

Karen Elsea EdD, MSN, RN
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EDUCATION & CREDENTIALS

- **Doctorate of Education**, Ball State University, December, 2021
Major Concentration: Higher Education, Cognate: Nursing
Certificate in Teaching, December, 2021
- **Master of Science in Nursing Administration**, Indiana University,
Indianapolis, IN, 1994
- **Bachelor of Science in Nursing**, Ball State University,
Muncie, IN, 1988
- **Registered Nurse**, Indiana License # 28103884A

PROFESSIONAL EXPERIENCE

Undergraduate Program Director, University of Indianapolis, School of Nursing,
Indianapolis, IN, December, 2016 to present

- Assumes primary responsibilities for day-to-day functioning of the program.
- Maintains data necessary for accreditation reporting.
- Prepares marketing materials, web based recruitment activities and other recruitment activities in collaboration with faculty, the undergraduate key academic advisor and the marketing department as requested.
- Assists in developing, scheduling and participating in both on and off- campus student recruitment activities.
- Provides direction and oversight to the program course leaders.
- Works closely with the key undergraduate academic advisor to assure that admission, progression and retention policies are maintained.
- Plans the schedule of classes for undergraduate nursing courses and secures the appropriate faculty to teach the classes.
- Submits adjunct faculty contracts and clinical faculty contracts, as well as extra contracts for full-time faculty.
- Provides guidance for policy development, revision, implementation and dissemination regarding the program and student issues.
- Provides leadership for the development, implementation, evaluation, revision and expansion of the undergraduate curriculum.

- Serves as the liaison between clinical facilities and the SON for student experiences and assists faculty in securing appropriate clinical sites.

Assistant Professor, University of Indianapolis, Indianapolis, IN, August 2009 to current

- Participates in review and revision of the undergraduate curriculum;
- Develops and refines teaching strategies maintaining the integrity of curricular design and conceptual framework;
- Updates course materials;
- Serves as a resource to part-time clinical faculty;
- Gathers evaluative data related to texts, syllabus, course organization, teaching/learning methods, clinical and lab facilities;
- Serves as Faculty Advisor to an assigned group of students;
- Attends all SON faculty meetings, workshops, retreats, and Scholar's Day; and
- Participates in recruitment activities.

Home Health Care and Hospice Visit Nurse, Suburban Home Care, Greenfield, IN 2008 to 2018

- Reviews the patient's appropriate utilization of services; ensuring continued skilled need; monitoring of homebound status; review of documentation in the medical record; maintenance of interdisciplinary communication and discharge planning.
- Completes an initial assessment of patient and family to determine home care needs. Provides a complete physical assessment and history of current and previous illness(es). Admits to appropriate level of service/ care.
- Initiates the plan of care and makes necessary revisions as patient status and needs change.

Adjunct Clinical Instructor, University of Indianapolis, Indianapolis, IN 2006 – 2009

- ASN and BSN clinical courses in medical-surgical nursing and leadership
- Submitted evaluation of student clinical progress to course faculty;
- Collaborated with course leader/faculty and Program Directors as needed regarding student performance issues;
- Provided immediate, formative and summative evaluation as oral and written feedback of student's clinical performance in a timely fashion

Staff Nurse, Float pool, Hancock Regional Hospital, Greenfield, IN 2001-2004

- Orthopedics, medical-surgical, critical care, transitional care, and emergency room.

- Utilized critical thinking skills to the nursing process: assessed conditions, demonstrated effective decision making, implemented appropriate interventions, anticipated potential complications, and evaluated care outcomes
- Prioritized care for patients utilizing a written organization/time management method
- Educated patients and their families on disease processes, medical-surgical procedures

Staff Nurse, Orthopedic Medical-Surgical, Hancock Regional Hospital, Greenfield, IN
1998-2000

- Orthopedic and post-surgical medical-surgical unit
- Utilized critical thinking skills to the nursing process: assessed conditions, demonstrated effective decision making, implemented appropriate interventions, anticipated potential complications, and evaluated care outcomes
- Prioritized care for patients utilizing a written organization/time management method
- Educated patients and their families on disease processes, medical-surgical procedures

Staff Nurse, Renal Care Unit, Community Hospital East, Indianapolis, IN
1994-1998

