



I. Education and Student Success: Inspire graduate with clinical competence and cultural humility through student-centered learning to lead, transform, and deliver exemplary evidence-based nursing care, conduct research and scholarship, and improve healthcare delivery systems.

SMART Goal	Results
Ia. Maintain excellence in national rankings (#1 US News), student outcomes to include NCLEX (top 1% in US), NP Board pass rates (96-100%).	US News #1 Ranking Best Online Master’s (4 th year in a row); NCLEX pass rates 100% (May 2023 BSN, August 2023 MEPN)-remains in top 1 percent; 2023 NP pass rates pending.
Ib. Revise student learning outcomes for pre-licensure and advanced practice programs (in accordance with new AACN Essentials- major curriculum revision).	All student learning outcomes in respective programs were completed and went into effect in January 2024. Continue to revise curriculum to meet new AACN Essentials (competency-based learning).
Ic. Implement the Academic Success Coordinator position to enhance student readiness and retention of underrepresented students over the next year.	Academic Success Coordinator appointed and has initiated the program (Spring, 2024). Working with SEC colleagues to develop evidence-based program and potential regional collaboration.

Other initiatives: Implemented New Teaching Innovation Grants (\$200k), AI training session/teaching, Virtual Reality session implemented in simulation center, social determinants of health threaded in a minimum of 3 courses in each program.

II. Research and Scholarship: Lead and boldly transform research and scholarship that encompasses discovery to translation, consistent with USC Nursing’s Values.

SMART Goal	Results
Ila. Increase research funding by 10% in 2023 - 2024 and increase NIH rankings to top 30 in US.	Total annual research funding increased from \$4.1 million (2022) to \$7.6 million (2024); 28% increase. Achieved #32 in NIH ranking among all colleges/schools of nursing in 2023 (#24 public).
Ilb. Increase citations by faculty 10% in 2023-2024 and continue in lower third to mid quartile of AAU public peers.	Total citations by faculty 4597 (2022 Academic Analytics report) compared to 3365 (2021). 36% increase. Continues in lower third to mid quartile among AAU publics. Citations per faculty = 170.
Ilc. Expand research space on site with the development of biobehavioral laboratory facilities on the ground floor that will include space for behavioral research.	Met with four other CON across the US to explore innovations. Toured biobehavioral lab exemplars on the USC campus in Fall 2023. Meeting with college faculty in two phases to understand faculty needs of a biobehavioral laboratory facility. Hire university architects to have drawings for expanded research space on the Columbia campus.

Other initiatives: Appointed an internal candidate as the interim Assistant Dean for Research in January 2024. Recruited and hired a biostatistician to begin in summer 2024.

III. People and Environment: Promote a vibrant, respectful, and caring environment that recruits, retains, and fosters an inclusive and talented community of students, and employees while optimizing our infrastructure.

SMART Goal	Results
IIIa. Recruit and hire 10 new faculty for Fall 2024; less than 10% voluntary resignations of full time employees.	Now have total of 7 faculty pipeline fellows (3 are planned to transition to FT faculty in August, 2024). Hired 3 new FT faculty in January 2024; Two additional hired to date for Fall 2024, with minimum of 6-8 additional planned/interviewing). 4 voluntary faculty resignations [two assumed other faculty positions- Endowed Prof/Dean; 2 to stay home/return to school] (5%); 2 voluntary staff resignations (5%).
IIIb. Employee Engagement Survey in 2024 will demonstrate at least 75% of faculty and staff will perceive the CON as an inclusive environment.	78% of faculty/staff report agree/strongly agree “feel valued in CON”. 83% agree/strongly agree the CON has a strong commitment to our inclusivity/environment.
IIIc. Foster professional development among employees that promotes career success. Will have at least 4 faculty rank/promotions each year. Staff will have access to a minimum of one annual professional development opportunity within the college, university, and/or regionally.	One TT faculty in application process for promotion to Associate Professor; three PT faculty in process for promotion to Associate Professor; three PT faculty in process for Professor. One staff member enrolled in the emerging leaders program(ELP), one staff member completed the Improvement Leader Program through the Office of Organizational Excellence. Two additional staff received funding in Fall 2023 to participate in external professional development training/conferences with a second call for funding opportunities in March 2024.
<i>Other initiatives: Completed reorganization into departments; updating/revising bylaws and policies to reflect; staff mentoring program initiated.</i>	

IV. Practice, Service, & Partnerships: Cultivate and expand regional, national, and global initiatives with innovative practice, service, and partnerships.

