

Strategic Planning and Evaluation: Nursing Department

Revised 10/15/01

Mission Statement:

The Nursing Department supports the mission of the College of Health Sciences and Human Services through programs that educate individuals to meet the health care needs of a culturally diverse society. These programs facilitate the development of competent practitioners with critical thinking skills to provide holistic nursing care to individuals, families, aggregates, and communities. A commitment to fostering research and service that enhance health promotion, maintenance, and restoration is integral to the Nursing Department's mission.

Goal 1:

Provide a quality academic program in Nursing that promotes excellence, critical thinking skills, and interdisciplinary perspectives.

Measurable Objective (s):

1.1 Continue to integrate instructional technology in the undergraduate and graduate programs

Strategies:

1.1.1 Submit and support equipment requests that aid in the continued integration of instructional technology.

1.1.2 Fund faculty requests, when possible, to obtain training on the use of various modes of instructional technology.

1.1.3 Encourage faculty to develop nursing undergraduate and graduate online courses.

1.1.4 Develop a web-based curriculum by AY 2005.

1.2 Eighty-five percent (85%) of graduates will achieve passage of licensure (NCLEX) and certification exams on initial attempt by AY 2002.

Strategies:

1.2.1 Monitor licensure and certification pass rates, if possible, yearly.

- 1.2.2 Establish effective program evaluation plans to assess areas consistently below national average for first time NCLEX and certification examinees.
- 1.2.3 Prepare a quality improvement plan when NCLEX and certification exam benchmarks are not attained.

1.3 Seventy five percent (75%) of program graduates will express overall satisfaction with the program quality by AY 2002.

Strategies:

- 1.3.1 Review and refine, if necessary, the current graduate assessment methods.
- 1.3.2 Evaluate the results of post-graduate assessment surveys on a yearly basis.
- 1.3.3 Develop quality improvement plans addressing areas indicative of weaknesses in the programs.

1.4 Eighty-five percent (85%) of employers of the Nursing graduates will express satisfaction with the graduate's professional performance by AY 2002.

Strategies:

- 1.4.1 Review and refine, if necessary, current mechanisms assessing employer satisfaction.
- 1.4.2 Monitor employer of BSN program graduates' satisfaction with employee on an annual basis and every one and five years for employers of MSN graduates .
- 1.4.3 Develop a quality improvement plan for any area indicative of employer dissatisfaction.

1.5 Ninety percent (90%) of faculty will express satisfaction with the nursing programs during the program review process by AY 2006.

Strategies:

- 1.5.1 Provide mechanisms for faculty input by holding regular faculty meetings and encouraging input verbally and in writing
- 1.5.2 Continue to hold an annual Nursing Department faculty retreat.

1.6 Continue to incorporate curriculum activities that stimulate critical thinking skills (ongoing).

Strategies:

- 1.6.1 Send nursing faculty, when fiscally feasible, to workshops focusing on activities that stimulate learner critical thinking skills.
- 1.6.2 Assess the curriculum to determine where critical thinking skills are taught.
- 1.7 Incorporate a multidisciplinary approach in the curriculum and continue to reinforce multicultural perspectives by AY 2005.

Strategies:

- 1.7.1 Assess the curriculum to determine which courses are better suited to a multidisciplinary approach.
- 1.7.2 Assess the curriculum to determine if its multicultural focus needs to be strengthened.
- 1.8 Develop and initiate innovative undergraduate and graduate programs.

Strategies:

- 1.8.1 Implement articulation agreement with STCC in AY 2002
- 1.8.2 Evaluate success of UTPA Nursing Department and STCC's Associate Degree in Nursing program's articulation agreement by 2004
- 1.8.3 Develop ADN to MSN program by AY 2005.

Goal 2:

Recruit and retain highly qualified faculty by providing an environment that promotes and rewards excellence.

Measurable objective (s):

- 2.1 Increase percentage of doctoral prepared faculty to forty-five percent (45%) by AY 2005.

