

COLLEGE OF NURSING STRATEGIC PLAN HPACT 2025

SUNY DOWNSTATE MEDICAL CENTER



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EXECUTIVE SUMMARY



The College of Nursing at SUNY Downstate Medical Center recently celebrated its 50th year of providing cutting-edge Nursing education. Our College of Nursing aspires to become the flagship of nursing programs fostering the development of new, innovative knowledge in the care of all people of all ages, races and ethnicities, and at all stages of health and illness.

Lori A. Escallier PhD, RN, CPNP-PC, FAAN Dean and Professor

Our aim is to expand upon the existing foundation of successes and strengths to transform documented excellence into five more decades of leadership and growth and beyond.

Our College of Nursing is exceptionally well poised and prepared to accept the current and future challenges facing nursing education and our community in its totality. The College of Nursing's vision will continue fine tuning our existing strengths and capitalize on our substantive gains established over the past five decades, including:

- a culture where collaboration, innovation and creative thinkers are valued
- a commitment to affordability and accessibility
- an understood recognition for empathy and compassion
- a community of diverse, committed, talented and inclusive faculty, staff, students and alumni
- a location in one of the most diverse areas in the world

Our strategic goals were developed and designed to make impact, and are reflected in our commitment to address critical issues confronting nursing education and quality healthcare.

In pursuit of the strategic goals, the SUNY Downstate College of Nursing is fully and unequivocally committed to enhancing an effective environment conducive to all adult learners. Additionally, the College of Nursing is vested in the creation of innovative pedagogy creating a conduit for excellence in teaching, learning and self discovery where student learning is the fulcrum of our community. "Addressing critical issues confronting nursing education and quality healthcare is our goal" "Our mission embraces the delivery of **outstanding care** and contributes to the **advancement** of the discipline of nursing"

MISSION, VISION, VALUES

MISSION

To influence healthcare and health outcomes and promote equity for all populations by educating current and future diverse, nurse leaders who are at the forefront in the delivery of outstanding care and contribute to the advancement of the discipline of nursing.

VISION

To transform healthcare for all populations through innovations in nursing education, practice and research.

VALUES

Pride - To take satisfaction in the work we do every day, and to value our collective contributions to the Downstate community.

Professionalism - We commit to the highest standards of ethical behavior and exemplary performance in education, research, and patient care

Respect - We value the contributions, ideas and opinions of our students, coworkers, colleagues, patients and partnering organizations

Innovation - We research and develop new and creative approaches and services for the anticipated changes in healthcare

Diversity - We embrace our rich diversity and commit to an inclusive and nurturing environment

Excellence - We commit to providing the highest quality of education and service to our students, patients and community by holding ourselves, our coworkers and our leaders to high standards of performance

"Demonstrate, Utilize , Apply, Discuss, Integrate, Translate, Participate, Implement, Evaluate, Appraise, Employ, Engage"

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PROGRAM OUTCOMES

MASTER'S PROGRAM

1. Apply the best available ev-

BACCALAUREATE PROGRAM

1. Use concepts and principles

from liberal arts education for application to professional bacca- laureate generalist practice.	idence from nursing and other sciences as the foundation for advanced practice.	nursing and other sciences as the foundation for the highest level of advanced nursing practice to improve healthcare quality and safety.
2. Demonstrate professional values and standards of ethical conduct, social responsibility, continued growth and life-long learning.	2. Apply standards and principles of ethical practice and social responsibility to advance health- care and health outcomes.	2. Engage in the development, implementation and analysis of health policy that uphold social and ethical responsibility.
3. Utilize health promotion strategies and quality improvement practices in the care of culturally diverse individuals and populations.	3. Integrate broad, organization- al, client-centered, and culturally appropriate concepts in the plan- ning, delivery, management, and evaluation of safe, high quality, evidence-based care to diverse individuals and populations.	3. Implement evidence-based programs designed to improve the health care of diverse individuals and populations with multidisciplinary teams.
4. Use current technology to provide safe and high quality evidence-based care.	4. Incorporates innovative technologies into nursing care to improve health and healthcare outcomes.	4. Evaluate outcomes of care, care systems, and quality management using information system technology.
5. Use research findings to guide nursing practice.	5. Translate relevant research from nursing and other disciplines for continued improvement of nursing care and health care outcomes.	5. Appraise new research find- ings for translation of clinical practice to improve the health of individuals and populations.
6. Apply leadership principles in the delivery of health care in collaboration with inter-professional teams.	6. Demonstrate leadership skills to improve health and health care for individuals and populations.	6. Employ leadership skills for interprofessional collaboration and teamwork to enhance health-care delivery.
7. Discuss the impact of regulatory processes on health care delivery and outcomes.	7. Participate in the development and implementation of private and public sector health policy to improve population health out- comes through interprofessional collaboration and advocacy.	7. Engage in the development, implementation and analysis of health policy that uphold social and ethical responsibility.

