The University of Toledo Mission
The mission of The University of Toledo is to improve the human condition; to advance knowledge through excellence in learning, discovery and engagement; and to serve as a diverse, student-centered public metropolitan research university.

The College of Nursing Mission
The mission of the College of Nursing is to improve the human condition; to educate professional nurses in a manner that engages and serves a diverse learner population as part of a larger metropolitan university, to discover and disseminate nursing knowledge that informs evidence-based practice for quality patient outcomes, and to address the service needs of our stakeholders through innovative programs and entrepreneurial initiatives.

The University of Toledo Vision
The University of Toledo is a transformative force for the world. As such, the University will become a thriving student-centered, community-engaged, comprehensive research university known for its strong liberal arts core and multiple nationally ranked professional colleges, and distinguished by exceptional strength in science and technology.

The College of Nursing Vision
The College of Nursing is committed to excellence in:
1. Technology-enhanced nursing education.
2. Scholarly inquiry with an emphasis on clinical outcomes and translational research.
3. Evidenced-based nursing practice focused on selected populations across health care settings.
4. Actively seeking participation in interdisciplinary education, research and practice.

The University of Toledo Core Values
I. Compassion, Professionalism and Respect: Treat every individual with kindness, dignity and care; consider the thoughts and ideas of others inside and outside of the University with a strong commitment to exemplary personal and institutional altruism, accountability, integrity and honor;

II. Discovery, Learning and Communication: Vigorously pursue and widely share new knowledge; expand the understanding of existing knowledge; develop the knowledge, skills and competencies of students, faculty, staff and the community while promoting a culture of lifelong learning;

III. Diversity, Integrity and Teamwork: Create an environment that values and fosters diversity; earn the trust and commitment of colleagues and the communities served; provide a collaborative and supportive work environment, based upon stewardship and advocacy, that adheres to the highest ethical standard;

IV. Engagement, Outreach and Service: Provide services that meet students' and regional needs and where possible exceed expectations; be a global resource and the partner of choice for education, individual development and health care, as well as a center of excellence for cultural, athletic and other events;

V. Excellence, Focus and Innovation: Strive, individually and collectively, to achieve the highest level of focus, quality and pride in all endeavors; continuously improve operations; engage in reflective planning and innovative risk-taking in an environment of academic freedom and responsibility; and

VI. Wellness, Healing and Safety: Promote the physical and mental well-being and safety of others, including students, faculty and staff; provide the highest levels of health promotion, disease prevention, treatment and healing possible for those in need within the community and around the world.

The College of Nursing Philosophy
As a community of scholars, we are committed to the study and advancement of the art and science of nursing. The philosophy of The University of Toledo College of Nursing expresses our beliefs about the essence of nursing and the education of professional nurses. The foundations of nursing science center on the concepts of the Nursing metaparadigm: Person, Environment, Health and Nursing.

Person: Persons are unique holistic human beings of unconditional worth, deserving of respect, who are in continuous interaction with the environment and develop throughout the lifespan.

Environment: Environment is the milieu in which the person exists.

Health: Health is a dynamic state reflecting the integration of body, mind and spirit.

Nursing: Nursing promotes health and well being and provides support during illness or impairment by assessing, diagnosing and treating human responses to actual and potential health problems.

The education of professional nurses is a professional responsibility encompassing the scholarly integration of Education, research and Practice.

Education: Education is a dynamic interaction between the processes of teaching and learning.

Research: Research is an ongoing commitment to systematic inquiry and discovery.