SMART Goal	Results
IVa. Address clinical learning space needs, negotiate partnership to build 52,000 + sq foot educational and simulation space with goal to increase pre-licensure graduates to 400/year in 2027.	On track with this goal as written. CON takes occupancy of LMC space in June 2024, with plans to have upper division BSN and MEPN students/courses begin in August, 2024 at the new site.
IVb. Continue to expand partnership with LMC to include student workforce readiness and reignite academic/practice tasks groups with Prisma’s new leadership team .	LMC and USC CON task groups meeting monthly; progressing with work on curriculum and training; Prisma and USC CON task group meets every other month and progressing as planned.
<i>Other initiatives: Implemented new telehealth PMHNP practice with K-12 rural school; Received approximately \$300,000 donations for new LMC building to date. Global partnerships continue with InHolland University for Applied Sciences in Amsterdam and University for Applied Sciences in Nuremberg, Germany.</i>	



Strategic Framework



Strategic Initiatives for 2024-2025:

1. **Education & Student Success:** The College of Nursing will successfully transition the Department of Professional Nursing Practice, the Center for Simulation and Experiential Learning, and all upper division and MEPN nursing students to the Lexington Medical Center campus, ensuring seamless integration and optimal utilization of resources within six months.
2. **Research & Scholarship:** The College of Nursing will establish a biobehavioral laboratory by January 2025. Additionally, we aim to amplify the impact of our research centers on health equity and patient outcomes from with a minimum of 2-5 external grant submissions with an emphasis on federal-level funding, a minimum of 20 peer-reviewed published, and minimum of 10 podium/poster presentations from each Center.
3. **People & Environment:** The College of Nursing will host a faculty/staff retreat in May 2024 to focus on community/belonging, strategies to maintain two campuses, communications in complex systems, and team building, in anticipation of transitioning to an additional campus at Lexington Medical Center in July/August 2024.
4. **Practice, Service, & Partnerships:** The College of Nursing will hire a Research and Scholarship Practice Partnerships Liaison to enhance health systems partnerships with Lexington Medical Center, Prisma Health, and MUSC. We will also increase philanthropic giving by 3-5% and expand naming opportunities at both the Columbia and LMC campuses.



Columbia All Admissions Funnel

**Admissions funnel data for prospective Professional students in School of Law and School of Medicine (Columbia & Greenville) are not included at this time.
 Graduate School admissions funnel data for the School of Medicine Columbia is included.

New Student: All | **College:** College of Nursing | **Major:** All
Degree: All | **Race/Ethnicity:** All | **Gender:** All

