

College of Nursing Strategic Plan 2014 – 2018

Strategic Goals and Objectives:

1. Develop the College of Nursing as a Center for Nursing Scholarship.
 - Facilitate student and faculty scholarship.
 - Establish a Center for Nursing Research and Innovations as a vehicle for developing new knowledge through research and disseminating faculty and student scholarly activities.
 - Enhance collaborative research activities with other colleges/departments at Downstate and other institutions.
 - Recognize and encourage faculty and students to disseminate their scholarly activities to the professional community at the local, state and national levels.
2. Expand the College's educational programs in response to trends and changes in health care, nursing and higher education.
 - Ensure adequate faculty-student ratios to meet accreditation and regulatory standards.
 - Develop Doctor of Nursing Practice (DNP) program.
 - Design online RN-BS in Nursing program.
 - Develop Post-Master's degree in Nursing Education program.
 - Establish MS in Nursing Administration program.
 - Acquire additional space for classroom, faculty offices, computer lab, and LRC/Simulation Lab to accommodate program expansion.
3. Integrate health policy and evidence-based care for diverse populations into the curriculum.
 - Implement the undergraduate & graduate curricula consistent with the current AACN core competencies expected of graduates of baccalaureate and graduate programs.
 - Integrate health policy, evidence-based and culturally competent care into the undergraduate and graduate curricula.
 - Design a graduate course in health policy in collaboration with the School of Public Health (SPH).
 - Conduct workshops and/or continuing education programs related to health policy, cultural competency, evidence-based nursing for faculty and students.

<p>4. Establish collaborative partnerships with internal and external institutions.</p> <ul style="list-style-type: none"> ▪ Continue to strengthen partnerships with UHB’s Clinical Resource Committee in providing continuing education programs for RNs. ▪ Strengthen ties with the community through educational and service programs. ▪ Establish Annual Research Day in collaboration with colleges/departments at DMC and other institutions.
<p>5. Improve the economic resources of the College of Nursing.</p> <ul style="list-style-type: none"> ▪ Develop a “Giving Tree” initiative. ▪ Establish a College of Nursing Alumni Academy. ▪ Expand the continuing educational programs of the College of Nursing by having a dedicated staff and faculty.

Goal 1: Develop the College of Nursing as a Center for Nursing Scholarship		
What do we want to have accomplished in the next two to five years?	What do we want to accomplish in 2014-2016?	Benchmarks and Evaluation Mechanisms
1. Facilitate student and faculty scholarship.	<ul style="list-style-type: none"> ▪ Integrate scholarship into the undergraduate and graduate curricula. ▪ Create a Taskforce for the College’s Honor Society. ▪ Hold the Inaugural Induction Ceremony. ▪ Establish a Scientific Research Committee. 	<ul style="list-style-type: none"> ▪ Scholarship integrated into the undergraduate and graduate curricula. ▪ Honor Society Taskforce formed. ▪ Inaugural Induction Ceremony held. ▪ Scientific Research Committee established.
2. Establish a Center for Nursing Research and Innovations as a vehicle for developing new knowledge through research and disseminating faculty and student scholarly activities.	<ul style="list-style-type: none"> ▪ Create an internal position of Associate Dean for Research and Innovations. ▪ Form a Research Advisory Group. ▪ Collaborate with other colleges/ departments at DMC and other institutions. ▪ Strengthen collaboration with clinical partners. ▪ Coordinate efforts with the Research 	<ul style="list-style-type: none"> ▪ Associate Dean for Research and Innovations appointed. ▪ Center for Nursing Research and Innovations established. ▪ Increased faculty scholarship by 20%. Annually e.g. research/grants, publications, presentations, consultancies, grant reviewers,

	Foundation. ▪ Disseminate faculty and student scholarship.	clinical practice expertise.
3. Enhance collaborative research activities with other colleges/ departments at Down and other institutions.	▪ Create an interdisciplinary Research Advisory Group. ▪ Form a Taskforce focused on particular initiatives.	▪ Number of research collaborations: minimum of 3 annually.
4. Recognize and encourage faculty to disseminate their scholarly activities to the professional community at the local, state and national levels.	▪ Initiate an annual Dean's Distinguished Lecture Series. ▪ Plan for faculty compensation and scholarly productivity.	▪ Annual Dean's Distinguished Lecture Series held. ▪ Develop recommendations aligning faculty compensation with scholarly productivity.

