

University of Kentucky College of Nursing

**STRATEGIC PLAN 2007-2010: ACTION PLAN / 2007-2008 ANNUAL REPORT**

Approved by Faculty and Staff February 5, 2007, Revisions November 20, 2007; *report finalized November 17, 2008*

COLLEGE OF NURSING GOALS					UK 2006-2009 GOALS
1. Attain national and international prominence in teaching, scholarship, and research (I, IV, I, III)	2. Attract and graduate outstanding nursing students (II)	3. Attract and cultivate a distinguished faculty (I, IV)	4. Enhance the quality of life for Kentuckians (V)	5. Create an environment that fosters diversity of thought, culture, gender and ethnicity (IV)	<p>Goal I. Enhance the University's stature among its peers</p> <p>Goal II. Prepare students for leadership in the knowledge economy and global society</p> <p>Goal III. Enhance the intellectual and economic capital of Kentucky through growth in research</p> <p>Goal IV. Embrace and nurture diversity</p> <p>Goal V. Engage Kentuckians through partnerships to elevate quality of life</p>
					<b>OBJECTIVES (the what)</b>
	X				1. Engage students in rigorous educational programs
X	X			X	2. Foster an environment conducive to student success rich in scholarly opportunities that promote life-long learning
X	X	X			3. Enhance use of technology to meet the education, research, and service needs
X		X	X		4. Conduct, disseminate, and apply research
X	X	X			5. Assure adequate resources to support high-quality instruction, research, practice, and service
X					6. Increase extramural research funding
X	X	X			7. Increase prominence of the nursing programs
X		X		X	8. Attract a distinguished and diverse faculty
X		X		X	9. Retain a distinguished and diverse faculty
X		X			10. Develop faculty in their roles as teacher, scholar, researcher, or practitioner
	X			X	11. Promote student, faculty, and staff understanding of, and respect for, diversity
	X			X	12. Recruit and graduate a more diverse student body
X			X		13. Engage the College in service to the University, state, region, and nation
X	X	X			14. Promote the College within Kentucky and regionally, nationally, and internationally
X	X	X			15. Acquire sufficient space to meet the College's evolving needs
	X	X	X		16. Enhance the excellence and sustainability of the College's clinical initiatives within UK HealthCare and the larger community
X	X				17. Increase extramural program funding
X	X				18. Increase philanthropic support for the College

GOAL(S)	OBJECTIVE(S) UK ANNUAL REPORT <sup>1</sup>	STRATEGY (HOW TO)	INDICATORS	PRIMARY RESPONSIBILITY	TIME FRAME	2007-2008 REPORT
2	1 06-07 and 07-08 #1	1. Successfully admit a full complement of qualified undergraduate nursing students	1a. Admission of a full complement of qualified nursing students as evidenced by a minimum cumulative GPA of 2.5 on 4.0 scale, and a minimum grade of "C" in all required pre-nursing courses	Associate Dean Undergrad. Studies, USAP	Annually	Traditional BSN, second degree, and RN-BSN students admitted all met the requirements for admission for 2007-2008  Undergraduate Admissions and Progression Committee 2007-2008 report: developed a new Admission & Progression Policy (see "Decision Tree") which was unanimously approved by the undergraduate faculty in October 2007. Resources developed to support at-risk students
2	1 06-07 and 07-08 #1	2. Continue recruitment of high caliber graduate students <sup>1</sup>	2a. Number of MSN students with undergraduate GPA of 3.0 or equivalent and GRE of 400 for verbal, 400 for quantitative, and 3.5 for analytic writing  2b. Number of DNP students enrolled with GREs of combined verbal and quantitative scores of 1,000 or greater and analytic writing score of 4.0 or greater  2c. Number of PhD students enrolled with GREs of combined verbal and	Associate Deans MSN/ DNP and PhD Studies; MSN, DNP, and PhD Program Committees	Annually  Annually  Annually	2a. 80 of 144 (55.5%) of MSN students met GRE and GPA criteria as stated  2b. 9 of 30 (30%) of DNP students met GRE criteria as stated  2c. 30 of 61 (49%) of PhD students met GRE criteria as stated

<sup>1</sup> UK Annual Report format is limited in "characters" that can be entered, beginning with 2007-2008 a comprehensive report was prepared in addition to UK Annual Report

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			quantitative scores of 1,000 or greater and analytic writing score of 4.0 or greater			
2	1	3. Continue to develop innovative nursing curricula that integrate evidence-based practice	3a. Applicable courses have an objective in the syllabus related to current evidence-based practice (studies are referenced)	Program Committees	By 2008-2009	<p>UPC systematic evaluation of courses; MSN is looking at this as well (GC minutes 11/16/07)</p> <p>Undergraduate Program Committee 2007-2008 report:</p> <ol style="list-style-type: none"> <li>1. Completed curricular evaluation using content mapping grid</li> <li>2. Determined essential concepts of HSM 241 that should be retained</li> <li>3. Completed course reviews of NUR 861, 863, 869 and 871</li> <li>4. Continued to monitor HESI scores so as to 1) prepare and predict student success for NCLEX; and 2) inform curricular revision decisions</li> <li>5. Discussed faculty to student clinical ratios with next level of expansion (1:8 in high acuity areas; KBN requirement 1:10)</li> <li>6. Continued lab planning/renovation with task force and full faculty support to address growth and expanded curricular needs</li> <li>7. Continued discussion of integration of cultural diversity concepts, evidence-based practice and emerging trends into the curriculum</li> <li>8. Continued to evaluate and integrate geriatric competencies into the</li> </ol>

