

PROMOTION RECOMMENDATION
The University of Michigan – Flint
School of Nursing

Megan M. Keiser, associate professor of nursing, with tenure, School of Nursing, is recommended for promotion to professor of nursing, with tenure, School of Nursing.

Academic Degrees:

D.N.P.	2012	Wayne State University, Nursing, Detroit, Michigan
M.S.N.	1990	University of Michigan, Medical-Surgical Nursing, Ann Arbor, Michigan
B.S.N.	1986	University of Michigan, Nursing, Ann Arbor, Michigan

Professional Record:

2019-present	Associate Professor of Nursing (with tenure), School of Nursing, University of Michigan-Flint, Flint, Michigan
2017-present	Director of Undergraduate Nursing Affairs, School of Nursing, University of Michigan-Flint, Flint, Michigan
2013-2019	Assistant Professor of Nursing, School of Nursing, University of Michigan-Flint, Flint, Michigan
2001-present	Neurosurgery Nurse Practitioner, William Beaumont Hospital, Royal Oak, Michigan

Summary of Evaluation:

Teaching: Professor Keiser's formal academic preparation, specialty certifications, and extensive clinical practice experience, especially her expertise in neurosurgery, make her an exceptionally well-prepared didactic and clinical teacher. Professor Keiser's teaching role at the University of Michigan – Flint, School of Nursing (SON) has encompassed both the graduate and undergraduate programs, and she has been active in course and program development. Since her promotion to associate professor, she has developed a Graduate Certificate in Healthcare Simulation (HCS) which was subsequently approved and welcomed its first cohort in fall 2020. Also, in 2019, she collaborated with the School of Management to assist in the development of a Certificate in Healthcare Supply Chain Management. Additionally, in July 2021, she, along with Dr. Carman Turkelson, was awarded a federal grant from the Health Resources and Services Administration (HRSA) entitled "Improving Care for Victims of Sexual Assault in Rural and Underserved Areas through the Training of Sexual Assault Nurse Examiners." This grant led to the development of a new certificate program. Due to the demands of her current administrative role, Professor Keiser's teaching load since 2017 has been reduced, and includes serving as lead clinical faculty, supporting clinical faculty for several courses such as pediatrics, maternal-child health, and community health as well as in the simulation center facilitating simulation-based learning experiences (SBLEs) for nursing students and students from other health profession programs. Professor Keiser additionally works with Doctor of Nursing Practice (DNP) students as a mentor and chair of their research projects in NUR 910, 911, 912, and 913.

As a strong advocate for lifelong learning, Professor Keiser believes that to educate future health professionals at the undergraduate and graduate levels, she must continually update herself on current evidence, practice, and research related to the management of diagnoses as well as trends in using simulation as a teaching/learning strategy for educating students. Professor Keiser aims to foster critical thinking that reflects the clinical reality students will likely encounter by infusing real-life experiences into her teaching and simulation scenarios. Professor Keiser also believes in injecting humor as an educational tool and stress reduction strategy.

Since her promotion in 2019, Professor Keiser has primarily served to support and mentor faculty; provide course leadership; and serve as guest lecturer in her area of expertise, neuroscience. She oversees the clinical placement of over 300 undergraduate students each semester. Given her role as described, she submitted only two course evaluations that are available since her last promotion review in 2019, (NUR 435 in fall 2019 (N=3) and winter 2020 (N=2) with student ratings of 5.0 for both the course and instructor. Additionally, a course evaluation was available for a DNP research project (NUR 912, fall 2021) with one student rating 5.0 for both the course and instructor as well.

