

PROMOTION RECOMMENDATION
The University of Michigan-Flint
School of Nursing

Carman L. Turkelson, 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.	2013	University of Michigan, Nursing, Ann Arbor, MI
M.S.N.	2008	Michigan State University, Nursing Education, East Lansing, MI
B.S.N.	1993	Michigan State University, Nursing, East Lansing, MI

Professional Record:

2019-present	Associate Professor of Nursing (with tenure) and Associate Director of School of Nursing Simulation Center, School of Nursing, University of Michigan-Flint, Flint, MI
2014-2019	Assistant Professor of Nursing, School of Nursing, University of Michigan-Flint, Flint, MI

Summary of Evaluation:

Teaching: Professor Turkelson's teaching philosophy is congruent with the commitment to excellence in teaching and scholarship, student-centeredness, and engagement with community partners at UM-Flint. Professor Turkelson's teaching role at the School of Nursing (SON) has been focused on the undergraduate program. Since 2014, she has taught NSC 207 Pathophysiology and NUR 250 Medical Surgical Nursing I in the face-to-face format or online as required during the 2020-2021 pandemic modification of course delivery. Her goal for both courses is to engage students in relevant, meaningful learning experiences that will facilitate the development of knowledge and clinical reasoning. Since 2015, Professor Turkelson has served as the director of the SON Center for Simulation and Clinical Innovation (CSCI). NUR 250 Med-Surg I: Overall mean scores for this course range from 4.6 to 4.9. Students indicate that they enjoy the interactive learning strategies, including simulation-based experiences, utilized in this course. Students view Professor Turkelson as caring and acknowledge that she is willing to resolve confusion and concerns in a collaborative way. NSC 207 Pathophysiology: Overall mean scores for this course were 4.5 to 4.9. Students complimented her in depth teaching style and real-world examples.

Professor Turkelson is a strong advocate for the use of simulation as a teaching-learning strategy. Since 2015, she has participated in a collaborative interprofessional team of colleagues that have created more than 40 simulation enhanced interprofessional education (Sim-IPE) opportunities for more than 2000 healthcare students across the university. Throughout the pandemic, Professor Turkelson was flexible in her teaching strategies to adjust course materials to online and hybrid formats. She is clearly committed to excellence in course delivery, and to creative strategies to improve teaching-learning. Professor Turkelson is an expert teacher who uses evidence-based teaching practices consistent with the standards set by the UM-Flint School of Nursing.

Research: Professor Turkelson's scholarly inquiry has focused on the utilization of simulation as a teaching/learning resource to promote learning and enhance clinical reasoning. Her program of research examines simulation-based education (SBE) that supports learning broadly, and specifically

patient safety, interprofessional education (IPE), diversity equity and inclusion (DEI), and a focused area of clinical expertise (Sexual Assault Nurse Examiner).

Traditional measures of scholarship include a review of peer-reviewed publications. Professor Turkelson's career-long publications includes 26 peer-reviewed articles including, with 17 since her last promotion in 2019, one of which is currently in press. Of the publications since her last promotion, she was first author on four and second author on four. Five of the publications were produced in collaboration with mentees, including junior faculty, DNP students, and nurses in the acute care setting. Importantly, her publication record also reveals her interdisciplinary collaboration for scholarly dissemination with faculty from other health disciplines. Additionally, she has published one invited peer-reviewed book chapter.

Professor Turkelson has a career total of 27 peer-reviewed podium presentations, eleven invited presentations, five invited webinars, and 38 peer-reviewed poster presentations, including 10 national/state peer-reviewed presentations and three invited webinars since her promotion in 2019. Seven presentations and four posters have resulted from her mentoring of junior faculty and simulation center staff. Consistent with her publications, her presentations are centered on her scholarship foci simulation-based educational research. Her expertise in SBE is well known, with national and international impact. She serves as a mentor for the International Nursing Association of Clinical and Simulation Learning (INACSL) Research Fellowship.

