

College of Nursing, Strategic Directions 2005-2010

Strategic Direction No. 1: Recruit and graduate a full complement of high quality, diverse undergraduate and graduate students

1.1 Baccalaureate students

- a. Determine the appropriate student capacity at each campus based on an assessment of available clinical and faculty resources.
- b. Re-evaluate placement criteria to determine the need for additional standards beyond priority points (e.g. science courses, an interview, volunteer activities, goal statements, assessment of people skills).
- c. Promote student body diversity and support growth in the number of minority graduates through active recruitment and retention plans.
- d. Analyze undergraduate student attrition and develop appropriate strategies to retain students.

1.2 Graduate students

- a. Develop and implement strategies to increase program accessibility for both in-state and out-of-state students.
- b. Graduate 25 students each year including generic and postmasters students.
- c. Develop an action plan to attract and expedite the education of nurses interested in matriculating from AD to MN.
- d. Position the graduate program for the future by creating a unique and well defined rurally-focused niche attractive to nurses.

Strategic Direction No. 2: Promote and support high quality human resources for the College of Nursing

2.1. Faculty

- a. Evaluate and revise the philosophy and procedures of the CON's search process.
- b. Develop and implement a formal mentoring program for new faculty.
- c. Identify and implement strategies to incorporate CRRNs into the academic community of the College of Nursing.
- d. Encourage and support a formal development program for adjunct faculty to complete doctoral education.
- e. Identify and implement faculty development strategies that support the strategic directions of the college.

2.2. Staff

- a. Implement professional staff development programs to increase technological and other relevant skills.
- b. Develop standardized staff evaluation process.

2.3 Overall work environment

- a. Utilize biennial climate surveys of faculty and staff to identify areas for improvement of the work environment.
- b. Implement college and campus specific strategies for improvement of the work environment based on climate surveys.

- c. Explore strategies to improve compensation for faculty and staff.

Strategic Direction No. 3: Offer baccalaureate and graduate curricula that are consistent with national trends in professional nursing education.

3.1 Baccalaureate education

- a. Design and implement a plan for curricular assessment and evaluation.
- b. Support faculty in providing international/intercultural health care experiences for students.

3.2 Graduate education

- a. Increase opportunity, flexibility and innovation within quality graduate education that may include: -
 - i. Offering a certificate program in nursing education
 - ii. Offering a rural generalist/CNL option with multiple entry points (AD, post-baccalaureate, baccalaureate-masters track)
 - iii. Converting existing APRN options from MN to DNP

Strategic Direction No. 4: Enhance the research and scholarly productivity of the CON.

- a. Increase the number of extramurally funded programs of research.
- b. Identify and implement methods to strengthen infrastructure that supports research and scholarly activity.
- c. Identify a target number and develop feasible methods to increase the number of graduate and undergraduate students involved in faculty research projects and scholarly activities.
- d. Identify and implement strategies to advance the position of the CON as a regional and national leader in rural health care research.

Strategic Direction No. 5: Expand interdisciplinary and collaborative activities within and beyond the university.

- a. Identify and implement activities to increase the presence of the CON within the university
 - i. Maintain a strong collaborative relationship with the Division of Health Sciences
 - ii. Take leadership in multidisciplinary grant programs
- b. Identify and implement activities to strengthen collaborative relationships with clinical agencies.
- c. Develop new partnerships for service to underserved communities.

Strategic Direction No. 6: Improve research and instructional facilities of the College of Nursing.

6.1 Space

- a. Assess availability and utilization of space on each campus.
- b. Based on the assessment, develop and implement a space acquisition plan in collaboration with appropriate university committees.

6.2 Technology

- a. Determine and articulate the College of Nursing philosophy and rationale for the use of technology in instruction, research, and service.
- b. Develop and implement a plan for technology use in the College of Nursing

Strategic Direction No. 7: Enhance development and marketing to support the goals of the College of Nursing.

- a. Identify and prioritize fundraising opportunities for the CON.
- b. Identify target populations and develop and distribute appropriate marketing/publicity materials.
- c. Conduct at least one annual alumni/donor development activity in each campus region.

01/09/06