

# Academic Program Assessment Report

**Assessment** is a term commonly used to encompass the process of gathering and using evidence to guide improvements.

SACSCOC requires that an institution "identifies expected outcomes, assesses the extent to which it achieves these outcomes, and provides evidence of seeking improvement based on analysis of the results".

## Academic Program

Nursing, B.S.N.

## Submission Year

2019-2020

*Ex. If the report you are submitting is due October 1, 2019, choose 2019-2020.*

## Assessment Coordinator Name

Holisa C Wharton

## Enter Assessment Coordinator Email

hwharton@lander.edu

*If more than one coordinator, please choose one for emails to be sent to.*

## Program Goal

### Goal

#### Goal 1

**Program Goals** are broad and overarching statements about the skills, knowledge, and dispositions students are expected to gain by the end of their course of study (big picture). They support the Institution's Mission/Goals.

**Every Academic Program must include one goal on Program Productivity data for the South Carolina Commission on Higher Education. Information pertaining to this goal was sent by the Director of Institutional Effectiveness.**

To comply with Program Productivity as defined by the South Carolina Commission on Higher Education

#### Pillar of Success Supported

- High-Demand, Market-Driven Programs
- Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students
- Robust Student Experience
- Graduates Who Are Gainfully Employed or Admitted to Graduate School
- Advancement Activities Leveraged to Further the University's Mission
- Engaged and Supportive Alumni
- Financially Stable and Operationally Efficient
- Facilities Positioned for Growth and Efficient Utilization
- Employer of Choice

○ Highly-Valued Community Partner

Choose the Pillar of Success that your goal best aligns with.

## Outcomes

### Outcome 1

**Outcomes** are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

**Most goals have at least two outcomes measured.**

**What type of Outcome would you like to add?**

Operational Outcome

**Enter Outcome**

Major Enrollment

**Timeframe for this Outcome**

2018-2019

*Ex. Academic Year 2017-2018*

**Performance Target for "Met"**

Using a five-year rolling average, the number of students enrolled in the major for Baccalaureate degree programs is greater than or equal to 12.5

*The anticipated level of achievement for this Outcome to be considered "Met".*

**Performance Target for "Partially Met"**

Not Applicable

*The anticipated level of achievement for this Outcome to be considered "Partially Met".*

**Performance Target for "Not Met"**

Using a five-year rolling average, the number of students enrolled in the major for Master degree programs is less than 12.5

*The anticipated level of achievement for this Outcome to be considered "Not Met".*

**Assessment Measure Used**

Enrollment and Graduation data extracted from Banner

**Frequency of Assessment**

Annually

*Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).*

**Data Collected for this Timeframe (Results)**

**Score (Met=3, Partially Met=2, Not Met=1)**

460.4

3

*If this is a new outcome and no data has been collected, you should explain when data will be available for entry.*

**Comments/Narrative**

The Bachelor of Science in Nursing major has significantly improved Program Productivity as indicated by the 2018-2019 headcount enrollment of 460.4 up from 286.8 in 2017-2018. The School of Nursing implemented three "Interest Meetings" per semester to inform students of admission criteria and to assist with the application process. Fall 2017 20 additional students were admitted to the undergraduate nursing major

*Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.*

**Resources Needed to Meet/Sustain Results**

In order to sustain the increased student enrollment in the nursing major the University will need to secure additional facilities to allow for adequate lab instructional space, classroom instructional space, faculty space, and student space. There is also a need for improved technology support to ensure security, access, and integrity during computer-based testing.

*Include estimate of cost.*

**Explanation of How Resources Will Be Used**

Resources will be used to run concurrent sections of on-campus laboratory instruction and allow single, large classes versus current practice of breaking class into two smaller groups. As the School of Nursing increases the use of hybrid and online instruction technology support will become a necessity.

