

Institutional Effectiveness Report 2018-2019

Program: Nursing BSN

College and Department: Whitson-Hester School of Nursing

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Mission: The mission of the Whitson-Hester School of Nursing (WHSON) is a focused commitment on meeting the health care needs of the diverse population of the Upper Cumberland Region of Tennessee. The goal of the nursing program is to prepare graduates with a commitment to life long success as nursing leaders in rural and urban areas who are committed to professional nursing standards, open to the changes occurring in a global health care system, and motivated to improve the health status of individuals, groups, and communities.

The University mission was approved by the Tennessee Tech Board of Trustees on June 26, 2018 as follows, "Tennessee's technological university creates, advances, and applies knowledge to expand opportunity and economic competitiveness. As a STEM-infused, comprehensive institution, Tennessee Tech delivers enduring education, impactful research, and collaborative service." Through the department's mission, there is a commonality to quality of instruction. The WHSON has played a significant role in the University's commitment to meet the economic needs of the region. The mission of the WHSON further reflects the mission of the University through the preparation of "graduates with a commitment to life-long success as nursing leaders in rural and urban areas who are committed to professional nursing standards, open to the changes occurring in a global health care system, and motivated to improve the health status of individuals, groups and communities." The mission and goals are reviewed and revised by the nursing faculty to reflect current trends in nursing and healthcare.

Program Goals:

1. The Whitson-Hester School of Nursing will maintain compliance with required agencies.
 - a. The Whitson-Hester School of Nursing will demonstrate ongoing accreditation through the Commission on Collegiate Nursing Education (CCNE).
 - b. The Whitson-Hester School of Nursing will demonstrate ongoing full approval of the Tennessee State Board of Nursing.
2. Graduates (alumni) and employers are satisfied with the program.
3. The WH-SON program will maintain strong graduation rates.
4. Graduates of the Whitson-Hester School of Nursing will be licensed to practice nursing.

Student Learning Outcomes:

By graduation, the undergraduate will demonstrate proficiency in the following areas:

1. Integrate knowledge and theories from the natural and social sciences, liberal arts, humanities, and nursing to develop a generalist professional nursing practice (LO-1)

2. Provide professional nursing care, which includes health teaching and health promotion to individuals, families, groups, and communities throughout the life span along a continuum of health, illness, and/or disability within various health care settings (LO-2)
3. Identify and apply knowledge of basic organizational and systems leadership for safe and high quality patient care (LO-3)
4. Evaluate and utilize theory and research based knowledge in nursing practice for beginning scholarship for evidence-based practice (LO-4)
5. Demonstrate professional nursing practice through critical thinking, clinical judgment, therapeutic nursing intervention and communication utilizing information management and patient care technology within the practice of the baccalaureate generalist (LO-5)
6. Demonstrate basic knowledge of healthcare policy, finance, and regulatory environments, including local, national, and global trends (LO-6)
7. Develop collaborative relationships and inter-professional communication with health care professionals and the health care consumer to promote and advance positive patient health care outcomes founded on evidence-based practice (LO-7)
8. Utilize evidence-based practice for health promotion, risk reduction, disease prevention, and illness management of individuals, families, groups and communities (LO-8)
9. Demonstrate quality nursing practice based on professional values, incorporating ethical, moral and legal standards, and human diversity (LO-9)

A departmentally developed curriculum map can be found in Appendix 1 that shows the connections between courses and student learning outcomes.

Assessment Methods:

1. *CCNE Accreditation and Approval of the Tennessee State Board of Nursing:* The Commission on Collegiate Nursing Education (CCNE) – CCNE is “an autonomous accrediting agency, officially recognized by the U.S. Secretary of Education as a national accreditation agency. The Commission ensures the quality and integrity of baccalaureate, graduate, and residency programs in nursing. CCNE serves the public interest by assessing and identifying programs that engage in effective educational practices. CCNE is a voluntary, self-regulatory process, which supports and encourages continuing self-assessment of nursing programs and supports continuing growth and improvement of collegiate professional education and post-baccalaureate nurse residency programs.”
<http://www.aacn.nche.edu/ccne-accreditation/about/mission-values-history>.

The Tennessee State Board of Nursing – the TN State Board of Nursing’s mission and responsibilities “center around three broad functions – licensure, education, and practice. The board prescribes the minimum curriculum for all nursing programs on ground, online, distance, or via other electronic means and annual approves schools of nursing meeting board standards. Schools not meeting standards are investigated and the board is authorized to place the school on conditional approval or close the program if standards are not met.” <http://health.state.tn.us/boards/Nursing/index.htm>.

Assessment data relative to CCNE accreditation and TN State Board of Nursing approval is reviewed by the Dean of the WH-SON and disseminated to the WH-SON Faculty Organization for discussion and input. The Dean of the WH-SON is an Ex-officio member of the WH-SON Faculty Organization. Faculties receive copies of completed accreditation reports. Faculty Organization meets monthly during the academic year. The annual report to the TN State Board of Nursing is accessible to faculty when requested.

2. *Graduate (Alumni) and Employer Surveys, Skyfactor (formerly Educational Benchmarking Inc. (EBI):* Surveys developed and compiled by Skyfactor, formerly known as EBI with reports distributed to the School of Nursing. Reports provide benchmarking against six self-selected peer institutions based on Carnegie Classifications; aligns with professional standards described by CCNE; and allows for flexible assessment scheduling. In addition, the School of Nursing receives executive summaries, in-depth analysis, custom analysis as well as statistical analysis, when needed, to assist with continuous improvement. The results are reviewed by the standing Faculty-Student Relations Committee and Curriculum Committee within the WHSON as well as the Faculty Organization and administrative leaders (Dean and Program Coordinators). Provides alumni feedback on various demographics, job placement, and alignment of the curriculum and individual student learning with the Nine Essentials of Baccalaureate Nursing Education: Liberal Education for Baccalaureate Nursing Practice; Basic Organization and Systems Leadership for Quality Care and Patient Safety; Scholarship for Evidence-Based Practice; Information Management and Application of Patient Care Technology; Health Care Policy, Regulatory, and Finance Environments; Interprofessional Communication and Collaboration for Improving Patient Health Outcomes; Clinical Prevention and Population Health; Professionalism and Professional Values; and Baccalaureate Generalist Nursing Practice. Graduate and employer surveys are reviewed by the Faculty Student Relations Committee in the WH-SON with results presented to the Faculty Organization for feedback and recommendations.

Satisfaction with Program/Graduates		
Criterion	Benchmark	How Documented
ALUMNI	Alumni of the BSN program will rate overall program effectiveness to meet a benchmark of 5.5.	Skyfactor Alumni Assessment, Factor 13 (Overall Satisfaction), Factor 14 (Overall Learning) and Factor 15 (Overall Program Effectiveness).
EMPLOYER	Employers of the BSN graduates will report satisfaction with BSN graduates	Skyfactor Employer Survey, selected elements where a >5 out of 7 correlates satisfaction

3. *HESI RN Exit Exams:* Health Education Systems, Inc. (HESI) is a testing company specializing in producing valid and reliable tests for nursing schools (See Appendix B - HESI Definition of Terms: Reports). They offer custom, specialty and exit exams. HESI exams are computerized based and timed, comparable to the delivery format of the NCLEX-RN. In addition, the exam questions are modeled after the NCLEX-RN test blueprint and can be utilized as a predictor for NCLEX-RN success. Each type of exam can provide individual student evaluation as well as class aggregate evaluation data.

