>
<td>Psychology: Senior and rising junior test and scoring</td>
<td>3,000</td>
</tr>
<tr>
<td>Psychology: Summer stipend for assessment of capstone</td>
<td>2,000</td>
</tr>
<tr>
<td>Sociology: Stipend to develop pilot summative assessment of core courses</td>
<td>2,000</td>
</tr>
<tr>
<td>Sociology: Stipend to work on writing assessment in early and late core courses</td>
<td>2,000</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>$31,220</td>
</tr>
<tr>
<td><strong>B0100 Travel Out-of-State</strong></td>
<td></td>
</tr>
<tr>
<td>Academic Affairs: Out-of-state conferences for VPAA, AVPAA, Faculty Liaisons/Deans</td>
<td>$11,850</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>$11,850</td>
</tr>
<tr>
<td><strong>B0200 Travel In-State</strong></td>
<td></td>
</tr>
<tr>
<td>Academic Affairs: In-state meetings and conferences</td>
<td>$ 2,965</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>$ 2,965</td>
</tr>
<tr>
<td><strong>B0500 Conference, Training and Registration General</strong></td>
<td></td>
</tr>
<tr>
<td>Academic Affairs: Conferences attended by VPAA, AVPAA, Faculty Liaisons/Deans</td>
<td>$ 10,000</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>$ 10,000</td>
</tr>
</tbody>
</table>
C2300  Contract Employees – Mgmt, Bus Prof, Admin Gen

Biology: Part-time Lab Technician $16,000
CASA: Proposed increase in professional tutors and workshop leaders 10,000
International Education: Part-time 9 month position 12,000
Physics & Earth Science: Part-time Lab Technician 16,000
Subtotal $54,000

C0500 Contracted Students General

World Languages: Student worker – bilingual with computer knowledge $560
CASA: Proposed increase for ASPTs, SI leaders and subject tutors 15,000
Subtotal $15,560

E1200 Subscriptions, Memberships, Licensing Gen

Academic Affairs: NERCHE $900
Academic Affairs: AAC&U 6,500
Biology: Student membership fees for Tri-Beta Biology Honors Group 500
Subtotal $7,900

E1300 Advertising Expenses General

Entrepreneurship Innovation Center: Marketing $2,000
Subtotal $2,000

E1900 Fees, Fines, Licenses, and Permits

Academic Affairs: AMOCA Project (DHE) $2,500
English: Admission Fees to Literary Concord House 360
Subtotal $2,860

E0200 Printing Expenses and Supplies General

English: Printing of materials to market English major and minor $500
English: Printing of materials to promote British literature tours $350
Subtotal $850

E2200 Conference Incidental/Temp Use Space Gen

Chemistry and Food Science: Faculty Retreat $1,000
Academic Affairs: Faculty Retreat Room Rental 800
Subtotal $1,800

E2201 Food and Other Conference Expenses

Academic Affairs: Faculty Retreat $9,000
Subtotal $9,000

F0100 Food and Beverages

Academic Affairs: Receptions and meetings $9,000
Biology: Food for Induction Ceremony of Tri-Beta Biology Honors Group 500
Computer Science: Monthly Faculty & Student Lunches to Build Community 1,200
Economics and Business Admin: Econ &Business Advisory Board Meetings 1,000
Economics and Business Admin: Info Technology & Business Advisory Board Meetings 1,000
Environment Science: Community Building 420
English: Lunches for trip to Literary Concord 1,000
English: Refreshments for meeting to promote British literature tours 150
Entrepreneurship Innovation Center: Meetings with are employers 500
Food and Nutrition: Luncheon for facility supervisors and mentors for students 500
Library: Refreshment for Library focus groups (ethnographic study of Library space) 200
Subtotal $15,470

F1600 Library, Teaching Supplies, Materials
Academic Affairs: LCLC Materials (5 classes@$3,000 each) $15,000
Entrepreneurship Innovation Center: Supplies 3,000
Food and Nutrition: Student Name Tags for Practicum 800
History: Acquisition of Library Resources 2,000
Library: Transfer of 100 VHS tapes to DVDs 5,000
Physics and Earth Science: Rental of laser show 1,000
World Languages: Placement Exam 3,875
World Languages: Assessment Exam 600
World Languages: Films from around the world tied to the curriculum 800
Subtotal $32,075

F1802 Social Supplies and Materials Awards
Entrepreneurship Innovation Center: Appreciation Event and Awards $ 500
Subtotal $ 500

H1500 Honoraria for Visiting Speakers/Lecturers
Biology: Department Seminar Series $ 1,500
Biology: Speaker for Induction Ceremony of Tri-Beta Biology Honors Group 500
English: Visiting Irish Writers 500
Entrepreneurship Innovation Center: Speakers 2,000
Geography: Speaker on GEO awareness 1,000
History: Speakers 1,000
Mathematics: Speakers 1,000
World Languages: Speaker for Spanish Honor Society Induction Ceremony 500
Subtotal $ 8,000

HH300 Media Design/Editorial/Comm Services General
Art and Music: Student Viewbook and/or Poster $ 2,000
Subtotal $ 2,000

H9800 Reimbursement for Travel and Expenses for Consultant Services
Education: NCATE Consultant $ 5,000
Subtotal $ 5,000
### M0201 Student Travel – Reimbursement

- **Academic Affairs**: Funds to reimburse students to attend academic conferences $10,000
- **Subtotal**: $10,000

### M0301 Contracts – Bus Transportation

- **Computer Science**: Site Visit Transportation $1,750
- **English**: Field trip to literary Concord $350
- **English**: Field trips to New England literary sites $1,200
- **Mathematics**: Student field trips to local businesses $1,000
- **Sociology**: NYC Tour for students with Fulbright scholar-in-residence $2,000
- **World Languages**: Trip to NYC to attend Spanish Theatre $1,000
- **World Languages**: Trip to visit area museums $1,000
- **Subtotal**: $8,300

### U0303 Info Tech License

- **Academic Affairs**: Digital Measures $16,800
- **Subtotal**: $16,800

### XT135 T/O/E to GP Child Lit Festival (support)

- **Subtotal**: $7,500

### FY15 Allocated Budget: $265,650
- **Projected Expenses**: $265,650
- **Balance**: 0
SPIF Allocations FY15 (as of 4/3/14)

We have $449,055 in SPIFF.

**Academic Equipment and Technology**

<table>
<thead>
<tr>
<th>Proposed Funding</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Art &amp; Music: Electro-Acoustic MAC Lab for New Course</td>
<td>$11,700</td>
</tr>
<tr>
<td>Art &amp; Music: Kiln Replacement</td>
<td>6,800</td>
</tr>
<tr>
<td>Art &amp; Music: Studio Art Student MAC Studio</td>
<td>4,200</td>
</tr>
<tr>
<td>Biology: FSU Field Station Field Equipment</td>
<td>10,000</td>
</tr>
<tr>
<td>Biology: Equipment fund for New TT faculty (Amy Knapp)</td>
<td>10,000</td>
</tr>
<tr>
<td>Chemistry &amp; Food Science: Organic Chemistry Lab Equipment</td>
<td>36,000</td>
</tr>
<tr>
<td>Chemistry &amp; Food Science: Research Supplies</td>
<td>3,500</td>
</tr>
<tr>
<td>Communication Arts: Computer Lab</td>
<td>21,400</td>
</tr>
<tr>
<td>Communication Arts: Student Card Key Access to Photo &amp; Film Labs</td>
<td>6,000</td>
</tr>
<tr>
<td>Communication Arts: Materials for Black Box Theatre</td>
<td>3,000</td>
</tr>
<tr>
<td>Computer Science: Increase Robot Repertoire</td>
<td>2,000</td>
</tr>
<tr>
<td>Education: Apple TV Device</td>
<td>400</td>
</tr>
<tr>
<td>Education: Assistive Technology Lab</td>
<td>7,000</td>
</tr>
<tr>
<td>Fashion Design &amp; Retailing: Light Box</td>
<td>2,000</td>
</tr>
<tr>
<td>Fashion Design &amp; Retailing: Sewing Machine Replacement/Upgrades</td>
<td>20,000</td>
</tr>
<tr>
<td>Fashion Design &amp; Retailing: Scanner</td>
<td>250</td>
</tr>
<tr>
<td>Food &amp; Nutrition: Equipment for Sports Nutrition</td>
<td>1,700</td>
</tr>
<tr>
<td>Food &amp; Nutrition: Food Demo Equipment</td>
<td>7,000</td>
</tr>
<tr>
<td>Geography: GIS Lab Equipment Upgrade - Large format plotter</td>
<td>6,000</td>
</tr>
<tr>
<td>Geography: GIS Lab Equipment – Global Positioning System (GPS)</td>
<td>6,000</td>
</tr>
<tr>
<td>History: LiveText Account Fees</td>
<td>5,000</td>
</tr>
<tr>
<td>History: FileMaker Pro 13</td>
<td>330</td>
</tr>
<tr>
<td>Library: Digitizing University’s Archival Materials</td>
<td>2,400</td>
</tr>
<tr>
<td>Library: Digitizing The Gatepost, 1932-2002</td>
<td>3,665</td>
</tr>
<tr>
<td>Mathematics: Math Lab</td>
<td>15,000</td>
</tr>
<tr>
<td>Physics &amp; Earth Science: Matlab Computer Software License Fees</td>
<td>1,000</td>
</tr>
<tr>
<td>Physics &amp; Earth Science: Astronomy Lab Equipment</td>
<td>2,400</td>
</tr>
<tr>
<td>Physics &amp; Earth Science: Weather Station</td>
<td>600</td>
</tr>
<tr>
<td>Physics &amp; Earth Science: Equipment for Planetarium Support</td>
<td>2,000</td>
</tr>
<tr>
<td>Psychology: Lab Equipment</td>
<td>3,000</td>
</tr>
<tr>
<td>Sociology: Methods Dataset and Maintenance</td>
<td>3,000</td>
</tr>
</tbody>
</table>

**Subtotal** $202,345
First Year Retention and Degree Completion

Proposed Funding:
- Art & Music: Freshman/Junior Retreat to MassMoCA $2,250
- Biology: Freshman Cape Cod Weekend Retreat 5,000
- Committee on Diversity and Inclusion 25,000
- Mathematics: Outreach to Local High Schools 500
- Psychology: Retreat for majors (seniors mentor sophomores) 2,500
- World Languages: Outreach Program to Public Schools 1,000

Subtotal $35,250

Academic Space Investments

Proposed Funding:
- Art & Music: Rental of Studio Space for Juniors & Seniors 26,685
- Art & Music: Storage Taborets for Students in May 412 10,200
- International Education: Renovation & Supplies - Foster Apartment 10,000
- Physics & Earth Science: New Planetarium Show 10,000

Subtotal $56,865

New Academic Programs

Proposed Funding:
- English: Prepare 5-year B.A./M.A. in English Proposal $1,500
- Entrepreneurship Innovation Center: Innovation Contest/Awards 5,000
- Economics & Bus Admin: Coaching Programs 4,000
- Economics & Bus Admin: Google, Inc. & Marketing Class Project 2,000
- International Education: New Partnerships with Foreign Universities 5,000
- Sociology: Support for the Inside-Out Prison Exchange Program 2,000
- Sociology: Social Conflict and Resolution – Northern Ireland 3,000

Subtotal $22,500

Academic Accreditation & Licensure

Proposed Funding:
- Academic Affairs: Academic Department Program Reviews $10,000
- Economics and Business Admin: IACBE Membership 2,500
- Economics and Business Admin: IACBE Site Visit 5,000
- Economics and Business Admin: Work on IACBE Accreditation 10,000
- Application and Documentation
- Food and Nutrition: Accreditation (hire Grad Assistant to help) 1,500
- International Education: Applications for J1 Program Designation 4,000

Subtotal $38,000
Nursing: CCNE Reaccreditation 7,000
Subtotal $40,500

Faculty Development

Proposed Funding:
Academic Affairs: Professional Development & Travel for VLs $10,000
Education: NCATE Conference 6,500
English: August Retreat for First-Year Writing Faculty 3,750
Mathematics: Workshop to Improve DFW Rates 1,000
Mathematics: Project NExT (New Experiences in Teaching Mathematics) 1,500
Sociology: GIS Training 2,525
Subtotal $24,275

Service and Experiential Learning

Proposed Funding
Academic Affairs: Service Learning opportunities for students $ 5,000
Political Science: Moot Court 1,000
Political Science: Develop Community Service component 1,000
Political Science: National Model United Nations Simulation 3,000
Political Science: Collaboration with Overseas Colleagues on Courses 2,000
Sociology: Summer Internship Coordinator 3,000
Sociology: Field trips for Nonprofit Giving Course 1,500
Honors Program: Intercultural Studies Summer Semester in Prague 5,000
Subtotal $21,500

Student Success: Scholarship, Research, Conferences, Honor Societies

Proposed Funding
Academic Affairs: Funding for students to pursue scholarship, conduct research, and attend conferences $10,000
Environmental Science: Small grants for student research 2,500
Environmental Science: Student attendance at professional conference 1,600
Fashion Design and Retailing & Food and Nutrition: Phi Upsilon Omicron, Collegiate member conclave attendance 4,000
Geography: GEO Honor Society Induction Ceremony 1,000
International Education: Study Abroad Scholarships 10,000
Liberal Studies: Phi Kappa Phi Initiation Ceremony 1,500
Mathematics: Pursue national Pi Mu Epsilon recognition 2,000
Political Science: Pi Sigma Alpha Honor Society 700
Sociology: Collaborative Fieldwork with Students and Faculty 9,200
World Languages: Spanish Honor Society

Subtotal: 800

Total FY15 SPIF Budget: $449,055
Total FY15 SPIF Expenses: $449,055
Balance: 0

OTHER

Academic Affairs Organization Structure

Academic Affairs: Additional *incremental* costs for three Deans & one Administrative Asst.:

FY15 SPIF Budget: $277,000
### Awarded amount, FY 2014 to date:
- **$ 4,325,863.00**
- FY 2013 to date: **$ 1,143,503.30**
- Differential, FY 2014 to date v. FY 2013 to date: **278%**

### Pending amount, FY 2014 to date:
- **$ 330,079.00**
- FY 2013 to date: **$ 655,580.75**
- Differential, FY 2014 to date v. FY 2013 to date: **-50%**

### Awarded grants in FY 2014 to date - Private

<table>
<thead>
<tr>
<th>Funder and project</th>
<th>Amount</th>
<th>Information about grant</th>
<th>G&amp;SP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boston Children's Hospital - &quot;Dietary Composition and Energy Expenditures during Weight-Loss Maintenance&quot;</td>
<td>$ 600,000.00</td>
<td>Project Director - Patricia Luoto (Faculty Emerita). Duration - February 2014 - June 2017. The study promises to provide knowledge about how to design more effective approaches to the prevention and treatment of obesity.</td>
<td>JL</td>
</tr>
<tr>
<td>Davis Educational Foundation - &quot;Teaching and Assessing Critical Thinking and Written Communication&quot;</td>
<td>$ 120,780.00</td>
<td>Project Director - Mark Nicholas (Assessment). This proposal will enhance assessment at FSU through development of ways to determine critical thinking and written communication ability.</td>
<td>JL</td>
</tr>
<tr>
<td>Ocean Spray - &quot;Effect of cranberry phytochemicals on carbohydrate hydrolysis enzymes relevant to type 2 diabetes management&quot;</td>
<td>$ 40,000.00</td>
<td>Project Director - Emmanouil Apostolidis (Chemistry and Food Science). Duration - 1 year. This contract will fund scientific research in the life sciences.</td>
<td>JL</td>
</tr>
<tr>
<td>Middlesex Savings Bank - corporate contribution for scholarship support</td>
<td>$ 25,000.00</td>
<td>Project Director - Eric Gustafson (Development and Alumni Relations). Duration - AY 2013-2014. This corporate contribution represents scholarship support for undergraduate students.</td>
<td>JL</td>
</tr>
<tr>
<td>Learning by Giving Foundation - philanthropy course for undergraduates</td>
<td>$ 10,000.00</td>
<td>Project Director - Ira Silver (Sociology). Duration - AY 2013-2014. Undergraduate students will learn about decision-making surrounding community grant-making.</td>
<td>PB</td>
</tr>
<tr>
<td>Funder and project</td>
<td>Amount</td>
<td>Information about grant</td>
<td></td>
</tr>
<tr>
<td>--------------------</td>
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</tr>
<tr>
<td>New England College Association - &quot;Bridge to Health Program&quot;</td>
<td>$1,500.00</td>
<td>Project Director - Paul Welch (Campus Health Center). Duration - 1 year grant. Funding will support the cost of instructors who will provide exercise guidance to students with health obstacles.</td>
<td></td>
</tr>
<tr>
<td>Arthur Ashley Williams Foundation - life sciences support</td>
<td>$1,000.00</td>
<td>Project Director - Margaret Carroll (Biology). Duration - FY 2014. The grant will support equipment purchases for the sciences.</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL:</strong></td>
<td><strong>$798,280.00</strong></td>
<td></td>
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</tr>
</tbody>
</table>

**Awarded grants in FY 2014 to date - Public**

<table>
<thead>
<tr>
<th>Funder and project</th>
<th>Amount</th>
<th>Information about grant</th>
</tr>
</thead>
<tbody>
<tr>
<td>MA Life Sciences Center - Capital Program</td>
<td>$3,000,000.00</td>
<td>Project Director - Dale Hamel (Administration, Finance and Technology). FSU garnered capital support for the renovation and expansion of the Science Center project.</td>
</tr>
<tr>
<td>MA DHE Vision Project 3 - Performance Incentive Fund grant program</td>
<td>$375,000.00</td>
<td>Project Director - Susanne Conley (Enrollment and Student Management). The grant supports a multi-year plan to develop a &quot;College Planning Center&quot; for the MetroWest region.</td>
</tr>
<tr>
<td>MA DHE Vision Project 1 and 2 - Performance Incentive Fund Continuation grant program</td>
<td>$61,083.00</td>
<td>Project Directors - Linda Vaden-Goad (Academic Affairs) and Lorretta Holloway (English). Duration - FY 2014. Funding will support the redesign of selected STEM courses and the further development of holistic efforts to ensure college readiness among students in the MetroWest region.</td>
</tr>
<tr>
<td>U.S. Department of State - Fulbright Scholar-in-Residence Program</td>
<td>$40,000.00</td>
<td>Project Directors - Kaan Agartan (Sociology) and Ira Silver. Duration - January 2015 - May 2015. The award will support costs of hosting a scholar from the Middle East to promote and improve FSU's international culture and learning.</td>
</tr>
<tr>
<td>Funder and project</td>
<td>Request</td>
<td>Status</td>
</tr>
<tr>
<td>-----------------------------------------------------------------------------------</td>
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<td>------------------------------------------------------------------------</td>
</tr>
<tr>
<td>MA Department of Higher Education - Commonwealth Dual Enrollment Program</td>
<td>$ 26,500.00</td>
<td>Project Directors - Scott Greenberg (Continuing Education) and Peter Dittami (Dual Enrollment Program). Duration - AY 2013-2014. Funding will provide post-secondary-level STEM coursework to high school students, including first-generation students, in the MetroWest region.</td>
</tr>
<tr>
<td>U.S. Army Natick Labs</td>
<td>$ 25,000.00</td>
<td>Principal Investigator - Emmanouil Apostolidis. Contract duration - August 2013 to August 2014. The purpose of the contract is to evaluate digestive enzyme inhibition of phytochemical proanthocyanidin (PAC) and other phenolics from agricultural products (mainly blueberry and cacao).</td>
</tr>
<tr>
<td>TOTAL:</td>
<td>$ 3,527,583.00</td>
<td></td>
</tr>
<tr>
<td>Pending proposals - Private</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Allen Foundation, Inc. - &quot;Cinnamon &amp; Type 2 Diabetes Management: What is the Mechanism of Action?&quot;</td>
<td>$ 62,400.00</td>
<td>Project Director - Emmanouil Apostolidis. Pending proposal in the life sciences will fund basic research.</td>
</tr>
<tr>
<td>Tufts Health Plan Foundation - Adventures in Lifelong Learning</td>
<td>$ 37,111.00</td>
<td>Project Director - Scott Greenberg. The grant proposal requests support for an enrichment program that addresses the health needs of elderly adults in the MetroWest region.</td>
</tr>
<tr>
<td>The Chiang Ching-Kuo Foundation for International Scholarly Exchange - &quot;The Past, Present and Future in Budai and Labuan Rukai Oral Narrative&quot; (Junior Scholars Program)</td>
<td>$ 29,678.00</td>
<td>Project Director - Cheng-Fu Chen (World Languages). Dr. Chen plans to travel to Asia to study the linguistics of a language dialect and then will conduct comparative analysis in the U.S.</td>
</tr>
<tr>
<td>The Charles Irwin Travelli Fund - &quot;The Charles Irwin Travelli Fund Scholars&quot;</td>
<td>$ 15,000</td>
<td>Project Director - TBD. Scholarship will support the tuition of undergraduates.</td>
</tr>
<tr>
<td>Funder and project</td>
<td>Request</td>
<td>Status</td>
</tr>
<tr>
<td>--------------------------------------------------------</td>
<td>---------</td>
<td>--------</td>
</tr>
<tr>
<td>Alice S. Ayling Scholarship Foundation - &quot;The Alice S.</td>
<td>$15,000</td>
<td>PB</td>
</tr>
<tr>
<td>Ayling Scholarship Foundation Scholars&quot;</td>
<td></td>
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</tr>
<tr>
<td>Cheryl Spencer Memorial Foundation</td>
<td>$10,000</td>
<td>PB</td>
</tr>
<tr>
<td>National Science Foundation (NSF) DRL ITEST - Systemic</td>
<td>$160,890.00</td>
<td>JL</td>
</tr>
<tr>
<td>Model to Diversify the STEM Pipeline</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**TOTAL:** $169,189.00

**Pending proposals - Public**

**Notes:**

JL - Jonathan Lee (Director)
PB - Patricia Bossange (Development Officer)
Appendix B: Academic Affairs
Annual Report, May 2014
Year Two of the 5-Year Strategic Plan—Selected Examples
1. Develop and retain quality faculty and staff

a. Develop recruiting strategies to attract top faculty candidates
   - **ONGOING.** Successful Diversity Hiring. We regularly support departments to send search committee representatives to professional conferences to recruit diverse and highly qualified faculty. Many departments are participating in this new practice, and it is working well. As of 03.03.14, we have progressed from our baseline of 8.1% overall to 15.02% (our 2017 target was lower at 10%). For this upcoming 2014-15 academic year, our diversity hiring has reached 62% (with 13 of 20 searches complete) for new tenure-track hires (race, ethnicity, disability).

b. Orient and mentor early-career faculty
   - **ONGOING.** CELTSS New Faculty Mentoring Program. The CELTSS Mentoring Director, along with experienced faculty mentors, conducts a series of faculty mentoring programs and events distributed across the full span of the year.
   - **IN PROGRESS.** Departmental Mentoring Initiatives. Two new computer science faculty and Prof. Breuning will each be teaching a foundations course so the new faculty can learn about FSU along with their students; the three will hold bi-weekly meetings to share ideas for working with new students.

c. Support CELTSS and other faculty and staff development resources
   - **DONE.** Academic Affairs Funding for Part-Time Faculty. Academic Affairs now allocates funding for part-time faculty professional development.
   - **ONGOING.** Expansion of CELTSS Funding. CELTSS funding has been expanded to include funding for full-time temporary faculty to improve the quality of teaching and provide the conditions for innovation. Also, funding was added to support research and activities related to student advising.

d. Provide the tools and equipment to support faculty work
   - **DONE.** Performance Classroom Space for Theatre Concentration. Comm Arts classes are now being taught in the new Black Box theatre space in Dwight.
   - **DONE/ONGOING.** Digital Repository. Implement and maintain the University’s Digital Repository. The repository has set up Selected Works pages for faculty, some archival images, campus wide highlights, and the NEASC self-study. Other projects are in the pipeline and are related to digitizing the McGauley Collection and other Archival materials, creating an events community, CELTSS programs, and image collections for Fashion and Communication Arts faculty. We provided October workshop on the benefits of contributing to the University’s Digital Repository.
   - **ONGOING.** Research Support for Faculty. External funders such as Ocean Spray Cranberries are providing awards to young faculty in the sciences to expand their research efforts in areas such as Type 2 diabetes studies. This funding also enhances the learning experiences of our students who receive stipends for collaborative research.
   - **IN PROGRESS.** Art Studio Space for Seniors. A new space has been tentatively identified for senior art students in an off-campus (but near-campus) location; we await information regarding progress. Brian Bishop met with Dale, Scott, and Warren on Wednesday April 30th about the Maynard Bldg. plan.
   - **IN PROGRESS.** Mac Workstation Upgrades in Digital Studio Labs. Older Mac computer workstations will be upgraded Summer 2014 in the Graphic Design Studio (Art and Music), Photography and Film/Video labs (Comm Arts), and the Animation Studio (Comm Arts).

