

Northwestern State University
College of Nursing and Allied Health

**RN to BSN Program Outcomes/Student Learning Outcomes
Calendar Year 2016**

RN BSN Student Learning Outcomes	Assessment Method	Expected Outcomes	Actual Outcomes/Judgment/Action																																			
1. Integrate theory from nursing, the arts, humanities, and sciences to provide culturally sensitive care in the global community.	Skyfactor Benchworks Assessments (SBA): To what degree did the Nursing Program teach you to: Provide culturally competent care	Equal or greater than mean of the schools in the Carnegie Classification.	<p>Trending:</p> <table border="1" data-bbox="1262 444 1812 660"> <thead> <tr> <th>SBA</th> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td></td> <td>N = 42</td> <td>N = 58</td> <td>N=76</td> <td></td> </tr> <tr> <td>NSU*</td> <td></td> <td></td> <td>Q079</td> <td></td> </tr> <tr> <td></td> <td>6.05</td> <td>6.14</td> <td>6.28</td> <td></td> </tr> <tr> <td>Carnegie*</td> <td>5.96</td> <td>5.91</td> <td>5.92</td> <td></td> </tr> </tbody> </table> <p>*Mean scores</p> <p>Judgment: 2016 Outcome Met</p> <p>Action/Strategies: Maintain current practice; continue to administer SBA and evaluate outcomes.</p>						SBA	2014	2015	2016	2017		N = 42	N = 58	N=76		NSU*			Q079			6.05	6.14	6.28		Carnegie*	5.96	5.91	5.92						
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	Home Visit Assignment completed in NURB 4191	75% of students will score at least 80% on the Home Visit Assignment	<table border="1" data-bbox="1262 878 1959 1219"> <thead> <tr> <th>Home Visit</th> <th>2012</th> <th>2013</th> <th>2014</th> <th>2015</th> <th>2016</th> </tr> </thead> <tbody> <tr> <td>Spring</td> <td>100% (2/2)</td> <td>*</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Summer</td> <td>95% (57/60)</td> <td>90% (28/31)</td> <td>85% (33/39)</td> <td>76% (28/37)</td> <td>94% 33/35</td> </tr> <tr> <td>Fall</td> <td>94% (15/16)</td> <td>89% (25/28)</td> <td>97% (32/33)</td> <td>95% (40/42)</td> <td>100% 29/29</td> </tr> <tr> <td>Annual Total</td> <td>95% (74/78)</td> <td>90% (53/59)</td> <td>90% (65/72)</td> <td>86% (68/79)</td> <td>97% 62/64</td> </tr> </tbody> </table> <p>*not offered in spring semester beginning 2013</p> <p>Judgment: Summer 2016 outcome Met. Fall outcome met. 2016 Annual Outcome met.</p> <p>Action/Strategies: Continue to assigned consistent faculty with course and provided new faculty with a senior mentor for orientation to course. Maintained consistency with course load</p>						Home Visit	2012	2013	2014	2015	2016	Spring	100% (2/2)	*				Summer	95% (57/60)	90% (28/31)	85% (33/39)	76% (28/37)	94% 33/35	Fall	94% (15/16)	89% (25/28)	97% (32/33)	95% (40/42)	100% 29/29	Annual Total	95% (74/78)	90% (53/59)	90% (65/72)	86% (68/79)	97% 62/64
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2. Apply the nursing process using critical thinking, communication, assessment, and technical skills.	SBA “Apply the nursing process using critical thinking, communication, assessment, and technical skills.”	80% of graduates will respond either “Very Prepared” or “Prepared”.	<p>and assignments. Continue the Home visit and the community assessment assignments.