



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

**Department:** Department of Baccalaureate Nursing Completion

**Department Chair:** Dr. Jessica Nelson

**Person Primarily Responsible for Preparing this Report:**

Chairperson: Dr. Jessica Nelson, Program Directors: Andre Kummerow and Esther Acree

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 10<sup>1</sup> 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):**
  - a. Increased applicant pool of LPN to BSN students from 60-70 qualified applicants to 150+ students for the last three admission cycles (Fall 2015, Spring 2016, Fall 2016 cycles).
  - b. B Virtual online proctoring fully deployed in all courses. Proctoring required for all ATI/Kaplan standardized tests, midterms, and finals. In addition, Respondus Monitor through Blackboard implemented for other course assessments such as quizzes.
  - c. Admissions rubric for LPN to BSN created by department committee, implementations Fall 2016 for Spring 2017 cycle.
  - d. Faculty and staff advisor training provided and required for all. Use of advisor evaluations required and fully deployed by Associate Dean's office. Advisor evaluations are reviewed by department chair and used during both staff/faculty performance evaluations.
  - e. RN Licensure (NCLEX) pass rates continue to trend at 80%. Continued performance improvement measures are in place such as identified low performers earlier within curriculum to facilitate remediation.
  - f. ATI to Kaplan transition occurred Fall 2016.
  - g. Nursing Advising Handbook created and deployed to all advisors.
  - h. Hired a clinical coordinator to assist department with navigation of State Board of Nursing regulations in every state that we have enrolled students.
  
- 2. Objective/Actions Not Achieved (briefly explain using bullet points):**
  - a. RN to BSN retention rates continue to decrease. Scholarship initiatives, active advising and re-capture plan has not rectified retention rates or increased enrollment numbers.
  - b. Online student enrollment not completed. Currently in the works, should be deployed Spring 2017 for incoming cohort.
  - c. NCLEX pass rates continue to trend down from 2013-2014 pass rates of 90%+. Initiates with BN department continue to try and identify opportunities for success of our students pass rates. Best practices such as an NCLEX remediation coordinator, deployment of NURS 490 and early identification of weak test-takers/Kaplan integration are currently being explored or implemented at this time.

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<sup>1</sup> 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.**
- a. All continue to be applicable. However, further investigation of strategies to improve NCLEX pass rates will be vital to program and graduate success.
  - b. Hiring qualified faculty and retaining faculty in regards to allowing tenure-track lines at a distance will be one needed addition to future planning.
  - c. New programming? Resources for deployment? Possible Veteran to BSN online programming.
  - d. Continue training for the clinical coordinator to further develop the role and more fully integrate her function into departmental operations.
  - e. Quality Matters, standardized BNC template for Blackboard and Yuja video lectures will be utilized in every course.
- 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*)?**
- a. Baccalaureate Nursing
    - i. NCLEX pass rates
  - b. Advanced Practice Nursing
    - i. State authorizations with Boards of Nursing and State Authorization Reciprocity Agreements (SARA) requirements
    - ii. Ms. Darada Allen, Clinical Coordinator, is collaborating with Ann Tornese in Distance Education to ensure ongoing compliance with State Board of Nursing Regulations.
  - c. Office of Extended Learning
    - i. Retention efforts for RN to BSN program or possible realignment/new programming of RN to MSN track may be needed
    - ii. Veteran to BSN option (new program of distinction).
    - iii. Increasing the number of online FS sections for PRB (pre-LPN to BSN students)
- 5. Is there anything else about your initiative you feel important to detail?**
- a. NCLEX pass rates of graduates and recruitment of highly qualified eligible LPN and RN students is top priority within the program. By recruiting the most qualified students to the program, retention and student outcomes such as NCLEX, will rise. Initiatives surrounding these endeavors will take priority over an others in the upcoming year.