



Nursing | 2013-2014 Assessment Report

The Professional Program in Nursing evaluates each of the nine student learning outcomes via graduate, alumni, and employer surveys distributed at the conclusion of each term/semester. The Assessment & Evaluation Committee of the nursing program facilitates the distribution of the online surveys using Qualtrics via email. Reminders are sent to non-responders. Additionally, course specific learning outcomes, relating to the overall program outcomes, are evaluated via course assignments and activities. These form the basis of course grades and demonstrate students' achievement of the course outcomes.

Beginning in 2012-2013, more focused attention was given to program outcome #8 Promote professionalism and model the values of altruism, autonomy, caring, human dignity, integrity, and social justice in nursing practice. It is believed that professionalism is critical to the delivery of quality nursing practice.

In 2013-2014, aggregate results from graduate and employer surveys along with mentor ratings of students' professional behaviors during the Community Health Practicum were collected, analyzed, and used. A plan for use of data and additional planned measures beginning fall 2014 is described below.

The following describes the Professional Program in Nursing's Assessment Plan related to professionalism/professional behaviors.

Student learning Outcome	Program Outcome #8: Promote professionalism and model the values of altruism, autonomy, caring, human dignity, integrity, and social justice in nursing practice.
Assessment Methods Used	<ol style="list-style-type: none"> 1. Graduate Survey data – student rating of satisfaction with achievement of program outcome 8 collected each term and reported annually. (spring, summer, fall graduates) 2. Employer Survey data- (program outcome 8). Employer rating of how well they believe their employee is prepared to promote professionalism and model the values of altruism, autonomy, caring, human dignity, integrity, and social justice in nursing practice (spring, summer, fall graduates) 3. NURS 445 Community Health Practicum Agency Feedback Form-Mentor Ratings on three select items related to professionalism collected each semester and reported annually (spring summer, fall).
Evidence/Findings	<ol style="list-style-type: none"> 1. 1. Graduate Survey data – student rating of satisfaction with achievement of program outcome #8 (5 point Likert scale with 5= extensive & 1 = none) Program benchmark = 3.75 <ol style="list-style-type: none"> a. 2012: weighted mean = 4.13 b. 2013: weighted mean = 4.42

	<ol style="list-style-type: none"> 2. Employer Survey Data- Program outcome #8 (5 point Likert scale with 5= extensive & 1 = none) Program benchmark = 3.75 <ol style="list-style-type: none"> a. 2012: weighted mean = 4.43 b. 2013: weighted mean = 4.05 3. NURS 445 Community Health Practicum Agency Feedback Form- Mentor Ratings for select items r/t professionalism. 3 point Likert-type scale (1= does not meet expectations, 2= meets expectations, 3= exceeds expectations) <ol style="list-style-type: none"> a. Initiative, interest, and enthusiasm for learning: <ol style="list-style-type: none"> a. 2012 mean = 2.76 (# students with rating < 2= 3) b. 2013 mean = 2.78 (# students with rating < 2= 2) 4. Effective communication with mentor, clients, and community partners: <ol style="list-style-type: none"> a. 2012 mean = 2.66 (# students with rating < 2= 2) b. 2013 mean = 2.74 (# students with rating < 2= 2) 5. Professional behaviors (appropriate appearance, being on time, affect, etc.) <ol style="list-style-type: none"> a. 2012 mean = 2.73 (# students with rating < 2= 2) b. 2013 mean = 2.76 (# students with rating < 2= 3)
Use of results	<p>While data for 2012 & 2013 demonstrate satisfactory performance by graduates, additional areas of improvement are planned.</p> <ul style="list-style-type: none"> • Standing NUFO Agenda Item- A standing item was added to the monthly NUFO agenda related to student issues including issues of professionalism. • Addressing less than satisfactory mentor ratings on the NURS 445/455 (beginning fall 2014) Community Health Practicum Agency Feedback Form: (Mentor/Faculty ratings <2) – As in the past, faculty will communicate with students who receive a less than satisfactory rating from their mentor on the community health Agency Feedback Form. Students receiving a less than satisfactory rating (<2) on any of the professionalism items will meet with the practicum faculty to develop a plan of improvement. • In addition, a statement stating that satisfactory practicum performance is required to pass the course will be added to the NURS 455 syllabus. The statement will indicate that less than satisfactory performance in the practicum setting (faculty and mentor ratings) will result in a failing grade. • Addition of a Student Self Evaluation of Professional Behaviors- Beginning fall 2014, students will be asked to self-evaluate their performance related to professionalism using the items from the Agency Feedback Form at the midway point in the semester.
Additional Planned Assessment Methods 2014/2015	<p>While results noted above are satisfactory, faculty decided to further strengthen student learning related to program outcome #8 by adding professionalism and professional values content to the new NURS 407</p>

Foundations of Professional Nursing Practice course offered Fall 2014.
Additional evidence related to program outcome #8 collected in NURS 407 includes:

- Student enactment of professional values via score on the Professional Values assignment in 2 sections of NURS 407 (Benchmark= 75% students receive 3 out of 5 points)
- Knowledge of professionalism/professional values – measured by the percent of students correctly answering 3 True/false and one matching quiz items related to professionalism and professional values (Benchmark = 75% of students answer each item correctly)