</p> <p>Trending:</p> <table border="1" data-bbox="1262 318 1843 824"> <thead> <tr> <th data-bbox="1262 318 1415 358">SBA</th> <th data-bbox="1415 318 1528 358">2014</th> <th data-bbox="1528 318 1642 358">2015</th> <th data-bbox="1642 318 1755 358">2016</th> <th data-bbox="1755 318 1843 358">2017</th> </tr> </thead> <tbody> <tr> <td data-bbox="1262 358 1415 399"></td> <td data-bbox="1415 358 1528 399">N = 42</td> <td data-bbox="1528 358 1642 399">N = 56</td> <td data-bbox="1642 358 1755 399">N=55</td> <td data-bbox="1755 358 1843 399"></td> </tr> <tr> <td data-bbox="1262 399 1415 540">Very Prepared</td> <td data-bbox="1415 399 1528 540">67% (28/42)</td> <td data-bbox="1528 399 1642 540">62.5% (35/56)</td> <td data-bbox="1642 399 1755 540">70.9% (39/55)</td> <td data-bbox="1755 399 1843 540"></td> </tr> <tr> <td data-bbox="1262 540 1415 607">Prepared</td> <td data-bbox="1415 540 1528 607">31% (13/42)</td> <td data-bbox="1528 540 1642 607">35.7% (20/56)</td> <td data-bbox="1642 540 1755 607">27.3% (15/55)</td> <td data-bbox="1755 540 1843 607"></td> </tr> <tr> <td data-bbox="1262 607 1415 682">Somewhat Prepared</td> <td data-bbox="1415 607 1528 682">2.4% (1/42)</td> <td data-bbox="1528 607 1642 682">1.8% (1/56)</td> <td data-bbox="1642 607 1755 682">1.8% 1/55</td> <td data-bbox="1755 607 1843 682"></td> </tr> <tr> <td data-bbox="1262 682 1415 756">Not Prepared</td> <td data-bbox="1415 682 1528 756">0</td> <td data-bbox="1528 682 1642 756">0</td> <td data-bbox="1642 682 1755 756">0</td> <td data-bbox="1755 682 1843 756"></td> </tr> <tr> <td data-bbox="1262 756 1415 824">Total Prepared</td> <td data-bbox="1415 756 1528 824">98% (41/42)</td> <td data-bbox="1528 756 1642 824">98.2% (55/56)</td> <td data-bbox="1642 756 1755 824">98.2% (54/55)</td> <td data-bbox="1755 756 1843 824"></td> </tr> </tbody> </table> <p data-bbox="1262 833 1398 857">*Mean scores</p> <p data-bbox="1262 899 1919 930">Judgment: Outcome Met for years 2014 through 2016</p> <p data-bbox="1262 972 1982 1036">Action/Strategies: Continue to administer SBA and evaluate outcomes.</p>	SBA	2014	2015	2016	2017		N = 42	N = 56	N=55		Very Prepared	67% (28/42)	62.5% (35/56)	70.9% (39/55)		Prepared	31% (13/42)	35.7% (20/56)	27.3% (15/55)		Somewhat Prepared	2.4% (1/42)	1.8% (1/56)	1.8% 1/55		Not Prepared	0	0	0		Total Prepared	98% (41/42)	98.2% (55/56)	98.2% (54/55)	
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	The RN to BSN Employer Survey, item 2 which states: Please check the column that best describes your estimation of our RN to BSN graduates. Choices include Excellent (4 points), Good (3 points), Fair (2 points) and Poor (1 point): “Apply the nursing process using critical thinking, communication, assessment, and technical skills.”	Rating Average 3.0 or greater on Item 2 of the Employer Survey	<table border="1" data-bbox="1262 1040 1812 1398"> <thead> <tr> <th data-bbox="1262 1040 1415 1149">Employer survey: Item 2</th> <th data-bbox="1415 1040 1528 1149">2014</th> <th data-bbox="1528 1040 1642 1149">2015</th> <th data-bbox="1642 1040 1755 1149">2016</th> <th data-bbox="1755 1040 1812 1149">2017</th> </tr> </thead> <tbody> <tr> <td data-bbox="1262 1149 1415 1190">Spring</td> <td data-bbox="1415 1149 1528 1190">3.75</td> <td data-bbox="1528 1149 1642 1190">3.81</td> <td data-bbox="1642 1149 1755 1190">3.76</td> <td data-bbox="1755 1149 1812 1190"></td> </tr> <tr> <td data-bbox="1262 1190 1415 1295">N = / (Response rate)</td> <td data-bbox="1415 1190 1528 1295">16/35 48%</td> <td data-bbox="1528 1190 1642 1295">26/47 55%</td> <td data-bbox="1642 1190 1755 1295">23/60 38%</td> <td data-bbox="1755 1190 1812 1295"></td> </tr> <tr> <td data-bbox="1262 1295 1415 1336">Fall</td> <td data-bbox="1415 1295 1528 1336">4.0</td> <td data-bbox="1528 1295 1642 1336">3.5</td> <td data-bbox="1642 1295 1755 1336">3.6</td> <td data-bbox="1755 1295 1812 1336"></td> </tr> <tr> <td data-bbox="1262 1336 1415 1398"></td> <td data-bbox="1415 1336 1528 1398"></td> <td data-bbox="1528 1336 1642 1398"></td> <td data-bbox="1642 1336 1755 1398">Fall Q3</td> <td data-bbox="1755 1336 1812 1398"></td> </tr> </tbody> </table>	Employer survey: Item 2	2014	2015	2016	2017	Spring	3.75	3.81	3.76		N = / (Response rate)	16/35 48%	26/47 55%	23/60 38%		Fall	4.0	3.5	3.6					Fall Q3											
