



State of the School: 2016-2017

*Together transforming the future of
nursing, to advance health and
individuals, families and communities*

Marion E. Broome, PhD, RN, FAAN

Dean & Ruby F. Wilson Professor, Duke University School of Nursing

Vice Chancellor for Nursing Affairs, Duke University

Associate Vice President for Academic Affairs for Nursing, DUHS

September 7, 2017

If you haven't heard by now...







RANKED **#1**

Best Nursing School for
Doctor of Nursing Practice
by U.S. News & World Report
(2018)



RANKED **#3**

Best Nursing School for
Anesthesia Education
by U.S. News & World Report
(2018)



RANKED **#3**

Best Nursing School for
Informatics Education
by U.S. News & World Report
(2018)



RANKED **#2**

Best Nursing School for
**Pediatric Primary Care
Nurse Practitioner Education**
by U.S. News & World Report
(2018)



RANKED **#4**

Best Nursing School for
Family Nurse Practitioner
Education by
U.S. News & World Report
(2018)



RANKED **#5**

Best Nursing School for
**Adult-Gerontology Acute Care
Nurse Practitioner Education**
by U.S. News & World Report
(2018)

It Takes A Team

“We all know we are not doing what we do to be #1. We are #1 because of why and how we do what we do.”



Special thank you to our former deans:

Dr. Catherine Gilliss
Dr. Mary Champagne
Dr. Ruby Wilson

Awards, Accreditations, and Designations

DUSON ACCOLADES

Three Centers of Excellence



**Center of Excellence
in Nursing Education**

Promoting Pedagogical Expertise of Faculty 2017 – 2022
Advancing the Science of Nursing Education 2017 – 2021
*Enhancing Student Learning
and Professional Development 2015 - 2019*

DUSON Awards



2017 Best School or College of Nursing

The award recognizes three schools that demonstrate significant efforts in recruiting and providing a supportive educational environment for men in nursing.



INSIGHT Into Diversity Higher Education Excellence in Diversity (HEED)

Recognizes colleges and universities that demonstrate an outstanding commitment to diversity and inclusion.



Above and Beyond Award

For outstanding support
of the National Guard and
Reserve



DUSON Center for Nursing Discovery Receives Accreditation



DUSON is the only nursing school in North Carolina and one of three nursing schools in the United States to receive a five-year accreditation by the Society for Simulation in Healthcare (SSH) and the Council for Accreditation of Healthcare Simulation Programs in the area of Teaching/Education.

Distinguished Duke Awards

Laverne Lewis Myers

Susan B. Clark Administrative Leadership Award recipient - March 9, 2017. The prestigious honor is awarded to a Duke Health administrative professional who demonstrates:

- Dedication to the institution
- Service to others
- Personal strength of character



Rosa Solorzano

Office for Institutional Equity (OIE) Equity, Diversity & Inclusion Award recipient – Feb 21, 2017, at the annual Samuel DuBois Cook Society Award Dinner.

The award recognizes individuals who have led initiatives that foster equity, diversity and inclusion.



Duke Forward Campaign

July 1, 2010 – June 30, 2017



Overall Campaign Goal: \$3.2B

CAMPAIGN TOTAL: \$3.85B

DUSON Campaign Goal: \$43M

CAMPAIGN TOTAL: \$43,053,902

Philanthropy for DUSON

Results FY 2017

New Commitments	\$3.5M	↑21%*
Cash Received	\$4.5M	↑46%*
Total Annual Fund	\$441K	↑19%^
Bessie Baker Society	\$329K	↑24%^
Faculty/Staff Giving (40% participation)	\$35K	↑ 6%^

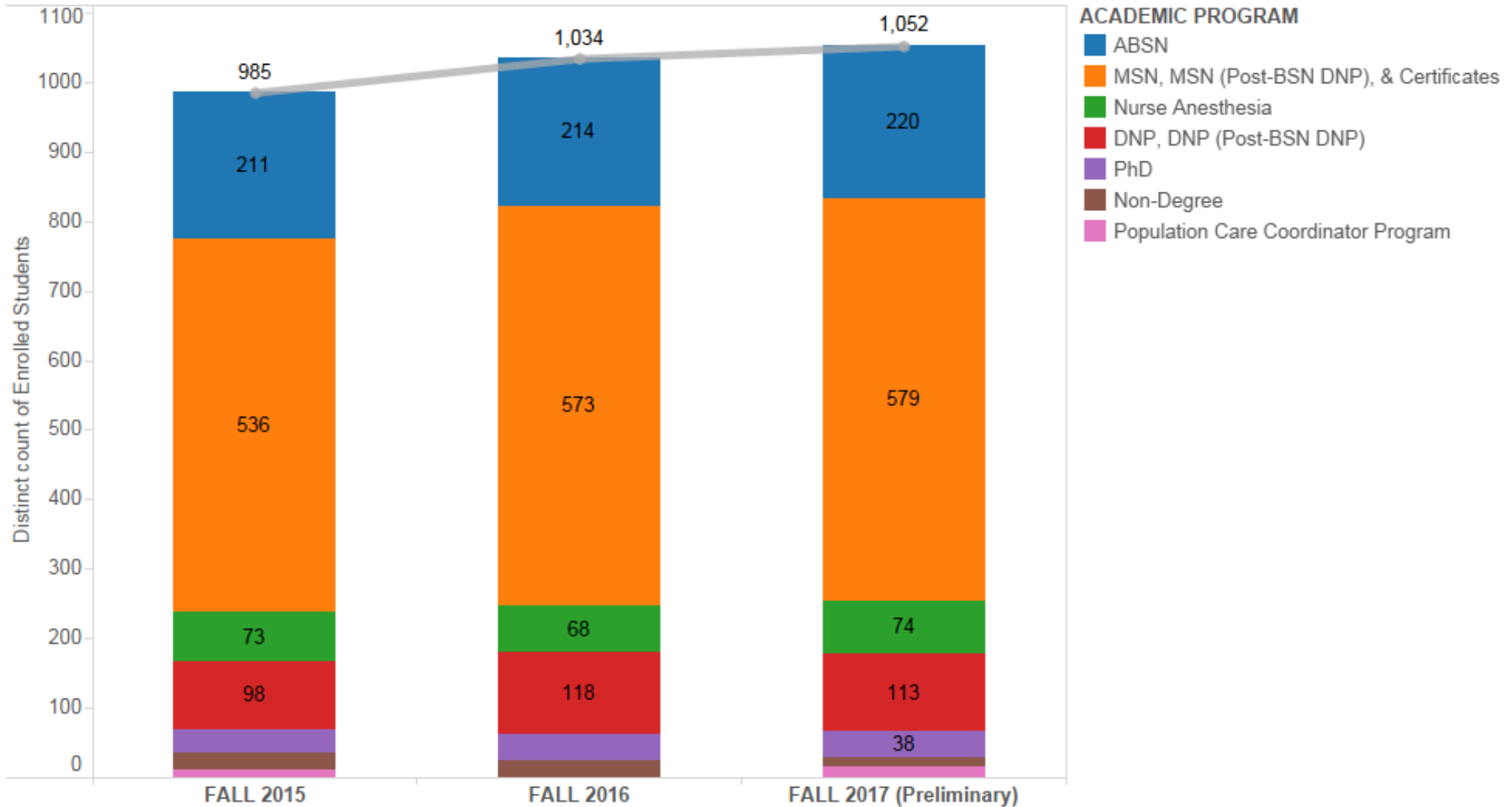
*FY17 vs. FY14-16 avg.
^FY17 vs. FY16



Student, Faculty, & Staff Demographics

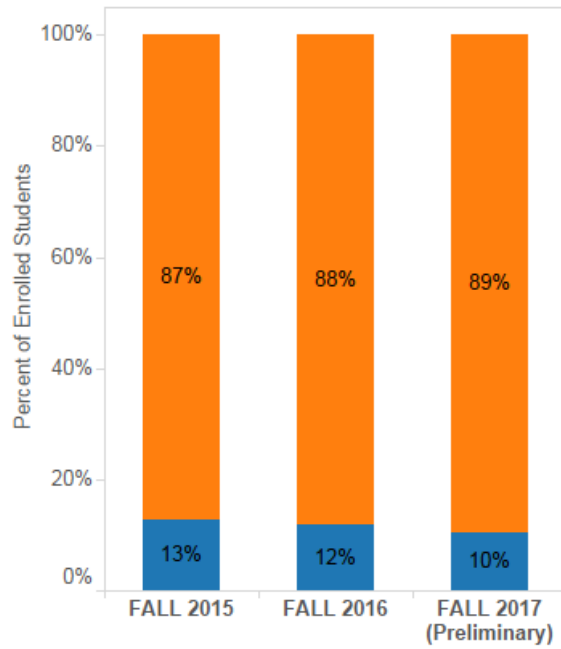
WHO IS DUSON TODAY?

