# 2008-2009 ASSESSMENT REPORT

## Unit: College of Nursing

### Unit Mission Statement:

The University of South Florida, College of Nursing is dedicated to improving health through excellence and innovation in

- student-centered learning and academic success,
- scholarly inquiry and research, and
- partnerships and engagement in communities.

## GOAL 1: Achieve and sustain global prominence in research and scholarly activity.

### Outcome/Objective 1.1

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<tr>
<th>Methods of Assessment and Performance Targets 1.1.1</th>
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<tbody>
<tr>
<td>1. Assess current mix of research funding portfolio and grant applications currently under review and pending submission. Identify imbalances. Develop and maintain a matrix that provides continuous assessment of the mix of the College's research funding and future pending awards and applications.</td>
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<tr>
<td>1. For areas of imbalance, locate potential near-term funding sources and opportunities that align with faculty interests and expertise. Research faculty will receive formal assistance from the Research Center in pursuing appropriate research activities, and will have such activities formally specified in their annual faculty assignment.</td>
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### Assessment Results 1.1.2

1. The mix of research funding at the College of Nursing is monitored and updated on a weekly basis. This information is distributed to faculty members each Friday via email (refer to attachment).
2. Faculty members are routinely notified of funding activities that match their areas of interest and expertise. Customized search routines for funding opportunities have been developed for individual faculty members. This includes "targeted" opportunities, as well as "broad" opportunities suitable across faculty members within the College of Nursing.

### Action Plan (Use of Results for Improvement) 1.1.3

1. The College of Nursing is adhering to a balanced research portfolio with emphasis on funding from the NIH and other Federal sources. These activities are consistent with the College of Nursing Strategic Plan.
2. The number of faculty members who have sought and participated in developing grant applications has increased over the past year as a result of systematic identification of appropriate opportunities. For fiscal year 2008-09, 48 applications were submitted by the College which corresponds to an average of nearly one application per week.

### Outcome/Objective 1.2

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<th>Methods of Assessment and Performance Targets 1.2.1</th>
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<tr>
<td>1. Develop separate mission statements for Centers in psychoneuroimmunology (PNI), women's health, end-of-life care, and data coordination of multi-center studies.</td>
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<td>2. Develop tracking mechanisms for appropriate funding areas in desired Center areas, and align with faculty interests and expertise. Annual review of development and sustainment of the desired inter-disciplinary Centers will be conducted by the College of Nursing Research Center.</td>
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<td>3. Multiple grant applications will be submitted annually in the 4 targeted areas in which Centers will be developed and expanded.</td>
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### Assessment

1. Several of the Centers have expanded their research portfolios and included
### Results 1.2.2

Additional College of Nursing faculty. Specifically, 3 senior nursing faculty members recently received NIH R01 grants that relate to the College of Nursing Centers:

- **Dr. Cecile Lengacher:** MBSR Symptom Cluster Trial for Breast Cancer Survivors (NCI) ($3.37M) (Women’s Health)
- **Dr. Susan McMillan:** Managing Medication-induced Constipation in Cancer: A Clinical Trial (NCI) ($2.8M)
- **Dr. Maureen Groer:** Allostasis as a Framework for Preventing and Managing Cardiopulmonary Disease (NINR) ($1.5M) (PNI)

For these R01 awards, spin-off projects as new applications or supplements have also been awarded or have received just-in-time requests:

- **Dr. Cecile Lengacher:** MBSR economic impact study: (NCI) ($200K)
- **Dr. Susan McMillan:** Pilot of an Intervention for Caregivers of Hospice HF Patients (R21: NINR) ($375K) (End-of-life care)
- **Dr. Maureen Groer:** Influence of Lactation on Postpartum Stress and Immunity - Competitive Revision (NINR) ($300K) (Women's health and PNI)

In addition, Dr. Kevin Kip is leading the development of 2 proposals with pending Congressional earmark funding ($2.5M) to assist with the USF Veterans Reintegration Program. Specifically, the College of Nursing is establishing a new Center entitled: Research to Improve Emotional Health and Quality of Life Among Service Members with Disabilities (RESTORE LIVES). Six individual research protocols will be implemented including web-based and in-person therapeutic regimens for service members and veterans with symptoms of post-traumatic stress disorder (PTSD) and mild traumatic brain injury (TBI).

2. Activities and progress of each research Center are continuously reviewed by the Executive Director of the Research Center with assistance from Unit Research Administrators.

### Action Plan (Use of Results for Improvement) 1.2.3

Having separate well-defined research programs and interdisciplinary centers has focused grant application efforts and expanded NIH funding within the College of Nursing.

