

**COLLEGE OF NURSING  
AND  
SCHOOL OF ALLIED HEALTH**

**STRATEGIC PLAN  
2018 TO 2023**



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## BACKGROUND

This document is an outline of the CONSAH's 2018-2023 strategic plan based on Northwestern State University's 2016-2023 Strategic Plan.

## NORTHWESTERN STATE UNIVERSITY'S VISION

Northwestern State University will become the nation's premier regional university through the innovative delivery of transformative student learning experiences that prepare graduates for life and career success.

## COLLEGE OF NURSING & SCHOOL OF ALLIED HEALTH'S VISION

The College of Nursing and School of Allied Health strives to be an innovator and a pacesetter in the educational preparation of individuals in nursing and allied health.

## NORTHWESTERN STATE UNIVERSITY'S CORE VALUES

Our core values capture the guiding principles for how we make decisions and work together. They are the foundation for the type of University community and regional partner we strive to become. Our guiding values are:

- **Our students are our priority.** We provide each student with transformational and experiential learning experiences to assist in the development of an ever growing individual, scholar, and professional.
- **Diversity helps define who we are.** We welcome and respect everyone traveling on a journey for knowledge. Differences make us stronger.
- **We are future focused.** We are in constant search of individual and organizational improvement by seeking new, inclusive, and innovative opportunities to develop our students and improve our University.
- **Innovation leads the forward edge of change.** We strive to be on the forefront in all we do.
- **We honor and respect the ideals of freedom.** We protect the freedom of all members of our community to seek truth and express their views.
- **We are careful stewards.** We responsibly and sustainably manage the economic and natural resources entrusted to us.
- **Integrity is our cornerstone.** We hold ourselves to the highest ethical standards as educators, scholars, Students, and professionals.
- **We are a team.** We are a collaborative community that focuses on ensuring the success of every member.

## COLLEGE OF NURSING & SCHOOL OF ALLIED HEALTH'S CORE VALUES

- **Respect.** We embrace free expression, treat people fairly and value diversity while promoting inclusion.
- **Caring.** We empathize with those we encounter by exhibiting openness and expressing sensitivity.
- **Innovation.** We are committed to continuous quality improvement. We are passionate about future transformations that will advance the mission of the University and College while providing state-of-the-art learning environments and experiences for our students.
- **Excellence.** We pursue the highest standards for health professions education to protect the quality of our academic programs. We exceed challenging goals set before us, including those related to stewardship of resources.
- **Professionalism.** We are healthcare professionals who educate future healthcare professionals. Therefore, we maintain professional expertise, demonstrate integrity in our professional behaviors and act ethically. We persevere when faced with challenges, and display accountability for our actions.
- **Teamwork.** We are members of an inter-professional healthcare education team. We involve team members in decision making. We communicate effectively and challenge ideas with respect.

## NORTHWESTERN STATE UNIVERSITY'S MISSION

Northwestern State University is a responsive, student-oriented institution committed to acquiring, creating, and disseminating knowledge through innovative teaching, research, and service. With its certificate, undergraduate, and graduate programs, Northwestern State University prepares its increasingly diverse student population to contribute to an inclusive global community with a steadfast dedication to improving our region, state, and nation. (Effective July 1, 2020)

## COLLEGE OF NURSING & SCHOOL OF ALLIED HEALTH'S MISSION

Northwestern State University College of Nursing and School of Allied Health serves an increasingly diverse student population while advancing the mission of the University by offering excellent and innovative undergraduate, graduate, certificate, and continuing education programs that are designed to assist individuals in achieving their goal to become responsible and contributing members of an interprofessional global community that improves the health of our region, state, and nation (Effective July 1, 2020 for CON and Effective August 17, 2020 for SAH).

## **NORTHWESTERN STATE UNIVERSITY'S STRATEGIC FOCUS AREAS & GOALS**

### **STRATEGIC FOCUS AREA: I. THE STUDENT EXPERIENCE**

#### **UNIVERSITY GOAL: Re-define and strengthen the student experience**

To achieve its envisioned future, Northwestern is committed to redefining and strengthening The Student Experience. Students succeed when we devote our energies to continuously improve all aspects of Student life: academic, physical, social, and mental well-being. We will make data-informed decisions in our ongoing effort to create new opportunities and enhance existing programs, services, and resources for Students. From the first contact with a prospective Student through the commencement celebration, we will demonstrate our commitment to success by ensuring Students have an engaging, purposeful, and relevant Student experience. Coordination between all campus entities ensures the delivery of services, programs, and experiences that meet the needs of all Students on all campuses.

