

Executive Summary

Blueprint for Academic Excellence

College of Nursing

AY2018-2019

Introduction

1) The CON offers 2 undergraduate programs across 3 campuses, 4 master's programs, 3 post master's certificate programs and 2 doctoral programs. In Fall 2017, we enrolled 1785 students, representing an overall 32% increase of total students in the past 5 years. The primary growth has occurred in our graduate programs, which has increased over 300% in the past 5 years. The CON continues to have the largest BSN program in the state, and represents among the highest quality in the US. Our online Master's programs are ranked in the top 5 by US News & World Report. Our doctoral student enrollment has almost doubled in the past 5 years (e.g., increased 47%), primarily DNP students, which reflects a national trend. We continue our targeted goals and strategies with our undergraduate distance campuses, expanded graduate enrollment/infrastructure, and enhancement of relevance of nursing education with rapid changes in the complex healthcare environment, as provided in this report.

2) Our research and scholarship productivity continue to increase each year, with newly defined areas of research expertise. Our "Signature Science" includes 4 major domains: cancer survivorship; chronic disease and care transitions; big data and bioinformatics; and, health equity and rural health. Our "Emerging Science" domains include: technology and health biomarkers; mental and behavioral health; end of life and palliative care; and, interprofessional education and training. The College has a Center for Cancer Survivorship with interprofessional faculty leading discoveries to improve health, behaviors, and quality of life for cancer survivors. The CON's research awards in FY 2017 was \$2.6 million.

3) The CON's practice and service mission is quite expansive with multiple statewide, regional, national and international partners. The CON faculty and students also have high participation in community engagement activities, to include service learning, practice, and research. The CON operates the "Carolina Family Practice" which is a nurse practitioner managed primary care clinic. This clinic, Carolina Family Practice, has now merged with the USC-Palmetto Health system and has a new location in downtown Columbia. Our Center for Nursing Leadership is leading statewide workforce analyses and partnering with health systems on "Big Data" solutions to inform decision making for health care delivery.

4) In the Fall, 2017 we employed 52 full time faculty and 70 part time faculty, and continue to be challenged with a national and regional nursing faculty shortage. Our faculty: student ratio is 1:21, and higher than the university average. With expanded programmatic and research growth, we are experiencing space limitations which will be a barrier to future growth and noted in a targeted goal in this report. We are intentionally honoring the Carolinian Creed and are currently recruiting an Associate Dean for Diversity, Equity, and Inclusivity. The CON now has 4 Endowed Professorships/Chairs, with three of these actively filled and the other an estate planned gift. In the past year, the CON received \$1.2 million in philanthropic gifts and we awarded approximately \$800k in student scholarships. The CON has a 25 member Executive Advisory Council (formerly known as Partnership Board) which provides consultative, alumni, and development support.

5) Finally, our CON has focused on messaging in the past year to enhance our reputation with dissemination of a printed magazine to national nursing audiences and our 10,000+ alumni, monthly e-newsletter, and other digital marketing with our webpage and social media. Of note, the CON is one of the 1725 accredited nursing programs in the US and 31 programs in South Carolina.

Blueprint for Academic Excellence

College of Nursing

AY2018-2019

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Highlights

- Highest NCLEX pass rate in the state among BSN programs in 2017; top 13th percentile in US.
- 2017 record high NCLEX pass rate of 99.3% by May 2017 cohort.
- Top 5 ranking in US News & World Report for online Master's programs. We have been ranked in the top 5 for three times in past four years.
- Moved up 40 slots in US News & World Report ranking for Graduate Programs in past 4 years (currently #39).
- Moved up 29 slots in NIH rankings for Colleges of Nursing in the past 5 years (currently #31).
- Increased number of tenure track faculty by 64% in past 5 years (11 to 18). Current proportion of TT& Research faculty: Clinical faculty 40%: 60%, which is an increase from proportion 33%:67% 5 years ago.
- Approximately 89% of full time faculty are doctorally prepared, compared to 67% in 2012.
- Nurse Managed Primary Care Clinic and two centers: Cancer Survivorship and Center for Nursing Leadership.
- Three CON faculty received national awards in the past year.
- 17% full time faculty are fellows in distinguished nursing societies (American Academy of Nursing, American Academy of Nurse Practitioners).

Jeannette Andrews Dean and Professor



Jeannette O. Andrews



UNIVERSITY OF
SOUTH CAROLINA
College of Nursing

Foundation for Academic Excellence

Mission Statement

UofSC Nursing provides nationally recognized educational programs and advances science, practice, and policy to optimize health for all.

Updated: 03/14/2018

Vision Statement

To be a preeminent College of Nursing of distinction that pioneers innovation, leadership, and excellence.

Updated: 03/14/2018

Values

Diversity, Inclusivity, Commitment, Caring, Integrity, Respect, Professionalism

Updated: 03/14/2018

Goals - Looking Back

Goals for the College of Nursing for the previous Academic Year.

Goal 1 - Infrastructure to support expanded graduate enrollment

Goal Statement	Improve infrastructure to support expanded graduate enrollment, improve student enrollment management, and improve time to graduation for graduate students.
Linkage to University Goal	<ul style="list-style-type: none"> •Educating the Thinkers and Leaders of Tomorrow •Assembling a World-Class Faculty of Scholars, Teachers, and Practitioners •Spurring Knowledge and Creation
Alignment with Mission, Vision, and Values	Teaching mission, institutional excellence
Status	Progressing as expected (multi-year goal)
Action Plan	<ol style="list-style-type: none"> 1) Establish cap on Nurse Practitioner enrollment for each of 3 NP programs for year, with divided cohorts in 2-3 admission cycles based on clinical availability. 2) Hire new Graduate Student Advisor/Coordinator to improve systems and workflow of student advising. 3) Establish part time and full time programs of study of each program at each entry. 4) Staff and Program Director professional development and training. 5) Hire full time Associate Dean for Academics (start Summer, 2017) to stabilize this position (2 interims and 2 ADs in past 8 years). 6) Support new Director hired for clinical and administrative graduate nursing programs (appointed January 2017). 7) Add one- two new faculty to each track (family, acute care, psychiatric) to allow courses to be offered > 1x year to facilitate graduation. 8) Clinical Coordinator to work with program directors and partners to identify and secure clinical placements for NP students. 9) Graduate faculty retreat in summer 2017 on enhancing time to graduation. 10) Refine academic dashboards for accurate and reliable information. 11) Improve # admissions offered to actual enrollment.

Achievements	<p>1) Established enrollment caps for the NP programs based on clinical availability and faculty resources.</p> <p>2) Completed a major re-organization of the Academic and Student Affairs Divisions to improve communication, system processes and teamwork.</p> <p>3) Hired a Graduate Admissions Manager to provide support for process and track established metrics.</p> <p>4) Recruiting for new Graduate Student Coordinator to improve MSN program workflow of student advising.</p> <p>5) New full time Associate Dean for Academics started in June 2017</p> <p>6) Recruited additional faculty to teach across all graduate program offerings</p>
Resources Utilized	<p>1) We are using the \$199/hr per NP student and summer revenue to resource graduate program growth.</p> <p>2) Clinical Coordinator working with program directors and clinical partners to identify/secure clinical placements for graduate students</p>
Goal Continuation	2018, 2019
Goal Upcoming Plans	<p>1) Recruit assistant program director for the FNP program and additional faculty for other specialty graduate program offerings</p> <p>2) Convert data warehousing to real time academic dashboards to enhance availability and reliability of the data</p>
Resources Needed	We are using the \$199/hr per NP student and summer revenue to resource graduate program growth.
Goal Notes	<p>The CON academic unit has undergone a significant re-organization to more closely align with the mission and vision. Additional staff were recruited to fill key roles including a Graduate Recruitment & Admissions Manager and Graduate Advisor. The academic unit also experienced change and growth with the addition of a permanent full time Associate Dean for Academics and Assistant Dean for Graduate Programs.</p> <p>With this exponential growth in graduate program support, process refinements include tracking in real-time matriculation rates and time to graduation data. Lastly, the CON continues to recruit faculty for the specialized graduate program offerings with 4 new hires since fall 2017.</p>

Goal 2 - Improve Readiness and Retention in Upper Division for *Salkehatchie BSN students

Goal Statement	Improve upper division pool from distance campuses (emphasis on Salkehatchie) by increasing science and student readiness and improve retention and graduation in BSN program. Note: Salkehatchie has 16 seats per year for upper division. For 2017 cohort, filled 10 new seats (plus 3 repeaters). For 2018 cohort, filled all 16 new seats. Only 7/16 (43%) from 2017 cohort expected to graduate in May 2018 as compared to 4/16 (25%) of the previous year graduating cohort.
Linkage to University Goal	<ul style="list-style-type: none"> •Educating the Thinkers and Leaders of Tomorrow •Building Inclusive and Inspiring Communities
Alignment with Mission, Vision, and Values	
Status	Extended to following Academic Year
Action Plan	<ol style="list-style-type: none"> 1) Meeting held with distance campuses program leaders, academic leadership team and faculty in February, 2017 and August, 2017. 2) Initiate summer bridge course (1 hr) for lower division students to improve science readiness. 3) Initiate one hr bridge course (independent study) for upper division to mentor on science. 4) Increase utilization of resources on distant campuses for mentoring, tutoring, and counseling non-traditional students. 5) Consider placement test for Salk students prior to UD (there is no SAT/ACT criteria requirement for admission currently). 6) Identify at risk students earlier, with mentoring plan by distant program directors. 7) Move all upper division students to one campus (i.e., Walterboro) to maximize limited resources.
Achievements	Number of repeating students decreased and we were able to fill all available seats with eligible nursing students this academic year.
Resources Utilized	
Goal Continuation	2017, 2018
Goal Upcoming Plans	Ongoing
Resources Needed	Distant campus resources for mentoring, tutoring. Faculty support for travel to and from distant campuses from Columbia. Technology advances for distant education.

Goal Notes	<p>Students enrolled at the regional campus "Salk" have experienced more difficulty progressing in the nursing upper division some of which stems from their previous educational preparation in math and science. This past year a mandatory tutor session was implemented and resources were provided by the CON for those courses that are historically most difficult. Discussions in the future will include piloting a "pre-nursing" aptitude test since this regional campus does not have an admission SAT/ACT requirement. The aptitude testing results would be used as an earlier identifier for "at risk" students and indicate to the faculty which students may need additional resources before they reach the upper division.</p> <p>All upper division students are now matriculating to the Walterboro campus, where there is tutoring available, simulation lab, and other resources.</p>
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Goals - Real Time

Goals for the College of Nursing that are in progress for AY2018-2019.