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			N = / (Response rate)	11/16 69%	10/21 48%	13/13 100%																					
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			N = / (Response rate)	27/51 53%	36/68 53%	36/73 49.3%																					
			<p>Judgment: 2016 – Outcome Met</p> <p>Action/Strategies: The RN to BSN Program Director will continue to plan to post a link to the Employer Survey in all NURB 4291 sections. Plan to continue to encourage students to request Employer complete the Employer Survey by providing extra credit points in the course if the survey is completed by the student’s employer.</p> <p><u>Note:</u> Action/Strategies: Fall 2016, the Director and faculty led the transition from hybrid to totally online.</p>																								
3. Collaborate with clients and other members of the interdisciplinary health care team for health promotion, risk reduction, disease prevention, disease management, and health restoration.	SBA: To what degree did the Nursing Program teach you to “work with interprofessional teams”?	Equal or greater than mean of the schools in the Carnegie Classification.	<p>Trending:</p> <table border="1" data-bbox="1262 1003 1812 1141"> <thead> <tr> <th>SBA</th> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td></td> <td>N = 42</td> <td>N = 55</td> <td></td> <td></td> </tr> <tr> <td>NSU*</td> <td>5.98</td> <td>6.11</td> <td>6.25</td> <td></td> </tr> <tr> <td>Carnegie*</td> <td>5.72</td> <td>5.69</td> <td>5.92</td> <td></td> </tr> </tbody> </table> <p>*Mean scores</p> <p>Judgment: 2016 Outcome Met</p> <p>Action/Strategies: Continue to administer SBA and evaluate outcomes.</p>					SBA	2014	2015	2016	2017		N = 42	N = 55			NSU*	5.98	6.11	6.25		Carnegie*	5.72	5.69	5.92	
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	<p>NURB 4291 Mentor End of the Semester Evaluation of Student and Clinical Experience: Question 4 "How well did the student identify interdisciplinary health care team strategies to promote quality health care?" Responses included</p> <p>Choices include A (4 points), B (3 points), C (2 points), D (1 point), and F (0 points).</p>	<p>Rating Average 3.0 or greater on Question 4 of the Mentor End of the Semester Evaluation of Student and Clinical Experience</p>	<p>Mentor Eval: Question 4</p> <p>Spring</p> <p>N = / (Response rate)</p> <p>Fall</p> <p>N = / (Response rate)</p> <p>Annual Total</p> <p>N = / (Response rate)</p>	<p>2014</p> <p>3.9</p> <p>36/36 100%</p> <p>3.825</p> <p>16/16 100%</p> <p>3.86</p> <p>52/52 100%</p>	<p>2015</p> <p>3.86</p> <p>(47/47) 100%</p> <p>3.9</p> <p>(21/21) 100%</p> <p>3.88</p> <p>68/68 100%</p>	<p>2016</p> <p>3.79</p> <p>60/60 100%</p> <p>*</p> <p>*</p> <p>3.79</p> <p>60/60 100%</p>	<p>2017</p>	<p>Judgment: Outcome met Spring 2016</p> <p>Action: * Continue to monitor and evaluate outcomes. Mentor End of Semester evaluation of clinical experiences was done using this tool in late summer of 2016. It was shared from prior director that mentor aspect would no longer be a requirement of the course and therefore was not used. RN to BSN Faculty and the new director agreed to not use it early August. In middle of Fall 2016, and because it was an essential part of clinical evaluation, the new director and faculty decided to re-implement the Mentoring aspect of the course and to include the Mentor End of the Semester Evaluation of Student experience as part of 4291 for Spring 2017. Plan is to continue to utilize the Mentor End of the Semester Evaluation of Student and Clinical Experience tool.</p>

