

Education. Research. Practice. Service.
Our 2007-2010 Strategic Plan

OUR VISION

The University of Kentucky College of Nursing endeavors to be one of the nation's top nursing programs among public research universities. In addition, we:

1. Provide excellent opportunities for students, faculty, and staff to engage in education, research, practice, and service.
2. Develop innovative approaches to achieve quality teaching, research, practice, and service.
3. Provide leadership within the profession, the health care system, and the larger community.
4. Collaborate with others to address priority health needs in the Commonwealth, the nation, and the world.

OUR MISSION

The mission of the University of Kentucky College of Nursing is to foster health and well-being among the people of Kentucky, the region, and the world through excellence in nursing education, research, practice, and service in an ever-changing health care environment. This mission is accomplished by:

1. Preparing excellent nurses and nurse leaders to practice in an ever-changing health care environment;
2. Contributing to the knowledge base of the discipline through an active program of nursing and interdisciplinary research;
3. Engaging in collaborative and cooperative relationships for the purpose of modeling innovation and excellence in nursing education, research, practice, and service.

AS A PROFESSION, WE VALUE

- Caring and commitment
- Community engagement
- Cooperative learning through student-faculty and community partnerships
- Creativity and innovation to inform best practices
- Diversity of thought and people
- Excellence in education, research, scholarship, service, and evidence-based practice
- Health and wellness of all persons
- Civility and integrity
- Interdisciplinary collaboration
- Life-long learning
- Shared leadership

“The University of Kentucky College of Nursing endeavors to be one of the nation’s top nursing programs among public research universities.”

UNIVERSITY GOALS 2006-2009

- 1** Enhance the University's stature among its peers.
- 2** Prepare students for leadership in the knowledge economy and global society.
- 3** Enhance the intellectual and economic capital of Kentucky through growth in research.
- 4** Embrace and nurture diversity.
- 5** Engage Kentuckians through partnerships to elevate quality of life.

COLLEGE OF NURSING GOALS 2007-2010

- 1** Attain national and international prominence in teaching, scholarship, and research (relates to UK Goals 1 and 3).
- 2** Attract and graduate outstanding nursing students (relates to UK Goal 2).
- 3** Attract and cultivate a distinguished faculty (relates to UK Goals 1 and 4).
- 4** Enhance the quality of life for Kentuckians (relates to UK Goal 5).
- 5** Create an environment that fosters diversity of thought, culture, gender and ethnicity (relates to UK Goal 4).

COLLEGE OF NURSING OBJECTIVES AND STRATEGIES, 2007-2010

- 1** Engage students in rigorous educational programs.

STRATEGIES

- Successfully admit a full complement of qualified undergraduate nursing students.
- Continue recruitment of high caliber graduate students.
- Continue to develop innovative nursing curricula that integrate evidence-based practice.
- Continue to develop innovative, evidence-based teaching strategies.
- Expand graduate courses and degree programs offered in accessible formats that are responsive to the needs of students, including new graduates and adult learners.
- Expand and further develop the undergraduate Nurse Scholars and Research Interns programs.
- Develop additional opportunities for undergraduate nursing students to pursue honors study.
- Redesign D.N.P. Program, including a B.S.N.-D.N.P. Option, in response to 2015 initiative for advanced practice nursing.
- Determine whether to offer "generalist" master's tracks in response to 2015 AACN initiative.
- Offer and evaluate Clinical Nurse Leader pilot program.
- Promote UK certificate programs with our students.
- Assure that programs address emerging issues in health care (e.g., patient safety, emergency preparedness).
- Target enrollment of D.N.P. students planning a career in practice and/or executive leadership.
- Increase post-doctoral opportunities within the College.
- Implement a graduate teaching certificate.
- Target enrollment of Ph.D. students planning a research career.
- Implement B.S.N.-Ph.D. Option.
- Offer selected graduate programs outside of Lexington area based on need.
- Evaluate whether to offer an advanced degree nursing program for second degree students.
- Participate with College of Medicine and others in Shoulder-to-Shoulder Project in Ecuador.
- Explore opportunities for student and faculty involvement in international activities.

- Evaluate Second Degree Option.
- Double enrollment in traditional baccalaureate program.

