

## **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
  - 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
  - Encourage dissemination of scholarly activities at local, state and national level and provide resources for attendance.
  - Actively recruit research faculty with funded research programs.
- Strengthen intra/inter disciplinary collaboration
  - Establish and disseminate a current listing of scholarly interests among nursing and allied health faculty
  - Establish research interest groups that meet regularly (once a semester)
- Increase scholarly and research collaboration between faculty and students
  - Promote student engagement in collaborative scholarly and research efforts by posting opportunities on semester course Moodle sites
  - 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.
  - Mentor undergraduate and graduate students in scholarship
  - Develop a mechanism for undergraduate and graduate students to disseminate the findings of their scholarly activities.

### **Faculty**

- Facilitate participation in distance learning (DL) activities.
  - Provide one DL learning opportunity in COHAHP each semester with at least 50% of faculty in attendance.
  - 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.
  - Develop a mentor pool.
  - Coordinate optimal opportunities for mentoring relationships.
  - Formalize guidelines and/or a mechanism for a formal mentor role.
  - Refine the coordinator role in pre-clinical courses.

- 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