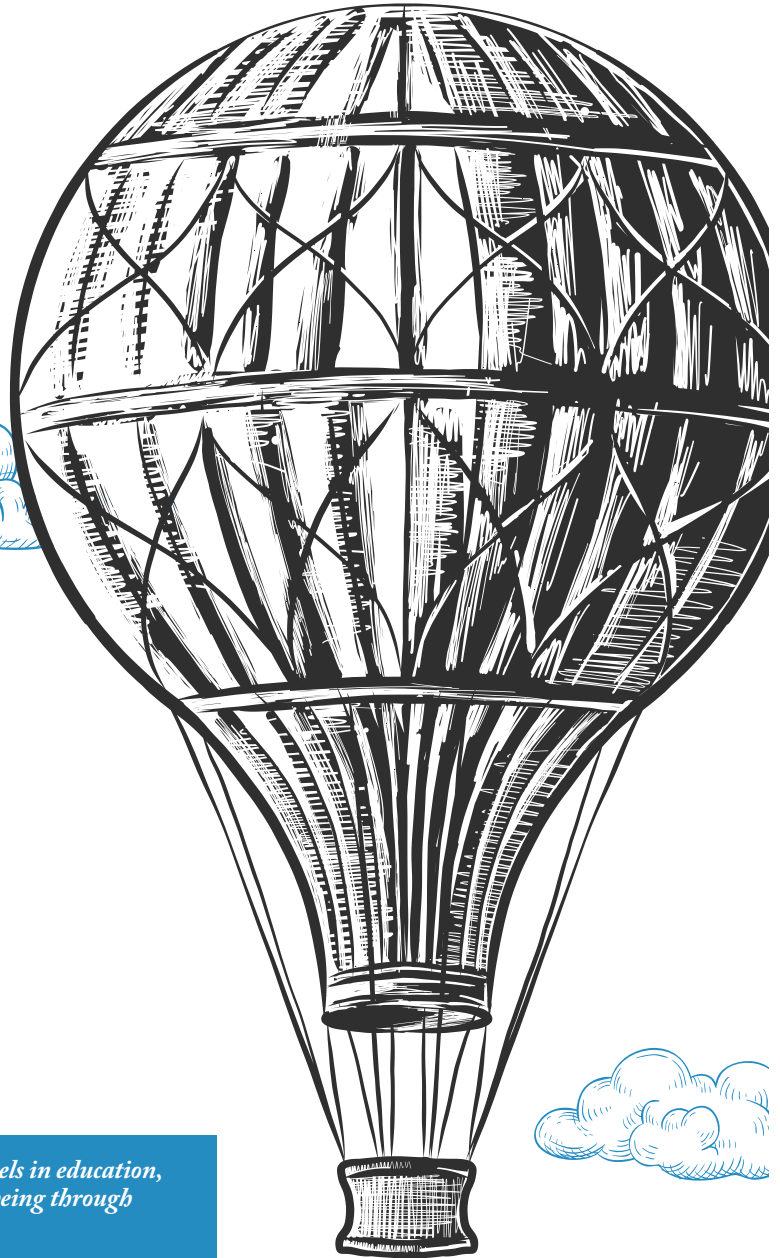
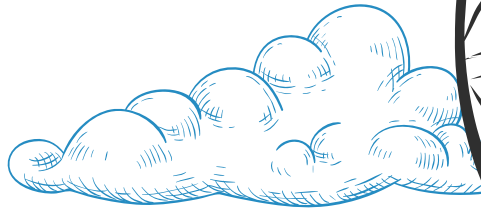


UAB

The University of
Alabama at Birmingham®

SCHOOL OF NURSING 2024-2028 STRATEGIC PLAN



VISION:

UABSON is the premier school of nursing producing innovative and diverse leaders committed to transforming health and health care.

Core Values: Access, Accountability, Caring, Collaboration, Communication, Engagement, Excellence, Innovation, Integrity, Respect

MISSION:

The UABSON leads, innovates, and excels in education, research, and practice to promote well-being through equitable and sustainable health care.

