



## Values

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| <b>V</b> aluing All            | Diversity and Inclusivity Promotes a Sense of Belonging and Equitable Care |
| <b>O</b> riginality            | Innovative Ideas and Technologies Propel New Solutions and Outcomes        |
| <b>L</b> eading with Integrity | Exceptional Leadership with Courage to Be Nimble and Transformational      |
| <b>S</b> eeking Knowledge      | A Spirit of Inquiry and Curiosity Guides our Day-to-Day Work               |

## Mission

- We improve health through nurse-led care by integrating education, practice, research, scholarship & innovation.
- We prepare a diverse nursing workforce through exceptional student-centered learning and experiences.
- We define health broadly and impact it by addressing policy, equity, and social justice with advocacy and leadership.
- We embrace the volunteer spirit by investing in our people and listening to diverse perspectives to build a compassionate and caring workplace culture
- We work collaboratively with others to create innovative ideas that improve health for all.

## Education

**Educate diverse nursing professionals who deliver high quality patient care to the full extent of their scope of practice.**

- Map all curricula to identify gaps and redundancies in competency-based assessment in accordance with the 2021 AACN *Essentials*
- Assess and redesign all program admissions practices to yield a diverse student population
- Develop and implement pipeline programs to promote access to all populations
- Demonstrate adherence to regulatory and accreditation standards and best practices

**Leverage practice partnerships to produce nurse leaders prepared to meet the needs of the health care workforce.**

- Continue to leverage a variety of clinical experiences
- Identify and implement new clinical and service learning partnerships for all programs

**Develop accessible, innovative, and effective strategies to enhance the student learning experience.**

- Increase student retention by utilizing resources for student success
- Demonstrate leadership in program accessibility through DE programs to create innovative opportunities for learning

## Research

**Prioritize holistic human health and wellness research and scholarship through a lens of equity and innovation**

- Increase proposals for health equity and reducing disparities with innovative ideas by 5 additional proposals every FY
- Increase funding for targeted research and scholarship by \$200K each FY

**Engage in interdisciplinary team science, partnering with learners, scientists, clinical experts, and community partners to reduce health disparity and improve health outcomes in individuals and underserved populations.**

- Increase researcher and clinical expert team science by 3 additional proposals every FY
- 75% of all proposals will include interdisciplinary (nurses and non-nurses) teams
- Increase student involvement in research and scholarship through GRAs, RAs, coursework and independent studies, etc. 5% each FY to a max of 50% or higher

**Disseminate new knowledge and best practices to address health disparities and improve population health outcomes with a focus on underserved populations**

- Increase the overall number of peer-reviewed publications by 5% each FY
- Increase alternative/innovative forms of dissemination (ie: digital methods, presentations) each FY

- Use multiple communication methods each month reminding faculty to update their Elements.

### **Promote and develop pathways for contributions to research, scholarship, and engagement goals for Research, Tenure-Track and Non Tenure-Track faculty**

- Increase internal and external attendance at Research and Scholarship focused opportunities (ie: events, retreats and workshops) by 5% each FY
- Strengthen mentoring program by expanding opportunities through collaboration, team building and exploration each FY

## **Practice**

### **Expand the continuum of care offerings by the Center for Nursing Practice.**

- Develop relationships and expand practice partnerships in both urban and rural communities to improve health and minimize disparities
- Collaborate with Matter Health and KCDC to sustain mental health services after the UP & UP mental health HRSA grant is completed
- Develop clinical practice opportunities by supporting processes and/or grant writing skills.

### **Develop and promote local nurse-led clinical opportunities for faculty practice and student enrichment/scholarship opportunities**

- Maintain faculty practice partnerships with UT student health
- Explore clinical/management opportunities for faculty at UTMCK

### **Facilitate development of global health opportunities for education and clinical practice**

- Design and execute 4 international student trips annually
- Expand funding pipeline for global outreach opportunities
- Expand simulation workshops globally

### **Develop and offer Nursing Continuing Professional Development opportunities for nursing and health care communities.**

- Develop, design, and deliver competency modules regarding mental health.
- Focus on mission-appropriate topics for development including:
  - Social determinants of health
  - Health equity and access to care
  - Health literacy and culturally sensitive care
  - Leadership and communication
- Upon completion, post developed modules on appropriate platforms to share content

## **Telling our story**

### **Define the key groups and people who need to better understand the strengths and strategy of the College of Nursing**

- Coordinate with University Communications, the legislature, alumni, donors and prospective student groups to create a focused list of key stakeholders

### **Design messaging to meet stakeholders' needs**

- Create targeted focus groups to gather info on messages and methods for telling our story
- Work to develop sample messaging to test effectiveness

### **Develop plan to reach stakeholders**

- Design targeted campaigns for reaching individual stakeholder groups
- Measure effectiveness of the campaigns to deliver messages at scale