

Transforming USM: College of Nursing and Health Professions Initiatives (CONHP)

Prepared by Jane Kirschling, Dean College of Nursing and Health Professions, Updated June 14, 2006

USM Mission: “The University of Southern Maine’s fundamental mission is teaching, research, and public service for the benefit of the citizens of Maine and society in general. The University of Southern Maine is responsive to students diverse in age, background, and experience, The University of Southern Maine seeks to assure broad access to various geographic locations to educational opportunities, including life-long learning. As one of the seven campuses in the University of Maine System, the University of Southern Maine complements and collaborates with the other six institutions in the System and Maine Community College System to fulfill the needs of public higher education in the state of Maine.”

USM Vision: “By the year 2010, the University of Southern Maine will become one of the top-ranked public, regional comprehensive universities in the United States in the quality, breadth and the accessibility of its academic programs and be so recognized among peer institutions, through clear expectations and commitments from the state, the UMS, the business community, and the faculty and staff.”

College of Nursing and Health Professions Mission: “The College of Nursing and Health Professions dedicates itself to excellence in teaching, scholarship and leadership in the education of healthcare practitioners, leaders and scholars. (approved by CONHP faculty on March 24, 2005)

College of Nursing and Health Professions Vision: “By 2010, the College of Nursing and Health Professions will become a regional center for excellence in health professions education known for its diverse students, faculty and staff and its commitment to the promotion, maintenance, and restoration of health through education, scholarship, interdisciplinary collaboration, and health and wellness initiatives at the local, state, national, and global levels.” (approved by CONHP faculty on March 24, 2005)

| USM Lever of Change and CONHP Goals | USM Actions | College of Nursing and Health Professions Initiative to Support Lever and/or Actions | Does Initiative Have an Impact on Any Other School/College |
|--|--|--|--|
| <p>USM Lever: Revitalize the Curriculum</p> <p>CONHP GOALS:</p> <ol style="list-style-type: none"> 1. Offer at least two new graduate programs 2. Offer at least one post baccalaureate interdisciplinary program 3. Integrate general education outcomes within all majors 4. Achieve the | <ol style="list-style-type: none"> a) Complete Revision of General Education b) Establish 3-5 new degree programs, drawing primarily on existing courses c) Establish up to 3 new learning communities d) Complete development of an organized co-curriculum e) Establish a College of Interdisciplinary Studies f) Broaden current Honors Program to become an Honors College g) Review Programs established in last seven years h) Establish an office of e- | <ol style="list-style-type: none"> A. CONHP representatives actively participate in GEC and GECPG (Goal 3, Action a) B. Audit undergraduate programs in 2005-2006 in relation to goals/outcomes of general education adopted 4/04 (Goal 3, Action a) C. Admit MMC nurses to Clinical Nurse Leader Masters degree program in January 2006 (Goal 1, Action b) D. Complete intent to plan 2005-2006 for Doctorate of Nursing Practice degree (DNP), builds on existing advanced practice nursing graduate programs (approved by Graduate Council 4/2006); develop program proposal in 2006-2007 (Goal 1, Action b) E. Investigate and develop, if feasible, an entry level Masters degree program in Athletic Training (Goal 1, Action b) F. Investigate and develop, if feasible, a Masters degree program in an exercise science related field of study | |

