

COLLEGE OF NURSING

# Strategic Plan

# IMPACT 2025



DOWNSTATE  
HEALTH SCIENCES UNIVERSITY

SUNY  
DOWNSTATE



SCHOOL OF PUBLIC HEALTH  
AND  
COMMUNITY & ENVIRONMENTAL SCIENCES

# TABLE OF CONTENTS

Executive Summary ..... 1

Mission, Vision, Values ..... 4

Program Outcomes ..... 5 - 6

Degrees Offered ..... 7

Academic Success ..... 10

Research and Scholarship ..... 11

Strategic Partnerships ..... 14

## CONTACT US

SUNY Downstate College of Nursing  
450 Clarkson Avenue Brooklyn, NY 11203

**Web:** [www.downstate.edu/nursing](http://www.downstate.edu/nursing)

# EXECUTIVE SUMMARY



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

The College of Nursing at SUNY Downstate Health Sciences University recently celebrated its 55<sup>th</sup> 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.

Our aim is to expand upon the existing foundation of successes and strengths to transform documented excellence into more than five 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 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”*

2



*“Our mission: to shape the future impact of nursing through premier and dynamic programs that prepare diverse enlightened leaders..”*



# MISSION, VISION, VALUES

## MISSION

To shape the future impact of the nursing discipline through premier and dynamic nursing educational programs that prepare diverse, enlightened leaders to provide equitable, safe, and high-quality interprofessional care for a global population.

## VISION

To be the premier nursing program that prepares diverse graduates to advance evidence-based solutions and lead innovations in health care to improve health equity and well-being for all.

## 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

# PROGRAM OUTCOMES

5

## DOMAIN

### Knowledge for Nursing Practice

#### PROGRAM OUTCOME: ENTRY LEVEL

Demonstrate knowledge from the liberal arts, sciences, and humanities to establish a basis for clinical judgment and innovation in nursing practice.

#### PROGRAM OUTCOME: ADVANCED LEVEL

Integrate, translate, and synthesize established knowledge and ways of knowing from nursing and other disciplines, liberal arts, and natural and social sciences to promote clinical judgment and innovation in nursing practice.

## DOMAIN

### Person-Centered Care

#### PROGRAM OUTCOME: ENTRY LEVEL

Provide holistic person-centered care based on best evidence and clinical judgment in the planning and delivery of care across time, spheres of care, and developmental levels.

#### PROGRAM OUTCOME: ADVANCED LEVEL

Design, deliver, manage, and evaluate comprehensive patient care to diverse patients and populations.

## DOMAIN

### Population Health

#### PROGRAM OUTCOME: ENTRY LEVEL

Demonstrate an understanding of health promotion, illness and injury prevention, public health emergencies, and collaborative activities among all relevant stakeholders for improving the health of populations.

#### PROGRAM OUTCOME: ADVANCED LEVEL

Engage in collaborative activities with traditional and non-traditional partners from communities, public health, industry, academia, health care, government entities, and others for the improvement of equitable population health outcomes.

## DOMAIN

### Scholarship for Nursing Practice

#### PROGRAM OUTCOME: ENTRY LEVEL

Demonstrate knowledge of the research process to apply, translate, and implement best evidence into clinical decision making.

#### PROGRAM OUTCOME: ADVANCED LEVEL

Generate, synthesize, translate, apply, and disseminate nursing knowledge to improve health and transform health care.

## DOMAIN

### Quality and Safety

#### PROGRAM OUTCOME: ENTRY LEVEL

Apply quality improvement principles in care delivery to promote a culture of patient, provider, and work environment safety.

#### PROGRAM OUTCOME: ADVANCED LEVEL

Provide care using principles of improvement science to enhance healthcare quality and minimize harm to patients and providers through both system effectiveness and individual performance.

## DOMAIN

### Interprofessional Partnerships

#### PROGRAM OUTCOME: ENTRY LEVEL

Collaborate effectively using a team-based approach to optimize health care delivery.

#### PROGRAM OUTCOME: ADVANCED LEVEL

Demonstrate intentional engagement in dynamic interprofessional teams to optimize patient- and population-centered care, enhance the healthcare experience, and strengthen outcomes.



**DOMAIN****Systems-Based Practice****PROGRAM OUTCOME: ENTRY LEVEL**

Apply knowledge of system-based practice to provide safe, quality, and equitable care to patients and populations.

**PROGRAM OUTCOME: ADVANCED LEVEL**

Demonstrate leadership and agility in coordinating resources within complex systems of healthcare to provide safe, quality, and equitable care for diverse patients and populations.

**DOMAIN****Information and Healthcare Technologies****PROGRAM OUTCOME: ENTRY LEVEL**

Demonstrate knowledge and skill in using patient care technologies, information systems, and communication devices that support safe, high quality, and efficient healthcare services.

**PROGRAM OUTCOME: ADVANCED LEVEL**

Demonstrate proficiency in informatics and communication technologies to manage and improve the delivery of safe, high quality, and efficient healthcare services to patients, the public, and other health professionals.

**DOMAIN****Professionalism****PROGRAM OUTCOME: ENTRY LEVEL**

Demonstrate values central to nursing practice including altruism, autonomy, human dignity, integrity, advocacy, social justice, and life-long learning.

**PROGRAM OUTCOME: ADVANCED LEVEL**

Exhibit a professional identity that includes accountability, a collaborative disposition, and commitment that reflect the values of advanced level nursing practice.

**DOMAIN****Personal, Professional, and Leadership Development****PROGRAM OUTCOME: ENTRY LEVEL**

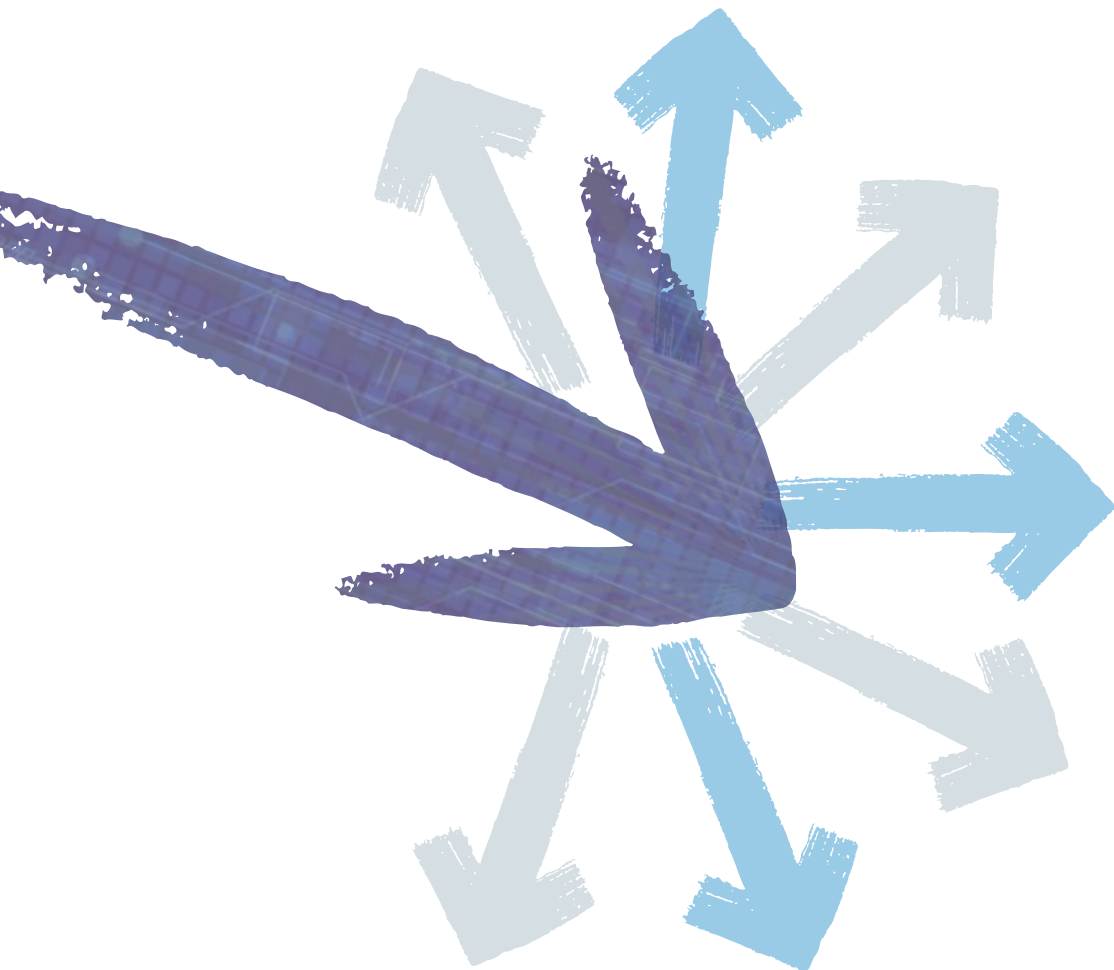
Demonstrate a commitment to personal, professional, and leadership development that supports the acquisition of nursing expertise.

**PROGRAM OUTCOME: ADVANCED LEVEL**

Demonstrate personal and professional growth, and leadership capacity to advance the nursing profession.

# 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 Nursing Education
- DNP (WHNP, FNP)
- Advanced Certificate in Family Nurse Practitioner
- Advanced Certificate in Women's Health Primary Nurse Practitioner
- Certificate in Nursing Education



## ACCELERATED BS IN NURSING

A 15-month, full-time program that prepares entry-level practitioners to assume a variety of nursing roles in different healthcare settings with individuals, families, communities, and populations across the lifespan and across the healthcare spectrum.

