# College of Nursing

# Strategic Plan
## 2025 - 2029

## Mission
The mission of the University of Kentucky College of Nursing is to promote health and well-being through excellence in nursing education, research, practice, and service.

## Vision
The College of Nursing will advance the Commonwealth and beyond by preparing students, shaping the workforce of tomorrow and improving health outcomes across Kentucky through innovations in practice, teaching, service, and research.

## Values
Integrity | Innovation | Excellence | Compassion | Well-being | Community

## Strategic Plan Pillars

| Student Success | Wellness | Innovations in Practice and Teaching | Discovery |
|---|---|---|---|
| Academic achievement, attainment of learning objectives and personal goals, acquisition of desired skills and competencies, persistence and resilience and post-program performance. | Practicing healthy habits on a regular basis to attain a state of holistic health with the goal of thriving, not simply surviving. | Foster a culture of innovation where students, staff and faculty develop new concepts and technologies that promote student success, foster scholarship, grow new revenue streams and enhance the profession and practice of nursing. | Our goal is to establish the college as an international leader in nursing science, advancing the discovery of innovative health solutions, promoting health for all, and fostering the development of future nurse scientists. |
| **Community and Culture Enabler:** In our pursuit of excellence, we envision a future where varied perspectives are ingrained in every facet of our organization for the benefit of the Commonwealth and beyond. | | | |

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# Pillar 1: Student Success

Student success is defined as academic achievement, attainment of learning objectives and personal goals, acquisition of desired skills and competencies, persistence and resilience and post-program performance.

| OBJECTIVES | TACTICS |
| --- | --- |
| **Deliver evidence-based curriculum using practices to facilitate achievement of program student learning outcomes that align with professional guidelines and workforce needs** | • Maintain a highly skilled and motivated faculty and staff to promote academic success.<br>• Conduct ongoing curricular revisions to facilitate student program progression.<br>• Implement competency-based assessments that focus on a student's ability to perform essential nursing skills and tasks.<br>• Provide continuous feedback and support to students to help them achieve and demonstrate competency and/or contribute to nursing knowledge in various nursing domains. |
| **Foster student growth and resilience through resource availability and management** | • Ensure connections to and awareness of existing wellness programs and resources, such as counseling services, stress management workshops and peer support groups.<br>• Encourage faculty and staff to be proactive in identifying and supporting students who may be struggling with their workload, personal issues or barriers that inhibit student engagement, wellness, and success. |
| **Create learning environments that provide an optimal student experience** | • Provide learning environments where students feel like they belong and make meaningful contributions to the class.<br>• Expose students to experiences beyond their academic environment to promote, respect and integrate culture through high-impact educational practices.<br>• Consistently evaluate and adjust learning experiences to ensure effective collaboration and support improvements in student skills, knowledge, and attitudes for nursing practice. |
| **Promote critical thinking and clinical reasoning to ensure ethical and safe decisions in health care and research settings** | • Provide resources and training for faculty to incorporate critical thinking strategies into their teaching methods, advanced practice, and research endeavors.<br>• Provide formative and summative learning with remediation to enhance student success.<br>• Foster a research-driven mindset by engaging in problem-solving and hypothesis-driven inquiries. |

# Pillar 2: Wellness

Wellness is the act of practicing healthy habits on a regular basis to attain a state of holistic health with the goal of thriving, not simply surviving. It's creating and sustaining an inviting, welcoming, and supportive environment that fosters excellence and facilitates the ability of faculty, staff, and students to experience fulfillment in their work and interactions.

| OBJECTIVES | TACTICS |
| --- | --- |
| **Promote, support, and enhance a wellness culture** | <ul><li>Targeted messages with different delivery strategies to promote University and College-specific wellness activities and programming.</li><li>Provide advance notifications and planning of events, advance communication of semester activities.</li><li>Provide a variety of wellness activities to include all members (e.g., remote students or employees).</li></ul> |
| **Provide and promote an environment of physical and psychological resilience** | <ul><li>Ongoing assessment with communication and reporting.</li><li>Enhance utilization and communication of university resources, while exploring opportunities for services within the College of Nursing.</li><li>Develop and implement work-life balance guidance for faculty, staff, and students</li></ul> |
| **Enhance our working and learning environments to support the holistic wellness of faculty, staff, and students** | <ul><li>Utilized University wellness incentive programs. Develop and implement where there are College of Nursing gaps.</li><li>Develop and implement a communication strategy to promote University and College wellness activities and programming for employees.</li><li>Create a Hub on the College of Nursing website that will be a "one-stop shop" for all resources, activities and announcements related to the College of Nursing in long form.</li><li>Include student perspectives in creating and developing wellness initiatives within the College of Nursing.</li></ul> |

# Pillar 3: Innovations in Practice and Teaching

Foster a culture of innovation where students, staff and faculty develop new concepts and technologies that promote student success, foster scholarship, grow new revenue streams and enhance the profession and practice of nursing.