Strategies:

- 2.1.1 Recruit doctorally prepared faculty to fill vacant positions.
 - 2.1.2 Encourage faculty to return to school to attain a Ph.D.
 - 2.1.3 Facilitate faculty attendance in graduate school by implementing flexible schedules that take into consideration workload requirements and faculty expertise.
- 2.2 Retain fifty percent (50%) of qualified new full-time faculty for a minimum of three years (ongoing).

Strategies:

- 2.2.1 Continue to provide new faculty orientation.
- 2.2.2 Request funding and support faculty requests for professional development activities.
- 2.2.3 Recognize and reward faculty outstanding contributions in teaching, professional achievement, and service.
- 2.2.4 Provide resources to support faculty instruction, achievement, and service.

Goal 3:

Develop and implement a scholarly mentoring and collaborative research program that is congruent with the college's scholarly mentoring and research focus.

- 3.1 Increase scholarly activities such as presenting and publishing to at least two (2) or more per year by AY 2005.

Strategies:

- 3.1.1 Encourage Nursing Department faculty to present and/or publish scholarly works.
- 3.1.2 Establish a nursing faculty mentoring program.
- 3.1.3 Promote interdisciplinary scholarly activities.

3.2 Attain at least one (1) research grant per academic year by 2003.

Strategies:

- 3.2.1 Identify potential research grant sources and disseminate to all faculty.
- 3.2.2 Encourage faculty participation in grant-writing workshops.

Goal 4:

Encourage and support ongoing professional, university, and community service activities by faculty.

Measurable Objective:

4.1 One hundred percent (100%) of full-time faculty and students will be involved in University service by AY 2004.

Strategies:

- 4.1.1 Assign faculty to at least one program committee per academic year.
- 4.1.2 Inform all faculty of professional, university, and community opportunities for service.

4.2 Increase to sixty percent (60%) faculty involvement in Pi Omicron chapter of Sigma Theta Tau by AY 2002

Strategies:

- 4.2.1 Encourage faculty participation in planning committees for Sigma Theta Tau Pi Omicron chapter.
- 4.2.2 Conduct Chapter recruitment activities that will encourage faculty membership in Pi Omicron.
- 4.2.3 Promote faculty participation in Pi Omicron through offering of quality scholarly presentations and activities.

4.3 Continue to implement community service projects for faculty and students (ongoing).

Strategies:

- 4.3.1 Identify other possible community projects that can involve faculty and students.
- 4.3.2 All students enrolled in Community Nursing course must participate in community service requirement.
- 4.3.3 MSN students must participate in at least three community service activities per year.

4.4 One hundred percent of the Nursing Department faculty must participate in some form of University service (ongoing).

Strategies:

- 4.4.1 Assign all faculty to at least one departmental committee.
- 4.4.2 Encourage faculty participation in college and university committees.

Goal 5:

Provide effective student recruitment, development, retention, and placement programs designed to promote and serve a diverse student population.

Measurable Objective(s):

5.1 Undergraduate admissions will increase to one hundred (100) and MSN enrollment to sixty (60) by AY 2003.

Strategies:

- 5.1.1 Monitor enrollment and progression of admitted students.
- 5.1.2 Actively recruit at the high schools and in the community.
- 5.1.3 Utilize the media to advertise and market opportunities available in nursing and specifically UTPA's nursing programs.
- 5.1.4 Attend eighty percent (80%) of the recruitment activities in the community.

- 5.1.5 Encourage student attendance at recruitment fairs.
- 5.1.6 Hold an annual open house for faculty, staff, advisors, and students by AY 2002.
- 5.1.7 Increase URAP's awareness of opportunities in the field.
- 5.1.8 Develop contacts with the Science magnet high schools in the local community.
- 5.1.9 Encourage student enrollment in the undergraduate Wellness course.
- 5.1.10 Justify need for more faculty based on enrollment figures.

5.2 Retain eighty (80%) of all students admitted to the nursing programs by AY 2002.

Strategies:

- 5.2.1 Work closely with enrolled students; provide counseling and information on UTPA resources related to stress management, time management, etc.
- 5.2.2 Implement a formal student orientation process by AY 2003.
- 5.2.3 Promote faculty awareness of issues affecting student progression.

5.3 Eighty five percent (85%) of all students admitted to the undergraduate and graduate nursing programs will attain a nursing degree by Ay 2003.

