

**University of North Carolina at Pembroke
Department of Nursing Academic Plan 2005-2010**

Strategic Goal I: New and Improved Degrees and Programs

Strategic Objective I: Maintain and Improve the Quality of Existing Programs

Objective	Action	Timeline	Responsible Party	Evaluation
1. Continue to implement RN-BSN program on the following campuses: UNCP, Sandhills Community College, Southeastern Community College, Ft. Bragg	1a. Implement curriculum as accredited by CCNE	Ongoing	Department Chair Faculty	Curriculum implemented; reviewed at annual faculty retreat
2. Improve information technology resources	2a. Collaborate with University Computer Center to receive improved distance learning capabilities to off-campus sites 2b. Plan and implement a minimum of 1 faculty development session geared toward online and distance education each semester for all nursing faculty	Ongoing	Department Chair Faculty Computer Center Representative	Meetings held with documentation Developmental session offered
3. Increase student enrollment	3a. Implement departmental recruitment plan	Ongoing	Department Chair Faculty	Student enrollment in RN-BSN program increased by 5% annually
4. Market program and increase visibility	4a. Collaborate with University Relations department 4b. Utilize media to advertise the program before advisement and registration and spotlight student and program achievements 4c. Disseminate newsletter 4d. Update Web/Homepage 4e. Implement phone-a-thon 4f. Faculty visit assigned schools at least yearly 4g. Serve on advisory boards and committee	Ongoing	Department Chair Nursing Secretary Faculty/Students Assigned Faculty Department Chair/ Faculty	Program highlights advertised in local media each semester Quarterly newsletter Distribute literature as needed Participate in phone-a-thon with Admissions office Annual activity reports from assigned faculty

Strategic Goal I: New and Improved Degrees and Programs (Cont)

Strategic Objective II: Maintain and Improve the Quality of Existing Programs (Cont)

Objective	Action	Timeline	Responsible Party	Evaluation
5. Maintain collaborative relationships with area Community Colleges	5a. Assign one (1) SNCNC faculty to each community college nursing program 5b. Offer to serve as guest speaker/lecturer	2005-2010	Department Chair Faculty	Annual activity reports from assigned faculty
6. Actively Recruit ADN students from community colleges	6a. Advise students in ADN programs who have expressed desire to attend the program 6b. Conduct information sessions on a scheduled basis at local community colleges 6c. Invite ADN students to attend a BSN Recruitment Day and/or guest lectureship	2005-2010	Faculty Faculty Students Department Chair Nursing Secretary	Increase enrollment 5% annually Report of number of students advised and number involved in information sessions, recruitment day, etc.
7. Maintain collaborative relationships with employers of ADN graduates in service area	7a. Assign one (1) SNCNC faculty to each service area county 7b. Offer to serve as guest speaker/lecturer	2005-2010	Department Chair Faculty	Annual activity reports from assigned faculty
8. Actively recruit ADN graduates employed in regional agencies	8a. Conduct information sessions on a scheduled basis at regional agencies. 8b. Invite ADN graduates to attend BSN Recruitment Day and/or guest lectureship	2005-2010	Department Chair Faculty Nursing Secretary	Increase enrollment 5% annually Report of number of nurses attending information sessions and recruitment day
9. Work to streamline Admission Policies and Procedures	9a. Maintain relationships with Admissions, Academic Affairs, and Office of Registrar 9b. Implementation of Articulation Agreement	2005-2010 Ongoing	University Administration Department Chair	Policies/Procedures are student friendly Annual review of Articulation Agreement
10. Establish student to student mentoring program	10a. Encourage senior students to serve as mentors 10b. Facilitate the mentoring process through informal and formal gatherings	2005-2010	Department Chair Faculty	Mentors identified annually Mentoring program maintained

Strategic Goal I: New and Improved Degrees and Programs
Strategic Objective II: Develop and Implement New Programs

