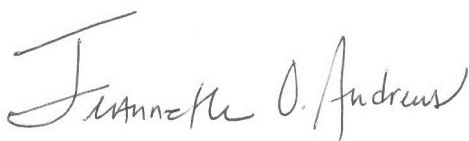# Executive Summary

Blueprint for Academic Excellence
College of Nursing
AY2019-2020

Introduction

The UofSC Nursing graduates more nurses than any other program in SC and has emerged as one of the largest, premier US nursing programs. As the flagship CON for SC, we have a multi-pronged mission of teaching, research/scholarship, practice/service, and policy. The college offers 2 undergraduate programs across 3 campuses, 4 master's programs, 4 master's certificate programs, and 2 doctoral programs. After 5 years of robust growth in student enrollment (32% overall increase; 300% graduate enrollment increase), we made strategic decisions on growth based on state workforce needs, availability for training sites for advanced practice nurses (MSN/DNP), and new out of state restrictions for distant education (MSN/DNP Programs). In Fall 2018, we enrolled 1788 students, with an increase in BSN enrollment in lower and upper division, and slight decline in graduate enrollment. The college had a record year in NCLEX pass rates, research/scholarship productivity, and philanthropy.

Highlights

1-May 2018 BSN Cohort 100% NCLEX pass rate (1st time in history)
2-Total $4.4 million research/grant funding (record yr)
3-Total 99 peer reviewed publications; 4.5 publications/TT faculty (record yr)
4-Ranked in top 10 Best Masters Online US News for 5 consecutive years (currently T-6)
5- Moved 49 slots in past 5 yrs to top #30 Best Graduate Nursing US News (#79 2014)
6-$2.7M philanthropy gifts (record yr)
7-Invested $1.5 million in renovations to improve student learning in past 3 yrs
8-70 FT faculty lines (up from 33 in 2013); increasing TT: Clinical Track ratio (40:60); improving faculty: student ratio
9-Increasing diversity among faculty and graduate students; Hired AD DEI
10-Severe faculty and nursing shortage in SC and US
11-Space deficiencies

Jeannette Andrews Dean and Helen Gurley Wolford Professor of Nursing
College of Nursing

UNIVERSITY OF SOUTH CAROLINA
College of Nursing

Blueprint for Academic Excellence
College of Nursing
AY2019-2020

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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 - Procure Adequate Space for expanding faculty, students, and programmatic needs

Goal Statement	Plan for short term additional space in the 2020-2021 academic year, and establish long term goals for adequate space to accommodate planned growth. With the national and state nursing shortage, high demand for nursing (3rd highest applications from all UofSC schools), the College has capacity to continue to expand offerings, especially nonclinical graduate tracks, doctoral programs, and accelerated entry into practice options for non-nurses.
Linkage to University Goal	•Educating the Thinkers and Leaders of Tomorrow •Assembling a World-Class Faculty of Scholars, Teachers, and Practitioners •Spurring Knowledge and Creation •Ensuring Institutional Strength, Longevity, and Excellence
Alignment with Mission, Vision, and Values	Education and Research Mission
Status	Progressing as expected (multi-year goal)
Action Plan	1-Renovating 5th floor to add 9 new offices Summer 2019, which will accommodate existing faculty and planned searches (13) for the upcoming academic year. However, we have now renovated all potential spaces (including faculty lounge) to provide space for faculty and research projects. 2-Submit request to Space Allocation committee for 10-12 offices for AY 2020-2021. Requesting 7 new faculty lines for upcoming year, and will need additional spaces for AY 2020, along with additional research space, as new grants are funded. 3-Request architectural drawings for expansion of Williams Brice Nursing Building this year OR identify long term space for growing college needs. 4-Solicit private funds (and potentially legislative funds 2020) for building expansion or some alternative.
Achievements	1-Procured rooms on 5th floor with planned new office expansion (Summer 2019) and 1st floor for renovations. 2-Met with Provost office, facilities, lead architect, government relations to discuss space needs for College during past year. 3-Received temporary (one year space) for faculty in Close Hipp this academic year only, which will be occupied by HRSM in the next academic year.

Resources Utilized	1-CON has invested $1.5 million in renovations during past 3-4 years: a-simulation expansion (1st floor); b-1st and 2nd floor lobbies for student engagement; c-3rd floor computer lab; d-4th floor state of art classroom; e-5th floor office expansion.
Goal Continuation	Request for architectural drawing for expansion of William Brice (20-30 office spaces; research staff space; state of art classroom for 150 students; faculty conference and meeting area; faculty/student lounge; student study areas).
Goal Upcoming Plans	
Resources Needed	Support from Provost with strategies to move forward. Funding for architectural assessment.
Goal Notes	

Goals - Real Time

Goals for the College of Nursing that are in progress for AY2019-2020.

Goal 1 - People and Environment

Goal Statement	Promote a vibrant, respectful, and caring environment that recruits, retains, and fosters development of an inclusive and talented community of students, faculty and staff. Objective 1: Cultivate a community of development and mentorship. Objective 2: Foster a collaborative, diverse, and equitable climate with respect for individual contributions. Objective 3: Align faculty, staff, students and organizational resources to meet our strategic goals.
Linkage to University Goal	•Educating the Thinkers and Leaders of Tomorrow •Assembling a World-Class Faculty of Scholars, Teachers, and Practitioners •Spurring Knowledge and Creation •Building Inclusive and Inspiring Communities •Ensuring Institutional Strength, Longevity, and Excellence
Alignment with Mission, Vision, and Values	Cultivating our community with diverse, collaborative faculty, staff and students while enhancing the resources for our community enables our college to provide nationally recognized educational programs to advance science, practice and policy. Our goal is to continually focus on our objectives so that we can strive to be a preeminent college of nursing. We pay particular attention to our values, incorporating diversity, inclusivity, commitment, caring, integrity, respect and professionalism in our efforts to develop our environment, people and resources while respecting individualism.
Status	Progressing as expected (multi-year goal)
Action Plan	1-Enhance internal and external faculty and staff development opportunities, including mentoring plan for new faculty 2-Revise Clinical Track Promotion Criteria to be consistent with peer Colleges of Nursing 3-Increase nominations for awards, especially national/international awards 4-Increase diversity and inclusion among faculty, staff, students 5-Enhance resource provision (philanthropy, grants, partnerships) 6-Procure additional space; renovate current space to meet teaching/learning needs 7-Maintain competitive/equitable salaries for faculty and staff

Achievements	1-Internal faculty development offerings: 2 monthly writing clubs; 3 visiting scholars in past year; awarded 2 - 10k internal small grant mechanisms for DNP/PhD Faculty; awarded 3 - 5k internal grant mechanisms for teaching innovations; 2 - 50k internal grant mechanisms for nursing/engineering research. External faculty development includes professional conference and mentor related travel; hosted NLN simulation workshop. 2-Revised Clinical Track promotion criteria. 3-Increase in nominations of college, university, and national awards. Two distinguished national awards: Dr. Stephanie Burgess/American Academy of Nursing; and, Dr. Bev BALIKO/National Academy of Practice. Drs. Andrews and Pinto received distinguished research awards from professional organizations. 4-Hired Dr. Coretta Jenerette - AD DEI 5-Increased diversity among faculty, staff, graduate students (see appendix). Year long consultant (Kala Taylor) to enhance climate, inclusivity, and communication (4 mini workshops) 6-In year 2 of reorganization. 7-Increased philanthropy (record $2.7 million) and grant funding (record $4.4 million). 8 - Completed $1M renovation 4th floor classroom. Planned renovations on 5th floor (summer) to add 9 new offices. Total renovations in past 3-4 years $1.5 million to enhnace student learning/engagement. 9-Faculty and staff received merit based raises. Maintaining faculty salaries @ AACN mean

Resources Utilized	1-Associate Dean for Faculty (new hire 2017), Assistant Dean for Operations, Facilities manager, Associate Dean DEI (new hire 2018), faculty, staff. 2-Used internal $$ for classroom and office renovations; indirect dollars from FRIP for internal grant mechanisms and research related faculty development (visiting scholars). 3-Foundation/endowment funds for internal teaching grants (i.e., Helen Gurley Wolford) and select faculty development (multiple accounts). Foundation accounts have nearly doubled since 2011 ($3.3M to > 6 million). 4-University funds to enhance classroom technology; bathroom upgrades. 5-Increased partner sponsorship of events (Providence Health, Palmetto Health, University Health System). 6- 300% increase in growth of graduate students (tuition) from 2013-2018, with tuition differential for advanced practice nurses.
Goal Continuation	We spent one academic year (2017-2018) revising our strategic plan (2018-2022). This goal has been our priority goal, established by our faculty and staff. We will continue this goal. During the summer 2019 (annual retreat), we will revisit strategies for the upcoming school year.
Goal Upcoming Plans	1-A priority for us is space to house our expanding students, faculty, and staff. 2-Continue to enhance faculty and staff development and continue to enhance resources for the our thriving college. 3-Continue progression for Clinical Track Faculty for promotion (especially to Associate and Full Professor).
Resources Needed	1-Add 7 new faculty lines to accommodate new programs being initiated (RN-MSN, MSN Nursing Education Consortium, DNP CRNA program in collaboration with SOM). 2-Request plan and funding for architectural drawings for potential to expand Williams Brice College of Nursing Building. 3-Approved plan for space allotment for growth. 4-Continued University offerings to enhance diversity, equity, inclusivity. 5-Continued University offerings of Center for Teaching Excellence, HR/Provost programs for supervisors/leaders for faculty and staff development.
Goal Notes	From Associate Dean of Faculty/Dr. Robin Dail: Faculty scholarly productivity has increased through participation in writing clubs and collaboration with colleagues. One on one mentoring has increased grant submissions and successful publications. Faculty are excited about progression and volunteer for projects. We find more opportunities than there are faculty to participate in these opportunities.

Goal 2 - Education

Goal Statement	Incorporate innovative best practices in student-centered learning and achieve excellence in educational programs to prepare transformative and culturally competent nurses. This goal will be met by the incorporating the following four objectives: Objective 1: Utilize emerging technology to deliver progressive program offerings to enhance workforce readiness. Objective 2: Integrate concepts of population health, health promotion and social determinants of health using interprofessional learning experiences. Objective 3: Prepare nurses to conduct scientific research and lead healthcare improvement through evidence-based scholarship. Objective 4: Recruit and graduate highly qualified students from diverse backgrounds.
Linkage to University Goal	•Educating the Thinkers and Leaders of Tomorrow •Assembling a World-Class Faculty of Scholars, Teachers, and Practitioners •Spurring Knowledge and Creation •Building Inclusive and Inspiring Communities •Ensuring Institutional Strength, Longevity, and Excellence
Alignment with Mission, Vision, and Values	The College of Nursing education goal aligns with the mission and vision to support expanded student centered environments within the unit while also preparing through educational program excellence the next generation of transformative nursing workforce. This preparation includes using emerging technology while integrating social determinants, interprofessional learning experiences, telehealth interfaces and adaptive learning platforms that actively engage the learner. Our values of diversity, inclusivity, commitment, caring, integrity, respect and professionalism are embedded within every educational offering.
Status	Progressing as expected (multi-year goal)
Action Plan	1-Curricular revision focusing on pathways to "on time" degree achievement and workforce readiness 2-Focus on improved systems to engage students, especially online students, and seek alumni feedback and input to programs 3-Strategic growth plans for new programs based on workforce needs, clinical training site and preceptor availability, and new state regulations for distant education (MSN,DNP) 4-Move to holistic admission process for all programs 5-Establish long term plan for Salkehatchie campus

Achievements	1- New staff hires, due to increased regulatory, legal, and compliance regulations required for students in clinical settings. New student advisors hired.
	2- Enrollment has grown in UG, MSN Nursing Admin and PhD programs. UD admissions increased to 220 students across a summer/fall 2019 matriculation plan from 190 in previous yr in response to state nursing shortage.
	3- MSN clinical track enrollment decreased this past yr due to: a) cap on FNP and AGACNP due to clinical site/preceptor availability; b) new state regulations across US for distant education of APRNS- now enrolling in 17 approved states (vs. 26 in past). While enrollment down approximately 50 students; the quality of applications are higher, and continue 56% acceptance rate as in previous yr.
	4-PhD program was re-envisoned in Fall 2018 as an "executive model" to meet working adults needs and a significant recruitment effort led to 7 new PhD students including 2 RWJ Nursing Scholars starting in Fall 2018.
	5-With revised curricula, MSN and Doctoral time to graduation decreased; more than doubled MSN, DNP, and PhD graduates in the past yr, compared to previous yrs.
	6-Dean on BOT for Providence Health; regular meetings, systematic evaluation of students/new grads in place with Prisma Health. Increasing sponsorship for CON events from Prisma Health, Providence Health, Kershaw Health, University Hospital.
	7-Top 12% in NCLEX pass rates in US. First attempt May 2018 BSN cohort was 100% (1st time in history). First attempt 2018 MSN FNP was 93%, 2018 PMHNP and AGACNP pending.
	8-Master's Online programs rankings by US News & World Report was #5 (2018) and #6 (2019).
	9-DNP program ranked #32 by US News (#44 in previous year).
	10-Graduate Nursing program ranked #30 by US News (moved 49 slots since 2014/#79).
	11-New PhD Director hired to start May 2019.
	12- Site review of PhD program scheduled March 2019.
	13-Mid cycle CCNE review for DNP program due June 2019; Accreditation visit for all programs scheduled 2021.
	14-17 graduates GLD.
	15-2nd yr of Smart Start Honors Program. 14 students per cohort.
	16- MSN Nursing Informatics Program approved. Recruiting Director.
	17-Other "non-clinical" MSN programs under development: RN-MSN, 2nd Degree/pre-licensure MSN, MSN Nursing Education.
	18-Collaborating with SOM to offer 8 courses for DNP/CRNA starting in 2020.
	19-BSN - DNP option will be open again for enrollment in 2020.
	20-Initiated live actors/standardized patients in simulation for both UG and graduate students 2 years ago. Offering face to face immersions for MSN clinical programs each semester.
	21-Discussions and consultants being reviewed for holistic admission process.
	22-Worked with USC Salkehatchie Campus to transfer the BSN program to USC Beaufort (with new upper division students starting 2020).
	23-Exploring Adaptive Learning software/programs as a standard of best practice for online education.
	24-Internal funding to purchase poverty simulation kit; pilot study to increase social determinants into pediatric course; population health embedded across

curriculum.

25-DNP Nurse Exec Director working with health systems for system level practice change or quality improvement projects to establish projects that benefit health systems.

26-All PhD students funded first two years - work with funded investigator as RA.

27-Student posters for CON Research/Scholarship Day; Discover USC.

28-Funded 10 students to SNRS in past yr; planned for 12 PhD students to attend CANS Conference in Fall, 2018 (cancelled due to hurricane).

29-Dean supports SNA student leaders to state conference and national conference each year.

30-Exploring pipeline into nursing program with Prisma Health to reach underserved communities in SC.

31-Readiness for Work pilot study with Prisma Health. Early results demonstrate UofSC BSN graduates have higher readiness scores and higher 2-year retention than other graduates from state.

32-Telehealth project continues; anticipating additional funding by BCBS to expand to FNP students.

Resources Utilized	1-Internal CON communications working with central communications to redesign web with focus on graduate programs. 2-AD Academics, Assistant Dean Undergraduate Program, Assistant Dean Graduate Programs, Program Directors, Director Student Affairs, Director OnLine Learning, faculty, staff. 3-External reviewers for PhD program. 4-Collaboration with Provost office for new programs and distributed learning. 5-Student scholarships, endowments, scholarship funds 6-Student fees and differential tuition (MSN clinical tracks) are no longer adequately support increasing compliance and legal requirements with required clinical placements. 7-Simulation equipment, staff, live actors/standardized patients 8-Duke Grant to train Simulation leaders in nursing programs across state (Graham PI)
Goal Continuation	New academic programs that have been approved at the CON and are at various stages of university or CHE approval include an "Entry to Practice MSN" (anticipate Spring 2021), restarting the post-BSN to DNP in Summer 2020, and Post-Master's Certificate in Nursing Informatics (anticipate Spring 2020). Exploration of other program offerings such as an RN to MSN in response to local clinical partners need for "beside nursing leaders" and MSN in Nursing Education consortium with 3 other UofSC Schools of Nursing to meet the ever increasing shortage of nursing educators while leveraging the university system resources. Beginning in 2020, the CON will offer 8 courses in the SOM curriculum for DNP/CRNA students (26 students/cohort). Continue to expand with measured graduate enrollment in both existing programs and new program offerings highlighted above, as space allows.