Goal 1 - Teaching and Learning

Goal Statement	Provide baccalaureate and graduate nursing programs of excellence with national prominence.
Linkage to University Goal	•Educating the Thinkers and Leaders of Tomorrow
Alignment with Mission, Vision, and Values	Aligns with education mission/vision.
Status	Progressing as expected (multi-year goal)
Action Plan	<p>1) Continue to expand with measured graduate enrollment.</p> <p>2) Hire additional faculty - Goal 60 FT faculty in next 2 years; 66-70 faculty in next 5 years. (Currently 54 faculty in Fall 2017).</p> <p>3) Faculty development to aid teaching, promotion, national reputation. Increased intentionality regarding training at national meetings (i.e., simulation training with NLN, NP faculty training at NONPF) and increased utilization of university's CTE for new faculty.4) Pilot "Smart Start" Honors Program (direct admit into upper division for honors students, as long as maintain honors criteria) with goal to increase nursing honors students in Fall 2018.</p> <p>5) New program - MSN in Nursing Informatics to start Fall 2018 or Spring 2019.</p> <p>6) Exploring initiating accelerated BSN degree (entry with bachelors in another field) over 12-15 month curriculum. Approximately 30 students per cohort starting in 2019. In process of solidifying clinical placements.</p>

Achievements	<p>Achieved #1 Ranking US News & World Report for best online graduate nursing programs in 2016; #3 2015; #9 2017; #5 2018.</p> <p>Improved overall graduate program ranking US News & World report ranking form #79 (2011), #52 (2017), #32 (2018).</p> <p>Top 13% in NCLEX in US. First time attempt NCLEX scores in 2017 of 98.3% were higher than state and national averages. May 2017 cohort had 99.3% pass rate.</p> <p>Expanded graduate enrollment > 300% in past 5 years. With this increase, Master's enrollment increased 320% and doctoral enrollment increased 47% in past 5 years.</p> <p>Two CON specific study abroad opportunities and two additional health science related study abroad opportunities (4 total) for nursing students. In past year, 38 nursing students studied abroad in 9 countries.</p> <p>Approximately \$796,800 in scholarships awarded to 177 students.</p> <p>Received competitive RWJ grant "Future Nurse Scholars" to fund 2 PhD students in Fall 2018.</p>
Resources Utilized	<p>Faculty, staff, Associate Dean for Academics, Asst Dean Undergraduate Programs, Program Directors, New Coordinator for graduate clinical placements, professional development for faculty, new freshman advisor, new advisors for all graduate programs. New revenues for NP differential tuition (\$199/hr) to offset costs of new graduate faculty, graduate clinical coordinator, simulation lab expenses. Development funds for student scholarships. Provost support for PhD fellowships.</p>
Goal Continuation	<p>Ongoing</p>
Goal Upcoming Plans	<p>Continue to expand with measured graduate enrollment.</p> <p>We have increased undergraduate upper division enrollment to meet the growing needs of the state beginning summer/fall 2018 admission cycle.</p> <p>Hire additional faculty - Goal 66-70 faculty in next 5 years. (Currently 54 faculty in Fall 2017).</p> <p>Faculty development to aid teaching, promotion, national reputation.</p> <p>"Smart Start" Honors Program (direct admit into upper division for honors students, as long as maintain honors criteria) with goal to increase nursing honors students in Fall 2019.</p> <p>New program - MSN in Nursing Informatics to start Spring 2019.</p> <p>Exploring initiating accelerated BSN degree/accelerated MSN (entry with bachelors in another field) over 12-15 month curriculum. Approximately 30 students per cohort starting in 2019. In process of solidifying clinical placements.</p>

Resources Needed	<p>FT faculty to meet appropriate faculty to staff ratio. (CON has \$\$ to support current hires; need support for startup for TT faculty).</p> <p>Continue NP tuition differential to the CON to offset expenses of graduate programs.</p> <p>Continue provost support for PhD fellowships. (\$100k/year).</p> <p>RWJ grant support for two PhD fellowships (\$125k over 3 years).</p>
Goal Notes	

Goal 2 - Research and Scholarship

Goal Statement	Achieve research excellence as demonstrated by knowledge generation, integration, dissemination to impact science, practice, policy.
Linkage to University Goal	<ul style="list-style-type: none">•Assembling a World-Class Faculty of Scholars, Teachers, and Practitioners•Spurring Knowledge and Creation•Building Inclusive and Inspiring Communities
Alignment with Mission, Vision, and Values	Aligns with research and scholarship mission/vision
Status	Completed with mixed results
Action Plan	

Achievements	<p>1) NIH ranking among US Colleges of Nursing in 2017 was #31, in which we have moved up 29 slots in past 5 years.</p> <p>2) Scholarly productivity: 67 peer reviewed publications by 22 faculty, an increase from 44 publications by 19 faculty in 2016.</p> <p>3) 7 book chapters in 2017</p> <p>4) Submitted 12 NIH Submissions in 2017; also 12 in 2016.</p> <p>5) 26 Total Grant Submissions for a \$15,445,953 total grant submission dollars. 30 total grant submissions in 2016 for \$12,198,009 total submission dollars.</p> <p>6) Research/Grant Awards in FY 2017 \$2,623,326 (see report from VP Research)</p> <p>7) Grant Total Expenditures: \$2,228,930.</p> <p>8) 3 funded Magellan Scholars.</p> <p>9) First NIH F31 (pre-doc) funded in 16 years by doctoral student. First F99/K00 funded at USC.</p> <p>10) Peer Reviewed Podium Presentations: 72 (state, regional, national, international) Peer Reviewed Poster Presentations: 39 (state, regional, national, international)</p> <p>11) SmartState Chair hired Fall, 2017.</p> <p>12) One post-doc. fellow in place and two post-doctoral fellows to be hired.</p> <p>13) Our research and scholarship productivity continue to increase each year with newly defined areas of research expertise. Our "Signature Science" includes four major domains: cancer survivorship; chronic diseases and care transitions; big data and bioinformatics; and health equity and rural health. Our "Emerging Science" domains include: technology and health biomarkers; mental and behavioral health; end of life and palliative care; and, interprofessional education and training.</p> <p>14) Meet and Greet with other colleges to expand research collaborations.</p>
Resources Utilized	Associate Dean for Research, pre-award and post award staff, faculty, start-up packages new tenure track hires. Using CON indirects for new faculty start-up along with provost support.
Goal Continuation	Ongoing
Goal Upcoming Plans	<p>SmartState Chair plans to hire one faculty, one post-doctoral fellow and staff for the Center.</p> <p>Faculty mentoring continues for individuals and team mentoring.</p> <p>Writing clubs have been started to facilitate publications. Part-time Research Track faculty hired.</p>

Resources Needed	Assistance with start up packages for Tenure Track faculty.
Goal Notes	

Goal 3 - Nursing Practice and Health Care Policy

Goal Statement	Foster a thriving practice environment which optimizes healthcare delivery and health outcomes in South Carolina and beyond.
Linkage to University Goal	<ul style="list-style-type: none"> •Educating the Thinkers and Leaders of Tomorrow •Assembling a World-Class Faculty of Scholars, Teachers, and Practitioners •Spurring Knowledge and Creation
Alignment with Mission, Vision, and Values	Practice, service, policy mission and vision.
Status	Progressing as expected (multi-year goal)
Action Plan	
Achievements	<p>1) Changed name of clinic to Carolina Family Practice and moved location to Blanding Street in November 2017, with a formal merger with USC Palmetto Health. This is a much improved location from our previous site (more space, newly remodeled, inner city location, and safer location for staff and patients). Continued to be recognized as NP Medical Home via MCOs and met all credentialing.</p> <p>2) Interprofessional education maintained at CFP. Students from Pharmacy, SW, and Nursing rotated in the practice for 2800 hours. HRSA grant received for training NP students and further develop CFP as an Academic Partner.3) Continued to collaborate with clinical partners across the state for graduate education, over 500 placements. New sites and 9 contracts for graduate clinical placements secured by Jeanne Cavanaugh, targeting women's health, behavioral health, and pediatrics.</p> <p>4) Joined Palmetto USC Medical Group for operations: Credentialing, marketing, liability, EMR, and legal services.</p>
Resources Utilized	<p>Contract income 2017: \$332,645.41</p> <p>Patient income 2017: \$145,271.56</p> <p>Total Income = \$477,916.97</p> <p>Total 2017 Expenses = \$472,019.31</p> <p>NET: \$5897.36</p> <p>Foundation revenue for CFP \$50,00 for Health educator approved 2018, one year.</p>
Goal Continuation	Ongoing
Goal Upcoming Plans	1) CFP is migrating to a new EMR in late spring 2018: One Chart (Cerner). EMR Training March April 2018.2) Monitor CFP analytics and plan accordingly to meet CFP goals (300 patients monthly, contract monthly income \$25,000), attend monthly Access to Care Meetings at PH USC Medical Group.

Resources Needed	<p>1) Monitor and plan accordingly: Analytics for Carolina Family Practice daily patient census/no shows, monthly patient income and contract, revenues/ expenses, website hits, marketing outreach. As we migrate to One Chart, will be able to retrieve real time data as patients schedule appts/new patient appts, time spent in EMR by providers, NCQA HEDIS measures, patient satisfaction surveys (Press Ganey Scores).</p> <p>2) Achieve CFP goals by Dec 2018:</p> <p>Monthly Patient Census 300</p> <p>Contract income \$25,000</p> <p>3) Hire a health educator for CFP one year grant funding.</p>
Goal Notes	Preceptor Tax Bill held up in House W&M Committee. Bill most likely will be reintroduced for legislative session 2019-2020.

Goal 4 - Climate and infrastructure

Goal Statement	Promote a vibrant, respectful, and healthy environment and resourced infrastructure to meet the goals of education, research, practice, service, and policy.
Linkage to University Goal	<ul style="list-style-type: none"> •Educating the Thinkers and Leaders of Tomorrow •Spurring Knowledge and Creation •Building Inclusive and Inspiring Communities •Ensuring Institutional Strength, Longevity, and Excellence
Alignment with Mission, Vision, and Values	Aligned with Demanding Institutional Excellence, Building Inclusive communities and Educating Thinkers and Leaders of Tomorrow.
Status	Completed with mixed results
Action Plan	
Achievements	<p>1) Renovations of 3rd floor student testing area and statistics lab completing. Approved renovation of 130 seat classroom in Rm 409. Construction to take place in summer 2018.</p> <p>2) Ongoing faculty development and succession leadership planning (18 retirees in past 4 years; 8 current faculty > 62 y/o).</p> <p>3) Implemented, evaluated, revised structured mentoring plan for faculty.</p> <p>4) Maintained communications (weekly internal newsletter, monthly Dean's dialogue, monthly external newsletter with 7500+ subscribers), social media (twitter, facebook > 4300 followers, instagram). External writer completing at least 2 stories per month on nursing faculty's impact. Mail printed magazine to national nursing partners annually.</p> <p>5) Wellness committee activities (heart walk, pedometer challenge)</p> <p>6) Created a 25 member College of Nursing Executive Advisory Council replacing the Partnership Board. Functions include consultation, alumni relations, and development</p> <p>7) Met philanthropy goals. Raised over \$1.2 million in FY 2017.</p> <p>8) Faculty salary increases to meet 50 percentile AACN (national benchmark).</p> <p>9) 89% faculty are doctoral prepared (increase from 67% in 2012). All remaining faculty with terminal master's degrees are enrolled in doctoral programs.</p> <p>10) Gradually increasing proportion of TT & Research faculty: Clinical faculty. Currently 40%: 60% vs. 33% to 67% 5 years ago.</p> <p>11)Cosmetic renovation of main lobby 2nd floor, elevator cabs, 1st floor lobby has been completed.</p> <p>12) Established new student lounge area on the 2nd floor.</p>

Resources Utilized	Asst Dean for Operations, facilities manager, Director of Diversity/Equity/Inclusion, faculty, staff, external Partnership Board, Director for Development, part-time media relations, new alumni staff hire. Foundation accounts for scholarships, simulation center updates. Internal and development funds for cosmetic updates/functional revitalization of facilities.
Goal Continuation	Ongoing
Goal Upcoming Plans	<p>1) Renovate 4th floor classroom. This has been designed, approved, and project has started in fy18. Will be complete if fall of '18.</p> <p>2) Hire and Associate Dean for Diversity, Equity, and Inclusion. Continue to expand Diversity and Inclusivity initiatives in congruence with the university.</p> <p>3) Finalize new strategic planning process in Fall, 2018. Integrate "Diversity and Inclusion" as a value for the CON and in the Strategic Plan.</p> <p>4) Retreat in May 2018 will focus on diversity and inclusion efforts.</p>
Resources Needed	<p>1) Funds to renovate Bathrooms to ensure ADA compliance (\$90K per floor x 6 floors).</p> <p>2) Hire additional faculty; 66-70 faculty in next 3-5 years. (Currently 54 faculty in Fall, 2017).</p> <p>3) Faculty retention/compressed salaries</p> <p>4) Renovate 4th floor classroom so that CON classes can be held in CON building (seat 120-130 students).</p> <p>5) Office space needs (see new Goal).</p>
Goal Notes	

Goals - Looking Ahead

Goals for the College of Nursing that are slated for the upcoming year.