2. Strengthen new student preparation, induction and early academic success

a. Improve orientation, first-year and transitional programs
   - **ONGOING.** Retreats for New Students. Retreats for new students are elaborated each year (especially Biology and Honors), and numerous departments are developing transitional programs by working with alumni and Industry Advisory Boards. The Art and Music Department has organized successful trips to the Massachusetts Museum of Contemporary Art (Mass MoCA), the English Department is planning a field trip for new majors to Literary Concord, fall 2014, and the Honors Program retreat has been so successful that they are looking to develop retreats for upper level student as well.
   - **ONGOING: Assessment Plan for First Year Programs.** The Director of Assessment is working with the Director of First-Year Programs to develop an assessment plan for the program and identifying multiple institutional data points to inform questions about retention.

b. Build connection/community on campus
   - **DONE.** Facebook Pages and Twitter. Academic Affairs created a new Facebook page (Fall 2013) that is connected to the FSU page; many chairs and faculty are content administrators and so can post events. This is a more effective way to inform our community about what is new in Academic Affairs. Click here (and “like” the page): https://www.facebook.com/FSUAcademicAffairs. The Honors Program has updated its website and now also has a Facebook Page. The Environmental Science program is now on Twitter: @FSU_EnvirSciP.

c. Align readiness skills with college expectations
   - **ONGOING.** VISION Project STEM Funding to Address Preparedness. We continue to work with VISION PROJECT goals to address STEM and STEM support areas; the early results are striking among our own students (especially in Physics) and those of our partner school districts and community colleges regarding the development of college readiness in STEM (especially in Mathematics, reducing % needing remediation and increasing % able to take pre-calculus) and in writing skills. Competitive grant funding from the Dept. of Higher Education has supported these and other STEF efforts since FY 2012.

d. Strengthen assessment, advisement and placement (see 3e for assessment)
   - **DONE.** Advising Training for Full-Time Temporary Faculty. The Psychology Department provided advising training for full-time temporary faculty and then assigned each faculty member 3 advisees, reducing the advising loads for all full time faculty and enabling greater attention to student needs.
   - **ONGOING: Assessment of Advising Process.** Academic Advising Survey 2014 and PLUS Survey 2014 currently being administered.
   - **ONGOING.** Research on New Writing Placement Test: The English Department is conducting, now with a graduate assistant, an analysis of placement, grade, and demographic data on students taking the writing placement exam for Fall 2012 and again for students entering Fall 2014.
e. Monitor and foster systematic and progressive preparation for graduation

- ONGOING. Meetings for Graduate Studies Personnel. The Dean of Graduate Studies has instituted meetings each semester for all graduate coordinators, advisors, and staff, focusing on the academic aspects of student recruitment, retention, and policies.
- IN PROGRESS. New Process to Monitor Student Success in STEM Disciplines. Biology, Chemistry & Food Science, and Math are using data to track student success in STEM disciplines based on new increased rigor in math.

3. Pursue excellence and engagement in the academic experience

a. Increase student-faculty collaboration

- DONE. Student Research Assistantships. Dr. Bridgette Sheridan, History, is working with a paid undergraduate researcher during spring semester.
- DONE. MERC Interns Working with Faculty. MERC, together with Career Services and the CHOICE Program, worked to increase the number of their student interns collaborating with faculty.
- ONGOING. Honors Program Teaching Assistants. The first two TAs were selected for this semester; we plan to have 2 per semester next year.
- ONGOING: Creating a Culture of Assessment to Enhance Library Services. This year, the Library and IT administered the MISO satisfaction survey in March 2013 and 337 students, 165 faculty, and 133 staff responded. Results were analyzed and discussed at the Library/IT retreat.
- IN PROGRESS. New Dashboard Software. Academic Affairs will begin using the software from Digital Measures to create a dashboard indicator for Student-Faculty Collaborative work. This will allow us to follow our progress in strengthening collaboration.
- IN PROGRESS. CHOICE Internships & Graduate Assistantship in Food & Nutrition. Karen McGrail, JSI Director/Food and Nutrition Instructor, is working this spring and in the upcoming fall 2014 semester with a FN grad student as a social media intern. This position is funded by the graduate assistantship program. She also is working with a Comm Arts intern on a videography internship project which is funded through the CHOICE internship program. An undergraduate food and nutrition student is scheduled for the JSI CHOICE internship position for fall 2014.

b. Increase experiential learning opportunities

- DONE. Sociology Department Inside-Out Program. In this new program, ten FSU students and ten inmates took a class together, Sociology of Families, at MCI-Framingham with Professor Daisy Ball, who underwent training through Temple University’s Inside-Out Program. A new course, Juvenile Delinquency, is scheduled for fall 2014. It is among the finest outcomes of the year.
- DONE. Moot Court Class. The Political Science Department has developed a new course in which students learn about the judiciary in the U.S. and then engage in an undergraduate moot court competition.
- DONE. Entrepreneurs Innovation Center (new). The new Entrepreneurs Innovation Center opened mid-year in the Jonathan Maynard Building. Student interns are learning hands-on from the entrepreneurs in 4 sessions each year. This enables the center to remain open 50 weeks per year. There is a required intern practicum seminar where the students learn from their work experiences while also reading on the topics.
- Done. Boston Children’s Hospital/Harvard and FSU Research Collaboration. Working with hospital researchers on a $14 M private foundation grant, FSU will offer students, staff and faculty the opportunity to participate in a research study related to weight loss, maintenance and dietary balance.
- DONE. Boston Book Builders and Framingham Downtown Renaissance. Graphic Design students from the Art and Music Department collaborated on two major “real world” projects in designing the annual catalog for the Boston Book Builders and the print collateral (brochures, signage, etc.) for the Framingham Downtown Renaissance Farm Pond Initiative.
- ONGOING. Honors Program Experiential Learning. Each summer 4 Honors students travel to New Mexico with Dr. Alberti on an archaeological dig.

c. Strengthen citizen engagement opportunities

- DONE. Affordable Care Act Panel. In response to a request from U.S. President Obama, the university worked with the White House to host a panel of experts to educate the university and wider communities about the American Affordable Care Act.
- ONGOING. Work with Local Businesses and Municipal Groups. MERC interns and faculty perform and present research used by local community groups.
- ONGOING. Lifelong Learning Programs. FSU’s Continuing Education Office and the Framingham Public Library collaborated to offer 20 Lifelong Learning Lectures from September 2013 through April 2013 serving over 400 citizens. In October 2013 and March 2014, the two organizations offered a 4 week Adventures in Lifelong Learning Series, that was attended by over 300 adults age 60 & over.
- ONGOING. English Language Programs. FSU’s Continuing Education Office provides English Language Programs at the Maynard Building to over 300 non-native speakers. The program includes a Bridge to College course that prepares students for college level work.

d. Grow honors and academic enrichment opportunities

- DONE. Pi Sigma Alpha Honor Society. The Political Science Department has become a member of their national honor society.

e. Assess and document student learning and personal growth

- DONE. Intensive Assessment for Education Programs. All initial teacher preparation programs underwent intensive review by their specialized professional associations. LiveText assessment software has been used in all of our teacher preparation programs.
- DONE. New Director of Assessment. Our new Director of Assessment, Dr. Mark Nicholas, joined us in October; he previously served as Assistant Director of Assessment at Oklahoma State University.
- DONE. First Round of General Education Assessment. The Director of Assessment and the Assessment Advisory Group have completed the first round of assessment and have produced a report that addresses issues involved in the process.
- DONE. NASAD Self-Study and Site Visit Complete. In fall 2013, FSU was visited by the National Association of Schools of Art & Design (Art & Music, Communication Arts, and Fashion). We expect our report by the end of spring, but already have made important changes.
● **DONE. NEASC Accreditation Site Visit.** The New England Association for Schools and Colleges reaccreditation site visit occurred March 30-April 2, 2014. The exit report by the NEASC Team Leader was overwhelmingly positive. We will receive the final decision in fall 2014.

● **DONE. NCATE Accreditation.** NCATE/CAEP (National Council for Accreditation of Teacher Education) visited the campus on in April for our site visit. At the exit interview, the BOE Chair shared that the team will recommend that FSU meet all standards at the initial and advanced level. The final accreditation decision will be received in the fall 2014.

● **IN PROGRESS. IACBE Accreditation:** International Assembly for Collegiate Business Education self-study will be submitted 7/30/14, with the visit in 9/14.

● **IN PROGRESS. AND Accreditation.** The Academy of Nutrition and Dietetics (formerly American Dietetic Assoc.) reaccreditation visit will occur in Fall 2014.

● **IN PROGRESS. CCNE Reaccreditation.** The Nursing Department submitted a mid-cycle report to the Commission on Collegiate Nursing Education, which was fully approved in December 2013. The department will prepare a full self-study report this spring in preparation for the site visit in AVY2014-2015.

● **IN PROGRESS. FSU Will Join Statewide Assessment Project.** FSU was selected to participate in a statewide assessment project to assess critical thinking, written communication, and quantitative reasoning.

● **IN PROGRESS. Davis Educational Foundation Grant Proposal.** The Directors of Assessment and Grants & Sponsored Programs collaborated on a proposal for a Davis Educational Foundation grant to fund faculty development in assessment. The Foundation’s site visit took place in April.

● **IN PROGRESS. Graduate Program Assessment Plans.** The Director of Assessment conducted a series of workshops for graduate program coordinators on the development of program review processes and assessment plans. All graduate programs will develop an assessment plan by the end of spring.

**f. Enrich university community with diversity**

● **DONE. Institutes for K-12 Teachers.** The Center for Global Education offered a two-week institute on the Great Migration, funded with a Teaching American History Grant, and collaborated with the Framingham History Center to secure grant funding for a civil war/abolitionism institute.

● **DONE. Library Diversity Initiatives.** The Library received a $15,000 “Serving People with Disabilities” Grant from the Massachusetts Board of Library Commissioners to provide equipment and services to library users facing visual, hearing or mobility challenges. In addition, the Library received an American Library Association Muslim Journeys “Bridging Cultures” Bookshelf grant that provided a range of Islamic Studies materials.

● **ONGOING. Diversity Dialogues Focused on Teaching.** In collaboration with the new Multicultural Center, Education faculty have started to offer diversity dialogues focused on teaching. Two of these were held in fall 2013.

● **IN PROGRESS. Faculty Development in Diversity Learning Outcome.** The CDI and Office of Assessment are planning a faculty institute for AVY2014-2015. Faculty will develop assignments focusing on human diversity and will develop assessment methods for this gen. ed. learning outcome.

● **IN PROGRESS. Development of Linked Class Learning Community for Spring 2015.** Global Perspectives in Literature will be linked with SOCI 357 Sociological Perspectives on Globalization; this linked course will explore globalization and the development of the global citizen.

4. Prepare students for global citizenship and competitiveness

a. Expand global awareness through new majors and programs

● **DONE. Approval of FSU Application to the Fulbright Scholar-in-Residence Program.** Academic Affairs, International Education, the Sociology Department and the Office of Grants & Sponsored Programs collaborated on a successful application (first ever for FSU) to recruit a scholar in contemporary Middle East society and politics. The U.S. State Department will provide funding to the university to host the international scholar for a semester (Spring 2015).

● **DONE. Distinguished Visiting Scholar.** For spring 2014 semester, the Political Science Department is hosting Dr. Thomas Regan-Lefebvre, a distinguished scholar in peace and conflict studies and in international terrorism and global policing (most recently from the U.S. Embassy in Paris).

● **DONE. Teaching about Brazil and China.** The Center for Global Education offered a one-week institute, “Teaching about Brazil,” and will offer a one-week institute on China in summer 2014, both for middle school teachers.

● **IN PROGRESS. New Global Studies Major.** Pending BHE approval, a new interdisciplinary major in Global Studies will begin to admit students in Fall 2014.

● **IN PROGRESS. Social Conflict in Belfast.** The Sociology department will offer a travel course in Belfast in 2014-15 academic year.

● **IN PROGRESS. Foster Hall Apartment Refurbishment.** To house incoming visiting international faculty, Foster Apt. will be refurbished for fall occupancy.

● **IN PROGRESS. Distinguished Visiting Scholar.** Dr. Gloria Casañas, Argentina, will teach a fall undergraduate course for Spanish majors and a graduate course for M.Ed in Education, Spanish concentration students.

b. Integrate and grow world language programs

● **DONE. New Minors in BRIC Programs.** In 05/14, we will graduate our first 5 students with Chinese minors. We continue work on our Portuguese minor.

● **IN PROGRESS. New Major in ASL-English Interpreting.** If approved by the BHE, this new major will begin admitting students in Fall 2014. We have hired our first tenure-track professor. This major is collaborative with Northern Essex Community College.

c. Support student international experiences

● **DONE. Growth in International Opportunities for Students.** International Education has high level of participation in all areas: 157 total participants in international education; fall, spring, summer, faculty led study trips. 6 international visiting exchange students; 11 outgoing students to exchanges during academic year. Current faculty-led study trips scheduled for next academic year currently include Winter Break: Dr. Holloway (English)-England; Spring Break: Dr. Otto (Geography)-TBD; Summer: Dr. Ludemann (Psychology & Philosophy) – Guatemala, Service Learning: Dr. Ferraro (Sociology)-Northern Ireland. Currently 32 students are planning to study abroad in fall 2014, a record number for a semester.

● **DONE. Study Abroad Scholarships.** The Office of International Education has awarded $4000 in scholarships to students going abroad for fall and spring semester, the second year of offering $500 scholarships for semester study abroad; the IASFA awarded two scholarships to Comm Arts majors attending the Cannes Film Festival; and the Office of Financial Aid awarded a new Muertaugh Scholarship to a high need student for spring semester abroad.

d. Grow and manage FSU partnerships with international universities
5. Strengthen and expand STEM programs and student success in STEM areas

a. Expand STEM majors, centers and research and policy analysis
   - **DONE.** New Program Agreements. We have two new agreements: Showa Boston, part of Showa Women’s University-Tokyo, providing full scholarships for summer cultural programs in Tokyo, and Charles University, Czech Republic, offering an affordable program for Honors Program students. Showa Boston awarded 4 full scholarships to FSU students for a 2 week cultural program this summer, and The Honors Program is funding two full student scholarships to study in Prague this summer for a special Honors-only study abroad program at Charles University.
   - **DONE.** Visiting International Student. Lisa Striegel, an undergraduate student from the Technical University of Munich, performed her final year undergraduate thesis research in the laboratory of Dr. Manos Apostolidis, Food Science.
   - **IN PROGRESS.** Agreement with Hannam University, Republic of Korea. An agreement between FSU Chemistry and Food Science and HU Dept. of Food and Nutrition is being negotiated. It will focus on collaborative research projects and exchange of faculty members and graduate students.
   - **IN PROGRESS.** University of Ulster to visit FSU. Twelve Univ. of Ulster faculty and staff will visit in early May, a result of FSU’s partnership with Ulster.
   - **IN PROGRESS.** J-1 Visa Program Authorization. FSU is applying to the US State Dept. for J-1 visa program authorization; this visa category will allow FSU to easily bring in international faculty for a variety of activities and allow better utilization of partnerships, along with international exchange students.
   - **IN PROGRESS.** TESL Partnership with Hanyang University, South Korea. Graduate Studies is negotiating a joint master’s degree in TESL, to begin fall 2015.

b. Improve STEM preparation and readiness
   - **DONE.** FSU Professor Selected as a AAC&U STIRS Scholar. Dr. Vandana Singh, Physics, was recently selected to serve in the first cohort of the Association of American Colleges & Universities’ “Scientific Thinking & Integrative Reasoning Skills” (STIRS) Scholars. Only 13 were selected across the nation. She will seek to enhance students’ critical thinking skills through the research and development of a case study on climate change.
   - **ONGOING.** New Professional Development Program. 109 K-12 teachers attended FSU’s new STEM Certificate Program, which focuses on high-level interdisciplinary learning with the integration of advanced technology. An additional 40 teachers are signed up for the summer offering of the program.
   - **IN PROGRESS.** Professional Science Master’s—Update. The program proposal was submitted to the DHE in April 2014 and we are now awaiting approval.
   - **IN PROGRESS.** Equipment for DCR Reservoir Site. The Biology Department has begun purchasing equipment to support teaching and research activities at the DCR Reservoir land that is being transferred to the university.

c. Increase student interest, enrollment and degrees awarded in STEM majors
   - **DONE.** Faculty training on NAO Robot. Computer Science faculty have been trained on the use of the newly purchased robot that they are using for recruiting/outreach events as well as in the Introduction to Information Technology course.
   - **ONGOING.** Second Computer Programming Competition Added. The Computer Science Department now involves students in programming competitions both fall and spring semesters.

d. Improve STEM career readiness among FSU graduates
   - **DONE.** New Cooperative Education Program in Computer Science. Several students now have completed their first co-op experiences, and others are prepared to go out. The feedback is very positive from our industry partners and the students.
   - **ONGOING.** Lecture Series and Mock Interviews. The Food Science program has implemented a series of invited lectures in which representatives from various corporations in food related industries discuss their career paths and current projects. Following their presentation, the representatives conduct mock interviews with students in the program.

e. Link STEM programs to the regional scientific and technology community
   - **IN PROGRESS.** New STEM Industry Advisory Boards Under Development. The Chemistry & Food Science Department is creating industry advisory boards for both majors.

6. Respond to labor market trends in academic program and center development

a. Connect regular, systematic assessment of labor market trends to program review and development.
   - **DONE.** Labor Market Trend Analysis and the 5-Year Program Review. Now, we have made this review a regular part of the process.
   - **DONE.** Concentrations Transformed Into Majors. Economics and Business have transformed concentrations in Management and Marketing to majors.

b. Develop and maintain dialogue with major area employers
   - **DONE.** New Certification Program in Accounting. Continuing Education has completed development of a certificate program in accounting in response to area business needs.
   - **DONE.** Job Notification Listings. The Geography Department has developed two e-job notification boards for majors, one on Blackboard and one on Linked-In.
C. Systematize the preparation of students for graduate and professional programs

- **DONE.** New Sheltered English Immersion Course. The Education Department has implemented a new federally-required Sheltered English Immersion course for all early Childhood, Elementary, and Secondary Education students.

d. Develop combined degree programs and new graduate programs in response to the needs of the Commonwealth

- **DONE.** Undergraduate Certificate in Professional Science Communication. Continuing Educ., in collaboration with the Comm Arts Dept., has developed a 5-course certificate program that provides students with a solid foundation of speech communication skills appropriate for most careers. Courses include Effective Speaking, Small Group Communications, Interpersonal Dialogue, Organizational Communication, and Intercultural Communication.

- **DONE.** Entrepreneurs Innovation Center and Concentration Approved. The new Entrepreneurs Innovation Center (developed in response to the Labor Market Trends/needs has opened, as described), and a concentration in Management has been approved through governance.

- **IN PROGRESS.** Undergraduate Certificate in Excellence in School Nutrition. The John C. Stalker Institute, in collaboration with the Food and Nutrition Dept., offers a 5-course certificate program for school nutrition directors and aspiring directors in Massachusetts schools, and is working with MassBay Community College to establish a school nutrition concentration within their business degree using the courses from the Certificate Program.

- **IN PROGRESS.** Professional Science Master’s Program. The PSMBM is developed and will seek approval from the Graduate Education Council, Board of Trustees, and the BHE in spring 2014. The program will accept students in fall 2015. The focus now is Quality Assurance/Quality Control.

- **IN PROGRESS.** 5th-Year Master’s Programs. Food & Nutrition has developed a 5-year Master’s program and is seeking approval from the Graduate Education Council, Board of Trustees, and the BHE in spring 2014. The program will accept students in fall 2014. AND Governing Council is set to vote on the requirements to become an RD. We are awaiting the issuance of requirements for Master Degree Programs as well as our 10-year review before creating this five-year BS MS degree. Development of 5-year B.A.-M.A. in English, the only such Massachusetts state university program, is also under development.
Appendix C:
Hiring (Fall 2014)
### Appendix C: Hiring (Faculty Searches: Hiring for Fall 2014)

<table>
<thead>
<tr>
<th>#</th>
<th>Department</th>
<th>Status</th>
<th>Candidate Hired</th>
<th>Doctoral Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Art &amp; Music</td>
<td>Hired.</td>
<td>Christian Gentry</td>
<td>Brandeis University</td>
</tr>
<tr>
<td>2</td>
<td>Biology</td>
<td>Hired.</td>
<td>Bryan Connolly</td>
<td>University of Connecticut</td>
</tr>
<tr>
<td>3</td>
<td>Chemistry &amp; Food Science</td>
<td>Hired.</td>
<td>Vinay Mannam</td>
<td>University of Tennessee</td>
</tr>
<tr>
<td></td>
<td>Communication Arts</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>4</td>
<td>Computer Science</td>
<td>Hired.</td>
<td>Satish Penmatsa</td>
<td>University of Texas--San Antonio</td>
</tr>
<tr>
<td>5</td>
<td>Computer Science</td>
<td>Hired.</td>
<td>Changyong Chung</td>
<td>Virginia Commonwealth University</td>
</tr>
<tr>
<td>7</td>
<td>Economics &amp; Bus. Admin.</td>
<td>Failed search (Acc)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>English</td>
<td>Failed search</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Fashion Design &amp; Retailing</td>
<td>Hired.</td>
<td>Ruirui Zhang</td>
<td>Oregon State University, Corvallis</td>
</tr>
<tr>
<td>10</td>
<td>Food &amp; Nutrition</td>
<td>Hired.</td>
<td>Jerusha Peterman</td>
<td>Tufts University</td>
</tr>
<tr>
<td>11</td>
<td>Food &amp; Nutrition</td>
<td>Hired.</td>
<td>Tami Cline</td>
<td>Iowa State University</td>
</tr>
<tr>
<td>12</td>
<td>Geography</td>
<td>Hired.</td>
<td>George Bentley</td>
<td>University of Connecticut</td>
</tr>
<tr>
<td>13</td>
<td>History</td>
<td>Hired.</td>
<td>Joseph Adelman</td>
<td>Johns Hopkins University</td>
</tr>
<tr>
<td>14</td>
<td>Nursing</td>
<td>Hired.</td>
<td>Annmarie Samar</td>
<td>UMass-Amherst (Worcester)</td>
</tr>
<tr>
<td>15</td>
<td>Political Science</td>
<td>Hired.</td>
<td>Joseph Coelho</td>
<td>Northeastern University</td>
</tr>
<tr>
<td>16</td>
<td>Psychology &amp; Philosophy</td>
<td>Hired.</td>
<td>Phoebe Sheau Jen Lin</td>
<td>Wayne State University</td>
</tr>
<tr>
<td>17</td>
<td>Psychology &amp; Philosophy</td>
<td>Hired.</td>
<td>Devin Burns</td>
<td>Indiana University</td>
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<tr>
<td>18</td>
<td>World Languages</td>
<td>Hired.</td>
<td>*Andrew Byrne</td>
<td>York University, Toronto</td>
</tr>
<tr>
<td>19</td>
<td>Academic Diversity #1</td>
<td>postponed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>Academic Diversity #2 (Educ)</td>
<td>In-progress</td>
<td></td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>Library</td>
<td>1/2 conversation</td>
<td>*Suzanne Meunier</td>
<td>search for library faculty position</td>
</tr>
</tbody>
</table>

* Not in the faculty count, due to DGCE funding of line 6 and not teaching faculty in line 21
Appendix D:
Fulbright Letter of Invitation to Dr. Hamada
May 29, 2014

Dr. Amal Kamel Hamada
24 Tayaran Street, Apt. 23
Cairo, EGYPT 11759

Dear Dr. Hamada:

As Interim President of Framingham State University, I welcome with great enthusiasm your residence for spring semester, beginning January, 2015. Please let this letter serve as a confirmation of your scholarship here.

