



**Faculty of Nursing
2021-2026
Strategic Plan**



Approved: Nursing Faculty Council, June 7, 2021

University of Regina Strategic Plan

kahkiyaw kiwâhkômâkaninawak (All Our Relations) is the 2020-2025 strategic plan for the University of Regina. It includes five areas of focus Discovery, Truth & Reconciliation, Well-being & Belonging, Environment & Climate Action and Impact & Identity.

Discovery: Strengthen our connections among students, faculty and staff.

Objectives:

- Excellence in Teaching and Research
- Student Success
- Internationalization

Truth & Reconciliation: Strengthen connections with our past, present, and future.

Objectives:

- Improve supports for Indigenous students, faculty and staff
- Provide educational opportunities and experiences across Saskatchewan
- Incorporate Indigenous ways of knowing into teaching and research

Well-being & Belonging: Strengthen connections with ourselves.

Objectives:

- Equity, diversity and Inclusion (EDI)
- Healthy living
- Mental health literacy and research

Environment & Climate Action: Strengthen connections with our environment.

Objectives:

- Reduce greenhouse gas (GHG) emissions
- University of Regina as a living lab
- Reduction in production of waste and consumption of water

Impact & Identity: Strengthen connections with communities.

Objectives:

- Broaden partnerships
- Institutional identity
- Social impact

Nursing Strategic Plan 2021 – Discovery

Encouraging New Discoverers

1. Establish graduate-level program and undergraduate honours research stream.
2. Support student research and remote/International student discovery experiences.
3. Encourage and support innovation in teaching.

Fostering Existing Discoverers to Create a Culture of Discovery

1. Promote research as a core activity in the Faculty of Nursing.
2. Build an environment of research inclusivity among all faculty ranks and staff.
3. Support teaching discovery, clinical discovery, and academic discovery.

Promoting Faculty of Nursing Discoveries

1. Leverage social media to highlight the Faculty of Nursing's discovery contributions.
2. Leverage social media to highlight student's contributions to the community.
3. Highlight the mosaic of researchers' expertise through multiple pathways, e.g., Indigenization, internationalization, creative works, Discourse magazine.
4. Encourage more inter-disciplinary collaborative patient-oriented research at undergraduate, graduate, and faculty levels.
5. Enhance NURIP program, research assistant opportunities, and Canadian Doctoral Nursing Networking conference activities.
6. Encourage graduate students to participate in the 3-minute thesis (3MT) competition.

Forging New Discovery Paths

1. Establish a Scholar in Residence.
2. Encourage research exchanges.
3. Explore the creation of centers of excellence in the areas of equity, diversity, and inclusion (EDI), decolonization, internationalization, and student wellness.
4. Consider research and teaching related to climate and sustainability in population/individual health.

Nursing Strategic Plan 2021 – Impact and Identity

Broaden Partnerships

1. Develop partnership program with Faculty of Nursing and First Nations University.
2. Engage and collaborate with communities in current and future partnerships/relationships.
3. Support the development of nursing communities of practice, i.e., teaching, research, clinical simulation, research.
4. Broaden partnerships with Indigenous, Black, people of colour, and International communities.
5. Create a community of SCBScN, CNPP, and other alumni.
6. Enhance networking opportunities with funding agencies – particularly with patient/community-oriented research.

Faculty of Nursing/Institutional Identity

1. Build a communications/social media strategy highlighting faculty research, partnerships, student successes, and stories about alumni.
2. Establish an annual signature event aligned with the Doctoral conference and NURIP.
3. Establish a faculty level Distinguished Alumni and Community Award.
4. Create a faculty-level event to highlight Nursing Research, Nursing teaching, and consider establishing a teaching award.
5. Promote Active Offer, so patients and others receive information/care in the language of their choice.

Social Impact

1. Seek new opportunities to promote the Faculty of Nursing and initiatives.
2. Promote the building of community relationships.
3. Support faculty to develop community relationships.

Nursing Strategic Plan 2021 – Environment and Climate Action

Digitize

1. Encourage thoughtful use of printing resources.
2. Maintain digital course, clinical and faculty evaluations.
3. Maintain digital/online exams.
4. Utilize open access resources when appropriate.
5. Incorporate the use of electronic forms and digital signatures to reduce printing needs.

