

Goal 1. Scholarship: Advance the nursing profession through faculty scholarship and professional involvement.

- a. All tenure and tenure track faculty will clearly demonstrate a continuous pattern of and evidence of expertise and impact in the profession.
- b. All promotion eligible non-tenured track (PENTT) faculty will meet the same College performance expectations in their primary academic domain (i.e. instruction, clinical practice or research) as expected of tenure-track faculty members.
- c. All faculty will hold membership in a professional nursing organization.
- d. All non-tenure track (NTT) faculty will clearly demonstrate clinical expertise in a specific area of clinical practice.
- e. All promotional eligible non-tenured track (PENTT) and non-tenured track (NTT) faculty will maintain national certification in speciality.
- f. All APRN faculty must maintain a faculty practice with a clinical affiliate.
- g. All tenured and tenure-track faculty will have funded research by year 5 of initial employment and every 3 years subsequently.

Goal 2. Leadership: Prepare valued nurse leaders for the community served.

- a. 70% of undergraduate students will graduate within 4 years of enrollment.
- b. 70% of graduate students will graduate within 5 years of enrollment.
- c. 50% of students will participate in civic engagement.
- d. 80% of employers returning surveys will report satisfaction with graduate performance.
- e. 85% of BSN graduates residing in Texas within one year of graduation are employed or are in graduate school. (THECB data)
- f. 85% of MSN graduates residing in Texas within one year of graduation are employed or are in graduate school. (THECB data)
- g. Show a 3% increase in enrollment in the CON.
- h. Implement honors program for undergraduate students.
- i. All graduate students will present an evidence based project before graduation.

Goal 3. Nationally Recognized: Achieve recognition in baccalaureate and graduate nursing programs.

- a. 80% of 2nd Degree BSN students pass the NCLEX-RN first time testing.
- b. Maintain full approval from Texas Board of Nursing.
- c. Maintain full Commission on Collegiate Nursing Education accreditation to next site visit (2024).
- d. 80% Family Nurse Practitioner certification pass rate.

Goal 4. Excellence: Develop excellent clinical and service liaisons and partnerships with UH inter-professional collaborations, community groups, health care agencies, alumni, donors and other interested individuals.

- a. Develop and maintain clinical affiliation agreements.
- b. Host CON activities for current students, future students, alumni and community of interest.
- c. Explore and develop inter-professional educational opportunities.
- d. Explore and develop academic practice partnership opportunities.
- e. Explore and develop international research and learning opportunities.
- f. Collaborate with the Office of University Advancement for capital campaign and funding.
- g. Implement simulated educational experiences in 20% of all undergraduate clinical nursing courses.