Practice: Practice is the application of knowledge related to the health of individuals, groups and communities.
**Nursing:** The mission of the College of Nursing is to improve the human condition; To cultivate a culture of professional and organizational excellence.

| 1. Members foster open discussion and candid debate based on mutual respect and trust | Meetings conducted following Robert’s Rules of Order  
Personal engagement during meetings  
Commit to following established CON Faculty Assembly bylaws | Administration  
Faculty  
Staff |
|---|---|---|
| 2. Redesign and implement the CON Organizational Structure to facilitate a collaborative environment | Inclusion of faculty and staff in redesign  
Implementation by Summer 2015 | Faculty and Staff  
Administration |
| 3. Achieve continued accreditation of BSN and MSN programs | 100% collection of support documents  
Report submitted to CCNE by Dec 1, 2014  
100% of faculty have access to CIPR report prior to submission (via email and posted to Zdrive) | Governing Committees  
Administrative Leadership Team  
Dean |
| 4. Achieve continued five year approval by OBN for BSN and CNL programs | 100% data and document collection by March 3, 2015  
100% reports submitted by March 3, 2015  
100% successful feedback from site visit and OBN review | Governing Committees  
Administrative Leadership Team  
Dean |
| 5. Graduates will meet or exceed national benchmarks for licensure and employment | BSN & CNL graduates achieve CCNE/OBN benchmarks AY14-15  
>90% of BSN and CNL graduates pass NCLEX on first take by 2018  
>90% of CNL graduates who take certification exam pass  
>90% APRN graduates pass national certification exam  
>70% of graduates employed within 6 months graduation  
100% implementation of ATI in prelicensure programs | Faculty  
Program Directors  
PAC  
Associate Dean Academic Affairs  
Office of Research and Evaluation |

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**University:** To advance knowledge through excellence in learning, discovery and engagement;  
**Nursing:** to discover and disseminate nursing knowledge that informs evidence-based practice for quality patient outcomes, and to address the service needs of our stakeholders through innovative programs

| Goal 2  
To align resources to attain College of Nursing outcomes. |
|---|
| **University:** To advance knowledge through excellence in learning, discovery and engagement;  
**Nursing:** to discover and disseminate nursing knowledge that informs evidence-based practice for quality patient outcomes, and to address the service needs of our stakeholders through innovative programs |
| 1. New BSN curriculum implemented Fall 2015.  
100% documented approval by CON, UT, BG, OBN  
100% New Plan of Study documented in BSN recruitment literature, college catalog and student handbook, university catalog, Banner | Curriculum Committee  
Program Director  
Office of Student Services  
CON Communication staff |
| 2. Adult-Gerontology and Psychiatric Mental Health NP programs developed and approved by Spring 2015  
Approval of curriculum by Faculty Assembly  
COGS consultation to expedite congruence with UT and OBOR requirements | Program Directors  
College of Graduate Studies |
| 3. Financially sustainable DNP program | Program Directors  
Assistant Dean of Student Services |
| 4. Elevate the quantity and quality of external grant applications | Faculty  
Office of Research and Evaluation |
| 5. Expand internal resources to support faculty research | Faculty  
Department Chairs |
| 6. Faculty are compensated at or above national standards | Faculty base salaries are at or exceed the 50th percentile of the AACN 2013-2014 Salary Report, table MW 62, 78 or AHC 6, 83 | Dean |
| 7. Recognition of student success | > 2 SNA awards at state or national level  
> 3 students receive local and national recognition | SNA members  
CON Communications staff |
| 8. Recognition of faculty success | 100% department annual reports reflect faculty accomplishments  
> 3 faculty receive funded awards (excellence in teaching, scholarship, practice, community outreach) at convocation | Faculty Affairs Committee  
Administrative Leadership Team |
| 9. Adjust priority of goals based on resources | Develop an administrative and faculty feedback loop to identify and realign resources to meet goals | Faculty  
Administrative Leadership Team |

**University:** And to serve as a diverse, student-centered public metropolitan research university.  
**Nursing:** to educate professional nurses in a manner that engages and serves a diverse learner population as part of a larger metropolitan university.

