

Louisiana State University  
Health Science Center New Orleans  
School of Nursing

July 17, 2007

Vision, Mission and Strategic Initiatives



# School of Nursing Enrollment Update



# Fall 2006

<b>BSN</b>			<b>BSN Matriculants</b>	
<b>Generic</b>	<b>408</b>		<b>Generic</b>	<b>55</b>
<b>CARE</b>	<b>58</b>		<b>CARE</b>	<b>16</b>
<b>RNBSN</b>	<b>28</b>		<b>RNBSN</b>	<b>8</b>
<b>Total BSN</b>	<b>494</b>		<b>Total BSN Matriculants</b>	<b>79</b>
<b>Master</b>			<b>Master Matriculants</b>	
<b>MN</b>	<b>58</b>		<b>MN</b>	<b>6</b>
<b>MNNA</b>	<b>130</b>		<b>MNNA</b>	<b>38</b>
<b>Total Master</b>	<b>188</b>		<b>Total Master Matriculant</b>	<b>44</b>
<b>Doctorate</b>			<b>Doctorate Matriculants</b>	
<b>DNS</b>	<b>29</b>		<b>DNS</b>	<b>0</b>
<b>Special</b>			<b>Special Matriculants</b>	
<b>ND,NG</b>	<b>16</b>		<b>ND,NG</b>	<b>8</b>
<b>Total Enrollment</b>	<b>727</b>		<b>Total Matriculants</b>	<b>131</b>



# Spring 2007

<b>BSN</b>			<b>BSN Matriculants</b>	
<b>Generic</b>	<b>411</b>		<b>Generic</b>	<b>68</b>
<b>CARE</b>	<b>65</b>		<b>CARE</b>	<b>17</b>
<b>RNBSN</b>	<b>24</b>		<b>RNBSN</b>	<b>7</b>
<b>Total BSN</b>	<b>500</b>		<b>Total BSN Matriculants</b>	<b>92</b>
<b>Master</b>			<b>Master Matriculants</b>	
<b>MN</b>	<b>53</b>		<b>MN</b>	<b>7</b>
<b>MNNA</b>	<b>125</b>		<b>MNNA</b>	<b>0</b>
<b>Total Master</b>	<b>178</b>		<b>Total Master Matriculant</b>	<b>7</b>
<b>Doctorate</b>			<b>Doctorate Matriculants</b>	
<b>DNS</b>	<b>28</b>		<b>DNS</b>	<b>0</b>
<b>Special</b>			<b>Special Matriculants</b>	
<b>ND,NG</b>	<b>17</b>		<b>ND,NG</b>	<b>4</b>
<b>Total Enrollment</b>	<b>723</b>		<b>Total Matriculants</b>	<b>103</b>



# Faculty Update (Summer 2007)

Full time = 67

Part time = 5

Student workers = 5

6 full time faculty starting August 1st



# Legislative Salary Increase Update



# Vision:

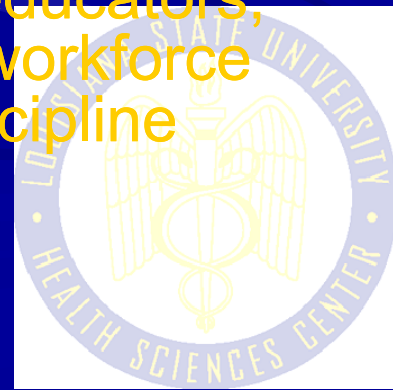
The vision of Louisiana State University Health Sciences Center (LSUHSC) School of Nursing is to achieve national eminence as a leader of excellence in nursing education, research, practice, service, and community outreach.



# Mission:

The mission of Louisiana State University Health Sciences Center (LSUHSC) School of Nursing is to positively impact the health and quality of life of Louisiana citizens and society. This mission is achieved through several strategies:

- ❖ Development and dissemination of scientific, ethical and evidence based practice knowledge
- ❖ Preparation of nurse generalist, advanced practice nurses, nurse scholars, nurse scientist, nurse educators, and nurse executives that expand the nursing workforce and expand the development of the nursing discipline





