Our Mission:
Integrate education, research, and service to develop competent and caring nurse leaders who will shape health and health care delivery with new knowledge, evidence-based practice, partnerships, and policy to facilitate optimal health outcomes for individuals, families, and communities.
EXECUTIVE SUMMARY

The College of Nursing has had an excellent year in quality outcomes and growth, both in faculty and students. Our national prominence has risen significantly in the past two years with a #3 ranking by US News & World Report and #34 NIH ranking among Colleges of Nursing. We are continuing our thoughtful strategic initiatives with an innovation mindset, talent acquisition and development, creative partnerships, and a commitment to research, practice, and educating nursing student learners.

Highlighted Contributions to the Academic Dashboard Targets:

- High quality program outcomes with NCLEX and NP certification exams higher than national and state averages; high graduate employability and satisfaction from employers;
- Largest BSN program in South Carolina; enrollment increased 44% in the past 7 years and now at capacity; includes 72 upper division students from two rural campuses (Salkehatchie and Lancaster);
- Increased doctoral program enrollment 72% from 2012, (42 in 2012 to 72 in 2014);
- Increased full time faculty to 44 (from 31 in 2012); increased Tenure Track/Tenured faculty to 14 (from 10 in 2012);
- One faculty with national award (American Academy of Nursing).

Academic Dashboard Targets Needing Improvement:

- Student-Faculty ratios; No. Tenure Track/Tenured Faculty;
- Research/scholarship productivity (improving, not at goals).

Highlighted Contributions to the Key Performance Indicators:

Nursing Education Programs of Excellence:
- Achieved #3 ranking (3/470) in online graduate nursing programs by US News & World Report; (ranked #16 in 2014; no ranking in 2013);
- Strategically initiating new UG and graduate programs (Fall, 2015) based on assessment of market demands, partnerships with health systems, clinical training availability;
- Increased flexibility for student learner (e.g., 3 ½ year BSN completion option, summer offerings, blended and online courses, 8-week course options).

Research/Scholarship:
- Achieved highest ranking in NIH funding to Colleges of Nursing’ history: #34 in 2015, #60 in 2014, no ranking in 2013;
- Increased grant submissions 66% from previous year;
- No. and quality of peer review dissemination/scholarship continue to improve.

Practice/Service:
- Children and Family Health Care Center designated as Medical Home in the Carolina Medical Homes Network;
- Center for Nursing Leadership provides statewide: Leadership training for executive nurses (Amy Cockcroft Leadership Program); Nursing Workforce Data; One Voice One Plan Initiative.

Vibrant and Respectful Environment/Resourced Infrastructure:
- 70.5% of FT faculty are doctoral prepared (increase from 67% in 2012). Nine of 12 faculty members with terminal master’s degrees are enrolled in doctoral programs;
- Increased revenues with lower division fees, new summer offerings; (to start Summer/Fall, 2015); proposal for tuition differential for clinical Nurse Practitioner programs to address increased program/training costs; entrepreneurial partnerships with simulation pending;
- Cultivating partnerships with health systems across South Carolina, Georgia, and North Carolina to increase capacity for clinical training, address future workforce needs, increase research opportunities, and facilitate entrepreneurial opportunities;
- Monthly e-newsletter with 6500+ subscribers and active social media outreach.
Section II: MEETING THE UNIVERSITY’S ACADEMIC DASHBOARD TARGETS

1. Total Nursing Undergraduate Enrollment:
   ✓ The Upper Division Enrollment is capped at 480 due to clinical sites/faculty capacity;
   ✓ Of the 480 students in Upper Division, 72 are from USC Salkehatchie and USC Lancaster. We are now capped at all sites due to clinical site training availability.
   ✓ USC CON graduates the largest number of BSN students in South Carolina;
   ✓ NCLEX scores continue to exceed state and national averages.
   ✓ USC CON is in the top 14th percentile in NCLEX pass rates for all nursing programs in the US (up from 23rd percentile in 2013).
   ✓ Strategies to Increase new UG enrollment: initiating RN-BSN program (Fall, 2015) to capture high market opportunities with limited clinical training site needs; and, to help meet the university’s goal to increase undergraduate students.

![UG CON Student Enrollment by Headcount](image)

![NLCEX Passing Rate Averages 2008-2014](image)
2. **Average SAT Scores:**

✓ The average SAT score in Fall, 2014 = 1172 (continues to increase since 2012).

3. **Freshman-Sophomore Retention Rate (2012-13):**

✓ The 2013 Cohort had an 87.4% total retention. These trends have shown gradual improvement over the past five cohorts (from 86.8% in 2008 to 87.2% in 2011; now 87.4%);

✓ Strategies to increase retention rate: Implemented a revised Lower Division curriculum in Fall 2014 to facilitate the lower division students who do not progress to Upper Division (approximately 100 per year) to have transferrable courses to another university program of study and/or other USC-system Schools of Nursing.

✓ In Fall, 2015, will add another advisor for high risk students in Lower Division, with the acquisition of lower division fees.

4. **Six year Graduation Rate:**

✓ The 2008 Cohort had a 6-year retention rate of 70.9%. This continues to show improvement (70% for 2005 cohort and 67.6% for 2006 cohort).

✓ Strategies to improve: In addition to revising the Lower Division curriculum (as addressed above and further explicated in Section III, implementing a new plan that assists “at risk” Upper Division students (See Section III).

5. **Student to Faculty Ratio:**

✓ Student to faculty ratios have improved, yet are below USC goals.

✓ Increased TT faculty from 10 (2012) to 14 (2014); increased FT faculty from 33 (2012) to 43 (2014).

✓ The State Board of Nursing requires an 8:1 student/faculty ratio in undergraduate clinical courses, which is being met by the College, with part-time adjunct faculty;

✓ State Board of Nursing requires 70:30 FT/PT faculty ratio;

✓ The AACN (accrediting body) requires 6:1 in clinical courses in the Masters and Doctor of Nursing Practice, which is being met with the addition of part-time adjunct faculty;

✓ FT Faculty FTE = 34.97  FT Faculty Headcount = 43
✓ TT Faculty FTE = 11.26  TT Faculty Headcount = 14
✓ Student Headcount = 1373

<table>
<thead>
<tr>
<th>Student/Faculty Ratios</th>
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</thead>
<tbody>
<tr>
<td>Student Headcount: FT Faculty Headcount</td>
</tr>
<tr>
<td>Student Headcount: TT Faculty Headcount</td>
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</table>
Strategies to increase student/faculty ratio:
- In total, we are recruiting 9 faculty positions with approved lines [(3 retirements, 3 attritions, 2 for new programs; 1 faculty replacement initiative (FRI)]; 3/9 of these are TT positions. When current positions are filled, we will have a net of 50 faculty.
- With an anticipated growth of 400+ students with new programs (RN-BSN, BSN-MSN, Psych Mental Health MSN/DNP, DNP Nurse Exec) and growth of other graduate programs, we will need to plan to have at minimum 52 faculty over the next 2-3 years.
- An additional 10 Faculty Replenishment Hires (FRIs) are requested over the next 10 years to improve TT CON faculty needs, student to TT faculty ratio (USC average = 28.1 vs. CON 98.1), and scholarship/research potential. This will yield 26 TT/Tenured faculty by 2025/ 62 total faculty in 2025.
- Implementing new faculty workload model;
- Strong preference for doctoral prepared faculty with all new hires.

6. Research Expenditures:
- Achieved USC CON highest NIH ranking in College history. # 34 in 2015, #60 in 2014;
- Total new grant awards 2014 = $505,684. (Note*- from 7-1-14 to 2-28-15, there are 11 new awards totaling $1,502,315);
- Total grant expenditures 2014: $597,135; Grant expenditures per TT faculty = $42,652.
- Grant submissions 2014 = 25, reflecting a 66% increase from 15 in 2013. In 2014, there were 18 research grant submissions, 7 non-research (programmatic) submissions. Of the 25 submission, 20 were external and 5 internal;
- Five submissions, plus 2 sub-award applications were submitted to NIH in 2014;
- New Associate Dean for Research, Dr. Bernardine Pinto hired in Fall, 2014; New FRI position (hired in Fall, 2014). Two FRI positions filled in Fall, 2013;
- Strategies to increase expenditures: recruiting additional TT faculty and SmartState Chair (vacated Jan, 2015); implementing structured mentoring program; offering monthly “writing club”; utilizing University resources (i.e., grantsmanship, consultation), use of external consultants, and visiting scholars.

