

The University of Toledo College of Nursing: A New Day, A Bright Future

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A New Day is dawning in the UT College of Nursing



We are addressing some tough challenges...and, are making significant progress in the past 3 months

- Workplace/Learningplace Incivility
- Need for stable leadership positions
- Faculty development—scholarship
- Uneven faculty workloads
- Admissions, enrollment (RN to BSN priority)
- UG Programs, curricula
- Graduate Programs, curricula
- Public Relations, Communication, Marketing
- Alumni relations/Advancement Program

UT: A University on the Move!

- New Top administration-lots of changes of personnel, procedures,
- Shift “back” to being a Research Intensive University
- Tight budget-Focus on growth to bring us to financial stability-CON has capacity for this; need to explore where, how
- Exciting University Strategic Plan—helping shape our priorities

Lots to do, fix, develop, nurture, so,
early on held a retreat



In order to fulfill our Mission, have to Take Care of Ourselves and Colleagues

- ❖ Working as a Team
- ❖ Showing Mutual respect
- ❖ Helping each other; when one person succeeds, we all succeed....
- ❖ Have observed, heard, about, and experienced many examples of this very positive behavior and caring since I arrived.....
 - ❖ Yet, some serious issues have occurred and still occur, and we have to change the climate from one that allows this behavior to go unchecked to one that does not.....

In my “Job Talk” I said.....

A prime Role of the Administration
(Dean) is:

**To ensure a safe, welcoming, fair, and
nurturing educational and work
environment for all students, faculty,
and staff.**

I meant that.

Some examples of workplace incivility

- Rudeness
- Treating a subordinate like a child
- Berating a subordinate or co-worker
- Making unfounded accusations
- Gossiping
- Excluding co-workers or team members
- Interrupting people
- Texting during a presentation
- Jamming a printer or copier and letting someone else deal with it
- Use of demeaning language
- Creating unnecessary and irrelevant controversy
- Mocking a co-worker



Some Other Effects of Workplace Incivility

- ❖ It affects people's health and well-being
- ❖ Creativity and innovation suffer
- ❖ Performance and team spirit deteriorate.
- ❖ It takes time and resources
 - ❖ “Managers at *Fortune* 1,000 firms spend 13% of their time, the equivalent of seven weeks a year dealing with the aftermath of incivility.”
- ❖ It affects our recruitment –
 - ❖ “People are less likely to buy from a company with an employee they perceive as rude, even if the rudeness isn't directed at them” (same with students choosing where they would like to study.....)
- ❖ It affects our reputation in the community

<https://hbr.org/2013/01/the-price-of-incivility>

So, how do we change the climate?

- ❖ Rudeness is contagious....but, so is Kindness
- ❖ Talk about it, report it, ask for feedback
- ❖ Create (and enforce) group norms

- ❖ **Develop a Code of Conduct/Professional Behavior-Everyone signed!**

- ❖ Model civil behavior
- ❖ Follow up and follow through(use disciplinary processes if necessary)

CON Faculty-Staff Retreat, 8-21-17



Teambuilding and relationship building



Stabilize CON Leadership

- Recruit an Associate Dean for Academic Affairs
- Recruit an APN/DNP Director
- Re-align Departments and appoint permanent Department Chairs
- Appoint permanent Program Directors
- Re-organize Org. Chart

Faculty Development and Scholarship

- Promotion and Tenure elaborations
 - Wonderful faculty workgroup
 - Faculty forums
 - Will vote in November
- Faculty clusters and work groups
- Assessing and realigning faculty workloads
- Planning publishing and grant writing workshops
- Working with University resource folks on mentoring programs
- Individual mentoring meetings, a lot of cheerleading!

Student Success

- Work on learning climate civility and mutual respect
- Make admission process easier and more “holistic”
- Increase diversity of student group
- Increase enrollment in online RN to BSN program-national draw
- Make needed curriculum revisions –UG, grad
- Evaluate collaborations with BGSU and Wright State
- Foster closer relationship with administration and students-open avenues of communication



Increase student options, events

- Increase and Strengthen our Honors Program
- Increase study abroad options-Taiwan this winter session
- White Coat Ceremony
- Increase student involvement in research
- Support student travel with increased fund-raising



Communications, Marketing, Development

- Work on increasing visibility of the CON on campus, State, regionally, nationally
- Develop coordinated marketing plan
- Increase effective, mutually beneficial partnerships with community partners and stakeholders
- Engage alumni and increase donor base
- Re-do our website—adding video “Dean’s Message” this week
- Increase use of social media--Twitter-
@utoledonursing

Go Rocket Nursing!