Boldly Blazing Forward

VISION

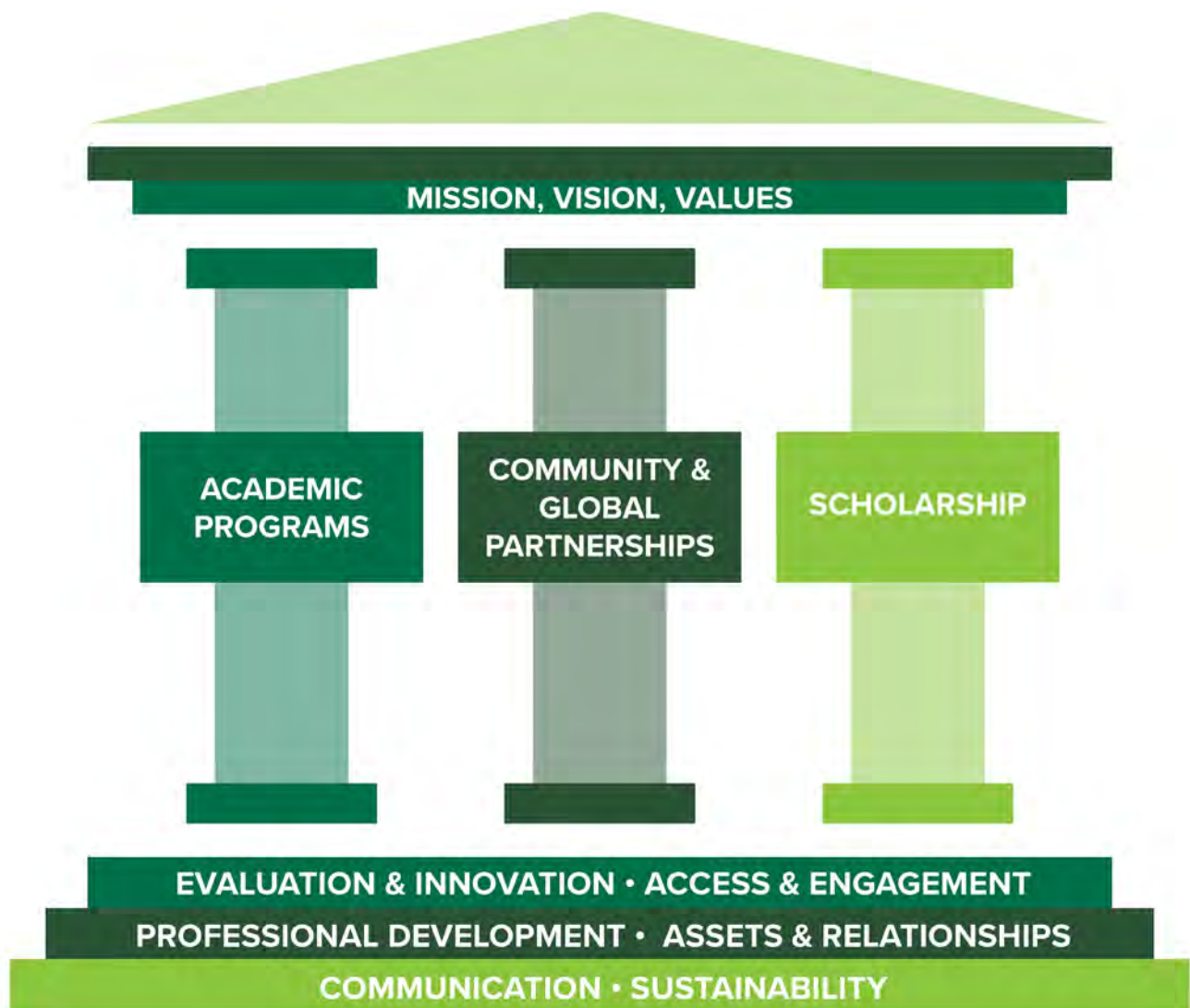
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UAB