Dr. Hamada, as our Fulbright Scholar-in-Residence, you will have a priceless impact on our students’ and on our community’s understanding of the Middle East, at a time when this understanding is of vital importance. In addition, we will strive to make a similar contribution to your professional development and creative activities. We also hope to establish ties with your home institution.

As you know, your central responsibility will be to teach two undergraduate courses in your area of expertise. These courses will contribute significantly to our new Global Studies major. We would also have you give a lecture that will be open to the entire campus and publicized to the wider community. This lecture, we hope, will integrate your areas of scholarship with broad topics, which may include how recent social changes in the Middle East compare with other social movements, debunking stereotypes about the Middle East, and the latest developments in the Arab-Israeli conflict and prospects for peace.

Other opportunities for campus-wide involvement will include advising on curricular changes, acting as a resource person for faculty across the social sciences and humanities, and forging scholarly collaborations. You will also be invited to attend a variety of other campus activities including a faculty panel on the Middle East, interfaith events, and arts & culture performances.

There will be a host of other opportunities for you off campus. You could be a guest speaker at local public schools, offer workshops to teachers through the University’s Global Education Center, contribute to local service efforts, or give talks about religious pluralism at local synagogues, churches, and mosques. In addition, our campus’ proximity to Boston provides easy access to the innumerable cultural, educational, and recreational resources the city has to offer. This includes many world-class universities. Several of these have centers for Middle Eastern studies with which you might choose to affiliate.

Your presence as a Fulbright Scholar-in-Residence will contribute tremendously to the mission and goals of Framingham State University. More important, this opportunity will lay the foundation for greater international understanding for our students and our community and, we hope, create connections to your home community to the benefit and enrichment of all involved.

Thank you for joining us at Framingham State University. We look forward to working with you on this wonderful opportunity. We will communicate again soon, to establish logistics and planning.

Sincerely,

Robert A. Martin, Ph.D.
President, Framingham State University
Appendix E:
Academic Departmental Assessment Reports
And Tracking Charts
Appendix E:
To be inserted in July 2014
Appendix F:
Framingham State University
3rd Annual Student Poster & Presentation Day
Friday, May 2
Framingham State University
3rd Annual Student Poster & Presentation Day

Sponsored by:
CELTSS and Office of Academic Affairs

Hosted by:
CELTSS & Fashion Design & Retailing Department

Friday, May 2, 2014 10:00 a.m. - 7:00 p.m.

For more information contact
kdruffel@framingham.edu
Welcome to Framingham State University’s Third Student Poster and Presentation Day!

Today marks our third great celebration of student scholarly work and faculty support. As students, you have taken special initiative to understand something deeply, and you have worked by the side of your faculty who have spent their time sharing with you their academic fields and expertise. They have done so because they care about you and your success, and they are optimistic about the future they see in you. Today, the steps you have taken to understand your chosen field and how it makes progress will open many doors for you as you move into your professions and careers. Your work and future work, also, will improve life for others in multiple ways—improving healthcare; enlivening the arts; creating new strategies for people to understand their own behavior and that of others; enabling businesses to thrive; teaching people of all ages; caring for the planet; and making discoveries in the sciences that matter. Keep learning. Keep working. Thank your professors, and continue to expect a lot of yourselves. This is a significant moment. We are proud of you. Congratulations!

To Professor Karen Druffel, Professor Brianna Plummer, Dr. Bridgett Galvin, Dr. Ruth Remington and our faculty who serve the university through the Center for Excellence in Learning, Teaching, Scholarship and Service, thank you for your hard work and success in making this event happen. Great work! And to our faculty who have mentored these students who are here today, what a community you have created! Clearly something to celebrate. Thank you.

Linda Vaden-Goad, Ph.D.
Vice President for Academic Affairs
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Fashion Design and Retailing Portfolio Day

Friday May 2, 2014
10:00 - 11:30am
McCarthy College Center Forum

**Design Students presenting final senior design portfolio.**

FASH 487 Apparel Design Portfolio (Capstone course)
A capstone experience to organize and present design work created in the Fashion Design and Retailing program and to produce a portfolio required to obtain a professional position in the apparel industry. Students develop a portfolio to demonstrate knowledge and skills in: a variety of garment categories; hand and computer illustration; flat sketching techniques; and original full scale garments. Ideas are assembled in an aesthetic and professional format by integrating the components of design, fabric, and end use. A portfolio presentation is required.

### Student Design Portfolio Presentations

<table>
<thead>
<tr>
<th>Designer’s name</th>
<th>Designer’s Statement</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Greg Arpante</td>
<td>My designs come from blending together my eclectic taste in hobbies and influences. I balance between designing emotionally evocative clothing and strictly functional garments.</td>
</tr>
<tr>
<td>2 Lauren Carlson</td>
<td>Inspired by the Brothers Grimm, and classical mythologies, my mission as a designer is to solidify a type of daydream in an achievable Fashion form. With the goal of turning unique pieces into everyday basics with a certain darkness, I aim to tiptoe the edge of bohemian and romantic to create a well-worn collection.</td>
</tr>
<tr>
<td>3 Allison Donofrio</td>
<td>Personally I enjoy being able to look at the world from different perspectives and find the beauty in the mundane parts of life. As a designer I believe that I achieve this by pulling inspiration from my everyday life whether it is my personal experiences with people or vacation, the beauty I pull from nature or the classic imagery that is derived from romance. I am able to combine unique and intricate details to casual ready to wear pieces in a creative way allow my pieces to be one of a kind and appeal to a variety of young women.</td>
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<tr>
<td></td>
<td>Designer</td>
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<tr>
<td>4</td>
<td>Samantha Driscoll</td>
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<tr>
<td>5</td>
<td>Olivia Harvey</td>
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<td>6</td>
<td>Kara Hill</td>
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<td>7</td>
<td>Katie Leonardi</td>
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<td>8</td>
<td>Meghan Malone</td>
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<td>9</td>
<td>Krystin Marx</td>
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<td>10</td>
<td>Mali McKinney</td>
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<td></td>
<td>Naomi Miller</td>
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<tr>
<td>11</td>
<td>Naomi Miller</td>
</tr>
<tr>
<td>12</td>
<td>Shannon Rafferty</td>
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</tbody>
</table>
**Merchandising Students presenting business, buying, and promotional plans**

FASH 464 Fashion Merchandising: Planning, Policies, and Implementation (Capstone course)
An analysis of industry standards in a business plan for a model retail business. Concepts included are financial planning, store location, organizational structure, merchandise assortment, and financial structure of the apparel and home furnishings industries. The role of the buyers and managers in policy making is analyzed. Open-to-buy and pricing are calculated and evaluated. Procedures and techniques practiced in assortment, movement of goods, customer service, security, and store policies are reviewed.

<table>
<thead>
<tr>
<th>#</th>
<th>Store Name</th>
<th>Group Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Glam Luxe</td>
<td>Melissa B. Brady, Olivia G. Henry, Jaclyn M. LaFrance, Katherine C. Piper, Lauren E. Shaffer</td>
</tr>
<tr>
<td>2</td>
<td>Suadela</td>
<td>Amanda M. André, Briana P. Tarantino, Heather M. Sheline, Kaitlyn E. Doyle, Tronella Nagadya</td>
</tr>
<tr>
<td>3</td>
<td>XO</td>
<td>Nicole F. Fitzpatrick, Jennifer L. Hooper, Vanessa E. Osborn, Jillian L. Perry</td>
</tr>
<tr>
<td>4</td>
<td>Beautique</td>
<td>Diana M. Dill, Alexandra M. Finley, Robert A. Grace, Samantha R. Kaplan, &amp; Taryn L. McCarthy</td>
</tr>
<tr>
<td>5</td>
<td>Haute Hanger</td>
<td>Mallory Barter, Lara F. Garnett, Amanda M. Gundel, Meghan Lehrer, Amanda Matvichuk</td>
</tr>
<tr>
<td>6</td>
<td>The Sandbox</td>
<td>Amanda Bonnacorso, Nicolette Carlson, Kayla Clementel, Sierra Gregoire, Jamie Janko</td>
</tr>
<tr>
<td>7</td>
<td>P.B.E. Accessories</td>
<td>Aileen Burno, Edwine Elie, William Plaza</td>
</tr>
<tr>
<td>8</td>
<td>The Wanderlust Company</td>
<td>Monique Belliveau, Marissa D’Angelo, Kasey Slate-Romano</td>
</tr>
</tbody>
</table>
FASH452 Fashion Promotion
A study of promotional activities related to fashion merchandising. Theory and application of visual display, special events, publicity, and advertising are emphasized. Factors such as organizational philosophy, store image, and budgeting are considered.

<table>
<thead>
<tr>
<th>#</th>
<th>Store Name</th>
<th>Group Members</th>
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<tbody>
<tr>
<td>1</td>
<td>Fringe</td>
<td>Devin Cahalane, Marissa D’Angelo, Hannah Whitehouse</td>
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<tr>
<td>2</td>
<td>Hook &amp; Eye</td>
<td>Asher Abrahams, Mallory Barter, Tricia Brown</td>
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<td>3</td>
<td>Bliss Boston</td>
<td>Alexandra Finley, Lindsey Harris, Samantha Kaplan, Tronella Nagadya</td>
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<tr>
<td>4</td>
<td>Aarow</td>
<td>Lauren Shaffer, Stephanie Osborn, Rachel Gardner</td>
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### Alumni Room
**1:00-2:30**
**Undergraduate Oral Presentations**

<table>
<thead>
<tr>
<th>Speaker Number</th>
<th>Authors</th>
<th>Title</th>
<th>Abstract Number</th>
</tr>
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<tbody>
<tr>
<td>2</td>
<td>Andre Fernandez</td>
<td>Income mobility in the United States: Is America the land of the birth lottery or the American dream?</td>
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<td><strong>Sponsor:</strong> Dr. Michael Enz</td>
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<tr>
<td>3</td>
<td>Michelle Tocci, Tirzah Rasys, Charles Rinaldo, Kiana Brown</td>
<td>Content Analysis of Brand Placement in Cinematic Productions: A Comparison of Reality Television and Dramatic Series</td>
<td>32</td>
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<td><strong>Sponsor:</strong> Dr. Haewon Ju</td>
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<tr>
<td>4</td>
<td>Laura Asson</td>
<td>Revolutionary War Music: A Melding of Musical Genres and the Making of a Wartime Culture</td>
<td>37</td>
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<td><strong>Sponsor:</strong> Dr. Maria Bollettino</td>
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<tr>
<td>5</td>
<td>Meghan Hurley and Katherine Ortiz</td>
<td>Good for America? An Understanding of Attitudes Towards Immigrants</td>
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<td><strong>Sponsor:</strong> Dr. Marian Cohen</td>
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### Alumni Room
4:00-5:00
Graduate Oral Presentations

<table>
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<th>Speaker Number</th>
<th>Authors</th>
<th>Title</th>
<th>Abstract Number</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Sally Dowling: Sponsors: Cynthia Bechtel and Ruth Remington</td>
<td>High School Students' Perceptions of Nursing: An Integrative Review</td>
<td>62</td>
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<td>2</td>
<td>Janet Forgione Sponsors: Cynthia Bechtel and Ruth Remington</td>
<td>Instructor Feedback to Online Nursing Students: An Integrative Review</td>
<td>65</td>
</tr>
<tr>
<td>3</td>
<td>Bouhee Kang Sponsor: Dr. Manos Apostolidis</td>
<td>In vitro determination of bioactive phenolic fraction of blueberry for type 2 diabetes prevention</td>
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<tr>
<td>4</td>
<td>Adam Kafka, Sponsor: Dr. Manos Apostolidis</td>
<td>Carbohydrate hydrolyzing enzyme inhibitory effects of cranberry extract bioactive fractions for type 2 Diabetes prevention</td>
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### Undergraduate Poster Presentations
Forum

1:30 p.m. - 2:30 p.m.

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<tr>
<th>Poster Number</th>
<th>Authors</th>
<th>Title</th>
<th>Abstract Number</th>
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<tbody>
<tr>
<td>BIOLOGY</td>
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<tr>
<td>1</td>
<td>Aaron Beck Sponsors: Dr. Steve Dinkalacker &amp; Dr. Larry McKenna</td>
<td>Allometry of bite force in Water Monitors (Varanus salvator): comparisons with Komodo Dragons (Varanus komodoensis)</td>
<td>1</td>
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<tr>
<td>2</td>
<td>Deborah Toupouzis &amp; Conner Fleming Sponsor: Dr. Brandi Van Roo</td>
<td>Independent Study in Museum Specimen Preparation</td>
<td>2</td>
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<td>ECONOMICS AND BUSINESS ADMINISTRATION</td>
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<td>3</td>
<td>Jasmine Moore Sponsor: Dr. Francis Kemegue</td>
<td>International Finance Risk</td>
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<tr>
<td>BUSINESS ADMINISTRATION AND INFORMATION SYSTEMS</td>
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<td>4 Michaela Griswold, Zack Thomas, &amp; Jameel Peterson</td>
<td>Net Neutrality: A Debate Over the Control of Internet Service providers</td>
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<td>Sponsor: Karen Druffel</td>
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<tr>
<td>5 Raphaela Sakakibara, Danny Krastev, &amp; Collin Fraser</td>
<td>Net Neutrality of the U.S &amp; the World</td>
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<td>Sponsor: Karen Druffel</td>
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<tr>
<th>CHEMISTRY</th>
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<tr>
<td>6 Michael Hewitt</td>
<td>Investigating Tetrachloroaaurate and Cesium Iodide Clusters Using Mass Spectrometry</td>
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<td>Sponsor: Dr. Jesse Marcum</td>
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<tr>
<td>7 Sean Pederson, &amp; Janelle Drolet</td>
<td>Development of Palladium-Catalyzed Allylation of Hydroxypyridine</td>
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<td>Sponsor: Dr. Shelli Waetzig</td>
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<tr>
<th>CHEMISTRY AND FOOD SCIENCE</th>
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<tr>
<td>8 Christopher Myles</td>
<td>Molecular Modeling of Tetrachloroa</td>
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<td>Sponsor: Dr. Jesse Marcum</td>
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<tr>
<td>9 Lisa Striegel</td>
<td>Effect of Black Tea Polyphenols and Alkaloids on Carbohydrate Hydrolysis Enzymes, Relevant to Type 2 Diabetes Prevention</td>
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<tr>
<td>Sponsor: Dr. Manos Apostolidis</td>
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<tr>
<th>CRIMINOLOGY</th>
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<tr>
<td>10 Katie Murphy, Amanda Wells, Michelle Carra, Kendall Valante, &amp; Karissa Kilhart</td>
<td>Are adolescents at fault? The Effects of Positive and Negative Mentors on Juvenile Delinquency</td>
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<td>Sponsor: Vincent Ferarro</td>
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<thead>
<tr>
<th>FASHION DESIGN AND RETAILING</th>
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<tr>
<td>11 A Brittany Casey &amp; Danielle Gerrard</td>
<td>From Catwalk to Sidewalk: Runway Chic Any Day of the Week</td>
</tr>
<tr>
<td>Sponsor: Virginia Noon</td>
<td>15</td>
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<tr>
<td>12 Alyssa Anastos &amp; Brianna Audette</td>
<td>A Splash of Luminosity</td>
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<tr>
<td>Sponsor: Virginia Noon</td>
<td>16</td>
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<td>13 Jennifer Clark &amp; Jessic Phaneuf</td>
<td>All Things Kind are Delicate and Fine</td>
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<tr>
<td>Sponsor: Virginia Noon</td>
<td>17</td>
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<tr>
<td>14 Emily Cooper &amp; Ruhama Noronha</td>
<td>Diamonds at Midnight</td>
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<td>Sponsor: Stephanie Forrester</td>
<td>18</td>
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<td>15 Abigail Coppinger &amp; Rachel Maginnis</td>
<td>Welcome to Animal Kingdom: Prints, Fur, and Showing Skin for Fall 2014</td>
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<td>Sponsor: Virginia Noon</td>
<td>19</td>
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<tr>
<td>16 Geraldine Cortez &amp; Gabrielle Sartell</td>
<td>Fashion Within Nature</td>
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<td>Sponsor: Virginia Noon</td>
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<td>17 Geraldine Cortez, Gabrielle Sartell, Kayla Benitez, &amp; Nicole Spinner</td>
<td>Consumer feedback on online community of beauty products</td>
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<td>Sponsor: Dr. Haewon Ju</td>
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<tr>
<td>Poster Number</td>
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<tr>
<td>18</td>
<td>Emma Fitzpatrick &amp; Francine Kirouac</td>
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<td>19</td>
<td>Rachael Flaherty &amp; Amanda Langill</td>
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<td>20</td>
<td>Megan McCarthy &amp; Nicole Spinner</td>
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<td>21</td>
<td>Victoria Munger &amp; Emily Spadafora</td>
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<td>22</td>
<td>Lynn Osai</td>
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<td>23</td>
<td>Kayla Person &amp; Adrianna Hubert</td>
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<td>24</td>
<td>Shannon Rafferty &amp; Fiona Russo</td>
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<td>Tirzah Rasys</td>
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<td>26</td>
<td>Kara Reardon, Alyysa Jewell &amp; Alexandria Gonzales</td>
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<td>27</td>
<td>Emily Rzasa &amp; Michelle Tocci</td>
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<td>28</td>
<td>Michelle Villada &amp; Nathalia Castrillon</td>
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<tr>
<td>29</td>
<td>Roseanna Ward</td>
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2:30 p.m.-3:30 p.m.

**FOOD AND NUTRITION**

<table>
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<tr>
<th>Poster Number</th>
<th>Authors</th>
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<tbody>
<tr>
<td>1</td>
<td>Alysha Bruso</td>
<td>The gastrointestinal microbiota: Function and relation to disease</td>
<td>35</td>
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<td>2</td>
<td>Hayley Ruff, Lynnea Gleason &amp; Leslie Schmille</td>
<td>Effects of A Mixture of Gluten-Free Flours in a Pizza Crust</td>
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**NURSING**

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<th>Poster Number</th>
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<tr>
<td>3</td>
<td>Lauren Diamond, Peninah Gitau &amp; Rachel Hunewill</td>
<td>Pressure Ulcer Prevention: Re-positioning Versus Air Mattress Use</td>
<td>38</td>
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<td>4</td>
<td>George Gachyma, Eileen Michaud &amp; Jedidah Wandiba</td>
<td>Nursing Management of Chest Tubes</td>
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<tr>
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<td>Topic</td>
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<td>5</td>
<td>Lydia Nantumbwe, Erin Bjorndal, Christiana Dennis-Fallah</td>
<td>Nursing Care of Peripheral Catheters</td>
<td>Dr. Ruth Remington</td>
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<td>6</td>
<td>Tabitha Githinji, George Muiruri, Monica Muiruri, &amp; Chaivut Chungcharoepanich</td>
<td>Accurate Measurement of Temperature And Blood Pressure</td>
<td>Dr. Ruth Remington</td>
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<td>7</td>
<td>Andrea Herrick, Helen Sobchak, &amp; Stacy Carlin</td>
<td>Get a Leg up on Pain</td>
<td>Dr. Ruth Remington</td>
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<tr>
<td>8</td>
<td>Mary Brinkman</td>
<td>Sex Differences in Working Memory</td>
<td>Dr. Dawn Vreven</td>
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<td>9</td>
<td>Sarah Carpenter &amp; Ali McGrath</td>
<td>The Effects of Beta Frequencies of Attention, Reaction Time, and Working Memory</td>
<td>Dr. Dawn Vreven</td>
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<td>10</td>
<td>Brian Montambault</td>
<td>Opposite Sex Bias in and its Effect in Sex-Typed Individuals</td>
<td>Dr. Charles Sachs</td>
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<td>11</td>
<td>Brian Montambault</td>
<td>Effects of Schema Strength and Mapping Hints on Remote Analogical Transfer</td>
<td>Dr. Charles Sachs</td>
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<tr>
<td>12</td>
<td>Kristina Peebles</td>
<td>The Effects of Emotion on the Perception of Time</td>
<td>Dr. Dawn Vreven</td>
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<tr>
<td>13</td>
<td>Julia Sherman</td>
<td>Perceived Effects of Sex and Gender-role Conformity on Social Rejection for Bisexual Behavior</td>
<td>Dr. Dawn Vreven</td>
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<tr>
<td>14</td>
<td>Donicka Suprice &amp; Jeffrey Touron</td>
<td>The Effect of Aggressive Visual Media on Human Aggression During Video game Playing</td>
<td>Dr. Dawn Vreven</td>
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<td>15</td>
<td>Nicole Arias, Megan Curran, Tony Iafolla, &amp; Maribeth Martin</td>
<td>Sex, Drugs, and Alcohol: Resisting the Influence</td>
<td>Dr. Marian Cohen</td>
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<td>16</td>
<td>Chad Cameron &amp; Tom Costello</td>
<td>Hungry for Satisfaction? Grab a Taste of Success</td>
<td>Dr. Marian Cohen</td>
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<td>Jacob Fogg, Mark Anderson, David Woodland &amp; Glenda Serrano</td>
<td>Is Everyone a Criminal? A Study of How Social Bonds Impact Criminality</td>
<td>Dr. Vincent Ferraro</td>
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<td>18</td>
<td>Ashley Garrahan &amp; Shauna Allen</td>
<td>The Best {WO}man for the Job: Attitudes Towards Women in Leadership Positions</td>
<td>Dr. Marian Cohen</td>
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<td>19</td>
<td>Daryn Starkey, Victoria Mori &amp; Ryan Kulik</td>
<td>The Effects on Academic Success on Substance Use</td>
<td>Dr. Marian Cohen</td>
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<td>Gloria Turcios &amp; Allison Allaard</td>
<td>Potential Causes for a Delinquent Future: The Effects of Home Environment on Crime</td>
<td>Dr. Vincent Ferraro</td>
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<td>The Effects of Intermittent Fasting on Weight Loss and Metabolism</td>
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<td>Jane Blazek</td>
<td>Point of Care Technology and Nurse Satisfaction: An Integrative Review</td>
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<td>Valerie Branco</td>
<td>Blended Learning Environments: An Integrative Review</td>
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<td>Donna Cushman</td>
<td>Fear of Technology and E-Learning</td>
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<td>5</td>
<td>Mary Daly</td>
<td>Factors Affecting Nursing Student Attrition</td>
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<td>Lisa Ferrigno</td>
<td>Academic Integrity in the Classroom</td>
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<td>7</td>
<td>Donna Flaherty</td>
<td>Evidence-Based Practice and New Nurses</td>
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<td>Nursing Student Clinical Evaluations</td>
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<td>Denise Khalili</td>
<td>Nursing as a Second Career</td>
<td>67</td>
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<td>Lisa Melo</td>
<td>Factors Associated with Academic Dishonesty Among Nursing Students</td>
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UNDERGRADUATE ABSTRACTS

BIOLOGY

1. Aaron Beck
   Sponsors: Dr. S. Dinkalacker & Dr. L. McKenna

*Allometry of bite force in Water Monitors (Varanus salvator): Comparisons with Komodo Dragons (Varanus komodoensis)*

In this study, we described the scaling of bite force with increases in body size for V. salvator and compared them to published data for V. komodoensis. Although bite forces for both species displayed significant negative allometry relative to measures of body length, V. salvator bite harder than similarly sized V. komodoensis. These findings indicate that neither species requires a highly suppressive bite force. Interestingly, bite force for V. salvator appears to have a positive allometric relationship with skull length whereas skull width and height display negative allometry. Thus the development of bite force in V. salvator is facilitated by disproportionately small increase in skull length but is not maximized as would be expected by isometric increases in body size. Future research should determine whether the development of bite force in V. salvator is characteristic of other Varanids and if V. komodoensis is truly an exception.

