

**VISIONARY,
INCLUSIVE
EDUCATION**



**HIGH-
IMPACT
RESEARCH**



**CULTURE OF
OPTIMISM AND
RESPECT**



Nursing for a Brighter World



As a vice-dean in the Faculty of Health Sciences and the executive director of the School of Nursing at McMaster University, I am pleased to present the School of Nursing's 2020–2025 Strategic Plan, "Taking Charge, Leading Change, Nursing for a Brighter World."

For almost 75 years, McMaster's School of Nursing has delivered nursing education programs that have produced generations of professional nurses who are critical thinkers and contribute to nursing practice, research, education, policy, and administration. Our School is ranked in the top 2 nursing schools in Canada and the top 20 nursing schools in the world by QS World University Rankings.

Our faculty is exceptional and renowned for excellence in innovative, evidence-based professional education and for leadership in research worldwide. McMaster's School of Nursing prepares nurses to lead the way as innovators, educators, researchers, policymakers, and change agents for a BRIGHTER WORLD. Consultation was at the core of our strategic planning process as we strove to develop a relevant plan shaped by

our internal and external stakeholders. We consulted with national and international schools of nursing, our collaborative BScN partners, our community, patients, health care leaders, McMaster colleagues, and alumni. Meaningful engagement with our faculty, staff, and students informed the strategic drivers and initiatives in this plan. The outcome echoes the combined voices of our people and stakeholders.

Our strategic plan takes McMaster's School of Nursing forward in a complex health care landscape during an unprecedented time. As we work to meet the challenges of teaching and conducting research in a rapidly changing environment, this plan will provide a course of action to deliver visionary, inclusive education and high-impact research in a culture of optimism and respect.

The future of nursing is brighter than it has ever been.

S.L. Carroll, RN, PhD
Vice-Dean, Faculty of Health Sciences and
Executive Director, School of Nursing

Strategic Driver One: Visionary, Inclusive Education

Strategic Theme 1:
Nursing Knowledge and
Practice for the Future

Strategic Theme 2:
Leadership and Advocacy in Our Learners

Strategic Theme 3:
Curricular Response to the Calls to Action
for Schools of Nursing from the Truth and
Reconciliation Commission of Canada (TRC)

Strategic Theme 4:
Student-Centred Academic
Programming and Delivery



Strategic Driver Two: High-Impact Research

Strategic Theme 1:
Leadership of the SON Research
Community

Strategic Theme 2:
Diverse Ways of Knowing to
Develop and Conduct Research

Strategic Theme 3:
Knowledge Translation and
Exchange of SON Research



Strategic Driver Three: Culture of Optimism and Respect

Strategic Theme 1:
Resilience and Well-Being of the
SON Community

Strategic Theme 2:
Environment of Mentorship, Coaching,
and Learning

Strategic Theme 3:
Culture of Safety and Inclusion

Strategic Theme 4:
Progressive Recruitment and
Retention Strategies



Vision

Within a culture of optimism and respect, we will transform the future of nursing practice and lead with local and global communities through visionary, inclusive, education and high-impact research.

Values

Excellence:

Excellence is realized through scientific inquiry, leadership, mentoring, and continuous improvement.

Respect:

We recognize the worth of individuals and their ideas and demonstrate that respect through action.

Caring:

Caring involves meaningful relationships, which lead to positive outcomes.

Creativity:

Creativity fuels innovation in education, research, and healthcare delivery.

Diversity, Inclusivity & Equity:

Diversity should be celebrated, inclusivity must be expected, and achieving equity for all is imperative.

Cultural Competency & Safety:

Cultural competency and safety are integral to embedding the principle of equity into everything we do.

Civic & Global Engagement:

We participate in civic and global engagement through collaboration with communities that build and sustain just societies.