OUR UPSTATE (TIER 2) STRATEGIC PLAN OVERVIEW: College of Nursing

OUR UPSTATE — ONE UNIVERSITY ROAD MAP

UPSTATE MEDICAL UNIVERSITY — COLLEGE OF NURSING

CON VISION	To be the preeminent public College of Nursing in New York State.
CON MISSION	To leverage the powerful, professional voice of Nursing through outstanding education, clinical expertise and research to improve health across the communities we serve.
UPSTATE VALUES	We drive innovation and discovery • We respect people • We serve our community • We value integrity • We embrace diversity and inclusion

UPSTATE STRATEGIES AND RESULTS

INTEGRATION
Upstate will be one university, connected by mission and aligned leadership, integrated through a culture of inclusion, transparency and trust.

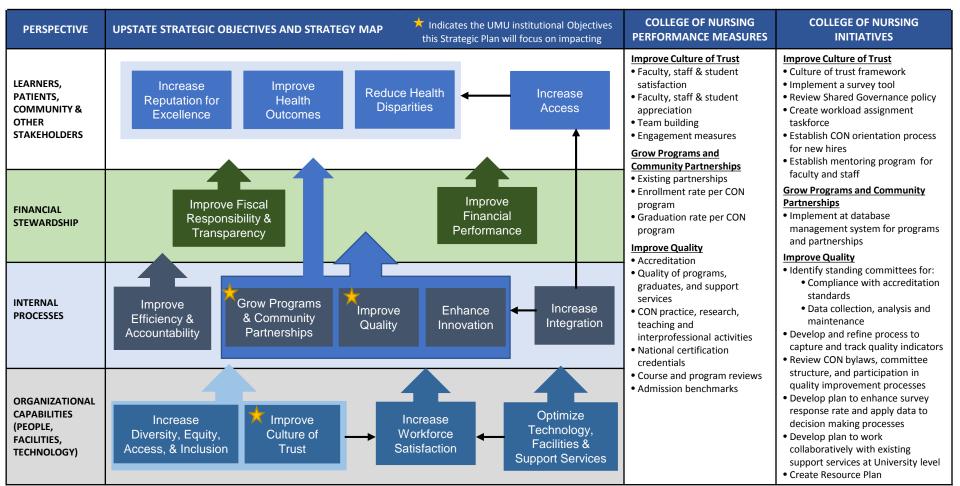**INNOVATIVE LEARNING AND DISCOVERY**
Upstate will be the destination of choice for patients and innovative employees, educators, learners and researchers.

COMMUNITY IMPACT
Upstate will be a collaborative and trusted partner in service to our communities.

EXECUTION AND GROWTH
Upstate will be an excellent university growing through aligned decision making, efficient, effective operations, quality services, and a dedicated and diverse workforce.

PERSPECTIVE	UPSTATE STRATEGIC OBJECTIVES AND STRATEGY MAP ★ Indicates the UMU institutional Objectives this Strategic Plan will focus on impacting	COLLEGE OF NURSING PERFORMANCE MEASURES	COLLEGE OF NURSING INITIATIVES
LEARNERS, PATIENTS, COMMUNITY & OTHER STAKEHOLDERS	Increase Reputation for Excellence — Improve Health Outcomes — Reduce Health Disparities — Increase Access	**Improve Culture of Trust** • Faculty, staff & student satisfaction • Faculty, staff & student appreciation • Team building • Engagement measures **Grow Programs and Community Partnerships** • Existing partnerships • Enrollment rate per CON program • Graduation rate per CON program **Improve Quality** • Accreditation • Quality of programs, graduates, and support services • CON practice, research, teaching and interprofessional activities • National certification credentials • Course and program reviews • Admission benchmarks	**Improve Culture of Trust** • Culture of trust framework • Implement a survey tool • Review Shared Governance policy • Create workload assignment taskforce • Establish CON orientation process for new hires • Establish mentoring program for faculty and staff **Grow Programs and Community Partnerships** • Implement at database management system for programs and partnerships **Improve Quality** • Identify standing committees for: • Compliance with accreditation standards • Data collection, analysis and maintenance • Develop and refine process to capture and track quality indicators • Review CON bylaws, committee structure, and participation in quality improvement processes • Develop plan to enhance survey response rate and apply data to decision making processes • Develop plan to work collaboratively with existing support services at University level • Create Resource Plan
FINANCIAL STEWARDSHIP	Improve Fiscal Responsibility & Transparency — Improve Financial Performance		
INTERNAL PROCESSES	Improve Efficiency & Accountability — ★Grow Programs & Community Partnerships — ★Improve Quality — Enhance Innovation — Increase Integration		
ORGANIZATIONAL CAPABILITIES (PEOPLE, FACILITIES, TECHNOLOGY)	Increase Diversity, Equity, Access, & Inclusion — ★Improve Culture of Trust — Increase Workforce Satisfaction — Optimize Technology, Facilities & Support Services		

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UPSTATE
MEDICAL UNIVERSITY
COLLEGE OF NURSING

Tier 2
v.12.11.2019

OUR UPSTATE
ONE UNIVERSITY ROAD MAP

Objective Commentary for College of Nursing Aligned Strategic Objectives
Focus and work on the aligned Strategic Objectives will be undertaken by the College of Nursing based on need, importance, and activities currently underway.

	OUR UPSTATE TIER 1 STRATEGIC OBJECTIVE	COLLEGE OF NURSING INTENDED RESULTS
INTERNAL PROCESSES	**Grow Programs and Community Partnerships**	• Programs are meeting community needs with revised curriculum and/or new programs established • Program graduates find employment at their practice level fulfilling community needs • An up to date database of all programs and partnerships to include graduate, undergraduate, DNP and certificate programs will exist with evaluative capability to elicit quantitative and qualitative data • A system and process will exist to: Produce information for the continuous updating, modifying and creating of CON programs based on community needs and populations served; and guide the CON proactively into meeting the future needs of the profession and those they serve • Increased use and value of interprofessional education (IPE) among students and faculty • Improved reputation of UMU CON as an innovative learning institution • Increased CON student enrollment
	Improve Quality	• Achieve and maintain accreditation • Maintain active and relevant College of Nursing Community practice, research, teaching and interprofessional activities • Maintain appropriate national certification for College of Nursing Community faculty, preceptors and students • College of Nursing Community involvement in continuous quality improvement for programs and courses • Establish a visible and tangible reputation of excellence and pride • College of Nursing community involvement in ongoing internal and external initiatives • Attract, retain, and support qualified students from admission through graduation • Technology, facilities and support services match CON needs • CON community has knowledge and skills to use technologies, facilities, and support services • No duplication of data collection efforts • Centralized and standardized archival of digital files and data • Timely gathering and sharing of information • Equitable use of resources across colleges • Increase efficiency in CON and overall UMU through reduction in duplication of resources
ORGANIZATIONAL CAPABILITIES (PEOPLE, FACILITIES, TECHNOLOGY)	**Improve Culture of Trust**	• The CON community's culture of trust will be positively impacted. • Frequent and transparent communication within the CON community • CON community functions as an effective team • CON has a reputation of academic excellence, rigor, and inclusion that reflects the unique character and qualities of the College of Nursing community • Shared governance is practiced within the CON that strengthens ethical stewardship and fosters a climate based on respect and trust • CON employees participate in the organization • CON faculty and staff feel they are attaining their individual professional goals • Work assignments are visible among CON faculty and staff

For questions or additional information on this OUR Upstate (Tier 2) Strategic Plan Overview for the College of Nursing, please contact Tammy Austin-Ketch at AustinKT@upstate.edu