2. Deborah Toupouzis & Conner Fleming
   Sponsor: Dr. Brandi Van Roo

*Independent Study in Museum Specimen Preparation*

Museum Specimen preparation is a technique of preservation of animal specimens for the future advancement of science through education. Requiring diligence, patience, meticulous attention to detail and a clear understanding of mammal and bird anatomy museum specimen preparation is a balance between art and science. Over the Spring semester of 2014 specific techniques learned and applied during an Independent Study in Biological Research were performed. Animals ranging from small birds to medium-sized mammals were skinned, stuffed, and articulated. Our repertoire also included full mammal skeleton articulation. We will display a poster illuminating the skills gained and final products of our independent study.

ECONOMICS AND BUSINESS ADMINISTRATION

3. Andre Fernandez
   Sponsor: Dr. Michael Enz

*Income Mobility in the United States: Is America the Land of the Birth Lottery or the American Dream?*

Through much of recent history, politicians, journalists, and economists have shown increasing concerns about the income inequality in the United States and have developed possible solutions for narrowing the income gap for future generations. An antithesis to the American Dream concept, referred to as the birth lottery, argues that the financial group of the family which someone is born into plays a major role in a person’s financial success; if the effects of the birth lottery is found to be significant, the findings would sever the belief that hard work is rewarded: a disincentive to future generations. The purpose of my thesis is to investigate income mobility and generational changes in the United States and compare them to different nations around the world. Numerous countries have taken an active role in bridging the income inequality gap, by deeming it a market failure, while others have continued to rely on a more free market approach to reach the best reasonable outcome for society; consequently, a dichotomy has flourished in the fundamental approach to solve this economic problem. Upon conclusion, this thesis will determine whether the United States has in fact experienced a reduction in income mobility—as presented by media—and if so, what are some actions that could be beneficial to our society.
4. Jasmine Moore  Sponsor: Dr. Francis Kemegue

International Finance Risk

Since my Washington Center experience in Washington, DC and interning for the Department of Commerce, I have realized that there is a great deal of risk when dealing with international business, finance, and exports. My paper demonstrates the practice management aspect, exportation problems, business etiquette, and international finance risk.

BUSINESS ADMINISTRATION AND INFORMATION SYSTEMS

5. Chris Bates, Brian Supynuk & Charlene Annohene  Sponsor: Karen Druffel

What is the Juxtaposition of Network Neutrality in the United States and Europe?

Our discussion reviews the term Network neutrality and for those not familiar with this subject; one way to put it is that it is a term used to ensure our freedom of information is preserved on the internet. With so many ways to share, view and stream information there is a threat out there that tells us some of this information is either being blocked or being charged inadequately in order to have access to this information. Advocates for network neutrality are trying to keep this information available to everyone who seeks it as well as ensure pricing stays competitive. Opponents to the subject state that in order to keep up with the significant increase demand certain measures have to be taken to recoup costs for providing services. Our mission is to find out how network neutrality affects United States and see how that compares and contrasts to European territories. We anticipate varied results, and different views on the subject based on region.


Net Neutrality: A Debate Over the Control of Internet Service Providers

In this Net Neutrality research paper, the goal is to observe information and critiques of peer reviewed journals involving the authors’ knowledge and attitudes towards the topic of net neutrality. Our research question stands as: ‘Do you believe Internet Service Provider’s have the right to limit, grant, or regulate bandwidth supplied to users based on the content of the website?’ We will seek to provide an explanation of what net neutrality is, as well as an introductory understanding of why it is important to us. A definition of the term net neutrality and what it means to end-users will be described, as this will provide us with a general understanding of “why we care.” Is regulation of ISP’s necessary to prevent a monopoly in the industry? As the internet grows, lines become blurred, and clarity is in demand.

7. Raphaela Sakakibara, Danny Krastev, & Collin Fraser  Sponsor: Karen Druffel

Net Neutrality of the U.S & the World

This study aims to examine awareness of principles such as net neutrality between the United States and countries like China, South Korea and the United Kingdom, which have different ways of regulating internet content. The differences in the way which each country is governed and how each has set up their laws for internet service providers to follow, reveals how certain businesses in those countries benefit from the laws passed. Net Neutrality in the United States is an example of how the internet should remain for everyone around the world. Unfortunately, in other countries Net Neutrality for the public is a dream that is masked by the government and the restrictions it has placed on what internet service
providers (ISPs) grant the public to access. Since Net Neutrality plays a big influence on the way the internet runs in the United States, it is important to compare how such regulations differ in other countries in order to understand how vigorous internet control can affect the way businesses provide services to their consumers, how the public uses the internet, and most importantly the possibility of constraining influence and innovation across the internet.

.CHEMISTRY

8. Michael Hewitt Sponsor: Dr. Jesse Marcum

Investigating Tetrachloroaurate and Cesium Iodide clusters using mass spectrometry

In chemistry, bonds and bond behavior are paramount in understanding reaction outcomes. The relative energies needed to break bonds can be measured and used to determine how a reaction may proceed. One method for measuring such values involves using a mass spectrometer. Using collisions in an ion trap mass spectrometer, the fragmentation patterns of molecules and clusters can be determined. These fragmentation patterns can then be used to study the bond behavior of a species in the absence of solvent as well as the effects of sequential solvation on bond breaking. These techniques have been applied to cesium iodide and tetrachloroaurate in an effort to further understand the influence of how cluster size effects fragmentation.

9. Sean Pederson & Janelle Drolet Sponsor: Dr. Shelli Waetzig

Development of Palladium-Catalyzed Allylation of Hydroxypyridine

N-containing heterocycles are an important motif in pharmaceutical drug structures. Although N-containing heterocycles can be readily synthesized, metal-catalyzed allylation reactions provide an alternative mechanism for synthesis. The development of a regioselective palladium-catalyzed allylation of bisnucleophiles was studied. Hydroxypyridine was the bisnucleophile that was initially analyzed. The regioselectivity of addition to hydroxypyridine was examined under various reaction conditions. The products synthesized from the allylation of hydroxypyridine were examined.

CHEMISTRY AND FOOD SCIENCE

10. Adam Kafka Sponsor: Dr. Apostolidis

Carbohydrate Hydrolyzing Enzyme Inhibitory Effects of Cranberry Extract Bioactive Fractions for Type 2 Diabetes Prevention

Water soluble cranberry extract (90MX) was dissolved in water (5% w/v) and subjected to C18 extraction. Resulting hydrophobic extract (90Hb) had higher rat alpha-glucosidase inhibitory activity (IC50 3.01 mg/mL) than whole extract (90MX IC50 14.69 mg/mL). Low molecular weight (LMW) and PAC phenolic containing fractions were separated and purified from 90Hb using LH-20 column. Phenolic content for 90Hb, LMW, and PAC were 0.92 mg/mL, 0.14 mg/mL and 0.66 mg/mL, respectively. 90Hb had highest rat alpha-glucosidase inhibitory activity (IC50 0.66 mg/mL), followed by LMW (IC50 0.64 mg/mL), and PAC (IC50 1.05 mg/mL). 90Hb and LMW samples had significant inhibitory activity against sucrase, but small inhibitory activity against maltase. LMW had higher inhibitory activity against sucrase (IC50 0.4 mg/mL) compared to 90Hb (IC50 0.48 mg/mL). This suggests cranberry extract has potential for carbohydrate hydrolysis enzyme inhibition and that this activity is low molecular weight phenolic dependent with greater effect on sucrase activity.
11. Bouhee Kang  

In Vitro Determination of Bioactive Phenolic Fraction of Blueberry for Type 2 Diabetes Prevention

Freeze-dried blueberry powder was extracted using 70% acetone solution (BAE) and in deionized water (BWE). Sugars were removed from both extracts using C18 cartridges. LMP and PAC were separated from BAE using a LH-20 column by washing using 30% methanol solution (LMP recovery) and eluting using 70% acetone solution (PAC recovery). PAC contents were determined as 0.86 mg/mL, 0.56 mg/mL, 0.11 mg/mL and 0.61 mg/mL for BAE, BWE, LMP and PAC, respectively. The TPC of BAE, BWE, LMP and PAC were determined to be 3.88 mg/mL, 2.64 mg/mL, 1.90 mg/mL and 1.85 mg/mL, respectively. Evaluation of rat a-glucosidase inhibitory activity, revealed that LMP had the highest inhibitory activity followed by BAE and PAC. Evaluation of specific maltase and sucrase inhibitory activities confirmed same trend as with observed rat a-glucosidase inhibitory activities. Our findings suggest that blueberry extract has a-glucosidase inhibitory activity, which is low molecular weight phenolic dependent.

12. Christopher Myles  

Molecular Modeling of Tetrachloroaurate

The process of forming and breaking bonds is a fundamental phenomenon that lies at the heart of all chemistry. These processes can be greatly affected by the presence of solvent. We are currently investigating the bond breaking process in the molecule tetrachloroaurate using a computational chemistry approach. We have found that the presence of even one single water molecule may have drastic effects on the bond-breaking process. This result has profound implications on the reactivity of tetrachloroaurate. More generally, this study offers insight as to how solvent may affect any chemical reaction.

13. Striegel, Lisa  

Effect of black tea polyphenols and alkaloids on carbohydrate hydrolysis enzymes, relevant to type 2 diabetes prevention

Black tea leaves were extracted using hot water (10% w/v) and black tea pomace was extracted from the leaves with 70% acetone (10% w/v). The phenolic content (Folin-Ciocalteau Assay) of the water extract and both acetone extracts were 5.77 mg/mL, 8.9 mg/mL, and 8.63 mg/mL, respectively. The water extract was subjected to C18 extraction to recover a hydrophilic (HBBT) and a hydrophobic (HPBT) fractions. The phenolic content of the HBBT was 4.4 mg/mL and for HPBT was 0.52 mg/mL. The HBBT fraction was subjected to LH20 extraction to recover low molecular weight phenolic enriched fraction and high molecular weight enriched fraction. The high molecular weight fraction was more bioactive with an alpha-glucosidase inhibitory activity IC50 of 8.97 ug/mL. Phenolic profiles for fractions were then evaluated HPLC. These findings suggest that black tea has potential for carbohydrate hydrolysis enzyme inhibition and this activity is high molecular weight phenolic dependent.

CRIMINOLOGY

14. Katie Murphy, Amanda Wells, Michelle Carra, Kendall Valante & Karissa Kilhart  

Are Adolescents at Fault? The Effects of Positive and Negative Mentors on Juvenile Delinquency
The researchers are studying the influence of a positive or negative mentor on a juvenile’s tendency to engage in status offenses and/or criminal behaviors. Wave IV of the National Longitudinal Study of Adolescent Health (AddHealth) was used to explore the relationship between mentors and crime. Wave IV of the AddHealth survey is derived from Wave I, which was administered to a random sample of 27,000 adolescents across the United States. Of the original Wave I participants, 15,701 adults participated in the in home interviews for Wave IV between 2008-2009. Drawing from two major theories in the sociological field, Social Bonding and Differential Association, the researchers compared positive relations through Social Bonding and negative relations through Differential Association to test each theory’s predictions for the possible causes of crime. Existing research has tended to focus on positive effects of mentors; however there is a need to compare negative mentors and their effects also.

Adolescents who have a positive mentor will be less likely to engage in criminal or delinquent behavior, such as physical fighting, selling drugs, and associating with delinquent peers. Such behavior can be deterred through positive relationships with pro-social parents and mentors. Conversely, criminal or delinquent behavior can be augmented by pro-criminal parents and delinquent peer associations. The findings suggest the need for those who are present in the lives of youths to provide proper role modeling and positive reinforcements to deter youth from crime and delinquency.

FASHION DESIGN

15. Brittany Casey & Danielle Gerrard  
**Sponsor: Virginia Noon**

**From Catwalk to Sidewalk: Runway Chic Any Day of the Week**

Milan’s 2014 fall ready-to-wear collections convey the idea of taking high-end runway couture to the wardrobe of the modern woman. The designs of Versace, Dolce & Gabbana, and Roberto Cavalli are taken to the streets of Italy, worn by the stylish Italian inspired fashionista resulting in a chic style for the every-day woman. The three designers represent dependability and trust within each brand while expressing high popularity and high quality designs. The common elements of hues of blue, furs, oversized capes, and embroidery articulating the overall theme of strutting high-end couture from the runway to every day. Milan’s fall 2014 fashion week highlights the ability for trend-setting women to wear runway chic any day of the week.

16. Alyssa Anastos & Brianna Audette  
**Sponsor: Virginia Noon**

**A Splash of Luminosity**

The purpose of this trend analysis is to visually summarize the direction fashion is moving as presented by three leading ready-to-wear designers during Milan’s Fall 2014 Fashion Week. The three designers analyzed by the authors were Dsquared, Just Cavalli, and Salvatore Ferragamo. The trickle down theory can be seen in these collections because the trends will be taken from the runway and adapted for the mass market. The authors hypothesized that fur, the color orange, and prints were all expected to be part of these collections. Milan is known for taking inspiration from nature, simplicity, and the quality of fabrics. These three designers all come from different places of inspiration, but use similar trends to create each separate collection. After analyzing each designer’s collections, design elements found were leopard print, shiny fabrics, fur, common lines, and common colors.

17. Jennifer Clark & Jessic Phaneuf  
**Sponsor: Virginia Noon**

**All Things Kind are Delicate and Fine**

The purpose of this trend analysis was to analyze the collections of three designers from the same city and determine a common theme that ties the collections together. Designers chosen were Blugirl (Anna Molinari), Ermanno Scervino, and Luisa Beccaria; all from the fashion forward and sophisticated city of Milan, Italy. These designers were chosen because of the strong, delicate and feminine factors of each
collection. Elements of each collection trickle down from the high fashion of the runway, to the fashion follower who is imitating the runway looks. All three designers’ lines were analyzed and organized by certain similar elements such as color, silhouette, and design detail. The overall theme was titled delightfully delicate because of the feminine, soft, and dainty elements in each collection. What was found was a popularity of peach/cream colors, delicate design details, bold neck accessories, floor length dress silhouette, and floral fabrics.

18. Emily Cooper & Ruhama Noronha  
Sponsor: Stephanie Forrester

Diamonds at Midnight

The purpose of this trend analysis is to analyze and visually depict the fashion trends presented by three designers of the Fall 2014 Ready-To-Wear New York City Fashion Show. The three chosen designer were Betsey Johnson, Diesel Black Gold, and DKNY. They all presented looks from their new collections that fit under the theme of Diamonds at Midnight. The pieces shared similar characteristics with diamonds. Similar color, textiles, and design details were found to be luxurious like diamonds under the night sky. Towards the end of the summer, these trends will be found in many retail stores at various price points to accommodate a wide range of consumers. Diamonds come in multiple variations from delicate to edgy, which these three designers were able to bring together in their latest collections.

19. Abigail Coppinger & Rachel Maginnis  
Sponsor: Virginia Noon

Welcome to Animal Kingdom: Prints, Fur, and Showing Skin for Fall 2014

The purpose of this trend analysis report is to visually summarize fashion trends as seen in the collections of three prominent pret-a-porter (also known as ready-to-wear) designers involved in Milan’s Fall/Winter 2014 Fashion Week. By applying erogenous zone theory to the works of the designer, the authors expect to find a common erogenous zone between the collections of three Milan designers. Milan is known for trendy yet conservative ready-to-wear, and the three designers, Gucci, Blugirl, and Giorgio Armani, were chosen for their fashion dominance and distinctive styles. Each designer’s collection was analyzed to find design elements such as animal print, fur, and hems that hit just below the knee, which were prominent throughout all three collections.

20. Geraldine Cortez & Gabrielle Sartell  
Sponsor: Virginia Noon

Fashion Within Nature

The purpose of this trend analysis is to visually summarize the emerging fashion trends presented by three designers during the Paris Fall 2014 Ready-to-Wear (RTW) Fashion Week. Nature creates a visual of soft colors that capture the essence of the natural world; these designers demonstrated a different side of the natural world. The styles presented by Karl Lagerfeld head designer of the fashion house Chanel, Miuccia Prada head designer of Miu miu and Maria Grazia Chiuri and Pier Paolo Piccioli designers of Valentino; they were visually analyzed for common design elements of color, textiles, silhouette and design detail. These designers highlighted in their collection bold colors, geometric shapes and oversized design details as a similar design element. By the cause of these designers’ similarities it characterized the aspect of the natural world on behalf of the different bold colors and the outrageous geometric shapes that were represented it encounter the overall theme of the beauty of the natural world.
Consumer feedback on online community of beauty products

The purpose of this research study was to analyze contents of the reviews of an online consumer community of beauty products to examine their reviews about beauty products. The following questions were addressed: (1) What are the contents of the consumer reviews on beauty products? And (2) How are the reviews evaluated: positive or negative? A content analysis of 200 online consumer reviews obtained from Beautylish.com revealed that the most common topics with the highest percentages discussed among consumers are performance and quality. Other topics include color, price, sent, and design. After completing the analysis it was found that there was an increase in the number of people participating in the online beauty community. An implication of this study implies that specialty stores may see a decrease in in-store activity. These findings are important in gaining a better understanding of the impacts of online brand communities.

Hippie 2.0: 1970's with a Modern Vibe

The purpose of this trend analysis is to visually summarize the flow of fashion that is represented by three distinguished ready to wear (RTW) designers during Milan’s Fall 2014 Fashion Week. Elements of top tier designer collections are known to trickle down to mass market ready to wear collections. The similar design details that were displayed in the three RTW collections by Roberto Cavalli, Frida Giannini for Gucci, and Sarah Burton for Alexander McQueen for fall 2014 was also among the prominent trends displayed at Milan fashion week. These collections demonstrate the trickle-down theory by being presented at fashion week by these prestigious designers. By searching through collections three were chosen based off interest and were then further analyzed to present a common theme. The common theme found within the three designers melds the beauty and carefree luxurious feel of the 1970’s with a modern vibe. Through the use of pale neutrals, furs, loose silhouette, and leather details the three ready to wear collections show design elements that trickle-down.

Rustic Nature: Inspiration through Natural Beauty

The purpose of this trend analysis is to visually summarize trends by three ready-to-wear designers during New York’s Fall/Winter 2014 fashion week. New York fashion week displays fashions that are suited for a variety of target markets. To analyze trends, Tory Burch, Lela Rose and Dennis Basso's ready-to-wear lines were compared for common design elements to determine if a common theme emerges in regard to fabric, color, and design details. The New York market is known for having bold pieces as well as a few statement pieces. The three designers that were examined match the styles of the New York market with their bold pieces. These designers were chosen for having elements of nature that tie them together. There were commonalities in fabrics, necklines and the use of natural colors. These similarities can be used for future designs and retailing.

A Look at 60's Mod and Military Influence on Fall Fashion

The purpose of this trend analysis is to visually connect Fall 2014 trends with the trickle down fashion diffusion theory. Three designers featured in Milan fashion Week’s 2014 Ready-to-wear collections were
observed. It is hypothesized that trends observed will be seen first in the high-end stores then, slowly work their way in to the mass market. Fashion in Milan is traditionally very colorful with a variety of silhouettes. Pictures were chosen through random selection based on what the researcher thought was a good representation for fashion trends for fall 2014. Each collection was analyzed to find common design elements and an overall theme. Common themes found were 60’s mod and military fashions for a feel inspired by the Beatles Sergeant Pepper album.

25. Victoria Munger & Emily Spadafora  Sponsor: Virginia Noon

Modern Edge

The purpose of this trend analysis is to portray emerging fashion trends of three designers participating in New York’s Fall 2014 Ready to Wear Fashion Week. Fashions observed provide evidence in support of the trickle down theory, where the top social classes adopt new fashion that is later accepted by the succeeding class. BCBG Max Azria, Marc Jacobs, and Rebecca Minkoff all portray a modern street fashion. Designers were chosen based upon location and commonalities in their fashions. The three collections in New York’s fall 2014 Fashion Week, in comparison, all portrayed a modern edge theme.

26. Lynn Osai  Sponsor: Stephanie Forrester

Cutting Edge: A Twist on Modern European Punk

The purpose of this trend analysis is to virtually summarize the direction fashion is moving as presented by 3 of fashions leading RTW designers during Paris Fall/Winter 2014 Fashion Week. Paris fashion week is full of unique and innovative trends, specifically in men’s wear that can be recognized in everyday retailers. Based on the trickle up theory, the punk fashions that have been seen on the streets in recent years are now seeing resurgence on the runway. After reviewing pictures and videos from the fall collections, the 3 individual designers all showcased Edgy lines that represented European punk that had a cultural twist. They were analyzed to find common design elements and an overall theme which is Cutting edge: A Twist on Modern European Punk.

27. Kayla Person & Adrianna Hubert  Sponsor: Virginia Noon

Texture Jungle: New Look of Dress

The purpose of this trend analysis is to observe trend directions within the mass market by examining Fall 2014 designer ready to wear collections in Malian, Italy. The three designers Stella Jean, Roberto Cavalli, and label Au Jour Le Jour observed to find similar elements of design and themed trends are identified as a prediction of wear the direction of the mass market fashion. Designers were inspired by bold color, worldly textiles with tailored and draped cuts. Research has concluded that trends will include more colors and unique textile/prints that will bring a brighter mood into the fall.

28. Shannon Rafferty & Fiona Russo  Sponsor: Stephanie Forrester

Falling for Fall: Longer Hemlines

The purpose of this trend analysis is to visually summarize the direction fashion is moving as presented by 3 leading Ready to Wear designers during New York and Paris’s Fall / Winter 2014 Fashion Week. Based on the hemline theory we feel that we will see longer skirt variations than previous seasons and also designers incorporating black and white colors and fur. We reviewed pictures of each designers
collections and analyzed them to find common design elements and an overall theme of longer hemlines. We came to the conclusion that all three designers forecasted that hemlines would drop in the fall.

29. Tirzah Rasys

Sponsor: Seunghye Cho

An Analysis of Korea’s Historic Culture Communicated through Modern Fashion Designs.

By careful study of Korea’s rich past, one can interpret residual themes and connect them to present day society by communication through modern fashion. For a comprehensive understanding of this culture’s past, subjects of art, music, myths, fashion, architecture, and government were reviewed. The results of the research showed a deep connection with symbolism through the expressionism of the ink-washed paintings, the percussion of earthy tones in the music, the association of good fortune with dragons, the constructional design of the Hanbok dress, the lines and structure of historic buildings, and the emblematic meaning of the nation’s flag. The information was then complied and used to inspire ten designs for a potential buyer. Demographics of the buyer included a Korean woman, in her late twenties from high society mirroring the conflicting themes of tranquil unrest. With the union of past and present, the expressionism of these enduring themes are captured and communicated in these designs through fabric, color and structure.
30. Kara Reardon, Allyssa Jewell & Alexandria Gonzales  Sponsor: Stephanie Forrester

Dark Side with a Feminine Touch

The purpose of this trend analysis is to present to consumers the trends for Fall 2014 Ready-To-Wear collections from Mercedes-Benz New York Fashion Week. The three designers represented in this forecast are Alice & Olivia, Jill Stuart, and Tory Burch. Based on what we have seen with the fashions the younger generations are wearing such as dark colors, harsh textures, and feminine details, we theorize they will find their way on the Fall 2014 Ready-To-Wear collections. Our methodology was looking at photos and videos of the Fall 2014 lines and finding similar trend elements between designers. The designers represented exemplify the theme "dark side with a feminine touch".

