

# EMPOWER

Strategic Plan 2017-2018

Wright State University-Miami Valley College of Nursing and Health

**Mission:** *The Wright State University-Miami Valley College of Nursing and Health provides excellence in innovative educational programs as the foundation for lifelong learning; serves our community locally, regionally, nationally, and internationally; performs scholarship that enriches and guides the profession of nursing; and empowers faculty, staff, students, and alumni to reach their full potential.*

**Vision:** *The Wright State University-Miami Valley College of Nursing and Health will be a leader in the transformation of the educational enterprise in Ohio and beyond through collaborative partnerships, civic engagement, and service, supported by scholarship to advance and empower nursing in an inclusive, respectful environment.*

**Strategy Overview:** *The College of Nursing and Health is maintaining a position of strength with regard to student and faculty outcomes. The movement to invigorate the learning environment is bolstered by faculty research in pedagogy/andragogy, service activities, practice initiatives, international collaborations, and faculty expertise in a wide variety of areas. We will foster a student-centered environment through scholarships, tutoring, student involvement on committees, new instructional methods, and support of student organizations. The CONH will support existing community partnerships and work to acquire new ones for development of practice sites, research partners, and clinical placement opportunities. Alumni are valued and will be sought to determine the role they play.*

Institutional Goals	CONH Elaboration	Outcomes	Accountability	Timeline
<p><b>Goal 1:</b> Program Quality and Academic Distinctiveness Enhance academic quality and program distinctiveness by using the results of student and program assessments to improve learning, by having a diverse faculty and staff, and by partnering with community organizations to meet regional needs.</p>	<p>Creation of a stimulating, student centered learning environment, characterized by best practices, that produces the most sought after graduates in the region who have the ability to critically think, embrace civic responsibility, are culturally competent, and thrive in the context of a rapidly changing world</p> <p>GOALS:</p> <ol style="list-style-type: none"> <li>1.Align with the parent organization’s prioritized needs and issues</li> <li>2.Recruit and retain a nationally recognized diverse faculty and staff</li> <li>3.Form new partnerships and sustain ongoing</li> <li>4.Develop new programs in response to community need</li> <li>5.Enhance diversity in the applicant and admission pool</li> </ol>	<ol style="list-style-type: none"> <li>1. Every clinical undergraduate course has some form of simulation; every graduate clinical concentration has at least one mechanism for simulation (high fidelity, standardized patients, etc.)</li> <li>2. Evidence of a transformational educational product that includes innovations in instruction (Benner, Sutphen, Leonard &amp; Day, 2009).</li> <li>3. Maintain IDEU in Kettering’s Trauma unit, expand concept to other units, other hospitals, once successful.</li> <li>4. Opportunities for domestic and international service learning, either as electives or as part of core courses.</li> <li>5. Leadership roles in the university for community engagement activities and diversity initiatives; Evidence of community engagement.</li> <li>6. Diversity in staff, students, and faculty driven by the Diversity Plan; low number of open positions.</li> <li>7. Implementation of VBSN Program</li> <li>8. Foster International collaborations</li> </ol>	<p>Curriculum Committees, Assistant Deans, Course Coordinators Associate Directors, Assistant Dean</p> <p>Dean, Assistant Dean of Undergraduate Programs Faculty, Curriculum Committees, Assistant Deans</p> <p>Dean, Faculty, Staff, Executive Team</p> <p>Faculty, Staff, Executive Team</p> <p>Dean, Faculty</p> <p>Dean, Diversity officer</p> <p>Faculty, Curriculum Committee, Assistant Dean Curriculum Committees Dean</p>	<p>Spring 2018</p> <p>Spring 2018</p> <p>Spring 2018</p> <p>Spring 2018</p> <p>Review Annually</p> <p>Review Annually Diversity Plan Report each semester</p> <p>Spring 2018</p> <p>Review Annually for feasibility</p>

