



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER™
School of Nursing

STRATEGIC PLAN AY 2012

TTUHSC MISSION

The mission of Texas Tech University Health Sciences Center is to educate health professionals for improving public health through research, inter-professional teamwork, patient care, community engagement, and service.

TTUHSC Institutional Strategic Goals

STRATEGIC PRIORITY I

Increase Enrollment and Promote Student Success

STRATEGIC PRIORITY II

Strengthen Academic Quality and Reputation

STRATEGIC PRIORITY III

Expand and Enhance Research and Creative Scholarship

STRATEGIC PRIORITY IV

Further Outreach and Engagement

STRATEGIC PRIORITY V

Increase and Maximize Resources

SCHOOL OF NURSING MISSION

The mission of Texas Tech University Health Sciences Center School of Nursing is to educate nursing professionals for improving public health through research, inter-professional teamwork, patient care, community engagement, and service.

School of Nursing Goals

STRATEGIC PRIORITY I

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**TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER
SCHOOL OF NURSING
STRATEGIC PLAN AY 2012**

STRATEGIC PRIORITY I					
Increase Enrollment and Promote Student Success					
<u>Objective</u>	<u>Strategy</u>	<u>Measure</u>	<u>Target Level</u>	<u>Findings</u>	<u>Action Plan</u>
I.1. Focus enrollment and programmatic growth to address critical needs in nursing.	I.1.a. Target recruitment of students to attract students from groups and populations under-represented in nursing.	I.1.a. Development of an assessment tool to identify barriers to application and enrollment for potential student population pools in low-income urban, rural, and ethnic communities	I.1.a. By May 2012 pilot assessment tool		
I.2. Decrease failure to progress and delayed graduation across degree tracks	<p>I.2.a. Identify applicants inadequately prepared for successful progression and SON degree completion</p> <p>I.2.b. Identify students struggling with progression across SON degree tracks early.</p>	<p>I.2.a. Examination of the relationship between TEAS scores and NCLEX pass rates</p> <p>I.2.a.i. Development of TEAS minimum score requirement for students applying to TUG and Second Degree/UG</p> <p>I.2.b. Identification of major Student Progression Risk Markers/Indicators (e.g. missing deadlines, lack of timely communication, personal or family illness, worksite demands, learning disabilities, language barriers, computer naiveté) across degree tracks.</p>	<p>I.2.a. By March 2012 develop study methodology and data collection tool(s) to compare TEAS scores and First Time NCLEX pass rates for cohorts of TUG and 2nd degree graduates for previous three years</p> <p>I.2.a.i. Revision of TUG and Second Degree/UG admission requirements for applicants matriculating in Fall Semester 2012</p> <p>I.2.b. By March 2012 audit of retrospective student records to determine the relationship of ATI scores to NCLEX pass rates conducted</p> <p>By March 2012 development lists of major student progression markers/indicators by programmatic committees completed and submitted to Dean and FLAC</p> <p>By May 2012 review completed for representative sample of retrospective</p>		

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	<p>I.2.c. Develop SON Early Intervention Plan for Struggling Students (SON-EIPSS)</p> <p>I.2.d. Explore funding support for Student Progression Risk Markers/Indicators (PRMI) survey and COL development, piloting, implementation, evaluation and potential for commercial program packaging</p>	<p>I.2.c. Creation of Community of Learners (COL) initiative to bring faculty and students into established, on-going supportive and mentoring relationships to strengthen students, stress resilience, and tool students for successful navigation through and completion of programs of study</p> <p>I.2.d. Development of a plan to write research and QI proposals to receive funding support for PRMI and COL from governmental, NGO, and philanthropic sources</p> <p>Proposal(s) for funding support for PRMI studies and COL innovation written</p> <p>Submission of 1 grant for funding support to underwrite SON-EIPSS</p>	<p>student records of the population of UG and MSN students graduating in 2010 and 2011 to identify major progression markers/indicators</p> <p>By August 2012 complete review and report results to Dean and FLAC</p> <p>I.2.c. By January 2012 initiation of faculty and staff working group to develop Communities of Learning (COL) framework, timeline for phased development, piloting, implementation, and evaluation</p> <p>By May 2012 COL working group presentation of framework, timeline, and plan for adoption to programmatic-specific communities</p> <p>By Fall 2012 Phase One pilot of COL implementation</p>		

