

**GOOD SAMARITAN COLLEGE
OF NURSING AND HEALTH SCIENCE**



**FY 2011 ANNUAL REPORT
JULY 1, 2010 – JUNE 30, 2011**

Good Samaritan College of Nursing and Health Science
Cincinnati, Ohio

Annual Report FY 2011

The Good Samaritan College of Nursing and Health Science have completed its eighth full year of operation. It has been a very exciting and fulfilling year of accomplishments. Fundamental to all accomplishments and activities is striving for the mission, vision, and goals of the College.

Mission The Good Samaritan College of Nursing and Health Science identifies itself as a specialized college of higher education committed to educating men and women for careers in nursing and other health related fields in the greater Cincinnati region. The college is a private, catholic institution that fulfills its mission by addressing the needs of qualified students of differing interests, plans, expectations, and ages.

Vision To be the regional leader in providing nursing and health care education in a unique catholic and hospital-based college environment.

Goals As a mission-based organization, the following goals express the values for which we strive:

- Emphasize a Christian value orientation to life.
- Create a caring environment that allows each individual to feel personally satisfied and reach his/her fullest potential.
- Promote academic excellence.
- Embrace excellence in the practice of nursing.
- Serve the community.
- Graduate a student who embodies the traditions and reputation of the College.
- Foster in each graduate an ongoing commitment to the experience of learning and to this educational institution.

Board Accomplishments

The focus of the College Board of Trustees this year centered on providing its guidance to the President and the college administration. The Board sponsored and supported the college accomplishing two major accreditations; The Higher Learning Commission and the National League for Nursing Accrediting Commission. Discussions continued on master facilities planning but at the conclusion of the first quarter it was very apparent from the economic conditions of the country, the developing a funding plan for new facilities would have to be on hold.

College Accomplishments

The activities of the College are extensive. With admissions and graduation twice each year, we implement our academic plan twice each year as well. Student orientation and activities go on throughout the year. A review of the President's Quarterly report gives an ongoing representation of these events. The college was awarded a full ten year continuing accreditation from the Higher Learning Commission of the North Central Association of Colleges and Schools. The college was awarded a full eight year continuing accreditation from the National League for Nursing Accrediting Commission for its nursing program.

Strategic Plan

The strategic plan called for the achievement of fourteen key process initiatives that were all accomplished this year. Additionally there are annual benchmarks set for College operations that are reported routinely. Following is a summary.

<p>Newly enrolled students identified as "as-risk will have a 50% success rate.</p>	<p>Initiative began two years ago with the determination that resources were needed for our at-risk students. Since that time a new First Semester Experience Course was added, ATI Test Advising was added, and Admission Requirements were studied and revised. A proposed Academic Recovery is now under consideration for students on probation or re-admitted. Notifications are now routinely sent to students on probation. Attrition steady and students at risk are improving. Long-term data will be studied. Initiative Complete.</p>
<p>Graduate surveys will improve by 10% from 2008 levels.</p>	<p>The response rates for the current Graduate Survey are acceptable. The Alumni Survey should provide a better means for evaluating institutional effectiveness in terms of the college and general education goals in the future. The first administration of the survey is expected sometime during the first half of the 2010-11 academic year and the results will be used to establish metrics. Initiative Complete.</p>
<p>Determine timeline for requiring students to use technology devices (laptop, PDA) as an active learning tool of the college.</p>	<p>Task force formed to address initiative. Reviewed literature and available products. Defined the purpose for use of technology in academics. Investigating course tools and strategies that can be used with SONIS and other educational platforms. Also reviewing products for classroom and clinical use. Infrastructure barriers need to be addressed to facilitate greater use of technology in the classroom. PDA as active learning tool continues to be researched. Initiative Complete.</p>

All faculty are involved in professional activities such as membership in professional organizations, attendance at professional conventions, conferences or institutes, and active participation in professional organizations as a member, officer, as a committee member or as a committee chair	The committee has recognized a need to revise the process of financial distribution for faculty continuing education grants at the College since funding has been limited. The new policy implemented by Fall, 2011. Initiative Complete
All faculty are involved in research, studies, or creative work as evidenced by publications, grants and projects, exhibits, speeches, presentations, professional consultation.	The Professional Development Committee (PDC) has been charged with this initiative. As part of accreditation process, faculty have been documenting their activities. The PDC will develop a proposal to pursue the development of the Nursing Educator Certification in-service at the College in addition to identifying the need to have a separate budget for specialty certifications. Initiative Complete
Assure a competitive market position regarding salaries and benefits for faculty.	Annual CUPA-HR surveys are complete. The annual benchmarking against other hospital colleges demonstrates a competitive position. Local comparisons also are competitive. GSC has maintained (also as part of TriHealth) annual performance appraisal with salary increases. Initiative Complete.
Integrate electronic-based learning and educational support systems into GSC's overall academic structure.	This multi-year initiative began several years ago with the addition of our new data management system and included Sonisweb Integration, Email Integration, Imagenow/Document Scanning, Smart Technology in classrooms, and Video Messaging/Communication system. Initiative Complete.
Develop more scholarships for students. (goals set annually with Foundation)	The college maintained its private scholarship offerings this year awarding a record \$153,000. Two awards ceremonies were held in August. Anticipating endowment returns for next year. Initiative Complete
Establish funding plan to complete facility update. 2009	Resubmitting HRSA request for this year but political prospects are slim. No progress. Initiative will carry over.