- Utilized critical thinking skills to the nursing process: assessed conditions, demonstrated effective decision making, implemented appropriate interventions, anticipated potential complications, and evaluated care outcomes
- Prioritized care for patients utilizing a written organization/time management method
- Educated patients and their families on disease processes, medical-surgical procedures

Nurse Manager, Senior Care Unit, Community Hospital East, Indianapolis IN
1990-1994

- Coordinated staffing by recruiting, interviewing, and scheduling work assignments
- Evaluated employee performance and identified staff development and training needs
- Served as liaison between staff and other areas within the facility
- Assessed needs for personnel, supplies, equipment, and physical facilities for budget planning
- Monitored fiscal and quality outcomes of patient care

Evening Shift Supervisor, Community Hospital East, Indianapolis, IN
1989-1990

- Assess patient care requirements on each unit, by making rounds in the Medical-Surgical Department
- Developed and implemented staffing plan for shift based on patient acuity, patient census and available staff.
- Served as a resource to staff for solving clinical problems.
- Provided follow-up, documentation and communication of incidents to appropriate manager and director.
- Responded to emergency situations and assisted as necessary.

**Assistant Nurse Manager, Diabetes Care Unit, Community Hospital East, Indianapolis, IN
1988-1989**

- Planned, directed, and evaluated the overall nursing care during an assigned shift.
- Coordinated the activities of the unit and directed, organized, and assigned work to the nursing staff.
- Assessed, monitored, and educated the nursing staff on patient care.
- Assisted in emergency procedures as necessary.

**Staff Nurse, Diabetes Care Unit, Community Hospital East, Indianapolis, IN
1987-1988**

- Utilized critical thinking skills to the nursing process: assessed conditions, demonstrated effective decision making, implemented appropriate interventions, anticipated potential complications, and evaluated care outcomes
- Prioritized care for patients utilizing a written organization/time management method
- Educated patients and their families on disease processes, medical-surgical procedures

COURSE AND SIMULATION DEVELOPMENT

Traditional BSN Program

- NURB 450 Managing and Leading in Nursing- Revised and restructured all clinical activities and assignments. Course leader and instructor
2011-present
- NURB 460 Capstone in Nursing- Revised and restructured all clinical activities and assignments. Course leader and clinical placement coordinator
2011-present
- NURB 431 Health Promotion across the Lifespan III, Instruction for orthopedic, chronic neurological, and spinal injury didactic.
2010 - present
- NURB 331 Health Promotion across the Lifespan I, Instruction for endocrine and chronic renal content.
2009-2011
- NURB 232 Health Assessment Individual/Family II, Visiting instructor for lab interpretation, skin integrity and wound care.
2009-2010

Primary Nursing Care Minor

- NURE/NUNE 300: Roles and Standards in Clinical and Professional Practice in Ambulatory Care Settings, Course Development 2018-19
- NURE/NUNE 310: Information Technology and Communication in Ambulatory Care Settings, Course Development 2018-19
- NURE/NUNE 320: Coordination of Care in Ambulatory Settings, Course Development 2018-19

- NURE 340: Fundamentals of Perioperative Practice for Nursing Students, Course Development 2018-19

Accelerated BSN Program

- NURB 431 Instruction for musculoskeletal, orthopedic, neurological, and spinal injury. 2013 to present
- NURB 455 Managing and Leading in Nursing- Developed and instructed the online course in nursing leadership 2013 to present
- NURB 465: Capstone in Nursing-Revised and instructed 2020-present

RNBSN Program

- NURN 340 Pathophysiology in Nursing- Instructed the hybrid course 2008-2010
- NURN 421 Community Health in Nursing- Instructed the hybrid course 2010-2015
- NURN 422 Managing and Leading in Nursing-Developed and instructed the leadership course 2014-2017
- NURN 480 Capstone in Nursing- Developed and instructed the leadership course 2014-2017

Clinical Simulation Development

- Compartment Syndrome, NURB 431, 2011 to present
- Blood Transfusion, NURB 431, 2014 to present
- Stroke Care, NURB 431, 2014-present
- Mock Code, NURB 460, 2013-present
- Multiple Patient Simulation: Delegation with Team Care of Delivery Mode, Patient scenarios including Delirium, Post Hysterectomy, Diabetes Care, NURB 450, 2012-present
- Multiple Patient Simulation: Delegation with Team Care of Delivery Mode, Patient scenarios including Hemi-colectomy, End of Life, and Oncology Support Care
- Multiple Patient Simulation: Charge Scenario with team dynamics, patient scenarios including Congestive Heart Failure, Chest Pain, and Atrial Fibrillation. NURB 450, 2014-present

