

Strategic Plan Goals and Objectives

Mission: Transforming Healthcare Transforming Lives: Creating the Nursing Leaders of Tomorrow and the Research that Improves Health.

Vision: Advance the USF College of Nursing's global prominence in research, education and practice.

Values: Respect, Integrity, Diversity, Excellence, Innovation, Partnership

I. RESEARCH

Goal: Excel in high-impact, innovative research and entrepreneurial activities that transform healthcare and improve health

Objectives

- USF CON consistently ranks in NIH Top 25.
- Strategically hire NIH-funded faculty or those with high potential for funding.
- Build professional reputation in areas of current NIH funding (mindfulness-based stress reduction, microbiome, and critical care); symptom science/symptom management; biobehavioral and biological nursing science.
- Increase research faculty productivity.
- Provide exceptional support services for NIH-focused research and discovery.

II. EDUCATIONAL PROGRAMS AND STUDENT ENGAGEMENT

Goal: Develop high-quality educational programs to prepare nurse clinicians, educators, and scientists for leadership in a global, dynamically changing and culturally diverse healthcare environment

Objectives

- Align academic programs and curricula with current and emerging health workforce priorities; implement process for curricula review/revision to ensure continuous quality improvement.
- Increase efficiency of application/admissions process for USF CON's graduate programs and increase visibility of USF CON's graduate programs in regional, statewide and national markets.
- Design and implement a comprehensive and holistic admissions process for selection of pre-licensure and graduate clinical students.
- Promote student and alumni engagement to advance learning, scholarship, and professionalism and the mission and vision of USF CON.
- Graduate practice-ready clinicians who are the preferred hires of USF CON clinical partners.
- Enhance the recruitment, retention, engagement and satisfaction of preceptors.

III. PROFESSIONAL EXCELLENCE

Goal: Excel in educational practices, clinical practice, and clinical scholarship

Objectives

- Increase interprofessional education learning and practice opportunities. Leverage opportunities for interprofessional faculty practice and learning within USF Health to advance collaboration and engagement of faculty and students in clinical learning environments.
- Promote scholarship and professional development of non-tenure earning clinical faculty.
- Offer professional development programs that advance practice, foster entrepreneurship, and enhance professional specialization—Center for Advanced Practice, Entrepreneurship and Specialization (CAPES).

IV. TALENT AND CULTURE

Goal: Recruit, develop and retain a high-performing College of Nursing workforce

Objectives

- Develop an organizational structure with defined roles, responsibilities, performance standards for administrative positions and succession and recruitment plans for key leadership positions, beginning fall 2015.
- Successfully recruit highly-qualified faculty and staff with consideration of the diversity reflective of the Tampa Bay region.
- Provide professional development opportunities for faculty and staff that contribute to successful orientation, professional growth, success and retention.
- Foster a community environment in the workplace that exemplifies USF CON values of integrity, respect, diversity, excellence, innovation and partnership and enhances the health and wellbeing of its community of faculty, staff and students.

V. RESOURCES AND SUSTAINABILITY

Goal: Generate new and optimize existing college resources to advance the mission of the USF CON

Objectives

- Consistently employ sound financial practices and strategies to ensure the sustainability of the College.
- Optimize physical space to align with research and academic priorities.
- Leverage university technology resources to insure optimization of existing resources and identification and effective utilization of new resources in support of USF CON's Strategic Plan.
- Increase revenue generated through professional development programs to augment existing revenue, leverage faculty expertise and academic reputation, and distinguish USF CON as a leader in professional development programs.
- Increase donations from major gift donors through the strategic engagement of faculty alumni and major gift prospects.
- Increase visibility and prominence of USF CON—our research enterprise, graduate and undergraduate programs, military and veterans initiatives, community and global partnerships, scholarship and service, faculty, students and graduates.