

College of Nursing and Allied Health Professions

Strategic Planning Process and Evaluation

I. CONAHP Mission and Goals

MISSION

The mission of the CONAHP is to educate health professionals who promote behaviors and practices to achieve optimal health, deliver safe, quality care, and assume leadership roles in their respective disciplines. The College aims to promote innovation in clinical practice, programs and technology through undergraduate and graduate teaching excellence, research and service.

Time Frame for Implementation - 2016-2020

RESEARCH

- Develop an infrastructure to support and mentor faculty in the area of research.
 - Create a process in which junior faculty with a research focus or research agenda are able to be mentored by senior faculty internally and/or in other areas of the university related to preparing research proposals and grants.
 - Provide research-focused seminars and training on a minimum of an annual basis to faculty interested in conducting research.
- Develop interdisciplinary research initiatives within and outside of the college to foster a culture of collaboration on healthcare initiatives and research.
 - Identify "healthcare communities of interest" in which interdisciplinary research would be successful.

FACULTY

- Provide opportunities each semester for faculty training in pedagogical and instructional techniques and technologies.
 - Create a Faculty Forum Program to provide development opportunities, which would include 4-6 sessions per semester related to targeted areas of faculty development (i.e. clinical evaluation, test construction, classroom management).
 - Amend the College bylaws to create a Faculty Development Committee for the College of Nursing and Allied Health Professions.
- Convene faculty and student representatives from each of the academic programs within the college to develop a plan to integrate cross-disciplinary course offerings in all curricula in the college.

GOVERNANCE

- Provide faculty, staff, and administrators in the college access to data analytics that include a wide array of transparent performance metrics to monitor, analyze, and report trends related to:
 - Acceptance Rates:
 - Monitor and report percentage of students accepted into undergraduate nursing clinical (each semester).
 - Articulation:
 - Increase rate of eligible RN to BSN students accepted into the college's graduate nursing program annually.
 - Certification Rates:
 - Monitor and report pass rates on various certification examinations. Benchmark for Nursing, Health Information Management (95% and above).
 - Job Placement/Employer Satisfaction/Enrollment in Graduate Programs:
 - Monitor and report percentage of graduates who obtain employment within 6 months of graduation among all Nursing and Allied Health graduates.
 - Student Satisfaction:
 - Increase participation in surveys regarding satisfaction with educational preparation for his or her career.
 - Monitor and report college's overall performance on SEIs and through focus groups, BSN and Allied Health Dean's Advisory Councils, EBIs, etc. Instructor performance should consistently remain at or above university averages.
 - Faculty Retention:
 - Monitor and report full-time faculty retention rates (including retirement, resignation, and termination) which should remain at or above 90% annually.
 - Student Retention:
 - Monitor and report first-time freshman to second semester freshmen progression rates.
 - Monitor and report graduation rates for all programs.

STUDENTS

- Establish a mechanism of research mentoring to engage undergraduate and graduate students and increase student productivity in research.
- Establish a program of co-curricular activities to enhance student engagement, community involvement and the educational experience
 - Provide seminars at least annually to foster involvement in professional activities and to provide opportunities for faculty/student engagement outside of classroom.
 - Develop a global experience opportunity, to take place at least every two years, for students and faculty interested in multicultural engagement (examples: study abroad, medical mission trip, service project).

II. Strategic Planning Process

Once the university's 2015-2020 Strategic Plan was fully adopted, Dr. Lisa Broussard, Department Head for Nursing, convened a college-wide ad hoc committee in the Fall 2016 semester which was tasked with developing updated mission and goals for the College to reflect alignment with the university's mission and goals. The committee included the nursing graduate coordinator, the Department Head for the Department of Allied Health, and nursing and allied health faculty. The decision was made by the ad hoc committee that the mission and goals for the college would be based on the four pillars outlined in the University's Strategic Plan: faculty, research, governance, and students. Each of the committee members solicited and received input from faculty in their respective teaching areas (undergraduate and graduate nursing, health services administration, and health information management) regarding all elements of the mission and goals, and reported these suggestions to the college's strategic planning committee chair. A draft document was prepared in October 2016, which was circulated to the Dean and Associate Dean for their feedback. Input from Dr. Gail Poirrier, Dean, and Dr. Melinda Oberleitner, Associate Dean, was incorporated into the proposed mission and goals, and the ad hoc committee reviewed these changes. The document was presented to College faculty during the December 2016 faculty meeting, with unanimous approval after the opportunity for comments and revisions was provided.

III. Tracking Implementation and Progress

Examples within each domain:

RESEARCH

- Develop an infrastructure to support and mentor faculty in the area of research
 - Create a process in which junior faculty with a research focus or research agenda are able to be mentored by senior faculty internally and/or in other areas of the university related to preparing research proposals and grants.
 - *Two junior faculty are currently working on a project with the BSN Coordinator and the Chief Medical Officer from Lafayette General Health related to care of patients receiving hemodialysis.*
 - *Junior and experienced faculty are working on a collaborative project with nursing administrators and staff from St. Martin Hospital related to wound care.*
 - Provide research-focused seminars and training on a minimum of an annual basis to faculty interested in conducting research.
 - *Research round tables are conducted twice each semester which include nursing and allied health faculty on various research-based topics, including successful completion of IRB applications and strategies for success in obtaining grant funding.*
- Develop interdisciplinary research initiatives within and outside of the college to foster a culture of collaboration on healthcare initiatives and research.
 - Identify "healthcare communities of interest" in which interdisciplinary research would be successful.



