

## STRATEGIC DIRECTIONS AND STRATEGIC INITIATIVES 2018-2022

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### Section 1: Strategic Directions for Teaching and Learning

1. The Faculty of Nursing will be leaders in developing and implementing engaging, responsive, and learner-centered programs.
2. The Faculty of Nursing will create a teaching and learning environment that instills practice excellence.

Strategic Initiatives	
1.	Have all faculty engaged in development/revision activities for the implementation of the undergraduate and graduate curricula.
2.	Strengthen faculty skills in current teaching and learning strategies and their integration in to the curricula: <ul style="list-style-type: none"><li>• Have more faculty become involved with unit education days and implementation of MUN’s Learning-Teaching Framework.</li><li>• Provide ongoing faculty development on key topics, such as:<ul style="list-style-type: none"><li>○ Concept-based teaching and learning,</li><li>○ Strategies to enhance teaching,</li><li>○ Indigenous history, perspectives and experience,</li><li>○ Implementation of a plan to decolonize curricula/programs,</li><li>○ The unfolding revised curriculum process,</li><li>○ Graduate student supervision,</li><li>○ Feedback and evaluation,</li><li>○ Teaching academic writing skills and argumentation skills.</li></ul></li></ul>
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 in all programs. <ul style="list-style-type: none"><li>• Continue to work with CITL to identify and integrate teaching – learning strategies that are a good fit for nursing in all programs.</li><li>• Seek and engage in interprofessional education initiatives and other opportunities for interdisciplinary teaching–learning and practice collaboration.</li></ul>
4.	Integrate models of strengths-based nursing and relation inquiry in the undergraduate curriculum.
5.	Integrate a culture of teaching and learning that is respectful of Indigenous history, perspectives and experience.
6.	Enhance the integration of simulation throughout the undergraduate curriculum and NP program.
7.	Encourage communication among clinical nursing instructors, faculty members, LRC instructors, unit managers, direct care nurses, and students to promote understanding of and consistency in meeting program objectives.

Strategic Initiatives	
8.	Enhance opportunities for respectful communication, input and feedback about MUNSON programs from students, faculty, agency staff, unit managers, provincial nursing leaders, and patient stakeholders.
9.	Engage, prepare and support preceptors to ensure a consistent, reliable pool of clinically excellent preceptors.
10.	Develop and implement a plan to enhance consistency in the evaluation of students' clinical performance and providing formative and summative feedback to students.
11.	Respond to provincial requests for offerings of undergraduate courses or the programs to off-campus student cohorts.
12.	Continue to explore and develop potential international placements for undergraduate students.
13.	Redevelop the masters' programs to better reflect advanced practice leadership competencies.
14.	Explore the development of a direct-entry MScN option.

## Section 2: Strategic Directions for Research/Scholarship

### 1. The Faculty of Nursing will foster research literacy and skills in students in the undergraduate and graduate programs

Strategic Initiatives	
1.	Develop and implement a plan for students to progressively develop skills in research literacy.
2.	Increase the opportunities for students to be actively involved in research study design, implementation and dissemination.
3.	Foster students' ability to critically appraise and advocate for evidence-informed nursing practice.

### 2. The Faculty of Nursing will take an active leadership role in engaging research partners and continue to strengthen research excellence and success

Strategic Initiatives	
1.	Implement strategies to support the Faculty's research priorities.

<b>Strategic Initiatives</b>
2. Promote team research led by experienced researchers on faculty.
3. Increase the opportunities for contractual faculty to be involved in study design, implementation and dissemination.
4. Foster team research with faculty at Memorial SON's collaborative sites.
5. Strengthen linkages with clinical and community partners to identify and implement practice-relevant research.
6. Explore partnerships with faculty at Hull University and other academic institutions to identify and implement practice relevant research.
7. Increase the number of faculty presentations and publications.
8. Establish internal processes for peer review of faculty manuscripts and grants.
9. Identify and implement revenue generating activities to support faculty research.
10. Advocate for more funding for nursing research.
11. Promote faculty members, graduate students, and invited guests to attend and/or present at faculty forum and PhD seminars.
12. Admit doctoral students who are a good fit with faculty members' expertise and the Faculty of Nursing's research priorities.
13. Strengthen the capacity of the doctoral program to attract and supervise PhD students and PhD research.
14. Track number of grant applications submitted and those successful in receiving funding.
15. Increase the number of faculty involved in the work of MUNSON's Affiliated Group of the Joanna Briggs Institute.

**Section 3: Strategic Directions for Public Engagement**

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

<b>Strategic Initiatives</b>
1. Advocate for Health in all policies locally, provincially, nationally, and internationally.

**Strategic Initiatives**

2. Recognize and foster the public engagement and advocacy activities of our students, and faculty that are related to improving health of individuals, groups, and communities.
3. Promote ways to foster nursing students' effective collaboration with community stakeholders during interprofessional activities.
4. Increase awareness of the Faculty of Nursing at the health care agency, local, provincial, national and international levels.

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

**Strategic Initiatives**

1. Clarify the role of the Registered Nurse.
2. Raise the profile of the Faculty of Nursing through communication of education, research, and public engagement activities.
3. Increase visibility and collegiality of Faculty of Nursing in clinical sites.
4. Plan and implement an alumnae event each year.
5. Engage alumnae members through an electronic Faculty of Nursing newsletter and other social media.
6. Engage professional associates and adjunct professors in teaching, research and other activities of the Faculty of Nursing.
7. Develop and implement strategies to acknowledge preceptors, professional associates/adjunct professors and partners.
8. Encourage faculty members, Associate Deans, and Dean to avail of university media training opportunities.
9. Increase media profile of nursing research and the professional roles of the nurse through faculty members updating their profiles on Yaffle, MUNSON web site, Gazette articles and media releases.