

Goal	Program	Audience	SON Activity	Content	LT and ST Goals	Action Items	Measurement	Responsible Group	Standards	Review Date
Goal 1: Transform lives through meaningful learning experiences	UG	All students	All graduates will complete an internship, practica, service project, research project, senior capstone, honors thesis, or international experience.	Enhance relationships with our partners so that students will engage in at least one of the following:	Each program has an established program of study with goals, student learning outcomes, rubrics and exemplars that pertain to learning experience.	1. Development of a senior culminating experience; 2. Increase student participation in Honors Projects; 3. SON faculty orientation to Honors College criteria	1. Established culminating experience guidelines by August 2017; 2. 5% of eligible students will pursue an Honors Project by August 2018; 3. Dean Frost from the Honors College invited to speak to SON Faculty during Fall Semester 2016.	1. Undergraduate Curriculum Committee; UG Coordinator; 2. Honors College	AACN Essentials Curriculum Map QSEN	End Fall and Spring Semesters; Program Coordinator Meetings
Goal 1: Transform lives through meaningful learning experiences	UG	All students	All graduates will complete an internship, practica, service project, research project, senior capstone, honors thesis, or international experience.	Engage in delivering health care to the campus and metropolitan community or experience service learning or Participate in a program specific culminating experience or project	Evaluation of learning experiences occurs at end of each semester and plans for improvement are identified and ongoing.	1. Student evaluation of each course using approved standardized template; 2. Development of feedback tool from clinical sites to enhance partnerships	1. 75% of students complete course evaluations each semester by August 2017; 80% of students complete course evaluations by August 2018; 2. Clinical site feedback tool developed by December 2016; implemented Spring Semester 2017	1. UG faculty, UG Coordinator; Level Coordinators; UG Curriculum Committee; 2. UG Curriculum Committee; Evaluation Committee; Level Coordinators; UG Coordinator	AACN Standard III	
Goal 1: Transform lives through meaningful learning experiences	UG	All students	All graduates will complete an internship, practica, service project, research project, senior capstone, honors thesis, or international experience.	Engage in a national or international nursing experience	Formalized plan exists for international and national experiential learning	Develop a structured process to identify, develop, and sustain national or international nursing experiences for students	1. Collaborate with the UTC Office of International Programs 2. Insure risk assessments for UTC SON faculty and students 3. Benchmark against similar nursing programs to identify best practices	1. Director of SON; UG Coordinator; Executive Director Office of International Programs	UTC Strategic Plan	
Goal 1: Transform lives through meaningful learning experiences	UG	Area nurses and students	Expand the number of graduates from our programs in areas that align with workforce needs in our region and the state.	Identify strategic growth opportunities for SON:	Create growth opportunities that are program specific, based on data (projected enrollments, needs, faculty availability and competency).	1. Conduct needs assessment for workforce 2. Develop a formal plan to assess the nursing workforce needs	1. Collaborate with TN BON to develop and execute RN workforce analysis for regional area by Fall 2017 2. organize workforce planning meeting with Advisory Board Members by Spring 2018	1. Ad hoc committee; Director of SON; UG Coordinator;		
Goal 1: Transform lives through meaningful learning experiences	UG	Area nurses and students	Expand the number of graduates from our programs in areas that align with workforce needs in our region and the state.	Conduct a feasibility study that would address nursing faculty, student enrollment and clinical placements in the local and regional areas of need.		1. Analyze impact on UTC SON and CHEPS; allocation of resources, costs, and budgetary constraints, program staging	1. Conduct cost/benefit analysis of findings to address enrollment increases or decreases with respect to faculty, students, and resources by Fall 2018	1. Ad hoc committee; Director of SON; SON Business Coordinator; UG Coordinator; Dean of CHEPS		