7. National Honors and Awards for Faculty:
- Dr. Laura Hein was inducted into the American Academy of Nursing (2014).
- Strategies to increase include the Dean and CON Senior Leadership establishing mentorship plans with all faculty, including career development to optimize national honors and awards available to CON faculty.

8. Doctoral Degrees:
- There were 8 doctoral graduates in 2014;
- Note: Doctoral enrollment has increased 72% since 2012.
- Strategies to increase include new fellowships and scholarships that are now available for new PhD students (Dean’s package); submitted two grants for additional federal funds for student loan repayment and scholarships; increasing marketing of doctoral programs with planned increased enrollment in both programs;
- Strategies are being identified for how to best maximize the pipeline of undergraduate students into our doctoral programs, including the BSN – DNP and BSN – PhD programs.
University of South Carolina
College of Nursing Strategic Map: 2014-2015

MISSION:
Integrate education, research, and service to develop competent and caring nurse leaders
who will shape health and health care delivery
with new knowledge, evidence-based practice, partnerships, and policy
to facilitate optimal health outcomes for individuals, families, and communities.

VISION:
To achieve prominence as an innovator in the integration of
education, research, and practice to advance the profession of
nursing, health care delivery, and policy.

GOAL 1:
Provide baccalaureate and graduate nursing programs
of excellence with prominence as one of the
top 50 Schools Nursing

1-A Improve quality and effectiveness of academic programs while committing to technological and teaching innovative and nimble curricula

1-B Enhance student scholarship and Professional growth

1-C Increase graduate/doctoral graduates to promotes a higher educated workforce to meet faculty shortages, practices, and science needs

GOAL 2:
Achieve research excellence as demonstrated by knowledge generation, integration, and dissemination to impact science practice and policy

2-A Maintain an infrastructure consistent with a Research I Level College of Nursing

2-B Achieve research and scholarship productivity consistent with a Research I Level College of Nursing

2-C Successfully implement advanced research centers

GOAL 3:
Foster a thriving practice environment which optimizes health care delivery and health outcomes in South Carolina and beyond

3-A Achieve and maintain a financially stable Faculty Practice Plan

3-B Expand interprofessional and collaborative practice opportunities for faculty and students

3-C Utilize Faculty Practice as a model for changes in health policy for federal, state, and local regulatory bodies, statutes, agencies

GOAL 4:
Promote a vibrant, respectful, and healthy environment and resources infrastructure to meet the goals of education, research, practice, service and policy

4-A Optimize and cultivate the development and mentorship of faculty and staff

4-B Foster a collaborative climate that respects and values each other’s contributions

4-C Align faculty, staff, and organizational resources to meet our strategic goals

4-D Cultivate existing and enhance new partnerships to meet our strategic goals

Innovate and integrate with technology and enhanced database development

Lead through collaboration with key university, state, and community stakeholders

See 2014-2015 Strategic Plan for full description

Rev. 10/22/14
GOAL 1: Provide baccalaureate and graduate nursing programs of excellence with Prominence as one of the top 50 Colleges of Nursing.

I.1. Progress:

✓ Achieved ranking in top 3 (tied with John Hopkins University) in online graduate nursing programs (US News & World Report); #16 in 2014;
✓ Improved in overall graduate program ranking to #66 (top 46 in all public universities) from #79 in 2011 (last ranking) (US News & World Report);
✓ Achieved Top 14th percentile in NCLEX in US in 2014 (from 24th percentile in 2013). NCLEX rates continue to surpass state and national averages
✓ Strategically implementing programs that are targeted for growth. Revised/reinstituted/and/or developed the following academic program offerings: Psychiatric-Mental Health Nurse Practitioner – Family (DNP, MSN and Post-MS Certificate), Organizational Leadership (MSN), Nurse Executive Leadership (DNP), RN-BSN completion program (BSN). Working with Academic Partnerships with MSN-OL and RN-BSN programs;
✓ Increased doctoral enrollment;
✓ Implemented the 1st Summer Institute for Online Teaching for both CE and College credits;
✓ Revised admission process for upper division progression for undergraduate nursing,
  o Designated science and pre-requisite courses only for admission criteria GPA,
  o Notified students of admission decision prior to start of spring semester,
  o Altered admission time cycle (one start in May and one start in August) to enhance clinical placement opportunities;
✓ Awarded Nurse Faculty Loan Forgiveness Grant (NFLP) to enhance graduate scholarship;
✓ Implemented quality matters/ADA review process for all distance online programs;
✓ Implemented first study abroad for UG students, planning 2nd study abroad in Spain or Puerto Rico;
✓ Initiated a graduate recruitment and retention plan for graduate programs;
✓ Faculty teaching evaluations average 3.43 (scale 1-4) with 95% faculty achieving 3.0 or higher on teaching evaluations.
✓ Note: MSN/DNP applications for Fall, 2015 doubled (350 applications vs. 170 in 2014).

Projected Growth in Respective Programs by Fall, 2017

- Implement new admission cycle (twice a year start) and program offerings for BSN upper division program;
- Implement increased summer options for graduate students to facilitate earlier completion;
- Initiate RN-BSN completion program (admit first cohort Fall 2015);
- Maintain excellent NCLEX and NP certification pass rates;
- Recruit students for new programs: Psychiatric-Mental Health Nurse Practitioner - Family (DNP, MSN and Post-MS Certificate); Organizational Leadership (MSN); Nurse Executive Leadership (DNP) programs (admit first cohorts Fall 2015);
- Submit HRSA grants (NFLP, and AENT) to enhance graduate scholarships and loan repayments (Spring 2015);
- Resubmit BCBS and Duke grants to provide resources for Psych-Mental Health Program;
- Expand international study abroad opportunities for nursing students in Spain or Puerto Rico (goal summer 2016);
- Develop systematic remediation plan for upper division students at risk;
- Develop systematic approach for enhancing research opportunities and graduation with distinction among undergraduate students;
- Implement clinical coordinator role for all nurse practitioner clinical placements (with resources from differential tuition, grants).

GOAL 2 Achieve research excellence as demonstrated by knowledge generation, integration, dissemination to impact science, practice, and policy.

II.1. Progress:

- Achieved best NIH ranking in CON history; #34 in 2015;
- Continued improvement in scholarly dissemination (peer reviewed publications, podium presentations); 14 faculty authored 28 peer reviewed publications;
- Increased grant submissions to 25 submissions (15 in 2013);
- Increased NIH grant submissions (3 in 2012 to 7 in 2014);
- Established structured mentoring program; established monthly writing clubs (Fall 2013);
- Hired new TT faculty and Associate Dean for Research in Fall, 2014;
- Hired 1st Post-Doc in CON in Jan 2014;
- 2 research centers: Center for Cancer Survivorship and Healthcare Process and Redesign Center;
- Provision for travel funds (up to $1500/yr) for scholarly, peer reviewed national podium presentation to faculty.

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Books and Chapters</th>
<th>Publications</th>
<th>Podium Presentations</th>
<th>Poster Presentations</th>
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<tbody>
<tr>
<td>FY10</td>
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<td>FY14</td>
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</table>
✓ Recruit SmartState Chair in “Clinical Effectiveness”;
✓ Hire at least one new TT faculty (FRI position);
✓ Submit proposal for visiting scholar;
✓ Foster mentoring and cultivating scholarship among TT and clinical faculty;
✓ Increase external consultation/review of grant applications;
✓ Cultivate interprofessional partnerships on campus and other institutions;
✓ Develop and implement faculty incentives (sharing of indirect grant expenditures) and support for the Cancer Survivorship Center;
✓ Increase accountability of TT/tenured faculty with scholarship requirements.

GOAL 3: Foster a thriving practice environment which optimizes healthcare delivery and health outcomes in South Carolina and beyond.