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<p><b>Goal 2:</b> Student Success Educational Attainment Improve student access and educational achievement by increasing enrollment and retention, helping students meet career goals, and giving students a total university experience that includes online opportunities and MOOCs.</p>	<p>Students should have the opportunity to obtain a nursing degree from WSU that is competitively priced, supported by scholarships and tutoring services, allows direct admission from high school to maximize tuition dollars, and offers creative accommodations for multiple learning styles. Online learning is available at multiple levels with the RN-BSN program, and the Doctor of Nursing Practice program being all online.</p> <p>GOALS: 1. Increase enrollment 2. Promote and reduce barriers to degree completion, especially at the master's tract level. 3. Analyze and improve educational and administrative processes 4. Expand pathways for academic achievement 5. Provide increased student support services 6. Improve overall student experience</p>	<ol style="list-style-type: none"> <li>1. Continue to admit DFHS students</li> <li>2. NCLEX pass rates at or above national average for pre-licensure programs</li> <li>3. Continue to recruit enrollment in the masters program, Increase enrollment in the BSN program. Increase enrollment in RN-BSN program</li> <li>4. Develop Lake Campus traditional BSN program</li> <li>5. Offer WSU MS-DNP program</li> <li>6. Increase involvement of student organizations and student presence on college committees</li> </ol>	<p>Dean, Assistant Dean, Office of Student and Alumni Affairs</p> <p>All</p> <p>Assistant Deans</p> <p>Assistant Dean, Staff, Faculty, Lake and Main Campus</p> <p>Director DNP</p> <p>Faculty, Staff, Assistant Dean College Committees</p>	<p>Spring 2018</p> <p>Review Annually</p> <p>Spring 2018</p> <p>Spring 2018</p> <p>Spring 2018</p> <p>Spring 2018</p>
<p><b>Goal 3:</b> Research and Innovation Attain national prominence in research, scholarship and entrepreneurship by increasing opportunities and incentives for faculty and student research, fostering and entrepreneurial culture with research programs that revitalize the region's economy, becoming more</p>	<p>Faculty will develop active programs of research with scholarly outcomes with the assistance of the Director for Nursing Research and Health and will contribute to the discipline with publications and presentations. Encourage creation of teams that are interprofessional, led by nurses, and internal and external partnerships of research in the CONH.</p> <p>GOALS: 1. Increase research and demonstration project awards</p>	<ol style="list-style-type: none"> <li>1. Hire Endowed Chair/Director of the Center for Nursing Research and Health</li> <li>2. Form at least one interprofessional research team annually</li> <li>3. Presence at conferences with faculty presentations with student mentoring as possible</li> <li>4. Submit at least 3 grants annually for external funding, with preference for the inclusion of indirects</li> </ol>	<p>Dean</p> <p>Dean</p> <p>Dean Director of Research, faculty</p> <p>Dean, Director of Research Faculty, Research Office, Director of Research</p>	<p>Spring 2018 Annually</p> <p>Spring 2018</p> <p>Spring 2018</p> <p>Spring 2018</p>

Institutional Goals	CONH Elaboration	Outcomes	Accountability	Timeline
<p>agile in response to the needs of community partners, and supporting the commercialization of the university's intellectual property.</p>	<p>2.Foster an innovative culture</p> <p>3.Increase the number of faculty-student presentations and publications</p>	<p>5. Support faculty with GA's</p> <p>6. Each tenure track faculty member actively involved in research will have external research mentor</p> <p>7. Publications/ presentations from faculty/student teams will be encouraged.</p>	<p>Dean</p> <p>Dean, Director of Research</p> <p>Dean, Director of Research Faculty</p>	<p>Spring 2018</p> <p>Review Annually</p> <p>Review Annually</p>
<p><b>Goal 4:</b> Community and Economic Development Create a campus culture that supports community engagement and economic development by increasing opportunities within the curriculum and offering degree programs consistent with community needs.</p>	<p>Expand our community partnerships and increase engagement to more effectively meet the needs of the community as a whole, the employers, and the patient populations.</p> <p>GOALS:</p> <p>1. Increase opportunities for community engagement.</p> <p>2.Collaborate with STTI Zeta Phi Chapter to support community and improve student experience</p> <p>3.Focus development activities strategically i.e. (simulation, disaster program)</p> <p>4.Respond to community needs with targeted change</p> <p>5.Collaborate with Multicultural Affairs for Community Engagement to meet the needs of community</p>	<p>1. Participate in at least three new opportunities for community engagement</p> <p>2. Assess, staff, support, evaluate, implement, and serve with the new satellite of the Student Health Services at Lake Campus</p> <p>3. Review findings from CCNE, for meeting programmatic needs of the community and adjust accordingly</p> <p>4. Hold at least one joint event between the CONH and Zeta Phi Chapter STTI</p>	<p>Dean, Assistant Deans, Faculty</p> <p>Student Health Services, Dayton Campus, Dean, Lake Nursing Director</p> <p>Faculty Assembly, Faculty Affairs, Curriculum Committee</p> <p>Dean, Faculty Dean, Chapter Leadership</p>	<p>Review Annually</p> <p>Spring 2018</p> <p>Evaluate each Fall</p> <p>Spring 2018 Annually</p>