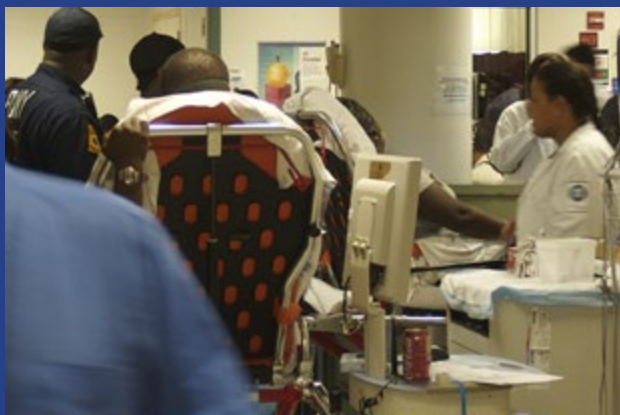


## RN - BS IN NURSING

Emphasis on knowledge and skills related to health promotion and health assessment; population health; scholarship for evidence-based practice.

## MS IN FAMILY OR WOMEN'S HEALTH NURSE PRACTITIONER

Prepares registered nurses with the advanced knowledge, clinical judgment, and diagnostic skills to care for patients and families across the age continuum or the care of women across the lifespan.



## DNP (WHNP, FNP)

Prepares nurses at the highest level of practice in Women's health and FNP.

## POST-GRADUATE CERTIFICATES



Post-Graduate certificates are offered in Women's Health and Family NP.

*“Providing the next generation of nurses with the **complete** skill set they need to **succeed**”*



# 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

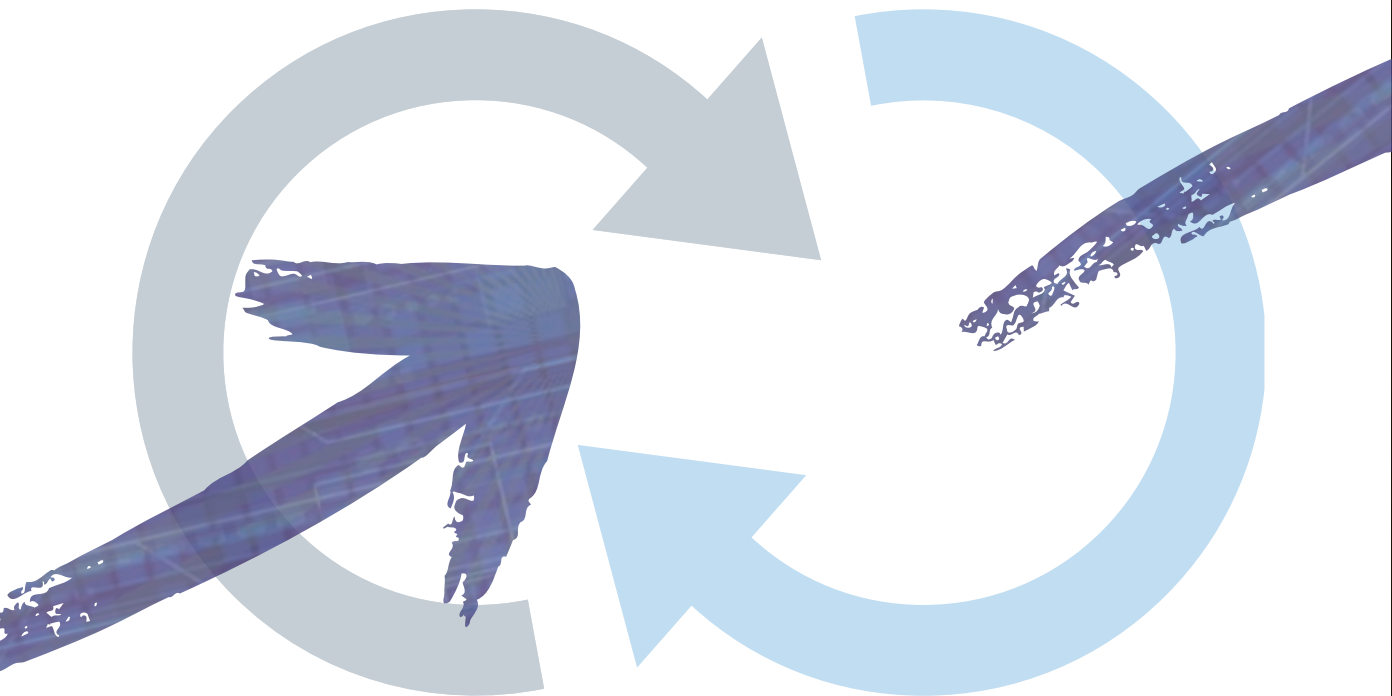
Expand the current research base and scholarship in the College of Nursing

