

**UNLV School of Nursing**  
**Strategic Plan**  
*(revised 1/10/2011)*

<b>GOAL #1: Ensure undergraduate &amp; graduate programs provide high quality innovative student-centered educational programs.</b>		
<b>Strategy #1: Promote high quality students to apply for admission into the undergraduate &amp; graduate program.</b>		
<b>Action #1</b>	<b>Metric</b>	
Actively recruit across all programs while respecting & encouraging diversity in the student body.	All SON programs meet target recruitment numbers each admission period. Identify & implement emerging technology in support of recruitment plans across programs. Evaluate Admission criteria for all programs biannually.	Associate Dean for Academic Affairs Program Coordinators All Faculty
<b>Action #2</b>	<b>Metric</b>	
Collaborate with University of Nevada Reno to administer, evaluate & accredit the UNDNP program.	Enroll 25 students annually in the program. Achieve 75% graduation rate of first cohort by Spring 2012. Hold successful CCNE site visit in Spring 2012.	Associate Dean for Academic Affairs DNP Coordinator All Faculty
<b>Action #3</b>	<b>Metric</b>	
Enroll & graduate first cohort from PhD Urban Sustainability track.	Graduate 75% of first cohort by May 2015. Increase enrollment in this track by 2 students a year.	Associate Dean for Academic Affairs PhD Coordinator All Faculty
<b>Strategy #2: Assure high-quality, student-centered educational</b>		
<b>Action #1</b>	<b>Metric</b>	
Promote student centered evidence based active learning strategies across programs.	Two to three simulations will be included in each semester of the BSN program. Begin to use standardized patients in the NP program with evaluation components identified. Train the Trainer techniques are in place for faculty as the simulation integration within the curriculum progresses. 3 faculty development sessions, facilitated by our faculty, will focus on active learning strategies & approaches each year. Departmental section courses across programs will be developed using team expertise to ensure high quality evidence based learning strategies.	Associate Dean for Academic Affairs BSN & MS Coordinators Scholarship Committee All Faculty
<b>Action #2</b>	<b>Metric</b>	
Create optimal clinical learning environments in collaboration with community healthcare providers to promote excellence in clinical nursing education.	Explore clinical education redesign, acute, community, long term care, implement & evaluate. Develop end of BSN program simulation clinical competency examination. Identify intervention that is a solution to current strain on clinical education needs to be explored & implemented within the next 5 years.	Associate Dean for Academic Affairs BSN& MS Coordinators All Faculty
<b>Action #3</b>	<b>Metric</b>	
Provide direction & resources for faculty to become Certified Nurse Educators (CNE).	100% of eligible faculty are CNE's by 2012.	Department Chairs All Faculty
<b>Action #4</b>	<b>Metric</b>	
Increase the use of evidence-based teaching.	At least 95% of BSN graduate will pass NCLEX on first attempt.	Associate Dean for Academic Affairs

	At least 95% of FNP graduate will pass NP certification on first attempt. PhD in Nursing—education option & MSN NE: Dissertations & theses build on faculty nurse educator expertise & research. Document evidence for teaching strategies in course syllabus.	Program Coordinators All Faculty
<b>GOAL #2 Establish strong reciprocal relationships with the community through practice.</b>		
<b>Strategy #1: Increase SON faculty practice credibility &amp; visibility.</b>		
<b>Action #1</b>	<b>Metric</b>	<b>Facilitators</b>
Increase the number of peer-reviewed practice publications.	1 peer-reviewed practice article will be published each year.	Department Chairs All Faculty
<b>Action #2</b>	<b>Metric</b>	
Provide opportunity to faculty to present a review of clinical/practice experience and/or current publications related to a clinical area.	1-3 faculty development sessions, facilitated by our faculty, will focus on clinical practice issues each year.	Scholarship Affairs Council All Faculty
<b>Action #3</b>	<b>Metric</b>	
Develop mechanism for dissemination of funding opportunities related to practice expertise & support practice faculty in acquiring funding.	A mechanism for dissemination of funding opportunities related to practice expertise will be developed by 2012. At least 1 faculty member will submit a practice grant each year.	Scholarship Affairs Council Department Chairs All Faculty