### GOAL 2: Ensure academic and future success for a diverse student population.

#### Outcome/Objective 2.1

Maximize the strategic use of simulation with expanding resources and training in order to provide innovative and challenging clinical experiences.

#### Methods of Assessment and Performance Targets 2.1.1

1. Form a workgroup to evaluate the level of simulation used in college programs and recommend a plan for maximized usage.
2. Evaluate the level and quality of simulation used in the program annually by faculty at program reviews, each semester by students using course evaluations, annually by the nursing community by surveying the members of the Clinical Collaborative Advisory Board.
3. Revise the type, quality or quantity of simulation resources and training based on a plan for strategic usage.
### Assessment Results 2.1.2

1. A faculty workgroup (SIM TEAM) was created with members: Laura Gonzalez, Marisa Belote, Greg Morris, Chris Garrison, Sandy Vonnes, Brandy Lehman, Cathy O’Neil, Linda Joustra, Jenny Molloy, Patricia Burns, Nadine Connor to evaluate the level of simulation used in college programs and recommend a plan for maximized usage.
2. Group set objectives to hire a fulltime faculty member dedicated to the learning lab and promoting the simulation experience.
3. Group set an objective to develop collaborative relationships with community partners to share simulation resources and ideas.
4. Group set objective to incorporate simulation activities throughout the curriculum.

### Action Plan (Use of Results for Improvement) 2.1.3

1. The college hired Marisa Belote as full time laboratory faculty specializing in use of simulation to support curriculum. Hired part-time lab assistant (GA) who is being trained on simulation to assist in program.
2. SIM TEAM is working with the James A Haley Veterans Hospital to share simulation expertise as part of VANA training grant. Have developed collaborative relationship with USF Health Center for Advanced Clinical Learning (CACL) to establish an anesthesiology suite complete with METI human patient simulator (anesthesia model) and up to date anesthesia equipment to simulate an operating room. This simulation suite is currently being used by the Nurse Anesthesia students at the master’s level.
3. Have increased the functionality of simulation at the College of Nursing by expanding into existing space (MDN 1033 and MDN 1032) to create Adult simulation room with METI adult human patient simulator and a pediatric/obstetrics simulation room with birthing and pediatric human patient simulators and equipment. Simulation units have been added to the curriculum in Medical Surgical Nursing I & II, Women’s Health Nursing and Pediatric Health Nursing courses.

### Outcome/ Objective 2.2

Expand the Student Success Center through engagement of industry and business.

### Methods of Assessment and Performance Targets 2.2.1

1. Form a workgroup to evaluate the services provided to students through the Student Success Center and recommend a strategic plan to expand services through engagement of all available resources. Services provided by the Student Success Center will be revised or expanded each semester based on evaluation data.
2. Evaluate the services provided, and type of additional services needed by direct survey of students using the Student Success Center each semester, and survey of faculty recommending students to the Student Success Center each semester. Explore collaborative arrangements with business and industry to support the Student Success Center.
3. Services provided through the Student Success Center will be communicated effectively to nursing students via available technology and direct faculty referral.

### Assessment Results 2.2.2

1. A faculty workgroup was created with members: Chris Garrison, Debra Gottel, Nadine Connor, Versie Johnson Mallard to evaluate the services provided to students through the Student Success Center and recommend a strategic plan to expand services through engagement of all available resources.
2. Group set objective to conduct a needs assessment to determine what services should be offered by the Student Success Center.
3. Group set objective to investigate the feasibility of creating a peer tutoring and mentoring program for students.

### Action Plan (Use of Results for Improvement) 2.2.3

1. A peer tutoring system has been initiated as of Spring 2009 at the undergraduate level coordinated by Chris Garrison. Undergraduate students who have completed courses conduct weekly scheduled tutoring sessions for interested students currently in these courses. Students may be faculty referred for remediation in a subject or are self–referred. During the next academic year, data will be developed to determine efficacy of the tutoring program.
2. The undergraduate program entered into a contract with a private psychological counseling center (Woods, Inc.) who specializes in health related student and
faculty issues to develop the Student Nurse Assistance Program (SNAP) beginning in Fall 2009 which will allow nursing students to visit the counselors on any issue, and to allow faculty to refer students who they feel made be in need of counseling. (See attached brochure) This program will work in concert with USF Counseling Center, USF Police and Victim’s Advocacy Program to complement and supplement university resources. This is based on a currently used model by the USF College of Medicine. The SNAP group will also conduct training sessions for staff and faculty in appropriate ways of recognizing students with issues and how to get them appropriate assistance.

**GOAL 3:** Provide exceptional health care services in diverse settings while offering students and faculty opportunities to enhance clinical skills, respond to critical health problems, and learn to function in a global market.

