

**West Virginia University School of Nursing  
Priorities and Goals for 2007-2008 Academic Year**

**WVU's 2010 Plan**

- **Goal 1: Attract and Graduate High-Quality Students**
- **Goal 2: Recruit and Retain High-Quality Faculty Committed to the Land-Grant Mission**
- **Goal 3: Enhance the Educational Environment for Student Learning**
- **Goal 4: Promote Discovery and Exchange of Knowledge and Ideas**
- **Goal 5: Improve West Virginia's Health, Economy, and Quality of Life**

**2007-2008 Priorities**

- Significant modernization of the Clinical Teaching Center and development of Multimedia Simulation Center (WVU Goal 3)
- Curricular changes and venues to achieve academic program improvement and competitive advantage (WVU Goal 1)
- Development of a plan and actions to improve research and scholarship (WVU Goal 4)
- Doctoral Student recruitment and retention (WVU Goal 1)
- Secure funding and enhanced visibility for The SON Institute for Improving Quality for Life for West Virginia Populations (WVU Goal 5)
- Increase total number of external grants funded by 10% while continuing to expand the portfolio of funding sources (WVU Goal 3)
- Strategic development and implementation of visibility and knowledge dissemination vehicles (WVU Goal 4)
- Strengthen current faculty trajectory of teaching, practice, research, and leadership skills while continuing to recruit (WVU Goal 2)

**Activities to achieve Plan:**

**1. Significant modernization of the Clinical Teaching Center and development of Multimedia Simulation Center**

Critical to student recruitment and retention

CCNE accreditation focus

Learning Resources

- Support Multimedia Simulation Center – Phase I to open in Fall 2008
- Remodel Clinical Teaching Center in 2007-08 preliminary to 2009-10 movement to new space (3<sup>rd</sup> floor)
- Initial funding provided by donations from Alumni and Friends  
Refurbished and Upgraded Manikins

**2. Curricular changes and venues to achieve academic program improvement and competitive advantage**

Critical to student recruitment and retention

CCNE accreditation focus

- Evaluate the DNP and PhD program implementation

- Expand interdisciplinary research and focus on web-enhanced and CD-ROM formats and improved flexibility in core courses as well as other distance methods

- Explore graduate entry MSN/DNP to provide options for accelerated students BA/BS

3. Development of a plan and actions to improve research & scholarship

Year to date total grant funding has reached \$780,126

- Establish Dean's Advisory Committee for Research and Scholarship

- Provide ongoing support services in WV QOL Institute – e.g., Statistician, Study Coordinator, Consultation, Research Interest Groups

- Publicize Institute (Goal #5) to inform on importance of SON Value added to HSC

4. Doctoral student recruitment and retention

- Secure scholarship funding –focus on scholarship programs with partner agencies

- Target Minorities, Males and College Graduates

- Use early connection to primary and secondary schools- (HS programs with HSC)

- Expand role for Assistant Dean for Student Affairs to work with Academic Deans

- Develop and utilize marketing strategies and tools (view book, CD-ROM, Web) to reach key target audiences

5. Secure funding and enhanced visibility for The SON Institute for Improving Quality of Life for WV Populations

- Develop white paper on the contribution, value and strength of an interdisciplinary SON Institute focused on improving QoL

- Meet with targeted donors and agencies

- Recognize achievements with media as well as internal ceremonies (& N-drive ??)

- Support faculty (& student) presentations at regional, national, and international meetings

6. Increase total number of external grants funded by 10% while continuing to expand the portfolio of fund sources

- Hire support staff for WV QOL Institute

- Statistician

- Study Coordinator

- Publication consultants

- Develop calendar for submissions

- Identify responsible person & connect group

- Support regular group meetings

- Interdisciplinary goals

- Provide funds for pilot work in education and research

- Report time-lines and monitor using study coordinator

- Provide at least one semester of reduced teaching load for 12 month and tenure-track faculty to have time for scholarship

7. Strategic development and implementation of visibility and knowledge dissemination vehicles/media

- Develop comprehensive marketing strategies and vehicles to communicate signature programs to key target audiences
- Implement pro-active media relations program in collaboration with WVU HSC media relations
- Obtain funds for and publish new collateral materials, advertisements and direct marketing vehicles

8. Strengthen current faculty trajectory of teaching, practice, research and leadership skills while continuing to recruit

- Identify areas of need and develop plans to recruit in these areas
- Fill three research focused faculty open positions
- Faculty Development Workshops
- Focus on teaching, curriculum
- Seek other expertise (internal and external)
- Leadership Workshop