Goal 1 - Procure Adequate Space for growing faculty and programmatic needs

Goal Statement	Obtain approval for space in the College of Nursing currently assigned to other departments to meet growth in faculty and programs in the College.
Linkage to University Goal	<ul style="list-style-type: none"> •Educating the Thinkers and Leaders of Tomorrow •Spurring Knowledge and Creation
Alignment with Mission, Vision, and Values	Education and Research Mission
Status	Progressing as expected (multi-year goal)
Action Plan	<p>1)1st Floor; to enhance simulation lab capacity usage for undergraduate and graduate students We've acquired the space. Next step is feasibility study to finalize the renovation/modification plans.</p> <p>2)4th floor Rm 423, classroom, net up to 4 new offices Still working to acquire this space.</p> <p>3)5th floor Rm 502, classroom, net up to 4 new offices Still working to acquire this space.</p>
Achievements	<p>1) Have made a formal request to acquire rooms 423 & 502 in Nursing building. Request has been approved for future date. (fall of '19)</p> <p>2) Met with Provost office, facilities to discuss office needs for new faculty and potential grant staff needs.</p>
Resources Utilized	
Goal Continuation	
Goal Upcoming Plans	
Resources Needed	Support from Provost; Approval from Registrar Renovation \$\$
Goal Notes	2018-2019

Goal 2 - Relevance of Education and Addition of Programs to Meet Current Health Care Workforce

Goal Statement	Increase relevance of curricular and experiential learning to meet needs of current nursing and health care workforce.
Linkage to University Goal	<ul style="list-style-type: none"> •Educating the Thinkers and Leaders of Tomorrow •Ensuring Institutional Strength, Longevity, and Excellence
Alignment with Mission, Vision, and Values	Spurring innovation Educating thinkers and leaders of tomorrow
Status	
Action Plan	<p>1) Academic practice partnership with Palmetto Health focusing on two charters: a) graduate readiness; b) workforce. Teams of faculty and PH staff are meeting monthly (since 2016). Exploring similar partnership with Providence Hospital. Outcome measures being developed.</p> <p>2) New simulation director (hired Jan 2017) to innovate with simulation experiences for students relevant to challenges in nursing practice and enhance faculty training.</p> <p>3) Increase utilization of expert practice partners for guest lecturers as appropriate.</p> <p>4) Encourage summer internships for students (between junior and senior years) and residency programs after graduation (undergraduate and graduate student).</p> <p>5) Center for Nursing Leadership/DNP Nurse Executive Director partnering with Chief Nursing Officers to identify DNP student projects meeting needs of health systems across the state.6) Further explore BSN and RN-BSN student projects and relevance to workplace.</p>
Achievements	
Resources Utilized	
Goal Continuation	
Goal Upcoming Plans	
Resources Needed	
Goal Notes	Plan to increase Center for Nursing Leadership faculty/staff with grants, fees for service contracts, and increased student enrollment.

Academic Programs

Program Rankings

Academic programs that were nationally ranked or received external recognition during the Academic Year.

US News & World Report Graduate Rankings: (Note Undergraduate nursing programs are not ranked by US News).

Best Master's Online (of 470+ programs)

- #5: 2018
- #9: 2017
- #1: 2016
- #3: 2015
- #16: 2014
- No ranking prior to 2014

Overall Master's Program: (of 470+ programs)

- #39: 2018
- #52: 2017
- #58: 2016
- #66: 2015
- #79: 2014

NIH Rankings for Colleges of Nursing:

- #31: 2017
- #32: 2016
- #29: 2015
- #34: 2014
- #60: 2013
- NR: 2011, 2012
- Highest previous ranking #70 in 2010.

Instructional Modalities

Innovations and changes to Instructional Modalities in unit's programmatic and course offerings that were implemented during the Academic Year.

- 1) Enhanced simulation in both graduate and undergraduate programs to enhance/replace clinical hours and increase relevance to practice settings.
- 2) Initiated training NP students in telehealth delivery.
- 3) Experimentation with flipped classrooms, other innovations in face to face courses.
- 4) Implemented Quality Matters review for all online programs.
- 5) Increased experiential learning in community health undergraduate course.
- 6) Scaling up the usage of standardized patients (live actors) in our simulation lab for graduate clinical courses, and some undergraduate clinical courses (i.e., psychiatric nursing) to meet national standards. We successfully piloted standardized patients with psych-mental health undergraduate nursing course and graduate physical assessment course this past year with full integration planned for the upcoming year.

7) Four study abroad opportunities for nursing students.

Program Launches

Academic Programs that were newly launched during the Academic Year; those that received required approvals but which had not yet enrolled students are not included.

None that have accepted students yet for this academic year.

MSN Nursing Informatics pending CHE approval (expect to enroll students Spring 2019).

Developing 2nd degree/accelerated nursing program with Master's exit (expect to enroll students Summer or Fall, 2019).

Program Terminations

Academic Programs that were newly terminated or discontinued during the Academic Year.

None.

Supplemental Info - Academic Programs

Any additional information on Academic Programs appears as Appendix 1. (bottom).

Academic Initiatives

Experiential Learning for Undergraduates

Initiatives, improvements, challenges, and progress with Experiential Learning at the Undergraduate level.

All of our students receive experiential learning with clinical hours in healthcare settings required by national nursing accreditation standards. Undergraduates receive over 800 clinical hours in partnering health systems. We have increased our community engagement hours in the undergraduate community course (community health centers, free clinics, social services, etc).

During the last semester, "capstone", students work 2-3 days during the week with a preceptor, and by the end of the semester, have the opportunity to assume the workload of the staff nurse preceptor in preparation for their entry into the workforce. Students also have the opportunity to shadow nursing directors, nursing leaders in the field during their leadership course in the BSN program and RN-BSN program.

All of these experiences require faculty supervision (hence, the large number of adjunct faculty in Nursing). Clinical experiences require a 1 faculty to 8 student (1:8) ratio for required supervision.

We encourage our students to pursue an internship during summer of their junior/senior year. Approximately half of our students apply/receive a summer internship with some obtaining local internships (Palmetto Health, Providence, VA), while others receive internships in their home and/or other states (Vanderbilt, Johns Hopkins, Mayo Clinic, others). Our students have been very competitive for these prestigious internships around the country.

We currently offer 4 study abroad opportunities available for nursing students, in collaboration with other health science departments (increase from 2-3 over past several years).

Experiential Learning For Graduate & Professional Students

Initiatives, improvements, challenges, and progress with Experiential Learning at the Graduate or Professional level.

Graduate nursing students obtain, on average, over 650 clinical rotation hours over three semesters. The Nurse Practitioner (NP) students work with NP, PA and/or MD preceptors in various health settings under faculty supervision. NP clinical experiences require 1 faculty to 6 student (1:6) ratio for faculty supervision. Our students in a Nursing Administration track precept with nursing administrators/directors, etc for their required experiential learning.

This current year, we expanded two study abroad opportunities for graduate students. In an attempt to increase PhD student enrollment, we will be moving to an executive style delivery in the Fall, 2018 (vs. current Wednesdays face to face schedule). We recently received an impressive and competitive Future of Nursing Scholars grant to fully fund two PhD students, and continue success with the Jonas Foundation grants, which provides \$10K in funds to 2-3 doctoral students per year.

Affordability

Assessment of affordability and efforts to address affordability.

Our tuition and fees for **South Carolina Residents** remain lower than our two major competitors in the state: MUSC and Clemson.

University of South Carolina Tuition

•Undergraduate Full-Time - Resident (semester).....	\$5,931.00
•Undergraduate Full-Time - Non-Resident (semester).....	\$15,981.00
•Undergraduate Part-Time - Resident (credit hour).....	\$494.25
•Undergraduate Part-Time - Non-Resident (credit hour).....	\$1,331.75
•RN to BSN (per semester).....	\$ -
•RN to BSN (per credit hour).....	\$395.75
•Non-Clinical Graduate Full-Time - Resident.....	\$6,627.00
•Non-Clinical Graduate Full-Time - Non-Resident.....	\$14,184.00
•Non-Clinical Graduate Part-Time - Resident (credit hour).....	\$552.25
•Non-Clinical Graduate Part-Time - Non-Resident (credit hour).....	\$1,182.00
•Clinical Graduate Full-Time - Resident (credit hour).....	\$ -
•Clinical Graduate Full-Time - Non-Resident (credit hour).....	\$ -
•Clinical Graduate Part-Time - Resident (credit hour).....	\$731.25
•Clinical Graduate Part-Time - Non-Resident (credit hour).....	\$1,340.00

*Non-Clinical Graduate Programs: PhD, MSN/DNP Leadership

Clinical Graduate Programs: MSN/DNP/Certification

Medical University of South Carolina Tuition

•Undergraduate Full-Time - Resident (semester).....	\$7,811.00
•Undergraduate Full-Time - Non-Resident (semester)	\$11,330.00
•Undergraduate Part-Time - Resident (credit hour).....	\$686.00
•Undergraduate Part-Time - Non-Resident (credit hour).....	\$1,124.00
•RN to BSN (per semester).....	\$5,480.00
•RN to BSN (per credit hour).....	\$ -
•Non-Clinical Graduate Full-Time - Resident.....	\$ -
•Non-Clinical Graduate Full-Time - Non-Resident	\$ -
•Non-Clinical Graduate Part-Time - Resident (credit hour)	\$ -
•Non-Clinical Graduate Part-Time - Non-Resident (credit hour)	\$ -
•Clinical Graduate Full-Time - Resident (credit hour).....	\$8,116.00
•Clinical Graduate Full-Time - Non-Resident (credit hour).....	\$9,553.00
•Clinical Graduate Part-Time - Resident (credit hour).....	\$835.00
•Clinical Graduate Part-Time - Non-Resident (credit hour).....	\$985.00

*Non-Clinical Graduate Programs: PhD, MSN/DNP Leadership

Clinical Graduate Programs: MSN/DNP/Certification

Clemson University Tuition

•Undergraduate Full-Time - Resident (semester).....	\$6,876.00
•Undergraduate Full-Time - Non-Resident (semester).....	\$17,347.00
•Undergraduate Part-Time - Resident (credit hour).....	\$616.00
•Undergraduate Part-Time - Non-Resident (credit hour).....	\$1,526.00
•RN to BSN (per semester).....	\$ -
•RN to BSN (per credit hour).....	\$ -

- Non-Clinical Graduate Full-Time - Resident.....\$ -
- Non-Clinical Graduate Full-Time - Non-Resident.....\$ -
- Non-Clinical Graduate Part-Time - Resident (credit hour).....\$ -
- Non-Clinical Graduate Part-Time - Non-Resident (credit hour).....\$ -
- Clinical Graduate Full-Time - Resident (credit hour).....\$8,755.00
- Clinical Graduate Full-Time - Non-Resident (credit hour).....\$15,450.00
- Clinical Graduate Part-Time - Resident (credit hour).....\$973.00
- Clinical Graduate Part-Time - Non-Resident (credit hour).....\$1,717.00