31. Emily Rzasa & Michelle Tocci  Sponsor: Virginia Noon

From Catwalk to Sidewalk: Runway Chic Any Day of the Week

Milan’s 2014 fall ready-to-wear collections convey the idea of taking high-end runway couture to the wardrobe of the modern woman. The designs of Versace, Dolce & Gabbana, and Roberto Cavalli are taken to the streets of Italy, worn by the stylish Italian inspired fashionista resulting in a chic style for the every-day woman. The three designers represent dependability and trust within each brand while expressing high popularity and high quality designs. The common elements of hues of blue, furs, oversized capes, and embroidery articulating the overall theme of strutting high-end couture from the runway to every day. Milan’s fall 2014 fashion week highlights the ability for trend-setting women to wear runway chic any day of the week.

32. Michelle Tocci, Tirzah Rasys, Charles Rinaldo,  & Kiana Brown  Sponsor: Dr. Haewon Ju

This study was designed to better understand how brand placement was used in media by comparing a TV drama series (i.e., Psych) and a reality TV show (i.e., Keeping Up with the Kardashians). Contents of sixteen episodes of Psych in 2009 and twelve episodes of Keeping up with the Kardashians in 2009 were analyzed. Two TV programs were analyzed based on the coding themes developed according to the research questions. The results showed that a wide range of product categories appeared, and Psych mostly placed three major product categories (i.e., electronics, vehicles, and refreshment). Fashion related brands only appeared in the reality show. Additionally, the brands appeared longer in Psych in its episodes than in Keeping Up with the Kardashians. Furthermore, it was found that background placement and character use are still the major methods used for brand placement in media compared to plot involvement.

33. Michelle Villada & Nathalia Castrillon  Sponsor: Virginia Noon

Menswear for Women

The purpose of this trend analysis is to determine the direction that fashion is moving as presented by three leading ready-to-wear designers during Paris Fall Fashion week 2014. The ready to wear collections by Christian Dior, Celine and Givenchy drew inspiration from upper-class men’s closets throughout the ages. Consumers should expect to find clothing that mimics that attention to detail and fastidious tailoring in menswear. The Parisian market is sophisticated using classic sources of inspiration such as the attention to tailoring in men’s suits. Although each designer aesthetic is different, their
menswear inspiration was prominent. Givenchy is a more over the top designer whereas Celine is minimalistic and Christian Dior is in the middle.

**34. Roseanna Ward**

**Sponsor: Seunghye Cho**

**Life is About Balance**

The purpose of this research is to design athletic clothing for active exercise and everyday street wear. Centralizing this idea of versatility among athletic clothing is the theme, Life is about Balance. The target market consists of young professionals between the ages of 18-25 that are loyal to their athletic brands. These young professionals sit on a comfortable income, care about the quality of their purchases and believe in the value of their pricey items. The methodology used to understand the conscious behind choosing athletic wear that doubles as every day wear was a twenty question survey. Fifty college level students participated in the survey and focused on functional and design aspects of their athletic wear purchases. Research of major athletic brands and their customer’s personal statements were also examined. This information was then compiled to create a collection of six looks that interpret the preferable functional qualities and design aspects found throughout the investigation of the theme Life is about Balance.

**FOOD SCIENCE AND NUTRITION**

**35. Alysha Bruso**

**Sponsor: Dr. Michael Crosier**

**The Gastrointestinal Microbiota: Function and Relation to Disease**

As a whole, the gastrointestinal microbiota is a largely overlooked component of health status. The microorganisms living in the gastrointestinal tract play a substantial role in the breakdown of food, immune function of the host, and the potential for developing chronic illness. The purpose of this thesis is to explore the impact of these organisms. It will cover the initial colonization process, the way in which these organisms function in the body, how they correlate with certain disease states, and the future applications of using this knowledge for treatment and/or prevention of disease.

**36. Hayley Ruff**

**Sponsor: Dr. Marilyn Abernethy**

**Effects of A Mixture of Gluten-Free Flours in a Pizza Crust**

The purpose of this study was to evaluate a mixture of gluten-free flours to produce a high quality pizza crust. White rice flour was the control. The first experimental variation replaced 50% of the rice flour with buckwheat flour and the second variation replaced 50% of the rice flour with gluten-free oat flour. Each variation followed the same preparation method for creating the gluten-free pizza dough and objective measures for the products were taken; height of the pizza crusts, grain quality, and color. A sensory panel consisting of seven participants evaluated each product based on appearance, tenderness, weight, flavor, and texture using a five point descriptive scorecard of the five pizza characteristics. The panel also answered personal preference questions with marinara sauce added to the pizza crusts. Sensory results revealed that the control was statistically different and preferred to the two experimental variations. The buckwheat and oat crusts’ nutritional value was greater than the control crust. Conclusion was that further research needed to be done on the mixture of gluten-free flours to improve the acceptance.
HISTORY

37. Laura Asson  
Sponsor: Dr. Maria Bollettino

Revolutionary War Music: A Melding of Musical Genres and the Making of a Wartime Culture

Music played a vital role in defining eighteenth-century American culture before, during, and after the American Revolution. The colonists were beneficiaries of their ties with Great Britain through music traditions, yet the outbreak of war with their motherland spurred the development of a new American musical culture and the politicization of music and dance as Americans adapted those arts to their own needs in the face of the new hardship of a Revolutionary War. Though scholars of music tend to study eighteenth-century musical genres as separate traditions, a study of both genres and their roles in the development of a wartime culture demonstrates that the war created the necessity of adapting available music to fit the needs of the time, creating a connection between soldiers on the field and people at home. Eighteenth-century military and social music were mutually influential throughout the war in providing a unifying sense of identity for a diverse people involved in conflict, as evident in the ballads, dances, and music manuscripts of the time. The conflict exposed and united musical genres in an unprecedented way. Recognizing the connection between what might at first appear to be distinctly separate musical traditions provides a deeper understanding of the forging of a new American musical culture in the midst of the challenge of the American Revolutionary War.

NURSING

38. Lauren Diamond & Rachel Peninah Gitau  
Sponsor: Dr. Ruth Remington

Pressure Ulcer Prevention: Re-positioning Versus Air Mattress Use

This review describes the best practice for preventing pressure ulcers in immobilized patients. Our research focused on whether repositioning every two hours versus utilization of specialized mattresses in immobile patients was more effective. A search of the literature was conducted using EBSCO Host, and CINHAL using keywords pressure ulcer prevention, immobile patients, turning, repositioning, and specialized mattresses. The scope included nine articles, the majority being randomized control studies along with qualitative and systematic reviews. Through evaluating the research only two articles supported the use of specialized mattresses in preventing pressure ulcers as best practice. Further conclusions found that although repositioning is considered standard practice, there has not been adequate evidence-based research conducted to support repositioning as standard practice over specialized air mattress use in pressure ulcer prevention.

Sponsor: Ruth Remington

Nursing Management of Chest Tubes

Background: Emotional competence in the nursing profession is imperative to handle the stress, situations, environment, and professional development of a nurse.  
Purpose: The purpose of this integrative review was to answer the research question, what effects do nursing transition program for new graduated on emotional competency, as opposed to direct entry into practice?  
Conclusions: The results of this integrative review showed a positive correlation between the use of transitional programs on new graduate nurse’s profession and personal satisfaction, confidence, and core competency; factors influencing emotional competence. Most programs were twelve months in length and consisted of a one on one preceptorship model.  
Practice Implications: Closure between theory and practice is an imperative gap that must be secured during the initial orientation period of a new graduate nurse entering
into the profession. Through the development of emotional competence, new graduates will positively affect interactions with patients and their clinical competence, through therapeutic relationships with other clinicians. These advances will positively influence patient outcomes and patient satisfaction.

**40. Lydia Nantumbwe, Erin Bjorndal, Christiana Dennis-Falla**  
**Sponsor: Dr. Ruth Remington**

**Nursing Care of Peripheral Catheters**

*BACKGROUND:* In most healthcare facilities, Peripheral venous catheters (PVC) are the most frequently used invasive devices in healthcare facilities. Up to 70% of patients require a peripheral venous line during their hospital stay, and conservative estimates suggest that PVC days account for 15-20% of total patient days in acute care hospitals (Zingg & Pittet 2009). Inconsistencies vary among practice in different settings on when PVC can be changed.

**OBJECTIVES:** To examine peripheral cannulation and to decrease the risk of catheter-related infections in health care facilities. In addition, to help nurses determine the maximum time peripheral intravenous catheters can remain indwelling to minimize the risk of complications.

**RESULTS:** Scheduled replacement of peripheral IV catheters every 48 –72 hours or every 72–96 hours is widely used however, there is no strong evidence to support this practice.

**CONCLUSION:** Based on articles reviewed, clinically indicated replacement was suggested over routine replacement.

**41. Tabitha Githinji, George Muiruri, Monica Muiruri, & Chaivut Chungcharoenpanich**  
**Sponsor: Dr. Ruth Remington**

**Accurate Measurement of Temperature And Blood Pressure**

*Introduction* Blood pressure and temperature determination continues to be one of the most important measurements in clinical medicine and yet it is one of the most inaccurately performed. Inaccurate results may influence diagnosis and treatment, lead to a failure to identify patient deterioration and compromise patient safety.  

**Method** Two specific search engines were used to gather research data, CINAHL Plus and ProQuest. For CINAHL, the search returned ten total results for BP, of which one was relevant to our subject matter. The search for ProQuest yielded one thousand one hundred and thirty-five results.

**Results** Automated blood pressure devices are unreliable, but acceptable for use in pre-pubertal children with diabetes, normotensive patients but not for patients with hypertension; and should be used with caution in pre-eclampsia women. A non-contact infrared temperature measurement is considered a solution for some target groups, especially the pediatrics for its easy-to-apply, cost saving, and patient comfort.  

**Conclusion** The non-contact thermometer has a high accuracy ratio and personal comfort due to the quick and non-invasive procedure. The automated blood pressure devices are shown to be non-reliable. The accuracy in the measurement of body temperature depends on the site of measurement, user techniques and instruments.

**42. Andrea Herrick, Helen Sobchak, Stacy Carlin**  
**Sponsor: Ruth Remington**

**Get a leg up on Pain**

Unrelieved post-operative pain is hard to manage with analgesia alone. Better pain control is often relieved by combining analgesia with complementary therapy. Complementary therapy that is easy to administer and feasible in an inpatient setting over 3 days post operatively is cryotherapy, continuous passive motion (CPM), Guided Imagery, Music and Prayer. The importance of decreasing pain is to help inpatients ambulate sooner, avoid side effects of medications such as confusion, respiratory depression, sedation, nausea, deep vein thrombosis, high fall risk, increased blood pressure, increased heart rate and poor patient satisfaction. These interventions also allow the patient to be more involved and more empowered in their own rehabilitation. Alternative therapies help with advanced outcomes and improving
the use of healthcare resources. We performed a systematic review of randomized control trials, meta-analysis, dissertations, Cochrane review, and journal articles.

PSYCHOLOGY

43. Mary Brinkman Sponsor: Dr. Dawn Vreven

Sex Differences in Working Memory

Sex differences and age differences are examined in regard to phonological and spatial working memory. Participants are made up of traditional age college students at a small, public Massachusetts university. Participants were divided in half based on their age, with one group of younger participants and the other of older participants. Phonological working memory was tested by using a digit span task, which tested their ability to remember groups of digits, spanning from six digits to 10 digits. Spatial working memory was tested through a mental rotation task, which deals with being able to orient a cartoon stick figure who is being flipped around, after only briefly being exposed to the stimuli. Males and females were compared and younger participants and older participants were compared looking for any significant differences.

44. Sarah Carpenter & Ali McGrath Sponsor: Dr. Dawn Vreven

The Effects of Beta Frequencies of Attention, Reaction Time, and Working Memory

Brainwave Entrainment (BWE) is a technique to improve cognitive function by providing exposure to an auditory stimulus that varies in frequency at the same rate as the beta activity of the normal human brain. This study will examine the effectiveness of BWE by comparing attentional ability and working memory performance across three groups: those exposed to beta-frequency auditory stimuli, neutral auditory stimuli, and no auditory stimuli. A sample of undergraduate students from a small liberal arts university in New England will be used. To examine attention, participants will complete a computerized Stoop task; reaction times to judge the color of compatible and non-compatible stimuli will be measured. To examine working memory, participants will recall a neutral word list. It is hypothesized that exposure to beta frequencies will improve cognitive functioning. The results of this study will provide insight on new ways to improve attention and memory.

45. Brian Montambault Sponsor: Dr. Charles Sachs

Opposite Sex Bias in and its Effect in Sex-Typed Individuals

The purpose of the current study was to introduce opposite sex bias and examine its presence in sex-typed individuals. Opposite sex bias describes the tendency to rate a member of the opposite sex differently than one would rate a similar member of the same sex. Sex-typed individuals include men who are rated as masculine and women who are rated as feminine by the Bem Sex-Role Inventory (Bem, 1974). The current study includes two experiments. The first experiment finds that individuals rate characters depicted as being the opposite sex higher on a rating of appearance management than characters depicted as being the same sex. The second study examines the effects of opposite sex bias in sex-typed versus non-sex-typed individuals. This study includes a rating of appearance management as well as one of self-esteem. An additional goal of this study was to examine the relationship between appearance management and self-esteem.

46. Brian Montambault Sponsor: Dr. Dawn Vreven

Effects of Schema Strength and Mapping Hints on Remote Analogue Transfer
The purpose of the current study was to examine the effects of schema strength and mapping hints on analogical transfer. Analogical transfer describes the process by which novel problems are solved using solution procedures adapted from problems previously encountered. Schema strength refers to an individual's knowledge of the underlying principles contained in both problems. Mapping hints refer to information given by the experimenter regarding the relationship between the both problems. The current study examines these effects in transferring a solution procedure from a remote problem rather than from one that is presented during the experiment. Three different tests were used. Two of these tests contained problems that could be solved using analogical transfer. These tests represented the strong schema and weak schema conditions. A third test contained problems that could not be solved using analogical transfer. This test represented the no schema condition. Participants were exposed to all three tests.

47. Kristina Peebles  
Sponsor: Dr. Dawn Vreven  
The Effects of Emotion on the Perception of Time

The purpose of the present study was to examine the effect of expressed facial emotion on time perception. Previous studies have found images of faces making emotional expressions cause participants to overestimate time, with angry faces causing the greatest overestimation (Gil and Droit-Volet, 2011; Droit-Volet et al., 2004). The present study investigated how faces of differing races affected the perception of time. Forty Framingham State University students ages 18 and older were recruited. Images from a database of faces developed by Minear and Park (2004) were used as stimuli in a temporal bisection task that participants performed on a computer. The images consisted of male and female Caucasian and African American faces exhibiting neutral and annoyed expressions. In the temporal bisection task reference durations of 400ms and 1600ms were used and the images were presented in 5 different probe durations (600, 800, 1000, 1200, and 1400ms).

48. Julia Sherman  
Sponsor: Dr. Dawn Vreven  
Perceived Effects of Sex and Gender-role Conformity on Social Rejection for Bisexual Behavior

Biases toward homosexual behavior have been found to be heavily influenced by two related factors—(1) sex (of both the stigmatized individual and the individual expressing bias), and (2) gender-role enforcement (the tendency for individuals to encourage others to exhibit gender-specific behaviors that are associated with their particular sex). The present study attempted to investigate these two variables in relation to individuals who engage in bisexual behavior. This was done using character scenarios in which the sex of the individual (male or female) and the gender-role conformity of the individual (masculine or feminine) were the independent variables. Each research participant (N=90) read one of the four scenarios and completed the Social Rejection for Bisexual Behavior scale (SRBB) to measure the perceived level of social rejection that these individuals face based on their sex and gender-role conformity.

49. Donicka Suprice & Jeffrey Touron  
Sponsor: Dr. Dawn Vreven  
The Effect of Aggressive Visual Media on Human Aggression During Video Game Playing

This study examined undergraduate's perception and levels of aggression in relation to the video game, Mario Kart. Participants included 40 college men and women over the age of 18 years old. Participants watched one of two scenes from the movie Mulan, depicting an aggressive scene and a non-aggressive scene. After watching the video clip, participants then played the video game and their aggressive behaviors were counted. Aggressive behaviors include swearing/inappropriate language, argumentativeness, throwing the control, stomping, flipping the bird, etc. Afterwards, modified versions of
the Buss-Perry Aggression Questionnaire (1992) and a survey regarding tolerance towards aggression were completed. It is expected that men and women who watch the aggressive visual media will express higher levels of aggression than those who watched the non-aggressive scene. It is also expected that participants with higher tolerance to aggression will express lower levels of aggression during the video game than those with a lower level of tolerance to aggression.

**SOCIODY**

50. **Nicole Arias, Megan Curran, Tony Iafolla, & Maribeth Martin**  
   **Sponsor: Dr. Marian Cohen**

**Sex, Drugs, and Alcohol: Resisting the Influence**

Adolescent risky behavior is a common problem in our society; however the specific environmental factors that contribute to it are still unclear. Adolescence can be the most challenging and impressionable time of transition in a person’s life. Determining the factors that are the most influential during this developmental stage is extremely important. Problem Behavior theory and Emotional Competence theory each suggest environmental factors have significant effects on adolescent behavior. This study examines associations between risky behaviors, specifically sex, drugs, and alcohol, and environmental factors that influence these behaviors. The study sample was drawn from Wave 3 of The National Longitudinal Study of Adolescent Health, which included respondents between the ages of 24-32 who answered questions about their adolescence. The original information was obtained through in home questionnaires. This study expects to find that the more safe, healthy, and nurturing an adolescent’s environment, the least likely s/he will be to participate in risky adolescent behaviors. It will further suggest that the better adolescents’ relationships are with their parents the least likely they will be to engage in risky adolescent behaviors. The results could help guide future parenting techniques to prevent risky behaviors in adolescents as well as further help schools implement better quality programs to prevent these types of risky behaviors for future generations.

51. **Chad Cameron & Tom Costello**  
   **Sponsor: Dr. Marian Cohen**

**Hungry for Satisfaction? Grab a Taste of Success**

This research focuses on factors associated with work satisfaction. The assumption is that workers seek a job with which they could be satisfied. The question is what factors determine work satisfaction. Researchers used the “Pew Work” dataset to study this issue. The dataset was compiled using telephone interviews with a random sample of individuals within the United States. The present study used variables such as sex, education, age and salary, as well as stress, work setting, type of work, hours and chances of promotion to understand work satisfaction. Two theories to be tested in this research are Job Strain Theory and Human Capital Theory. Job Strain Theory focuses on perceived control on the part of the worker and Human Capital Theory focuses on qualities of the individual. Factors of work strain include stress, high work demands and total hours worked, whereas factors associated with Human Capital Theory include personal qualities, such as education level and job skills, individuals bring to the work place. It is expected that employees will evaluate a workplace in terms of whether it will keep discomfort and strain to a minimum while also supporting their skills and talents. This study is important because work satisfaction is a goal for employees on a personal level and for employers on an organizational level. It would be relevant to those either pursuing a career or evaluating their current work environment.

52. **Jacob Fogg, Mark Anderson, David Woodland & Glenda Serrano**  
   **Sponsor: Dr. Vincent Ferraro**

**Is Everyone a Criminal? A Study of How Social Bonds Impact Criminality**
This research seeks to understand why individuals commit crimes and what factors from an individual's personal life make an individual more likely to commit crimes. This study provides an in-depth look into how Hirschi’s social control/bonding theory and the factors it suggests play a role in reducing criminality. The researchers examine the four elements that make up the social bond: levels of attachment, commitment, involvement, and belief. This study focused on data from the National Longitudinal Study for Adolescent Health (NLSAH) concerning Wave IV which was a random sampling of 15,701 participants. This quantitative research consisted of in-home interviews from 2008-2009 including participants from Wave I. The researchers focused on participants at the individual level using a cross-sectional time dimension. This study utilized multi-stage cluster sampling because it pertained to individuals from 7th to 12th grade and their parents. The researchers hypothesize weaker levels of attachment, commitment, involvement, and belief to correlate with higher levels of crime, measured as status offenses, drug crimes, violent crimes and property crimes. The result of this nationally representative analysis can be utilized to create programs in order to deter delinquent acts. Programs such as “Boys and Girls Clubs” and after school mentoring are both viable options for implementing the researcher’s findings because the programs impact the free time of the adolescents which would potentially reduce the opportunity for delinquent acts and lower the recidivism rates.

53. Ashley Garrahan & Shauna Allen  
Sponsor: Dr. Marian Cohen

The Best {WO}man for the Job: Attitudes Towards Woman in Leadership Positions

Based on current social trends, it appears as though women are becoming more successful in the workplace, as well as in politics. However, common stereotypes persist pertaining to women in leadership positions, which can affect the attitudes that an individual may have towards female leadership. Using the PEW Gender Survey, this paper aims to examine the different perspectives that people have towards women in various leadership positions. Attitudes were assessed relative to respondent’s age, sex, family structure, political ideology, and experience working for or with a female leader. The expected findings of this study are that although more women are being accepted into, and holding more leadership positions than ever before, negative stereotypes regarding women in leadership positions are still prevalent in society. Stereotypes are a leading contributor to the perpetuation of the male-dominated society in which we live, where women rarely hold leadership positions. It is anticipated that this research will suggest that although the struggle against gender-based stereotypes persists, tangible progress is being made, and sentiments are finally changing in women’s favor.

54. Meghan Hurley and Katherine Ortiz  
Sponsor: Dr. Marian Cohen

Good for America? An Understanding of Attitudes towards Immigrants

This study examines how an individual’s background influences his/her overall assessment of immigrants in American society as either harmful or beneficial. Immigration is an important topic in America today and increased knowledge about people’s attitudes and the sources of those attitudes would provide for more educated discussion. It is important to understand public opinions because they can also influence government policies towards immigrants. This study specifically researched how individuals' race, social class, political ideology, employment status and residency affects their attitudes toward immigrants. Secondary analysis of the General Social Survey 2010 was used to conduct this study. A national sample of 2,044 respondents over 18 years old was surveyed through in-person home interviews. It was predicted that those most likely to have positive attitudes towards immigrants would be non-white, have non-white spouses, be upper class, be liberals, be employed, not be likely to lose their jobs, have spouses who are employed, and were not born in this country. It was found that these hypotheses were confirmed for respondents who were upper class, liberal and not born in this country, showing that these groups were more likely to have positive attitudes towards immigrants.
The effects on academic success of substance use.

Education is the foundation for an individual’s life. This study investigates the use of drugs and students' academic behaviors. A review of literature indicates that high school seniors are involved in drug use. The use of drugs can negatively impact academic behaviors, which can then jeopardize a student’s future academic behaviors. Hirschi’s Social bond theory explains when certain bonds are broken or changed, delinquency is likely to occur. When students lose that important bond of peers and the bond of academic importance delinquency entails. Utilizing this theory as a foundation, the present research relied on data from the 2006 study, Monitoring the Future. This study of America’s youth, sampled approximately 15,000 high school seniors in the United States and collected information on values, behaviors, and lifestyle orientations of American youth through individualized questionnaires. The study raises the question of whether and how drug use and the affects, academic performance, which should allow a further explanation of academic behaviors. It has been found that the use of alcohol, marijuana and cocaine will negatively affect the academic behaviors of high school seniors. Respondents who reported frequently using cocaine also cut the most days of class. There were a higher percentage of respondents who used cocaine and cut class than there were of those who used alcohol and cut class. It was also discovered that students using marijuana or cocaine had poorer grades than they did on students cutting class, whereas using alcohol had a greater effect on cutting class than on grades.

