

**INDIANA UNIVERSITY SOUTHEAST  
OF NURSING  
3-Year Strategic Planning: Year 2008-2011**

Vision: Promote the health and quality of life among citizens of Southern Indiana

Mission: Promote a community of learning that address society's need for caring professionals and nurtures students, faculty, and staff from diverse backgrounds.

<b>Goal 1. Create a challenging, innovative and supportive community that promotes active teaching and learning.</b>				
Objectives and/or Initiatives		Responsible*	Timeline	
			Implementation**	Assessment
1.1	Maintain and promote interactive learning in classroom environment 1.1.1 Establish a technology committee to report to CNF each semester re: standardized testing, simulation and NCLEX CAI updates 1.1.2 Equip additional classrooms to simultaneously accommodate 50 students and to promote interactions in the classroom	CNF	Ongoing	2008 Fall 2009 Spring 2010 Spring 2011 Spring
1.2	Maintain BSN-basic enrollment 1.2.1 Work with IUS Admission Unit, Center for Mentoring and Center for Student Outreach and University Academic Advisors to identify undecided students and inform them about careers in nursing 1.2.2 Maintain recruitment efforts at targeted elementary/middle/high schools with media presentations and continued presence of students. 1.2.3 Recruit culturally diverse students through presentations to groups such as Whitney Young Scholars, Urban League, local Hispanic groups, Boy Scouts and Girl Scouts, College preparatory groups	Dean ACo	Ongoing	2008 Spring 2009 Spring 2011 Spring
1.3	Maintain RN/BSN student enrollment with a target of an incoming cohort of 20 students annually. 1.3.1 Postcard campaign 1.3.2 Regular visits to hospitals for recruitment 1.3.3 Maintain relationships with ADN programs in the metro area	Dean ACo	Ongoing	2008 Spring 2009 Spring 2010 Spring

Objectives and/or Initiatives		Responsible*	Timeline	
			Implementation**	Assessment
1.4	<p>Maintain 80% retention rate of BSN-basic students who are admitted to the program</p> <p>1.4.1 Continue to track non-academic reasons for attrition</p> <p>1.4.2 Implement remediation efforts and include info in semester course reports</p> <p>1.4.3 Evaluate the outcome of remediation efforts</p>	CC  ACo	Ongoing	2008 Fall 2009 Spring 2010 Spring 2011 Spring
1.5	<p>Improve the effectiveness of testing</p> <p>1.5.1 Implement PAR system for test construction and bank</p> <p>1.5.2 Increase awareness of changes of NCLEX-RN</p> <p>1.5.3 Enhance faculty skills in developing NCLEX items</p>	COS	Ongoing	2009 Spring 2011 Spring
1.6	<p>Implement a comprehensive diversity plan to increase and enhance cultural diversity and competence through education and practice</p> <p>1.6.1 Identify assessment tools that could be used throughout the curriculum (i.e. Giger &amp; Davidhizer and Purnell). Develop operational definition of diversity and cultural competence consistent with IUS Strategic Plan.</p> <p>Teaching/Learning</p> <p>1.6.2 Continue annual lecture series on cultural diversity. Review current video and book resources available in the library. Continue efforts to integrate content and relevant learning experiences in diversity and cultural competence.</p> <ul style="list-style-type: none"> <li>- Syllabus with clear course objectives, references and assignments</li> <li>- Provide students access to diverse populations in health care</li> <li>-</li> </ul> <p>1.6.3 Evaluate student's cultural knowledge in didactic and clinical courses. Evaluate the appropriateness of our curriculum for diverse students. Participation in collaborative scholarship activities on diversity, cultural competence and health disparities</p> <p>1.6.4 Faculty Development Facilitate professional development programs on diversity and culture competence for clinicians and educators in the community of interest. Participate in campus-wide diversity activities (i.e. International study opportunities, educational offerings, etc).</p> <p>1.6.5 Recruitment and Retention Enhance recruitment of a diverse student body through focused recruiting efforts in K-12, 21<sup>st</sup> century scholars, community colleges and involvement of community leaders Identify community leaders who can support recruitment and retention of a diverse student body, faculty and staff. Explore partnerships with other campus programs to complement nursing program.</p>	CNF	Ongoing	2009 Spring 2010 Spring 2011 Spring

