

SCHOOL OF NURSING IMPLEMENTATION PLAN UPDATE - FEBRUARY 2015

Recommendation	Proposed Follow-up	Progress to Date	Responsibility for leading Follow-up	Timeline for Addressing Recommendation
<p>1. The current physical space and the appropriateness of infrastructure supporting the academic programs in the School of Nursing have been identified as inadequate. It is the recommended that the Faculty of Health Sciences adhere to the timeline outlined in the Dean’s response to: hire an architectural firm for concept building (2014); seek approval for concept through campus planning and the Board of Trustees (2015); start Capital campaign to raise funds (2016). In the meantime, discussions with the School of Rehabilitation Therapy regarding a combined building should continue. Also greater sharing of the adjacent new School of Medicine should be explored.</p>	<p>Initiate conception of new/renovated building; consult with SOM and SRT about future collaborations and use of space</p>	<p>Shoalts & Zaback Architects Ltd were hired to develop a concept for a new building. One building on west campus was identified for mechanical and structure to assess the feasibility of building a third and fourth floor. The building will not support the construction without major refitting and the plan did not continue. Shoalts & Zaback then developed a concept for a new building – the vision document is attached in appendix A.</p> <p>Campus Planning and School of Nursing and Rehabilitation Therapy senior administrators meet regularly to determine next steps. The vision document has been submitted to the Vice-Provost for discussion at VPOC. The Board of Trustees will not be approached until there is a fully funded proposal ready for approval.</p> <p>The School of Medicine building is used as overflow for simulation and skills development when available.</p> <p>Space in 82/84 Barrie Street has been allocated to the School of Nursing for the graduate programs. The move to the new premise took place in September and October 2014 and has provided much needed space for part time teachers and staff in 92 Barrie Street.</p>	<p>Director, SON Dean FHS in consultation with Campus Planning</p>	<p>Dean of Health Sciences’ <i>Annual Report</i> to the Provost 2015</p>

CYCLICAL PROGRAM REVIEW

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<p>2. As identified in the self-study, men are underrepresented in nursing, as are visible minorities and Aboriginal peoples, especially at the Ph.D. level. In an effort to diversify, it is recommended that the School of Nursing strive to deepen its pool of male applicants and other underrepresented groups. The School of Graduate Studies should be enlisted to help develop a recruitment strategy to attract additional graduate students, especially for the Ph.D. program</p>	<p>Consult with other Canadian Schools of Nursing and the Schools/Faculties of Graduate Studies to identify best practices</p>	<p>Since the first enrolment in 2008 to the current 2015 intake, the PhD program has had 5 male applicants out of 52 (9.6%). Of these only 2 have been admissible. For context, in 2011, 6.6% of Registered Nurses (RNs) in Canada were male (CIHI, 2011).</p> <p>The SON Graduate Program will increase efforts to market the master and doctoral programs to diverse groups by targeting undergraduate programs in our region, across the province and Canada. Collaboration with the School of Graduate Studies Recruitment and Events Manager, Colette Steer, is planned to produce an attractive website, with audio and video clips featuring testimonials from recent graduates.</p> <p>The School of Graduate Studies will contribute financial resources to the SON toward this initiative</p>	<p>Director, SON Dean SGS Dean FHS</p>	<p>Dean of the School of Graduate Studies' <i>Annual Report</i> to the Provost 2015</p> <p>Dean of Health Sciences' <i>Annual Report</i> to the Provost 2015</p>

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<p>3. Although there have been no reported problems, it is recommended that the School of Nursing develop guidelines on joint authorship and intellectual property between faculty and students to minimize the risk of potential future conflict. The School of Graduate Studies should be enlisted to help develop these guidelines</p>	<p>SON and SGS collaborate in writing guidelines</p>	<p>The SON has had a policy since February 2009 (see attached). The Associate Director (Graduate Nursing Programs) will ensure that the document is widely distributed to graduate students and faculty by January 30, 2015 and each subsequent year at orientation in September to new and continuing graduate students and faculty. The School of Graduate Studies has revised its Guidelines to Intellectual Property manual which can be accessed at http://www.queensu.ca/search/pages/SGS%20guidelines%20to%20intellectual%20property Additionally an annual workshop on Intellectual Property is offered in person through the Expanding Horizons Workshop Series and an online module for graduate students is available through www.MyGradSkills.ca</p>	<p>Director, SON Dean SGS Dean FHS</p>	<p>Dean of the School of Graduate Studies' <i>Annual Report</i> to the Provost 2015</p> <p>Dean of Health Sciences' <i>Annual Report</i> to the Provost 2015</p>

