UCF College of Nursing:
Dean’s 5-Year Review

Preamble

The following slides summarize CON accomplishments 2015-present

These accomplishments resulted from:

• Strategic planning
• Strong leadership team
• Strong faculty who strive for excellence
• Strong staff who go above and beyond to support daily operations and new initiatives
• Teamwork among all to achieve common goals
• University and community support
UCF College of Nursing

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

Comprehensive Programs

Undergraduate
- Pre-licensure BSN
- Accelerated 2nd Degree BSN
- Concurrent Dual Enrollment AS to BSN
- RN (AS) to BSN

Graduate
- Graduate Certificates (NP, Education, Simulation)
- MSN Leadership, Simulation, Education
- BSN to DNP (Nurse Practitioner)
- Post-MSN DNP (Executive, Adv. Practice)
- PhD (MSN-PhD; BSN-PhD)
Visions for a Vibrant Future: Goals 2015

Progress in achieving those goals:

☑ Programs supporting an educated workforce for a changing environment
☑ Preeminence in programs
❖ Growth and recognition in research
☑ Partnerships
☑ Engagement of students, alumni, and donors
☐ Physical presence in Medical City

“...National leader in nursing education and research. To do this, we will build on existing strengths and our excellence to foster innovation.”

MARY LOU SOLE
New Dean of the UCF College of Nursing

UCF Nursing Quick Facts

12,284
number of degrees awarded to Knight nurse alumni since 1979

94%
of faculty and staff made a donation to UCF’s Believe campaign

36%
of Knightingale Society members are nursing faculty or staff who gave a gift of $1,000 or more

NATIONALLY RECOGNIZED FACULTY MEMBERS
who are leading scholars and innovators in their field
Excellence in Nursing Education

Accredited by the Commission on Collegiate Nursing Education (CCNE)

- **2015**: Accreditation for Doctor of Nursing Practice degree
- **2017**: Full accreditation for ALL programs without compliance issues for 10 years

Excellence in Nursing Education

**Undergraduate**

- Highest number of newly licensed RNs among SUS schools
- **High pass rates** on licensure examination; exceed national averages
- Community experiences and service learning throughout curriculum
- **Interprofessional education** (IPE) that enhances learning and teamwork
- High Honors Thesis participation
- Innovative dual-enrollment program with state college partners
  - Expanded statewide; national model
- Strong **online RN to BSN program**; first online program in the state of Florida

Excellence in Nursing Education

**NCLEX PASS RATES**

- 2015: 85%
- 2016: 85%
- 2017: 87%
- 2018: 88%
- 2019: 89%
Strong Service Learning: 5 Counties

**By the Numbers**
- 31,450+ Nursing Interventions
- 16 Community Nursing Coalitions
- 500 Nursing Students & Faculty
- 30,000+ HOURS OF SERVICE

**Community Impact Through Service-Learning**
- Regions Served: Flagler County, Volusia County, Seminole County, Orange County, Brevard County
- Who We Help: Infants to Seniors, Diverse Ethnic Backgrounds, Medically Underserved, Under- or Uninsured, Low to No Income

Excellence in Nursing Education

**Graduate**
- Nurse practitioner tracks changed to doctor of nursing practice (DNP) based on national recommendations
- Sustained **high pass rates** on nurse practitioner (NP) certification exams
  - Family nurse practitioner (FNP)
  - Adult-gerontology primary care NP
  - Adult-gerontology acute care NP
- Growth in **graduate program enrollment** (previous Challenge 2020 metric)
- Interprofessional learning activities

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<td>100%</td>
<td>86%</td>
<td>100%</td>
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<td>100%</td>
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<td>100%</td>
<td>100%</td>
<td>100%</td>
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<tr>
<td>ANCC: Adult-gero Acute Care NP</td>
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<td>100%</td>
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AANP = American Association of Nurse Practitioners; ANCC = American Nurses Credentialing Center
Graduate Enrollment & Doctoral Degrees (Challenge 2020 Metric)