## Outcome 2

**Outcomes** are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

**Most goals have at least two outcomes measured.**

**What type of Outcome would you like to add?**

Operational Outcome

**Enter Outcome**

Completions (Degrees Awarded)

**Timeframe for this Outcome**

2018-2019

*Ex. Academic Year 2017-2018*

**Performance Target for "Met"**

Using a five-year rolling average, the number of degrees awarded for Baccalaureate programs is greater than or equal to 8

*The anticipated level of achievement for this Outcome to be considered "Met".*

**Performance Target for "Partially Met"**

Not Applicable

*The anticipated level of achievement for this Outcome to be considered "Partially Met".*

**Performance Target for "Not Met"**

Using a five-year rolling average, the number of degrees awarded for a Master's degree is less than 8.

*The anticipated level of achievement for this Outcome to be considered "Not Met".*

**Assessment Measure Used**

Enrollment and Graduation data extracted from Banner

*Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).*

**Frequency of Assessment**

Annually

**Data Collected for this Timeframe (Results)**

52.2

*If this is a new outcome and no data has been collected, you should explain when data will be available for entry.*

**Score (Met=3, Partially Met=2, Not Met=1)**

3

**Comments/Narrative**

The completions (degrees awarded) exceeds the required 8 and is relatively stable at 55.4 in 2017-2018 and 52.2 in 2018-2019. Several retention efforts have been implemented in the School of Nursing, such as an open lab for skill practice and remediation, medication calculation instruction and competency assessment has been improved, faculty closely monitoring course DFW rates. Critical year (sophomore year) 5-minute Check-Ins retention effort is successful. Finally, the acquisition of the Assessment Technology Complete Partnership was established in Fall 2017 as a third party program improvement effort.

*Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.*

**Resources Needed to Meet/Sustain Results**

A total of 4 clinical instructors. We currently have two.

A total of 2 Nursing Success Advisors. We currently have one

*Include estimate of cost.*

**Explanation of How Resources Will Be Used**

Two new clinical instructors will be used to provide simulation learning experiences for specialty areas of obstetrics, pediatrics, and critical care. The School of Nu currently has two full-time clinical instructors and is also considering an alternative clinical learning experience that will require a full-time clinical instructor dedicated to each of the four upper level semester

## Goal Summary

### Goal Summary/Comments

The completions (degrees awarded) exceeds the required 8 and is relatively stable at 55.4 in 2017-2018 and 52.2 in 2018-2019

*Analyze your results and show you are seeking improvement. If this is a goal you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.*

### Changes Made/Proposed Related to Goal

The SON plans to continue improvement related to the completion of the program through innovative retention efforts. One such retention effort is the dedication of a Nursing Success Advisor to the SON staff and we will be requesting an additional Nursing Success Advisor.

*Describe changes that will be made in response to assessment results. Essential to "close the loop".*

### Upload Rubrics/Other Files

Proposal for Nursing Major Student Success  
Advisor.docx

*Please upload any rubrics or other documents used for this goal.*

## Goal 2

**Program Goals** are broad and overarching statements about the skills, knowledge, and dispositions students are expected to gain by the end of their course of study (big picture). They support the Institution's Mission/Goals.

**Every Academic Program must include one goal on Program Productivity data for the South Carolina Commission on Higher Education. Information pertaining to this goal was sent by the Director of Institutional Effectiveness.**

Educate professional nurses for current and future practice to meet healthcare needs, and to advance professionally.

### Pillar of Success Supported

- High-Demand, Market-Driven Programs
- Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students
- Robust Student Experience
- Graduates Who Are Gainfully Employed or Admitted to Graduate School
- Advancement Activities Leveraged to Further the University's Mission
- Engaged and Supportive Alumni
- Financially Stable and Operationally Efficient

- Facilities Positioned for Growth and Efficient Utilization
- Employer of Choice
- Highly-Valued Community Partner

Choose the Pillar of Success that your goal best aligns with.

## Outcomes

### Outcome 1

**Outcomes** are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

**Most goals have at least two outcomes measured.**

**What type of Outcome would you like to add?**

Operational Outcome

**Enter Outcome**

Graduation Percentage

**Timeframe for this Outcome**

2018-2019

*Ex. Academic Year 2017-2018*

**Performance Target for "Met"**

Greater than 80% of each cohort entering the traditional BSN option graduated with a BSN within 10 semesters.

