

**2024-2029**

# STRATEGIC PLAN

*LEADING EXCELLENCE*

**Vision:** The Faculty of Nursing will be an exemplary model in promoting health for all peoples of Newfoundland and Labrador.

**Mission:** We are committed to being leaders in promoting health and well-being, equity, diversity, inclusion, anti-racism and indigenization through innovative education, transformative research, and proactive and responsive service. Our graduates will excel in nursing practice and exemplify these attributes.

## Proactive Programs

We foster a consistent and strong commitment to EDI-AR and Indigenization to create a supportive learning environment for all and be leaders in the development, implementation and ongoing evaluation of engaging, responsive and learner-centered strength-based programs.

- Promote and support EDI-AR & Indigenization in curriculum design.
- Promote ongoing faculty/staff development around EDI-AR & Indigenization of curriculum development.
- Build a culture of care and well-being for our students, faculty & staff using appropriate and responsive supports.
- Review and revise all FON guidelines and procedures through an EDI-AR & Indigenous lens.
- Strengthen faculty skills in curricula development to create learner-centered strength-based programs.
- Mobilize strategies for ongoing curriculum evaluation.
- Continue to initiate and build upon innovative nursing program delivery.
- Develop formal and informal learning spaces for students to connect.
- Increase capacity for student intake across programs.
- Recruit, retain and recognize highly qualified faculty and students.

## Inspired Learning

We leverage cutting-edge pedagogies to prepare the next generation of nurses who demonstrate excellence in knowledge use, clinical practice and research application to work in varied settings with diverse populations.

- Increase and map the integration of EDI-AR and Indigenous principles into teaching and learning activities.
- Expand community focused experiential learning opportunities for students around Indigenous and marginalized populations.
- Strengthen faculty skills in innovative teaching and learning strategies.
- Continue to explore and prepare our students to increase participation in international placements.
- Continue to integrate Strengths Based Nursing and Relational Inquiry into the undergraduate curriculum.

## Dynamic Research

We strengthen and expand undergraduate and graduate research initiatives, nurturing a culture that inspires leadership, excellence, promotes EDI-AR, Indigenization, and encourages mutual discovery among faculty, students, and staff. We support and build capacity for research excellence that addresses needs and opportunities of our province and society.

- Foster research literacy and skills in students in the undergraduate and graduate programs
- Increase the opportunities for students to be actively involved in research.
- Foster students' ability to critically appraise and advocate for evidence informed nursing practice.
- Implement strategies to support and increase faculty engagement and leadership in research.
- Foster and support community engagement and intentionally seek partnerships in research using an EDI-AR & Indigenous lens.
- Strengthen the capacity of the doctoral program to attract and supervise PhD students and PhD research.
- Increase the complement of faculty with expertise in JBI.
- Advocate for more funding within the FON for Indigenous nursing research and research involving marginalized populations.
- Identify ways to increase collaborations with other academic institutions.

## Commitment to Communities

We champion commitment to the health needs (mental, social, spiritual, and physical) of individuals, groups, organizations and communities in all areas of the province and advance the needs of our province through community-engaged, experiential learning and research based on respect, trust, and participatory dialogue.

- Be both proactive and responsive to the health needs of all those we serve at a local, provincial, national, and international level through an EDI-AR and Indigenization lens.
- Increase community presence.
- Engage with stakeholders in order to strengthen community capacity.
- Promote ways to engage nursing students' collaboration with community stakeholders.
- Advocate for health in all policies at a local, provincial, national, and international level.
- Develop and continue to support relationships with Indigenous communities and other marginalized community populations.

## Promotion and Pride

We lead in advocating for the delivery of health care inclusive to all populations in the province and promote its profile as a prime example of excellence in nursing on the local, national and international stage.

- Create a communication strategy that highlights, promotes, and celebrates the contributions of the FON and our students.
- Continue to invest in cultivating ambassadors within our faculty and student population, and alumni.
- Find ways to recognize celebrate and promote our achievements in becoming an EDI-AR and Indigenous conscious Faculty.
- Hold a faculty forum at least twice per year to reiterate the strategic plan and provide updates.
- Continue to engage faculty and students to come together in extracurricular events.

**Our Values:** Excellence | Advocacy & Responsiveness | Collaboration | Partnerships | Collegiality | Equity | Diversity | Inclusion | Anti-Racism | Indigenization | Leadership | Responsibility