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<tr>
<th>Outcome/Objective 3.1</th>
<th>Explore options and develop and implement plans to provide unmet critical clinical services for underserved populations in the Tampa Bay region.</th>
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| Methods of Assessment and Performance Targets 3.1.1 | 1. Form a workgroup to assess the critical clinical services and invite targeted community members to participate. An assessment of unmet critical clinical needs to underserved populations in Tampa Bay will be completed  
2. Form an advisory group of nursing and community members to explore options for providing clinical services.  
3. A strategic plan of prioritized services, methods and educational topics to be provided to underserved populations will be created. |
| Assessment Results 3.1.2 | 1. A faculty workgroup was created with members: Versie Johnson-Mallard, Joan Gregory (Emerta), Frances Sahebzamani, and Tanika Vivien to assess the critical clinical services and invite targeted community members to participate.  
2. A Community Advisory group was created with members: Versie Johnson-Mallard, Maria Russ (School Health), Sister Sara Proctor (Catholic Migrant Medical Services), Rosa Cambridge (National Black Nurses Association), Linda Paige (Moffitt Hospital Outreach Program), Doris Campbell (Emerta faculty & adolescent health specialist) with a mission to define and identify targeted underserved communities within the Tampa Bay Region in order to explore options for providing clinical services. |
| Action Plan (Use of Results for Improvement) 3.1.3 | 3. As part of a USF Health initiative with Sweetbay supermarkets, the USF College of Nursing is staffing The USF Health Neighborhood Care Center at the Sweetbay Supermarket in Wesley Chapel and will offer a variety of services through Advanced Registered Nurse Practitioners on site. From common illnesses to camp physicals and vaccines, patients can visit the Neighborhood Care Center, and then be referred into the network of more than 350 doctors in the USF Physicians Group for further treatment if needed. |

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<th>Outcome/Objective 3.2</th>
<th>Design and implement a structure for community engagement by faculty and students that encourages and tracks participation.</th>
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| Methods of Assessment and Performance Targets 3.2.1 | 1. Form a workgroup to assess the community-based activities currently provided through the College of Nursing each semester. Develop a database for tracking faculty and student level and type of community involvement each semester.  
2. Survey students and faculty for level and types of community activity annually. College community activity will be effectively communicated via available technology to university, college, alumni and other identified communities of interest annually and throughout the year. |
| Assessment Results 3.2.2 | 1. A faculty/staff workgroup was created with members: Luis Battistini, Raymond McCormick, Cristina Spiegel, Guy Engelhardt, Ashlea Hudak and Agyenim Wiredu to design and implement a structure for community engagement by faculty and students that encourages and tracks participation.  
2. Survey was sent to students in Spring 2009 as part of larger college wide survey for entire strategic plan. |
### Action Plan (Use of Results for Improvement) 3.2.3

1. Graduate and Undergraduate clinical hours are currently tracked and reported to the Area Health Education Center (USF AHEC) each semester. This report tracks graduate clinical hours in practical experiences as working Registered Nurses in the community (non-paid), this report tracks same information for Registered Nurses seeking a Bachelor degree. Non licensed nursing community clinical hours were integrated throughout the curriculum. However, this year the undergraduate program voted to re-establish a separate community health clinical course that will allow better tracking of community clinical hours. A goal for the next year is to establish a way to track types of community involvement or projects instead of just hours. In addition, nursing students participate in the USF Health Service Corp. where interdisciplinary groups of students from the colleges of Medicine, Nursing and Public Health collaborate on community projects. [http://health.usf.edu/ahec/servicecorps.htm](http://health.usf.edu/ahec/servicecorps.htm)

2. Community activities that are reported by students and faculty are recognized and communicated via the Dean’s Weekly Update (an email-based weekly bulletin), placed on the electronic bulletin Board in the College gathering space and selected stories are highlighted in the *Nursing Life* magazine, a print publication sent to all college constituents twice annually.

### GOAL 4: Develop and maintain an exceptional, inclusive work and learning environment at the College of Nursing that ensures achievement of its mission and strategic initiatives.

