



Academic Department Student Success Plan Update: 2015-2018



Context for Plan Updates

At the August 27, 2015 Board of Trustees meeting, the Board reinforced that their number one priority for Indiana State was the improvement of the graduation rate, a statistic that for at least 15 years has doggedly stayed at approximately 20% in four years and 40% in six years. These statistics have been true despite 1st year retention rates that have fluctuated approximately 16 percentage points, a freshmen enrollment that has fluctuated up and down by more than 1,200 students, and average SAT scores that have varied more than 40 points, factors that one might normally think would impact a graduation rate. Truthfully, however, attention to graduation has only been a recent phenomenon as the state and nation have shifted the conversation about college from one of access to one of both access and completion.

A graduation rate is among the most difficult metrics to impact; four and six years are simply a long time and changes take time to work through the system. With the launch of the ISU Strategic Plan, much has been put into place to impact student success. This fall, the fruits of that effort have shown promising evidence of payoff. Our 2014-15 four-year graduation rate rose 3.9% in one year to 23.3%, the largest one year increase and the highest this statistic has ever been as long as this metric has been measured. It is also an annual increase that few institutions nationally realize. Hence, we now know that intentional effort can result in a more efficient educational experience and that when linked to ensuring that it is a high quality one, students benefit enormously.

Focused efforts at the department level are an important part in continuing the momentum. Utilizing the tools of good planning as reflected in this plan template, academic departments are asked to formulate updated goals, action steps, and benchmarks in two areas, retention (freshmen) and persistence to completion (sophomores through seniors). Departments that do not teach undergraduates are welcome to adapt this template for their purposes working with graduate students.

Blue Reports on the Institutional Research website as well as resources and reports on the Office of Student Success and University College websites are rich sources of data and insight on what departments can do. A new ISU report that has been provided to all department chairs entitled, *Why Undergraduate Students Leave Indiana State University* summarizes much of the research on ISU students into five themes and provides a list of 10 action areas that research has shown departments can impact student success. The Board of Trustees also has a priority on career readiness and thus strengthening a partnership with the Career Center, as informed by data from the *First Destination Surveys*, also facilitates student success and should be embedded in plans.

Thank you for your efforts and commitment to this top institutional priority.

Sincerely,
Michael Licari
Provost & Vice President for Academic Affairs

Joshua Powers
Associate Vice President for Student Success

²Numbers from department level data collected for accreditation purposes.

Academic Department Student Success Plan Update 2015-2018

Department: Advanced Practice Nursing

Department Chair: Erik Southard

Department Mission: The mission of the Department of Advanced Practice Nursing is to develop competent, caring nursing professionals and productive citizens practicing in advanced nursing roles in clinical care, education, and leadership. This mission is accomplished through a variety of teaching modalities, experiential learning, research and/or the application of research findings, and community and public service.

Department Yield (Admit to Enrolled):

Increase the percentage of admitted students that enrolled in courses.

Action Steps (with dates & person(s) responsible):

Action Item	Dates	Personnel
1. Contact all students within one week of acceptance.	Fall 2015	Student Services
2. Advisor contact within one month of admission.	Ongoing	Advisor
3. Include advisors on email to students to prompt advisor to reach out.	Fall 2015	Student Services
4. Plan of study and guidance on enrollment process within 6 weeks of admission.	Fall 2015	Advisor
5. Contact students who failed to accept admission and complete survey/interview regarding reasons.	Fall 2015	Student Services/Chair
6. Contact students who accepted admission fail to enroll and complete survey/interview regarding reasons.	Spring 2015	Advisor

<i>Yield Benchmarks</i> ¹ (by latest department)	Fall 2013 official:	Fall 2014 official:	Fall 2015 official:
	79.22%	83.78%	77.59
	Fall 2016 target:	Fall 2017 target:	Fall 2018 target:
	80%	82%	84%

Department Persistence to Completion Goal(s):

Increase the percentage of students enrolled for a specified fall (and did not graduate) that enrolled the next fall.

*Action items for Persistence to Completion and Graduate Program Completion are listed on page 3 under Graduate Program Completion.

Action Steps (with dates & person(s) responsible):

<i>Persistence Benchmarks</i> ¹ (by latest department)	Fall 2013 official:	Fall 2014 official:	Fall 2015 official:
	85.16%	85.98%	Not available yet
	Fall 2016 target:	Fall 2017 target:	Fall 2018 target:
	86%	88%	90%

¹Numbers taken from Blue Reports.

²Numbers from department level data collected for accreditation purposes.

Graduate Program Completion (Accreditation Requirement)²:

Monitor the percentage of students in each program that graduate within 1.5 times the total program duration. Departmental numbers listed by program type below are from data manually collected in the APN Department. We will continue to work with Mike Snyder and IR to ensure that report data is accurate for future use.

Action Steps (with dates & person(s) responsible):

Advanced Practice Nursing, Accreditation Commission for Education in Nursing (ACEN) Goal ≥80% (Completion)

Action Item	Dates	Personnel
1. Develop and implement an online student orientation.	Summer 2016	Department Curriculum Committee
2. Identify where students are failing to persist in the core vs clinical sequence. (Identify students who stop out (stopping for 0-2 years), vs drop out (not returning for personal reasons).	Fall 2015	Student Services/Chair
3. Implement targeted solutions based upon findings from assessment efforts in action item 2.	Spring 2016	Department Committee
4. Development of an APN template for BlackBoard course consistency.		Department Committee
5. FERPA compliant case presentations on every student who fails to persist.	Fall 2015	Assessment Committee
6. Continue to monitor and act on responses to the Opportunity for Improvement Survey.	Ongoing	Assessment Committee
7. Increase faculty engagement and instructional quality by working with leadership to convert high-quality adjunct/part-time faculty to multi-year faculty.	Ongoing	Department Chair
8. Decrease the number of core courses being taught by adjunct/part-time faculty.	Ongoing	Department Chair

Doctor of Nursing Practice

Semester	Cohort	Graduated	Percent Graduated
Spring 2014	4	4	100%
Spring 2015	9	9	100%

Post-Master's FNP

Semester	Cohort	Graduated	Percent Graduated
Spring 2014	4	4	100%
Fall 2014	4	4	100%
Spring 2015	5	5	100%

Family Nurse Practitioner

Semester	Cohort	Graduated	Percent Graduated
Spring 2014	32	32	100%
Fall 2014	22	20	91%
Spring 2015	21	21	100%

Nursing MS Education Concentration

Semester	Cohort	Graduated	Percent Graduated
Spring 2014	6	6	100%
Fall 2014	3	3	91%
Spring 2015	4	3	75%

Nursing MS Administration Concentration

Semester	Cohort	Graduated	Percent Graduated
Spring 2014	3	3	100%
Fall 2014	4	4	100%
Spring 2015	4	4	100%

²Numbers from department level data collected for accreditation purposes.

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