

ASSESSMENT PLAN
Calendar Year: 2007-2008

Department of Nursing

PROGRAM DESCRIPTION

The Department of Nursing addresses the need of south central and south east Oklahoma for accessible, professionally delivered nursing care and for marketable employment skills. The mission of the program is to offer a high quality baccalaureate nursing program that prepares graduates to practice professional nursing in a variety of settings in rural or urban areas. This mission is congruent with the mission of the University and the College of Health and Sciences. The purpose of the program is to prepare graduates who are able to practice professional nursing in a variety of setting and areas. Many of the graduates elect to remain in rural Oklahoma, increasing the number of professional nurses available to rural health related agencies.

The key stakeholders of the program include the currently enrolled students, graduates of the program, hospitals and agencies that employ the graduates of the nursing program and the public in general who are recipients of the care provided by program graduates. Appropriate information and data collected by the assessment plan are shared with key stakeholders during the annual "Advisory Committee" meeting each fall where the agencies that employee nursing program graduates meet to discuss issues related to nursing education and on the ECU Department of Nursing web page.

Registered nurse students prepared at the associate degree level may earn a baccalaureate degree with a major in nursing through the department's *Fast Track* option. The OneNet distance education technology is utilized to bring the program to as many as five distant sites in Southeastern Oklahoma for students participating in the *Fast Track* plan. Instruction in classroom, laboratory and clinical settings is delivered by qualified full- and part-time faculty. In accord with the summative nature of the evaluation plan, the major stakeholders of the program are graduates and employers of these graduates. Summative evaluation of the individual and of the program is completed annually. Evaluation data are used for program development, maintenance, and revision.

The nursing department evaluation plan follows the format as required in the Accreditation Standards and Criteria of the National League for Nursing Accrediting Commission (NLNAC) in 2005. The revised NLNAC criteria for evaluation require only four outcome measures: Graduation rates, NCLEX performance, Job Placement Rates, and Program Satisfaction. The NLNAC no longer requires Critical Thinking, Communication nor Therapeutic Nursing Intervention as outcome measures, however, the faculty of the nursing program do consider these as important measures of the quality of the program and have elected to retain them as optional outcomes.

Major Program Goal: To prepare students for the practice of professional nursing in a variety of settings and areas

Student Outcome 1: Graduation Rates:

Generic students admitted to and enrolling in the first clinical nursing course will complete the program.

Criterion 1 for S.O. 1: Numbers of generic (non-RN) graduates compared to numbers in the program two years earlier.

Instruments: Initial student roster for N2105 and graduation numbers.

Data Collected:

ADMITTED JAN	NUMBER ENROLLED	GRADUATED YEAR	NUMBER GRADUATED	GRADUATION RATE
1992	51	1994	35	69%
1993	51	1995	31	61%
1994	50	1996	39	78%
1995	50	1997	31	62%
1996	50	1998	37	74%
1997	50	1999	34	68%
1998	50	2000	37	74%
1999	51	2001	38	75%
2000	48	2002	36	75%
2001	66*	2003	34	52%
2002	66*	2004	45	68%
2003	74**	2005	37	50%
2004	74**	2006	59	80%
2005	74**	2007	57	77%
2006	74**	2008	49	66%
Total	879		599	68%

*includes 16 students at SOSU

** includes 24 students at SOSU

Performance Goal: The numbers of Generic students graduated will be at least 70% of the number admitted and enrolled.

Judgment: Goal not met for 2008 - 15 year average does not meet goal.

Action: ECU nursing program has the highest student to full time faculty ratio of any BS program in the state (ECU = 20:1; State avg = 13:1). Nursing faculty do not have the time to conduct remedial retention activities

for students identified as “high risk.”

Criterion 2 for S.O. 1: Number of registered nurse graduates compared to the number admitted.

Instruments: Initial student roster for N3333 and graduation numbers.

Data Collected:

ADMITTED JAN	NUMBER ADMITTED	GRADUATED YEAR	NUMBER GRADUATED	GRADUATION RATE
1994	1	1996	1	100%
1995	18	1997	16	89%
1996	0	1998	0	NA
1997	0	1999	0	NA
1998	40	2000	16	40%*
1999	0	2001	0	NA
2000	21	2002	19	90%
2001 *	0	2003	0	NA
2002	21	2004	18	86%
2003	35	2005	19	76%
2004	38	2006	30	80%
2005	0	2007	11	90%
2006	18	2008	20	100%
Total	192		150	78%

**Many of these RN students are enrolled in one or more required general education course. When these courses are completed, they will join the ranks of graduates.*

Performance Standards: The numbers of registered nurses graduating within a five year period following their admission will constitute at least 90% of the number admitted five calendar years earlier.

