

Cleveland State University – School of Nursing

2019-2021 Goals and Supporting Strategies

Goal 1: Fosters a vibrant learning environment whereby students succeed

Aim 1: Improve the student's experience throughout their educational journey

Supporting Strategies:

- Utilize starfish consistently to document student issues and kudos'
- Develop and implement student success programming and support services within the SON
- Create an engaging student-centered learning environment
- Provide annual professional development to faculty advisers to support best practices in academic advising
- Add support staff to expand professional advising services

Aim 2: Offer quality programs that meet standards of best practice and stakeholder expectations

Supporting Strategies:

- Systematically assess the nursing programs to ensure relevance, quality and sustainability
- Determine market viability and sustainability of existing programs
- Explore opportunities to meet nursing workforce shortages
- Strengthen student involvement in program curriculum and evaluation committee activities.
- Optimize resource allocation to create viable, high quality programs that meet the public needs for nursing care

Aim 3: Develop and foster faculty excellence in pedagogy and curriculum design.

Supporting Strategies:

- Conduct a gap analysis and plan to support faculty innovation and teaching excellence
- Create educational programs and teaching strategies that are efficient, innovative, and effective.
- Utilize relevant ATI products across the curriculum
- Utilize faculty expertise and simulation best practices across the curriculum in each program

Goal 2. Recruit and retain high-quality faculty, staff and students.

Aim 1: Promote a positive and healthy work and learning environment.

Supporting Strategies:

- Establish reoccurring social activities for SON faculty and staff
- Establish a platform to publicly recognize individuals' personal accomplishments, achievements and milestones
- Establish student-to-peer mentoring
- Celebrate successes
- Establish an effective organizational structure for the SON

Aim 2: Renew focus on attracting high quality, diverse students for all educational programs with an emphasis on graduate programs.

Supporting Strategies:

- Recruit and retain students who are representative of the diverse community served by SON
- Conduct annual survey to assess student needs
- Assess current initiatives to identify opportunities for recruitment

Aim 3: Cultivate a culture of civility and respect

Supporting Strategies:

- Commit to unwavering dedication to the core values of SON
- Build a respectful and supportive environment that is collaborative and advances working together
- Foster an inclusive environment where people from all backgrounds thrive and work together for a common good

Aim 4: Focus on attracting and retaining high quality, diverse faculty and staff

Supporting Strategies:

- Enhance the onboarding and orientation plan for new hires
- Establish mentorship education program for faculty
- Develop and implement service partnerships for faculty to teach and maintain clinical focus

Goal 3. Support distinctive scholarship and creative initiatives that lead improvements in the health of our community of interest.

Aim 1: Create, evaluate and disseminate effective community and population-based models for practice, education and research.

Supporting Strategies:

- Incorporate education, clinical experiences and/or service activities on community-based and population care throughout all program curriculums
- Create a research cluster specific to community and population health improvement
- Support community and/or population-based practice initiatives
- Explore new and innovative initiatives associated with improving health in our community
- Reduce health inequities and disparities in the community through practice, education and research

Aim 2: Strengthen research and scholarship support for faculty

Supporting Strategies:

- Enhance faculty participation in the monthly Faculty Research Group and Writing Circle meetings held during the academic year
- Enhance faculty engagement in the CSU SON yearly Research Day
- Explore opportunities for partnerships with community organizations and institutes for collaborative funding and resources
- Encourage students of all levels to engage in scholarship and creative activities
- Utilize Sponsored Programs and Research Services and other university resources for scholarly and creative activities
- Support faculty in tenure and tenure-track positions in generating one to three peer-reviewed publications per year
- Strengthen research infrastructure, including human capital, space and technology

Goal 4. Cultivate interprofessional collaboration and partnerships/initiatives that advance our mission, vision and values

Aim 1: Enhance Interprofessional education opportunities across all nursing programs.

Supporting Strategies:

- Engage and collaborate with health care disciplines at CSU for co-teaching and research in the SON
- Develop and implement a plan to encourage interdisciplinary teaching and learning

Aim 2: Optimize educational and research opportunities by nurturing collaborations.

Supporting Strategies:

- Deliver innovative services to external markets, focused on SON areas of excellence.
- Develop partnerships to support advocacy efforts that enhance the health and well-being of individuals and communities
- Identify, catalog and map relationships aligned with current and future academic endeavors
- Identify new partnerships and collaborations that address existing gaps or provide new opportunities
- Develop and expand strategic relationships with specific health care/community corporations and organizations to facilitate student clinical placements in all programs