### **WVU SON Showcase**

- **Teaching: Excellent outcomes**
- **BSN: 100 % job placement; 93% retention ; consistently higher than State average first time NCLEX pass rate (83% to 93%) and greater than 90 % employed full-time as RNs within 6 months of graduation.**
- **Admission GPA for 2007 is 3.6 accept 54% of qualified applicants**
- **MSN: 93% pass rate National Certification Examination for FNP, PNP, and NNP. 33% increase in applicants; 92% job placement**
- **Innovation in Distance Education**
- **Only PhD nursing program in West Virginia – summer residency with distance Fall and Spring.**
- **First Doctor of Nursing Practice program in WV**
- **One of first “distance-learning” DNP programs in USA**
- **Service to WV and S-L : over 12,000 hours in 2006-2007**
- **2003 Project TATU (Teens Against Tobacco Use) won Outstanding WV Rural Health Project Award – continued by service recipients**
- **Distinguished Faculty**
- **National Academies of Practice (6 faculty)**
- **Fellows in American Academy of Nursing (4 faculty)**
- **Research, Scholarship, and External Funding**
- **Wise Woman program, WV Nursing Leadership Institute, STTI grant, Gerontology development grant**

### **Challenges Within the Next 5 years**

- **Maintaining educational vigor - meeting increased demand**
- **95 qualified students could not be accepted into Fall 2007 class**
- **27 MSN students delayed progress - limited practicum sites**
- **Qualified faculty limited**
- **Demand from practice settings - higher salaries (> \$20,000 )**
- **Need terminal degrees (doctorates); limited funding to support faculty who are “students”**
- **Developing the Culture of and Value for SON Scholarship**

- Need for Nursing Research focus identity within HSC / WVU
  - Attracting faculty and funding
- Technology – need to continue support and infrastructure to accommodate distance education course delivery and simulation
- Practice Challenges -need for greater partners in faculty practice
- Regional Challenges: program outcomes, institutional support, faculty coverage, adequate space, division transition

SON Plan's Measurable Outcomes for 2007-2008

Education:

- 90% of students will complete the first year of curriculum, and progress to second year in all programs; Responsibility lies with Academic area
- Enroll at least 20 DNP students for second class in fall 2008; Responsibility lies with Associate Deans
- Manage increased enrollment in the RN-BSN, the BSN and the MSN programs: Responsibility lies with Academic areas and Department Chairs.
- Act on report from Director of Evaluation on feasibility and acceptability of a comprehensive, multiphase evaluation of teaching plan that incorporates student evaluation, peer evaluation, chair evaluation and self-evaluation utilizing a variety of supporting documentation. Responsibility lies with Director of Evaluation, Department Chairs, and Associate Deans.
- Enroll a cohort of at least 6 PhD students for summer 08; Graduate 3 PhD students for 2008. Responsibility lies with Assoc Dean for Graduate Programs and Assistant Dean for Student Affairs
- Attain NCLEX (BSN) and specialty certification (MSN) of 90% or above on each campus. Responsibility lies with BSN campuses/Assoc Deans
- Submit at least 3 grants to federal agencies or foundations to fund nursing program development and evaluation related to the mission. Responsibility lies with Dean and Associate Deans.
- CCNE accreditation self-study completed by 9/1/08; Responsibility lies with Dean and CCNE reaccreditation task force

Scholarship:

- Revise FRPT guidelines to specify quantity and quality measures of scholarly publications for specific evaluation criteria: Responsibility lies with faculty, Associate Dean for Research, Department Chairs.
- Confirm that 50% of clinical associate professors publish in professional journals: Responsibility lies with Department Chairs.
- Support faculty presentations and participation in appropriate professional meetings by developing access to an incentive account. Responsibility lies with Dean, Associate Dean for Research and Department Chairs.
- Develop one team per department with collaborators of tenure-track and clinical track faculty that integrate a model of nursing research and program evaluation that encourages

collaboration among faculty in both TT, NON-TT and clinical students: Responsibility lies with Department Chairs and Associate Dean for Research.

- Structure tenure-track workloads to provide 40% time for scholarship: Responsibility lies with Dean, Associate Dean for Research and Department Chairs in consultation with Academic Deans.
- Maintain updated current information on the shared data base used to track and support all faculty scholarship; Responsibility with faculty, Department Chairs and Associate Dean for Research.
- Provide peer review before submission for 100% of faculty grant proposals. Responsibility lies with Associate Dean for Research, faculty, department chairs, external consultants etc.
- Evaluate actual use of various support services by faculty (statistical consultation, grant writing, technical assistance, budget monitoring and manuscript and review for faculty scholarship). Responsibility lies with Associate Dean for Research and faculty.
- Develop a School of Nursing focus within the HSC. Responsibility lies with Dean.
- Submit at least 2 grants to University of Pittsburgh and University of Washington to fund research related to the mission. Responsibility lies with faculty and Associate Dean for Research.

Service/Practice:

- Support active memberships in at least one professional organization most germane to the faculty member's preparation by providing funding: Responsibility of Chairs and Dean.
- 10% of faculty will be in leadership roles in local, state, national and international nursing and other professional organizations by June 30 2008. Responsibility of faculty and department chairs.
- Revise FRPT guidelines to reflect the scholarship of service (leadership roles). Responsibility of Dean and FRPT Committee.
- At least 40% of faculty will participate in FPP to support the integration of School of Nursing education, scholarship and service goals. Responsibility of department chairs , Director of Faculty Practice Plan, Associate Academic Deans.
- 90% of faculty practice will incorporate students' in an educational program.
- Support at least 5 clinical teams that emphasize EBP. Responsibility of WVUH Director of Research and Dean.

WVU SON 2007/ 11-30-07

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