Pillar 1

1. **Create respectful, diverse, inclusive, and dynamic campus and virtual learning communities that prepare nurses and health professionals for the interdisciplinary roles they will assume.**

**Metric 1:** 35% of SONHS students represent LGBTQIA+, underrepresented and minority populations.

**Goal:** Foster an environment that is culturally respectful and attracts and retains a diverse student population.

**Strategy:** Maintain and/or develop teams of faculty and staff for recruitment and retention of underrepresented students. SONHS will seek to establish metrics to identify number of non-cis gender female enrollment.

**Metric 2:** 90% of students engage in service learning with 50% engaged in marginalized communities.

**Goal:** Increase inclusive and dynamic learning though service in unique communities.

**Strategy:** Incorporate service learning and/or community engagement in curriculum.

**Metric 3:** Wellness, joy, or resiliency topics or resources are formally integrated or discussed in 100% of clinical orientations for students; 50% of program courses; and a minimum of one annual of faculty meeting.

**Goal:** Provide institutional infrastructure for wellness (mental, physical, financial) resiliency training of our faculty, staff, student body.

**Strategies:** Promote student, staff, and faculty wellness maximizing university supports; Formal orientation and mentors for new faculty; organizational leaders create safe environment; Provide workshops for faculty and staff to identify warning signs of struggling students; Host leadership development for faculty.
Pillar 2

2. **Build the health professional workforce through established and innovative teaching strategies and technologies that enhance student success**

**Metric 1:** 95% of graduates are employed in a position related to their degree or continuing their education within 12 months after graduation.

**Goal:** Foster a creative and engaging learning environment which sets SoNHS graduates apart from other college graduates in the KC metro area.

**Strategies:** Interprofessional education collaboration; clinical experiences that provide our students with skills that employers need/want (policy, grant writing, teaching, etc.); Continuous Program Evaluation; through advertisement and marketing (chamber of commerce, target employers) increase awareness of benefits of hiring students with a BHS and BS-PH.

**Metric 2:** 95% of graduates eligible for professional certification will pass the certification exam.

**Goal:** Maintaining high certification pass rates in the nursing programs & establish high pass rates in public health certifications.

**Strategy:** Ensure comprehensive curricular that meet or exceed the national recommendations.

**Metric 3:** 90% of student retention in first year of the RN-BSN, MSN, PhD and DNP programs.

**Goal:** Maintaining or lowering attrition rates in our programs OR Increasing retention rates.

**Strategy:** Support student success by maximizing use of university resources; use predictive data to identify opportunities to assist students; review policy and procedures.

Pillar 3

3. **Conduct research and scholarly endeavors toward improved urban, rural, and underserved population-based health outcomes, health care delivery, and health education utilizing innovative technology that establish optimum standards of care.**

**Metric 1:** Increase the number of scholarly proposals submitted by 3-5% annually with a goal of increasing by 50% by 2029.

**Goal 1:** Develop a strong research/scholarship portfolio that provides scholarly research and programming opportunities for faculty and students, while improving health outcomes and health care delivery.

**Strategy:** Conduct internal SoNHS quarterly research meetings to encourage networking and
idea generating for teams to develop and submit scholarly research proposals. Participate in the UMKC Health Sciences District (HSD) Research Council meetings and activities.

**Goal 2:** Increase undergraduate research and scholarly participation through meaningful participation in research and scholarly activities such as writing papers and research grants.

**Strategies:** Increase research engagement by increasing participation in the Honors Program and in undergraduate research activities with faculty; Develop 1 additional EUReka course.

**Pillar 4**

4. **Collaborate with academic and community partners in the areas of educational programs, research/scholarship, practice and service.**

**Metric 1:** *Increase community partnerships by 2% for all SoNHS programs.*

**Goal:** Creation of meaningful academic/community partnerships that not only train our students, but meet goals for community agencies (ex: public health data mining; student projects provide hard product for community agency to use; students perform screenings to meet community agency metrics, etc.).

**Strategy:** Leverage current community agency partnerships as well as develop new partnerships with younger community agencies who may be struggling to deliver outcomes.

**Metric 2:** Increase alumni engagement by 15%.

**Goal:** Increase alumni engagement & recognition.

**Strategies:** Create traditions in specific programs which reflect a unique SONHS identity; Increase social engagement in online classrooms; Enhance opportunities for alumni engagement.

**Pillar 5**

5. **Maintain fiscal responsibility and resource allocation within the school of nursing and health studies.**

**Metric 1:** Increase course sharing by five percent by 2024.

**Goal:** Remain fiscally sound within the UMKC budget model.
**Strategy:** Share courses between programs and other departments, academic units, and schools within the UM system.

**Metric 2:** Program Directors will participate in a series of yearly budget trainings sponsored by the Dean’s Office.

**Goal:** Solicit budget training and development opportunities across the UM system and continue Program Director development by increasing support to budget within the UMKC budget model.

**Strategy:** Prioritize budget development training for Program Directors, Deans, faculty and staff.