Indiana University School of Nursing Program Assessment and Review Report

AY 2014-2015

Note: During this past year the SON has completed preparation of a newly formatted evaluation plan; the plan includes assessment related to student learning outcomes and other important measures of success, organized broadly according to standards from our professional accreditors. The PRAC document has been newly formatted, as well, to follow this evaluation plan.

We continue to use the color schema for tables: Blue for BSN, Green for MSN, Violet for PhD, and Red for DNP.

Additionally, you will see some stoplight colors in the tables:

- red indicates a standard that is fully not met;
- green indicates a standard fully met;
- yellow indicates a standard that may be partially met or a standard in which performance is better than a prior cycle that was red/worsening from a prior cycle that was green.

Baccalaureate Program in Nursing (Blue Tones)

The BSN program is completing implementation of a new curriculum, so junior students have been taking new courses in AY 2014-2015. Faculty members are using their efforts for continuous quality improvement on development of the new courses, and initial refinement of the courses we started last year. Therefore, unless evaluation findings for 2014-2015 senior courses (the existing "classic" curriculum) are particularly troubling, we will not be changing the existing curriculum to address minor issues.

The BSN program includes three tracks of students who all strive to achieve the same program outcomes: the Traditional BSN students (500 at IUPUI, 175 at IUB, and 76 at IUPUC), the Second Degree accelerated students (161 at IUPUI), and the RN to BSN students (103 at IUPUI, 43 at IUB, and 151 at IUPUC). This year's report reflects findings from all tracks and sites.

In last year's PRAC report we identified that one major item that needed our attention was to set clear benchmarks for performance. This work has now been completed and you will see clear benchmarks throughout. The tables are formatted differently than last year, and the numbering system used refers to our overall school evaluation plan. To be concise, this PRAC report only includes the criteria that relate to student learning outcomes and program objectives (so you will see that the numbering in the column on the left is not sequential—but is retained on this document for our use in the school). We look forward to hearing your feedback about our new format. Overall, looking at the "stoplight" areas that are red/yellow, one area for future improvement is in getting good feedback from employers, improving career services, and responding to feedback about the overall quality of clinical education. We will need to delve deeper in this area to understand what the feedback meant.

IUSON BSN Benchmarks & Outcomes for PRAC 2014 – 2015

BSN Response to Standard II: Institutional Commitment & Resources					
Evaluation Criteria	**Outcome/Benchmark**	**Results Achieved**	**Prior Cycle 2013-1014**	**Current Cycle 2014-2015**	**Decisions and Actions Taken**
2B. Academic support services are sufficient to ensure quality and are evaluated on a regular basis to meet program and student needs.	EBI scores≥ 5/7 for satisfaction with academic advising *(EBI is a company that we use to measure student perceptions about many benchmarks)* Academic programs have 70% or greater retention rate Increase in student financial support by 3 % every three years	2014-2015 satisfaction with: Career Placement: 3.79- 4.33 (Red) Advisor: 5.84 (Green) Retention 2014-2015: 92.3% for traditional and 93.4% for accelerated (green) Student financial support: up 17% (green)	(this is a new format; next year we will use this column).		We have formed a task force to improve career advisement and planning. The group has met x 2 to date.
BSN Response to Standard 3: Curriculum and Teaching-Learning Practices					
Evaluation Criteria	**Outcome/Benchmark**	**Results Achieved**	**Prior Cycle 2013-1014**	**Current Cycle 2014-2015**	**Decisions and Actions Taken**
3A. The curriculum is developed, implemented, and revised to reflect clear statements of expected student outcomes	Courses outcome alignment with program outcome is reviewed each year	Course competencies were reviewed and aligned at retreat May 2015. Minor adjustments were completed. (green)			