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4. Utilize information and health care technologies in nursing practice.	SBA: To what degree did the Nursing Program teach you to “use appropriate technologies to assess patients”?	Equal or greater than mean of the schools in the Carnegie Classification.	<p>Trending:</p> <table border="1" data-bbox="1262 207 1812 347"> <thead> <tr> <th>SBA</th> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td></td> <td>N = 42</td> <td>N = 58</td> <td>77</td> <td></td> </tr> <tr> <td>NSU*</td> <td>5.85</td> <td>5.96</td> <td>6.19</td> <td></td> </tr> <tr> <td>Carnegie*</td> <td>5.76</td> <td>5.69</td> <td>5.93</td> <td></td> </tr> </tbody> </table> <p>*Mean scores</p> <p>Judgment: 2016 Outcome Met Action/Strategies: Continue to administer SBA and evaluate outcomes.</p>	SBA	2014	2015	2016	2017		N = 42	N = 58	77		NSU*	5.85	5.96	6.19		Carnegie*	5.76	5.69	5.93											
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5. Integrate research findings to promote evidence based nursing practice.	SBA: To what degree did the Nursing Program teach you to “apply research based knowledge as a basis for practice”	Equal or greater than mean of the schools in the Carnegie Classification.	<p>Trending:</p> <table border="1" data-bbox="1262 1224 1812 1364"> <thead> <tr> <th>SBA</th> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td></td> <td>N = 42</td> <td>N = 57</td> <td>n=77</td> <td></td> </tr> <tr> <td>NSU*</td> <td>6.05</td> <td>6.25</td> <td>6.40</td> <td></td> </tr> <tr> <td>Carnegie*</td> <td>5.97</td> <td>5.95</td> <td>5.80</td> <td></td> </tr> </tbody> </table> <p>*Mean scores</p> <p>Judgement: 2016 Outcome Met</p>	SBA	2014	2015	2016	2017		N = 42	N = 57	n=77		NSU*	6.05	6.25	6.40		Carnegie*	5.97	5.95	5.80											
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	<p>Evidence Based Utilization Project completed in NURB 3340.</p> <p>Note: Evidence based Utilization project completed in NURB 3224 (Effective Fall 2016)</p>	<p>75% of the class will achieve an eighty percent or higher on the Evidence Based Utilization project</p>	<p>Action/Strategies: Continue to administer SBA and evaluate outcomes.</p> <table border="1" data-bbox="1262 285 1976 607"> <thead> <tr> <th>Evidence Based Utilization Project</th> <th>2012</th> <th>2013</th> <th>2014</th> <th>2015</th> <th>2016</th> </tr> </thead> <tbody> <tr> <td>Spring</td> <td>*</td> <td>66% (14/21)</td> <td>84% (31/37)</td> <td>88% (30/34)</td> <td>84% (30/32)</td> </tr> <tr> <td>Fall</td> <td>85% (53/62)</td> <td>92% (36/39)</td> <td>86% (32/37)</td> <td>78% (39/50)</td> <td>86% 30/37</td> </tr> <tr> <td>Annual Total</td> <td>85% (53/62)</td> <td>83% (50/60)</td> <td>85% (63/74)</td> <td>82% (69/84)</td> <td>86.9% 60/69</td> </tr> </tbody> </table> <p>*Data not available</p> <p>judgment: Outcome Met for Fall 2016 and Spring 2016</p> <p>Action/Strategies: Effective Fall 2016, the curriculum changes reflect NURB 3330 and 3340 courses into one 4 credit hour course NURB 3224. Continue to utilize grading rubric and the evidence based utilization project in NURB 3224 course.</p>						Evidence Based Utilization Project	2012	2013	2014	2015	2016	Spring	*	66% (14/21)	84% (31/37)	88% (30/34)	84% (30/32)	Fall	85% (53/62)	92% (36/39)	86% (32/37)	78% (39/50)	86% 30/37	Annual Total	85% (53/62)	83% (50/60)	85% (63/74)	82% (69/84)	86.9% 60/69
