**October 2021**

**2 year review**

**Traditional Bachelor of Science in Nursing program**

**Student Learning Outcomes (SLOs) for Academic Programs**

Please list all of the student learning outcomes for your program as articulated in the assessment plan.

1. Use a broad knowledge base acquired through study of the arts and sciences to provide the cornerstone of nursing practice.
2. Apply fundamental principles of organizational leadership while providing high quality nursing care in a variety of environments.
3. Display a spirit of inquiry resulting in consistent focus on evidence- based practice.
4. Demonstrates familiarity with and safe use of client care technologies in various healthcare settings.
5. Be prepared to deliver nursing care within the context of continually changing healthcare policy, finance, and regulatory environments.
6. Function effectively as an interprofessional team member in the delivery of client care.
7. Contribute to population-based health promotion and disease prevention strategies for diverse populations in a variety of settings.
8. Act in accordance with professional nursing’s inherent values of altruism, autonomy, human dignity, integrity, and social justice.
9. Deliver safe, evidence-based, holistic, and culturally appropriate client care across the lifespan in various healthcare environments.

**Overview of Measures/Instruments**

| ***SLO(s)***  *Note: Measures might be used for more than 1 SLO* | ***ULG\**** | ***Measures/Instruments***  *Please include a clear description of the instrument including when and where it is administered* | **How is the information Used?**  *(include target score(s), results, and report if target(s) were met/not met/partially met for each instrument)* |
| --- | --- | --- | --- |
| Use a broad knowledge base acquired through study of Arts & Sciences | RC | **NUR 3103** academic writing assignment using nursing literature to support an intervention. This class is the first or one of the first courses the student takes in the RN-BSN sequence.  **NUR 4604** Cumulative assessment of Portfolio (capstone course). The portfolio includes designated assignments and reflections from all previous classes.  **NUR4604** Evidence-based project  This course is the culminating course of the program. An evidence-based project was included in this course in Spring 2021 to meet the direct clinical requirement of the accrediting agency. | **75 % of Students will achieve a mean score of 83% or greater (lowest B).**  FA2019- (N=28) 90% met the target of 83% or better  SP2020- (N=26) 85% met the of 83% or better  FA2020-(N=22) 80% met the target of 83% or better  SP2021- (N=21) 77% met the target of 83% or better  FA2019- (N=5) 100% of students met the target of 83% or better  SP2020- (N=10) 70% of students met the target of 83% or better. Target Not met. One student in the course received a 67% for this assignment and did not complete the course.  FA2020- (N=23) 96% of students met the target of 83% or better  SP2021- (N=19) 95% of students met the target of 83% or better  FA2019- Did not require this assignment.  SP2020- Did not require this assignment.  FA2020- Did not require this assignment.  SP2021-(N=19) 95% of students met the target of 83% or better |
| Display a spirit of inquiry resulting in consistent focus on evidence-based practice | SL  QR  WC | **NUR 3703** Application of research in clinical practice paper focused on a problem in practice. This course is taken early in the program to prepare the student for future evidence-based papers and projects.  **NUR 4508** Final course research paper addresses a public health problem. This project is further developed in the NUR4604 capstone class and is one of the last courses in the nursing sequence.  **NUR 4108**-see above  **NUR 4604**-see above | FA2019- (N=19) 95% of students met the target of 83% or better  SP2020- (N=39) 87% of students met the target of 83% or better  FA2020- (N=40) 85% students met the target of 83% or better  SP2021-(N=22) 95% students met the target of 83% or better  FA2019- (N=24) 96% of students met the target score of 83% or better  SP2020- (N=24) 96% of students met the target score of 83% or better  FA2020--(N=27) 93% of students met the target score of 83% or better  SP2021-(N=16) 81% of students met the target score of 83% or better |
| Apply fundamental principles of organizational leadership | CT  SL  RC | **NUR 4108** Leadership project  Includes working with a manager mentor, identifying a practice issue related to Leadership and Management, and writing an evidence-based research paper. This project is further developed in the NUR4604 capstone class and is one of the last courses in the nursing sequence. | Students will achieve a mean score of 83% or greater.  FA2019- (N=16) 50% of students met the target score of 83% or better  SP2020- (N=24) 79% of students met the target score of 83% or better  FA2020-(N=30) 80% of students met the target score of 83% or better  SP2021-(N=35) 77% of students met the target score of 83% or better |