### **STRATEGIC FOCUS AREA: II. ACADEMIC EXCELLENCE**

#### **UNIVERSITY GOAL: Support academic excellence**

To become the nation's premier regional university, we must achieve academic excellence. This can best be attained through the dedicated support of our Students and faculty. We must work diligently to nurture and encourage our Students in ways that facilitate their success, as Students bring purpose to a university. Faculty, the backbone of a university, must be provided necessary resources to succeed both in the classroom and in research and must be valued by staff and Students for their expertise and commitment to success.

### **STRATEGIC FOCUS AREA: III. MARKET RESPONSIVENESS**

#### **UNIVERSITY GOAL: Respond to market needs**

The region's citizens rely on us to produce the highly qualified labor force needed to meet the demands of a global economy. Meeting this challenge is dependent upon our ability to respond to the changing environment by responding to the market through timely, effective, efficient, and visionary solutions. We must be able to anticipate the needs of the workforce 10 to 20 years from now and develop an associated curriculum that addresses those needs. This is primarily accomplished through an ongoing effort to gather, process, and analyze data to obtain meaningful information for making viable and appropriate strategic decisions.

### **STRATEGIC FOCUS AREA: IV. ATHLETIC PROMINENCE**

#### **UNIVERSITY GOAL: Gain and retain athletic prominence**

It is often said that an athletic program is the "front porch of the university," because of the exposure that a successful program can provide to the institution. Achieving the identified goals associated with athletic prominence will result in outcomes for Student-athletes which emphasize academics, leadership, service learning, and competitiveness and will ultimately prepare them for life after NSU. The athletic prominence area will also provide all Students, community members, and alumni with entertainment and pride at an unmatched value. It will take a collaborative effort among the athletic department, campus, community, and alumni base to truly fulfill this Strategic Focus Area. Engagement and participation by staff members, coaches, Student-athletes, on-campus vendors, off-campus merchants, faculty, local and regional businesses, campus departments and organizations, alumni, and fans are necessary as these are the key stakeholders in the process of achieving athletic prominence. Ultimately, NSU Athletics will be a contributing factor towards NSU being the nation's premier regional university.

**STRATEGIC FOCUS AREA: V. COMMUNITY ENRICHMENT**

**UNIVERSITY GOAL: Support community enrichment**

This strategic focus area is benchmarked by world-class performing arts programming, robust alumni engagement, mutually beneficial donor relationships, institutional culture of collaboration and accountability, and thriving town-gown relationships in cities where university campuses are located. We conducted a survey of more than 6,700 alumni, business and industry representatives, educators, appointed and elected officials and others to determine their interest in our existing community enrichment programs and the effectiveness of these activities. We also requested their recommendations for expansion of community enrichment efforts. Based on survey results, we have numerous new initiatives that are underway and existing programs have been enhanced to address various aspects of our plan for continued and increased community enrichment, shared governance, and the engagement of university stakeholders.

## COLLEGE OF NURSING AND SCHOOL OF ALLIED HEALTH STRATEGIC FOCUS AREAS & GOALS

The CONSAH's strategic plan leverages the five strategic focus areas developed and approved in the University's Strategic Framework. These focus areas drive what we do, how we do it, and, most importantly, why we do it. Each focus area contains specific objectives that are specific to CONSAH's implementation of the University's strategic plan.

### STRATEGIC FOCUS AREA I: STUDENT EXPERIENCE

**UNIVERSITY GOAL:** Re-define and strengthen the student experience

**CONSAH GOAL:** To create on-campus and online environments that support nursing and allied health students' achievement of academic, career, social and civic success.

**Strategic Focus 1.1 – Provide responsive student services**

**Strategic Focus 1.2 – Create learning communities that foster diversity and inclusion**

**Strategic Focus 1.3 – Develop a unique campus life experience**

**Strategic Focus 1.4 – Provide a transformational learning and career preparation experience**

**Strategic Focus 1.5 – Increase efforts to provide for the wellness of our students**

### STRATEGIC FOCUS AREA II: ACADEMIC EXCELLENCE

**UNIVERSITY GOAL:** Support academic excellence

**CONSAH GOAL:** Provide academic programs and learning experiences that attract diverse student populations and produce exemplary graduates that bring regional prominence to the CONSAH.

