



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

Department: Baccalaureate Nursing

Department Chair: Dr. Marcee Everly

Person Primarily Responsible for Preparing this Report:
Dr. Marcee Everly

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):

- Freshman goal: All action steps were completed. We piloted the Freshman guaranteed admission program with one student starting this semester who has guaranteed admission to the major as long as she achieves the agreed upon expectations in her first 3 semesters.
- Persistence to completion goal: All action steps were completed. We exceeded the fall 2015 goal 83.1% of students who graduated did so on time after admission to the major.
- Career Readiness goal: All action steps were completed. NCLEX (the national board exam for nurses) first-time pass rates remained at or above the national pass rate. However, our second and third quarter 2016 rates went down significantly.

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

- Freshman Goal: We had hoped to have 3 students in the pilot for the guaranteed admission program. We learned that we need to improve the interview process for selecting participants (Specifically, we need to invite way more applicants to interview than what we did this time in order to yield more in the pilot program).
- Persistence to completion goal: These activities are perpetual and ongoing, and will remain to be so. Additionally, we continue to strive for new ideas and activities to help support our students.
- Career Readiness goal: While our graduates have not fallen below the national average last year, they have dropped in the second 2 quarters of this year. Even though our total average still meets the accreditation standards, this is alarming and we must take action to increase our first-time pass average or we risk it slipping down even further.

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.

- Freshman goal:
 - Invite greater numbers of candidates to the guaranteed admission interview process for selection
 - We are transitioning from ATI testing to Kaplan testing. The Kaplan admission test is free to students (rather than students having to pay to take the TEAS admission test by ATI).

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

- Completion goal:
 - We are adding what we are calling a “Student Success Program” where nursing faculty advisors meet with students who are considered to be at-risk and who will help the student create a plan for improvement.
 - We are transitioning to Kaplan integrated testing from ATI testing. The Kaplan program includes the NCLEX review at the end, is more affordable, and is more user friendly for both faculty and students
 - We are exploring a method to be able to hire a remediation specialist for at-risk nursing students.
- Career Ready goal:
 - All of our Completion goals and actions also support Career Readiness as graduates must pass the NCLEX in order to be employable as RNs. New actions to include in the revised plan are: the transition from ATI to Kaplan integrated testing and NCLEX prep; the Student Success Program mentioned above in the Completion section; and we are exploring a method to be able to hire a remediation specialist for nursing students. While we explore the ability to hire a remediation specialist, we are implementing a remediation process and plan which involves nursing faculty heavily in remediation.

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*)?

While we already have a working relationship with the Baccalaureate Nursing Completion Department, we are considered one baccalaureate program by our accreditors—and so their NCLEX pass rate affects us and vice versa. The Completion Department graduates are struggling more with NCLEX with fewer passing than ours. We are working very closely between our two departments to identify methods to help support the distance LPN students.

We are also going to be working with senior students in the IT program. Edith Wittenmyer reached out to us recently to inquire if we had any potential projects her senior students could work on. A group of students will be working on what we are calling a “clinical passport.” This will be a PC based tool--an electronic tool that faculty and students can access in their clinical courses. It needs to follow/track the student through each clinical course throughout the nursing curriculum and would be used to track their clinical skills competency (ie—practiced on model in lab only? Practiced on a patient? Independent or needs more practice?). This tool will also track the students’ clinical decision-making skills and their charting skills (ie—comments for any areas that need further practice, education, or development). The tool will adhere to FERPA regulations (ie— individual students can only see their own info and faculty can only see their active students). Items/information that would be included are: name, class, lists of skills, notes, etc. This project supports both the IT students and nursing students as well.

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

We continue to work hard to support the success of our students. All of our support staff and faculty members pursue continuous quality improvement activities in support of our program. We have a very detailed assessment plan, which includes all course learning objectives through the graduate competencies. This means we really focus in on quality improvement activities in every course and throughout the curriculum. This is not new, this is something we have done for years and will continue to do so in the future.