

**ASSESSMENT REPORT
2020-2021**

Nursing Undergraduate

B.S.N.
(Degree Level)

Program Mission:

The mission of the Department of Nursing is to prepare quality health care providers through excellence in education, scholarship, and service. This program builds on the strength of the licensed registered nurse and challenges the individuals enrolled in this program to expand their critical thinking for new professional nursing roles, methods of health care delivery and approaches to health care practice issues.

Overall Goal with Student Outcomes Plan

Assessments measure the students' ability to apply critical and reflective thinking skills through several assignments by incorporating evidence based nursing research-based intervention that will prepare them in planning and providing care for individuals, families, communities and populations. The goal is to transition their knowledge and skills from Associate Degree to advanced role through Bachelor's degree nursing education. Courses selected reflect initial, midpoint, and senior level. Most measures used in this outcomes report were found to be applicable to more than one of the SLO's.

#1. Student Learning Outcome: Program Outcome of the Nursing Department to be Measured (SLO 2)

SLO 2. Integrate knowledge of socio-cultural, economic, legal, political and health policy factors that influence health care delivery and practice

NMHU Traits Specifically Linked to Student Learning Outcome (SLO) 2

- Critical and Reflective Thinking
- Effective Use of Technology
- Mastery of Content Knowledge and Skills

Means of Assessment for Student Learning Outcome (SLO) 2:

Specific assignments within a number of courses are used to measure attainment of SLO 2 & NMHU traits listed above. Criterion for success are noted below for each course.

NURS 3400-Advancement in Professional Nursing. Utilizes a “*Reaction Paper*” assignment. Successful completion of the outcome will be demonstrated by at least 80% of the students achieving a minimum score of B (83%) in the assignment.

NURS 3600- Cultural Competencies and Health Care. Utilizes a “*Cultural Assessment Power Point*” project. Successful completion of the outcome will be demonstrated by at least 80% of the students achieving a minimum score of B (83%) in the assignment.

NURS 4310-Community Health Nursing. Utilizes an “*At Risk Analysis*” paper. Successful completion of the outcome will be demonstrated by at least 80% of the students achieving a minimum score of B (83%) in the assignment.

NURS 4510-Seminar on Professional Nursing Leadership. Utilizes a “*Power Point Presentation*” assignment. Successful completion of the outcome will be demonstrated by at least 80% of the students achieving a minimum score of B (83%) in the assignment.

NURS 4520-Nursing Leadership Practicum. Utilizes a “*Quality Improvement Plan*” assignment. Successful completion of the outcome will be demonstrated by at least 80% of the students achieving a minimum score of B (83%) in the assignment.

Sky Factor Benchworks -End of program survey.

SLO-2 Survey measures student satisfaction with attaining outcome “*to what degree did the Nursing Program teach you to: Integrate knowledge of socio-cultural, economic, legal, political and health policy factors that influence health care delivery and practice.*” Successful outcome will be demonstrated with benchmark mean of 5.0 or higher.

Summary of Data: NURS 3400 (Fall 2020 & Spring 2021)

Number of Students Meeting Criterion:	34	Number of Students Not Meeting Criterion:	0
Total Number of Students	34	Percent of Students Meeting Criterion:	100%

Summary of Data: NURS 3600 (Fall 2020)

Number of Students Meeting Criterion:	52	Number of Students Not Meeting Criterion:	0
Total Number of Students	52	Percent of Students Meeting Criterion:	100%

Summary of Data: NURS 4310 (Spring 2021)

Number of Students Meeting Criterion:	29	Number of Students Not Meeting Criterion:	9
Total Number of Students	38	Percent of Students Meeting Criterion:	76.3%

Summary of Data: NURS 4510 (Fall 2020)

Number of Students Meeting Criterion:	46	Number of Students Not Meeting Criterion:	3
Total Number of Students	49	Percent of Students Meeting Criterion:	93.8%