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						curriculum  DNP Program Committee 2007-2008 report: completed comprehensive evaluation of 3-year 54/55 credit DNP program
1, 2, 5	1, 2	4. Continue to develop innovative evidence-based teaching strategies	4a. Program evaluation demonstrates use of innovative evidence-based teaching strategies	Faculty, Program Committees	Ongoing	Ongoing. Examples, NUR 863 literature searches, video validation, and clinical simulations used; NUR 514/631 and all FNP specialty courses – OSCE's used; NUR 631 being redone to include SKIMs and OSCE's as evaluation (GC minutes 11/16/07)
1, 2, 5	1, 2	5. Expand graduate courses and degree programs offered in accessible formats that are responsive to the needs of students, including new graduates and adult learners	5a. Blackboard and other innovative instructional technology used in 80% of graduate courses  5b. Program evaluation demonstrates that graduate courses reflect student survey results on preferred type of delivery format	Associate Deans of Undergrad., MSN/DNP, and PhD Studies	Spring 2010  Ongoing	Optimal use of Blackboard varies among faculty members. More faculty development is needed in how to create an environment for self-learning in web-enhanced course. There are limitations in meeting only 4 times a semester that needs to be addressed in terms of students who don't think faculty are "working" if they use Blackboard. Expectations of students and faculty need to be articulated for this type of teaching. PhD program courses are offered as residency only, non-nursing courses aren't accessible online and students must meet residency requirements (GC minutes 11/16/07)  DNP Program Committee 2007-2008 report: included items about delivery model in student surveys; continued to

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						offer courses in weekend, hybrid delivery model  PhD Program Committee 2007-2008 report: began discussions of hybrid on-line PhD program
1, 2, 5	1, 2 06-07 and 07-08 #2	6. <del>Expand and further develop</del> Continue the undergraduate Nurse Scholars and Research Interns programs <sup>2</sup>	6a. At least 80% of Nurse Scholars will complete the four semester program  6b. At least 60% of the students participating in the Research Internship Program register for 2 or more semesters	Associate Dean Undergrad. Studies and Associate Dean Research & Scholarship	2009-2010  2009-2010	6a. 100% (n=6) of Nurse Scholars who began in Fall 2006 graduated in May 2008; 100% (n=3) who began in Spring 2006 graduated in December 2007  6b. 100% (n=1) of Research Interns graduated in December 2007 and 100% (n=4) graduated in May 2008
1, 2, 5	1, 2	7. Develop additional opportunities for undergraduate nursing students to pursue "Honors" study	7a. Approved "Honors" program includes opportunity for undergraduate students to take graduate courses	Associate Dean Undergrad. Studies	On Hold	Faculty and student task force in place to look at this. Target date is 2008-2009, but it is more likely this will be fully accomplished in 2009-2010 (GC minutes 11/16/07) Note: Put on hold due to other demands with the undergraduate program expansion and budget cuts
1, 2, 5	1, 2 06-07 and 07-08 #1	8. Redesign DNP Program, including a BSN-DNP option, in response to 2015 initiative for advanced practice nursing	8a. Evaluation of DNP program completed  8b. Recommendations for redesign of current DNP program provided and approved recommendations are implemented	Associate Dean MSN/ DNP Studies, DNP Program Committee	Completed 2007-2008  2009-2010	Target dates for all indicators are realistic. Options for people who want an NP and a research PhD have not been addressed yet but will be. Eventually, we may discuss a DNP-PhD option (GC minutes 11/16/07)  8a. DNP program evaluation completed

<sup>2</sup> Have determined that it is not feasible to expand given other priorities

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			8c. Recommendations for development of a BSN-DNP program provided and approved recommendations are implemented		2009-2010	8b& c. DNP Program Committee 2007-2008 report: designed BSN-DNP program; received required vote from total faculty  Note: budget for BSN-DNP program included with College's Self-Study Implementation Plan (November 2008)
1, 2, 5	1, 2	9. Determine whether to offer "generalist" master's tracks in response to 2015 AACN initiative	9a. Plan for offering "generalist" master's tracks is developed, if appropriate	Associate Dean MSN/DNP Studies, DNP Program Committee	2009-2010	DNP Program Committee 2007-2008 report: engaged in discussions with individuals and groups within and external to the College
1, 2, 5	1, 2	10. Offer and evaluate Clinical Nurse Leader pilot program	10a. Clinical Nurse Leader pilot initiated	Associate Dean MSN/DNP Studies	On Hold	The CNL has not been discussed in the curriculum plans for MSN to DNP; no employer in Lexington has expressed an interest in this option; College will not pursue CNL until interest is shown in the community (GC minutes 11/16/07)
1, 2, 5	1, 2	11. Promote UK certificate programs with our students	11a. Website contains easily accessible information about certificate programs  11b. Number of nursing students enrolled in UK certificate programs	Associate Deans MSN/DNP and PhD Studies	Fall 2007  Annually	This has not been done; P. Howard and T. Lennie will see that its placed on Web site and in Graduate Student Handbook (GC minutes 11/16/07)
1, 2, 5	1, 2	12. Assure that programs address emerging issues in health care (e.g.,	12a. Curricula reflect emerging issues in health care	Program Committees	Annually	This is an ongoing effort of the Program Committees (GC minutes 11/16/07)  Undergraduate Program Committee