III.1. Progress:
✓ **Recognized as South Carolina's first Advanced Nurse Practitioner-run autonomous practice Medical Home** [A.K.A. Children and Family Health Care Center (CFHC) clinic];
✓ Collaborated with SC DHHS leadership to amend policies to: include auto-assignment to NP Medical homes; receive direct reimbursement to psychiatric providers, including NPs; obtain graduate nursing education funds. Auto assignment issue has not been resolved.
✓ Negotiated two new contracts – Columbia Nephrology and Dickerson Center for Children;
✓ Generated $117,659 Practice Plan income from outside contracts;
✓ Met meaningful use requirements for reimbursement through CMS Medicaid;
✓ Met compliance with all agencies including DSS, DHEC, and CMS division for funding of the EMR for the CFHC;
✓ Met compliance with billing, OSHA, and HIPAA with University Specialty Clinics Department of Compliance for the CFHC;
✓ Received Rotary Grant ($15000) to support equipment needs for CFHC;
✓ Increased student rotations to include Social Work, Pharm D, and School of Public Health;
✓ Maintained practice site/contract for all NP faculty;
✓ Implemented mental health services at CFHC in Spring 2014;
✓ Center for Nursing Leadership provides statewide: Leadership training for executive nurses (Amy Cockcroft Leadership Program); Nursing Workforce Data; One Voice One Plan Initiative.

✓ Expand Children and Family Health Care Center clinic patient census by marketing to all HMO and Medical Homes in the SC Midlands;
✓ Obtain auto-assignment from DHHS;
✓ Maintain current and seeking new practice contracts with minimal overhead expenses;
✓ Apply for external funding to support CFHC activities (Rotary, HRSA, ACA);
✓ Streamline clinic operations for cost savings;
✓ Apply for round of funding through the Affordable Health Care Act 2015;
✓ Assure compliance with required agencies for clinic operations including DSS, DHEC, OSHA, and USC Office of Compliance;
✓ Disseminate outcomes from faculty practice/clinic in state/region and scholarly journals;
✓ Recruit additional FNP/DNP and PMHNP/DNP faculty as student volumes increase;
✓ Recruit/hire Center for Nursing Leadership Director. (Dean currently serving as interim).

GOAL 4: Promote a vibrant, respectful, and healthy environment and resourced infrastructure to meet the goals of education, research, practice, service and policy.

IV.1. Progress to Date:
✓ Obtained facilities assessments: Security, “Fit TEST”, IT;
✓ Upgraded/renovated two classrooms with technology and student lounge area;
✓ Assumed additional office space on 6th floor for growing research needs;
✓ Ongoing succession leadership planning (Assistant Dean for UG programs, Student Affairs Director, Center for Nursing Leadership, others);
✓ Implemented structured mentoring plan for new faculty;
✓ Revised orientation for newly hired faculty and staff;
✓ Implemented monthly brown bag mentoring/development sessions;
✓ Initiated Dean’s Dialogue (monthly) and monthly e-newsletter (6500+ recipients);
✓ Initiated weekly rounding by the Dean;
✓ Initiated several wellness activities (i.e., pedometer challenge, healthy foods at meetings, Midlands Heart Walk, others);
✓ Continued with reduction in number of temporary/part time staff with re-alignment of units;
✓ Cultivated relationships with external partners (DHHS, DOMH, Institute of Medicine and Public Health, clinical systems/hospitals, state agencies, donors, other stakeholders);
✓ Implemented plans to increase summer offerings (in UG and graduate in Summer 2015). Offering “learning” institute during summer (Online Teaching) targeted to faculty at technical/community colleges, hospital-based educators, and graduate students;
✓ Received Robert Wood Johnson Foundation grant to support nursing action coalitions across the state (e.g., Center for Nursing Leadership);
✓ Met philanthropy goals;
✓ Maintained/enhanced Active Partnership Board;
✓ Enhanced quality of products from the Center for Nursing Leadership (Nursing Workforce Data reports; Cockcroft Leadership Program; One Voice-One Plan Initiative).

✓ Secure funds for needed renovations to 1st, 3rd, 6th floors to improve utility/function of space;
✓ Evaluate and continue to redesign mentoring plan to facilitate faculty development;
✓ Evaluate and enhance faculty/staff development initiatives;
✓ Secure funds for compressed faculty salaries/improve retention;
✓ Increase summer revenue (i.e. Summer Institutes; increase summer offerings);
✓ Actualize lofty development goals for Children and Family Health Center, Faculty Development, Endowed Chairs/Professors, student scholarships;
✓ Recruit/hire qualified faculty candidates to fill 9 open faculty positions; add additional faculty/staff lines in congruence with projected student growth.

11
I. Nationally Ranked Leader in Baccalaureate and Graduate Nursing programs:
   *Top 3 - Online Graduate Programs by US News & World Report
   *Top 30 – Graduate Programs by US News & World Report
   *Exceed National Benchmarks for Baccalaureate programs

   ✓ CON-wide retreat in May, 2015 to prepare for 2025: with focus on: 1) student learner models/education delivery; and, 2) nursing’s research, practice, and curricula opportunities with patient centered, value-driven health care delivery models;
   ✓ Growth projections in programs as noted earlier;
   ✓ Continued strategic planning and implementation of novel nursing education programs that fill gaps in the workforce;
   ✓ Continue to improve quality student outcomes (NCLEX and NP certification exams, student and employer satisfaction).
   ✓ Innovate and disseminate technologically-driven, cutting-edge, evidence-based education delivery models;
   ✓ Capitalize on strengths with online education and simulation with Summer Institutes (to further enhance reputation and revenues)- initiated Summer 2014; expand each year;
   ✓ Pursue education resources/grants (i.e., HRSA, Macy’s foundation, BCBS, Duke, other state and federal resources) to resource innovation;
   ✓ Increase faculty development and participation in national level leadership training/opportunities to enhance evidence-based teaching strategies;
   ✓ Increase interprofessional education opportunities with expansion to the clinical setting;
   ✓ Locate or develop testing center for undergraduate students (ATI exams).
   ✓ Innovate clinical training needs with newly acquired sites; increased simulation, other novel and effective considerations.
   ✓ Cultivate and enhance partnerships in clinical settings.

II. Nationally Recognized Nursing Research Initiatives (Top 30 NIH ranking) that positively impact citizens of South Carolina.

   ✓ Hire SmartState Chair in “Clinical Effectiveness.”
   ✓ Improve record of funding/faculty ratio with all TT/tenured and research faculty having a minimum of one ongoing externally funded research grant;
   ✓ Increase total grant expenditures to $4-$5 million per year;
   ✓ Improve faculty publication ratio with TT/tenured/research faculty having 2-4 publications per year as first author; clinical faculty will have a minimum of one publication per year;
   ✓ Secure sustainable funding for Research Centers (i.e., P20) – Center for HealthCare Process Redesign Center, Center for Cancer Survivorship;
   ✓ Increase national presence of USC CON faculty on review boards, professional organization leadership, membership in the American Academy of Nursing;
   ✓ Secure at least 2 new Endowed Chairs with philanthropic gifts;
   ✓ Increase to a minimum of 20 TT faculty;
   ✓ Admit 10 new, fully funded PhD students per year.

III. Self-Sustaining Nationally Recognized CON Managed Family and Children Health Center/Clinic and other Community Engaged Service Agreements that Impact SC Health.

   ✓ Increase philanthropic/increased patient revenue/other support to support Clinic long-term sustainability;
Disseminate quality patient outcomes from practice sites;
Develop replicable, cutting edge-model for NP education and patient care delivery;
Promote NP autonomous practice models to policy makers as solution under the Affordable Health Care Act for 2014 when approximately 800,000 South Carolinians are expected to enter the health care system using federal exchanges;
Increase community engaged initiatives (research, service learning, and practice) that meet the community/state priorities and preferences.
Center for Nursing Leadership obtains federal/state grant funding to enhance products (i.e., state workforce data and analyses, nursing leadership programs, continuing education).