*The anticipated level of achievement for this Outcome to be considered "Met".*

**Performance Target for "Partially Met"**

Greater than 80% of each cohort entering the traditional BSN option is projected to graduate with a BSN within 10 semesters.

*The anticipated level of achievement for this Outcome to be considered "Partially Met".*

**Performance Target for "Not Met"**

Less than 80% of each cohort entering the traditional BSN option is projected to graduate with a BSN within 10 semesters.

*The anticipated level of achievement for this Outcome to be considered "Not Met".*

**Assessment Measure Used**

School of Nursing end of academic year retention report

**Frequency of Assessment**

Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

**Data Collected for this Timeframe (Results)**

CY-2012-92%  
CY-2013-86%  
CY-2014-86%  
CY-2015-87%  
CY-2016-80%  
CY-2017 currently; projected 85%

**Score (Met=3, Partially Met=2, Not Met=1)**

2

*If this is a new outcome and no data has been collected, you should explain when data will be available for entry.*

**Comments/Narrative**

The School of Nursing continues to graduate students with a baccalaureate degree in nursing that successfully complete the NCLEX on the first attempt and attain gainful employment immediately upon graduation.

Graduation rates remain above 80%.

*Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.*

**Resources Needed to Meet/Sustain Results**

Additional lab instructional space, classroom instructional space, faculty office space and student study space.

Nine full-time faculty members

*Include estimate of cost.*

**Explanation of How Resources Will Be Used**

In order to sustain a graduation rate at or above 80% for nursing majors the University will need to secure additional facilities to allow for adequate lab instructional space, classroom instructional space, faculty space, and student space. To maintain mandated clinical and laboratory instructor to student ratios nine full-time faculty members will need to be hired by January 2022.

## Outcome 2

**Outcomes** are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

**Most goals have at least two outcomes measured.**

**What type of Outcome would you like to add?**

Operational Outcome

**Enter Outcome**

First-time NCLEX-RN licensing exam pass rate

**Timeframe for this Outcome**

2018-2019

*Ex. Academic Year 2017-2018*

**Performance Target for "Met"**

The School of Nursing has a program success rate on the NCLEX-RN licensing exam within 5% of the national mean.

*The anticipated level of achievement for this Outcome to be considered "Met".*

**Performance Target for "Partially Met"**

NA

*The anticipated level of achievement for this Outcome to be considered "Partially Met".*

**Performance Target for "Not Met"**

The School of Nursing does not have a program success rate on the NCLEX-RN licensing exam within 5% of the national mean.

*The anticipated level of achievement for this Outcome to be considered "Not Met".*

**Assessment Measure Used**

South Carolina Board Of Nursing Annual NCLEX Report

*Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).*

**Frequency of Assessment**

Quarterly

**Data Collected for this Timeframe (Results)**

National Pass Rate for CY 2018- 88.03%  
Lander Pass Rate for CY 2018- 100%

*If this is a new outcome and no data has been collected, you should explain when data will be available for entry.*

**Score (Met=3, Partially Met=2, Not Met=1)**

3

**Comments/Narrative**

The School of Nursing maintains a program success rate on the NCLEX-RN licensing exam above the state and national averages.

*Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.*

**Resources Needed to Meet/Sustain Results**

Funds to purchase simulation facilities and equipment and to improve instructional technology support and access.

*Include estimate of cost.*

## Explanation of How Resources Will Be Used

Funds will be used to purchase new simulation laboratories to develop scenario-based assessments and evaluations to prepare students for the Next Generation NCLEX exam and improved technology and internet access to simulate NCLEX computer testing environment.