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<p><b>Goal 5:</b> Essential Resources Develop the human, fiscal, and physical resources to support strategic goals by enhancing human resources operations and fiscal management, generating increased revenue, and increasing investment in facilities.</p>	<p>Expand the impact of the CONH and improve sustainability of the college by leveraging and further developing considerable internal talent and creating innovative revenue streams. We strive to meet community, military, industry, consumer, patient, and university needs for nursing and respond to those needs as one pathway to success for the CONH.</p> <p><b>GOALS:</b></p> <ol style="list-style-type: none"> <li>1. Generate increased revenue through grants.</li> <li>2. Improve operational management and increase efficiency through consultation with Faculty Budget Advisory</li> <li>3. Engage alumni in support of the college through the Alumni Society and other means</li> <li>4. Continue to Market and offer courses under the National Disaster Health Consortium</li> </ol>	<ol style="list-style-type: none"> <li>1. Increase alumni events; work collaboratively with the CONH Alumni Society</li> <li>2. Examine college footprint; ascertain cost implications for existing space for the CONH should 3rd floor move to 1st floor</li> <li>3. Annual staff retreat and other development opportunities</li> <li>4. One annual faculty development event with outside speaker</li> <li>5. Improve budget margin and eliminate negative balance carryover accounts</li> <li>6. Implement findings from consultant's report on how to improve process in the administrative suite</li> <li>7. Increase visibility of Alumni Society and facilitate meeting alumni needs</li> <li>8. Continue the NDHC online courses</li> </ol>	<p>Office of Student &amp; Alumni Affairs</p> <p>Dean, Executive Team</p> <p>Dean, Staff Faculty Affairs</p> <p>Business Manager, Dean, Faculty Financial Advisory</p> <p>Dean, Executive Team</p> <p>Dean, Executive Team</p> <p>Dean, Office of Student and Alumni Affairs</p> <p>Dean, Director of NDHC</p>	<p>Review Annually</p> <p>Spring 2018</p> <p>Annually</p> <p>Annually</p> <p>Spring 2018</p> <p>Spring 2018</p> <p>Annually</p> <p>Spring 2018</p>
<p><b>Goal 5: continued</b> Essential Resources Develop the human, fiscal, and physical resources to support strategic goals by enhancing human resources operations and fiscal management, generating increased revenue, and increasing investment in facilities.</p>	<ol style="list-style-type: none"> <li>5. Support the activities of the Nursing Institute of West Central Ohio to increase revenue streams</li> <li>6. Provide opportunity for professional development of staff and faculty</li> <li>7. Maintain Student Health Services business model of sustainability while serving all of the WSU population</li> </ol>	<ol style="list-style-type: none"> <li>9. Offer week long disaster training at NCMR</li> <li>10. Decrease Student Health Services reliance on the university Office of Student Affairs funding</li> </ol>	<p>Dean, Director of NDHC</p> <p>Student Health Services staff, Dean</p>	<p>Spring 2018</p> <p>Spring 2018</p>

**KEY TO ABBREVIATIONS**

CBA Collective Bargaining Agreement  
CONH College of Nursing and Health – Miami Valley  
IDEU Interprofessional Dedicated Education Unit  
DFHS Direct From High School  
FTE Full Time Equivalent  
GRA Graduate Research Assistant  
MNRS Midwest Nursing Research Society  
MOOC Massive Open Online Course  
NCLEX National Council Licensure Examination  
NDHC National Disaster Health Consortium  
NIWCO Nursing Institute of West Central Ohio  
SMART Student Mentoring and Retention Team  
WSSNA Wright State Student Nurses' Association  
S&A Student and Alumni

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