IV. Sustainability/Maximization of Resources and Climate.
Renovate building to accommodate space/learning/capacity needs of the future nurse and state of the art College of Nursing;
Continue to realign operations/resources to address current/future needs;
Increase revenue – research, philanthropy, entrepreneurship;
Ongoing assessment of financial costs per program with equitable revenue generation;
Engage partners (health systems, philanthropy, partnership board, alumni) that fully contribute to CON/University mission;
Facilitate diverse, engaged faculty, staff, and student body;
Increase to minimum of 90% of full-time doctoral prepared faculty;
Maintain optimal/healthy culture and climate to work and learn;
Upgrade and utilize state of art technology in all classrooms, select meeting spaces;
Increase FT faculty to 55+ in 5 years/62+ within 10 years; TT/tenured faculty to 20+ in 5 years/26 in 10 years;
Faculty salaries at 50% AACN mean to attract and retain qualified talented faculty.
Faculty and Staff professional development.
Section IV. APPENDICES

A. Resources Needed:

<table>
<thead>
<tr>
<th>Resource Type</th>
<th>Existing</th>
<th>Additional State Resource</th>
<th>Strategy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building renovations</td>
<td>Structural problems: roof leaking; bathrooms leaking; poor water pressure; HVAC not consistent; ASBESTOS Classroom/simulation/computer testing/research space not adequate for student/faculty/staff size Communication Disorders (Pub Health) occupies 1/5 space of 6th floor</td>
<td>Request pending final estimates from architect.</td>
<td>-Obtained “Fit Test” by Facilities manager to determine options to renovate vs. new building in 2014-2015. -Architect drawings are under review. -Secure funding for renovations to 1st, 3rd, 6th floors with Provost’s support.</td>
</tr>
<tr>
<td>Funds for compressed faculty salaries; Retention issue especially for clinical faculty;</td>
<td>Increasing attrition; average loss 2-3 faculty per year to clinical position in health system. 90% doctoral prepared clinical faculty below AACN mean; TT/tenured faculty below competitors.</td>
<td>$150,000 recurring funds/year to address compressed salaries.</td>
<td>-Reviewed salaries and AACN mean salaries for tenured and non-tenured faculty in 9 month positions/institutions with doctoral programs. -Additional information with specific salary data available on request. Average DNP salary in practice in SC = $101,000. DNP faculty in CON = $62,500 9m $80,000 11m</td>
</tr>
<tr>
<td>Increase TT faculty to address</td>
<td>13 current TT faculty (Spring, 2015) + 3 unfilled</td>
<td>10+ new FRIs over the next 10 years.</td>
<td>Provost’s support. The CON has had the most significant surge in national prominence and positive change in national rankings, perhaps</td>
</tr>
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</table>
substandard student/faculty ratios | vacancies |
---|---
more than any other USC College in the past 2 years. The CON has high potential to grow in research funding, and graduate student enrollment with additional TT faculty. Current student: faculty ratio = 98:1.

| 2 new Clinical Faculty Lines for Masters/DNP programs |
|---|---|---
| 43 current faculty/with planned new hires/attrition /retirement will yield 50 total faculty. | $225,000 recurring funds for 2 new faculty lines. | Student/Faculty ratios are already substandard. With an expected growth of 400+ new students in the next two years, will need an additional 2 doctoral prepared clinical faculty. As assessment of other flagship CON (Alabama, Kentucky, Virginia, others) average 55-65 faculty and 800-1200 students. USC CON will grow to 1800 students and only 50 faculty without additional lines. We will continue to have attrition without additional faculty and appropriate compensation. |

| Tuition differential for NP programs to address clinical payment requirements; increased costs of faculty |
|---|---|---|
| $501/hour current to $699/hour (proposed). | None | Request submitted to increase tuition for this professional program, similar to other professional programs due to high costs of training, faculty. The newest concern is the payment for clinical preceptors, in which we have no resources without tuition support. |

| PhD fellowships |
|---|---|---|
| We have funds for this next year from Dean’s start-up. | Starting 2016, request $200,000 recurring funds. | Tuition support/fellowships have significantly increased enrollment and quality of students in the PhD program. These funds are critical for the sustainability of the PhD program, as well as the growth of the CON’s research agenda. |

**B. Benchmarking Information:**

*Peer programs:*
University of Kentucky
University of Alabama
University of Kansas
University of Florida
University of Colorado

*Peer aspirants:*
University of North Carolina-Chapel Hill
The Ohio State University
Indiana University
University of Virginia
University of Iowa
C. Unit’s Top Strengths and Important Accomplishments:

1. The College of Nursing has had a significant rise in national prominence in the past two years, and the potential has not yet been realized. The US News & World Report rankings and NIH rankings have significantly increased:
   ✓ US News & World Report ranks USC CON in top 3 in graduate online programs (#16 in 2014; no previous ranking);
   ✓ US News & World Report ranks USC CON in top 46 of publics and 66 overall (over 800+ nursing programs); last ranking #79 in 2011;
   ✓ NIH ranking of 34, from #60 in 2014, with no ranking for two years prior.
2. Nurses are in top demand and are highly employable. For example, the US News & World Report indicates Nurse Practitioners are #2 and RN are #4 in Top 100 jobs in 2014 (high demand for program; high employability rate – up to 100%);
3. The College of Nursing is the leader in the state with education, practice, research, partnerships, workforce analyses, policy to address current/future nursing and health care needs. We house the Center for Nursing Leadership, the only statewide/regional nursing leader fellowship (Amy Cockcroft Leadership program), the state’s center for nursing workforce research, and the state leader on implementing the 2010 Institute of Medicine’s recommendations.
4. The College of Nursing’s research in cancer survivorship, vulnerable populations, health systems, and health promotion/risk reduction has increased significantly in the past two years and has opportunity to grow with appropriate resources and infrastructure.
5. The College of Nursing provides two rural outreach educational programs with the Salkehatchie and Lancaster campuses.
6. The College of Nursing is growing its global reach, partnerships, and study abroad opportunities.
7. The Children and Family Healthcare Center is one of the few academic-nurse managed clinics in the country and positively impacts healthcare of underserved families in low-income urban settings.
8. The College of Nursing has cultivated creative partnerships with healthcare systems across South Carolina, Georgia, and North Carolina, that is resulting in increased student enrollment, research opportunities, novel clinical practice models, and entrepreneurial opportunities.
9. The College of Nursing has a stellar reputation with online education delivery, and will be partnering with Academic Partnerships with two new programs (RN-BSN and BSN-MSN).
10. The faculty, staff, and students are committed to excellence, have a passion to improve health care, and a passion for the university. The College has been very strategic in talent acquisition and talent development, and the results are indicative of the quality of our team.

D. Unit’s Weaknesses and How They Are Being Addressed:
   ✓ Faculty-student ratio (see sections II, III);
   ✓ Opportunities for faculty development/mentoring (sections II, III);
   ✓ Loss of acute clinical sites due to closure of hospital beds (twice year admission for BSN students vs. current onetime year; increase simulation);
   ✓ Facilities/pace that meets learners’ capacity/learning needs;
   ✓ Compressed faculty salaries.
E. Statistical Data for College of Nursing:

1. Number of entering freshman for classes Fall 2011, Fall 2012, Fall 2013, Fall 2014 and their average SAT and ACT scores.

<table>
<thead>
<tr>
<th>Enrollment</th>
<th>TOTAL Freshman</th>
</tr>
</thead>
<tbody>
<tr>
<td>semester</td>
<td>Number</td>
</tr>
<tr>
<td>C. Fall 2011</td>
<td>280</td>
</tr>
<tr>
<td></td>
<td>SAT Total Score Average 1169</td>
</tr>
<tr>
<td></td>
<td>ACT Composite Score Average 25</td>
</tr>
<tr>
<td>C. Fall 2012</td>
<td>341</td>
</tr>
<tr>
<td></td>
<td>SAT Total Score Average 1135</td>
</tr>
<tr>
<td></td>
<td>ACT Composite Score Average 25</td>
</tr>
<tr>
<td>D. Fall 2013</td>
<td>298</td>
</tr>
<tr>
<td></td>
<td>SAT Total Score Average 1163</td>
</tr>
<tr>
<td></td>
<td>ACT Composite Score Average 26</td>
</tr>
<tr>
<td>D. Fall 2014</td>
<td>306</td>
</tr>
<tr>
<td></td>
<td>SAT Total Score Average 1172</td>
</tr>
<tr>
<td></td>
<td>ACT Composite Score Average 26</td>
</tr>
</tbody>
</table>
2. Freshman retention rate for classes entering Fall 2011, Fall 2012 and Fall 2013.

