

## **ASSESSMENT REPORT 2022-2023**

### **Program Mission:**

The mission of the Department of Nursing is to prepare quality nurses 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 2021, 2022 & Spring 2022, 2023)**

Number of Students Meeting Criterion:	65	Number of Students Not Meeting Criterion:	5
Total Number of Students	70	Percent of Students Meeting Criterion:	92.8%

**Summary of Data: NURS 3600 (Fall 2022)**

Number of Students Meeting Criterion:	35	Number of Students Not Meeting Criterion:	0
Total Number of Students	35	Percent of Students Meeting Criterion:	100%

**Summary of Data: NURS 4310 (Spring 2023)**

Number of Students Meeting Criterion:	35	Number of Students Not Meeting Criterion:	0
Total Number of Students	35	Percent of Students Meeting Criterion:	100%

2020-2021

**Summary of Data: NURS 4510 (Fall 2021 & 2022)**

Number of Students Meeting Criterion:	42	Number of Students Not Meeting Criterion:	3
Total Number of Students	45	Percent of Students Meeting Criterion:	93.3%

**Summary of Data: NURS 4520 (Fall 2022)**

Number of Students Meeting Criterion:	27	Number of Students Not Meeting Criterion:	3
Total Number of Students	30	Percent of Students Meeting Criterion:	90%

**Summary of Outcome 1 data associated with Nursing Program SLO 2**

Number of Students Meeting Criterion:	204	Number of Students Not Meeting Criterion:	11
Total Number of Students	215	Percent of Students Meeting Criterion:	94.8

**Summary of Sky factor measure for SLO 2 Assessed:**

N = 11
Mean = 6.91

**While the mean score was above the set benchmark, the data has limited implications due to N=11. Very few students engaged with this survey.**

### **Interpretation of Results for Outcome 1:**

Summary of outcome reflects **94.8%** 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 complete the assignment and had other coursework that remained unfinished at the end of the semester. 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.

**NURS 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.

**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-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: NURS 3400 (Fall 2021, 2022 & Spring 2022, 2023)**

Number of Students Meeting Criterion:	65	Number of Students Not Meeting Criterion:	5
Total Number of Students	70	Percent of Students Meeting Criterion:	92.8%

**Summary of Data: NURS 3600 (Fall 2022)**

Number of Students Meeting Criterion:	35	Number of Students Not Meeting Criterion:	0
Total Number of Students	35	Percent of Students Meeting Criterion:	100%

**Summary of Data: NURS 4310 (Spring 2023)**

Number of Students Meeting Criterion:	35	Number of Students Not Meeting Criterion:	0
Total Number of Students	35	Percent of Students Meeting Criterion:	100%

**Summary of Data: NURS 4510 (Fall 2021 & 2022)**

Number of Students Meeting Criterion:	42	Number of Students Not Meeting Criterion:	3
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Total Number of Students	45	Percent of Students Meeting Criterion:	93.3%
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**Summary of Data: NURS 4520 (Fall 2022)**

Number of Students Meeting Criterion:	27	Number of Students Not Meeting Criterion:	3
Total Number of Students	30	Percent of Students Meeting Criterion:	90%

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**Summary of Outcome 2 Data associated with Nursing Program SLO 4**

Number of Students Meeting Criterion:	204	Number of Students Not Meeting Criterion:	11
Total Number of Students	215	Percent of Students Meeting Criterion:	94.8%

2021-2022

**Summary of Sky Factor measure for SLO 4**

N = 11
Mean = 6.73

**Sky Factor criterion for SLO 4 met with Mean >5.0; however, N=11 is an extremely small number of students completing the survey. Of note, this is an increase in both score and number of students responding to the survey from the previous year.**

**Interpretation of Results for Student Learning Outcome 4:**

Summary of outcome reflects **94.8%** 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 developing opinions regarding healthcare leadership issues and articulating findings in an online format. 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.