- Previous CON goal was 500 graduate students
  - Challenge 2020 metric; graduate enrollment no longer a metric
- Greater percentage of increase at doctor of nursing practice (DNP) level

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<tr>
<th>Student Headcount</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
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<td>2,410</td>
<td>2,462</td>
<td>2,694</td>
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<td>Graduate</td>
<td>324</td>
<td>362</td>
<td>409</td>
<td>418</td>
<td>477</td>
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<td>Total</td>
<td>2,724</td>
<td>2,772</td>
<td>2,871</td>
<td>3,112</td>
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Preeminence in Programs

- Online program in Healthcare Simulation (MSN and graduate certificate for all disciplines) is one of only a handful in the country and enrolls out-of-state students
  - Application in process for accreditation of the Simulation Center
  - Co-hosted national simulation conference with National League for Nursing (NLN)
- Leadership development has become a signature program to educate nurse executives at MSN level and Doctor of Nursing Practice (DNP) and enrolls out-of-state students
Rankings: U.S. News & World Report

UCF TODAY    UCF NEWS | STORIES OF IMPACT • INNOVATION | ORLANDO, FL
COLLEGES & CAMPUS NEWS

27 UCF Graduate Programs Ranked Among the Top 100 in the Nation

Emergency management, nonprofit management and counselor education among the top programs included in U.S. News & World Report's 2020 guide to the Best Graduate Schools.

BY GENE KRUCKEMIER ’73 | MARCH 12, 2019

"UCF programs with the **biggest point-gain improvements** this year were in nursing"

MSN ranked No. 61 overall, improving by 26 points
DNP ranked No. 72, improving by 29 points


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Rankings: U.S. News & World Report

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<thead>
<tr>
<th>Description</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
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Source: UCF IKM
### Rankings: Other

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<td>Nurse Practitioner</td>
<td>National</td>
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<tr>
<td></td>
<td></td>
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<td>National</td>
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<td>National</td>
<td>43</td>
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*Source: UCF IKM*

### Strategic Maps: 2016 & 2019

**University of Central Florida College of Nursing Strategic Map: 2016-2018**

**Focus Organisational Energy to Best Prepare Nurse Leaders**

- **A** Identify and understand the external environment
- **B** Increase National Visibility and Reputation
- **C** Improve Inter-institutional and Organizational Partnerships
- **D** Strengthen the Culture and Brand Identity
- **E** Develop a Culture of Innovation

**Approved 05/06/2016**

**University of Central Florida College of Nursing Strategic Map: 2019-2022**

**Focus Organisational Energy to Best Prepare Nurse Leaders**

- **A** Identify and understand the external environment
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**06/21/19**

**1.** Enhance Student Engagement and Retention
- **2.** Enhance Faculty Engagement
- **3.** Enhance Student-Researcher Engagement and Retention
- **4.** Enhance Corporate Engagement
- **5.** Enhance University-Community Engagement

**2.** Increase National Visibility and Reputation
- **3.** Enhance Faculty Engagement
- **4.** Enhance Student-Researcher Engagement and Retention
- **5.** Enhance Corporate Engagement
- **6.** Enhance University-Community Engagement

**3.** Improve Inter-institutional and Organizational Partnerships
- **4.** Enhance Faculty Engagement
- **5.** Enhance Student-Researcher Engagement and Retention
- **6.** Enhance Corporate Engagement
- **7.** Enhance University-Community Engagement

**4.** Strengthen the Culture and Brand Identity
- **5.** Enhance Student Engagement and Retention
- **6.** Enhance Faculty Engagement
- **7.** Enhance Student-Researcher Engagement and Retention
- **8.** Enhance Corporate Engagement
Strategic Map A: Align Curriculum

