

University of Kentucky
College of Nursing
Clinical Simulation and Learning Center

Strategic Plan 2021-2025

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Strategic Planning Process

The process for developing the 2021-2025 strategic plan for the University of Kentucky, College of Nursing, Clinical Simulation and Learning Center (CSLC) included surveying of stakeholders, reviewing benchmark institutions, forming a CSLC strategic plan workgroup, developing a strategic plan congruent with the College of Nursing strategic plan, and developing a plan for sustainability.

1. Survey of Stakeholders
 - a. This process included the survey of both internal and external stakeholders. The data from the survey allowed a SWOT (strengths, weaknesses, opportunities, and threats) analysis to be performed that would guide the development of the CSLC strategic plan.
2. Review of benchmark institutions
 - a. Three benchmark institutions' missions and visions were reviewed to ensure best practices to evaluate the CSLC mission and vision for any needed revisions.
3. CSLC Strategic Plan Workgroup Formation
 - a. Members of the CSLC Advisory Council and faculty from the undergraduate and graduate programs made up the workgroup.
 - b. The workgroup's key responsibilities included reviewing current mission/vision/goals, strategic plan survey results, and benchmark data.
 - c. Recommendations were considered related to the development of the strategic plan.
4. Development of 2021-2025 CSLC Strategic Plan
 - a. Using recommendations from the workgroup, the strategic plan was developed and sent back to the workgroup for review and suggested edits.
5. Plan for Sustainability
 - a. The organizational structure of the CLSC was revised to better align with the CON Strategic Plan as well as the CSLC Strategic Plans to ensure that the CSLC remains fiscally and operationally sound.

CSLC 2021-2025 Strategic Plan Workgroup Members

<u>Member</u>	<u>Title</u>
Kristin Ashford, PhD, APRN, WHNP-BC, FAAN	Associate Dean of Undergraduate Faculty & Interprofessional Education Affairs and Good Samaritan Professor for Community Nursing
Karen Butler, DNP, MSN, RN, FAAN	Assistant Dean of Academic Operations and Professor
Anthony Carney, DNP, APRN, CCRN, FNP-BC	Assistant Professor
Jennifer Dent, DNP, MSN, RN, CHSE	CSLC Director
Julia Hall, PhD, MSN, RN	Lecturer and Simulation Specialist
Debra Hampton, PhD, MSN, RN, FACHE, NEA-BC, CENP	Assistant Dean of MSN & DNP Programs, Academic Coordinator of Graduate Leadership Programs and Associate Professor
Melanie Hardin-Pierce, DNP, RN, APRN	Associate Professor and Track Coordinator, Adult-Gerontology Acute Care Nurse Practitioner
Paula Kral, RN, MSN, CHSE	Senior Lecturer and Simulation Specialist
Sheila Melander, PhD, APRN-BC, FCCM, FAANP, FAAN	Associate Dean of MSN & DNP Faculty Affairs & Practice and William S. & Elizabeth M. Morgan Professor for Professional Nursing Practice
Karen Minton	Associate Dean of Executive Administrative Affairs and Finance
Evelyn Parrish, PhD, PMHNP-BC, FAANP	Assistant Dean of Accreditation & Strategic Outcomes and Associate Professor
Leslie Scott, PhD, APRN, PPCNP-BC, CDE, MLDE	Associate Professor and Track Coordinator, Pediatric Nurse Practitioner
Carol Simpson, BA	Simulation Instructional Support Specialist
Jenny Sutton-Amr, MHA, MBA, CPHQ, CPPS	UKHC Simulation Center Director
Elizabeth Tovar, PhD, FNP-C, APRN	Associate Professor and DNP Primary Care Track Coordinator
Malik Underwood	Senior Simulation Lab Coordinator
Darlene Welsh, PhD, MSN, RN, FNAP	Assistant Dean of BSN Program Studies and Professor

CSLC Mission

It is our mission to educate and facilitate patient care concepts in a simulated environment that promotes knowledge development, patient safety, skills application, clinical reasoning, and evaluation.

College of Nursing Mission Alignment

The CSLC mission and vision are aligned with the mission and core values of the CON by “promoting health and well-being through excellence in nursing education, research, practice and service while fostering diversity and inclusivity” in a simulation environment. Through simulation, the CSLC promotes excellence and growth of the undergraduate and graduate programs. Simulation promotes a “unique and innovative contribution” to healthcare utilizing current knowledge and evidence-based practice to guide the basis of the scenarios. Students can demonstrate collaboration that is open and respectful, utilizing effective teamwork in various diverse learning environments such as acute care, critical care, pediatrics, obstetrics, and mental health areas of practice. Through simulation, students are given the opportunity to demonstrate and strengthen nursing leadership qualities, including communication, delegation, prioritization, safety, and professionalism, to promote and enhance patient healthcare outcomes.

CSLC Vision

It is our vision to use simulation, innovation, and research to enhance education relative to patient care and promote patient safety.

College of Nursing Vision Alignment

The CSLC supports the CON’s goal of being “one of the nation’s top nursing programs in education, research, practice, and service.”

CSLC Strategic Plan 2021-2025

Strategic Plan Goal 1: The CSLC will maintain standards of excellence by incorporating innovative, evidence-based, and experiential learning into simulation activities.

