

**College of Nursing & Health Sciences
Strategic Plan
Associate Degree Nursing (ADN) Program
RN to BSN Program**

Strategic Plan Template

Goal # 1 Recruitment and Retention Division: College of Nursing and Health Sciences				Progress Trajectory					
College of Nursing and Health Sciences (CN & H) Objective	CN & H Indicators	CN & H Expected Outcomes	CN & H Strategies	Leader	Timing	Status	Current Budget	New Budget	Funding Priority
Increase enrollment in the associate degree nursing program due to achievement of initial national nursing accreditation status by ACEN.	Track enrollment by academic year and cohort	Documented increased enrollment.	<ol style="list-style-type: none"> 1. Meet all ACEN accreditation Standards and Criteria. 2. Submit Candidacy application to ACEN 3. Host ACEN accreditation site visit 	Director, Associate Degree Nursing Program	Candidacy Packet due September 2015. Site visit 2018.	Ongoing	Budget for ATI consultants. Institutional accreditation budget.	Yes will need budget for site visit in AY 2018.	#1

<p>Increase the total number of students enrolled in the RN to BSN Program by 10 students in 3 years (50% increase in enrollment)</p>	<p>Track enrollments and % increase by academic year.</p>	<p>Utilize available resources for recruitment of students and marketing of the program</p>	<p>Participation in the following recruitment and marketing strategies:</p> <ol style="list-style-type: none"> 1. Onsite recruitment at local hospitals. 2. Radio shows 3. Articles in local publications 4. Explore partnerships with community partners to fund student scholarships 5. Explore grant opportunities to fund student scholarships 6. Newsletter about the program featuring students, graduates and faculty. 7. Presentation to local health council. 	<p>Dean, Associate Director, Marketing Department</p>	<p>Ongoing</p>	<p>Ongoing</p>	<p>None</p>	<p>None</p>	<p>#2</p>
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<p>Create a pipeline of academically prepared high school students who are interested in nursing and health science programs.</p>	<p>Documented high school student interest in nursing and health science programs.</p>	<p>Creation of a high school academy for students interested in nursing and health science programs.</p>	<ol style="list-style-type: none"> 1. Explore existing models of projects that target high school student preparedness for nursing and health science programs. 2. Explore possible partnerships with local high schools and school boards. 3. Identify resources needed to implement a high school academy for nursing and health science majors. 4. Create a high school academy for nursing and health science majors that is 	<p>Dean</p>	<p>AY 2018</p>	<p>Pending</p>	<p>None provided</p>	<p>New budget will be needed to implement project.</p>	<p>#3</p>
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			consistent with the college's vision and mission.						
Increase the number of students enrolled in the College of Nursing and Health Sciences	Document needs assessment, workforce demands, and available resources.	Identify potential new academic degree programs consistent with college vision and mission, and available resources.	<ol style="list-style-type: none"> 1. Conduct needs Assessment. 2. Identify workforce demands. 3. Identify resources needed (money, faculty, etc) to develop new programs 	Dean	AY 2017, 2018	To be developed	None	Budget needed for needs assessment	#4

Goal # 2 Developmental Education Health Sciences			Division: College of Nursing and Health Sciences	Progress Trajectory					
NA					Timing	Status	Current Budget	New Budget	Funding Priority

Goal # 3 Comprehensive Program Review Division: College of Nursing and Health Sciences				Progress Trajectory					
College of Nursing and Health Sciences Objective	CN & H Indicators	CN & H Expected Outcomes	CN & H Strategies	Leader	Timing	Status	Current Budget	New Budget	Funding Priority
Associate Degree Nursing Program: Assess ACEN Accreditation Standards and Criteria. 1. Program mission and governance; 2. Faculty; 3. Students; 4. Curriculum; 5. Resources; 6. Outcomes	ADN Program is in compliance with all ACEN Standards and Criteria	No compliance concerns.	1. Continuous program assessment utilizing the Systematic Plan for Program Improvement (SPPE). 2. Ongoing and annual data collection activities. 3. Implement identified program quality improvement opportunities	ADN Program Director	2018	Ongoing	N/A	N/A	#2
RN to BSN Program: Assess CCNE Accreditation Standards and Key Elements:	RN to BSN Program is in compliance with all CCNE Standards	No compliance concerns.	1. Continuous program assessment utilizing the Systematic	Dean, Associate Director	Ongoing, In compliance for 2016 accreditati	Ongoing	NA	NA	#1