Goal 1: Transform lives through meaningful learning experiences	CRNA	CRNA Students	All graduates will complete an internship, practica, service project, research project, senior capstone, honors thesis, or international experience.	Enhance relationships with our partners so that students will engage in at least one of the following:	Each program has an established plan with goals, student learning outcomes, rubrics and exemplars that pertain to learning experience.	1. Create new programs of study for BSN to DNP CRNA program; a. Develop new courses with course description and student learning outcomes at a doctorate level for nurse anesthesia specific courses; b. Explore literature and existing DNP programs to create appropriate DNP project guidelines for BSN to DNP programs. 2. Garner community CRNA and anesthesiologists support of transition to entry to practice DNP curriculum by involving representatives of this group in program of study development process. 3. Submit new programs of study to appropriate SON and UTC committees for approval. 4. Submit entry to practice DNP application to Council on Accreditation of Nurse Anesthesia Programs (COA) for approval.	1. CRNA DNP program of study and courses developed by and DNP project guidelines created by 5/2017. 2. Select CRNA preceptors and one anesthesiologist are active participants on the Ad Hoc Committee for CRNA-DNP entry to practice curriculum committee by 12/1/2016. 3. Programs of study are approved at SON and university levels by Fall 2017. 4. Application for approval of entry to practice DNP submitted to COA by 12/1/2017.	1 & 2. Nurse Anesthesia Coordinator, Assistant Coordinators, and Nurse anesthesia faculty 3. SON Graduate Committee, Faculty, CHEPS Curriculum Committee, UTC Graduate Council 4. Nurse Anesthesia Coordinator	1. COA Standards for Accreditation of Nurse Anesthesia Programs Practice Doctorate, June 2016 2. AACN DNP Essentials 1-8	

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Goal 1: Transform lives through meaningful learning experiences	CRNA	CRNA Students	All graduates will complete an internship, practica, service project, research project, senior capstone, honors thesis, or international experience.	Engage in delivering health care to the campus and metropolitan community or; experience service learning; or participate in a program specific culminating experience or project	Evaluation of learning experiences occurs at end of each semester and plans for improvement are identified and ongoing.	1. All nurse anesthesia specialty courses will be evaluated by students each semester; 2. Nurse anesthesia faculty will consider student course evaluation responses to identify course strengths and areas needing improvement to aid in developing necessary course revisions 3. Increase response rate for the Nurse Anesthesia graduate Exit Interviews	1. 75% of students complete course evaluations each semester by Aug 2017; 80% of students complete course evaluations by Aug 2018 2. Summaries of 100% of the course evaluations will be compiled by the nurse anesthesia course faculty and submitted to the SON Graduate Committee with plans for change if needed. 3. 90% participation in Nurse Anesthesia graduate Exit Interviews by August 2016; 95% participation in MSN student Exit Interviews by August 2017	1 & 2. Nurse Anesthesia Coordinator, Assistant Coordinators, and Nurse anesthesia faculty 3. NA Coordinator, Graduate Program Coordinator	1. COA Standards for Accreditation of Nurse Anesthesia programs, Standard IV	
Goal 1: Transform lives through meaningful learning experiences	CRNA	CRNA Students	All graduates will complete an internship, practica, service project, research project, senior capstone, honors thesis, or international experience.	Engage in a national or international nursing experience	Formalized plan exists for international and national experiential learning	1. All CRNA DNP graduates will complete a DNP Project before graduation and engage in dissemination of the project information	1. 100% of CRNA DNP students complete a DNP Project and disseminate project at a local, regional, national, and/or international levels, 2022.	1. Nurse Anesthesia DNP Program Coordinator, Assistant Coordinators, and CRNA DNP faculty	1. AACN DNP Essentials VIII (Advanced Nursing Practice) & AACN MSN Essential IV (Translating & Integrating Scholarship into Practice) 2. COA Standards for Accreditation of Nurse Anesthesia programs, Standard E8	
Goal 1: Transform lives through meaningful learning experiences	CRNA	CRNA Students	Expand the number of graduates from our programs in areas that align with workforce needs in our region and the state.	Identify strategic growth opportunities for SON: Conduct a feasibility study that would address nursing faculty, student enrollment and clinical placements in the local and regional areas of need.	Create growth opportunities that are program specific, based on data (projected enrollments, needs, faculty availability and competency).	1. Analyze impact on UTC SON and CHEPS: allocation of resources, costs, and budgetary constraints, program staging 2. Develop a strong, engaged SON alumni group/database to enhance partnership opportunities, precepting possibilities, and philanthropic potential 3. Develop a social media presence to maintain contact with alumni	1. Conduct cost/benefit analysis of findings to address enrollment increases/decreases with respect to faculty, students, and resources by Fall 2018 2. Current alumni contact list/database developed and maintained 3. Social media sites implemented and utilization reviewed by Spring 2017		1. Fall 2018 2. Fall 2018 3. Quarterly	