| Demonstrates familiarity with and safe use of client care technologies in various healthcare settings | CT  SL  QR | **NUR 3303** Application of Health Assessment skills. Students choose a geriatric patient and create a plan of care based on the assessment. This course is one of the first courses students take in the program.  **NUR 3608** Application of pharmacogenomics principles and results to the plan of care—Final Paper is used as the benchmark. This course is taken midway through the program. | FA2019- (N=18) 55% of students met the target score of 83% or better. Not Met. Historically in this course students do well overall but do not do well on this assessment. This is often the first course in the sequence and one of the students’ first writing assignments.  SP2020- (N=18) 72% of students met the target score of 83% or better. Not Met.  FA2020- (N=44) 68% of students met the target score 83% or better. Not Met. This course had two sections and was team taught by a new instructor. The final scores were reviewed and there were some grading issues that may have contributed to the low grades on this assignment.  SP2021-(N=46) 61% of students met the target score of 83% or better. 13 students received a score below 67%. This does not reflect the overall grades for the course. 87% of students received a B or better in the course.  FA2019- (N=29) 73% of students met the target score of 83% or better  SP2020- (N=30) 93% of students met the target score of 83% or better  FA2020- (N=23) 100% of students met the target score of 83% or better  SP2021- (N=18) 67% of students met the target score of 83% or better- Not Met |
| Be prepared to deliver nursing care within the context of continually changing healthcare policy, finance, and regulatory environments | RC  WC | **NUR 4203** Health Policy Paper. Students identify an issue in their clinical practice and develop a policy to address the issue. This course is taken midway through the program. | FA2019- (N=19) 95% of students met the target score of 83% or better  SP2020- Instructor is on medical leave and unable to gain access to the course.  FA2020- (N=22) 91% of students met the target score of 83% or better  SP2021-(N=14) 93% of students met the target score of 83% or better |
| Function effectively as an interprofessional team member in the delivery of client care | SL  CT | **NUR 4108**  Planning for direct clinical experience. Evidence-based paper. See above.  **NUR 4508** Planning for direct clinical experience. Public Health assessment paper- Building a Team to Effect Change. Final Paper.  **NUR 4604** Implementation of the final project. See above. | \*See previous scores  FA2019- (N=24) 96% of students met the target score of 83% or better  SP2020- (N=24) 92% of students met the target score of 83% or better  FA2020- (N=27) 93% of students met the target score of 83% or better  SP2021- (N=16) 81% of students met the target score of 83% or better  \*See previous scores |
| Contribute to population-based healthcare and disease prevention strategies for diverse populations | WC  CT  SL  RC | **NUR 4508** Public Health assessment paper of home county, and identification of a problem. Final Paper. See above.  **NUR 3303** Health assessment and careplan paper addresses disease prevention and includes the development of patient education. Final Paper. See above. | FA2019- (N=24) 96% met the target score of 83% or better  SP2020- (N=24) 92% met the target score of 83% or better  FA2020- (N=27) 93% met the target score of 83% or better  SP2021- (N=16) 81% met the target score of 83% or better  \*See previous scores |
| Act in accordance with professional nursing’s inherent values of altruism, autonomy, human dignity, integrity, and social justice | RC | **NUR 3103** Review of ethical principles for nursing practice and application in practice—Final paper.  **NUR 3608** Address ethical considerations in Genetics/genomics testing—Final paper  **NUR 4508** Emphasis on principles of social justice Discussion Board post. | FA2019- (N=28) 90 % of students met the target score of 83% or better  SP2020- (N=26) 85% of students met the target score of 83% or better  FA2020- (N=22) 80% of students met the target score of 83% or better  SP2021- (N=21) 77% of students met the target score of 83% or better  \*See previous scores  FA2019-(N=28) 100% of students met the target score of 83% or better  SP2020- (N=26) 100% of students met the target score of 83% or better  FA2020-(N=22) 100% of students met the target score of 83% or better  SP2021- (N=21) 100% of students met the target score of 83% or better |
| Deliver safe, evidence-based, holistic, and culturally appropriate client care across the lifespan and in various healthcare settings | CT  WC  SL  QR  RC | **NUR 3103** Example of EBP and clinical problem intervention in Final paper  NUR 4508—Focus on public health setting and vulnerable population, cultural competence—Discussion Board posts  **NUR 3608** –Genetics/genomics implications for care—Final paper. See above.  **NUR 4604** Implementation of EBP project from 4108 or 4508 with project report. | FA2019- (N=28) 90% of students met the target score of 83% or better  SP2020- (N=26) 85% of students met the target score of 83% or better  FA2020- (N=22) 80% of students met the target score of 83% or better  SP2021- (N=21) 77% of students met the target score of 83% or better  FA2019- (N=28) 100% of students met the target score of 83% or better  SP2020- (N=26) 100% of students met the target score of 83% or better  FA2020- (N=22) 100% of students met the target score of 83% or better  SP2021- (N=21) 100% of students met the target score of 83% or better  \*See previous scores for this assignment  \*See previous scores for this assignment |

