

Good Samaritan College of Nursing and Health Science was formed for the purpose of preparing men and women for careers in nursing and other health-related educational programs in a Christian environment. The Board of Trustees reaffirmed the Mission, College Goals, and Vision in April 2007 and established this strategic plan.

MISSION

The Good Samaritan College of Nursing and Health Science identifies itself as a specialized college of higher education committed to educating men and women for careers in nursing and other health related fields in the greater Cincinnati region. The College is a private, Catholic institution that fulfills its mission by addressing the needs of qualified students of differing interests, plans, expectations, and ages.

VISION

To be the regional leader in providing nursing and health care education in a unique Catholic and hospital-based college environment.

COLLEGE GOALS

The following goals express the values for which we strive:

- ▶ Emphasize a Christian value orientation to life.
- ▶ Create a caring environment that allows each individual to feel personally satisfied and reach his/her fullest potential.
- ▶ Promote academic excellence.
- ▶ Embrace excellence in the practice of nursing.
- ▶ Serve the community.
- ▶ Graduate a student who embodies the traditions and reputation of the College.
- ▶ Foster in each graduate an ongoing commitment to the experience of learning and to this educational institution.

STRATEGIC DIRECTION AND INITIATIVES

I. Students

GSC will provide programs and services that optimize student success and address the real needs of students.

II. Academics

GSC will provide a high quality academic environment.

III. Knowledge

GSC will be an exemplary model of a learning-focused institution.

IV. Personnel

GSC will improve professional development, faculty scholarship, and the work environment and processes.

V. Environment

GSC will address internal needs (facilities, technology, capacity and access, operations) and external challenges (marketing, environmental scanning, competition).

VI. Partnerships

GSC will have productive and mutually beneficial relationships with the community, higher education organizations, business (health care), local schools, and regional colleges and universities.

VII. Resources

GSC will obtain grants and build upon private fundraising and public support.

STRATEGIC OBJECTIVES

Initiative I: Students

GSC will provide programs and services that optimize student success and address the real needs of students. In order to improve student retention and academic success, GSC will provide a learning environment that more fully integrates students academically and socially and provides a diverse educational experience. Programs and support services will be aligned in order to respond to the unique needs of GSC's student population.

Engage students more fully in the assessment of student learning.

- KPI Expand faculty leadership regarding capstone project. 2008
- KPI Implement Assessment Committee's plan for engaging students in learning 2009.
- KPI Audit of capstone assessment to gauge efficacy of college, general education, and nursing goals. 2010
- KPI Extend the nursing "Plan for Success" strategy to a college-wide initiative that promotes student's responsibility for their academic success. 2010
- KPI Direct and indirect measures will indicate greater satisfaction and more responsibility for learning. 2010

Extend the Student Success Program to lead the way in fostering academic achievement and student success for all students, especially those at-risk.

- KPI Indicators of standardized testing drive the setting of entrance to the college standards, criteria, benchmarks, and program. 2009
- KPI Establish expectations required of any student identified as "at-risk" for success in the college. 2010
- KPI Newly enrolled students identified as "as-risk" will have a 50% success rate. 2011

Improve administrative technology resources to optimize student connection with the college.

- KPI Implement the new administrative internet based software. 2008
- KPI Continue move to paperless record keeping. 2009
- KPI Establish a "Quick Start" communication process for newly accepted students. 2009
- KPI Student satisfaction ratings improve with added communication services. 2010

Promote a college environment that is recognized as a community of learning.

- KPI Extend learning and assessment planning to non-academic divisions of the college. 2009
- KPI All employees value their responsibility and role for student learning. 2010
- KPI Graduate surveys will improve by 10% from 2008 levels. 2011

Determine prospects for offering elective courses, i.e. Spanish, Technology.

- KPI Determine capability and required state and national approvals. 2009
- KPI Implement new courses. 2010

Serve the community.

- KPI Establish community requirement to graduate from the college. 2012
- KPI Provide increased co-curricular activities and student services. 2010

Initiative II: Academics

GSC will provide a high quality academic environment. Deep learning, effective teaching, and student success will be the hallmarks of academic excellence at GSC.

Promote the faculty's pursuit of scholarship reflecting the college's expectation for the teaching role.

- KPI Twenty percent of nursing teaching faculty become certified by the NLN. 2012
- KPI Establish a sabbatical program for faculty pursuit of scholarly activities that increases the efficacy of the college. 2012

Transform the curriculum integrating contemporary learning and technology that meets the shifting needs of students and the employment market.

- KPI Determine timeline for requiring students to use technology devices (laptop, PDA) as an active learning tool of the college. 2011
- KPI Review and/or revise the curriculum. 2012

Coordinate assessments at the course and program levels to improve instruction, courses, and programs.

- KPI Educate faculty and professional staff in the interpretation and understanding of data outcomes and reporting mechanisms. 2008
- KPI Implement Assessment Committee's plan for engaging students in learning 2009.

Students undertake scholarly activities appropriate to their development and a two-year institution.

KPI Define “scholarly activity” for our college. 2009

KPI Engage students to pursue individual scholarly activities. 2010

Initiative III: Knowledge

GSC will be an exemplary model of a learning-focused institution. As a learning-focused institution, it is incumbent upon GSC to provide an environment which promotes and facilitates learning not only on the part of our students, but also by faculty, staff, and the College as a whole.