*Non-Clinical Graduate Programs: PhD, MSN/DNP Leadership

Clinical Graduate Programs: MSN/DNP/Certification

University of South Carolina Nursing FEE DESCRIPTION

- Enrichment Fee - Nursing - PhD Program - One Time Charge.....\$ 1,500.00
- Pre-Nursing Enrichment Fee (Year 1 And 2) each semester.....\$ 408.00
- Undergraduate Upper Division TAP Testing Fee (per clinical course).....\$ 150.00
- Undergraduate Upper Division Lab Fee (per clinical course).....\$ 1,000.00
- Undergraduate Upper Division Malpractice Insurance (per clinical course)... \$ 20.00
- Graduate Lab Fee (per clinical course).....\$ 1,000.00
- Graduate Malpractice Insurance (per clinical course).....\$ 50.00

Medical University of South Carolina Nursing FEE DESCRIPTION

- Undergraduate Students (full-time)\$ 270.00
- Undergraduate Students (part-time)\$ 135.00
- Undergraduate Lab Fee\$ 330.00
- Full-time Graduate Students (MSN/DNP & PhD)\$ 560.00
- Part-time Graduate Students (MSN/DNP & PhD)\$ 285.00
- Online Instruction (additional per credit hour)\$ 70.00
- Testing/NCLEX Prep (First semester BSN)\$425.00
- DNP Clinical Course Fee (per clinical course)\$ 250.00
- PhD Student Fee - (All First semester PhD students)\$ 50.00
- RN-BSN Students (Full-time)\$810.00
- RN-BSN On-line fees 1st semester\$840.00
- RN-BSN On-line fees 2nd semester\$630.00
- RN-BSN On-line fees 2nd semester\$700.00

Clemson University of South Carolina Nursing FEE DESCRIPTION

- Nursing Testing Fee\$ 135.00
- Other Fees Not Disclosed**

Reputation Enhancement

Contributions and achievements that enhance the reputation of USC Columbia regionally and nationally.

The Dean has made relationship building with our health system partners a priority, visiting partners on site, attending monthly meetings with statewide nursing administrators, and other regional meetings (i.e., Hospital

Association). The Dean serves on the Board of Trustees for Providence Hospital, and has negotiated a formal academic-practice partnership with Palmetto Health. Likewise, our Director of the Center for Nursing Leadership (Dr. Ronda Hughes) has agreement with health systems across the state (for data sharing and data analyses with patient and nursing outcomes). The Dean and Dr. Hughes, along with Prof Beverung are members of the state Deans and Directors meeting (monthly). The Dean serves on other boards across the state with the Hospital Association, AHEC, Healthcare Workforce, others. The majority of faculty members also are very active in service across the state. Dr. Burgess is perhaps the best known nurse practitioner in South Carolina, and considered the statewide leader for any advanced practice issues.

The Dean and several senior leaders serve on national boards (Academy of Nursing, Society for Behavioral Medicine, GLMA, National League for Nursing, Association for Nursing in Informatics, RWJ Nurse Executive Fellows, others), serve on national study sections (i.e., NIH, HRSA, ACS, and PCORI), and are increasing our number of fellows in the American Academy of Nursing (and other nursing academies). Currently, 17% of our faculty hold distinguished memberships in the Academy of Nursing, Academy of Nurse Practitioners, others with goal to increase to 30% over the next several years.

Our 4 year history of "top 10" ranking by US News & World report as well as rapid improvement in NIH and other US News and World report have improved our national reputation significantly. As a result, we are attracting highly qualified faculty from prestigious universities (Washington State University, Duke University, University of Texas Health Sciences University at Houston, Brown, Univ. Of Virginia, Johns Hopkins, Univ. Of Maryland, others) as well as attracting top students across the US in our programs.

Challenges

Challenges and resource needs anticipated for the current and upcoming Academic Years, not noted elsewhere in this report and/or those which merit additional attention.

Our challenges with the company, Academic Partnerships, have been vetted extensively with the Provost and Provost's staff and remain a challenge.

Supplemental Info - Academic Initiatives

Any additional information on Academic Initiatives appears as Appendix 2. (bottom)

Faculty Population

Faculty Employment Summary

Table 1. Faculty Employment by Track and Title.

	Fall 2017	Fall 2016	Fall 2015
Tenure-track Faculty	18	14	14
Professor, with tenure	5	3	4
Associate Professor, with tenure	7	7	6
Assistant Professor	6	4	4
Librarian, with tenure	0	0	0
Research Faculty	2	2	2
Research Professor	1	1	1
Research Associate Professor	1	1	1
Research Assistant Professor	0	0	0
Clinical/instructional Faculty	28	27	26
Clinical Professor	1	1	1
Clinical Associate Professor	10	10	8
Clinical Assistant Professor	17	16	17
Instructor	0	0	0
Lecturer	0	0	0
Visiting	0	0	0
Adjunct Faculty	70	71	81

Faculty Diversity by Gender and Race/Ethnicity

Note: USC follows US Department of Education IPEDS/ National Center for Education Statistics guidance for collecting and reporting race and ethnicity. See https://nces.ed.gov/ipeds/Section/collecting_re

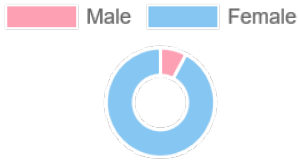
Table 2. Faculty Diversity by Gender and Race/Ethnicity, Fall 2016, Fall 2015, and Fall 2014.

	Fall 2017	Fall 2016	Fall 2015
Gender	51	45	44
Female	47	42	41
Male	4	3	3
Race/Ethnicity	51	45	44
American Indian/Alaska Native	0	0	0
Asian	1	1	1
Black or African American	7	6	5
Hispanic or Latino	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
Nonresident Alien	0	0	0
Two or More Races	1	1	1
Unknown Race/Ethnicity	0	2	1
White	41	35	36

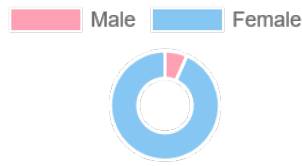
Illustrations 1 and 2 (below) portray this data visually.

Illustration 1. Faculty Diversity by Gender

2017 Faculty Gender



2016 Faculty Gender



2015 Faculty Gender

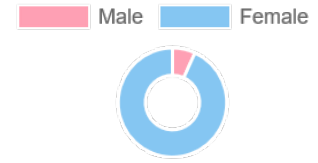
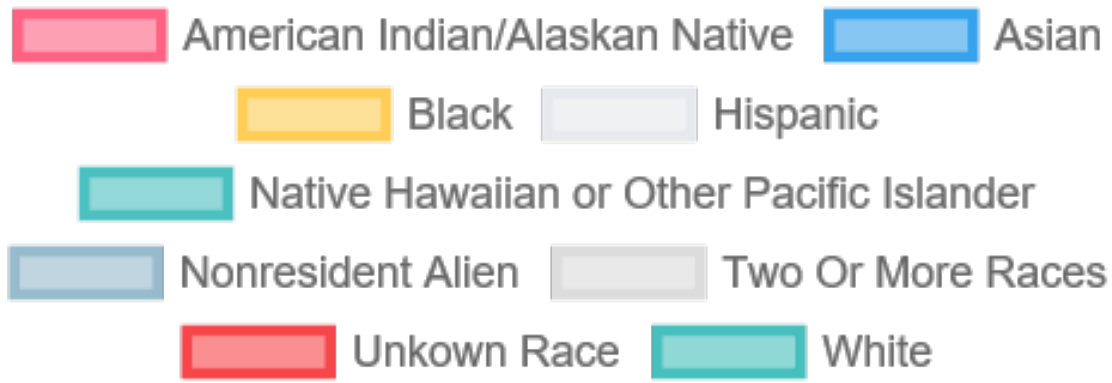


Illustration 2. Faculty Diversity by Race & Ethnicity



Faculty Information

Research and Scholarly Activity

Please refer to Appendix 3, which provides detailed information from the Office of the Vice President for Research, department of Information Technology and Data Management, including:

1) *The total number and amount of externally sponsored research proposal submissions by funding source for the appropriate Fiscal Year.*

2) *Summary of externally sponsored research awards by funding source for the appropriate Fiscal Year. Total extramural funding processed through Sponsored Awards Management (SAM) in the Fiscal Year, and federal extramural funding processed through SAM in the Fiscal Year. (Available at:*

<http://sam.research.sc.edu/awards.html>) Amount of sponsored research funding per faculty member in FY YYYY (by rank, type of funding; e.g., federal, state, etc., and by department if applicable).

3) *Number of patents, disclosures, and licensing agreements for three most recent Fiscal Years.*

Data are incorrect in Academic Analytics (one faculty listed are not tenure track and should be excluded, hence skewing data).

Will submit report when data are corrected.

***Peer institutions:**

•**University of Florida**

•**University of Kentucky**

•**University of Massachusetts Amherst**

•**University of Missouri**

•**University of Tennessee**

•**University of Virginia**

Faculty Development

Efforts at Faculty Development, including investments, activities, incentives, objectives, and outcomes.

Optional

All faculty have been receiving \$1500 a year to attend a national conference for podium and/or poster presentations.

Faculty mentoring Doctoral students will continue receive \$750 per student when student graduates.

Faculty continue to receive a portion of their grant indirects to promote research, research activities.

Faculty evaluation and promotion criteria are being revised with faculty input to facilitate explicit criteria for progression on tenure and non-tenure tracks. These changes will be forwarded to necessary approval bodies for specific tracks.

Teaching and workload assignments are being improved through faculty a task force and the implementation of TAMS- Data Powered Teaching Assignment. This software allows for faculty input into their teaching assignments and is intended to improve satisfaction of workload. This software also makes assignment of teaching workload more efficient.

Two writing clubs for faculty have been established by the Office of Faculty Affairs to increase scholarly publications and 16 faculty members are participating over the academic year.

Seminars are offered 6 times a month for faculty development with guest speakers.

Formal recognition of faculty achievements is being done through the weekly communications of CON.

A formal faculty orientation program will be created over the next year to facilitate new faculty transitions.

Faculty are being assigned teaching and research mentors to facilitate excellence in teaching and scholarly productivity.

Supplemental Info - Faculty

Any additional content on Faculty Information appears as Appendix 4. (bottom)

Supplemental Academic Analytics Report

Content from Academic Analytics appears as Appendix 5. (bottom)

Teaching

Faculty to Student Ratio

The formula used to compute the ratio uses data from Faculty Population by Track and Title and Student Enrollment by Time Basis, as follows:

$$\frac{(Total\ Full-time\ Students + 1/3\ Part-time\ Students)}{((Total\ Tenure-track\ Faculty + Total\ Research\ Faculty + Total\ Clinical/Instructional\ Faculty) + (1/3\ Adjunct\ Faculty))}$$

Table 4. Faculty-to-Student Ratio, Fall 2017, Fall 2016, and Fall 2015

Fall 2017	Fall 2016	Fall 2015
1:17.6	1: 20.0	1:19.87

Analysis of Ratio

Analysis of the ratio, agreement with the data, and plans for the future to impact this ratio.

Our calculations reveal we are at 1:21 faculty: student ratio.

We are still below the university average ratio (1:17) yet have improved over past year. Ratio 1:23 last year.

Faculty Awards Nominations

Faculty nominated for the following awards in the categories of Research, Service, Teaching, or Other, during AY2017-2018.

Research Award Nominations

Recipient(s)	Award	Organization
McDonnell, Karen	Emerging Nurse Research	Sigma Theta Tau International
Culley, Joan	Breakthrough Research Award	USC VPR

Service Award Nominations

Recipient(s)	Award	Organization
Creed, Joan	Daniel J. Pesut Spirit of Renewal	Sigma Theta Tau International
Wirth, Michael	Gerry Sue Arnold Alumni Award	Arnold School of Public Health

Teaching Award Nominations

Recipient(s)	Award	Organization
Culley, Joan	Mungo Graduate Teaching	University of South Carolina

Other Award Nominations

Recipient(s)	Award	Organization
Abshire, Demetrius	Washington State University College of Nursing	Washington State University

Faculty Awards Received

During AY2017-2018 faculty of CON were recognized for their professional accomplishments in the categories of Research, Service, and Teaching.

