Our Mission
To prepare nurse leaders and patient advocates through excellence in education, research and service.

Our Vision
We will be a 21st century leader in innovative nursing education, research and practice that impacts the health of a global community.

Our Values
- Excellence
- Innovation
- Integrity
- Compassion
- Service
- Community
CON Accomplishments Towards Metrics Outlined in UCF’s Strategic Plan

- The UCF CON is a leader in offering high-quality undergraduate and graduate programs that achieve exceptional outcomes, including pass rates on licensure and certification exams that exceed national averages. Programs include rich clinical experiences in the community, and interprofessional educational (IPE) experiences that enhance learning and teamwork.
- The CON achieved full accreditation of all programs in 2017 for 10 years.
- Our MSN and DNP programs are ranked in the top 100 of US News and World Report rankings.
- We maintain strong partnerships with our Direct Connect partners. Our innovative concurrent dual-enrollment program with state colleges is a national model for progression. Our RN to BSN option has grown despite an increased number of programs offering the online BSN.
- The CON has developed and expanded nationally recognized programs to distinguish UCF CON. These include our leadership development programs at both MSN and Executive DNP levels. Our Nursing and Healthcare Simulation programs (MSN and certificate) is one of only a handful nationwide. The simulation program is setting the bar for similar programs.
- Our post-graduation employment rate is high with graduates receiving favorable salaries.
- We have increased faculty diversity from 8% (2014) to 18% (2019) and have a high percentage of male faculty members (17%) compared to approximately 6% nationally. Two non-nurses have been hired to the faculty, contributing diversity of expertise and thought.
- Faculty and staff have been nationally recognized for their expertise and accomplishments, including 17 faculty members (28%) that have been honored with 22 prestigious national fellowships.
- Faculty, staff, students, and board members have an impressive rate of giving back to the CON through philanthropy and volunteer service; other universities have expressed admiration.
- We have implemented and developed an alumni board, improving alumni engagement from both older and recent alumni. Our young alumni involvement is especially impressive.
- The CON fundraising and stewardship efforts are strong. We have raised approximately $1M annually and have increased outreach, stewardship visits, and external events to improve the student experience (e.g., White Coat Ceremony and Parent Orientation).
- Thanks to strong support from donors—foundations, alumni, current and retired faculty, grateful patients, and friends—we have awarded over $1.5M in scholarships over the past five years by growing the pool of annual scholarship funds from $247,000 to $350,000.
- The CON maintains strong partnerships with healthcare agencies across main and regional campuses who highly recruit our graduates. These partners support us through clinical placements, preceptorships, sponsorships, program growth funding, and in-kind efforts.
- We have increased marketing and communication outreach, including an emphasis on promoting the CON’s achievements on social media.
- We believe that the CON is the most collaborative college at UCF, partnering in cluster initiatives, fundraising, new program development, awards, and other efforts.
- We have assisted in meeting metrics related to FTIC first-year retention, efficiencies, and excess hours. We have hired one post-doctoral fellow from engineering and plan to hire an additional fellow from nursing. We have initiatives in place focused on achieving metrics related to FTIC and transfer graduation, research awards, and foundation attainment.
- We have seen great success with a small staff of 60 full-time faculty members, 35 staff members, approximately 20 FTEs of adjunct support, student assistants, and a lean budget. The entire team is to be commended, and I am proud of these accomplishments!
# University of Central Florida College of Nursing

**Strategic Map: 2016-2018**

## Focus Organizational Energy to Best Prepare Nurse Leaders

### A. Align Curriculum with the Emerging Healthcare and Academic Landscape

1. **Identify and Understand Workforce Needs**
2. **Review, Revise and Optimize Curricula**
3. **Ensure the Curricula Provide Relevant Clinical Experiences**
4. **Align Curricula with IPE Initiatives**
5. **Assume Leadership Roles in External Regulatory Bodies**

### B. Recruit and Retain Quality Faculty, Staff and Students

1. **Enhance Faculty Diversity**
2. **Increase National Visibility and Reputation**
3. **Invest in Faculty and Staff Development and Recognition**
4. **Increase Graduate Enrollment**

### C. Build the Research Enterprise and Reputation

1. **Refine Research Foci to Enhance Productivity**
2. **Increase Research Funding**
3. **Expand Internal & External Research Partnerships & Collaborations**
4. **Enhance Infrastructure for Research**