1.7	Promote student involvement in creative and innovative activity with faculty in practice, research, and service 1.7.1 Inform students of faculty interest areas 1.7.2 Continue activities that promote student and faculty involvement such as Centering Pregnancy Project at women's prison, SANE/SART project and IUS Student Conference 1.7.3 Explore implementation of use of electronic portfolio development	CNF Dean	Ongoing	2009 Spring 2010 Spring 2011 Spring
1.8	Maintain presence of faculty and students as organizers and participants in campus/university activities 1.8.1 Continue to actively participate in campus/university committees/activities	CNF Dean	Ongoing	2009 Spring 2010 Spring 2011 Spring

<b>Goal 2. Foster a vigorous and innovative socialization process that prepares students to thrive personally and professionally as citizens in a global society.</b>				
Objectives and/or Initiatives		Responsible*	Timeline	
			Implementation**	Assessment
2.1	Maintain the number of students who participate as sophomores in Student Nurses Association (SNA) through the end of the program 2.1.1 Review recruitment efforts 2.1.2 Incorporate SNA activities into course work when possible 2.1.3 Continue to have students present at national conferences 2.1.4 Explore including SNA fee in student tuition	SNA advisors	Ongoing	2009 Spring 2010 Spring 2011 Spring
2.2	Increase number of students who participate in peer-mentor program 2.2.1 Implement PAWS program via OnCourse 2.2.2 Measure outcomes of peer mentor program three years after implementation	Dean	Ongoing	2009 Spring 2010 Spring 2011 Spring
2.3	Maintain and increase number of health professional preceptors for students 2.3.1 Continue Alumni/preceptor recognition luncheon 2.3.2 Create and maintain database of preceptors and community partners	CNF	Ongoing	2009 Spring 2010 Spring 2011 Spring
2.4	Continue activities that promote the importance of group dynamics 2.4.1 Continue Ropes course: low and high ropes 2.4.2 Promote team-building activities in classroom and clinical settings 2.4.3 Initiate faculty development related to horizontal violence theory and research	CC	Ongoing	2009 Spring 2010 Spring 2011 Spring

2.5	Continue activities that promote professional nursing such as: <ul style="list-style-type: none"> <li>• Annual Convocations</li> <li>• Provide professional role modeling</li> <li>• Motivational speaker</li> <li>• Political activities/assignments</li> <li>• Recognition for Sigma Theta Tau Inductees</li> </ul>	CNF	Ongoing	2009 Spring 2010 Spring 2011 Spring
2.6	Maintain and increase number of students who participate in governance and departmental committees 2.6.1 Recommend participants be selected from SNA for APG/curriculum subcommittees as outlined in bylaws	SNA advisors	Ongoing	2009 Spring 2010 Spring 2011 Spring

<b>Goal 3. Fulfill the division's public Service Mission of effective teaching (T), significant scholarship (S) and direct assistance to community health enhancement efforts (C)</b>																				
	Objectives and/or Initiatives	Responsible*	Timeline																	
			Implementation**	Assessment																
3.1	Continue to participate in interdisciplinary workshops related to effective teaching (T) such as ILTE workshops, FACET, writing across the curriculum, and Campus Compact.	CC	Ongoing	2009 Spring 2010 Spring 2011 Spring																
3.2	<p>Continue to facilitate community partnerships/collaborations (C) with facilities such as:</p> <table border="0"> <tr> <td>Center for Families and Children</td> <td>Clark Memorial Hospital</td> </tr> <tr> <td>Floyd Hospital</td> <td>Home of the Innocents</td> </tr> <tr> <td>Hospice</td> <td>Jewish Hospital</td> </tr> <tr> <td>KY Correctional Institute for Women</td> <td>Norton Healthcare Kosair Children's Hospital</td> </tr> <tr> <td>Southern Indiana Rehab.</td> <td>Southern Indiana SANE/SART</td> </tr> <tr> <td>University of Louisville Hospital</td> <td>Veteran Administration Medical Center</td> </tr> <tr> <td>Baptist Hospital East</td> <td>King's Daughter's</td> </tr> <tr> <td>Wellstone</td> <td></td> </tr> </table> <p>3.2.1 Renew contracts on a timely basis 3.2.2 Members selected from agencies for nursing advisory committee 3.2.3 Use agencies for speakers, guest lectures 3.2.4 Explore possibility of joint appointments</p>	Center for Families and Children	Clark Memorial Hospital	Floyd Hospital	Home of the Innocents	Hospice	Jewish Hospital	KY Correctional Institute for Women	Norton Healthcare Kosair Children's Hospital	Southern Indiana Rehab.	Southern Indiana SANE/SART	University of Louisville Hospital	Veteran Administration Medical Center	Baptist Hospital East	King's Daughter's	Wellstone		CNF	Ongoing	2009 Spring 2010 Spring 2011 Spring
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3.3	Maintain the number of regional and national presentations and papers (S) by faculty	Dean CNF	Ongoing	2009 Spring 2010 Spring 2011 Spring																
3.4	<p>Increase number of proposals submitted and funded (S)</p> <p>3.4.1 Continue to develop research potential of faculty/program through conference participation and consultation</p> <p>3.4.2 Pursue grants for experts in forensics, cancer nursing, other disciplines to improve curricular content in those areas</p>	Dean CNF	Ongoing	2009 Spring 2010 Spring 2011 Spring																