Goal 1: Transform lives through meaningful learning experiences	NP	NP students	All graduates will complete an internship, practica, service project, research project, senior capstone, honors thesis, or international experience.	Enhance relationships with our partners so that students will engage in at least one of the following:	Each program has an established plan with goals, student learning outcomes, rubrics and exemplars that pertain to learning experience.	1. Create new programs of study for BSN to DNP NP programs a. Develop new courses with course description and student learning outcomes at a doctorate level for core, FNP and AGAC courses. b. Explore literature and existing DNP programs to create appropriate DNP project guidelines for BSN to DNP programs. 2. Enhance NP clinical preceptor, UTC NP student and UTC NP faculty relationships by various methods, i.e. focus groups, CE offerings, alumni engagement. 3. Submit new programs of study to appropriate SON and UTC committees for approval. 4. Submit program study proposals to CCNE for approval	1. New programs of study for BSN to DNP NP programs developed by 5/2017. a. BSN to DNP NP course syllabi completed. b. DNP project guidelines created 2. Pilot focus group meetings of clinical preceptors, students, and alumni by March 2017. A. Submit summary of suggestions and findings to SON Graduate Committee. 4. Programs of study are approved at SON and university levels by Fall 2017.	1. NP Coordinators & DNP Faculty 2. NP, CRNA & DNP Program Coordinators, and appropriate faculty 3. NP, CRNA & DNP Coordinators 4. NP Program Coordinators	1. NONPF 2014 NP Competencies 2. AACN DNP Essentials I-8	

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Goal 1: Transform lives through meaningful learning experiences	NP	NP students	All graduates will complete an internship, practica, service project, research project, senior capstone, honors thesis, or international experience.	Engage in delivering health care to the campus and metropolitan community or; experience service learning; or participate in a program specific culminating experience or project	Evaluation of learning experiences occurs at end of each semester and plans for improvement are identified and ongoing.	1. All NP MSN & DNP courses will be evaluated by students each semester 2. Increase response rate for NP MSN or DNP student Exit Interviews	1. 75% of students complete course evaluations each semester by Aug 2017; 80% of students complete course evaluations by Aug 2018 2. 90% participation in NP MSN student Exit Interviews by December 2017; 95% participation in MSN student Exit Interviews by December 2018	1. NP MSN or DNP Coordinators, DNP faculty, Graduate Committee (standing agenda item for monthly Graduate Committee meetings) 2. NP MSN or DNP Coordinators, Graduate Program Coordinator; Graduate Committee; SON Director 3. NP MSN or DNP Coordinators; Graduate Program Coordinator; SON Director	1. AACN - Standard III (Program Quality: Curriculum, Teaching-Learning Practices) & AACN MSN Essential III (Quality Improvement & Safety)	
Goal 1: Transform lives through meaningful learning experiences	NP	NP students	All graduates will complete an internship, practica, service project, research project, senior capstone, honors thesis, or international experience.	Engage in a national or international nursing experience	Formalized plan exists for international and national experiential learning	1. All NP graduates will have completed a MSN or DNP Project before graduation and engage in dissemination of the project information	1. 100% of NP MSN or NP DNP students complete a MSN or DNP Project and disseminate project at a local, regional, national, and/or international levels.	1. NP MSN or DNP Program Coordinators, MSN or DNP faculty/DNP Team Members	1. AACN DNP Essentials VIII (Advanced Nursing Practice) & AACN MSN Essential IV (Translating & Integrating Scholarship into Practice)	