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| <p>success of diverse students in caring for diverse populations through faculty and curriculum development</p> <p>5. Develop student outcome criteria related to diversity for each program</p> <p>6. Integrate state-of-the-art technological resources into curricula and work environments</p> | <p>learning</p> <p>i) Generate & distribute comprehensive enrollment/retention/graduation reports to support program review and resource allocation</p> | <p>(Goal 1, Action b)</p> <p>G. Expand Recreation Leisure Studies curriculum to include multiple foci, for example Outdoor Recreation Tourism, Recreation Leadership</p> <p>H. Explore offering an honors track with the baccalaureate degree program in nursing (Action f)</p> <p>I. Radiation Therapy degree completion program established in 2000, review and determine whether to continue to offer this program given low enrollments (Action g)</p> <p>J. Distribute college’s retention and graduation data to departments, as provided by the Provost’s office (distributed April 2006); per Provost’s office – emphasize centrality of advising to retention (Action i)</p> <p>K. Enhance use of simulation in nursing curriculum (Goal 6)</p> <p>L. Offer yearly faculty developing in diversity (Goals 4 and 5)</p> <p>M. Appoint Coordinator of Support Services for Diversity within College (as envisioned by College’s Diversity Committee, this role will be primarily focused on nursing students)</p> <p>N. Appoint Technology Committee to advise Dean on work environment and faculty on curricula (Goal 6)</p> <p>O. Pursue accreditation/endorsement of the Health Fitness and Exercise Physiology majors through the American College of Sports Medicine or CAAHEP</p> | <p>G. ASET</p> |
| <p>USM Lever: Invest in Current Programs & People</p> <p>CONHP Goals:</p> <p>7. Value and promote interconnections across disciplines, programs and geography</p> | <p>j) Reduce annual costs by an average of \$525,000 per year to cover projected deficits</p> <p>k) Make targeted, annual investments</p> <p>l) Create Investment Fund</p> <p>m) Restructure budget processes to simplify and clarify budgeting while reducing ongoing structural deficits</p> <p>n) Implement incentive-based</p> | <p>P. Implement Peoplesoft Financial budgeting within College to allow for greater scrutiny of expenses (Action j)</p> <p>Q. Trend last two years of part-time/overload expenditures and course enrollment to determine whether to participate in pilot on part-time/overload budgets (Action n)</p> <p>R. Explore offering CONHP courses online and through low residency options (Goal 10)</p> <p>S. Evaluate current office practices within concept of sustainability (Goal 11, Action p)</p> | <p>O. All Colleges/Schools</p> |

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| <p>supported by effective organizational structures and systems</p> <p>8. Increase student diversity enrollment</p> <p>9. Create a College-based support system to assists diverse students and to assist faculty who teach them: financial support, incorporate into faculty-student orientation, and faculty point person to provide support to faculty and students.</p> <p>10. Diversify College's revenue portfolio</p> <p>11. Commit to environmental sustainability</p> | <p>budgets where appropriate</p> <p>o) Implement URIC recommendations</p> <p>p) Become a greener, more sustainable organization</p> <p>q) Implement key reorganizations</p> <p>-establish an IT Division</p> <p>-Move Community & Professional Education to Academic Affairs</p> <p>-Initiate planning for a College of Visual and Performing Arts</p> <p>r) Implement Employer-of-Choice strategies</p> <p>s) Develop & fund a comprehensive faculty development program</p> <p>Utilize a broad view of scholarship</p> | <p>T. Continue to support faculty development: (a) department allocated funds for key disciplinary meetings; (b) individual faculty development funds for attending and/or presenting at selected conferences; (c) continue small grants program to support scholarship; (d) continue graduate assistant positions to support faculty teaching/scholarship (Action s)</p> <p>U. Participate in community based initiatives that promote recruitment and enrollment in health professions programs (Goal 8)</p> <p>V. Appoint Community-building Committee that will: a) develops schedule of events that bring together faculty, staff and students from across the College and b) utilize technology to assist community-building within College (Goal 7)</p> <p>W. Explore additional opportunities for collaboration between College and Lifeline (Goal 7)</p> | |
| <p>USM Lever: Change Enrollment Profile</p> <p>CONHP Goals:</p> <p>12. Increase faculty and student diversity</p> <p>13. Maintain undergraduate</p> | <p>t) Initiate a joint undergraduate/graduate recruitment plan</p> <p>u) Designate a Central Advising Council</p> <p>v) Place greater emphasis on recruitment, advising, and retention contributions by faculty in their evaluation</p> | <p>X. College's Peer Review committee will evaluate and strengthen, if appropriate, promotion, tenure, and post-tenure criteria in relation to recruitment, advising, and retention; recommendations will be brought to CONHP faculty for approval in 2005-2006 (Goals 13 and 14, Action v)</p> <p>Y. In 2006-2007 evaluate all majors within CONHP in terms of retention and identify areas of improvement and a plan for addressing areas of concern (Goals 13 and 14,</p> | |