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		patient safety, emergency preparedness)				report: see summary under #3 above
1, 2, 5	1, 2	13. Target enrollment of DNP students planning a career in practice and/or executive leadership	13a. Marketing materials reflect that DNP program prepares graduates for career in practice and/or executive leadership  13b. Number of enrollees who included practice and/or executive leadership as a primary career objective in application goal statement  13c. Number of DNP graduates who have positions in practice and/or executive leadership	Associate Dean MSN/DNP Studies	Spring 2008  Annually  Annually	13a. Associate Dean MSN/DNP Studies is working on this (GC minutes 11/16/07)  13b. All DNP students admitted for Fall 2007 (N=5) included practice as a primary care objective in their written goal statements  13c. Of the 7 DNP students who graduated in 2008, 2 are in practice, 1 in executive leadership, and 4 in teaching positions. Of all the DNP graduates, 5 are in practice, 4 are in executive leadership, 3 are in teaching and practice combined, and 8 are in teaching positions
1, 2, 3, 4	1, 4	14. Increase post-doctoral opportunities within the College	14a. Number of postdoctoral fellowships in the College  14b. Funding for postdoctoral fellows	Associate Dean for Research & Scholarship; Associate Dean PhD Studies	Annually  Annually	14a. PhD graduate Jia Rong Wu received an American Heart Association Postdoctoral Fellowship in summer 2008. She was the second PhD graduate to receive this prestigious fellowship  14b. The priority score for the T32, "Biobehavioral Outcomes in Work-life," was 169 for the final (third) submission and to date, it has not been funded; funding unlikely. Debra Moser expressed the desire to develop a T32 with a self-management of chronic

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						illness focus at the May 2008 meeting of the Research Scholarship Group. This direction fits well with our currently funded Exploratory Center for Biobehavioral Research in Self-management of Chronic Illness funded by NINR/NIH. Applications for T32s are only accepted in May of each year
1, 2, 3	1, 10	15. Implement a graduate teaching certificate <sup>3</sup>	15a. Graduate teaching certificate implemented	Associate Deans MSN/DNP Studies and PhD Studies, Program Committees	2009-2010	Ongoing (GC minutes 11/16/07)  DNP Program Committee 2007-2008 report: allocated DOE time for 2 faculty to work on teaching certificate
1, 2, 3, 4, 5	1, 2, 4 06-07 and 07-08 #2	16. Target enrollment of PhD students planning a research career	16a. Marketing materials reflect that PhD program prepares graduates for research career  16b. Number of enrollees who included research as a primary career objective in application goal statement  16c. Number of PhD graduates who take positions at research universities or other institutions with research as a primary mission	Associate Dean PhD Studies	Spring 2008  Annually  Annually	16a. Work is being done to revise marketing materials for these prospective students (GC minutes 11/16/07)  16b. 10 of 14 (71%) students offered admission included research as primary career objective  16c. 4 of 7 (57%) of graduates took research positions  Other: PhD Program Committee 2007-2008 Annual Report includes summary

<sup>3</sup> Additional UK Financial Support - projected that additional tuition generated will offset instructional costs, may not require additional resources if College has excess teaching capacity

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						of curricular work and standardized CV for PhD students
1, 2, 3, 4, 5	1, 2, 4 06-07 and 07-08 #1	17. Implement BSN-PhD Program	17a. At least 5 students enrolled in BSN-PhD program  17b. Report number of BSN to PhD students who enroll within 10 years of receiving their BSN degree <sup>4</sup>	Associate Dean PhD Studies	Fall 2008 and then annually	17a. 5 BSN-PHD students enrolled Fall 2008  17b. all 5 earned their BSN within 10 years of admission to BSN-PhD program
1, 2, 5	1, 2, 12	18. Offer selected graduate programs outside of Lexington area based on need <sup>5</sup>	18a. Process for determining state needs for graduate education in place.  18b. Number of courses and/or programs offered outside of Lexington area	Associate Dean MSN/DNP Studies	Fall 2008  Annually	18a. Statewide discussion is occurring through newly formed Kentucky Nursing Capacity Consortium, convened by Dean; DNP Program Committee 2007-2008 report: currently engaged in discussions with Deans at Kentucky regional universities  18b. Need for programs outside of Lexington is widespread but actual numbers in each location are low, perhaps a needs assessment could be done on offering RN-BSN in Hazard (GC minutes 11/16/07)
1, 2, 5	1, 2, 12	19. Evaluate whether to offer an advanced degree nursing program for second degree students	19a. Decision made about offering an advanced degree nursing program for second degree students	Associate Dean MSN/DNP Studies, MSN Program	2008-2009	On target for 2008-2009 (GC minutes 11/16/07)

<sup>4</sup> New indicator in 2007-2008

<sup>5</sup> Additional UK Financial Support - projected that additional tuition generated will offset instructional costs, may not require additional resources if College has excess teaching capacity

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				Committee		
1, 2, 3, 4, 5	1, 11, 14 06-07 and 07-08 #1, #11	20. Participate with College of Medicine, and others, in Shoulder to Shoulder Project in Ecuador	20a. Number of faculty and students who participate in Shoulder to Shoulder Project	Faculty	Annually	College is moving forward with this and faculty members, Sherry Warden, Kristin Ashford, and Elizabeth Tovar, have traveled to Ecuador and five nursing students went in May 2008
1, 2, 3, 4, 5	1, 11, 14	21. Explore opportunities for student and faculty involvement in international activities	21a. Number of students who participate in international activities  21b. Number of faculty who participate in international activities	Faculty, Dean, UNAAC	Ongoing	Exploring formal arrangement with Wolverhampton in England (Melanie Hardin-Pierce lead) and Pontifical Catholic University of Ecuador (PUCE- Quito) and Santo Domingo branch (Sherry Warden lead)
1, 2, 3, 5	1, 2, 7, 12	22. Evaluate Second Degree option	22a. Second Degree option is evaluated and approved recommendations are implemented	Associate Dean Undergrad. Studies	2008-2009	On target for 2008-2009 (GC minutes 11/16/07)
1, 2, 3, 5	1, 2, 7, 12 06-07 and 07-08 #7, #12	23. Double enrollment in traditional baccalaureate program	23a. 80 traditional baccalaureate students enrolled per semester (160 per year)	Associate Dean Undergrad. Studies	2009-2010	Phase I (160 sophomores) is completed, first cohort is going well (GC minutes 11/16/07)
1, 2, 5	2, 12 06-07 and 07-08 #12	24. Articulate a philosophy of advising and academic support, implement it across all academic programs, and evaluate effectiveness	24a. Statement on advising and academic support developed  24b. Evaluation tool to assess academic support and advising across all academic programs developed and implemented	Program Associate Deans	Spring 2008  Fall 2008	Undergraduate Advising Task Force has conducted a workshop and have presented an implementation tool to the Dean. The College decided to develop a philosophy of advising across programs. Faculty need to come to an agreement on this and articulate the expectations for both students and faculty in relation to advising. One source to aid in this may be the

