

August 1, 2004-September 19, 2004

Media Packet

- **Delta, FSU agree on degree deal**
- **Football Frenzy' adds to rivalry**
- **Frat closes, future of house uncertain**
- **Summer's over; students return to class at Ferris State**
- **Ferris unveils "Celebration"**
- **Tot's Place receives accreditation**
- **Law pressures colleges to limit tuition and fee increases**
- **Tuition increases can't exceed 2.8%**
- **Bulldog Bonanza highlights campus, community attributes**
- **Urban Living Student-Style**
- **Program addresses nursing shortages**
- **Ferris HVACR teams win and place at ASHRAE**
- **U.S. colleges get F in affordability**
- **Ferris model may help resolve nursing shortage**

Midland Daily News

August 1, 2004

Delta, FSU agree on degree deal

When Christine Eckerle decided she would go back to school to earn her master's degree, she had a full-time job and was married.

Though she resided in the Tri-City area, driving back and forth to Saginaw Valley State University as she tried to meet her work and school schedule quickly became an inconvenience.

Now, students who can't always travel far for school have a new option.

Delta College and Ferris State University officials signed an agreement last week that would allow students to earn both their associate's and master's degrees without leaving the Delta campus. The agreement will begin fall of 2005.

"In addition to adult learners, this opportunity would help serve freshman trying to save money or stay in the area," said Eckerle, discipline coordinator for manufacturing programs at Delta College.

The agreement - targeted at applied sciences and nursing majors - brings FSU professors to Delta and will offer online courses as well, according to Delta's Articulation Office.

"A lot of area companies are encouraging employees to learn the latest technology and information, so this is one way Delta can accommodate these students," Eckerle said.

An estimated 25 to 30 students are expected to enroll during the program's pilot year. Depending on enrollment, the campus will add more courses to the degree curriculum. Delta has articulation agreements with more than 20 colleges and universities across Michigan that help students transfer with a minimal loss of credits.

Grand Rapids Press
Wednesday, August 25, 2004

Football Frenzy adds to rivalry

A season-opening football game between two long-time antagonists deserves a little buildup.

That's why Saturday's contest between Ferris State and Grand Valley State in Big Rapids will include a frenzy of extra-circular activities.

Ferris State has put together an inaugural Ferris Football Frenzy event that will spice up the much anticipated battle among the two Great Lakes Intercollegiate Athletic Conference members.

"Because of the rivalry between the two schools, and the game taking place so early in the season, we thought it would be a good time to build the whole day around the game," said Ira Childress, Ferris State's alumni relations program coordinator, and a former Bulldogs wide receiver.

"When we first began to organize the event, we went to Grand Valley with the idea. Their people were just as excited as we were to put something like this on, and it's really taken off."

Football Saturday at Top Taggart Field will begin with a 3:30 p.m. FSU/GVSU flag football alumni game. That will be followed by a 5 p.m. Pigskin Cookout, the country music concert featuring Chris Cagle and The Bulldog Experience.

The Bulldog Experience will include kicking, passing, punting and tackling drills for children.

At 6:30 p.m., the Party in the Dog Pound will feature a disc jockey from WSNX-FM (104.5) playing music in the north section of the stadium while leading up to the 7 p.m. kickoff.

"This is something (FSU athletic director) Tom Kirinovic brought to the table about six months ago, and everyone sat down to mesh together ideas and plans to make this a unique event," said Ferris State assistant athletic director Brian Kegler.

Both Childress and Chris Barbee, the director of alumni relations at GVSU, said they have been impressed with the interest shown in the flag football game. Sixty former Bulldogs have committed their services, while 39 ex-Lakers plan to take part in the game.

"We definitely hit the right note on the flag game," Childress said. Among the Ferris State alumni expected to "compete" Saturday are quarterback and new Grand Rapids Rampage coach Sparky McEwen, quarterback Dave DenBraber of West Catholic, and All Americans Tyree Dye at running back, wide receiver Andre Johnson, cornerback Kelly Snell and defensive end Dave Zuiderveen.

Another FSU player planning to play is 1965 graduate Dwight Downs.

Grand Valley's flag football team will feature Jamie Hosford, the school's second all-time leading rusher, his sons, linemen Dan and Tom Hosford, running back Brett Lesniak, All-American linebacker Orlando Williams, tailback Jamarl Eiland and his brother, wide receiver Doug Eiland.

