Strategic Plan, Goals and Objectives 2018-2019

Essential Elements for Strategic Plan

Strategic Goal 1

Strategic Goal 2

Strategic Goal 3

Strategic Goal 4

USF Health
College of Nursing
Essential Elements of Strategic Plan

- **Our Mission**
  Why do we do what we do?

- **Our Vision**
  Where are we going?

- **Our Core Values**
  How will we get there?
Mission

USF College of Nursing provides innovation and leadership in preparing 21st-century nurses to demonstrate excellence in research, education, and clinical care while promoting health and wellness in our community and around the world.
Vision

By educating students from diverse demographics, we ensure that our USF Bull nurses mirror the populations they serve.
Core Values

Respect, Integrity, Inclusion, Excellence, Innovation, Partnership
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Essential Elements for Strategic Plan
GOAL 1

Produce global citizens of the highest caliber through USF Health’s continuing commitment to student success at the professional, doctoral, master’s and undergraduate level by:

- increasing admission scores
- increasing national exam test scores
- recruiting students with higher test scores
- increasing international learning experiences
- creating new degrees/programs tailored to meet future workforce needs for undergraduate, graduate students, fellows and academic-service partners.
Objectives
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Recognize that nursing undergraduate and graduate students, nurse fellows, nurse educators, nurse scientists and academic-service partners are the cornerstone of USF College of Nursing
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B. Commit to inclusive excellence for students, faculty, and staff, which frames our values. Our vision statement states “by educating students from diverse demographics, we ensure USF Nurses mirror the populations we serve.”
## Metrics for Goals 1

<table>
<thead>
<tr>
<th>Metric</th>
<th>Description</th>
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<tbody>
<tr>
<td>NCLEX first-time pass rate</td>
<td></td>
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<tr>
<td>Nurse practitioner certifications pass rate</td>
<td></td>
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<tr>
<td>Nurse anesthetist (CRNA) pass rate</td>
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<tr>
<td>Four-year graduate rate</td>
<td></td>
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<tr>
<td>Academic progress rate</td>
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<tr>
<td>Percent of bachelor's degree graduates employed and/or continuing</td>
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<tr>
<td>their education - 1 year after graduation</td>
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<tr>
<td>Bachelor's degrees awarded within program of strategic emphasis</td>
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<tr>
<td>Graduate's degrees awarded within program of strategic emphasis</td>
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<tr>
<td>Number of doctoral degrees awarded</td>
<td></td>
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<tr>
<td>Data related to diversity of faculty, staff, students and related</td>
<td></td>
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<tr>
<td>initiatives</td>
<td></td>
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<tr>
<td>Programs to enhance inclusion, sense of belonging and engagement</td>
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</table>
Specific Mission Areas and Benchmark Outcomes for AY 2018-2019

<table>
<thead>
<tr>
<th>Outcome 1:</th>
<th>Student Success</th>
<th>NCLEX first-time pass rate</th>
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<tbody>
<tr>
<td>Outcome 2:</td>
<td>Student Success</td>
<td>Advanced practice RN certification rate</td>
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<tr>
<td>Outcome 3:</td>
<td>Student Success</td>
<td>Number of PhD degrees awarded</td>
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<tr>
<td>Outcome 4:</td>
<td>Student Success</td>
<td>Number of DNP degrees awarded</td>
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<tr>
<td>Outcome 5:</td>
<td>Student Success</td>
<td>Student climate survey results</td>
</tr>
<tr>
<td>Outcome 6:</td>
<td>Student Success</td>
<td>Number of students participating in global experiences</td>
</tr>
</tbody>
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Strategic Plan, Goals and Objectives 2018-2019

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Strategic Goal 4

Essential Elements for Strategic Plan

USF Health
College of Nursing
GOAL 2

Expand high-impact and quality research to change lives, improve health and foster sustainable development and positive societal change, while obtaining enhanced research resources and hiring world-class faculty/research staff by:

- increasing NIH RO1 funded investigators
- increasing national research rankings
- increasing National Academy faculty members
- increasing post-doctorate fellow presence
- increasing research endowments
Objectives
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Highlight faculty and staff by notable recruitments, efforts to improve salary competitiveness, skilled communication and tangible commitment to shared governance, mentoring, and support for career advancement.
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B Recognize scholarly activities of faculty, such as publications, books, exhibitions, grants, comparisons to peer institutions through national program rankings, awards, academic analytic benchmarking, new cutting-edge programs and other indicators of distinction that attract national attention.
Objectives

A. Highlight faculty and staff by notable recruitments, efforts to improve salary competitiveness, skilled communication and tangible commitment to shared governance, mentoring, and support for career advancement.

