

University of Utah College of Nursing Strategic Plan 2016-2017



UNIVERSITY OF UTAH
COLLEGE OF NURSING

Education Focus

Strategic Initiative I:

Promote student success to transform lives



Education Focus

I.A. Optimize adequate infrastructure to maintain distance education programs

I.B. Increase the number of U of U Students admitted into the traditional baccalaureate program



Education Focus

I.C. Explore the development of post-masters DNP in organizational leadership

I.D. Recruit an outstanding and diverse student body with at least 15% diverse students in each program



Practice Focus

Strategic Initiative II:

Deliver high value health care to improve the health and quality of life of those we serve.



Practice Focus

II.A. Expand the number of faculty who participate in Faculty Practice in the Hospital and Clinics, Health Sciences Center and the surrounding community



Practice Focus

II.B. Prepare and position faculty and staff to emerge as leaders within the Hospital and Health Sciences Center to help shape and influence health care practice and education at the University of Utah



Practice Focus

I.C. Provide financial support for graduate students in clinical programs to promote the success of students in completing a graduate degree



Practice Focus

II.D. Increase operational support to the CON

II.E. Develop an incentive plan for faculty practice

II.F. Advance the infrastructure supporting faculty practice in order to support the expansion of the Practices



Research Focus

Strategic Initiative III:

Develop and transfer new knowledge.



Research Focus

III.A. Advance the infrastructure of the research center to promote successful submission of applications and management of grants



Research Focus

III.B. Enhance productivity in research and scholarly activity. Increase research funding in CON budget by 10%; increase publications by 10%



Research Focus

III.C. Promote and market our research and scholarship excellence within College, University, community, and national audiences



UNIVERSITY OF UTAH
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Research Focus

III.D. Expand collaborations for research and scholarly activities across faculty tracks, academic departments, and clinical departments



Research Focus

Strategic Initiative III:

Develop and transfer new knowledge.

III.E. Mentor junior faculty to enhance their research and scholarly productivity



Infrastructure and Resources Focus

Strategic Initiative IV

(Resource & Infrastructure): Optimize and align College of Nursing resources (financial, personnel, and other) to ensure a sustainable future



Infrastructure and Resources

Focus

IV. A. Achieve competitive salary compensation for College of Nursing faculty to improve retention and hiring. Achieve salaries at 50th percentile for academic health centers on AACN Salary Survey for all Career and Tenure Line faculty. Reduce turnover of faculty by 20%



Infrastructure and Resources

Focus

IV.B. Achieve competitive compensation structure for faculty with practice assignments based on local market data and implement competitive pay at point of hire



Infrastructure and Resources

Focus

IV.C. Achieve competitive salary compensation for College of Nursing staff to improve retention and hiring. Reduce turnover of staff by 20%



Infrastructure and Resources

Focus

IV.D. Identify and implement strategies for enriching distance teaching (synchronous and asynchronous)

IV.E. Improve the functionality and ease of use, and reduce cost of computer hardware and software technologies in the CON



Infrastructure and Resources

Focus

IV.F. Enhance physical and virtual customer experience for faculty & staff to continuously improve technology utilization

Advancement:

IV.G. Raise \$1.2 million to recruit top researchers and chair holders having the ability to achieve extramural research funding & bring acclaim to the U of U CON



Infrastructure and Resources

Focus

IV.H. Raise \$800,000 yearly to recruit and retain faculty

IV.I. Raise scholarship funds: 30% of CON students receive some scholarship funding

IV.J. Raise \$100,000 annually to fund at least 5 seed grants



Infrastructure and Resources

Focus

IV.K. Improve alumni relations with older alumni and alumni from the 1980's

Faculty and Staff Development:

IV.L. Develop faculty and staff through annual reviews, mentoring/coaching programs, leadership training, and other professional development opportunities



Infrastructure and Resources

Focus

IV.M. Recruit excellent faculty whose strategically determined positions will meet the CON goals for research and scholarship, teaching, and practice with attention to recruiting and retaining a diverse faculty

