Values

Valuing All  Diversity and Inclusivity Promotes a Sense of Belonging and Equitable Care

Originality  Innovative Ideas and Technologies Propel New Solutions and Outcomes

Leading with Integrity  Exceptional Leadership with Courage to Be Nimble and Transformational

Seeking 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