Research Awards

Recipient(s)	Award	Organization
Estrada, Robin	New Investigator	College of Nursing
Andrews, Jeannette	Leadership in Research	Southern Nursing Research Society
McDonnell, Karen	Breakthrough Research	VP Research
McKinney, Tena	New Scholar	College of Nursing
Elk, Ronit	Senior Investigator	College of Nursing

Service Awards

Recipient(s)	Award	Organization
Worthy, Karen	Community Engagement	College of Nursing
Hein, Laura	Collegiality/Collabor	College of Nursing
Creed, Joan	CON Spirit Award	College of Nursing

Teaching Awards

Recipient(s)	Award	Organization
Dievendorf, Amy	Graduate Teaching Award	College of Nursing
Gibbs, Shelli	Innovation Award	College of Nursing
Davis, Victoria	Undergraduate Teaching Award	College of Nursing

Other Awards

Recipient(s)	Award	Organization
Cone, April	Fellow, Amy V. Cockcroft Leadership Development Program	Center for Nursing Leadership
Messias, DeAnne	Leininger Transcultural Nursing Award	Transcultural Nursing Society
McKinney, Tena	Outstanding Leadership in Clinical Practice	National League for Nursing
Harmon, Carolyn	Palmetto Gold	Palmetto Gold
Estrada, Robin	Palmetto Gold	Palmetto Gold
Cox, Mary Foster	Palmetto Gold	Palmetto Gold
Cone, April	Palmetto Gold	Palmetto Gold
Hein, Laura	Fellow, Pipeline to Academic Leadership	Provost's Office

Student Recruiting and Retention

Student Recruitment

Efforts, including specific actions, to recruit students into College/School programs.

- Recruitment efforts include visiting hospital systems, exhibiting at statewide APRN conference, SC Student Nurses Association Annual Convention, National Student Nurses Association Convention, regional conference (Southern Nursing Research Society), national meetings (Magnet Conference, National Organization Nurse Practitioner Faculty Conference, American Academy of Nurse Practitioner Conference).
- Advertisements in state nursing publications (Palmetto Nurse, SCNA) for RN-BSN, and graduate students.
- Advertisements in national conferences' program guides for doctoral graduate students (NP organizations, doctoral conferences).
- Dean's Scholarship and RWJ scholar grant opportunities for new PhD students.
- While our focus has primarily been on recruiting RN-BSN and graduate students, we continue to promote our "Smart Start" Nursing Honors program to recruit top honors freshman candidates into nursing.
- USC Salkehatchie and USC Lancaster nursing faculty provide recruitment for local high school students in their communities to recruit BSN students into their respective sites.
- In addition, we used social media such as Facebook, Instagram, and Twitter to attract students to our programs.

Student Retention

Efforts at retaining current students in College/School programs.

- Creation of Office of Student Affairs to better align support services for students
- Changes to curriculum and plans of study to ensure that students move efficiently through the programs
- Changes to data enrollment management system to guide program directors in tracking, attendance, creation/updating student degree plan, "at risk" analysis report, identification and management of students on academic probation.
- Identifying at-risk students and providing resources in support of at-risk students
- Continuing to create flexible course scheduling with "mini-mesters", 7-week offerings along with traditional 14 week offerings

Student Enrollment & Outcomes

The following data was provided by USC's Office of Institutional Research, Assessment, and Analytics.

Note: Student enrollment and outcomes data are calculated by headcount on the basis of primary program of student only.

Student Enrollment by Level & Classification

Table 5. Student Enrollment by Level & Classification.

	Fall 2017	Fall 2016	Fall 2015
Undergraduate Enrollment			
Freshman	378	303	321
Sophomore	265	268	268
Junior	196	189	238
Senior	328	337	321
Sub Total	1167	1097	1148
Graduate Enrollment			
Masters	476	391	269
Doctoral	107	107	95
Graduate Certificate	35	0	3
Sub Total	618	498	367
Professional Enrollment			
Medicine	0	0	0
Law	0	0	0
PharmD	0	0	0
Sub Total	0	0	0
Total Enrollment (All Levels)	1785	1595	1515

Illustration 3. Undergraduate Student Enrollment by Classification

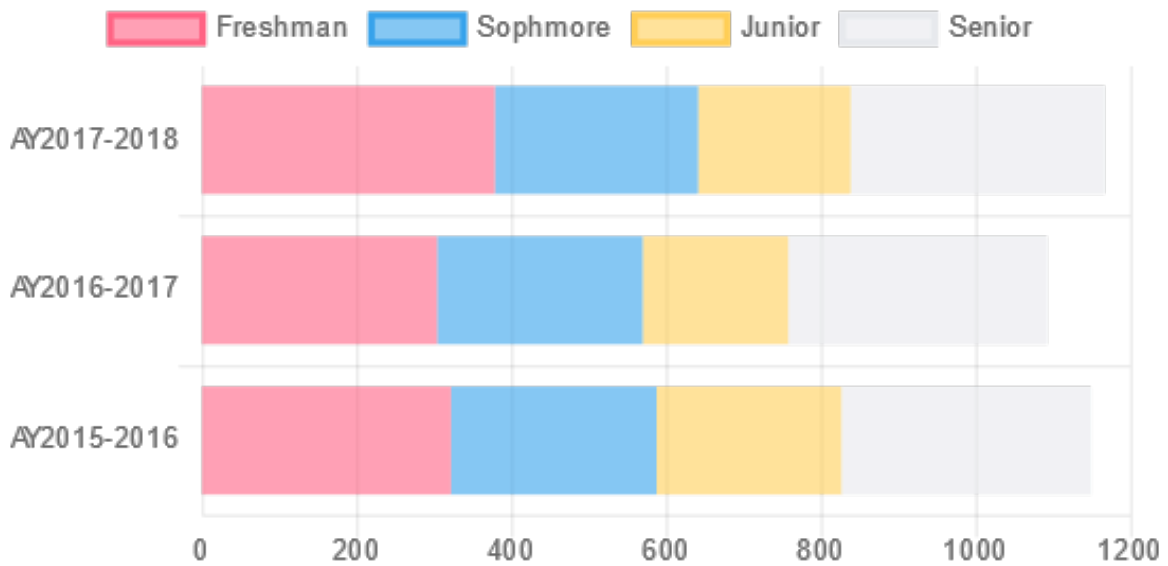


Illustration 4. Graduate/Professional Student Enrollment by Classification

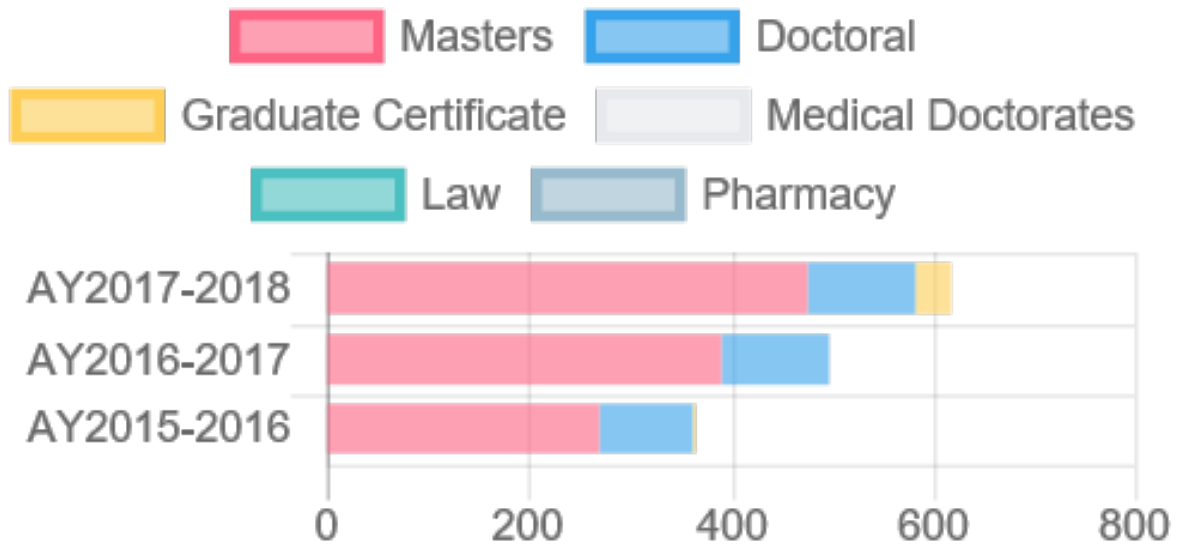
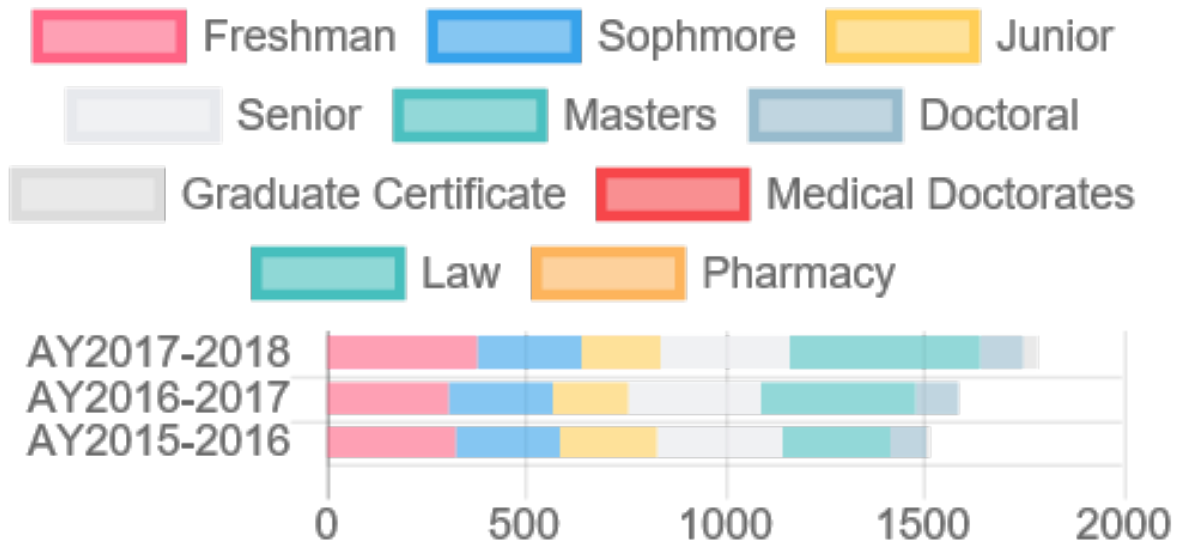


Illustration 5. Total Student Enrollment by Classification (All Levels)



Enrollment by Time Status

Table 6. Student Enrollment by Level and Time Status.

	Fall 2017	Fall 2016	Fall 2015
Undergraduate	1167	1097	1148
Full-Time	1084	1045	1104
Part-Time	83	52	44
Graduate/Professional	618	498	367
Full-Time	211	173	125
Part-Time	407	325	242
Total - All Levels	1785	1595	1515
Full-Time	1295	1218	1229
Part-Time	490	490	490

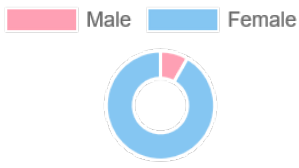
Student Diversity by Gender

Table 7. Student Enrollment by Gender.

