

# 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