<b>GOAL #3: Establish urban sustainability: health &amp; nursing education (including clinical simulation) as areas of research strength.</b>		
<b>Strategy #1: Develop urban sustainability: health research projects that are potentially fundable by external funding agencies.</b>		
<b>Action #1:</b>	<b>Metric</b>	<b>Facilitators</b>
Develop peer-reviewed pilot projects that focus on urban sustainability: health & are potentially fundable by external funding agencies.	Mock reviews are held for pilot projects.	Associate Dean for Research All Faculty
<b>Action #2:</b>	<b>Metric</b>	
Offer intramural research funds for 1-2 peer-reviewed pilot projects that focus on urban sustainability: health & are potentially fundable by external funding agencies, & involve at least one master's-prepared faculty member.	Intramural funds are distributed to 1-2 for urban sustainability: health research projects that involve at least one master's-prepared faculty member.	Dean & Associate Dean for Research
<b>Action #3:</b>	<b>Metric</b>	
Incorporating pilot data from intramural project, develop a grant application that undergoes a mock review & editing prior to submission to an external funding agency.	1 grant application is peer-reviewed & edited before submission.	Associate Dean for Research All Faculty
<b>Action #4:</b>	<b>Metric</b>	
Within 2-3 years of receipt of intramural research funds, apply for funds from an external funding agency.	Grant applications are submitted to external funding agency.	Associate Dean for Research All Faculty
<b>Action #5:</b>	<b>Metric</b>	
Based on external reviewers' comments, revise unfunded grant applications.	Grant applications are resubmitted to external funding agency.	Associate Dean for Research All Faculty
<b>Strategy #2: Develop a publication record in urban sustainability: health.</b>		
<b>Action #1:</b>	<b>Metric</b>	<b>Facilitators</b>
Publish articles on urban sustainability: health annually.	25% of the faculty publish at least one article per year on urban sustainability: health.	All Faculty
<b>Action #2:</b>	<b>Metric</b>	

Faculty mentor doctoral students in publishing articles that include urban sustainability: health content annually.	25% of the urban sustainability doctoral students publish at least one article that includes urban sustainability: health content per year.	All Faculty
<b>Strategy #3: Support education &amp; clinical simulation research projects that are potentially fundable by external funding agencies.</b>		
<b>Action #1:</b>	<b>Metric</b>	<b>Facilitators</b>
Develop peer-reviewed pilot projects that focus on nursing education, (including clinical simulation) & are potentially fundable by external funding agencies.	Mock reviews are held for pilot projects.	Associate Dean for Research All Faculty
<b>Action #2:</b>	<b>Metric</b>	
Offer intramural research funds for 1-2 peer-reviewed pilot projects that focus on nursing education (including clinical simulation), are potentially fundable by external funding agencies involve at least one master's-prepared faculty member, & include interdisciplinary focus as appropriate .	Intramural funds are distributed to 1-2 for nursing education research projects that involve at least one master's-prepared faculty member.	Dean & Associate Dean for Research
<b>Action #3:</b>	<b>Metric</b>	
Incorporating pilot data from intramural project, develop a grant application that undergoes a mock review & editing prior to submission to an external funding agency.	1 grant application is peer-reviewed & edited before submission.	Associate Dean for Research All Faculty
<b>Action #4:</b>	<b>Metric</b>	
Within 2-3 years of receipt of intramural research funds, apply for funds from an external funding agency.	Grant applications are submitted to external funding agency.	Associate Dean for Research All Faculty
<b>Action #5:</b>	<b>Metric</b>	
Based on <b>external</b> reviewers' comments, revise unfunded grant applications.	Grant applications are resubmitted to external funding agency.	Associate Dean for Research All Faculty
<b>Action #6:</b>	<b>Metric</b>	nbsp;
Submit an NLN, NCSBN or equivalent grant application focused on nursing education or clinical simulation annually.	An NLN or equivalent grant application focused on nursing education or clinical simulation is submitted annually.	Associate Dean for Research All Faculty
<b>Strategy #4: Expand the publication record in nursing education &amp; clinical simulation research.</b>		
<b>Action #1:</b>	<b>Metric</b>	
Publish articles on nursing education or clinical simulation annually.	25% of the faculty will publish at least one article per year on nursing education or clinical simulation.	All Faculty
<b>Action #2:</b>	<b>Metric</b>	
Faculty mentor doctoral students in publishing articles that focus on nursing education or clinical simulation content annually.	25% of the nursing education doctoral students submit at least one article that includes nursing education or clinical simulation content per year.	PhD Coordinator All Faculty
<b>Action #3:</b>	<b>Metric</b>	
Develop data base for <b>SON Faculty authored</b> educational & clinical simulation research & descriptive articles.	100% of all educational studies & descriptive articles (funded/ unfunded & all published manuscripts) will be entered & categorized in an electronic data base by December, 2012.	Dept Chairs
<b>Goal #4: Ensure an effective shared governance structure &amp; process</b>		
<b>Strategy #1: Create opportunities to insure open dialogue between administration &amp; faculty at all Faculty Organization, Council, Committee, &amp; Task Force meetings</b>		
<b>Action #1:</b>	<b>Metric</b>	<b>Facilitators</b>
Provide format & environment for constructive shared governance during Faculty Organization, Council, Committee, & Task Force meetings .	100% attendance (in person or via video) at Development Session(s) on Robert's Rules. 'Parliamentarian' is appointed for Faculty Organization Meetings. All minutes/reports will also be posted on the SON S-drive.	Faculty President Council / Committee / Task Force Chairs All Faculty
<b>Action #2:</b>	<b>Metric</b>	