Summary of Data: NURS 4520 (Fall 2020)

Number of Students Meeting Criterion:	35	Number of Students Not Meeting Criterion:	6
Total Number of Students	41	Percent of Students Meeting Criterion:	85.3%

Summary of Outcome 1 data associated with Nursing Program SLO 2

Number of Students Meeting Criterion:	196	Number of Students Not Meeting Criterion:	18
Total Number of Students	214	Percent of Students Meeting Criterion:	91.5

Summary of Sky factor measure for SLO 2 Assessed:

% Responses = 0.00%
N = 5
Mean = 0
Std Dev = 0

Did not meet criterion as only had N=5 and students either did not respond to the question or there was a technical error with Sky Factor reporting.

Interpretation of Results for Outcome 1:

Summary of outcome reflects **91.5%** met or exceeded minimum criteria. Criteria met for all selected nursing courses as related to ***SLO 2. Integrate knowledge of socio-cultural, economic, legal, political and health policy factors that influence health care delivery and practice.***

Overall, the majority of students were able to demonstrate critical thinking/reflective thinking by utilizing technology in searching data bases of professional nursing research literature. Assignments were completed and uploaded into Brightspace dropbox for faculty evaluation. Generally, students who did not meet minimal passing criteria either did not follow assignment guidelines, did not complete the required assignment or turned it in late, thus receiving 5% per day late deduction. Faculty strive to assist students with reminders of deadlines, advisement, allowing submission of draft assignments, etc.

#2. Student Learning Outcome: Program Outcome of the Nursing Department to be Measured (SLO 4)

SLO 4: Incorporate leadership skills to enhance health of individuals, families & communities.

NMHU Traits Specifically Linked to Student Learning Outcome 4:

- Mastery of Content Knowledge and Skills
- Effective Communication Skills
- Effective Use of Technology
- Critical and Reflective Thinking Skills

Means of Assessment for Student Learning Outcome SLO) #4:

Specific assignments within a number of courses are used to measure attainment of SLO 4 & NMHU traits listed above. Criterion for success are noted below for each course. Note: Same measure were used for SLO 4 as for SLO 2.

NMNC 3400-*Advancement of Professional Nursing.* Utilizes a “*Reaction Paper*” assignment. Successful completion of the outcome will be demonstrated by at least 80% of the students achieving a minimum score of B (83%) in the assignment.

NURS 3600- *Cultural Competencies and Health Care.* Utilizes a “*Cultural Assessment Power Point*” project. Successful completion of the outcome will be demonstrated by at least 80% of the students achieving a minimum score of B (83%) in the assignment.

NMNC 4310-*Community Health Nursing.* Utilizes an “*At Risk Analysis*” paper. Successful completion of the outcome will be demonstrated by at least 80% of the students achieving a minimum score of B (83%) in the assignment.

NMNC 4510-*Seminar on Professional Nursing Leadership.* Utilizes a “*Power Point Presentation*” assignment. Successful completion of the outcome will be demonstrated by at least 80% of the students achieving a minimum score of B (83%) in the assignment.

NMNC 4520-*Nursing Leadership Practicum.* Utilizes a “*Quality Improvement Plan*” assignment. Successful completion of the outcome will be demonstrated by at least 80% of the students achieving a minimum score of B (83%) in the assignment.

Sky Factor Benchworks -End of program survey.

SLO-4 Survey measures student satisfaction with attaining *outcome “to what degree did the Nursing Program teach you to: Incorporate leadership skills to enhance health of individuals, families, and communities.”* Successful outcome will be demonstrated with benchmark mean of 5.0 or higher.