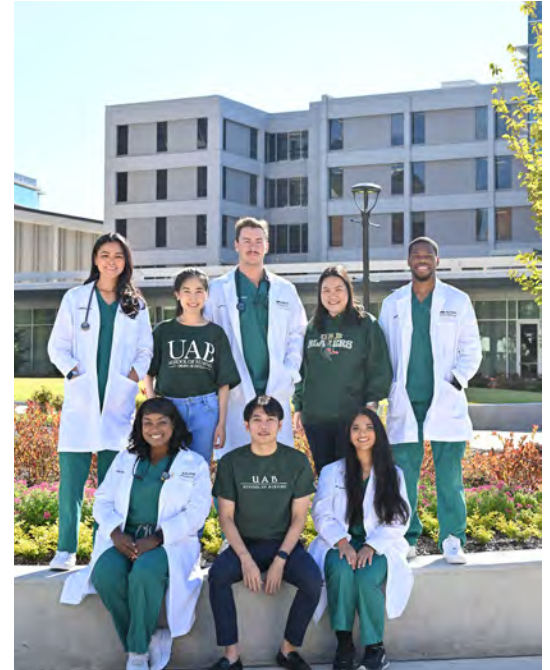
The University of
Alabama at Birmingham.

School of Nursing

PILLAR

ACADEMIC PROGRAMS

Assess and enhance our processes and programs for students, faculty, and staff to sustain and elevate us as a premier nursing program that is recognized for academic excellence.



STRATEGIC PRIORITY

Expand practices and approaches used to recruit and retain students.

Strategic Objective 1

Sustain total average annual enrollment achieved in 2022-2023.

Strategic Objective 2

Increase enrollment in targeted programs with capacity for growth.

Strategic Objective 3

Launch new programs, areas of concentration, and certificates with targeted enrollment benchmarks.

Strategic Objective 4

Secure approval and launch one new Blazer Core Course each year over the next 3 years and achieve targeted recruitment goals.

Strategic Objective 5

Achieve and maintain benchmarks for pass-rates on licensure and certification exams.

Strategic Objective 6

Increase the pass rate of pre-nursing students in key prerequisite courses.

Strategic Objective 7

Achieve and maintain benchmarks for retention and graduation rates for all academic programs.

STRATEGIC PRIORITY

Review and revise the current instructional methods and programs so they are best suited for current and future student populations.

Strategic Objective 8

All faculty will utilize strategies that actively engage students in the teaching and learning process.

Strategic Objective 9

Critical competencies will be identified for every program and strategies for teaching and measuring competencies will be established.

Strategic Objective 10

Prepare nurses with the knowledge and skills necessary to support and advocate for addressing social determinants of health and health equity for all.

Strategic Objective 11

Expand the use of simulation across programs to develop required competencies as defined by the AACN Essentials.

STRATEGIC PRIORITY

Establish the professional development and clinical experience levels that are expected of faculty.

Strategic Objective 12

Increase the number and percentage of faculty who are recognized for teaching excellence.

Strategic Objective 13

All faculty will demonstrate excellence in the teaching mission.

STRATEGIC PRIORITY

Implement a plan for showcasing the UABSON as a leader in providing a world class education.

Strategic Objective 14

All academic programs will transition to a competency-based curriculum that incorporates all AACN essentials and other accepted standards and guidelines.

Strategic Objective 15

The UABSON will be recognized for excellence in teaching.

PILLAR

COMMUNITY & GLOBAL PARTNERSHIPS

Leverage SON resources, expertise, and recognition to advance partnerships and engagement at local, national, and international levels.



STRATEGIC PRIORITY

Engage with UAB and external communities in meaningful and mutually beneficial collaborations that contribute to the public good.

Strategic Objective 1

Increase intrinsic and extrinsic value of participation in community and global partnerships.