Goal Upcoming Plans	1-Continue with plan to implement holistic admissions in the BSN upper division process and further define graduate holistic admission processes. 2-Implement a revised evaluation plan in preparation for accreditation site visit 2021. 3-Revise program outcomes for the MSN, CGS, DNP and PhD programs to incorporate the new mission and vision of the CON. 4-Revise crosswalks for the all BSN, MSN and DNP courses to reflect curricular revisions. 5-Restructure the student evaluations for faculty, course and program offerings. 6-Continue to seek adaptive learning technologies resources to enhance student experiences. 7-Continue to work on measures to assure course integrity. 8-Revise and expand the use of high quality simulation where appropriate.
Resources Needed	1- Additional faculty to meet expansion of graduate programs (requesting 7 new faculty lines) 2- Increase in fees for exams (TAP fees) and malpractice coverage due to vendor increases. Seek 10% increase in simulation and clinical fee to support increasing staff time/costs for legal, regulatory, and compliance requirements for clinical placements. 3-Space
Goal Notes	1-Increasing pressure by clinical systems/providers for the CON to pay for APRN preceptor experiences. We are hopeful that the Preceptor Tax Credit will pass the state legislature this year, which may assist the state schools with this challenge. 2-Dr. Graham is leading simulation education training for other programs of nursing across the state - funded by the Duke Foundation.

Goal 3 - Research and Scholarship

Goal Statement	Lead and accelerate high impact, innovative, nationally recognized research and scholarship, consistent with UofSC Nursing's values. Objective 1: Grow and optimize infrastructure to support research excellence. Objective 2: Cultivate and enrich collaborative research and scholarship to advance scientific knowledge. Objective 3: Develop and expand research centers to improve health equity and outcomes.
Linkage to University Goal	•Educating the Thinkers and Leaders of Tomorrow •Assembling a World-Class Faculty of Scholars, Teachers, and Practitioners •Spurring Knowledge and Creation •Building Inclusive and Inspiring Communities •Ensuring Institutional Strength, Longevity, and Excellence
Alignment with Mission, Vision, and Values	The CON's research goals fit with the overall mission to provide nationally recognized educational programs and advances science, practice, and policy to optimize health for all. The goals fit with the vision to be a preeminent CON of distinction that pioneers innovation, leadership and excellence. Our research efforts will be guided by the values of diversity, inclusivity, commitment, caring, integrity, respect and professionalism.
Status	Progressing as expected (multi-year goal)
Action Plan	1-Individual mentoring of faculty to develop grant applications 2-Weekly Office of Research (OR) newsletter listing funding and training opportunities 3-OR staff support for budget development and assembling of grant applications 4-Invited workshops by national experts 5-Faculty support for grant writing workshops and specialty training 6-Research exchange for all faculty 7-CON seed funds for pilot proposals 8-Meet-and-greet with CEC faculty 9-Initiated collaborative seed funding (CON and CEC)

Achievements	1-Per Blue Ridge Institute for Medical Research, USC Columbia ranking in 2018 was #36 (#31 previous year, despite higher CON funding). 2-Peer Reviewed Publications: 99 (record year). 4.5 pubs/TT faculty in 2019 compared to 1.65 pubs/TT faculty in 2013. 3-NIH Submissions: 8 total; a decrease of 4 from FY2017. 4-Total Grant Submissions: 34, reflecting an increase of 8 from FY2017 5-Total Grant Submission Dollars: $32,774,738, an increase of $17,328,785 from FY 2017 6-Research Awards: 33 7-Research Awards Total: $2,876,550; Education and Practice Awards Total: $1,570,977 8-Total Funding: $4,450,527 9-Grant Total Expenditures: $2,933,349.38. 2018 Grant Total Expenditures by TT Faculty: $2,174,245.54 10-3 Magellan Scholars Funded; 1 science undergraduate research funded. 11-Research Exchange offered to promote collaborations with DNP and PhD faculty (clinical track and tenure track faculty). 12-Visiting scholar - research methodology during past year. 13-Two faculty writing clubs per month (led by AD Faculty). 14-Faculty writing workshop held (UNC Chapel Hill faculty led). 15. Drs. Pinto and Andrews received Research Awards from professional organizations (Society Behavioral Medicine and Southern Nursing Research Awards). 16-Dr. Felder and Dr. McDonnell received Breakthrough Scholar Award (University). Dr. Sara Donevant received graduate scholar award from VPR office. 17-Center for Cancer Survivorship continues to expand with new faculty. 18-Smart State Center, Advancing Chronic care Outcomes through Research & iNnovation (ACORN) under development. 19-Total of 22 Tenure track faculty (increase from 11 in 2013). 20-Fullbright Scholar (Dr. Cheedy Jaja) who is conducting international research on sickle cell disease in Sierre Leone December 2018 through July 2019). 21. Visiting Professor for one academic year (AY 2019), Dr. Evanilda Carvalho, from the Universidade Estadual de Feia de Santana, who is working with Dr. Jenerette. 22. First Macy Scholar Award to the CON. Dr. Coretta Jenerette, PI, who will implement cultural sensitivity/social determinants in PhD education via simulation and other methodologies.
Resources Utilized	1. Office of Research(Assoc. Dean, pre-award and post-award staff). 2. CON funds to support research collaborations across faculty tracks. 3. CON-CEC collaborative seed fund program. 4. CON's indirects to support start-up packages for new hires along with provost support.
Goal Continuation	We plan to continue to hire tenure-track/tenured faculty and faculty for the SmartState Center. Current faculty are strongly encouraged and supported in submitting competitive grant applications and publishing in strong peer-reviewed journals.

Goal Upcoming Plans	We plan to continue many of the initiatives described earlier: individual mentoring of faculty, workshops by national experts, seed funds for pilot proposals, faculty support for advanced training to enhance their research skills and expertise, incentivizing PIs and providing competitive start-up packages for new hires. Writing clubs will be on-going to facilitate publications. SmartState Chair plans to hire one faculty and one-post-doctoral fellow. We plan to recruit additional tenure-track/tenured faculty.
Resources Needed	Start-up funding for new faculty hires including PhD program director.
Goal Notes	The CON aims at improving our NIH ranking and is committed to this goal. Over the past year, the CON secured another R01 award (Dr. Robin Dail, PI). We have 3 proposals in fundable ranges in past two months (Bell R03, Pinto R01, and Abshire K. TT/tenured faculty receive strong and consistent messages to submit quality applications for national-level funding. In addition to individual mentoring, junior faculty receive mock reviews of grant applications prior to submission and senior faculty obtain external written reviews of their applications. Faculty have participated in larger grant applications (e.g., U54) and training grants submitted from other units.

Goal 4 - Practice

Goal Statement	Advance pioneering clinical practice innovations and faculty practice expertise. Objective 1: Enhance infrastructure to expand faculty practice sites, interdisciplinary student learning, and professional service opportunities. Objective 2: Innovate health care delivery models to increase access to care for underserved populations across the lifespan. Objective 3: Optimize the long-term sustainability of Carolina Family Practice.
Linkage to University Goal	•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	
Status	Progressing as expected (multi-year goal)
Action Plan	1-Continue to increase patient visits at Carolina Family Practice to improve revenues. In 2nd year under management of PH-USC group. 2-Establish new clinical sites for new Advanced Practice faculty participating in faculty practice. 3-Obtain HRSA and other grants to support APRN programs and faculty initiatives. 4-Expand telehealth offerings, and Center for Connected Health. 5-Annual Practice Conference sponsored by CON Practice Council. 6-Continue to expand clinical site availability for MSN and DNP clinical tracks. 7-Support legislation and other initiatives for Preceptor Tax Credit in SC.

Achievements	1-2018 Income = $454,194 Contract $311,621 Patient $142,573 2- 2018 Expenses Total $515,121 3-Net (Loss) ($60,927) 4-Monthly Patient Census: 2,688 patient visits seen during the year with a monthly average of 222 5-The Carolina Family Practice site moved to a new location during the FY18, 1410 Blanding Street. 6-New partnership with Eau Clair Cooperative Health; new partnership with Walmart Health Clinics; submitted HRSA grant for co-training FNP students with Eau Clair (Ribar, PI); acquired 3 new clinical site placements for faculty. 7-Atrium Health requiring payment (up to $1000/semester) for NP student preceptors. CON dropped this site. 8-NP clinical site availability overall improving with focused efforts from Clinical Site Coordinator (Jeanne Cavanaugh), and focused efforts from faculty. 9-New EMR (Cernar) established in CArolina Family Practice; Acquired teaching EMR in CON simulation lab. 10-Recruiting new Associate Dean Practice (Burgess retired). 11-Incorporated standardized patients in simulation lab to enhance student learning. 12-Continuing HRSA funding to support FNP students to practice in underserved regions. (Burgess PI) 13-Preceptor Tax Credit passed Senate (FEB 2019). 14-Annual Practice Conference scheduled March, 2019 - cancelled due to low registrations. 15-Telehelath initiatives funded by BCBS continues. (McKinney PI) 16-Simulation Training for rural state CON funded by Duke Foundation. (Graham PI)
Resources Utilized	1-AD practice, Asst Dean Operations, Director Carolina Family Practice, faculty, staff, CON Practice Council. 2-Grant funding (HRSA and foundations). 3-PH-USC Medical Group

Goal Continuation	Ongoing
Goal Upcoming Plans	1-Continue to work with PH-USC to increase revenue at Carolina Family Practice 2-Hire AD Practice 3-Continue to expand practice sites for students and faculty practice 4-Continue to pursue grant funding to support practice initiatives
Resources Needed	1-Continued grant funded and faculty practice revenue
Goal Notes	

Goal 5 - Leadership and Partnerships

Goal Statement	Cultivate and expand regional, national, and global initiatives to leverage nursing to meet diverse needs throughout healthcare. Objective 1: Increase leadership capacity and effectiveness to address individual and organizational goals. Objective 2: Expand and develop strategic partnerships with external providers, organizations, the academic community, domestically and globally. Objective 3: Transform healthcare through innovation, collaborations, and policy.
Linkage to University Goal	•Educating the Thinkers and Leaders of Tomorrow •Assembling a World-Class Faculty of Scholars, Teachers, and Practitioners •Spurring Knowledge and Creation •Building Inclusive and Inspiring Communities •Ensuring Institutional Strength, Longevity, and Excellence
Alignment with Mission, Vision, and Values	The Center for Nursing Leadership is a state-wide organization that works with nursing and healthcare organizations across SC. Though the Cockcroft leadership program and Chief Nursing Officer (CNO) forum, we focus on developing leadership skills. Though the use of strategic partnerships, we have aligned with key nurse and healthcare organizations to better address the needs of nurses and patients. Through the use of big data, we are informing practice changes and outcomes improvements.
Status	Progressing as expected (multi-year goal)
Action Plan	We are working with nursing and healthcare organizations across the state to address common goals and needs of the state including the nursing shortage, expanding scope of practice, increasing the number of nurses with doctoral degrees, nursing faculty shortage, and improving health across populations. We are using multiple big databases to inform state and organizational policy.
Achievements	We continue to lead statewide nursing workforce analyses and are partnering with health systems using "Big Data" to inform decision making for policy makers and improved health care delivery through white papers and annual, survey-based reports. Center for Nursing Leadership/DNP Nurse Executive Director is partnering with Chief Nursing Officers and academic institutions to identify DNP student projects meeting organizational needs and national requirements. Through the Excellence in Nursing Consortium, CNL staff are working with the largest health system in the state to transform nursing care associated with discharge planning to decrease preventable readmissions by combining applied translational research, evidence-based practice, and quality improvement to decrease preventable readmissions to achieve organizational cost savings and improve patient outcomes.

Resources Utilized	During the past year, the CNL supported the Annual Leadership Summit, the Cockcroft Leadership program, and the Viana McCown Leadership program from its CON budget. We were able to leverage the Excellence in Nursing Consortium contract to obtain health system wide data without cost to the CNL.
Goal Continuation	Ongoing delays with obtaining several state-wide databases have delayed the initiation of planned analytics. However, once the data is obtained, the analytic plans will be initiated.
Goal Upcoming Plans	During this year, we will be using the big databases we have obtained to work with strategic partners to pursue grant opportunities, white papers, additional collaborations, and peer-reviewed publications. We will continue to build and strength our partnerships to address the faculty and nursing shortage within the state, particularly with SCHA to ensure there are state funded resources. We will continue to analyze our databases and apply advanced analytics for academic dashboards to market to other academic institutions. Will continue our work with interdisciplinary teams to further build our big data infrastructure and capabilities. Will expand efforts to market the Crockcroft leadership program to the Southeastern region. Will expand the membership of the action coalition to include SCNA, SCONL and DHEC to continue previous work and address the faculty and nursing shortage. We will continue to expand the membership within the Excellence in Nursing Consortium.
Resources Needed	Plan to increase CNL faculty/staff with grants, fees for service contracts, and increased student involvement continues. Utilization of undergraduate students, at a lower cost, has facilitated the work of the CNL and extended the capacity of the CNL Director. The use of a data analyst as a temporary employee has accelerated the acquisition of integration of big databases. The CNL needs to hire an additional person for 20 hours per week to facilitate the supply and demand surveys and CEU processing due to the reduced hours of staff. We continue to utilize opportunities for leveraging resources at no or low cost, but would be extremely challenged to continue our success and achieve planned goals with any budget reductions.
Goal Notes	We are leading statewide nursing workforce analyses and using "Big Data" to inform decision making for improved health care delivery. Research on: practice penetration of primary care providers within SC informed what is now current law; faculty in schools and colleges of nursing indicate a growing shortage; nursing graduates indicates a growing proportion of baccalaureate prepared RNs; and proportion of the current nursing workforce indicates 25% of total are not working in SC. Dr. Ronda Hughes has an agreement with the largest health system in the state and other health organizations for data sharing, data analyses, and interventional strategies to measurably improve patient and nursing outcomes over the next several years.

Academic Programs

Program Rankings

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

Best On-line Masters Programs - U.S. News and World Report Best - 2019 - #6 (tie) with Duke, George Washington, MUSC.

Doctor of Nursing Practice, Best DNP Programs - U.S. News and World Report - 2019 - #32 (improved from #44 ranking in 2018)

Graduate Nursing Program - US News & World Report #30 (#39 last year; #70 in 2014)

Undergraduate Programs are not ranked by US News. NCLEX ranking in top 12% of US. May 2018 NCLEX pass rate = 100% first time pass rate. Average over past two years = 98.5%.

Instructional Modalities

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

1-BSN program is 25% online; 75% face to face didactic courses; Approximately 750 hours clinical site training.
2-RN-BSN is online, with clinical component in clinical settings.
3-MSN Clinical Tracks, Post Masters Clinical Track, and DNP Clinical Track provide online didactic instruction, with face to face simulation and other clinical learning immersions on campus, and required clinical hours dependent on track/certification requirements.
4-MSN Nursing Administration and Nursing Informatics provide online didactic instruction.
5-DNP (non clinical track) didactic is online.
6-PhD is hybrid of face to face instruction (Friday/Saturday monthly), with some hybrid online instruction.
7-We have initiated online exams through ProctorU in nurse practitioner courses as an effort to authenticate exam takers and ensure academic integrity of online assessments, while still offering flexible options for testing to working and geographically dispersed student population.
8-Introduced a two-tier simulation in two specialty courses for PMHNP students to enable students to practice interviewing patients with psychiatric disorders, arriving at probable diagnoses and decisions about treatment. The first tier consisted of several online text-based simulation-type exercises allowing student to practice the steps in diagnostic interviewing and clinical decision-making. These low-cost exercises prepared students for participating in a more complex simulation with a standardized patient conducted through telehealth technology. Telehealth simulation was recorded and the recordings were made available to students and clinical faculty for review and evaluation of professional competencies.
9-Implemented Examsoft secure online testing to provide the opportunity for online testing similar to NCLEX. Additional benefits include increased testing security, exam review tools and non-WIFI dependent testing.
10-Rotational clinical instruction for the Psychiatric nursing course at the undergraduate level. This change allows students to experience clinical sites across the care continuum vs placed in a single organization.
11-The addition of standardized patients in simulation in both undergraduate and graduate courses.

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.

1-MSN and PM Nursing Informatics now approved. Recruiting Director.
2-Under Development:
  a. Entry into Practice MSN - Approved by CON; awaiting approval by Graduate Council.
  b. RN-MSN - under development CON
  c. MSN Nursing Education - under development with USC Aiken, USC Upstate
  d. Collaboration with School of Medicine for DNP/CRNA program. CON to teach 8 courses in curriculum (to start 2020).
3-In second year of Smart Start Honors Program. 14 students in each of past two cohorts.

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.

1-Nursing has high proportions of experiential learning, due to the nature of the training in both undergraduate and graduate programs. (See community engagement for volunteer and partnering clinical agencies that provide experiential learning for students).
2-Implemented a series of online authentic learning activities (virtual medication administration rounds) in the undergraduate pharmacology course to provide students with opportunities to practice making clinical decisions related to medication administration. These exercises involve multiple patients and require students to assume the role of the nurse, analyze clinical situations and prioritize nursing care.
3-The undergraduate program registered their first course NURS435 with the university office of experiential learning. Additional course will be on boarded over the next several semesters as the courses are offered.
4-Introduction of the simulated electronic health record (EHR) provides the learner with a simulated patient to practice using EHR data to impact patient care and outcomes.

Experiential Learning For Graduate & Professional Students

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

1-Two-tier simulations implemented in PMHNP specialty courses exposed students to a wider range of patient conditions than a clinical practicum alone would allow. Online text-based simulation-type exercises allowed students to master the steps in diagnostic interviewing and clinical decision-making. The telehealth simulation with a standardized patient provided experience with using technology widely used in healthcare for remote patient visits.

