

STRATEGIC PRIORITY I - ACADEMICS: The School of Nursing will foster the development of competent nursing professionals through academic programs that address the critical needs of the student, the community, and the profession.

STRATEGIC PRIORITY CHAMPIONS: Dr. Karla Chapman, Kathleen Kearney

OBJECTIVES	STRATEGIES (S)	ACTION PLAN (AP)	MEASURES (M)	OUTCOMES
1. Integrate students in all programs in the TTUHSC values based culture.	Develop a student version of the TTUHSC values document (both for face-to-face students and on-line students).	Office of Student Affairs will develop a student friendly version for application with all students.	Versions will be developed by December 2019	
	Integrated information on the TTUHSC Values Based Culture in all orientation delivery methods (face to face and virtual).	Office of Student Affairs will ensure the information is integrated into all appropriate orientation formats.	Traditional Orientation Spring 2019, Accelerated BSN Site Specific Orientation Dec 2018, MSN in Dec 2018, DNP in Summer 2019, RN BSN in Summer 2019.	
2. Deliver an innovative and relevant curriculum to reflect current practice.	Review and analyze the current curriculum based upon satisfaction surveys.	Each Programmatic Council will review the strategic objective for operational application.	This review and analysis will be conducted on an annual basis, at the end of each academic year. Findings will be analyzed and communicated to program leadership by November of new academic year for dissemination, action plan development and quality improvement.	

	Develop a collaborative partnership with rural and metropolitan practice sites to gather relevant data to inform curriculum design to ensure graduates are meeting the needs of employers.	Co-chairs will work with programmatic Department Charis on identifying task force.	Identify an inter-programmatic task force to develop a plan to assess the needs of employers for hiring and retention by the end of the academic year.	
	Utilize Skyfactor Exit Results for quality improvement with curriculum review.	Strategic objective will be managed by each Programmatic Council.	Utilization with this tool will be conducted on an annual basis, at end of each academic year, be analyzed and communicated to program leadership by November for dissemination, action plan developed with quality improvement plan developed.	
3. Explore the feasibility of the integration of Emotional Intelligence (EI) curriculum into all curricula within the School of Nursing.	Develop a faculty and staff survey to identify existing student needs and the feasibility of integrating EI into existing curricula.	Representatives of the TTUHSC QEP Committee will work with all appropriate academic representative for application of objective.	Develop survey by January 2019.	
	Create an action plan based on the results of the survey.	Representatives of the TTUHSC QEP Committee will work with all appropriate academic representative for application	Action plan to be developed by March 2019.	

	Design an educational approach that supports nursing students in developing emotional intelligence and developing skills to thrive and contribute to the health care community.	Representatives of the TTUHSC QEP Committee will work with all appropriate academic representative for application of objective.	Education approach to be developed during Summer/Fall 2019 and identifiable measurable outcomes.	
4. Begin the process to explore the development of a PhD program.	Identify task force to explore the new program track.	Task force to be identified by the MSN Council for review of objective.	January 2019	
	Full feasibility report to be presented to the Coordinating Council.	To be completed by the identified task force.	September 2019	

STRATEGIC PRIORITY II – RESEARCH AND SCHOLARSHIP: Advance SON research and scholarship.

STRATEGIC PRIORITY CHAMPION: Dr. Alyce Ashcraft

OBJECTIVES	STRATEGIES (S)	ACTION PLAN (AP)	MEASURES (M)	OUTCOMES
1. Develop infrastructure that maximizes resources and increases collaboration of research and scholarly activity.	Enhance SON Research Faculty website information to increase collaboration and visibility.	Update of SON Research website listing resources available to SON researchers	Website utilization	
	Increase utilization of resources offered by the TTUHSC CRI.	Review of CRI assistance with Research Faculty Collaborative	Annual CRI contacts	
	Facilitate novice and experienced researcher collaboration.	Consultation with Associate Dean for Research and Scholarship	Number of activities presented and number of attendees	
	Identify current and ongoing SON research and scholarship.	Collection of data for Tech Nursing	Compilation of manuscripts and presentations	

	Develop a workload allocation framework (productivity plan) for research faculty.	Meetings with and plan developed with Dean and Associate	Development and implementation of productivity plan	
	Support faculty presentations at research conferences.	Allocation of funds	Conferences attended by faculty	
	Nominate junior and senior researchers for SON and HSC research awards.	Nominate faculty for awards	Awards received	
	Support faculty applications for national academies.	Assist as needed with pairing faculty with potential sponsors	Faculty acceptance into academies	
2. Explore novel internal and external funding opportunities to increase SON visibility and reputation.	Share opportunities for collaboration with TTU, the HUB, and other community organizations.	Distribute through SON Research Website, email, and one-on-one meetings; Invite potential speakers to the Faculty Research Collaborative and conferences/seminars	Opportunities shared	