STRATEGIC PRIORITIES

Provide the highest-quality patient-centered integrative care and translate discoveries into revolutionary therapies.

Engage with UAB and external communities in meaningful ways and mutually beneficial collaborations that contribute to the public good.

Prepare the UAB student body to become healthy, engaged global citizens and leaders by providing a world-class, socially conscious education.

Strategic Objective 2

Raise awareness of and engagement in 'glocal' (thinking globally, acting locally) service-learning, capacity building, and health policy opportunities for students, faculty, and other constituents.

Strategic Objective 3

Identify collaborative and expansion opportunities for students, faculty, staff, and clinics through the UAB Health System Authority acquisition of Ascension St. Vincent's Alabama to support high-quality, innovative medical care for patients in Birmingham and surrounding communities.

PILLAR

SCHOLARSHIP

Cultivate an environment that facilitates and inspires innovative and sustainable scholarship across all missions: teaching, practice, and research, and is consistent with the University-level Growth with Purpose Initiative.



STRATEGIC PRIORITY

Support interdisciplinary research, scholarship and creative activities that encourage sustainable research and scholarship practices.

Strategic Objective 1

Develop innovative, impactful, and culturally informed teaching, practice, and research scholarship that supports SON and UAB priority areas for social determinants of health.

Strategic Objective 2

Leverage collaboration to optimize scholarship productivity across all SON and UAB missions.

STRATEGIC PRIORITY

Empower innovative research, scholarship, and creative activities that drive knowledge and job creation focused on improving society.

Strategic Objective 3

Identify and leverage SON and UAB resources to support all scholars in increasing scholarship productivity in scholarship priority areas.

FOUNDATION

ASSETS & RELATIONSHIPS

Create an environment of appreciation and accountability for all SON members and valued constituents to maximize leadership, excellence, stewardship, and social responsibility across all missions.



STRATEGIC PRIORITY

Grow philanthropic giving from alumni and supporters and ensure that all resources available to UAB are used and managed effectively.

Strategic Objective 1

Expand philanthropic support across SON missions to advance both school and institutional priorities.

STRATEGIC PRIORITY

Promote best practices for talent acquisition, development, and retention that cultivate a diverse faculty and staff community of excellence.

Strategic Objective 2

Identify and leverage SON and UAB resources to support all scholars in increasing scholarship productivity in scholarship priority areas.

Strategic Objective 3

Enhance current onboarding practices.

FOUNDATION

EVALUATION & INNOVATION

Cultivate and integrate a culture of evaluation, innovation, and continuous quality improvement that advances the SON mission.



STRATEGIC PRIORITY

Provide the infrastructure, recognized expertise, and data analytics to support innovation and quality improvement efforts of the UABSON as the premier school of nursing.

Strategic Objective 1

Increase the capacity and engagement of the SON in evaluation, innovation, and quality improvement.

Strategic Objective 2

Leverage the SON expertise and strengths to gain recognition as a leader in Nursing innovation and evaluation through designations, accreditations, educational research, external funding, dissemination, and other recognition.

FOUNDATION

ACCESS & ENGAGEMENT

Support a School of Nursing Community that fosters access and authenticity, while preparing students to provide respectful, high-quality, evidence-based care for a diverse client population.



STRATEGIC PRIORITY

Prepare nurses to provide high-quality, evidence-based care for a diverse populous.

Strategic Objective 1

Develop alternative pathways to SON and educational success for all students.

Strategic Objective 2

Develop a climate that fosters success and supports the authenticity of all employees and students.

Strategic Objective 3

Support SON and UAB scholarly activities that explore and sustain evidence-based practices to address health disparities.

