

Annual Goals for Nursing - Traditional

2010-2011

Title: Recruit PhD faculty

Description: There is currently one vacant position and the possibility of two additional retirement positions. We want to recruit and hire PhD prepared nurses for these positions.

Budget: 100.00

University Goals: 1

Strategic Goals:

Responsibility: CONAH Dean

Participation: CONAH Tenured Faculty

Results: Six applicants were recruited for two tenure track Assistant Professor positions. Only five applicants were qualified, with a terminal degree. Four were invited to interview. Two applicants have been selected for offer with one alternate.

Actions: Consideration will be given to expand the search for future positions to additional publications.

Improvements:

Title: Support outreach programs

Description: Continue to provide support to the NACC, the Cramer Center and Rape Response by supporting faculty who provide services to these institutions.

Budget: 200.00

University Goals: 5

Strategic Goals:

Responsibility: CONAH Dean

Participation: TD Chairperson and Program Effectiveness

Results: 2. The TD continued to provide support to the NACC and the Cramer Center. TD faculty members are currently not involved in Rape Response. Dr. L Williams is currently working on Thursday and Ms. P. Wilson is working on Wednesday at the NACC, while Dr. Darby continues to work with the Cramer Center. Students are placed in both of these clinical settings where they have an opportunity to learn about caring for patients in these vulnerable groups.

Actions: The TD continues to provide this support.

Improvements: No action is needed.

Title: Professional Development

Description: Initiate a monthly or bi-monthly professional development program and invite all clinical supervisors and colleagues at NWSCC.

Budget: 0.00

University Goals: 1,4,5

Strategic Goals:

Responsibility: CONAH Dean

Participation: TD Chairperson and Program Effectiveness

Results: 3. Since September 2010 the TD has presented Professional Development sessions, with CEUs awarded, on a monthly basis. For each of these sessions clinical supervisors, stakeholders at clinical sites, and NWSCC faculty have been invited. Attendance has varied for all sessions ranging from 7 to 35. In addition, an extra workshop on Simulation Debriefing was held in December 2010 and was attended by OD & TD faculty and other stakeholders previously mentioned.

Actions: The sessions were also advertised to the Online Department. After attendance by TD and OD faculty members at a workshop on QSEN, joint OD/TD were conducted with all previously invited stakeholders invited.

Improvements: Plans are to continue offering professional development sessions and obtain CEUs for them. In addition, a special orientation for clinical supervisors is planned for early in the fall semester.

Title: Peer Review

Description: To develop a plan for implementation of a peer review of teaching system for the traditional department faculty.

Budget: 0.00

University Goals: 1,2

Strategic Goals:

Responsibility: CONAH Dean

Participation: TD Chairperson and Program Effectiveness

Results: 4. An Ad Hoc Committee appointed by the TD faculty explored different methods for Peer Review. The purpose, procedure and criteria are now in place and will be pilot tested over the next academic year.

Actions: Testing in fall and spring.

Improvements:

Title: Clinical Supervisor Orientation

Description: To create and implement a clinical supervisor orientation program.

Budget: 100.00

University Goals: 1,4

Strategic Goals:

Responsibility: CONAH Dean

Participation: TD Chairperson and Program Effectiveness

Results: This year a Clinical Supervisor (CS) Orientation Handbook was created. The chair met with each new faculty individually to orient them. This goal still has further action to be taken and will be added to the 2011/2012 goals.

Actions:

Improvements:

Title: Integration of Simulation

Description: To continue to increase integration of simulation scenarios into the traditional department BSN curriculum.

Budget: 0.00

University Goals: 1,2

Strategic Goals:

Responsibility: CONAH Dean

Participation: TD Chairperson and Program Effectiveness

Results: With the addition of a Baby Sim we increased simulation to include NU410 Pediatric nursing. Other simulations were modified and fine-tuned to improve student learning. Addition of simulation to theory time was added by the NU306 Mental Health Nursing course and in the fall plans are in place to include NU326R (hybrid Pharmacology) in this simulation. With the addition of a birthing and a Pediatric simulator it is hoped that we can create a separate simulation room so that all weeks in the semester can be utilized and these additional simulators can be fully integrated in the curriculum.

Actions: The CONAH is working on procuring funds to renovate a classroom that is next to the third floor lab in order to create a simulation center. With this center and the simulation technician (added in August 2010) simulations can take place every week of the semester. Student feedback continues to be positive with regard to learning. Furthermore, two faculty members are currently conducting research into the efficacy of simulation in student learning as part of their doctoral research.

Improvements:

Student Learning Outcomes for Nursing - Traditional

2010-2011

Title: Function as beginning nurses

Description: Function as beginning practitioners in professional nursing.

Budget: \$0.00

Core Competencies: 1,2,3,4,5

25% Online:

50% Online:

Core Competencies: 1,2,3,4,5

How Often: Every year

Assessed this Year? Yes

Responsibility: Dean

Participation: Chair and PECC

Direct Assessments

Each course has a final comprehensive exam

NCLEX Exams-well above national and above Alabama pass rates

Indirect Assessments

Results: Employer and graduate surveys (attached) indicate that our graduates are prepared to be successful as beginning practitioners. The 2010 NCLEX pass rate of 91.1% exceeds the Alabama State average of 85.21% and the U.S. average of 87.42%.