Enrollment



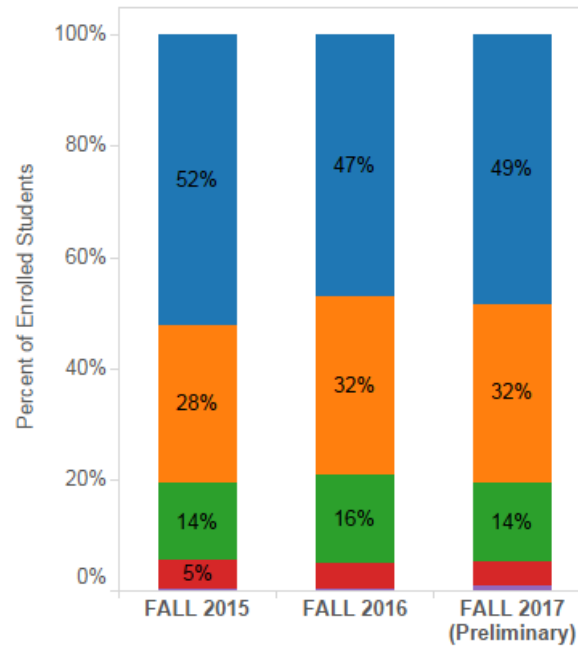
Student Demographics

Fall 2017



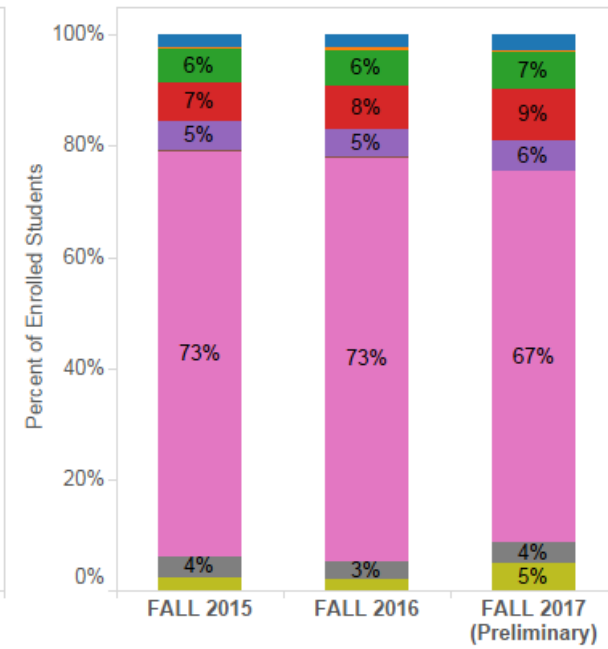
GENDER

- Female
- Male
- Unknown/Not Reported



AGE RANGE

- 20-29
- 30-39
- 40-49
- 50-59
- 60-69

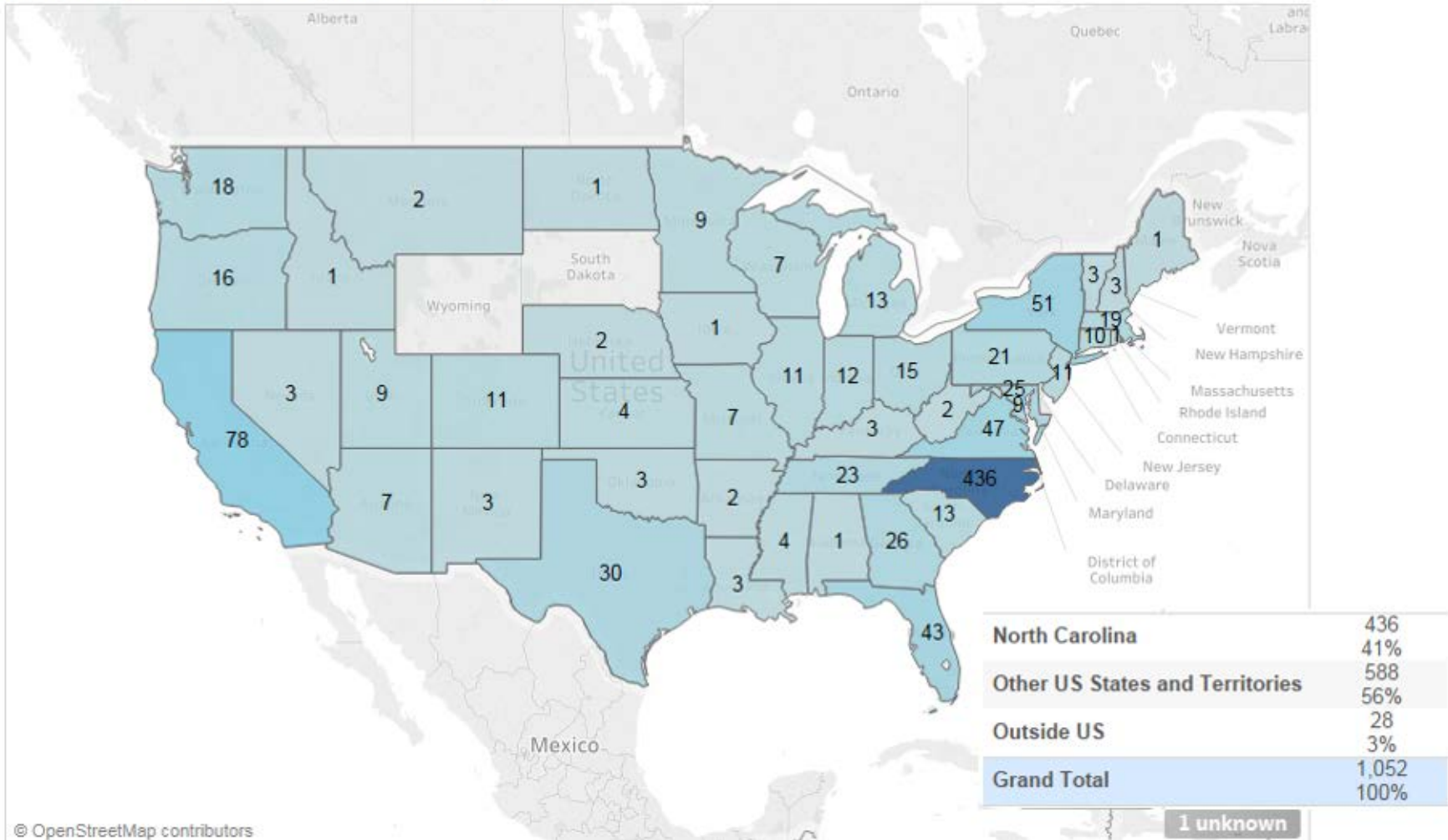


RACE/ETHNICITY

- Non-Resident
- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino/a
- Native Hawaiian or Pacific Islander
- White
- Two or more races
- Not Indicated or Unknown

Where Are Our Students From?

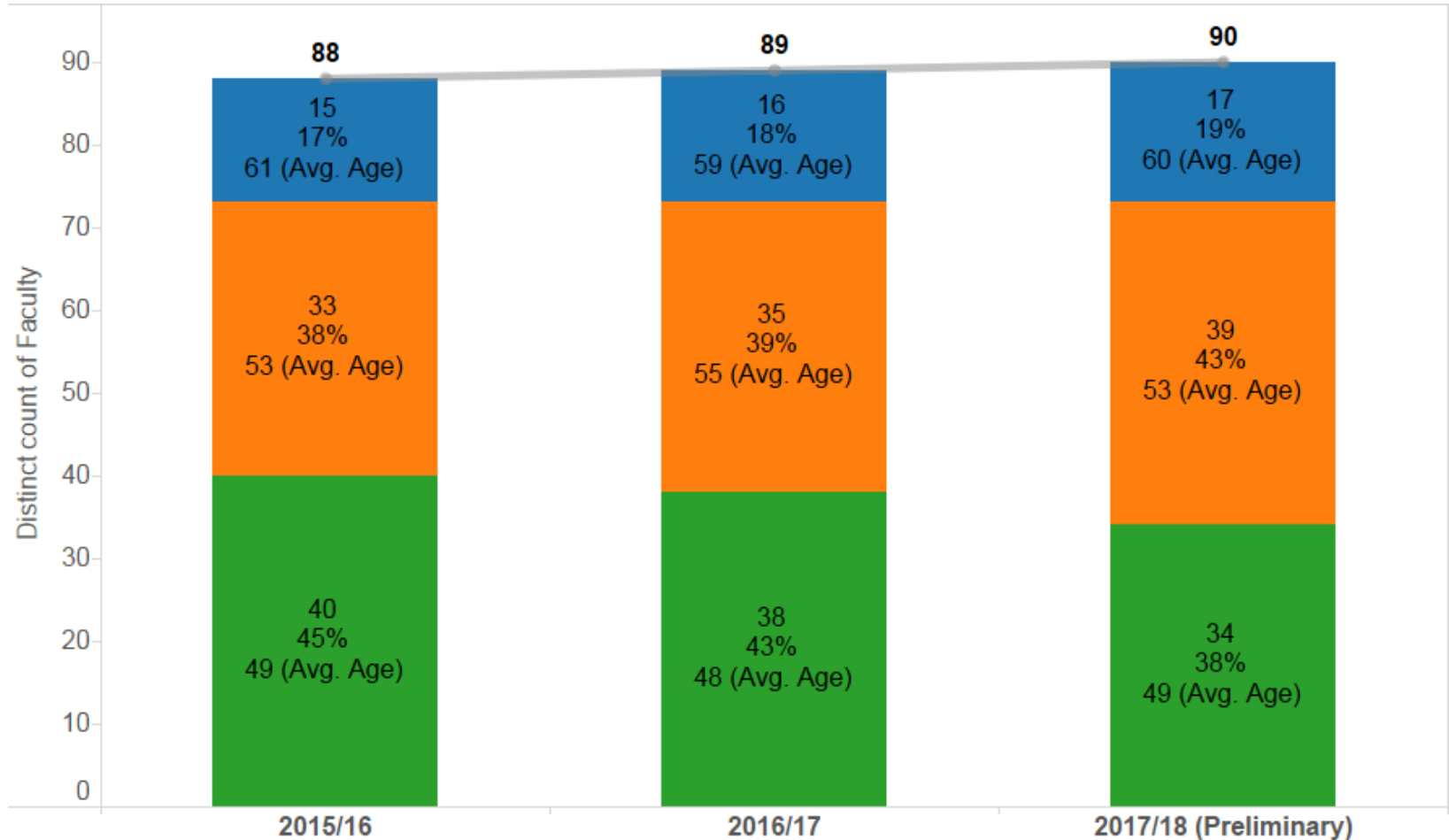
Enrollment by State at Time of Application - Contiguous State