4. *NCLEX-RN Pass Rates:* BSN graduates cannot practice nursing without initial licensure. The National Council of State Boards of Nursing (NCSBN) is an independent, not-for-profit organization serving as the “vehicle through which boards of nursing act and counsel together on matters of common interest.” NCSBN was created to “guard the safety of the public” through member boards seeking to “ensure that nurses entering the workforce have the necessary knowledge and skills to practice.” To meet this goal, NCSBN develops “psychometrically sound and legally defensible nurse licensure examinations consistent with current nursing practice.” Specific to the WH-SON nursing program, our BSN graduates are eligible to test for the NCLEX-RN licensure examination upon graduation from the program and completion of a criminal background check. Utilizing current changes in U.S. health care delivery and nursing practice and the acuity level of patient care, the NCSBN Board of Deans evaluate the NCLEX-RN passing standards every three years, adjusting the difficulty level of the exam. Therefore, it is the preferred comparison benchmark for the WH-SON versus comparison to peer Tennessee institutions. The NCLEX-RN is completed through Computerized Adaptive Testing, with a minimum of 75 questions up to 265 questions answered based on the graduates ability to answer questions reflective of varying cognitive levels with emphasis placed on application or higher levels of cognitive ability described by Bloom’s taxonomy for the cognitive domain. Graduates will receive a pass/fail if they have met the passing standards set by NCSBN. www.ncsbn.org/181.htm. Assessment data relative to NCLEX-RN pass rates is reviewed by the Dean and disseminated to the WH-SON Faculty Organization. As the NCLEX-RN passing standards change along with changes to the NCLEX-RN test blueprint, the blueprint is reviewed by individual Course Administrators as well as the WH-SON Curriculum Committee for gaps in content, concepts, etc. with necessary course and/or curriculum revisions when warranted. Three faculty of the WH-SON attend national updates on the NCLEX-RN and then in turn disseminate current information to the Faculty Organization.
5. *WHSON and University Graduation Rates:* Provide a comparison between the WH-SON graduates and the rest of the university. This assessment can identify changes in student retention and attrition compared to the institution. WHSON and University graduation rates comparisons are reviewed annually by the Dean of the WH-SON and shared with faculty during Faculty Organization meetings.

Results:

Program Goal 1: The Whitson-Hester School of Nursing will maintain compliance with required agencies.

- a. *The Whitson-Hester School of Nursing will demonstrate ongoing accreditation through the Commission on Collegiate Nursing Education (CCNE).*
- b. *The Whitson-Hester School of Nursing will demonstrate ongoing full approval of the Tennessee State Board of Nursing.*

Commission on Collegiate Nursing Education (CCNE) Accreditation - In 2009, the WH-SON completed a self-study in preparation for an onsite evaluation by its accrediting agency, the Commission on Collegiate Nursing Education (CCNE). At the October 2010 meeting of CCNE, the agency determined that the School met all four of its accreditation standards with no compliance concerns. CCNE accreditation standards include an assessment of compliance with University mission and standards. Consequently, CCNE granted full accreditation of the School’s baccalaureate degree program in nursing, retroactive from February 5, 2009, when the on-site evaluation took place, until December 31, 2019. Submission of the Continuous Improvement Performance Report (CIPR) was sent to CCNE on December 1, 2014 and full approval on July 8, 2015.

WH-SON completed the self-study process for re-accreditation in December 2018. The self-study process affords the program the opportunity to identify its strengths, its performance with respect to student achievement, and areas for improvement, as well as its plans to address continuous improvement. The CCNE re-accreditation Site Visit took place February 20-22nd, 2019. The CCNE Site Visitors found that the WH-SON BSN program met all four required standards. The accreditation will not become final until approved by the CCNE Board in November/December, 2019. The accreditation will be made retroactive to the date of the site visit.

Full approval of the Tennessee State Board of Nursing with no deficiencies— Last on site visit occurred in Spring 2017 for the Baccalaureate Degree Program with a report due in December of each year.

Program Goal 2: Graduates (alumni) and employers are satisfied with the program.

In 2013, use of educational benchmark, Inc. (EBI) now known as Skyfactor developed alumni and employer surveys that were approved by the Faculty Organization, and the first surveys were launched in 2014. Our most recent surveys were launched in Fall 2018. The Curriculum Committee and Faculty Student Relations Committee (FSRC) have reviewed the survey data. The survey responses were shared by FSRC with Faculty Organization (FO) in March 2019.

Area	2014 TTU Nursing Alumni Score	2015 TTU Nursing Alumni Score	2016 TTU Nursing Alumni Score	2017 TTU Nursing Alumni Score	2018 TTU Nursing Alumni Score	2019 TTU Nursing Alumni Score	Goal
Overall Learning	6.45	6.59	6.61	6.17	6.44	6.21	5.5
Overall Satisfaction	5.91	6.28	6.54	6.32	6.00	5.64	5.5
Overall Program Effectiveness	6.37	6.56	6.56	6.21	6.25	5.98	5.5

The 2019 survey surpassed Skyfactor’s goals in overall learning, overall program effectiveness and overall satisfaction. Employers of BSN graduates results could not report satisfaction with BSN graduates, as the number of respondents was not reached.