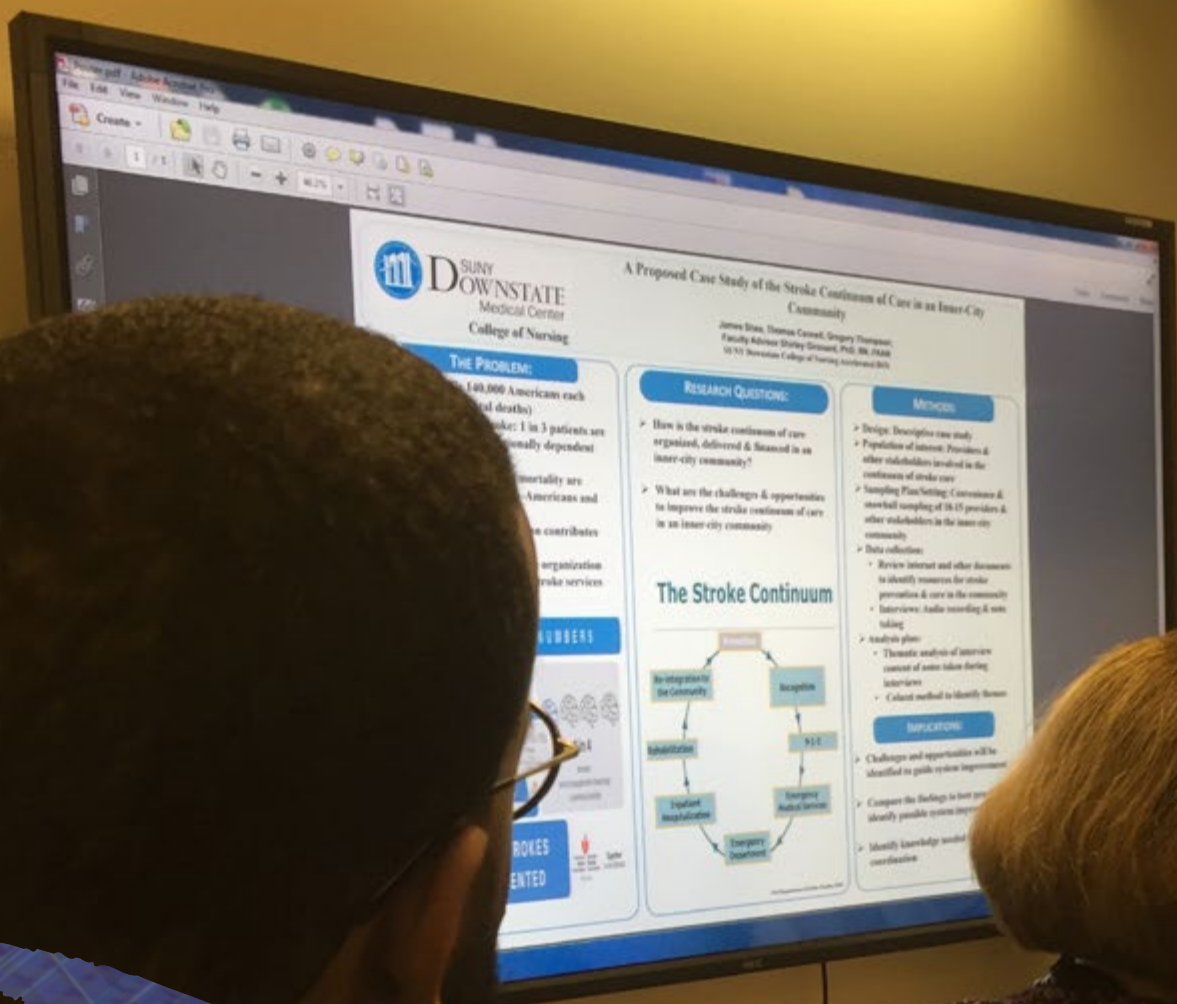
## **GOAL 1: Continue to Enhance a Stronger Program of Research and Scholarship in the College of Nursing**

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
4. Engage more students in research activities





*“A **unique focus** on population health + the diverse communities that Downstate serves; **distinguishes the College** from its peers”*

*“Thoughtful **ties with the community** can only advance the mission of the **College of Nursing**”*





# 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 as 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:**

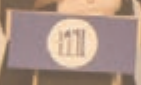
1. Actively engage alumni in College of Nursing activities, such as orientation and campus life
2. Connect with alumni to create a sustained relationship



# COLLEGE OF **NURSING**

SUNY Downstate Health Sciences University

**Bridging Disparities**  
**Innovating Healthcare**  
**Going Global**





**DOWNSTATE  
COLLEGE OF NURSING**

450 Clarkson Avenue, Brooklyn, New York 11203