



**Langston University**

**School of Nursing  
(SoN)**

**STRATEGIC PLAN 2017-2022**  
**An Overview of Strategic Planning for Langston University**

### **Mission (adopted in August 2014)**

Grounded in its rich traditions as a historically Black college and university, and a land-grant institution, Langston University offers quality post-secondary education to diverse populations through academic, research, community engagement, extension, and co-curricular experiences that lead to professional competence and degree completion.

### **Vision (adopted in November 2015)**

Langston University fosters an environment that cultivates leaders, innovators, and engaged citizens who meet the challenges of local, national, and global communities.

### **Learning Outcomes (adopted October 2015)**

Graduates of Langston University will be able to demonstrate:

- Critical thinking skills through academic problem-solving
- Effective communication skills
- Knowledge of challenges faced by rural and urban communities, both global and domestic
- Knowledge of current technology
- Positive leadership skills
- Use of quality methods for conducting research or inquiry
- Respect for diversity in its many forms
- Commitment to responsible citizenship
- Competence in their chosen field of study

### **Goals of the Plan**

1. Establish a comprehensive program for achieving academic success, particularly for students from diverse background, who will benefit from a holistic approach to the higher education process.
2. Provide support to faculty members that allow for professional growth and development in the areas of teaching, research, service, and community engagement.
3. Enhance and expand communication across the university and among all constituent groups.
4. Develop and expand academic programs to strengthen the university's offerings for students that will enhance their marketability and career readiness.
5. Manage and increase internal and external resources to strengthen the University's financial health.

## **Strategic Planning for School of Nursing (SoN) 2017 -2022**

### **SoN History**

In September 1978, the Oklahoma State Regents for Higher Education granted authority to LU to establish a baccalaureate degree program in nursing. The forces behind the establishment of the School of Nursing at LU were the nursing education needs of the rural communities surrounding Langston and those of the Tulsa community. Langston University would provide the only state-assisted baccalaureate nursing program in Logan and Payne counties as well as northeastern Oklahoma. These needs were consistent with the University's institutional function of health-related programs, the land-grant role, and the urban mission. The enthusiasm for the nursing program at LU was high, particularly from administrators and students. Initial state funding for the program was for the Langston Campus, but the hearty reception of the program and the community education needs in Tulsa propelled the program beyond its planned status.

Initially a generic BSN program was offered on the Langston campus and a BSN completion program for RNs was offered at the Tulsa campus. The same curriculum is now offered at both sites. Registered and Licensed Practical Nurses are eligible to earn advanced placement credit for selected nursing courses.

On July 1, 1989, the school of nursing and the division of allied health merged to form the School of Nursing and Health Professions (SONHP). This merger brought together programs in nursing, physical therapy, health administration, and gerontology into a single administrative unit. The director of the school of nursing was appointed to serve as dean of the SONHP. The multidisciplinary health professions faculty, created with the formation of the SONHP, has served as a catalyst for developing an interdisciplinary approach to health professions education. Faculty demonstrated their commitment to interdisciplinary education by developing and implementing a health professions core curriculum consisting of seven courses (18 hours). Currently, nursing, health administration, and public health students enroll in common core curriculum courses taught by interdisciplinary faculty. This innovative approach has strengthened and improved curricula for all disciplines and is better preparing students for the interdisciplinary collaboration required by the professional practice in 2001. Thus, the school of physical therapy now functions parallel to, rather than as part of, the school of nursing and health professions.

### **Nursing Program Accreditation History**

In the fall of 1980, eighty-five full and part-time students were enrolled in the nursing program on the Langston Campus and at the Tulsa Urban Center. The Oklahoma Board of Nurse Registration and Nursing Education (OBNRNE) granted tentative approval of the nursing program in November 1982. This OBNRNE approval has been maintained and following the September 2001 visit, the program received commendations. The initial National League for Nursing (NLN) accreditation visit was conducted in November 1986. The program received full and unconditional accreditation of the BSN program through 1994. Reaccreditation by the NLN was granted in 1994 for an eight-year period and reaffirmed by the National League for Nursing Accrediting Commission in 2002. The nursing program is approved by Oklahoma Board of Nursing and is accredited by the Accreditation Commission for Education in Nursing.

## **Strategic Planning for School of Nursing (SON) 2017 -2022**

### **Mission Statement (September 2017)**

To prepare scholarly nurse leaders who provide holistic, exemplary, and culturally appropriate care in collaboration with an interdisciplinary health care team. The professional nurse leader will advocate for diverse clients across the lifespan with a focus on health disparities promotion and maintenance. The School of Nursing fosters an environment of innovation, engagement, research, and integrity where students transition into the healthcare environment.