Affordability

Assessment of affordability and efforts to address affordability.

Graduate school is expensive and the faculty at the CON realize this cost. Faculty have made an effort to streamline costs by coordinating text across courses, activity engaging students to improve time to graduation, streamlining curricular plans so students qualify to financial aid each semester and only take courses required for their plan of study. In the Fall 2018 clinical fees schedule, a change to credit hours taken per course vs per course for select courses was introduced to afford greater flexibility for students and reduce costs.

Undergraduate: With the additional costs of expanded program technology such a ATI and Examsoft, faculty are streamlining their textbook lists and offering open source materials when appropriate.

Reputation Enhancement

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

1-Article accepted in *Nursing Outlook* highlighting the Rebuilding of Historical Research Intensive College of Nursing.
2-Hiring 2nd communications staff to assist with web, social media. FB = 5000 followers. Instagram 1500 followers. Twitter 1100 followers.
3- Magazine sent to national audiences at least once per year (past 3 years) to members of the Academy of Nursing, Nursing Deans across US. Also sent to alumni, university and regional stakeholders, clinical partners.
4- Monthly e-newsletter to alumni, stakeholders
5-Consulting with central communications to revise/update Website.
6-Hiring faculty from across US from premier schools (Duke, UNC Chapel Hill, Brown, Univ Virginia, Washington State, others)
7-Faculty travel/podiums national and international
8-Faculty awards (national/international), with special emphasis on American Academy of Nursing, American Academy of Nurse Practitioners, National League for Nursing, National Academy of Practice
9-Continued improving rankings US News; NIH. 100% NCLEX pass rate.
10-Dean and faculty serve on national boards and committees (American Association Colleges of Nursing, Academy of Nursing, Society Behavioral Medicine, NIH study sections)
11-Showcased UofSC Nursing teaching innovations (online patient visits and medication administration rounds) at the College of Nursing at two university-wide teaching forums and at the online patient visits at the 34th Annual Distance Teaching and Learning conference in Madison, WI, which is a highly respected international conference for distance education practitioners, administrators and researchers.
 12-Dean Andrews hosted a Fall showcase event that focused on all the nursing programs and student scholarship activities. This was open to all students and area high schools. This showcase was a great success and connected the community with the CON is a meaningful way. Over 300 participants for 1st time offering.
13-Dean and faculty serving on local, state, regional boards and task forces.
14-Increasing attempts to engage alumni (see alumni section).
15-Planned manuscripts (similar to #1 above) to highlight UofSC Nursing. Planned manuscripts will include: Building partnerships across tracks:DNP and PhD collaborations; Nursing and Engineering Collaborations; Improving graduation rates; Cockcroft Leadership Program

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.

1-A significant challenge to experiential learning for the graduate program is complying with each state board of nursing rules for all states that we currently admit students. In Summer of 2018, the CON could not longer accept students from every state because of the multitude of compliance standards. A map was developed to help guide students and is located at
https://www.sc.edu/study/colleges_schools/nursing/academic_programs/accreditation.php
The CON has limited admission to 18 states for APRN program and an additional 3 states for non-APRN graduate programs.

2-The increasing pressure for a fee payment by the CON for clinical preceptors access imposed by clinical

entities is limiting the variety of setting as well as the number of students we can accept per cohort. We have improved clinical placements because of the support of the Director of Clinical Partnerships and active engagement of the Program Directors. However, the increasing regulatory guidelines for accreditation, service to preceptors, clinical partners and students continue to stretch the student services team. While they do a tremendous job with the day to day work flow, however, little room is left for innovative ideas to be explored and implemented given the increasing compliance demands.

3-Adaptively learning products widely available for undergraduate students are limited for the graduate level student and if available, are not purely adaptive and can be cost prohibitive.

4-Undergraduate nursing continues to struggle securing enough masters prepared clinical faculty to conduct clinical rotations due to faculty shortage.

5-The RN-BSN program continues to struggle with a timely admission process due to delays with the undergraduate admission office process. This results in high levels of student frustration and limits enrollment as students move on to other programs. The for-profits have the majority of the market in this space.

6-Faculty shortage, with approximately one third to half of applicants having substandard education, consistent with R1 university. (MSN or Doctorate from poorly reputable for profit program).

Faculty Population

Faculty Employment Summary

Table 1. Faculty Employment by Track and Title.

	Fall 2018	**Fall 2017**	**Fall 2016**
Tenure-track Faculty	21	18	14
Professor, with tenure	5	5	3
Associate Professor, with tenure	8	7	7
Assistant Professor	8	6	4
Librarian, with tenure	0	0	0
Research Faculty	2	2	2
Research Professor	1	1	1
Research Associate Professor	0	1	1
Research Assistant Professor	1	0	0
Clinical/instructional Faculty	32	27	26
Clinical Professor	0	1	1
Clinical Associate Professor	10	10	10
Clinical Assistant Professor	21	17	16
Instructor	1	0	0
Lecturer	0	0	0
Visiting	0	0	0
Adjunct Faculty	89	70	71

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 2018, Fall 2017, and Fall 2016.

	Fall 2018	Fall 2017	Fall 2016
Gender	56	51	45
Female	48	47	42
Male	8	4	3
Race/Ethnicity	56	51	45
American Indian/Alaska Native	0	0	0
Asian	1	1	1
Black or African American	11	7	6
Hispanic or Latino	1	1	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	0	2
White	42	41	35

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

Illustration 1. Faculty Diversity by Gender

2018 Faculty Gender
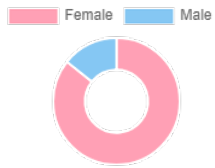
2017 Faculty Gender

2016 Faculty Gender

Female   Male

Female   Male

Female   Male
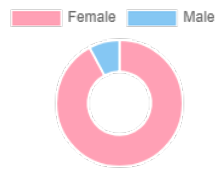
Illustration 2. Faculty Diversity by Race & Ethnicity

American Indian/Alaskan Native   Asian   Black
Hispanic   Native Hawaiian or Other Pacific Islander
Nonresident Alien   Two Or More Races   Unkown Race
White

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 2018 (by rank, type of funding; e.g., federal, state, etc., and by department if applicable).
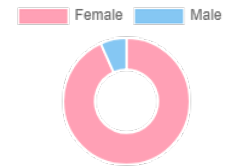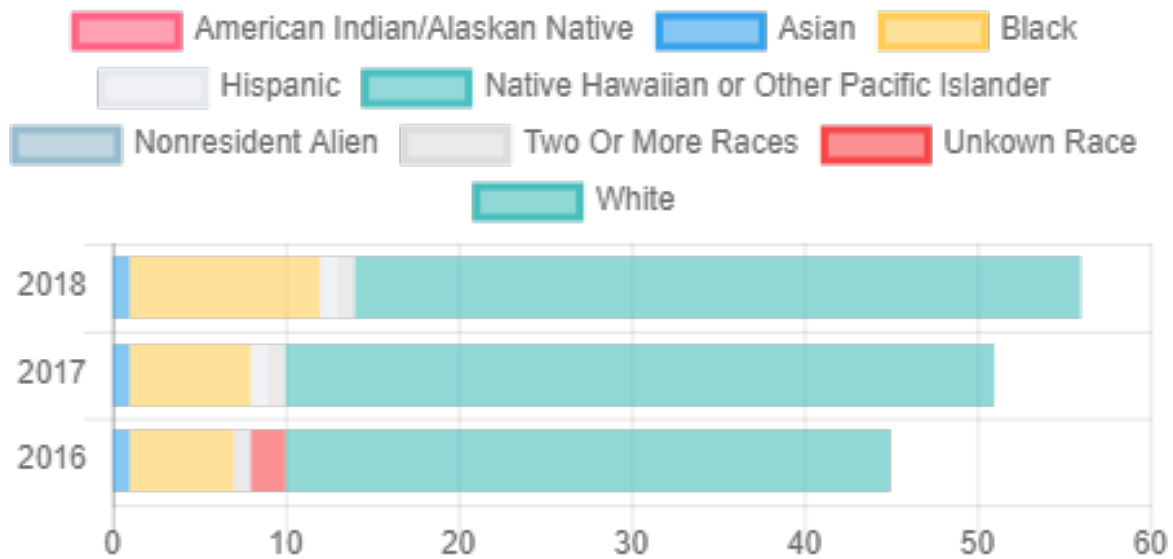*3) Number of patents, disclosures, and licensing agreements for three most recent Fiscal Years.*

See attached academic analytics, research productivity.
Highlights:
- -Record year of funding ($4.4 million) research/education/practice grants
- -Record year of faculty peer reviewed publications (99 total; 4.5 pubs/TT faculty)

*Peer institutions:•
University of Florida•
University of Kentucky•
University of Massachusetts Amherst•
University of Missouri•
University of Tennessee•
University of Georgia

Faculty Development

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

To incentivize faculty to become Principal Investigators, an indirect cost sharing plan is offered. Faculty collaborate with other departments/units such as the Arnold School of Public Health, School of Social Work, Pharmacy and Arts and Sciences. Apart from these traditional partners, research collaboration with the College of Engineering and Computing has been growing steadily. We have offered opportunities for faculty in the two colleges to learn about mutual interests and offered a collaborative seed fund initiative to support joint pilot proposals. We continue to support and foster collaboration across the tenured/tenure track, research faculty and clinical tracks through research exchange events, pilot funds and writing workshops.

Faculty are encouraged to apply for advanced research training and attend grant writing workshops. Attendance at these trainings and workshops is funded by start-up packages, incentive funds and/or the Office of Research. Each academic year, a national expert on new methodologies in behavioral science is invited to present a workshop and meet with individual faculty on consultation on their grant applications. In addition, faculty and students are invited to attend a monthly Research Forum series, organized by the Office of Research wherein junior and senior faculty and other stakeholders in research (e.g., UofSc IRB) present on topics relevant to nursing science.

The Office of Research distributes a weekly e-newsletter to all faculty listing funding announcements and training opportunities. Faculty submitting grant applications are provided support in preparing their budgets, assembling the grant package and submission through USCERA by the Program Coordinator at the Office of Research. To strengthen the competitiveness of grant submissions, the ADR provides junior faculty a mock review of their

applications to federal agencies (e.g., NIH, AHRQ) and funds written reviews by scientists of grant applications by senior faculty.

The Office of Faculty Affairs (OFA) has offered multiple opportunities to grow faculty professionally throughout the year. In both the fall and spring semesters, writing clubs have offered faculty an opportunity to share their future publications, receive feedback and to give feedback to others. A publication workshop was offered with extremely knowledgeable speakers and prolific writers, Drs. Terry Valiga and Marilyn Oermann. Not only did they discuss selecting journals, authorship, and manuscripts, but also met in small groups with faculty to give targeted instruction and feedback. Every faculty in the CON was offered a copy of the book, Writing for Publication in Nursing. Two faculty members, Dr. Ribar and Dr. Worthy attended the NLN Scholarly Writing Retreat to enhance their writing skills and learn how to better disseminate their findings in scholarly publications.

The OFA is dedicated to supporting individual growth and meeting the needs of the faculty. To do this, each new faculty member is assigned two mentors. One focuses on scholarship while the other is a teaching mentor. This helps the new faculty become well rounded and successful in all areas of responsibility. A new faculty orientation Blackboard site has been created and a new hire checklist is under development to help faculty seamlessly transition into their new role. They both offer faculty information on college logistics from ordering a lab coat to knowing where to find their class schedules. In collaboration with other departments and units across campus, the College of Nursing is also participating in demo sessions to learn about PeopleGrove, a mentorship platform. This platform creates a centralized mentor program at USC which would benefit students, faculty, staff and alumni.

The College of Nursing has a strong commitment to personal growth and building leadership within the faculty. The clinical track promotion criteria was revised to encourage faculty progression by increasing clarity and understanding of the criteria. The tenure track promotion criteria is currently being revised as well. The Office of Faculty Affairs sponsored two highly motivated faculty for the Amy V. Cockcroft Fellowship for Leadership Development.

Other Activity

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

•
Dail, Robin: OFA Strategic Funds Grant, August 7, 2018•
Helen Gurley Wolford Creativity/Innovation Funds, December, 2018•
College of Nursing pilot award projects (200k investment)•
Multiple faculty and staff attended the Women's Leadership Institute - developing women in higher education•
Dr. Pinto's office has sponsored multiple pilot award projects

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)

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:

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

Table 4. Faculty-to-Student Ratio, Fall 2018, Fall 2017, and Fall 2016

Fall 2018	Fall 2017	Fall 2016
01:17.0	1:17.6	1: 20.0

Analysis of Ratio

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

Fall 2018 = 1:17
Fall 2017 = 1:21
Fall 2016 = 1:23

Faculty Awards Nominations

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

Research Award Nominations

Recipient(s)	Award	Organization
Andrews, Jeanette	Research Leadership Award	Southern Nurses Research Society
Donevant, Sara	Faculty Commendation for Outstanding Doctoral Dissertation	USC College of Nursing
Donevant, Sara	Breakthrough Graduate Scholar	University of South Carolina
Estrada, Robin	New Investigator Award	USC College of Nursing
Felder, Tisha	USC Breakthrough Star Award	University of South Carolina
Felder, Tisha	Innovation Award	USC College of Nursing
Felder, Tisha	New Investigator Award	USC College of Nursing
Gibbs, Shelli	Undergraduate Teaching Award	USC College of Nursing
Heiney, Sue	Senior Investigator Award	USC College of Nursing
Jackson, Joynelle	Innovation Award	USC College of Nursing
Jaja, Cheedy	Fulbright Scholar Program Award	United States Department of State's Bureau of Educational and Cultural Affairs
Jaja, Cheedy	Sickle Cell Healthcare Advocate of the Year	Sickle Cell 101
McDonnell, Karen	Faculty Mentor Award	USC College of Nursing
McDonnell, Karen	VPR Breakthrough Star	USC VPR
Pinto, Bernardine	Senior Scholar Award	USC College of Nursing
Pinto, Bernardine	Senior Investigator Award	Society of Behavioral Medicine

Service Award Nominations

Recipient(s)	Award	Organization
Abshire, Demetrius	Rural Health Fellow	National Rural Health Assn
Mitchell, Sheryl	President's Award	South Carolina Nurses Association

Teaching Award Nominations

Recipient(s)	Award	Organization

Creed, Joan	Outstanding Graduate Teaching Award	University of South Carolina
Davis, Victoria	Novice Faculty Excellence in Clinical Teaching	American Association of Colleges of Nursing
Davis, Victoria	Undergraduate Teaching Award	USC College of Nursing
Dievendorf, Amy	Recipient	Helen Gurley Wolford Recipient
Estrada, Robin	Mungo Undergraduate Teaching Award	University of South Carolina
Estrada, Robin	Novice Faculty Teaching Award	American Association of Colleges of Nursing
McQuilkin, Deb	Graduate Teaching Award	USC College of Nursing
Mitchell, Sheryl	Clinical Practice Teaching Award	University of South Carolina
Starnes-Ott, Kristen	Educator Fellow (ANEF) Nominee	National League for Nursing
Webb, Lisa	Undergraduate Teaching Award	USC College of Nursing
Wilson, Kelley	Two Thumbs Up Award	USC College of Nursing

Other Award Nominations

Recipient(s)	Award	Organization
Andrews, Jeannette	Alpha Xi Amy Cockcroft Leadership Award	Sigma Theta Tau/Alpha Xi Chapter
Andrews, Jeannette	Muriel Horton Dean Award	SC Student Nurse Association
Beaver, Lindy	Palmetto Gold	SC Nurses Foundation
Davis, Victoria	Collegiality & Collaboration Award	USC College of Nursing
Dievendorf, Amy	Palmetto Gold	SC Nurses Foundation
Felder, Tisha	40 Under 40 Leaders in Health Award	National Minority Quality Forum
Graham, Crystal	Palmetto Gold	SC Nurses Foundation
Harris, Eboni	Palmetto Gold	SC Nurses Foundation
Hughes, Ronda	Palmetto Gold	SC Nurses Foundation
Hulett, Jennifer	Alumni Achievement Award	University of Missouri-Sinclair School of Nursing
Burgess, Stephanie	Fellow of the American Academy of Nursing	American Academy of Nursing
Baliko, Beverly	Fellow of the National Academy of Practice	National Academy of Practice

Faculty Awards Received

Faculty of CON were recognized for their professional accomplishments in the categories of Research, Service, and Teaching.