Since 2019, Professor Turkelson has been the recipient of research grant funding from both internal and external sources totaling \$1,512,232. A significant portion of her grant funding has resulted from collaboration with an interprofessional research team. This work has led to the development, implementation, and evaluation of multiple Sim-IPE offerings for learners across the university. She is the PI for the Improving Care for Victims of Sexual Assault in Rural and Medically Underserved Areas in Michigan Through the Training of Sexual Assault Nurse Examiner (SANE) grant awarded \$1,314,701 in 2021 and is a pioneer in the exploration of the use of SBE in SANE education.

Professor Turkelson has continued to be highly motivated since her promotion to associate professor in 2019 to advance her knowledge and abilities in her area of scholarly inquiry. She has participated in the National League for Nursing Leadership Development Program for Simulation Educators, the International Nursing Association for Clinical Simulation & Learning (INACSL) and CAE Simulation Fellowship, the INACSL Research Fellowship, and is a University of Michigan Interprofessional Leadership Fellow.

Recent and Significant Publications:

Fetters, L., Wilson, K., Johns, E., Streetman, R., & Turkelson, C. (2022). Research Brief: Building team leader competency in senior nursing students. *Nursing Education Perspectives*.

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*, 40(3):139-145. doi:10.1097/NHH.0000000000001061

Turkelson, C., Campbell, D., Reilly, C., & Novak, J. (2022). Maximizing mobilization of resources for unplanned certified registered nurse anesthetist staffing deficiencies in a large mid-west multihospital trauma center. *American Association of Nurse Anesthetists*, 90(2):105-113.

Smith, L. M., Turkelson, C., & Hollenbeck, J. (2022). Exploring cognitive bias in healthcare using a simulation enhanced interprofessional educational (Sim-IPE) activity. *Radiation Therapist Journal*, 31(1).

- Trojanowski, S., Vos, C. M., Smith, L. M., Sahli, M. W., Yorke, A., & Turkelson, C. (2022). An interprofessional community-based program for diabetes education and exercise selfmanagement. *Journal of Interprofessional Education & Practice*, 100508.
- Wilson, K., Turkelson, C., Logan, T., & Rhodes, N. (2022). Racism and professional competence: Nursing students in interracial evaluations. *Journal of Nursing Education*, 61(1), 41-45.
- Solecki, C., Turkelson, C., & Harris, M. (2021). Experiential learning through a dementia simulation. *Journal of Gerontological Nursing*, 47(11), 39-47.
- Turkelson, C., Cooper, D., Creech, C., Schellenberg, K., & Behnke, L. (2021). Using simulation to enhance nurse practitioner students' cultural sensitivity, communication, and empathy with vulnerable populations. *Clinical Simulation in Nursing*, 56, 108-116.
- Nimmo, C., Behnke, L., Creech, C., Schellenberg, K., Turkelson, C., & Cooper, D. (2021). Using simulation to educate rural NP students about cultural congruence. *The Journal for Nurse Practitioners*, 17(4), 476-480.
- Smith, L., Keiser, M., Yorke, A., & Turkelson, C. (2021). Use of a structured approach to develop best practices in interprofessional education. *Journal of Nursing Education*, 60(6), 309-316.
- Breitkreuz, K. R., Kardong-Edgren, S., Gilbert, G. E., DeBlicek, C., Maske, M., Hallock, C., Lanara, S., Parrish, K., Rossler, K., Turkelson, C., & Ellertson, A. (2020). Nursing faculty perceptions of a virtual reality catheter insertion game: A multisite international study. *Clinical Simulation in Nursing*, 53, 49-58. doi: <https://doi.org/10.1016/j.ecns.2021.10.003>
- Campbell, D., Lugger, S., Sigler, G. S., & Turkelson, C. (2021). Increasing awareness, sensitivity, and empathy for Alzheimer's dementia patients using simulation. *Nurse Education Today*, 98, 104764.
- Smith, L. M., 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? *The Internet Journal of Allied Health Sciences and Practice*, 18(4).
- Breitkreuz, K. R., Kardong-Edgren, S., Gilbert, G. E., DeBlicek, C., Maske, M., Hallock, C., Lanara, S., Parrish, K., Rossler, K., Turkelson, C., & Ellertson, A. (2020). A multi-site study examining the usability of a virtual reality game designed to improve retention of sterile catheterization skills in nursing students. *Simulation & Gaming*, 1046878120954891.
- Turkelson, C., Yorke, A., Keiser, M., Smith, L. M., & Gilbert, G. (2020). Promoting interprofessional communication with virtual simulation and deliberate practice. *Clinical Simulation in Nursing*, 46, 30-39.
- 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 and implementation: Critical considerations to improve patient safety for low-frequency, high-risk patient events. *BMJ Simulation & Technology Enhanced Learning*, 6(3), 148.
- Keiser, M., & Turkelson, C. (2019). Using simulation to evaluate clinical performance and reasoning in Ag-ACNP students. *Journal of Nursing Education*, 58(10), 599-603. doi: 10.3928/01484834-20190923-08
- 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 Turkelson has contributed extensive service to the school, university, community and profession. She has served as a member of the Executive Committee in 2019 to present. She was an invited member to the Leadership Committee from 2020