3B. Curricula are developed, implemented, and revised to reflect relevant professional nursing standards	Courses outcomes are mapped to professional nursing standards for each program	Course outcomes/program outcomes are mapped to standards. (green)			
3C. The curriculum is logically structured to achieve expected student outcomes	The BSN program includes foundational courses that align with Indiana University general education requirements Program learning outcomes reflect professional standards, with progressive mastery of nursing knowledge evident at different degree levels Measures to enhance seamless progression to MSN and DNP programs are in place	Foundational courses align with IU requirements and support the curriculum. Learning outcomes reflect professional standards. Second degree and RN to BSN have progression plans in place. (green)			
3D. Teaching-learning practices and environments support the achievement of expected student outcomes.	Each required course is reviewed by faculty for quality improvement at least annually. 85% of alumni are satisfied with achievement of program learning outcomes	May 2015 retreat: faculty reviewed each course and suggested improvements. (green) Alumni satisfaction with achievement of learning outcomes: (EBI factor 12) 5.73/7 (green)			
3E. The curriculum includes planned quality clinical practice experiences.	All clinical agencies have affiliation agreements Clinical sites support student learning. Aggregate students evaluation of clinical courses are rated ≥4/5	Affiliation agreements all up to date (green) Sites do support learning well (green) Student ratings of teaching in clinical courses (EBI Factor 1) 5.48/7 (green)			We have begun to first improve our method of data collection as our current plan does not give enough detail to create an action plan.

IUSON BSN Benchmarks & Outcomes for PRAC 2014 - 2015
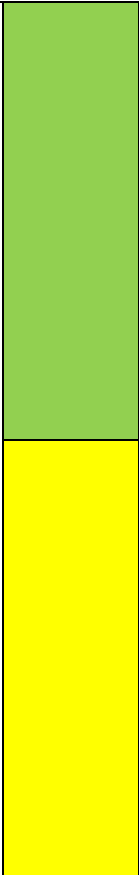
	85% of employers are satisfied with graduates	Student eval. of clinical courses 4.27 (red) Employer overall satisfaction: Insufficient data (red)		▨	Re employer data we have good qualitative results from our advisory board (CCAB) but need better quantitative findings.
3F. The curriculum and teaching-learning practices consider the needs and expectations of the identified community of interest.	85% of employers are satisfied with graduates	Employer overall satisfaction: (red)		▨	We need better data; currently the return rate is very low. We are exploring ways to increase it.
3G. Individual student performance is fairly and consistently evaluated by the faculty and reflects achievement of expected student outcomes.	All courses use IUSON grading scales published in student handbooks Student clinical performance includes program/course learning outcomes and role specific competencies	Grade scales are published and adhered to. (green) Learning outcomes are published in every course with a specific clinical performance evaluation tool. (green)		▨	
3H. Curriculum and teaching-learning practices are evaluated at regularly scheduled intervals to foster ongoing improvement.	Each required course is reviewed formally by faculty for quality improvement at least annually Aggregate student evaluation rating of faculty >4/5 ≥mean score of 5/7 on EBI satisfaction with quality of teaching	Annual course review @May curriculum retreat. (green) Aggregate student rating of overall faculty quality teaching (EBI factor 1): 4.96/7 (yellow)		▨	This is an area that is slightly low; the BSN curriculum committee is looking at how to improve. We have scheduled faculty development to

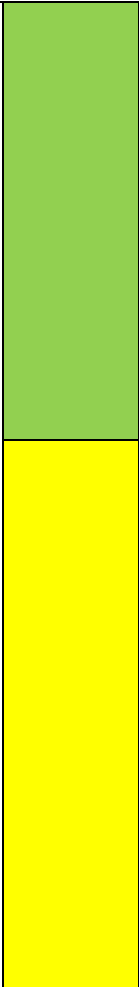|					improve instruction quality
BSN Response to Standard 4: Assessment and Achievement of Program Outcomes					
Evaluation Criteria	**Outcome/Benchmarks**	**Results Achieved**	**Prior Cycle 2013-1014**	**Current Cycle 2014-2015**	**Decisions and Actions Taken**
4B. Program completion rates demonstrate program effectiveness.	70% of students graduate within 150% of published program length	**IUPUI Traditional – 92%** **IUPUI Accelerated – 90%** **IUB – 90%** **IUPUC – 80%** (all green)			
4C. Licensure and certification pass rates demonstrate program effectiveness.	First time pass rates ≥ national average and at least 80% for NCLEX for each campus and track	**IUPUI Traditional – 91%** **IUPUI Accelerated – 89.3%** **IUB – 98.6%** **IUPUC – 94.1%** **Overall Total – 92.1%** **(National – 84.9%)** (all green)			
4D. Employment rates demonstrate program effectiveness.	70% graduates will have a job at 1 year	**All tracks, all campuses – 100%** (all green)			

