

DEPARTMENT OF NURSING

VISION

The vision of the Department of Nursing is to be a recognized leader in positively impacting the health of a diverse global society through professional preparation and advanced nursing education, advancing nursing knowledge, and responsiveness to societal needs.

Indicators that we are achieving this vision:

- Students and faculty represent cultural and other facets of diversity.
- Dissemination of research findings and clinical scholarship at the national level.
- 90% pass rate on licensure and certification exams.
- Faculty and alumni participation and leadership on local, regional, national and international levels.
- Contributions to improved health status of the region.
- Interdisciplinary coursework has been integrated into the Nursing programs.

MISSION

The mission of the Department of Nursing is to provide baccalaureate and graduate nursing education to advance knowledge of the discipline and demonstrate leadership in meeting the healthcare needs of a diverse society.

We will accomplish this by:

- Attracting and retaining high-quality faculty and staff.
- Ensuring program diversity and capacity that is responsive to societal needs.
- Generating, disseminating, and critically analyzing nursing knowledge.
- Ensuring faculty and program graduates are engaged in leadership activities.
- Delivering a dynamic curriculum that meets professional standards and addresses societal needs.

CRITICAL ISSUES:

CRITICAL ISSUE 1: How do we align and leverage our resources (e.g. space, faculty, staff and clinical learning settings) to address increases in enrollment?
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Strategic Directions:

SD1. Develop alternative strategies for meeting clinical learning objectives to supplement current resources to address the anticipated increase in students.

Obj 1.1 By fall 2009, utilize the regional database information on utilization of clinical sites to identify potential sites for undergraduate nursing education. Accountable: Associate Dean

Obj 1.2 By fall 2009, hire a .5 FTE faculty to develop and implement curriculum using METI-man as an alternative clinical activity. Accountable:

Note: Take other needs into consideration. See CI4, Obj 1.1

Obj 1.3 Annually, for the next three years, collaborate with current clinical facilities about alternative clinical opportunities (evening, weekends). Accountable: Course Coordinators

Obj 1.4 By May 2010, identify the means by which students may achieve identified, measurable, clinical outcomes. Accountable: Chair of Curriculum Cmtee

SD2. Ensure adequate resources as the student population increases.

Obj 2.1 By spring 2010, implement an enrollment management plan based on increasing numbers in pre-nursing, undergraduate, bridges and graduate specializations. Accountable: Ad hoc cmtee including representatives of the Graduate Council and Admission & Progression Committee

- Articulation agreements
- Monitor use of technology and innovative teaching methods.

Obj 2.2 By spring 2009, develop a space utilization and needs plan. Accountable: Ad hoc cmtee with Associate Dean

Obj 2.3 By spring 2009, develop a comprehensive distance education plan that integrates undergraduate, bridges and graduate programs. Accountable: Nsg DE Coordinator, representative from NDSU DCE, ad hoc committee members and Associate Dean

- Develop faculty expertise in delivering distance education
- Hire the distance education coordinator who will be working on technology aspects of distance education
- Implement faculty release time for distance education development.

SD3. Explore alternatives for creative and innovative ways to provide programs given existing space limitations.

Obj 3.1 By spring 2009, complete an analysis of opportunities to use hybrid courses. Accountable: Chair of Curriculum Cmtee and Graduate Council

Obj 3.2 By fall 2009, offer more hybrid courses to decrease demands on classroom space. Accountable: Course faculty & Nsg DE Coordinator

SD4. Ensure adequate faculty to meet the didactic and clinical needs of the department with expanding numbers of students and program development.

Obj 4.1 By fall 2010, implement and evaluate the joint appointment arrangement with the VA. Accountable: Associate Dean and Course Coordinator

Obj 4.2 By 2011, identify, pilot and evaluate a new faculty practice model in the Department to support recruitment and retention of faculty. Accountable:

Strategies:

- Leverage the new model to increase clinical opportunities for students.

Obj 4.3 By fall 2009, establish contracts with facilities to provide clinical faculty at their own sites. Accountable: Associate Dean and 1 hospital

SD5. Increase the strategic opportunities for interdisciplinary education and practice.

Obj 5.1 By summer of 2009, identify interdisciplinary educational opportunities. Accountable: Associate Dean

Strategies:

- Participate in the development and delivery of selected interdisciplinary courses and clinical experiences.
- Consider how this can improve efficiencies and improve programmatic quality.
- Determine if courses will be electives or required.
- Consider offering these courses through distance education.