Research Awards

Recipient(s)	Award	Organization
Andrews, Jeanette	Research Leadership Award	Southern Nurses Research Society
Donevant, Sara	Faculty Commendation for Outstanding Doctoral Dissertation	USC College of Nursing
Donevant, Sara	Breakthrough Graduate Scholar	University of South Carolina
Felder, Tisha	Innovation Award	USC College of Nursing
Felder, Tisha	New Investigator Award	USC College of Nursing
Gibbs, Shelli	Undergraduate Teaching Award	USC College of Nursing
Heiney, Sue	Senior Investigator Award	USC College of Nursing
Jackson, Joynelle	Innovation Award	USC College of Nursing
Jaja, Cheedy	Fulbright Scholar Program Award	United States Department of State's Bureau of Educational and Cultural Affairs
Jaja, Cheedy	Sickle Cell Healthcare Advocate of the Year	Sickle Cell 101
McDonnell, Karen	Faculty Mentor Award	USC College of Nursing
McDonnell, Karen	VPR Breakthrough Star	USC VPR
Pinto, Bernardine	Senior Investigator Award	Society of Behavioral Medicine

Service Awards

Recipient(s)	Award	Organization
Mitchell, Sheryl	President's Award	South Carolina Nurses Association

Teaching Awards

Recipient(s)	Award	Organization
Davis, Victoria	Undergraduate Teaching Award	USC College of Nursing
Dievendorf, Amy	Recipient	Helen Gurley Wolford Recipient
McQuilkin, Deb	Graduate Teaching Award	USC College of Nursing
Mitchell, Sheryl	Clinical Practice Teaching Award	University of South Carolina
Wilson, Kelley	Two Thumbs Up Award	USC College of Nursing

Other Awards

Recipient(s)	Award	Organization
Andrews, Jeannette	Alpha Xi Amy Cockcroft Leadership Award	Sigma Theta Tau/Alpha Xi Chapter
Andrews, Jeannette	Muriel Horton Dean Award	SC Student Nurse Association
Burgess, Stephanie	Fellow of the American Academy of Nursing	American Academy of Nursing
Baliko, Beverly	Distinguished Fellow	National Academies of Practice
Beaver, Lindy	Palmetto Gold	SC Nurses Foundation
Davis, Victoria	Collegiality & Collaboration Award	USC College of Nursing
Dievendorf, Amy	Palmetto Gold	SC Nurses Foundation
Felder, Tisha	40 Under 40 Leaders in Health Award	National Minority Quality Forum
Graham, Crystal	Palmetto Gold	SC Nurses Foundation
Harris, Eboni	Palmetto Gold	SC Nurses Foundation
Hughes, Ronda	Palmetto Gold	SC Nurses Foundation
Hulett, Jennifer	Alumni Achievement Award	University of Missouri-Sinclair School of Nursing

Student Recruiting and Retention

Student Recruitment

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

-
Recruitment efforts include visiting collegiate schools, hospital systems, exhibiting at statewide APRN conference, SC Student Nurses Association Annual Convention, National Student Nurses Association Convention, regional conference (Southern Nursing Research Society, Southeastern Faculty Development Conference), national meetings (Magnet Conference, National Organization Nurse Practitioner Faculty Conference, American Academy of Nurse Practitioner Conference) and hosting recruitment tables at CON and university events (Fall Expo, Discover USC).•
Advertisements in state nursing publications (Palmetto Nurse, SCNA) for graduate students.•
Advertisements in national conferences' program guides for doctoral graduate students (NP organizations, doctoral conferences).•
Dean's Scholarship opportunities for new PhD students.•
Robert Woods Johnson Scholarship opportunity for new PhD student.•
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.•
Continued usage of social media such as Facebook, Instagram, and twitter to attract students to our programs.•
Continued refinement of website to ensure accurate program information.•
Maintained national ranking for U.S. News and World report•
Host multiple online information sessions for all graduate programs

Student Retention

Efforts at retaining current students in College/School programs.

-
Students move efficiently through the programs due to curriculum changes previously approved•
Changes to data enrollment management system to refine student degree plans to be more user friendly regarding clinical hour course requirements.•
Identifying and managing at-risk students and providing resources in support of at-risk students•
CVS Grant, Advanced Nursing Education Workforce (ANEW) Grant opportunities for continuing students•
Student outreach between semester for those not enrolled to determine barriers for enrollment and work to retain students•
Director of Clinical Partnership pulls projections for upcoming clinical student reaching out one semester ahead to facilitate placements and work through barriers for placements.•
Formalized clinical placement opportunities with Walmart Care Clinics and Cooperative Health•
Increasing engagement with online graduate students to include face to face immersions, socials, labcoat ceremony.

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 2018	Fall 2017	Fall 2016
Undergraduate Enrollment			
Freshman	394	378	303
Sophomore	314	265	268
Junior	213	196	189
Senior	330	328	337
Sub Total	1253	1167	1097
Graduate Enrollment			
Masters	443	476	391
Doctoral	79	107	107
Graduate Certificate	15	35	0
Sub Total	537	618	498
Professional Enrollment			
Medicine	0	0	0
Law	0	0	0
PharmD	0	0	0
Sub Total	0	0	0
Total Enrollment (All Levels)	**1790**	**1785**	**1595**

Illustration 3. Undergraduate Student Enrollment by Classification
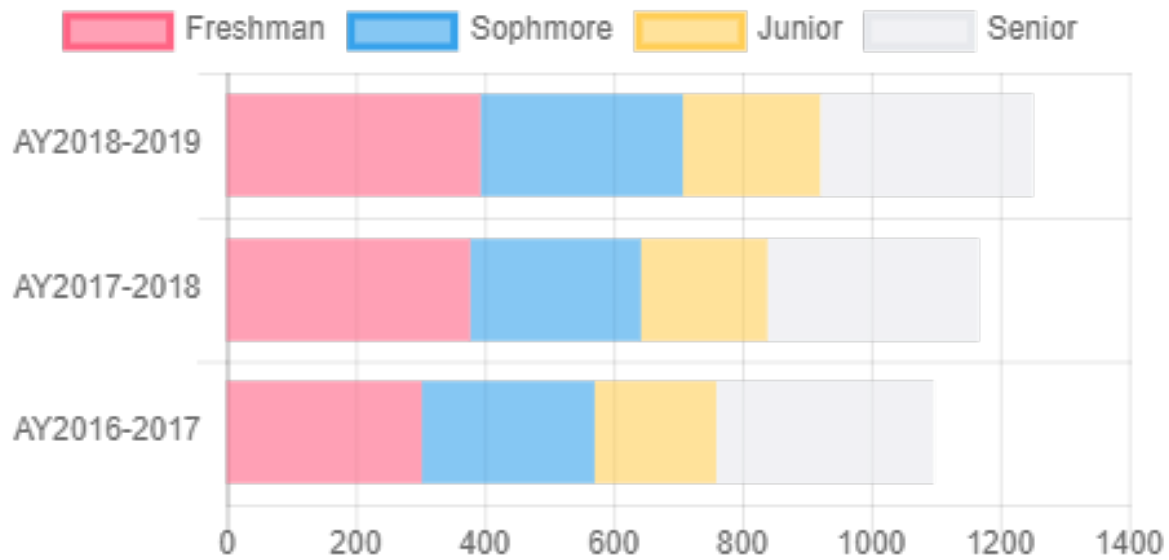
Illustration 4. Graduate/Professional Student Enrollment by Classification
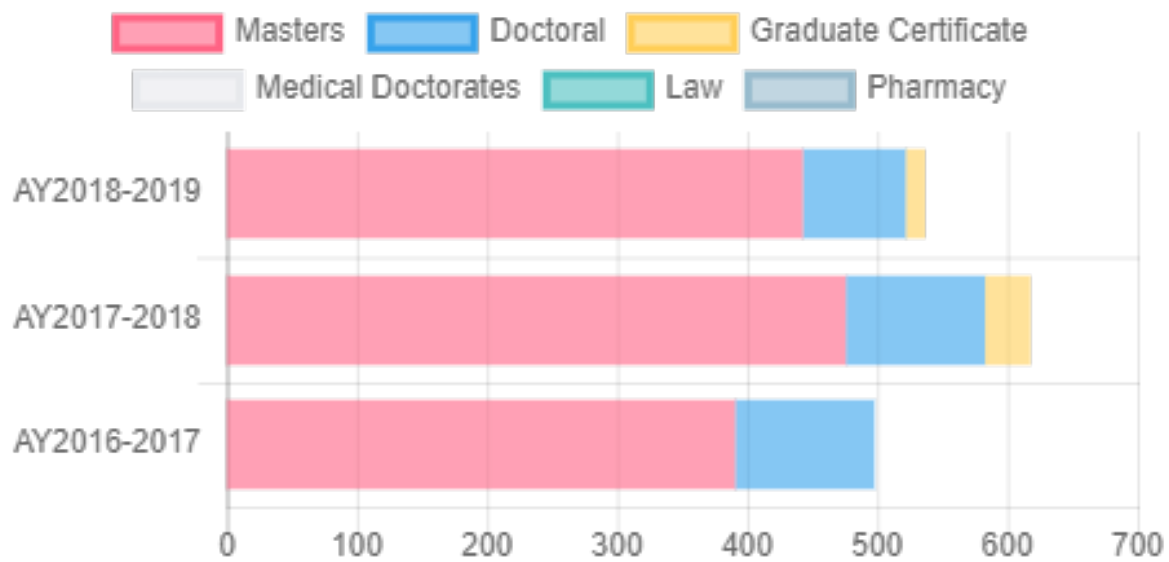
Illustration 5. Total Student Enrollment by Classification (All Levels)
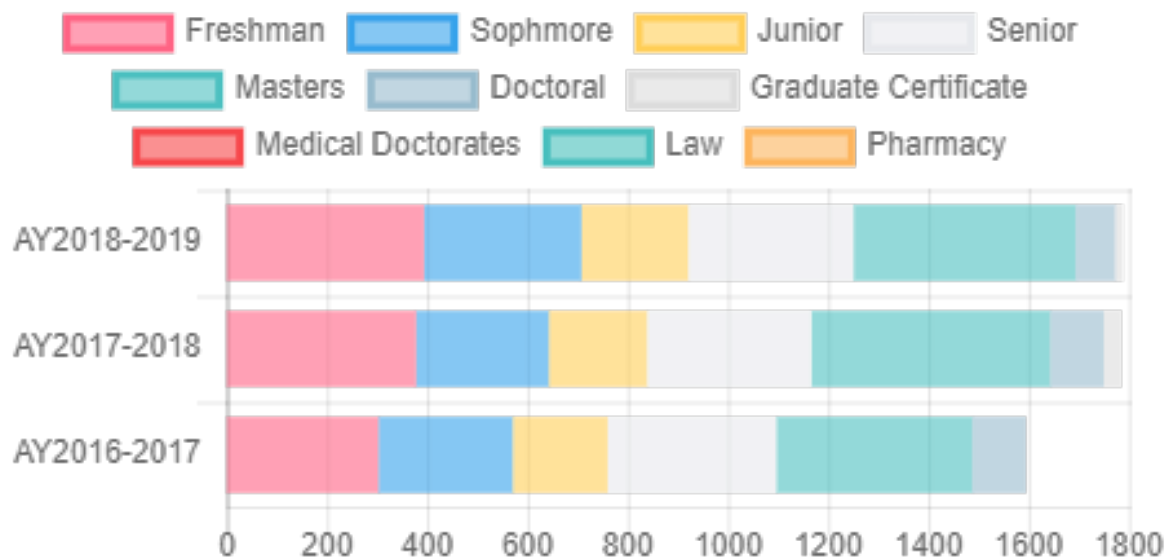
Enrollment by Time Status

Table 6. Student Enrollment by Level and Time Status.

	Fall 2018	Fall 2017	Fall 2016
Undergraduate	**1252**	**1167**	**1097**
Full-Time	1182	1084	1045
Part-Time	70	83	52
Graduate/Professional	**538**	**618**	**498**
Full-Time	103	211	173
Part-Time	435	407	325
Total - All Levels	**1790**	**1785**	**1595**
Full-Time	1285	1295	1218
Part-Time	505	505	505

Student Diversity by Gender

Table 7. Student Enrollment by Gender.

	Fall 2018	Fall 2017	Fall 2016
Undergraduate	**1252**	**1167**	**1097**
Female	1141	1070	1008
Male	111	97	89
Graduate/Professional	**538**	**618**	**498**
Female	487	554	454
Male	51	64	44

Illustration 6. Undergraduate Student Diversity by Gender

2018 Undergraduate Gender
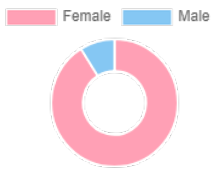
2017 Undergraduate Gender
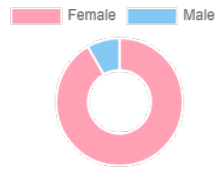
2016 Undergraduate Gender
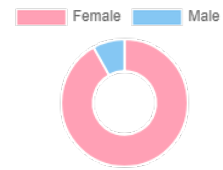
Illustration 7. Graduate/Professional Student Diversity by Gender

2018 Graduate Gender
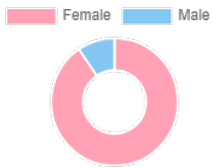
2017 Graduate Gender
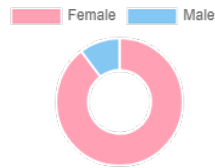
2016 Graduate Gender
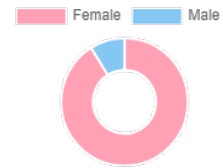
Student Diversity by Race/Ethnicity

Table 8. Student Enrollment by Race/Ethnicity.

	Fall 2018	Fall 2017	Fall 2016
Undergraduate	**1252**	**1167**	**1097**
American Indian/Alaska Native	3	2	1
Asian	23	20	21
Black or African	91	69	64
Hispanic or Latino	47	36	35
Native Hawaiian or Other Pacific Islander	1	1	1
Nonresident Alien	1	4	5
Two or More Races	52	47	41
Unknown Race/Ethnicity	10	10	11
White	1024	978	918
Graduate/Professional	**538**	**618**	**498**
American Indian/Alaska Native	1	2	2
Asian	8	10	8
Black or African	73	89	72
Hispanic or Latino	11	13	11
Native Hawaiian or Other Pacific Islander	1	1	1
Nonresident Alien	2	1	1
Two or More Races	13	15	9
Unknown Race/Ethnicity	7	6	7
White	422	481	387

Illustration 8. Undergraduate Student Diversity by Race/Ethnicity
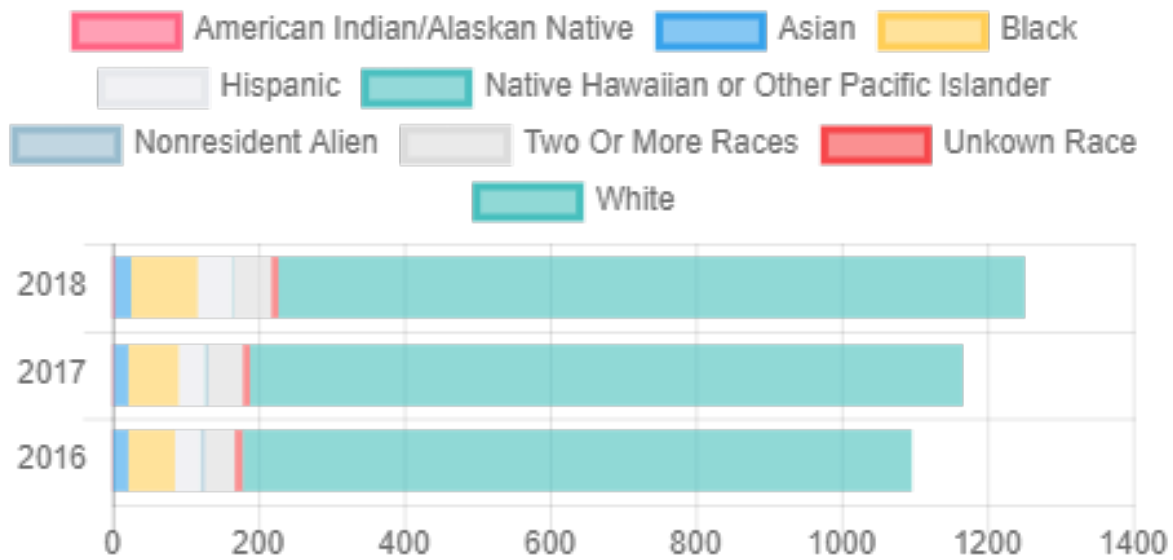
Illustration 9. Graduate/Professional Student Diversity by Race/Ethnicity
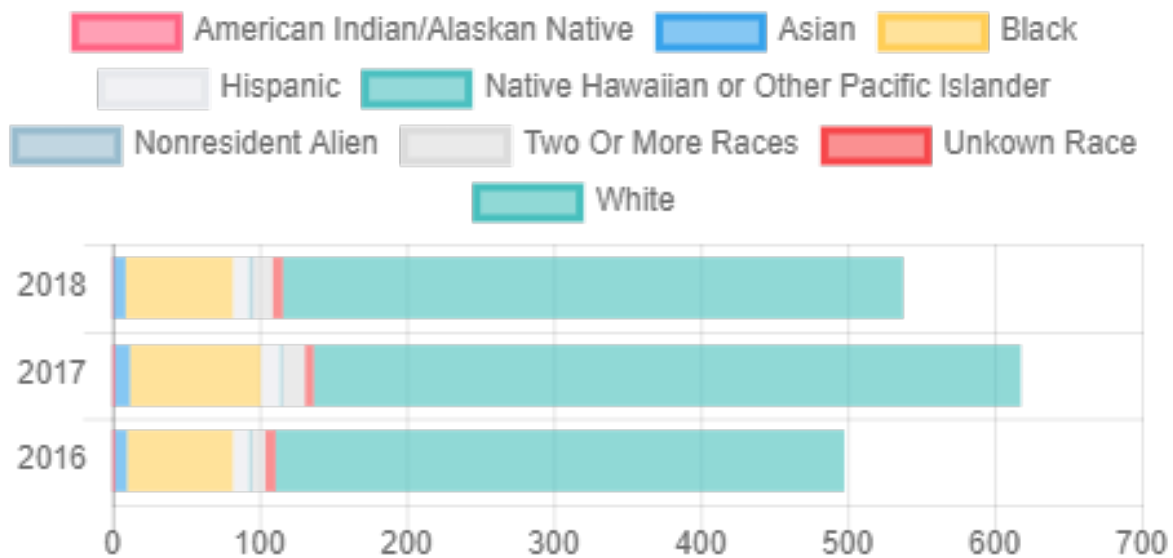
Undergraduate Retention

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
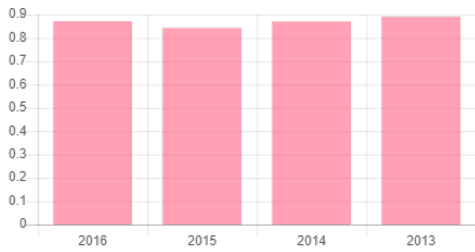
Second Year
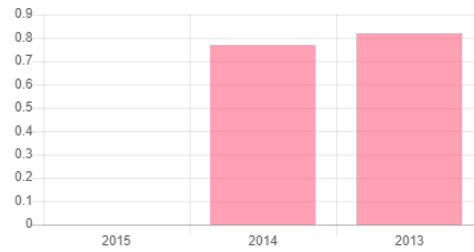
Student Completions

Graduation Rate - Undergraduate

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

	2011	2010	2009
4-Year Same	40.1%	46.2%	55%
4-Year Diff	16.6%	14.9%	12.8%
4-Year Total	56.7%	61.1%	67.8%
5-Year Same	44.4%	47.7%	55%
5-Year Diff	26.4%	22.5%	22%
5-Year Total	70.8%	70.2%	77%
6-Year Same	44.4%	47.7%	55.5%
6-Year Diff	27.4%	24%	23.4%
6-Year Total	71.8%	71.7%	78.9%

Degrees Awarded by Level

Table 11. Degrees Awarded by Level.