# Mission: (Con't)

- ❖ Advancement and dissemination of evidence based practice nursing models that enhance health care delivery
- ❖ Provision of evidence based quality health care services
- ❖ Engagement in interdisciplinary and transdisciplinary scholarly integration of nursing education, research, practice, and service
- ❖ Launch innovative programs and entrepreneurial nursing initiatives
- ❖ Serve as leaders within nursing discipline and health care delivery systems in the local, state, national, and international arena
- ❖ Creation of an organizational and environmental climate and culture that supports our values and promotes quality enhancement, continual learning, entrepreneurship, scholarly dialogue, mentor-protégé relationships, and positive morale in a caring environment



# LSUHSC – SCHOOL OF NURSING VALUES



# Strategic Plan:

To achieve Louisiana State University Health Sciences Center (LSUHSC) School of Nursing mission, strategic initiatives will be implemented through goals in the area of Environment, Nursing Education, Research, Nursing Practice, and Service/Community Outreach.



# Environment:

## Goal:

LSUHSC School of Nursing will attain an organizational and environmental climate and culture that guides, motivates, and supports faculty, staff and students in the achievement of educational, research, practice, service and community outreach goals.



# Environment: (con't)

- Develop Brand Identity
- Improve the School of Nursing administration's management and leadership activities to ensure maximum productivity with clear delineation of accountability and responsibility
  - o Develop faculty policy and procedure manual and handbooks
  - o Develop faculty advising manual
  - o Maintain a dynamic and responsive organizational structure
  - o Implement annual employee satisfaction survey
  - o Implement annual administrative evaluation
  - o Formalized employee exit survey (done)
  - o Develop and implement a strategic plan
    - Organizational climate survey
    - Student satisfaction survey



# Environment: (con't)

- o Delineate roles and responsibilities of administrators, faculty, and staff
- o Staff civil service plans
- o Maintain a comprehensive website
  - Virtual tour of nursing school
  - Student Affairs information on-line
  - Business Office information on-line
- o Deans communication measures
  - Newsletter
  - Suggestion box
  - Develop and implement nurse executive advisory council
  - Staff administrative council
  - Consider Dean's rounds with students or student breakfast
- o Implement a comprehensive budgeting process (in-progress)



# Environment: (con't)

- Engage in knowledge management activities to support administrative and faculty decision making processes
  - Update and maintain active alumni database
  - Update and maintain clinical affiliation database
  - Update and maintain faculty locator database
  - Update and maintain preceptor database
  - Update and maintain NCLEX-RN data repository
  - Develop and maintain admission, progression and graduation database
    - Applicants
    - Admissions
    - Nursing majors at LSU – BR & UNO
    - Information request
    - Applicant profile
    - Student profiles
    - Progression data & benchmarks



# Environment: (con't)

- o Develop and maintain a faculty data repository
  - Number of faculty
  - Number of applicants
  - Number of new hires
  - Faculty by academic rank and tenure
  - Promotion and tenure rates
  - Turnover rates
  - Internal promotions
  - Length of service data
  - Cost per hire
  - Number of days to hire
  - Advertisement to applicant ratio
  - Faculty credentials





# Environment: (con't)

- o Develop and maintain a program evaluation database
  - Program specific benchmarking
  - Alumni satisfaction
  - Employer satisfaction
- o Develop and maintain a grant and contract database (in-progress)
- o Develop and maintain a faculty practice database
- o Develop and maintain a student clinical outcomes database
- o Develop and implement a nursing student skill tracking system
- o Update and maintain educational methodologies database



# Environment: (con't)

- Recruit, retain and support a qualified and diverse nursing faculty who has academic career goals consistent with the School of Nursing goals of excellence in education, research, nursing practice, service/community outreach and administration
  - o Comprehensive faculty orientation program
  - o Develop annual faculty recruitment plan
  - o Increase the number of doctoral prepared faculty in nursing
  - o Develop and implement a faculty recognition program
  - o Implement faculty workload metrics
  - o Achieve annual salary merits



# Environment: (con't)

- Develop and cultivate academic practice partnerships
- Sustain and advance the technological infrastructure
- Increase the amount of scholarships available to students
- Engage in philanthropic activities with the LSUHSC Foundation and Alumni Association to increase the amount of endowments
  - Secure endowed Chair for nursing practice
  - Secure professorships for Dr. Myrtis Snowden (collegiate nursing and public health), Dr. Marie DiVincenti (nursing administration), Joyce Travelbee (mental health)
  - Implement Run for Ryan
  - Develop a Nursing Legacy Program
  - Implement an annual fundraising campaign
  - Develop website to secure donations and contributions
  - Develop fundraising brochure