Objective	Action	Timeline	Responsible Party	Evaluation
1. Renovate Department of Nursing building at Southeastern Regional Medical Center to permanently house generic BSN program	1a. Coordinate with administration of Southeastern Regional Medical Center 1b. Set-up office spaces for BSN coordinator, faculty support, and faculty 1c. Design and complete space planning for classrooms, nursing skills lab, computer center, etc. 1d. Order equipment for nursing building and set-up on arrival	January 04 – May 2006	Department Chair, BSN Coordinator and faculty	Renovation completed by May, 2006
2. Admit students to UNCP for completion of general education requirements	2a. Implement recruitment plan 2b. Advise potential students of admission requirements	Ongoing	BSN Coordinator BSN Faculty	Annual report of recruitment activities
3. Continue to maintain CCNE accreditation	3a. Submit mid-report	Spring 2010	Department Chair BSN Coordinator Faculty	Report completed and submitted to CCNE
4. Achieve Board of Nursing full approval	4a. Graduate first class 4b. Graduates take NCLEX Exam	May, 2007	Department Chair BSN Coordinator Faculty	First class graduates 100% passage rate on NCLEX exam Full BON approval achieved
5. Continue to expand BSN program after Board of Nursing full approval	5a. Submit request to BON for increased spaces for students in BSN program 5b. Hire additional faculty as program demands require	August 2007 - 2009	Department Chair BSN Coordinator BSN Faculty	Request for increased student capacity approved by BON Full-time and part-time faculty hired

Strategic Goal II: Expand the International Program Gradually

Objective	Action	Time-line	Responsible Party	Evaluation
1. Assess feasibility of participating in University International Programs	1a. Conduct needs and feasibility study	2008-2010	Department Chair Designated Faculty	Decision to participate or not participate University administration informed of decision

Strategic Goal III: Expand and Enhance the Distributed Learning Programs, Especially Off-Campus Programs

Objective	Action	Timeline	Responsible Party	Evaluation
1. Elicit external funding sources to support program, faculty, and staff expansion	1a. Work with grant staff at UNCP to develop grant proposals	2005-2010	Department Chair Faculty	1- Off campus site grants 2- Clinical site grants Federal, state and private foundations
2. Determine/select distance education model that best fits program needs	2a. Open faculty discussion related to program direction (some courses completely online, face-to-face courses with technology support, combination with video conferencing, etc)	2005-2007	Department Chair Faculty	Model selected reflects departmental philosophy, mission, and goals of distance education/online education
3. Review departmental philosophy, mission, and goals related to off-campus programs	3a. Faculty discussions at annual retreat	Ongoing	Department Chair Faculty	Review and decisions noted in annual retreat minutes
4. Provide faculty development in distance education technologies and pedagogy	4a. Workshop/conference for faculty according to identified needs	2005-2006	Department Chair Faculty	50% of faculty competent in delivering courses via distance education
5. Provide faculty development related to computers in distance education	5a. Workshop/conference for faculty on computer applications, advantages and limitations, instructional possibilities, and teaching considerations	2005-2006	Department Chair Faculty	100% of faculty oriented to the use of computers in distance education
6. Update faculty regarding changes/advances in distance education	6a. Membership on UNCP committees for Technology 6b. Seek mentorship with colleagues in existing programs 6c. Use resources on UNCP campus	2005-2006 2005-2006	Department Chair Faculty Assigned Faculty	100% of faculty updated to latest advances in distance education

Strategic Goal III: Expand and Enhance the Distributed Learning Programs, Especially Off-Campus Programs (Cont)

Objectives	Action	Timeline	Responsible Party	Evaluation
7. Continue to offer online courses	7a. Develop/implement an additional 1-2 online courses each academic year	2005-2010	Faculty	1-2 additional courses taught completely online each year 80% of students satisfied with online course offerings
8. Maintain up-to-date hardware/software	8a. Evaluate existing needs and project needed resources 8b. Meet with Directors of University Media and Computer Centers	2005-2009	Faculty Directors of Media and Computer Center	Existing needs evaluated and needed resources identified

Strategic Goal IV: Repackaging of Degrees and Concentrations to Fit Current Needs

Objective	Action	Timeline	Responsible Party	Evaluation
1. Provide expanded program: Continuing educational offerings	1a. Obtain approval as an approved site for nursing continuing education. 1b. Plan format and areas of concentration for continuing educational offerings. 1c. Develop continuing educational offerings	2006-2007	Department Chair Faculty	Obtain state approval for CE unit provider. Plans for continuing education approved by faculty, the Administrative Council and Director of Continuing Education. Provide continuing educational offerings to 100 nurses a year

