

SUPPORT UNIT OUTCOMES/OBJECTIVES

1. Maintain professional accreditations.
2. Provide high quality services and experiences for students.
3. Evaluate instructional quality and promote faculty development.
4. Maintain adequate resources.
5. Provide health related public service.
6. Maintain quality relationships with School of Nursing alumni.

UNIT OUTCOME/OBJECTIVE #1:

Maintain professional accreditations.

Assessment Method #1: Continued accreditation by the National League of Nursing Accreditation Commission (NLNAC)

Criteria for Success:

School of Nursing can demonstrate compliance with NLNAC criteria and with established standards through committee monitoring of attainment of benchmark criteria, through committee interaction with faculty to address areas of deficiency, and through student SON course evaluations and resulting faculty remediation plans. Further, the Director of the SON will have submitted annual performance reports to the NLNAC.

Assessment Results:

Verify that annual performance report for NLNAC was submitted successfully. Describe any activities to address deficiencies.

Action Plans:

Describe any future plans to improve the NLNAC accreditation process.

Assessment Method #2: Continued accreditation by the Board of Nursing (BON)

Criteria for Success:

School of Nursing can demonstrate compliance with BON criteria and with established standards through committee monitoring of attainment of benchmark criteria, through committee interaction with faculty to address areas of deficiency, and through student SON course evaluations and resulting faculty remediation plans. Further, the Director of the SON will have submitted annual performance reports to the BON.

Assessment Results:

Verify that annual performance report for BON was submitted successfully. Describe any activities to address deficiencies.

Action Plans:

Describe any future plans to improve the BON accreditation process.

UNIT OUTCOME/OBJECTIVE #2:

Provide high quality services and experiences for students.

Assessment Method #1: Faculty and student evaluations of the adequacy and quality of clinical placement sites and preceptors

Criteria for Success:

For new clinical contracts, faculty will be able to verify an agency's ability to meet SON mission and course objectives. Based on student evaluations, at least 80% of clinical placement sites should receive at least a 70% positive rating. Based on student evaluations, at least 80% of preceptors should receive at least a 70% positive rating. Clinical placement site renewals and preceptor renewals will reflect faculty confidence that agencies are providing a positive learning experience.

Assessment Results:

Verify that new clinical contracts, clinical contract renewals, and preceptor agreements are supported by faculty evaluations and recommendations. Provide student evaluation aggregate data.

Action Plans:

If deficiencies were found in clinical placement sites and/or preceptors, describe future plans for improvement.

Assessment Method #2: Internal data tracking the qualifications of admitted student pool

Criteria for Success:

All admitted students will supply TB, TD, MMR, Hepatitis B series, verification of chicken pox or vaccination, drug screen, criminal background check, driver's license, current insurance, and BLS certification (American Heart Association only). All students will remain in compliance with clinical agency requirements.

Assessment Results:

Provide aggregate number of students who submit required information and number of students who are non-compliant with agency requirements.

Action Plans:

Describe plans to improve successful collection of student data and to encourage clinical agency requirement compliance.

Assessment Method #3: Internal data tracking evaluating the level of qualified nursing student enrollment

Criteria for Success:

At least 70 qualified applicants will be processed by the SON. All rapid review inquiries and applications will be processed. All qualified applicants from UT Tyler, UT Houston, and Midwestern University will be notified of potential openings at SFASU via the appropriate university. All inquiries from potential pre-nursing students will be addressed with courtesy and encouragement. School of Nursing will participate in at least three recruitment activities. School of Nursing website will be constantly maintained and up-to-date. Recruitment brochures will be available and up-to-date.

Assessment Results:

Provide aggregate results for each item in Criteria for Success section.

Action Plans:

Describe plans to improve any areas of deficiencies in results.

Assessment Method #4: Internal data measuring the scope and quality of the advising process

Criteria for Success:

All nursing majors will receive quality advising. Number of pre-nursing majors advised will be tracked. 80% of a random sample of pre-nursing students advised will report acceptable or exemplary advising experiences.

Assessment Results:

Describe success or any short-falls in nursing major advising.

Action Plans:

Describe any plans to improve advising procedures.

UNIT OUTCOME/OBJECTIVE #3:
Evaluate instructional quality and promote faculty development.

Assessment Method #1: Faculty evaluations

Criteria for Success:

80% of faculty members will receive at least a 70% rating on each element of the faculty evaluation which is completed by students each term.

Assessment Results:

Provide aggregate % of faculty who received at least a 70% rating on evaluations.

Action Plans:

Describe plans for improvement.

Assessment Method #2: Course evaluations

Criteria for Success:

80% of faculty members will receive at least a 70% rating on each element of the course evaluation which is completed by students each term.

Assessment Results:

Provide aggregate % of faculty who received at least a 70% rating on evaluations.

Action Plans:

Describe plans for improvement.

