Nursing Department

A. Department Evaluation Report

1. What was the department’s major assessment accomplishment this year?
   a. The major accomplishment of the department was the implementation of the RN to BSN online degree in August 2014. All faculty participated in the development of the degree during the 2013-14 AY but also in the development of the online nursing courses during the spring of 2014. This was in addition to other department duties. Development of courses was a major accomplishment since none of the faculty had developed courses prior to this. This was a huge task with a total of six faculty members but also a rewarding learning opportunity.
   b. The faculty began teaching courses in the RN to BSN in August 2014.
   c. Pass rates for the Class of December 2013 were 100% (Columbia). No class at the lake.
   d. Pass rates for the NCLEX-RN licensure examination of the Class of May 2014 were 100% (Columbia) and 100% (Lake). This was the first year both campuses had 100% pass rates at the same time for the same period. With the increasing difficulty of the NCLEX-RN licensure examination and declining pass rates at both the state and national level, the faculty were pleased to see that curriculum revisions in 2009 continue to allow students to successfully enter practice on the first time testing.

2. How did this accomplishment impact the department assessment goals?
   a. The addition of the RN to BSN program included additional assessment measures to the department. Since this degree is post licensure, the focus was on course assessment with implementation of a pre-test/post-test for program assessment.
   b. Teaching online courses has been a wonderful opportunity to further develop our web-enhanced courses in the ASN program as well as new opportunities for faculty use of technology.
   c. Pass rates are high but faculty recognize that continual evaluation of national testing changes and topics are imperative to continue high pre-licensure pass rates.

3. How did this accomplishment impact the course assessment goals?
   a. Some course changes in assessment may occur as we fine tune our measures and tools in assessment (rather than relying on national test scores). Overall, the faculty is happy with our assessment program and plan.

4. How was this accomplishment related to last year’s assessment?
a. Last year’s assessment was being developed for courses within the ASN degree. The faculty were focusing on forms and process rather than assessment of the courses in the nursing sequence. This year, the course assessments are in place and will provide additional data on course rigor and teaching interventions.
b. The College was more organized in gathering assessment data in a similar fashion across departments. However, this led to many changes and revision to processes and forms that took valuable time from actual assessment. This was frustrating to faculty.

5. **How will this accomplishment relate to next year’s assessment?**

a. The department will provide better documentation of how we evaluate and adapt our courses. Faculty have been continually assessing courses but capturing the changes they have made has fallen under “academic freedom” and is less measureable. This process will trend and document specific course changes and their effectiveness.
b. The faculty is hopeful that the College assessment process has settled into a pattern with fewer changes.
c. RN to BSN’s first course assessment period will be complete. It will be interesting to know what opportunity for improvement will be determined. Program assessment evaluation may not present itself this year due to no students having completed the degree program.
d. The BSN in-seat is being developed and assessment will be developed with those courses. The BSN in-seat program will open August 2016.

6. **Reflecting upon your accomplishments, how would you improve the assessment process?**

a. Rubrics need to be developed for the ASN program. Although they are used; they are not as specific as they could be. RN to BSN program rubrics have been developed.
b. Rubrics need to be placed into D2L for grading in the ASN degree.
c. A faculty in-service on use of grading with rubrics in D2L (include originality) would be helpful.
d. Continue to keep ASN pass rates high with careful attention to national nursing education changes and trends.
e. Program outcomes are good and validate faculty impressions of the program.
f. Consistent faculty has led to good outcomes.
g. Nursing accreditation is being sought for both nursing programs.

7. **What is working well and should not change?**

a. Highly qualified faculty.
b. Need to recruit more qualified faculty to allow cross-training for new programs.
c. Quality student outcomes-licensure and demand for our graduates by healthcare agencies.
d. Departments that are functioning at a high level in assessment should be allowed to maintain their processes. College departments that do not should adapt rather than changing all departments.

8. **What was the department’s major assessment hurdle this year?**

   a. Workload: RN to BSN degree developed, online courses developed, and BSN degree planning made this year very busy. Adding new forms and having to reformat outcomes (program and course) made this a confusing assessment process.

9. **How did this hurdle impact the department assessment goals?**

   a. The hurdles did not affect the assessment process. Faculty frustration led to a department assessment person being named to assure consistency in what was submitted to the Assessment Office.

10. **How did this hurdle impact the course assessment goals?**

    a. The hurdles did not affect the Assessment process or outcomes. Consistency was maintained.

11. **How was this hurdle related to last year’s assessment?**

    a. RN to BSN added a new assessment level to the department assessment process.

12. **How will this hurdle be addressed in next year’s assessment?**

    a. Next year we will be adding a new assessment process-BSN in-seat.
    b. We will need to assess the number of program outcomes next year for nursing degrees that must be measured and reported. This determination will require alignment with accreditation standards.

13. **Reflecting upon the hurdles you faced, how would you improve your assessment process?**

    a. The process we improved upon will be maintained. Having a point person for assessment has made the faculty more involved in the assessment process. It has helped the Director to communicate with the faculty and maintain SharePoint®.
    b. The faculty will consider reducing the number of program outcomes in all nursing programs. Specifically, we will examine the impact that reducing the program outcomes will have on accreditation.
B. Department MFT Results

Not Applicable