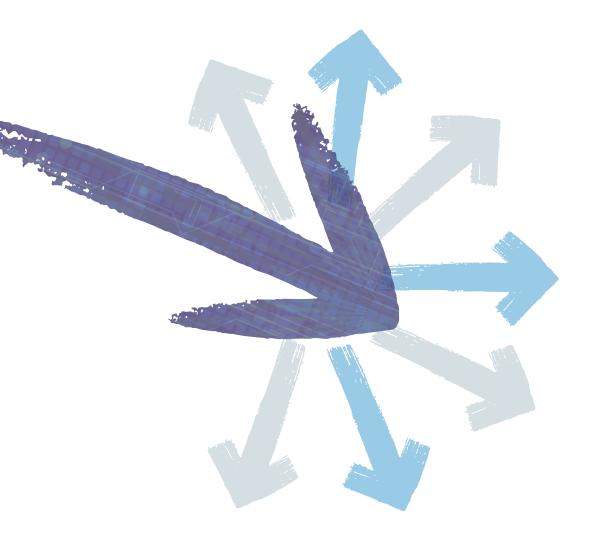
The DNP program is currently in development *

DOCTORAL PROGRAM*

1. Integrate knowledge from

PROGRAMS OFFERED

- Accelerated BS in Nursing
- RN to BS in Nursing
- MS in Family Nurse Practitioner
- MS in Women's Health Nurse Practitioner
- MS in Nurse Midwifery
- Advanced Certificate in Family Nurse Practitioner
- Advanced Certificate in Women's Health Primary Nurse Practitioner
- Certificate in Nursing Education



Accelerated BS in Nursing

This is a 15-month, full-time, program that prepares beginning practitioners to assume a variety of nursing roles in different healthcare settings with patients including individuals, families, groups, communities, and populations across the lifespan and across the health-illness continuum.





RN-BS in Nursing

Emphasis is on theory and skills applicable to health promotion and illness prevention; health assessment; clinical prevention and population health in community health nursing; scholarship for evidence -based practice in research; healthcare policies and interprofessional collaboration in organizational leadership and management in nursing.

MS in Family or Women's Health Nurse Practitioner

Prepares registered nurses with the advanced knowledge, clinical judgment, and diagnostic skills that undergird the care of families across the age continuum or the care of women throughout the lifespan.





Post-graduate Certificate Program

The Baccalaureate degree in Nursing, the Master's degree in Nursing, and the APRN Post-Graduate Certificate Programs are accredited by the Commission on Collegiate Nursing Education (CCNE).

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ACADEMIC SUCCESS

Continue to build upon the excellent reputation of the College of Nursing by preparing leaders who will fulfill the unmet needs of the nursing workforce

GOAL 1: Expand the Academic Programs in the College of Nursing with an Eye toward Interprofessional Education

The College of Nursing aims to prepare nurses wherever deficits exist along the spectrum of nursing education from the Baccalaureate to the Doctorate level. The goal is to provide the community with nurses who fulfill their needs.

