RSON Strategic Plan Flow Sheet

RBHS Objective	Priorities	Priority Level	Recommended Initial Task Force	Action Steps	Timeline	Outcome Indicators
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M1 Clinical Care	Build clinical partnerships providing a variety of experiences	High	PV/CD/JK/AB/NA/SC/DG/YB	Develop new relationship with Parker Life	2024 to 2026	Clinical Placement Contract
						DNP and UG Placements
				Explore partnerships with Atlantic Health	2024-2025	
				Evaluate DEUs	2025	
				Expand Partnership Opportunities with UH-Newark	2024-2026	Increase in UG and Grad Placements
				Develop Grad Student Allocation Algorithm (SAW)	2024-2027	Increase in AP Placements in RWJBH
	Collaborate to Create APRN Fellowship Opportunities	Moderate	SS/CD/KS/LH/AB	RWJBH APP Fellowship Launched	2023-2024	APRN grad acceptance rates
				Explore Fellowship Opportunity with Parker Life	2024-2027	
				Explore Fellowship Opportunity with UH	2024-2027	
	Joint Appointments	Low		Discuss faculty contracts with health systems	2025-2028	# of Joint Appointments compared to baseline
	New ways of preparing students for clinical practice	High		Form Faculty-Academic Administration Task Force	2024	
				Evaluate DEUs	2024-2026	
				Implement & Evaluate A/B Model of UG clinical education	2024-2026	
M2 Education and Training	Update lab equipment, space, simulators	High	TP, CR, KP	Completed in New Brunswick		Renovations and Updated Equipment Completed
				Ackerson Remodel	01/24 - 07/24	
				SSB CRNA Remodel	2023-2024	
	Space	High		Open 110 Paterson for faculty/staff assigned to NB	2024	Completion of space reallocations
				Implement swing space / shared offices	2024	
				Establish criteria for private offices	2024	
				Smaller furniture	2024	
	Improved Space Management	High		Charge to Division for space changes after signoff	2024	
				Grant proposals involving space need administration's approval	2024	
				Grant proposals involving sim need Dr. Repsha's approval	2024	
				Marketing for Blackwood campus	2024	
	Early identification and support for students at risk	High	JF/NA/SS/NC/CC/NB/BS/BR, student reps	A2 exam used as admission screen for all 2+2 students	2024	
				Evaluate A2 exams as a screening tool for at risk students in 2nd Degree program	2024-2025	
				Evaluate A2 exams as admission screen for 2nd degree program	2025-2026	
				Evaluate use of A2 exams to assess for at-risk students in traditional program	2025-2026	

				Those with scores <80 will be required to take remediation as determined by task force	2024-2025	
				Involve students in planning remediation and support	2024-2025	
	Facutly Focus on Needs of New Gen	Moderate	SS/KW/MV/JM	Convene faculty, staff, and student committee	2025-2026	Student & Faculty Evaluations
	Reframe DNP projects to gain experience, knowledge, skills to set them apart in the marketplace	Moderate	PV/SS/TV	Faculty/Academic Administration will work to examine DNP data pre and post DNP project revision and make recommendations for change	2026-2027	
	Prepare grads who manage complexities of healthcare systems with deep understanding of pop health	Moderate		Work with community of interest on curriculum review & graduate performance	2024-2027	
				Launch Master's task force	2023-2024	
				PhD Curriculum revision	2024-2025	
	Explore opportunities for hybrid learning models within graduate programs	High to Moderate	PV/DB/CJ/SS	Explorehybrid option with PhD program	2023-2024	
				Evaluate asynchronous hybrid design with DNP specialties	2024-2027	
	Review school structures and policies to create environments where all students have the opportunity, resources, and support they need to learn and grow	High	SS/KW/MV/DP/Div. Asst. Dean/Dir.	Gather data on failure to progress through curriculum and analyze whether policies in place support quality academic progression	2023-2025	
				Review student policies for currency inclusivity and student-centricity		
M3 Research & Innovation	Develop and Launch Center for Health Equity & Systems Research	High	JM/LMcF/CTH/OJM/RR	Submit CHESR proposal and obtain approval	Completed 2023	
				Plan launch of CHESR		
				Website Development and Updating	2023-2024	
				Plan, implement and evaluate national seminar	2023-2024	
				Open affilate membership opportunities	2023-2024	
				Design, implement, evaluate seminar series	2023-2024	
				Submit NINR proposals	2024-2027	
	Develop collaborative research agenda with clinical partners	Moderate to High	RWJB/RSON Collab	Implement RSON RWJBH Research Program	2023-2025	
				Identify opportunities for collaborative research	2023-2025	
M4 Community Engagement	Facilitate School Leadership and Participation in Health Issues Unique to NJ Population		RU Consortium Project	Implement state funded reproductive justice and maternal mortality reduction efforts	2024-2028	
				Lead a consumer facing campaign to support the ending the HICV epidemic campaign		
	Engage in public schools and community orgs to promote nursing as career choice	High	KW/PVen/CR/Student Leaders	Collaborate with identified Newark Public Schools	2023-2028	
	Engage with community organizations regarding health education and community needs	Moderate	KW/AN/CD	Initiate and engage with community advisory boards	2023-2028	
U1 People & Workforce	Enhance Communications with and among faculty and staff	High	LMcF/JM/Faculty and Staff Councils	Implement mechanisms for frequent, targeted communication		

				Examine newsletter/announcement communications across school and make recommendations for improvement		
	Create more opportunites for faculty-staff interactions and social forums	High	**JS/Staff & Faculty Council's chairs**	Implement joint retreat annually with guest speakers	2024	
U2 Inclusive, Respectful culture	Facilitate an engaged, respectful organizational climate where all feel welcome, valued and safe.		**CD/SG/Accred Ch.1 Committee (Values)**	Create electronic suggestion box	2024	
				Examine current data and gather needed additional data from faculty, staff and students	2024-2028	
	Build an inclusive diverse faculty and staff that mirrors its student body and NJ population		**KW/RR/JS/WB/CTH**	Actively update and communicate SON DEI plan		
				Review language in mission and other		
U4 Enabling Systems & Structures	Examine HR Practices		**SS/KW/JS/WB**	Determine Effective Search Committee Process: Time frame/Tasks/Responsibilities/Education Support for		
	Examine IT Resources and Processes		**KW/SS/AB/CR/JM/KP**	Assess and make recommendations for classroom technology Assess and make recommendations for Simulation Technologies/software applications Assess and make recommendations for IT support/Customer Service		
	Examine Internal Communication		**LMcF/KW/SS/RR/Liezza R/VA/TD**	Assess distribution lists and make needed changes Assess and make recommendations for sharing news/executive actions Define a process for ongoing evaluation and update for website		
	Examine Use of Student Information Portals		**KW/SS/SG/DP/YMcCl/DS/DB**	Assess and make recommendations for processes for use of Data Run Integrate Banner and Exaat to advance graduate advisement Assess and make recommendations for Admissions and Enrollment Data		
	Examine Process for Onsite, Community and Hospital-Based Clinical Placements		**YB/VM/Asst. Dean**	Integrating scheduling and assignments between on-campus and off-campus clinicals		