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<th>Outcome/Objective 4.1</th>
<th>Formalize a review of key expenditures that assist in developing more cost effective travel policies for the college faculty and staff in areas of development and training and recruitment of students and in the area of printing/duplicating/copying/advertising.</th>
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| **Methods of Assessment and Performance Targets 4.1.1** | 1. Compare quarterly all categorical expenditures in above mentioned. A set of recommended, targeted travel and development opportunities used throughout the college for key employees to attend and report findings.  
2. Identify areas of possible consolidation or elimination. Design new work methods that eliminate the need for copying, duplicating. |
| **Assessment Results 4.1.2** | 1. Quarterly review and comparison of all expenditures was completed by the Business Office and Research Center for their respective funds.  
2. New guidelines and objectives for expending funds was recommended to the Executive Leadership Team for the next fiscal year. |
| **Action Plan (Use of Results for Improvement) 4.1.3** | 1. New guidelines were set for faculty and staff requesting funds for development, training and travel expenditures, approved by the Executive Leadership Team and implemented in the new fiscal year 2009/10.  
2. Student recruitment was streamlined to include graduate level only, high impact areas of study.  
3. The college has refined its procedures for the use of copiers and duplicating that include centralizing these services to insure the most efficient and effective means are utilized for each project/job. |

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<th>Outcome/Objective 4.2</th>
<th>Expand the use of signage around the college that provides a clearer and safer environment for faculty, students, staff and guests.</th>
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| **Methods of Assessment and Performance Targets 4.2.1** | 1. Form a work group to evaluate current status of signs throughout the college. Increase signage throughout the college.  
2. Survey space users for evaluation of new signage and current space/mobility issues. |
| **Assessment Results 4.2.2** | 1. A workgroup was formed including faculty, staff and students who continually review the college’s space and security.  
2. A survey is in process of development that will be used to solicit information from all faculty, students and staff in fall 2009 semester. |
| **Action Plan (Use of Results for Improvement) 4.2.3** | 1. The workgroup determined numerous issues on their own where improvements could be made to insure the college portrays a welcoming and inviting place to visit, work and learn.  
2. Artwork and the College Mission & Values Statement have been installed throughout the college. |
3. The Chief Operating Officer has been in attendance at each main division’s meetings (Undergraduate Office, Graduate Office, Research Center, Simulation Lab, etc.) to receive comments from faculty and staff regarding any issues for consideration of safety, cleanliness, health and mobility. Coupled with survey results, the workgroup will make additional recommendations for building enhancements.

4. The workgroup will continue their efforts in the next fiscal year by employing a vendor who will work with university facilities to post signs, mirrors and other safety measures in and around the building.

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<th>Outcome/Objective 4.3</th>
<th>Develop and implement a coordinated data management function that serves the entire College of Nursing.</th>
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| **Action Plan (Use of Results for Improvement) 4.3.1** | 1. Form a workgroup to evaluate data management methods throughout the college and recommend a strategic plan to eliminate redundancy and improve the effectiveness of data management to meet college strategic needs. Develop an annual implementation plan to address the college’s data management needs.  
2. Survey each academic and administrative unit in the college to determine data needs, types of data stored, and data reporting needs/schedule.  
3. Develop collaborative relationships with other university departments to develop system or utilize existing systems to meet the college’s needs. |

| Assessment Results 4.3.2 | 1. A faculty/staff workgroup was created with members: Kevin Kip, Fran D’Avanzo-Schrader, Guy Engelhardt and Victoria Wise-Neely to evaluate data management methods throughout the college and recommend a strategic plan to eliminate redundancy and improve the effectiveness of data management to meet college strategic needs.  
2. A survey of program directors and administrators in Fall 2008 revealed a need for an electronic database to track students academic progress (history, registration and future courses by semester) to give individual and aggregate data to determine course needs for specific semesters, and to use in calculations of Graduation, Retention, Attrition and Time to Degree rates.  
3. Mr. Engelhardt and Ms. D’Avanzo-Schrader met with Lee Ellen Brigman and Debbie Hayward to investigate areas of collaboration with Office of Decision support. Also met with Mary Striby of USF Health Information Services to investigate areas of collaboration. |

| Action Plan (Use of Results for Improvement) 4.3.3 | 1. The group met with USF Health Information Technology web application representative (Mary Striby) to go over application fields and parameters and approve an application development plan. The curriculum planning module of this project is due to be completed in Fall 2009. After completion of this module, further detailed meetings in each academic unit will be held with this group to determine other data that need to be centrally stored. New application development plans will be created with USF Health Information Technology to address the specifications and timelines for creation of these modules.  
2. The group was informed that the University is developing a new degree audit system (Degree Works). Guy Englardt is a member of the Degree works implementation team and College of Nursing is a pilot member of the 3-year degree works implementation plan.  
3. A Graduate Assistant was hired for Fall 2008-Spring 2009 to develop an internal database of graduate clinical placements to assist the Clinical Coordinator in making master’s practicum placements.  
4. Draft versions of Graduation, Retention, Attrition and Time to degree reports have been developed for all college degree programs and sequences/concentrations. These are currently in the validation stage. (It was determined by the Data Group that the University only had limited data only in the undergraduate level available for these areas and that could not be drilled-down to the major or concentrations level with enough specificity to be useful. Therefore it was determined that the college develop it’s own reporting in these areas). |