Course and program – and to some degree institutional – assessment focus on student learning as the gauge of efficacy.

KPI Educate all college employees on “Learning Focused Institutions.” 2009

KPI All employees value their responsibility and role for student learning. 2010

Faculty are actively engaged in scholarship relevant to their role as educators in a two-year college environment.

KPI All faculty are involved in professional activities such as membership in professional organizations, attendance at professional conventions, conferences or institutes, and active participation in professional organizations as a member, officer, as a committee member or as a committee chair. 2011

KPI All faculty are involved in research, studies, or creative work as evidenced by publications, grants and projects, exhibits, speeches, presentations, professional consultation. 2011

KPI Establish a sabbatical program for faculty pursuit of scholarly activities that increases the efficacy of the college. 2012

Initiative IV: Personnel

GSC will improve professional development, faculty scholarship, and the work environment and processes. GSC will continuously strive to achieve an institutional culture that demands exceptional performance and honors collegiality. Leadership will articulate a clear vision of empowerment through the linkage between authority, responsibility, accountability, and shared governance.

Extend support of professional development for the teaching role with annual expectations.

KPI Each faculty will establish their own professional development plan for growth. 2010

KPI All faculty are involved in research, studies, or creative work as evidenced by publications, grants and projects, exhibits, speeches, presentations, professional consultation. 2011

KPI All faculty are involved in professional activities such as membership in professional organizations, attendance at professional conventions, conferences or institutes, and active participation in professional organizations as a member, officer, or as a committee member. 2011

KPI Twenty percent of nursing teaching faculty become certified by the NLN. 2012

Initiate succession planning for an aging faculty and leadership team.

KPI Assure a competitive market position regarding salaries and benefits for faculty. Annual

KPI Utilize the Human Resource Department "Success Factors" program for identifying future leaders. 2009

KPI Utilize TriHealth's "Leadership Academy" for development of future leaders. 2010

Promote a high-level engagement of administration, faculty, and staff as a means to assure the efficacy of the college.

KPI Utilize the shared governance of the college to advance communication between and among administration, faculty, and staff. 2008

KPI Establish a collegiality program that encompasses team building through professional and social activities. 2009

Initiative V: Environment

GSC will address internal needs (“I”: facilities, technology, capacity and access, operations) and external challenges (“E”: marketing, environmental scanning, competition).

Improve and expand College facilities.

- KPI Incorporate K – Building expansion into the college environment. 2008-9
- KPI Update Master Facility Plan in preparation to acquire funding. 2008
- KPI Establish funding plan to complete facility update. 2009

Develop a marketing plan to create/improve/enhance community awareness and knowledge of GSC.

- KPI Complete implementation of new logo into the branding image of college marketing tools. 2009

Engage in strategic enrollment management.

- KPI Transition to an electronic catalog. 2008
- KPI Create a “view book” for recruitment. 2008
- KPI Implement new administrative internet based software. 2008
- KPI Continue move to paperless record keeping. 2009
- KPI Establish a “Quick Start” communication process for newly accepted students. 2009

Develop broad technology usage and support.

- KPI Implement the new administrative internet based software. 2008
- KPI Add an IT person to the staff of the college. 2010
- KPI Integrate electronic-based learning and educational support systems into GSC’s overall academic structure. 2011

Initiative VI: Partnerships

GSC will have productive and mutually beneficial relationships with the community, higher education organizations, business (health care), local schools, and regional colleges and universities (IHEs).

Develop direct relationships with community organizations.

- KPI Utilize involvement with community organizations (i.e. GCCCU, AICUO, Greater Cincinnati Health Council) for involvement in collaborative initiatives to improve not only higher education but also K-12 education through pre-college programs. 2012

Become more active in the higher education community (more memberships in Higher Education organizations like AICUO).

- KPI Officially join as a full member the Assoc. of Independent Colleges and Universities of Ohio. 2008
- KPI Investigate articulation relationships with area LPN programs. 2008-9

Initiative VII: Resources

GSC will obtain grants and build upon private fundraising and public support. Organizational sustainability depends upon a solid financial base and sound fiscal stewardship. New sources of funding will reduce dependence on tuition.

Engage in public and private fundraising, in collaboration with Good Samaritan Hospital Foundation.

- KPI Build endowment for organizational sustainability by adding \$1 million to the endowment. 2012
- KPI Develop more scholarships for students. (goals set annually with Foundation)

- AICUO Association of American Colleges and Universities www.aacu.org
- AICUO Association of Independent Colleges and Universities of Ohio
www.aicuo.edu
- GCCCU Greater Cincinnati Consortium of Colleges and Universities www.gcccu.org
- GCHC Greater Cincinnati Health Council www.gchc.org
- HE Higher education
- IHE Institutions of higher education (i.e., colleges and universities)
- OBR Ohio Board of Regents <http://regents.ohio.gov>
- OFFICE Ohio Foundation of Independent Colleges www.ofic.org
- SOCHI Southwestern Ohio Council for Higher Education www.soche.org