# Environment: (con't)

- Develop a plan to improve faculty satisfaction and incentives
- Develop and implement a faculty mentoring program
- Develop and implement crisis management plans
- Promote faculty development
  - Faculty develop individualized faculty development plan
  - Develop an annual faculty development calendar
  - School of Nursing Administrator training on human resource issues, academic leadership
  - School of Nursing Administrator book or journal club
  - Human simulation training
  - Develop a faculty training camp
  - Faculty publishing workshop



# Environment: (con't)

- Develop and implement staff training programs
  - Customer service training
  - Committee minutes
  
- Develop a marketing plan
  - Increase visibility of School of Nursing
  - Develop a monthly media publicity plan
  - Develop a parent database
  - Develop a School of Nursing newsletter
  - Develop a School of Nursing annual report
  - Expand School of Nursing website
    - Virtual tour of nursing school
    - Faculty CV posted to website
    - Faculty webpage
    - Master calendar updated
    - Master school events calendar



# Environment: (con't)

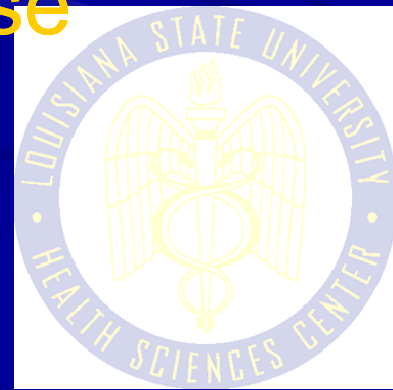
- Engage in Commission on Collegiate Nursing Education Accreditation Process
  - Educate faculty and students
  - Dr. Andrea Lindell – consultant
- Improve efficiency of Business Affairs
  - Human resources - employment policies
  - Travel
  - Budgeting process – cost centers
- Improve physical facilities of School of Nursing
  - Improve signage
  - Repair composites
  - Interior design



# Nursing Education:

## Goal:

LSUHSC School of Nursing will be recognized as a national leader in nursing education which prepares nurse generalist, advanced practice nurses, nurse scholars, nurse scientist, nurse educators, and nurse executives.



# Nursing Education: (con't)

- Promote a learning environment that emphasizes a student centered approach to innovative and technologically advanced educational pedagogies
  - o Utilization of PDAs, tablet laptops
  - o Increase use of human simulation learning
  - o Develop and implement interdisciplinary human simulation experiences
  - o WebCT course standardization
  - o Video archive of lectures; podcast
  - o Increase utilization of educational software: charting, medication administration
  - o Assistance with student remediation
  - o Develop internship and residency programs
  - o Implement standardized testing program with benchmarking
  - o Conduct annual student satisfaction survey





# Nursing Education: (con't)

- Promote positive faculty-student relationships
  - Plan and implement annual faculty-student events
  - Improve student satisfaction
    - Conduct student forums
  
- Increase student involvement in scholarship
  - Faculty student publications
  - Faculty student presentations
  - Increase graduate student's presentation at local, regional and national conferences
  - Increase undergraduate students presentations at local conferences



# Nursing Education: (con't)

- Develop and implement a preceptor recognition program
- Increase undergraduate and graduate enrollment while maintaining excellent, dynamic curricula
  - Collaborate with clinical agency affiliates
  - Market nursing programs
  - Develop articulation plan with Charity/Delgado School of Nursing
  - Develop and implement Doctor of Nursing Practice program
  - Secure extramural funding for academic program expansion
  - Implement Nurse Educator Specialization
  - Seek Board of Regents approval for distance education of RN to BSN



# Nursing Education: (con't)

- Promote interdisciplinary learning environments for undergraduate and graduate students that stimulate scholarly inquiry and life-long learning
  - Human patient simulation experience
  - Undergraduate and graduate students enroll in interdisciplinary courses
  - Explore joint degree programs with public health
- Expand the utilization of technology in nursing educational programs to promote an interactive educational classroom and increase interdisciplinary human simulation education
- Explore recognition as National League for Nursing (NLN) Center of Excellence



# Nursing Research:

## Goal:

LSUHSC School of Nursing faculty and graduate students will achieve national recognition for the advancement of nursing science and education through extramurally funded programs of research.



