Beyond 125:
Connecting Our Legacy to the Future

In our 125th year, the VCU School of Nursing faculty, staff, students and stakeholders enthusiastically have engaged in conversations about our future, the future of nursing and the future of health care.

Beyond 125: Connecting Our Legacy to the Future builds on our legacy and guides us into the future toward our vision as a destination for those committed to transforming health care.
Strategic plan overview

*Beyond 125: Connecting Our Legacy to the Future* aligns with the VCU Strategic Plan, *Quest 2025: Together We Transform*. It integrates education, research and scholarship, and practice as **pillars** to support leadership, innovation and high-quality student experiences within an academic health science center. These pillars are central to our work and are embedded within each of the strategic themes.

The **strategic drivers** provide a strong organizational foundation to advance our work within a supportive environment. Strategic drivers create a platform for the execution of our strategies.

**Themes** guide our path to the future and represent our unique attributes that set us apart. Themes identify strategic focus areas with related objectives that will be achieved through targeted strategies. Outcomes will be measured with metrics, and progress toward goal attainment will be communicated through dashboards.

### Pillars

<table>
<thead>
<tr>
<th>Education</th>
<th>Research &amp; scholarship</th>
<th>Practice</th>
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<tbody>
<tr>
<td>Provide transformative experiences that develop exceptional nursing leaders who are well-prepared to impact health care.</td>
<td>Develop and conduct innovative research and scholarship that advance nursing and health care.</td>
<td>Promote clinical expertise to advance professional nursing practice and improve human health.</td>
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### Strategic drivers

**Organizational culture:** Cultivate a culture that embraces our core values so that all students, staff and faculty can thrive.

**Organizational effectiveness:** Pursue continuous improvement and organizational effectiveness.

**Economic model:** Optimize and sustain an economic model to support the mission and vision of the School of Nursing.

**Visibility and stakeholder engagement:** Enhance visibility of School of Nursing achievements and increase stakeholder engagement.
Strategic themes

Innovation

Encourage and reward a culture of innovation that leads to diverse opportunities, collaborations and partnerships.

Objectives
• Develop academic offerings with a focus on innovation.
• Support opportunities for innovations in education strategies, research & scholarship, and practice.

Collaboration & interdisciplinary work

Engage in collaborative efforts with various disciplines, systems and locations to improve education, research & scholarship, and practice.

Objectives
• Increase intentional interdisciplinary learning opportunities for students.
• Expand academic-practice partnerships and collaborations within VCU and with external organizations.
• Promote domestic and international collaborative interdisciplinary research partnerships.
• Collaborate with a variety of organizations to cultivate innovative interdisciplinary clinical practice in diverse settings.

Diversity & inclusion

Build on the SON Diversity and Inclusion Plan to cultivate an environment with opportunities to experience diversity and inclusivity in all aspects of nursing education, research & scholarship, and practice.

Objectives
• Recruit and support a diverse and inclusive student body, faculty and staff.
• Enhance diversity and inclusion perspectives and competencies across the curricula.
• Ensure that education, research & scholarship, and practice efforts are inclusive of the needs of diverse populations.

Community engagement

Partner with communities to advance and improve health outcomes.

Objectives
• Create, implement, evaluate and disseminate effective community-based models for education, research & scholarship, and practice.
• Expand successful programs for long-term sustainability.

Quality pipeline

Create and sustain a pipeline of well-prepared nursing leaders who will transform health care and meet workforce needs today and in the future.

Objectives
• Create robust mechanisms and infrastructure to support student success.
• Assess, adapt and expand education programs to assure quality, relevance, sustainability and impact.
• Adopt transformational education and teaching practices, clinical learning opportunities and program delivery models to optimize student learning and preparation for practice in diverse settings.
• Strengthen the developmental pathways for those seeking careers in research and academia.
Our vision: VCU School of Nursing will be the destination for those committed to transforming health care.

Our mission: We shape the future of nursing through the power of education, discovery and collaboration.

Our values:
- Integrity
- Compassion
- Diversity
- Innovation
- Collaboration

Our promise: Creating collaboration. Advancing science. Impacting lives.