

2017-18 Department Student Success Plan Update

[Baccalaureate Nursing]

Please complete this plan update and submit to your Dean by November 3. Your Dean will offer you feedback by November 17 and advance final version¹ to Academic Affairs by November 21. Previous report and plans can be found at this website: <http://irt2.indstate.edu/cms7/sp16/index.cfm/department-plans/>.

Person Primarily Responsible for Preparing this Report: Marcee Everly

1. Department goals to facilitate persistence to degree (include action steps, dates, and person(s) responsible underneath each goal):

Goal 1: Admit 5 Freshmen students for Guaranteed Admission to the major each Fall.

***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 chose 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. We won't have full data from the pilot until these students actually begin and ultimately finish the nursing program. Presently, the very first Guaranteed Admission student starts her nursing courses just this coming Spring 2018.*

Action Steps:

- Convene committee no later than January 15th each year to review process of application, make improvements if needed, and prepare for the list of President's Scholarship candidates from the Foundation office who have indicated nursing as their planned major. (Responsible person: Department Chair, Date: January 15, annually [or the earliest date the list of students being invited to the President's Scholarship interviews becomes available each year]).
- Send both email and regular mail invitations to potential candidates with link to online application. (Responsible Persons: Pilot committee [Marcee Everly, Tiffany Krabel, Linda Walters], January 31, annually)
- Invite candidates to interview, and schedule interviews for responders (Responsible persons: Pilot committee[Marcee Everly, Tiffany Krabel, Linda Walters], date: 2/15, annually)
- Conduct interviews, ranking, select, and notify recipients. (Responsible persons: Pilot committee, date 3/15, annually)
- 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 potential trends to help direct improvements or changes. (Responsible Persons: Department Chair and Traditional Track Director, date: ongoing after students admitted)
- The performance of these students will be tracked and documented for trends and results to help guide the decision whether to continue offering the Guaranteed Admission to freshmen in the future or not.

2. Department goals to enhance student performance and/or learning outcome achievement² (include action steps, dates, and person(s) responsible for each goal):

Goal 1: 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.

¹ Dean will request a refinement to plan if it is not suitably addressing the questions. Plan will be shared with Trustees.

² Department/Program Student Learning Summary Form report may inform what is noted here.

Rationale: *Our traditional track students are not admitted into the major before their third semester; many take longer than 3 semesters. Additionally, we can't admit all qualified applicants. Admission is competitive and we can only admit 50 in the Fall and Spring per capacity approved by state.*

Action Steps:

- Provide annual advising orientation to all department faculty who are advising for the first time, and for those faculty advisors who need updated information in order to support good advising. *(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 to ensure plans are correct for student reference and guidance. *(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) to provide early feedback to students. *(Responsible persons: all department faculty, date: ongoing as needed)*
- All faculty to continue to include attendance policies in syllabi and enforcement to promote attendance. *(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 to help identify strengths and weaknesses for students and help them identify what might be done to help them improve. *(Responsible persons: all department faculty, date: every semester, ongoing as needed)*
- 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)*
- 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)*
- 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/Assessment 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/Assessment Committee Chair, Linda McQuiston, date: every month during academic year)*
- Survey first semester admits to the major near midsemester regarding their impression of preparation for the major to identify whether they felt prepared and/or in what ways are they struggling to help guide our interventions.
- Survey faculty of prerequisite non-nursing courses to explore how our prenursing students are prepared for the major to help guide our future interventions.
- Evaluate the Chemistry prerequisite, CHEM 100, and compare it to CHEM 103 to explore and identify whether 103 might better prepare our prenursing students for the major.

Goal 2: Maintain an NCLEX-RN (National Council Licensure Exam-Registered Nurse) first time pass rate at or above 80% per our state and national accreditation standards. Action steps

- All final semester students will create an NCLEX study plan. *(Responsible person: NURS 490 faculty)*
- 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)*
- Continue to licensure prep course (NURS 490) in the final semester. *(Responsible person: NURS 490 faculty)*
- Ensure testing rigor and fairness via all nursing faculty adherence to testing policy. *(Responsible Persons: all faculty)*
- Students to be required to complete a minimum of 3000 practice NCLEX-type questions in their final semester. *(Responsible person: NURS 490 faculty)*

- Faculty pilot for “Study Coaching”. A group of faculty have volunteered their time to serve as study coaches for graduating seniors. With this project, the students who choose to participate agree to have weekly contact with their faculty coach after graduation to address things such as, but not limited to: adhering to study plan, redevelop study plan if needed, evaluate strengths and weaknesses, talk about tips for test taking, provide emotional support, help make student accountable, etc. as they continue to prepare to take the NCLEX after graduating (*Responsible persons: volunteer faculty: Marcee Everly, Jennifer Holmes, Linda Walters, Linda McQuiston, Emily Cannon*)

Benchmark Metrics

Metric	Source data for 2016-17 actual	2017-18 Target	3 Year Target (2019-20)
Freshman Guaranteed Admission Plan	1 new freshmen was offered and accepted FGA Fall of 16	5 new freshmen were offered and accepted FGA Fall of 17	3 to 5 each Fall
Completion of program in 5 semesters after admission to program	81.1% (This was an exceptional year and possibly an outlier. Our previous target was 70.3%)	72.4%	74.6%
NCLEX First time pass rate	2016: our 4yr grads 80.22% 2016: our 2 nd deg-accel grads: 83.3%	2017: 80%	2018: 80%