"This is the first time either school has done something like this, so we're looking to have a good time between two good rivals," Barbee said.

Grand Valley's alumni association will host a tailgate party Saturday from 5-6:30 p.m. for its fans in the northwest corner of the Top Taggart Field parking lot (off Campus Drive).

Tickets for the Ferris Football Frenzy and the varsity game are priced at \$7 for adults and \$5 for non-Ferris State students. FSU students will be admitted free with their school identification.

Pioneer

Weekend, August 28&29, 2004

Frat closes, future of house uncertain

BIG RAPIDS - Citing repeated violations of fraternity risk management policies, Delta Sigma Phi Fraternity revoked the charter of its Ferris State University chapter, leaving the future of the organization's local house uncertain.

According to fraternity Executive Director Scott Wiley, Ferris will no longer have an undergraduate chapter and all operation of the Delta Sigma Phi Fraternity in Big Rapids will cease, effective immediately.

The order came down from the organization's headquarters in Indianapolis, Ind., Aug.3. There were less than 20 members in the local chapter.

"I hope at some point, they return," Wiley said. "But, no plans are solidified at this point. Next school year and in the future, the house will not operate as a fraternity house."

The fraternity, which owns the boarded up house at 414 Maple St., has yet to determine what it will do with the property, he said.

Said Big Rapids Neighborhood Services Director Mark Gifford, "We'd like to see something positive happen with the property. It's a pretty extraordinary place. We'd like to see the rehabilitation of the property to what it once was. It really was a show-piece.

"There is a lot of damage, but you can envision it in its former grandeur," Gifford said about the home, which is rumored to have had various building code violations in the past.

The property cannot stay boarded up forever, but city officials recognize the fraternity is going through a transitional phase at this point, he said, adding officials are willing to work with whom ever owns the property to prevent future damage, or demolition, and to preserve the space.

"They've (the fraternity) been there for 20 or 30 years... as long as I can remember. When they take their next step, then we'll evaluate what we do."

Delta Sigma Phi spent the last 42 years as a fraternity at FSU. Fraternity standards state the group may not return to Ferris' campus any earlier than five years from now.

If and when young men at Ferris decide they want to reopen a chapter at Ferris, the national organization, university and fraternity alumni will discuss the issue, Wiley said.

"We will assess the situation, determining the quality of life in the Greek community, and make a decision then," he said, adding men who were part of the chapter before the charter was revoked will be allowed to return to the fraternity on a case-by-case basis if the chapter reopens and they are still students at Ferris.

Delta Sigma Phi Fraternity currently operates 104 chapters nationwide, with 10 chapters in Michigan.

Pioneer

August 30, 2004

Summer's over; students return to class at Ferris State

BIG RAPIDS - A few more faces and a few more cars filled Big Rapids last week with the first day of classes at Ferris State University (FSU) set to begin today.

Residence halls opened earlier than ever, with students free to move in on Aug. 22. An early move-in day provided for a week-long schedule of events to welcome students back for another year, or even a first year, of academic success.

One such event that added learning the most popular downtown hangouts for an ice cream treat or special gift was "Bulldogs on the Move," held Aug. 24.

Escanaba freshman Jake Delvaux promoted learning not only what's what on campus but learning about Big Rapids, as well.

"I think they (the downtown tours) are a great idea even though I already know a lot of people here," he said.

Old Pioneer Store and Emporium owner Carlleen Rose added, "This is some students' first time away from home ... the first community they have moved to since leaving the nest. We want to make kids feel comfortable in their surroundings."

Ferris officials do not have a complete tally on student enrollment for the 2004-05 academic year, but an increase in enrollment is always possible, they say.

Other events designed to welcome students to Ferris' campus include a town hall meeting with FSU President David Eisler Wednesday at 4 p.m. in the Rankin Center TV/Study Lounge. Also on Wednesday as part of the university's speaker series, "The Apprentice" winner Bill Rancic will be in Williams Auditorium at 7:30 p.m.

Music, a cookout, games and information tables will fill Ferris' Quad on Thursday as the university helps kick off Big Rapids' annual Riverdays celebration, which runs through Labor Day.