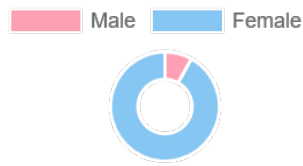
	Fall 2017	Fall 2016	Fall 2015
Undergraduate	1167	1097	1148
Female	1070	1008	1060
Male	97	89	88
Graduate/Professional	618	498	367
Female	554	454	333
Male	64	44	34

Illustration 6. Undergraduate Student Diversity by Gender

2018 Undergraduate Gender



2017 Undergraduate Gender



2016 Undergraduate Gender

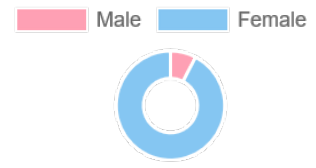
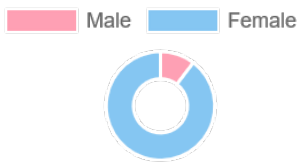
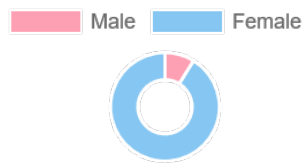


Illustration 7. Graduate/Professional Student Diversity by Gender

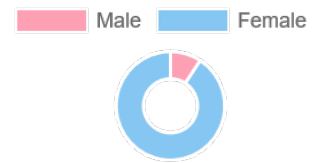
2018 Graduate Gender



2017 Graduate Gender



2016 Graduate Gender



Student Diversity by Race/Ethnicity

Table 8. Student Enrollment by Race/Ethnicity.

	Fall 2017	Fall 2016	Fall 2015
Undergraduate	1167	1097	1148
American Indian/Alaska Native	2	1	2
Asian	20	21	22
Black or African	69	64	74
Hispanic or Latino	36	35	35
Native Hawaiian or Other Pacific Islander	1	1	1
Nonresident Alien	4	5	5
Two or More Races	47	41	53
Unknown	10	11	13
Race/Ethnicity			
White	978	918	943
Graduate/Professional	618	498	367
American Indian/Alaska Native	2	2	1
Asian	10	8	8
Black or African	89	72	53
Hispanic or Latino	13	11	6
Native Hawaiian or Other Pacific Islander	1	1	1
Nonresident Alien	1	1	1
Two or More Races	15	9	8
Unknown	6	7	6
Race/Ethnicity			
White	481	387	283

Illustration 8. Undergraduate Student Diversity by Race/Ethnicity

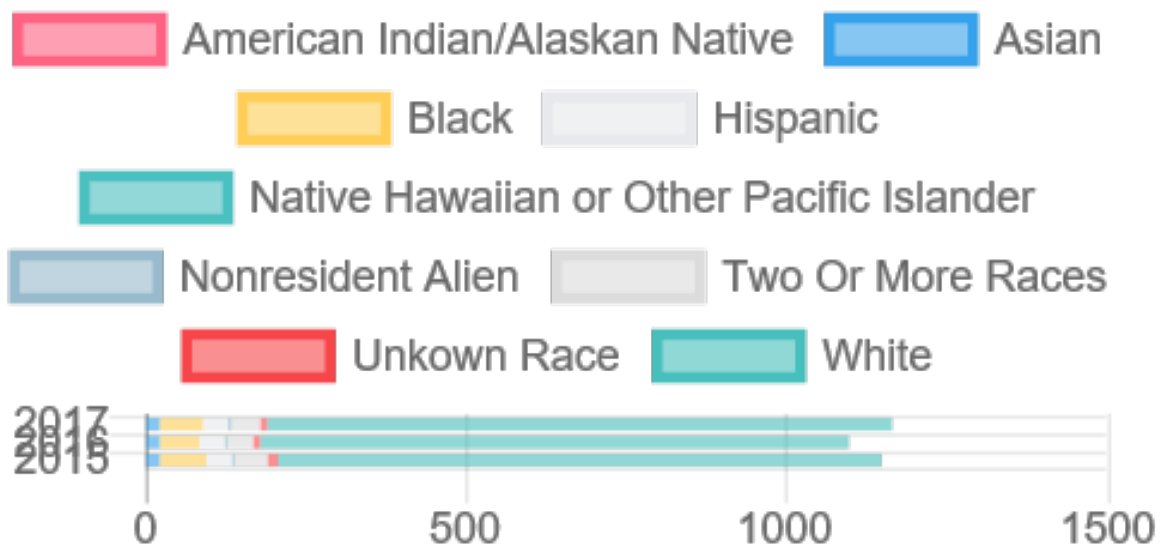
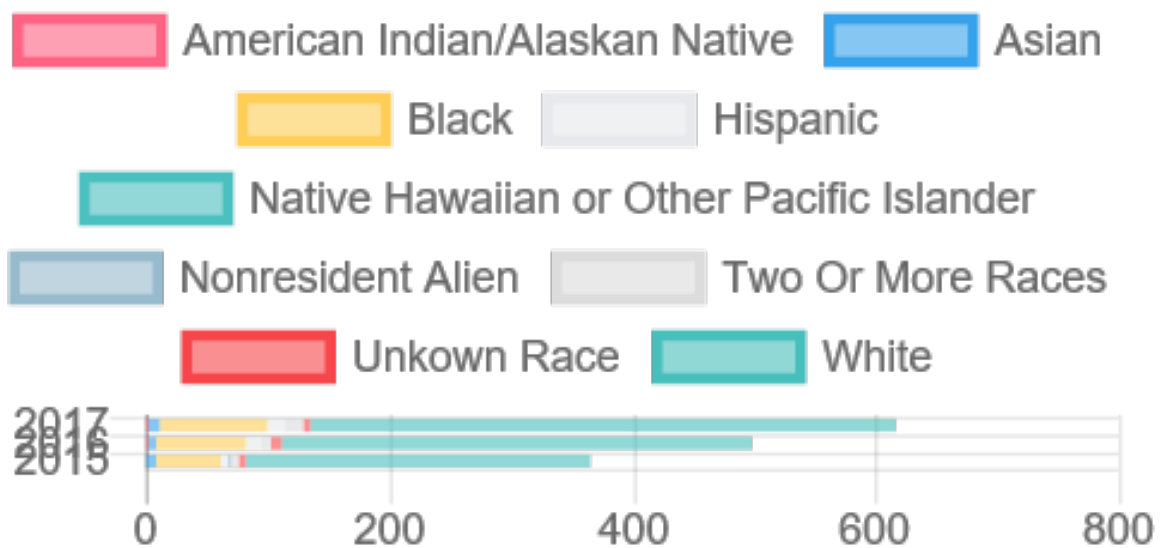


Illustration 9. Graduate/Professional Student Diversity by Race/Ethnicity



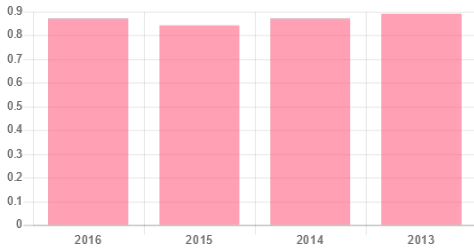
Undergraduate Retention

Table 9. Undergraduate Retention Rates for First-time Full-time Student Cohorts

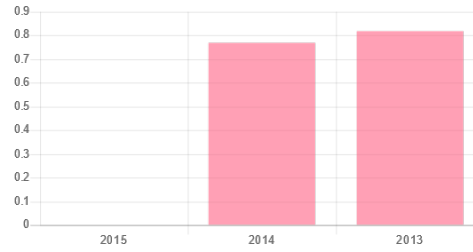
	First Year	Second Year
Fall 2016 Cohort	87.1%	N/A
Fall 2015 Cohort	84.2%	N/A
Fall 2014 Cohort	87%	77%
Fall 2013 Cohort	89%	82%

Illustration 10. Undergraduate Retention, First- and Second Year

First Year



Second Year



Student Completions

Graduation Rate - Undergraduate

Table 10. Undergraduate Graduation Rates for First-time Full-time Student Cohorts at 4-, 5-, and 6 Years.

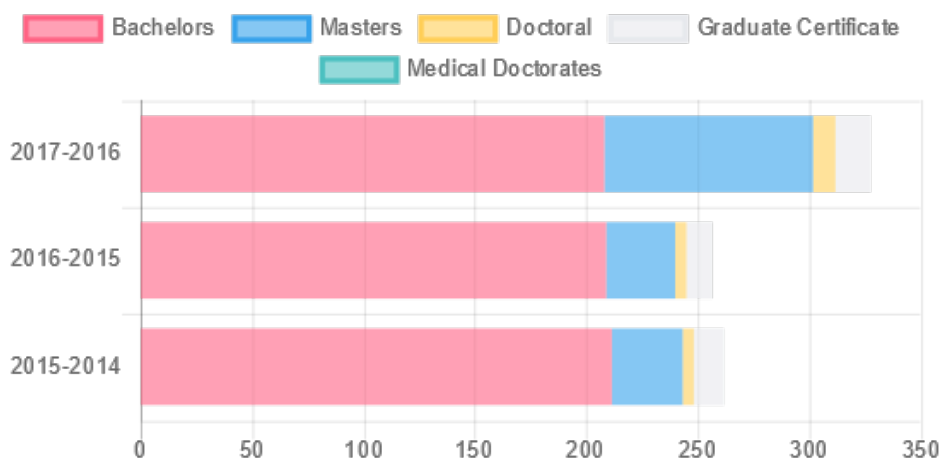
	4-Year	5-Year	6-Year
Fall 2011 Cohort	62.5%	71.1%	71.8%
Fall 2010 Cohort	0%	0%	0%
Fall 2009 Cohort	0%	0%	0%

Degrees Awarded by Level

Table 11. Degrees Awarded by Level.

	AY2016-2017	AY2015-2016	AY2014-2015
Associates Degree	0	0	0
Bachelors	208	209	212
Masters	94	31	31
Doctoral	10	5	5
Medical	0	0	0
Law	0	0	0
Pharmacy Doctorate	0	0	0
Graduate Certificate	16	12	14

Illustration 11. Degrees Awarded by Level



Alumni Engagement & Fundraising

Alumni

Substantial activities, engagements, and initiatives with alumni during AY2017-2018, focusing on relationships and activities with alumni.

Executive Advisory Council

The College of Nursing's Executive Advisory Council (formerly named Partnership Board) consists of 25 alumni and community leaders from around the state of South Carolina who serve as engaged advocates committed to increasing resources that advance nursing education. This council is the dean's advisory council and, in addition to being a way the college engages select alumni and donor prospects, the council has several initiatives, including working with the College of Nursing to plan the Celebrate Nursing Gala and Silent Auction, which will take place in Spring 2019.

Alumni Council

The College of Nursing's new Alumni Council will kick off in Spring 2018, with the first group of 14 members serving terms from April 2018 to June 2020. This council will serve as advocates who encourage and maintain a relationship between alumni and the college, advise the college on alumni programming, promote and cultivate leadership and support and advocate the needs and concerns of College of Nursing alumni. This council will have several initiatives, including an alumni mentoring program and workplace alumni groups.

Alumni Preceptors

Along with the Director of Clinical Partnerships, we aim to grow the base of alumni preceptors, initially for the Nurse Practitioner programs. Based on input from alumni, a process will be developed for gathering interest in precepting, obtaining the necessary paperwork for a site to be approved, and getting feedback from preceptors as to what courses and/or programs they are interested in precepting for in a given semester.

Alumni Weekend / Alumni Oyster Roast

The College of Nursing will hold several alumni events during Homecoming, October 25-27, 2018. Events during the weekend will include the annual Viana McCown lecture and the annual alumni oyster roast, during which the Outstanding Nurse Alumnus Awards will be given.

