A five year Medium Term plan was designed and formulated for a sustainable Bachelor of Science in Nursing Program of Northwestern University.

The purpose of this undertaking was to develop a research-based medium term plan for the College of Nursing in terms of their profile (population as of 2nd semester AY 2003-2004, years of operation, base hospital whether owned or shared, educational attainment of the dean, built in load of the dean, and regular load of faculty) and the status of the nine program factors 1) purposes, objectives, faculty, instruction, admission/promotion requirements, library, laboratories, research and extension, organization and administration, and student services; 2) In what way does Northwestern University College of Nursing compare with the selected College of Nursing on the nine program factors; 3)what development programs, strategies, targets and action agenda can be formulated to meet the needs and concerns of the BSN program along the four goals of Higher Education; and 4) what is the content validity of the formulated Medium-term Plan as evaluated by experts in nursing education, nursing service administrators, and Northwestern University Administrator.

This study utilized the research-based method. It underwent 3 stages which are, 1) The data-based research phase, 2) the development phase, and 3) the validation phase.

Sources of data were the faculty, students and deans, as well as school records and reports specifically from the Philippine Association of College and Universities Commission on Accreditation. Focus group discussions were also conducted with faculty and students to verify responses made and to gather other pertinent data.

Results of the study showed that the nursing program is preferred by most high school graduates, the deans are
educationally qualified and the regular load for the nursing faculty is reasonable. Likewise, the study found out that the purposes and objectives, faculty, instruction, library, and organization and administration were very satisfactorily realized. Meanwhile, the indicators under admission/retention, laboratories, research and extension and students services were moderately realized.

It was recommended that the plan maybe adapted by concerned college/s and implemented with active participation of all personnel involved. The best practices of the centers of excellence in nursing education may be adapted in the implementation of the programs and services of Northwestern University College of Nursing. A regular monitoring scheme maybe conducted and a periodic review analysis maybe done to determine achievement of objectives.

Considering the clientele that the Nursing program is intended for, most importantly the sick, a strict implementation of the admission/promotion policies for each college be complied with. In this manner, each college will produce nurses who have the heart for the profession not merely for the sake of earning huge amount of money.

And in as much as research and extension are functions of higher education, there is need to activate the research and extension centers by providing qualified manpower and sufficient facilities/equipment needed, thus quality researchers are undertaken hence utilized by the university and most importantly by the community.