Obj 5.2 By 2008-9, participate in formation of a college standing committee for interdisciplinary education. Accountable: Administrative Council and faculty

Obj 5.3 By May 2008-9, support and participate in the College's development of an MPH program. Accountable: Associate Dean and Graduate Council

CRITICAL ISSUE 2: How do we integrate innovative methods in teaching and learning while recognizing faculty needs for support, resources and release time for development and implementation?

Strategic Directions:

SD1. Leverage technology (e.g. pod-cast, PRS, Blackboard, METI) to enhance student learning and maximize efficiency in teaching.

Obj 1.1 By Sept. 15, 2008, place six lab lectures and demos on video cast for Nursing 341. Accountable: Nursing Faculty

Obj 1.2 By the end of the 2008-9 academic year, offer at least 5 ITS workshops for faculty on available technology. Accountable: Nsg DE Coordinator

Obj 1.3 By spring 2009, develop a mechanism for faculty to share best practices on technology and innovative teaching methods to improve quality of teaching practice and utilization of technology. Accountable: All faculty

SD2. Ensure that faculty workloads support development and implementation of innovative methods.

Obj 2.1 By spring 2009, complete an analysis of the current workload formula to include/incorporate technology innovations (including distance education). Accountable: Associate Dean

Obj 2.2 By fall 2009, individual faculty workloads will be adjusted to reflect the development/implementation of technology in teaching. Accountable: Associate Dean / faculty

SD3. Ensure that the use of innovative methods and technology enhances course quality.

Obj 3.1 By spring 2009, implement course evaluation measures that address course quality and the innovative use of technology. Accountable: Chair of Assessment Cmtee

Strategies/actions:

- Correlate the learning assessment measurements with student feedback to determine effectiveness of innovative teaching methods.

Obj 3.2 By end of spring 2010, make appropriate adjustments based on results of Obj 3.1 and student feedback. Accountable: Faculty

SD4. Secure funding for faculty development, resources and implementation relating to creative and innovative teaching methods.

Obj 4.1 By spring 2010, submit a minimum of two grant proposals to obtain funding for faculty development at external programs. Accountable: Associate Dean / faculty

Obj 4.2 Beginning 2009, the annual Department budget will incorporate program fees for the enhancement of technology and resources (e.g. equipment). Accountable: Associate Dean

CRITICAL ISSUE 3: How do we ensure our programs are in alignment with professional, industry and University needs and expectations?

Strategic Directions:

SD1. Strengthen faculty efforts in the scholarship component of our undergraduate and graduate programs.

Note: Refer to PTE document.

Obj 1.1 By August 2009, document the need for hiring a manuscript editor in the College of Pharmacy, Nursing and Allied Sciences. Accountable: Associate Deans and Dean

Obj 1.2 By May 2010, the number of manuscripts submitted for publication in peer-reviewed journals by faculty and nursing students will increase by 10%. Accountable: Faculty and Students

Obj 1.3 By August 2009, hire a grants manager for the College that will provide support for faculty in the application and managing of grants. Accountable: Associate Deans and Dean

Obj 1.4 By 2010, a minimum of 50% of all associate or full professor faculty will be actively involved in either seeking or participating in extramural grants. Accountable: Faculty, Dean, Associate Dean of Nursing and Allied Sciences

Example: interdisciplinary healthcare issues course

SD2. Ensure the specialty tracks we offer are relevant to the marketplace and aligned with our capabilities and resources.

Obj 2.1 By May 2009 and every two years thereafter, complete a strategic assessment of the market demand and resources needed relative to the viability of undergraduate and graduate professional tracks. Accountable:

Obj 2.2 By May 2010, create an advisory board for Nursing that is inclusive of industry and interdisciplinary clinical practice representatives. Accountable: Associate Dean and Faculty

SD3. Ensure our undergraduate and graduate tracks continue to meet mandated guidelines and expectations.

Obj 3.1 By May 2010, implement a systematic process for linking internal and national standards with existing infrastructure. Accountable: Associate Dean

CRITICAL ISSUE 4: How do we recruit, retain and promote success of a qualified diverse faculty and staff for our undergraduate and graduate programs?

Strategic Directions:

SD1. Coordinate faculty and staff recruitment with anticipated increase in enrollment and diversity goals.

Obj 1.1 By December 2009 and annually thereafter, identify and prioritize the number and areas of expertise of faculty needed to meet program and enrollment needs. Accountable: Associate Dean and Faculty

Strategies and Actions:

- Use results of enrollment management plan and assessment.