Research: Professor Keiser has focused her scholarship on simulation with nursing and interprofessional students (undergraduate and graduate); innovative assignments in graduate and clinician education; and neuroscience reviews and practice since becoming a member of the University of Michigan – Flint faculty in 2013. Professor Keiser has twenty-one peer-reviewed publications since joining faculty, including twelve since her promotion in 2019. Professor Keiser was first author on three manuscripts, second author on seven, third author on one, and fourth author on one. She has three manuscripts under review as first author, on the effects of distracted driving, on improving palliative care consults in critically ill patients who have suffered a stroke, and on frailty screening in geriatric trauma patients. Professor Keiser has one manuscript in press as fifth author on the implementation of an evidence-based pre-notification process for patients with stroke to improve neurological outcomes. In the ten articles where Professor Keiser was first or second author, four were clinical simulations, four were descriptions of simulations or innovative graduate student assignments, and two were Quality Improvement projects. Of the four manuscripts on clinical simulations, one was an evaluation of Interprofessional education with undergraduate and graduate nursing students and graduate physical therapy students; another an evaluation of clinical performance in acute care Nurse Practitioner students; and another on an evaluation of graduate nursing and physical therapy student knowledge and confidence in interprofessional communication after a simulation-based learning activity. Professor Keiser is first author on an American Association of Critical-Care Nurses (AACN) review for stroke diagnostics, which was an invited publication. She is second author on an AACN curriculum on nervous system tumor and peripheral nerve injuries.

Recent and Significant Publications:

Keiser, M., Turkelson, C., Smith, L., & Yorke, A. (2022). Using interprofessional simulation with telehealth to enhance teamwork and communication in a home-based evaluation. *Home Healthcare Now*. In press.

Buterakos, R., & Keiser, M. (2021). Responding to COVID-19: Developing a virtual “On-Campus” experience for AG-ACNP students. *Journal of Nursing Education*, 60(10), 586-589.

- Buterakos, R., & Keiser, M. (2021). Implementing a delirium admission protocol in the emergency department. *International Journal of Gerontology*, 15(2), 150-153.
- Buterakos, R., & Keiser, M. (2021). Scaffolding role development and clinical reasoning for online AGACNP students. *The Journal for Nurse Practitioners*, 17(5), 615-618.
- Smith, L., Keiser, M., Yorke, A., & Turkelson, C. (2020). Use of a structured approach to develop best practices in interprofessional education. *Journal of Nursing Education*, 60(6), 309-316.
- Smith, L., Sachs, B., Berg, K., Keiser, M., Smith, L., Turkelson, C., & Yorke, A. (2020). Qualitative analysis of student physical therapist reflective writing: Does an interprofessional discharge planning simulation increase their understanding of the role they play in discharge planning? *Internet Journal of Allied Health Sciences and Practice*.
- Turkelson, C., Yorke, A., Keiser, M., Smith, L., & Gilbert, G. (2020). Promoting interprofessional communication with virtual simulation and deliberate practice. *Clinical Simulation in Nursing*, 16(7), 1-10.
- Buterakos, R., Keiser, M., Littler, S., & Turkelson, C. (2020). Report and prevent: A quality improvement project to protect nurses from violence in the emergency department. *Journal of Emergency Nursing*, 46(3), 338-344.
- Turkelson, C., Keiser, M., Sculli, G., & Capoccia, D. (2020). Checklist design & implementation: Critical considerations to improve patient safety for low-frequency high-risk patient events. *BMJ Simulation & Technology Enhanced Learning*, 6(3).
- Keiser, M., & Murray-Wright, M. (2020). Autopsy observation as experiential learning for nurse practitioner students in an online advanced pathophysiology course. *Nurse Educator*, 45(2), 111-113.
- Keiser, M., & Turkelson, C. (2019). Using simulation to evaluate clinical performance and reasoning in Adult-Geriatric Acute Care Nurse Practitioner students. *Journal of Nursing Education*, 58(10), 599-603.
- Cooper, D., Keiser, M., Berg, K., & Sherman, E. (2019). Improving interprofessional communication confidence among physical therapy and nurse practitioner students. *Journal of Physical Therapy Education*, 33(3), 177-184.
- Jones, S., Spangler, P., Keiser, M., & Turkelson, C. (2019). Impact of nursing education on phlebotomy blood loss and hospital acquired anemia: A quality improvement project. *Dimensions of Critical Care Nursing*, 38(1), 13-19.

