



FLORIDA STATE UNIVERSITY
COLLEGE OF NURSING

STRATEGIC PLAN

BOLDLY *RISING*

2023 - 2028



NOTE: *This plan is intended to be a living document to allow the College of Nursing to respond nimbly to evolving and emerging opportunities and challenges facing our college and the nursing profession.*

Vision & Mission

Vision

The College of Nursing at Florida State University will be a preeminent nursing education and research leader that inspires intellectual discovery, embraces diversity, and shapes students, faculty, and alumni to become leaders and trusted professionals.

Mission

Florida State University's College of Nursing educates clinicians, educators, leaders, researchers, scholars, and advanced practitioners who can enhance the quality of life for people of all cultures, economic levels, and geographic locations. The College of Nursing integrates the liberal arts and sciences with the knowledge, skills, and attitudes essential for lifelong learning, personal responsibility, and sustained achievement in the nursing profession and the communities in which our graduates reside.

Strategic Directions

1/ Faculty and Student Academic Excellence, Success, and Engagement

2/ Research Excellence, Innovation, and Entrepreneurship in Healthcare

3/ Global and Cultural Humility in Healthcare

4/ Organizational Well-being, Excellence, and Reputation





The Florida State University College of Nursing promotes faculty and student academic excellence, success, and engagement by offering a rigorous curriculum, faculty development, student engagement, and professional development opportunities that support innovation, inquiry, entrepreneurship, and clinical scholarship.

✦ **Objective 1: Promote a community that supports innovation, inquiry, and clinical and student scholarship.**

- Cultivate and enhance academic partnerships that provide our students with a diverse range of invaluable experiences, enabling them to develop their skills, broaden their perspectives, and excel in their professional journey.
- Expand upon a holistic learning environment by creating more avenues for co-curricular engagement opportunities in research, honors, service-learning, internships, international programs, etc.
- Provide a comprehensive curriculum that equips our students with the necessary knowledge and skills and actively fosters healthcare advocacy experiences, empowering them to champion the needs and rights of patients and communities.
- Provide opportunities for faculty to engage in innovative practice that exposes students to new ways of learning and knowing.

✦ **Objective 2: Strengthen programs that optimize student and faculty professional development.**

- Support the advancement of initiatives aimed at investing in the success of our students, ensuring they receive comprehensive support, guidance, and resources necessary to thrive academically, personally, and professionally.
- Grow opportunities for our nursing students to actively engage and participate in professional organizations, enabling them to build invaluable networks, access resources, develop leadership skills, and stay current on emerging trends and advancements in the field.
- Provide opportunities that support faculty certification in identified specialty areas.
- Support and encourage faculty participation in regional and national conferences that increase college and university visibility and promote professional development and excellence in teaching, research, and practice.

✦ **Objective 3: Leverage a competency-based curriculum that is dynamic and responsive to the needs of healthcare systems.**

- Understand evolving trends in nursing, including the workforce shortage, and actively advocate for initiatives that not only promote accessible pathways for entry into the nursing profession but also support continuous professional growth.
- Build upon teaching and learning strategies that measure competency with a curriculum that is aligned with the Essentials from the American Association of Colleges of Nursing (AACN) and National Organization of Nurse Practitioner Faculties (NONPF) Core Competencies.
- Promote dynamic learning environments that foster active engagement and experiential learning that assess and evaluate students' knowledge application across increasingly complex systems of care.
- Provide interprofessional educational opportunities that require students to apply the principles of teamwork and leadership.
- Promote a culture of curiosity and innovation that supports the continuous evaluation and improvement of the nursing curriculum.



FSU College of Nursing will foster an innovative research and entrepreneurial culture conducive to high-quality research and scientific productivity with significant public and global health impact.

✦ **Objective 1: Promote a culture and environment that nurtures research and serves as a catalyst for increases in the production of high-quality research for the advancement of knowledge and the betterment of healthcare practices.**

- Diversify and expand the funding portfolio to include a wide range of internal and external funding opportunities.
- Build and nurture both internal and external relationships, as well as foster research collaborations that enhance FSU College of Nursing's global footprint and presence to expand our reach, impact, and influence in the field of healthcare and research.

✦ **Objective 2: Expand and fortify the support services offered by the College of Nursing's Office of Research and Scholarship to encourage faculty research productivity and provide comprehensive support throughout the entire grant life cycle.**

- Advocate for and solidify policies and procedures that ensure research compliance and administrative efficiency.
- Strengthen infrastructure and staff development to support multiple and simultaneous grant submissions, receipt and distribution of grant funds, and grant expenditures.
- Adopt a customer service-oriented approach in our grant support services, aiming to provide efficient and effective assistance to all College of Nursing researchers throughout the entire grant process.

✦ **Objective 3: Broaden the research enterprise to mentor students and emerging faculty towards higher levels of research productivity.**

- Commit to a robust and comprehensive mentorship program to support the career path development of faculty.
- Broaden research exposure for students and increase the visibility of the College of Nursing's research excellence to motivate students to pursue careers in research, nurturing a new generation of passionate and driven researchers who will contribute to advancing the frontiers of nursing science and making significant contributions to the health and well-being of individuals and communities.

