

College Goals 2011-2012

Goal 1

To cultivate a culture of excellence in a college climate of mutual respect, trust and organizational effectiveness (reported by K. Grothaus; K. Hoblet).

OUTCOMES	METRICS
TEACHING	
Approved mentorship program by Faculty Assembly	<ul style="list-style-type: none"> ➤ Development and Implementation of UT CON Mentorship Program ➤ New Faculty ➤ Returning Faculty
Committee/Staff/Individual Responsible for Outcome:	Faculty Affairs
Approved "Course Pack" for faculty to maintain to pass on to new faculty teaching courses	<ul style="list-style-type: none"> ➤ Agreement on and development of core information that needs to be maintained by all Course Coordinators, syllabi, topical outlines, teaching strategies with examples.
Committee/Staff/Individual Responsible for Outcome:	Dr. Algase, Dr. Grothaus, Dr. Schriener, Dr. Wood, Dr. Smolen, and Deborah Mattin
Approved professional development courses to enhance teaching/learning knowledge	<p>Development of one hour Continuing Education Courses as follows:</p> <ul style="list-style-type: none"> ➤ Student Development Theory ➤ Teaching and Learning in Higher Education ➤ Beginning a Program of Research
Committee/Staff/Individual Responsible for Outcome:	Faculty Affairs and Deborah Mattin (CNE)
SERVICE	
Completion of a "Shared Governance Model" (SGM) in the CON	<ul style="list-style-type: none"> ➤ Shared Governance Model Finalized

Approved Committee By-laws	➤ By-laws Finalized
Approved Faculty Manual Reflecting SGM and by-laws	➤ Faculty Manual 2012-13 will have SGM and Bylaws in print
Committee/Staff/Individual Responsible for Outcome:	Faculty Affairs Committee
SCHOLARSHIP	
Align SGM and Mentorship Program with APT criteria to facilitate personal and professional development and growth	
Committee/Staff/Individual Responsible for Outcome:	APT
GENERAL	
Approved basic behavioral tenants at UT CON	➤ Faculty Assembly approval of behavioral tenants for faculty at UT CON
Committee/Staff/Individual Responsible for Outcome:	Faculty Senators

Goal 2

To align resources to enable attainment of College of Nursing priorities (reported by D. Algase).

OUTCOMES	METRICS
Academic Programs	
Approved BSN-DNP Program University and OBOR/RAGS level)	➤ Sustain current program until OBOR/RAGS approval attained
Committee/Staff/Individual Responsible for Outcome:	CON Curriculum Committee
Plan for phased transition of APN programs into the BSN-DNP program	➤ Marketing materials developed to reflect plan
Committee/Staff/Individual Responsible for Outcome:	Assistant Dean Student Services
Approved revised BSN curriculum	➤ Plan delivered and approved at University level

Sustain viability and enrollment of CNL and Nurse Educator programs	➤ Sustain size of qualified applicant pool
Increase size of RN-BSN program	➤ Increase enrollment level; retain 2011-2012 admits from Promedica
Committee/Staff/Individual Responsible for Outcome:	CON Curriculum Committee and Assistant Dean Student Services
Research and Scholarship	
Sustained commitment to dedicated research time	<ul style="list-style-type: none"> ➤ Inclusion of 1.5 FTE for dedicated research time for continuing faculty in an approved FY2013 CON budget; ➤ Workload of new faculty with doctoral preparation includes dedicated research time for first two years of appointment. ➤ External grant applications with CON PIs will exceed prior year (7) by three (total 10)
New faculty hires are research capable	➤ FNP, PNP, and Psy-MH CNS new hires will be doctoral-prepared
Doctor ally-prepared faculty have a defined research program plan	➤ 100% will have a defined plan (See Goal 3. OUTCOMES 1, METRICS in Strategic Plan in Prism)
Sustained financial resources to support CON research activities	<ul style="list-style-type: none"> ➤ Line item for ONRE sustained in an approved FY2013 CON budget ➤ Policies clarifying sources of support to ONRE ➤ Expanded donor list to Buchman Fund via capital campaign
Committee/Staff/Individual Responsible for Outcome:	Dean, Associate Deans, and Department Chairs
Student Services	
Expanded personnel resources for student advisement	➤ New part-time advisor on board

Expanded financial resources for students	<ul style="list-style-type: none"> ➤ 25% increase in endowed scholarship funds via capital campaign
Expansion of co-op program beyond UTMC	<ul style="list-style-type: none"> ➤ At least one additional institutional agreement
Appropriate and accessible student health services	<ul style="list-style-type: none"> ➤ Clarified process and policies published
Explore PHS grant options for students	<ul style="list-style-type: none"> ➤ At least two applications submitted by students this year
Expand applicant pool for DNP program	<ul style="list-style-type: none"> ➤ Dedicated recruitment effort toward DNP program; ➤ Admissions of qualified applicants exceeds Fall 11 level by at least 25%
Committee/Staff/Individual Responsible for Outcome:	Administrative Leadership Team
Faculty Practice	
Negotiated approved faculty practice plan; consider opportunities in SE and MI	<ul style="list-style-type: none"> ➤ At least three faculty practicing within an approved practice plan
Committee/Staff/Individual Responsible for Outcome:	Dean Team
Faculty	
Secure adequate financial resources to support faculty development and diversity	<ul style="list-style-type: none"> ➤ Increased support and opportunity for faculty training; ➤ Practice sites related to faculty interest and community needs; ➤ Start-up funds for research; ➤ Expansion of travel support; ➤ Increased minority representation among faculty