Data Filtering

Admissions Summary By
 By Academic Year
 By Academic Period

Entry Term (Include / Exclude)
 All

New Student
 All

College
 College of Nursing

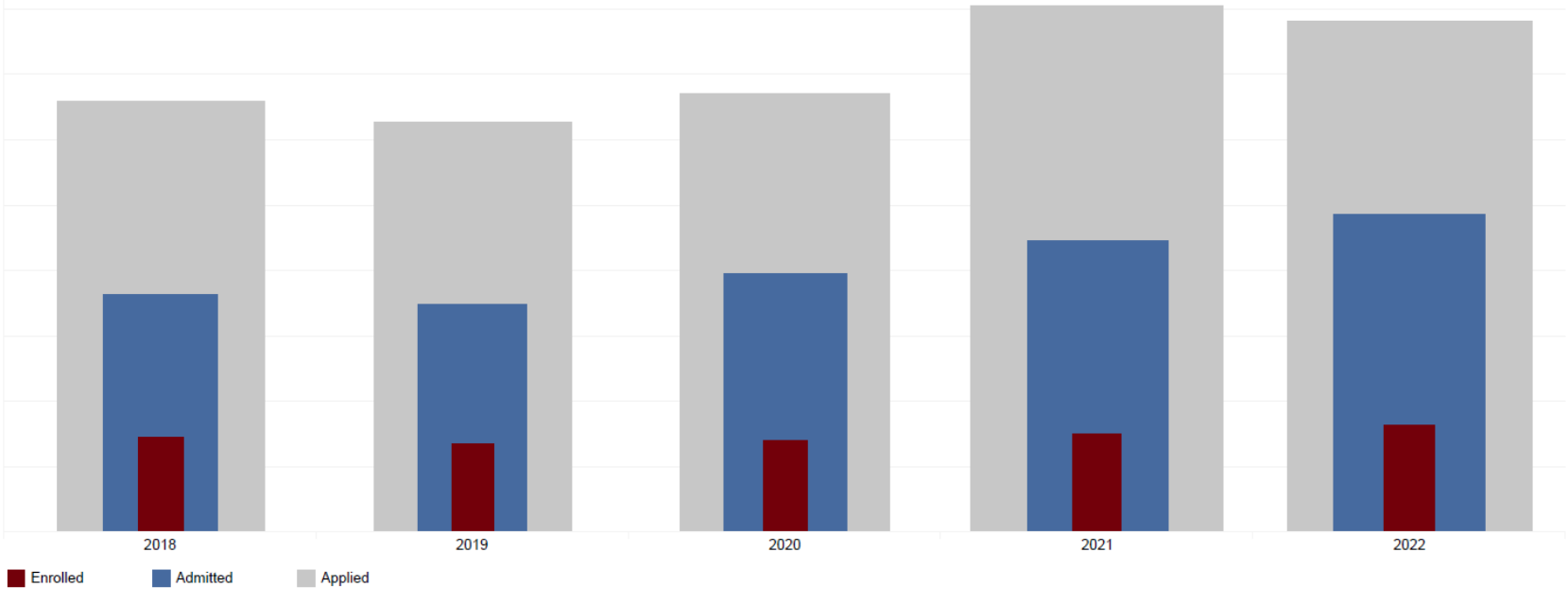
Academic Department
 All

Major
 All

Degree
 All

Race / Ethnicity
 All

Gender
 All



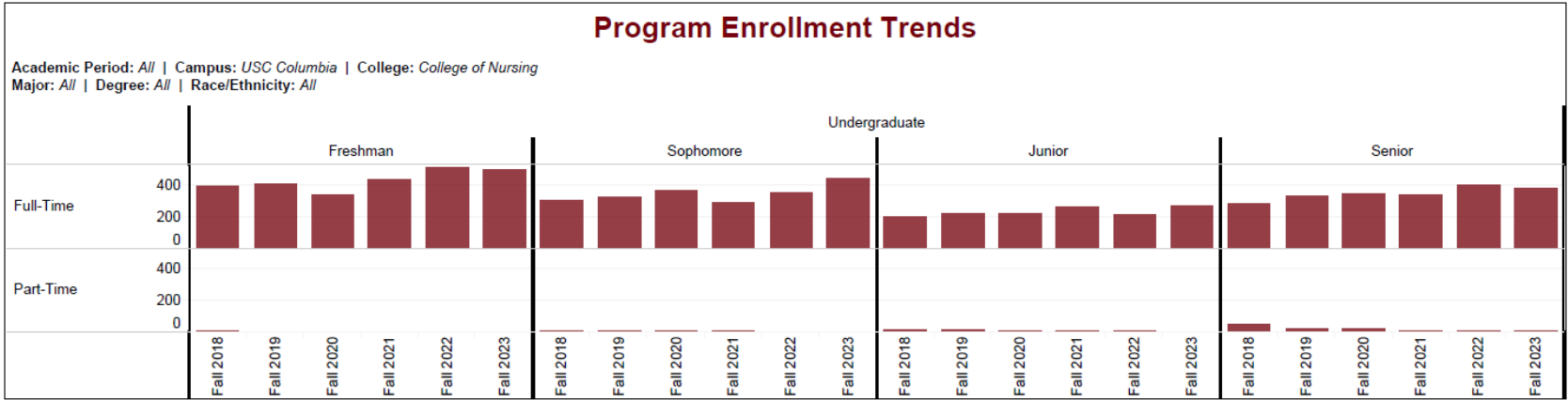
****NOTES ON DATA:**

Trends of USC Columbia campus prospective students for the past five Academic Years (Fall, Spring, and Summer). Each funnel represents - By Academic Year - the grand total of incoming applications, the grand total of applications admitted by Columbia's Admissions Office, and grand total of distinct new students from the Admitted yield that enrolled. ****NOTE: New prospective students admitted in an Academic Period prior to their first enrollment are not counted within the Enrolled yield.**

FROZEN DATA



Data Filtering	
Academic Period	All
Campus	USC Columbia
College	College of Nursing
Academic Department	All
Student Level	Undergraduate
Class Rank	All
Major	All
Degree	All
Enrollment Status	All
Race / Ethnicity	All



	Full-Time		Part-Time		Race / Ethnicity Total
	Men	Women	Men	Women	
Hispanic	37	349	2	13	401
Black or African American	42	655 1	4	7	708 1
American Indian or Alaska Native	5	10			15
Asian	54	150	1	4	209
Native Hawaiian or Other Pacific Islander	3	7		2	12
White	444	5,894	26	136	6,500
Two or More Races	38	357		11	406
Non-Resident Alien	8	13	1		22
Race / Ethnicity Unknown	5	47		2	54
Enroll Status / Gender Total	636	7,482 1	34	175	8,327 1

■ Primary ■ Secondary

****NOTES ON DATA:**

Trends of enrolled students for the past six Academic Years (Fall Terms only) at the Columbia and Palmetto College campuses. Headcounts are based on distinct students pursuing a program of study in a particular campus and college. Primary counts refer to all enrolled students with a program of study identified as their Primary program of study. Secondary counts are additional students (mutually exclusive) pursuing a particular program of study in addition to Primary Program of Study students. Definitions Race, Gender, Class Rank, Student Level and Enrollment Status are defined and reported by the Office of Institutional Research, Assessment and Analytics.