Graduate/New Alumni gifts

Students graduating from the College of Nursing are given a graduation gift from the alumni office in exchange for their permanent contact and employment information. The gift is a small pad folio embossed with the university seal. Between undergraduate and graduate students, approximately 370 will be distributed during the 2018-2019 academic year.

Development, Fundraising and Gifts

Substantial development initiatives and outcomes during AY2017-2018, including Fundraising and Gifts.

The College of Nursing development team consists of a Senior Director of Development, a Director of Alumni Engagement, an Administrative Assistant, and a Communications Director.

Top Development Initiatives for FY18

Student Support- With over 1100 undergraduate students and 600 graduate students, the college provided over \$700K in scholarship and fellowship support this past year.

Faculty Support-With over 130 faculty members and accepting more students each year, faculty and staff support is one of our greatest priorities. Support from alumni and donors helps us attract the best in the field.

- \$75 supports a professional membership
- \$200 sends faculty to an in state conference
- \$1500 sends faculty to represent the college at an out of state conference
- \$5000 supports database research

Simulation Lab- Personnel and overhead expenses within the sim suites, running clinical simulation to help replicate life and death scenarios for the students is a top initiative of the CON to include advanced computerized technology including equipment, manikins, audiovisual, robotics ranging from \$30K-\$100k.

Cancer Survivorship Center- Funds help in conducting research that alleviates the impact of cancer in SC and help expand knowledge about prevention and screening for survivorship.

Carolina Family Practice- Owned and operated by the College of Nursing at USC, care is provided for over 7000 patients by nurse practitioner faculty from the CON to include students from nursing, pharmacy and social work. Funds are needed to keep the facility open and establish a legacy and ensure permanency of the practice. An Open House was held on January 16, 2018 at the facilities new location at 1410 Blanding Street, Columbia, SC 29201 with special donor guests to include Carole Cato, Gwen Felton, Mary Ann Parson, Willie Scott and Betsy Dyches.

Naming Opportunities- The CON has numerous naming opportunities for donors. Opportunities range from academic units, endowed funds, buildings, grounds, and centers. (See attached supplemental information packet.)

Support from donors and alumni

The College of Nursing Dean's Circle, special recognition society, was launched in August 2016. This prestigious giving group includes former deans, donors and alumni. Over \$1,000 annually given by Dean's Circle members will be recognized by the Dean at annual luncheons, events, e-newsletter and website with special consideration on a donor recognition wall to be displayed at the CON in the near future. The first annual luncheon was held on September 12, 2017 at the Capital City Club.

These gifts are designated to a variety of funds within the CON to include the Dean's Discretionary Fund as

chosen by the donor. The Dean's Circle will also be promoted on April 18, 2018 during USC Giving Day. The goal is to obtain 25 new members, each contributing \$1,000 for a total of \$25,000. The overall giving day goal for nursing is \$50,000.

The Annual Fall and Spring Giving Mailing is a specific mailing targeted to those donors and alumni who have given consecutively over the last five years to the College of Nursing. The fall annual giving solicitation letter was sent out in August 2017 with a special emphasis on the Dean's Circle. For the spring mail out, the CON mailed out 120 letters to prospective new donors asking them to also consider giving and joining the Dean's Circle Society.

The Executive Advisory Council continues to raise funds annually with a FY 18 goal to have each member join the Dean's Circle at \$1,000 along with Chair Stacey Collier's collaboration on Giving Day, April 18, 2018. A non-Gala event is planned for April which will include all Gala attendees and donors from the previous year's event, asking them to give on April 18 for Giving Day. The next Gala event is scheduled for spring 2019.

The Scholar Donor Recognition and Awards Presentation event will be held on April 27, 2018 at the Alumni Center.

Support from corporate partners and businesses

The College of Nursing and USC Office of Corporate and Foundation Relations team work collaboratively to support the Dean's academic, research initiatives, priorities and programs. Year to date for FY 18 we have raised \$1,371,828 for the CON. With a goal to establish new corporate/business philanthropic relationships, we are currently identifying corporations with the CFR to approach. Met with Bill Kirkland with USC Government Affairs in the fall of 2017 to start a relationship.

Family Fund Campaign

Faculty and staff were asked to support College of Nursing student scholarships with a pledge/gift of a minimum of \$12 (or \$1 per month) to the College of Nursing Reserve Fund, Fund #1B1527, by September 1, 2017. Reaching the 80% participation goal, faculty and staff are able to wear jeans on Friday during this fiscal year.

Marketing/Social Media/Highlights

The College of Nursing continues to disseminate newsworthy events, announcements and accomplishments through the appropriate channels. Our marketing efforts for the college include a monthly e-newsletter with over 8,600 recipients consisting of donors, alumni and community partners, social media (Facebook: 4,300 likes, Instagram: 895 followers and Twitter: 800 followers) and website feature stories. We highlight donors and alumni as appropriate. We continue to promote the No Limits and Degrees of Health campaigns as suggested by the University and IMC Group.

We are also focusing on the Dean's top initiatives of recruiting faculty and growing the PhD and research programs at the CON.

Supplemental Info - Alumni Engagement & Fundraising

Any additional information on Alumni Engagement and Fundraising appears as Appendix 6. (bottom)

Community Engagement

Description

Community engagement and community based research, scholarship, outreach, service or volunteerism conducted during AY2017-2018, including activities at the local, state, regional national and international levels.

Local/State/Regional:

Our faculty are active members of the local, state, and regional community engaging in research, scholarship, outreach, service and volunteerism. The list below is a small portion of the organizations our faculty are involved:

- Harriet Hancock LGBT Center, Columbia, SC
- Lowcountry Area Health Education Center (LCAHEC)
- Relay for Life
- Lancaster Fatherhood Project
- 100 Women of the Midlands
- Good Grieving with Children's Hospital
- TreeHouse Foundation
- Foster Grandparent and Senior Companion
- New Morning Foundation
- SC Guardian ad Litem Pediatric Medical Expert
- Camp Kemo
- Medical Reserves Corps
- DEHC

Our undergraduate students provided volunteer and/or clinical service to the following (2017) :

- Chester Regional Medical Center
- Coastal Carolina Hospital
- Colleton Medical Center
- Greenville Healthcare
- Hampton Regional Medical Center
- Homestead Hospice
- Kershaw County Medical Center
- Lexington Medical Center
- Newberry County Memorial Hospital
- NHC Parklane
- Palmetto Health Baptist
- Palmetto Health Children's Hospital
- Palmetto Health Richland
- Parkridge Medical Center
- Piedmont Medical Center
- Providence healthcare
- SC Department of Mental Health
- Springs Memorial
- The Regional Medical Center
- Three Rivers Behavioral health
- Trident Medical Center
- University Healthcare Augusta
- WJB Dorn VA Medical Center

Our graduate students provided volunteer and/or clinical service to the following (2017) :

-

Novant Health

-

Trident Health System

-

Palmetto Health

-

Spartanburg Regional Health Services District, Inc.

-

Carolina East Medical Center

-

George Washington University Hospital

-

University of Maryland Prince George's Hospital

-

MUSC Medical Center

-

McLeod Regional Medical Center

-

Atrium Health (Carolinas Healthcare System)

-

Rex Hospital

-

Greenville Health System

-

Mission Health

-

Beaufort Memorial Hospital

-

Doctor's Care

-

Caresouth Carolina, Inc.

-

Central Missouri Healthcare Associates, LLC

-

AnMed Health

-

Lexington Medical Center

-

Chester Regional Medical Center

-

Piedmont Medical Center

-

Bon Secours Saint Francis Health System

-

Roper St. Francis Healthcare

-

Tidelands Health

-

Providence Health: Providence Physician Practices

-

WJB Dorn Veterans Affairs Medical Center

-

Moncrief Army Community Hospital

-

Mary Black Health System, LLC

-

South Carolina Department of Mental Health

-

Palmetto Health Children's Hospital

-

Medstar Georgetown University Hospital

-

FirstHealth of the Carolinas, Inc.

-

Eau Claire Cooperative Health Care Center

-

Minute Clinics; CVS

-

Kershaw Health

-

Aiken Regional Medical Center

-

CaroMont Health

-

Ralph H. Johnson Department of Veterans Affairs Medical Center

-

USC Thompson Student Health Services

-

Clemson University Redfern Health Center

-

Low Country Health Care System, Inc.

-

Palmetto Lowcountry Behavioral Health

-

WG Hefner VA Medical Center: Charlotte Health Care Center

-

Moses Cone Health System

-

Scotland Healthcare System

We have several faculty (Andrews, Elk, Felder, Heiney, Messias) who incorporate community based participatory research/community engaged research with vulnerable populations - whether in public housing neighborhoods, rural hospitals, rural federally qualified clinics, and other community locations.

Locations - Orangeburg, Beaufort, Charleston, Aiken.

There are community engagement activities for education/recruitment purposes, mostly for high school students (visiting the simulation lab), community events at high schools at Salkehatchie and Lancaster.

We currently have a Blue Cross/Blue Shield grant to recruit rural BSN or MSN prepared nurses from rural areas in SC and providing tuition scholarship for the psychiatric mental health program.

In regards to practice, we are working with rural health clinics to provide mental health services via telehealth delivery in our psychiatric mental health nurse practitioner program.

Approximately 70% of our NP students rotate through a rural health clinic, with at least 50% choosing employment in rural health settings in South Carolina after graduation.

We also have several faculty who practice in rural health clinics (i.e., Kershaw Community Medical Clinic) and child advocacy center in Aiken, SC (serving Barnwell, Saluda, Edgefield counties).

National/International:

Both Drs.' Andrews and Elk have provided consultation on community engagement/community engaged research to include Galway University in Ireland, NYU with practice site in Italy, Komfo Anonkye Teaching Hospital in Ghana and University of Puerto Rico School of Medicine.

Dr. Messias conducts community engaged research with rural colonias on Texas/Mexico border with an NIH funded study.

Community Perceptions

How unit assesses community perceptions of engagement, as well as impact of community engagement on students, faculty, community and the institution.

Evaluations are conducted when a student has a community service site (part of course evaluations). We send evaluations to our clinical partners and alumni every 3 years as part of our accreditation process.

Incentivizing Faculty Engagement

Policies and practices for incentivizing and recognizing community engagement in teaching and learning, research, and creative activity.

We provide 10% time allotment to FT faculty for service.

Supplemental Info - Community Engagement

Any additional information on Community Engagement appears as Appendix 7. (bottom)

Collaborations

Internal Collaborations

- Public Health
- Pharmacy
- Medicine
- Social Work
- Engineering and Computing
- Institute for Families in Society
- Psychology
- Film Media Studies/School of Visual Art and Design
- USC Division of Law Enforcement and Safety
- Athletics

External Collaborations

**This list is not exhaustive, yet represents data compiled for other recent inventories in past few months.

South Carolina:

- Medical University of South Carolina
- Clemson University
- USC Beaufort, Aiken, Upstate nursing programs
- SC AHEC
- SC Oncology Association
- Trauma Services, Palmetto Richland
- Francis Marion University
- Aiken Regional Medical Center
- Columbia Fire Department
- Charleston Fire Department

USA:

- Augusta University
- University of Alabama/Birmingham
- Brown University
- University of Kentucky
- University of North Carolina Chapel Hill
- Duke University
- Wake Forest University
- Marquette University
- University of Texas Health Sciences Center, San Antonio
- University of Virginia
- Mississippi
- Emory
- University of Texas - Southwestern
- Northwestern University
- Rush
- University of Texas - Houston
- California Southern
- UCLA
- Washington State University
- Edith Cowan University
- University of Washington
- Centers for Disease Control

International:

- University of Calgary
- National Cancer Center, Tokyo Japan
- University of British Columbia
- University of Puerto Rico
- Galway University
- Kwame Nkrumah School of Medical Sciences, Kumasi, Ghana

Supplemental Info - Collaborations

Any additional information about Collaborations appears as Appendix 8. (bottom)

Campus Climate and Inclusion

Campus Climate & Inclusion

Activities unit conducted within AY2017-2018 that were designed to improve campus climate and inclusion.