Reframe Thoughts

1. Incentivize students, faculty, and staff to think about, and participate in, activities to promote climate action and sustainability.
2. Utilize virtual activities and meetings to decrease travel.

Infrastructure

1. Include sustainability/ethical practices in the curriculum and the clinical practice setting.
2. Advocate for sustainability in the workplace and community/family, mother-baby friendly spaces, feeding rooms, daycares.
3. Create awareness about nurses as ethical/environmental change agents.

Supplies – Students

1. Explore the feasibility of students purchasing lab kits to reuse during their program as appropriate.
2. Encourage the use of tablets or laptops to decrease the amount of printed material.
3. Consider virtual options when looking at UR Lab supplies.
4. Encourage the use of recycled, reusable, or reducing lab supplies.

Supplies – Faculty of Nursing

1. Consider ways to prevent food waste in the kitchen areas or after conferences.
2. Commit to using sustainable/ethical companies for paper, supplies, etc.
3. Encourage responsible use of supplies.
4. Consider using biodegradable food supplies or a “bring your own” plate/cutlery.
5. Continue to set an example on campus for the procurement of sustainable products.

Nursing Strategic Plan 2021 – Truth and Reconciliation

Improve supports for Indigenous Students, Faculty and Staff

1. Increase Indigenous representation, retention, and recruitment of students, staff, and faculty.
2. Develop position for Nursing Elder/Scholar in Residence.
3. Strengthen relationship with the Office of Indigenization.
4. Strengthen the relationship with the First Nations University of Canada.
5. Consider dedicated space to bring faculty, staff, Elders, and students together.
6. Create a welcoming atmosphere including Indigenous art/plants, course pages, consulting with Indigenous leaders as appropriate.
7. Create opportunities to enhance student success by increasing the availability of academic and student supports that are relevant, culturally affirming, and innovative.

Provide Educational Opportunities and Experiences Across Saskatchewan

1. Develop and implement general principles for engagement with Indigenous individuals and communities.
2. Explore additional opportunities for students to engage with Indigenous communities in clinical settings.
3. Create sponsorship opportunities for student(s) to attend conferences with an Indigenous focus.

Incorporate Indigenous Ways of Knowing Into Teaching and Research

1. Encourage all nursing faculty and staff to complete the Four Seasons of Reconciliation program.
2. Create opportunities for all learners to engage with Indigenous ways of knowing and being.
3. Develop and strengthen relationships with Indigenous communities within Saskatchewan.
4. Reflect on the faculty's capacity, resources, and preparation to develop a plan to support faculty to collaborate with Indigenous communities.
5. Provide faculty information on how to access Elders for courses.
6. Create working groups/advisory committees dedicated to working on specific objectives related to research and education.

Nursing Strategic Plan 2021 – Well-Being and Belonging

Diversity Awareness

1. Include diversity in recruitment photos.
2. Consider recruiting potential nursing students from rural and remote communities.
3. Promote the use of resources and course materials that are diverse, reflect inclusivity, and represent the community in which we live and work.
4. Celebrate and recognize the diverse backgrounds of faculty, staff, students, and community partners.
5. Create a welcoming environment for Black, people of colour, and international students, staff, and faculty.
6. Encourage individuals from like cultural backgrounds to mentor and support Black, people of colour and international students, staff and faculty, i.e., faculty, student peers, alumni, staff.
7. Consider different cultural events that promote the inclusion of all students, faculty, and staff.

Sexual, Gender, Religious/Spiritual, Differing Abilities Diversity Awareness

1. Encourage students, staff, and faculty to participate in a pride parade to show support.
2. Create education opportunities to increase awareness of issues facing students, staff, faculty, and communities.
3. Create awareness of resources available for students, staff, and faculty.

Physical/Mental Health Awareness

1. Establish partnerships with others to promote the physical and mental health of students, staff, and faculty.
2. Promote the available university resources to support student, staff, and faculty physical and mental health.
3. Promote mental health literacy and research, including the peer-to-peer network for support of mental health developed in conjunction with the Student Wellness Centre.
4. Build an environment of positive interactions with others.
5. Promote a focus on students, staff, and faculty potential for achievement.
6. Promote awareness, wellness, and activities through the Student Wellness Centre.
7. Create a comprehensive list of supports available on campus and within the community that assists with housing, mental health services, counseling services, and other needs identified in students, staff, and faculty.