Implementation & ongoing evaluation of new faculty bylaws.	By-Laws will be fully implemented during the Fall 2010 semester & re- evaluated each spring thereafter.	Faculty President By-Laws committee All Faculty
<b>Action #3:</b>	<b>Metric</b>	
Develop work plans (schedule of activities & outcomes) for each Council, Committee, & Task Force.	Councils, Committees, & Task forces will develop work plan/ schedule of monthly/yearly activities & outcomes to be achieved. The plan of activities will be presented to Faculty Organization for input during the Fall semester. Report of outcomes achieved will be reported to Faculty Organization at the first Faculty Organization Meeting of the Fall semester.	Faculty President Council / Committee / Task Force Chairs All Faculty
<b>Action #4:</b>	<b>Metric</b>	
Foster confidence in shared governance of Faculty Organization.	75% positive (total score & on all subscales) on annual evaluation of Faculty Organization (utilizing adapted AAUP instrument) and/or other instrument as agreed upon by the Faculty. Evaluation to be done annually in late spring.	Faculty President All Faculty
<b>GOAL #5: Enhance the SON's reputation for quality educational programs, research, &amp; graduates locally, regionally &amp; nationally.</b>		
<b>Strategy #1: Establish an External Advisory Council for the SON.</b>		
<b>Action #1:</b>		
Select & invite strategic professionals to be part of the External Advisory Council.	SON external advisory council will be established & meet twice per year. Faculty will have input into the specific duties & membership of the council. Provost approval will be obtained.	Dean Development Officer
<b>Strategy #2: Strengthen the SON alumni association.</b>		
<b>Action #1:</b>	<b>Metric</b>	
Grow the SON alumni leadership group.	The SON alumni association holds 2 events per year. . . Alumni & Emeritus Faculty are engaged in SON activities. 50% of the faculty will be members of the SON Alumni Association.	Dean All Faculty
<b>Action #2:</b>	<b>Metric</b>	
Recruit representatives from student body to serve as alumni liaisons.	1 representative from each program: BSN, MSN, DNP & PhD will be recruited & invited to SON alumni events.	All Faculty
<b>Action #3:</b>	<b>Metric</b>	
Work with Doctoral graduates to host an annual alumni event.	Annual dinner is started by May 2011.	Dean PhD & DNP Coordinators
<b>Strategy #3: Increase communications &amp; PR for SON.</b>		
<b>Action #1:</b>	<b>Metric</b>	
Publish a SON electronic newsletter biannually that reflects the School's accomplishments & "class notes".	Newsletter will be distributed twice a year.	Dean PR Specialist
<b>Action #2:</b>	<b>Metric</b>	
Share SON strategic plan with stakeholders.	The strategic plan is disseminated & communicated through printed materials (i.e., Biannual SON e-newsletter) & posted on the SON website for external & internal stakeholders. All faculty are able to communicate components of the strategic plan to stakeholders.	Dean Development Officer All Faculty