



2015-16 End-of-Year Report Academic Department Success Plan

Department: Advanced Practice Nursing

Department Chair: Dr. Erik P. Southard

Person Primarily Responsible for Preparing this Report:
Dr. Erik P. Southard

Please answer the following questions in two or three pages and submit to your Dean by October 3. Your Dean will review and advance to Academic Affairs by October 10¹ and will offer you feedback by Oct. 17. This report will help inform your 2016-2019 Student Success Plan update that will be due to your Dean by Nov. 4.

1. Specific accomplishments/achievements this past year (*briefly explain using bullet points, noting any changed/adapted*):

- Revised student admissions process, advisor outreach/advisement, and plan of study guidance process to ensure that all activities occur within six weeks of admissions committee meeting.
- Implemented process for capturing data regarding failure of students to accept admissions offer or failure to enroll.
- FERPA compliant case discussions added to monthly admissions meeting to discuss and document failure to persist for every student who drops or withdrawals
- Developed and implemented an online Advanced Practice Nursing student orientation in SoftChalk/Blackboard.
- Implemented standardized Health Insurance Portability and Accountability Act and Social Networking training for all new admits through the Collaborative Institutional Training Initiative.
- Developed and approved standardized Blackboard course button template for all departmental courses.
- Revised Graduate Program Outcomes.
- Worked with Distance Learning Director and Dean of Extended Learning to have six faculty (2 tenure track and 4 part-time temporary instructors) certified via the Online Instructor Certificate Course (OICC).
- Strategically moved all core course instruction from part-time temporary faculty back to tenure track faculty.
- Recruited subject matter experts (Trauma Surgeon, Director of Policy and Advocacy for State Nursing Association, and PharmD) to develop targeted content for programmatic offerings.
- Developed standardized syllabus template based upon OICC and academic affairs template.
- Hired a clinical coordinator to assist department with navigation of State Board of Nursing regulations in every state that we have enrolled students.
- All above actions are faculty/staff driven and remain an integral part of department operations.

2. Objective/Actions Not Achieved (*briefly explain using bullet points*):

All action items from 2015-2016 Department Success plan were successfully accomplished.

¹ Note that the Dean will request a refinement to the report if it is not suitably addressing the questions.

3. Looking ahead, briefly describe changes, additions, or subtractions that need to be made to your goals and/or action steps, including with respect to their linkage to student learning outcomes.

- The online student orientation will be revised based upon feedback from students solicited via a Qualtrics survey.
- Successful completion of the orientation will be made mandatory via the department policy changes in the APN Handbook.
- Information regarding the online orientation will be disseminated a minimum of 6 weeks prior to courses starting each semester.
- The Blackboard button template will be adopted/integrated into each APN course to facilitate course consistency.
- All Master's curriculum/courses will be mapped (one course per week) over the academic year to fully integrate new Graduate Program Outcomes and to revamp curriculum.
- The advanced practice nursing department needs to take decisive action to further revise admissions rubrics to ensure that we are accepting the most qualified applicants. Learning more about how various metrics collected during the admissions process could serve as predictors of an individual student's academic success is critical to fostering persistence to completion.
- Consider adding a resilience scoring tool to admissions process as research has indicated that resilience is one of the greatest predictors of graduate student success.
- Increase contact from department faculty to new students to build rapport and set students up for success.
- Yuja video lectures will be utilized in every course.
- Continue training for the clinical coordinator to further develop the role and more fully integrate her function into departmental operations.
- Preparation for the Accreditation Commission for Education in Nursing (ACEN) DNP self-study and fall 2017 site visit will take precedence over the course of the next year.
- Preparation for the ACEN Master's self-study and site visit fall of 2019 is currently ongoing.

4. Do you see opportunity for this project to work more closely with another department, college, or unit such that greater impact might be possible (*briefly explain*)?

- The department has engaged Shauna Lehman, Graduate Recruitment Director in the CGPS and will be working with her to raise awareness about our programs and to help us increase the number of qualified and highly qualified applicants.
- Ms. Darada Allen, Clinical Coordinator, is collaborating with Ann Tornese in Distance Education to ensure ongoing compliance with State Board of Nursing Regulations.

5. Is there anything else about your initiative you feel important to detail?

It is imperative that the APN department continue to raise the standard of education provided and to work to aggressively target student success and satisfaction. The department faces some staggering challenges with extreme competition for students, the scarcity of clinical placements, and a curriculum that has not been revised in greater than two decades. Increasing the overall quality of the student experience will increase the positive perception of our programs among students (current and future), clinical preceptors, and potential employers. This year will be a pivotal one for revising curriculum, updating graduate outcomes, improving our student-centered focus, making critical decisions about current programs, and planning for new, niche concentrations for the future.