Assessment Plan

The Assessment Plan for the College provided the focus for continuous improvement of the College as well as structure and information for the Higher Learning Commission and National League for Nursing Accrediting Commission accreditation processes. The plan has three levels. The first level involves institutional assessment, the second level is program assessment, and the third level is course assessment. There were 12 key process initiatives assessed this year in addition to the institutional self-assessment conducted as part of the accreditation processes for the Higher Learning Commission and the National League for Nursing Accrediting Commission.

Financial

The financial picture for the College is stable. The College was better than budget for revenue by \$274,590 and was better than budget for expenses by \$37,413 with a positive contribution margin of \$312,003 or 12.0%.

Human Resources

One of the most important strengths of the College is the faculty and staff. They are extraordinarily talented with credentials and experience that provides the students with the highest quality academic program and services. Human resources were a challenge this year as the faculty shortage created more of an impact on the College and remain one of our greatest challenges. Vacancies during the year were bridged using a combination of adjuncts and partnerships with other agencies. Maintaining internal and external equity in salary and benefits for recruitment and retention continues as a challenge.

Positions include:

- 1 President
- 4 Deans
- 4 Department Chairs
- 3 Managers
- 34 Teaching Faculty
- 10 Professional Staff
- 13 Support Staff
- 5 Adjuncts (3 General Education and 2 Nursing)

Facilities

Facility resources continue to be utilized at capacity. Progress on a funding plan to implement any of the options was put on hold as a result of the economic recession.

Recruitment

The College functioned throughout the year exceeding our general capacity for students. There were 381 (unduplicated headcount) total students in the College this year. This was accomplished by maximizing part-time student placement in courses. The College processed 401 applications and accepted 177 students. Admissions are currently full with a waiting list to August 2012.

Operational Benchmarks

1. Dept./Division Budget Contribution margin:	Target: + or -2% of department/division contribution margin (Corporate Goal) (\$2,497,163)	Actual: (\$2,185,162) = Variance \$312,001 = 12.0%
2. Service Quality:	Target:	Actual:
· Student Opinion	=>73.2% Somewhat agree or higher Exceeds =>79.7%	54.3% (SP2011)
· Student Course Evaluation	=>73.8% Above Average or higher Exceeds =>79.1%	77.1% (AY2010-11)
· Graduate Survey	=>4.47 or higher Exceeds => 4.69	4.49 (2009 grads)
· Employer Survey	=>4.26 or higher Exceeds => 4.44	4.40 (2009 grads)
· Lib. Overall Satisfaction	=>83.0% Satisfied or above Exceeds => 87.5%	87.5%
· College Resource Survey Library Media Center Nursing Skills Lab Overall satisfaction	=>78 Satisfied or above Exceeds 84	87.5% 83.9% 87.0% (FA2009)
3. Technical Quality:	Target:	Actual:
· NCLEX Success Rate	Calendar Year: =>95% of Nat.Ave.-exceeds =>95%	2010 pass rate=75.53%; Nat'l avg. = 87.42%
· Annual Attrition Rates	<17.5% - exceeds <14.09%	8.2% (AY attrition from program)
4. People:	Target:	Actual:
· Perf. Review rate	100% (Corporate Goal)	100%
· Turnover rate	=<23.8% (Corporate Goal)	7%
· Vacancy rate	=<7.6% (Corporate Goal)	1.25%

Financial Aid

Financial aid is a major service provided by the College for the students. This year the Admissions/Financial Aid office processed \$3,337,894 in grants, scholarships, and loans for students, an eight and one half percent increase over last year. The economy increasing government restrictions is having significant impact with a big increase in student loans.

Development and Alumni

The support of alumni and benefactors of the College is very important. The annual fund campaign with alumni set a goal of \$115,000 this year. The total raised was \$123,650 coming from alumni annual fund campaign. In addition, \$385,000 from six (6) new planned gifts and \$180,000 from eight (8) other major gifts were secured. The Alumni Association was also active for its members by offering two education programs; two travel opportunities, Young-at-Heart Luncheon, three publications of our newsletter, and the annual homecoming event.