**Strategic Focus 2.1 – Provide experiential, innovative instruction**

**Strategic Focus 2.2 – Offer exemplary preparation for students who desire additional formal education**

**Strategic Focus 2.3 – Foster quality student-faculty interactions**

**Strategic Focus 2.4 – Utilize validated assessments of educational outcomes**

**Strategic Focus 2.5 – Recruit and retain a diverse student population**

### STRATEGIC FOCUS AREA III: MARKET RESPONSIVENESS

**UNIVERSITY GOAL:** Respond to market needs

**CONSAH GOAL:** Ensure programs and curricula produce graduates that meet current and future workforce needs.

**Strategic Focus 3.1 – Prepare graduates to work, learn, and lead**

**Strategic Focus 3.2 – Align curricula with tomorrow's workforce demands**

**Strategic Focus 3.3 – Modify programs through ongoing systematic evaluation**

### STRATEGIC FOCUS AREA IV: ATHLETIC PROMINENCE

**UNIVERSITY GOAL:** Gain and retain athletic prominence

**CONSAH GOAL:** Enhance the University's ability to recruit student athletes who choose a nursing or allied health major.

**Strategic Focus 4.1 – Enhance CONSAH collaboration and support with athletic dept**

**Strategic Focus 4.2 – Strategically develop educational pathways for nursing and allied health student athletes to successfully meet program requirements**

## STRATEGIC FOCUS AREA V: COMMUNITY ENRICHMENT

**UNIVERSITY GOAL:** Support community enrichment

**CONSAH GOAL:** Develop and enrich relationships between the CONSAH and community stakeholders

**Strategic Focus 5.1 – Increase robust alumni engagement**

**Strategic Focus 5.2 – Promote mutually beneficial donor relationships**

**Strategic Focus 5.3 – Expand student learning activities in the community**

**Strategic Focus 5.4 – Foster cooperative program development with the community**

Each strategic focus area is achieved through a cadre of strategies. The **Strategic Focus Action Plan (separate document)** describes: (1) specific actions (strategies) CONSAH will take in the upcoming AY to achieve chosen Strategic Focus areas, (2) the designated person(s) who will be responsible for ensuring the strategy was implemented, (2) the specifics of how the strategy will be implemented, (3) the timeline for strategy's implementation, (4) rationale for the strategy, and (5) how the strategy's effectiveness will be evaluated/measured.

## COLLEGE OF NURSING AND SCHOOL OF ALLIED HEALTH COMMUNITIES OF INTEREST (COI)

The CON defines communities of interest (COI) as internal and external groups that share a common passion or concern for the NSU CON.

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### INTERNAL COI

- Current students
- Faculty
- Staff
- CONSAH administrators
- University administrators/committees/teams

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### EXTERNAL COI

- Advisory councils (composed of healthcare agencies' administrators and recruiters, and consumers of healthcare)
- Accreditation agencies
- Legislative bodies
- Regulatory agencies
- External fiscal supporters
- Alumni
- Employers
- Other universities, colleges and schools of higher education
- Prospective students

## **COLLEGE OF NURSING AND SCHOOL OF ALLIED HEALTH PROGRAM GOALS**

Program goals are the general aims of each program that are congruent with and reflective of the mission, vision, values, and goals of the University, College/School. Each program has a unique system of coordinated instruction that guides students' acquisition of essential attributes/attitudes, skills and knowledge needed to practice in the respective healthcare profession at the specified degree level. The following are CONSAH program goals, which are designed to:

### **ASSOCIATE OF SCIENCE IN NURSING PROGRAM GOALS**

1. Provide education to prepare graduates who are eligible to apply for the National Council Licensure Examination for Registered Nurses (NCLEX-RN).
2. Produce graduates who practice as novice registered nurses in hospitals, nursing homes, and other health care agencies.
3. Provide knowledge to promote career mobility to the baccalaureate nursing educational level.

### **BACHELOR OF APPLIED SCIENCE IN ALLIED HEALTH PROGRAM GOALS**

1. Provide students with the education and skills to function as an integral part of the health care community and the opportunity for advancement in allied health professions.
2. Provide opportunities which enhance the development of roles in allied health professions.
3. Provide a foundation for allied health professionals to become lifelong learners and to strive for continued professional growth.