Potential causes for a delinquent future: The effects of home environment on crime

Objective: The period during childhood and adolescence is a transitional period of development that is influenced from surroundings and experiences. Social Control Theory and General Strain Theory (GST) can be used to explain why children who are experiencing a negative home environment are more likely to participate in delinquent acts. The current study also investigates the association between children living in a foster home and their potential risk for engaging in delinquent behavior. Methods: The researchers analyze data from the National Longitudinal Study of Adolescent Health. This quantitative research focuses on Wave IV (2008), the most recent portion of the data, which is drawn from the multi stage cluster design employed in Wave I. This cross-sectional analysis examines the likelihood of delinquency among adolescents who experienced negative life circumstances. The research examines this prediction with a sample size of 15,701 that ranged from ages 24-32. Expected Results: Drawing from Social Control Theory and GST, the researchers hypothesize that maltreatment, neglect, and instability within the home are predictors for delinquency. Accounting for foster care, the researchers predict that it will increase the risk for delinquency as well. Conclusion: The researchers focus on the importance of delinquent adolescents who continue in criminality throughout adulthood. This study is useful for adults in order to understand circumstances experienced by adolescents that contribute to juvenile delinquency. The results can be used to improve social services and particularly the foster care system.
57. Amanda Meisner  
Sponsor: Dr. Suzanne Neubauer

**The effects of intermittent fasting on weight loss and metabolism**

As the name implies, intermittent fasting is an eating pattern which utilizes short term (16-48 hour) fasts once to several times per week. Intermittent fasting (IF) has been proposed as a possible means of achieving weight and fat loss in adults while also improving specific metabolic markers associated with metabolic syndrome and/or heart disease. A review of 20 primary studies was conducted to investigate IF as an alternative method to a traditional daily calorie restricted diet. Intermittent fasting using various methods was able to produce weight and fat loss as long as overeating could be controlled—either with liquid meal replacement supplements, providing energy on fast days, or by restricting intake on non-fast days. Obese clients also showed more positive and consistent results in all outcomes than non-obese. Under the supervision of a qualified dietitian, IF can be a safe alternative method of weight loss for obese clients and some may actually find IF easier to adhere to than a daily calorie restricted diet.

58. Jane Blazek:  
Sponsors: Cynthia Bechtel and Ruth Remington

**Point of Care Technology and Nurse Satisfaction: An Integrative Review**

The purpose of this integrative review is to examine whether providing caregivers with point of care technology increases nurse satisfaction. This study will identify the affect point of care technology has on nursing and to explore it’s implication on the future of nursing, especially in the long-term care setting. Methodology included a literature search which was conducted using CINAHL, MEDLINE, OVID, Google Scholar, the Cochrane library electronic databases. The search terms included point of care, hand held computer, personal data assistant, IPOD. Over 650 studies were identified but only 8 were identified as relevant to the focus of this article. Results from this study affirm the effectiveness of point of care technology as a clinical tool that promotes evidenced based practice and efficiency in care. Utilizing the PARHIS framework, close attention was given to the key elements of evidence, context, and facilitation with the hope of fostering positive change in practice. Despite the 8 research studies having varied methodological approaches, results primarily echoed support for the use of point of care technology (Bischoff & Hinojosa, 2013; Cherry et al., 2011; Doran et al., 2007; Doran et al., 2010; Garrett & Klein, 2008; Hudson & Buell, 2011; Johansson et al., 2011; Qadri et al., 2009). Themes that were identified include: exposure to point of care technology supported its future use, the technology increased nurse awareness of current evidence, and ability to network was desirable, improved quality of care and efficiency (Bischoff & Hinojosa, 2013; Cherry et al., 2011; Doran et al., 2007; Doran et al., 2010; Garrett & Klein, 2008; Hudson & Buell, 2011; Johansson et al., 2011; Qadri et al., 2009). This integrative review furthered nursing science by strengthening our understanding of the ramifications of instituting point of care technology.

59. Valerie Branco  
Sponsors: Cynthia Bechtel and Ruth Remington

**Blended Learning Environments: An Integrative Review**

This integrative review on blended learning environments in the United States discusses how blended learning influences student learning outcomes. Three major themes emerged from 10 research studies: student satisfaction, technology, and course grades. Results demonstrate that blending learning environments influence student learning outcomes. Blended learning allows nursing students to meet learning outcomes more efficiently than the traditional classroom. Students in blended learning environments have increased student satisfaction and grades. Technology can be barrier to students achieving learning outcomes. To meet learning outcomes, nursing students must be technologically savvy and have adequate internet access. Blended learning environments could have implications for nursing
education by changing current methods of instruction and enticing a non-traditional student into the field of nursing. As blended nursing courses gain in popularity, emphasis should be placed upon students achieving better course outcomes. Further research on technology and student outcomes in blended learning environments is suggested.

60. Donna Cushman  
Sponsors: Cynthia Bechtel and Ruth Remington

Fear of Technology and E-Learning

Information technology (IT), informatics, and e-learning are popular topics in the literature, in the media, and now in education. The importance of nursing informatics has been stressed in the ANA Scope and Standards of Nursing Informatics Practice, Tiger Initiative, and QSEN Competencies. Yet, many still think informatics is basic computer skills. Through this integrative review, four main themes emerged as to why IT, informatics, and e-learning has not been accepted nor integrated into nursing curricula around the globe. These were an attitude of nurse educators toward technology, a lack of IT training and continued technical support for nurse educators, a correlation between education level and technological competence, and a lack of clear understanding of the definition of informatics. If the nursing profession hopes to meet the challenges of healthcare in the 21st century, nursing education must be reconstructed by transforming future academic nurse leaders into catalysts for this change.

61. Mary Daly  
Sponsors: Cynthia Bechtel and Ruth Remington

Factors Affecting Nursing Student Attrition

The increase in nursing student attrition along with a decline in NCLEX pass rates for first time test takers are contributing to the nursing shortage. Nursing attrition has an impact on nursing program accreditation status as well as nursing program reputations. The aim of this review is to identify factors that contribute to nursing student attrition. A search was conducted in the following databases: CINAHL, Google Scholar, ERIC, and EBSCOhost. The following words were searched both individually and in combination with one another: attrition, nurs*, nursing, nursing students, NCLEX, nursing student failure. To answer the research question, seven articles were analyzed for overall quality, emergent themes, strengths and limitations. After synthesizing results from the seven articles, multiple themes were identified. These emerging themes encompassed academic, financial, and work/employment relating to and contributing to attrition.

62. Sally Dowling  
Sponsors: Cynthia Bechtel and Ruth Remington

High School Students' Perceptions of Nursing: An Integrative Review

The nursing shortage is not new nor is it just being felt in the United States, but also in most developed countries around the world. To fill these positions the next generation of nurses will be recruited from high schools. This integrative review identified studies done in the United States that included only high school students of both genders and all ethnicities. These studies were identified using the databases CINAHL, ERIC, and Google Scholar using the key terms, high school students, perceptions, and nursing. The search, which included the years from 1989 to 2013, produced a total of eight studies. Caring and helping, job and financial security, career status, and technology were identified as areas of perception by high school students. By identifying these areas nursing can look at ways to dispel these misperceptions to increase interest and ultimately a career in nursing.

63. Lisa Ferrigno  
Sponsors: Cynthia Bechtel and Ruth Remington

Academic Integrity in the Classroom

The purpose of this integrative review is to examine whether providing caregivers with point of care technology increases nurse satisfaction. This study will identify the affect point of care technology has on
nursing and to explore its implication on the future of nursing, especially in the long-term care setting. Methodology included a literature search which was conducted using CINAHL, MEDLINE, OVID, Google Scholar, the Cochrane library electronic databases. The search terms included point of care, hand held computer, personal data assistant, IPOD. Over 650 studies were identified but only 8 were identified as relevant to the focus of this article. Results from this study affirm the effectiveness of point of care technology as a clinical tool that promotes evidenced based practice and efficiency in care. Utilizing the PARHIS framework, close attention was given to the key elements of evidence, context, and facilitation with the hope of fostering positive change in practice. Despite the 8 research studies having varied methodological approaches, results primarily echoed support for the use of point of care technology. Themes that were identified include: exposure to point of care technology supported its future use, the technology increased nurse awareness of current evidence, and ability to network was desirable, improved quality of care and efficiency. This integrative review furthered nursing science by strengthening our understanding of the ramifications of instituting point of care technology.

64. Donna Flahert  
Sponsors: Cynthia Bechtel and Ruth Remington

Evidence-Based Practice and New Nurses

Historically, nurses have practiced based on experience, intuition, and untested theories. To achieve optimal patient outcomes, nurses must practice based on evidence. Evidence-based practice (EBP) has been incorporated into nursing curricula worldwide, but has not been effectively incorporated into practice. This review will determine how new graduate nurses use evidence-based practice skills acquired in the academic setting in the practice setting. Three main themes emerged. They are the extent of EBP or RU by new graduate nurses, usage based on intention or capability beliefs, and barriers to use. Nurse educators must continue to emphasize EBP in all aspects of the curricula and nursing management must continue to encourage and support new graduate nurses to use EBP in their roles as registered nurses. Additional research should be done on identifying barriers to EBP implementation across the nursing profession, focusing on new graduate nurses using knowledge and skills acquired in academic programs.

65. Janet Forgione  
Sponsors: Cynthia Bechtel and Ruth Remington

Instructor Feedback to Online Nursing Students: An Integrative Review

Purpose: To evaluate evidence related to effects of quality feedback to online nursing students. Background: Online nursing education has increased, teaching methodologies must be reassessed. Methods: Comprehensive review of CINAHL and EBSCOhost databases and an ancestry search. Findings: Feedback is important component of learning process. Themes identified are: caring, satisfaction, connectedness, and timeliness of feedback. Conclusion: Of particular importance to online students is the frequency and extant of instructor feedback. A sense of connectedness is felt by students who receive prompt feedback. Without the immediate feedback experienced in a face to face course the student may feel isolated. Recommendation: It is recommended that further research regarding the efficacy of feedback as related to student outcomes be done.

66. Deborah Herlihy  
Sponsors: Cynthia Bechtel and Ruth Remington

Nursing Student Clinical Evaluations

This integrative literature review is designed to explore evaluation tools which demonstrate validity and reliability in the clinical setting. The complexity of clinical evaluation of nursing students is influenced by the accuracy of evaluation tools, faculty bias and attitudes, and administrative support. Seven studies using a variety of methods of research are reviewed. Studies published in English between the years of 1999 to 2013 were located using the databases of CINAHL, ERIC, Google Scholar and Ovid. The results support the premise that validity and reliability are the most important element of clinical evaluation. Other factors may impact the accuracy of assessment tools including faculty bias, attitude,
values, and use of tool. Recommendations include multiple method evaluation. Further study is warranted to determine definitions of competency, and set gold standards.

67. Denise Khalili  
Sponsors: Cynthia Bechtel and Ruth Remington

Nursing as a Second Career

This integrative review analyzes the data retrieved from research studies that looked at the motivational factors that influence a student's choice of nursing as a second career. There were three main themes that emerged in the literature: what attracts students to nursing, the typical second-degree student, and what motivates them or influences decision to choose nursing as a second career. Specific questions included: How did previous life experiences, education, and career choices influence the experience of second-degree students? Data from groups and individual interviews were collected and analyzed. The most frequently reported reasons for choosing nursing were: nurturance, emotional needs, employment opportunities, and financial benefits. The research utilized was limited to second career nursing students in the United States only. Understanding what motivates the second career-nursing student is important for practice and for the educational setting. It assists with recruitment and retention of nurses.

68. Lisa Melo  
Sponsors: Cynthia Bechtel and Ruth Remington

Factors Associated with Academic Dishonesty Among Nursing Students

Academic dishonesty is a problem that impacts nursing education. Identification of the factors that are associated with academic dishonesty may contribute to limiting these acts and ultimately in promoting integrity in the nursing profession. This integrative review synthesizes the data from primary research studies (N=12) to identify various factors that were found to be associated with academic dishonesty. Research originating both in the United States and internationally was included. Also included was research from all types of nursing programs as well as from all levels of students within these programs. Common themes emerged under which the identified factors could be classified: student factors, faculty factors, and contextual factors. Limiting academic dishonesty in nursing education requires that both faculty and students work collaboratively towards upholding the integrity that has historically been associated with the nursing profession.

69. Christina Paceco  
Sponsors: Cynthia Bechtel and Ruth Remington

Integration of Spirituality in Nurse Education: an Integrative Review

Spirituality is a broad concept at best. Conceptually, it is often confused with religiosity, even outside the realm of the healthcare field. However, nursing is being called upon by world-renowned national agencies such as the Institute of Medicine and National League for Nursing, as well as by local initiatives such as Massachusetts’ Nurse of the Future to create and include inclusive and meaningful learning and practice incomes and integrate them into undergraduate curricula. This purpose of this integrative review is to show the importance of creating a universally accepted definition and subsequent general, adaptable curricula relating to the concept of spirituality within nursing curricula. Utilizing CINAHL, EBSCOhost, Google Scholar, PsychInfo and Education Resource Information Center (ERIC), a comprehensive literature review was conducted. Findings from this appraisal show that while literature and the regulating bodies of nursing strive to include spirituality in undergraduate nursing curricula, nurse educators must develop clear learning and practice outcomes in order to bolster its inclusion into nursing curricula.

70. Caroline Pasquantonio  
Sponsors: Cynthia Bechtel and Ruth Remington

Nurse Educators’ Views from Behind the Scenes of Simulation

Background Evidence of the value of simulation as an educational tool is growing. Simulation gives students experiences they might not otherwise get. Nurse educators play a pivotal role. Methods An
integrative review was undertaken to examine nurse educators’ views of teaching with simulation. Fourteen studies were reviewed. Rogers’ Diffusion of Innovations Theory guided this review. Results Nurse educators recognize benefits of simulation, but face challenges. Fitting simulation into an already crowded curriculum was seen as a major barrier. Complexities of this technology lead to the view that training and support from experts is needed. Major findings of this review affirm that although nursing faculty can see the value of simulation, barriers may pose challenges toward embracing it. Conclusion This integrative review examines views of nurse educators learning to incorporate simulation into the curriculum. Barriers that may affect the adoption of simulation and suggestions for overcoming these barriers are discussed.

71. Cheryl Thompson  
Sponsors: Cynthia Bechtel and Ruth Remington

Academic Integrity in the Classroom

Academic incivility has been a difficult discipline problem in classrooms for a long time. The purpose of this integrative review is to look into the behaviors most nurse educators find detrimental to the classroom learning environment. Academic incivility is defined as inappropriate behavior disruptive to the learning process. The themes identified were cell phone use in class, dominating class discussion, sleeping in class and coming in late. A structured literature search generated 12 articles and certain themes emerged. The search included a hand search, ancestry search, as well as database search including library databases. These themes include faculty as role models, lack of research into the subject and the need for students and instructors to adhere to policies and enforce them. Nursing students and nurse educators must work together to modify classroom behavior.

72. Jane Cashoral  
Sponsors: Ruth Remington and Coleen Toronto

Mentoring the Novice Nurse: An Integrative Review

Introduction: This integrative review examines the process of mentoring the novice nurse with a specific interest in the roles of the Mentor, Mentee, and Administrator. The analysis of eight research studies has shed some light on potential variance within the administrator role. Methods: This integrative review was formatted utilizing the method provided by Whittemore and Knafl. This method consists of five stages which include: problem identification, literature search, data evaluation, data analysis, and presentation. The organizational framework for the study was based on the work of Patricia Benner which describes the progression of nurses from novice to expert. Results: Review of eight research articles reveal the importance of mentoring. Mentees feel that mentoring is very helpful to them during their transition into nursing. Mentors desire adequate training and time to spend with their mentees to produce the best results. Administrative support for mentoring seems varied based on the literature. Discussion: The results have confirmed the importance of transitional support, or mentoring of the novice nurse. The research reveals a need for more clearly defined roles, particularly that of the administrative team. Failure to support novice nurses has been shown to increase attrition rates, resulting in more severe nursing shortages.

73. Amanda Cornine  
Sponsors: Ruth Remington and Coleen Toronto

Reducing Nursing Student Anxiety in the Clinical Setting

Nursing students often experience anxiety during clinical rotations, which can affect their academic and interpersonal performance. To better understand how educators can reduce this anxiety, an integrative review was undertaken addressing the question: What non-simulation interventions for undergraduate nursing students decrease anxiety during clinical experiences? The Neuman Systems Model was utilized as a guiding framework when presenting the results. There were two groups of interventions supported as effective in reducing nursing student anxiety in the clinical setting. Interventions utilizing Neuman’s primary prevention as intervention included pairing students, utilizing peer coaching/mentoring, and assigning a pre-clinical task. Those relying on Neuman’s secondary and/or tertiary prevention as
intervention included studies examining humor, linking student anxiety to instructor attributes, and limiting the number of clinical facilities students attended. This review highlights ways nurse educators may reduce anxiety students experience in the clinical setting, while illustrating the need for further research on the topic.

74. Petrona Forbes  
Sponsors: Ruth Remington and Coleen Toronto

Breastfeeding Education for Nurses

The aim of this integrative review is to identify effective breastfeeding educational contents and strategies to educate nurses about breastfeeding, that have shown to increase (a) nurses’ knowledge and (b) rates of breastfeeding. Breastfeeding is an effective way to promote the health of infants and mothers. Healthcare providers such as nurses, plays an important role in supporting and promoting breastfeeding. Search of MEDLINE, CINAHL, Ovid, ERIC, Dissertations (Digital Commons), Cochrane Database of Systematic Reviews, ancestry, and hand search were done for data collection. Inclusion criteria for the studies were that they focused on breastfeeding education interventions, and participants included nurse. The Baby Friendly Hospital Initiative (BFHI), and specific breastfeeding educational content including but not limited to benefits of breastfeeding and management of common breastfeeding problems; teaching strategies including lecture, discussion groups, and hands-on practice; and varying length of sessions were shown to increased nurses’ knowledge about breastfeeding and breastfeeding rates.

75. Linda Harkness  
Sponsors: Ruth Remington and Coleen Toronto

Strategies to Teach Cultural Competence in Undergraduate Curricula: An Integrative Review

The aim is to explore the current teaching strategies used in the United States in an attempt to integrate cultural competence in undergraduate nursing curricula. Cultural competence has been identified as a significant contributing factor in narrowing the healthcare disparities gap. Patient safety, culturally competent care, and effective healthcare are key objectives for professional nursing organizations nationally. By integrating cultural competence into curricula, educators can positively impact healthcare outcomes. Comprehensive searches of databases, ancestry and hand searches were conducted to retrieve data. Searches were limited to peer-reviewed research studies done in the U.S, written in English, and were published from January 2008 through December 2013, and pertained to undergraduate nursing students’ population. Cultural competence is currently being taught, however graduates are not adequately prepared to address the needs of the culturally diverse population. Nursing educators could advocate for more effective strategies to teach cultural competency in undergraduate curricula.

76. Jillian Hatch  
Sponsors: Ruth Remington and Coleen Toronto

Emotional Competence: The Next Generation of Nurses

Background: Emotional competence in the nursing profession is imperative to handle the stress, situations, environment, and professional development of a nurse. Purpose: The purpose of this integrative review was to answer the research question, what effects do nursing transition program for new graduated on emotional competency, as opposed to direct entry into practice? Conclusions: The results of this integrative review showed a positive correlation between the use of transitional programs on new graduate nurse’s profession and personal satisfaction, confidence, and core competency; factors influencing emotional competence. Most programs were twelve months in length and consisted of a one on one preceptorship model. Practice Implications: Closure between theory and practice is an imperative gap that must be secured during the initial orientation period of a new graduate nurse entering into the profession. Through the development of emotional competence, new graduates will positively affect interactions with patients and their clinical competence, through therapeutic relationships with other clinicians. These advances will positively influence patient outcomes and patient satisfaction.
77. Karen Lane  
Sponsors: Ruth Remington and Coleen Toronto

Job Satisfaction, Teamwork, and Education: An Integrative Review

Thirteen percent of new nurses consider leaving their jobs within 1 year related to job dissatisfaction. Recent healthcare reform has provided millions of people access to the healthcare system; therefore, increasing the need for nurses to provide quality care. This integrative review encompasses international research published between 1999 and 2011, and it explores factors that affect job satisfaction. Findings indicated that educating the staff about teamwork has a positive effect on job satisfaction. Future efforts to understand the best way to educate the staff should include research related to teamwork training classes, team building exercises, and simulation.

78. Denise Mackey  
Sponsors: Ruth Remington and Coleen Toronto

Education of Nursing about Needlestick Injury Prevention

Needlestick injuries (NSI) pose a significant threat to the health and well-being of nurses worldwide. Despite advances in safe needle technology and legislation in the United States mandating safer equipment and environment, NSI incidents still persist. The aim of this integrative review was to identify methods of education and training programs provided to nurses throughout the world regarding the prevention of needlestick injuries and occupational exposures. Several databases searched included Cumulative Index to Nursing and Allied Health Literature (CINAHL), Academic Search Premier, The Education Resource Information Center (ERIC), Medline, Health Source: Nursing/Academic Edition, PubMed, Science Direct, InfoTrac, Journal Storage (JSTOR), Directory of Open Access Journals and ProQuest. Studies were included if an educational training program was offered where a teaching methodology was used to educate nurses about NSI prevention, transmission, treatment, and/or bloodborne pathogens disease process and published between 2001 and 2013. After synthesizing the results from 18 studies, several themes emerged. These themes were teaching methods used; peer education; knowledge, skills, and attitudes of nursing education; and executive support with interdisciplinary participation. This review suggests that any type of educational program is more effective than no education or training. A variety of teaching methods were identified to help reduce NSI, but continued research is needed to delineate which teaching methods are most effective. The literature showed that there was a negative correlation between education of nurses and NSI rates; as the education of nurses increases, the rate of NSI decrease.

79. Sarah McCaffrey  
Sponsors: Ruth Remington and Coleen Toronto

Workplace Violence Prevention Education in Nursing

Health care leads all other employment sectors in the occurrence of nonfatal assaults. Globally, among all health care providers, nurses are recognized as especially vulnerable to behavioral threats perpetrated by patients and family members in crisis. This integrative review adds to the evidence base surrounding workplace violence prevention education in nursing and answers the question: What are the educational strategies that effectively prepare students and staff nurses to mitigate behavioral threats experienced in clinical practice? Nine studies originating from six countries met inclusion criteria, and were located through focused database searches. Systematic review and critical analysis of current research guided the identification, synthesis, and interpretation of emergent themes. Results suggest that multi-modal educational approaches that provide didactic content to facilitate knowledge acquisition, in conjunction with opportunities to actively practice and apply psychomotor skills show promise as effective educational strategies for maximizing workplace safety among student and staff nurses.
80. Gayle McGinty  Sponsors: Ruth Remington and Coleen Toronto

To Schedule or Not to Schedule

To provide safe patient care nurses must become competent and confident to respond to various clinical situations requiring rapid decision making. The purpose of this integrative review was to evaluate the stress-eliciting capacity of two variations of simulated cardiac arrest scenarios, scheduled mock codes and unscheduled mock codes as they affect knowledge retention. Findings indicated scenarios that involved highly stressful situations were more easily recalled than those scenarios in which they experienced less anxiety.  Keywords: Simulation, NURS*, cardiac arrest, not students.

81. Holli Murray  Sponsors: Ruth Remington and Coleen Toronto

Nurses Need to Know About Interprofessional Simulation!

**Background:** Continuing Interprofessional Education (CIPE) is a growing educational strategy used to improve teamwork and eliminate miscommunication. Simulation is a strategy frequently used during CIPE. Nurse educators ought to be knowledgeable about the evidence to support nursing’s role in this practice during the redesign of US healthcare to a patient-centered, team-based approach.  **Method:** An integrative review methodology was used. The thirteen studies that met inclusion criteria were evaluated for quality and analyzed for themes based on the Successful CIPE Framework.  **Results:** Facilitators were challenged with scheduling conflicts and often used the Team STEPPS program. The Environment was frequently in-situ and scripted. The Reflection utilized scripted tools and video repeatedly. Nursing implications are presented.  **Conclusion:** In order for nurse educators to be partners with other healthcare professions during CIPE, they must continue to develop effective educational programs that can overcome practice barriers and use innovative tools.