Summary of Data: NMNC 3400 (Fall 2020 & Spring 2021)

Number of Students Meeting Criterion:	34	Number of Students Not Meeting Criterion:	0
Total Number of Students	34	Percent of Students Meeting Criterion:	100%

Summary of Data: NURS 3600 (Fall 2020)

Number of Students Meeting Criterion:	52	Number of Students Not Meeting Criterion:	0
Total Number of Students	52	Percent of Students Meeting Criterion:	100%

Summary of Data: NMNC 4310 (Spring 2021)

Number of Students Meeting Criterion:	29	Number of Students Not Meeting Criterion:	7
Total Number of Students	38	Percent of Students Meeting Criterion:	76.3%

Summary of Data: NMNC 4510 (Fall 2020)

Number of Students Meeting Criterion:	46	Number of Students Not Meeting Criterion:	3
Total Number of Students	49	Percent of Students Meeting Criterion:	93.8%

Summary of Data: NMNC 4520 (Fall 2020)

Number of Students Meeting Criterion:	35	Number of Students Not Meeting Criterion:	76
Total Number of Students	41	Percent of Students Meeting Criterion:	85.3%

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Summary of Outcome 2 Data associated with Nursing Program SLO 4

Number of Students Meeting Criterion:	196	Number of Students Not Meeting Criterion:	18
Total Number of Students	214	Percent of Students Meeting Criterion:	91.5%

Summary of Sky Factor measure for SLO 4

% Responses = 75.0%
N = 5
Mean = 6.33
Std Dev = 1.11

Sky Factor criterion for SLO 4 met with Mean >5.0; however, N=5 is an extremely small number of students completing the survey.

Interpretation of Results for Student Learning Outcome 4:

Summary of outcome reflects **91.5%** met or exceeded minimum criteria. Criteria met for all selected nursing courses as related to **SLO 4: *Incorporate leadership skills to enhance health of individuals, families & communities.***

Overall, the majority of students were able to demonstrate principles of leadership skills through all courses for which this outcome was measured. NMHU threads for critical/reflective thinking, mastery of content knowledge and effective communication skills demonstrated in specific assignments utilizing online technology in searching data bases of professional nursing research literature. Assignments were completed and uploaded into Brightspace dropbox for faculty evaluation. Generally, students who did not meet minimal passing criteria either did not follow assignment guidelines, did not complete the required assignment or turned it in late, thus receiving 5% per day late deduction. Faculty strive to assist students with reminders of deadlines, advisement, allowing submission of draft assignments, etc.

Students who did not meet the criteria generally did not complete all assignments and or did not follow paper guidelines, leaving some paper required content incomplete. Faculty strive to assist students with reminders of deadlines, advisement, allowing submission of draft assignments, etc.

#3. Student Learning Outcome: Program Outcome of the Nursing Department to be Measured (SLO 6)

SLO 6. Apply information literacy and health care technology to address the needs of patients, organizations, and health care delivery systems.

NMHU Traits Specifically Linked to Student Learning Outcome 6

- Mastery of Content Knowledge and Skills
- Effective Use of Technology
- Critical and Reflective Thinking Skills

Means of Assessment for Student Learning Outcome (SLO) 6:

Specific assignments within a number of courses are used to measure attainment of SLO 6 & NMHU traits listed above. Criterion for success are noted below for each course.

NMNC 3100-RN-BSN Bridge Course. Utilizes a “getting to know you” discussion assignment. Successful completion of the outcome will be demonstrated by 100% of students completing the discussion assignment.

NMNC 3400-Advancement of Professional Nursing. Utilizes a “*Reaction Paper*” assignment. Successful completion of the outcome will be demonstrated by at least 80% of the students achieving a minimum score of B (83%) in the assignment.

NMNC 3600- Cultural Competencies and Health Care. Utilizes a “*Cultural Assessment Power Point*” project. Successful completion of the outcome will be demonstrated by at least 80% of the students achieving a minimum score of B (83%) in the assignment.

NMNC 4310-Community Health Nursing. Utilizes an “*At Risk Analysis*” paper. Successful completion of the outcome will be demonstrated by at least 80% of the students achieving a minimum score of B (83%) in the assignment.