### **Vision Statement (September 2017)**

The vision of the School of Nursing is to graduate baccalaureate prepared nurse leaders who will excel in a variety of healthcare environments and contribute to the profession of nursing through involvement in education, leadership, service, and research.

### **Core Values**

- Ethics
- Character
- Caring
- Cultural Competence

### **Student Learning Outcomes (Spring 2017)**

Graduates of Langston University SON will be able to:

1. Provide patient-centered care which represents the patient's preferences, values, and needs within the context of their families, communities, and health care system.
2. Use information management and patient care technology in the delivery of health care.
3. Collaborate with other interprofessional health care team members for health promotion and disease and injury prevention across the lifespan.
4. Utilize nursing judgment substantiated by current evidence in the wholistic care of diverse individuals within the context of their families, communities, and health care systems.
5. Integrate ethical values and respect for all populations with a focus on minority groups within healthcare organizations and the community.
6. Apply leadership and management of care concepts to provide high-quality nursing care.
7. Demonstrate professional responsibility and accountability for nursing practice.
8. Use of scholarship of evidence-based practice and research to support high-quality healthcare outcomes and safe nursing practice

**Strategic Planning for School of Nursing (SoN)**  
**Goals of the Plan: 2017-2022**

**Strategic Initiative 1:** Engage in continuous curriculum and outcomes improvement that will ensure achievement of core competencies that will benefit students from diverse environments.

**Strategic Initiative 2:** Maintain qualified, diverse and sufficient faculty and staff to support the mission and vision of the SON by providing support for professional growth and development.

**Strategic Initiative 3:** Expanding communication across the university and with our partners and public groups.

**Strategic Initiative 4:** Enhance program expansion by fostering communication, collaboration, and team work that will strengthen graduates marketability and career readiness with an increase in enrollment and NCLEX-RN pass rates.

**Strategic Initiative 5:** Engage the community in supporting initiatives that can increase access to additional financial resources.

<b>Langston University Goals of the Plan</b>	<b>SoN Goals of the Plan</b>
Establish a comprehensive program for achieving academic success, particularly for students from diverse background, who will benefit from a holistic approach to the higher education process.	Engage in continuous curriculum and outcomes improvement that will ensure achievement of core competencies that will benefit students from diverse environments.
Provide support to faculty members that allows for professional growth and development in the areas of teaching, research, service, and community engagement.	Maintain qualified, diverse and sufficient faculty and staff to support the mission and vision of the SON by providing support for professional growth and development.
Enhance and expand communication across the university and among all constituent groups.	Expanding communication across the university and with our partners and public groups.
Develop and expand academic programs to strengthen the university's offerings for students that will enhance their marketability and career readiness.	Enhance program expansion by fostering communication, collaboration, and team work that will strengthen graduates marketability and career readiness with an increase in enrollment and NCLEX-RN pass rates.
Manage and increase internal and external resources to strengthen the University's financial health.	Engage the community in supporting initiatives that can increase access to additional financial resources.

**Strategic Planning for School of Nursing (SoN)  
2017 -2022**

<b>Goal</b>	<b>Initiatives</b>	<b>Actions</b>	<b>Measures</b>	<b>Responsible Parties</b>	<b>Funding</b>
Engage in continuous curriculum and outcomes improvement that will ensure achievement of core competencies that will benefit students from diverse environments.	<ol style="list-style-type: none"> <li>1. Identify <b>curriculum</b> improvements needed based on the current curriculum.</li> <li>2. Undergo curriculum revisions based on core competencies and diverse environments.</li> </ol>	<ol style="list-style-type: none"> <li>1. Create a curriculum map of the current curriculum in comparison to the current NCLEX-RN blueprint and updated as the blueprint changes.</li> <li>2. Implement a new curriculum by the Fall of 2019 and continue curriculum review.</li> </ol>	<ol style="list-style-type: none"> <li>1. NCLEX pass rates</li> <li>2. Completion rates</li> </ol> <ol style="list-style-type: none"> <li>1. Student surveys</li> <li>2. Graduate Surveys</li> <li>3. Standardized testing predictor scores</li> <li>4. Solicit feedback from nursing advisory council</li> </ol>	<ol style="list-style-type: none"> <li>1. Dean, Directors, and nursing faculty</li> <li>2. Dean, Directors, and nursing faculty</li> </ol>	<ol style="list-style-type: none"> <li>1. No funding is required</li> <li>2. 180,000 for new full-time faculty and \$100,000 for adjuncts to teach additional courses based on curriculum adjustments and new courses that are needed.</li> </ol>