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						<p>Teaching Portfolio guidelines. Faculty and Student Services need to be involved in developing the goal statement and behavioral objectives (GC minutes 11/16/07)</p> <p>Braining storming on philosophy statement completed with GC and volunteers identified to finalize a draft for Fall 2008 discussion with faculty (GC minutes 4/28/08)</p> <p>PhD Program Committee 2007-2008 report: PhD applicants are now asked to identify potential faculty advisors</p>
1, 2, 5	2, 12	25. Evaluate admission criteria and application processes to reduce unnecessary barriers	<p>25a. Evaluation of admission criteria and application processes completed and approved recommendations are implemented within the College</p> <p>25b. Students report high satisfaction with application and admission process</p>	Program Associate Deans, appropriate Faculty Committees	<p>2008-2009</p> <p>Fall 2009, annually</p>	<p>Evaluation is on target (GC minutes 11/16/07)</p> <p>25a. MSN Program Committee 2007-2008 report: reviewed admission and progression and no changes recommended</p> <p>25b. Need to determine how to measure</p>
1, 2, 3	3	26. Develop a cohesive plan for using technology across educational programs	26a. Plan is in place	Governance Council	2007-2008, ongoing	<p>Technology Task Force no longer exists. The technology report will be brought to a future meeting of the Governance Council and Brenda Ghaelian, Director of the College's IT Team, will be asked to participate (GC minutes 11/16/07); Note: did not occur in 2007-2008</p>

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						<p>Major initiatives of information technology staff per Brenda Ghaelian</p> <ol style="list-style-type: none"> <li>1. Office 2007 rollout and training of staff and faculty</li> <li>2. OCS implementation for student services, business office and it</li> <li>3. Courseval implementation</li> <li>4. ASK implementation</li> <li>5. Use of Steady State in the labs</li> <li>6. eMar machine setup</li> <li>7. Office moves and computer installations</li> <li>8. Installation of new wiring in building and troubleshooting</li> <li>9. New office 2007 rollout</li> <li>10. New Blackboard rollout</li> <li>11. TurningPoint rollout</li> <li>12. Sling box for projecting SIMMAN demos to lab classrooms</li> </ol>
1, 2, 3	3 06-07 and 07-08 #3	27. Enhanced faculty development in the area of technology for education (e.g., simulation and computer based instruction), research, and service	<p>27a. Selected faculty and staff will attend national conference on educational technology</p> <p>27b. Offer faculty development in College on use of technology for education, research, and service</p> <p>27c. Create a website as a resource for faculty tutorials in technology use for education, research and</p>	Associate Deans Undergrad. and MSN/DNP Studies, Information Technology and Lab Staff	2007-2008, annually  2008-2009  2008-2009	<p>27a. No one attended national technology meeting in 2007-2008</p> <p>27b. Plans for this are still to be decided. The Coordinating Council and Brenda Ghaelian will be involved in these discussions (GC minutes 11/16/07); DNP Program Committee 2007-2008 report: Task Force established for 2008-2009 with S. Prevost leadership</p> <p>27c. Not in place</p>

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			service			
1, 2, 3	3 06-07 and 07-08 #3	28. Increase involvement of College faculty and staff in University activities related to technology	28a. Faculty and staff involvement in University activities	Associate Deans Undergrad. and MSN/DNP Studies	Ongoing	Plans for this are still to be decided. The Coordinating Council and Brenda Ghaelian will be involved in these discussions (GC minutes 11/16/07)  DNP Program Committee 2007-2008 report: working with DNP Committee on areas to include in Digital Measures software
1, 3, 4	4	29. PhD program prepares graduates for research careers that support the generation of high impact science	29a. PhD program is evaluated and approved recommendations are implemented	Associate Dean PhD Studies	Ongoing	This is ongoing and Terry Lennie, Associate Dean PhD Studies, oversees this effort (GC minutes 11/16/07)  PhD Program Committee Evaluation for 2000-2006 submitted to Graduate School
1, 2, 3, 4	4, 6, 7, 13 06-07 and 07-08 #4, #6	30. Actively participate in UK's Center for Clinical and Translational Sciences	30a. Number of faculty engaged in Center initiatives	Associate Dean Research & Scholarship	Ongoing	The College is making progress on this strategy (GC minutes 11/16/07)  Four faculty members from the College are included in various capacities on the NIH CTSA proposal being resubmitted this fall (Lynne Hall, Ellen Hahn, Debra Moser, and May Kay Rayens); two serve on CTSA committees that were responsible for development of portions of the proposal. Associate Dean for Research and Scholarship attended CTSA Advisory Committee meetings as the proposal was being developed. Nine faculty, staff, and students attended Fall 2007 CCTS Conference, one faculty was