Obj 1.2 By fall 2009, fill the positions identified in Obj 1.1 above. Accountable: Associate Dean and Search Committees

Strategies and Actions:

- Request positions and, when approved, initiate and complete search and hiring process prior to next academic year.

SD2. Promote faculty development to encourage retention and support success in teaching, research and service.

Obj 2.1 By December 2008, assess alignment of faculty with the Diversity Plan and current and future programmatic directions, and implement adjustments as needed.
Accountable: Associate Dean & Nursing Faculty

Obj 2.2 By May 2008, establish incentives to promote professional development.
Accountable: Administrative Council

Obj 2.3 By February 2009, faculty will implement individual plans for achievement of expectations for present rank and promotion. Accountable: Associate Dean

Obj 2.4 By August 2009, create and implement formal mentoring and orientation programs for faculty and staff. Accountable: Associate Dean and Administrative Assistant

Obj 2.5 By 2010, identify new and innovative teaching methods that could impact retention. Accountable: Associate Dean and Faculty

Obj 2.6 By 2010, implement two new mechanisms for recognition of scholarly efforts.
Accountable: Administrative Council

Obj 2.7 By December 2009, identify activities that occur outside of the 9-month faculty contract (e.g. summer demands) and recommend appropriate staffing and compensation. Accountable:

Obj 2.8 By 2010, implement a broad faculty mentoring program (all faculty at all levels) that provides support for associate professors to move to full professors, non-tenure track faculty to move to tenure track, etc. Accountable:

Obj 2.9 By 2011, develop a plan to define and support opportunities for faculty leave.
Accountable:

The plan will:

- Include accountability to demonstrate ROI if an investment is made for faculty leave or release from teaching commitments to do scholarly activities.
 - Identify benchmarks/specific numbers relative to investment in faculty leave and release time for scholarship.
 - Incorporate scholarship expectations into performance evaluations.
- Identify the department's commitment to faculty development (e.g. College will cover salary and benefits, and faculty will pick up teaching duties to allow for faculty leave).
- Coordinate leaves with departmental priorities.

CRITICAL ISSUE 5: How do we recruit, retain and promote success of a student body that is more diverse and high-quality?

Strategic Directions:

SD1. Increase faculty acceptance and expertise relating to recruitment of a diverse student body aligned with our Diversity Plan.

Obj 1.1 By 2009, create and by 2010, implement a faculty development plan relating to cultural competence within the Department. Accountable: Associate Dean and Ad hoc committee on cultural competence

Obj 1.2 By 2010, implement a process or tool for faculty to self-assess their cultural competence. Accountable: Associate Dean and Ad hoc committee on cultural competence

Strategies:

- Integrate cultural competence into the performance evaluation.
- Integrate the findings into their individual development plans.

Obj 1.3 By 2011, develop a plan to increase faculty expertise on cultural diversity based on results of assessment. Accountable: Associate Dean and Ad hoc committee on cultural competence

SD2. Redirect our philosophy and methods of student recruitment to include culturally diverse students and male students.

Obj 2.1 By 2011, identify philosophy and methods of student recruitment of culturally diverse students resulting in an increase in culturally diverse students that is representative of the diversity found in the NDSU student body. Accountable: Chair of Admission Committee and Chair of Graduate Council and Associate Dean

Obj 2.2 By 2011, identify the philosophy and methods of recruitment and retention of underrepresented students that is found in the national employment and enrollment numbers. Accountable: Chair of Admission Committee and Chair of Graduate Council and Associate Dean

SD3. Ensure appropriate resources to enhance success of culturally diverse students.

Obj 3.1 By 2010, identify resources externally on campus and within the nursing program to enhance the success of underrepresented and culturally diverse students. Accountable: Associate Dean and Ad hoc committee on cultural competence

Obj 3.2 By 2011, implement identified relevant resources which will enhance the likelihood of success for underrepresented and culturally diverse students. Accountable: Associate Dean and Ad hoc committee on cultural competence

SD4. Develop international relationships with schools of nursing in selected countries.

Obj 4.1 By 2009, identify, contact and initiate inquiry with one targeted international school of nursing. Accountable:

Strategies and Actions:

- Review the NDSU plan for relationships with international schools.
- Identify NDSU relationships within international schools which also have a school of nursing.
- Consider faculty exchange and articulation of students.

SD5. Promote external recognition of the exemplary quality of our undergraduate and graduate programs and students.

Obj 5.1 By 2012, develop media resources to promote the exemplary quality of nursing tract graduates. Accountable: Associate Dean and Director of Advancement