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<p>6. Incorporate knowledge of economic, legal, ethical, and political factors influencing health care systems and policy to advocate for recipients of nursing care.</p>	<p>SBA: Q 82 “To what degree did the Nursing Program teach you to “act as an advocate for vulnerable patients?”</p>	<p>Equal or greater than mean of the schools in the Carnegie Classification.</p>	<p>Trending:</p> <table border="1" data-bbox="1262 930 1810 1068"> <thead> <tr> <th>SBA</th> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td></td> <td>N = 42</td> <td>N = 58</td> <td>N=77</td> <td></td> </tr> <tr> <td>NSU*</td> <td>6.19</td> <td>6.24</td> <td>6.30</td> <td></td> </tr> <tr> <td>Carnegie*</td> <td>6.13</td> <td>6.08</td> <td>6.05</td> <td></td> </tr> </tbody> </table> <p>*Mean scores</p> <p>Judgment: Outcome Met 2016</p> <p>Action/Strategies: Continue to administer SBA and evaluate outcomes.</p>						SBA	2014	2015	2016	2017		N = 42	N = 58	N=77		NSU*	6.19	6.24	6.30		Carnegie*	6.13	6.08	6.05					
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	NURB 4191 Political letter assignment	75% of students will score at least 80% on the political forum	<table border="1" data-bbox="1262 177 1971 488"> <thead> <tr> <th>Political Forum</th> <th>2012</th> <th>2013</th> <th>2014</th> <th>2015</th> <th>2016</th> </tr> </thead> <tbody> <tr> <td>Spring</td> <td>*</td> <td>**</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Summer</td> <td>97% (58/60)</td> <td>94% (29/31)</td> <td>95% (37/39)</td> <td>65% (24/37)</td> <td>62.86% (22/35)</td> </tr> <tr> <td>Fall</td> <td>94% (15/16)</td> <td>86% (24/28)</td> <td>97% (32/33)</td> <td>88% (37/42)</td> <td>97% (28/29)</td> </tr> <tr> <td>Annual Total</td> <td>96% (73/76)</td> <td>90% (53/59)</td> <td>96% (69/72)</td> <td>77% (61/79)</td> <td>78% (50/64)</td> </tr> </tbody> </table> <p data-bbox="1262 496 1493 521">*Data not available</p> <p data-bbox="1262 529 1709 553">** Not taught in spring effective 2013</p> <p data-bbox="1262 602 1793 626">Judgment: Outcome Not Met Summer 2016</p> <p data-bbox="1262 634 1661 659">Judgment: Outcome Annual met.</p> <p data-bbox="1262 708 2018 773">Effective Fall 2015 the Political Forum was moved back to NURB 4191 as the political letter assignment.</p> <p data-bbox="1262 813 1913 837">Summer 2016-Grades on the Political Forum were low.</p> <p data-bbox="1262 886 2018 1057">Fall 2016- Grades improved on the political letter assignment with the move back to NURB 4191 and the revised grading rubric. Fall 2016 grades continue to improve. The faculty spent additional time with students regarding explaining the assignment and the proper formatting of the assignment.</p> <p data-bbox="1262 1097 2018 1162">Action/Strategies: Continue to monitor outcomes. Continue to utilize the political letter and its rubric in NURB 4191 course.</p>						Political Forum	2012	2013	2014	2015	2016	Spring	*	**				Summer	97% (58/60)	94% (29/31)	95% (37/39)	65% (24/37)	62.86% (22/35)	Fall	94% (15/16)	86% (24/28)	97% (32/33)	88% (37/42)	97% (28/29)	Annual Total	96% (73/76)	90% (53/59)	96% (69/72)	77% (61/79)	78% (50/64)