Service: Since her promotion in 2019, Professor Keiser has contributed extensive service to the School of Nursing (SON), University, Community and Profession. Professor Keiser has served on many committees since her promotion in 2019 including several faculty and staff search committees, the Community Engagement Committee, the Health Affairs and Simulation Center Committee, the Honors Student Advisory/Coordinator Committee, the SON Faculty Committee, the Undergraduate Admissions committee, and the Undergraduate Faculty Committee.

At the university level, she has recently served on the search committee for the dean of the SON, the Campus Engagement Committee, the Recruitment and Retention, and Graduation task force, and the COVID -19 Return to Campus Committee. Professor Keiser has provided extensive service to the nursing profession. She has served in numerous elected leadership positions for the American Association of Neuroscience Nurses (AANN) and currently serves on the manuscript review committee for the *Journal of Neuroscience Nursing* (the AANN journal). She

continues to practice as a Neurosurgery Nurse Practitioner at Beaumont Health, Royal Oak Hospital, where she provides service to the nursing staff in the areas of mentoring, precepting, and continuing education for nurses to prepare for the Certified Neuroscience Registered Nurse and the Stroke Certified Registered Nurse examinations. Recently she has become active in the International Nursing Society for Clinical Simulation and Learning where she has served as a manuscript reviewer for the journal, Clinical Simulation in Nursing, and she has also been active in the Society for Simulation in Healthcare as an abstract reviewer for annual meetings. Professor Keiser has explained her involvement in these organizations has allowed her to link her teaching, service, and scholarship around simulation as a teaching/learning strategy.

Professor Keiser has been active in community service and worked with the Genesee Health Department to co-create Covid vaccination clinics in winter 2021. Many of her current grant funded research projects directly provide service to the local community. The increased number of Sexual Assault Nurse Examiners will improve care to community members who have been victims of sexual assault, the Move More program will improve care to community members who have survived strokes, and the DEI grant and the MDHSS grant will improve the ability of students in the health professions and community agency volunteers to provide culturally sensitive care to those they serve.

External Reviewers:

Reviewer A: “Dr. Keiser’s ongoing, focused, prolific, intentional scholarly investigations and dissemination is exceptional and quite impressive in relation to other nursing faculty and scholars. Her service contributions are diverse and abundant...”

Reviewer B: “Dr. Keiser’s work in simulation pedagogy with a focus on DEI is exemplary and much needed as we continue to explore best practices in this space for nursing education.”

Reviewer C: “Dr. Keiser’s dossier demonstrates the successful integration of teaching and scholarly work through which she has made a positive impact on the profession of nursing, nursing care, nursing education and interprofessional education. She is an excellent example of the integration of teaching and scholarship.”

Reviewer D: “Dr. Keiser has published more papers, presented at more conferences, and obtained more grants than most other RN’s with her years of experience. She appears above average among her peer group in relation to contributions to the discipline of nursing and nursing knowledge.”

Reviewer E: “If I could select one word to describe breadth and depth, quality, quantity, and impact of Dr. Keiser’s works, I would say Exemplary!”

Summary of Recommendation:

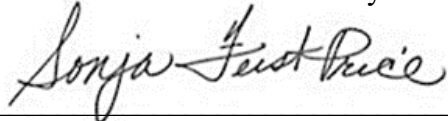
Professor Keiser is a gifted teacher, committed researcher, expert clinician, and a national leader and scholar in neuroscience nursing who has generously shared her research expertise in education and curriculum. She helps students to think critically, use clinical reasoning, and apply scientific concepts, theories, and research to plan, implement, and evaluate patient care. On recommendation of the Promotion and Tenure Review Committee and Executive Committee, I highly recommend Megan M. Keiser for promotion to professor, with tenure, School of Nursing.

Recommended by:



Cynthia McCurren, Dean and Professor
School of Nursing

Recommendation endorsed by:



Sonja Feist-Price, Provost and Vice
Chancellor for Academic Affairs



Debasish Dutta, Chancellor
University of Michigan – Flint

May 2023