<table>
<thead>
<tr>
<th></th>
<th>Freshman-Sophomore Retention Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2011 Cohort</td>
</tr>
<tr>
<td>Started</td>
<td>Ended</td>
</tr>
<tr>
<td>↓</td>
<td>↓</td>
</tr>
<tr>
<td>Nursing</td>
<td>Same School</td>
</tr>
<tr>
<td>Other School</td>
<td>14.1%</td>
</tr>
<tr>
<td>Total</td>
<td>85.2%</td>
</tr>
</tbody>
</table>

3. Sophomore retention rate for classes entering Fall 2010, Fall 2011, and Fall 2012.

<table>
<thead>
<tr>
<th></th>
<th>Sophomore-Junior Retention Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2010 Cohort</td>
</tr>
<tr>
<td>Started</td>
<td>Ended</td>
</tr>
<tr>
<td>↓</td>
<td>↓</td>
</tr>
<tr>
<td>Nursing</td>
<td>Same School</td>
</tr>
<tr>
<td>Other School</td>
<td>21.2%</td>
</tr>
<tr>
<td>Total</td>
<td>93.8%</td>
</tr>
</tbody>
</table>
4. Number of majors enrolled in Fall 2011, Fall 2012, Fall 2013 and Fall 2014 by level: undergraduate, certificate, first professional, masters, or doctoral (headcount)

<table>
<thead>
<tr>
<th>Majors</th>
<th>Baccalaureate</th>
<th>Masters</th>
<th>Certificate</th>
<th>Professional</th>
<th>Doctoral</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Semester</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fall 2011</td>
<td>1,045</td>
<td>135</td>
<td>27</td>
<td>0</td>
<td>61</td>
<td>1268</td>
</tr>
<tr>
<td>Fall 2012</td>
<td>1,148</td>
<td>134</td>
<td>34</td>
<td>0</td>
<td>42</td>
<td>1,358</td>
</tr>
<tr>
<td>Fall 2013</td>
<td>1,162</td>
<td>96</td>
<td>35</td>
<td>0</td>
<td>57</td>
<td>1,350</td>
</tr>
<tr>
<td>Fall 2014</td>
<td>1,150</td>
<td>113</td>
<td>37</td>
<td>0</td>
<td>73</td>
<td>1373</td>
</tr>
</tbody>
</table>

5. Number of entering first professional and graduate students Fall 2011, Fall 2012, Fall 2013, and Fall 2014 and their average GRE, MCAT, LSAT scores, etc. *Note- since 8/11, GRE scoring has changed (130-170 for verbal and quantitative scores).

<table>
<thead>
<tr>
<th>Enrollment</th>
<th>TOTAL</th>
<th>New Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>semester</td>
<td>Number</td>
<td></td>
</tr>
<tr>
<td>C. Fall 2011</td>
<td>Number</td>
<td>45</td>
</tr>
<tr>
<td></td>
<td>GRE Analytical Average</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>GRE Quantitative Average</td>
<td>560</td>
</tr>
<tr>
<td></td>
<td>GRE Verbal Average</td>
<td>496</td>
</tr>
<tr>
<td></td>
<td>MAT Quantitative Average</td>
<td>417</td>
</tr>
<tr>
<td>C. Fall 2012</td>
<td>Number</td>
<td>41</td>
</tr>
<tr>
<td></td>
<td>GRE Analytical Average</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>GRE Quantitative Average</td>
<td>388</td>
</tr>
<tr>
<td></td>
<td>GRE Verbal Average</td>
<td>313</td>
</tr>
<tr>
<td></td>
<td>MAT Quantitative Average</td>
<td>409</td>
</tr>
<tr>
<td>D. Fall 2013</td>
<td>Number</td>
<td>37</td>
</tr>
</tbody>
</table>
6. Number of graduates in Fall 2013, Spring 2014, Summer 2014 by level (undergraduate, certificate, first professional, masters, doctoral)

<table>
<thead>
<tr>
<th>Degrees Awarded</th>
<th>Baccalaureate</th>
<th>Masters</th>
<th>Certificate</th>
<th>Professional</th>
<th>Doctoral</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Semester</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fall 2013</td>
<td>0</td>
<td>21</td>
<td>4</td>
<td>0</td>
<td>4</td>
<td>29</td>
</tr>
<tr>
<td>Spring 2014</td>
<td>214</td>
<td>6</td>
<td>2</td>
<td>0</td>
<td>3</td>
<td>225</td>
</tr>
<tr>
<td>Summer 2014</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>TOTAL</td>
<td>216</td>
<td>27</td>
<td>6</td>
<td>0</td>
<td>8</td>
<td>257</td>
</tr>
</tbody>
</table>

7. Four-, Five- and Six- Year Graduation rates for three most recent applicable classes (undergraduate only).
<table>
<thead>
<tr>
<th></th>
<th>Same School</th>
<th>Other School</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing</td>
<td>40.5%</td>
<td>45.5%</td>
<td>54.5%</td>
</tr>
<tr>
<td></td>
<td>46.5%</td>
<td>20.5%</td>
<td>46.0%</td>
</tr>
<tr>
<td></td>
<td>48.1%</td>
<td>23.5%</td>
<td>70.0%</td>
</tr>
<tr>
<td></td>
<td>49.7%</td>
<td>7.6%</td>
<td>55.7%</td>
</tr>
<tr>
<td></td>
<td>49.7%</td>
<td>15.7%</td>
<td>65.4%</td>
</tr>
<tr>
<td></td>
<td>49.7%</td>
<td>17.8%</td>
<td>67.6%</td>
</tr>
<tr>
<td></td>
<td>49.7%</td>
<td>7.9%</td>
<td>57.6%</td>
</tr>
<tr>
<td></td>
<td>55.6%</td>
<td>14.3%</td>
<td>69.9%</td>
</tr>
<tr>
<td></td>
<td>55.6%</td>
<td>15.3%</td>
<td>70.9%</td>
</tr>
</tbody>
</table>

8. Total credit hours generated by your unit regardless of major for Fall 2013, Spring 2014 and Summer 2014.

<table>
<thead>
<tr>
<th>Total Credit Hours</th>
<th>Undergraduate</th>
<th>Masters</th>
<th>Professional</th>
<th>Doctoral</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Semester</td>
<td>Undergraduate</td>
<td>Masters</td>
<td>Professional</td>
<td>Doctoral</td>
<td>TOTAL</td>
</tr>
<tr>
<td>Fall 2013</td>
<td>9,842</td>
<td>616</td>
<td>0</td>
<td>236</td>
<td>10,694</td>
</tr>
<tr>
<td>Spring 2014</td>
<td>8,862</td>
<td>658</td>
<td>0</td>
<td>240</td>
<td>9,760</td>
</tr>
<tr>
<td>Summer 2014</td>
<td>84</td>
<td>224</td>
<td>0</td>
<td>105</td>
<td>413</td>
</tr>
<tr>
<td>TOTAL</td>
<td>18,788</td>
<td>1,498</td>
<td>0</td>
<td>581</td>
<td>20,867</td>
</tr>
</tbody>
</table>

9. Percent of credit hours by undergraduate major taught by faculty with a highest terminal degree.

<table>
<thead>
<tr>
<th>Semester</th>
<th>% Credit Hours by Faculty by Faculty w/ highest terminal degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2014</td>
<td>26.21% <em>(as reported – data not accurate as it overcaptures temporary faculty in clinical nursing courses)</em></td>
</tr>
</tbody>
</table>

10. Percent of credit hours by undergraduate major taught by full-time faculty.

<table>
<thead>
<tr>
<th>Semester</th>
<th>% Credit Hours by FT Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2014</td>
<td>76.06%</td>
</tr>
</tbody>
</table>
11. Number of faculty by title (tenure-track by rank, non-tenure track (research or clinical) by rank) as Fall 2011, Fall 2012 and Fall 2013 (by department where applicable).

<table>
<thead>
<tr>
<th>Tenure Track Faculty</th>
<th>Fall 2012</th>
<th>Fall 2013</th>
<th>Fall 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>4</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>4</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>3</td>
<td>3</td>
<td>3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Research Faculty</th>
<th>Fall 2012</th>
<th>Fall 2013</th>
<th>Fall 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Clinical Faculty</th>
<th>Fall 2012</th>
<th>Fall 2013</th>
<th>Fall 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>7</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>10</td>
<td>13</td>
<td>18</td>
</tr>
<tr>
<td>Instructor</td>
<td>3</td>
<td>2</td>
<td>2</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Adjunct Faculty</th>
<th>Fall 2012</th>
<th>Fall 2013</th>
<th>Fall 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>73</td>
<td>65</td>
<td>67</td>
</tr>
</tbody>
</table>
12. Current number and change in the number of tenure-track and tenured faculty from underrepresented minority groups from FY 2013.