	AY2017-2018	AY2016-2017	AY2015-2016
Associates Degree	0	0	0
Bachelors	205	208	209
Masters	185	94	31
Doctoral	28	10	5
Medical	0	0	0
Law	0	0	0
Pharmacy Doctorate	0	0	0
Graduate Certificate	24	16	12

Illustration 11. Degrees Awarded by Level
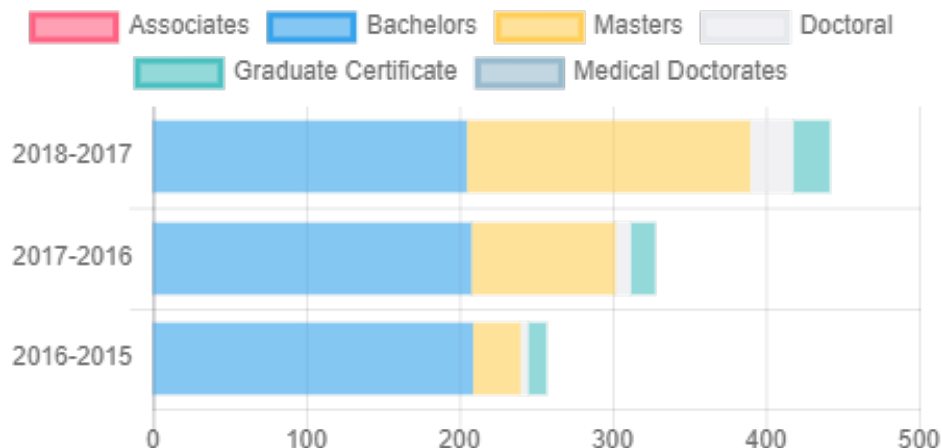
Alumni Engagement & Fundraising

Alumni
Substantial activities, engagements, and initiatives with alumni, focusing on relationships and activities with alumni.

During FY19, events hosted by the Office of Development and Alumni Relations in an effort to engage and cultivate our alumni include:
- Alumni Council fall meeting on October 3, 2018
- Alumni Happy Hour on October 4, 2018
- Viana McCown Lectureship on October 5, 2018
- Alumni Oyster Roast on October 5, 2018
- Class of 1988 Reunion on October 20, 2018
- Celebrate Nursing Gala and Silent Auction on March 21, 2019
- Class of 1966 annual reunion luncheon on April 3, 2019
- Alumni Council spring meeting on April 23, 2019

During FY20, the following events are planned:
- Alumni Homecoming event on November 1, 2019
- Alumni Council fall 2019 meeting, date TBD
- Class of 1979 reunion in fall 2019, date TBD
- Alumni Council spring 2020 meeting, date TBD
- Other events TBD

During the fall alumni event, the College of Nursing awards two alumni awards, the Outstanding Nurse Alumnus award for alumni graduating with their first degree from the college more than 10 years prior and/or practicing in the nursing field for more than 10 years; and Outstanding Young Nurse Alumnus award for alumni graduating with their first degree from the college in the past 10 years and working 10 years or less in the nursing field. The recipients are selected by the Alumni Council through a blind review process. The recipients and their guests are invited to the fall alumni event for the recognition. These awards are given by Dean Jeannette Andrews with students introducing each recipient.

The College of Nursing's Alumni Council consists of 15 members and will welcome more in July 2019. This council serves 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 Council members each have a $100 per year financial commitment to the college for the length of their membership. In addition to this, the Alumni Council will annually select and sponsor a fundraising initiative that will be used in annual giving solicitations. The FY20 project will be selected at the council's April 23, 2019 meeting.

By May 2020, in conjunction with the Alumni Council's mentoring task force, the college will launch an alumnus-to-alumnus mentoring program with a focus on recent alumni (1-3 years out) being paired with experienced alumni (5-10+ years out) for a mentoring relationship focusing on career development, emotional skills, and any other areas of need for mentees.

We encourage alumni to remain in touch with the college via a monthly email newsletter, annual magazine and

social media outlets such as Facebook, Twitter and Instagram. Alumni news is shared regularly across all platforms.

Permanent contact information is gathered from graduating undergraduate and graduate students across all programs, with a graduation gift made available from the Office of Alumni Engagement. The gift is a small pad-folio with pen and a "keep in touch" handout with links to our online platforms.

Development, Fundraising and Gifts
Substantial development initiatives and outcomes, including Fundraising and Gifts.

IN FY 2018, the CON had a record fundraising year of > $2.7 million.

Student Support- With 1,251 undergraduate students and 538 graduate students, the college provided over $562,000 in scholarship and fellowship support this year to over 160 students.

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

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.

Support from donors and alumni- The College of Nursing Dean's Circle, a special recognition society, is a prestigious group of individuals including former deans, donors and alumni that give $1000 or more annually. These gifts are designated to a variety of funds within the CON to include the Dean's Discretionary Fund as chosen by the donor. Members are recognized by the Dean at annual luncheons, events, e-newsletters, and the website. They are also showcased on the new donor recognition wall that was installed in October 2018 as well as at the Alumni/Oyster Roast weekend.

Community Engagement

Description

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

Many of our faculty are highly involved in their local communities and also volunteer with national organizations (American Heart Association, Relay for Life, etc).

We have several faculty (Andrews, 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.

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 work with rural health clinics to provide mental health services via telehealth delivery in our psychiatric mental health nurse practitioner program.

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:
Faculty provide consultation on community engagement/community engaged research to include England, Ireland, and Sierra Leone.

Our undergraduate students provided volunteer and/or clinical service throughout the state in all the major hospital systems. Our students also serve the state in hospice centers, the Department of Mental Health, and in behavioral health centers.

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. Our graduate students provided volunteer and/or clinical service typically in their home region; which is throughout South Carolina and across the US.

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

The College of Nursing works closely with several colleges and offices across campus:•
Arnold School of Public Health•
College of Engineering and Computing•
School of Medicine•
College of Social Work•
College of Pharmacy•
Psychology Department•
Interprofessional Education•
Research Consortium on Children and Families•
Library Science•
Darla Moore School of Business•
College of Education

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•
SC Oncology Association•
USC Beaufort, Aiken, Upstate nursing programs•
Clemson University•
SC AHEC•
SC DHEC•
Workforce for Health Task Group•
SC Office for Healthcare Workforce Advisory Board•
Prisma Health - executive nursing, Children's Cancer Center, and various other offices•
SC Nurses Foundation•
Care Coordination Institute•
Community Medical Clinic of Kershaw County•
Choose Well Foundation•
Cooperative Health, formerly known as Eau Claire Cooperative Health•
SC Office of Rural Health•
Tri-County Health Network•
Alliance for Healthier SC

USA:•
American Association Management Services•
American Association of Nurse Anesthetists•
American Society of Nephrology•
Augusta University•
Cornell University•
Health Equity Leadership Institute, University of Wisconsin-Madison•
Johns Hopkins University•
Marquette University•
Memorial Sloan Kettering Cancer Center•

SAMHA Minority Fellowship Program•
Southern Regional Education Board•
St. Lukes Rehabilitation Institute, Spokane, Washington•
University of Georgia•
University of Kentucky•
University of Michigan Ann Arbor•
University of Missouri•
University of Montana•
University of San Diego•
University of Southern Indiana•
University of Utah•
Washington State University - College of Nursing and College of Medicine

International:•
Evangelische Hochschule University Nuremberg•
International Society of Addictions Nurses•
King's College London - School of Medical Education•
National Geriatric Hospital, Hanoi, Vietnam•
National University of Ireland, Galway•
University of Alberta, Calgary•
University of Sierra Leone - College of Medicine and Allied Sciences

Campus Climate & Inclusion
Activities unit conducted that were designed to improve campus climate and inclusion.

1-Hired Dr. Coretta Jenerette, Associate Dean for Diversity, Equity, Inclusivity (August, 2018)

2-Active DEI committee, consisting of faculty, staff, students,

3-DEI committee developed and disseminated CON climate survey (March, 2019) - results pending

4-Visting expert - 4 sessions over past year on climate, inclusivity, communication.

5-Faculty and staff socials

6-Cultural holiday luncheon

7-Spirit Day

Concluding Remarks

Quantitative Outcomes

Explain any surprises regarding data provided in the quantitative outcomes modules throughout this report.

The CON is one of 1725 accredited nursing programs in the US and 32 programs in South Carolina. For the second term in a row, our faculty have served as President of the South Carolina Nurses Association, and one of our students is the President of the South Carolina Student Nurses Association.

Record year for:
1) NCLEX - 100% 1st time pass rate (May 2018)
2) Rankings - #30 Graduate Nursing Program US News & World Report (Moving 49 slots in 5 years);
Consecutive 5 years ranking in top 10 Best Online Master's Program; In top 30's NIH ranking for
    CON (not ranked 5 years ago)
3) Research and grant funding
4) Faculty productivity
5) Philanthropy gifts

Other:
- Ist Macy Scholar award (Dr. Jenerette).
- First Fullbright to CON in at least 15 years (Dr. Jaja)

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

Our cool stuff this year evolves around our collaboration with the College of Engineering and Computing, to include data science/Big Data approaches to health, developing GPS applications for opioid substance abusers, developing warning devices and temperature monitoring devices with premature neonates, and several health promoting apps. We plan to publish this unique collaboration in the near future.

Our telehealth training with NPs, Social Work, and Pharmacy students is a unique model, originating from our Center for Connected Health. We want to continue to push the bar with telehealth access to rural and underserved areas to promote access to health care.

Our international collaborations are growing with Sierre Leone, and reciprocal exchanges with InHolland University

Appendix 1. Academic Programs

CON Degrees Awarded

■ AY 2015 - 2016 ■ AY 2016 - 2017 ■ AY 2017 - 2018

Degree	AY 2015 - 2016	AY 2016 - 2017	AY 2017 - 2018
BS in Nursing (Trad)	209	196	195
BS in Nursing (RN-BSN)		12	12
Certificate of Graduate Study	12	16	26
Doctor of Nursing Practice	2	8	17
Doctor of Philosophy	1	1	7
Master of Science in Nursing	31	94	202
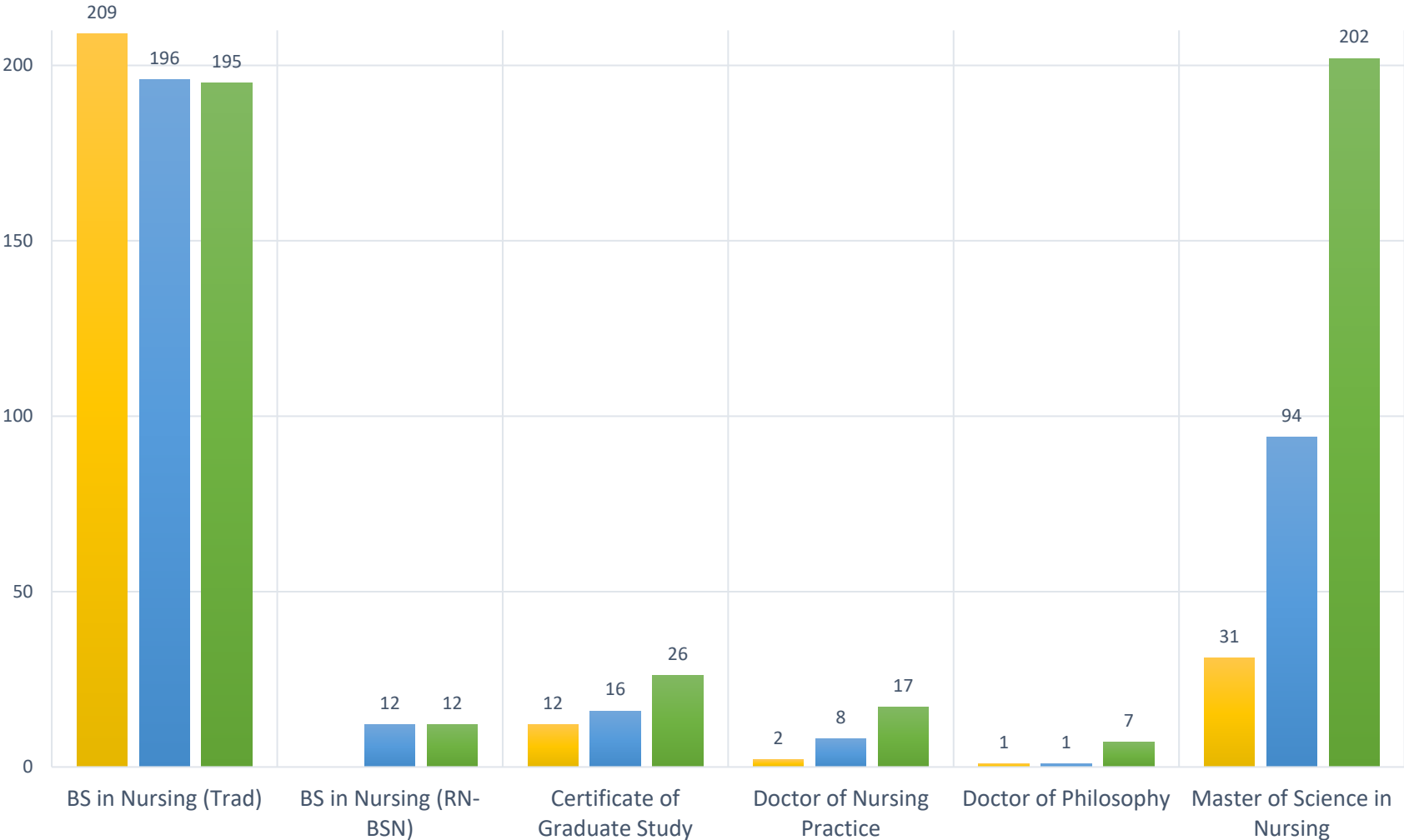
Overall Program Satisfaction 2016 - 2018 (percentage of respondents)