Strategies:

- 5.3.1 All students who are at risk for failing or dropping out will be identified and retention measures will be put in to place immediately.
- 5.3.2 Implement retention and remediation plan for all at risk students.
- 5.3.3 The Nursing Department will work closely with the URAP representative to work with BSN students who are at risk for failing or dropping out.

5.4 Eighty five percent (85%) of program graduates will find professional employment or enroll in graduate or professional school within twelve 12 months of graduation by AY 2002.

Strategies:

- 5.4.1 Promote student participation at on campus graduate student recruitment and employment fairs.
- 5.4.2 Encourage student application to graduate school.
- 5.4.3 Track students after graduation and monitor employment patterns and graduate school enrollment.

Goal 6:

Participate in an ongoing planning, evaluation and dissemination process designed to ensure academic excellence.

Measurable Objective (s):

- 6.1 Continue to utilize a systematic planning and evaluation process for the nursing programs (ongoing).

Strategies:

- 6.1.1 Distribute the departmental Strategic Plan at the first Faculty Organization meeting and focus on the areas needing emphasis.
- 6.1.2 Assign responsibilities to faculty for items in the strategic plan and monitor progress toward objectives.
- 6.1.3 Review and/or revise the Department's strategic plan at the yearly annual retreat.
- 6.1.4 Evaluate the Department's progress in meeting its goals and objectives at the annual Departmentretreat.
- 6.1.5 Document the planning and evaluation process.

Goal 7:

Identify, increase availability and ensure appropriate utilization of resources that support the Nursing Department, including its students, faculty, and staff

Measurable Objective (s):

- 7.1 Continue to seek sources of outside funding (ongoing).

Strategies:

7.1.1 Disseminate information about funding sources to all faculty.

7.1.2 New faculty will attend one grant writing workshop within the first three years of employment.

7.2 Increase Florence Nightingale fundraising monies by ten percent (10%) over the previous year.

Strategies:

7.2.1 Increase community involvement by disseminating information related to Florence Nightingale activities and student support.

7.2.2 Involve all faculty in efforts to raise monies through individual financial and/or personal support at the fundraiser.

7.3 Request release time for faculty to develop external funding proposals, new courses, or curricular developments and scholarly activities including pilot projects.

Strategies:

7.3.1 Review faculty workload and use adjunct/part-time faculty where appropriate.

7.4 Request a ten- percent (10%) increase in travel and operating budgets by AY 2003

Strategies:

7.4.1 Provide budgetary justifications and submit to Dean.

Goal 8:

Promote and recognize leadership within the Department.

Measurable Objective (s):

8.1 One hundred percent (100%) of faculty will be involved in committee work by AY 2002.

Strategies:

- 8.1.1 Assign committee work to all faculty.
- 8.1.2 Encourage all faculty to assume committee leadership responsibilities.

8.2 Continue to utilize new faculty mentoring process.

Strategies:

- 8.2.1 Include leadership training in new faculty mentoring process.
- 8.2.2 Establish meetings between all faculty for exchange of ideas and to increase communications.

Goal 9:

Meet and maintain the requirements of internal and external review bodies.

Measurable Objective (s):

9.1 Maintain all standards of designated nursing program review bodies, including state and national accreditation.

Strategies:

- 9.1.1 Comply with all state and national accreditation mandates.
- 9.1.2 Comply with Texas State Board on Nurse Examiners Standards of Practice.
- 9.1.3 Assure all faculty and staff are aware of standards to be met.
- 9.1.4 Distribute action plan addressing accreditation standards.

- 9.1.5 Request travel funds to support attendance at accreditation related meetings.
- 9.1.6 Request budget consistent with accreditation requirements.

9.2 Submit required reports to accrediting agencies on a timely basis.

Strategies:

- 9.2.1 When necessary, provide release time to assist programs to meet accreditation deadlines.

Goal 10:

Maintain a work environment in the Nursing Department that promotes staff growth and encourages resourcefulness.

Measurable Objective(s):

- 10.1 All staff members will attend one (1) developmental workshop per year by 2005.