	<p>Identify and share with faculty funding opportunities that reach beyond traditional sources to include a broad pool of federal agencies, private foundations, corporate partners, and private philanthropists.</p>	<p>Distribute through SON Research Website, email, and one-on-one meetings; Invite potential speakers to the Faculty Research Collaborative and conferences/seminars.</p>	<p>Grants submitted and received; celebration of submissions and receipt of grants</p>	
	<p>Enhance internal and external communication, including printed, web-based, and other marketing materials that effectively display SON research activities and capabilities.</p>	<p>Work with communications to develop materials. Update of SON Research website. Place notices on Twitter.</p>	<p>Materials created.</p>	

STRATEGIC PRIORITY III - OUTREACH AND ENGAGEMENT: Improve the health of the communities we serve.				
STRATEGIC PRIORITY CHAMPION: Dr. Linda McMurry				
OBJECTIVES	STRATEGIES (S)	ACTION PLAN (AP)	MEASURES (M)	OUTCOMES
1. Establish innovative partnerships to meet unique needs for populations and communities.	Develop a centralized structure/operation to maximize partnership development and sustainability.	Develop and conduct an internal needs assessment, then analyze results	To be determined after results of the needs assessment analyzed.	Recommendations for change to include exploration of the feasibility of new organizational structure and personnel to maintain partnerships.
		Identify strategic partners.	# strategic partnerships developed	Increase the number of partnerships by 5 during the first year.
2. Make positive impacts on population health through professional service.	Foster dynamic engagement in professional organization initiatives to advocate for health policy.	Determine the current level of engagement in professional organizations. Campaign to educate faculty and students in how to become fully engaged in organizations.	# faculty and students actively involved in a professional organization. # attending the campaign	Increase the current number by 10%
3. Make positive impacts on population health through outreach and advocacy.	Foster health improvement in the communities we serve through increased access to care.	Review current and potential faculty practice arrangements. Monitor unduplicated patient numbers monthly	# of faculty practice arrangements # unduplicated patients	Increase the number of faculty practice arrangements by 1/yr Increase unduplicated patients by 5% annually

STRATEGIC PRIORITY IV – PEOPLE: Foster a rich and sustainable values-based culture with a shared governance team in successful achievement of its mission.

STRATEGIC PRIORITY CHAMPION: Dr. Kathy Sridaromont

OBJECTIVES	STRATEGIES (S)	ACTION PLAN (AP)	MEASURES (M)	OUTCOMES
1. Recruit exemplary faculty and staff who uphold the values-based culture of TTUHSC.	Attain reputation as the employer of choice in applicable faculty and staff markets for TTUHSC with excellence in all benchmarking/use of the values-based culture.	Communicate the values-based culture of TTUHSC through all related recruitment and hiring activities.	Information regarding the values-based culture is shared on media, web sites, handbooks, policies and as applicable, position descriptions, once approved.	Positions for faculty and staff will be filled with members who uphold shared governance and values-based culture as evidenced by shared commitment during recruitment, interviews, and hiring process.
2. Retain exemplary faculty and staff who uphold the values-based culture of TTUHSC.	Faculty and staff will receive orientation to use of the field guide values-performance matrix for evaluation in step with the TTUHSC Plan.	Faculty and staff will attend Town Hall and subsequent council meetings with implementation plans for the TTUHSC Values-based culture and use of the field guide.	Staff will participate in the field guide values-performance matrix for evaluation beginning in fall, 2018 with strategic plan input, self-mastery and improvement behaviors to align with values based culture. *Faculty will follow as the plan is developed to align daily work with TTUHSC Strategic Plan.	100% participation and integration of the values-based culture as evidenced by quarterly evaluation/mentoring plan success including coaching and review sessions.

STRATEGIC PRIORITY V – OPERATIONS: Ensure operations and infrastructure effectively and efficiently support the mission of School of Nursing.				
STRATEGIC PRIORITY CHAMPIONS: Lori Franco, Linda Lane				
OBJECTIVES	STRATEGIES (S)	ACTION PLAN (AP)	MEASURES (M)	OUTCOMES
1. Improve operational infrastructure to better meet the unique academic, service, research and needs of School of Nursing campuses and sites.	Implement informed decision-making strategies.	Complete needs assessment for acquisition and use of current and future resources.	Needs assessment is completed. Data driven decision-making based on data obtained from the needs assessment. “Need assessment policy” Adhere to institutional facilities plan. “Needs assessment policy” Adhere to institutional technology policies.	
2. Work collaboratively with School of Nursing’s community of interest to accomplish the mission of the School of Nursing.	Formulate strategic partnerships.	Complete needs assessment for selection of strategic partners.	Needs assessment is completed Data driven decision-making based on data from the needs assessment.	

	Strengthen Advisory Council memberships.	Create a process for strategic selection and reappointment of Advisory Council members.	Completed development of a process for strategic selection and reappointment of Advisory Council members. M2. Data driven decision-making for Advisory Council memberships.	
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