© OpenStreetMap contributors

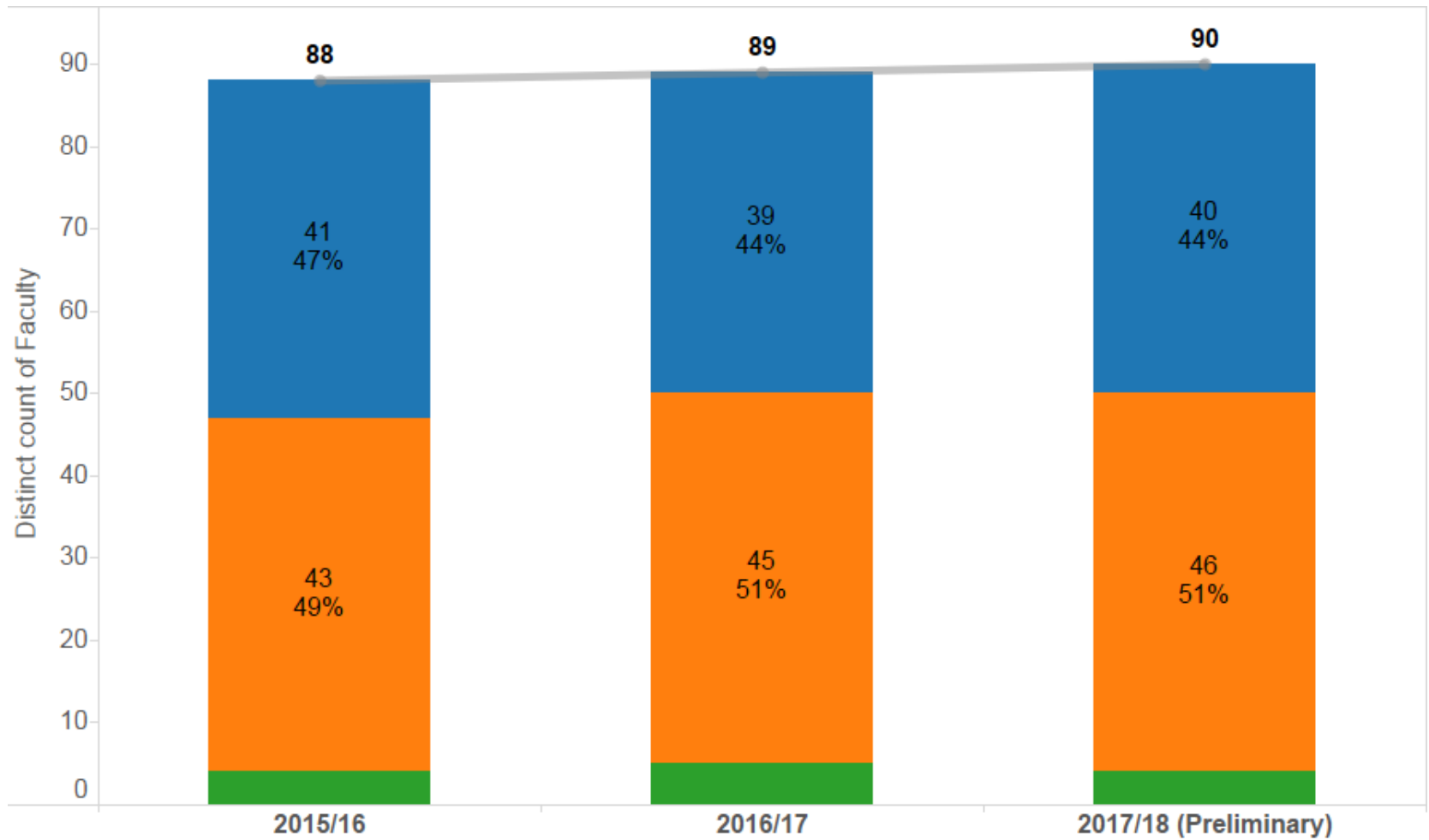
This slide represents data revised after the State of the School Address due to a significant data error.

Faculty by Rank



FACULTY RANK
■ Professor
■ Associate Professor
■ Assistant Professor

Faculty by Track



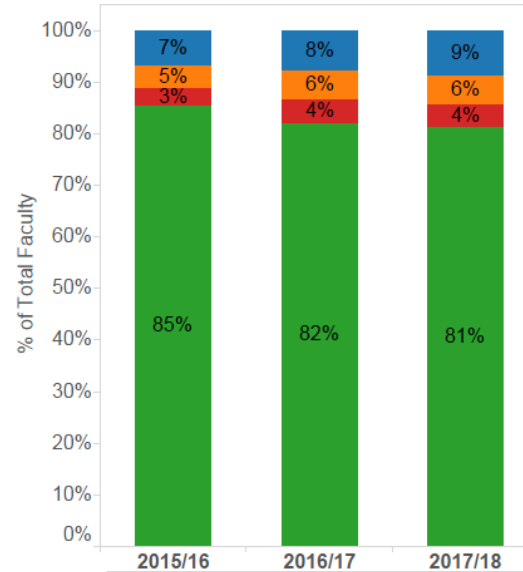
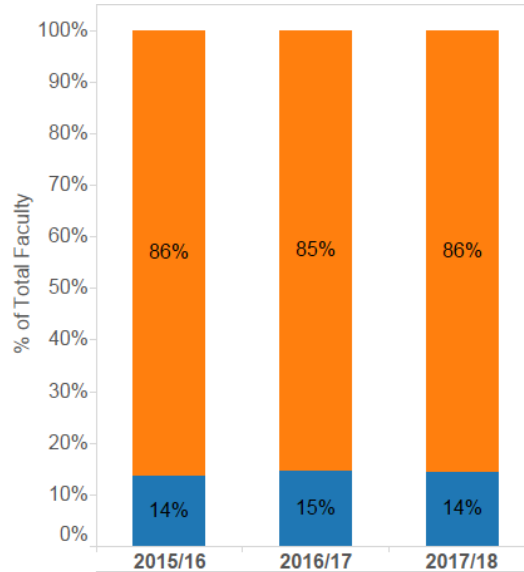
FACULTY TRACK

- Track I (Tenured / Tenure Track)
- Track II (Clinical Track)
- Track III (Research Track)

Faculty & Staff Demographics

2017/18

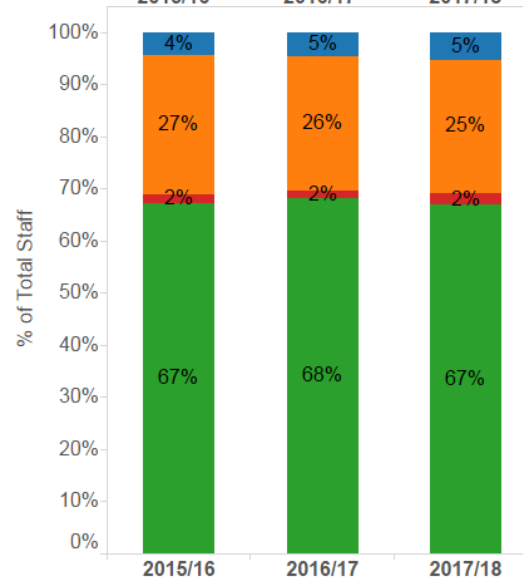
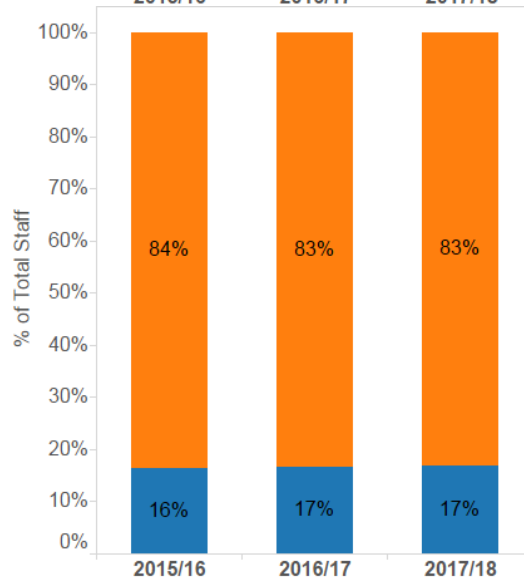
Faculty



RACE/ETHNICITY

- Asian
- Black or African American
- Hispanic/Latino
- White

Staff



Preliminary Data

Strategic Focus Areas

Six strategic focus areas align with DUSON's vision and serve as the foundation for the strategic plan.