<table>
<thead>
<tr>
<th>Tenure Track and Tenured Faculty</th>
<th>Ethnicity</th>
<th>Current #</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>Hispanic</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Research Assistant Professor</td>
<td>Black</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>
E. Statistical Research Data for the College of Nursing (continued):

1. The total number and amount of externally sponsored research proposal submissions by funding source for FY 2014.

SUBMITTED FY 2014 (July 1, 2013 – June 30, 2014):

**RESEARCH:** (18)

**External:** (13)

**Agency for Healthcare Research and Quality (AHRQ)**
Joseph, Amelia, PI; Snyder, Rita, Co-I. *Cues for Nurse Surveillance: Do Early Warning Systems Predict Failures in Care?* $100,000. (Submitted: 06/13/2014).

**American Cancer Society (ACS)**

**American Cancer Society/University of South Carolina College of Pharmacy/SOAR IRG**

**American Nurses Foundation**
Joseph, Amelia, PI; Snyder, Rita, Co-I. *Components of Nurse Surveillance in Failure to Rescue Situations: An Exploratory Study.* $8,939. (Submitted: 05/01/2014).

**National Institutes of Health (NIH)**

Culley, Joan, PI; Tavakoli, Abbas, Co-I. *Validating Triage for Chemical Mass Casualty Incidents - A First Step.* $2,621,902. (Submitted: 11/05/2013).

Elk, Ronit, PI. *Community-Generated Palliative Care Telemedicine for Rural Black and White Elders.* $405,070. (Submitted: 11/16/2013).


Snyder, Rita, PI. *Reducing Medication Administration Process Redesign Risk through Computer Simulation.* $2,064,916. (Submitted: 03/05/2014).

**NIH Subawards:**

NIH/Medical University of South Carolina Subaward
Andrews, Jeannette, Consortium PI; Magwood, Gayenelle, PI.  *R34 Subaward: Novel Intervention Linking Public Housing with Primary Care to Prevent Diabetes.*  $69,228.  (Submitted:  02/28/2014).

**NIH/University of Texas Health Sciences Center San Antonio Subaward**

Messias, DeAnne, Consortium PI; Parra-Medina, Deborah, PI.  *Year 3 Non-Competing Continuation - Subaward: ENLACE: A Promotora-Led Physical Activity Intervention Trial for Latinas in Texas.*  $93,983.  (Submitted:  03/14/2014).

**State of South Carolina Spinal Cord Injury Research Fund Board (SCSIRF)**

Bell, Nate, PI.  *Geographic Disparities in Access to Out-Patient Rehabilitation Services After Spinal Cord Injury.*  $28,478.  (Submitted:  06/18/2014).

**United States Department of Defense (DOD)**

Adams, Swann, PI; Heiney, Sue P., Co-I; Bell, Nate, Co-I.  *A Novel and Innovative Geographic Information Systems Approach to Prostate Cancer Disparities: Shifting the Paradigm.*  $642,008.  (Submitted:  10/02/2013).

**Internal Awards:** (5)

**University of South Carolina Office of Undergraduate Research/Magellan Scholars**

Chappell, Kate, Mentor; Tavakoli, Abbas, Mentor; Desjardins, Senna, Magellan Scholar.  *Examining Relationships between Primary Caregivers’ Adverse Childhood Experiences (ACE) Score and Type of Child Abuse Allegations in the Family.*  $3,000.  (Submitted:  02/26/2014).

Smith, Sabra, Co-Mentor; Felder, Tisha, Co-Mentor; Wolfer, David; Magellan Scholar.  *Post-Exposure to Prevent the Transmission of Human Immunodeficiency Virus (HIV) in Sexual Assault Victims: A Policy Analysis.*  $3,000.  (Submitted:  10/21/2013).

Smith, Sabra, Co-Mentor; Felder, Tisha, Co-Mentor; Wolfer, David; Magellan Scholar.  *Post-Exposure to Prevent the Transmission of Human Immunodeficiency Virus (HIV) in Sexual Assault Victims: A Policy Analysis (Resubmission).*  $2,999.  (Submitted:  02/19/2014).

**University of South Carolina Office of the Vice President for Research/ASPIRE**


**NON-RESEARCH:** (7)

**External:** (7)
Blue Cross Blue Shield of South Carolina
Andrews, Jeannette, PI; Burgess, Stephanie; McKinney, Tena; LaSala, Kathy, Co-Is. *Increasing South Carolina's Mental Health Workforce.* $300,000. (Submitted: 02/19/2014).

The Duke Endowment
Andrews, Jeannette, PI. *USC and GHS Partnership to Enhance the Advanced Practice Nursing Workforce to Improve Access and Healthcare Delivery in South Carolina.* $878,067. (Submitted: 12/16/2013).


Health Resources and Services Administration (HRSA)
Burgess, Stephanie, PI; Caldwell, Toriah; Cox, DeAnna; Hunt-McKinney, Selina, Co-Is. *Nurse Education, Practice, Quality and Retention (NEPQR) Program - Interprofessional Collaborative Practice 2014.* $845,144. (Submitted: 02/03/2014).

LaSala, Kathleen, PI. *Advanced Education Nursing Traineeship (AENT).* $700,000. (Submitted: 01/16/2014).

LaSala, Kathleen, PI. *Nurse Faculty Loan Program (NFLP).* Formula Based Budget. (Submitted: 02/03/2014).

MUSC/AHEC/Duke Endowment Subaward
Burgess, Stephanie, Consortium PI. *Subaward: Increasing the Primary Care Workforce for South Carolina, Year 3.* $10,000. (Submitted: 06/16/2014).

**Internal:** (0)

<table>
<thead>
<tr>
<th></th>
<th>Number of Applications</th>
<th>Total Potential Research Dollars</th>
<th>Total Potential Non-Research Dollars</th>
<th>Grand Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Submitted FY14 External</td>
<td>20</td>
<td>$7,830,680</td>
<td>$2,789,024</td>
<td>$10,619,704</td>
</tr>
<tr>
<td>Submitted FY14 Internal</td>
<td>5</td>
<td>$33,989</td>
<td>$0</td>
<td>$33,989</td>
</tr>
<tr>
<td>Total</td>
<td>25</td>
<td>$7,864,669</td>
<td>$2,789,024</td>
<td>$10,653,693</td>
</tr>
</tbody>
</table>

2. Summary of externally sponsored research awards by funding source for FY 2014. Total extramural funding processed through Sponsored Awards Management (SAM) in FY 2014, and federal extramural funding processed through SAM in FY 2014. (Available at: [http://sam.research.sc.edu/awards.html](http://sam.research.sc.edu/awards.html)) Amount of sponsored research funding per faculty
a. **Summary of externally sponsored research awards by funding source for FY 2014.**

**AWARDED FY 2014 (July 1, 2013 – June 30, 2014):**

**RESEARCH: (17)**

**External: (7)**

**American Cancer Society/University of South Carolina College of Pharmacy/SOAR**

**Centers for Medicare & Medicaid Services (CMS)**

**National Institutes of Health (NIH)**


**NIH Subawards:**

**NIH/Medical University of South Carolina**

**NIH/University of Texas Health Sciences Center San Antonio**

**Oncology Nursing Society Foundation**
Internal: (10)

South Carolina Clinical & Translational Research Institute (SCTR) Fast Forward Seed Grant

University of South Carolina Office of the Provost
Baliko, Beverly, PI; Heiney, Sue P., Co-I; Burgess, Stephanie, Co-I; Tavakoli, Abbas, Co-I. Intimate Partner Violence-related Mild Traumatic Brain Injury in Abused Women. (05/16/2012 - 02/15/2014). No-Cost Extension. 11200-A004.

Bell, Nathaniel, PI. Social Sciences Grant - An Interdisciplinary Approach to the Evaluation of the Social Determinants of Trauma Outcomes. (05/16/2014 - 05/15/2015). $18,842. 11200-A011.