Committee/Staff/Individual Responsible for Outcome:	Dean Team
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Goal 3

To enhance interprofessional collaboration through education, research and practice (reported by M. Wood; M. Sexton; T. Gaspar).

OUTCOMES	METRICS
TEACHING	
Initiate interprofessional curricular development across the Health Sciences.	<ul style="list-style-type: none"> ➤ We will collaborate with Health Science faculty to develop a new interprofessional peri-operative elective and critical care elective.
	<ul style="list-style-type: none"> ➤ We will initiate interprofessional simulation experiences with other Health Science programs
Committee/Staff/Individual Responsible for Outcome:	Undergraduate Program Director and IISC Director
SERVICE	
Seek opportunities for interprofessional collaboration across the university.	<ul style="list-style-type: none"> ➤ We will increase participation in university-wide committees.
	<ul style="list-style-type: none"> ➤ We will encourage student participation in the Interprofessional Organization for Health Care Students (IOHS).
Committee/Staff/Individual Responsible for Outcome:	IISC&LRC Director (Marty Sexton) Advisor, and Assistant Dean Student Services
SCHOLARSHIP	
Establish the CON as a viable partner for interdisciplinary and inter-institutional research endeavors.	<ul style="list-style-type: none"> ➤ We will continue to support the 5 current interprofessional projects.
	<ul style="list-style-type: none"> ➤ We will initiate 2-3 new interprofessional projects with an emphasis on “best practices”.

Committee/Staff/Individual Responsible for Outcome:	Associate Dean Research and Evaluation
GENERAL	

Goal 4

To engage in community outreach and global initiatives (reported by C. Bryan).

OUTCOMES	METRICS
Improve faculty and student involvement in outreach activities in the community	➤ Report service and service learning experiences to all department chairs annually.
Committee/Staff/Individual Responsible for Outcome:	Department Chairs and Assistant Dean Student Services
Explore opportunities for reciprocal diversity learning activities related to international students	➤ Establish at least one MOU (International Memorandum of Agreement).
Committee/Staff/Individual Responsible for Outcome:	➤ Administrative Team
Explore opportunities for reciprocal diversity learning activities related to international students	➤ Develop a mechanism to address cultural and international student needs.
Committee/Staff/Individual Responsible for Outcome:	Diversity Committee

Goal 5

To participate in the planning of the College of Nursing's involvement in an all-University capital campaign (reported by K. Phillips; P. McMahon).

OUTCOMES	METRICS
TEACHING	
SERVICE	
SCHOLARSHIP	
GENERAL	

Distribute the College of Nursing Plan widely	➤ Availability of hard and electronic copies
Specific person from foundation to work with the CON	➤ Action on this being taken in September by Foundation
Appropriate composition of CON Advisory Board	➤ Seek community members including corporate and philanthropic
Involvement of retirees	➤ Retirees group to provide suggestions/ideas for donors
Recognition of donors	<ul style="list-style-type: none"> ➤ Continue incentive of student thank you notes. Possible recognition at convocation. ➤ Invitation to functions (such as Simulation Center functions).
Committee/Staff/Individual Responsible for Outcome:	Dean Team

Goal 6

To promote effective use of technology to advance learning, research and information management in the College of Nursing. (reported by Susan Sochacki)

OUTCOME	METRICS
TEACHING	
All courses in BSN and MSN program to include at least two SIM experiences by Spring 2012. DNP programs to include SIMS as student availability on campus is identifies.	<ul style="list-style-type: none"> ➤ M. Sexton will coordinate with each course coordinator to schedule these experiences each semester
Committee/Staff/Individual Responsible for Outcome:	LRC Faculty and Teaching Assistants
Schedule I-Clicker live training for all faculty by October 31, 2011	<ul style="list-style-type: none"> ➤ Faculty Affairs will arrange for training on a Monday based on availability ➤ One MSN faculty and one BSN faculty will use this technology in Spring 2012
Committee/Staff/Individual Responsible for Outcome:	Faculty Affairs Committee
Investigate Blackboard software that is available as add-on for test item analysis	<ul style="list-style-type: none"> ➤ Marc Miller with Phoebe Ballard will investigate the cost and feasibility of adding software to perform better test item analysis until the Blackboard issues around this topic are resolved.