Assessment Method #3: Preceptor evaluations

Criteria for Success:

80% of preceptors will receive at least a 70% rating on each element of the preceptor evaluation which is completed by students each term.

Assessment Results:

Provide aggregate % of faculty who received at least a 70% rating on evaluations.

Action Plans:

Describe plans for improvement.

Assessment Method #4: Teaching competency evaluations

Criteria for Success:

At least 80% of faculty will receive a positive teaching competency evaluation conducted by either the SON Director or the Director's designee with no significant deficiencies.

Assessment Results:

Provide % of faculty who complete teaching competency evaluations w/o deficiencies.

Action Plans:

Describe plans for improvement including generalized information about remediation plans submitted and faculty monitoring

Assessment Method #5: Faculty Activity Report (FAR) submissions

Criteria for Success:

100% of faculty will submit an annual FAR to the Director of the SON.

Assessment Results:

Provide % of faculty who submit FAR's.

Action Plans:

Describe plans for improvement including performance evaluations based on FAR's

Assessment Method #6: Internal data recording professional development opportunities provided for faculty.

Criteria for Success:

At least 90% of faculty will participate in at least 3 professional development activities every two years.

Assessment Results:

Based on FAR's, X% of faculty participated in at least 3 professional development activities.

Action Plans:

Address any plans to improve upon deficiencies.

Assessment Method #7: Internal data recording number of doctoral prepared faculty

Criteria for Success:

At least 40% of faculty will be doctoral prepared in nursing by 2012.

Assessment Results:

Based on FAR's, X% of faculty will be doctoral prepared in nursing.

Action Plans:

Address any plans to improve upon deficiencies.

UNIT OUTCOME/OBJECTIVE #4:
Maintain adequate resources.

ASSESSMENT METHODS

Assessment Method #1: Internal financial and budget records

Criteria for Success:

No more than 3 legitimate complaints of inadequate financial support will be received each academic term. The annual budget will be prepared in a timely fashion. At least one funding proposals to private and/or federal foundations will be prepared each academic year. Total amount of private donations will increase by 10% each year, excluding the base year of 2008-2009 (year funds for new building were obtained).

Assessment Results:

X legitimate complaints were registered during the fall and spring terms. The annual budget was prepared to meet deadlines. X additional funding proposals were prepared during the academic year.

Action Plans:

Address plans to improve financial resources in the School of Nursing.

Assessment Method #2: Internal staff employment records

Criteria for Success:

All School of Nursing staff will meet all minimum qualification criteria.

Assessment Results:

X of School of Nursing staff meet minimum qualifications.

Action Plans:

Describe efforts to increase employment of high quality support staff.

Assessment Method #3: Obtain new and continuing support for new Richard and Lucille DeWitt School of Nursing

Criteria for Success:

School of Nursing will obtain sufficient funding to equip all specialized learning labs in the new Richard and Lucille DeWitt School of Nursing.

Assessment Results:

Amount of funding obtained for specialized labs.

% of labs fully equipped.

Action Plans:

Describe efforts to address any underfunded laboratory needs.

UNIT OUTCOME/OBJECTIVE #5:
Provide health related public service.

Assessment Method #1: Internal records monitoring unit's participation in community organized health events

Criteria for Success:

80% of School of Nursing faculty, staff, and students will assist in at least one community health event each academic year, upon implementation of new curriculum (i.e., Research based community service learning projects).

Assessment Results:

Provide aggregate number of participants and fairs.

Provide list of service learning projects, number of students participating, and results of service learning project.

Action Plans:

Outline plans to improve participation rates and to find additional event opportunities.

Assessment Method #2: FAR analysis

Criteria for Success:

FAR's will demonstrate that the School of Nursing provides at least ten instances of ad hoc health related public service during each term.

Assessment Results:

Provide aggregate number of ad hoc health related public services rendered.

Action Plans:

Outline plans to improve opportunities for ad hoc public service.

UNIT OUTCOME/OBJECTIVE #6:

Maintain quality relationships with School of Nursing alumni/ nursing graduates

Assessment Method #1: Internal alumni records

Criteria for Success:

80% of School of Nursing graduates will obtain health related employment within 3 months of graduation.

Assessment Results:

Provide aggregate % of graduates who are employed.

Action Plans:

Outline plans for improvement.

Assessment Method #2: Alumni satisfaction survey

Criteria for Success:

80% of new graduates/alumni will respond “Strongly Agree” or “Agree” on at least 5 out of 7 questions on the School of Nursing Graduate Satisfaction Survey.

Assessment Results:

Provide aggregate data.

Action Plans:

Describe plans for improvement.

Assessment Method #2: Employer satisfaction survey

Criteria for Success:

80% of employers will respond “Strongly Agree” or “Agree” on at least 5 out of 7 questions on the School of Nursing Graduate Satisfaction Survey.

Assessment Results:

Provide aggregate data.

Action Plans:

Describe plans for improvement.