✦ **Objective 4: Cultivate an ecosystem that prioritizes and embraces creative, innovative, and entrepreneurial behavior in all endeavors to advance the reputation of the college.**

- Embrace forward-thinking approaches that integrate technology and entrepreneurship into all facets of education and research.
- Promote collaboration between our faculty, nursing students, and students from diverse disciplines including business, public health, technology, and design, that fosters a dynamic environment, exchange of ideas, and diverse perspectives.
- Expand upon the implementation and integration of simulation technology into the curriculum to enhance educational effectiveness, improve clinical competence, and promote evidence-based decision-making among nursing students and faculty.



Global and Cultural Humility in Healthcare

FSU College of Nursing seeks to implement strategies to better equip nurses to address and understand the global and cultural factors that impact healthcare outcomes, effectively communicate with diverse populations, and provide patient-centered care that respects cultural values and practices.

✦ **Objective 1: Prepare and invest in culturally responsive nurses who influence and advance the health of individuals, families, communities, and populations.**

- Integrate and expand global health content in the nursing curriculum.
- Invest in opportunities for students to experience healthcare access and delivery from various diverse perspectives including global populations and communities.
- Prepare culturally responsive nurses who enhance access to healthcare systems and assist clients in navigating their healthcare experiences to optimize outcomes.

✦ **Objective 2: Increase the nursing workforce in a manner that aligns with the diverse needs and characteristics of the communities they serve, recognizing the importance of cultural humility, representation, and tailored healthcare delivery.**

- Promote and maintain supportive environments reflective of belongingness and civility that attract and retain students from diverse backgrounds.
- Strengthen community-academic partnerships to increase student and faculty engagement in diverse healthcare settings and populations.
- Engage with diverse communities and professional organizations to strengthen partnerships and collaboration.
- Provide opportunities for faculty to expand their knowledge regarding systems and structures that may promote or interfere with optimal health outcomes.



Organizational Well-being, Excellence and Reputation

FSU College of Nursing seeks to increase our local, national, and global footprint through the excellence of its faculty, staff, students, and alumni. We seek to amplify our impact by investing in areas of professional development, strengthening and cultivating effective infrastructure, nurturing external partnerships and increasing community engagement, and maximizing the impact of the college's resources, all while providing an academic environment for our students, faculty, and staff that focuses on their overall well-being and health.

✦ **Objective 1: Foster the professional development of faculty and staff to promote and advance the College of Nursing as a preeminent leader in nursing education, research, and practice.**

- Formalize training plans and performance metrics to enhance the knowledge and skill set of our faculty and staff.
- Incentivize faculty and staff to pursue fellowships, awards, and recognitions that further promote the College of Nursing's excellence.
- Recruit and retain high-achieving faculty and staff who demonstrate a commitment to excellence, innovation, and the advancement of nursing education, research, and practice.



Organizational Well-being, Excellence and Reputation

✦ **Objective 2: Advocate for and solidify policies and procedures that ensure administrative and organizational efficiency.**

- Prioritize effective communication strategies to enhance transparency and ensure clarity in conveying policies, initiatives, and procedures.
- Commit to robust internal tools and systems that promote organizational efficiency, streamlining processes, enhancing collaboration, and optimizing resource allocation.
- Work collaboratively with stakeholders and actively advocate for changes that alleviate administrative burdens, while simultaneously enhancing compliance and operational efficiency.

✦ **Objective 3: Enhance the reputation and ranking of the College of Nursing.**

- Foster a culture of continuous improvement through faculty development, research productivity, and scholarly achievement.
- Nurture and strengthen collaborative partnerships that are in alignment with the college's mission and vision to enhance the health of Floridians and beyond.
- Effectively communicate the successes achieved and the strong relationships cultivated, highlighting achievements of our faculty, staff, students, and alumni, fostering greater awareness, engagement, and support from stakeholders, and solidifying our reputation as a dynamic and thriving institution.
- Promote and recognize the achievements of College of Nursing alumni as they relate to advancing knowledge and bettering our communities, state, and world.
- Actively engage alumni and friends to foster partnerships and collaboration, promote the work of the college, and expand giving and support to College of Nursing initiatives and programs.

✦ **Objective 4: Maximize the utilization of college resources to support and sustain transformative initiatives at both the college and university levels.**

- Embrace technological advances that enhance both efficiency and effectiveness across college operations.
- Prioritize the comprehensive training and empowerment of our staff and faculty, equipping them with the necessary knowledge, skills, and tools to successfully navigate periods of transition and growth.
- Proactively seek out strategic partnerships with industry leaders, pursue fundraising opportunities, and actively pursue grants that align with our transformative initiatives.

✦ **Objective 5: Create an academic environment focused on prioritizing the health and well-being of our students, faculty, and staff.**

- Build a comprehensive health and well-being program using evidence-based strategies and best practices.
- Utilize data and research to determine specific health and well-being needs of the FSU College of Nursing audiences and identify innovative solutions to address them.
- Serve as a leader in the healthy academic community space, both at the university and the larger higher education community.