COLLEGE OF NURSING AND HEALTH SCIENCES STRATEGIC PLAN

An outline for enhanced student success, diversity and inclusion, expanded research, and partnership with our communities and the State of Vermont.
THE STRATEGIC DOING APPROACH

KEY QUESTIONS FOR MEASURABLE OUTCOMES:

- What could we do together?
- What should we do together?
- What will we do together?
- What’s our check-in plan?
OUR MISSION AND VISION

VISION
To be a leading academic community in health research, education, and practice committed to creating a healthier, more equitable world.

MISSION
Advance health and wellness for all by preparing global citizens to lead and collaborate across disciplines and perspectives; by fostering excellence in research, education, and clinical practice with an interprofessional commitment to advancing equitable policies that support the health of individuals, communities, and society.

VALUES
- Caring
- Service
- Healing
- Community
- Advocacy
- Trust
- Respect
- Integrity
- Professionalism
- Kindness
- Selfcare
- Compassion
- Cultural Humility
- Inclusivity
IDENTIFIED STRATEGIC AREAS

FRAMING QUESTIONS

- Diversity, Equity, and Inclusion
- Health and Wellness
- Teaching and Research
- Student Success
- Development
- Equity of Voice
PROMOTING DIVERSITY, EQUITY, AND INCLUSION

How would we build a culture of inclusivity, equity, and diversity for faculty, staff, and students as a core tenet of the CNHS Strategic Action Plan?
PROMOTING DIVERSITY, EQUITY, AND INCLUSION

STRATEGIC OPPORTUNITIES

1. Develop a five-year Inclusive Excellence Action Plan
2. Increase efforts toward student retention
3. Evaluate DEI needs of CNHS
4. Expand curricular offerings related to diversity and inclusion
ENHANCING HEALTH AND WELLNESS

What would it look like to have an integrated strategic mission of health and wellness for faculty, staff, students and the community?
ENHANCING HEALTH AND WELLNESS

STRATEGIC OPPORTUNITIES

1. Survey faculty and staff to better understand wellness needs
2. Conduct assessment to increase workplace wellness practices
3. Partner with insurance companies to make CNHS a pilot wellness workplace
4. Develop training for CNHS administrators to enhance workplace wellness
5. Develop and integrate a wellness curriculum across CNHS programs and ensure administrators, faculty, and staff have strategies to support students’ wellbeing
EXPANDING TEACHING AND RESEARCH

What would it look like to invest strategically in the recruitment and retention of diverse teacher-scholars preeminent in their fields to accelerate and enhance the teaching and research mission of the college?
EXPANDING TEACHING AND RESEARCH

STRATEGIC OPPORTUNITIES

1. Articulate CNHS definition of diversity
2. Examine how CNHS fits within context of University’s diversity efforts
3. Develop and implement a Distinguished Lecture Series and Visiting Scholar Program
4. Create a Henderson-Harris Fellowship in cooperation with UVM to sponsor a post-doctoral scholar, advance UVM’s research and teaching goals, and assist in reaching identified diversity goals
5. Increase infrastructure to support researchers in securing external funding
6. Enhance communication related to research and faculty accomplishments
7. Establish a junior faculty professional development program
8. Provide mentorship on Reappointment/Promotion/Tenure (RPT) and sabbatical processes for non-tenure and tenure track faculty
ENSURING STUDENT SUCCESS

How do we create an outstanding, innovative, and sustainable educational experience for our students?
ENSURING STUDENT SUCCESS

STRATEGIC OPPORTUNITIES

1. **Foster alumni connections** to expand internship and clinical placements
2. **Develop interprofessional alumni/student mentorship program** to build community early in students’ careers
3. **Implement** Student Services/faculty advising partnership
4. **Evaluate CNHS first-year seminar**, NH 50: Applications to Health, which introduces interprofessional education and issues relevant to the health professions, to enhance students’ transition to college
5. **Improve classroom support for Universal Design for Learning (UDL)**, an approach to teaching that addresses the diverse learning needs of all students
THE FUTURE OF DEVELOPMENT

How do we grow philanthropic partnerships to develop new research and educational opportunities for the College?
1. **Request feedback** to define areas of need in each academic department

2. **Compile needs** for furniture, equipment and supplies, technology, program support, repairs and maintenance, artwork, and major gifts

3. **Prioritize** major gift needs

4. **Identify naming opportunities** in existing spaces

5. **Create materials** to easily share needs with prospective donors
CHAMPIONING EQUITY OF VOICE

How do we foster an environment where faculty, staff, and students have equity of voice in the strategic mission of the College?
CHAMPIONING EQUITY OF VOICE

STRATEGIC OPPORTUNITIES

1. Develop system to solicit feedback from CNHS community and constituent groups
2. Share Strategic Plan with CNHS constituencies and collect feedback
3. Organize regular meetings with Dean and group of student representatives
4. Organize regular meetings with Dean and staff
5. Plan annual CNHS forum that includes representatives from all constituent groups for intra-college discussion
6. Survey CNHS on effectiveness of communication and implement conclusions