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7. Apply principles of leadership to design, manage, coordinate, and evaluate health care delivery.	SBA: Q 82: "To what degree did the Nursing Program teach you to act as an advocate for vulnerable patients?"	Equal or greater than mean of the schools in the Carnegie Classification.	<p data-bbox="1262 1175 1367 1200">Trending:</p> <table border="1" data-bbox="1262 1203 1818 1341"> <thead> <tr> <th>SBA</th> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td></td> <td>N = 42</td> <td>N = 58</td> <td>N=77</td> <td></td> </tr> <tr> <td>NSU*</td> <td>5.95</td> <td>6.24</td> <td>6.30</td> <td></td> </tr> <tr> <td>Carnegie*</td> <td>5.6</td> <td>6.08</td> <td>6.19</td> <td></td> </tr> </tbody> </table> <p data-bbox="1262 1349 1398 1373">*Mean scores</p> <p data-bbox="1262 1414 1629 1438">Judgment: Outcome Met 2016</p>						SBA	2014	2015	2016	2017		N = 42	N = 58	N=77		NSU*	5.95	6.24	6.30		Carnegie*	5.6	6.08	6.19											
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RN BSN Student Learning Outcomes	Assessment Method	Expected Outcomes	Actual Outcomes/Judgment/Action						
			Action/Strategies: Continue to administer SBA and evaluate outcomes.						
	NURB 4291 – Leadership Analysis assignment	75% of the students enrolled in NURB 4291 will achieve 80% or higher on the leadership analysis assignment	Leadership Analysis	2012	2013	2014	2015	2016	
			Spring	*	84% (54/64)	88% (45/51)	89% (42/47)	79.6% (47/59)	
			Fall	77% (10/13) **	92% (12/13)	100% (16/16)	53% (11/21)	100% (20/20)	
			Annual Total	77% (10/13) **	86% (66/77)	91% (61/67)	78% (53/68)	84.8% (67/79)	
			<p>Note: Spring 16 Online: 75% (32 of 43) achieved a course grade of 80% or higher</p> <p>CENLA 99% (15 of 16) achieved a course grade of 80% or higher total:</p>						
			Judgement: 2016 Outcome MET. Continue to Monitor						
			<p>Action/Strategies. Continue to use assessment methods. Faculty encouraged student to use the rubric to guide the assignment. In the Moodle shell of the 4291, the faculty decided to include with each assignment a detailed explanation of the assignment with resources available to assist them. Also, course resource packets were developed in Fall 2016 to assist students with established deadlines for all assignments. Also, the faculty collaborated with MOODLE teaching and innovation team for revision of rubric for this assignment. Plan is to continue to utilize the rubric for 2017 and monitor the outcome. Will continue use leadership analysis assignment and monitor outcome.</p>						

RN BSN Student Learning Outcomes	Assessment Method	Expected Outcomes	Actual Outcomes/Judgment/Action																			
8. Demonstrate professional nursing standards, values, and accountability.	SBA: Q 85: To what degree did the Nursing Program teach you to incorporate nursing standards into practice.	Equal or greater than mean of the schools in the Carnegie Classification.	<p>Trending:</p> <table border="1" data-bbox="1262 245 1808 383"> <tr> <td rowspan="2">SBA</td> <td>2014</td> <td>2015</td> <td>2016</td> <td>2017</td> </tr> <tr> <td>N = 42</td> <td>N = 58</td> <td>N=</td> <td></td> </tr> <tr> <td>NSU*</td> <td>6.19</td> <td>6.28</td> <td>6.43</td> <td></td> </tr> <tr> <td>Carnegie*</td> <td>6.11</td> <td>6.10</td> <td>5.51</td> <td></td> </tr> </table> <p>*Mean scores</p> <p>Judgment: Outcome Met 2016</p> <p>Action/Strategies: Continue to administer SBA and evaluate outcomes.</p>	SBA	2014	2015	2016	2017	N = 42	N = 58	N=		NSU*	6.19	6.28	6.43		Carnegie*	6.11	6.10	5.51	
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	N = 42	N = 58	N=																			
NSU*	6.19	6.28	6.43																			
Carnegie*	6.11	6.10	5.51																			
