Indiana State University

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   Joshua Powers
Provost & Vice President for Academic Affairs   Associate Vice President for Student Success

<h1 style="text-align:center; color:blue;">Academic Department Student Success Plan Update
2015-2018</h1>

Department: Baccalaureate Nursing Completion

Department Chair: Dr. Jessica Nelson

Department Mission: The Mission of the Department of Baccalaureate Nursing Completion is to develop competent, caring nursing professionals and productive citizens. This mission is accomplished through distance teaching modalities, experiential learning at the local level, research, and community and public service.

Department Yield (Admit to Enrolled):

Maintain the number of admitted RN to BS applications to actual enrolled students each Fall term.

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

Action Item	Dates	Personnel
1. Contact all students within one week of acceptance.	Fall 2015	Kim Kimbler
2. Advisor contact within one month of admission.	Ongoing	Jeanine Overfelt & Dpt Faculty
3. Include advisors on email to students to prompt advisor to reach out.	Continuous	Kim Kimbler
4. Plan of study and guidance on enrollment process within 4 weeks of admission.	Ongoing	Jeanine Overfelt & Dpt Faculty
5. Contact students who failed to accept admission and complete survey/interview regarding reasons.	Ongoing	Dpt Chair/Kim Kimbler
6. Work with APN Chair to develop possible RN to MS track for seamless transition from undergraduate to graduate level programming	Fall 2016-Fall 2017	APN/BNC Leadership

Retention Benchmarks[1]
(by latest department)

Fall 2013 official:	**Fall 2014 official:**	**Fall 2015 official:**
Admit 29	Admit 29	Admit 13
Enroll 17	Enroll 24	Enroll 11
Fall 2016 target:	**Fall 2017 target:**	**Fall 2018 target:**
Admit 20, Enroll 20	Admit 21, Enroll 21	Admit 22, Enroll 22

Department Persistence to Completion Goal(s):

Increase the percentage of enrolled students who progress to graduation by 3% for LPN to BS, 2% for RN to BS.

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

Action Item	Dates	Personnel
1. Develop and implement an online nursing student orientation in conjunction with APN.	Summer 2016	All Dpt Faculty
2. Utilize social media to create and foster a sense of community among students	Continuous	Program Directors, Rhonda Reed

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[1] 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/.

3. Continue to progress towards Quality Matters Certifications of all courses and continue to utilize standard Blackboard BNC Template with Extended Learning	Continuous through Fall 2017	Dpt Chair, BNC Fac	
4. Develop a clinical coordinator position/policy for existing faculty workload to assist students in finding appropriate clinical agencies and establishing contracts with the agencies in a timely manner.	Fall 2016	Dpt Faculty Committee	
5. Continue to monitor and act on responses to the Opportunity for Improvement Survey and engage faculty with follow up to student issues/provide resolution within 1 week of complaint.	Ongoing	Dpt Chair/Fac	
6. Increase the utilization of learning contracts for at-risk students.	Ongoing	All staff and faculty advisors	

Completion Benchmarks (by latest department)	**Fall 2013 official:**	**Fall 2014 official:**	**Fall 2015 official:**
See attached info below Blue Reports Data Inaccurate, No alternative.	**Fall 2016 target:**	**Fall 2017 target:**	**Fall 2018 target:**

Other Persistence to Completion related benchmarks of focal interest to department

Department Enrollment Goals:

Strengthen the well-qualified applicant pool of transfer students for both the LPN to BS and RN to BS tracks within BNC Department by:

Increasing the LPN to BS QUALIFIED applicant pool by 5% each year

Increasing the RN to BS QUALIFIED applicant pool by 1% each year

*Qualified applicant pool defined as those students who meet minimum nursing admissions qualifications

LPN to BS students: Qualified each admission cycle 75% RN to BS students: Qualified each admission cycle 90-95%

Current plan is to add additional summer cohort of LPN to BS students due to program demands in addition to aggressive RN to BS recruitment/possible RN to MS option with APN

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

Action Item	Dates	Personnel
1. Work with Dean Brauchle in Distance Education and key players in marketing to develop nationwide marketing initiatives for current states accepting LPN-BS and RN to BS programs.	Ongoing	Dpt Chair, Program Directors, Extended Learning
2. Focus efforts on increasing the number of Indiana applicants by attending professional events and student fairs such as Ivy Techs colleges	2 events per year	Kim Kimbler, Jeanine Overfelt

and other community college arenas (2 per academic year).