- 2** Foster an environment conducive to student success rich in scholarly opportunities that promote life-long learning.

STRATEGIES

- Continue to develop innovative evidence-based teaching strategies.
- Expand graduate courses and degree programs offered in accessible formats that are responsive to the needs of students, including new graduates and adult learners.
- Expand and further develop the undergraduate Nurse Scholars and Research Interns programs.
- Develop additional opportunities for undergraduate nursing students to pursue honors study.
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- Target enrollment of D.N.P. students planning a career in practice and/or executive leadership.
- Target enrollment of Ph.D. students planning a research career.
- Implement B.S.N.-Ph.D. Option.
- Offer selected graduate programs outside of Lexington area based on need.
- Evaluate whether to offer an advanced degree nursing program for second degree students.
- Evaluate Second Degree option.
- Double enrollment in traditional baccalaureate program.
- Articulate a philosophy of advising and academic support, implement it across all academic programs, and evaluate effectiveness.
- Evaluate admission criteria and application processes to reduce unnecessary barriers.

3 Enhance use of technology to meet the education, research, and service needs.

STRATEGIES

- Develop a cohesive plan for using technology across educational programs.
- Enhance faculty development in the area of technology for education (e.g., simulation and computer-based instruction), research, and service.
- Increase involvement of College faculty and staff in University activities related to technology.

4 Conduct, disseminate, and apply research.

STRATEGIES

- Increase post-doctoral opportunities within the College.
- Target enrollment of Ph.D. students planning a research career.
- Implement B.S.N.-Ph.D. Option.
- Ph.D. Program prepares graduates for research careers that support the generation of high impact science.
- Actively participate in UK's Center for Clinical and Translational Sciences.
- Increase number of regular title series faculty.
- Formalize Undergraduate Educational Research Group.
- Evaluate opportunities for offering high quality continuing education.
- Develop a model for engaging Ph.D. prepared nursing faculty in Kentucky to pursue their research interests in collaboration with UK nursing faculty.
- Seek funding to support additional research space and staff.
- Assess current infrastructure, including personnel support, for grant development and management.
- Provide leadership to address health and health care needs in Kentucky.

5 Assure adequate resources to support high-quality instruction, research, practice, and service.

STRATEGIES

- Expand extramural funding.
- Advocate within UK for competitive staff salaries.
- Explore additional strategies, including technology, that facilitate the faculty's work across roles, locations, and time.
- Encourage and support certifications

- for eligible staff and faculty members.
- Seek additional ways to support and reward clinical preceptors.

6 Increase extramural research funding.

STRATEGIES

- Develop plan for space acquisition within College.

7 Increase prominence of the nursing programs.

STRATEGIES

- Evaluate Second Degree Option.
- Double enrollment in traditional baccalaureate program.
- Actively participate in UK's Center for Clinical and Translational Sciences.
- Prioritize key University, state, regional, national, and international education, research and clinical meetings for faculty and student presentations and attendance to assure College's visibility.
- Work collaboratively with other Kentucky colleges, universities, health care agencies and institutions, and policymakers to shape the future of nursing in Kentucky.
- Facilitate and support faculty appointment to key local, state, national and international organizations boards, review committees, etc.
- Market programs and accomplishments of faculty and students.
- Implement External Advisory Council.

8 Attract a distinguished and diverse faculty.

STRATEGIES

- Increase number of regular title series faculty.
- Implement faculty recruitment plan.
- Maintain competitive salaries in the College for all faculty.
- Implement faculty development plan: a) develop infrastructure for faculty peer mentorship and b) enhance efforts to assist faculty in achieving rank.
- Develop plan for participating in diversity recruiting events.
- Develop recruitment materials that target a more diverse College of Nursing population.

- Identify and reduce barriers faced by culturally diverse and male faculty, staff, students, and applicants.
- Implement Advisory Council for Diversity.

9 Retain a distinguished and diverse faculty.

STRATEGIES

- Maintain competitive salaries in the College for all faculty.
- Implement faculty development plan: a) develop infrastructure for faculty peer mentorship and b) enhance efforts to assist faculty in achieving rank.
- Develop plan for participating in diversity recruiting events.
- Develop recruitment materials that target a more diverse College of Nursing population.
- Identify and reduce barriers faced by culturally diverse and male faculty, staff, students, and applicants.
- Implement Advisory Council for Diversity.
- Implement faculty retention plan which includes factors in addition to salary.
- Support faculty to attend continuing education program in their specialty area.

