

SIUE SON 5 -Year Strategic Plan – 2024-2029

Mission: The Southern Illinois University Edwardsville (SIUE) School of Nursing educates, empowers, and engages learners to achieve excellence in nursing. Our commitment to inclusive excellence in nursing education, practice, service, and scholarship is reflected in our innovative programs, extensive partnerships, and equitable opportunities. We empower learners by fostering a supportive community that celebrates student success with an emphasis on diversity, equity, and inclusion. Our graduates are prepared to lead change and advance health equity of diverse populations. Approved 12/23/24

Vision Statement: The Southern Illinois University Edwardsville (SIUE) School of Nursing aspires to be a premier institution for nursing education, recognized for developing a diverse nursing workforce and advancing health equity in an evolving healthcare landscape. Approved 12/23/24

Values: Compassion, Integrity, Excellence, Inclusivity, Collaboration, and Creativity

Pillar	SIUE Goals	SON Goals	Strategic Objectives
#1 Access and Opportunity <ul style="list-style-type: none"> High-quality educational programming Commitment to inclusive excellence 	Increase enrollment of prepared, and diverse students to 14,500 by 2025	1.1 Increase recruitment of diverse undergraduate and graduate students	Develop recruitment plan Attend events/conferences that feature diverse prospective students. Partner with clinical agencies
		1.2 Develop innovative programs aimed to recruit a diverse student population	Develop badging/certification programs and continuing education offerings for the region/discipline Bridge for LPN and other paraprofessionals/military students Explore an RN to MSN -DNP tract
		1.3 Explore creative and innovative partnerships to support student retention	Include all programs: ABS/RNBS/MS/DNP/CRNA
		1.4 Create innovative and strategic pathways to grow enrollment and progress students to graduation	Explore weekend/nights/evening options for clinical Explore developing and offering dual credit high school courses Consider offering summer courses that advance students to graduation
			Provide education that supports appreciative advising

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#2 Student Success and Inclusive Excellence <ul style="list-style-type: none"> • Student -ready campus • Closing equity-gaps • Students become Change agents 	90% retention rate 45% - 4-year graduation rate 75%- 6-year graduation rate	2.1 Increase retention of diverse undergraduate and graduate students	Provide school support for SNA, SNAP, and collaborative events Secure scholarships gifts for students with unmet financial need
		2.2 Create holistic approaches to learning and assessment	Increased student-centered learning and inclusive and evidence-based teaching strategies in classroom. Provide a competency-based curriculum across all programs Explore weekend /evening option course/tracts Consider co- teaching interdisciplinary in the sciences
		2.3 Develop high- impact experiential learning opportunities	Clinical opportunities for more students in underserved areas (We Care/Mobile Health) Create more experiential learning opportunities for more students: More Fellowships for students Support scholarly work in community settings Expand/publicize URCA opportunities for students
		2.4 Increase 1 st to 2 nd year student retention to 90%	Identify high DFW rate prerequisite courses and develop support structures/work with campus partners on science courses; Identify barriers to progression. Support faculty and peer mentoring programs for freshman
		2.5 SON will be recognized nationally as a leader in health equity curriculum	Incorporate health policy and SDOH into all levels of the curriculum with experiences that foster becoming a change agent (3-5 years) SON will encourage dissemination of curricular work and scholarship
#3 Excellent and Diverse Faculty Staff <ul style="list-style-type: none"> • Support inclusive community • Promote connection and student well being 	Recruit, retain and support the advancement of the most diverse faculty among Illinois public institutions	3.1 Attract, engage, and hire diverse faculty	Increase budgets for diverse faculty and staff recruitment. Recruit grad students as faculty. Develop a formal <i>sponsorship</i> * for faculty and staff Assess all roles for fair compensation models
		3.2 Attract, engage and hire diverse staff	Increase budgets for diverse faculty and staff recruitment. Develop a formal <i>sponsorship</i> * for faculty and staff Assess all roles for fair compensation models
		3.3 Retain diverse faculty and staff members	Complete exit interviews with faculty and staff Complete SON climate study. Define a goal/metric for staff retention

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<ul style="list-style-type: none"> Support a positive campus culture 		3.4 Demonstrate commitment to student-centeredness in all learning environments	Include faculty and staff development related to student centered initiatives in evaluations Require 2 hours of CE toward this
		3.5 Promote faculty and staff excellence	Resources for faculty and staff development Faculty development with focus on competency-based curriculum and integration of Essentials and new SON program outcomes Leadership development and succession planning Needs to develop strategies for staff development Evaluate the opportunity for scholarly practice time/effort for all faculty by 2026
#4 Change Agent <ul style="list-style-type: none"> Create change makers Equity minded authentic partnerships Contribute to more just and sustainable communities 	Natl model for equity minded community engagement; expand commitment to communities and partnerships	4.1 Structure and align community engagement efforts and global partnerships with curriculum, clinical experiences, and scholarly activities of the SON	Evaluate curriculum opportunities for learning from service Expand short-term transformational service experiences for student's faculty and staff. Global service experiences. Assess curriculum opportunities for experiential learning; assess accessibility for more /all students Strengthen relationships and support of students, faculty, and staff at We Care Clinical and Mobile Health Unit
		4.2 The SON will be leaders in advancing health equity in the region	Include allyship and advocacy in staff and faculty training Strengthen relationships with equity-minded clinical partners Identify community, campus and regional needs and disparities to develop priorities for interventions Support We Care Clinic's goals to impact health equity in the region
		4.3 Adopt an integrative scholarship model that promotes collaboration in the school, and across university and SIU system	Restructure grant writing/management for more dollar control Work with Dean Grad school pre/post award and SON Budget Director Create administrative, funding, and educational infrastructure that aligns with the SON mission and strategic goals

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		that sustains the SON goals	
#5 Sustainability <ul style="list-style-type: none"> Resources align with priorities Diversify revenue stream Thoughtful stewards 	Diversify revenue streams to: -Increase net tuition revenues by 9% -Cover 10% of operational costs with philanthropic giving	5.1 Maintain CCNE /COAA accreditation all programs as applicable	By 2025 for 2028 visit -Incorporate changes in curriculum to align with new program outcomes (BSN/MSN/DNP) Transition to a competency-based curriculum to align with new Essentials
		5.2 Diversify revenue streams to promote sustainability	Explore tuition differentials to cover the increased cost of instruction. Serve as a hub for continuing education offerings for health care providers/professionals
		5.3 Increased philanthropic engagement and giving	Leverage Vice Chancellor for Advancement, Senior Director of Development, and Alumni Relations positions and SON leadership strengths to design and implement a comprehensive, integrated, cost-effective, and strategic constituency development, community relations and fundraising plan that increases awareness, engagement and philanthropic support of alumni, clinical partners, employers, community organizations and friends in meeting the current and future needs of the School of Nursing.
		5.4 Develop a budget plan to sustain the We Care program by January 2026	Restructure grant writing for more dollar control. Work with Dean Grad school pre/post award and SON Budget Director. Develop strategic plan for We Care clinic Create administrative, funding, and educational infrastructure that aligns with the SON mission and strategic goals

Approved by SON Executive Committee 10.24.24