Goal 1: Transform lives through meaningful learning experiences	NP	NP students	Expand the number of graduates from our programs in areas that align with workforce needs in our region and the state.	Identify strategic growth opportunities for SON: Conduct a feasibility study that would address nursing faculty, student enrollment and clinical placements in the local and regional areas of need.	Create growth opportunities that are program specific, based on data (projected enrollments, needs, faculty availability and competency).	1. Analyze impact on UTC SON and CHEPS: allocation of resources, costs, and budgetary constraints, program staging 2. Develop a strong, engaged SON alumni group/database to enhance partnership opportunities, precepting possibilities, and philanthropic potential 3. Develop a social media presence to maintain contact with alumni	1. Conduct cost/benefit analysis of findings to address enrollment increases/decreases with respect to faculty, students, and resources by Fall 2018 2. Current alumni contact list/database developed and maintained 3. Social media sites implemented and utilization reviewed by Spring 2017		1. Fall 2018 2. Fall 2018 3. Quarterly	
Goal 1: Transform lives through meaningful learning experiences	DNP: NAS	All students	All graduates will complete an internship, practica, service project, research project, senior capstone, honors thesis, or international experience.	Enhance relationships with our partners so that students will engage in at least one of the following:	Each program has an established program of study with goals, student learning outcomes, rubrics and exemplars that pertain to learning experience.	1. Restructure administration course offerings for DNP:NAS to doctorate level. 2. Meet with area agency stakeholders/ partners to explore translational projects that would be of mutual benefit by Fall 2017. 3. Provide credit for N5010 and N5000 for post- masters students by Fall 2016; 4. Eliminate electives and N5010 and N533, N5300 in BSN-DNP NAS student curriculum proposal by Spring 2017	1. Nursing Administration student learning outcomes will be updated by Spring 2017 2. Project development process is established that is beneficial for UTC and area agency stakeholders/partners by Spring 2018. 3. Post-Master's student program of study will reflect transfer credit for N5010 and N5000 based on transcript review 4. BSN-DNP NAS program of study reflects alternate courses.	1. BSN-DNP Ad Hoc Committee; SON Graduate Committee; 2. DNP Program Coordinators; Agency representatives; DNP faculty; 3. Program Coordinator; SON Graduate Committee; SON Graduate/Business Coordinator; 4. Program Coordinator, SON Graduate Committee; SON Graduate/Business Coordinator; COB	Nursing Administration Scope and Standards of Practice; AACN Standard III; AACN DNP White Paper 2015	1. Fall 2017 2. Spring 2018 3. Spring 2017 4. Fall 2017
Goal 1: Transform lives through meaningful learning experiences	DNP: NAS	All students	All graduates will complete an internship, practica, service project, research project, senior capstone, honors thesis, or international experience.	Engage in delivering health care to the campus and metropolitan community or experience service learning or Participate in a program specific culminating experience or project	Evaluation of learning experiences occurs at end of each semester and plans for improvement are identified and ongoing.	1. All DNP courses will be evaluated by students each semester 2. Develop DNP Program "Dashboard" 3. Increase response rate for DNP student Exit Interviews	1. 75% of students complete course evaluations each semester by Aug 2017; 80% of students complete course evaluations by Aug 2018 2. DNP Program Dashboard developed and implemented by Spring 2017 reflects trending indicators of attrition, student demographics, etc. 3. Utilize DNP Dashboard to benchmark data regionally and nationally. 4. 90% participation in DNP student Exit Interviews by December 2017; 95% participation in DNP student Exit Interviews by December 2018	1. DNP Coordinators, DNP faculty, Graduate Committee (standing agenda item for monthly Graduate Committee meetings) 2. DNP Coordinators, Graduate Program Coordinator; Graduate Committee; SON Director 3. DNP Coordinators; Graduate Program Coordinator; SON Director	AACN - Standard III (Program Quality: Curriculum, Teaching-Learning Practices)	1. End of each semester; standing agenda item for monthly Graduate Committee meetings 2. DNP Program Dashboard is compiled for each academic year and reviewed at beginning of next calendar year in first Graduate Committee meeting 3. December 2017 and December 2018