Great Deal Satisfied

100
80
60
40
20
0

Not at All Satisfied

A Lot Satisfied

Somewhat Satisfied

BSN
MSN
CERT
DNP
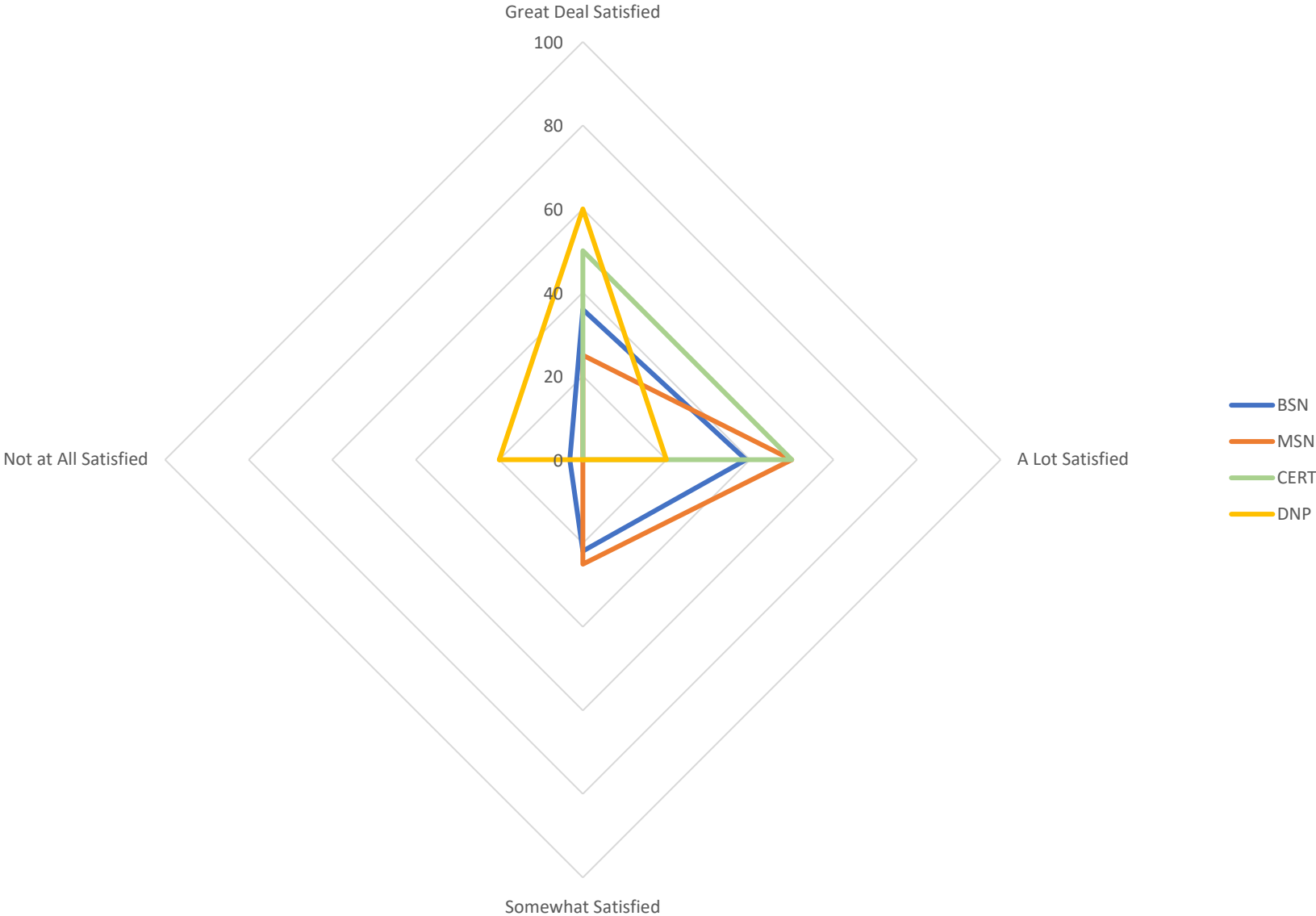
Appendix 3. Research & Scholarly Activity

Office of Research Information Technology & Data Management

College of Nursing

Fiscal Year 2018

UNIVERSITY OF
SOUTH CAROLINA

Summary of Extramural Proposal Submissions by Source - FY2018

Appendix 1

PI Home Department	Total First Year	Commercial	Federal	Other	Private/Non-Profit
Nursing	5,055,149	1	19	3	8
Total Count	*31*	*1*	*19*	*3*	*8*
Total Requested First Year	*5,055,149*	*145,210*	*4,165,412*	*233,320*	*511,207*

Extramural Funding by Source, Department, Faculty & Rank - FY2018
Appendix 2

PI Home Department	PI Name	Primary Job Desc/Rank	Tenure Status	Total Funding	Commercial	Federal	Other	Private/Non-Profit
Nursing	Andrews, Jeanette	PROFESSOR	TENURED	5,000				5,000
Nursing	Burgess, Stephanie			575,977		483,001		92,976
Nursing	Corbett, Cynthia	PROFESSOR	TENURED	13,542		13,542		
Nursing	Culley, Joan	ASSOC. PROFESSOR	TENURED	365,611		365,611		
Nursing	Dail, Robin	PROFESSOR	TENURED	143,320	143,320			
Nursing	Donevant, Sara			44,044		44,044		
Nursing	Elk, Ronit	RESEARCH ASSOC PROF		199,955				199,955
Nursing	Estrada, Robin	ASST PROFESSOR	TENURE-TRACK	145,657		145,657		
Nursing	Felder, Tisha	ASST PROFESSOR	TENURE-TRACK	127,466		127,466		
Nursing	Graham, Crystal	CLINICAL ASSISTANT PROF		590,000				590,000
Nursing	Hughes, Ronda	ASSOC. PROFESSOR	TENURE-TRACK	53,900			50,000	3,900
Nursing	McDonnell, Karen	ASST PROFESSOR	TENURE-TRACK	738,436				738,436
Nursing	McKinney, Selina	ASSOC. PROFESSOR	TENURED	230,910		55,910		175,000
Nursing	Messias, DeAnne	PROFESSOR	TENURED	23,431		23,431		
Nursing	Onello, Rachel	CLINICAL ASSOCIATE PROF		25,000				25,000
Nursing	Pinto, Bernardine	PROFESSOR	TENURED	545,275		525,457	19,818	
Nursing	Starnes-Ott, Kristen	ASSOC. PROFESSOR	TENURED	150,000				150,000
Total Funding				**3,977,524**	**143,320**	**1,784,119**	**69,818**	**1,980,267**

Patents, Disclosures, and Licensing Agreements
Fiscal Year 2018
Appendix 3

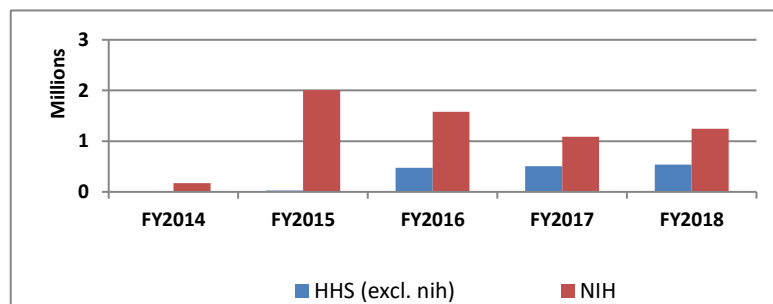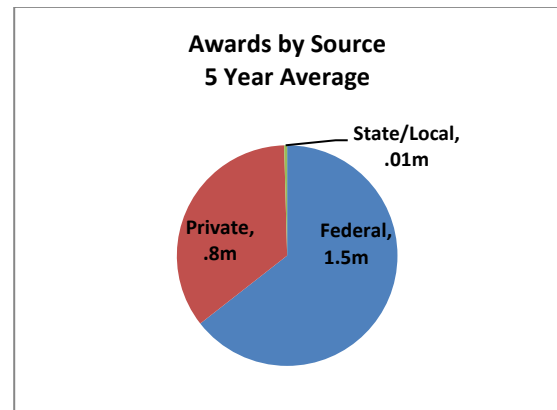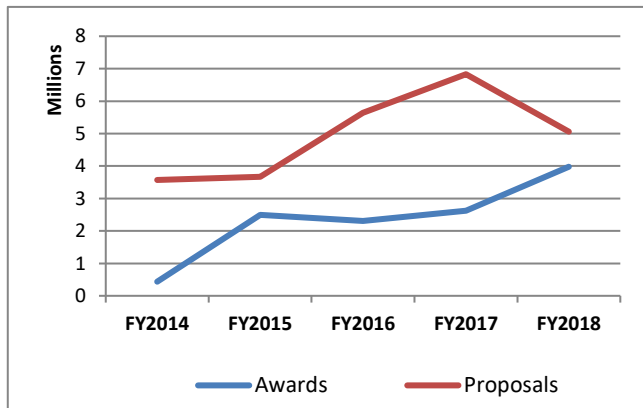| COLLEGE OF NURSING				
	Invention Disclosures	**Provisional Patent Applications**	**Non-Provisional Patent Applications**	**Issued Patents**
TOTALS:	**3**	**0**	**0**	**0**
Department Breakdown				
Nursing	**3** (ID no. 1293, 1299, *1300 (shared w/ Social Work)*)	0	0	0

Note:
- These numbers include US, PCT, and foreign applications/patents
- Disclosure numbers include trademark and copyright disclosures
- USC's Fiscal Year 2018 = July 1, 2017 – June 30, 2018

Appendix 4. Faculty Information

Office of Research
IT and Data Management Office

College of Nursing
Summary of Awards

SAM ACTIVITY	FY2014	FY2015	FY2016	FY2017	FY2018	% Change (Avg.14-17) & FY2018
Division Award Totals	*435,389*	*2,490,033*	*2,304,683*	*2,623,326*	*3,977,524*	*102.6*
Source						
Federal	169,435	2,035,360	2,055,920	1,591,538	1,748,119	19.5
Private	265,954	426,195	248,763	1,008,846	2,193,405	350.0
State/Local	0	28,478	0	22,942	0	(100.0)
Proposals						
Submissions	19	22	39	32	31	10.7
Dollars Requested	3,569,886	3,669,358	5,640,067	6,830,306	5,055,149	2.6

Awards by Source
5 Year Average

University of South Carolina

College of Nursing

Office of Research Annual Report

FY 2018

Fiscal Year 2018 Research & Scholarship Tables & Charts

| Table A-1. Data for All Funded Sponsored Awards							
Categories		FY14	FY15	FY16	FY17	FY18	FY17-18 CHANGE
NUMBER	RESEARCH	17	24	18	21	33	12
	Intramural	10	11	8	8	13	5
	Federal	5	9	8	8	11	3
	Local, State, Private	2	4	2	5	9	4
	EDUCATION & PRACTICE	5	8	12	11	13	2
	TOTAL NUMBER:	22	32	30	32	46	14
FUNDING AMOUNTS	RESEARCH	$267,503	$2,074,096	$1,624,035	$1,992,702	$2,879,550	$886,848
	Intramural	$147,113	$30,942	$0	$28,500	$311,461	$282,961
	Federal	$90,390	$2,013,476	$1,602,493	$1,193,059	$1,462,660	$269,601
	Local, State, Private	$30,000	$29,678	$21,542	$771,143	$1,105,429	$334,286
	EDUCATION & PRACTICE	$214,704	$503,020	$753,183	$961,719	$1,570,977	$609,258
	TOTAL FUNDING:	$482,207	$2,577,116	$2,377,218	$2,954,421	$4,450,527	$1,496,106

Table A-2. Trend in Total Funded Award Numbers
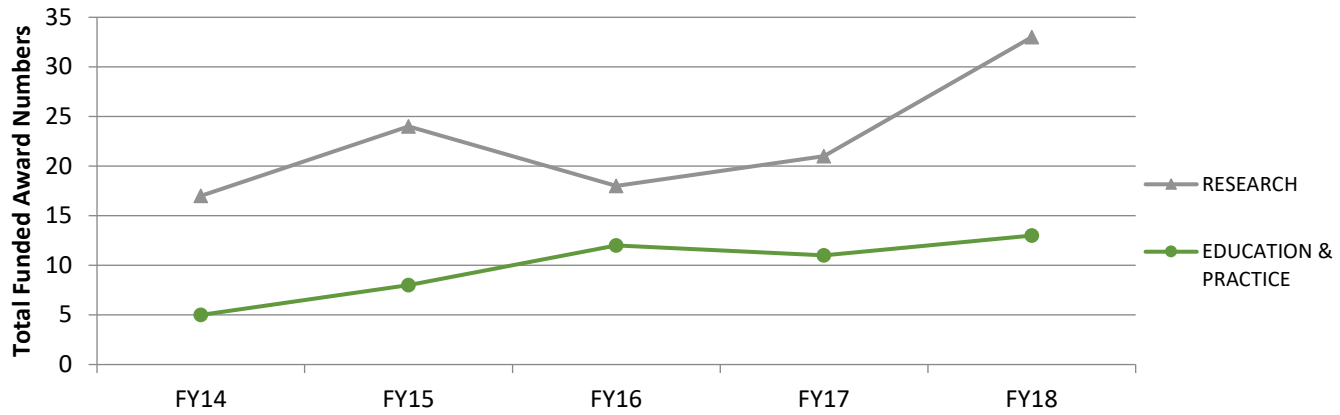
Table A-3. Trend in Total Funded Award Dollars
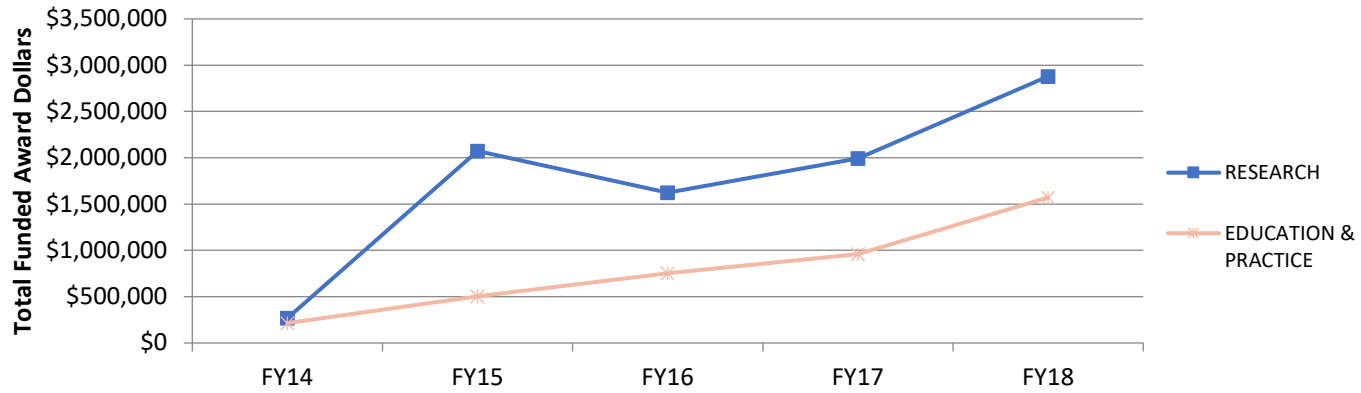
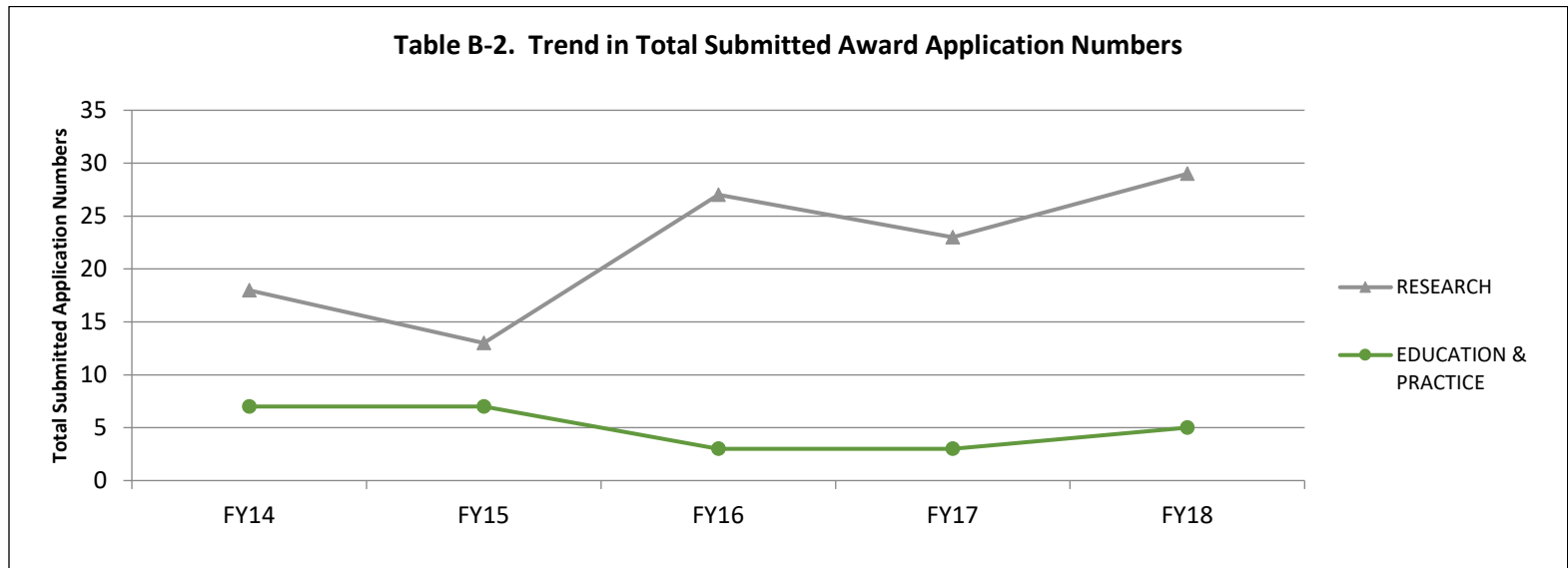| Table B-1. Data for All Submitted Sponsored Award Applications		FY14	FY15	FY16	FY17	FY18	FY17-18 CHANGE
Categories		**FY14**	**FY15**	**FY16**	**FY17**	**FY18**	**FY17-18 CHANGE**
NUMBER	**RESEARCH**	18	13	27	23	29	6
	Intramural	5	2	3	2	16	14
	Federal	9	10	16	14	9	-5
	Local, State, Private	4	1	8	7	4	-3
	EDUCATION & PRACTICE	7	7	3	3	5	2
	TOTAL NUMBER:	25	20	30	26	34	8
FUNDING AMOUNTS	**RESEARCH**	$7,864,669	$7,706,532	$11,393,073	$13,702,571	$31,281,881	$17,579,310
	Intramural	$33,989	$119,002	$104,000	$8,000	$17,722,785	$17,714,785
	Federal	$7,107,756	$6,868,530	$8,306,068	$10,773,193	$12,754,718	$1,981,525
	Local, State, Private	$722,924	$719,000	$2,983,005	$2,921,378	$804,378	-$2,117,000
	EDUCATION & PRACTICE	$2,789,024	$1,875,945	$804,936	$1,743,382	$1,492,857	-$250,525
	TOTAL FUNDING:	$10,653,693	$9,582,477	$12,198,009	$15,445,953	$32,774,738	$17,328,785