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| <p>enrollment 14. Increase graduate enrollment</p> | <p>w) Clarify academic expectations with high schools; align admission & placement standards with Learning Results x) Contact all new students in the first six weeks of the semester to build retention y) Launch a training program designed to support positive interpersonal interactions</p> | <p>Action v) Z. Designated faculty and staff will contact all Freshman in the College in the first six weeks of the semester (Goal 13, Action x) AA. Dean’s office and nursing administration/staff from Portland campus will continue work begun in Spring 2005 on customer service initiatives (Goals 13 and 14, Action y)</p> | |
| <p>USM Lever: Upgrade and Expand Facilities CONHP Goals: 15. Assure facilities meet programmatic needs including adequate classrooms, faculty and staff offices, and storage space</p> | <p>z) Complete currently approved & funded projects aa) Complete a long-range facilities master plan for each of the campuses bb) Complete University Commons in Portland using private funds cc) Submit a \$90 M bond request to the Chancellor to implement facility plans dd) Make classroom repair and renovation a priority in all planning ee) Build a new residence facility in Gorham & a new residence facility & University Center in Portland ff) Fund adequate maintenance and operating costs for all new and renovated spaces</p> | <p>BB. Continue work on addition and renovation of Masterton Hall to enhance use of simulation in nursing curriculum and to assure adequate classroom, student, and faculty office space for programs that reside in Masterton (Goal 15)</p> | <p>Z. CAS/Social Work</p> |
| <p>USM Lever: Raise Additional External Support CONHP Goals: 15. Diversity revenue</p> | <p>gg) Conduct a \$25 M capital campaign over 5 years hh) Continue to increase grant and contract awards by 10 % per year ii) Increase federal earmarks to</p> | <p>CC. Continue to support faculty grant writing activities through the work of the Coordinator of Support Services for Faculty Scholarship (quarter time, academic year position) (Goal 22) DD. Dean to continue to work with Chancellor’s office and Maine nursing community to educator the legislature</p> | |

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| <p>streams in order to assure an adequate budget</p> <p>16. Explore offering additional summer symposia/ institutes</p> <p>17. Explore certificate in Holistic Health for non-matriculated students</p> <p>18. Secure external funding for nursing Partnerships</p> <p>19. Hire development officer who is revenue positive within 2 years</p> <p>20. Balance budget</p> <p>21. Exploring providing consultation and/or training to other agencies and organizations</p> <p>22. Increase external funding</p> | <p>an average of \$5M annually</p> <p>jj) Seek \$90 M in State bonds over 5 years</p> | <p>on the needs for nursing program expansion (Goal 20)</p> <p>EE. Dean to work with administration on development officer.</p> <p>FF. Faculty to identify additional summer symposia/ institutes (Goals 15 and 16)</p> <p>GG. Faculty to increase grant productivity (Goal 22)</p> <p>HH. Exercise, Health, and Sport Sciences Department to explore fee for service for fitness testing, potentially in collaboration with Lifeline (Goal 20)</p> | |

Transforming USM: School/College Initiative Matrix – College of Nursing and Health Professions