Curriculum:

Actions:

Improvements:

Title: Graduate Study
Description: Possess a foundation for graduate study.
Budget: \$0.00
Core Competencies: 1,2,3,4,5
25% Online:
50% Online:
Core Competencies: 1,2,3,4,5
How Often: Every year
Assessed this Year? Yes
Responsibility: Dean
Participation: Chair and PECC
Direct Assessments

Indirect Assessments

Results: Results indicate that TD graduates are accepted and are successful in graduate level programs.
Curriculum:
Actions:
Improvements:

Title: Synthesize Knowledge

Description: Synthesize knowledge from a broad educational foundation upon which professional nursing practice is based.

Budget: \$0.00

Core Competencies: 1,2,3,4,5

25% Online:

50% Online:

Core Competencies: 1,2,3,4,5

How Often: Per semester

Assessed this Year? Yes

Responsibility: Course coordinators

Participation: Dean and Chair

Direct Assessments

Indirect Assessments

Results: Student performance on both cumulative and standardized examinations, were satisfactory. Progression from semester to semester is generally 75-100% with the lower percentage in students from Level I.

Curriculum: We have weighted the standardized tests differently in most courses in order to emphasize the importance of students' ability to synthesize knowledge

from pre and intra nursing courses. We continue to offer NU200 as a pre-requisite required course to help students understand the need for this synthesis. In addition, 79% of graduates indicated they could synthesize knowledge from a range of knowledge.

Actions: None required. However, we continue to utilize more case studies and other problem based activities. Furthermore, with an additional simulator and a PT simulation technician we have been able to introduce more simulations and more scenarios in the classroom.

Improvements:

Title: Communication

Description: Communicate and collaborate with members of the health team and other interested groups in identifying and meeting health needs of individuals, families and communities nationally and internationally.

Budget: \$0.00

Core Competencies: 1

25% Online:

50% Online:

Core Competencies: 1

How Often: Per semester

Assessed this Year? Yes

Responsibility: Course coordinators

Participation: Dean and Chair

Direct Assessments

Indirect Assessments

Results: >90% of graduates indicated that they communicate effectively both orally and in writing. 100% of employers felt that our graduates were able to communicate effectively. Since quality, safe nursing care is heavily dependent on communication and collaboration all exams include elements of this competency. As previously mentioned, students' progress through the program on average 85-95%, after Level I.

Curriculum: Communication is a part of all course curricula and course student outcomes.

Actions:

Improvements:

Title: Personal Growth

Description: Demonstrate an understanding of the need for continuous personal and professional growth.

Budget: \$0.00

Core Competencies: 2,3,4,5

25% Online:

50% Online:

Core Competencies: 2,3,4,5

How Often: Every year

Assessed this Year? Yes

Responsibility: Dean

Participation: TD Chairperson and Program Effectiveness

Direct Assessments

**Indirect
Assessments**

Results: Surveys indicate that 40% of graduates pursue or have completed a Masters program. 95% attend continuing education programs.

Curriculum: Emphasis on the need for lifelong learning is a part of NU200 and all nursing courses.

Actions:

Improvements:

Title:	Basic Knowledge of Research
Description:	Possess basic knowledge about research and its application to practice
Budget:	\$0.00
Core Competencies:	1,2,3,4,5
25% Online:	
50% Online:	
Core Competencies:	1,2,3,4,5
How Often:	Per semester
Assessed this Year?	Yes
Responsibility:	Course coordinators
Participation:	Dean and Chair

**Direct
Assessments**

**Indirect
Assessments**

Results: Only 21% of the graduates indicated that the Nursing Research course (NU406) was useful. However, 85% of the graduates indicated that they could apply EBP research findings to practice.

Curriculum: In NU406 students complete a research project. Beginning in the summer intersession students are expected to complete (working in groups) a systematic review of a nursing practice or issue. This is a change from the previous year and is based on the graduate feedback that indicates that the Nursing Research course has little or no value.

Actions:

Improvements:

Title:	Interpersonal and Technology
Description:	Develop interpersonal and technological skills necessary to assume leadership roles within the BSN scope of practice.
Budget:	\$0.00
Core Competencies:	1,2,3,4
25% Online:	1
50% Online:	
Core Competencies:	1,2,3,4
How Often:	Every year
Assessed this Year?	Yes
Responsibility:	TD Chairperson

Participation: Traditional Department (TD) Chair and TD faculty

**Direct
Assessments**

**Indirect
Assessments**

Results: 79% of graduates indicated they had interpersonal and technological skills necessary to assume leadership roles within the BSN scope of practice. Again, NCLEX pass rates (91%) are above state and national averages.

Curriculum: None required.

Actions: We did introduce two simulations in the leadership course that required students to prioritize and make decisions within a group.

Improvements: