

**Frances Payne Bolton School of Nursing**  
**Strategic Plan 2018-2022**  
11/29/18

**Mission of FPB:**

Create and empower nurse leaders who develop and implement innovative and interprofessional research, education and practice activities that make a positive difference in the health of individuals and communities.

**Vision for FPB:**

To be recognized globally as an academic community of excellence that builds on our strengths and traditions to provide leadership in nursing research, education and practice in evolving, interprofessional health and scientific communities.

**Values:** integrity, discovery, diversity and inclusivity, innovation, community, individuality, excellence

We value that each member of FPB acts with integrity, drives discovery, promotes diversity and inclusivity, supports innovation, demonstrates community, embraces individuality, and strives for excellence.

**Goals:**

1. FOCUS AREA: PEOPLE AND ENVIRONMENT

**Goal: Make FPB the place to be!**

- Cultivate an inclusive environment where people from all backgrounds feel a sense of belonging, respect and being valued.
- Increase diversity and inclusion efforts for and among students, faculty and staff.
- Create and support initiative, innovation and testing of new ideas.
- Create a student-centered learning environment where local, national and international students succeed academically, professionally and personally.
- Be the employer of choice for faculty and staff.
- Create a community of wellness that supports work-life balance and enables students, faculty and staff to thrive.

2. FOCUS AREA: RESEARCH

**Goal: Lead the discovery of new knowledge through innovative and high-impact research.**

- Be the recognized leader in our areas of research focus.
- Maximize the research capacity of FPB faculty and students.
- Develop and launch the next generation of nurse scientists.
- Increase collaborations and partnerships to address acute care, population health and community based research.
- Evaluate sustainability of FPB research centers of excellence.
- Foster entrepreneurship to take new discoveries to the marketplace.

3. FOCUS AREA: EDUCATION

**Goal: Ensure high value nursing education.**

- Develop opportunities for highly engaged learning that makes the best use of faculty expertise, mentorship and diverse technologies/modalities.
- Create interprofessional student experiences in simulation, in the classroom and in practice using the rich resources of CWRU, area institutions, and global networks.
- Ensure relevance, quality, sustainability and high impact of our educational programs.

- Prepare nurses to meet local, national and global health objectives.
- Support faculty to be the BEST educators they can be and create an environment where teaching excellence is rewarded.

#### 4. FOCUS AREA: PROFESSIONAL PRACTICE

##### **Goal: Develop and promote new models of professional and interprofessional practice.**

- Engage in the national movement for nurses to practice to the full extent of their education and competencies.
- Maximize professional and interprofessional academic-clinical practice partnerships at a national and international level.
- Continue the development of Implementation Science (Evidence based and quality and safety initiatives, and scaling-up of effective interventions.)
- Strengthen healthcare partnerships and neighborhood and global initiatives.

#### 5. FOCUS AREA: CULTURE OF LEADERSHIP

##### **Goal: Position FPB as the Leadership Destination for all nurses**

- Prepare nurse leaders at all levels to shape the future of health care, led by the Marian K. Shaughnessy Leadership Academy
- Infuse leadership content throughout all educational programs
- Initiate research and scholarship focused on leadership in nursing and health care
- Lead policy changes at all levels of health care, locally, nationally and globally

#### 6. FOCUS AREA: NEW HEALTH EDUCATION CAMPUS

##### **Goal: Implement a smooth transition to the New Health Education Campus**

- Work with SOD and SOM to create an effective transition plan.
- Build new relationships with the Cleveland Clinic, SOD and SOM to enhance interprofessional education and training.
- Implement a communication and marketing plan to inform and engage FPB students, faculty, staff and key stakeholders.
- Maintain the FPB identity, and ensure a sense of connection with the CWRU main campus.
- Take advantage of the new space and technology to improve the education and work experience.

#### 7. FOCUS AREA: GLOBAL HEALTH

##### **Goal: Promote a global health presence**

- Develop targeted initiatives to support global health presence.
- Engage with alumni in building stronger global nursing education, practice and research networks
- Build programs of research and practice across continents, integrating national and international priorities