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						a workshop leader. Approximately 13 faculty, staff, and students attended Spring CCTS Conference. Debra Moser, Patricia Howard, Ellen Hahn, and Lynne Hall served as poster judges/mentors. One PhD student was selected to do an oral presentation and two presented posters; one international post-doctoral student is working with the RICH Heart Program and is funded by her university
1, 3, 4	4, 6, 8 06-07 and 07-08 #4, #6	31. Increase number of regular title series faculty	31a. Minimum of six new full time regular title series faculty	Dean	Ongoing	This strategy is on track with 3 new regular title series faculty hired in 2007 (GC minutes 11/16/07)  Were unsuccessful in recruiting tenure-track regular title series faculty for undergraduate program expansion for Fall 2008 and had one faculty resignation from those hired in 2007
1, 3, 4	4, 10	32. Formalize Undergraduate Educational Research Group	32a. Undergraduate Education Research Group mission statement, goals, and membership criteria presented to faculty  32b. Scholarly activity of UERG	Decision to Not Sustain <sup>6</sup>	Fall 2007	n/a
1, 3, 4	4, 13 06-07 and 07-08 #13	33. Evaluate opportunities for offering high quality continuing	33a. Evaluation of continuing education program and opportunities is completed and recommendations	Associate Dean Practice & Engagemen	2008-2009	n/a

<sup>6</sup> October 2007, it has been decided to not pursue this strategy due to limited faculty interest

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		education	implemented	t		
1, 2, 3, 4	4, 14	34. Develop a model for engaging PhD prepared nursing faculty in Kentucky to pursue their research interests in collaboration with UK nursing faculty	34a. Collaborative model for research involving PhD faculty from all interested nursing colleges in Kentucky spearheaded by College	Associate Dean Research & Scholarship	2008-2009	Lynne Hall discussed with the Research Scholarship Group at their January 11, 2008 meeting. A subgroup of the Research Scholarship Group agreed to serve as a task force to pursue this goal further. Lynne Hall and Jane Kirschling meet with members of the Kentucky Association of Baccalaureate and Higher Degree programs on March 4, 2008 to explore collaborative model. Lynne Hall, Debra Moser, Terry Lennie, Patricia Burkhardt, and Jane Kirschling met with James Norton and James Ballard in Spring 2008 to discuss options around this goal and the potential of developing a Nursing Practice Based Network. Additional consideration will be given to this idea and to the potential of engaging other schools in such a network
1, 2, 3, 4	4, 15 06-07 and 07-08 #15	35. Secure additional research space and staff <sup>7</sup>	35a. Square footage assigned to research	Dean, Associate Dean Research & Scholarship	Ongoing	Ongoing, remodeling 415 to create research intervention room, will be completed Fall 2008  PhD Program Committee 2007-2008 report: requested remodeling of graduate student lounge to better support networking, determining feasibility
1, 2, 3,	4, 18	36. Assess current	36a. Assessment completed	Associate	Annually	Currently under assessment (GC

<sup>7</sup> UK Additional Financial Support - will require renovation and furnishing support

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4		infrastructure, including personnel support, for grant development and management <sup>8</sup>	of grant development and management infrastructure and personnel support with recommendations to Dean	Dean Research & Scholarship		11/16/07 minutes)  Requested additional staff position for grants financial management in 2008-2009 budget request of UK and UK HealthCare Enterprise – not funded
4	4, 13, 16 06-07 and 07-08 #4, #13, #16	37. Provide leadership to address health and health care needs in Kentucky	37a. Exemplars of faculty, student, and/or staff leadership activities	Dean, Associate Deans, UNAAC, GNAAC	Annually	Currently do not have a data collection tool in place for capturing these exemplars, hopefully that Digital Measures will be able to capture exemplars in the future  DNP Program Committee 2007-2008 report: working with Deans/Directors of other Kentucky Universities on expanding DNP program; graduates are returning to rural and urban areas in Kentucky
1, 2, 3	5, 6 06-07 and 07-08 #5, #6	38. Expand extramural funding	38a. Amount of extramural funding	Associate Dean Research & Scholarship	Annually	In FY 2008, we had a total of \$2.47 million in primary extramural funding and \$4.86 million in collaborative extramural funding. Our 2007 ranking among schools of nursing in terms of NIH funding was 27 <sup>th</sup> which was up from 40 <sup>th</sup> in 2006
1, 2, 3	5	39. Advocate within UK for competitive staff salaries	39a. Takes advantage of opportunities to speak on behalf of competitive staff salaries	Dean	Ongoing	Ongoing, UK did not provide staff salary raises due to budget reduction
1, 2, 3	5	40. Explore additional strategies,	40a. Identify and implement additional strategies that	Dean, Governance	Ongoing	Recommended that College explore better SPAM email control (GC 4/25/08

<sup>8</sup> UK Additional Financial Support - salary and benefit support for additional staff position has been requested

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		including technology, that facilitate the faculty's work across roles, locations, and time	facilitate work	Council		minutes); provided training on Outlook and implementing calendaring function, including College's master calendar in Fall 2008
1, 2, 3	5, 10	41. Encourage and support certifications for eligible staff and faculty members	41a. Number of staff and faculty who are certified  41b. Amount of financial and other support provide for certification	Supervisors	Ongoing  Ongoing	Don't have a mechanism in place that formally tracks certification for faculty or staff, Digital Measures may be source for faculty tracking in the future
1, 2, 3, 4	5, 13 06-07 and 07-08 #5	42. Seek additional ways to support and reward clinical preceptors	42a. Recommendations on ways to support and reward clinical preceptors presented to administration	Associate Dean Practice & Engagement	2008-2009	Awarded following in Spring 2008: Excellence in Undergraduate Precepting Award, Excellence in Undergraduate Unit/Agency Award, and Excellence in Graduate Precepting Award
1, 2, 3	6, 15 06-07 and 07-08 #6, #15	43. Develop plan for space acquisition within College	43a. Space plan is developed	Dean, Governance Council	2007-2008, annually	Secured approval and financial resources to renovate 3 <sup>rd</sup> floor administration, 4 <sup>th</sup> floor area into faculty offices, and Hall of Fame space; federal earmark request for renovation of 3 <sup>rd</sup> floor patio vetted by University and is currently under consideration
1, 2, 3	7, 14 06-07 and 07-08 #14	44. Prioritize key University, state, regional, national, and international education, research and clinical meetings for faculty and student presentations and	44a. Key meetings are prioritized and disseminated	Dean, Governance Council	Fall 2007	Note: not done  PhD Program Committee 2007-2008 report: recommends exploring avenues for additional student travel support