Pioneer

Weekend September, 4&5, 2004

Ferris unveils "Celebration"

BIG RAPIDS - Ferris State University (FSU) unveiled the newest Michigan Art Walk sculpture, "Celebration," Friday afternoon in the plaza between the Business and Instructional Resource Center buildings on its campus.

Artist Ray Katz, of Pontiac, created the sculpture, which became the 19th piece in the 20-year project entering its ninth season.

"I am truly excited about what this does for our campus," Ferris President David Eisler said. "Art remains one of the most astonishing activities of our time."

Said FSU Professor of Fine Arts Robert Barnum, who also is the university's resident artist, "This is going to impact thousands and thousands of students, parents and employees at Ferris."

Katz, a professor of art at the Auburn Hills Campus of Oakland Community College (OCC), expressed his interest in public art, saying it can define a community.

"Public art is more than a gallery or museum ... it specifically can be part of the public space," he said, adding sculptures are open to interpretation, with meaning found in the eye of the beholder, with personal human experience part of the process. Known for his large-scale metal sculptures, many galleries and museums exhibit Katz' work, which is widely admired and respected. He teaches sculpture, drawing and design at OCC.

Other Art Walk pieces may be found throughout Ferris' campus, with three at the university's FLITE building, Barnum said.

"This is a hidden secret ... probably the most ambitious art project in the state of Michigan," he said. "This is changing the character of the school."

Barnum explains the concept of Art Walk is to turn the outdoors into an art museum of only Michigan artists. The plan calls for 50 pieces of art to be placed throughout Ferris' campus and the Big Rapids community at the rate of about two pieces per year, he said.

There currently are no pieces of art off campus, but locations being considered include Hemlock Park, Barnum said. The works of art include self-made art, which is campus work, and a competition in which Michigan artists send their work to be chosen as an addition to the concept.

"The whole point is to make art as accessible as possible," he said.

Pioneer

Tuesday, September 7, 2004

Tot's Place receives accreditation

BIG RAPIDS - Tot's Place, a child care and development facility on the campus of Ferris State University, has become accredited by the National Association for the Education of Young Children - the nation's leading organization of early childhood professionals.

Tot's Place joins 154 accredited child care programs in Michigan and is the only accredited program in the Mecosta Osceola School District, according to Lori Johnson, Tot's Place manager.

"Being accredited through the NAEYC is important to us and the community because it's a voluntary task the entire staff must take on. It shows the staff is committed to providing the best care possible," Johnson said.

All child care facilities must be licensed by the state but to receive accreditation from the NAEYC, child care staff must voluntarily commit to provide care above and beyond state requirements, Johnson said.

"This means continuing to improve and build upon areas such as nutrition and food service, staff/parent relations, physical environment and increase the staff /child ratio."

Johnson said Tot's Place currently serves 67 children, ranging from 1 month to 12 years old. The facility is primarily utilized by Ferris students and faculty and staff and community members.

Tot's Place offers observation rooms equipped with audio and video, allowing parents to privately watch their child interact with other children and instructors without being seen, Johnson explained. Each age group has established developmental appropriate curriculum, goals and objectives, and all staff members have credentials in education with many holding bachelor's degrees, Johnson said.

"Because the NAEYC re-evaluates 41 accredited child care facilities every five years, we plan on continuing staff development and training so our staff can keep up with current trends in education and childcare," Johnson said.

For more information about Tot's Place, call (231) 591-2390.

Wood tv 8

Kalamazoo, September 10, 2004

Law pressures colleges to limit tuition and fee increases

Western Michigan University officials are going to have to offer their students a refund if they want some of their state funding back.

Governor Jennifer Granholm is expected to sign a bill that was passed Thursday by the state Legislature.

The bill pressures schools to limit tuition and fee increases to 2.8 percent. The schools that don't would see their funding cut.

Three schools including WMU, Lake Superior State University and Northern Michigan University have increased tuition and fees too much for this year.

However, they can get state aid if they give the students a refund.

Detroit Free Press

September 10, 2004

Tuition increases can't exceed 2.8%

LANISING -- State lawmakers gave final approval Thursday to a higher education spending plan that requires universities to keep tuition and fee increases to 2.8 percent to avoid additional cuts.

The bill now goes to Gov. Jennifer Granholm, who is expected to sign it.

The Senate voted 33-1 to approve the overall \$1.65 billion budget for the state's 15 public universities. The House voted 105-0 to pass it a short time later.