FROZEN DATA



Admissions

Enrollment

Credit Hours

Degrees Awarded

Retention & Graduation

Faculty & Staff

Data Filtering

Academic Period
All

Campus
USC Columbia

College
College of Nursing

Academic Department
All

Student Level
Graduate / Professional

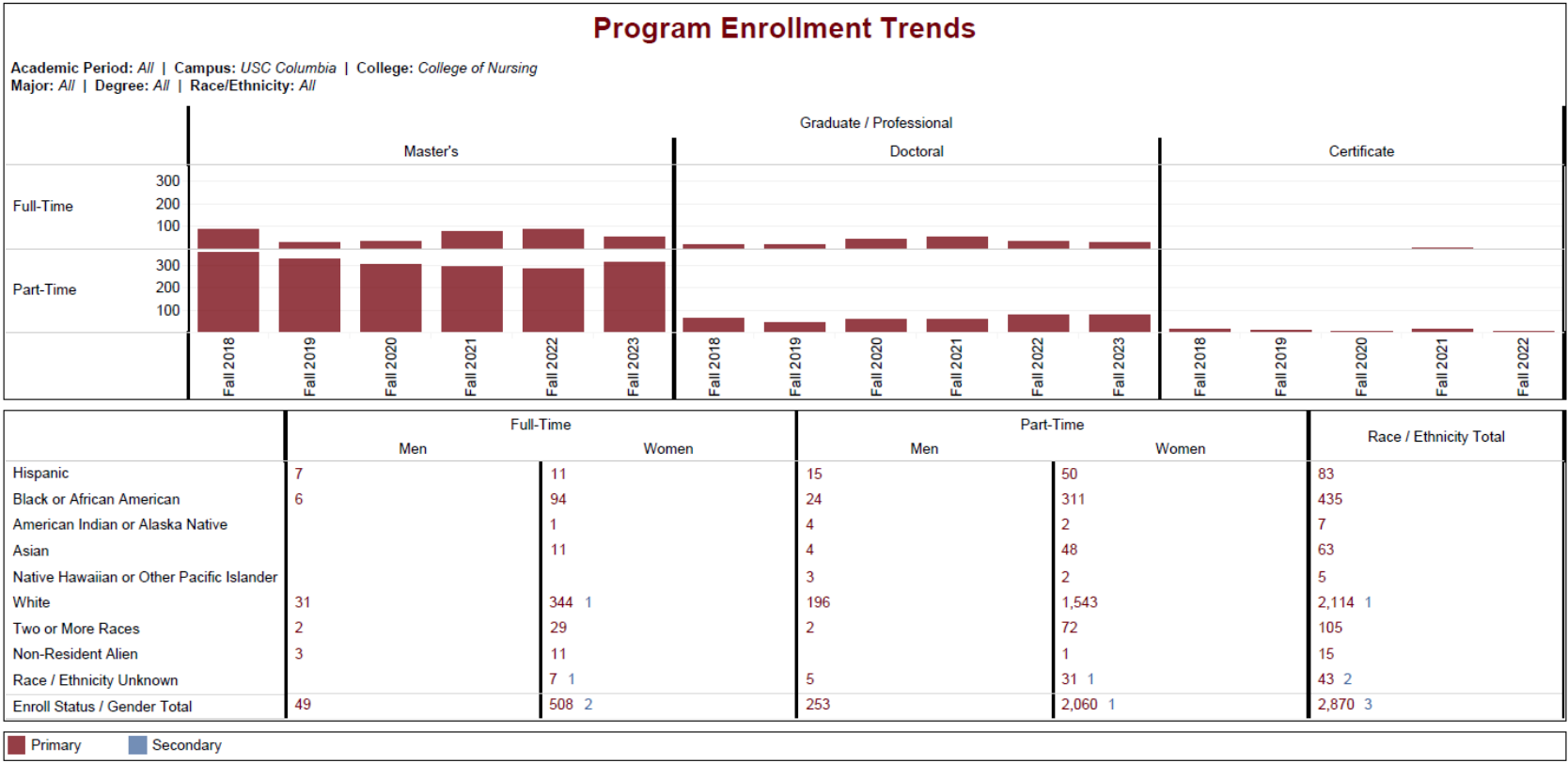
Class Rank
All

Major
All

Degree
All

Enrollment Status
All

Race / Ethnicity
All



****NOTES ON DATA:**

Trends of enrolled students for the past six Academic Years (Fall Terms only) at the Columbia and Palmetto College campuses. Headcounts are based on distinct students pursuing a program of study in a particular campus and college. Primary counts refer to all enrolled students with a program of study identified as their Primary program of study. Secondary counts are additional students (mutually exclusive) pursuing a particular program of study in addition to Primary Program of Study students. Definitions Race, Gender, Class Rank, Student Level and Enrollment Status are defined and reported by the Office of Institutional Research, Assessment and Analytics.