	SBA: Q 80: To what degree did the Nursing Program teach you to: Support fairness in the delivery of care	Equal or greater than mean of the schools in the Carnegie Classification.	<p>Trending:</p> <table border="1" data-bbox="1262 667 1818 805"> <tr> <td rowspan="2">SBA</td> <td>2014</td> <td>2015</td> <td>2016</td> <td>2017</td> </tr> <tr> <td>N = 42</td> <td>N = 58</td> <td>N=76</td> <td></td> </tr> <tr> <td>NSU*</td> <td>6.12</td> <td>6.16</td> <td>6.29</td> <td></td> </tr> <tr> <td>Carnegie*</td> <td>5.99</td> <td>5.93</td> <td>6.05</td> <td></td> </tr> </table> <p>*Mean scores</p> <p>Judgment: Outcome Met 2016</p> <p>Action/Strategies: Continue to administer SBA and evaluate outcomes.</p>	SBA	2014	2015	2016	2017	N = 42	N = 58	N=76		NSU*	6.12	6.16	6.29		Carnegie*	5.99	5.93	6.05	
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	SBA: Q 83: To what degree did the Nursing Program teach you to demonstrate accountability for your own actions?	Equal or greater than mean of the schools in the Carnegie Classification.	<p>Trending:</p> <table border="1" data-bbox="1262 1162 1808 1300"> <tr> <td rowspan="2">SBA</td> <td>2014</td> <td>2015</td> <td>2016</td> <td>2017</td> </tr> <tr> <td>N = 42</td> <td>N = 58</td> <td>N=77</td> <td></td> </tr> <tr> <td>NSU*</td> <td>6.24</td> <td>6.19</td> <td>6.40</td> <td></td> </tr> <tr> <td>Carnegie*</td> <td>6.16</td> <td>6.11</td> <td>6.05</td> <td></td> </tr> </table> <p>*Mean scores</p> <p>Judgment: Outcome Met 2016</p>	SBA	2014	2015	2016	2017	N = 42	N = 58	N=77		NSU*	6.24	6.19	6.40		Carnegie*	6.16	6.11	6.05	
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			Plan to continue to encourage students to request Employer complete the Employer Survey.																																								
9. Assume responsibility for professional development and lifelong learning.	SBA: 0Q9 customized question "To what degree did the RN to BSN program prepare you to assume responsibility for professional development and lifelong learning?" Choices include "Very prepared", "Prepared", "Somewhat prepared", and Not prepared	80% of respondents will indicate feeling the program prepared the respondent for professional development and lifelong learning.	<p>Trending:</p> <table border="1" data-bbox="1262 467 1860 948"> <thead> <tr> <th>SBA</th> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td></td> <td>N = 42</td> <td>N = 58</td> <td></td> <td></td> </tr> <tr> <td>Very prepared</td> <td></td> <td></td> <td>0Q9</td> <td></td> </tr> <tr> <td></td> <td>66.7% (28/42)</td> <td>65.5% (38/58)</td> <td>78.2% 43/55)</td> <td></td> </tr> <tr> <td>Prepared</td> <td>33.3% (14/42)</td> <td>32.8% (19/58)</td> <td>21.8% 12/55</td> <td></td> </tr> <tr> <td>Somewhat prepared</td> <td></td> <td>1.7% (1/58)</td> <td>0</td> <td></td> </tr> <tr> <td>Not prepared</td> <td></td> <td></td> <td>0</td> <td></td> </tr> <tr> <td>Total Prepared</td> <td>100% (42/42)</td> <td>100% (58/58)</td> <td>100% (55/55)</td> <td></td> </tr> </tbody> </table> <p>Judgment: Outcome Met 2016</p> <p>Action/Strategies: Continue to administer and use the SBA question and evaluate outcomes.</p>	SBA	2014	2015	2016	2017		N = 42	N = 58			Very prepared			0Q9			66.7% (28/42)	65.5% (38/58)	78.2% 43/55)		Prepared	33.3% (14/42)	32.8% (19/58)	21.8% 12/55		Somewhat prepared		1.7% (1/58)	0		Not prepared			0		Total Prepared	100% (42/42)	100% (58/58)	100% (55/55)	
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RN BSN Student Learning Outcomes	Assessment Method	Expected Outcomes	Actual Outcomes/Judgment/Action						
	"Assume responsibility for professional development and lifelong learning."		N = / (Response rate)	16/35 48%	26/47 55%	16/23 69%			