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<th>Goal 3</th>
<th>To engage in community outreach and global initiatives</th>
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<td><strong>University:</strong></td>
<td><strong>To increase resources through philanthropy, partnerships and other revenue enhancing opportunities.</strong></td>
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| 1. Increase interprofessional engagement/education (IPE) by faculty and students toward better care and health at a lower cost | >25% faculty involvement in integration of IPE concepts  
100% entry level BSN and CNL students engage in IPE learning  
>25% of students engaged in interprofessional learning or practice | Students  
Faculty  
Administrative Leadership Team |
| 2. Increase mutually beneficial partnerships to facilitate clinical placements, faculty practice, and support diversity | Establish priorities for global initiatives for FY16  
>1 faculty representative on Promedica Research Council  
>1 faculty representative on Deans Task Force (? purpose unclear)  
100% develop, approve, disseminate a Practice Plan | Faculty  
Administration  
Business Manager  
Office of Legal Affairs |
| 3. Sustain MEDTAPP grant support | >5% documented faculty workload with MEDTAPP grant  
>10% DNP students do clinical practice at MEDTAPP sites | Faculty  
Administrative Leadership Team |
| 4. Support and recognize faculty and student community outreach and global initiatives (teaching, scholarship, research, practice) | >1% annual budget allocated to support faculty and student travel  
>1 annual award for outstanding sustained effort that benefits regional community  
100% of achievements featured on social media outlets  
100% of outreach projects featured in CON Nurses In the Know  
100% of outreach projects featured in UT University News  
100% of outreach projects featured in UT News | Dean  
Business Manager  
Communications professional staff |

| 1. Increase financial resources for students | Increase in endowed scholarships via capital campaign  
Choose Ohio First Project funding provided to students | Associate Dean of Academic Services  
Program directors  
Major Gifts Officer  
Dean |
| 2. Increase human capital resources for interprofessional work | >3 faculty engaged in interprofessional projects  
>3 faculty engaged in interprofessional research | Faculty  
Department Chairs |
| 3. Revise, publish, and promote | > 2 new strategies after critical analysis of previous plan | Major Gifts Officer |
### University: To advance knowledge through excellence in learning, discovery and engagement; Nursing: and to address the service needs of our stakeholders through innovative programs and entrepreneurial initiatives

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<th>Goal 5</th>
<th>To develop knowledge, skills and abilities of faculty, staff, administrators and students.</th>
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| **1. Support faculty professional development in role (teaching, scholarship, service, practice)** | 100% Department Chair role consistent with UT policy  
> 1% college budget allocated for faculty development  
> 4 CNE educational events per academic year  
> 1 active writing group throughout academic year | Administrative Leadership Team  
Office of Research and Evaluation  
CNE Director  
Dean |
| **2. Support faculty integration of technology in professional roles** | Faculty provided opportunity to attend a technology workshop  
100% pre-licensure clinical courses incorporate simulation | Faculty  
Department Chairs  
CNE director |
| **3. Support doctorally prepared faculty engagement in scholarship** | 100% with scholarship plan as defined by rank by FY 2016  
> 30% actively engaged in scholarly activity  
> 50% actively engaged in dissemination of knowledge  
> 1.0 FTE allocation for research release time  
reinstitute Office of Research and Evaluation pending reorganization  
> 1 professional staff for Office Research and Evaluation | Faculty  
Office of Research and Evaluation  
Administrative leadership team  
Business Manager  
Dean |
| **4. Support professional and support staff development** | 100% provided an opportunity to attend one educational event relevant to role | Professional staff  
Administrative Leadership Team |
| **5. Increase student participation in College of Graduate Study and Graduate Student Association research opportunities** | >2 projects funded with Research Awards  
>4 research projects receive IRB and RGA approval  
> 2 MSN / DNP posters accepted for Graduate Research Day  
> 20% MSN / DNP students attend Graduate Research Day | Students  
Office of Research and Evaluation  
Faculty and Program Chairs |
| **6. Support timely development and evaluation of college goals** | CON goals approved by CON FA by May each academic year  
Evaluation of committee goals submitted by June 15th  
Evaluation of department goals submitted by July 15th  
Dean’s annual report on Zdrive and to UT by October 15th | Faculty Assembly  
CON committees  
Administrative Leadership Team  
Dean |