After weeks of trying to figure out how to handle a handful of schools that raised tuition rates last year, Republican legislative leaders and the Democratic governor turned the unfinished budget over to a House-Senate conference committee.

The panel agreed that all but three of the state universities could increase tuition and fees by 2.8 percent.

Michigan State, Saginaw Valley State and Grand Valley State universities would be held to a 2.4percent increase because they raised tuition or fees before Granholm had laid out a deal that would restore some funding and prohibit additional cuts if tuition increases were kept to the rate of inflation.

The rate of inflation went from 2.4 percent to 2.8 percent between the time Granholm offered the deal and the time when universities set their budgets.

"This was a very fair outcome," Michigan State University President Peter McPherson said of the budget deal.

Three other schools -- Western Michigan, Lake Superior State and Northern Michigan universities -would have to give a refund to students to get back some of their state funding, according to the budget.

Mike Boulus of the President's Council, which represents the 15 universities, said the deal is fair and addresses each school individually.

But he criticized the state's overall commitment to higher education.

"The big picture is not the tuition pledge," Boulus said. "This is the third consecutive year of disinvestment in higher education."

Sen. Bruce Patterson, R-Canton, voted against the bill.

Democratic Sens. Virgil Bernero of Lansing, Irma Clark-Coleman of Detroit and Martha Scott of Highland Park were absent. Sen. Robert Emerson, D-Flint, was present but didn't vote.

Pioneer

Weekend September 11&12, 2004

Bulldog Bonanza highlights campus, community attributes

BIG RAPIDS - Ferris State University (FSU), Mecosta County Area Chamber of Commerce (MCACC) and Papa John's invite the community to "Cruise on Over to the Bulldog Bonanza" Wednesday from 4 to 7 p.m. in Wink Arena on Ferris' campus.

"Bulldog Bonanza" is an event designed to acclimate students to not only campus life but community businesses and area activities, Ferris Activities Coordinator Cindy Greenwood said. Community members also are invited to attend the 14th annual program.

"This is for all students, especially new students, to know what is available to them on campus and in the community," Greenwood said. "This is a high-energy event ... there are hundreds and hundreds of people who come through."

The event is very helpful in putting the Big Rapids area into perspective for students who think there is nothing to do, she said. Bulldog Bonanza shows them there is something to do for everyone.

Chamber Special Events Coordinator Cinnamon Dockham said businesses are eager to let students know what is available in the community.

"They (businesses) jump on board as fast as this comes up," Dockham said. "There is a record turn out of student organizations that is amazing ... we ran out of room before we ran out of businesses ... I think this is going to be a very successful event."

Both Greenwood and Dockham say there is a waiting list at both ends, with some student organizations sharing booths to allow everyone to participate in the event.

There are giveaways, prizes and raffles which mak event a hit among stu Dockham said, adding fov book scholarships are offered, two by Ferris at by the chamber.

The Grand Rapids Press

September 13, 2004

Urban Living Student-Style

High above Lyon Street NE, some Kendall College of Art and Design students are living in primo digs.

Sure, they eat microwaved meals of flavored noodles, but at least freshmen art students Erica Hochevar, 19, Chelsey Sclesky, 18, and sophomore Katherine Leach, 19, have a cool apartment.

"This is like the prime spot," said Hochevar, of Rochester, as she looked out living-room windows that neatly frame their eighth-floor view of the Grand Rapids cityscape. Inside, exposed brick and beams and sleek modern furniture add to the cosmopolitan look.

Outside, their school is across the street.

Welcome to "5 Lyon," urban living that marks the debut of Kendall and Ferris State University in the Grand Rapids student-housing market.

The 16 newly renovated student apartments are on the upper two floors of the nine-story building owned and operated by Rockford Development Group. Kendall/Ferris students live on the upper floors, while the lower floors house office tenants.

If the student-housing choice catches on, Ferris administrators have the option to buy the building from Rockford Development and the family of building co-owner Jim Peterson.

But so far, apartment rentals have fallen short.

More than 1,000 students attend classes full time at FSU Grand Rapids and Kendall, but only 28 students rent space in the 16 apartments that can house up to 48 students. Monthly rent ranges from \$450 to \$650 for a room in spacious two, three and four-bedroom apartments.

