

## Academic Department Student Success Plan Annual Update: 2016-2019<sup>1</sup>



**Department:** Baccalaureate Nursing

**Department Chair:** Dr. 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(s):

Pilot three to five Freshmen students for guaranteed admission to the major by Fall of 2018. This would mean that those select students are guaranteed admission to the nursing major in their third semester as long as they meet certain 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 choose 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<sup>2</sup> (with dates & person(s) responsible):

- Work-group/ad hoc committee within the department to improve the application procedure prior to January 2017 (*Responsible person: Department Chair, Date: January 17, 2017*)
- Develop a more efficient process for selecting candidates for interviews and improve interview process (*Responsible Persons: Pilot committee [Marcee Everly, Tiffany Krabel, Linda Walters], January 17, 2017*)
- Invite direct-admit candidates to apply (to be drawn from list of Presidential Scholars interviewees) each year. Due date to be established pending when the university has Presidential Scholars candidates list available. (*Responsible persons: Pilot committee [Marcee Everly, Tiffany Krabel, Linda Walters], date: 1/1/2017*)
- 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, date: ongoing after students admitted*)

<sup>1</sup> Plan updates are due to your Dean by Nov. 4 as informed by your 2015-16 End-of-Year Report that is due to your Dean by Oct. 3.

<sup>2</sup> **Action Steps Defined:** The specific activities/actions taken to realize progress toward the goal. Such action steps should include not only student support type activities/actions but also student learning enhancement focused activities/actions.

<i>Retention Benchmarks*</i> (by latest department)	<b>Fall 2014 Cohort: n/a</b> <a href="#">Click here to enter text.</a>	<b>Fall 2015 Cohort: n/a</b> <a href="#">Click here to enter text.</a>	<b>Fall 2016 target:</b> 1 incoming Freshman (actual)
	<b>Fall 2017 target:</b> 3 incoming freshman	<b>Fall 2017 target:</b> 3 incoming freshman (depending on success of pilot)	<b>Fall 2018 target:</b> 5 incoming freshman (depending on success of pilot)
			<b>Fall 2019 target:</b> 5 incoming freshman (depending on success of pilot)

*Other Freshmen Retention related benchmarks of focal interest to department*

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### 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.

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

- Students below 80% average at 8 weeks, or at the discretion of the faculty member, are referred to their nursing advisor for assistance with time-management, study skills, stress management, test preparation, and effective reading. This action has been titled "Student Success Plan". (*Responsible Persons: all faculty advisors*)
- Our department is partnering with Edith Whittenmyer in the COT. Her senior students are developing a computer program for us Fall 2016 semester to help document and track student clinical skills competencies. We are calling it the "Clinical Passport." The IT students are working on it now. Hopefully, pending what they present us with as their product at the end of this semester, we can pilot this tool for the Spring 17 semester. If this tool works the way we hope, it will help students as they progress through their clinicals by helping to identify strengths, weaknesses, and help with plans for improvement. (*Responsible Persons: Department Chair, Edi Whittenmyer/IT students, date: 1/1/2017*).
- 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, Hether Messmer, date: within the first month of semester for new advisors*)
- Provide a MYSAM tutorial/update to all faculty advisors at least annually. (*Responsible persons: Tiffany Krabel and Hether Messmer, date: every September*)
- 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, date: ongoing as needed*)
- All faculty to develop attendance policies for inclusion in syllabi and enforcement. (*Responsible persons: all department faculty, date: every semester*)
- All faculty to review tests one-on-one with any student not achieving at least 75% on said test. (*Responsible persons: all department faculty, date: every semester, ongoing as needed*)
- 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: Department Assessment Committee Chairs—Renee Bauer and Linda Walters, date: every September*)
- 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; date: random audit every other month during academic year*)
- 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, date: every month during academic year*)

- 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, date: by open registration for seniors the semester before they are scheduled to graduate)*

**Completion Benchmarks  
(completion in 5  
semesters after  
admission to the major  
as stated in goal above)**

**Fall 2014 Cohort:**

66.1% (goal)

76.7% (actual)

**Fall 2015 Cohort:**

66.7% (goal)

78.2% (actual)

**Fall 2016 Cohort (actual):**

68.3% (goal)

75.2% (actual)

**Fall 2017 target:**

70.3%

**Fall 2018 target:**

72.4%

**Fall 2019 target:**

74.6%

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

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### **Other Goal(s), Action Steps, and Benchmarks of focal interest to department:**

#### **Career Readiness Goals:**

1. Maintain an NCLEX-RN (National Council Licensure Exam-Registered Nurse) 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.)
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))**

- A group of three nursing faculty are piloting a taskforce whereby these three faculty will be assigned to graduating seniors and will provide counsel and support between graduation and taking the NCLEX test. *(Responsible persons: Linda McQuiston, Donna Crawford, and Linda Walters, Date: pilot begins after December 16 commencement, to continue until all 12/16 graduates have taken NCLEX-RN first attempt).*
- Apply for/Seek grant funds and/or donated funds in order to be able to offer the Kaplan NCLEX review to our Spring 2017 graduating seniors. *(Responsible person: Department Chair and Executive Director of Nursing, date: by 12/2016)*
- Transition from ATI for integrated standardized testing, to Kaplan integrated standardized testing, which also includes the Kaplan NCLEX review course and at a total lower cost to students. *(Responsible persons: all nursing faculty, date: transition began Fall 2016, completion of transition December 2017).*
- 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, date: every semester)*
- All final semester students will create an NCLEX study plan. *(Responsible person: NURS 490 faculty, date: every semester)*
- 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, date: every semester)*
- Ensure testing rigor and fairness via all nursing faculty adherence to testing policy. *(Responsible Persons: all faculty, date: random audits every other month during academic year)*
- Students to be required to complete a minimum of 3000 practice NCLEX-type questions and remediate missed questions in their final semester. *(Responsible person: NURS 490 faculty, date: every semester)*

**Completion Benchmarks**

**2013 official:**

Nat'l pass rate: 83.04

Dept pass rate: 80%

**2014 official:**

Nat'l pass rate: 84.93%

Dept pass rate: 88.1%

**2015 official:**

Nat'l pass rate: 84.53%

Dept pass rate: 85.22%

**2016 target:**  
Dependent on NCLEX  
national average—TBD  
per NCSBN

**2017 target:**  
Dependent on NCLEX  
national average—TBD  
per NCSBN

**2018 target:**  
Dependent on NCLEX  
national average—TBD  
per NCSBN

**2019 target:**  
Depending on NCLEX  
national average—TBD  
per NCSBN

\* Rationale for our freshmen retention variance.

- Students are not admitted into the nursing major until their fourth semester (second semester sophomore year).
- We have little to no contact with Freshmen pre-nursing students. We do not advise any of the Freshmen.
- Our accrediting bodies only permit us to admit 50 traditional track students each Fall and Spring, and all accreditation standards students admitted into the major, not pre-nursing students. Measured accreditation guidelines include the retention after admission into the major, and completion within 150% of the anticipated timeline to graduate after admission to the major.
- The majority of Freshmen who indicate pre-nursing as their major are not successful in getting in to the major as admission are very competitive. The vast majority of these Freshmen are advised into other majors here at ISU before they ever apply directly to the major (application occurs in the first semester of their sophomore year for admission in their second sophomore semester).

Hence, our pilot of the Guaranteed Admission program is our attempt to capture and retain very high performing incoming Freshmen, as many of them choose other schools, particularly if they aren't awarded the President's scholarship. Because we have practically no contact with Freshmen, except to share information about how to apply to the major and how to be successful in the nursing program, the emphasis on Freshmen retention is better achieved by University College.