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		attendance to assure College's visibility				
1, 2, 3	7, 14	45. Work collaboratively with other Kentucky colleges, universities, health care agencies and institutions, and policymakers to shape the future of nursing in Kentucky	45a. Statewide "visions" meeting is convened annually to discuss nursing issues	Dean	Initiate 2007-2008	Dean collaborated on submission of proposal to RWJ on National Nursing Education Summit (GC 4/25/08 minutes), Kentucky's proposal was not selected; working group expanded and Kentucky Nursing Capacity Consortium formed (began full-day monthly meetings in July 2008)
1, 2, 3	7, 14 06-07 and 07-08 #14	46. Facilitate and support faculty appointment to key local, state, national and international organizations boards, review committees, etc.	46a. Number of faculty on key local, state, national, and international organizations, boards, etc.	Associate Dean Practice & Engagemen t	Ongoing	32 faculty engaged in the following: Local – 24 faculty on 43 Boards/Offices State – 8 faculty on 15 Boards/Offices Regional – 4 faculty on 5 Boards/Offices National – 16 faculty on 43 Boards/Offices International – 9 faculty on 20 Boards/Offices
1, 2, 3	7, 14 06-07 and 07-08 #7	47. Market programs and accomplishments of faculty and students	47a. Redesigned website 47b. Market "identity" is developed 47c. Number of press releases from College 47d. Frequency of media coverage on College 47e. Targeted mailings to nursing programs	Dean, Associate Deans		47a. Williams-McBride is redesigning website, extensive meetings to refine plan and web structure for meeting multiple missions of the College 47b. Market identity has been created and is being used within College and in external publications, including selected advertisements that are being done in collaboration with UK HealthCare Enterprise  47c. 15 official press releases related to College of Nursing were issued by UK

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			47f. Number of presentations  47g. Number of publications			47d. Not tracked  47e. No targeted mailings to nursing programs  47f&g. Unable to capture this data at this time, will be able to in the future with Digital Measures; DNP Program Committee 2007-2008 report: supported faculty and student presentations at regional and national conferences
1, 2, 3	7, 14, 18 06-07 and 07-08 #7, #18	48. Implement External Advisory Council	48a. External Advisory Council meets annually	Dean	Fall 2007	Implemented with productive meeting in November 2007 focused on state of College and undergraduate program expansion
1, 3	8 06-07 and 07-08 #8	49. Implement faculty recruitment plan	49a. Faculty recruitment plan is implemented	Dean, Coordinatin g Council	Ongoing	Perception that recruitment is driven by education side rather than research side (GC minutes, 4/25/08 minutes)  Successfully recruited for Fall 2008: tenure track faculty for ACNP program (Kate Moore), nurse researcher with Kentucky Children's Hospital (Diana Rodriguez), and Associate Dean for Practice and Engagement (Susan Prevost). In addition, clinical title series FNP (Kathy Wheeler) and nurse executive (Karen Stefaniak) joined faculty full time in January, 2008. Finally developed and filled new clinical title series position in mental health nursing who joined faculty Fall 2008 (Joanne

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						Matthews)
1, 3	8, 9 06-07 and 07-08 #8, #9	50. Maintain competitive salaries in the College for all faculty <sup>9</sup>	50a. Annually compare faculty salaries with AACN benchmarks and adjust as feasible	Dean	Annually	Faculty Council 2007-2008 report: the council was informed about salary adjustment strategies for the staff and faculty (12/07)  16 faculty received salary adjustments for January 2008
1, 3	8, 9, 10 06-07 and 07-08 #9, #10	51. Implement faculty development plan: a) develop infrastructure for faculty peer mentorship and b) enhance efforts to assist faculty in achieving rank	51a. Plan for faculty peer mentorship is implemented  51b. Number of faculty achieving rank	Faculty Council  Dean	2007-2008  Annually	Faculty Council 2007-2008 report: reviewed materials related to faculty mentorship, decision made to table until after review of new faculty orientation (9/07)  Mary Kay Rayens dossier for Professor approved
2, 3, 5	8, 9, 12 06-07 and 07-08 #12	52. Develop plan for participating in diversity recruiting events	52a. Plan for diversity recruiting events is developed and implemented	Dean, Director Student Services	2007-2008	Dean regularly participated in UK "pipeline initiative" for the Health Professions Colleges  Note: College plan not developed
2, 3, 5	8, 9, 12	53. Develop recruitment materials that target a more diverse College of Nursing population	53a. Marketing plan developed and implemented	Dean, Director of Student Services	2007-2008	Plan not developed although website redesign in process
2, 3, 5	8, 9, 12 06-07 and 07-08 #9	54. Identify and reduce barriers faced by culturally	54a. Barriers faced by culturally diverse and male faculty, staff, students, and	Dean, Program Associate	Ongoing	54a. College of Nursing faculty and staff participated in Inclusivity retreat in August 2008; Consultant Kikanza Nuri