| Lever of Change | Description of Initiative / Status May 2006 | Evidence of Need/ Importance | Intended Population | Expected Goals/Contributions | Evidence of Success | Leadership for Initiative | Impact on other Schools/Colleges or Departments |
|----------------------------------|---|--|--|---|---|--|--|
| Revitalize the Curriculum | A. CONHP representatives actively participate in GEC and GECPG <i>Ongoing</i> | Professional programs need to support general education revision | Faculty | Represent professional programs in general education work | CONHP faculty support work as it advances | Faculty representatives: GECPG Chris Beaudoin, Marianne Rodgers, GEC Sue Sepples | Engagement with all Schools/Colleges |
| | B. Audit undergraduate programs in 2005-2006 in relation to goals/outcomes of general education adopted 4/04 <i>Needs to be done in 2006-2007</i> | Supports determining what general education outcomes may be met within CONHP majors to assure appropriately credited degree programs | Faculty | Assure that CONHP majors are appropriately credited and that selected CONHP courses support students meeting the general education objectives | Credit hours for majors remain constant or are reduced if in excess of 120 | Faculty and appropriate Curriculum Committees | None |
| | C. Admit MMC nurses to Clinical Nurse Leader (CNL) Masters degree program in January 2005 <i>Done, Nursing Department is determining when to admit 2nd cohort</i> | National recognition that a new role for nursing is needed within the health care system, CNL is being piloted across country | Baccalaureate prepared nurses | Graduate 6-8 RNs from CNL program in August 2007 | 6-8 graduates, Maine Medical Center (MMC) satisfaction with graduates knowledge | Dean, Chairperson of Nursing, Marge Wiggins Chief Nursing Officer MMC | Selected faculty in Muskie and Business invited to guest lecture |
| | D. Complete intent to plan in 2005-2006 for Doctorate of Nursing Practice degree (DNP), builds on existing | Advanced practice education is targeted to be at the doctoral | Baccalaureate prepared nurses interested in pursuing | Secure approval for DNP program in 2006-2007 and admit first cohort of students Fall 2007 | Program approval and admission of students | Dean, Chairperson of Nursing, Faculty Committee | None |

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| | <p>advanced practice nursing graduate programs</p> <p><i>Intent to Plan approved by Graduate Council and Update; Faculty Senate approval pending (likely early Fall 2006)</i></p> | level by 2015 | advanced practice education and current advanced practice nurses who want to complete doctoral degree | | | | |
| | <p>E. Investigate and develop, if feasible, an entry level Masters degree program in Athletic Training (timeframe: within 5 years)</p> <p><i>Ongoing</i></p> | Inquiries from potential students | Individuals with a baccalaureate degree in another field who are interested in becoming Athletic Trainers | Determine whether to pursue this option within next 5 years | Decision about pursuing | Interim Director Athletic Training Program | None |
| | <p>F. Investigate and develop, if feasible, a Masters degree program in an exercise science related field of study</p> <p><i>Ongoing</i></p> | Inquiries from graduates from USM’s sports medicine program | Individuals with a baccalaureate interested in pursuing graduate education | Determine whether to pursue this option within next 5 years | Decision about pursuing | Director Exercise, Health, and Sport Sciences Department | Not known at this time |
| | <p>G. Expand Recreation Leisure Studies curriculum to include multiple foci, for example Outdoor Recreation Tourism, Recreation Leadership</p> <p><i>Ongoing</i></p> | National trends in field of recreation and leisure studies | Individuals interested in pursuing a baccalaureate degree with emphases in designated foci areas | Determine whether to pursue multiple foci within next 5 years | Decision about pursuing | Recreation and Leisure Studies Curriculum Committee | Not known at this time |
| | H. Explore offering an | Option exists | Students | Determine whether to | Decision | Dean, | None |

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| | honors track with the baccalaureate degree program in nursing <i>Ongoing</i> | in other nursing programs | interested in honors/nursing | pursue within the next year and if yes, develop option for nursing students by Fall 2007 | about pursuing | Chairperson of Nursing and Director of Honors Program | |
| | I. Radiation Therapy degree completion program established in 2000, review and determine whether to continue to offer this program given low enrollments <i>To do in 2006-2007</i> | Not applicable | Graduates of Associate Degree programs in Radiation Therapy | Decide on whether to continue to degree completion program no later than Spring 2008 | Decision reached | Leadership Council | None |
| | J. Distribute college's retention and graduation data to departments, as provided by the Provost's office (distributed April 2006); per Provost's office – emphasize centrality of advising to retention. <i>Ongoing</i> | Overall USM is concerned about retention and time to graduation | Students | Assure all majors with CONHP meet USM targets for retention and time to graduation | Targets met | Leadership and faculty | CAS in terms of general education courses |
| | K. Enhance use of simulation in nursing curriculum <i>Ongoing</i> | Driven by acuity in acute care and limited clinical placement sites for nursing students | Students | Provide state of the art simulation for students to supports and enriches curricula | Students report satisfaction with educational experience | Leadership and faculty | |
| | L. Offer yearly faculty developing in diversity | USM priority | Faculty | Enhance faculty knowledge related to | Greater faculty | Diversity Committee | None |