- **Feedback and collaboration** with clinical advisory boards informed curriculum and clinical experiences
  - Expanded undergraduate practicum opportunities to address demands (e.g., perioperative experiences)
  - Piloted undergraduate clinical experiences in home care to address transitional care demands
  - Elevated simulation and interprofessional experiences to maximize communication and transition to practice, impacting patient care

- Developed **Nursing and Healthcare Simulation** (MSN and graduate certificate) program to leverage expertise of faculty and increase national recognition

- Initiated **BSN to PhD** option to engage recent graduates to seek research doctorates

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Strategic Map A: Align Curriculum

- **Expanded educational opportunities** based on demand:
  - Increased capacity for prelicensure programs at regional campuses; received financial support from regional health systems
  - Provided enhanced access to RN to BSN & online MSN education for local hospital system; received financial support
  - Innovative concurrent dual-enrollment option for state college students expanded to statewide initiative
  - Developed Adult-Gerontology Acute Care Nurse Practitioner program

- Enhanced experiences in community settings, including **interprofessional activities** (e.g., Apopka Clinic)

Strategic Map B: Student Success

• 2 students honored with **Order of Pegasus**
• Active Student Nurses Association (SNA) chapters at all 3 campuses
  • Student members have been elected to national and state offices
  • Orlando Chapter won Diamond Chapter (top state award) for the past 6 years
  • National essay award winner
• **Increased first year retention FTIC** from 89.5% to 90.5% (metric)
  • Working towards achieving metrics for FTIC 4-year and transfer graduation rates
• Students graduating without excess hours exceed 90% (metric)

Example of success: graduates of Nurse Executive DNP securing promotions, such as chief nursing and chief clinical officer positions


Strategic Map B: Faculty Success

• 17 faculty members hold 22 prestigious **national fellowships**:
  • American Academy of Nursing (highest honor)
  • National Academies of Practice
  • Academy of Nursing Education
  • Academy of Nurse Practitioners
  • Critical Care Medicine
• One faculty honored in Sigma International Research Hall of Fame
• 10% of faculty **certified in simulation**
  • 3 CHSE-A (advanced) of 52 certified internationally
  • 3 CHSE
  • 1 CHSOS (operations)
• Invested **travel funds** to support development of both ranked and instructor/lecturer faculty
  • Instructor/lecturers had not received funds in past
  • Need to identify best practices for priority funding, given budget limitations
Many faculty hold national offices, appointments to national commissions, and serve on editorial boards and as associate editors of journals

1 journal editor: Annette Bourgault, *Critical Care Nurse*

3 new Fellows to the American Academy of Nursing in 2019

Increased size and diversity of faculty

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<tr>
<td>Total faculty</td>
<td>48</td>
<td>56</td>
<td>59</td>
<td>57</td>
<td>60</td>
<td>60</td>
</tr>
<tr>
<td>% men</td>
<td>10%</td>
<td>13%</td>
<td>14%</td>
<td>14%</td>
<td>17%</td>
<td>17%</td>
</tr>
<tr>
<td>% minority</td>
<td>8%</td>
<td>11%</td>
<td>12%</td>
<td>12%</td>
<td>17%</td>
<td>18%</td>
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</table>

Increased size of staff from 28 to 35

14% male

40% diverse

Invested funds for staff development for ALL staff

Hosted staff development sessions for a variety of topics, generally identified by staff

Variety of awards recognizing staff excellence

Two staff recognized as Employee of Month; one recognized as Employee of Year

Two staff nominated for Gabor Award

One staff representative on UCF Staff Council

State and national awards for Advisement staff
Strategic Map C: Growing our Research

- Created **Associate Dean for Research** Role
  - Donna Neff (2016-2019)
  - Carmen Giurgescu (2019-Present)

- Identified research foci

- **Strengthened infrastructure** for research
  - Pre- and post-award staff (2)
  - Part-time statistical support

- Participated in two clusters
  - Disability, Aging, and Technology
  - Violence Against Women

- Six **endowed chair** positions

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[Image]