Heiney, Sue P., Co-PI; Felder, Tisha, Co-I; Adams, Swann, Co-I; Phelps, Kenneth, Co-PI. ASPIRE I - Patient Centered Treatment Adherence to Hormonal Therapy. (05/16/2014 – 09/16/2015). $10,715. 11200-E245.

Smith, Sabra, PI. Clinical Incentive Grant - Examination of Prenatal Care of HIV+ Pregnant Women and Clinical Outcomes. (05/16/2012 – 09/30/2013). No-Cost Extension. 1200-A006.

University of South Carolina Office of the Vice President for Research
Bell, Nathaniel, Co-PI; Adams, Swann, Co-PI. ASPIRE I - Geographic Access to Post-Acute Rehabilitation Services after Injury. (05/16/2014 – 09/25/2015). $15,000. 11200-E244.

University of South Carolina Office of Undergraduate Research/Magellan Scholars
Chappell, Kate, Co-Mentor; Tavakoli, Abbas, Co-Mentor; Desjardins, Senna, Magellan Scholar. Examining Relationships between Primary Caregivers’ Adverse Childhood Experiences (ACE) Score and Type of Child Abuse Allegations in the Family. (05/01/2014 – 04/30/2015). $3,000. 11200-E243.


NON-RESEARCH: (5)

External: (5)

AHEC/MUSC/ Duke Endowment
Burgess, Stephanie, Consortium PI. Subaward: Increasing Primary Care Workforce for South Carolina. (07/01/2013 – 06/30/2014). $10,000. 11200-KJ02.


Health Resources and Services Administration (HRSA)

Jonas Center for Nursing Excellence

Robert Wood Johnson Foundation
Hewlett, Peggy, PI. South Carolina One Voice One Plan Action Coalition Future of Nursing State Implementation Program. (11/01/2013 – 10/31/2015). $150,000. 11200-KL03. [REVENUE ACCOUNT – 11200-LL00 - $13,750].

Internal: (0)

<table>
<thead>
<tr>
<th>Number of Applications</th>
<th>Total Research Dollars</th>
<th>Total Non-Research Dollars</th>
<th>Grand Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Awarded FY14 External</td>
<td>12</td>
<td>$143,867</td>
<td>$214,704</td>
</tr>
<tr>
<td>Awarded FY14 Internal</td>
<td>10</td>
<td>$147,113</td>
<td>$0</td>
</tr>
<tr>
<td>Total</td>
<td>22</td>
<td>$290,980</td>
<td>$214,704</td>
</tr>
</tbody>
</table>

*b. Total extramural funding processed through Sponsored Awards Management (SAM) in FY2014, and federal extramural funding processed through SAM in FY2014.

TOTAL EXTRAMURAL FUNDING PROCESSED THROUGH SAM FY 2014:
$435,389

FEDERAL EXTRAMURAL FUNDING PROCESSED THROUGH SAM FY 2014:
$169,435

*Total amount of externally sponsored research awards and total extramural funding processed through SAM slightly different because:
  a. Revenue accounts, 11200-LA01 - $7,500 & 11200-LL00 - $13,750, not included in 2a, but included in 2b.
  b. 11200-FA18 $24,184 carryforward not included in 2a total, but included in 2b.
  c. 11200-FA19 RISK $31,384 not included in 2a total, but included in 2b.
c. Amount of sponsored research funding per faculty member in FY 2014 (by rank, type of funding; e.g., federal, state, etc., and by department if applicable).

**RESEARCH:**

**PROFESSOR:**

**Centers for Medicare and Medicaid Services (CMS):**
- Messias, DeAnne 11200-FA14 External/Federal No-Cost Extension

**National Institutes of Health (NIH):**
- Andrews, Jeannette 11200-FA16 External/Federal No-Cost Extension/ $23,477
  - Andrews, Jeannette 11200-FA17 External/Federal (R21 Sub) Funding Counted FY2013
  - Messias, DeAnne 11200-FA18 External/Federal (R01 Sub) $90,390

**University of South Carolina Office of Undergraduate Research**
- Messias, DeAnne 11200-E241 Internal/Magellan Scholar $2,500

**RESEARCH PROFESSOR:**

**Oncology Nursing Society Foundation:**
- Heiney, Sue P. 11200-KA13 External/Foundation Funding Counted FY2013

**University of South Carolina Office of the Vice President for Research:**
- Heiney, Sue 11200-E245 Internal/ASPIRE I $10,715

**RESEARCH ASSOCIATE PROFESSOR:**

**South Carolina Clinical & Translational Research Institute (SCTR):**
- Elk, Ronit 11200-E240 Internal/Fast Forward $2,500

**University of South Carolina Office of the Vice President for Research:**
- Elk, Ronit 11200-E239 Internal/ASPIRE II $92,056

**ASSOCIATE PROFESSOR:**

**National Institutes of Health (NIH):**
- Culley, Joan 11200-FA13 External/Federal No-Cost Extension

**University of South Carolina Office of the Provost:**
- Baliko, Beverly 11200-A004 Internal/Clinical Incentive No-Cost Extension
ASSISTANT PROFESSOR:

American Cancer Society/University of South Carolina College of Pharmacy:
McDonnell, Karen  11200-KA15  External/SOAR ACS IRG  $30,000

University of South Carolina Office of the Provost:
Bell, Nathaniel  11200-A011  Internal/Social Sciences  $18,842

University of South Carolina Office of the Vice President for Research:
Bell, Nathaniel  11200-E244  Internal/ASPIRE I  $15,000

CLINICAL ASSISTANT PROFESSOR:

University of South Carolina Office of the Provost:
Smith, Sabra  11200-A006  Internal/Clinical Incentive  No-Cost Extension

University of South Carolina Office of Undergraduate Research:
Chappell, Kate  11200-E243  Internal/Magellan Scholar  $3,000
Smith, Sabra  11200-E242  Internal/Magellan Scholar  $2,500

SUBTOTAL RESEARCH  $290,980

NON-RESEARCH:

PROFESSOR:

Health Resources & Services Administration (HRSA):
Hewlett, Peggy  11200-FJ22  External/Federal  No-Cost Extension

Jonas Center for Nursing Excellence:
Andrews, Jeannette  11200-KA14  External/Scholarship  $20,000

MUSC/Duke Endowment:
Hewlett, Peggy  11200-KL02  External/Foundation  $34,704

Robert Wood Johnson Foundation:
Hewlett, Peggy  11200-KL03  External/Foundation  $150,000

CLINICAL PROFESSOR:

MUSC/Duke Endowment:
Burgess, Stephanie  11200-KJ02  External/Foundation  $10,000

NON-RESEARCH SUBTOTAL:  $214,704

RESEARCH TOTAL:  $290,980
3. Total sponsored research expenditures per tenured/tenure-track faculty for FY 2014, by rank and by department, if applicable.

**RESEARCH:**

**PROFESSOR:**
- Andrews, Jeannette 11200-FA16 $305,782.31
- Andrews, Jeannette 11200-FA17 $1,318.49
- Messias, DeAnne 11200-FA14 $44,668.96
- Messias, DeAnne 11200-FA18 $75,470.89
- Messias, DeAnne (Mentor) 11200-E241 $1,085.93

**RESEARCH PROFESSOR:**
- Heiney, Sue P. 11200-KA13 $11,216.04
- Heiney, Sue P. 11200-E245 $0.00

**RESEARCH ASSOCIATE PROFESSOR:**
- Elk, Ronit 11200-E239 $8,357.51
- Elk, Ronit 11200-E240 $2,462.89

**ASSOCIATE PROFESSOR:**
- Baliko, Beverly 11200-A004 $425.55
- Culley, Joan 11200-FA13 $10,081.90

**ASSISTANT PROFESSOR:**
- Bell, Nathaniel 11200-A011 $1,629.92
- Bell, Nathaniel 11200-E244 $0.00
- McDonnell, Karen 11200-KA15 $0.00
CLINICAL ASSISTANT PROFESSOR:

Chappell, Kate (Mentor) 11200-E243 $3,000.00
Smith, Sabra 11200-A006 $489.90
Smith, Sabra (Mentor) 11200-E242 $2,500.00

RESEARCH TOTAL: $468,490.29

NON-RESEARCH:

PROFESSOR:

Andrews, Jeannette 11200-KA14 $0.00
Andrews, Jeannette 11200-LA01 (Revenue) $0.00
Hewlett, Peggy 11200-KL02 $16,555.93
Hewlett, Peggy 11200-FJ22 $89,134.15
Hewlett, Peggy 11200-KL03 $9,443.21
Hewlett, Peggy 11200-LL00 (Revenue) $0.00

CLINICAL PROFESSOR:

Burgess, Stephanie 11200-KJ02 $10,511.67

NON-RESEARCH TOTAL: $125,644.96

GRAND TOTAL: $594,135.25

Per USC Accounting Intranet as of 06/30/2014.