Ferris is bound by contract to pay the owners for unrented spaces, up to \$250,000 annually. And administrators say they are optimistic reservations for the new housing will increase as word spreads, but realize the lack of parking will continue to be an issue for some students. "I would say that would be our biggest hurdle," said Sandy Britton, director of enrollment management at Kendall.

Students who live in the building are on their own to find parking downtown, which ranges from \$22 to \$128 per month. School administrators are discussing a master plan that would include future parking accommodations for Ferris/ Kendall students, a FSU spokesman said.

Sclesky, of Highland, loves her apartment but hates the fact she cannot park her car outside the building. "I think it sucks," she said. "They kind of said you didn't need a car."

But Sclesky and Hochevar, who grew up in suburbia, said public transportation freaks them out. They tried a cross town bus trip but nearly missed their stop because they did not know they had to signal the driver by pulling a cord.

So far, most rentals are to first- and second-year students, which bodes well for the future if current residents decide to spend four years living in the building.

"If we had an even mix of first-, second-, third- and fourth year students, I'd be nervous," said Kurt Hassberger, chief operating officer for Rockford Development.

Hassberger said his firm worked hard to create attractive and safe apartments. Access to residential floors is restricted to tenants with key-card access. "It's a very secure place to live."

And the convenience of living across from Kendall should help make up for parking inconveniences, school administrators said.

"You can't live closer to the school unless you're living in the school," Britton said.

Pioneer

Monday, September 13, 2004

Program addresses nursing shortages

BIG RAPIDS - Three Ferris State University nursing faculty Arlene Morton, Marietta Bell-Scriber and Kathleen Poindexter, are presenting a workshop Saturday from 8:30 a.m. to 4 p.m. in Grand Rapids at Ferris' Applied Technology Center.

The West Michigan Nursing F Advisory Council and the Alliance for Health are co-sponsoring the event in an effort to address the nursing shortage in West Michigan. The purpose of the workshop is to prepare clinically expert staff nurses to function as instructors in the clinical setting thus extending nursing faculty who are in increasingly shorter supply due in part to an aging nursing workforce.

"The challenge is to meet the demand for more nurses even as faculty shortages limit the ability to educate new nurses," said Julie Coon, department head of Ferris' Nursing and Dental Hygiene programs. "Ferris has developed a clinical instruction model, which prepares and mentors hospital staff nurses to serve as clinical instructors. The model has received great acclaim in the West Michigan area as a cost-effective method of delivering high quality clinical instruction, while utilizing MSN and Ph.D. credentialed faculty in the classroom where they're most needed."

These faculty members are serving as clinical education experts in the development and mentoring of clinical nursing faculty for the greater Grand Rapids area as a result of their leadership roles in the highly successful "Clinical Instruction Model," recently developed through the nursing program at Ferris.

The workshop will open to interested staff nurses who have a BSN degree and want to become involved in the education of the next generation of nurses.

For more information or to register contact Gayle St. Amour, Alliance for Health, at (616) 248-3820.

Pioneer

Tuesday, September 14, 2004

Ferris HVACR teams win and place at ASHRAE

BIG RAPIDS - Two teams of Ferris students in Heating, Ventilation, Air Conditioning and Refrigeration were awarded honors in an annual competition sponsored by the American Society of Heating, Refrigerating and Air Conditioning Engineers.

For a record fifth year in a row, a team from Ferris came out on top in HVAC System Design. The team consisting of Trevor Fink, Brad Green, Joe Borders, Ray Wrobel, Bhushan Jhoshi, John Lindman and Faculty Advisor Doug Zentz was awarded first-place honors in the design category. The win also gave the Ferris design team its sixth first-place finish in the last seven years.

Undergraduate students were challenged to design an educational dramatic arts studio in Denver, Colo. Projects were evaluated on anticipated operating costs, environmental impact, comfort, health, creativity and communication of results.

The Ferris team chose a geothermal water source heat pump system with a dedicated outdoor air system. Geothermal systems typically lasts longer than conventional systems because they are protected from the harsh outdoor environment, according to the team. Ground loop manufacturers guarantee their loop materials for up to 25 years with no maintenance involved.

"Our geothermal system has better temperature control, causes less of an environmental impact, and is more efficient than conventional systems," the team noted. "Many electrical and rural electric cooperatives are offering monetary incentives for installing geothermal systems because the geothermal system's peak demand curve flattens out over time."