Strategic Map C: Growing our Research

- **Deans’ Challenge 2023 Funding Goal = $2M annually**

- Funding has varied over past 5 years
  - Several federal grants and DOD grants awarded
  - Many competitive small grants

- We are working diligently to achieve this annual $2M goal
  - Many junior faculty hired in 2015 – several now submitting and/or preparing federal proposals
  - New Associate Dean for Research has existing funding and has already submitted proposals
Strategic Map C: Growing our Research

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Total Awards</th>
<th>Count</th>
<th>Total Proposals</th>
<th>Count</th>
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<td>23</td>
<td>$7,007,980</td>
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<td>2017</td>
<td>$739,870</td>
<td>17</td>
<td>$23,344,288</td>
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<td>2018</td>
<td>$913,191</td>
<td>17</td>
<td>$10,162,671</td>
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<td>2019</td>
<td>$1,271,942</td>
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<td>2020-Q1</td>
<td>$187,854</td>
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Strategic Map D: Strategic Partnerships

- Sponsorships
- Scholarships
- Global Initiatives
- Dean’s Advisory Board & Clinical Advisory Boards
Strategic Map D: Partnerships & Sponsorships

• Multi-year sponsorships with Orlando Health and AdventHealth
• Health First: funding for access to RN-BSN and MSN in Melbourne
• Parrish Medical: funding to expand enrollment at Cocoa Campus
• AdventHealth Eastern Region: funding to expand enrollment at Daytona Beach Campus
• Florida Blue: grant to support community outreach in Paramore
• West Orange Health District: grant to support community engagement in service area

Strategic Map D: Global Initiatives

• Highly-successful mission trips in collaboration with AHSC colleges
  • Dominican Republic (Dr. Gonzalez)
  • Peru (Drs. Diaz and Peralta)
  • Partly supported by donor funding
• Study abroad offered twice in past but did not make enrollment goals; continuing to strive for success
  • New study abroad proposals for 2020
  • Supplemented by donor funding
  • Partnering with Honors College
• Faculty Fulbright Scholars (2) - Drs. Anderson and Upvall
• Faculty consultation abroad for simulation
Strategic Map D: $1.5M in Scholarships

![Annual Scholarship Funding Chart](chart.png)

Strategic Map D: Boards

- Engaged **clinical advisory boards** across three campuses; held annual meetings, which informed curricula and processes
- Established **Dean's Advisory Board** (DAB) for big picture ideas, strategic planning, and fundraising
  - Membership increased to 18 leaders
  - Includes local and national leaders
  - 75% giving by DAB

*Kim Elliott*
MS, RN
Dean's Advisory Board, Senior Vice President of Clinical Services for Brookdale Senior Living

*MeLisa Gantt*
*DO, PA, CHER, RHEA*
Dean's Advisory Board, Chief Executive Officer for Gantt Clinical Research Institute, LLC

*Adam Goldstein*
Dean's Advisory Board, Chief Operating Officer, Financial Advisor for Private Wealth Management LLC
Strategic Map D: Alumni Engagement

• Established **Assistant Director of Alumni and Annual Giving** position 2016
• Alumni Board established 2016
  • By-laws established
  • Board growth - now at 25 members!
  • Young alumni involved in board
  • 95% Board giving
• Annual reunions since 2014
  • Started during interim term
• Alumni giving has increased
• Alumni e-newsletter distributed
• 30 under 30 winner (2018)
  • Shannon Hassett Harville

**SHANNON HASSETT ’16**

**College of Nursing**

**Burnett Honors College**

Shannon Hassett works as a registered nurse in the emergency department at Orlando Health. Every day, she provides care and helps save the lives of those who face emergencies and trauma. In addition to pursuing her doctoral degree in nursing, she is also a clinical mentor to nursing students in the ER, from UCF and other nursing schools. Hassett serves on the College of Nursing’s Alumni Chapter Board as the philanthropy chair. Majoring in nursing.