Strategies:

- 10.1.1 Support staff requests to attend university classes as per HOP.
- 10.1.2 Where feasible, provide funding for staff to attend workshops.
- 10.1.3 Encourage at least seventy-five percent (75%) attendance at university-wide functions, such as Staff Senate.
- 10.1.4 Arrange for office coverage so that staff can attend university-wide meetings.

Goal 11:

11. Develop and implement a research agenda for the Nursing Department.

Measurable Objective (s):

11.1 Identify and refine a research focus for the Nursing Department by AY 2003.

Strategies:

11.1.1 Meet to review, revise and refine departmental research agenda.

11.1.2 Faculty to determine own research focus consistent with Department's research agenda.

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11.2 Provide quality offerings in research and scholarship through Pi Omicron chapter of Sigma Theta Tau International Honor Society of Nursing.

Strategies:

11.2.1 Increase Pi Omicron fundraising in order to be able to fund scholarly speakers for the Annual Research Day.

11.2.2 Increase faculty attendance at research-related scholarly presentations sponsored by Pi Omicron.

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Strategic Action Plan 2001 - 2002

Academic Unit:

Nursing Department

Goal #1:

Provide a quality academic program in Nursing that promotes excellence, critical thinking skills, and interdisciplinary perspectives.

Measurable Objective # 1.2:

Eighty-five percent (85%) of graduates will achieve passage of licensure (NCLEX) and certification exams on initial attempt by AY 2002.

Strategy(ies)	Person Responsible	Resources Required (Materials, equipment, personnel, funding, etc.)	Timeline	Evaluation Measure
Monitor licensure and certification pass rates, if possible, yearly.	Department Chair BSN program coordinator MSN program coordinator Program Development chair	NCLEX individual student pass rates NCLEX national and state rates ANCC Certification data Personnel to make phone calls and/or get pass rate information on line	August 2002	BNE reports on pass rates MSN self reports on certification pass rates
Establish effective program evaluation plans to assess areas consistently below national average for first time NCLEX and certification examinees.	Department Chair BSN program coordinator MSN program coordinator Curriculum Committees	Accreditation standards NCLEX national and state rates ANCC Certification rates BNE annual reports Curriculum committee faculty	August 2002	NCLEX pass rates MSN self-report certification pass rates

<p>Prepare a quality improvement plan when NCLEX and certification exam benchmarks are not attained.</p>	<p>Department Chair BSN program Coordinator MSN program coordinator Curriculum Committees</p>	<p>Accreditation standards NCLEX national and state rates ANCC Certification rates BNE annual reports Curriculum committee faculty</p>	<p>August 2001</p>	<p>NCLEX pass rates MSN self-report certification pass rates</p>

Strategic Action Plan 2001 - 2002

Academic Unit:

Nursing Department

Goal # 1:

Provide a quality academic program in Nursing that promotes excellence, critical thinking skills, and interdisciplinary perspectives.

Measurable Objective # 1.3:

Seventy-five percent (75%) of program graduates will express overall satisfaction with the program quality by AY 2002.

Strategy(ies)	Person Responsible	Resources Required (Materials, equipment, personnel, funding, etc.)	Timeline	Evaluation Measure
Review and refine, if necessary, the current graduate assessment methods	Department Chair Program Development Committee	Secretarial support to mail out BSN and MSN graduate surveys Telephone follow-up Compilation of survey results	May 2002	Compilation of survey results based on the current assessment methods Program Development Committee reports Program Development Committee minutes Curriculum Committee minutes
Evaluate the results of post-graduate assessment surveys on a yearly basis.	Department Chair Program coordinators Program Development Committee	BSN and MSN graduate survey results	May 2002	Compilation of survey results Program Development Committee reports Program Development Committee minutes

<p>Develop quality improvement plans addressing areas indicative of weaknesses in the program.</p>	<p>Department Chair Program Coordinators Curriculum Committee Program Development Committee</p>	<p>NCLEX and certification results Graduate Surveys BNE annual reports BNE recommendations and/or requirements Strategic Action Plans</p>	<p>October 2002</p>	<p>Graduate Survey results Program Development Committee reports Curriculum Committee reports Committee meeting minutes</p>
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Strategic Action Plan 2001 - 2002

Academic Unit:

Nursing Department

Goal #1:

Provide a quality academic program in Nursing that promotes excellence, critical thinking skills, and interdisciplinary perspectives.