UNIVERSITY SERVICE

- Assessment & Evaluation Committee, 2017-present
- University Senate, 2016 – 2019; 2022-present

- University Learning Resource Committee, Chair, 2022-present
- Accelerated Distance Program Development and Implementation Task Force, Lead Facilitator, 2022-present
- Nurse Academy Partnership Task Force, Co-Lead,
- Primary Care in Nursing Task Force, HRSA Grant, 2018-present
- BSN Curriculum Revision Task Force, Lead Facilitator, 2016-present
- University Admission Committee, 2017-2019
- Progressions Committee, Member 2009-2014, Chair 2015-2016
- NCLEX Task Force, Committee Chair, 2015-present
- BSN Council 2009-present
- BSN Curriculum 2009-present
- RN/BSN Committee 2009-2017
- SON Committee 2009-present
- University Curriculum Committee 2010 – 2014, 2020-21
- Simulation Interest Group 2010- 2016
- Student Mentor/Mentee Committee Chair 2010 to 2018
- University Athletic Committee 2018-2021
- CINE Task Force Chair 2011-present
- Task Force Development for Peer Tutors 2011-2012
- UIndy Wellness Health Initiative, 2014
- Graduate Student Mentor, 2014-present
- Teacher of the Year Committee, 2014-15

COMMUNITY SERVICE

- Back to Back Ministries Mission Trip, Maztelon, Mexico, March 2017 & May 2018, Faculty Leader
- University of Indianapolis, Delight Ministries, Faculty Sponsor 2016-present
- Hancock County Vice-Precinct Committeeman, 2014-2019
- Dragon Cheer Booster Club, Secretary, 2014-2016
- New Palestine Community Garage Sale Benefit, Committee Chair, proceeds for Southern Hancock Doe Creek Middle School, 2006-2008
- Women's Retreat Committee, 1995-2001

CONFERENCE AND SEMINAR ATTENDANCE

- ILN 2023 Event: Next Generation NCLEX: Countdown to Launch, Indiana League for Nursing, Webinar Presentation, 2023
- Getting Started with EAQ for the NCLEX, Elsevier Webinar, 2022
- Indiana Nursing Summit, Nov., 2019, 2020, 2021, 2022

- AAACN Annual Conference, May 2019, 2020, 2021
- NCLEX Next Generation Workshop, NCSBN hosted by Indiana League for Nursing, Oct. 2019
- Faculty Fellow Presentation: Qualitative Data Analysis: Beyond Open Coding, Nov., 2019
- Indiana Nursing Summit, November, 2018
- University of Indianapolis Leadership Development Training, May 2018
- American Association of Colleges of Nursing Fall conference Oct. 2017
- Nurse Educator Certification Course, August 2017
- Sigma Theta Tau, Induction System Update and Eligibility Criteria, August 2016
- Test Construction, Reliability, and Validity, University of Indianapolis, 2015
- Sigma Theta Tau, Marian University, Advanced Practice Nurse Panel, Fall 2016
- BSU Doctoral Retreat, August, 2016
- Quality Matters Training, 2015-16
- "There's an App for That", 2015
- University SON Faculty Technology Support Training, 2014
- Title IX Training 2014 - present
- Test Writing Questions, May 2014
- Faculty Simulation Institute, Indiana University, August 2013
- Affordable Care Act Update, 2013
- "What Would Florence Think of us Now", Sigma Theta Tau, Lambda Epsilon, Fall Dinner, 2013
- Community Emergency Response Training, 2012
- Creative Teaching Methods workshop, 2/20/12
- Attended program entitled "Tying Up Loose Ends: End of Life" (1.4 CNE contact hours)
- Webinar PESI Electronic Devices for Clinical Practice, 2/7/12
- Uindy Designing Courses workshop, 5/16/12
- Kaplan NCLEX preparation webinar 1/12
- H1N1 Update, 2009