<sup>9</sup> Additional UK Financial Support - Will fund as resources allow

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		diverse and male faculty, staff, students, and applicants	<p>applicants identified and plan to reduce barriers is implemented</p> <p>54b. Number of culturally diverse or male faculty, staff, students, and applicants (note student and applicant data repetitive with #59)</p>	Deans	Annually	<p>Robins returned to campus in November 2007 and March 2008 to work with administration, student affairs staff, and selected standing committee chairpersons</p> <p>54b. Faculty and staff - 2 full-time Black faculty, 2 full-time Black staff, 1 full-time male faculty member, and 1 full-time male staff</p> <p>Undergraduate – culturally diverse undergraduate applicants included 44 and 19 (43%) were admitted into the BSN program, for a total of 31 culturally diverse BSN students; male undergraduate applicants included 51 and 29 (56%) were admitted into the BSN program, for a total of 32 male BSN students</p> <p>Graduate overall – culturally diverse graduate applicants included 20 and 10 (50%) were admitted into the graduate program, for a total of 20 culturally diverse graduate students; male graduate applicants included 14 and 12 (86%) were admitted, for a total of 25 male graduate students</p> <p>Graduate MSN – culturally diverse MSN applicants included 12 and 4 (33 %) were admitted, for a total of 7 culturally</p>

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						<p>diverse MSN students; male MSN applicants included 10 and 9 (90%) were admitted, for a total of 16 male MSN students</p> <p>Graduate DNP - culturally diverse DNP applicants included 1 and 1 (100 %) was admitted, for a total of 2 culturally diverse DNP students; there were no male DNP applicants, for a total of 2 enrolled DNP students</p> <p>Graduate PhD – culturally diverse PhD applicants included 7 and 5 ( 71%) were admitted, for a total of 11 culturally diverse PhD students; male PhD applicants included 4 and 3 (75 %) were admitted, for a total of 7 male PhD students</p>
2, 3, 5	8, 9, 11, 12 06-07 and 07-08 #11	55. Implement Advisory Council for Diversity	55a. Advisory Council for Diversity is implemented	Dean	2007-2008	Council formed and met on March 2, 2008 and June 18, 2008
1, 3	9, 10	56. Implement faculty retention plan which includes factors in addition to salary	56a. Faculty retention plan implemented	Dean, Faculty Council	2008-2009	Faculty Council 2007-2008 report: 1. Review faculty responses to New Faculty and Research Orientations (9/07) 2. Faculty raised concerns/questions related to the 50 hour work week which was researched and discussed (11/07) 3. Reviewed and submitted comments related to the Provost’s white paper on Aligning Faculty Classification and Tenure Policies (2/08)

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						<p>4. Reviewed and solicited faculty comments related Wethington Awards (2/08)</p> <p>5. Discussion of the need for guidelines related to faculty evaluations when only teaching a portion of a course (4/08)</p> <p>6. Reviewed wording for Graduate Faculty Appointment and sent CON recommendations to the University of Senate (2/08)</p>
1, 3	9, 10 06-07 and 07-08 #10	57. Support faculty to attend continuing education program in their specialty area	<p>57a. Amount of financial support for faculty attending continuing education programs</p> <p>57b. Number of faculty attending continuing education programs</p>	Dean	<p>2007-2008, annually</p> <p>Annually</p>	28 faculty attended meetings/conferences that resulted in continuing education, expended \$64,832 from College funds (does not include grant supported travel); College of Nursing offered 8 continuing education programs that had a total of 79.6 continuing education credits available to nursing faculty, total of 39 faculty attended one or more of these offerings at a cost of \$6,860
2, 5	11 06-07 and 07-08 #11	58. Identify and utilize university and medical center resources that support student, faculty, and staff understanding of diversity and competent care	<p>58a. Diversity resources in UK and the Medical Center that support diversity are identified</p> <p>58b. Number of diversity resources used</p>	Dean, Faculty Council	<p>2007-2008, annually</p> <p>Annually</p>	Information distributed via mid-week update as received, systematic review of what is available has not been done

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2, 5	12 06-07 and 07-08 #12	59. Evaluate minority student admission to major (undergraduate) or graduate program, progression, and graduation	<p>59a. Percent of minority pre-nursing students admitted to nursing major</p> <p>59b. Percent of minority applicants admitted to graduate programs</p> <p>59c. Percent of minority students placed on probation or suspended</p> <p>59d. Percent of minority undergraduate students who graduate within six-years</p> <p>59e. Percent of minority MSN students who graduate within 3 years of first clinical course, DNP students who graduate within 3 years of completing clinical residency, and PhD students who graduate within 5 years of qualifying exams</p>	Program Associate Deans	<p>Annually</p> <p>Annually</p> <p>Annually</p> <p>Annually</p> <p>Annually</p>	<p>59a. 19 of 44 (43%) minority applicants and 29 of 51 (56%) male applicants admitted to BSN program</p> <p>59b. MSN – 4 of 12 (33%) minority applicants, 9 of 10 (90%) male applicants admitted. DNP – 1 (100%) minority applicant admitted, no men applied. PhD – 5 of 7 (71%) minority applicants, and 3 of 4 (75%) male applicants admitted</p> <p>59c. 2 of 10 (20%) minority pre-nursing students were on probation, none were suspended; no minority students in the nursing major were on probation or suspended</p> <p>59d. all minority students admitted to the nursing major graduated within 6 years</p> <p>59e. 1 of 2 (50%) MSN minority students graduated within 3 years of first clinical course; no graduates from DNP program were a minority; 2 of 2 (100%) of PhD minority graduates did so within 5 years of qualifying exam</p>
2, 5	12	60. Recruit students from a national and international pool	<p>60a. Number of out of state students</p> <p>60b. Number of international students</p>	Director Student Services	<p>Annually</p> <p>Annually</p>	<p>In the undergraduate BSN program, there were 44 out of state and 1 international students; in the MSN program, there were 13 out of state and 0 international students; in the DNP</p>