Goal 2: Expand the College's educational programs in response to trends and changes in health care, nursing and higher education		
What do we want to have accomplished in the next two to five years?	What do we want to accomplish in 2014- 2016?	Benchmarks and Evaluation Mechanisms
1. Ensure adequate faculty/student ratios to meet accreditation and regulatory standards.	▪ Recruit and retain qualified faculty to meet accreditation and regulatory standards. ▪ Assess staffing/faculty levels and required credentials and skills to achieve program goals and expected outcomes. ▪ Replace faculty vacancies expeditiously.	▪ Acceptable faculty/student ratio based on CCNE and specialty accreditation and regulatory standards. ▪ Faculty meet the educational and clinical requirements based on accreditation and regulatory standards.
2. Develop Doctor of Nursing Practice (DNP) program.	▪ Conduct Feasibility Study. ▪ Create DNP Task Force. ▪ Develop DNP curriculum. ▪ Submit Letter of Intent to SUNY Central and NYSED.	▪ Doctor of Nursing Practice Program established.
3. Design an online RN-BS in Nursing program.	▪ Create online RN-BS Task Force. ▪ Develop Online RN-BS curriculum. ▪ Submit Letter of Intent to SUNY	▪ Online RN-BS in Nursing.

	Central and NYSED.	
4. Develop Post-Master's degree in Nursing Education program.	<ul style="list-style-type: none"> ▪ Conduct Feasibility Study. ▪ Create Task Force on Post-Master's in Nursing Education program. ▪ Develop the curriculum. ▪ Submit Letter of Intent to SUNY Central and NYSED. 	<ul style="list-style-type: none"> ▪ Post-master's in Nursing Education program established.
5. Establish MS in Nursing Administration program.	<ul style="list-style-type: none"> ▪ Conduct Feasibility Study. ▪ Create Task Force on Post-Master's in Nursing Administration program. ▪ Develop the curriculum. ▪ Submit Letter of Intent to SUNY Central and NYSED. 	<ul style="list-style-type: none"> ▪ MS in Nursing Administration program established.
6. Acquire additional space for classroom, faculty offices, computer lab and LRC/Simulation Lab to accommodate program expansion.	<ul style="list-style-type: none"> ▪ Conduct a comprehensive assessment on the need for additional space to accommodate program expansion. ▪ Assess programmatic needs regarding the use and integration of technology and computer-related equipment throughout the curriculum. 	<ul style="list-style-type: none"> ▪ Comprehensive assessment conducted. ▪ Programmatic need assessment completed. ▪ Additional spaces acquired.

Goal 3: Integrate health policy and evidence-based care for diverse populations into the curriculum		
What do we want to have accomplished in the next two to five years?	What do we want to accomplish in 2014-2016?	Benchmarks and Evaluation Mechanisms
1. Implement the undergraduate & graduate curricula consistent with the current AACN core competencies expected of graduates of baccalaureate and graduate programs.	<ul style="list-style-type: none"> ▪ Revise the undergraduate and graduate curricula to reflect the current AACN core competencies for graduates of baccalaureate and graduate programs. 	<ul style="list-style-type: none"> ▪ Revised undergraduate and graduate curricula implemented.
2. Integrate health policy , evidence-based and culturally competent care into the undergraduate and graduate curricula.	<ul style="list-style-type: none"> ▪ Revise undergraduate and graduate curricula to reflect the integration of health policy, evidence-based and culturally competent care into 	<ul style="list-style-type: none"> ▪ Health policy, evidence-based and culturally competent care integrated into undergraduate and graduate curricula.

	appropriate courses.	
3. Conduct workshops and/or continuing education programs related to health policy, cultural competency, and evidence-based nursing for faculty and students.	<ul style="list-style-type: none"> ▪ Conduct need assessment related to health policy, cultural competency, and evidence-based care. ▪ Develop programs related to health policy, cultural competency, and evidence-based care for faculty and students. 	<ul style="list-style-type: none"> ▪ Annual workshops on health policy, cultural competency, and evidence-based nursing for faculty and students held.

