

**University of North Carolina at Pembroke
Department of Nursing Academic Plan 2004-2009**

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, and Southeastern Community College	1a. Implement curriculum as accredited by CCNE	Ongoing	Nursing Director 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	Nursing Director Faculty Computer Center Representative	Meetings held with documentation Developmental session offered
3. Increase student enrollment	3a. Implement departmental recruitment plan	Ongoing	Nursing Director 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	Nursing Director Nursing Secretary Faculty/Students Assigned Faculty Nursing Director/ 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	2004-2009	Nursing Director 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	2004-2009	Faculty Faculty Students Nursing Director 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	2004-2009	Nursing Director 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	2004-2009	Nursing Director 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	2004-2009 Ongoing	University Administration Nursing Director	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	2004-2009	Nursing Director 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. Establish a generic BSN program	1a. Complete feasibility study (Phase I) 1b. Make visits to employing agencies 1c. Make visits to ADN programs 1d. Hire consultant to assist in process 1e. Consult with NC Board of Nursing and CCNE 1f. Recruit BSN Coordinator, faculty, and secretary	April 2003 - February 2004 January – August 2004	Nursing Director Assigned faculty Nursing Director BSN Coordinator	Written proposal to UNC-GA requesting BSN program Approval to plan from UNC-GA received Phase I study submitted to Board of Nursing Samples of ads placed BSN Coordinator, Faculty, and secretary hired
2. Proceed with completion of Appendix C (Phase II) planning documents for generic BSN program	2a. Complete documents for Phase II 2b. Have hired consultant and educational consultants from Board of Nursing to review progress	February-March 2004	Nursing Director BSN Coordinator BSN faculty	Completed documents submitted to the UNC General Administration by April 24, 2004; Approval received from GA; Documents submitted to Board of Nursing by June 28, 2004; Approval received
3. Plan for NC State Board of Nursing site visit	3a. Notify University administration and BSN coordinator and faculty of site visit	February, 2004	Nursing Director	Report of site visit planned for July 14, 2004
4. Renovate Department of Nursing building at Southeastern Regional Medical Center to permanently house generic BSN program	4a. Coordinate with administration of Southeastern Regional Medical Center 4b. Set-up office spaces for BSN coordinator, faculty support, and faculty 4c. Design and complete space planning for classrooms, nursing skills lab, computer center, etc. 4d. Order equipment for nursing building and set-up on arrival	January – August 2004 August 2004 – January 2005	Nursing Director, BSN Coordinator and faculty	Renovation completed by July, 2004

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

Objective	Action	Timeline	Responsible Party	Evaluation
5. Admit students to UNCP for completion of general education requirements	5a. Implement recruitment plan 5b. Advise potential students of admission requirements	Starting fall 2004 - ongoing	BSN Coordinator BSN Faculty	Students admitted to first nursing courses, Spring, 2005 Annual report of recruitment activities
6. Add 1 additional faculty member and 1 lab coordinator for BSN program	6a. Hire lab coordinator (12-month fixed multiple year contract) 6b. Hire tenure-track faculty member	July 2005 July 2005	BSN Coordinator BSN Faculty	Positions hired
7. Maintain CCNE accreditation	6a. Complete CCNE Self-Study 6b. Submit Self-Study to CCNE 6c. Schedule CCNE campus visit	September 2004 September 2004 Spring 2005	Nursing Director BSN Coordinator Faculty	Document completed and submitted Visit scheduled Accreditation maintained
8. Achieve Board of Nursing full approval	7a. Graduate first class 7b. Graduates take NCLEX Exam	December 2006	Nursing Director BSN Coordinator Faculty	First class graduates 100% passage rate on NCLEX exam Full BON approval achieved
9. Continue to expand BSN program after Board of Nursing full approval	8a. Submit request to BON for increased spaces for students in BSN program 8b. Hire 2-3 full-time tenure-track faculty 8c. Hire 2-3 part-time faculty	January 2007 - 2009	Nursing Director 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	2008-2009	Nursing Director	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	2004-2009	Nursing Director 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)	2004-2006	Nursing Director 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	Nursing Director 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	2004-2005	Nursing Director 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	2004-2005	Nursing Director Faculty	100% of faculty oriented to the use of computers in distance education
6. Update faculty regarding changes/advances in distance	6a. Order subscription to a distance education journal and become familiar with distance	2005-2006	Nursing Director Faculty	Journal and/or internet resources available to faculty

education	education internet resources 6b. Develop faculty newsletter on changes/advances in distance education	2005-2006	Assigned Faculty	100% of faculty to receive newsletter
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	2005-2009	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. Meet with Directors of University Media and Computer Centers	2004-2009	Faculty Directors of Media and Computer Center	Up-to-date equipment available
9. Offer RN-BSN program at Southeastern Community College as a complete distance education program	9a. Develop a plan for continued expansion of course offerings 9b. Implement and evaluate as developed in planning process	2004-2007	Faculty Nursing Director Students	80% of students satisfied in 2004-2005 85% of students satisfied in 2005-2006 90% of students satisfied in 2006-2009

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

Objective	Action	Timeline	Responsible Party	Evaluation
1. Assure availability of a competent faculty and staff necessary for continued expansion of Department of Nursing	1a. Develop a faculty and staff development plan 1b. Seek funding and support for plan 1c. Implement faculty and staff development plan 1d. Continue the annual faculty retreat	2004-2005 2004-2005 2005-2009 Ongoing	University administration Nursing Director Faculty Staff	Determine faculty and staff development needs, including technology, clinical practice, and need for terminal degrees. Evaluate faculty and staff development resources and write proposal for external funding to meet identified needs. 100% of faculty and staff involved in professional development plan to meet program needs.
2. Provide expanded program: Continuing educational offerings	2a. Obtain approval as an approved site for nursing continuing education. 2b. Plan format and areas of concentration for continuing educational offerings. 2c. Develop continuing educational offerings	2006-2007	Nursing Director 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	2004-2005	University Administration Nursing Director	Designation received
2. Provide adequate physical space for RN-BSN and graduate programs	2a. Build a new School of Nursing building or expansion of current building	2008-2009	University Administration Nursing Director/ Faculty	New construction or expansion completed
3. Plan for masters degree program in nursing	1a. Profile service population. 1b. Design and distribute needs assessment plan to determine masters specialties 1c. If indicated, develop proposal for expanded degree program 1d. Identify and locate additional resources needed 1e. Locate internal and external funding sources	2008-2009	Nursing Director/ 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	Nursing Director/ 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	2005-2009	Nursing Director, 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	2004-2005	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 Nursing Director, 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	2004-2009 (2-3/year)	Nursing Director	Laptops arrived
3. Increase faculty development in offering online courses and blackboard capabilities and web design	3a. Schedule 1 development program for faculty each semester	2004-2009	Nursing Director Computer Center Representative	Schedule posted and implemented
4. Equip all nursing classrooms with proper “smart start” electronic equipment	4a. Complete assessment of specific need for 5 classrooms 4b. Request needed equipment	2004-2006	Nursing Director, BSN Coordinator	Report on date installations completed
5. Increase availability of	5a. Purchase 2 Dukanes for the Department –	2004-2006	Nursing Director	Equipment arrived

portable powerpoint equipment	estimated expense \$5,000			
-------------------------------	---------------------------	--	--	--

Approved: UNCP Nursing Faculty 2/20/04