



I. Education: Incorporate innovative best practices in student-centered learning and achieve excellence in educational programs to prepare transformative and culturally competent nurses.

SMART Goal	Results
1a. Start aligning curriculum to meet new AACN Essentials and competency based learning by completing concept mapping in all courses, and draft of crosswalks in 2022-23.	To date, course learning in all CON programs (BSN, MSN, CGS, & DNP) have been mapped to the new AACN Essentials entitled "The Essentials: Core Competencies for Professional Nursing Education". All gaps and overlaps have been identified for each CON major and Program, BSN, MEPN, FNP, AGACNP, PHMNP, HCL, NI, NE, CE, EHL. Specially program directors are working on course and major content mapping and crosswalks with new test blueprints (due July 2023).
1b. 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 (3 rd time in past 5 years); NCLEX pass rates 98.4% (2022)-remains in top 1 percent; NP pass rates 97% (Family Nurse Practitioner); others pending 2022.

II. Research and Scholarship: Lead and accelerate high impact, innovative, nationally recognized research and scholarship, consistent with USC Nursing's values.

SMART Goal	Results
IIa. Increase research funding by 10% in 2022-2023 and increase NIH rankings to top 30 in US (#35 in 2021).	Total annual research funding increased from \$4.1 million (2021) to \$5.76 million (2022); 28% increase. Achieved #28 in NIH ranking among all colleges/schools of nursing in 2022 (highest in our history).
IIb. Increase citations by faculty 10% in 2022-2023 and continue in lower third to mid quartile of AAU public peers.	Total citations by faculty 3365 (2021 Academic Analytics report) compared to 2786 (2020). 17% increase. Continues in lower third to mid quartile among AAU public peers.
IIc. Hire at least two new tenured professors and increase overall Endowed Professorships to 8 in 2022-2023.	Three tenured professors (Kazemi, Magwood, Donnelle) hired in past 18 months. Two new externally appointed Endowed Professorships; two internally appointed Endowed Professorships; one internally appointed under review; 7 total; still recruiting (Dunn Shealy Oncology Nursing).

III. People and Environment: Promote a vibrant, respectful and caring environment that recruits, retains, and fosters development of an inclusive and talented community of students, faculty, and staff.

SMART Goal	Results
IIIa. Increase diversity among faculty by recruiting at least 3-4 additional minority faculty in 2022-2023 and 0% faculty attrition, with long term goal of mirroring state demographics.	Four new minority faculty hired in 2022-2023 – Minority faculty comprise 30% of total full-time faculty. Twenty nine percent (29%) graduate students are from underrepresented populations and 25% of undergraduate students are from underrepresented populations. Two faculty will be retiring in 2023; one faculty relocating to another state. Possible attrition of 1-2 other faculty (completing PhD and other returning to school).
IIIb. Climate survey in 2022 will demonstrate at least 75% of faculty and staff will perceive the CON is an inclusive environment.	71% of faculty/staff report agree/strongly agree “feel valued in CON”. 75% agree/strongly agree the CON has a strong commitment to DEI. We continue to strive to improve inclusive environment. Hiring consultant Spring 2023.
IIIc. Prepare for growth of planned students/college by completing departmental reorganization by January 2023, staff reorganization by May 2023, with identified plan for move in July 2024, while maintaining fiscal solvency.	Reorganized college into three departments in January 2023. Professional Nursing Practice (will relocate to Lexington campus in 2024); Advanced Professional Nursing Practice; Biobehavioral Health and Nursing Science. New campus on target for completion in 2024. Started increasing enrollment in pre-licensure programs (upper division BSN admitted 260) and MEPN admitted 50. On target for planned expansion.
IIId. Foster professional development among faculty that promotes career success with at least 4 faculty rank/promotions each year, and at least 3 new national fellowships per year. Adopt new staff reclassifications and begin salary adjustments to means as feasible/appropriate.	One tenure track faculty in application process for promotion to Associate Professor; two professional track faculty in process for promotion to Associate Professor; four professional track faculty in process for Professor. Seven national awardees in 2022/23 – two (Murillo, Dawson) inducted into American Academy of Nursing; one (Murillo) inducted into National League of Nursing; one (Wirth) inducted into the American College of Epidemiology; one (Johnson) inducted into the American College of Nurse-Midwives; one (Pinto) inducted in to the American Psychological Association; one (Pinto) inducted into the Academy of Behavioral Medicine Research. We now have 19 faculty with 24 national/international fellowships.

IV. Leadership and Partnerships: Cultivate and expand regional, national, and global initiatives to leverage nursing to meet diverse needs throughout healthcare.

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.
IVb. Meet complexities and demands to address nursing workforce shortage, partner and obtain	Received funding from: Blue Cross/Blue Shield (\$1.2 million) for Pipeline Faculty Program; Funding from state

***funding/resources from at least 4 state/other partners
2022-2023.***

legislature (\$810k) for one time faculty salaries and \$\$ (yet to be disbursed) for doctoral scholarships; Funding from DHEC/CDC (\$1 million) for minority nursing student leadership initiative – statewide; Funding from DHEC/CDC (\$127k) for K-12 school nurse leadership initiative; Funding from DHEC/CDC (\$3.2 million) for building workforce capacity (specifically certified nursing assistants for long term care statewide).

Goals for 2023-2024:

The College of Nursing will host a faculty/staff retreat April 25, 2023 to revision our 5 year strategic plan and goals for next year.

The following is a planned new goal in 2023-2024 in regards to student success in 2023-2024.

Goal: Initiate academic success plan to increase in-state minority and 1st generation matriculation and retention from lower division BSN to Upper Division BSN by 5% in 2022-2023 with 2.5 FTE allotted for academic success initiative.