10 Develop faculty in their roles as teacher, scholar, researcher, or practitioner.

STRATEGIES

- Implement a graduate teaching certificate.
- Formalize Undergraduate Educational Research Group.
- Encourage and support certifications for eligible staff and faculty members.
- Implement faculty development plan: a) develop infrastructure for faculty peer mentorship and b) enhance efforts to assist faculty in achieving rank.
- Implement faculty retention plan which includes factors in addition to salary.
- Support faculty to attend continuing education program in their specialty area.

11 Promote student, faculty, and staff understanding of, and respect for, diversity.

STRATEGIES

- Participate with College of Medicine and others in Shoulder-to-Shoulder Project in Ecuador.
- Explore opportunities for student and faculty involvement in international activities.
- Implement Advisory Council for Diversity.
- Identify and utilize University and medical center resources that support student, faculty, and staff understanding of diversity and culturally competent care.

12 Recruit and graduate a more diverse student body.

STRATEGIES

- Offer selected graduate programs outside of Lexington area based on need.
- Evaluate whether to offer an advanced degree nursing program for second degree students.
- Evaluate Second Degree option.
- Double enrollment in traditional baccalaureate program.
- Articulate a philosophy of advising and academic support, implement it across all academic programs, and evaluate effectiveness.
- Evaluate admission criteria and application processes to reduce unnecessary barriers.
- Develop plan for participating in diversity recruiting events.
- Develop recruitment materials that target a more diverse College of Nursing population.
- Identify and reduce barriers faced by culturally diverse and male faculty, staff, students, and applicants.
- Implement Advisory Council for Diversity.
- Evaluate minority student admission to major (undergraduate) or graduate program, progression, and graduation.
- Recruit students from a national and international pool.
- Increase faculty and student involvement in UK summer internships for minority students.

13 Engage the College in service to the University, state, region, and nation.

STRATEGIES

- Actively participate in UK's Center for Clinical and Translational Sciences.
- Evaluate opportunities for offering high quality continuing education.
- Provide leadership to address health and health care needs in Kentucky.
- Seek additional ways to support and reward clinical preceptors.

14 Promote the College within Kentucky and regionally, nationally, and internationally.

STRATEGIES

- Participate with College of Medicine and others in Shoulder-to-Shoulder Project in Ecuador.
- Explore opportunities for student and faculty involvement in international activities.
- Develop a model for engaging Ph.D. prepared nursing faculty in Kentucky to pursue their research interests in collaboration with UK nursing faculty.
- Prioritize key University, state, regional, national, and international education, research and clinical meetings for faculty and student presentations and attendance to assure College's visibility.
- Work collaboratively with other Kentucky colleges, universities, health care agencies and institutions, and policymakers to shape the future of nursing in Kentucky.
- Facilitate and support faculty appointment to key local, state, national and international organizations boards, review committees, etc.
- Market programs and accomplishments of faculty and students.
- Implement External Advisory Council.

15 Acquire sufficient space to meet the College's evolving needs.

STRATEGIES

- Seek funding to support additional research space and staff.
- Develop plan for space acquisition within College.

16 Enhance the excellence and sustainability of the College's clinical initiatives within UK HealthCare and the larger community.

STRATEGIES

- Provide leadership to address health and health care needs in Kentucky.
- Clarify practice financial incentives and release time for College service.
- Secure funding that supports faculty practice.
- Assess current practice initiatives in relation to College's mission.

17 Increase extramural program funding.

STRATEGIES

- Develop faculty knowledge and expertise in writing program grants.
- Submit HRSA program grants.

18 Increase philanthropic support for the College.

STRATEGIES

- Assess current infrastructure, including personnel support, for grant development and management.
- Implement External Advisory Council.
- Increase faculty and staff participation in development.
- Develop plan for funding a full-time development and alumni relations officer.

UK UNIVERSITY OF KENTUCKY
College of Nursing

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