Strategic Objective 4

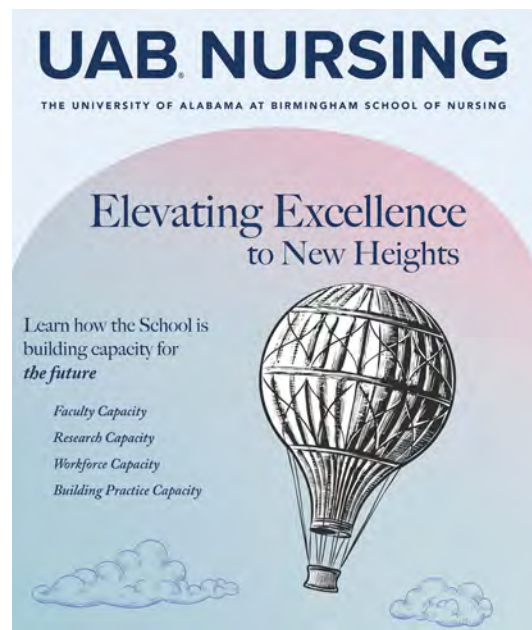
Enhance excellence and connection to diverse perspectives and life experiences through community engagement.

Strategic Objective 5

Support and foster a transparent and authentic environment.

FOUNDATION COMMUNICATION

Leverage technological advancements to develop an SON culture of shared information internally and support the external missions through communications and marketing activities.



STRATEGIC PRIORITY

Streamline and enhance internal communication to improve information sharing with and among faculty and staff and grow and enhance external marketing and communications activities to support the SON missions.

Strategic Objective 1

Engage faculty, staff, and students to improve internal communications in the SON.

Strategic Objective 2

Employ integrated external marketing and communications efforts to help drive the strategic goals of the UAB School of Nursing missions.

FOUNDATION

PROFESSIONAL DEVELOPMENT

Enhance, streamline, and modify the professional development process to include pre-boarding, onboarding, and ongoing activities for faculty and staff excellence.



STRATEGIC PRIORITY

Provide a professional development experience that promotes and recognizes excellence and advancement for faculty and staff.

Strategic Objective 1

Explore opportunities, structures, and recognition avenues to guide faculty academic advancement for teaching, scholarship, service, and leadership development.

Strategic Objective 2

Assess opportunities for faculty to increase engagement with scholarship.

Strategic Objective 3

Enhance mentorship opportunities, experiences, and outcomes for faculty.

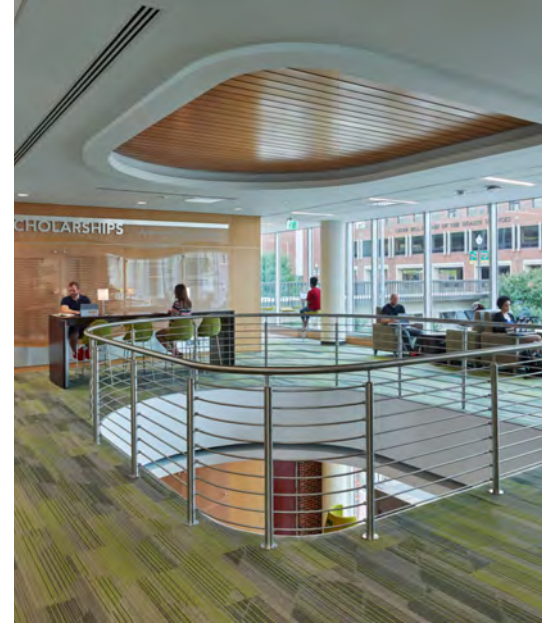
Strategic Objective 4

Foster a culture of lifelong learning that supports and encourages staff professional development and employee satisfaction.

FOUNDATION

SUSTAINABILITY (Environmental, Physical, Economic)

Introduce and establish sustainable environmental, physical, and economic resource practices within the SON.



STRATEGIC PRIORITY

Educate the SON constituents on sustainability and encourage sustainable practices.

Strategic Objective 1

Identify opportunities and develop a plan to improve building safety, security, and maintenance while meeting University requirements.

Strategic Objective 2

Increase the capacity of the SON to engage in data analytics and reduce data-related inefficiencies to better meet the reporting needs of the SON while ensuring needed data is readily available for data-based decision making.



School of Nursing