to present. In addition, Professor Turkelson has been actively engaged in a number of committees to include: Faculty and staff Search committee, Academic Standards Committee, SON Advisory Board, Nominating Committee, and SON and Undergraduate faculty Committees. She participated as the chair or member in six major LEO Review Committees. In addition, she is an extraordinary ambassador for the SON, providing guided tours of the CSCI to potential donors, community members, future students, and practice collaborators.

Professor Turkelson served as the chair of for the Nominating Committee in 2019 and as a member through 2021; she was a member of the Research and Creative Activities Committees in 2019-2020; she continues to serve as a member of the Center for Interprofessional Education Executive Committee (2018-present), attends university commencement, and participates in Admitted Student Day. In addition, she is a member of the UM-F STRIDE Team, and served as a team member for the Purdue Polytechnic Institute initiative.

Professor Turkelson is an active member of three professional nursing organizations, and assumes selected leadership roles as well: National League of Nursing [Unfolding Simulation ACE + LGBTQ + Pilot Testing Site Winter 2022; Unfolding Simulation ACE-C Pilot Testing Site October 2019]; International Nursing Association for Clinical Simulation and Learning (INACSL) with a number of leadership roles [Board of Directors VP of Programs 2021-2023; INACSL Research Fellow Mentor 2020, 2021 and 2022 cohorts]; and Society for Simulation in Healthcare (SSH) with leadership roles [Education Content Team Lead for International Meeting on Simulation in Healthcare (IMSH) 2022 & 2023; Novice Simulation Curriculum Project Team Member 2020-present]. Additionally, Professor Turkelson currently serves as reviewer to four professional nursing, simulation, and health care journals.

External Reviewers:

Reviewer A: “Dr. Turkelson’s ongoing clinical practice in critical care is exemplary and clearly informs her scholarly work in the faculty role. This is evidenced by her projects that aim to solve ‘real world’ clinical problems through the integration of simulation.”

Reviewer B: “The extensive list of presentations reflects her passion to disseminate information to the nursing Community... Her work in IPE and her consistent mentorship has demonstrated scholarship of integration.”

Reviewer C: “Professor Turkelson is outstanding in relation to others in a similar role. Her leadership and service to the profession are remarkable.”

Reviewer D: “Dr. Turkelson’s publications have been in well-respected journals with favorable impact factors. Her scholarly impact has reached beyond nursing to other professions.”

Reviewer E: “Dr. Turkelson’s scholarly work has been ongoing and her topics are certainly timely. During the early days of COVID-19, she applied for and received funding for simulation and skills equipment to avoid curriculum interruption. She has also provided education related to sexually abused patients. Her simulation experiences for her students to care for diverse groups and those who are underserved should be applauded.”

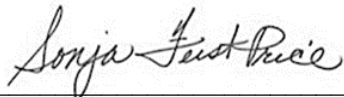
Summary of Recommendation: Professor Turkelson is a multi-talented, exceptionally effective teacher who is nationally recognized for her research and scholarship on patient safety and simulated learning/teaching methods. Health professionals and health professions students report that her use of simulated learning/teaching actively engages them in interprofessional communication and team building. It also develops their self-confidence in critical thinking, clinical problem-solving, and mastery of complex technical skills. Her teaching, scholarship, and service to the school, university, profession, and community are exemplary. It is with the support of the School of Nursing Executive Committee that I enthusiastically recommend Carman L. Turkelson for promotion to professor of nursing, 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

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