Judgment: Goal met for 2006 admissions. Cycle of classes still in progress as of May 2008. Program was revised so that nursing course can be completed in 12 months

(Note: RN to BSN program is run on an every-other-year cycle, therefore some years there are none admitted to the program. Additionally, a number of these students graduate in December.)

Student Outcome 2: NCLEX Pass Rate

Program graduate first time takers will pass the NCLEX licensure examination.

Criterion 1 for S.O. 2: Performance on the National Council Licensing Examination for Registered Nurses

Instrument 1 for Criterion 1: NCLEX-RN SUMMARY PROFILES

Years	Number of Students taking NCLEX exam			Pass Rate-ECU	Pass Rate-OK	Pass Rate-USA
	Pass	Fail	Total			
1994	31	0	31	100.0%	88.3%	90.1%
1995	30	1	31	96.8%	89.1%	90.2%
1996	34	3	37	91.9%	88.6%	89.2%
1997	27	4	31	87%	87.1%	87.8%
1998	36	1	37	97.3%	87.7%	85%
1999	33	0	33	100.0%	80%	85%
2000	31	3	34	92.0%	80%	83%
2001	38	0	38	100.0%	84.1%	86.3%
2002	33	3	36	91.6%	83.9%	86.6%
2003	30	4	34	90.0%	86.5%	87.2%
2004	38	7	45	85.0%	84%	85.6%
2005	33	4	37	89.1%	85%	86%
2006	48	12	60	80.0%	88%	86%
2007	44	8	52	84.6%	82%	84%
Total	542	50	592	92.0%	85.3%	86.2%

Performance Goals:

The mean passing rate of program graduates on the NCLEX-RN will equal or exceed the state and national mean passing rates on their first attempt.

Judgments: Goal met. Measures taken by faculty to improve the pass rate are beginning to work. Further curricular changes are planned. **Note: All students passed the exam on the second attempt.**

Student Outcome 3: Employment

Graduates seeking employment in nursing will be employed as registered nurses within one year after graduation.

Criterion 1 for S.O. 3: Self reported employment by graduates responding to the one year graduate questionnaire.

Instrument 1 for Criterion 1: One year graduate questionnaire.

Data Collected:

Nursing Graduates Who Are Employed as RNs One Year After Graduation				
Year Data Obtained*	Number of Graduates**	Number of Respondents***	Number Employed as RN's	Percent Employed
1994	35	16	16	100.00%
1995	31	7	7	100.00%
1996	39	14	14	100.00%
1997	31	15	15	100.00%
1998	37	19	19	100.00%
1999	34	17	17	100.00%
2000	37	13	13	100.00%
2001	31	19	19	100.00%
2002	36	12	12	100.00%
2003	34	19	19	100.00%
2005	40	8	8	100.00%
2006	37	18	18	100.00%
2007	60	14	14	100.00%
2008	55	12	12	100.00%
Total	497	203	203	100.00%

Performance Goals: 90% of graduates seeking full time employment as a registered nurse will be employed as registered nurses in full-time positions.

Judgments: Goal met.

***(Note: Questionnaires are sent out 1 year after the students graduate, therefore the data is always 2 years behind current date).**

**** (Note: Number of graduates includes both generic and RN to BSN Completion)**

***** (Note: The number in this column is the number of unduplicated individuals surveyed)**

Student Outcome 4: Program Satisfaction

Criterion 1 for S. O. 4: Graduates will perceive they are adequately prepared to deliver safe, theory based nursing interventions.

Instrument 1 for Criterion 4: One year graduate questionnaires.

Graduate Satisfaction with the Program One Year After Graduation				
Year* Data Obtained	Number of* Graduates	Number of*** Questionnaires Returned	Number of One-Year Graduate Respondents “who feel adequately prepared”	Percent of Graduate Respondents “who feel adequately prepared”
1994	35	16	16	100%
1995	31	7	5	71%
1996	39	14	14	100%
1997	31	15	14	93%
1998	37	19	19	100%
1999	34	17	17	100%
2000	37	13	13	100%
2001	31	13	13	100%
2002	36	12	12	100%
2003	34	19	19	100%
2004	40	8	8	100%
2005	37	18	18	100%
2006	60	14	14	100%
2007	55	12	12	100%
Total	497	203	203	95%

Performance Goals: At least 85% of graduates who return their one-year graduate questionnaires will respond to the question “How well did the BS degree prepare the ECU Graduate to practice professional nursing?” with an Average or Above Average response. This data is based on those who have “graduated and completed their one-year graduate questionnaires”.