PRESENTATIONS AND SCHOLARSHIP

- Bell, T., Blazek, J., Elsea, K., & Morris, T. (2022). Increasing exposure to primary care nursing through curriculum revision and an innovative nursing minor. *Nurse Educator*, 1-5.
- Increasing BSN Student Exposure to Primary Care Nursing*. (2022). Indiana Nursing Summit, Virtual Podium Presentation.
- Bell, T., Blazek, J., & Elsea, K. (2022). *Improving Patient and Student Outcomes through Academic-Practice Partnerships*. American Academy of Ambulatory Nursing Annual Conference, Pre-conference Workshop Presentation.
- Not a Quitter*. (2022-23). University of Indianapolis, Chapel Guest Speaker.
- Biblical Stress Management for Health Care Professionals*. (2022). Presentation Nursing Freshman Welcome Session, *Win the Day in Nursing*, Presentation (2022)
- Understanding the Transition Experience Understanding the Transition Experience of Newly*

Graduated Nurses Using Constructivist Grounded Theory. University of Indianapolis, Scholar's Day Showcase, Oral Presentation. (2022).

Elsea, K. J. (2021). *Understanding the Transition Experience of Newly Graduated Nurses Using Constructivist Grounded Theory*. Ball State University. <https://dmr.bsu.edu/digital/search>

Transition to Practice/Workforce Development (2021). Central Indiana Organization of Nurse Leaders, Panel Guest.

Using Education to Create a Pipeline for BSN students into Primary Care Practice. (2021). Multidisciplinary Scholarly Activity Symposium, Community Health Network, Poster Presentation.

Using Education to Enhance BSN Students' Confidence in Primary Care Practice. (2021). UIndy 2nd Annual Scholars Showcase, Podium Presentation

Using Education to Enhance BSN Students' Confidence in Primary Care Nursing Practice. (2021). American Association of Ambulatory Care Nursing, Annual Conference, Podium Presentation.

Understanding Using Education to Create a Pipeline for BSN Students into Primary Care Practice. (2020). American Association of Ambulatory Care Nursing, Annual Conference, Poster Presentation.

Using Education to Enhance BSN Students' Confidence in Primary Care. (2020). Indiana Center for Nursing, Nursing Summit, 2020. Poster Presentation

Midwestern Educational Regional Association Conference, Best Practices Forum Presentation: Nursing Clinical Simulation with Multi-Patient Scenarios, Oct. 16, 2019

Indiana Center for Nursing Summit, Nov. 4, 2019: Poster: Leveraging an Academic-Private Partnership to Combat the Current & Predicted Perioperative Nursing Shortage

The Nursing Profession. Starfish Health Career Camp. Annual Presentation. 2017-22

Finding Your Way. Guest Speaker, Delight Ministries, April, 2016

Med-Surg Success: Q&A Review Applying Critical Thinking to Test Taking, Book Review, 8/7/2015

Overview of Sigma Theta Tau International Chapter Start Up, Presentation provided to Philippians visiting professors, University of Indianapolis, Fall, 2015

Resume Preparation and Interview Techniques, University of Indianapolis, Student Nurse Association, 2015

Triage in Disaster Medical Operations Part I, Hancock County Community Emergency Response Training, Guest Lecturer, 2014-2016

Triage in Disaster Medical Operations Part II. Hancock County Community Emergency Response Training, Guest Lecturer, 2014-2016

Google Guide, Faculty Technology Update, 2014

Teaching Squares, University of Indianapolis 2012-13

Role of the Nurse, guest speaker, Freshman Seminar University of Indianapolis, 2010

Managing Life, Guest Speaker, Heather Hills, 2004

Comfort in the Face of Disappointment, Guest Speaker, Heather Hills Women's Retreat, 2003

The Power of Influence, Guest Speaker, Heather Hills Women's Retreat, 2003

PROFESSIONAL AFFILIATIONS

American Organization of Nurse Leaders-2021-present

Indiana Organization of Nurse Leaders-2021-present
American Academy of Ambulatory Nursing, 2018 to 2020
Sigma Theta Tau, Lambda Epsilon, Member 1984 - present, Eligibility Advisor 2014 - 2018
National League for Nursing, 2010 – present
Indiana League for Nursing, 2010 to present
American Nurse Association, 2014- present

AWARDS

IONL Doctoral Scholarship Recipient, October, 2021
AACN Innovations in Professional Nursing Award for Private University, 2021
Connecting Expertise with Action Award, University of Indianapolis, 2018-19
Teacher of the Year Nominee, University of Indianapolis, 2013-14
“I Make a Difference Award”, Community Hospital, 1990