



## College Action Towards FY2024 Goals

### Expand the Recruitment, Retention and Well-Being of Underrepresented Faculty, Staff and Students

Apple Core Initiative (ACI) currently has 17 fellows from underrepresented groups (7 first-year students and 10 second-year students). The program's director meets with the group for monthly mentoring sessions and weekly check-ins; supporting retention. ACI received a \$150,000 transformative grant from Colonial Life for first-year students. Second-year students received \$3,000 fellowships from Lee Thomas. In addition to ACI, the College of Education has three supported Holmes Scholars (doctoral students) from underrepresented backgrounds.

The College of Education selected nine Affinity Fellows who lead in planning and evaluating activities for respective identity groups. The goal is to create and sustain a welcoming and inclusive climate for faculty, staff and students. Affinity Fellows for the 2023-24 academic year represent various identities.

### Increased Research Award Submissions and Funding

The College of Education has greatly expanding its pre- and post-award support for research grant submissions. The new Associate Dean for Research reorganized the office, adding support staff and streamlining the award submission process. The college is currently on pace to far exceed its record-setting awarded dollars in FY2023.

At this point in the fiscal year, the college has completed 73 submissions over last year's total of 74 submissions. The college has received \$20,622,987 award dollars, with 32 current pending submissions. The college has also increased its submissions per month by more than one grant.

The Office of Research has also developed an internal program to incentivize submissions for first-time grant pursuers. The college hopes this program encourages early career faculty to increase their submission output. See chart below.

Increased Research Output	FY2023 Total	FY Year to Date
Submissions Completed	74	73
Submissions Currently Pending		32
Submissions and Non Compete Renewals	86	75
Awarded Proposals	41	22
Submissions per Month	7.16 for fiscal year	8.33 for partial year
Hit Rate	48%	29% YTD
Pending Award Dollars		~\$20,000,000
Awarded Dollars	\$21,339,873 total	<b>\$20,622,987 YTD</b>

### Expanded Recruitment and Retention Efforts

The college created a new position for Associate Director of Recruitment allowing the college to expand its event lineup for all students, increasing collegiality among students. The college also established a Graduate Enrollment Team to meet regularly to tackle complex communication and process challenges for graduate programs. The team has already standardized processes across the college, increasing transparency in the review process timeline and improving communication with current students. All graduate programs were moved to uniform application deadlines to ease the admission process for prospective students.

Students, faculty, staff and college administration participated in university-wide Admitted Student Days, establishing recognition with incoming students. Yield activities included a postcard campaign to incoming freshmen, a welcome video from Dean Hodges, regular emails from the Director of Recruitment and a phone call from current students. Paid advertising was moved in house for better flexibility and message control — resulting in a nearly 200% increase in ad clicks.

Year	Headcount Enrollment	Student Credit Hours
<b>2020-2021</b>	Undergraduate: 748 Graduate: 1,599	Undergraduate: 21,096 Graduate: 24,188
<b>2021-2022</b>	Undergraduate: 703 Graduate: 1,579	Undergraduate: 20,779 Graduate: 26,150
<b>2022-2023</b>	Undergraduate: 745 Graduate: 1,585	Undergraduate: 21,792 Graduate: 25,054

This chart above illustrates increases in undergraduate and graduate head counts as well as student credit hours over the past year.

# Additional Actions Toward College Success

## Completed reorganization of academic units

The College of Education completed the reorganization of academic units, creating three new departments: Department of Teacher Education, Department of Educational and Developmental Science and the Department of Leadership, Learning Design and Inquiry. College leadership is now finalizing tenure and promotion documentation and engaging with external consultants to develop strategic priorities of each department and the college at large.

## Submitted College-wide promotion criteria and procedures for professional track faculty

The college developed a plan with departmental leadership and faculty to submit college-wide promotion criteria and procedures for professional track faculty. This criteria was adopted to bring consistency across college departments.

## Completed department-level strategic planning in Fall 2023 — now engaged in College-level strategic planning

The college worked with Huron to develop priorities and goals for the newly developed departments. The college is now working with Huron to plan goals, strategies and priorities for the college that incorporate and expand upon departmental goals.

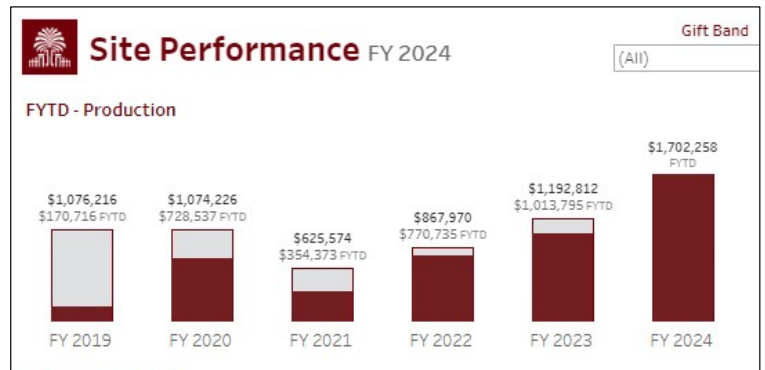
## Increased Development Activities

The COE launched a renovation campaign to redesign Wardlaw College with the student experience in mind. The college is woefully behind in meeting the students' physical space and technology needs. The renovation will bring much needed updates to the building's infrastructure, while making the building a better place to teach and learn. Communal space for students, optimized flexible office space for faculty and staff and fully customizable classrooms are all goals of this project. The college is currently engaged with development teams to secure funding for this project.

As of March 2024, the Office of Development has raised \$1,702,258 toward FY24, marking an increase of 42% compared to \$1,192,812 raised in FY23. Additionally, contributions from annual giving have seen an increase from \$2,180 in FY23 to the current amount of \$11,006 for FY24, marking a 404% increase. See chart below.

Notable gifts for FY24 include a \$1 million donation to establish a scholarship benefiting education seniors completing their field-based student teaching hours. PowerEd contributed \$300,000 to expand the CarolinaTIP initiative, marking their largest grant approval and first multi-year grant to any entity. Additionally, Colonial Life contributed \$150,000 to support the Apple Core Initiative, which was the second-largest gift committed to the University of South Carolina from Colonial Life in the institution's 47-year funding relationship.

The development team is in the process of organizing the annual Champions of Education gala, which celebrates the dedication of education alumni and supporters nationwide. The team developed a new initiative, "Treats with the Dean," which includes monthly visits to local schools where the Dean personally thanks educators for their hard work. The team is also hosting a summer function to celebrate the 150 years of education and honor our Silver and Gold reunion classes.



FY2025 Goals	Actions
Expand the recruitment, retention and well-being of underrepresented faculty, staff and students	<ul style="list-style-type: none"> <li>Expanded recruitment, development and programming efforts for students</li> </ul>
Increase total submissions for extramural funding, including all sub-categories (federal, state and foundation)	<ul style="list-style-type: none"> <li>Allocate greater return of IDCs to faculty for research grants that contain higher IDC rates</li> <li>Reorganize Office of Research Staff and job duties to better align with faculty needs.</li> </ul>
Increase total and percentage of research grant submissions awarded	
Increase total extramural funding awarded to the College of Education	
Grow mean enrollment at both the undergraduate and graduate levels	<ul style="list-style-type: none"> <li>Engage in new yield and anti-melt activities for admitted freshmen</li> <li>Streamline and systematize graduate admission and decision timelines, allowing for stronger marketing</li> <li>Expand social media and 3rd party marketing efforts</li> </ul>
Improve graduation and student retention rates	<ul style="list-style-type: none"> <li>Expand student engagement activities at undergraduate and graduate levels</li> </ul>