How do we know that what we are doing now will be responsive to the needs of society in the **future**?

DUSON STRATEGIC PLAN

Year 1: Strategy Progress

- New evaluation process for proposed and existing programs
- **19.4%** increase in DUSON Annual Fund giving – Total **\$441,000**
- Developed proposal for evolution and growth of Institute of Education Excellence (IEE)
- New major - Psychiatric Mental Health NP
- **4** new Health Resources and Service Administration (HRSA) awards



Financial Aid Awarded*

\$4.6 million

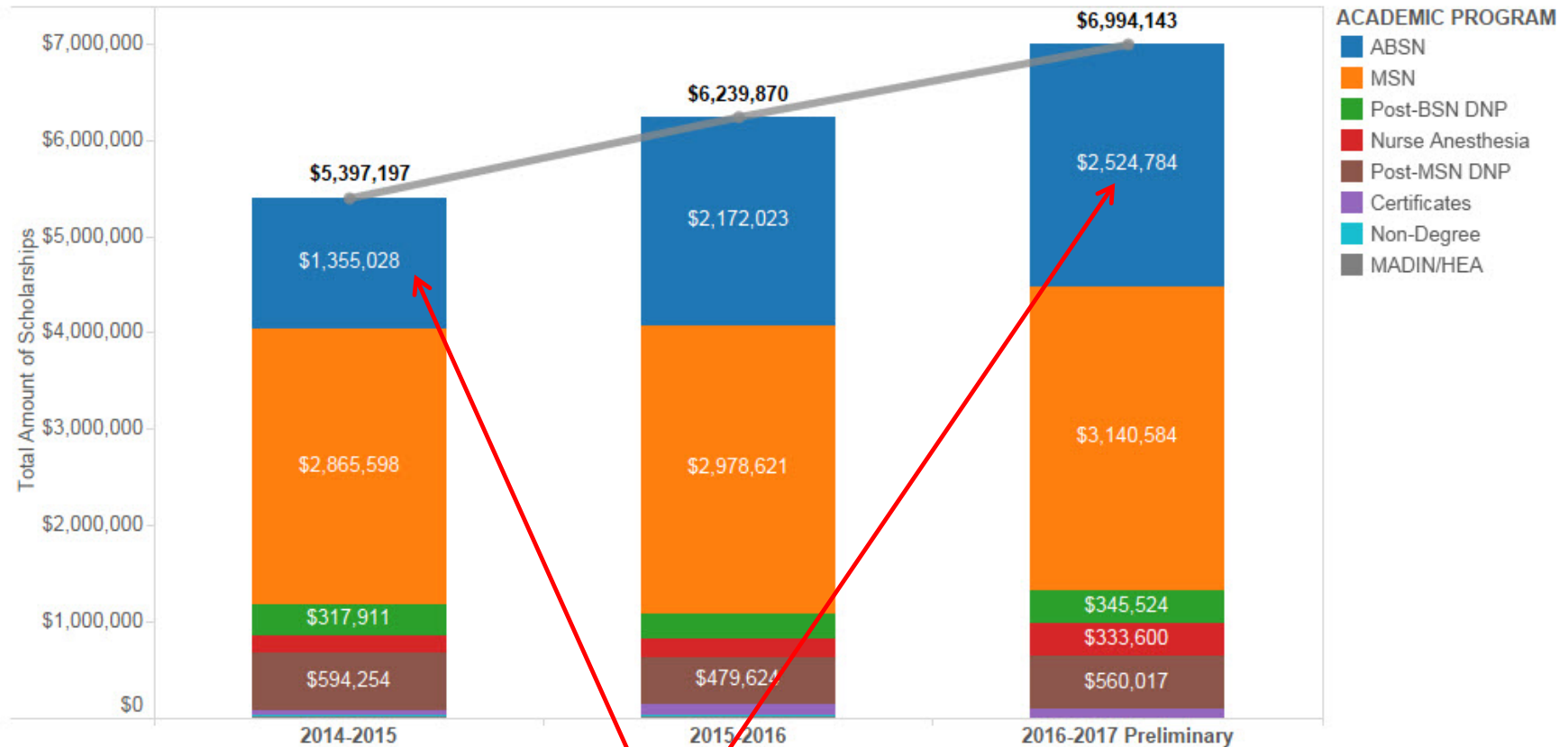
Institutional scholarships awarded to 470 students

\$29.7 million

Total loans taken out by 850 students

**2016-17 academic year preliminary data*

Scholarships by Academic Program



Total scholarships received by ABSN students increased 86% from 2014-15 to 2016-17 (preliminary)

DNP Executive Leadership Specialty

Preparing Tomorrow's Leaders Today

Provides seasoned nurse leaders with the knowledge and skills needed to lead complex and changing organizations and health care systems.



Duke Health & DUSON: IPE Initiative

Duke Health Center for IPE

To *prepare learners* to become knowledgeable and collaborative practice-ready partners

To *provide high quality, team-based care* in order to optimize health outcomes for individuals, families and populations.



Education

Looking Ahead Year 2: Goals and Opportunities



- Begin new program evaluation process
- Develop, support and recognize excellence in teaching (Duke Health)
- FY 2018 challenge to encourage additional donor support for scholarship endowment

Strategy Leadership: Education

Thank you to our strategy leads!



Janice Humphreys
Executive Sponsor



Marilyn Oermann



Nancy Foskey



Jennie De Gagne



Anita Stallings



Michael Zychowicz



Jill Brennan-Cook



Beth Cusatis Phillips

Year 1: Strategy Progress

- Four research areas of excellence (RAEs) established and fully staffed:
 - Clinical Innovation
 - Population Health
 - Precision Health
 - Methods and Analytics
- Provided key services through CNR cores:
 - Faculty Science
 - Pre-award Liaison Services
 - Research Design and Statistics
 - Research Oversight and Compliance
- **27** research events, **6** faculty think tanks
- Significant increase in campus-wide collaborations

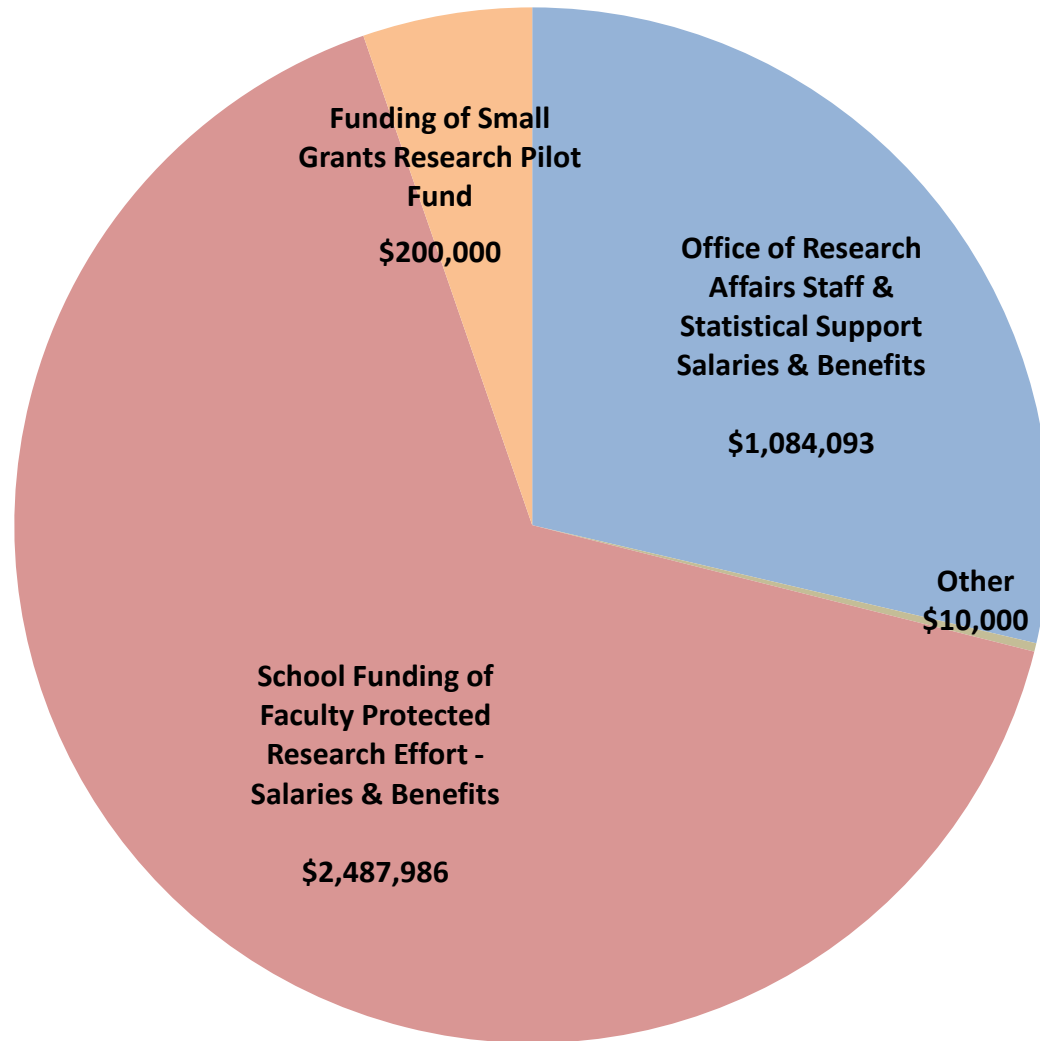


2016 NIH Aggregate Data and Rankings

Rank	Organization Name	2016
1	Emory University	\$7,829,770
2	University of Pennsylvania	\$7,565,890
3	University of California San Francisco	\$7,273,200
4	Duke University	\$6,471,139
5	University of Washington	\$6,405,970
6	Johns Hopkins University	\$5,899,204
7	University of Pittsburgh at Pittsburgh	\$5,477,083
8	University of Illinois at Chicago	\$5,222,651
9	University of California Los Angeles	\$5,089,493
10	New York University	\$4,672,902

(Report pulled 8/30/17)

Research Expenditures: FY 2017 Budget



Big News....

Chancellor's Research Proposal Funded

\$5,000,000 *over 5 years*

Infusion of resources to support
faculty research

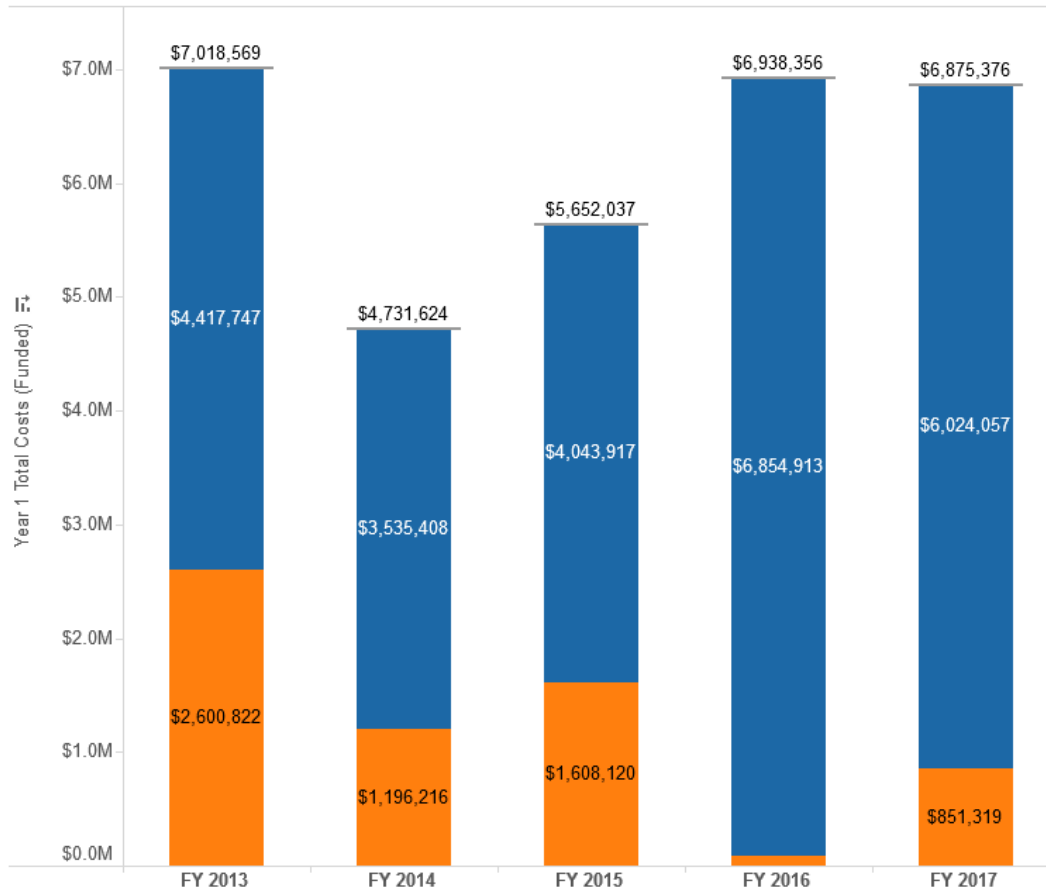


Faculty Research Awards: FY 2017

Awards – Faculty Research (New and Renewals)

Includes New and Non-Competing Renewals

Based on Award Budget Start Date – Data Valid as of: 7/1/17

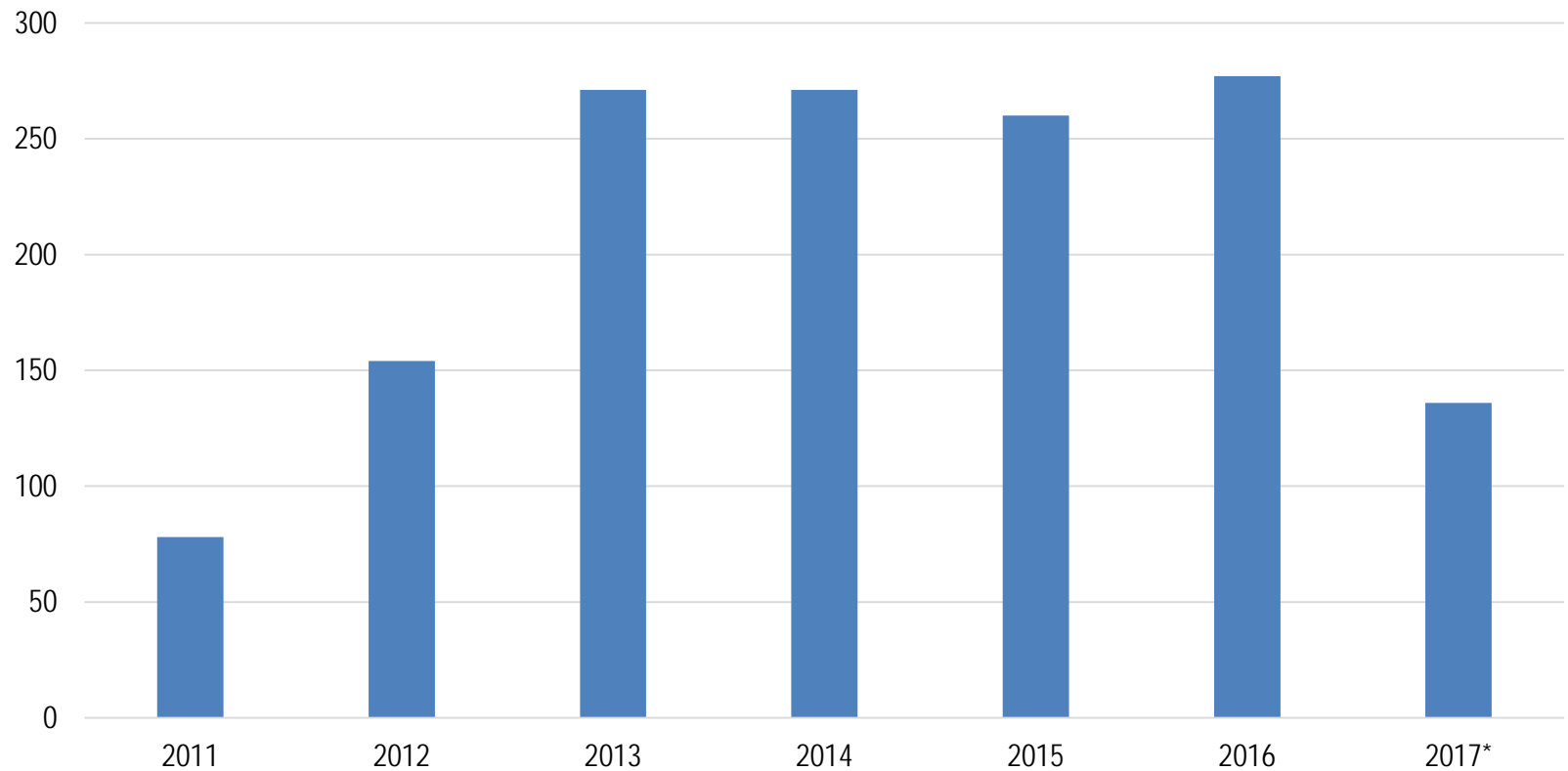


18 Extramural research awards totaling **\$6,875,376**

- 3 new NIH
- 9 NIH renewals
- 6 non-NIH

■ Research – NIH Faculty Supported Research
■ Research - All Other Faculty Supported Research

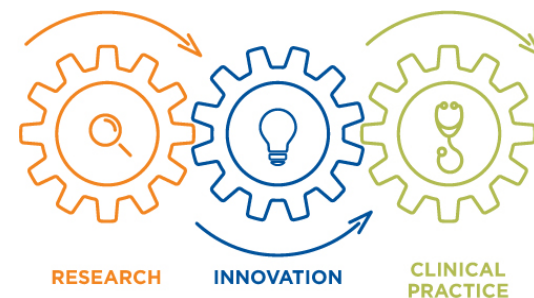
DUSON Publications 2011-2017*



*through July 10, 2017



An interdisciplinary center and accelerator to develop and test pioneering innovations in healthcare technology and care delivery.