Measurable Objective #1.4:

Eighty-five percent (85%) of employers of the Nursing graduates will express satisfaction with the graduate's professional performance by AY 2002.

Strategy(ies)	Person Responsible	Resources Required (Materials, equipment, personnel, funding, etc.)	Timeline	Evaluation Measure
Review and refine, if necessary, current mechanisms assessing employer satisfactions.	Program Development Committee Program coordinators	Employer Surveys Compilation of employer survey results	May 2002	Compilation of survey results Program Development Committee reports Program Development Committee minutes
Monitor employer of BSN program graduates' satisfaction with employee on an annual basis and every one and five years for employers of MSN graduates.	Program Development Committee Program coordinators	Secretarial support to mail out employer surveys Compilation of survey results	May 2002	Compilation of survey results Program Development Committee reports Program Development Committee minutes

Develop a quality improvement plan for any area indicative of employer dissatisfaction	Department Chair Program coordinators	Employer survey results Compilation of survey results	May 2002	Results of employer survey Quality improvement plan
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Strategic Action Plan 2001 - 2002

Academic Unit:

Nursing Department

Goal #3:

Develop and implement a scholarly mentoring and collaborative research program that is congruent with the college's scholarly mentoring and research focus.

Measurable Objective #3.1:

Increase scholarly activities such as presenting and publishing to at least two (2) or more per year by AY 2005.

Strategy(ies)	Person Responsible	Resources Required (Materials, equipment, personnel, funding, etc.)	Timeline	Evaluation Measure
Encourage Nursing Department faculty to present and/or publish scholarly works.	Nursing Department Chair Nursing Department faculty	Release time for research leading to publications and/or presentations Individual development plans Funding to support faculty presentation of results at a state and national level	August 2002	Number of presentations and/or publications by faculty per academic year Annual evaluations
Establish a nursing faculty mentoring program.	Department Chair Program coordinators	Release time for faculty being mentored to follow mentor Willing nursing faculty to act as mentors to new faculty	August 2002	Establishment of successful nurse faculty mentoring program New faculty evaluation of orientation process

Promote interdisciplinary scholarly activities.	Department Chair Program coordinators	Nursing faculty and college faculty participation	August 2002	Faculty involved in interdisciplinary scholarly activities
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Strategic Action Plan 2001 - 2002

Academic Unit:

Nursing Department

Goal #4:

Encourage and support ongoing professional, university, and community service activities by faculty.

Measurable Objective #4.1:

One hundred percent (100%) of full-time faculty and students will be involved in University service by AY 2004.

Strategy(ies)	Person Responsible	Resources Required (Materials, equipment, personnel, funding, etc.)	Timeline	Evaluation Measure
Assign faculty to at least one program committee per academic year.	Nursing Department Chair	Individual faculty development plans Availability of vacancies	August 2002	Faculty participation in university service and/or program committees
Inform all faculty of professional, university, and community opportunities for service.	Department Chair	Individual faculty development plans Accessibility of committee information	August 2002	Faculty participation in university service and/or program committees

Strategic Action Plan 2001 - 2002

Academic Unit:

Nursing Department

Goal #4:

Encourage and support ongoing professional, university, and community service activities by faculty.

Measurable Objective #4.2:

Increase to sixty percent (60%) faculty involvement in Pi Omicron chapter of Sigma Theta Tau by AY 2002

Strategy(ies)	Person Responsible	Resources Required (Materials, equipment, personnel, funding, etc.)	Timeline	Evaluation Measure
Encourage faculty participation in planning committees for Sigma Theta Tau Pi Omicron Chapter.	Nursing Department Chair Pi Omicron Chapter President	Committee vacancies in Pi Omicron chapter Faculty input in regard to program planning	August 2002	Faculty participation in planning committees for Pi Omicron chapter
Conduct chapter recruitment activities that will encourage faculty membership in Pi Omicron.	Department Chair	Availability of faculty who can participate at any given time Incentives for participation	August 2002	Faculty participation in Pi Omicron activities Membership and participation lists
Promote faculty participation in Pi	Department Chair Pi Omicron Executive	Incentives for participation	August 2002	Number of faculty attending research day