Strategic Map D: Alumni Engagement

Amanda Schultz

Happy Thanksgiving, AlumKnights! 😊
Thank you to everyone who is sacrificing their own time with friends and families in order to care for their patients and their patients' families. We are extremely grateful for you. 😊
What are you thankful for?

Happy Thanksgiving! 🦃
Nurses, what are YOU thankful for?

UCF College of Nursing
November 4

Congratulations to alumna Joy Parchment! 🎉

cc: Orlando Health
Strategic Map D: Parent/Student Engagement

• Implemented orientation for parents of newly admitted undergraduate students (2017)
  • Extremely positive evaluations from parents
  • Increased philanthropy and involvement from parents, including two member of Dean’s Advisory Board
• Implemented annual White Coat Ceremony for entering students (2016)


Strategic Map D: Advancement

• 3 new planned gifts
• New emergency fund (Vyas)
• Expanded existing emergency fund (Skelly)
• New funds to support simulation and global initiatives
• Partnership funding (Health First, Parrish, AdventHealth) to support regional campus growth
• Partnership sponsorship (Orlando Health and AdventHealth)
• Funding from prestigious foundations (e.g., Lettie Pate Whitehead and Jonas)

• Faculty and staff annual giving high
  • 94% (2019)
• Highest percentage of all colleges of graduating students’ participation in class gift campaign for past three years
  • ~ 25%

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<th>Year</th>
<th>Annual Funds</th>
<th>Endowment</th>
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<td>2017</td>
<td>$1,255,764</td>
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<td>2018</td>
<td>$1,046,992</td>
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<tr>
<td>2019</td>
<td>$1,048,368</td>
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Strategic Map E: Impact & Recognition

• Goal to facilitate work-life integration
• In process of implementing several recognition strategies generated by faculty and staff:
  • Monthly “news/kudos” as reported by faculty and staff
  • Recognition of prestigious awards at Faculty Association meetings
  • Notes of recognition to share with each other
  • Focused nominations for awards
• Increase transparency of decision making through Faculty Association and CON Faculty Leadership Council

Strategic Map E: Impact & Recognition

• Nursing faculty had one of highest scores across colleges on COACHE survey in 2015
• Faculty and staff satisfaction working at the CON is high on annual survey conducted in spring with some variation year to year
  • Satisfaction ranged from 81.5% to 92.5%
  • Average for past five years: 91.5%
• Faculty and staff continue a strong record of giving to the annual “Believe” campaign with 94% giving in 2019
**Strategic Map F: Culture of Innovation**

**Ongoing**

- Curricular changes
- Simulation
- Research
- Patents
- Multidisciplinary faculty
- Interprofessional activities
- Participation in UCF cluster initiatives

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**Strategic Map G: Lake Nona Campus**

- The CON has outgrown existing space in the Research Park
- Limited to no state PECO funds have been available for new UCF construction
- Several strategies are being discussed for constructing a CON building at the UCF Lake Nona Campus
- Next steps: **explore funding models** to relocate to the Lake Nona Campus
Operational Changes

- **Department structure re-aligned** with rest of university and meets UCF’s Faculty Senate recommendations
  - New departments: Nursing Practice & Nursing Systems
- Created **Associate/Assistant dean** positions to facilitate operations and goal achievement
  - Academic Excellence, Student Affairs, & Research
- **Clinical placement coordinators** hired to support both undergraduate and graduate students’ clinical sites; graduate position new
- Implemented **comprehensive database** to facilitate ongoing operations and data needs for accreditation; ongoing enhancements
- Increased **marketing and social media presence**

Marketing & Communication

- Two to threefold increase in number of **press releases** distributed and news stories shared on *UCF Today* and social media channels
  - Press releases and stories per year: 16-31 vs. 8 in 2014
- Press releases resulted in similar growth in **external news stories**
  - 75 external news stories in 2015 vs. 17 in 2014
- Complete **website re-design** in 2019
- Increased **social media** presence through all outlets, especially Facebook
- Published **annual magazine** to showcase faculty, staff, students, and donors
  - Received kudos from fellow deans across the country