Ferris' recently dedicated Granger Center for Construction and HVACR boasts a number of heating and cooling systems, including geothermal, on which students learn real-world applications.

Second place in the HVACR system selection category, also advised by Zentz, was awarded to Nick Coggins, Jamie Dorland, Craig Feldpausch, AndsLemanczyk and Eric Cass. A Ferris system selection team has taken first place three of the last five years, finishing second in 2003 and 2004.

The international competition is held each year to recognize outstanding student design projects, to encourage undergraduate students to become involved in the profession, to apply their knowledge of practical design and to promote teamwork. First-place teams in each category receive \$1,500 and transportation and lodging costs for a representative to attend ASHRAE's 2005 Winter Meeting Feb. 5-9. in Orlando, Fla., to receive their awards. Each of the projects will be represented in a poster session during the meeting.

The 2005 ASHRAE Student Design Project Competition will focus on The Brewery Blocks, a mixed-use retail, residential and office grouping of five buildings in Portland's Pearl District.

Pioneer

Wednesday, September 15, 2004

Ferris plans SCUBA classes

Most Ferris state University instructors would be insulted if told their class was all wet. Not Ingrid Franczek.

Beginning OCT. 21, Franczek will teach a scuba diving class at FSU. Franczek taught the course last year as well, but this marks the first semester the course will be good for one full credit.

Franczek, an open water SCUBA instructor and dive trip leader affiliated with Peninsula Diver in Mount Pleasant, brought the course to Ferris last year in an effort to stimulate a local interest in diving:

The Session B class will be held from 3 to 4:45 p.m. Tuesdays and Thursdays and carries a supplies fee of \$210.

Students who successfully complete the course will receive their dive certification. In addition to the indoor pool and classroom training, students can sign up for PADI Open Water

Detroit Free Press

September 15, 2004

U.S. colleges get F in affordability

A new, independent report card flunks America's colleges in a key subject for many students and parents: affordability.

While noting progress in areas such as student preparation, the biennial study by the National Center for Public Policy and Higher Education drops the country to an F in affordability from the D it received in the nonprofit group's report two years ago.

Among individual states, only California, Utah and Minnesota earned higher than a D. California still had the top grade of any state, but its A from 2002 fell to a B in the latest report after sharp tuition increases.

Michigan dropped from a D-plus in affordability in 2002 to an F this year.

The report card evaluates states on the performance of their private and public four-year schools and community colleges in five categories, with grades ranging from A to F.

On affordability, the report card contradicts some recent studies that argue increases in financial aid have kept pace with recent tuition hikes, stabilizing college costs.

The report card, titled "Measuring Up 2004," grades affordability in part by comparing net college costs with the average family income in each state. By that measure, the study claims, college is becoming less affordable in most states.

David Breneman, dean of the Curry School of Education at the University of Virginia and an adviser on the report, said higher prices and a population boom among college-age people are likely to bump students from four-year colleges to more affordable community colleges, and from community colleges out of the system.

Pioneer

Weekend September 18 & 19, 2004

Ferris model may help resolve nursing shortage

Three members of the Ferris State University nursing program faculty are conducting an all day workshop in Grand Rapids today in an effort to address the nursing shortage in west Michigan.

The purpose of the workshop is to prepare clinically expert staff nurses to function as instructors in the clinical setting, thus extending nursing faculty who are in increasingly shorter supply.

In simpler terms; they are addressing a continuing shortage of practicing nurses by addressing the need for more instructors to train new nurses.

"The challenge is to meet the demand for more nurses even as faculty shortages limit the ability to educate new nurses," says Julie Coon, department head at Ferris' Nursing and Dental Hygiene programs.

Ferris has developed a clinical instruction model designed to prepare and mentor staff nurses at hospitals to serve as clinical instructors, freeing higher degreed educators at the university to spend more time in the classrooms where they are most needed.

In essence, Ferris faculty members are teaching hospital staff nurses with bachelor's degrees in nursing how to conduct clinical training to free themselves to teach in the classrooms.

The concept has received great acclaim in the west Michigan area as a cost-effective way of providing high quality instruction at the clinical and classroom levels.

Hopefully, the program's success in west Michigan will provide a model that can be used in nursing programs across the country to help resolve a growing need for nurses amongst an aging population.