<p>1. Program mission and governance; 2. Institutional commitment and resources; 3. Curriculum and teaching/learning practices; and 3. Program effectiveness and achievement of program outcomes</p>	<p>and Key Elements</p>		<p>Plan for Program Improvement (SPPE). 2. Weekly Program Evaluation meetings. 3. Ongoing and annual data collection activities. 4. Implement identified program quality improvement opportunities .</p>		<p>on site visit</p>				
<p>Maintain AHNCC endorsement for the RN to BSN Program</p>	<p>Current AHNCC Endorsement status</p>	<p>AHNCC Endorsement</p>	<p>1. Compliance with endorsement criteria 2. Associate Director (lead faculty member) maintains Holistic Nurse Certification. 3. Submit recertification application</p>	<p>Associate Director</p>	<p>Ongoing</p>	<p>Ongoing</p>	<p>NA</p>	<p>Recertification fees</p>	<p>#3</p>

			2018						
Achieve the AHNA Excellence in Holistic Nursing Education award	RN to BSN Program is awarded the Excellence in Holistic Nursing Education Award	RN to BSN Program is awarded the Excellence in Holistic Nursing Education Award	1. Submit award application to AHNA	Associate Director	Application submitted spring 2015	Open	NA	NA	#4
Increase the number of RN to BSN Program graduates who achieve Holistic Nurse Certification	Documented number of graduates who are Holistic Nurse Certified	Achieve 30% certification for all graduates by cohort.	1. Alumni Survey 2. Anecdotal reports	Dean	Annually	Ongoing	NA	NA	#5

Goal # 4 Accreditation Health Sciences		Division: College of Nursing and Health Sciences		Progress Trajectory					
College of Nursing and Health Sciences (CN &H) Objective	CN & H Indicators	CN & H Expected Outcomes	CN & H Strategies	Leader	Timing	Status	Current Budget	New Budget	Funding Priority
Achieve initial ACEN accreditation for the ADN Program.	Compliance with all ACEN Standards and Criteria	The ADN Program is awarded initial accreditation by ACEN.	1. Work with nurse educator consultants on curriculum	Director, ADN Program	ACEN Candidacy Packet 9/15. Site visit 2018	Ongoing	Yes	Yes, budget needed for mock site visit and real site visit.	#1

Goal # 4 Accreditation Health Sciences		Division: College of Nursing and Health Sciences		Progress Trajectory					
College of Nursing and Health Sciences (CN &H) Objective	CN & H Indicators	CN & H Expected Outcomes	CN & H Strategies	Leader	Timing	Status	Current Budget	New Budget	Funding Priority
			and program evaluation activities. 2. Submit Candidacy packet. 3. Mock site visit. 4. Host Site visit 5. Continue to evaluate and implement strategies to increase NCLEX-RN pass rates.						
Maintain CCNE accreditation for the RN to BSN Program.	Continued CCNE accreditation	1. Maintain compliance with all CCNE accreditation Standards and Key Elements. 2. Achieve 10-year accreditation	1. Add 1 FTE faculty member to assist with teaching and accreditation activities. 6. Pre-prepare Self Study for 2016 site	Dean, Associate Director, Adjunct faculty	#1. Goal AY 2016. #2. Fall 2015. #3. Spring 2016	An additional FTE was requested during the budgeting process for AY 2016. Due to budget cuts the request was denied.	NA	Yes, cost of CCNE site visit, and annual CCNE accreditation fee. Salary and benefits for 1 FTE	#1

Goal # 4 Accreditation Health Sciences		Division: College of Nursing and Health Sciences		Progress Trajectory					
College of Nursing and Health Sciences (CN &H) Objective	CN & H Indicators	CN & H Expected Outcomes	CN & H Strategies	Leader	Timing	Status	Current Budget	New Budget	Funding Priority
		in 2016.	visit. 7. Host CCNE Site visit April 2016.						

Goal # 5 Student Affairs		Division: RN to BSN Program		Progress Trajectory					
College of Nursing and Health Sciences (CN &H) Objective	CN & H Indicators	CN & H Expected Outcomes	CN & H Strategies	Leader	Timing	Status	Current Budget	New Budget	Funding Priority
Explore the possibility of forming a local AHNA chapter for both faculty and students	Document current and former student interest in joining and participating in a local AHNA chapter	Provide opportunities for students to participate in local professional organizations.	<ol style="list-style-type: none"> Determine interest via survey to current and former students. Follow required criteria to form local AHNA chapter 			To be implemented	NA	NA	
Create a student lounge for	Designated student lounge for nursing and	Provide a space for students to study, socialize,	<ol style="list-style-type: none"> Assess existing space and resources available in Seledon 	Dean, ADN Program	AY 2016-2017	Pending.	Funding from Friday Academy.	Yes	Yes

Goal # 5 Student Affairs				Division: RN to BSN Program		Progress Trajectory			
College of Nursing and Health Sciences (CN &H) Objective	CN & H Indicators	CN & H Expected Outcomes	CN & H Strategies	Leader	Timing	Status	Current Budget	New Budget	Funding Priority
nursing and health science students	health science students	and de-stress.	1. Martinez building. 2. Repurpose space for a student lounge. 3. Develop plans to remodel. 4. Secure funding. 5. Explore resources to provide wellness and self-care activities to students, such as massage, meditation, yoga, and stress reduction activities. 6. Continue Friday Academy activities.	Director			Some furniture purchases have already been made.		

Goal # 6 Customer Service				Division: RN to BSN Program		Progress Trajectory			
College of Nursing and Health Sciences (CN &H) Objective	CN & H Indicators	CN & H Expected Outcomes	CN & H Strategies	Leader	Timing	Status	Current Budget	New Budget	Funding Priority
Maintain positive relationships with nursing Community Advisory Board (CAB) members and community stakeholders	Documented CAB meeting minutes	Robust participation by nursing CAB members	<ol style="list-style-type: none"> Review and update CAB membership according to bylaws. 	Dean	2016	Open	NA	NA	
Maintain excellent customer service	Anecdotal and formal feedback indicates customer satisfaction with College of Nursing and Health Sciences Programs.	Satisfied customers	<ol style="list-style-type: none"> Open door policy. Timely return of customer phone calls and program inquiries. Compliance with program complaint policy. End of Program Survey results 	Dean, RN to BSN Program Associate Director, ADN Program Director, Administrative Assistant, faculty	Ongoing	Ongoing	NA	NA	

Goal # 7 Fundraising Division: RN to BSN Program				Progress Trajectory					
College of Nursing and Health Sciences (CN &H) Objective	CN & H Indicators	CN & H Expected Outcomes	CN & H Strategies	Leader	Timing	Status	Current Budget	New Budget	Funding Priority
Explore partnerships with potential community funding institutions	Formal partnership agreements	Formal partnerships result in funds to support program activities	<ol style="list-style-type: none"> 1. Discuss opportunities and strategies for developing partnerships with NNMC Foundation Director. 2. Implement strategies 	Dean; Associate Director, RN to BSN Program; Director, Associate Degree Nursing Program	Implement summer & fall 2015	Open	NA	NA	
Explore potential grant funding opportunities	Identified grant opportunities	Submit grant application	<ol style="list-style-type: none"> 1. Meet with NNMC grant writers 2. Collaborate on grant writing 	Dean, Associate Director	Implement fall 2015	To be implemented	NA	NA	

Seven Major Goals in these areas:

1. Enrollment management/recruitment
2. Developmental education (NA)
3. Comprehensive program review
4. Accreditation

5/13/15

5. Student affairs (NA)
6. Customer service
7. Fundraising