- *Dr. Janis Guilbeau, Nurse Practitioner Faculty, and Lisa Delhomme, Health Information Management Program Director, are conducting a podium presentation at the American Association of Colleges of Nursing 2019 Master's Conference on the publication of an inter-professional eBook case study for Family Nurse Practitioner students.*
- *Dr. Denise Linton, Nurse Practitioner Faculty, and Dr. Rachel Ellison, HSA Faculty, are currently working on a research project on effective interventions to increase knowledge about Pap smears in college students.*

FACULTY

- Provide opportunities each semester for faculty training in pedagogical and instructional techniques and technologies
 - Amend the College bylaws to create a Faculty Development Committee for the College of Nursing and Allied Health Professions

Effective Fall 2017, the Faculty Development Committee, which is a standing College committee, was formed. According to College bylaws, responsibilities of the committee are:

 - Conducts an annual survey for all college faculty to determine faculty development needs for the upcoming academic year.
 - Makes recommendations to the Department Heads and Associate Dean for on campus faculty development programs based on survey results.
 - Determines pertinent and relevant local, state and national conferences within each discipline for faculty attendance and reports results to Department Heads.
 - Coordinates faculty forums for each semester (calendar, topics, speakers) and other college wide faculty development programs.
 - Collaborates with Nursing Continuing Education Committee to offer certain faculty development learning activities as CE offerings.
 - Reports accomplishments annually to the faculty and submits goals for the next academic year.

The committee meets regularly to determine faculty development needs with recommendations from undergraduate and graduate faculty. Based on the strong commitment to faculty development, later this year the Department of Nursing will apply for accreditation as a National League for Nursing Center of Excellence in the area of promotion of pedagogical expertise of faculty.
- Convene faculty and student representatives from each of the academic programs within the college to develop a plan to integrate cross-disciplinary course offerings in all curricula in the college.

Faculty from the Departments of Nursing and Allied Health are currently collaborating to develop two interdisciplinary courses. IPHE 310, Professional Values, Ethical and Legal Tenets of Health Care, will be offered in Fall 2019. Additionally, NURS 327, Community Health Care for Diverse Populations, will be offered in Spring 2020 to students in the online RN to BSN program as well as health services administration students.

GOVERNANCE

- Provide faculty, staff, and administrators in the college access to data analytics that include a wide array of transparent performance metrics to monitor, analyze, and report trends related to:
 - Certification Rates:
 - Monitor and report pass rates on various certification examinations. Benchmark for Nursing, Health Information Management (95% and above).
Certification pass rates for nursing (undergraduate and graduate) and HIM are being tracked and continue to be above state and national averages
 - Job Placement/Employer Satisfaction/Enrollment in Graduate Programs:
 - Monitor and report percentage of graduates who obtain employment within 6 months of graduation among all Nursing and Allied Health graduates.
Employment rates for all graduates of the college are monitored by the Program Evaluation Committee and remain >95% six months after graduation.
 - Student Satisfaction:
 - Monitor and report college's overall performance on SEIs and through focus groups, BSN and Allied Health Dean's Advisory Councils, EBIs, etc. Instructor performance should consistently remain at or above university averages.
The Dean, Associate Dean and Department Heads review all SEI's each semester. Additionally, focus groups are conducted annually and Advisory Councils meet each month with administrators, providing additional opportunities for students to provide feedback on their learning experiences.

STUDENTS

- Establish a mechanism of research mentoring to engage undergraduate and graduate students and increase student productivity in research.
Two research projects are currently in progress in which undergraduate nursing students are working with faculty.
In the Fall 2018 semester, the Dean initiated a competitive small grants opportunity for faculty funded from a dean's enhancement fund account. Preferences for funding for the small grants included grant submissions which incorporate undergraduate and/or graduate students as members of the research team. Three grants were funded through this mechanism in 2019. Grants teams on all three funded grants include undergraduate students.
- Establish a program of co-curricular activities to enhance student engagement, community involvement and the educational experience.
 - Provide seminars at least annually to foster involvement in professional activities and to provide opportunities for faculty/student engagement outside of classroom.
Administrators and faculty from the Department of Nursing are working with the UL Student Nurses Association to seek designation by the National Student Nurses Association (NSNA) as a "Stellar School Chapter". In order to accomplish this, the Department and College (utilizing Dean's Enhancement funds) are providing financial support for faculty advisors and students to attend the NSNA Annual Convention as well as the NSNA Mid-Year Conference, which include opportunities for networking and professional development as they prepare for transition to their role as a registered nurse.