# Nursing Research:

- Cultivate a community of scholars among faculty and students that advance nursing science
  - Create and support nursing scientist teams focused around clusters of funded research programs
  - Faculty grand rounds or journal clubs
- Expand the nursing research enterprise
  - Increase the number of funded research programs
  - Increase the amount of extramural funds for research and programs
  - Faculty develop individual research plans



# Nursing Research: (con't)

- Develop a center of excellence
  - Joint Center for Evidence Based Nursing Practice



# Nursing Research: (con't)

- Increase the number of extramurally funded graduate assistants
- Develop a repository of information that supports the conduct of nursing research and scholarship
- Implement a grant development institute
- Develop a visiting scholars program
  - Visiting scholars lectures recorded and stored on website
- Develop and implement a translational research mentorship program with research centers
- Develop post-doctoral opportunities
- Develop a Pennington Biomedical Research Center Fellowship Program
- Develop collaborative nursing research partnerships with community agencies
- Develop searchable faculty research interest & funded research database



# Nursing Research: (con't)

- Promote faculty and student dissemination of nursing research and scholarship
  - o Annual student scholarship day
  - o Host biannual nursing research conference in collaboration with Epsilon Nu and Rho Zeta that engages participation of our clinical affiliated agencies
  - o Increase the number of annual faculty publications
  - o Increase the number of student publications
  - o Increase the number of faculty conducting peer review and serving on editorial boards
  - o Conduct research forums
  - o Conduct education forums
  - o Develop and implement a publications workshop





# Nursing Practice:

## Goal:

LSUHSC School of Nursing will achieve national recognition for the delivery of evidence based quality nursing care and the implementation of entrepreneurial nursing activities through the development and dissemination of replicable models of practice.



# Nursing Practice: (con't)

- Engage in faculty practice and clinical learning experiences that are responsive to the health care needs and improves the quality of life for individuals, families, communities and populations
  - Expand faculty practice initiatives
  - Explore opportunities for collaboration with Family Medicine
    - Orleans Parish Prison
  - Explore opportunities for collaboration with School Based Health Centers
  - Develop and implement faculty practice credentialing process
  - Develop and implement a faculty practice peer review process
- Develop and implement a nursing managed clinic
- Membership in nursing center consortium
- Pursue recognition as a WHO Collaborative
  - Engage in international opportunities



# Service and Community Outreach:

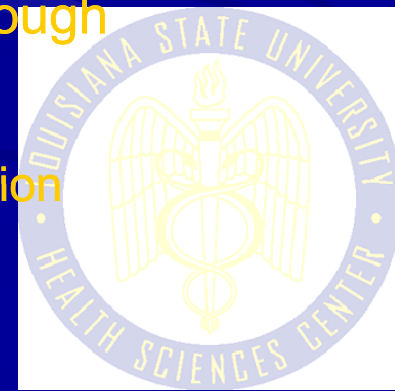
## Goal:

LSUHSC School of Nursing will achieve national visibility and recognition for leadership in professional nursing organizations, health care delivery systems, the health sciences center, and community.



# Service and Community Outreach: (con't)

- Develop and implement an interdisciplinary national conference on nurse anesthesia (in-progress)
  
- Nursing faculty and students will assume key leadership positions at the local, state, national and international level
  - Target leadership positions in AACN
  - Target leadership positions in NLN
  - Target leadership positions in SREB
  - Target faculty and student leadership in LSNA and LASN, respectively
  
- Develop nursing leadership and entrepreneurial initiatives that enhance the profession and health care environment through continuing nursing education and consultation
  - Engage in nursing administration consultation
  - Engage in evidence based practice and research consultation



# Service and Community Outreach: (con't)

- Improve student related services:
  - Technology – integrate email, grades, and paying tuition, locate all student information in one area, increase on-line resources
  - Grievance and complaint procedures
  - Improve pre-nursing counseling services & admits for program graduate
  - Improve student affairs services
    - Application information on-line
    - Class schedules accurate, timely, and note teaching methods (WebCT)
    - Improve registration process
    - Improve advising activities
    - Improve NCLEX-RN licensure processing



# Organizational Chart