   2012: None
   2013: None
   2014: None
### Table F-1. Faculty Scholarship Data Summary

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**Table F-2. Trend in Peer-Reviewed/Refereed Scholarship**
Table F-3. Trend in Non-Peer Reviewed/Refereed Scholarship

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DETAILED FACULTY SCHOLARSHIP SUMMARY

ACADEMIC YEAR July 1, 2013 – June 30, 2014

I. BOOKS AND BOOK CHAPTERS: (5)


II. PEER-REVIEWED AND REFEREED SCHOLARSHIP

a. Publications (28)


b. Podium Presentations: (47)

**Local:** (6)


Estrada, R. D. (2014, February). *Bi-directional acculturation: How and why southern US women in interethnic relationships learn foodways of their partners’ culture.* Presented at the 2014 Women’s and Gender Studies Annual Conference, University of South Carolina, Columbia, SC.
Snyder, R. (2014, April). *Leadership strategies in development of multi-disciplinary research centers.* Presented at the University of South Carolina’s 11th Annual Women’s Leadership Institute, Columbia, SC.


State: (2)


Tavakoli, A. (2013, December). Overview of path analysis using SAS. Presented at the South Carolina SAS User Group, Columbia, SC.

Regional: (4)


Tavakoli, A., & Heiney, S. (2014, October). Using SAS to examine mediator, direct and indirect effects of isolation and fear on social support using Baron and Kenny and a bootstrapping method. Presented at the Southeastern SAS User Group (SESUG), Myrtle Beach, SC.

National: (23)


LaSala, K. B. & Gorton, K. (2013, October). *Academic transitional issues: Moving from associate degree to baccalaureate degree nursing programs*. Presented at the 40th Annual National Conference on Professional Nursing Education and Development, Kansas City, MO.


Phillips, K. D., Mefford, L. C., Shieh, E. E., Terry, J., & Tavakoli, A. (2013, November). *Sleep disturbances related to adverse childhood experiences among adults who have committed sex*
offenses against a child. Presented at the Sixteenth Annual Conference of the Association of Nurses in AIDS Care, New York, NY.


Williams, A. (2014). A disruptive innovation in traditional BSN education. Presented at the Southern Regional Education Board Council on Collegiate Education for Nursing, Atlanta, GA.

International: (12)


c. Poster Presentations (21)

Local: (3)


LaSala, K. B., & Eng, C. R. (2014, October). *Effectiveness of a child’s fable on cognition: An intervention for pediatric obesity.* Presented at Celebrating Nurses: Past, Present and Future of Nursing Education, Mason’s School of Nursing 40th Anniversary. George Mason University, School of Nursing, Fairfax, VA.

State: (1)

LaSala, K. B. (2013, April). Challenges and successes in building workplace cohesiveness. Presented at the Annual Building Healthy Academic Communities, sponsored by The Ohio State University, Columbus, OH.

Regional: (4)


Tavakoli, A. (2014, October). Overview of analysis of covariance (ANCOVA) using GLM in SAS. Presented at the Southeastern SAS User Group, Myrtle Beach, SC.

Tavakoli, A. (2014, October). PROC MEANS for disaggregating statistics in SAS: One input data set and one output data set with everything you need. Presented at the Southeastern SAS User Group, Myrtle Beach, SC.

Tavakoli, A. (2014, October). Using regression model to predict earthquake magnitude and ground acceleration at South Carolina Coastal Plain (SCCP). Presented at the Southeastern SAS User Group, Myrtle Beach, SC.

National: (11)

**Chappell, K. K.** (2014). *Use of simulation scenarios for individual clinical evaluation and feedback with advanced practice nursing students: A look at logistics, challenges, and outcomes.* Presented at Drexel University Nursing Education Institute 2014, Myrtle Beach, SC.


**Poslusny, S.** (2014, October). *Theoretical underpinnings of trauma-informed prevention for adult women with a history of childhood sexual abuse and high risk health behaviors.* Presented at the Academy on Violence and Abuse Member’s Meeting, Salt Lake City, UT.


International: (2)


Matutina, R. (2014, September). Educational interventions for middle school students to improve the perception of nursing as a future career choice. Presented at the Sigma Theta Tau International Leadership Connection 2014, Indianapolis, IN.

III. NON-PEER REVIEWED SCHOLARSHIP

a. Publications: (1)

b. Podium Presentations (47)

Local:  (32)

Adkins, E. S. (2013, November). *Chronic disease coordinated care program*. Presented at the Department of Health & Wellbeing, Palmetto Health, Columbia, SC.


Catledge, C. & Scott, A. (2014, March). *University of South Carolina College of Nursing and University of South Carolina-Lancaster cooperative BSN Program: Careers in Nursing*. Presented at Andrew Jackson High School, Kershaw, SC.

Catledge, C. & Scott, A. (2014). *University of South Carolina College of Nursing and University of South Carolina-Lancaster Cooperative BSN Program: Careers in Nursing*. Presented at University of South Carolina - Lancaster - High School Guidance Luncheon, Lancaster, SC.

Catledge, C. & Scott, A. (2014, October). *University of South Carolina College of Nursing and University of South Carolina-Lancaster Cooperative BSN Program*. Presented at University of South Carolina - Lancaster - Dual Credit Student Orientation, Lancaster, SC.

Catledge, C., Scott, A., Worthy, K., & Williams, A. (2014, March). *University of South Carolina College of Nursing and University of South Carolina - Lancaster Cooperative BSN Program: BSN information session*. Presented at Lancaster Rotary Club, Lancaster, SC.


Degregory, C. (2013, August). The effects of multiple gratitude interventions on caregivers of persons with Alzheimer’s Disease, Dissertation research presentation to new PhD students, University of South Carolina, Columbia, SC.

Elk, R. (2014, November). Research lessons from the experts. Guest lecture in Epidemiology 801, Arnold School of Public Health, University of South Carolina, Columbia, SC.


Heiney, S. P. (2014, April). *Quality of life in disparate populations, the quality of life continuum: From palliative care to survivorship*. Presented at the South Carolina Cancer Alliance, Columbia, SC.


Scott, A. & Worthy, K.  (2014).  *University of South Carolina College of Nursing and University of South Carolina -Lancaster Cooperative BSN Program: Careers in Nursing.*  Presented at Rock Hill High School, Rock Hill, SC.


Williams, A. & Scott, A.  (2014).  *Nursing Simulation 101.*  Presented at the University of South Carolina-Lancaster Colloquium Series, Lancaster, SC.


Williams, A. & Williams, J.  (2014, October).  *Carbon monoxide awareness for Jeffreys Foundation.*  Presented at the University of South Carolina Fire Safety Day, Columbia, SC.

Williams, A.  (2014).  *Distributive learning brown bag.*  Presented at the University of South Carolina College of Nursing, Columbia, SC.


State:  (10)


Williams, A. & Williams, J. (2014). Carbon monoxide: Did you know? Presented at the South Carolina Fire Marshall Association Meeting, Myrtle Beach, SC.
Regional: (1)


National: (2)


Zager, L. (2014). *Managing the clinical day for student success*. Presented at the AACN National Faculty Development Conference, Jacksonville, FL

International: (2)


c. Poster Presentations (4)

Local: (2)


Ingram, C. S., Felder, T. M., Braun, K., Khan, S., & Hebert, J. R. (2014, July). *Surveying the mentor-protégé relationship among CBPR researchers: Implications for productivity among cancer researchers.* Presented at the University of South Carolina Summer Symposium, Columbia, SC.

State: (0)

Regional: (1)

Matutina, R. (2014, November). *Educational interventions for middle school students to improve the perception of nursing as a future career choice.* Presented at the Southern Regional Education Board Council on Collegiate Education for Nursing, Atlanta, GA.

National: (0)

International: (1)