Strategy/Tactic:

- **1.** Develop and implement Master's degrees in Nursing Education and Nursing Administration/Leadership
- **2.** Consider development of other Nurse Practitioner specialty tracks such as Pediatrics Primary and Acute Care; and/or Psychiatric – Mental Health
- 3. Develop and implement Doctor of Nursing Practice (DNP) program
- 4. Reactivate the Basic Baccalaureate Nursing Program
- **5.** Consider the development and implementation of dual degrees with the College of Health Related Professions and/or School of Public Health
- 6. Continue to enhance the population health curricula throughout all programs of study

GOAL 2: Strengthen and Solidify the College of Nursing Technological Infrastructure to Provide Excellence in Academic Pedagogy

Technology has become an intrinsic component to today's learning environment. To remain a competitive academic institution as well as to grow the knowledge and enrichment of our students, the College of Nursing will enhance its current teaching and learning technologies.

Strategy/Tactic:

- 1. Increase faculty confidence in using technology for teaching
- **2.** Use the simulation lab and epicenter for student learning and utilize low stakes evaluation for opportunities to grow
- 3. Improve student technology use in the classroom, simulation lab and clinical areas



RESEARCH AND SCHOLARSHIP

Expand the current research base and scholarship in the College of Nursing

GOAL 1: Continue to Enhance a Stronger Program of Research and Scholarship in the College of Nursing

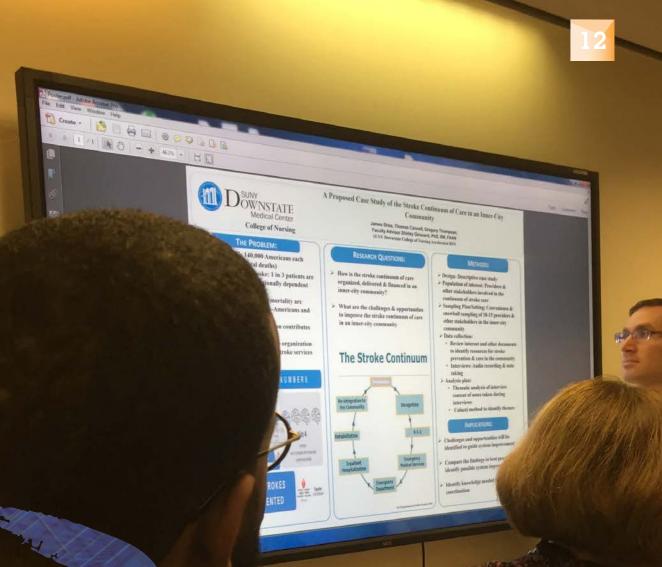
There is great potential for the College of Nursing to grow its research portfolio and increase its scholarly activity by welcoming and supporting additional faculty, partners and students in research endeavors. A unique focus on population health and the diverse communities Downstate serves can distinguish the College from its peers, while adding an invaluable wealth of knowledge.

Strategy/Tactic:

- 1. Build a program of research in population health
- 2. Promote interprofessional research activities
- 3. Advance the infrastructure to provide support for research and scholarship of faculty

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4. Engage more students in research activities



"A **unique focus** on population health and the diverse communities Downstate serves **distinguishes the College** from its peers" "Thoughtful **ties with the community** can only advance the mission of the **College of Nursing** "



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STRATEGIC PARTNERSHIPS

Partner with both internal and external stakeholders to benefit our community and bolster the strength of the College of Nursing

GOAL 1: Collaborate and Strengthen Strategic Partnerships with our Communities of Interest

Close and thoughtful ties with the community can only advance the mission of the College of Nursing. Increased and more diverse clinical placements, a wider breath of opportunities for research and teaching, as well greater interest and enrollment in nursing are key goals.

Strategy/Tactic:

- 1. Increase the number of academic practice partnerships
- 2. Increase enrollment in the RN-BS program through engagement with Associate Degree Programs
- 3. Leverage internal and external partnerships to support innovation in education and practice

GOAL 2: Bond Professionally a Stronger Relationship with our Alumni

Alumni are an important constituency of the College of Nursing. They serve as ambassadors in their practice and speak to the excellence of our instruction. Ongoing communication that fosters a continued dialogue and relationship that benefits both Downstate and our alumni will allow for a robust College.

Strategy/Tactic:

- 1. Actively engage alumni in College of Nursing activities, such as orientation and campus life
- 2. Connect with alumni to create a sustained relationship



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