Measures	Timeline	Alignment with UK CON Strategic Plan	Progress Year 1	Progress Year 2	Progress Year 3	Progress Year 4	Progress Year 5
1. Obtain SSH Full Accreditation in Teaching/Education.	1. FY 2021	Goal 1: Promote undergraduate success.					
2. All full-time simulation faculty will maintain certification as Healthcare Simulation Educator (CHSE).	2. FY 2022	Goal 2: Promote graduate success.					
3. All eligible part-time faculty will obtain certification as a CHSE.	3. FY 2025						
4. All Simulation Lab Coordinators will obtain certification as a Healthcare Simulation Operation Specialist (CHSOS).	4. FY 2022						
5. Develop and revise simulation activities for evidence-based practice related to individual	5. Annually						

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Measures	Timeline	Alignment with UK CON Strategic Plan	Progress Year 1	Progress Year 2	Progress Year 3	Progress Year 4	Progress Year 5
course content and simulation standards. 6. Explore feasibility and cost of hiring a full-time simulation center manager. 7. Provide professional development opportunities for faculty and staff engaged in simulation activities.	6. FY 2022 7. Annually						

Strategic Plan Goal 2: The CSLC will provide simulated experiential learning to enable students to be workforce-ready to provide evidence-based and safe patient care.

Measures	Timeline	Alignment with UK CON Strategic Plan	Progress Year 1	Progress Year 2	Progress Year 3	Progress Year 4	Progress Year 5
1. Conduct a learning needs assessment in the undergraduate program every three years or as needed and incorporate findings into simulation activities.	1. FY 2023	Goal 1: Promote undergraduate success.					
2. Conduct a learning needs assessment in the graduate program every three years or as needed and incorporate findings into simulation activities.	2. FY 2024	Goal 2: Promote graduate success.					
3. Update all simulation activities to assure compliance with AACN Essentials: Core Competencies for Nursing Education.	3. FY 2023						
4. Explore funding opportunities for continued maintenance and procurement of both low-	4. Annually and as needed						

Measures	Timeline	Alignment with UK CON Strategic Plan	Progress Year 1	Progress Year 2	Progress Year 3	Progress Year 4	Progress Year 5
and high-fidelity simulation equipment. 5. Integrate student-centered experiential learning with evidence-based pedagogical approaches for diverse populations. 6. Increase virtual simulation activities.	5. FY 2022 6. FY 2023						

Strategic Plan Goal 3: The CSLC will foster and develop relationships with the community to include local, regional, national, and global partners.

Measures	Timeline	Alignment with UK CON Strategic Plan	Progress Year 1	Progress Year 2	Progress Year 3	Progress Year 4	Progress Year 5
1. Collaborate with UK Healthcare to provide partnered simulation learning activities.	1. FY 2022	Goal 5: Community outreach and engagement success					
2. Establish a team of healthcare simulation specialists to collaborate and advocate for simulation at the University of Kentucky.	2. FY 2023						
3. At least 50% of simulation faculty and staff will attend the Kentucky Simulation Alliance meetings.	3. FY 2021						
4. All simulation faculty and staff will be members of a local, regional, national, or global simulation organization.	4. FY 2022						

Measures	Timeline	Alignment with UK CON Strategic Plan	Progress Year 1	Progress Year 2	Progress Year 3	Progress Year 4	Progress Year 5
5. Provide at least two community outreach simulation opportunities annually.	5. Annually						

Strategic Plan Goal 4: The CSLS will foster and expand healthcare simulation scholarly activity.

Measures	Timeline	Alignment with UK CON Strategic Plan	Progress Year 1	Progress Year 2	Progress Year 3	Progress Year 4	Progress Year 5
1. Submission of 1 or more peer-reviewed abstracts for presentation at least annually	1. FY 2021	Goal 3: Research success					
2. Submission of 1 or more peer-reviewed manuscripts at least annually	2. FY 2022						
3. Identify areas for scholarly activity to expand simulation science.	3. FY 2021						
4. Partner with UK Healthcare for scholarship to contribute to simulation science.	4. FY 2022						

Sustainability of the Clinical Simulation Learning Center Using the Strategic Plan

1. The CSLC strategic plan is a living document that is reviewed at each weekly Huddle to ensure progress towards goals.
2. While this plan is for 5 years, updates to meet increased demands and the future of simulation education will be implemented as needed during review of Strategic Plan Goal #2.
3. Potential future demands include increased enrollment in all programs in the College of Nursing, increased need for virtual simulation modalities and support as more courses become hybrid and online, and increased Clinical Simulation Learning Center hours and staffing.
4. Continue to explore potential space opportunities for additional debriefing rooms and simulation activities.
5. Explore potential funding streams for continued maintenance and procurement of new low- and high-fidelity simulation equipment as well as the potential for partnering with others on campus to assist with maintenance.
6. Continue to assess time required for the Director's daily oversight of the Clinical Simulation Learning Center and adjust Distribution of Effort as indicated.
7. Continue to assess Director's responsibilities to identify those that can be assigned to other faculty and staff.
8. Explore collaboration with the College of Nursing's Global Affairs Council to look at potential outreach and engagement opportunities.