



VCU School of Nursing

Strategic Plan for 2018-2023

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

Education

Provide transformative experiences that develop exceptional nursing leaders who are well-prepared to impact health care.

Research & scholarship

Develop and conduct innovative research and scholarship that advance nursing and health care.

Practice

Promote clinical expertise to advance professional nursing practice and improve human health.

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.

VCU School of Nursing Strategic Plan Model

PILLAR:
RESEARCH &
SCHOLARSHIP

PILLAR:
EDUCATION

PILLAR:
PRACTICE

STRATEGIC THEMES:

Unique attributes and strategic focus areas



Innovation



Collaboration &
interdisciplinary
work



Community
engagement



Diversity &
inclusion



Quality
pipeline

STRATEGIC DRIVERS: The foundation to support our work

Organizational
culture

Organizational
effectiveness

Economic
model

Visibility and
stakeholder
engagement

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.