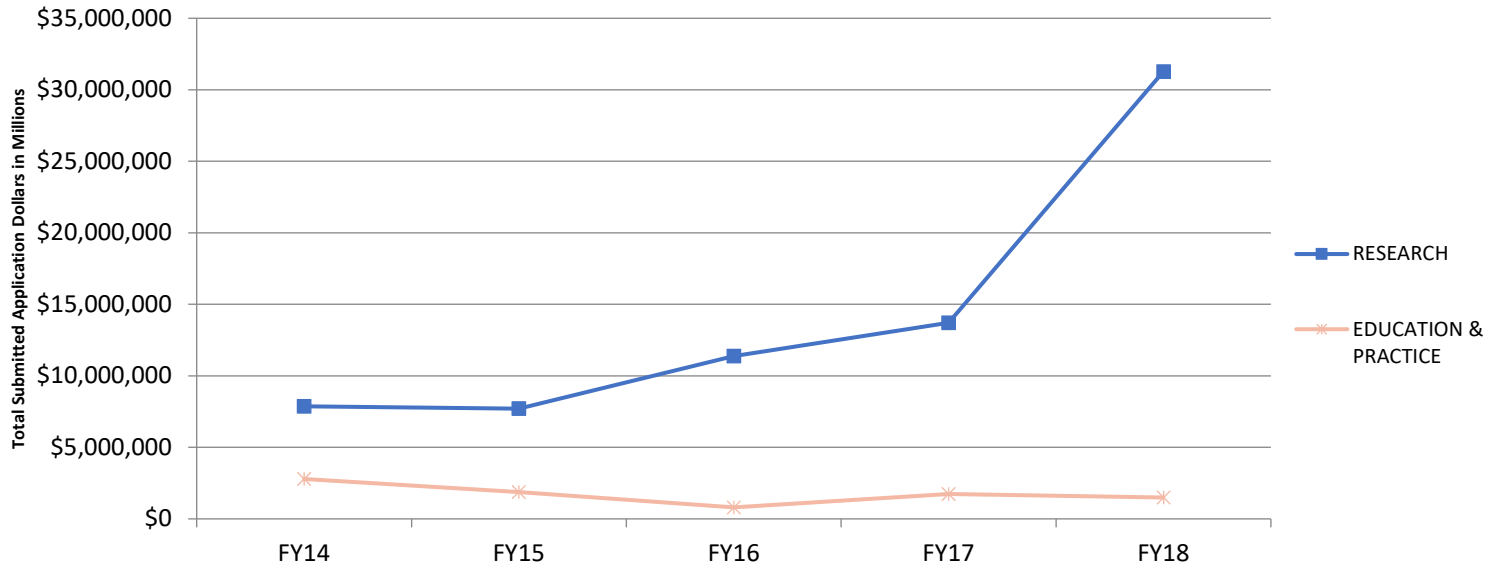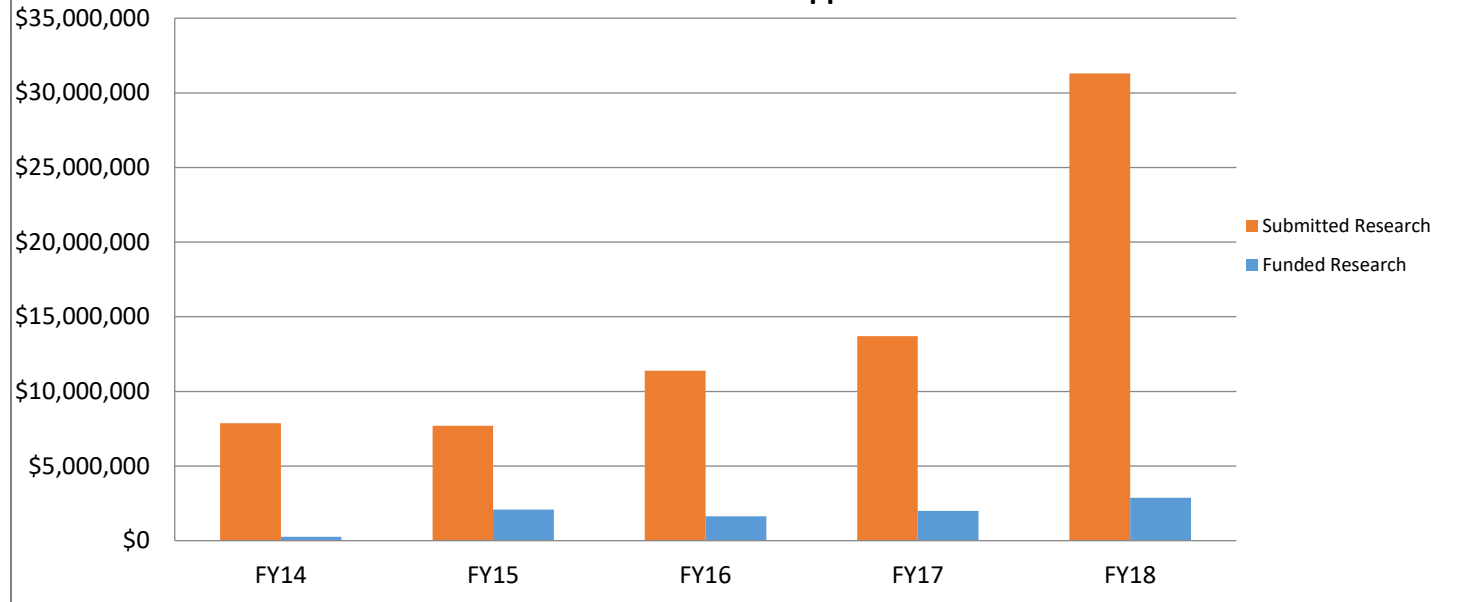

Table B-2. Trend in Total Submitted Award Application Numbers

Table B-3. Trend in Total Submitted Award Application Dollars in Millions

Table C-1. Funded & Submitted Sponsored Award Dollars							
Categories		FY14	FY15	FY16	FY17	FY18	FY17-18 Change
FUNDING AMOUNTS - FUNDED	RESEARCH	$267,503	$2,074,096	$1,624,035	$1,992,702	$2,879,550	$886,848
	Intramural	$147,113	$30,942	$0	$28,500	$311,461	$282,961
	Federal	$90,390	$2,013,476	$1,602,493	$1,193,059	$1,462,660	$269,601
	Local, State, Private	$30,000	$29,678	$21,542	$771,143	$1,105,429	$334,286
	EDUCATION & PRACTICE	$214,704	$503,020	$753,183	$961,719	$1,570,977	$609,258
	TOTAL FUNDING:	$482,207	$2,577,116	$2,377,218	$2,954,421	$4,450,527	$1,496,106
FUNDING AMOUNTS - SUBMITTTED	RESEARCH	$7,864,669	$7,706,532	$11,393,073	$13,702,571	$31,301,881	$17,599,310
	Intramural	$33,989	$119,002	$104,000	$8,000	$17,722,785	$17,714,785
	Federal	$7,107,756	$6,868,530	$8,306,068	$10,773,193	$12,754,718	$1,981,525
	Local, State, Private	$722,924	$719,000	$2,983,005	$2,921,378	$824,378	-$2,097,000
	EDUCATION & PRACTICE	$2,789,024	$1,875,945	$804,936	$1,743,382	$1,472,857	-$270,525
	TOTAL FUNDING:	$10,653,693	$9,582,477	$12,198,009	$15,445,953	$32,774,738	$17,328,785

Submitted and Funded Research Applications FY 2014-2018

Legend:
- Submitted Research
- Funded Research

Y-axis: $0, $5,000,000, $10,000,000, $15,000,000, $20,000,000, $25,000,000, $30,000,000, $35,000,000

X-axis: FY14, FY15, FY16, FY17, FY18

Submitted and Funded Education & Practice Applications FY 2014-2018

Legend:
- Submitted Education & Practice (green)
- Funded Education & Practice (red)

Y-axis: $0, $500,000, $1,000,000, $1,500,000, $2,000,000, $2,500,000, $3,000,000, $3,500,000, $4,000,000, $4,500,000

X-axis: FY14, FY15, FY16, FY17, FY18
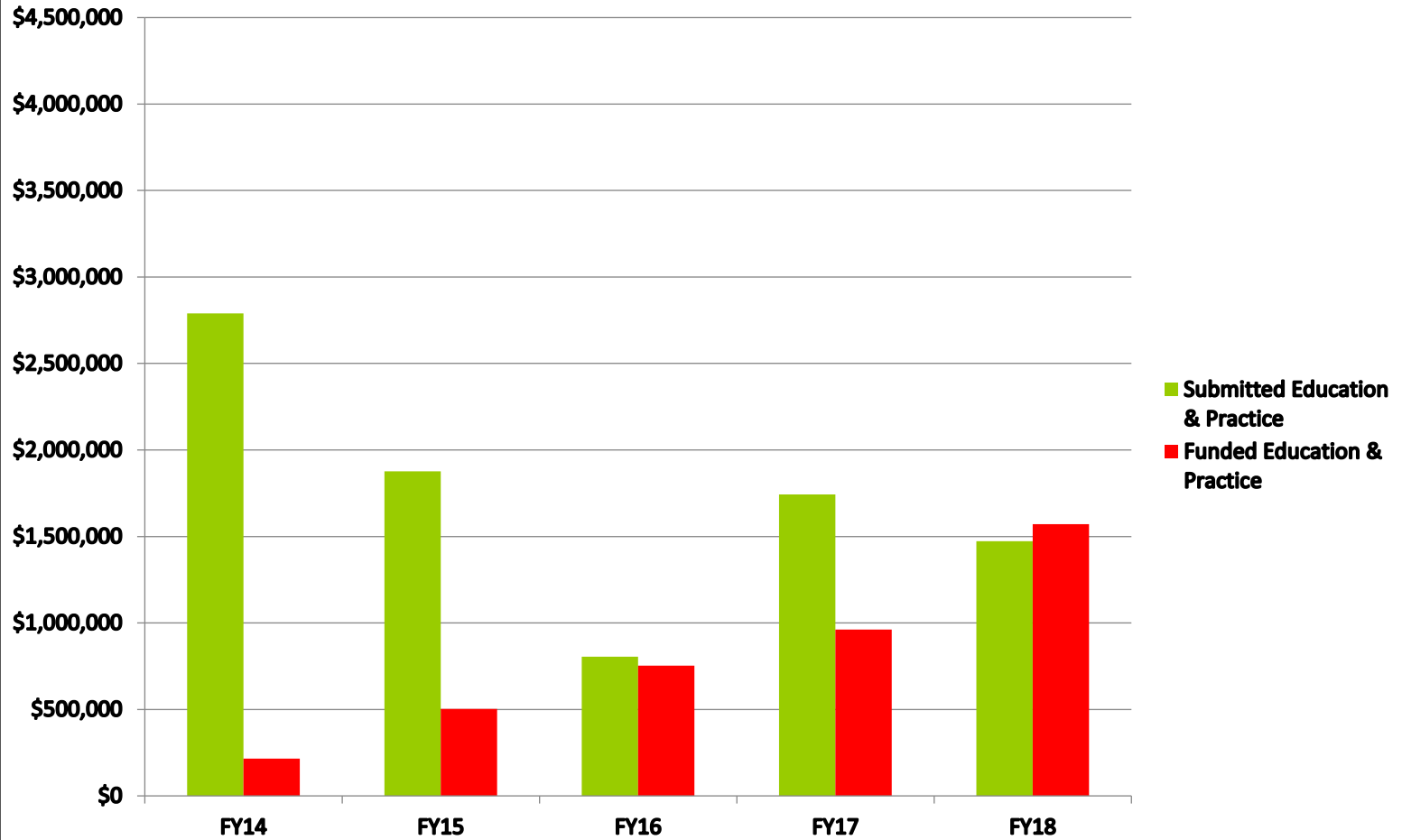
Table D-1. Faculty Scholarship Data Summary		FY14	FY15	FY16	FY17	FY18	FY1718 CHANGE
Categories							
BOOKS AND BOOK CHAPTERS	**TOTAL:**	5	5	12	7	2	-5
PEER-REVIEWED AND REFEREED	Publications	28	37	44	67	99	32
	Podium Presentations:	47	63	36	72	88	16
	State	2	8	6	28	29	1
	Regional	4	6	3	13	13	0
	National	23	25	22	16	30	14
	International	12	14	5	15	16	1
	Poster Presentations:	21	47	33	39	58	19
	State	1	1	5	17	16	-1
	Regional	4	8	11	6	21	15
	National	11	15	13	9	15	6
	International	2	8	4	7	6	-1
	TOTAL:	96	147	113	178	245	67
NON-PEER REVIEWED SCHOLARSHIP	Publications	1	8	7	2	5	3
	Podium Presentations:	47	29	14	26	22	-4
	State	10	6	7	22	21	-1
	Regional	1	0	4	1	0	-1
	National	2	0	2	3	1	-2
	International	2	0	1	0	0	0
	Poster Presentations:	4	0	6	0	3	3
	State	0	0	1	0	3	3
	Regional	1	0	0	0	0	0
	National	0	0	5	0	0	0
	International	1	0	0	0	0	0
	TOTAL:	52	37	27	28	30	2

Table D-2. Trend in Peer-Reviewed/Refereed Scholarship

Peer-Reviewed/Refereed Scholarship Numbers

- Books and Chapters
- Publications
- Podium Presentations
- Poster Presentations

FY14 FY15 FY16 FY17 FY18
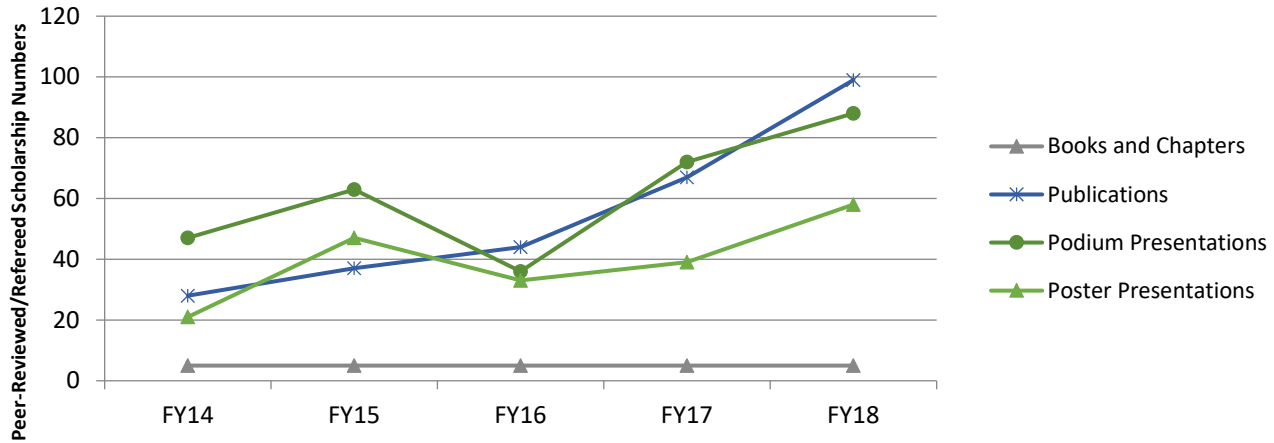
Table D-3. Trend in Non-Peer Reviewed/Refereed Scholarship