FROZEN DATA



Data Filtering

Academic Year
All

Academic Period
All

Campus
USC Columbia

College
College of Nursing

Course Department
All

Subject
All

Course Level
All

Total Range of Course Billing ...
1 1,180

Student Credit Hours by Course Department and Course Level

Academic Year: All | Academic Period: All | Campus: USC Columbia
 College: College of Nursing | Course Department: Nursing | Subject: All | Course Level: All

Department Desc	Course Level Desc	Academic Year / Academic Period															Grand Total
		2018-2019			2019-2020			2020-2021			2021-2022			2022-2023			
		Fall 2018	Spring 2019	Summer 2019	Fall 2019	Spring 2020	Summer 2020	Fall 2020	Spring 2021	Summer 2021	Fall 2021	Spring 2022	Summer 2022	Fall 2022	Spring 2023	Summer 2023	
Nursing	Lower Division	1,466	1,108	90	1,777	1,088	63	1,836	1,095		2,617	1,521		2,347	1,854		16,862
	UpperDivision	6,658	5,113	1,903	7,118	5,342	1,467	7,159	5,116	1,945	7,344	5,242	2,138	7,272	5,345	1,809	70,971
	Senior/Graduate														8		8
	Graduate (Masters and ..	3,280	3,048	2,302	2,621	2,396	2,168	2,738	2,841	2,954	3,410	3,368	3,282	3,155	3,403	3,504	44,470
Grand Total		11,404	9,269	4,295	11,516	8,826	3,698	11,733	9,052	4,899	13,371	10,131	5,420	12,774	10,610	5,313	132,311

Course/Title	Academic Year / Academic Period															Grand Total
	2018-2019			2019-2020			2020-2021			2021-2022			2022-2023			
	Fall 2018	Spring 2019	Summer 2019	Fall 2019	Spring 2020	Summer 2020	Fall 2020	Spring 2021	Summer 2021	Fall 2021	Spring 2022	Summer 2022	Fall 2022	Spring 2023	Summer 2023	
NURS112 Intro to Nursing Profession		412			386			378								1,176
NURS112 Introduction to Nursing										994			1,180			2,174
NURS208 Nursing Informatics											834			1,044		1,878
NURS212 Evolution of Nursing Scie	26			28			24			26						104
NURS212 Evolution of Nursing Science	540			672			702			610						2,524
NURS216 Biophysical Pathology	864			33	1,035		1,110			987			1,167			5,196
NURS220 Clinical Nutrition		657		57	687	63		717			687			810		3,678
NURS250 Nurs Sci in Prof Practice	36	39		42	15											132
NURS309 Nursing Health Assessment	69			63	42			12								186
NURS311 Intro to Health Assessment	429			339	414		312	405		354	408		393	378		3,768
NURS312 Foundations of Nurs Practice	725			560	720		540	700		590	715		670	670		6,450

****NOTES ON DATA:**
 Trends of total credit hour production for the past five Academic Years (Fall, Spring, and Summer) at the Columbia and Palmetto College campuses. Total credit hours refer to credit hours billed to all students registered for a course(s) at a particular campus, college and department. *Course Department and Course Level are defined and reported by the Office of Institutional Research, Assessment and Analytics.*

NEARLY LIVE



Data Filtering

Campus
USC Columbia

College
College of Nursing

Academic Department
All

Major
All

Degree Type
All

Primary Major

Degrees Awarded by Primary Major / Secondary Major - Head Count and GPA

Campus: USC Columbia | College: College of Nursing | Academic Department: All | Major: All | Degree Type: All

Degree Display	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
	Primary Major		Primary Major		Primary Major		Primary Major		Primary Major	
BSN (Bachelors)	224	(3.59)	235	(3.58)	252	(3.59)	231	(3.61)	246	(3.6)
DNP (Doctoral)	28	(3.91)	20	(3.87)	10	(3.86)	13	(3.92)	26	(3.9)
MSN (Masters)	232	(3.9)	123	(3.86)	136	(3.83)	137	(3.82)	140	(3.82)
PHD (Doctoral)	4	(3.88)			5	(3.96)			5	(3.94)
PMCERT (GRAD Certificate)	14	(3.84)	10	(3.62)						
PMCERT (Post-Masters Certificate)					3	(3.5)	8	(3.71)	9	(3.84)
Grand Total	502	(3.76)	388	(3.69)	406	(3.68)	392	(3.7)	426	(3.7)