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| | <i>Ongoing</i> | | | diversity issues | knowledge | | |
| | M. Appoint Coordinator of Support Services for Diversity within College (as envisioned by College’s Diversity Committee, this role will be primarily focused on nursing students) <i>Pending 2006-2007</i> | Per request of CONHP faculty | Faculty and students | Enhance support for students from diverse backgrounds | Student Satisfaction | Coordinator of Support Services | None |
| | N. Appoint Technology Committee to advise Dean on work environment and faculty on curricula <i>Ongoing</i> | USM priority | Faculty and staff | Enhanced use of technology in work environment and curricula | Appropriate use of technology | Technology Committee and Dean | None |
| | O. Pursue accreditation/endorsement of the Health Fitness and Exercise Physiology majors through the American College of Sports Medicine or CAAHEP <i>Ongoing</i> | Sanctions quality of academic programs | Faculty and students | Enhanced student satisfaction and enrollment | Accreditation and/or endorsement obtained | Exercise, Health, and Athletic Sciences Faculty | None |
| Invest in Current Programs & People | P. Implement People soft Financial budgeting within College to allow for greater scrutiny of expenses <i>Ongoing</i> | Option for greater budget specificity will exist in July 2005 | Dean, Chairpersons, Director and staff who oversee College’s accounts | By September 1, 2005 have budget “specificity” decisions in place and put into place for 2005-2006 budget | Decisions reached and implemented 2005-2006 | Leadership Council and Dean | None |
| | Q. Trend last two years of | Given limited | Departments | Determine whether to | Decision | Leadership | None |

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|-----------------|--|--|--------------------------|--|---|---|---|
| | part-time/overload expenditures and course enrollment to determine whether to participate in pilot on part-time/overload budgets <i>Under discussion</i> | resources, need to explore alternative sources of revenue | | proceed with part-time/ overload agreement and if yes, for which degree programs/departments | reached no later than December 2006 | Council and Dean | |
| | R. Explore offering CONHP courses online and through low residency options <i>Ongoing</i> | Increased faculty interest in exploring on-line course offerings | USM and non-USM students | Offer CON401 as an online option during 2005-2006; determine whether additional course(s) will be developed for online offering in 2006-2007 | At least one course is offered online in 2005-2006 and draws non-USM students | CON401 Lois Hamel , Leadership Council | None |
| | S. Evaluate current office practices within concept of sustainability <i>Ongoing</i> | USM priority | Faculty and Staff | Enhanced office practices that are sensitive to issues of sustainability | Best office practices | Deans office, Faculty and Staff | None |
| | T. Continue to support faculty development: (a) department allocated funds for key disciplinary meetings; (b) individual faculty development funds for attending and/or presenting at selected conferences; (c) continue small grants program to support scholarship; (d) continue graduate assistant positions to support faculty teaching/scholarship; and (e) Diversity Committee | Faculty visibility and engagement at State, Regional, and National level | Faculty | Faculty continue to actively engage in their scholarship and professional development | Faculty participation and presentations | Dean’s office, Faculty, Diversity Committee | None |