### D. Expand and Optimize Strategic Partnerships

1. **Strengthen and Integrate Partner Opportunities**
2. **Focus Fundraising to Meet the College’s Goals**
3. **Strategically Expand Global Partnerships**
4. **Strengthen Alumni Engagement with the College**

### E. Strengthen Prioritization to Maximize Impact

1. **Embed Disciplined Reflection and Decision-Making into the Work of the CON**
2. **Evolve the Culture to Improve Work-Life Balance**
3. **Improve Communications and Transparency**
4. **Embrace a Team Mindset to Fully Value and Use Individual Talents**

### F. Foster a Culture of Innovation

### G. Pursue a Premier Educational and Research Facility
*Orange items are focal areas for 2019-2020*
## Alignment of the CON Goals with UCF’s Strategic Plan

*(Examples provided for thematic areas)*

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<tr>
<th>College of Nursing Strategic Goals</th>
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<th>Performance-Based Funding Metric</th>
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| **Promises**                      | *Harness the power of scale to transform lives and livelihoods*  
|                                   | *Deploy our distinctive assets to solve society’s greatest challenges*  
|                                   | *Innovate academic, operational, and financial models to transform higher education*  
| **Thematic Area: Increasing Student Success** | *Degree attainment: concurrent dual enrollment programs with Direct Connect partners at Seminole State and Valencia; expanded statewide*  
|                                   | *Increasing numbers of graduates at all degree levels*  
| **Promises**                      | *Attract and cultivate exceptional and diverse faculty, students, and staff whose collective contributions strengthen us*  
|                                   | *Deploy our distinctive assets to solve society’s greatest challenges*  
| **Thematic Area: Increasing Student Success** | *Focusing on FTIC retention, 4-year graduation, and 6-year graduation rates; transfer 6-year graduation rates*  
|                                   | *Online program delivery reaching students statewide and across the nursing license compact states*  

- **X** Retention and graduation rates
- **X** Employment, salary, retention and graduation rates, degrees strategic emphasis
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| **Thematic Area: Strengthening our Faculty and Staff**  
- Increasing numbers of tenured and tenure-track faculty  
- Increasing diversity of faculty, especially those from underrepresented groups | Promises  
- Attract and cultivate exceptional and diverse faculty, students, and staff whose collective contributions strengthen us  
- Deploy our distinctive assets to solve society’s greatest challenges | X | X | X |
| **Build the research and scholarship enterprise**  
**Thematic Area: Growing our Research and Graduate Programs**  
- Established Associate Dean for Research Position  
- Leveraged endowed chair positions to recruit and hire senior researchers  
- Increased research support resources for faculty and students | Promises  
- Create partnerships at every level that amplify our academic, economic, social, and cultural impact and reputation | X | Foundation funding | X |
| **Expand and optimize strategic partnerships**  
**Thematic Area: Creating Community Impacts through Partnerships**  
- Increased sponsorships and partnerships with area healthcare systems  
- Increased alumni engagement  
- Interprofessional education activities | Promises  
- Attract and cultivate exceptional and diverse faculty, students, and staff whose collective contributions strengthen us | X | | |
| **Foster a culture of well-being and satisfaction**  
**Thematic Area: Strengthening our Faculty and Staff**  
- New goal 2019; identifying strategies to facilitate work-life integration and faculty/staff recognition | Promises  
- Innovate academic, operational, and financial models to transform higher education | X | | |
| **Foster a culture of innovation and effective use of technology** | | | | |

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| Thematic Area: Leading Innovations in Higher Education | • Growing our simulation expertise  
• Leveraging simulation expertise for national recognition | | | |
| Increase national impact and reputation | Promises | | X Rankings | |
CON Organizational Charts
Faculty Functional Organizational Chart

Dean

Executive Administrative Assistant

Associate Dean Academic Excellence
  - Administrative Assistant

Associate Dean Research

Department Chair Nursing Practice
  - Administrative Assistant
    - Traditional BSN & Second Degree BSN Director
      - Advanced Practice DNP & DNP Projects Program Director
      - Healthcare Simulation Program Director

HIM Program Director

Family Nurse Practitioner & Adult-Gerontology Nurse Practitioner Program Director

Adult-Gerontology Acute Care Nurse Practitioner Program Director

Collegewide Simulation Director

Regional Campuses

Department Chair Nursing Systems
  - Administrative Assistant
    - RN-BSN Concurrent Program Director
      - Nurse Leadership/Management MSN Program Director
      - Nurse Educator Program Director
      - Executive DNP Program Director

PhD Program Director