<p>Maintain qualified, diverse and sufficient faculty and staff to support the mission and vision of the SON by providing support for professional growth and development.</p>	<ol style="list-style-type: none"> <li>1. Faculty will be allowed time to participate in professional growth and development.</li> <li>2. Faculty will be allowed to attend one conference or seminar each academic year</li> </ol>	<ol style="list-style-type: none"> <li>1. Identify campus professional growth and development opportunities for faculty and staff to participate in each academic year</li> <li>2. Identify one conference or seminar each academic year that aligns with the mission and vision of the SoN</li> </ol>	<ol style="list-style-type: none"> <li>1. Dates reported of activities identified in faculty minutes</li> <li>2. Describe conference or seminar experience to faculty during meetings and submit documentation as proof of attendance.</li> </ol>	<ol style="list-style-type: none"> <li>1. Dean, Directors, and nursing faculty and staff</li> <li>2. Dean, Directors, and nursing faculty</li> </ol>	<ol style="list-style-type: none"> <li>1. No funding required</li> <li>2. \$1,000 per faculty to attend a conference or seminar each academic year</li> </ol>
<p>Expanding communication across the university and with our partners and public groups.</p>	<ol style="list-style-type: none"> <li>1. Collaborate with other programs throughout the university to increase awareness of the programs offered.</li> </ol>	<ol style="list-style-type: none"> <li>1. Develop brochures and posters to be given and displayed throughout the university with the assistance of Public Relations</li> </ol>	<ol style="list-style-type: none"> <li>1. Meet with Public Relations representative once a semester.</li> </ol>	<ol style="list-style-type: none"> <li>1. Dean and Directors</li> </ol>	<ol style="list-style-type: none"> <li>1. \$2500.00 printing costs</li> </ol>

	<ol style="list-style-type: none"> <li>2. Increase communication with the public and partners to increase awareness of the program</li> <li>3. The school of nursing website will display information to increase communication.</li> </ol>	<ol style="list-style-type: none"> <li>2. Collaborate with high schools, healthcare agencies and other organizations</li> <li>3. Review and revise the school of nursing website with Public Relations each semester.</li> </ol>	<ol style="list-style-type: none"> <li>2. Record attendance of participants.</li> <li>3. Meet with Public Relations once a month.</li> <li>4. Record faculty input of website in minutes.</li> </ol>	<ol style="list-style-type: none"> <li>2. Dean and Directors</li> <li>3. Dean and Directors</li> <li>4. Dean, Directors, and faculty</li> </ol>	<ol style="list-style-type: none"> <li>2. \$500 for travel costs</li> <li>3. No funding required</li> </ol>
<p>Enhance program expansion by fostering communication, collaboration, and teamwork that will strengthen graduates' marketability and career readiness with an increase in enrollment and</p>	<ol style="list-style-type: none"> <li>1. Obtain feedback about student marketability and career readiness from the community.</li> <li>2. Form partnerships and establish articulation agreements with</li> </ol>	<ol style="list-style-type: none"> <li>1. Continue Nursing Advisory Committee meetings each semester</li> <li>2. Identify an ADN and LPN program that can be a feeder into the</li> </ol>	<ol style="list-style-type: none"> <li>1. Meeting Minutes</li> <li>2. Arrange meetings with local ADN</li> </ol>	<ol style="list-style-type: none"> <li>1. Dean and Directors</li> <li>2. Dean and Directors</li> </ol>	<ol style="list-style-type: none"> <li>1. No funding required</li> <li>2. No funding required</li> </ol>



<p>NCLEX-RN pass rates.</p>	<p>ADN and LPN programs to increase enrollment.</p> <p>3. Provide NCLEX-RN review courses per graduating cohorts per campus.</p>	<p>traditional RN program by Spring of 2018.</p> <p>3. Arrange for an NCLEX-RN review course for each graduating cohort per</p>	<p>and LPN programs Deans and Directors.</p> <p>3. Record attendance and NCLEX-RN pass rates</p>	<p>3. Deans, Directors, and Faculty</p>	<p>3. No funding required</p>
<p>Engage the community in supporting initiatives that can increase access to additional financial resources.</p>	<p>1. Explore grants that are available for nursing programs.</p> <p>2. Seek additional funding from alumni.</p> <p>3. Implement an Annual Alumni Reunion</p>	<p>1. Identify grant funding for laboratory, simulation, and classroom resources by Spring 2018</p> <p>2. Promote and seek alumni donations by Spring 2018.</p> <p>3. Design the annual alumni reunion and implement in the Spring of 2019.</p>	<p>1. Date of grant proposal submission and faculty minutes</p> <p>2. Amount of funds received.</p> <p>3. Evaluation Forms and amount of funds received.</p>	<p>1. Dean, Directors, and Simulation Coordinators</p> <p>2. Dean and Directors</p> <p>3. Dean, Directors, nursing faculty, and Student Nursing Association</p>	<p>1. No funding required</p> <p>2. \$2,500.00</p> <p>3. \$10,000 for venue and catering</p>