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|----------------------------------|---|---|--|---|--|--------------------------------|---|
| | offer programming for faculty/staff <i>Ongoing</i> | | | | | | |
| | U. Participate in community based initiatives that promote recruitment and enrollment in health professions programs <i>Ongoing</i> | Enhances visibility of CONHP programs | Prospective students | Enhanced visibility of College’s programs which result in increased applications | Sustained enrollments | Leadership Council and faculty | None |
| | V. Appointment Community-building Committee that will: a) develop schedule of events that bring together faculty, staff and students from across the College and b) utilize technology to assist community-building within College <i>Committee established, ongoing</i> | College is geographically dispersed, being housed on all three campuses | Faculty, Staff, Students | Greater knowledge of programs and people within College | Enhanced collaboration within College | Community Building Committee | None |
| | W. Explore additional opportunities for collaboration between College and Lifeline <i>Ongoing (see Appendix A)</i> | To date collaboration has been limited, important to explore leverage our resources | Faculty, staff and students in College and in Lifeline | Additional student opportunities within Lifeline and faculty/ staff collaboration | Increased number of student experiences and collaborative projects | Leadership Council and faculty | Lifeline |
| Change Enrollment Profile | X. CONHP Peer Review Committee will evaluate and strengthen promotion, tenure, and post-tenure | Priority area for USM | Faculty | CONHP criteria address faculty expectations in relation to student | Criteria reviewed and revised as appropriate | Peer Review Committee | None |

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|-----------------|---|--|--|---|---|---------------------------------|---|
| | <p>criteria in relation to recruitment, advising, and retention; recommendations will be brought to CONHP faculty for approval and implementation in 2006-2007</p> <p><i>Recommendations brought to faculty, ad hoc task force will explore student evaluation of advising in Fall 2006</i></p> | | | recruitment, advising and retention | | | |
| | <p>Y. In 2006-2007 evaluate all majors within the CONHP in terms of retention and identify areas of improvement and a plan for addressing areas of concern</p> <p><i>To do in 2006-2007 and ongoing</i></p> | Priority area for USM | Faculty | Evaluation completed and plan in place for addressing areas of concern | Plan in place | Leadership Council | None |
| | <p>Z. Designated faculty and staff will contact all Freshman in the College in the first six weeks of the semester</p> <p><i>Completed fall 2005, ongoing</i></p> | Priority area for USM | Faculty, staff | Identify and intervene with students at risk for leaving USM within the first 6 weeks of the semester | Student retention | Departments | None |
| | <p>AA. Dean’s office and nursing administration/ staff from Portland campus will continue work begun in Spring</p> | Loss of full-time receptionist in Masterton, feedback from | Administrators and staff in Dean’s office and nursing within | Enhanced customer service | Staff report being better able to meet needs of “customers” | Dean and Chairperson of Nursing | None |

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|--|---|--|---|--|-------------------------------------|---|---|
| | 2005 on customer service initiatives <i>Completed</i> | students and staff | Masterton Hall | | | | |
| Upgrade & Expand Facilities | BB. Continue work on addition and renovation of Masterton Hall to enhance use of simulation in nursing curriculum and to assure adequate classroom, student, and faculty office space for programs that reside in Masterton <i>Drawings for addition to Masterton completed; Phase I renovation to Masterton 113 to begin Summer 2006; Earmark in process; ongoing</i> | Increased complexity in acute care setting; student demand exceeds building capacity | Nursing students and other students who take classes in Masterton Hall; faculty and staff | Masterton Hall is renovated to enhance use of simulation in the nursing programs and addition is added to expand space available for all programs that are housed within Masterton | Renovation and additional completed | Dean | Availability of a 50 seat computer classroom; CAS Social Work |
| Raise Additional External Support | CC. Continue to support faculty grant writing activities through the work of the Coordinator of Support Services for Faculty Scholarship (quarter time, academic year position) <i>Ongoing</i> | Priority area for USM | Faculty | Increased grant activity within CONHP | Additional grants secured | Coordinator of Support Services for Faculty Scholarship and faculty | Potential for collaborative grant activity |
| | DD. Dean to continue to work with Chancellor’s office and Maine nursing community to educator the legislature on the needs for nursing | Legislature needs to prioritize nursing as an area of need in order to meet | Legislature | Legislature approves of Bond initiative to support renovation/expansion of Masterton Hall | Bond secured | Dean | None |