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Emphasize the College of Nursing’s impact on higher education by describing teaching and learning innovations and initiatives established for online education, hybrid courses, and collaborations with other colleges and academic- service partnerships.
Metrics for Goals 2

- Number of federal grants submitted
- Blue Ridge Institute of Medical Research college ranking
- Number of publications in peer-reviewed journals
- Academy invitations
- Number of post-doctoral scholars
- Salary recovery percentage
- Grant revenue per square foot of research space
- Total awards
- NIH awards
- Total direct research expenditures
- Indirect cost recovery
Specific Mission Areas and Benchmark Outcomes for AY 2018-2019

<table>
<thead>
<tr>
<th>Outcome 1:</th>
<th>Faculty Success</th>
<th>Number of PhD faculty publications in peer-reviewed journals</th>
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<tbody>
<tr>
<td>Outcome 2:</td>
<td>Faculty Success</td>
<td>Number of other doctorally prepared faculty publications in peer-reviewed journals</td>
</tr>
<tr>
<td>Outcome 3:</td>
<td>Faculty Success</td>
<td>Number of faculty on professional society committees and USF committees</td>
</tr>
<tr>
<td>Outcome 4:</td>
<td>Reputation</td>
<td>Number of federal grants submitted</td>
</tr>
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<td>Outcome 5:</td>
<td>Reputation</td>
<td>Number of academy invitations</td>
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<td>Outcome 6:</td>
<td>Reputation</td>
<td>Blue Ridge Institute of Medical Research college ranking</td>
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Essential Elements for Strategic Plan

USF Health
College of Nursing
GOAL 3

Elevate the standards of clinical care by providing innovative, top-quality, compassionate, culturally competent, and accessible health care by:

- Expanding the USF College of Nursing baccalaureate programs to campuses defined in USF consolidation plan and continue education for advanced practice RN and nurse scientists
- Developing College of Nursing students to be integral members of interprofessional teams
- Enhancing excellent specialty care
- Creating and maintaining academic-service partnerships.
Objectives
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Expand USF College of Nursing BS program to USF St. Petersburg and USF Sarasota-Manatee
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B. Develop advanced practice RNs to be integral members and leaders of health care systems across Florida, nationally, and globally.

C. Identify and address gaps in health care related to the nursing profession.
Objectives

A. Expand USF College of Nursing BS program to USF St. Petersburg and USF Sarasota-Manatee

B. Develop advanced practice RNs to be integral members and leaders of health care systems across Florida, nationally, and globally.

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B. Develop advanced practice RNs to be integral members and leaders of health care systems across Florida, nationally, and globally.

C. Identify and address gaps in health care related to the nursing profession.

D. Foster and participate in international nursing programs both for undergraduate and graduate students and faculty.
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C. Identify and address gaps in health care related to the nursing profession.

D. Foster and participate in international nursing programs both for undergraduate and graduate students and faculty.

E. Support nursing faculty and staff members’ leadership and professional development and involvement, in order to enhance the College of Nursing’s reputation.
Metrics for Goals 3

- Initiation of USF nursing consolidation plan
- Establishment of BS to PhD program with Honors College and enrollment of first cohort
- Initiation of psychiatric-mental health specialization in post-master's certification
- Recruitment of nurse faculty leaders for DNP Executive Leadership concentration in partnership with College of Business
Specific Mission Areas and Benchmark Outcomes for AY 2018-2019

<table>
<thead>
<tr>
<th>Outcome 1:</th>
<th>Participation in USF Health</th>
<th>Number of advance practice fellowships for USF Health</th>
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<tbody>
<tr>
<td>Outcome 2:</td>
<td>Participation in USF Health</td>
<td>Number of clinician educators for USF Health</td>
</tr>
<tr>
<td>Outcome 3:</td>
<td>Participation in USF Health</td>
<td>Number of community initiatives and partnerships</td>
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<tr>
<td>Outcome 4:</td>
<td>USF Nursing Consolidation</td>
<td>Number of students accepted at USF St. Petersburg</td>
</tr>
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Essential Elements for Strategic Plan
GOAL 4

Achieve sound financial management and fiscal self-sufficiency by identifying appropriate resources to support USF Health, which includes emphasizing philanthropy via increased donors and donations.
Objectives
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C. Employ reorganizations in operations, collaborations, and other improvements, such as energy or space utilization efficiencies, which lead to financial savings or increased focus on core competencies.
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D. Bolster donor and external community relations, including private fundraising, alumni engagement, business and industry partnerships, and the college’s advisory council. Print and online publications, as well as other communications, will support these efforts.
Metrics for Goals 4

- Philanthropic dollars raised
- Evidence of alumni engagement
### Specific Mission Areas and Benchmark Outcomes for AY 2018-2019

<table>
<thead>
<tr>
<th>Outcome 1:</th>
<th>Community Engagement</th>
<th>USF donor contacts and financial support</th>
</tr>
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<tbody>
<tr>
<td>Outcome 2:</td>
<td>Community Engagement</td>
<td>Number of alumni events</td>
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<tr>
<td>Outcome 3:</td>
<td>Reputation</td>
<td>Number of Distinguished Lecture events held</td>
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