Omicron through offering of quality scholarly presentations and activities.	Board	Funding to offer quality programs on research and scholarship days.		and scholarship day activities sponsored by Pi Omicron chapter Nursing research and scholarship days evaluation of programs by those attending.
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Strategic Action Plan 2001 - 2002

Academic Unit:

Nursing Department

Goal #5:

Provide effective student recruitment, development, retention, and placement programs designed to promote and serve a diverse student population.

Measurable Objective #5.2:

Retain eighty percent (80%) of all students admitted to the nursing programs by AY 2002.

Strategy(ies)	Person Responsible	Resources Required (Materials, equipment, personnel, funding, etc.)	Timeline	Evaluation Measure
Work closely with enrolled students, provide counseling and information on UTPA resources related to stress management and time management.	Nursing Department Chair Nursing department faculty URAP staff	URAP staff funding Student counseling services Learning assistance center staff Computer software programs on learning how to handle stress, effective time management, and how to take exams	August 2002	Number of students served Student success rates
Implement a formal undergraduate student orientation process by AY 2003.	BSN program coordinator Curriculum committee chair	Funding Lead faculty release time	January 2003	Student evaluation of orientation process Student academic success rates
Promote faculty awareness of issues	Department Chair BSN program	No additional resources needed.	August 2002	Faculty awareness of student progression

affecting student progression.	coordinator Nursing faculty			issues.
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Strategic Action Plan 2001 - 2002

Academic Unit:

Nursing Department

Goal #6:

Participate in an ongoing planning, evaluation, and dissemination process designed to ensure academic excellence.

Measurable Objective #6.1:

Continue to utilize a systematic planning and evaluation process for the nursing programs.

Strategy(ies)	Person Responsible	Resources Required (Materials, equipment, personnel, funding, etc.)	Timeline	Evaluation Measure
Distribute the departmental strategic plan at the first faculty organization meeting and focus on the areas needing emphasis.	Nursing Department Chair	No additional resources needed	August 2002	Identification of areas in strategic plan needed renewed emphasis Faculty Organization meeting minutes
Assign responsibilities to faculty for items in the strategic plan and monitor progress toward objectives.	Nursing Department Chair Curriculum committee chair CCNE committee Program Development Committee	Nursing faculty time Evaluation data such as NCLEX results, student surveys, employer surveys, student retention rates, technological resource assessment, annual evaluations	January 2003	Progress in meeting goals of strategic plan Program development committee meeting minutes Faculty Organization meeting minutes Curriculum committee meeting minutes

Review and revise the department's strategic plan at yearly retreat.	Department Chair Program coordinators Nursing faculty	No additional resources needed.	January 2002	Revised department strategic plan Five year goals Master evaluation plan
Evaluate the department's progress in meeting its goals and objectives at the annual department retreat.	Nursing Department Chair	Funding for annual retreat Program Development Committee Curriculum committee	January 2002	Progress made on strategic plan goals Program Development Committee meeting minutes Curriculum Committee meeting minutes Faculty organization Committee minutes BSN/MSN program faculty meeting minutes

Strategic Action Plan 2001 - 2002

Academic Unit:

Nursing Department

Goal #7:

Identify, increase availability and ensure appropriate utilization of resources that support the Nursing Department, including its students, faculty, and staff.

Measurable Objective #7.2:

Increase Florence Nightingale fundraising monies by ten percent (10%) over the previous year.

Strategy(ies)	Person Responsible	Resources Required (Materials, equipment, personnel, funding, etc.)	Timeline	Evaluation Measure
Increase community involvement by disseminating information related to Florence Nightingale activities and student support.	Nursing Department Chair	Funding for all related activities Release time for faculty to spear head project Secretarial support for mailings, word processing, etc Funding for postage, printing supplies for brochures, advertisements, and other information dissemination	May 2002	Monies raised through Florence Nightingale activities Public exposure received for money raising Gala event
Involve all faculty in efforts to raise monies through individual financial and/or personal support at the fundraiser.	Nursing Department Chair Program coordinators Nursing department faculty	Nursing faculty time and commitment	May 2002	Faculty involvement through personal support and financial commitment

Strategic Action Plan 2001 - 2002

Academic Unit:

Nursing Department

Goal #9:

Meet and maintain the requirements of internal and external review bodies.