### **BACHELOR OF SCIENCE IN NURSING PROGRAM GOALS**

1. Prepare beginner, professional nurses who provide direct and indirect care to individuals, families, groups, communities and populations.
2. Prepare beginner, professional nurses who design, manage and coordinate care.
3. Prepare beginner, professional nurses to become members of the nursing profession.
4. Provide a foundation for graduate education.

### **BACHELOR OF SCIENCE IN RADIOLOGIC SCIENCES PROGRAM GOALS**

1. Provide students with the knowledge and skills necessary to become competent radiologic technologists.
2. Provide opportunities for future radiologic technologist to develop critical thinking skills needed to produce diagnostic images to be used for the diagnosis and treatment of disease and injury.
3. Provide beginner, professional radiographers with the skills necessary to demonstrate an understanding of professionalism in delivering health care in a wide variety of settings.
4. Provide a foundation for future radiologic technologist to become effective communicators.

### **POST BACCALAUREATE CERTIFICATE PROGRAM IN CT PROGRAM GOALS**

1. Provide students the knowledge and skills needed to safely obtain CT images.
2. Promote the development of critical thinking and problem-solving skills needed to perform CT imaging
3. Provide instruction in CT imaging procedures, and physics principles of image formation
4. Promote patient safety in CT imaging and
5. Prepare graduates to pass national CT certification examinations

### **POST BACCALAUREATE CERTIFICATE PROGRAM IN MRI GOALS**

1. Provide students the knowledge and skill needed to safely obtain MRI images
2. Promote the development of critical thinking and problem-solving skills needed to perform MRI imaging
3. Provide instruction in MRI imaging procedures, sequencing parameters, physical principles of image formation and data acquisition and processing
4. Promote patient safety MRI imaging; and
5. Prepare graduates to pass the MRI national certification exam administered by the American registry of radiologic technologists (ARRT)

### **MASTER OF SCIENCE IN NURSING PROGRAM GOALS**

1. Prepare graduates with necessary knowledge, skills, and attitudes for advanced nursing practice as an educator, administrator, or nurse practitioner.
2. Prepare graduates to function and excel in various advanced nursing roles.
3. Prepare graduates to make significant contributions to the improvement of healthcare and to the advancement of nursing knowledge and practice.
4. Provide a foundation for doctoral study.

### **POST MASTERS CERTIFICATE IN NURSING PROGRAM GOALS**

1. Prepare graduates with necessary knowledge, skills, and attitudes for advanced nursing practice as a nurse practitioner.
2. Prepare graduates to function and excel in the advanced practice registered nurse role of nurse practitioner.
3. Prepare graduates to make significant contributions to the improvement of healthcare and to the advancement of nursing knowledge and practice.
4. Provide a foundation for doctoral study.

### **MASTER OF SCIENCE IN RADIOLOGIC SCIENCE PROGRAM GOALS**

1. Prepare radiologic sciences professionals who are able to function as leaders in radiologic sciences professions.
2. Develop radiologic sciences professionals who are prepared to contribute to the professional body of knowledge.
3. Provide a foundation for radiologic sciences professionals to become lifelong learners who strive for continued professional growth.

### **DOCTOR OF NURSING PRACTICE PROGRAM GOALS**

1. Provide advanced practice nurse leaders with expertise, specialized competencies, and advanced knowledge required for evidence-based nursing practice and mastery in an area of specialization within the larger domain of nursing.
2. Prepare advanced practice nurse leaders to influence, design, direct and implement change in healthcare practice, education, and policy through the development of collaborative alliances to improve healthcare outcomes and decrease morbidity and mortality in vulnerable populations.
3. Develop advanced practice nurse leaders who contribute to nursing's body of knowledge through professional development and scholarly inquiry into practice, processes, or outcomes which affect morbidity and mortality in vulnerable populations.

## **CONSAH PROGRAMS' OBJECTIVES**

Specific program objectives, also called student learning outcomes (SLOs), reflect knowledge values and skills attained by students through program participation. CONSAH program objectives are congruent with University, College/School's objectives, consistent with national standards and guidelines, reflect the needs and expectations of the community of interest, and are periodically reviewed for needed revisions. The CONSAH Health programs' objectives are:

### **ASSOCIATE OF SCIENCE IN NURSING PROGRAM OBJECTIVES (SLOS)**

Graduates of the ASN Program will:

1. Provide nursing care founded upon selected scientific principles and evidence-based research utilizing the nursing process.
2. Perform caring interventions which assist the person to achieve dynamic equilibrium by facilitating the satisfactions of needs.
3. Communicate effectively to the person and health care team members to promote, maintain and restore health.
4. Provide health education to reduce risk, promote, and maintain optimal health.
5. Manage nursing care effectively utilizing human, physical, financial, and technological resources to meet the needs of the person.
6. Demonstrate professional behaviors including adherence to standards of practice and legal and ethical codes of nursing conduct and accountability to the profession of nursing and society.