Degrees Awarded by Race/Gender

	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023		
	Primary		Primary		Primary		Primary		Primary		
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
BSN (Bachelors)	American Indian or Ala...										1
	Asian	1	4		3	1	6	2	2	2	5
	Black or African Ameri...		20	2	12		9	2	11	1	16
	Hispanic	1	5	1	10		10		11	2	7
	Native Hawaiian or Oth...						1				
	Non-resident Alien		1								1
	Race/Ethnicity Unknown	2	3		1		1		1		1
	Two or More Races	1	10		7		6	1	10	2	10
White	20	156	15	184	10	208	6	185	14	184	
DNP (Doctoral)	Asian		1					2			1
	Black or African Ameri...		1	1	5		1	3			5

****NOTES ON DATA:**

Trends of all degrees awarded for the past five Academic Years (Fall, Spring, Summer) at USC System (all eight campuses). Primary major counts refer to all degrees awarded that were identified as being the primary program of study. Secondary major counts are additional majors awarded (mutually exclusive) to students who pursued a particular program of study in addition to Primary Program of Study students. Aggregates in parentheses refer to the final USC GPA associated with each student awarded a degree. *Race and Gender are defined and reported by the Office of Institutional Research, Assessment and Analytics.*

FROZEN DATA

Data Filtering

Rate
1st-Year Retention

College
College of Nursing

Academic Department
Nursing

Major
Nursing

Degree
BSN

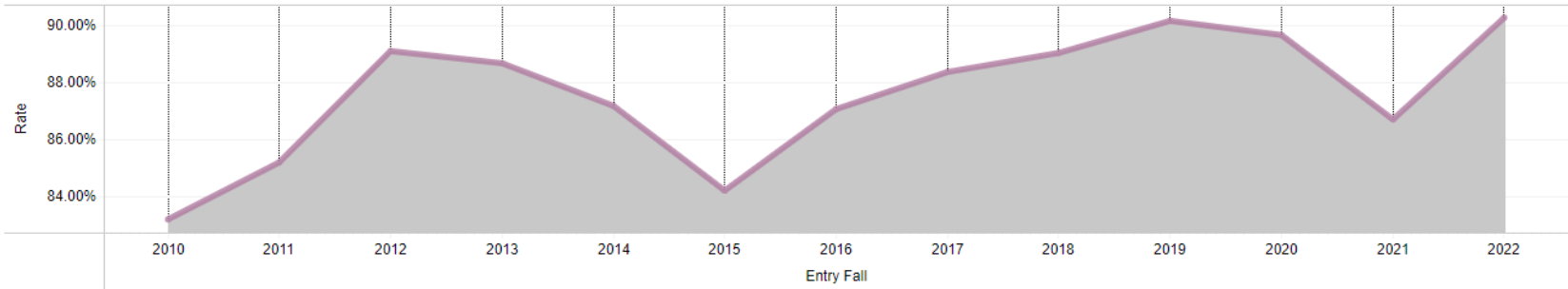
Race / Ethnicity
(All)

- (All)
- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic
- Native Hawaiian or Other Pacific Islander
- Non-resident Alien
- Race/Ethnicity Unknown
- Two or More Races
- White

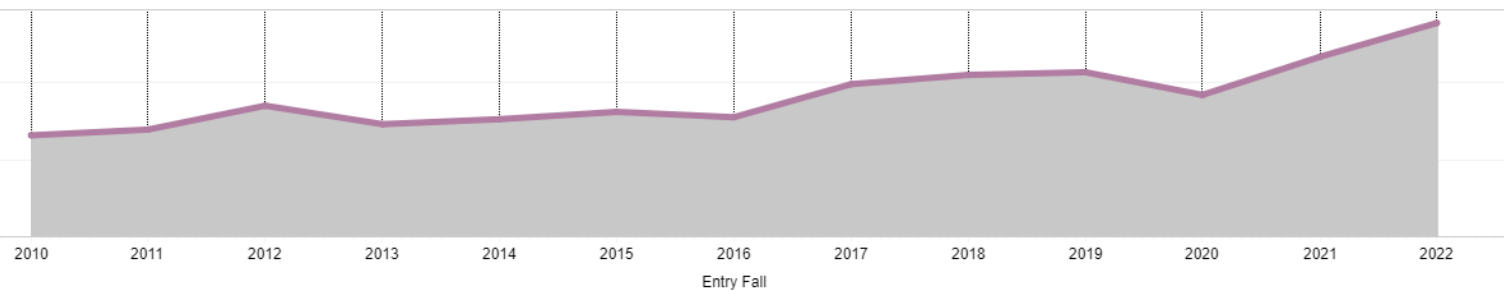
Cancel Apply

Columbia First-Time Full-Time Freshmen 1st-Year Retention

Rate: 1st-Year Retention | Comparison Group: Major
College: All | Major: Nursing | Degree: All | Race/Ethnicity: All