Strategic Goal V: Implement professional development and enrollment increase strategy for graduate programs

Objective	Action	Timeline	Responsible Party	Evaluation
1. Seek designation as a School of Nursing	1a. Activate UNCP and UNC system approval process	2005-2007	University Administration Department Chair	Designation received
2. Provide adequate physical space for Department of Nursing	2a. Build a new School of Nursing building or expansion of current building/other current University building	2008-2009	University Administration Department Chair Faculty	New construction or expansion completed
3. Plan for masters degree program in nursing	3a. Profile service population. 3b. Design and distribute needs assessment plan to determine masters specialties 3c. If indicated, develop proposal for expanded degree program 3d. Identify and locate additional resources needed 3e. Locate internal and external funding sources	2008-2009	Department Chair Faculty Institutional research Administration Grants office	Report of profile of current students, alumni, and service areas Expansion program direction selected and presented to the Administrative Council and UNCP curriculum process Obtain external and internal funding resources need to offer expanded program.

Strategic Goal VI: Increase Summer School Enrollment and Programs

Objective	Action	Timeline	Responsible Party	Evaluation
1. Offer a minimum of 1 nursing course during summer school for RN-BSN students	1a. Assess RN-BSN students regarding feasibility of summer school 1b. Assess full-time faculty for interest in summer school teaching 1c. Evaluate need for number of possible part-time faculty for summer courses 1d. Negotiate for increased pay or locate external sources of funding for summer school teaching	Annual	Department Chair Faculty	Assessments complete Salaries negotiated Report on course implementation during annual faculty retreat
2. Implement BSN curriculum in summer – minimum of 1 course	2a. Determine what course will be offered in summer session 2b. Negotiate with faculty for teaching of course	2005-2010	Department Chair, BSN Coordinator, Faculty	Salaries negotiated Report on course implementation during annual faculty retreat

Strategic Goal VII: Expand the Honors College Enrollment and Experiences

Objective	Action	Timeline	Responsible Party	Evaluation
1. Enroll qualified BSN applicants in Honors College	1a. Provide information to applicants about Honors College 1b. Encourage to enroll	2005-2009	BSN advisors	Annual report of number enrolled; 5% increase yearly
2. Plan for establishing a chapter of Sigma Theta Tau, the international nursing honor society, as recognition for all nursing students	2a. Receive necessary information from Sigma Theta Tau on establishing a chapter 2b. Assign faculty member to coordinate feasibility study 2c. Submit formal request to Sigma Theta Tau if determined to be feasible 2d. Locate financial resources for establishing of a chapter	2005-2009	Designated faculty advisor	UNCP approval of local honor society chapter for goal of becoming chapter of Sigma Theta Tau after 3 years Completed report sent to Sigma Theta Tau Financial resources identified
3. Expand current recognition options available to RN-BSN students	3a. Task force to research and recommend options to faculty	2005-2007	Assigned faculty	Completed recommendations to total nursing faculty Information disseminated to students

Strategic Goal VIII: Enhance and Broaden the Information Technology Support Environment for Faculty, Students, and Administrators

Objective	Action	Timeline	Responsible Party	Evaluation
1. Increase number of electronic resources available (journals, databases, etc)	1a. Work with staff of library to determine number needed for nursing 1b. Develop budget and submit to Dean	Annual	Librarian Department Chair, BSN Coordinator, Faculty University administration	Budget approved Resources purchased
2. Provide all faculty with laptop computers with wireless capability	2a. Purchase 10 laptop computers – estimated expense of \$18,000	2005-2010 (2-3/year)	Department Chair	Laptops arrived
3. Equip all nursing classrooms with proper “smart start” electronic equipment	3a. Complete assessment of specific need for 5 classrooms 3b. Request needed equipment	2005-2007	Department Chair, BSN Coordinator	Report on date installations completed
4. Increase availability of portable powerpoint equipment	4a. Purchase 2 Dukanes for the Department – estimated expense \$5,000	2005-2007	Department Chair	Equipment arrived

Approved: UNCP Nursing Faculty 2/20/04

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