82. Susan O’Sullivan  Sponsors: Ruth Remington and Coleen Toronto

Reflective Writing and Critical Thinking in Nursing Education

The ability to critique one’s practice through reflection is a skill nurse educators sometimes use through reflective writing practices. The process of reflection can encourage students to think critically and examine their practice with a deeper focus. Journal writing is one strategy students can use to reflect and promote learning and examination of practice.  This integrative review of the literature examined 6 studies that looked at the process of journal writing and the promotion of critical thinking in current literature. Medline, ERIC, Science Direct, CINAHL, and Healthsource were reviewed to uncover 6 studies that support journaling as a way of promoting critical thinking in nursing education. Nurse educators should embrace reflective writing and journaling as a means of promoting critical thought processes in nursing education. The ability to think critically will continue to be an imperative accomplishment for nursing students, and will challenge educators to develop new reflective models.

83. Michelle Paik Page  Sponsors: Ruth Remington and Coleen Toronto

Championing Standardized Simulation Evaluation

The aim of this review was to synthesize the varying techniques and rubrics identified in the literature used to measure simulation experiences and discuss its impact on future development of a more standardized tool. Twelve articles were reviewed that identified rubrics to measure and evaluate outcomes and perceptions of simulation experiences. Analysis of the results revealed that there is no universal standardized tool used to measure simulation in nursing programs. Evaluation rubrics do not have inter-rater reliability across educator users and programs (Gantt, 2010). Although the literature suggests a strong positive correlation between the ability of simulation to produce effective learning, the measurement of the significant impact of that learning cannot be quantified (Howard, Englert, Kameg, &
Perozzi, 2011. Comparative and longitudinal studies will be needed with the current and developing rubrics across varying curricula and simulation programs to produce a reliable and valid tool to measure the effect of simulation. Simulation standardization may first have to be achieved prior to a standardized tool to measure it.

84. Debra Parsons  
Sponsors: Ruth Remington and Coleen Toronto

The Impact of Nurse Residency Programs on Retention: An Integrative Review

Newly licensed nurses may struggle to transition between student nurse and professional nurse. This struggle often leads to a high rate of nurse turnover. Hospitals try to find ways to improve retention, especially among new nurses who have a higher attrition rate than experienced nurses. One method of recruiting and retaining newly licensed nurses is by creating an in depth orientation program that can last up to a year or more. These programs are called nurse residency programs, and they began appearing in the literature in the 1980’s. This integrative review examined nine studies with similar nurse residency programs. Although many limitations and variables of these studies were raised, all of the studies revealed similar findings. According to the studies included in this integrative review, the establishment of a nurse residency program has had a positive impact on the retention rates of newly licensed nurses.

85. Lydia Reyes  
Sponsors: Ruth Remington and Coleen Toronto

Barriers in Teaching Cultural Competence

Due to healthcare disparities affecting diverse population initiatives have been implemented to prepare healthcare providers to be culturally competent in academic and practical settings. There is very little information in how to teach cultural competence. The purpose of this paper is to integrate findings from the literatures identifying perceived barriers encountered by nursing faculty in teaching cultural diversity and cultural competence in nursing education. Method: This Integrative review was organized using Banks multicultural model identifying five dimensions of multicultural education. Eight literatures retrieved from electronic databases were assessed using the Hawker et al, appraisal tools. Result/Findings: The findings of the literatures assessed provided the basis of implementing the strategies necessary to prepare the nursing faculty to become cultural competent in teaching cultural competency. Conclusion: The limitation of this review is the lack of standardized strategies and tools in measuring cultural competence in nursing education. Cultural competence remains to be a difficult concept to objectively measure.

86. Sharon Summers  
Sponsors: Ruth Remington and Coleen Toronto

Child Abuse and Nursing Education

An integrated review of the literature was done to determine how nurses are being prepared to address child abuse. A total of 15 studies were included and dated from 1994 – 2011. The studies were quantitative, qualitative, and mixed method designs. Child abuse is included in the curriculum of most nursing schools in the U.S. and around the world yet more than 50% of the nurses indicated that they did not feel adequately prepared. Nurses are often the first ones in the healthcare team to interact with the child and as mandated reporters they need to be able to identify signs of abuse and to do so with confidence.

87. Josephine Tuitt  
Sponsors: Ruth Remington and Coleen Toronto

Peer mentoring and retention of minority pre-licensure nursing students: An integrative review
**Aim:** This integrative review explored the effectiveness of peer mentoring as a strategy to support efforts at retaining nursing students with diversity.  
**Background:** Health outcomes among a rising minority population in the United States are poor. The literature suggests the need for retention of minority pre-licensure nursing students as a fundamental approach to increasing minority nurses and improving the overall health of the United States’ population. Nursing literature indicates the use of peer mentoring as a strategy for this purpose.  
**Method:** An electronic database search was used in a review of literature about pre-licensure nursing programs that offered peer mentoring as a support strategy to minority nursing students.  
**Findings:** Evidence of increased retention of minority pre-licensure nursing students was found. Multiple strategies were implemented simultaneously and various outcome measures were utilized when assessing effectiveness.  
**Conclusion:** These findings suggest the need for more rigorous evaluation of peer mentoring as a minority retention-support strategy.  

**Key Words:** Peer mentoring, minority nursing student, pre-licensure, retention.

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**88. Jennifer Vars**  
**Sponsors:** Ruth Remington and Coleen Toronto  
**Video Enhanced Learning: Does it Make a Difference**

**Background:** The best educational strategies for skills development and retention for nursing students and staff nurses has been getting more focus with the complicated technology required to care for patients. To optimize skills and learning what are the best techniques. This study will focus on the use of videos to enhance learning prior to performing procedures.  
**Objective:** To evaluate alternative learning method to classroom or lecture alone.  
**Method:** Integrative review  
**Results:** Nursing students had a significantly higher success rate when performing a procedure after watching a video demonstration of the procedure at least once prior to the performance. Videos were underutilized by staff nurses prior to performing a skills test.  
**Conclusion:** The use of videos significantly enhanced the performance of skills in participants that had a stake in the outcome.

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**89. Elizabeth Buckley**  
**Sponsors:** Shellie Simons and Susan Mullaney  
**Undergraduate Nursing Students Perceptions of Learning in Preceptorships versus Traditional Clinical Groups: An Integrative Review**

Preceptorships in nursing education serve as an alternate clinical teaching method that is becoming more prevalent in undergraduate nursing education. Traditionally, one clinical instructor oversees eight to ten nursing students during clinical but this has been thought to inadequately prepare students for the real world (Hickey, 2010). This integrative review encompasses research published between 2008-2013 and explores nursing students perceptions of their clinical experience. Findings indicated that clinical competence, clinical instruction and student satisfaction all play a role in how the student perceives his or her experience. Further research is needed to investigate current clinical instruction models and to determine if they are effectively preparing nursing students for practice.

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**90. Suzy DaRosa**  
**Sponsors:** Shellie Simons and Susan Mullaney  
**Integrative Review**

Mental illness affects one in four Americans (National Institute of Mental Health, 2014). Psychiatric mental health nursing (PMHN) is the least favorite specialty, graduate nurses are not choosing this area of nursing, and there is a shortage (Stuhlmiller, 2006 & Happell, 2011). Stuhlmiller (2006), believes that a positive experience in PMHN clinical can lead graduate nurses to this specialty. This integrative review includes international research published from 2003-2014, seeking the best teaching method to ease the fears and anxieties of nursing students entering the PMHN clinical rotation in order to provide a more positive experience to lead to an increased interest in PMHN. The findings show that a well-structured first day of orientation using several teaching methods such as case studies, simulation, reflections, guest speakers, and faculty consistency may decrease the fears and anxieties that nursing students have.
entering their PMHN clinical. Future research is needed to evaluate orientations including all of these
findings.

91. Dennis Doherty  
Sponsors: Shellie Simons and Susan Mullaney

Tradition Verses Simulation to Prepare New Graduate Nurses for Inter-professional Communication: An Integrative Literature Review

Interprofessional communication (IPC) in healthcare has been linked to quality and safe patient care. With increased attention to how healthcare professionals communicate nurse educators have been tasked with integrating IPC into the undergraduate nursing curriculum. The purpose of this integrative literature review is to explore best teaching strategies for teaching undergraduate nursing students IPC. The research question is as follows: Which teaching method, tradition or simulation, best prepares new graduate nurses to effectively communicate with the interprofessional healthcare team? A literature search was conducted utilizing three research databases and ancestry search of literature. There is limited research available exploring IPE. What research is available is low level evidence limiting the ability to generalize the findings. Didactic, workshops, simulation, interprofessional education, and clinical experience are teaching strategies that nurse educators have used to teach IPE. More research with increased rigor in methodology is needed.

92. Jasmin Dujali  
Sponsors: Shellie Simons and Susan Mullaney

Comparison between Simulation and Traditional Teaching Strategies for Interprofessional Collaboration in Nursing Students: An Integrative Review

There is a substantial push to improve interprofessional collaboration among health care workers. This paper aims to identify ways to educate nursing students about team work in the clinical setting and to answer the question, what is the effect of using simulation versus traditional mode of instruction in teaching interprofessional collaboration? This review included 11 studies gathered from electronic databases limited to the years 2009-2014. The findings revealed that there are positive effects of both traditional methods and simulation to nursing students’ attitude, knowledge, and skills about interprofessional collaboration. However, a combination of two methodologies also showed promising results. Further research is needed.

93. Stephanie Freedman  
Sponsors: Shellie Simons and Susan Mullaney

Home Healthcare

Home healthcare agencies have traditionally held that nurses have a minimum of 1 year of experience before transitioning into the specialty of home healthcare. The transition into the home healthcare setting bring with it new challenges although the fundamentals of nursing remain the same. As the shortage of nurses continues to rise, home healthcare agencies are beginning to reconsider hiring newly licensed nurses. This integrated review explores the orientation process and preceptorship needed for a successful transition and to increase the retention of newly licensed registered nurses into home healthcare. The review findings revealed that a structured orientation program and a supportive welcoming environment are the keys to retaining newly licensed nurses into home healthcare nursing.

94. Georgina Gardner  
Sponsors: Shellie Simons and Susan Mullaney

Redefining Nurse Orientation with Pre-licensure Employment

The transition from nursing student to registered nurse can be full of excitement, stress and challenges. It is estimated that 60% of new graduate nurses will be out of the workforce during
the first year (Baxter 2010). It is reasonable for nursing students to feel insecure about their competence and ability to transition into this role. This study describes the cost implications to the health care systems that create the orientation programs for the transition from nursing student to registered nurse. The findings show that the orientation is not the key factor in the expense of the health care institution but should point to the fact that the biggest cost is from the nursing turnover within one year of hire. In clinical nursing practice, it is important to allocate resources to support the new graduate pre and post orientation to get the best investment, focusing on reduction in turnover.

95. Deanna Kutzy          Sponsors: Shellie Simons and Susan Mullaney

The Effect of Orientation Programs on New Graduate Nurse Retention Rates: An Integrative Review

A literature review was conducted to investigate the effect that nurse residency programs would have on the retention rates of new graduate nurses compared to standard hospital orientations. It was found that new graduate nurse orientation programs could affect turnover and retention rates. In addition, the literature revealed that organizational commitment and financial implications were linked with new graduate nurse orientation programs.

96. Glynnis LaRosa        Sponsors: Shellie Simons and Susan Mullaney

Effective Stress Reduction Interventions in Undergraduate Nursing Students: An Integrated Review

Identifying stress and anxiety in nursing students is imperative to ensure that students are successful in both the academic and clinical settings. The purpose of this integrated review is to determine effective interventions in reducing stress in undergraduate nursing students. This review included international and United States research studies published between 1995 and 2013. Findings revealed the effectiveness of reducing undergraduate nursing student stress using a variety of strategies which included Mindfulness-Based Stress Reduction, Biofeedback-Assisted Relaxation Training, Quieting Response, humor, and multidimensional stress management. It is essential that all nursing programs increase awareness relating to stress during nursing education as well as provide strategies to assist students to decrease stress levels. The research findings validated that there is interest in this important issue; however further research is needed to develop effective evidence based interventions.

97. Brittani-Lee King     Sponsors: Shellie Simons and Susan Mullaney

Effective Stress Reduction Interventions in Undergraduate Nursing Students: An Integrated Review

Hospital based nurse educators are tasked with the daunting responsibility of developing sound continuing professional competencies for numerous Registered Nurses. These competencies must align with the standards of professional nursing practice. Simulation and self-evaluation tools represent two potential methods of continuing professional competencies traditionally utilized to build RN confidence in professional nursing practice. It is suggested that if these two assessment tools are used in conjunction with each other than RN confidence will be exacerbated.

98. Jean McGinty         Sponsors: Shellie Simons and Susan Mullaney

Audience response systems and active learning

Active learning involves engaging students in classroom participation through feedback and discussion. In today’s nursing classroom that can include a diverse group of students in both age and learning styles, having a tool that will captivate your students and encourage deeper cognitive processing is vital.
Audience response systems (ARS) are a tool that can assist the nurse educator with facilitating the student in gaining the content and concepts of nursing education. This integrative review brings together studies that focus on how the nursing students perceive the impact of ARS in their undergraduate education. From the quantitative and mixed method research studies found, the data was evaluated, themes were extracted, and the findings were presented. The implications of these findings show that nursing students perceive the use of ARS to be beneficial to their learning.

99. Joy Melo  
Sponsors: Shellie Simons and Susan Mullaney

Debriefing

Debriefing after simulated critical patient care events is widely used as an educational tool in staff development. Minimal research has been done to examine the effects of debriefing on the interdisciplinary team after an actual patient care event. This integrative review examines the role of debriefing in the professional healthcare setting by asking in what way does debriefing affect nursing communication after an actual significant patient care event in the hospital setting.

100. Melissa Morse  
Sponsors: Shellie Simons and Susan Mullaney

Teaching Strategies to Increase Nurses’ Confidence in Screening for Violence

This integrative review explores teaching strategies that may be used to increase student nurses’ and licensed nurses’ confidence to screen for violence. There are barriers that prevent screening patients for violence, yet nurse educators have the ability to provide the education that students and nurses need to make a difference in a patient that is affected by violence. The results revealed themes that include specific teaching strategies, examination of personal beliefs, and development of communication skills. The review findings from nine studies suggest that the integration of certain teaching strategies, self-reflection, and communication skills into nursing curricula will increase confidence in screening for violence. There is minimal research on the concept of teaching strategies that will increase confidence among student nurses or licensed nurses screening for violence. This review is a foundation for further exploration.

101. Melissa Mullen  
Sponsors: Shellie Simons and Susan Mullaney

Nursing Students’ Perceptions of Clinical Experiences on Dedicated Education Units vs. Traditional Units: Integrative Review

Dedicated Education Units (DEUs) have been implemented in many countries as a means to address the nursing clinical faculty and staff nursing shortages. The consumer of this model, the nursing student, is a perspective that should be considered before further global implementation is continued. The computerized databases of the Cumulative Index to Nursing and Allied Health Literature, PubMed/Medline, the British Nursing Index, the Educational Resource Information Center, the Joanna Briggs Institute EBP, the Cochrane Library, and ProQuest Theses and Dissertations were utilized to generate relevant literature. This integrative review synthesized the findings of 10 studies that compared prelicensure students’ perceptions of the DEU model learning experiences to students’ perceptions of the traditional clinical model learning experiences. Students perceived DEU experiences as rating higher in regard to student accountability, instructor quality and communication, teamwork and collaboration, clinical learning experience, and student satisfaction. Implications for nursing educators and administrators are discussed.
102. Harriet Nelson  
Sponsors: Shellie Simons and Susan Mullaney

Critical Factors Supporting End-Of-Life Education for Undergraduate Nursing Students

Throughout the past 20 years growing attention has been given to the care people receive at end-of-life (EOL). Nurses play a pivotal role in EOL care yet undergraduate nursing students feel ill prepared to care for this patient population. Although somewhat improved, nursing education at the undergraduate level continues to insufficiently prepare nursing students to understand the physical, psychological, emotional, spiritual, legal, and ethical issues of dying patients and their families. Improving EOL education for these students can lead to feelings of competence and confidence prior to entering the workforce. The aim of this integrative review is to analyze and synthesize studies performed regarding the preparation of undergraduate nursing students to care for patients and their families at end-of-life. The goal is to answer the research question "What factors contribute to and support the preparation of undergraduate nursing students regarding EOL care?"

103. Mary O'Connell  
Sponsors: Shellie Simons and Susan Mullaney

High-fidelity Simulation versus Self-learning Modules

Aim. The purpose of this integrative review is to explore the impact of knowledge for the nurses and nursing students who received educational instruction using high-fidelity simulation (HFS) versus self-learning modules (SLM). Background. Nurse educators are responsible for implementing effective nursing educational programs for their staff and students that will enable them to be competent in their practice. Choosing which learning method can be challenging for nurse educators and must be evaluated continuously for knowledge gained and satisfaction of the learner. Method. An integrative review of the literature examined the effects of both HFS and SLM as teaching tools for nursing education. Results. The findings identified themes in the evaluation of the literature regarding HSF and SLM methods of learning, both are associated with an increase in the learner’s satisfaction and knowledge. Conclusion. Effective learning methods such as HFS and SLM provide a positive experience for the learner. Further research comparing the accessibility of these methods needs to be explored along with cost and efficiency.

104. Nicholas Peterson  
Sponsors: Shellie Simons and Susan Mullaney

Guiding the Ethnically Diverse Nurse through a Successful Orientation

Culturally diverse nurses who speak English as an Additional Language (EAL) are in high demand to meet the ever-changing cultural needs of the American patient population. Nurse educators facilitating hospital orientation must consider the unique learning needs of the EAL and adopt teaching strategies to meet those needs. This integrative review seeks to identify successful EAL teaching strategies that can be readily adapted into the hospital nursing orientation. Three potential barriers to success are identified: language acquisition, cultural miscommunications, and prejudice. Teaching strategies that may be employed by the nurse educator to meet the challenges encountered by the EAL nurse are described. There is a need to understand the learning experience and needs of the EAL licensed nurse, specifically in nursing orientation, but little research has been pursued in this area. The focus for nurse educators is to address the language and cultural challenges of the EAL orientee.

105. Katie Reilly  
Sponsors: Shellie Simons and Susan Mullaney

Ready to Respond: Disaster Preparedness Simulation for Undergraduate Nursing Students

Nurses are essential personnel in the response to any disaster and comprise the largest group of health care professionals in the United States. The value of disaster preparedness simulation for undergraduate
nursing students was examined in this integrative review. Eight articles were reviewed that discussed disaster or emergency preparedness simulation, and involved nursing students. Five themes emerged from the literature regarding the value of disaster preparedness simulation for undergraduate nursing students, including (a) increased knowledge regarding possible disaster simulations, (b) increased confidence in responding to possible disasters, (c) utilization of nursing skills, (d) opportunity to work with other professionals, and (e) improved readiness to respond to a possible disaster. More research is needed to determine the best methods for educating nurses regarding disaster preparedness, but the different forms of simulation described in the reviewed literature provide strong evidence for its inclusion in the undergraduate nursing curricula.

106. Kerrie Singer  Sponsors: Shellie Simons and Susan Mullaney

Teaching Nursing Informatics: Benefits and Barriers

It is essential that beginning nursing informatics competencies be integrated into nursing curricula to provide high-quality, effective patient care in today’s increasingly technical healthcare environment. This integrative review includes international research published between the years of 2000 and 2014. It explores the benefits and barriers to the integration of nursing informatics content into nursing curricula. Findings have indicated that although education on informatics has shown increased usability and confidence with the use of IT there are significant barriers such as the lack of faculty development, collaboration and support of clinical agencies, the vision and mission of nursing programs, and varying interpretations of established informatics competencies. Further research is needed to evaluate these benefits and methods to overcome the barriers. With the use of IT growing rapidly in healthcare, it is imperative that beginner nurses enter the workforce with the necessary knowledge and skills of nursing informatics competencies.

107. Edyta Soltan  Sponsors: Shellie Simons and Susan Mullaney

Clinical Competency through Virtual or High Fidelity Simulation

High fidelity and virtual simulation have become an integral aspect in preparing nursing students for practice across the United States (Decker et al., 2008). However, it was not clear how well simulation supplements for clinical skill acquisition and clinical competence that is required for safe nursing practice as perceived by the nursing instructors who are required to utilize this form of technology in nursing education. The purpose of this integrative review was to evaluate the nurse educator’s perceptions on how high fidelity and virtual simulation influenced clinical skills and competence in prelicensure nursing students. Three major themes evolved from this research including environment (realism), faculty competency, and barriers to use of simulation. The findings indicate that the development of clinical skills and competence using simulations is highly related to the type of simulation used, as well as, the abilities, creativity, time, and efforts of the faculty members.

108. Erin Waldron  Sponsors: Shellie Simons and Susan Mullaney

Developing Critical Thinking Skills during Simulation: Students Perspective of Personal Development

An integrative review was prepared to examine studies published since 2004 on the student’s perception of their development of critical thinking skill when using high-fidelity patient simulation. This review found that the student’s perception of their development of critical thinking skills had strengthened due to collaboration, improving their clinical judgment, and communication with their peers. Along with strengths, some similar weaknesses or limitations were found in the various reviews in which students were concerned with clinical critical limitations and affirming the low-risk nature of simulation. Further research in this area will determine whether students feel that simulation has helped them develop critical thinking skills.
109. Brian Laneau  
Sponsors: Ainat Koren and Susan Mullaney

The Impact of Patient Turnover: An Integrative Review of the Literature

Patient turnover is a factor that directly contributes to nursing workload however nurse staffing decisions continue to be determined by utilizing the hours per patient day (HDDP) metric that is based solely on the midnight census. This integrative review includes research that has been published between 1990 and 2013, and explores the concept of patient turnover. The findings indicate that patient turnover has a significant impact on nursing workload requirements and may adversely affect patient outcomes if not accounted for. Furthermore, this review underscores the concept that traditional methods for determining nursing full time equivalents (FTE’s) should incorporate a unit activity measurement.

110. Nancy Adler  
Sponsors: Ainat Koren and Susan Mullaney

Bullying as a Factor in Retaining New Graduate Nurses

New graduate nurses are often the targets of unnecessary bullying from coworkers. Bullying effects job satisfaction which leads to a decrease in retention. A literature review was conducted to determine exactly how bullying effects the retention rate of new graduate nurses with 3 years or less experience. Five studies were included in this review. Three themes emerged through the research: lack of training, stress, and difficult workplace conditions. Bullying is a problem that negatively affects new graduate nurses which leads to leaving the profession.

111. Cheryl Aglio-Girelli  
Sponsors: Ainat Koren and Susan Mullaney

From Hand-holding to Hookups: An Integrative Review of School Nurse Practices and Sexual Health Services

School nurses play pivotal roles in addressing adolescent sexual health yet the topic provokes broad controversy, creating challenges for health care providers and their practices. National nursing organizations encourage nurses to develop comprehensive school health programs with services that address sexuality and relationship issues, yet many nurses lack preparation and experience. This integrative review examined sexual health practices and services provided by nurses to adolescents in schools. The findings discussed are based on the examination of 11 international studies that explored the perceptions and experiences of nurses regarding adolescent sexual health. Findings revealed inconsistent sexual health knowledge and practices, and exposed nurses’ concerns regarding potential conflict with administrators, teachers, and parents. These findings suggest global implications for nurses’ educational and professional development requirements. Nurses occupy prime leadership positions from which to promote changes to policy and practice to ensure accessible and comprehensive sex education and sexual health services for adolescents in school settings. Keywords: adolescent health, school nurse, sexual health, sex education, school health.

112. Rosemarie Antonino  
Sponsors: Ainat Koren and Susan Mullaney

Factors that Impact Unintentional Opioid Over Sedation

*Purpose:* To present evidence related to the administration of opioids and their risks, along with the identification of key factors associated with unintentional oversedation. *Methods:* This integrative review is a summary of empirical and theoretical literature achieved by searching the following databases: CINAHL, ERIC, Medline and Science Digest. Terms involved were: opioid induced sedation, respiratory depression, and pain scales. These terms were searched in different combinations. The date range was 2008-2014. A total of ten articles were chosen for their appropriateness to the topic. *Findings:* Three major themes were identified in the analysis of these studies; (a) factors associated with the identification of a patient’s risk, (b) factors associated with the assessment and monitoring of the patient, and (c)
factors associated with the nurse’s response. The risk screening must be vigilant. Nurses must be able to identify the patient’s risk and apply appropriate monitoring to prevent unsatisfactory outcomes. The nurse’s response as a factor exposed many variables that impacted it, namely; knowledge deficit, perception of a situation, and personal factors. **Conclusion:** The research demonstrated that there needs to be some changes in clinical practice to keep the patients safe and avoid unintentional opioid oversedation. It points to no specific intervention, but the standardization of practice is the key. Additionally, there needed to be further research to understand all the variables related to a nurse’s response.

