

**UNIVERSITY OF MEMPHIS**  
**Loewenberg School of Nursing**

**Vision:**

The Loewenberg School of Nursing (LSON) will be recognized for excellence in nursing education, research and practice and noted for its comprehensive, innovative academic programs that are responsive to the health challenges of the global community.

**Mission:**

The University of Memphis LSON is a learner centered educational environment that exists to positively influence nursing and the health of the global community by:

- Inspiring life-long learning through excellence in teaching
- Shaping practice through innovation and partnerships
- Creating and disseminating knowledge through research and engaged scholarship
- Embracing diversity and cultural competence

**Strategic Plan 2009-2010**

**Goal 1: Student Success** - Provide distinctive learning experiences that fosters success in the LSON program.

Strategies	Tactics	Metrics/Evaluation
Offer academic programs that promote critical synthesis and professional nursing practice	<p>Use professional nursing standards and competencies as curricular foundation</p> <p>Create focus groups with student participants to examine satisfaction with the undergraduate and graduate programs</p> <p>Increase the number of full-time faculty</p>	<ul style="list-style-type: none"> <li>• Implement Annual Curriculum Review</li> <li>• Measure NCLEX licensure success rates (minimum 85%)</li> <li>• Measure FNP certification success rates</li> <li>• Measure graduation rates for: RN-BSN MSN concentrations</li> <li>• Determine number of focus groups to be held, number of undergraduate participants and graduate participants</li> <li>• Report feedback of students to faculty and staff</li> <li>• Implement quality improvement based upon student feedback</li> </ul> <p>Measure the number of full-time faculty Monitor results of Delaware Survey</p>

<p>Promote academic achievement among LSON students</p>	<p>Provide academic recognition programs and activities that enhance performance of exceptional students</p> <p>Champion students who participate in University Honors Program</p>	<p>Measure participation in:</p> <ul style="list-style-type: none"> <li>• University of Memphis Honors Program</li> <li>• University of Memphis Dean’s List</li> <li>• Emerging Leaders</li> <li>• Research Day</li> <li>• Sigma Theta Tau International Induction</li> <li>• Annual Honors Assembly</li> <li>• Pinning Ceremony</li> </ul> <p>Establish mechanism to guide and advise students through University Honors program</p>
<p>Promote professional enhancement among LSON students</p>	<p>Provide activities that enhance performance of students</p>	<p>Measure participation in:</p> <ul style="list-style-type: none"> <li>• National Student Nurses Association</li> <li>• Advocacy Day at the State Capitol</li> <li>• Sigma theta Tau International</li> <li>• International health care experience: Nursing in diverse Cultures</li> <li>• International health care experience: Global Perspectives in Nursing</li> <li>• Professional nursing organizations and societies</li> </ul>
<p>Assist students experiencing difficulty achieving academic success</p>	<p>Develop student self- improvement plan to foster academic success</p> <p>Explore “Content Mastery Course” that can be used as a self-paced, tutorial program</p>	<p>Measure participation in:</p> <ul style="list-style-type: none"> <li>• PASS Program (early intervention)</li> <li>• Tutorial Program</li> <li>• Student Advisement</li> <li>• NCLEX preparation course (Content Mastery)</li> <li>• ATI Tutorial System</li> </ul> <p>Implement ATI Workbook</p>
<p>Maximize student academic experience through innovative use of technology</p>	<p>Implement clinical simulation, portable PDAs, podcasting, Media Site and other technologies</p>	<p>Monitor results of:</p> <ul style="list-style-type: none"> <li>• End of course reports</li> <li>• Student course evaluations</li> <li>• Faculty technology survey</li> </ul> <p>Develop faculty informatics competencies</p>

<p>Promote clinical excellence among LSON students</p>	<p>Orient and continually assess clinical faculty (especially part-time faculty)</p> <p>Evaluate skills and clinical simulation lab experiences for students</p> <p>Write grant for MERI clinical simulation project</p> <p>Implement MERI clinical simulation project</p> <p>Increase the number of full-time clinical faculty</p>	<p>Monitor results of student course evaluations and dean monitors faculty SETE</p> <p>Report skills and clinical simulation lab experiences to faculty</p> <p>Establish MERI metrics and monitor student outcomes</p> <p>Measure the number of full-time clinical faculty</p>
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**Goal 2: Research and Scholarship-** Cultivate research and the scholarship of discovery, teaching, practice/application, and integration to advance nursing knowledge and enhance society.