## Outcome 3

**Outcomes** are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

**Most goals have at least two outcomes measured.**

**What type of Outcome would you like to add?**

Operational Outcome

**Enter Outcome**

Employment rate

**Timeframe for this Outcome**

2018-2019

*Ex. Academic Year 2017-2018*

**Performance Target for "Met"**

One hundred (100%) of Lander nursing graduates who seek employment in nursing are employed as registered nurses within six months of graduation.

*The anticipated level of achievement for this Outcome to be considered "Met".*

**Performance Target for "Partially Met"**

NA

*The anticipated level of achievement for this Outcome to be considered "Partially Met".*

**Performance Target for "Not Met"**

Less than one hundred (100%) of Lander nursing graduates who seek employment in nursing are employed as registered nurses within six months of graduation.

*The anticipated level of achievement for this Outcome to be considered "Not Met".*

**Assessment Measure Used**

Senior Survey and Pinning Forms

**Frequency of Assessment**

Annually

*Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).*

**Data Collected for this Timeframe (Results)**

**Score (Met=3, Partially Met=2, Not Met=1)**

Spring 2018-100%

Fall 2018-100%

3

*If this is a new outcome and no data has been collected, you should explain when data will be available for entry.*

#### Comments/Narrative

The School of Nursing continues to enhance the Nursing Majors Communication Board as a resource for communicating job vacancies and residency programs, etc.

*Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.*

#### Resources Needed to Meet/Sustain Results

N/A

*Include estimate of cost.*

#### Explanation of How Resources Will Be Used

N/A

## Outcome 4

**Outcomes** are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

**Most goals have at least two outcomes measured.**

#### What type of Outcome would you like to add?

Student Learning Outcome

#### Enter Outcome

Use appropriate problem-solving approaches in varied settings to promote wellness for diverse client systems;

#### Timeframe for this Outcome

2018-2019

*Ex. Academic Year 2017-2018*

#### Performance Target for "Met"

Group score greater than 50% in assessment outcomes of priority setting, foundational thinking in nursing and clinical judgement/critical thinking in nursing.

*The anticipated level of achievement for this Outcome to be considered "Met".*

### Performance Target for "Partially Met"

NA

*The anticipated level of achievement for this Outcome to be considered "Partially Met".*

### Performance Target for "Not Met"

Group score less than 50% in assessment outcomes of priority setting, foundational thinking in nursing and clinical judgement/critical thinking in nursing.

*The anticipated level of achievement for this Outcome to be considered "Not Met".*

### Assessment Measure Used

ATI Reports

*Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).*

### Frequency of Assessment

End of each semester

### Data Collected for this Timeframe (Results)

Group score greater than 50% in assessment outcomes of priority setting, foundational thinking in nursing and clinical judgement/critical thinking in nursing. (See ATI reports)

*If this is a new outcome and no data has been collected, you should explain when data will be available for entry.*

### Score (Met=3, Partially Met=2, Not Met=1)

3

### Comments/Narrative

2017- Based on several semesters of Critical Thinking Assessment Data the Nursing Faculty Organization believed that better evaluation of critical thinking can take place with the use of ATI testing data and plans to adopt the Complete ATI Complete Partnership in fall 2017 which will allow for Evaluation of Generic Critical Thinking Skills upon entrance and exit of nursing program as well as strategic evaluation of nursing specific critical thinking skills throughout curriculum.

*Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.*

### Resources Needed to Meet/Sustain Results

Continue to assess the course fees to cover the cost of the Complete ATI Partnership.

*Include estimate of cost.*

### Explanation of How Resources Will Be Used

The ATI Complete Partnership provides seamless integration of third-party assessments and remediation throughout the nursing curriculum. A course fee for ATI is assessed in each course where an ATI assessment is administered. The fee collected is used to pay for the ATI Complete Partnership.

## Outcome 5

**Outcomes** are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge,

skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

**Most goals have at least two outcomes measured.**

**What type of Outcome would you like to add?**

Student Learning Outcome

**Enter Outcome**

Apply the nursing process to promote an optimal level of wellness through the use of primary, secondary, and tertiary prevention/intervention strategies for individuals, families, groups, and communities across the lifespan

**Timeframe for this Outcome**

2018-2019

*Ex. Academic Year 2017-2018*

**Performance Target for "Met"**

The cohort's group score was greater than 50% for each part of the nursing process.