Non-Peer Reviewed/Refereed Scholarship Numbers

- Publications
- Podium Presentations
- Poster Presentations

FY14 FY15 FY16 FY17 FY18
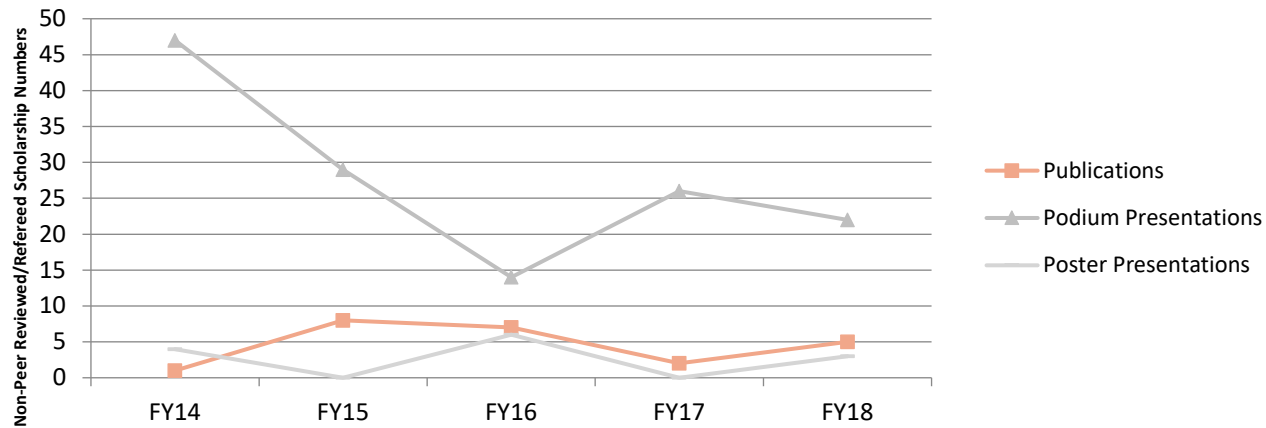
Appendix 5. Academic Analytics Report
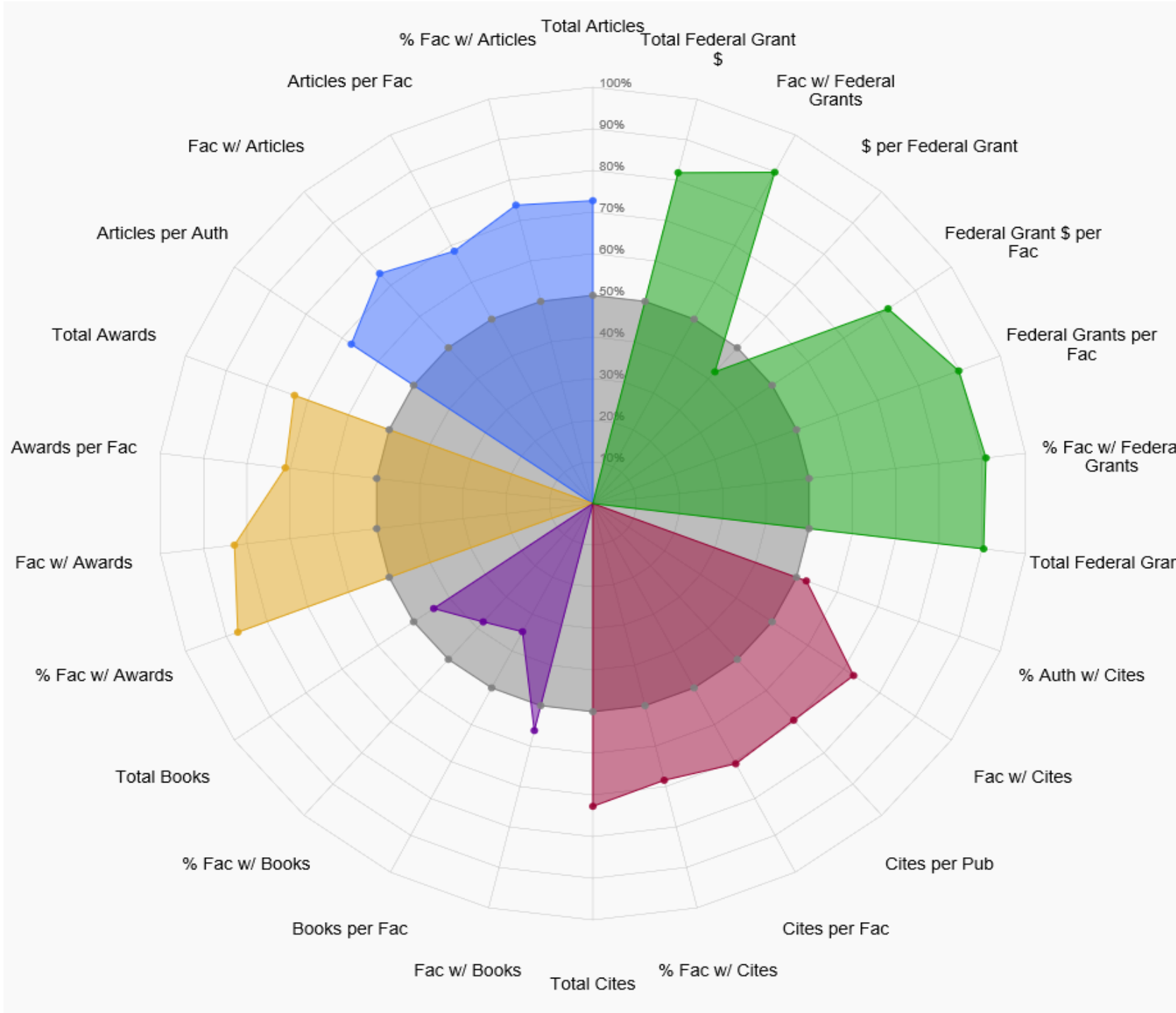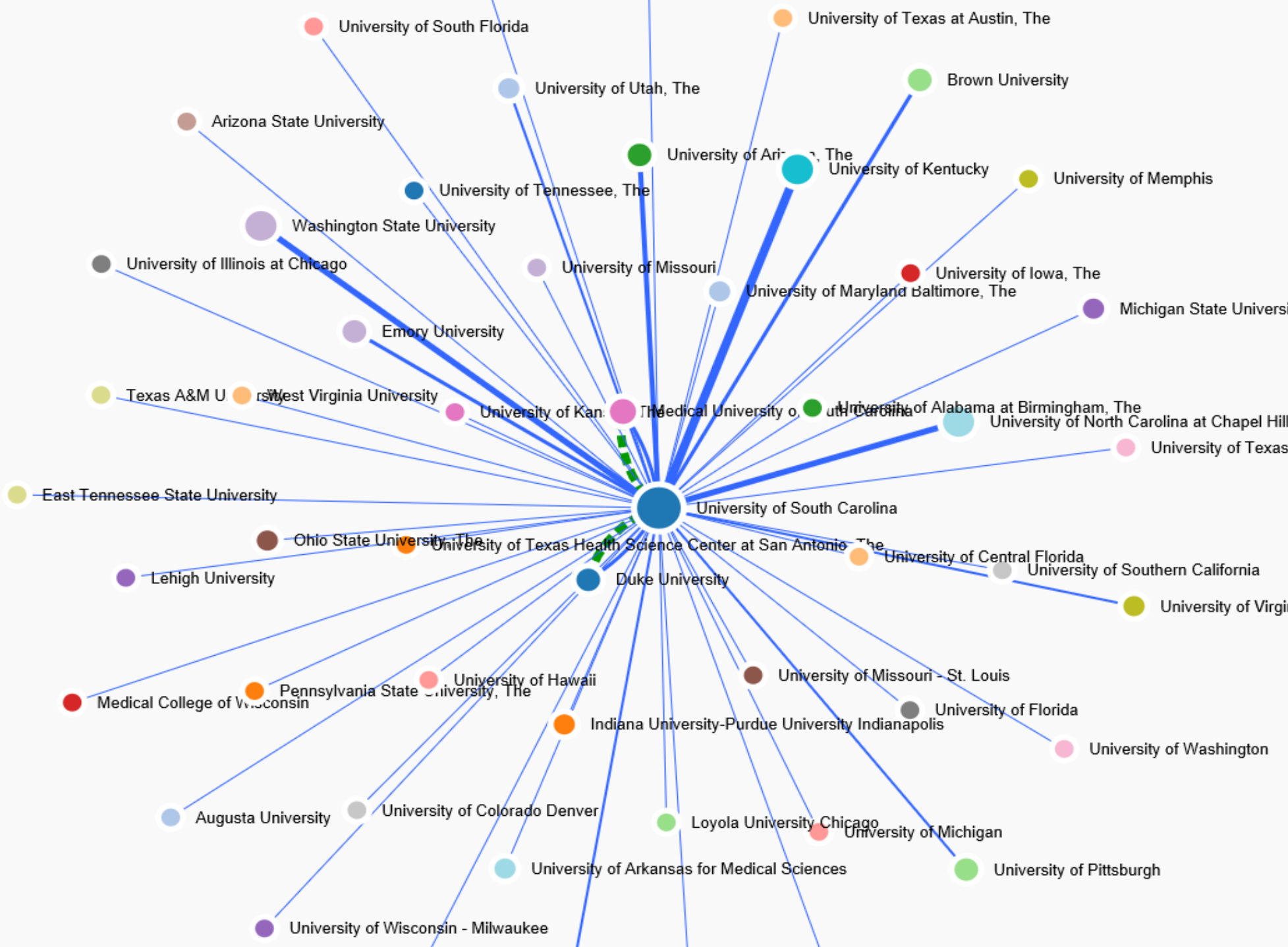
Appendix 6. Alumni Engagement & Fundraising

Gift Type

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	Total Giving
SAM	$83,073	$235,954	$426,195	$248,763	$771,143	$1,600,969	$380,427	$3,746,524
GIK	$0	$0	$12,350	$0	$100	$0	$0	$12,450
Gifts	$84,715	$70,325	$226,975	$124,137	$116,528	$218,952	$674,521	$1,516,153
PG's	$750,000	$200,000	$459,242	$280,000	$0	$300,000	$0	$1,989,242
Payments								
Pledge	$106,982	$27,117	$49,530	$214,115	$325,090	$606,110	$13,532	$1,342,476
Total Giving	$1,024,771	$533,396	$1,174,292	$867,015	$1,212,860	$2,726,031	$1,068,480	$8,606,844

Donor # by Constituency

		FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	YTD FY19	Total
Alumni	Donor #	310	266	328	295	354	369	264	2,186
	Total Giving	$73,286	$159,879	$328,262	$466,495	$64,462	$204,107	$48,830	$1,345,321
F&S	Donor #	13	13	16	16	27	33	32	150
	Total Giving	$12,242	$105,132	$105,595	$9,990	$8,011	$13,052	$9,485	$263,507
Parent	Donor #	20	21	38	18	27	44	17	185
	Total Giving	$3,410	$3,250	$6,258	$9,888	$3,002	$27,600	$3,406	$56,815
Student	Donor #	1				1		2	4
	Total Giving	$50				$79		$570	$699
Individual	Donor #	82	28	86	69	113	55	42	475
	Total Giving	$768,360	$3,660	$217,847	$17,611	$127,150	$301,496	$160,665	$1,596,790
Corporation	Donor #	6	8	58	11	16	8	7	114
	Total Giving	$1,825	$25,291	$424,554	$82,306	$784,020	$177,193	$720,441	$2,215,631
Foundation	Donor #	4	5	7	7	6	7	5	41
	Total Giving	$160,073	$218,454	$82,945	$254,082	$222,326	$1,045,028	$124,982	$2,107,891
Organization	Donor #	4	6	9	3	2	5	1	30
	Total Giving	$5,525	$17,730	$8,830	$26,642	$3,810	$957,555	$100	$1,020,192
Total	Donor #	440	347	542	419	546	521	370	3,185
	Total Giving	$1,024,771	$533,396	$1,174,292	$867,015	$1,212,860	$2,726,031	$1,068,480	$8,606,844

University of South Carolina
College of Nursing

Appendix 7. Community Engagement

LOCAL -- Community Engagements and Community-based Activities

Describe the community engagement and community-based research, scholarship, outreach, service or volunteerism your unit conducted this Academic Year which would include the following: local, state, regional, national, and international community engagement topics.

Providence Health – Board of Trustees

CPR Classes Taught

Dean's Partnership Committee

Sigma Theta Tau counselor for local chapter

Carolina Family Practice - Research with older adults with multiple chronic conditions.

Religious Centers throughout the midlands – Medical Teams and presentations

DHEC collaboration partner and lead to bring services on campus to USC-Lancaster

Relay for Life

UPYMCA - Lancaster SC - LiveSTRONG program outreach

ACS Relay for Life team in Columbia

South Carolina Cancer Alliance

Palmetto Health Children's Hospital

Palmetto Health Internal Medicine Residency

Chapin High School Lexington District 5, South Carolina - Science Project Reviewer, Academic Leadership Academy

CARE Team - Richland County Coroner's Office

Family Promise and Rise Against Hunger

Community Advisory Board member for the Nurse-Family Partnership in Columbia

Tri-County Health Network - community-based health event

Men's Health Summit held in Orangeburg, SC

Camp Kemo Programs Advisory Council and camp volunteer

STATE -- Community Engagements and Community-based Activities

Describe the community engagement and community-based research, scholarship, outreach, service or volunteerism your unit conducted this Academic Year which would include the following: local, state, regional, national, and international community engagement topics.

Duke Endowment - Experilearn: A Collaboration Between Academia and Practice Community to Improve the Health in South Carolina. Duke Foundation Endowment, Health Care Division. (Funded $539,856.00, May 2018-April 2021).

Planning for research project with Care Coordination Institute in Greenville, SC

volunteer for Project Fatherhood for health screenings

SC ChooseWell Campaign member

Cancer Support Community Planning Group (PRISM HEALTH and community -at-large)

Breathe Easier Club, Co-Founder (grant-funded social support and educational service for survivors of lung cancer, family members, and friends)

SC HIMSS

Foundational Board Member and Vice President of the South Carolina Chapter of Addictions Nurses

Current and ongoing community based participatory research involving parenting and recovery resource support for parents with alcohol and opioid addiction using mobile technology

President of South Carolina Nurses Association

Treasurer of Coalition for Access to Health Care

Medical University of South Carolina – Research

University at North Carolina, Chapel Hill – Research

Harriet Hancock LGBT Center – Advisory Board

SC Oncology Associates – Research

Blue Cross/Blue Shield of South Carolina – Research to improve utilization of preventive care among adolescents

St. Martins in the Fields Episcopal Church, including Family Promise and Rise Against Hunger

REGIONAL -- Community Engagements and Community-based Activities

Describe the community engagement and community-based research, scholarship, outreach, service or volunteerism your unit conducted this Academic Year which would include the following: local, state, regional, national, and international community engagement topics.

Vidant Medical Center, Greenville, NC - Research

University at North Carolina, Chapel Hill – Research

Duke University – Research

University Health Care in Augusta University - Research

Making Strides Against Breast Cancer Planning Team for Baltimore

NATIONAL -- Community Engagements and Community-based Activities

Describe the community engagement and community-based research, scholarship, outreach, service or volunteerism your unit conducted this Academic Year which would include the following: local, state, regional, national, and international community engagement topics.

American Cancer Society – volunteer

MSABC Ambassador

Sigma theta Tau, Dissertation Award Reviewer

Clinical Journal of Oncology Nursing, Manuscript Peer Reviewer

Journal of American Medical Informatics

Journal of Internet Medical Research

Volunteer Board Member for CHAP, the Community Health Accreditation Partner

Council for the Advancement of Nursing Science (CANS) – Program Committee

Volunteer Board Member for CHAP, the Community Health Accreditation Partner

INTERNATIONAL -- Community Engagements and Community-based Activities

Describe the community engagement and community-based research, scholarship, outreach, service or volunteerism your unit conducted this Academic Year which would include the following: local, state, regional, national, and international community engagement topics.

Fulbright Scholar Program in Sierra Leone involve the development of health systems strengthening and capacity building activities for sickle cell disease as follow:

1. Training: We are designing a curriculum to train doctors and nurses to identify and manage children with sickle cell disease.

2. Screening: Based on a successful two-month screening pilot program conducted in 2017, we are partnering with four major government hospitals with maternity units (covering four of the country's 12 regions) in Sierra Leone to establish newborn sickle cell screening as the standard of care. We are also educating communities about sickle cell disease to boost support for screening and combat falsehoods, such as the notion that the disease stems from involvement in witchcraft.

3. Public Policy Awareness: We are working with public policy makers and stakeholders to pass a bill recognizing sickle cell disease as a major public health problem (akin to HIV and malaria) to increase government funds for disease management. In addition, with support from College of Nursing dean Jeannette Andrews and Global Carolina, we are working to identify global health education initiatives and research partnership opportunities for College of Nursing faculty as well as clinical opportunities for students in Sierra Leone.

Galway University, Ireland – Consultant on Community Engaged Research

Sigma Theta Tau International - Charter Review Task Force, Resolutions Committee