Research

Looking Ahead Year 2: Goals and Opportunities



- Concentrate on increasing grant writing skills for faculty preparing new proposals and resubmissions
- Continue to evolve RAEs
- Expand relationships with others across the Duke campus and beyond
- Communicate resources and activities to all research faculty

Strategy Leadership: Research

Thank you to our strategy leads!



Marilyn Hockenberry
Executive Sponsor



Wei Pan



Rosa Gonzalez-Guarda



Alison Vorderstrasse



Ryan Shaw

Year 1: Strategy Progress

- Revised DUSON APT criteria to include scholarly activities suited to the practice scholar
- Completed information gathering to understand faculty clinical practice models and perceived institutional barriers
- Consultation with Advance Practice Provider reimbursement model expert
- Demonstrated commitment to DANCE initiative.





DANCE

Duke Advancement of Nursing,
Center of Excellence



Sigma Theta Tau International
Honor Society of Nursing[®]

Academe Innovation Collaboration Award

Demonstrates that Duke is a preeminent leader among nursing academic-practice partnerships and allows the DANCE partnership to share their model with others around the world in an effort to empower and influence the nursing profession.



Faculty Engaged in Clinical Practice

<u>Faculty Name</u>	<u>% Effort</u>	<u>Direct Cost Recovered?</u>	<u>Clinical Practice Location</u>
Trotter, Kathy	40.0%	YES	Dept of Surgery
Bowers, Midge	40.0%	YES	DUHS - Center of Excellence
Granger, Bradi	40.0%	YES	DUHS - Center of Excellence
Hueckel, Remi	40.0%	YES	DUHS - Adv. Clin. Practice
Rende, Elizabeth	40.0%	YES	Dept of Peds
Affronti, Mary Lou	25.0%	YES	Brain Tumor Center
Evans Kreider, Kathryn	25.0%	YES	Dept of Medicine - Endocrinology
Tanabe, Paula	20.0%	YES	DUHS - Adv. Clin. Practice
Pereira, Kathy	15.0%	YES	Dept of Medicine - Endocrinology
Sabol, Valerie	15.0%	YES	Dept of Medicine - Endocrinology
Edie, Alison	10.0%	NO	Durham County Health Department
Derouin, Anne	5.0%	YES	DUHS - Center of Excellence
Padilla, Iris	30.0%	NO	2A Clinic
Giemza, Kristi	75.0%	YES	TROSA

Clinical Practice

Looking Ahead Year 2: Goals and Opportunities



- Implement new APT criteria and promote faculty understanding
- Engage with DUHS Advanced Practice Leadership to identify opportunities/challenges
- Provide DUSON faculty clinical practice opportunities that closely align with DUHS workforce demands
- Align DUSON & DUHS Nursing strategic plans
- Leadership of new DANCE clinical practice pillar

Strategy Leadership: Clinical Practice



Kathy Pereira



Valerie Sabol

Executive Sponsors

Thank you to our strategy leads!



Marilyn Oermann



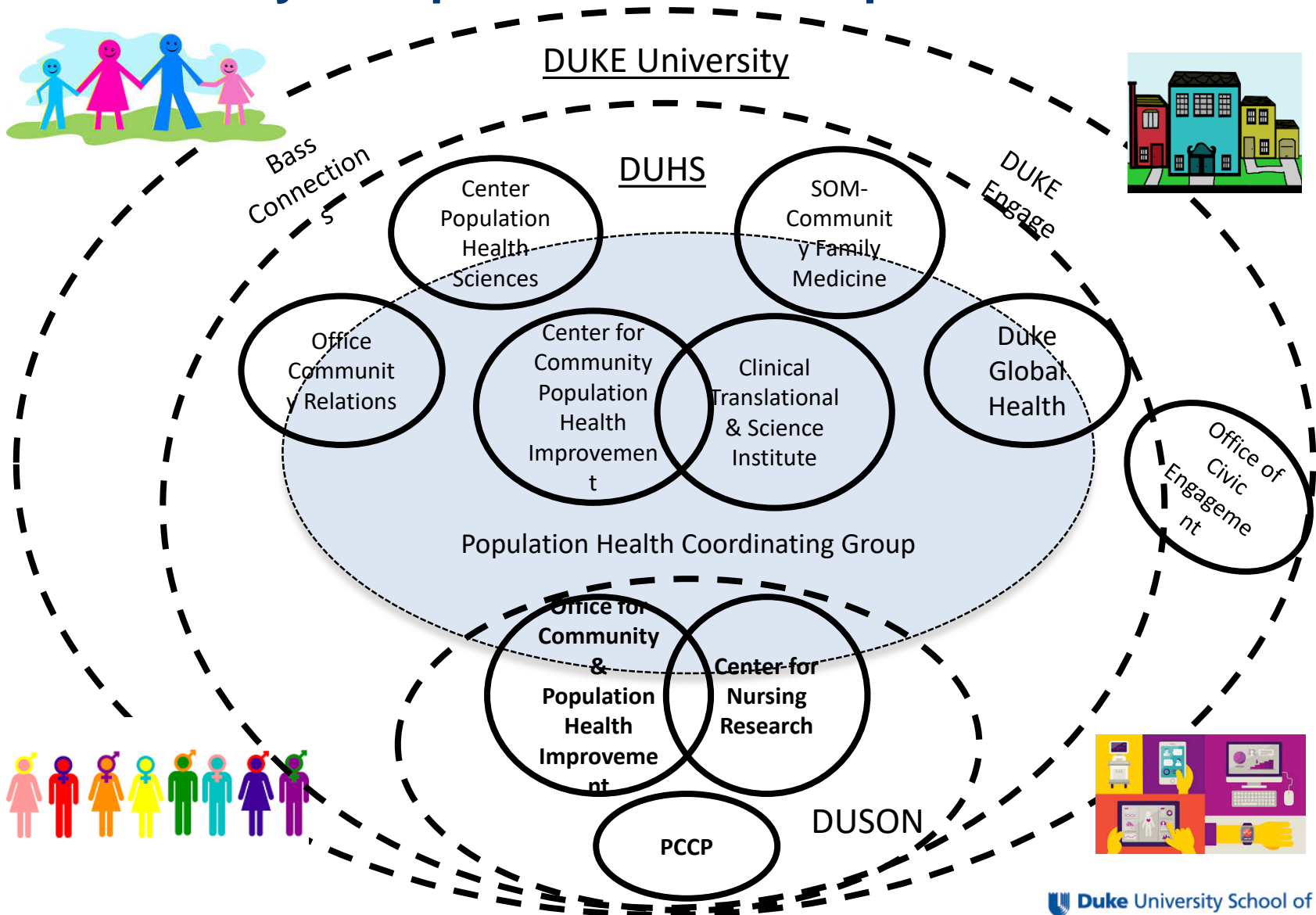
Liz Rende

Year 1: Strategy Progress

- Established Community Health Improvement Program (CHIP) and named interim director - Donna Biederman DrPH, MN, RN
- Created a research cluster specific to community and population health improvement within Center for Nursing Research (CNR)



DUSON & Duke: A Community & Population Health Improvement Movement



Community Health Improvement



Looking Ahead Year 2: Goals and Opportunities

- Gain momentum and create involvement
- Create capacity to support community and population health research pre-to-post awards.
- Continue to build synergistic opportunities with Duke partners
- Develop a CHI model that meets both DUSON and community needs
- Develop revenue streams to sustain CHI program and office

Strategy Leadership: Community Health Improvement

Thank you to our strategy leads!



Donna Biederman



Rosa Gonzalez-Guarda



Barbara Turner
Executive Sponsor

Year 1: Strategy Progress

- Developed an updated *Guiding Principles for OGACHI Activities* to inform future global projects, activities and education
- Developed tactics to expand the scope of DUSON's global health education.



International Visiting Scholars Program

The World Comes to DUSON Through International Visiting Scholars Program

The Office of Global and Community Health Initiatives provides academic enrichment programs for health professionals and scholars interested in enhancing their research skills or expertise in a particular clinical or non-clinical specialty.