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|-----------------|--|---|-----------------------|--|------------------------------|---|---|
| | program expansion <i>\$750,000 appropriation for nursing, with \$100,000 for USM</i> | the health care needs of Maine’s citizens | | | | | |
| | EE. Dean to work with administration on development officer <i>No progress</i> | Need to diversify College’s budget | External stakeholders | Increased fund raising within College | Additional financial support | Dean | All units involved in fund raising |
| | FF. Faculty to identify additional summer symposia/ institutes <i>Limited progress</i> | Venue to revenue generation | Community | Offer up to 2 additional symposia/institutes by summer 2008 | Increased revenue | Faculty | None |
| | GG. Faculty to increase grant productivity <i>Selected faculty participated in retreats that were across units within USM and excluded external stakeholders (Maine Health, Maine Center for Public Health); Number of grants submitted to review and in planning phase has increased</i> | Limited grant activity within College | External funding | Increase submission of grants Increase number of faculty engaged in grant writing | Increased grant funding | Faculty and Coordinator of Support Services for Faculty scholarship | Potential collaborators from different units |
| | HH. Sports Medicine Department to explore fee for service for fitness testing, potentially in collaboration with Lifeline <i>Under consideration</i> | Need to diversity revenue streams | Community-at-large | Fitness Testing Service put into place | Increased revenue | Department of Exercise, Health, and Sport Sciences | None |

Key:

- Lever of Change – the 5 Levers of Change in Transforming USM
- Description of Initiative—What are the major initiatives in your school/college that address ‘Transforming USM’?
- Evidence of Need/Importance -- Upon what basis was the decision to pursue this initiative made, i.e., why is it being pursued?
- Intended Population -- What population is the initiative intended to serve?
- Expected Goals/Contributions -- What are the expected goals/contributions of the initiative?
- Evidence of Success -- What is the evidence/expected evidence of success? How do you or will you know the initiative is successful?
- Leadership for Initiative—who/what area/what department is responsible/has oversight for the initiative?
- Impact on other Schools/Colleges or Departments -- What is the impact, if any, on other schools/colleges or departments, e.g., courses, space, services?

Appendix A

**University of Southern Maine
Lifeline and College of Nursing and Health Professions
Collaboration Action Plan**

Prepared by Tom Downing and Jane Kirschling following September 27, 2005 Meeting
Distributed November 28, 2005; Updated May 6, 2006

Actions:

“Low hanging fruits” (*those actions that are fairly easy to accomplish, at least in their initial steps*)

- Discuss interest and assess benefit in holding an event (regional or national meeting) that would bring people together: to share ideas; to highlight what USM is doing; to promote USM as a center of excellence regarding wellness. Look at working with OLLI, given their position nationally.

Assigned to: ON HOLD

- Offer practicum opportunities (CONHP) with Lifeline, including learning about, observing, teaching in Lifeline. One goal would be to increase visibility of Lifeline. Freshmen introduction. Health Fitness and Exercise Physiology. (*Practicum = in-house opportunity to get experience*)

Assigned to: Chris Scott, Janet Whatley Blum, and Chris Beaudoin (will initiate meeting) and Peter Allen, Tom Downing and Len Jordan develop 1-2 practicum opportunities to be in place no later than Fall 2006.

Update: SPM475 Exercise Physiology Practicum planned for Spring semester.

- Start-up kits for USM employees/students. RN: 2 credit partnerships.

Assigned to: Tom Downing (will initiate meeting) and Marianne Rodgers. Note – Joe Austin has expressed interest in having wellness model involve Student Health. Include Jane Young in discussions, partnership to be in place no later than Fall 2006.

Update: Healthy USM hosted two nursing students for Spring 2006 semester. They implemented a blood pressure screening project for selected USM departments.

- Nursing student presence in Lifeline (none presently).