113. **Ciola Bennett**

Sponsors: Ainat Koren and Susan Mullaney

**Five Wishes**

“Speaking about dying to those who are near death is challenging for even the most talented and experienced nurse” (Gauthier, 2008, p. 291). This quote is a clear indicator of the communication challenges faced by nurses as well as physicians charged with caring for patients at end-of-life. This integrative review includes international research published between 2003 and 2013, and explores aspects that influence a nurse’s ability to communicate critical information to patients at the end-of-life which will impact their decision making process. Findings indicated that nurse’s are not comfortable carrying out these conversations even though they have more opportunity than other healthcare providers to initiate end-of-life discussions due to their frequent proximity to patients (Boyd, Merkh, Rutledge, & Randall, 2011; Hamric, & Blackhall, 2007). Improved communication with patients at end-of-life will prevent patients from undergoing unnecessarily aggressive treatments and pointless interventions (Wright et al., 2008; McLennon et al., 2013). Future endeavors to increase nurse involvement in end-of-life communication should include ongoing palliative care training, and nurse leadership encouragement and support.

114. **Bethany Borey**

Sponsors: Ainat Koren and Susan Mullaney

**Violence in the Emergency Department**

**Aim:** To critically appraise evidence that studies educational interventions that reduces violence against emergency department staff members. **Background:** Emergency department staff members experience workplace violence. The effects of this violence can be felt by not only the employee, but also the facility. **Design:** An integrative review. **Method:** Searches of CHINAHL, Ovid, and Science Direct between 2004 and 2013. The articles included in this review were appraised and then formed into a narrative summary. The following search terms were used: nurse, nursing, nurses; emergency department, ED, ER; education; violence, violent; behavior; actions; and prevent, prevention. **Findings:** Nine primary research studies were included. The studies were then classified as function of professional nursing, presenting behavior, immediate reaction, nursing process discipline, or improvement. Educational strategies varied in training program length and methods. Prevention tools varied in observable characteristics and study participants. **Conclusion:** Education has an effect on how nurses respond to workplace violence and there are multiple educational strategies to reduce violence against emergency department staff.

115. **Ann Carey**

Sponsors: Ainat Koren and Susan Mullaney

**The Impact of Bedside Nurse Pass-Off on Patient Satisfaction: An Integrative Review**

The Institute of Medicine and The Joint Commission have identified communication as a major factor in sentinel events in the acute care setting. The aim of this integrative review is to explore the impact of patient satisfaction with nursing pass-off at the bedside. Eleven articles were identified. This review includes research dating to 2004 in the acute care setting. CINAHL, OVID and PubMed were utilized as search engines. Two themes emerged from the literature. Teamwork and communication were noted throughout the literature. This review has indicated that patients appreciate nursing pass-off at the bedside. Patient satisfaction scores show an increase with the change of practice.
Physician-Nurse Communication Education Programs Can End The Game: An Integrative Review

Communication is the key to optimal patient care. Effective communication between registered nurses and physicians has been shown to reduce morbidity and mortality rates, cost of care and medical errors. Communication is also effective in improving job satisfaction and nursing retention. Educational programs need to be developed, promoted, and implemented with full organizational support. Physicians and nurses need to be part of the development process, creating programs to improve communication between nurses and physicians. This integrative review performed a global search for educational programs that would affect positive change in collaboration between physicians and nurses between the years 2006 and 2014. Programs that were developed and implemented during this period were explored for ability to promote enhanced collaboration between the two professions. Studies reveal that educational programs are being developed and some are being used on a regular basis however, there has been little research to validate the programs in existence. Physicians and nurses must be strong leaders encourage organizations to conduct research and education to promote collaboration to ensure quality patient care.

Handoffs in the Perioperative Environment

As mentioned by the Joint Commission 80% of medical errors are consequences resulting from miscommunication occurring during the handoff process. Contributing factors increasing the vulnerability of perioperative handoffs are that they encompass an interdisciplinary interaction, involve individuals representing various levels of training, and involve patients being transferred during a critical phase of care. This integrative review comprises research published between 2007 and 2014, and investigates specifically the factors that facilitate the perioperative handoff. Findings indicate that a standardized process that includes checklists, acronyms, technology, and face-to-face communication, has been associated with a reduction in the loss of patient information (Agarwal et al., 2012; Boat & Spaeth 2013; Frankel et al., 2012; Johnson et al., 2013; Kalkman 2010; Petrovic et al., 2012). Another important aspect of the handoff is teamwork skills and the contributing factor that this construct has on the handoff process (Symons et al., 2007).

The Effects of Pet Therapy on the Cardiovascular System: An Integrative Review

Aim The purpose of this paper is to present the findings of an integrative literature review related to Pet Therapy as an effective intervention for stress reduction and improvement of cardiovascular health. Background A patient’s emotional response to a hospitalization can affect a patient’s physiological and psychological well-being. The theory of pet therapy, as it relates to stress reduction and improved health, dates back to the 1800’s. Today’s healthcare industry has an obligation to utilize this effective resource for stress reduction and health promotion. Methods This integrative review is based on the findings of 11 research studies published between 1999-2014. These 11 studies focused on Pet Therapy as a complementary intervention for stress reduction and improved cardiovascular health. Key words: pet therapy, animal assistive therapy, stress, palliative care, cardiovascular, alternative medicine, and Kolcaba’s Theory of Comfort. Results The findings of this integrative review show that Pet Therapy is an effective intervention to promote relaxation, decrease the cardiovascular response during a stressful event, and therefore decrease the harmful effects of stress on the cardiovascular system.
HIT or Miss: Factors Effecting the Adoption of Health Information Technology

Aim: This review will provide an analysis of studies that investigate nurses' adoption of health information technology and the contributing determinants. Background: With over 2 million practicing registered nurses and the influx of health information technology into their practice, it is important to understand their perceptions of the technology to be implemented. These perceptions can then be utilized to have a more successful implementation experience. Method: An integrative review was conducted using the Unified Theory of Acceptance and Use of Technology as the theoretical framework. Results: 13 studies that matched the inclusion criteria were identified. The majority of the studies focused on external factors. Facilitating factors were studied in almost every case. Little emphasis was put on internal factors, which are the key determinants of behavioral intention when using the Unified Theory of Acceptance and Use of Technology as the theoretical framework. Conclusion: Determining the attitudes and expectations of the nursing staff far enough in advance of the technology implementation is one way of addressing a positive implementation experience.

Perspectives of Effective End of Life from Patients, Families, and Nurses

According to the American Cancer Society (2013), cancer is the second leading cause of death, being responsible for nearly one of every four deaths. In global terms, the Centers of Disease Control and Prevention (2014) estimate that 14 million people are diagnosed with cancer every year, and 8 million individuals will die from this epidemic. End-of-life (EOL) care has become an important aspect of care for individuals with advanced cancer. This integrative review examines the factors that determine effective end-of-life care from the perspectives of patients, family members, and nurses by identifying emerging major themes. A total of 11 articles were found based on the inclusion criteria of this study, using the databases CINAHL and EBSCOhost. The keywords that resulted in the most successful search were nursing, pain and palliative care, palliative care, end-of-life care, perspectives, patient, family, oncology, and quality-of-life. Findings provided insight about quality end-of-life from these three perspectives, indicating four major themes that consistently emerged as significant factors of EOL care: communication, power of presence, personal control, and comfort. Nursing can play a significant role in providing a beautiful dignified death for patients with advanced cancer and in facilitating the process of healing and acceptance for bereaved family. Future efforts to improve effective end-of-life care include education and mentor-led training for nurses, the involvement of a social worker and/or pain and palliative member, and continued emotional support for family members after a loved one's death.

Physical and psychological effects of bullying on retention

Workplace bullying is a real problem in the United States among new nurses. However, its impact can be far reaching. The American Nurses Association (ANA) reports that between 18 and 31% of nurses have experienced bullying behavior at work (2012). It is a serious, ongoing problem in the health care workplace, which can lead to demoralization of oneself and decreased job satisfaction. It can lead to both physical and psychological symptoms: feelings of isolation, anxiety, sadness, and depression. Bullying is costly for health care employers. It often results in increased turnover when nurses who are bullied choose to quit their jobs and more often, the profession all together. With a nursing shortage upon us, this is more costly than just the dollars to recruit, train, and retain staff. Findings indicate that it is imperative for leaders in the healthcare arena to recognize bullying and promote a zero-tolerance culture.
Impact of Workplace Incivility in Nursing

Workplace incivility among members of the nursing profession can have serious negative consequences for healthcare organizations, their employees, and the patients that they serve. Incivility is a separate phenomenon than bullying, which has been discussed and studied extensively within the nursing community (Felblinger, 2007). Organizational effects of workplace incivility can include reduced productivity and decreased staff retention. Both of which, can impact directly on patient care and affect the economic viability of a healthcare facility. Personal effects of workplace incivility can include physical and mental health problems, which can lead to burnout and poor patient care. (Hutton & Gates, 2008; Oore, Leblanc, Day, Leiter, Laschinger, Price, & Latimer, 2010). This integrative review of research published between 2008 and 2013 explores the various effects of workplace incivility on an organizational and personal level. Findings indicated that workplace incivility has the potential of have serious consequences for our health care system and the nurses who provide direct patient care. Future interventions to improve workplace incivility need to be undertaken by health care organizations as well as nurse leaders.

Exploring Best Practices for Nurses in Medication Reconciliation: Integrative Review

Medication errors are a leading cause of potential harm. Unfortunately, when patients are transferred between health care facility or discharge at home, accurate information of medication information does not usually happen. The purpose of this integrative review was to identify the best practices for nurses in medication reconciliation. This integrative review used seven articles to identify the role of nurses in medication reconciliation. Evaluation for best practices was conducted within the framework of Mary Nolar’s Transitional Care Model. The review could not demonstrate the best practices for medication reconciliation. However, collaboration of nurses with physicians and pharmacists play an important role in decreasing medication discrepancy. By giving enough time for nurses to perform medication reconciliation, medication discrepancy will be resolved. Keywords: medication reconciliation, medication safety, medication discrepancy, medication management.

Coping Mechanisms Following an Adverse Patient Event

Individuals who become healthcare providers are likely to be exposed to emotional turmoil during their careers. Adverse patient events can cause healthcare providers to experience a number of stressors. The way in which the healthcare organization responds to these events significantly contributes to how healthcare providers cope with stress. The Transactional Model of Stress and Coping by Lazarus and Cohen is used a theoretical framework. This review will study the differences in coping mechanisms; whether the mechanisms where guided by the use of a theoretical framework; the strength of evidence supporting the studies; and whether the coping mechanisms effectively reduced stress felt by the healthcare provider. The interventions that impact the provider’s response include: organizational support systems, changes in practice, and the implementation of policies to guide behavior following an event. A total of nine articles were found based on the inclusion criteria for this study. Two of the nine studies (22%) applied theoretical frameworks. Six of the nine studies (67%) suggest that organizations have support systems in place for providers following an adverse patient event; however, the support systems are underutilized or subpar. Three of the nine studies (33%) used a model of support developed to provide on-demand rapid intervention. The nine articles reviewed confirm that current modalities used to support healthcare providers following an adverse patient event lack a congruous approach. Studies examined reported high rates of internal stress responses such as: feelings of guilt, distress, anger, shame, fear, and distrust. Highlighting the importance of adequate organizational support following an
event which will enable the healthcare provider to deal with internal feelings and move forward in their everyday practice.

125. Amanda Petiti  
Sponsors: Ainat Koren and Susan Mullaney

Factors Associated with Magnetism and Affect on Nurse Retention: An Integrative Review

The purpose of this review is to examine and analyze recent literature regarding the relationship between the Forces of Magnetism and nurses' leaving intentions. The Forces of Magnetism were developed in the 1980s and represent factors common to hospitals with high levels of nurse retention. This review analyzed the relationship between eight of these factors measured by the Essentials of Magnetism (EOM) II tool (independent/interdependent clinical decision making, collaborative RN-MD relationships, perceived adequacy of staffing, working with clinically competent peers, supportive nurse manager relationships, control over the context of nursing practice, support for education, and working in a patient-centered culture) and nurse retention. Using an integrative review method, a review of current empirical literature was conducted utilizing CINAHL, ERIC, and Health Source: Nursing/Academic Edition computerized databases between 2009 and 2014. Original search yielded 258 articles of which ten were appropriate to be included based on the inclusion and exclusion criteria. The findings of this review were organized using the PERMA model and indicate that nurse satisfaction, good relationships with managers, good relationships with peers, perceived quality patient care, and perceived control over practice positively correlate with intentions to stay. More research is needed, specifically qualitative research, in order to determine how the different factors affect each other as well as leaving intentions.

126. Brittney Rissanen  
Sponsors: Ainat Koren and Susan Mullaney

Underreporting of Verbal and Physical Violence in the Nursing Profession

Nursing is the number one profession most likely to suffer from nonfatal injuries at the hands of patients and visitors. With only 20% of nurses actually filing an incident report after being assaulted, underreporting of violence has become an international concern. The aim of this integrative review is to identify barriers that lead to decreased incident reporting following verbal and physical violence in the nursing profession. Utilizing CINAHL, EBSCOhost, Credo, and Infotrac an exhaustive search was conducted using keywords violence, verbal abuse, nursing, incident reporting, workplace violence, aggressive behavior, and patient and visitor violence. Common barriers identified were a lack of universal definition, nurse's perception of intent to harm, viewing the incident as minor, and a general lack of support from administration. Future research is suggested in identifying and developing interventions to overcome barriers to underreporting. Implications for nursing apply to education, policies and procedures, practice, and future research.

127. Tammy Rozelle  
Sponsors: Ainat Koren and Susan Mullaney

Teaming Up on Diabetic Care in the School System

This paper is an integrative review of findings identified from ten peer-reviewed studies on the care concerns experienced by schools' professional staffs' charged with the caring of children with type 1 diabetes (T1D) in the school setting. This review was organized using Imogene King’s theoretical framework of goal attainment. Data searches focused on the communication and concerns of schools staffs' and school nurses in caring for children with T1D that met inclusion and exclusion criteria. Studies reviewed were analyzed separately while common themes were found. Communication is important to maintain the safety for children with T1D. Transactions among the schools nurses' and professional schools' staffs' in relation to multidisciplinary training on diabetes care. Stressors encountered by the schools' staffs' were their knowledge and understanding of diabetes, personal liability, and emergency management. School nurses' can improve diabetes education, communication, and make a school a safe place for children with T1D.
Nurse staffing, skills mix, and patient falls: An integrative review

A patient fall has been identified by The Joint Commission as one of the top five sentinel events occurring in hospital settings and The Center for Medicare and Medicaid Services considers a patient fall to be a hospital acquired injury (HAI). By the year 2020, it is estimated the annual cost for injuries related to inpatient falls will be $40 billion dollars. Hospitals are faced with the absorption of these healthcare costs and looking to find ways to prevent them from happening. The findings of this review show that having a higher RN staffing and skills mix and utilizing less unlicensed personnel contributes to better patient outcomes including patient fall rates. More research is needed. Patient acuity and hospital status of teaching vs. non-teaching and magnet vs. non-magnet should be included. Keywords: patient falls, nursing staffing, nursing skill mix, hospital acquired conditions

Harmonization at the bedside; Patients, Nurses, and Electronic Documentation: An integrative Review

Aim: This research paper investigates the facilitators and barriers of EHRs that affect the manner in which nurses accomplish point-of-care (POC) electronic documentation at the bedside and in the presence of patients. Background: Recent legislature and a commitment to patient-specific clinical information systems require that nurses adopt EHRs and POC electronic documentation. It is therefore important to understand nurse’s perceptions of EHRs and POC documentation and its effects on nurse-patient relationship in order to achieve a successful implementation. Review Methods: An integrative review was performed using the HOT-fit theoretical framework for data collection, analysis, and synthesis. Results: 12 studies matching the inclusion criteria were identified. Facilitators and barriers to nurse’s adoption of EHR at POC were discovered and are associated with the concepts of user satisfaction, system use, environment, perceived ease of use, and perceived usefulness. Conclusion: America is in the midst of a technological transformation and nurses can be found at the center of this reform. Understanding facilitators and barriers to this change and the effects on the relationship between patients and nurses will permit leaders to develop tools to improve awareness that will lead to a smooth adoption of EHRS at POC. The establishment of an environment that is user friendly is essential to the implementation of the system. Keywords: Barriers and facilitators of electronic health records, electronic documentation, electronic health record, harmonization at the bedside, HOT-fit framework, integrative review, point-of-care documentation.
2:30-3:30 p.m.

**Poster 21  Lyndsay Joyal, Rebekah Ayuso and Harry Metallides**
**Sponsor:  Dr. Vin Ferraro**

**No More Screaming At The Children: Family Problems and Delinquency**

When a child is exposed to or engaged in the cycle of abuse by a parental figure, the acts they witness or experience may become acceptable to them, potentially leading them to then continue this cycle as adults. This creates a problem in society when the outcome can result in violence, drugs, and crime in adulthood. This quantitative, cross sectional research draws upon data from Wave IV (2008) of the National Longitudinal Study of Adolescent Health in order to explain how family problems can lead to delinquency and crime later in adulthood. Research suggests having a parent who is a positive role model in a child's life has a direct effect on the child and the decisions that the child makes. Using Edwin Sutherland's Differential Association theory, this study explores the link between learned behaviors and whether individuals perpetrate crime, in order to explain how adolescents become involved in delinquency and whether their guardians play a pivotal role in it. Findings were significant when a respondent experienced abuse at home. Measures included were: drug use, status offenses, abuse victimization as a child, and abuse from a parent.

2:30-3:30 p.m.

**Poster 22  Kevin Lynch, Kristin D'Amico and Paige Wallace**
**Sponsor:  Dr. Marian Cohen**

**Our World in Black and White**

This study focuses on the positive and negative racial attitudes toward Blacks in the United States today. Racism still exists within our society, across multiple sectors, and affects individuals every day. Interested in learning from where these racial attitudes may stem, this research strives to discover more about the sociocultural factors driving society's varying views on Blacks. This research utilizes data from the PEW Race Study, conducted in 2007. Issues associated with racial attitudes can be seen through the lenses of several different theories: Conflict Theory, Melting Pot Theory, and Color Blindness. Certain factors, such as the age of respondents, respondents' view on immigrants' work effort, whether respondents have friends of another race, and respondents' political affiliations and views and experience with Affirmative Action programs were found to be good predictors in determining racial attitudes toward Black individuals. This information can be used a tool to reduce, modify or eliminate negative attitudes, as well as enhance positive ones. Given that Whites still represent the majority in the country, these findings shed light on the relevance of the aforementioned theories and help determine if we are still in an era of tension or are moving toward an era of harmony. Advances knowledge on this social issue will assist in the process of constructing a country of greater equality.
Incivility in the Online Learning Environment: An Integrative Review Abstract #130

Incivility in nursing academia is well documented. Studies have focused primarily on incivility in the traditional classroom setting. Limited studies about incivility in the online learning environment (OLE) have been published. The purpose of this integrative review is to explore what uncivil behaviors students and faculty in the OLE have observed. Following a search of the CINHAL and ERIC databases three studies were identified relevant to incivility in the OLE. The findings revealed that both students and faculty reported observations of uncivil behaviors in the OLE. Similar to the traditional classroom setting the implications of uncivil behavior in the OLE include student and faculty attrition. The growing interest in online learning makes incivility in this environment worthy of further study.

Benefits and Value of Bedside Handoff: An integrative Review Abstract #131

The omission of pertinent information in the reporting process between healthcare professionals has the potential to contribute to inappropriate and ineffective treatment to healthcare consumers. The analysis of research in adult acute care settings of nursing bedside handoff, have shown nurses experience an increase of satisfaction in seven areas. These areas include holding colleagues accountable for care, increased ability to process pertinent information by visual inspection, clarification of information in real time, report agreement, increased teamwork, decreased report time and increased mentorship. These benefits are in alignment with the Joint Commission's national safety goals on increasing communication between caregivers and patients, and further benefits are extended to healthcare organizations that wish to implement bedside handoff by highlighting the improvements of the reporting process between caregivers.

Identifying Barriers to Adherence: The Conduit to Safe Administration of Oral Chemotherapy Abstract #132

With the explosion of new oral chemotherapy agent’s over the past 5 years cancer care has shifted from the hospital to the ambulatory and home setting. Patients are now responsible for adherence to complex medication regimes while managing side effects of chemotherapy. While rates of adherence to oral chemotherapy can range from 5% to 67%, depending on the drug and complexity of the regime, understanding the significance of non-adherence is paramount to safety of the patient (Sarsiotou et al., 2011). While oral therapy improves quality of life by offering patients control, convenience, and flexibility, nonadherence can be costly in any number of ways, including disease progression and resistance to medication. Fully understanding the barriers to oral chemotherapy is essential to develop and implement strategies to improve adherence. This integrative review to explore the barriers to adherence of oral chemotherapy encompassed research published between 2004 to present day. The Cumulative Index in
Nursing and Allied Health Literature (CINAHL), Medline, PubMed, Ovid, Science Direct, and PsychINFO databases were searched using key terms: barrier, compliance, and oral chemotherapy. Findings indicated that misconceptions, complexity of regime, length of treatment, cost and attitudes about oral chemotherapy are cited as major barriers. The most frequent explanation for not taking oral chemotherapy is forgetfulness. Future efforts to improve adherence to oral chemotherapy should include active involvement of nursing to assess and determine potential barriers, develop education specific to the disease and needs of the patient, and provide ongoing support to both the patient and the family.

25. Linda Shubert: Sponsors: Dr. Shellie Simons and Dr. Susan Mullaney

Early Interventions that Improve Low Self-Efficacy and Decrease Nursing Student Attrition: An Integrative Review

Abstract # 133

There is a critical need for schools of nursing to take seriously the high rates of attrition. The purpose of this integrative review was to determine what early interventions improve low self-efficacy in undergraduate nursing students and how these interventions affect attrition rates. Bandura’s Self-Efficacy Theory and the four primary sources of information: mastery experiences, social modeling, social persuasion, and psychological responses (Bandura, 1977) were used as the theoretical framework. The findings from this research identified early interventions designed to improve low self-efficacy as well as how early identification in conjunction with tools that address and provide corrective measures can be implemented to increase low self-efficacy and reduce attrition. When diagnostic evaluation and corrective measures are utilized, the potential to improve outcomes and decrease attrition in nursing programs can exist.

5:00-5:45 p.m.

26. Stephani Manning: Sponsors: Dr. Shellie Simons and Dr. Susan Mullaney

The Use of Assistive Technology in the Education and Careers of Nursing Students with Dyslexia: An Integrative Review

Abstract # 134

The aim of this integrative review is to determine what research has been done regarding the use of assistive technology (programs, devices, university or workplace accommodations, etc.) for dyslexic nurses and nursing students. Nursing education and work is different than many career paths due to the time spent in the clinical area and not in the classroom, creating a wide variety of experiences and teaching moments for each student, and limiting the amount of assistance that can be provided by universities. CINAHL was used in the initial search for articles, followed by an ancestry search of related articles. This research showed that assistive technology can be useful in both nursing education and the workplace, and that many nurses with dyslexia have used such technology to compensate and cope with their disabilities throughout their lives. More research must be done on this group of learners, which is made difficult because of privacy laws, lack of disclosure, and misunderstanding from management and co-workers of the nature of dyslexia and what limitations it creates for each individual.