Committee/Staff/Individual Responsible for Outcome:	CON Technology Director and Informational Technology Department
Research	
Incentivize student completion of course and faculty evaluations	<ul style="list-style-type: none"> ➤ Work on professional socialization of all students to include lifelong evaluation of their professional growth. Student Services or Program Directors to include a short segment on this issue in student orientation to the programs. ➤ For non web-based courses, arrange with Marc Miller to bring laptops to class for students to complete evaluation process during class time near the end of the semester. ➤ For web-based courses, investigate with Marc Miller holding grade posting until evaluation is submitted (ensuring there in anonymity in the evaluation process)
Committee/Staff/Individual Responsible for Outcome:	Professional Socialization section assigned to Assistant Dean for Student Services Laptops for classes section assigned to CON Technology Director Grade posting section assigned to the Associate Dean for Academic Affairs
Information Management	
Improve clinical scheduling across programs	<ul style="list-style-type: none"> ➤ Marc Miller to investigate clinical scheduling software. ➤ Marc Miller to look into CAS system to see if there is a way to use this system to assist.
Committee/Staff/Individual Responsible for Outcome:	CON Technology Director

Goal 7

To provide leadership that advances nursing at local, state, national and global level (reported by L. Pierce).

OUTCOMES	METRICS
TEACHING	
Professional development refers to a constant commitment to maintain one's	Faculty

<p>knowledge and skill base and is part of the leadership process whereby leaders influence others toward goal achievement that advances nursing at local, state, national, and global level.</p>	<ul style="list-style-type: none"> ➤ Utilizing the UT Banner integrated technology learning systems, the Center for Continuing Nursing Education (CNE) will disseminate nursing knowledge and deliver programs designed to improved and/or advance all levels of nursing professional development at UT and at a local, state, national, and global level. ➤ A comprehensive portfolio of online CNE programs will be developed that meets the professional needs of UT, local, state, national, and the global nursing community. Program development will be prioritized in the same order.
<p>Committee/Staff/Individual Responsible for Outcome:</p>	<p>Deborah Mattin (CNE)</p>
<p>SERVICE</p>	
<p>Sustained or increased level of faculty and students' service in leadership endeavors, e.g., serve as elected or appointed official (president, president-elect, director, chair, vice-chair, secretary, treasurer), in university/college committees as well as partnering institutions, and/or professional and/or community organizations that are linked to academic, research or practice endeavors.</p>	<p>Faculty</p> <ul style="list-style-type: none"> ➤ Leadership positions at the local, state, national, or global level will double annually within the tenure track until 75% - 90% participation is achieved. ➤ This information will be cataloged annually and available on the UT Portal for interested stakeholders (faculty, students, or community persons interested in networking). <p>Students</p> <ul style="list-style-type: none"> ➤ Leadership positions at the local UT/BGSU Student Nurses Association (SNA) and the state Ohio Nursing Student Association Board of Directors will be sustained at 3 positions or greater. ➤ The UT/BGSU SNA will have at least one member running for a national office on the National Student Nurses Association Board of Directors. ➤ Annual state recognition awards will be sustained at 2 to 3.

	<ul style="list-style-type: none"> ➤ Seek at least one national student association award. ➤ This information will be available on the UT College of Nursing Student Services Website and also linked to the local SNA website.
Committee/Staff/Individual Responsible for Outcome:	Department Chairs and APT for Faculty Associate Dean Student Services for Students
SCHOLARSHIP	
Faculty and student scholarship is considered leadership that advances nursing at local, state, national, and global level.	<p>Faculty</p> <ul style="list-style-type: none"> ➤ Practice-based and data-based publications in local, state, national, or global peer-reviewed journals will double annually within the tenure track until 75% - 90% participation is achieved. ➤ Practice-based and data-based papers, concurrent sessions or keynote and/or moderator presentations will double annually within the tenure track until 75% - 90% participation is achieved. ➤ Participation in annual medical missions within and outside of the U.S. will be sustained or double annually until at least 5 participants is achieved. ➤ Information will be cataloged annually and available on the UT Portal for interested stakeholders (faculty, students, or community persons interested in networking). <p>Students</p> <ul style="list-style-type: none"> ➤ Poster presentations by graduate and undergraduate students at the Midwest Nursing Research Society will be the maximum number possible; plus the number of participants will at least double annually at the College of Nursing Research Day or other professional

	<p>organization meetings.</p> <ul style="list-style-type: none"> ➤ Submission of at least 3 articles for consideration for publication that reflect leadership and scholarship will be achieved at the Ohio Nursing Student Association, National Student Nurse Association, and UT College of Nursing publication-NursingLEADS. ➤ Participation in annual medical missions within and outside of the U.S. will be sustained or double annually until at least 10 participants is achieved. ➤ Participation in study abroad opportunities will be explored and consist of at least one student within the next 2 years.
Committee/Staff/Individual Responsible for Outcome:	Associate Dean for Research and Evaluation and Department Chairs
GENERAL	