Assigned to: Marianne Rodgers (will initiate meeting), Terry Girourd, and Len Jordan. Meet no later than February 2006 to explore nursing student involvement with rehabilitation program.

Update: Tom met with Marianne and Helen Peake-Godin to discuss a process for bringing nursing students back into Lifeline, possible for Fall 2006.

- Discuss our equipment richness. Exercise testing in the lab. More scientific testing.
Explore venue for expanding service.

Assigned to: Chris Scott/Chris Beaudoin (will initiate meeting) and Peter Allen to meet to explore what is feasible no later than February 2006.

Update: In progress, focus on underwater weighing.

- More in-depth discussion about ways to collaborate around programs and equipment. Equipment storage issues.

Assigned to: Linda Meyer (will initiate meeting) and Peter Allen in relation to program and equipment collaboration. To meet and discuss no later than February 2006. Equipment storage issues have to be addressed with Jenny Nelson who oversees space and storage in the Jimmy Sullivan Jim.

Update: Equipment replacement is ongoing. Will continue to explore new opportunities for collaboration.

- Continue discussion of Lifeline staff teaching in CONHP.

Assigned to: Jane Kirschling to place on December 2005 or January 2006 Leadership Council agenda, invite Tom Downing.

Update: wasn't scheduled, priority for Fall 2006.

- Have conversation with Lifeline and CONHP re: overlapping courses/topics, the possibility of Lifeline's certificate program taught by CONHP or jointly. Offering in-services.

Assigned to: Tom Downing (will initiate meeting), Skip Cadigan, Bob Hansen, Chris Beaudoin and Tina Claiborne. Meeting to exchange information, including markets being served, and explore opportunities will be held no later than February 2006.

Update: wasn't scheduled, priority for Fall 2006.

- Corporate screenings - multiple levels with screenings and disease management for collaboration.

Assigned to: Tom Downing and Jane Kirschling, on hold until later in Spring 2006. Possibility of exploring having students involved on a per diem basis.

Update: Opportunitites for student involvement shared via student list services, Spring 2006.

- Explore possible merger as goal to meet USM's goal to create center of regional excellence.

Assigned to: Jane Kirschling and Tom Downing, on hold until above action steps are operationalized, revisit issue in Fall 2006.

Update: Priority for Fall 2006.

- Publicize research opportunities. Have the conversation between CONHP and Lifeline about research opportunities.

Assigned to: Judy Spross (will initiate meeting) and Tom Downing to explore vehicle for sharing research opportunities, meeting to happen no later than March 2006.

Update: Meeting occurred, opportunities explored.

- Tom attend CONHP Faculty Meetings.

Assigned to: Susan Taylor to notify Tom of CONHP faculty meetings for 2005-2006.

Update: Tom regularly attended and provided updates.

Actions that may be taken down the road:

- Lifeline work with employers and their employees who have chronic disease. Use advanced CONHP students as coaches (follow up strategies for well-being).
- Look at incorporating recreation and leisure into corporate work, internally and externally
- CONHP – consider future hires with wellness expertise.
- Advisory/partnership role of CONHP with Lifeline’s programs, with CONHP providing academic ballast. *(premature for now)*
- Look at doing curricular crosswalk relative to health promotion, branching out to other colleges (certificate program and degree program).
- Explore possible USM merger of Lifeline/CONHP to meet USM’s goal to create center of regional excellence. *(revisit at the end of the year after Tom has attended CONHP faculty meetings)*
- Collaborations around populations with disabilities. *(This is in Lifeline’s court. It depends on Northeast Passage. Linda at the table for strategic planning?)*

Following items were placed in hold:

- Cardiac/pulmonary rehabilitation – involve students.
- Partnerships with schools, e.g. like with Nathan Clifford Elementary School. Health fitness and gym. *(comment: Lifeline’s focus is not on children - this is being handled well through the Y’s and elsewhere)*
- Work with OLLI and other groups regarding generational issues around health. *(comment: too nebulous)*