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						program there were 13 out of state and 0 international students; in the PhD program there were 6 out of state and 8 international students
2, 5	12	61. Increase faculty and student involvement in UK summer internships for minority students	61a. Number of faculty involved with UK summer internships for minority students	Dean	Annually	Dr. Ellen Hahn's research team had 4 minority pre-nursing students, including one male; worked with them during June 2008 as part of CARES program
2, 3, 4	16	62. Clarify practice financial incentives and release time for College service	62a. Conditions of faculty practice clearly articulated and understood	Dean, Associate Dean Practice & Engagemen t	2007-2008, annually	Individual faculty requests to practice where reviewed and approved, as appropriate, by Dean
2, 3, 4	16 06-07 and 07-08 #16	63. Secure funding that supports faculty practice	63a. Number of faculty and professional staff in funded practice	Associate Dean Practice & Engagemen t	Annually	31 nursing faculty and professional staff were employed in various full-time and part-time funded practice contracts, accounting for 20.25 FTEs
2, 3, 4	16	64. Assess current practice initiatives in relation to College's mission	64a. Recommendations developed regarding practice initiatives	Dean, Associate Dean Practice & Engagemen t	2007-2008, annually	Assessment and recommendations not completed
1, 2	17 06-07 and 07-08 #17	65. Develop faculty knowledge and expertise in writing program grants	65a. Three faculty attend HRSA Division of Nursing grant writing workshop	Program Associate Deans	2007-2009	DNP Program Committee 2007-2008 report: gathered information; determined it was not feasible to submit grant in Fall 2008
1, 2	17 06-07 and 07-08 #17	66. Submit HRSA program grants	66a. Two HRSA grants are submitted	Program Associate Deans	2007-2008, 2008-2009	Discussed, not accomplished due to other priorities

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1, 2	18 06-07 and 07-08 #18	67. Increase faculty and staff participation in development	67a. Percent of faculty and staff who contribute to the annual fund  67b. Number of faculty and staff who participate in development activities	Dean, Director of Development	Annually  Annually	67a. 1. 20 of 43 (47%) full-time faculty contributed \$22,964 2. 5 of 29 (17%) part-time faculty contributed \$110 3. 4 of 21 (19%) retired faculty contributed \$175 4. 7 of 46 (15%) full-time staff contributed \$856 5. 2 of 9 (22%) part-time staff contributed \$155 6. 1 of 12 (8%) retired staff contributed \$25 7. 1 of 42 (2%) Research/ Teaching Assistants contributed \$150  67b. not available for 2007-2008
1, 2	18 06-07 and 07-08 #18	68. Develop plan for funding a full time development and alumni relations officer	68a. Full time Development and Alumni Relations Officer	Dean	2007-2008	Laurel Martin hired full time as Director of Alumni and Development
2, 3, 5	8, 9, 12 NEW <sup>10</sup>	69. Actively explore and implement innovative strategies for recruitment and retention of minority students, faculty, and staff	To be developed	Dean and Associate Deans	Annually	n/a
1, 3, 5	9 NEW	70. Conduct exit interviews with all	To be developed	Dean and Business	As needed	n/a

<sup>10</sup>NEW - strategies added in 2008-2008 as result of UK 6 year self-study

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		faculty and staff who leave for a reason other than retirement		Officer		
1, 2	1, 2, 7 NEW	71. Continue to actively engage in UK Interprofessional Education and Practice Working Group and Committees	To be developed	Faculty	Annually	n/a
1, 3	1, 2, 4, 7, 13, 16 NEW	72. Work with UK HealthCare Enterprise leadership to assure that structures are in place to support undergraduate and graduate students clinical experiences and faculty practice, research/scholarship , and service opportunities	To be developed	Dean, Associate Deans	Annually	n/a
1	6 NEW	73. Continue to implement NIH funded P20 Exploratory Center for Self-management of Cardiopulmonary Disease with the goal of mentoring	To be developed	Associate Dean Research & Scholarship	2008-2009	P20 funded

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		junior faculty in developing funded programs of research in this area				
1	6 NEW	74. Submit proposal for NIH call for P30 Centers of Excellence in December 2008 with a focus on developing an interdisciplinary Center of Excellence for Health Promotion/Disease Prevention with a cardiopulmonary emphasis	To be developed	Associate Dean Research & Scholarship	2008-2009	n/a
4	4 NEW	75. Undertake baseline assessment of student, faculty, and staff involvement in community engagement initiatives	To be developed	Associate Dean Practice & Engagement	2008-2009	n/a
4	4 NEW	76. Annually report student, faculty, and staff involvement in community engagement initiatives	To be developed	Associate Dean Practice & Engagement	Annual	n/a
1	3, 5 NEW	77. Work with TASC	To be developed	Business	Ongoing	n/a

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		to assure evening and weekend technology support when classes are in session		Officer		
1	3, 5 NEW	78. Work with housekeeping to assure evening and weekend cleaning when classes are in session	To be developed	Business Officer	Ongoing	n/a
2	1, 2, 5, 14 NEW	79. Each program will evaluate curricular and student need for specialty courses and seminars, with particular attention to interdisciplinary electives, and develop an implementation plan	To be developed	Program Associate Deans and Curriculum Committees	2008-2009	n/a
2	1, 2, 7, 12 NEW	80. Support T32 application to support pre- and post-doctoral fellows	To be developed	Associate Dean Research & Scholarship	2008-2009	n/a
1, 2, 3	1, 2, 4, 6, 8, 9 NEW	81. Actively explore opportunities for strengthening collaborative research relationships with	To be developed	Dean, Associate Deans, Faculty	2008-2009	n/a

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		other units at UK (e.g., biostatistics, gerontology, and epidemiology)				
1, 2, 3	2, 4, 6 NEW	82. Reduce barriers for conducting research within UK HealthCare	To be developed	Dean, Associate Dean Research & Scholarship	Annually	n/a
2	2, 12, 18 NEW	83. Increase philanthropic and research grant focus on student support	To be developed	Dean, Associate Dean Research & Scholarship, Director of Developme nt	Annually	n/a

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