The International Visiting Scholars Program gives visitors the opportunity to work alongside DUSON's highly-ranked faculty on a tailored research project to expand their knowledge in an area of nursing to enhance health care settings at home. ■



Global Highlights 2016 - 2017

- **71** DUSON students participated in global experiences in **9** countries (10% increase)
- DUSON has **34** active MOU agreements with **14** countries: Africa, Asia, Caribbean, Central America, Europe
- *Exploring Global Patterns of Health and Illness* course attended by 4 ABSN, 27 international students and faculty from 8 countries



US Sino Forum

Hosted by
University of Pittsburgh School of Nursing

Conference provided the opportunity to explore the variations, similarities, research endeavors and research findings regarding the management of chronic disorders in the United States and China.

Marion Broome, Lei Cheng (visiting scholar), Michael Relf, Kirsten Corazzini and Jing Wang* (PhD student) presented.



*Wang's co-authors included Corazzini, Eleanor McConnell and Bei Wu.

Global Health

Looking Ahead Year 2: Goals and Opportunities



- Develop global health programs for distance based learners
- Develop new site evaluation process
- Expand the scope of global health education at DUSON; possible minor/certificate in global health
- Develop global consulting, leveraging relationship with Duke Health Global

Strategy Leadership: Global Health

Thank you to our strategy leads!



Jane Blood-Siegfried



Irene Felsman



Michael Relf
Executive Sponsor

Year 1 Progress



- Paved the way to hire an Associate Dean, Diversity and Inclusion
- Hired new Wellness coordinator (25% FTE)
- Sponsored 3 Racial Equity Institute (REI) workshops, attended by **50%** of faculty and staff
- Developed draft faculty, staff and student recruiting targets for further review
- Created Core Values signage and awareness raising communications plan
- Established core values assessment as component of annual faculty evaluations, and reinforced staff evaluations
- Established school-wide
 - After Hours Communications guidelines
 - After Hours Sakai Support policy

New Faculty Appointments

Started July 1st:

- **Lisa S. Lewis**, EdD, MSN, RN, CNE
Assistant Professor, Healthcare in Adult Populations Division
- **Ragan Johnson**, DNP, MSN, APRN-BC
Assistant Professor, Healthcare in Adult Populations Division
- **Irene Felsman**, DNP, MPH, RN, C-GH
Assistant Professor, Clinical Health Systems & Analytics Division

Started August 1st:

- **Ann Marie Walton**, PhD, RN, MPH, OCN, CHES
Assistant Professor, Clinical Health Systems & Analytics Division
- **Hyeon-Eui Kim**, PhD, MPH, RN
Associate Professor, Clinical Health Systems & Analytics Division

Thank You for Your Contributions



Catherine Gilliss*
Former Dean (retired)



Terry Valiga*
Division Chair, Clinical Health
Systems & Analytics
(retired)



Queen Utley-Smith*
Associate Professor (retired)



Margaret Carmen
Associate Professor



Lisa Day
Associate Professor



Robin Dail
Associate Professor

Faculty Promotions by Track

- Track I promotions
 - **Paula Tanabe**, to Professor
 - **Allison Vorderstrasse**, awarded tenure
 - **Tracey Yap**, awarded tenure
 - **Devon Noonan**, to Associate Professor
 - **Ryan Shaw**, to Associate Professor
- Track II promotions
 - **Margaret Bush**, to Associate Professor
 - **Donna Biederman**, to Associate Professor
 - **Anne Derouin**, to Associate Professor
 - **Beth Phillips**, to Associate Professor
 - **Eleanor Stevenson**, to Associate Professor
- Track changes
 - **Sophia Smith**, to Track I as an Associate Professor

Dean's Faculty Leadership Initiative

Brigit Carter	George Washington University Leaders for Health Equity Fellowship
Iris Padilla	Amy V. Cockcroft Leadership Program
Eun-Ok Im	Center for Creative Leadership – Leadership Development Program
Beth Phillips	STTI Emerging Educational Administrator Institute (EEAI)
Margie Malloy	NLN 2017 SIMS Leaders Program
Kristen Corazzini	HERS Institute – Wellesley College
Rosa Gonzalez-Guarda	2017 DUKE Leader
Schenita Randolph	2017 DUKE Leader
Ryan Shaw	2017 DUKE Leader



DUSON Emerging Leaders Program

Congratulations Graduates!

DUSON Graduate Tracking Process, Data Repository & Reporting

Wendy Conklin
Chloe Hayim
Jennifer Higgins
Libby Joyce
Najla McClain

MSN Preceptor Engagement & Recognition Program

Raymond Brisson, III
Keysha Hall
Nora Harrington
Carla Nichols
Belinda Wisdom



People and Environment

Looking Ahead Year 2: Goals and Opportunities



- Extend Emerging Leaders Program to a second cohort
- Assess utilization of faculty and staff professional development funds, mentoring and career advancement opportunities
- Develop strategies to decrease meeting times
- Work with Associate Dean of Diversity and Inclusion to implement routine review of diversity targets
- Partner with Duke Office of Institutional Equity to develop leader diversity training classes – focused on strategies to seek and attract strong candidates
- Evaluate implementation of wellness coordinator and strategies used to improve DUSON community wellness.

Strategy Leadership: People & Environment

Thank you to our strategy leads!



