Our Mission, Vision and Values

Mission

The School of Nursing provides leadership in teaching and learning in nursing, nursing research, and public engagement with the goal of promoting health and well-being.

Vision

We will be responsive and engaging leaders in nursing education and research provincially, nationally and internationally by developing quality teaching, learning, and research environments. Our graduates will be skillful, caring, knowledgeable nurses who have a clear vision of the nursing discipline. They will strive for excellence in health care, be prepared to collaborate with others, and be responsive to human diversity in an effort to improve health for all.

Values

- **Excellence.** We seek to achieve the highest possible quality in our educational programs and in our teaching, research, service and public engagement.
- **Innovation.** We strive for innovation in teaching, research, and public engagement, in order to involve students in learning and to advance knowledge in nursing education, research, and public engagement.
- **Responsiveness.** We respond to the needs of our students and to changes in health care and in society.
- **Collaboration.** We foster effective and dynamic relationships by sharing knowledge and expertise with clients and other health professionals in a spirit of mutual respect to achieve common goals.
- **Partnerships.** We work with our clinical partners and other academic units, to improve our programs and to enhance evidence-based nursing practice.
- **Collegiality.** We strive for collegial relationships among faculty and staff members, students, research investigators, and all health professionals.
- **Responsibility.** We have a responsibility to students, the university, and the community, to provide quality programs, to assist the university in attaining its strategic plan, and to be efficient in our operations.

Section 1: Strategic Directions for Teaching and Learning

1. The School of Nursing will offer engaging, responsive, and learner-centered programs.

   **Goals**

   1. Promote consistency in faculty members’ expectations of students in multi-section clinical courses.

   2. Encourage feedback and sharing between faculty and students (some possible strategies are
appreciative inquiry approach to developing a respectful culture, and meetings with dean and students for feedback from students).

3. Determine the type of fast track program we would like to offer (e.g., early exit BN program, 2nd degree program, etc.) and develop and obtain approval for this program.

4. Identify ways of integrating faculty and students at MUNSON and CNS following consolidation, to create a new Faculty of Nursing that builds on the strengths of faculty and staff at both sites.

5. Seek resources and ARNNL approval for a satellite BN program in Grand Falls-Windsor.

6. Obtain ARNNL approval for our Nurse practitioner programs (MN-NP and Post Master’s degree NP graduate diploma).

7. Evaluate the new MN curriculum and develop and implement recommendations.

8. Identify potential international placements for undergraduate students.

2. The School of Nursing will create a teaching and learning environment that instills practice excellence.

**Goals**

1. Continue to work with DELTS on teaching – learning strategies that are a good fit for nursing.

2. Encourage faculty participation in faculty development sessions.

3. Foster a culture of support for implementation of teaching/learning strategies (both innovative and different use of traditional strategies), that allow for enhanced engagement of students and faculty.

4. Identify (a) nursing theory(s) to guide faculty members and students in their nursing of individuals, families, and communities, to enhance students’ understanding of how theory affects practice.

5. Encourage communication among clinical nursing instructors, faculty members, lab instructors, unit managers, direct care nurses, and students to share evidence-based nursing practice.

6. Obtain input and feedback about MUNSON BN and MN programs from unit managers and provincial nursing leaders.

7. Develop a plan for the use of simulation throughout the undergraduate curriculum, and seek resources to implement this plan

8. Seek and engage in interprofessional education initiatives and other opportunities for interdisciplinary teaching–learning and practice collaboration.

9. Explore ways to engage preceptors to ensure a consistent, reliable pool of clinically excellent preceptors.
Section 2: Strategic Directions for Research/Scholarship

1. Faculty members at the School of Nursing will engage in relevant, visible, and engaged scholarship and research, resulting in an increase in their publications (as per Memorial University’s Research Intensity Plan).

Goals

1. Develop a proposal (including a theme) for a Joanna Briggs Systematic Review Center at the School of Nursing.

2. Identify theme(s) for research focus(i) at the School of Nursing.

3. Explore partnerships with clinical partners with the goal of identifying and implementing practice relevant research.

4. Work with communication officer at MUNSON to increase visibility of faculty members’ research.

2. The School of Nursing will develop a culture of research that will enhance faculty members’ research productivity, and undergraduate and graduate student engagement in research.

Goals

1. Develop a faculty mentorship program and assign new faculty members a research mentor.

2. Support faculty members who are research intensive by identifying and implementing revenue generating activities.

3. Identify and implement strategies to strengthen research opportunities for undergraduate students (e.g., include on research teams; consider the possibility of a BN honours option).

4. Admit doctoral nursing students who are a good fit with faculty members’ expertise and the School of Nursing’s research theme(s).

5. Present conference papers and publish with graduate students.

6. Promote faculty members, graduate students, and invited guests to attend and/or present at informal research presentations/discussions (topics related to research at all stages from inception to publication/dissemination) with an expectation that faculty members and graduate students will attend presentation/discussions.

7. Establish processes for peer review of manuscripts and grants, and to identify the research needs of all faculty members.
Section 3: Strategic Directions for Public Engagement

1. The School of Nursing will improve our capacity for leadership in the formulation and realization of healthy public policy.

   **Goals**

   1. Become involved in the development of primary health care in the province.
   2. Recognize and foster the public engagement activities of our students, and faculty that are related to improving health of individuals, families, and communities.
   3. Promote ways to encourage nursing students’ participation during interprofessional activities.

2. Faculty, staff, and students will engage in relevant, visible and valued public engagement.

   **Goals**

   1. Raise the profile of the School of Nursing through increased communication of education, research, and public engagement activities including with our alumnae members.
   2. Plan and implement 50th Anniversary of the School of Nursing celebrations.
   3. Plan and implement a nursing history day that includes a celebration of the nurses in WWI, as part of the 50th Anniversary Celebration.
   4. Engage alumnae members through events at the School and through an electronic School of Nursing newsletter.
   5. Engage professional associates in School of Nursing activities.
   6. Encourage faculty and staff members to attend university media relations training.
   7. Identify faculty members’ content and research expertise and communicate this to journalists so that nursing faculty will be sought out for their expertise by the media when issues are in the news.