Judgments: Goal met.

***(Note: Questionnaires are sent out 1 year after the students graduate, therefore the data is always 2**

years behind current date).

**** (Note: Number of graduates includes both generic and RN to BSN Completion)**

***** (Note: The number in this column is the number of unduplicated individuals surveyed)**

Criterion 2 for S.O. 4: The employers/supervisors will perceive that the one-year graduates of the program are adequately prepared to deliver safe, theory based nursing interventions.

Instrument 2 for Criterion 4: One year employer/supervisor questionnaires sent to employers of one year graduates.

Data Collected

Employer Satisfaction with Program Graduates One Year after Graduation				
*Year Data Obtained	Number of** Graduates	Number of*** Questionnaires Returned	Number of Employer respondents "who feel graduates are adequately prepared"	Percent of Employer Respondents "who feel graduates are adequately prepared"
1994	35	18	18	100%
1995	31	3	3	100%
1996	39	15	15	100%
1997	31	10	10	100%
1998	37	13	13	100%
1999	34	12	12	100%
2000	37	12	12	100%
2001	31	19	19	100%
2002	36	9	9	100%
2003	34	19	19	100%
2004	40	9	9	100%
2005	37	18	18	100%
2006	60	15	15	100%
2007	52	12	8	100%
Total	494	184	180	100%

Performance Goals: At least 85% of employers responding to the one year graduate questionnaire will

respond to the question “How well did the BS degree prepare the ECU graduate to practice professional nursing?” with an Above Average or Average response.

Judgments: Goal met.

***(Note: Questionnaires are sent out 1 year after the students graduate,)*.**

**** (Note: Number of graduates includes both generic and RN to BSN Completion)**

***** (Note: The number in this column is the number of unduplicated individuals surveyed)**

Student Outcome 5: Critical Thinking

Demonstrate the ability to think critically in the use of the nursing process and the provision of nursing care.

Criterion 1 for S.O. 5: Satisfactory completion of the "Critical Incident Analysis" during the final semester of the senior year.

Instrument 2 for Criterion 1: Critical Incident Analysis Form

Data Collected

Year	Mean Performance	Range of Results	Number of students scoring at 80% or above	Unduplicated Number Assessed	Percent
1997	92%	70-99	30	31	97%
1998	88%	75-98	34	37	92%
1999	91%	75-99	31	34	91%
2000	89.4%	80-99	33	33	100%
2001	91.4%	75-98	25	27	92.5%
2002	94%	79-98	35	36	97.2%
2003	94.7%	85-99	34	34	100%
2004	89.6%	88-96	45	45	100%
2005	90.72%	81-99	37	37	100%
2006	94%	84-100	59	59	100%
2007	91%	65-96	55	57	96%
2008	91%	76-94	47	49	96%
Total	92.%	76-98	382	396	95%

Performance Goals: Students will achieve an average grade of 80% on the critical incident analysis submitted during the final semester of the Senior year.

Judgments: Goal met.

Criterion 21 for S.O. 5: Performance of senior nursing students on the ERI Critical Thinking Process Test

Instrument 2 for Criterion 5: ERI Critical Thinking Process Test

Data Collected

Year	Class Mean Performance	National Average	Range of Results	Number of Students Scoring at or above the 54th percentile	Unduplicated Number Assessed	Percent Scoring at or above 54th Percentile
2000	56%	54%	40-68	32	36	89%
2001	56%	54%	46-66	32	36	89%
2002	60%	54%	46-74	33	36	82%
2003	61%	54%	54-78	30	35	86%
2004	62%	54%	44-78	39	45	87%
2005	60%	54%	24-72	34	37	92%
2006	59%	54%	26-74	54	59	90%
2007	64%	56%	48-76	53	57	93%
2008	64%	56%	48-78	48	49	98%
Average or Total	59%	54%	42-73	307	390	90%

Performance Goals: Seventy percent of the students tested will score at or above the 54th percentile, based on national norms.

Judgments: Goal Met

Student Outcome 6: Professional Communication

Program graduates demonstrate the ability to use professional oral and written communication.