Columbia First-Time Full-Time Freshmen Headcount



****NOTES ON DATA:**

Trends of retention and graduation across 13 Academic Years (Fall Terms only) at the Columbia campus. Headcounts and rate yields are based on incoming first-time, full-time Freshmen (Freshmen cohort) in the Fall semester. Retention yields are based on a Freshman cohort starting in Columbia and being retained the following years at Columbia. Graduation yields are based on a Freshman cohort starting in Columbia and graduating within four or six years at the Columbia campus. College-to-College retention and graduation yields can also be observed by selecting the "Same College" rate options in the top left corner filter menu. Multi-color trend lines refer to the headcount and rates yields of Freshmen cohort by Major comparison. Cohorts who may have passed away before earning a degree at USC are included. The gray area trend refers to the overall rate yield and headcount of the entire Freshmen cohort. *Definitions Race, Gender, Under-Represented Minority, First-Generation, and Residency are defined and reported by the Office of Institutional Research, Assessment and Analytics.*

FROZEN DATA



RETENTION AND GRADUATION | Overview



Note: For more recent cohorts, retention and graduation rates are shown up to today if the full metric time period has not elapsed.

Cohort Term
Fall 2018

Incoming Cohort Size
458
Fall 2018 Cohort

1st Spring Retention Rate
96.5%
Fall 2018 Cohort

2nd Fall Retention Rate
88.9%
Fall 2018 Cohort

4-Year Graduation Rate
66.8%
Fall 2018 Cohort

6-Year Graduation Rate
74.0%
Fall 2018 Cohort

▲ 5.3% from prior year

▲ 3.1% from prior year

▲ 1.2% from prior year

▼ -3.3% from prior year

▼ -3.0% from prior year

Student Filters

Student Cohort
All

Student Level
All

Student Campus
USC Columbia

Student Degree Type
Bachelor

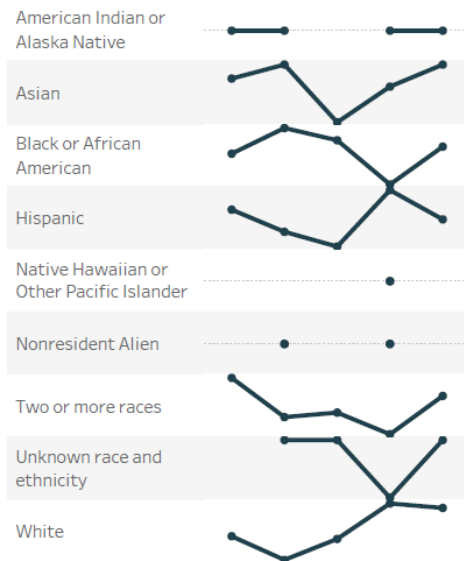
Student College
College of Nursing

Student Major
All

IPEDS EthnicityRace
All

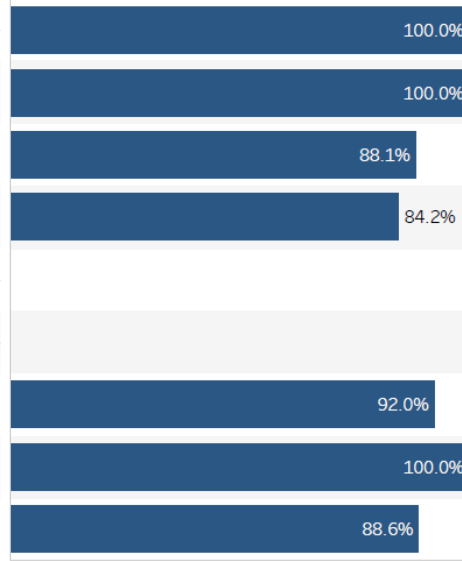
Sex
All

2nd Fall Retention by IPEDS EthnicityRace

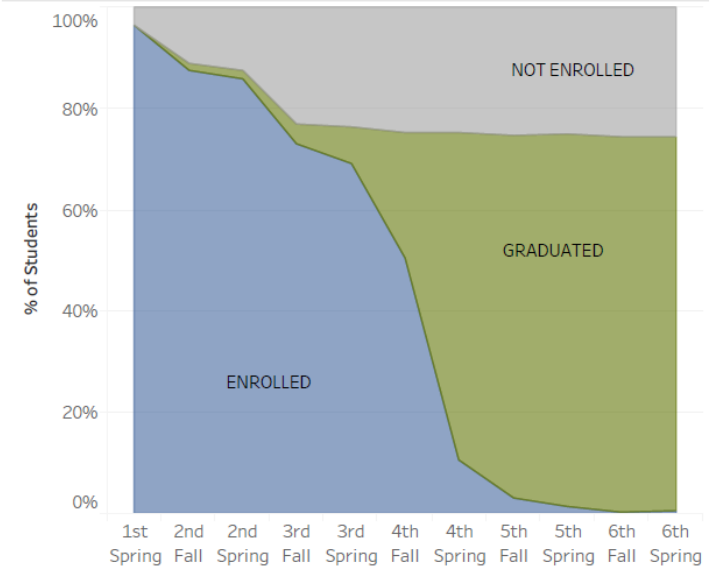


Success Rate 2nd Fall Retention

Compare Retention By IPEDS EthnicityRace



Enrollment Status Waterfall - Fall 2018 Cohort



Source: HC Retention Extract

NEARLY LIVE DATA

Data current through 3/7/2024





Departmental Employee Trends

Campus: USC Columbia | College: College of Nursing | HR Department: All | Faculty / Employee Type: All