### **#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.

**NURS 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.

**NURS 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.

**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-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: NURS 3100 (Fall 2021 & Spring 2022)**

Number of Students Meeting Criterion:	81	Number of Students Not Meeting Criterion:	10
Total Number of Students	91	Percent of Students Meeting Criterion:	89%

**Summary of Data: NURS 3400 (Fall 2021, 2022 & Spring 2022, 2023)**

Number of Students Meeting Criterion:	65	Number of Students Not Meeting Criterion:	5
Total Number of Students	70	Percent of Students Meeting Criterion:	92.8%

**Summary of Data: NURS 3600 (Fall 2022)**

Number of Students Meeting Criterion:	35	Number of Students Not Meeting Criterion:	0
Total Number of Students	35	Percent of Students Meeting Criterion:	100%

**Summary of Data: NURS 4310 (Spring 2023)**

Number of Students Meeting Criterion:	35	Number of Students Not Meeting Criterion:	0
Total Number of Students	35	Percent of Students Meeting Criterion:	100%

**Summary of Data: NURS 4510 (Fall 2021 & 2022)**



Number of Students Meeting Criterion:	42	Number of Students Not Meeting Criterion:	3
Total Number of Students	45	Percent of Students Meeting Criterion:	93.3%

**Summary of Data: NURS 4520 (Fall 2022)**

Number of Students Meeting Criterion:	27	Number of Students Not Meeting Criterion:	3
Total Number of Students	30	Percent of Students Meeting Criterion:	90%

**Summary of Outcome 3 Data associated with Nursing Program SLO 6**

Number of Students Meeting Criterion:	285	Number of Students Not Meeting Criterion:	21
Total Number of Students	306	Percent of Students Meeting Criterion:	93.1%

2021-2022

**Summary of SkyFactor measure for SLO 6**

<i>N = 11</i>
<i>Mean = 6.27</i>

**Sky Factor criterion for SLO 6 met with Mean >5.0; however, N=11 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 information literacy, critical appraisal and information evaluation. 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.) Assessment data 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. This theme is recurrent from the department’s last outcome report.
- 2.) 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 related to evidence based practice and information literacy are prevalent in the revised Essentials for Baccalaureate Nursing Education stipulated by the department’s accrediting body. Faculty considered this in determining the appropriate measures to assess student learning outcomes.
- 3.) 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) Action: To try to encourage completion of courses, the BSN advisor/recruiter has now been invited to all department meetings to provide updates on student issues and to help faculty with students who may be non-participatory in courses. Faculty are hopeful that closer partnership with advising will promote improved outcomes.
- 2) While the current measures are robust, the assignments used for outcome assessment will be revised with the revision of the nursing program curriculum. The assessment of capstone and practicum experiences will be included to better represent the application of evidence based practice and information literacy and to satisfy the requirements of the department’s accrediting body.

### **Retention Strategies:**

- 1.) Faculty partner with the BSN advisor/recruiter to reach out to students who are not responding in courses. 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.

- 2.) Faculty offer advisement for students within their scheduled courses. Flexibility is offered in times/format of advisement via phone, in-person, email and zoom and promotes availability for students needing tutoring/advisement.
- 3.) Students are encouraged to reach out to faculty early and often with any challenges they encounter with completing the course. As a department, the faculty agree that practicing patience, kindness and flexibility are paramount to student success.
- 4.) Whenever feasible, the department has sought to add sections to accommodate enrollment and avoid students waiting for courses to be offered. This has led the hire of a number of committed part-time faculty who have allowed the department to accommodate a recent growth in BSN enrollment.

### **Upcoming curriculum changes not related to Outcomes Data.**

- 1.) Align nursing program with Commission for Collegiate Nursing Education's (CCNE) revised "New Essentials" for baccalaureate nursing education. This was consider a major revision and required faculty to review and level curriculum across all courses. The department will bring these changes forward to Academic Affairs in Fall 2023.
- 2.) The revision of the curriculum will come with the introduction of practicum credits, as stipulated by CCNE. The addition of a capstone experience will allow for compliance with accreditation standards and experiential learning opportunities for students.

### **MSN/FNP and DNP Programs(2022-2023)**

- 1.) The MSN/FNP Program welcomed it's first cohort in June 2023.
- 2.) NMHU won approval for the Doctor of Nursing Practice at the Graduate Dean's Council in August 2023. Work to continue advancing the development of this degree program is ongoing.
- 3.) Financing and funding have been received by the State to implement the program and future funding has also been requested.