We are conducting a national search for Associate Dean for Diversity, Equity, and Inclusivity.

In 2016, we elected and appointed a Director of Diversity, Equity and Inclusion, Dr. Tisha Felder. In this role, she hosts monthly meetings with our College Diversity Committee which consists of faculty, staff and students. Dr. Felder also serves on the University-level Council of Academic Diversity Officers, which is facilitated by Chief Diversity Officer, John Dozier. Dr. Felder is an assistant professor with an NIH K award and will step down from the position once an Associate Dean is announced.

Below are the key initiatives:

- Hosted Cultural Holiday Traditions luncheon (Nov 2017)
- CON represented on the USC Council of Academic Diversity Officers
- Began recruitment for Associate Dean for DEI
- Integrated "Diversity and Inclusion" as value for the CON
- Retreat in May 2018 will focus on diversity and inclusion efforts

Supplemental Info - Campus Climate & Inclusion

Any additional information about Campus Climate and Inclusion appears as Appendix 9. (bottom)

Concluding Remarks

Quantitative Outcomes

Explanation of any surprises with regard to data provided in the quantitative outcomes throughout this report.

Cool Stuff

Describe innovations, happy accidents, good news, etc. that occurred within your unit not noted elsewhere in your reporting.

Our College continues to have exciting momentum. We had a record achievement with NCLEX and celebrated with a champagne toast in October 2017. Adding live actors in our simulation lab to serve as "standardized patients" has been an interesting addition to our team this year. We are also experiencing a more diverse and inclusive faculty and staff, with recruits joining us from all over the country. The CON's clinic (Carolina Family Practice) and new location has been a great boost for all of those involved. We had a fun and engaging "meet and greet" with our CON researchers and College of Engineering, and hope to have more of these type of venues to increase research and academic collaborations. We hosted international visitors from Amsterdam and Germany in the past year (two of the sites that our faculty and students visit annually/biannually). We host stethoscope ceremonies for our rising juniors twice a year with Gamecock logos, which are funded by our partners and alumni. We host a "white coat" ceremony for incoming master's and DNP students, representing their future role as an advanced practice nurse. Of note the CON is one of 1725 accredited nursing programs in the US and 31 programs in South Carolina

Appendix 3. Research & Scholarly Activity

Office of Research
Information Technology & Data
Management

College of Nursing

Fiscal Year 2017



UNIVERSITY OF
SOUTH CAROLINA

Faculty Information

RESEARCH AND SCHOLARLY ACTIVITY

The following refers to Appendix 1, 2 & 3 , which provides detailed information from the Office of the Vice President for Research, department of Information Technology and Data Management, including:

- 1) The total number and amount of externally sponsored research proposal submissions by funding source for the appropriate Fiscal Year.
- 2) Summary of externally sponsored research awards by funding source for the appropriate Fiscal Year. Total extramural funding processed through Sponsored Awards Management (SAM) in the Fiscal Year, and federal extramural funding processed through SAM in the Fiscal Year. (Available at: <http://sam.research.sc.edu/awards.html>) Amount of sponsored research funding per faculty member in FY YYYY (by rank, type of funding; e.g., federal, state, etc., and by department, if applicable).
- 3) Number of patents, disclosures, and licensing agreements for three most recent Fiscal Years.

Identified areas of challenge and opportunities with faculty research and scholarly activity, referencing Academic Analytics data (through 2015) and the report provided by the Office of Research's Information Technology and Data Management, including specific plans to meet these challenges or take advantage of the opportunities.

Summary of Extramural Proposal Submissions by Source - FY2017

Appendix 1

PI Home Department	Total First Year	Federal - (FED)	Private, Non-Profit - (PHI)	State - (STA)
Nursing	6,830,306	18	13	1
Total Count	32	18	13	1
Total First Year	6,830,306	5,058,635	1,748,729	22,942

Extramural Funding by Source, Department, Faculty & Rank - FY2017

Appendix 2

PI Home Department	Department Total	PI Name	Primary Job/Rank	Tenure Status	Total Funding	Federal	Private, Non-Profit	State
Nursing		Andrews, Jeanette	PROFESSOR	TENURED	50,280		50,280	
Nursing		Burgess, Stephanie			713,777	505,501	208,276	
Nursing		Culley, Joan	ASSOC. PROFESSOR	TENURED	451,616	451,616		
Nursing		Elk, Ronit	RESEARCH ASSOC PROF		2,000		2,000	
Nursing		Felder, Tisha	ASST PROFESSOR		128,911	128,911		
Nursing		Hughes, Ronda	ASSOC. PROFESSOR		42,085		19,143	22,942
Nursing		McDonnell, Karen	ASST PROFESSOR		504,147		504,147	
Nursing		McKinney, Selina	ASSOC. PROFESSOR		225,000		225,000	
Nursing		Messias, DeAnne	PROFESSOR	TENURED	2,175	2,175		
Nursing		Pinto, Bernardine	PROFESSOR	TENURED	503,335	503,335		
Total Nursing	2,623,326				2,623,326	1,591,538	1,008,846	22,942
Total Funding	2,623,326							

Patents, Disclosures, and Licensing Agreements

Fiscal Year 2017

Appendix 3

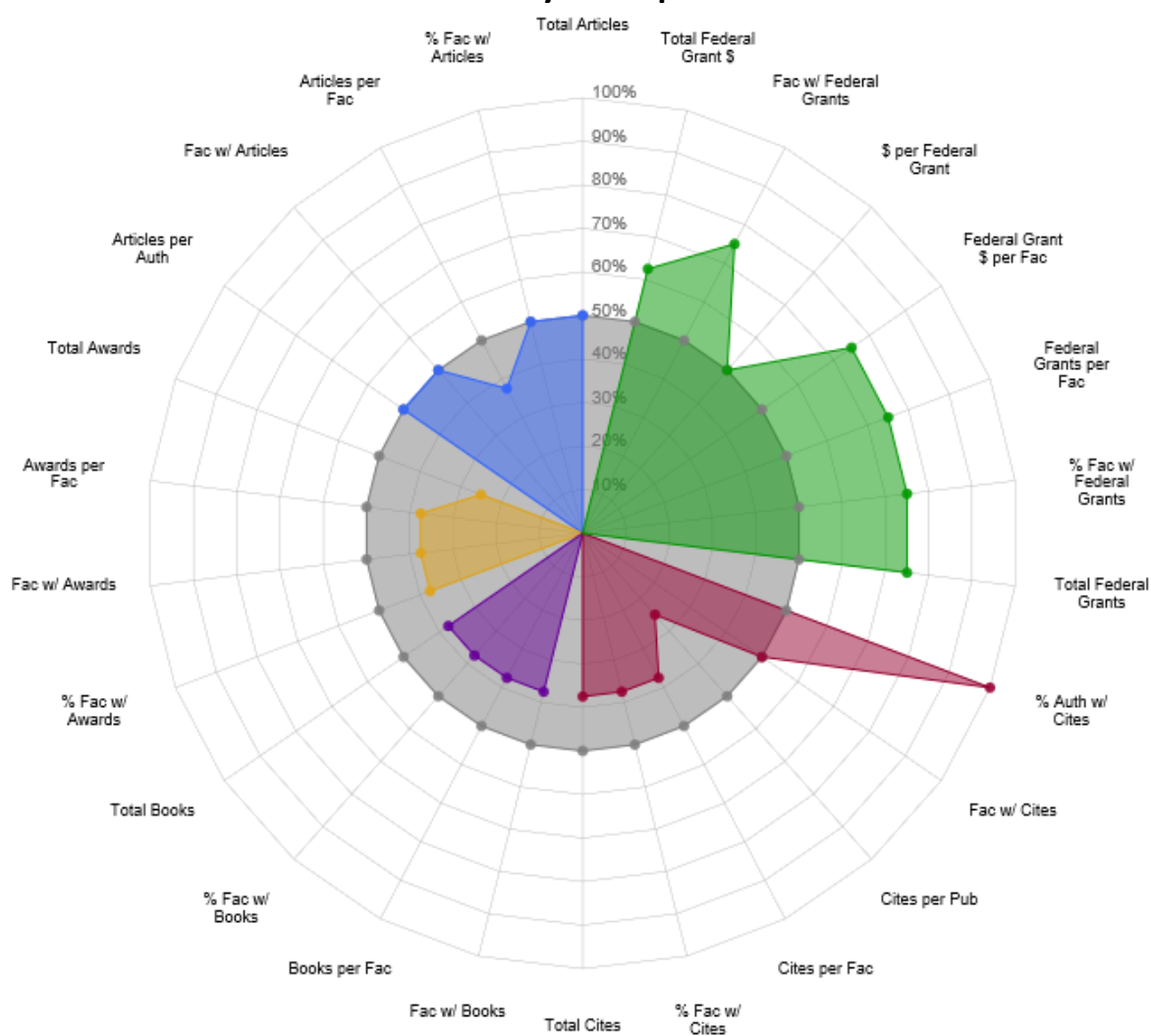
COLLEGE OF NURSING				
	Invention Disclosures	Provisional Patent Applications	Non-Provisional Patent Applications	Issued Patents
TOTALS:	0	0	0	0

***Note:** These numbers include US, PCT, and foreign applications/patents

***Source:** Office of Economic Engagement

Appendix 4. Faculty Information

Academic Analytics Report -- AY 2016



Faculty Represented in Academic Analytics Report

Adams, Swann
 Andrews, Jeannette
 Baliko, Beverly
 Bell, Nathaniel
 Boyd, Mary
 Culley, Joan
 Estrada, Robin
 Felder, Tisha
 Hein, Laura
 Hughes, Ronda
 Messias, DeAnne
 Pinto, Bernardine
 Poslusy, Susan

Federal Grants Peer Comparison

Nursing, College of

Discipline: Nursing

Institutions: 169 / 6 | Departments: 187 / 7 | Faculty: 4205 / 154

Scholarly Research Index 0.5 | Custom Index 0

Federal Grants ▾

% Faculty With Grant ▾

Institution	Metric Value
University of Missouri Nursing, School of	50%
University of Florida Biobehavioral Nursing Science	36%
University of South Carolina Nursing, College of	36%
University of Kentucky Nursing, College of	27%
University of Florida Family, Community and Health System Science	20%
University of Virginia Nursing	14%
University of Tennessee Health Science Center, The Nursing, College of	11%

Published Articles Peer Comparison

Nursing, College of ×








Discipline: **Nursing**

Institutions: 169 / **6** | Departments: 187 / **7** | Faculty: 4205 / **154**

Scholarly Research Index **0.5** | Custom Index **0** ▼

Select Variable Group

Articles ▾ % of Faculty With an Article ▾

Institution	Metric Value
University of Missouri Nursing, School of	 100%
University of Florida Biobehavioral Nursing Science	 100%
University of Florida Family, Community and Health System Science	 100%
University of Virginia Nursing	 96%
University of South Carolina Nursing, College of	 93%
University of Kentucky Nursing, College of	 92%
University of Tennessee Health Science Center, The Nursing, College of	 50%

Published Articles

Nursing, College of

Discipline: **Nursing**

Institutions: 169 / **6** | Departments: 187 / **7** | Faculty: 4205 / **154**

Scholarly Research Index **0.5** | Custom Index **0**

Articles ▾