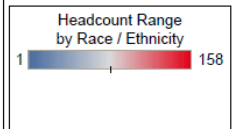
Data Filtering

Campus
USC Columbia

College / Administrative Area
College of Nursing

HR Department
All

Faculty / Employee Type
All



	2017			2018			2019		2020		2021		2022		2023	
	Men	Women	Unknown	Men	Women	Unknown	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Full Time Tenured Admin Faculty		1			1			1		1		1		1		2
Full Time Tenure Faculty		10			10		1	10	1	10	2	10	2	13	2	12
Full Time Tenure Track Faculty	2	5		3	8		2	5	3	7	2	6	2	10	1	13
Full Time Non-Tenure Track Faculty	2	30		5	29		2	30	2	33	2	33	2	39	2	34
Part Time Faculty	3	66		4	81		5	77	5	89	5	91	3	92	5	110
Full Time Staff	3	29		6	31		5	33	5	26	5	27	6	30	7	29
Part Time Staff					1											
Temporary	3	15	1	4	15		3	9	1	3	2	2	2	15	5	18
Grad Assistant	5	22	1	1	21	2	1	15	4	4	2	13	1	12	3	9
Grand Total	18	178	2	23	197	2	19	180	21	173	20	183	18	212	25	227

	2017			2018			2019		2020		2021		2022		2023	
	Men	Women	Unknown	Men	Women	Unknown	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
American Indian / Alaskan													1			
Asian		2			2			3		1	1	3	1	4		4
Black or Africa American		35	1	5	35		3	31	4	34	2	37	4	53	8	54
Hispanic		3			3			4		3		2		3		4
Native Hawaiian										1		1		1		
White	17	116		18	139		15	126	13	123	14	129	11	143	15	158
Two or More Races		2			3			3	1	3		2		2		4
Non-resident Alien		6	1		2	2	1	3	1	3	2	4		4	2	2
Race/Ethnicity Unknown	1	14			13			10	2	5	1	5	1	2		1
Grand Total	18	178	2	23	197	2	19	180	21	173	20	183	18	212	25	227

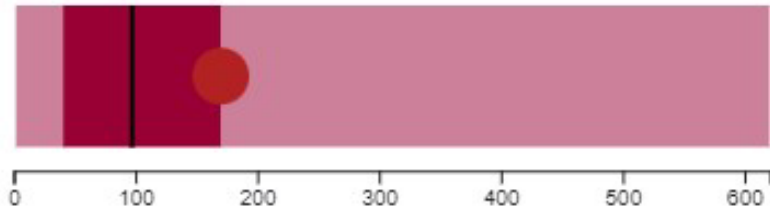
****NOTES ON DATA:** Trends of employed Faculty and Staff across seven Academic Years (Fall Terms only) across USC System. Race, Gender, Employee Type and Department are defined and reported by the Office of Institutional Research, Assessment and Analytics.

FROZEN DATA

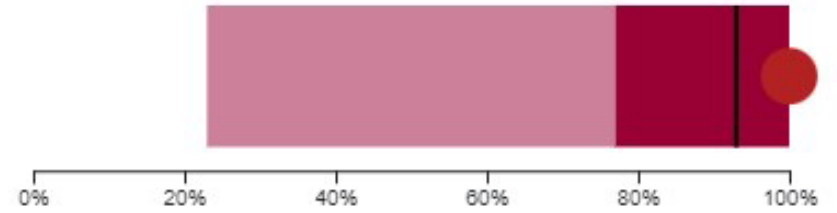
Faculty Citations – Compared to Very High Carnegie (Accessed February 2024)

CITATIONS ▾

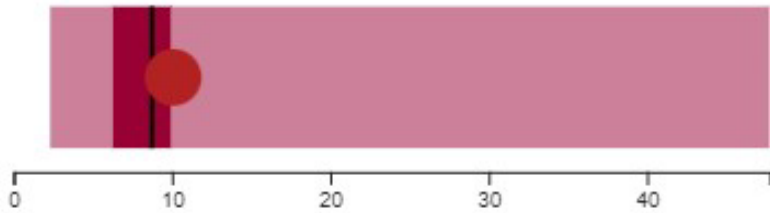
CITATIONS PER FACULTY



PERCENTAGE OF FACULTY WITH A CITATION



CITATIONS PER PUBLICATION



TOTAL CITATIONS