Objectives and/or Initiatives		Responsible*	Timeline	
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3.5	Increase number of faculty participating in sponsored research (S, C) 3.5.1 Provide research time for participating faculty	Dean CNF	Ongoing	2009 Spring 2010 Spring 2011 Spring
3.6	Identify opportunities to share various aspects of division-initiated health improvement projects with others (T, C) 3.6.1 Continue activities to share information in health improvement projects with others	CNF	Ongoing	2009 Spring 2010 Spring 2011 Spring
3.7	Initiate and maintain activities focusing on Gerontology related care needs (T, C) 3.7.1 Continue/expand gerontology content in courses 3.7.2 Create opportunities for Senior management projects R/T the extended care facility (ECF) experience	CC	Ongoing	2009 Spring 2010 Spring 2011 Spring

<b>Goal 4. Improve the effectiveness and accountability of the program to fulfill the mission of the division.</b>				
Objectives and/or Initiatives		Responsible*	Timeline	
			Implementation**	Assessment
4.1	Explore opportunities to grow responsibly 4.1.1 Assess the structural and technological support required for effective teaching-learning 4.1.2 Implications for increased/decreased enrollment and its influence on faculty and students	CC CIS	Ongoing	2009 Spring
4.2	Achieve annual pass rates on NCLEX that is above the national pass rate for first time takers (refer to 1.5) 4.2.1 Continue NCLEX review course 4.2.2 Incorporate alternative item format from NCLEX questions in tests	CC	Ongoing	2009 Fall 2010 Fall 2011 Spring
4.3	Analyze internal and external outcome data to establish baselines of program success (See School of Nursing Assessment Plan) <ul style="list-style-type: none"> <li>• Data Sources</li> <li>• Committee responsible</li> <li>• Establish and follow outcome evaluation timelines <ul style="list-style-type: none"> <li>• Employer evaluation of 1-year post graduates</li> <li>• Senior student evaluation of overall program (Exit Evaluation)</li> <li>• One year alumni evaluation</li> </ul> </li> </ul>	AC COS Dean	Ongoing	2005 Spring 2006 Spring 2007 Spring 2009 Spring

4.4	Submit CCNE self-study report	CC	Ongoing	2009 Spring
4.5	Maintain faculty/student ratio that facilitates learning and meets agency and accrediting bodies requirements Review curriculum for course placement to utilize faculty- and student-workload more efficiently	Dean AT	Ongoing	2009 Spring 2010 Spring 2011 Spring
4.5.1	Maintain database of potential faculty			
4.5.2	Assess possibility of joint appointments			

Footnote. \*CNF = Committee of Nursing Faculty, CC = Curriculum Committee, CIS = Curriculum Implementation Sub-committee, Curriculum Outcomes Sub-committee=COS, AT = Academic Team, ACo = Academic Counselor; \*\*Implementation timeline is operationally defined as the time when an initiative is being implemented, not when an initiative is started.

Approved by Curriculum Committee on November 26, 2007

Running head: IUS Nursing School Strategic Plan 2008-2011