*The anticipated level of achievement for this Outcome to be considered "Met".*

**Performance Target for "Partially Met"**

The cohort's group score was greater than 50% for some but not all parts of the nursing process.

*The anticipated level of achievement for this Outcome to be considered "Partially Met".*

**Performance Target for "Not Met"**

The cohort's group score was less than 50% for each part of the nursing process.

*The anticipated level of achievement for this Outcome to be considered "Not Met".*

**Assessment Measure Used**

ATI report: Outcome- Nursing Process  
Fundamentals for Nursing Practice  
Medical/Surgical Nursing  
Maternal Newborn Nursing  
Mental Health Nursing  
Pharmacology  
Pediatric Nursing  
Nursing Leadership  
Community Health

**Frequency of Assessment**

Each semester

*Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).*

**Data Collected for this Timeframe (Results)**

**Score (Met=3, Partially Met=2, Not Met=1)**

See ATI reports- group scores for all cohorts was greater than 50% for each part of the nursing process.

3

*If this is a new outcome and no data has been collected, you should explain when data will be available for entry.*

#### Comments/Narrative

Group performance scores remain consistent and at or above goal of 50%. Individual student performance on ATI assessments are evaluated each semester and data from these assessments are used to guide program improvement efforts. See attached BSN Assessment Plan.

*Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.*

#### Resources Needed to Meet/Sustain Results

Continue to assess the course fees to cover the cost of the Complete ATI Partnership.

*Include estimate of cost.*

#### Explanation of How Resources Will Be Used

The ATI Complete Partnership provides seamless integration of third-party assessments and remediation throughout the nursing curriculum. A course fee for ATI is assessed in each course where an ATI assessment is administered. The fee collected is used to pay for the ATI Complete Partnership.

## Outcome 6

**Outcomes** are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

**Most goals have at least two outcomes measured.**

**What type of Outcome would you like to add?**

Student Learning Outcome

#### Enter Outcome

Synthesize nursing theory with knowledge from selected other disciplines as a basis for caregiving, communication, therapeutic interventions, and critical thinking

#### Timeframe for this Outcome

2018-2019

*Ex. Academic Year 2017-2018*

**Performance Target for "Met"**

The cohort's group score was greater than 50% for each of the BSN Essential categories.

*The anticipated level of achievement for this Outcome to be considered "Met".*

**Performance Target for "Partially Met"**

The cohort's group score was greater than 50% for some but not all of the BSN Essentials.

*The anticipated level of achievement for this Outcome to be considered "Partially Met".*

**Performance Target for "Not Met"**

The cohort's group score was less than 50% for each of the BSN Essentials.

*The anticipated level of achievement for this Outcome to be considered "Not Met".*

**Assessment Measure Used**

ATI report: Outcome- BSN Essentials  
Fundamentals for Nursing Practice  
Medical/Surgical Nursing  
Maternal Newborn Nursing  
Mental Health Nursing  
Pharmacology  
Pediatric Nursing  
Nursing Leadership  
Community Health

**Frequency of Assessment**

Each semester

*Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).*

**Data Collected for this Timeframe (Results)**

See ATI reports- group scores for all cohorts were greater than 50% for each part of the BSN Essentials.

**Score (Met=3, Partially Met=2, Not Met=1)**

3

*If this is a new outcome and no data has been collected, you should explain when data will be available for entry.*

**Comments/Narrative**

Group performance scores remain consistent and at or above goal of 50%. Individual student performance on ATI assessments are evaluated each semester and data from these assessments are used to guide program improvement efforts. See attached BSN Assessment Plan.

*Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.*

**Resources Needed to Meet/Sustain Results**

Continue to assess the course fees to cover the cost of the Complete ATI Partnership.