| OBJECTIVES | TACTICS |
|---|---|
| **Establish a process by which faculty and staff can propose ideas for innovation with structured mentorship between expert and novice innovators** | <ul><li>Identify a platform and framework where ideas can be proposed for funding with consideration of efficacy and return on investment.</li><li>Establish a process to identify mentors for faculty and staff.</li><li>Provide education and professional development opportunities around innovation by collaborating with areas like UK Innovate and other campus resources.</li></ul> |
| **Identify, adopt, and integrate innovation and new technologies in the areas of nursing education, student success, practice outcomes and research** | <ul><li>Identify and monitor emerging technologies and trends in nursing education.</li><li>Adopt and pilot technologies that support the mission and vision of the college.</li><li>Monitor the outcomes of newly integrated technologies to determine efficacy.</li><li>Utilize innovative enhancements to promote Competency Based Education (CBE) accomplishments in student progression and achievement.</li></ul> |
| **Establish new interdisciplinary collaborations that enhance nursing education and practice readiness** | <ul><li>Identify collaborators across multiple disciplines to enhance nursing education and practice.</li><li>Submit evolving projects to the UK Office of Technology Commercialization or other internal and external resources.</li><li>Incorporate multidisciplinary simulation in nursing education to enhance students' practice readiness.</li><li>Develop innovative nurse-led interprofessional health care clinics for wellness, practice, teaching, discovery, and improved patient outcomes.</li></ul> |
| **Earn recognition as an innovation leader in nursing education, research, service, and practice** | <ul><li>Investigate and identify criteria for global, national, and local rankings to improve our stance in the market.</li><li>Leverage current professional organizational memberships and leadership roles to identify and implement best practices.</li></ul> |

# Pillar 4: Discovery

Our goal is to establish the college as an international leader in nursing science, advancing the discovery of innovative health solutions, promoting health for all, and fostering the development of future nurse scientists.

| OBJECTIVES | TACTICS |
|---|---|
| **Promote faculty advancement** | <ul><li>Cultivate an environment that drives faculty research excellence by strengthening internal infrastructure and resources to support nursing science, encouraging collaboration and dissemination and offering professional development opportunities to achieve national and international recognition as leaders in nursing science.</li><li>Establish a mentorship program for mid-career faculty, creating opportunities for growth related to leadership training, succession planning, training grants, collaborative scholarship and mentoring of post-doctoral students.</li><li>Recognize the accomplishments of faculty.</li><li>Create a repository of College of Nursing faculty research and scholarship to measure faculty scholarship/citations and research dissemination.</li></ul> |
| **Advance the College of Nursing's national ranking in nursing science** | <ul><li>Develop a Research Advisory Committee to set and annually evaluate strategic research priorities.</li><li>Achieve top 25 ranking in National Institutes of Health (NIH) funding among public colleges of nursing while also diversifying our extramural research portfolio to include non-NIH federal and state grants and contracts.</li><li>Develop a competitive recruitment and retention plan that recognizes the outstanding productivity and potential of research faculty that incentivizes impactful science.</li></ul> |
| **External partnerships to foster transdisciplinary collaborative research** | <ul><li>Prioritize support for transdisciplinary collaborative faculty and student research.</li><li>Prioritize support for Ph.D. and D.N.P. collaborative scholarship.</li></ul> |
| **Cultivate student research and scholarship** | <ul><li>Create and support research and scholarship initiatives for students at all levels.</li></ul> |

# Pillar 5 and Enabler: Community and Culture

In our pursuit of excellence, we envision a future where varied perspectives are ingrained in every facet of our organization for the benefit of the Commonwealth and beyond.

| OBJECTIVES | TACTICS |
|---|---|
| **Identify and engage internal and external stakeholders to support our vision to advance nursing education, research, practice, and service-related initiatives** | • Identify and engage new communities through outreach to build and expand partnerships.<br>• Develop and sustain partnerships to expand faculty with varying perspectives and expertise.<br>• Identify and engage community organizations and their constituents.<br>• Recruit and retain renowned faculty and staff who represent the people we serve. |
| **Build capacity by supporting individuals' knowledge, skills, and capabilities to effectively integrate varied perspectives in their work and empowering all to thrive** | • Increase exposure to varied perspectives the clinical space/classroom/simulation/communication, with integration of the American Association of Colleges of Nursing (AACN) Nursing Essentials.<br>• Equip and support faculty/staff with tools and resources to increase confidence in facilitating and navigating crucial conversations. |
| **Ensure that all faculty, staff and students and their viewpoints are represented across all departments within the organization** | • Increase representation in any communication from the College of Nursing to highlight our distinctive faculty, staff, and students.<br>• Ensure community input across the curriculum.<br>• Foster time for socialization among faculty and staff, and with students to build a supportive community.<br>• Recognize and respect that learning and work is different across the workforce and among our students. |
| **Create an environment where everyone feels they belong and are accepted as part of a community** | • Promote a culture where everyone matters and is an important part of the community.<br>• Establish opportunities for all students, faculty, staff, and alumni to learn from and engage with each other.<br>• Ensure students know there are resources in the college that support their holistic health and well-being. |