<b>Strategies</b>	<b>Tactics</b>	<b>Metrics/Evaluation</b>
<p>Provide mentoring of faculty who are interested in scholarly activities.</p>	<p>Develop and Implement mentoring program to assist with:</p> <ul style="list-style-type: none"> <li>• Dissertations</li> <li>• Manuscripts</li> <li>• Posters</li> <li>• Oral presentation</li> <li>• Grant writing</li> <li>• IRB proposal</li> <li>• Tools/Surveys</li> </ul>	<p>Track number of :</p> <ul style="list-style-type: none"> <li>• Manuscripts</li> <li>• Oral presentations</li> <li>• Poster presentations</li> <li>• Grants</li> <li>• IRB proposals or</li> <li>• Other scholarly products</li> </ul> <p>Archive faculty publications</p>
<p>Study faculty workload guidelines presented by Faculty Affairs Committee</p>	<p>Follow TBR regulations while implementing tenured and tenure-track faculty workload guidelines for teaching, scholarship and service</p> <p>Implement clinical faculty workload guidelines for teaching and service</p>	<p>Measure faculty workload each semester</p>





Increase access of males and Hispanic students to LSON	Use students and alumni in targeted recruitment efforts	Measure minority students admitted to LSON undergraduate and graduate programs: <ul style="list-style-type: none"> <li>• Males</li> <li>• Hispanics</li> </ul>
Increase the number of minority faculty members of LSON	Recruit minority nursing faculty	Measure faculty make-up: <ul style="list-style-type: none"> <li>• Whites:</li> <li>• African American</li> <li>• Asian</li> <li>• Hispanic</li> <li>• Others</li> </ul>
Produce LSON undergraduate and graduate nurses who are culturally competent and appreciate diversity	Examine how cultural competence and diversity are threaded through LSON undergraduate and graduate curriculums	Determine percentage of LSON undergraduate and graduate courses that address issues related to cultural competence and diversity

**Goal 4: Partnerships** - Cultivate relationships which link the mission of the LSON to internal and external communities.

<b>Strategies</b>	<b>Tactics</b>	<b>Metrics/Evaluation</b>
Circulate LSON news among faculty and staff	Create internal LSON e-newsletter	Distribute internal LSON e-newsletter following each faculty meeting.
Strengthen or rebuild relationships between LSON and other healthcare entities in the community	Hold Community Advisory Board Meetings with nurse executives, educators, practitioners and those who work at the point of care	Hold Community Advisory Board meetings a minimum of once per year : <ul style="list-style-type: none"> <li>• Undergraduate program</li> <li>• Nurse Executive/Admin program</li> <li>• Nurse Educator Program</li> <li>• Nurse Practitioner Program</li> </ul>
Build relationships between LSON faculty/staff and nursing alumni	Increase communication between LSON faculty/staff and LSON Nursing Alumni Association	<ul style="list-style-type: none"> <li>• Publish external LSON e-Newsletter a minimum of twice per year</li> <li>• Hold LSON Alumni Association meetings (six/year)</li> </ul>

	Explore requirements of becoming CEU provider	<ul style="list-style-type: none"> <li>• Co-Sponsor with LSON Nursing Alumni Association an education program for the community</li> <li>• Present Outstanding Alumni award annually</li> <li>• Invite graduating students from undergraduate and graduate programs to join LSON Nursing Alumni Association</li> </ul> <p>Establish mechanism to provide CEUs</p>
Promote associations between LSON and external agencies that will enrich students' awareness/knowledge of local, national and international communities	Provide learning opportunities in local, national and international settings	<p>Measure student learning opportunities in:</p> <ul style="list-style-type: none"> <li>• Diverse local settings</li> <li>• Advocacy Day at the State Capitol</li> <li>• Service learning via travel to the Dominican Republic (Nursing in Diverse Cultures)</li> <li>• Observational learning via travel to Europe (Global Perspectives in Nursing)</li> <li>• University Engaged Scholarship Committee</li> <li>• Others</li> </ul>
Promote faculty as nursing experts in the community	Encourage faculty to serve their community in service and leadership positions	Track faculty involvement in community activities and leadership positions (ie YMCA, church, etc).
Cultivate financial resources to meet the needs of LSON.	<p>Increase dollar amount raised for LSON through U of M annual giving campaign</p> <p>Cultivate and maintain external relationships with major donors and major donor prospects</p>	<p>Recognize donors in:</p> <ul style="list-style-type: none"> <li>• LSON Faculty/Staff meetings</li> <li>• LSON Newsletter</li> <li>• LSON Website</li> </ul> <p>Invite and host major donors and major donor prospects at a minimum of three LSON events a year.</p>