Goal 4: Establish collaborative partnerships with internal and external institutions		
What do we want to have accomplished in the next two to five years?	What do we want to accomplish in 2014-2016?	Benchmarks and Evaluation Mechanisms
1. Continue to strengthen partnerships with UHB's Clinical Resource Committee in providing continuing education programs for RNs.	<ul style="list-style-type: none"> ▪ Collaborate with UHB's Clinical Resource Committee to develop and provide nursing grand rounds to DMC nurses. 	<ul style="list-style-type: none"> ▪ Grand Rounds offered monthly. ▪ Attendance by 20-25 UHB nurses at each session.
2. Strengthen ties with the community through educational and service programs.	<ul style="list-style-type: none"> ▪ Develop a database of current community projects for campus dissemination and potential collaboration. ▪ Form a Task Force on Community Initiatives. ▪ Create a Community Advisory Board with industry and civic group members. 	<ul style="list-style-type: none"> ▪ Participation in community health activities by faculty and students at least 2 to 4 times/year. ▪ Educational programs on health related topics offered to the community twice a year. ▪ Community Advisory Board established and focused on health promotion and disease prevention projects. ▪ Community Advisory Board meetings held annually.
3. Establish Annual Research Day in collaboration with colleges/departments at DMC and other institutions.	<ul style="list-style-type: none"> ▪ Develop program for Research Day. ▪ Collaborate with colleges/departments at DMC and other institutions. ▪ Engage faculty and students to collaborate on research projects. 	<ul style="list-style-type: none"> ▪ Annual Nursing Research Day collaboratively sponsored with UHB and other institutions.

Goal 5: Improve the economic resources of the College of Nursing		
What do we want to have accomplished in the next two to five years?	What do we want to accomplish in 2014-2016?	Benchmarks and Evaluation Mechanisms
1. Develop a "Giving Tree" Initiative.	<ul style="list-style-type: none"> ▪ Create a Task Force on the "Giving Tree" Initiative. ▪ Develop a proposal on the "Giving Tree" Initiative. ▪ Design brochure for marketing 	<ul style="list-style-type: none"> ▪ "Giving Tree" installed. ▪ Marketing campaign launched. ▪ Fund-raising campaign started.

	<p>campaign and publication.</p> <ul style="list-style-type: none"> ▪ Install a “Giving Tree” 	
<p>2. Establish a College of Nursing Alumni Academy.</p>	<ul style="list-style-type: none"> ▪ Conduct alumni survey and develop database. ▪ Form Task Force on Alumni Academy. ▪ Develop Alumni Academy Bylaws. ▪ Elect Board of Directors and other Officers of the Alumni Academy. 	<ul style="list-style-type: none"> ▪ Alumni survey conducted with more than 50 % response. ▪ Alumni database established and updated regularly. ▪ Board members and Officers elected and meet regularly. ▪ Bylaws developed and published ▪ Alumni reception held annually. ▪ Annual fund-raising event with contributions and donations received.
<p>3. Expand the continuing educational programs of the College of Nursing by having a dedicated staff and faculty</p>	<ul style="list-style-type: none"> ▪ Form a Consortium with a minimum of 4 Brooklyn hospitals participating. ▪ Appoint dedicated faculty and staff for CE. 	<ul style="list-style-type: none"> ▪ Annual survey distributed to faculty and clinical partners with more than 50% response rate. ▪ Continuing educational programs offered annually with at least 50 participants.

Updated 5/14