*Include estimate of cost.*

**Explanation of How Resources Will Be Used**

The ATI Complete Partnership provides seamless integration of third-party assessments and remediation throughout the nursing curriculum. A course fee for ATI is assessed in each course where an ATI assessment is administered. The fee collected is used to pay for the ATI Complete Partnership.

## Outcome 7

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**Most goals have at least two outcomes measured.**

**What type of Outcome would you like to add?**

Operational Outcome

**Enter Outcome**

Demonstrate leadership strategies to advance nursing practice and the nursing profession

**Timeframe for this Outcome**

2018-2019

*Ex. Academic Year 2017-2018*

**Performance Target for "Met"**

The cohort's group score was greater than 50% for each of the NLN competency categories.

*The anticipated level of achievement for this Outcome to be considered "Met".*

**Performance Target for "Partially Met"**

The cohort's group score was greater than 50% for some but not all of the NLN competency categories.

*The anticipated level of achievement for this Outcome to be considered "Partially Met".*

**Performance Target for "Not Met"**

The cohort's group score was less than 50% for all of the NLN competency categories.

*The anticipated level of achievement for this Outcome to be considered "Not Met".*

**Assessment Measure Used**

**Frequency of Assessment**

Each semester

ATI Report: NLN Competency-Professional Identity and BSN Essential- Basic Organization and Systems Leadership for Quality Care and Patient Safety  
Fundamentals for Nursing Practice  
Medical/Surgical Nursing  
Maternal Newborn Nursing  
Mental Health Nursing  
Pharmacology  
Pediatric Nursing  
Nursing Leadership  
Community Health

*Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).*

**Data Collected for this Timeframe (Results)**

See ATI report: The group score for each cohort was greater than 50% for each of the NLN competency categories.

**Score (Met=3, Partially Met=2, Not Met=1)**

3

*If this is a new outcome and no data has been collected, you should explain when data will be available for entry.*

**Comments/Narrative**

Group performance scores remain consistent and at or above goal of 50%. Individual student performance on ATI assessments are evaluated each semester and data from these assessments are used to guide program improvement efforts. See attached BSN Assessment Plan.

*Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.*

**Resources Needed to Meet/Sustain Results**

Continue to assess the course fees to cover the cost of the Complete ATI Partnership.

*Include estimate of cost.*

**Explanation of How Resources Will Be Used**

The ATI Complete Partnership provides seamless integration of third-party assessments and remediation throughout the nursing curriculum. A course fee for ATI is assessed in each course where an ATI assessment is administered. The fee collected is used to pay for the ATI Complete Partnership.

## Outcome 8

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**Most goals have at least two outcomes measured.**

**What type of Outcome would you like to add?**

Student Learning Outcome

**Enter Outcome**

Utilize nursing research findings to improve the quality of evidence-based nursing practice;

**Timeframe for this Outcome**

2018-2019

*Ex. Academic Year 2017-2018*

**Performance Target for "Met"**

The cohort's group score was greater than 50% for each of the QSEN categories.

*The anticipated level of achievement for this Outcome to be considered "Met".*

**Performance Target for "Partially Met"**

The cohort's group score was greater than 50% for some but not all parts of the QSEN categories.

*The anticipated level of achievement for this Outcome to be considered "Partially Met".*

**Performance Target for "Not Met"**

The cohort's group score was less than 50% for each of the QSEN categories.

*The anticipated level of achievement for this Outcome to be considered "Not Met".*

**Assessment Measure Used**

ATI report: Outcome- QSEN  
Fundamentals for Nursing Practice  
Medical/Surgical Nursing  
Maternal Newborn Nursing  
Mental Health Nursing  
Pharmacology  
Pediatric Nursing  
Nursing Leadership  
Community Health

*Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).*

**Frequency of Assessment**

Each semester

**Data Collected for this Timeframe (Results)**

Each cohort's group score was greater than 50% for each of the QSEN categories.