### **BACHELOR OF APPLIED SCIENCE IN ALLIED HEALTH PROGRAM OBJECTIVES (SLOS)**

Graduates of the BASAH program will:

1. Provide patient-centered care.
2. Work as a part of an interdisciplinary team.
3. Synthesize communication strategies in healthcare environments
4. Utilize informatics.
5. Apply quality improvement principles.
6. Demonstrate the ability to utilize research skills for the practice of evidence-based healthcare.
7. Utilize critical thinking skills to resolve healthcare related problems.

### **BACHELOR OF SCIENCE IN NURSING PROGRAM OBJECTIVES (SLOS)**

Graduates of the BSN graduates will:

1. Integrate theory from nursing, the arts, humanities, and sciences to provide culturally sensitive care in the global community.
2. Apply the nursing process using critical thinking, communication, assessment and technical skills.
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.
4. Utilize information and health care technologies in nursing practice.
5. Integrate research findings to promote evidence-based nursing practice.
6. Incorporate knowledge of economic, legal, ethical, and political factors influencing health care systems and policy to advocate for recipients of nursing care.
7. Apply principles of leadership to design, manage, coordinate and evaluate health care delivery.

8. Demonstrate professional nursing standards, values, and accountability.
9. Assume responsibility for professional development and lifelong learning.

### **BACHELOR OF SCIENCE IN RADIOLOGIC SCIENCE PROGRAM OBJECTIVES**

Graduates of the BSRS program will:

1. Demonstrate clinical competency by performing quality radiographic procedures and assessment skills in various radiologic settings.
2. Utilize critical thinking skills to perform appropriate radiographic procedures and resolve various imaging department situations.
3. Effectively communicate in both oral and written form in a wide variety of professional settings.
4. Develop professional, collaborative relationships with healthcare colleagues.
5. Be prepared and value ongoing formal and informal education.

### **MASTER OF SCIENCE IN NURSING PROGRAM OBJECTIVES (SLOS)**

Graduates of the MSN program will:

1. Integrate theories, knowledge, skills and findings from nursing science, scientific disciplines, and humanities to guide the delivery of culturally sensitive care to clients, families, and communities within the professional scope and standards of the advanced practice of nursing.
2. Demonstrate responsibility and accountability as a practitioner of advanced nursing and consumer advocate to effect relevant change that will improve the health of citizens at a local, state and national level.
3. Utilize a scholarly inquiry process, grounded in evidence-based research, to become a producer and consumer of research evidence which contributes to the development and improvement of nursing theory, nursing practice and ultimately client and healthcare outcomes.
4. Analyze the effect of historical, cultural, economic, ethical, legal and political influence on nursing and health care delivery.
5. Manage resources within a health care delivery system through collaboration with other health care providers, communities and clients.
6. Contribute to the continued professional development and improvement of self, client, community and healthcare delivery systems.

### **MASTER OF SCIENCE IN RADIOLOGIC SCIENCE PROGRAM OBJECTIVES**

Graduates of the MSRS program will:

1. Distinguish leadership skills in radiologic sciences education or administration
2. Utilize critical thinking skills to resolve issues in radiologic or healthcare related problems
3. Apply research evidence and skills in the practice setting as an educator or administrator in the radiologic sciences to improve practice
4. Demonstrate effective communication skills in professional settings to maintain collegial and collaborative relationships
5. Conduct research studies, and disseminate findings and methods to contribute to and improve the practice of the radiologic sciences
6. Implement strategies to effect change within the radiologic sciences profession
7. Evaluate ethical standards in practice as a radiologic sciences educator or administrator
8. Serve as a role model to promote professionalism within the radiologic sciences
9. Contribute to the community and radiologic sciences profession through service

### **POST MASTERS CERTIFICATE IN NURSING PROGRAM OBJECTIVES**

Graduates of the PMC in Nursing program will:

1. Integrate theories, knowledge, skills and findings from nursing science, scientific disciplines, and humanities to guide the delivery of culturally sensitive care to clients, families, and communities within the professional scope and standards of the advanced practice of nursing
2. Demonstrate responsibility and accountability as a practitioner of advanced nursing and consumer advocate to effect relevant change that will improve the health of citizens at a local, state and national level.
3. Utilize a scholarly inquiry process, grounded in evidence-based research, to become a producer and consumer of research evidence which contributes to the development and improvement of nursing theory, nursing practice and ultimately client and healthcare outcomes.
4. Analyze the effect of historical, cultural, economic, ethical, legal and political influence on nursing and health care delivery.
5. Manage resources within a health care delivery system through collaboration with other health care providers, communities, and clients.
6. Contribute to the continued professional development and improvement of self, client, community and healthcare delivery systems.

### **DOCTOR OF NURSING PRACTICE PROGRAM OBJECTIVES (SLOS)**

Graduates of the DNP program will:

1. Integrate nursing science with knowledge from ethics, biophysical, psychosocial, analytical, and organizational sciences as the foundation for the highest level of nursing practice.
2. Critically analyze health care delivery models based on contemporary nursing science and organizational and systems perspectives to eliminate health disparities and promote patient safety and excellence in practice.
3. Systematically appraise existing literature, outcomes of practice, practice patterns, systems of care, and health organizations to design and generate best practice evidence to improve practice and health care outcomes.
4. Utilize information systems technology to implement and evaluate healthcare resources, quality improvement initiatives, and programs of care that support practice decisions.
5. Advocate for health care policy which addresses social justice and equity in all health care settings.
6. Employ consultative and leadership skills to function on inter-and intra-professional multidisciplinary teams that work collaboratively to improve vulnerable populations' health outcomes.
7. Synthesize data relevant to clinical prevention and health promotion for individuals, aggregates, and populations to guide implementation of the highest level of nursing practice.
8. Demonstrate advanced practice expertise, specialized knowledge, and expanded responsibility and accountability in the care, management, and evaluation of individuals, families, and communities in a specialty practice area within the domain of nursing.

## CONSAH PROGRAM OUTCOMES

CONSAH program outcomes are composed of the following four categories: (1) Required United States Department of Education (USDE) Outcomes, (2) Student Learning Outcomes (SLOs), (3) Faculty Outcomes, and (4) Other Outcomes deemed important to program success. Each category of program outcomes is defined below. Further the location of reports or data analysis which evaluates and summarizes achievement of each category of program outcomes is discussed.

The CONSAH mission and goals, and CON program goals, objectives and expected program outcomes are reviewed periodically and revised when needed according to the timelines published in the CON's Master Evaluation Plan (MEP) or Systematic Evaluation Plan (SEP). The MEP/SEP provides the structure for review of the mission, goals, and program outcomes. As described in the MEP/SEP, the CONSAH Administrative Council (AC) periodically and systematically review congruency between the CONSAH and the University mission, goals, and expected outcomes, as well as congruency between the CONSAH mission and goals. The MEP also provides the structure and timeline for review of the CON program goals, objectives, and expected program outcomes by each PCC (BSN, RN-BSN, MSN/PMC, DNP).

Program outcomes are aggregated and analyzed by the CON or SAH's Assessment Committee comparing each program outcome's expected level of achievement (ELA) to the program outcome's actual level of achievement (ALA). The analysis of program specific outcome data is then shared with each Program and Curriculum Committee (PCC) who use the data analysis to develop and implement action plans which foster ongoing programmatic improvement.

### PROGRAM OUTCOME CATEGORY 1: REQUIRED USDE PROGRAM OUTCOMES

*Required USDE outcomes* are evaluated for each program and include: (a) completion rates, (b) licensure/ certification examination pass rates, and (c) employment rates. Required USDE program outcomes (completion rates, licensure/certification examination pass rates, employment rates) are written and accessible to current and prospective students through publication on the CON website.