NMNC 4510-Seminar on Professional Nursing Leadership. Utilizes a “*Power Point Presentation*” assignment. Successful completion of the outcome will be demonstrated by at least 80% of the students achieving a minimum score of B (83%) in the assignment.

NMNC 4520-Nursing Leadership Practicum. Utilizes a “*Quality Improvement Plan*” assignment. Successful completion of the outcome will be demonstrated by at least 80% of the students achieving a minimum score of B (83%) in the assignment.

Sky Factor Benchworks -End of program survey.

SLO-6 Survey measures student satisfaction with attaining outcome “*how satisfied are you with the university's online system of Desire2Learn*”. Successful outcome will be demonstrated with benchmark mean of 5.0 or higher.

Summary of Data: NMNC 3100 (Fall 2020 & Spring 2021)

Number of Students Meeting Criterion:	49	Number of Students Not Meeting Criterion:	0
Total Number of Students	49	Percent of Students Meeting Criterion:	100%

Summary of Data: NMNC 3400 (Fall 2020 & Spring 2021)

Number of Students Meeting Criterion:	34	Number of Students Not Meeting Criterion:	0
Total Number of Students	34	Percent of Students Meeting Criterion:	100%

Summary of Data: NMNC 3600 (Fall 2020)

Number of Students Meeting Criterion:	52	Number of Students Not Meeting Criterion:	0
Total Number of Students	52	Percent of Students Meeting Criterion:	100%

Summary of Data: NMNC 4310 (Spring 2021)

Number of Students Meeting Criterion:	29	Number of Students Not Meeting Criterion:	7
Total Number of Students	38	Percent of Students Meeting Criterion:	76.3%

Summary of Data: NMNC 4510 (Fall 2020)

Number of Students Meeting Criterion:	46	Number of Students Not Meeting Criterion:	3
Total Number of Students	49	Percent of Students Meeting Criterion:	93.8%

Summary of Data: NMNC 4520 (Fall 2020)

Number of Students Meeting Criterion:	35	Number of Students Not Meeting Criterion:	6
Total Number of Students	41	Percent of Students Meeting Criterion:	85.3%

Summary of Outcome 3 Data associated with Nursing Program SLO 6

Number of Students Meeting Criterion:	245	Number of Students Not Meeting Criterion:	18
Total Number of Students	263	Percent of Students Meeting Criterion:	93.1%

Summary of SkyFactor measure for SLO 6

<i>% Responses = 75.00%</i>
<i>N = 6</i>
<i>Mean = 6.17</i>
<i>Std Dev = 0.69</i>

Sky Factor criterion for SLO 6 met with Mean >5.0; however, N=5 is an extremely small number of students completing the survey.

Interpretation of Results for Outcome 3:

Criteria met for all selected nursing courses. Summary of outcome reflects **93.1%** met or exceeded minimum criteria. Criteria met for all selected nursing courses as related to Criteria met for all selected nursing courses as related to **SLO 6. *Apply information literacy and health care technology to address the needs of patients, organizations, and health care delivery systems.***

Overall, the majority of students were able to apply information literacy and health care technology principles through all courses for which this outcome was measured. NMHU threads for critical/reflective thinking, mastery of content knowledge and effective technology skills demonstrated in specific assignments utilizing online technology in searching data bases of professional nursing research literature. Assignments were completed and uploaded into Brightspace dropbox for faculty evaluation. Generally, students who did not meet minimal passing criteria either did not follow assignment guidelines, did not complete the required assignment or turned it in late, thus receiving 5% per day late deduction. Faculty strive to assist students with reminders of deadlines, advisement, allowing submission of draft assignments, etc.