*If this is a new outcome and no data has been collected, you should explain when data will be available for entry.*

**Score (Met=3, Partially Met=2, Not Met=1)**

3

## Comments/Narrative

Group performance scores remain consistent and at or above 50%. Individual student performance on ATI assessments are evaluated each semester and data from these assessments are used to guide program improvement efforts. See attached BSN Assessment Plan.

*Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.*

## Resources Needed to Meet/Sustain Results

Continue to assess the course fees to cover the cost of the Complete ATI Partnership.

*Include estimate of cost.*

## Explanation of How Resources Will Be Used

The ATI Complete Partnership provides seamless integration of third-party assessments and remediation throughout the nursing curriculum. A course fee for ATI is assessed in each course where an ATI assessment is administered. The fee collected is used to pay for the ATI Complete Partnership.

## Outcome 9

**Outcomes** are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

**Most goals have at least two outcomes measured.**

**What type of Outcome would you like to add?**

Student Learning Outcome

**Enter Outcome**

Incorporate established standards of professional nursing as the foundation for one's own nursing practice

**Timeframe for this Outcome**

2018-2019

*Ex. Academic Year 2017-2018*

**Performance Target for "Met"**

The cohort's group score was greater than 50% for each of the NLN Competency categories.

*The anticipated level of achievement for this Outcome to be considered "Met".*

**Performance Target for "Partially Met"**

The cohort's group score was greater than 50% for some but not all parts of the NLN Competency categories.

*The anticipated level of achievement for this Outcome to be considered "Partially Met".*

**Performance Target for "Not Met"**

The cohort's group score was less than 50% for each of the NLN Competency categories.

*The anticipated level of achievement for this Outcome to be considered "Not Met".*

**Assessment Measure Used**

ATI report: Outcome- NLN Competency  
Fundamentals for Nursing Practice  
Medical/Surgical Nursing  
Maternal Newborn Nursing  
Mental Health Nursing  
Pharmacology  
Pediatric Nursing  
Nursing Leadership  
Community Health

**Frequency of Assessment**

Each semester

*Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).*

**Data Collected for this Timeframe (Results)**

Each cohort's group score was greater than 50% for each of the NLN Competency categories.

**Score (Met=3, Partially Met=2, Not Met=1)**

3

*If this is a new outcome and no data has been collected, you should explain when data will be available for entry.*

**Comments/Narrative**

Group performance scores remain consistent and at or above 50%. Individual student performance on ATI assessments are evaluated each semester and data from these assessments are used to guide program improvement efforts. See attached BSN Assessment Plan.

*Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.*

**Resources Needed to Meet/Sustain Results**

Continue to assess the course fees to cover the cost of the Complete ATI Partnership.

*Include estimate of cost.*

**Explanation of How Resources Will Be Used**

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## Goal Summary

### Goal Summary/Comments

The School of Nursing continues to graduate students with a baccalaureate degree in nursing that successfully complete the NCLEX on the first attempt and attain gainful employment immediately upon graduation.

Graduation rates remain above 80%.

CY-2012-92%

CY-2013-86%

CY-2014-86%

CY-2015-87%

CY-2016-80%

CY-2017 currently; projected 85%.

National licensure exam (NCLEX) rates remain above state and national average. CY 2019 National (88.77%), South Carolina (90.5%%), Lander 53 students took exam between 12/2018- 5/2019 and 50 passed on first attempt (94%).

*Analyze your results and show you are seeking improvement. If this is a goal you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.*

#### **Changes Made/Proposed Related to Goal**

In Fall 2018 the SON adopted the ATI Complete Partnership to supplement instruction and provide and external assessment of learning. We believe this partnership, along with excellent instruction, a robust curriculum, and improved student support allow us to continue to meet our academic and programmatic goals.

*Describe changes that will be made in response to assessment results. Essential to "close the loop".*

#### **Upload Rubrics/Other Files**

Detailed Assessment plan. BSN program. Updated fall 2019.docx

Copy of RN 2019 State Results by School (004).xlsx

ATI Proctored Assessments.docx

*Please upload any rubrics or other documents used for this goal.*