



## 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 1<sup>st</sup> 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

# Academic Department Student Success Plan Update 2015-2018

**Department:** Baccalaureate Nursing

**Department Chair:** Marcee Everly

**Department Mission:** The Mission of the Department of Baccalaureate Nursing is to develop students who are competent, caring nursing professionals, and productive citizens. This mission is accomplished through innovative teaching, experiential learning, research, and community and public service with traditional and non-traditional students in a campus-based setting.

## Department Freshmen Goal:

Pilot three to five direct-admit to the major Freshmen by Fall of 2017. This would mean that those select students are guaranteed admission to the nursing major in their third semester as long as they meet the progression requirements and successfully pass all prerequisites on schedule.

Rationale: Many of the high-achieving ISU applicants who interview for the President's Scholarships indicate that they want to be nurses. As the numbers of President's Scholarships awarded are limited, many of these high-achieving ISU applicants don't chose to come to ISU when they don't get that full-ride scholarship. We want to pilot offering direct-admit to nursing for these high-achieving ISU applicants in the hopes that we can capture some of these students for the nursing program.

(Students are not usually admitted into the major until the second semester of their Sophomore year.)

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

- Establish a work-group/ad hoc committee within the department to identify an application procedure to this pilot project by January 15 2016. (*Responsible person: Dept Chair*)
- Committee to develop application guidelines and procedures for incoming Freshmen applicants (applicants to be drawn from the list of Presidential Scholars interviewees) by March 15, 2016 (*Responsible Persons: Pilot committee*)
- Develop progression requirements/guidelines to continued eligibility for direct-admit students by April 15, 2016. (*Responsible persons: Pilot committee*)
- Invite direct-admit candidates to apply (to be drawn from list of Presidential Scholars interviewees). Due date to be established pending when the university has Presidential Scholars candidates list available (likely by December 2016). (*Responsible persons: Pilot committee*)
- Process/review applications and select 3 to 5 students for pilot by February 28, 2017. (*Responsible persons: Pilot committee*)
- Students in the pilot to be carefully advised while completing prerequisites and also when in nursing courses. The academic performance and successful completion of these students will be carefully gathered and analyzed to help the department identify whether it is feasible to offer additional Presidential Scholar interviewees direct admit in future years. (*Responsible Persons: Department Chair and Traditional Track Director*)

*Retention Benchmarks*<sup>1</sup>  
(by latest department)

**Fall 2012 Cohort:**  
N/A

**Fall 2013 Cohort:**  
N/A

**Fall 2014 Cohort:**  
N/A

**Fall 2015 target:**  
N/A

**Fall 2016 target:**  
3 incoming Freshmen  
in direct admit pilot

**Fall 2017 target:**  
5 incoming Freshmen in  
direct admit pilot

<sup>1</sup> Department level current and historical retention and completion benchmark data to be integrated into the plan can be found through Blue Reports: <http://irt2.indstate.edu/cms/ir/blue-reports/>.

*Other Freshmen Retention related benchmarks of focal interest to department<sup>2</sup>*

**Department Persistence to Completion Goal(s):**

Increase the number of students completing the major in 5 semesters (traditional track) after formal admission to the major (normal, on track progression) by 3% each year.

\*This data is not presently obtainable via Blue Reports. Mike Snyder and Josh Powers are aware of this and are seeking way to track in Blue Reports. As this data is an accreditation requirement for us, we track it manually.

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

- Provide annual advising orientation to all department faculty who are advising for the first time, and for those faculty advisors who need updated information. (*Responsible persons: Marcee Everly, Tiffany Krabel, Allyson Craig*)
- Provide a MYSAM tutorial/update to all faculty advisors at least annually. (*Responsible persons: Tiffany Krabel and Allyson Craig*)
- All faculty to implement learning contracts for at-risk students (average <75% at interim grades, and/or repeating the course). (*Responsible persons: all department faculty*)
- All faculty to develop attendance policies for inclusion in syllabi and enforcement. (*Responsible persons: all department faculty*)
- All faculty to review tests one-on-one with any student not achieving at least 75% on said test. (*Responsible persons: all department faculty*)
- Evaluate each Nursing course annually to ensure at least 80% of students are meeting course objectives (as a method to ensure teaching effectiveness). (*Responsible persons: Dept Assessment Committee Chairs—Renee Bauers and Linda Walters*)
- All faculty to adhere to the department Test Writing and Administration policy to ensure appropriate, rigorous, and fair testing and test-item analysis. (*Responsible Persons: all faculty, department Chair to ensure annual peer reviews of tests*)
- Department Curriculum committee to meet at least monthly throughout the academic year to review strengths and weakness of the Nursing courses and to develop action plans for any areas where curriculum needs improvement and to help prevent curriculum-shift. (*Responsible person: Department Curriculum Committee Chair, Linda McQuiston*)
- All advisers to complete a Graduation Checkoff on advisees in the semester before their final semester to ensure they have met/will meet all requirements in their final semester. (*Responsible persons: all faculty advisors*)

<i>Completion Benchmarks</i> (by latest department)	<b>Fall 2013 Cohort:</b> 66.1%	<b>Fall 2014 Cohort:</b> 66.7%	<b>Fall 2015 cohort:</b> 65.3%
	<b>Fall 2016 target:</b> 67%	<b>Fall 2017 target:</b> 69%	<b>Fall 2018 target:</b> 71%

*Other Persistence to Completion related benchmarks of focal interest to department*

**Career Readiness Goals:**

1. Maintain an NCLEX-RN first time pass rate at or above the national average (\*The national NCLEX-RX average pass rate changes every single year and is not published/available until the beginning of each year for the previous year.)

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<sup>2</sup> A retention and completion rate is an essential benchmark, but it is not necessarily the only benchmark of interest to a department. Others of interest to the department can be integrated as well.

2. Provide at least 4 networking/recruitment activities and career planning content for final semester nursing students.

**Action Steps (with date and responsible person(s))**

- There will be at least 4 nurse recruiter visits to graduating nursing students (Nursing Synthesis, final semester) course each semester. *(Responsible persons: NURS 486 faculty and SNA faculty liaison)*
- All final semester students will create an NCLEX study plan. *(Responsible person: NURS 490 faculty)*
- Every nursing course will implement at least one electronic test each semester to help students prepare for the electronic format of the NCLEX. *(Responsible persons: all faculty)*
- Continue to licensure prep course (NURS 490) in the final semester. *(Responsible person: NURS 490 faculty)*
- Ensure testing rigor and fairness via all nursing faculty adherence to testing policy. *(Responsible Persons: all faculty)*
- Students to be required to complete a minimum of 3000 practice NCLEX-type questions in their final semester. *(Responsible person: NURS 490 faculty)*
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<i>Completion Benchmarks</i>	<b>2013 official:</b> Nat'l pass rate: 83.04 Dept pass rate: 80%	<b>2014 official:</b> Nat'l pass rate: 84.93% Dept pass rate: 88.1%	<b>2015 official:</b> Dependent on NCLEX national average—TBD per NCSBN
	<b>2016 target:</b> Dependent on NCLEX national average—TBD per NCSBN	<b>2017 target:</b> Dependent on NCLEX national average—TBD per NCSBN	<b>2018 target:</b> Dependent on NCLEX national average—TBD per NCSBN