Measurable Objective #9.1

Maintain all standards of designated nursing program review bodies, including state and national accreditation.

Strategy(ies)	Person Responsible	Resources Required (Materials, equipment, personnel, funding, etc.)	Timeline	Evaluation Measure
Comply with all state and national accreditation mandates.	Nursing Department Chair Nursing program coordinators	Texas State Board of Nurse Examiners Standards of Practice Nursing Practice Act Funding consistent with meeting accreditation standards e.g. faculty – student ratios, faculty development	Ongoing	Compliance with all state and national accreditation mandates CCNE Report Annual report
Comply with Texas State Board of Nurse Examiners Standards of Practice.	Nursing Department Chair Program coordinators Nursing department faculty	Texas State Board of Nurse Examiners Standards of Practice Nursing Practice Act	Ongoing	Annual report to State Board of nurse Examiners
Assure all faculty and staff are aware of standards to be met.	Nursing Department Chair Program coordinators	Texas State Board of Nurse Examiners Standards of Practice Nursing Practice Act	Ongoing	BNE annual report Committee meeting minutes and reports

		Texas State Board of Nurse Examiners Standards of Practice Nursing Practice Act		
Distribute action plan addressing accreditation standards.	Nursing Department Chair Program coordinators	CCNE, BNE accreditation standards BNE standards of practice and nursing practice act	August 2002	Distribution of action plan at first faculty organization meeting
Request travel funds to support attendance at accreditation related meetings.	Nursing Department Chair Program coordinators Curriculum committee chair Program Development committee chair	Travel funds to support attendance at accreditation related meetings	Ongoing	Attendance at accreditation related meetings
Request budget consistent with accreditation requirements.	Nursing Department Chair	State and national accreditation standards Funding for M&O budgets and travel budgets	March 2002	Budget consistent with accreditation requirements

Strategic Action Plan 2001 - 2002

Academic Unit:

Nursing Department

Goal #11:

Develop and implement a research agenda for the Nursing Department.

Measurable Objective #11.1

Identify and refine a research focus for the nursing department by AY 2003.

Strategy(ies)	Person Responsible	Resources Required (Materials, equipment, personnel, funding, etc.)	Timeline	Evaluation Measure
Meet to review, revise, and refine departmental research agenda.	Nursing Faculty Nursing Department Chair	Funding for faculty development in research proposal and grant writing Office of Sponsored Projects support	September 2002	Departmental identified research agenda Number of research proposals/grants submitted on identified agenda
Faculty to determine own research focus consistent with Department's research agenda.	Nursing Faculty	Individual development plans Release time for research-related projects	December 2002	Faculty research agenda Number of research activities conducted by faculty

Strategic Action Plan 2001 - 2002

Academic Unit:

Nursing Department

Goal #11:

Develop and implement a research agenda for the Nursing Department.

Measurable Objective #11.2

Provide quality offerings in research and scholarship through Pi Omicron chapter of Sigma Theta Tau International Honor Society of Nursing.

Strategy(ies)	Person Responsible	Resources Required (Materials, equipment, personnel, funding, etc.)	Timeline	Evaluation Measure
Increase Pi Omicron fundraising in order to fund scholarly speakers for Annual Research Day.	Pi Omicron President and Executive Board Nursing Department Chair	Pi Omicron budget Sponsored fundraising activities	September 2002	Monies raised for Pi Omicron Quality of speakers funded by Pi Omicron budget
Increase faculty attendance at research-related scholarly presentations sponsored by Pi Omicron.	Pi Omicron President and Executive Board Nursing Department Chair	Budget to pay for faculty attendance at pi Omicron activities	September 2002	Number of faculty participating in Pi Omicron activities Nursing Research Day attendance Nursing Scholarship Day attendance