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Goal 1: Transform lives through meaningful learning experiences	DNP: NAS	Area nurses and students	Expand the number of graduates from our programs in areas that align with workforce needs in our region and the state.	Identify strategic growth opportunities for SON:	Create growth opportunities that are program specific, based on data (projected enrollments, needs, faculty availability and competency).	1. Collaborate with UTC Economics Online Program (COB) to determine DNP:NAS with MBA option; 2. Select one of proposed options by spring 2017; a. BSN-DNP NAS students use 3 business related online nursing courses/add 9 MBA courses; b. Create HCAdministration MBA concentration using NAS related graduate courses; c. create a dual enrollment BSN-DNP NAS/MBA; 3. Increase admission rates in BSN-DNP program	1. Determine course of study by fall 2017; Present for approval to Graduate Council fall 2017; Implement Spring 2018; 3. Evaluate effectiveness of GRE/MAT waivers for Nursing GPA 3.4 or better on admission rates and Compare student progress against HSRT scores and consider HSRT as measure of admission	1 & 2. Organizational leaders, DNP committee members, Program coordinator, students; 3. 1. DNP:NAS Coordinator; Graduate Committee	MBA COB	1. Fall 2016
Goal 1: Transform lives through meaningful learning experiences	DNP: NAS	Area nurses and students	Expand the number of graduates from our programs in areas that align with workforce needs in our region and the state.	Conduct a feasibility study that would address nursing faculty, student enrollment and clinical placements in the local and regional areas of need.		1. Analyze impact on UTC SON and CHEPS: allocation of resources, costs, and budgetary constraints, program staging	1. Conduct cost/benefit analysis of findings to address enrollment increases or decreases with respect to faculty, students, and resources by Fall 2018	1. SON Ad hoc committee; SON Director, SON Business Coordinator, CHEPS Dean 2. SON Business Coordinator; UTC Alumni Office; SON UG Program Coordinator; SON Director, UTC Development Office 3. DNP Faculty, IT Specialist		1. Fall 2018 2. Fall 2018 3. Quarterly
Goal 1: Transform lives through meaningful learning experiences	DNP: PM	DNP students	All graduates will complete an internship, practica, service project, research project, senior capstone, honors thesis, or international experience.	Enhance relationships with our partners so that students will engage in at least one of the following:	Each program has an established plan with goals, student learning outcomes, rubrics and exemplars that pertain to learning experience.	1. Meet with area agency stakeholders/ partners to explore translational projects that would be of mutual benefit 2. Streamline course offerings to enhance interprofessionalism and maximize use of available resources among colleges/schools where possible	1. Organize area agency stakeholder/ partner meeting by Spring 2017 2. Meet with CHEPS Dean/Directors/Faculty to identify common courses that could be offered interprofessionally by Fall 2017	1. Agency representatives; DNP Coordinators; DNP Faculty 2. CHEPS Dean, Directors, Program Coordinators, and appropriate faculty	1. AACN DNP Essentials II (Organizational and Systems Leadership for Quality Improvement and Systems Thinking) 2. AACN DNP Essentials VI (Interprofessional Collaboration for Improving Patient and Population Health Outcomes)	1. Spring 2017, 2. Spring 2018
Goal 1: Transform lives through meaningful learning experiences	DNP: PM	DNP students	All graduates will complete an internship, practica, service project, research project, senior capstone, honors thesis, or international experience.	Engage in delivering health care to the campus and metropolitan community or; experience service learning; or participate in a program specific culminating experience or project	Evaluation of learning experiences occurs at end of each semester and plans for improvement are identified and ongoing.	1. All DNP courses will be evaluated by students each semester 2. Develop DNP Program "Dashboard" 3. Increase response rate for DNP student Exit Interviews	1. 75% of students complete course evaluations each semester by Aug 2017; 80% of students complete course evaluations by Aug 2018 2. DNP Program Dashboard developed and implemented by Spring 2017 - reflects trending indicators of attrition, student demographics, etc. 3. Utilize DNP Dashboard to benchmark data regionally and nationally. 4. 90% participation in DNP student Exit Interviews by December 2017; 95% participation in DNP student Exit Interviews by December 2018	1. DNP Coordinators, DNP faculty, Graduate Committee (standing agenda item for monthly Graduate Committee meetings) 2. DNP Coordinators, Graduate Program Coordinator; Graduate Committee; SON Director 3. DNP Coordinators; Graduate Program Coordinator; SON Director	1. AACN - Standard III (Program Quality: Curriculum, Teaching-Learning Practices)	1. End of each semester; standing agenda item for monthly Graduate Committee meetings 2. DNP Program Dashboard is compiled for each academic year and reviewed at beginning of next calendar year in first Graduate Committee meeting 3. December 2017 and December 2018