			Fall	3.73	3.8	3.77 Q3			
			N = / (Response rate)	11/16 69%	10/21 48%	13/13 100%			
			Annual Total	3.8	3.8	3.71			
			N = / (Response rate)	27/51 53%	36/68 53%	29/36 80%			
			Judgment: Spring & Fall 2016 – Outcome Met						
			Action/Strategies: The RN to BSN Program Director plan to post a link to the Employer Survey in all NURB 4291 sections and continue to monitor.						

Comprehensive Summary:

Student Learning Outcomes (SLOs) were measured using both subjective and objective data by various course assignments, an employer survey, and a student satisfaction survey (Skyfactor).

All SLOs were met for 2016. Data provided for the RN to BSN SLOs are responses from the RN to BSN students only (excludes the generic BSN students) as we are able to extract that information. The Carnegie level is used as the benchmark for all Skyfactor questions utilized. However the Carnegie level is based on BSN responses – not specific to RN to BSN. Skyfactor does not provide comparative data based on RN to BSN responses separately from generic students. The Skyfactor survey is a student satisfaction survey that is provide for students near graduation. The scale is a 7 point Likert scale.

The Employer Survey and Skyfactor Survey links are posted in NURB 4291 as this is one of the last courses that students take and the consistency of posting the links in these courses ensures that all students will have the opportunity to respond.

2016 Outcomes: SLO 1 Home Visit Assignment has maintained a high level of meeting the outcome since Fall 2015 with consistent assignment of faculty to teach this course. All outcomes related to Skyfactor and the Employer Surveys were met. Two outcomes will now come

from courses with different numbers – though the project/assignment remains the same: Evidence Based Utilization Project (was NURB 3340; now NURB 3224) and

The Political Forum assignment in NURB 4191 (SLO 6) was previously a Political Letter assignment. In Summer 2014, this assignment was changed to a political letter, and moved to NURB 4190 in an effort to decrease the workload in NURB 4191. Students did not do well due to several factors (new faculty teaching and inability to condense thoughts into a one page letter). In addition, moving the assignment decreased the graded assignments in NURB 4191 to three, which increased the impact of each grade on the course grade. In addition, the workload in NURB 4190 increased. Consequently, in Fall 2015, the assignment was changed back to a political letter and the faculty spent more time explaining the assignment and coaching on the format.

The outcome for the Political Analysis Assignment is 75% of students will achieve an 80% or higher (NURB 4291). The outcome for 2015 was 78% and for 2016 it was 84.8%. To achieve this increase the faculty decided to include with each assignment a detailed explanation of the assignment with resources available to assist students. The faculty collaborated with MOODLE teaching and innovation team for revision of rubric for this assignment. Plan is to continue to utilize the rubric for 2017 and monitor the outcome. Also, course resource packets were developed in Fall 2016 to assist students with established deadlines for all assignments.

Faculty continue to evaluate courses and make changes to improve the learning experience for students. Though not all changes work out as hoped, continuous evaluation of the program reveals the problems and offers opportunities for improvement.