STRATEGIC PRIORITY II					
Strengthen Academic Quality and Reputation					
<u>Objective</u>	<u>Strategy</u>	<u>Measure</u>	<u>Target Level</u>	<u>Findings</u>	<u>Action Plan</u>
II.1 Establish an academic quality improvement plan	II.1.a. The Faculty Leadership Advisory Committee will oversee the development of a plan for academic quality improvement. II.1.b. Each degree track will operationalize the developed academic quality improvement plan.	II.1. Academic quality improvement plan development	II.1. Target date of August 31, 2012		
II.2. Establish a culture of Inter-professional Education (IPE).	II.2.a. Participate in IPE Curricula development. II.2.b Incorporate developed modules and QEP activities into all degree tracks.	II.2. Number of modules and QEP activities incorporated into all degree tracks	II.2. Target date of August 31, 2012		
II.3. Implement the assessment, analysis, and evaluation process to guide strategic planning and inform strategic decision-making.	II.3.a. Assess student learning outcomes by course and graduate/undergraduate degree track. II.3.b. Assess student, patient, and SON Team Satisfaction.	II.3.a. (1) End of Course Reports II.3.a (2) End of course Improvement Action Plans II.3.a.(3) ATI, NCLEX-RN, and Certification Exam Pass Rates II.3.a.(4) Assignment/Course Rubric Results II.3.b. Satisfaction Analysis Reports Completed as Scheduled.	II.3.a.(1). 100% EOC Report Completion Each Semester II.3.a.(2) 100% EOC Improvement Action Plan/Course/Sem. II.3.a.(3) Exam Pass Rates > 90% 11.3.a.(4) 100% Demonstration of SLO Outcomes 11.3.b. Gap Analysis Values for Each Satisfaction Assessment Tool		

STRATEGIC PRIORITY III					
Expand and Enhance Research and Creative Scholarship					
<u>Objective</u>	<u>Strategy</u>	<u>Measure</u>	<u>Target Level</u>	<u>Findings</u>	<u>Action Plan</u>
III.1. Translate new knowledge to promote the evolution and growth of nursing and health care science.	III.1.a. Promote faculty participation in scholarly forums for dissemination of evidence-based research and QI in clinical practice and education.	III.1.a. Number of faculty participation in scholarly forums	III.1.a. Participation in a minimum of 1 scholarly forum per year by each faculty member		
	III.1.b. Promote collaboration among research and clinical faculty in scholarship activities including education, QI, and research.	III.1.b. Number of clinical and research faculty scholarship activities	III.1.b. Participation by at least 50% of academic, research, and clinical faculty in joint scholarship activities		
III.2. Provide support for faculty research and scholarship.	III.2.a. Develop formalized research and scholarship mentoring programs.	III.2.a. Number of scholarly manuscripts developed	III.2.a. Preparation of manuscript for publication by at least 50% of faculty		
	III.2.b. Provide seed funding for pilot research project	III.2.b. Number of scholarly projects developed	III.2.b. Development of research and scholarly projects by at least 50% of faculty		

STRATEGIC PRIORITY IV					
Further Outreach and Engagement					
<u>Objective</u>	<u>Strategy</u>	<u>Measure</u>	<u>Target Level</u>	<u>Findings</u>	<u>Action Plan</u>
IV.1. Strengthen collaborative partnerships to enhance productivity and the sustainability of the SON through increased access.	IV.1.a. Form new referral sources based on the evolving needs of the SON. IV.1.b. Enhance existing partnerships.	IV.1.a. Number of new referral sources formed IV.1.b. Number of existing partnerships retained	IV.1.a. At least five new referral sources formed by August 2012 IV.1.b. At least five existing partnerships		
IV.2. Through outreach, provide leadership in the translation of knowledge to communities.	IV.2.a. Explore opportunities for rural community engagements. IV.2.b. Serve in leadership capacities in community organizations at the local, state, national, and international levels.	IV.2.a. Number of rural community opportunities IV.2.b. Number of community organization leadership positions held	IV.2.a. At least five rural community engagements by August 2012 IV.2.b. At least five community organization leadership positions held		

STRATEGIC PRIORITY V					
Increase and Maximize Resources					
<u>Objective</u>	<u>Strategy</u>	<u>Measure</u>	<u>Target Level</u>	<u>Findings</u>	<u>Action Plan</u>
V.1 Actively engage a SON development officer for fund raising.	V.1.a. Engagement of SON development officer on hold for now; conduct fund raising activities through TTUHSC development officer until SON officer can be engaged.	V.1.a. Number of fund raising activities for AY 2012	V.1.a. At least one fund raising activity by August 2012		
V.2. Continue to develop commercialization/ technology partnerships for diversity of revenue streams (i.e., App development, software for academic management, simulation)	V.2.a. Develop at least one product at the discovery phase or higher level.	V.2.a. Number of products in discovery phase	V.2.a. One product in discovery phase by October 2011		
V.3. Improve student affairs function by streamlining and implementing common processes, centralizing administration, and cross-training staff.	V.3.a. Engage degree track coordinators in at least one quality improvement project related to a process common to all degree tracks. V.3.b. Continue implementation of the BRM.	V.3.a. Number of QI projects completed V.3.b. Number of components of BRM successfully implemented	V.3.a. Successful completion of one QI project with specific outcomes detailed by January 2012 V.3.b. Successful utilization of at least one component of BRM by January 2012		
V.4. Implement a Faculty Development Support position with faculty governance support.	V.4.a. Develop job description (current job description may be appropriate) and reporting structure. V.4.b. Identify funding for new position or reassignment of current staff.	V.4.a. Completed job description and reporting line approved by Leadership council by October 2011 V.4.b. Funding source or reassignment determined by January 2012; role implemented by February 2012	V.4.a. Completed job description V.4.b. Position developed, funded, and implemented		

Developed: Leadership Team, July 27, 2011
Approved: Leadership Team, July 27, 2011