Utilization of Results:

- 1.) The nursing program has utilized prior years' assessment data and end of course evaluations for curriculum revisions accordingly.
- 2.) Assessment data also revealed that students who do not meet the minimal criteria of course grade "B" in the area of "mastery of content knowledge and skills" demonstrated a pattern of not completing all course assignments, did not follow assignment guidelines/grading rubrics or consistently submitted them late. The department has a 5% per day deduction for late assignments. In communicating with students, commonly they report having taken on too much by attempting more than one course per 8 week session along with work/family responsibilities. Staying on task has been particularly challenging during pandemic.
- 3.) Faculty are committed to continue assisting students with learning opportunities for applying evidence based literature and current practice concepts they can utilize in their work settings.
Outcomes
- 4.) Faculty utilize NMHU early alert process and internally assure students who are not performing well are contacted by faculty and director, chair, or program recruiter.

- 5.) Assessment data results will be reviewed by the faculty with emphasis on assuring assessment measures reflect SLO's & NMHU traits.

Changes to Program Based on Results:

- 1.) NURS 3100 was developed to provide students upon entry to the program with detailed instruction on navigating through Brightspace, review of APA and guidelines to enhance writing skills. This addresses the NMHU trait of "Use of Technology."
- 2.) The department has fully converted the nursing program to asynchronous online 8 week sessions to best meet the learning needs/work demands of our working nursing student population. Students have more options as to number of courses, sequence, and time it takes to complete the program.

Retention Strategies:

- 1.) The nursing program initiated conversion from 16 to 8-week offerings for some courses during the 2017-2018 year. Presently we offer all nursing courses on 8 week sessions effective 2018-2019 academic year, with sequencing of courses such that a number of courses are offered more frequently. This allows students more flexibility regarding scheduling their classes and completing the program at their desired pace. A number of students will take one course each 8 weeks and are successful in completing courses while maintaining work/family demands.
- 2.) Faculty offer advisement for students within their scheduled courses; most courses are taught by full-time faculty with minimal adjunct faculty. This has improved response time in communicating with students as well as ongoing advisement. Flexibility in times/format of advisement via phone, in-person, email and zoom promotes availability for students needing tutoring/advisement.
- 3.) Faculty continue to utilize NMHU early alert system and advise students regarding number of courses and sequencing to promote student retention.

Upcoming curriculum changes not related to Outcomes Data.

- 1.) Align nursing program with New Mexico Nursing Education Consortium (NMNEC), thus facilitating seamless entry to NMHU RN-BSN program for students in ADN programs participating in NMNEC.
- 2.) Reduce credit hours of current nursing curriculum that has heavy theory/practicum emphasis and allow for offering of nursing electives.
- 3.) Specific Courses in the NMHU RN-BSN program will be modified to meet the needs of the NMHU MSN student for possible inclusion for credit. Faculty will follow the steps necessary to provide the academic content necessary when/if the MSN/FNP to DNP program is approved by all entities and after approval from the NMHU Academic Affairs Committee.

MSN/FNP to DNP Program (2020-2021)

- 1.) The NMHU RN-BSN will continue to develop and implement an MSN/FNP to DNP pathway track within the 2020-2021 timeframe.

- 2.) The MSN/FNP Program has the support of NMHU's University President along with the Provost.
- 3.) Plans are underway to work with another State University to pool resources, faculty and funding and Eastern University has been contacted. Currently, an MOU drafted by Eastern University is under consideration and will be discussed this fall. Western University is also a possibility and should the MOU with Eastern fall through, Western University will be contacted regarding partnering. The University of New Mexico (UNM) was also contacted late in 2021 and representatives from both institutions will be meeting early in 2022 to review NMHU's program and the prospect of perhaps sharing resources.
- 4.) Financing and funding have been received by the State to implement the program and future funding has also been requested.
- 5.) Developing and implementing the MSN/FNP to DNP program remains a work in progress continuing in the Spring of 2022 and includes the hiring of new faculty, and completing all the goals, curricula, set forth in the Proposal.
- 6.) After presenting and obtaining the various approvals involved in this process, the State of New Mexico Board of Regents will also be contacted for final approval to implement the program at NMHU.