Department of Nursing Mission and Goals

Mission
Faculty in the Department of Nursing seek to promote, expand and validate scientific knowledge and evidence-based practice to advance health. The department provides an atmosphere of scholarly inquiry, an appreciation of professional values, inter-professional collaboration and active community service.

Time Frame for Implementation- 2016-2020

Research
➢ Increase scholarly productivity in full-time faculty
  o Provide mentorship for junior faculty
    ▪ Assign mentors based on common interests
    ▪ Encourage collaboration in writing and other scholarly activities
    ▪ Provide opportunities for faculty to attend training opportunities within and outside of the University related to research and scholarship
  o Encourage dissemination of scholarly activities at local, state and national level and provide resources for attendance.
  o Actively recruit research faculty with funded research programs.
➢ Strengthen intra/inter disciplinary collaboration
  o Establish and disseminate a current listing of scholarly interests among nursing and allied health faculty
  o Establish research interest groups that meet regularly (once a semester)
➢ Increase scholarly and research collaboration between faculty and students
  o Promote student engagement in collaborative scholarly and research efforts by posting opportunities on semester course Moodle sites
  o Mentor junior and senior undergraduate students in research
    ▪ Increase number of applications submitted for undergraduate research awards
    ▪ Develop longitudinal research programs that incorporate students in an ongoing manner.
  o Mentor undergraduate and graduate students in scholarship
  o Develop a mechanism for undergraduate and graduate students to disseminate the findings of their scholarly activities.

Faculty
➢ Facilitate participation in distance learning (DL) activities.
  o Provide one DL learning opportunity in COHAHP each semester with at least 50% of faculty in attendance.
  o Provide support to faculty for state and national online learning conferences (i.e., OLC Conference)
➢ Establish a formalized mentoring process for new and experienced faculty.
  o Develop a mentor pool.
  o Coordinate optimal opportunities for mentoring relationships.
  o Formalize guidelines and/or a mechanism for a formal mentor role.
  o Refine the coordinator role in pre-clinical courses.
Support for Faculty in the Development of Simulation Competencies.

- Provide support for faculty in the development of simulation competencies.
- Facilitate the understanding of expectations for the tenure and promotion process at a research university.
  - Discuss the role of the annual evaluation process in facilitating success for achievement of tenure and promotion.
  - Increase knowledge of tenure and promotion criteria
  - Provide guidance for the development of tenure and promotion materials
  - Provide direction on development of curriculum vitae.

Governance

- Monitor rates of RN-to-BSN graduates entering into UL MSN and BSN to DNP program
  - Collaborate with ODL to fund a mechanism for data analytics to monitor trends in online student retention, graduation and enrollments for pursuit of higher degrees.
- Increase opportunities for advancing education and professional development
  - Promote faculty enrollment in nursing education course
  - Provide continuing education credits for in-house faculty development programs
  - Conduct an annual survey of faculty regarding their interest areas for programs
  - Develop an active successive plan for administrative, teaching, and research roles.
- Strengthen processes for integration of program evaluation data
  - Communication of survey results to clinical partners as well as within the department related to faculty, preceptor, and administration evaluations.

Students

- Create opportunities for co-curricular collaboration and learning
  - Facilitate activities within the Department of Nursing and among other departments and colleges that will foster inter/intra disciplinary learning and collaboration.
- Provide opportunities for students to contribute to the profession of nursing
  - Increase student engagement in community and university service activities (local and global experiences/opportunities)
  - Increase students’ awareness of professional nursing organizations and their benefits to the profession of nursing

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