### KU School of Nursing Strategic Plan

**MISSION:** Educate diverse students for evolving roles as clinicians, educators, researchers, and leaders; discover and integrate new knowledge for nursing and healthcare practice; and apply expertise in service to the global community

<table>
<thead>
<tr>
<th>Education</th>
<th>Teaching</th>
<th>Research</th>
<th>Discovery</th>
<th>Healthcare</th>
<th>Caring/Healing</th>
</tr>
</thead>
</table>
| **People** Develop and support a valued and respected workforce  
**Outcome Measures:**  
- Retention & recruitment  
- SON community composition  
| Implement by 2020 and evaluate annually faculty and staff development plans  
- Develop a 5-year succession plan  
- Award 6 clinical post-docs by 2023  |Recruit oncology endowed professor or groom to fill spot internally by 2020  
- Transition 2-3 junior non-tenure track faculty to tenure track by 2021  
- Recruit 3-5 tenure/tenure-track faculty (one per year) by 2024  
- Increase the number of research post-docs from 0 to 4 by 2024  |Expand industry partnerships from 3 to 10 by 2022  
- Expand practice opportunities for SON faculty with CMH and TUKHS  
- Increase the percentage of graduates from underrepresented populations within all SON academic programs  |

| Community Build, nurture and sustain authentic relationships with communities and partners  
**Outcome Measures:**  
- Enrollment data  
- Site & student participation data  
- New program & strategy data  
- Survey data  
- Grant numbers  
| Develop Clinical Post-Doc program  
- Expand Salina campus enrollment to 48 by Fall 2021  
- Develop and expand urban/rural interprofessional clinical learning environments (IP-CLE)  
- Develop 2 pipeline programs facilitating increased diversity & rural enrollment by 2024  |Submit 1-2 oncology/cancer research projects per year with community & healthcare systems partners  
- Develop >1 new research focused relationship with community partners(s) per year  
- Develop endowed rural health professorship by 2023  |Develop and expand strategies to support healthcare education and practice in urban and rural underserved areas  
- Expand the Partnership Program to 12 schools by 2024  
- Redesign SON Advisory Board by 2020  |

| Value Achieve excellent outcomes while being good stewards of our resources  
**Outcome Measures:**  
- Data from multiple sources (e.g., Workday, TAMIS, OGR data, operational plan)  
|Secure and implement technology to improve operational and educational efficiencies  
- Implement longitudinal post graduation surveys  |Increase Junior faculty R or K award to >1 per year  
- Increase R level grant awards to 8 by 2024  
- Increase number of NIH grant submissions to 15 each year by 2026  |Develop alternative revenue streams to support education and practice in multiple settings  
- Identify marketing opportunities for technology  |

**Outcome Measures:**  
- Data from multiple sources (e.g., Workday, TAMIS, OGR data, operational plan)