*Important note: All marketing is done by ONE Director and 2-3 part-time staff*
# Dean’s Challenge 2023: Metrics Summary

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td><strong>First Year Retention</strong></td>
<td>84.3%</td>
<td>85.9%</td>
<td>88.9%</td>
<td>89.0%</td>
<td>91.3%</td>
<td>90.5%</td>
<td>92.0%</td>
</tr>
<tr>
<td><strong>FTIC 4-Yr Graduation</strong></td>
<td>33.7%</td>
<td>32.9%</td>
<td>42.5%</td>
<td>37.4%</td>
<td>45.0%</td>
<td>60.0%</td>
<td></td>
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<tr>
<td><strong>AA Transfer 4-Yr Graduation</strong></td>
<td>73.6%</td>
<td>67.6%</td>
<td>71.9%</td>
<td>73.3%</td>
<td>68.8%</td>
<td>74.0%</td>
<td>70.0%</td>
</tr>
<tr>
<td><strong>Excess Hours</strong></td>
<td>96.6%</td>
<td>94.1%</td>
<td>91.6%</td>
<td>95.3%</td>
<td>95.0%</td>
<td>80.0%</td>
<td></td>
</tr>
<tr>
<td><strong>Research Awards</strong></td>
<td>$1,639,248</td>
<td>$2,638,055</td>
<td>$739,870</td>
<td>$941,584</td>
<td>$1,271,942</td>
<td>$2,000,000</td>
<td>$250M</td>
</tr>
<tr>
<td><strong>Post-Docs (Sci &amp; Engr)</strong></td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>1</td>
<td>1</td>
<td>200</td>
</tr>
<tr>
<td><strong>Foundation Attainment</strong></td>
<td>$1,180,972</td>
<td>$1,641,413</td>
<td>$1,255,312</td>
<td>$1,050,546</td>
<td>$1,048,368</td>
<td>$1,300,000</td>
<td>$81.5M</td>
</tr>
<tr>
<td><strong>Endowment</strong></td>
<td>$9,350,487</td>
<td>$9,007,668</td>
<td>$9,732,102</td>
<td>$10,028,900</td>
<td>$12,216,468</td>
<td></td>
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</tr>
<tr>
<td><strong>New Hire Diversity</strong></td>
<td>22.2%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>14.3%</td>
<td>33.3%</td>
<td>25.0%</td>
<td>25.0%</td>
</tr>
</tbody>
</table>

## Selected Personal Accomplishments

- Maintained a program of scholarship, including conducting a **NIH-funded ($2.3M) clinical trial** 2014-2019
  - 11 refereed publications
  - Served as reviewer and chair of NIH study section (2015-2019)
- Continue to **mentor & advise** doctoral students and honors thesis students
  - 1-2 PhD students
  - 1 honors thesis student per year
- Inducted into Sigma International Researcher Hall of Fame
- Appointed as Commissioner to the ANCC Magnet Recognition program
- Active locally in American Heart Association Go Red for Women campaign

![American Heart Association](image)
What is the CON known for?

- Academic Excellence
- Simulation
- Leadership Development
- Collaboration & Partnerships
- Innovation and “Can Do” Attitudes

Next Steps

- Focus initiatives on implementing the 2019-2022 strategic map
- **Continue excellence** in programs
- Identify strategies for obtaining space to relocate to the **Lake Nona Campus**
- Be a key unit of UCF’s emerging **Academic Health Sciences Center**
- Achieve metrics for the **Deans’ Challenge 2023** to facilitate achievement of Preeminent status
Summary

• The College of Nursing is 40 years young and has built a strong foundation

• The College is well-positioned for success in the next 40 years!

Charge On!