3. Eliminate challenge exams for LPN to BS curriculum to allow for greater program admission ease.	Fall 2016	Dpt Admission Committee
4. Work with Office of Admissions to finalize and perfect new electronic application process in addition to new "LPN Transcript Evaluation".	Complete Spring 2016	Dpt Chair, Office of Admissions Committee Taskforce with BNC
5. Elimination of ACE transfer acceptance to increase quality of pre-requisite coursework.	Oct, 1, 2015	Dpt Admissions Committee Office of ORR/Admissions

Retention Benchmarks[2] (by latest department)	**Fall 2013 official:** LPN Applicant Pool= 45 RN Applicant Pool= 12	**Fall 2014 official:** LPN= 50 RN= 14	**Fall 2015 official:** LPN= 55 RN= 11
	Fall 2016 target: LPN= 58 RN= 12	**Fall 2017 target:** LPN= 61 RN= 13	**Fall 2018 target:** LPN= 64 RN=14

Other Goal(s), Action Steps, and Benchmarks of focal interest to department[3]:
Career Readiness of LPN to BS Graduates

Increase the number of new career readiness activities integrated into upper division LPN to BS major courses that include specific interprofessional collaboration from the ISU Career Center.

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

Action Item	Dates	Personnel
1. Collaborate with ISU Career Center To develop specific resume activity for LPN to BS students to integrate into NURS 470	Fall 2016	Dr. Daniel Lucky
2. Collaborate with ISU Career Center to develop Faculty Professional Portfolio from beginning to end of program for LPN to RN populations.	Fall 2016	NURS 208 & NURS 486

New Career Readiness Activities (by latest department)	**Fall 2013 official:** 0	**Fall 2014 official:** 0	**Fall 2015 official:** 0
	Fall 2016 target: 2	**Fall 2017 target:** 3	**Fall 2018 target:** 4

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[2] 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/.
[3] Departments may have student success related goals, action steps, and benchmarks that do not fit neatly into the other categories. If so, feel free to place them here.

DBNC – RN to BS Track							
Admission Term	Number Admitted into the Major	Currently Enrolled	Graduated	Dropped	Dismissed	Graduated or Projected to Graduate	
						6-9 sem. (<1.5 times program of study)	> 9 sem. (>1.5 times program of study)
Spring 2013	16	11	5	0	0	16 (100%)	0
Fall 2013	23	20	3	0	0	23 (100%)	0
Spring 2014	11	10	1	0	0	11 (100%)	0
Fall 2014	21	21	0	0	0	21 (100%)	0
Spring 2015	8	8	0	0	0	8 (100%)	0

DBNC – LPN to BS Track							
Admission Term	Number Admitted into the Major	Currently Enrolled	Graduated	Dropped	Dismissed	Graduated or Projected to Graduate	
						6-9 sem. (<1.5 times program of study)	> 9 sem. (>1.5 times program of study)
Fall 2008	34	0	20	10	4	20 (59%)	0
Spring 2009	28	1	16	9	2	16 (57%)	1
Fall 2009	34	3	27	3	1	30 (88%)	0
Spring 2010	37	1	25	6	3	26 (70%)	0
Fall 2010	57	2	44	9	1	46 (75%)	0
Spring 2011	34	0	30	2	2	30 (88%)	0
Fall 2011	47	14	29	4	0	43 (93%)	0
Spring 2012	46	24	19	3	0	43 (91%)	0
Fall 2012	43	34	8	1	0	42 (98%)	0

Spring 2013	25	22	3	0	0	25 (100%)	0
Fall 2013	38	38	0	0	0	38 (100%)	0
Spring 2014	38	36	0	0	2	36 (95%)	0
Fall 2014	35	21	0	0	14	21 (63%)	0
Spring 2015	23	23	0	0	0	23 (100%)	0