IUSON BSN Benchmarks & Outcomes for PRAC 2014 - 2015

4E. Program outcomes demonstrate program effectiveness.	EBI scores≥ 5/7 for overall program effectiveness and satisfaction	**EBI scores on overall program effectiveness** 5.83 and satisfaction 5.73 (green)			This is our first year with data from every track and program represented on our program outcomes. We probably have some work to do to make sure we are really having our benchmarks where we want. We have some RN to BSN sections that did not meet the 90% benchmark in every case (yellow). We want to use the benchmarks again before we decide if they are set correctly/if there
	RN to BSN: 90% or more students pass critical assignment mapped to the PO.	**NCLEX predictor exam** (maps to all program outcomes--*(nationally normed exam re readiness for licensure exam)* (green)			
	BSN	Dec 2014 Traditional – 56.2			
	≥ 90% aggregate NCLEX predictor exam pass rate	Dec 2014 Accelerated – 59.9			
		May 2015 Traditional – 57.2			
	≥ 95 of all students will score 4/5 on all 9 program outcomes by capstone preceptors	May 2015 Accelerated – 60.1			
		August 2015 Accelerated – 59.0			
		Program Outcome 1 Critical Thinker (PUL 2 Critical thinking) (green)			
		EBI Factor 8: mean score 5.69/7 (all sites/tracks met benchmark)			
		RN to BSN Online Assessment: IUPUI (98%) IUB (100%) IUPUC (95%) passed critical assignment. **(**green)			

IUSON BSN Benchmarks & Outcomes for PRAC 2014 - 2015

		Program Outcome 2 Cultural Sensitivity (PUL 5 Society and Culture) EBI Factor 7 including questions 079, 082, 084: mean score 5.98/7 (all sites/tracks met benchmark--green) RN to BSN Online Assessment: IUPUI (92%) IUB (NA) IUPUC (NA) NA) passed critical assignment. (no students enrolled in course with key assignment=NA) (all green) **Program Outcome 3** Care Coordinator (IUPUI PUL 4 depth, breadth, adaptiveness--Disciplinary ways of knowing and application to problems) EBI Factor 7 incl questions 082 and 083: mean 5.98/7			is need for improvement.

| | | RN to BSN Online Assessment: IUPUI (96, 100%) IUB (100%) IUPUC (100%) passed critical assignment. (no students enrolled in course with key assignment)

all sites/tracks met benchmark=NA) (all green)

Program Outcome 4 Policy and $ (IUPUI PUL 3 Integration and application-- Use info and concepts from studies in multiple disciplines)

EBI Factor 10 including question s 068, 073, 075: mean 5.61/7

RN to BSN Online Assessment: IUPUI (96%) IUB (80, 80, 100%) IUPUC (100%) passed critical assignment.

Nearly all sites/tracks met benchmark **(yellow)** | | | |

		Program Outcome 5 Identity and Values (IUPUI PUL 6 Values and Ethics) EBI Factor 10 including questions 086, 092: mean 5.61 RN to BSN Online Assessment: IUPUI (100, 95, 100%) IUB (100%) IUPUC (100%) passed critical assignment. All sites/tracks met benchmark (all green)		
		Program Outcome 6 Communication (IUPUI PUL 1A, IB, and 1C) EBI Factor 10 including questions 083, 076, 077: mean 5.61 RN to BSN Online Assessment: IUPUI (96, 100 ,100%) IUB (100%) IUPUC (100, 100, 80%) passed critical assignment.		

| | | Nearly all sites/tracks met benchmark (green—only one section did not meet benchmark)

Program Outcome 7 Care Provider
EBI Factor 9; mean 5.65
RN to BSN Online Assessments: IUPUI (82-100%) IUB (57-100%) IUPUC (80-100%) passed critical assignment. This represents multiple assessments in multiple courses-
Nearly all sites/tracks/assessments met benchmark (Yellow)

Program Outcome 8 Leader
RN to BSN Online Assessment: IUPUI (87-96%) IUB (71-100%) IUPUC (91-100%) passed critical assignment.
Nearly all sites/tracks met benchmark (Yellow) | | | |

		Program Outcome 9 Technology Factor 10 including question 072: mean 5.61 IUPUI (93%) IUB (87%) IUPUC (100%) passed critical assignment. (green) Nearly all sites/tracks met benchmark (IUPUC is close)			