### PROGRAM OUTCOME CATEGORY 2: STUDENT LEARNING OUTCOMES (SLOS)

*Student outcomes* specifically expected *student learning outcomes* (SLOs), both individual and aggregate, are evaluated for each CONSAH program. Each SLO has pre-established expected levels of achievement (ELA) which are compared to actual levels of achievement (ALA) and then compiled into five comprehensive reports which are shared with the University Assessment Committee (UAC) as part of the University Annual Assessment Report. The Annual University Assessment Report containing each program's SLOs is accessible to the public at <https://www.nsula.edu/institutionaleffectiveness/>

### PROGRAM OUTCOME CATEGORY 3: FACULTY OUTCOMES

*Faculty outcomes* are aggregated annually and evaluated by program, college, and CONSAH. Expected faculty outcomes are differentiated into two categories of faculty: full time (tenured, tenure track, and non-tenure track) and adjunct. The CON does not employ part-time faculty other than the Director of Grants and Planning, who does not function as a faculty member. Expected faculty outcomes are located in the CONSAH faculty Moodle shell.

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## **CONSAH INDIVIDUAL FULL-TIME FACULTY OUTCOMES**

### **Category 1. Teaching Effectiveness**

- a. Expected Level of Achievement: Minimum score of 20 on *Teaching Effectiveness* Subscale of Annual Faculty Evaluation

### **Category 2. Scholarship/Professional Activities**

- a. Expected Level of Achievement: Minimum Score of 8 on *Scholarship/Professional Activities* Subscale of Annual Faculty Evaluation

### **Category 3. Departmental, University, Community Service**

- a. Expected Level of Achievement: Minimum Score of 11 on *Departmental/University/Community Service* Subscale of Annual Faculty Evaluation

### **Category 4. Behavioral Expectations**

- a. Expected Level of Achievement: Minimum Score 16 on *Behavioral Expectations* Subscale of Annual Faculty Evaluation

### **Category 5. Advising**

- a. Expected Level of Achievement: Minimum Score of 5 on *Advising* Subscale of Annual Faculty Evaluation

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## **CONSAH AGGREGATED FULL-TIME FACULTY OUTCOMES**

### **Category 1. Teaching Effectiveness**

- a. Expected Level of Achievement: 90% of faculty score minimum of 20 on *Teaching Effectiveness* subscale of annual faculty evaluation.
- b. Expected Level of Achievement: 25% of full-time faculty teaching in baccalaureate, masters, and doctorate programs hold a doctorate degree.
- c. Expected Level of Achievement: CON ONLY: 25% of full-time faculty are CNE certified

### **Category 2. Scholarship/Professional Activity**

- a. Expected Level of Achievement: 70% of faculty will score minimum of 8 on *Scholarship/Professional Activities* subscale of annual faculty evaluation.

### **Category 3. Departmental/University/Community Service**

- a. Expected Level of Achievement: 80% of faculty will score minimum of 11 on *Departmental/University/Community Service* subscale of annual faculty evaluations

### **Category 4. Civility and Professional Behaviors**

- a. Expected Level of Achievement: 100% of faculty will score minimum of 16 on *Civility and Professional Behaviors* subscale of annual faculty evaluations

**Category 5. Advising**

- a. Expected Level of Achievement: 80% of faculty will score minimum of 5 on *Advising* subscale of annual faculty evaluation

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**CONSAH AGGREGATED ADJUNCT FACULTY OUTCOME**

**Category 1. Teaching Effectiveness**

- a. Expected Level of Achievement: 90% of adjunct faculty will score **Satisfactory** of 3.5/5 or above on the Adjunct Faculty Evaluation form.

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**CONSAH INDIVIDUAL ADJUNCT FACULTY OUTCOME**

**Category 1. Teaching Effectiveness:**

- a. Expected Level of Achievement: Minimum score of 3.5 Satisfactory or above on the **Adjunct Faculty Evaluation** form.

**PROGRAM OUTCOME CATEGORY 4:  
OTHER PROGRAM OUTCOMES WHICH INDICATE PROGRAM SUCCESS**

*Other outcomes* identified by the CON as indicators of program success include:

**Category 1: Student Satisfaction**

Student satisfaction is measured through students answers to University-administered *End of Semester Course Evaluations* (individual satisfaction) and CON student answers to specific end-of-program questions on CON-administered *Skyfactor Survey* (aggregate satisfaction)

**Category 2: Undergraduate Employer Satisfaction**

Undergraduate employer satisfaction is measured through CON administered *Employer Satisfaction Survey*.

**Category 3: Alumni Satisfaction**

Alumni satisfaction is measured through CON-administered *Alumni Survey* sent to program graduates.

CON Program Outcomes are located on the CON web site at <https://nursing.nsula.edu/program-outcomes/>

SAH Program Outcomes are located on SAH web site at <https://nursing.nsula.edu/allied-health-programs/>