Jessica Almy Pagan



Queen Utley-Smith



David Bowersox



Brigit Carter

Executive Sponsors



Deb Brandon



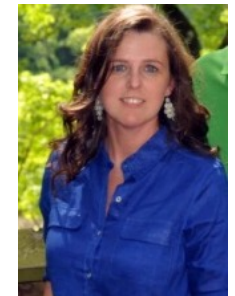
Jill Cordell



Anne Derouin



Bebe Mills



Angie Keith



Michael Evans



Les Harmon



Ernie Rushing



New Interprofessional (IPE) Building
Building Community

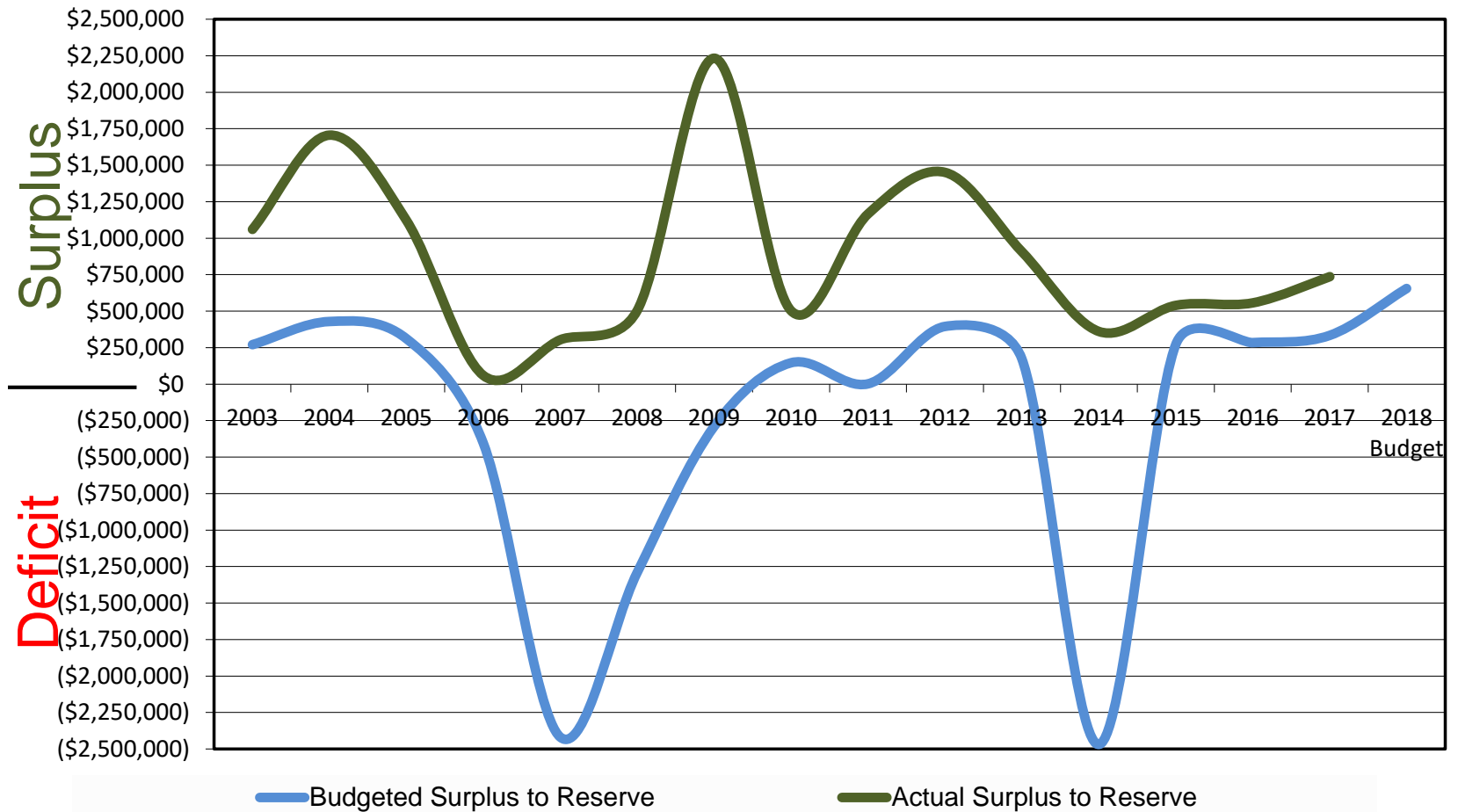
NEW VISTAS

IPE Building



DUSON Finances

Annual Operating Surplus

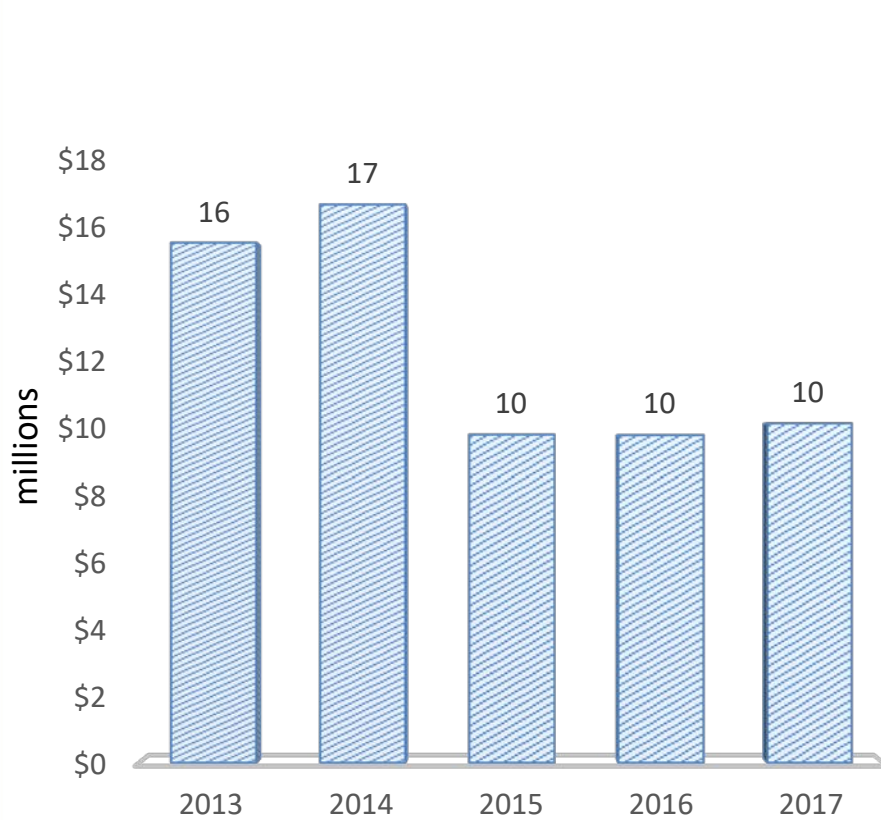


FY15 actual excludes special FY15 \$7.25M transfers to quasi-endowments and strategic fund.
 FY18 budget excludes special \$1M transfer to quasi-endowments for budget comparison consistency.

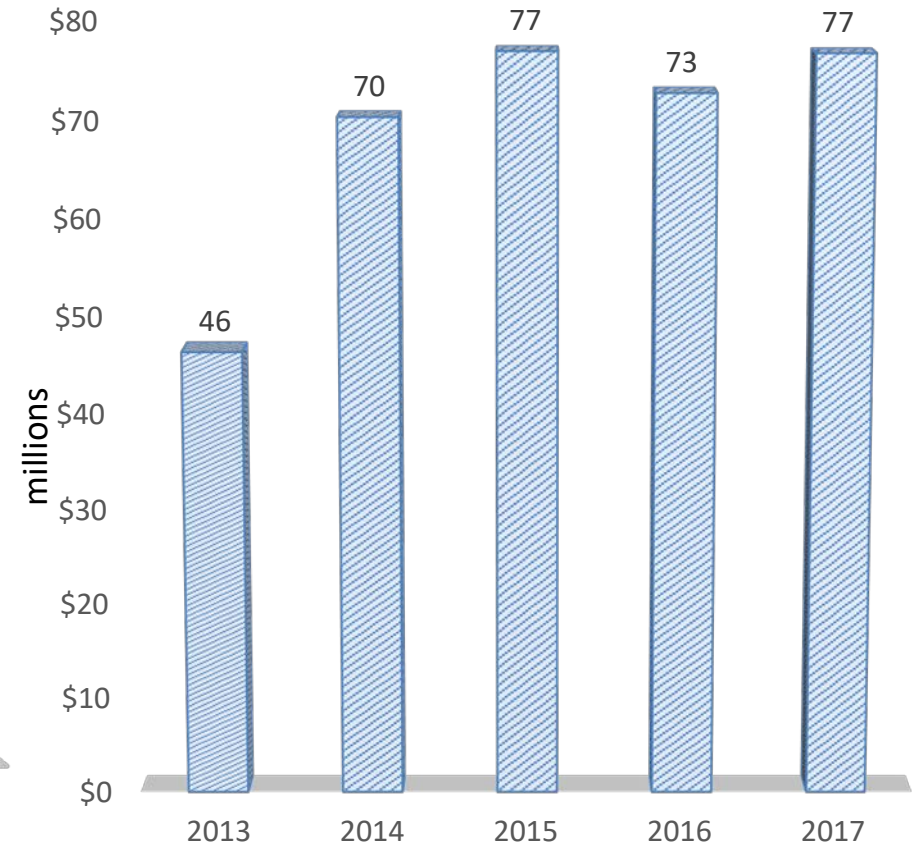
DUSON Finances

Reserves & Endowments

RESERVES

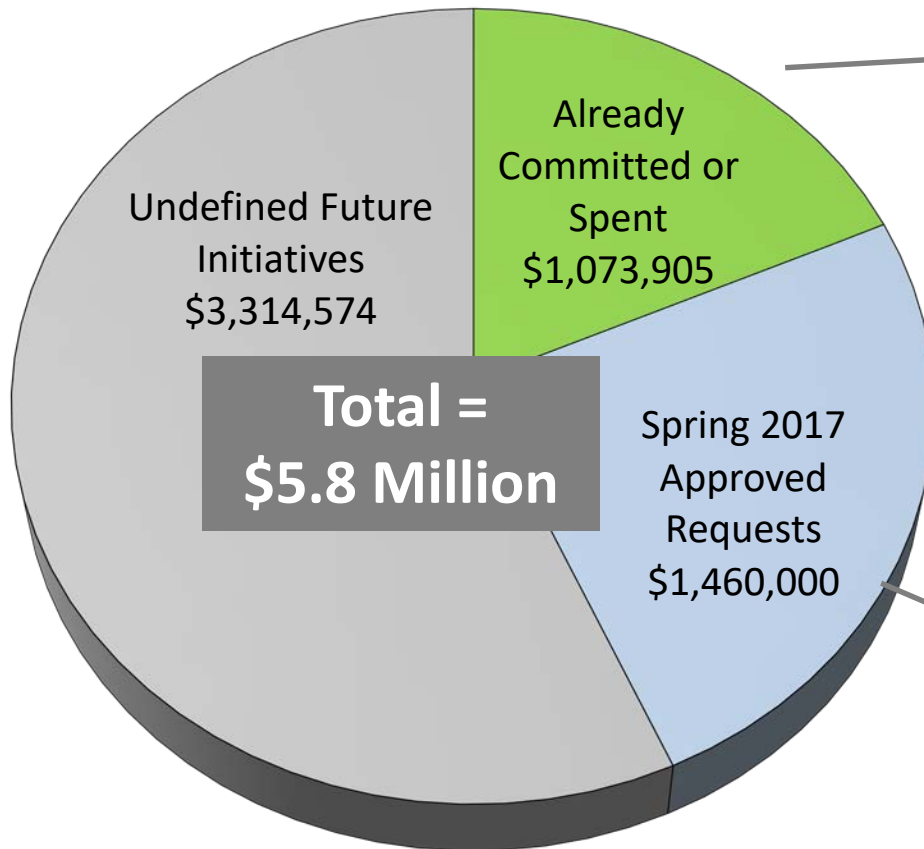


ENDOWMENTS



Continuing Strategic Fund Utilization

FY2016-2021 – Requests & Placeholders (Excluding Chancellor's \$5 Million Research Funding)



Strategic plan creation (\$400K)
Health Innovation Lab (\$150K)
Minority Faculty Recruit. (\$250K)
Business Development (\$200K)
DANCE (\$75K)

DNP Exec Leadership (\$130K)
Psych Mental Health (\$200K)
HEA Bridge (\$50K)
Diversity & Inclusion Office (\$725K)
Wellness/Core Values (\$155K)
Comm. Health Office (\$200K)

#DUSONBuildingCommunity