Criterion 1 for S.O. 6: Performance on senior seminar presentation

Instrument 1 for Criterion 6: Evaluation form for seminar presentation

Data Collected:

Year	Mean Performance	Range of Results	Number of students earning a grade of 75% or better	Unduplicated Number Assessed	Percent earning 75% or better
1995	93.7%	79 -98	32	32	100%
1996	94.8 %	84 -98	39	39	100%
1997	97.6%	77 - 100	31	31	100%
1998	97%	88 -100	37	37	100%
1999	97%	88 -100	33	34	100%
2000	97%	83 -100	34	34	100%
2001	97%	92-100	38	38	100%
2002	96.5%	88 - 98	36	36	100%
2003	95.6%	91-96	35	35	100%
2004	96.5%	88-100	45	45	100%
2005	90.7%	83-100	33	33	100%
2006	91.5%	80-100	59	59	100%

2007	92.6%	78-100	57	57	100%
2008	98%	86 - 100	49	49	100%
Total	95.0%	78% to 100%	604	604	100%

Performance Goals: All final semester, senior students will earn a grade of "Satisfactory" (75%) or higher on their seminar presentation. (Oral Communication).

Judgments: Goal met.

Criterion 2 for S.O. 6: Satisfactory completion of a "Critical Incident Analysis" during the final semester of the senior year.

Instrument 2 for Criterion 6: Critical Incident Analysis Form

Data Collected

Year	Mean Performance	Range of Results	Number of students scoring at 80% or above	Unduplicated Number Assessed	Percent
1997	92%	70-99	30	31	97%
1998	88%	75-98	34	37	92%
1999	91%	75-99	31	34	91%
2000	89.4%	80-99	33	33	100%
2001	91.4%	75-98	25	27	92.5%
2002	94%	79-98	35	36	97.2%
2003	94.7%	85-99	34	34	100%
2004	89.6%	88-96	45	45	100%
2005	90.72%	81-99	37	37	100%
2006	94%	84-100	59	59	100%
2007	91%	65-96	55	57	96%
2008	91%	76-96	48	49	98%
Total	92.%	76-98	430	396	92.%

Performance Goals: Students will achieve an average grade of 80% on the critical incident analysis submitted during the final semester of the Senior year. (Written Communication)

Judgments: Goal met.

Student Outcome 7: Therapeutic Nursing Intervention

Criterion 1 for S.O. 7: Completion of basic nursing skills.

Instrument 1 for Criterion 7: Department of Nursing - *Nursing Skills Check List*

Data Collected:

Year	Percent of Skills Completed	Range of Completion	Number of student completing > 80%	Unduplicated Number Assessed	Percent Completing > 80%
1996	78%	65 - 98	12	23	52%
1997	85.6%	70 - 99	27	31	87%
1998	73%	56 - 93	5	37	14%
1999	78.3%	53 - 96	13	34	38%
2000	90.5%	54 - 100	31	34	91%
2001	88%	39 - 100	27	38	71%
2002	88%	72 - 100	28	35	80%
2003	86%	60 - 100	28	34	82%
2004	85.5%	63 - 100	33	45	77%
2005	88%	61 - 100	28	37	76%
2006	86%	58 - 100	51	59	86%

2007	84%	67-100	53	57	93%
2008	88%	72-100	46	49	94%
Total	85%	60% to 100%	382	513	74%

Performance Goals: By graduation, generic seniors will have completed 80% or more of the skills on the Department of Nursing - *Nursing Skills Check List*.

Judgments: Goal met. Aggregated data indicates average completion greater than 80%. Will keep working towards having students record and have signed skills that they complete during the course of the program.

Criterion 2 for S.O. 7: The evaluation of senior students by clinical preceptors

Instrument 2 for Criterion 7: Evaluation forms completed by preceptors of senior students during their last semester.

Data Collected:

Year	Unduplicated Number Assessed	Number Satisfactory	Percent
1995	31	31	100%
1996	39	39	100%
1997	31	31	100%
1998	37	37	100%
1999	34	33	97%
2000	37	34	92%
2001	31	31	100%
2002	36	34	94%
2003	34	34	100%
2004	45	44	99%
2005	37	37	100%

2006	59	58	98%
2007	57	57	100%
2008	49	49	100%
Total	557	500	98%

Performance Goals: Evaluation by clinical preceptors of senior generic students will document at least “satisfactory” performance in the delivery of safe, theory-based care.

Judgments: Goal met.