*\*Please reference any University Learning Goal(s) (ULG) that this SLO, if any, may address or assess. C=Critical Thinking, W=Writing & Critical Reading; S=Speaking and Listening; Q=Quantitative reasoning; R=Responsible Citizenship; NA=Not Applicable*

**Improvements and Changes Based on Assessment**

1. Provide a short summary (1-2 paragraphs or bullets) of any curricular actions (revisions, additions, and so on) that were approved over the past four years as a result of reflecting on the student learning outcomes data. Are there any additional future changes, revisions, or interventions proposed or still pending?

2. Please provide a brief description or bulleted list of any improvements observed/measured in student learning over the past four years. Be sure to mention any intervention made that has not yet resulted in student improvement (if applicable).

3. Using the form below, please document annual faculty and committee engagement with the assessment process (such as the review of outcomes data, revisions/updates to assessment plan, and reaffirmation of SLOs).

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| **History of Annual Review** | | |
| **Date of Annual Review** | **Individuals/Groups who Reviewed Plan** | **Results of the Review (i.e., reference proposed changes from #1 above, revised SLOs, etc..)** |
| This review August 2021.  August and January for future reviews | Nursing Council-Assessment Committee review plan.  Instructors complete a course reflection form following each course and these are reviewed by the assessment committee. | No future proposed changes or revisions at this time.  In fall of 2020 course plans were developed for students to follow. Previously, the RN-BSN students were able to sign up for any class in any order. We observed students entering 4000 level writing intensive courses at the begging of their coursework struggling with writing, technological skills, and organizational skills. The full and part-time plans require students to take 3000 level courses first. In these courses there are modules dedicated to transitioning the RN-BSN back into school and into online learning.  The NUR 4604 course was revised in Fall 2020 and Spring 2021 to incorporate an evidence-based practice project and direct patient care hours. Due to the hours required and the size of the project this course was changed to a 16 week course rather than a 7 week course. The student can still complete earlier but this gives the student more time to complete the objectives of the course.  Spring 2021 Course reflections for each course were implemented for each course. This allows the assessment committee to see if students are meeting the target scores and generally how the course went as far as assignments, grades, withdraws, incompletes etc. This allows for a comparison over time to determine any need for changes or faculty development. |
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**Dean Review & Feedback**

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Dean or designee Date

**Academic Affairs – Review & Feedback**

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