Areas for Improvement

Area	2014 TTU Nursing Alumni Score	2015 TTU Nursing Alumni Score	2016 TTU Nursing Alumni Score	2017 TTU Nursing Alumni Score	2018 TTU Nursing Alumni Score	2019 TTU Nursing Alumni Score	Goal
Enhanced Community Health Care	5.37	5.21	5.56	5.42	5.73	5.46	5.5
Enhanced Management Skills	5.25	5.06	5.27	4.96	5.37	5.22	5.5
School Activities Contributed to Success	4.47	4.31	4.87	4.41	4.32	4.18	5.5

Program Goal 3: The WH-SON program will maintain strong graduation rates.

Graduation rates were calculated by dividing the number of students graduated by the number of students admitted for the academic year. Students are excluded who have identified factors such as family obligations, relocation, financial barriers, and decisions to change major or transfer to another institution of higher education. This is a standard for Accreditation of Baccalaureate and Graduate Nursing Programs in the Continuous Improvement Progress Report (CIPR). The entry point for Upper Division Nursing (UDN) is the beginning of the sophomore 2 semester with the time period to completion extended to a maximum of six semesters in UDN. The program is organized for completion in 5 semesters; the rates are based on completion within 6 semesters to account for students who may have to repeat a course.

TTU Metrics for First Time Freshmen graduation rates are in six-year increments. The last metric available is from the freshmen classes was in spring 2014 TTU rate 55.1% (Office of Institutional Research). In spring 2014, WHSON graduation rate was 96%, exceeding the University's graduation rate.

YEAR	NUMBER ACCEPTED TO UPPER DIVISION	NUMBER WITHDRAWS/CHANGED MAJOR	NUMBER GRADUATED	WH-SON GRADUATION RATE	TTU GRADUATION RATE
Spring 2014	57	4 (53 remaining)	51 out of 53	96%	55.1%
Fall 2014	56	6 (51 remaining)	46 out of 51	90%	N/A
Spring 2015	60	2 (58 remaining)	57 out of 58	98%	N/A
Fall 2015	61	3 (58 remaining)	54 out of 58	93%	N/A
Spring 2016	66	3 (63 remaining)	61 out of 63	97%	N/A
Fall 2016	58	10 (48 remaining)	46 out of 48	96%	N/A

Program Goal 5: Graduates of the Whitson-Hester School of Nursing will be licensed to practice nursing.

NCLEX-RN Performance on the NCLEX-RN continues to be strong with an average of 96% for first-time test takers for the past three calendar years. The National Average for the past three years is 86.66%. NCLEX-RN Performance for First-Time Test Takers in 2018 exceeds the 80% expected level of achievement (ELOA) for the Commission on Collegiate Nursing Education (CCNE).

	2014	2015	2016	2017	2018
TTU WHSON BSN Graduates	95% 87 graduates 4 failures (F13/S14)	98% 57 graduates 1 failure (F14/S15)	95% 108 graduates 5 failures (S16/F15)	95% 108 graduates 5 failures (Sp17/F16)	99% 115 graduates 1 failure (F17/S18)
National Average, First Attempt, U.S. Educated, BSN	82.86%	84.5%	84.57%	87.11%	88.29%

Student Learning Outcomes:

The HESI exam scores provide a reflection of student progression on identified learning outcomes throughout the students' time in the nursing program. HESI Exam Categories include the AACN Essentials of Baccalaureate Nursing Education, Nursing Process, Client Needs, NLN Education Competences, and QSEN. Aggregate student outcomes for the HESI RN Exit Exam and the Mid-curricular Exam are provided for curriculum and course revision.

1. *Integrate knowledge and theories from the natural and social sciences, liberal arts, humanities, and nursing to develop a generalist professional nursing practice (LO-1)*

	HESI Category	Feb. 2017	Oct. 2017	Feb. 2018	Oct. 2018	Feb. 2019	National Score (Feb. 2019)
LO-1	Liberal Education for EBP	896	916	956	875	850	845

2. *Provide professional nursing care, which includes health teaching and health promotion to individuals, families, groups, and communities throughout the life span along a continuum of health, illness, and/or disability within various health care settings (LO-2)*

	HESI Category	Feb. 2017	Oct. 2017	Feb. 2018	Oct. 2018	Feb. 2019	National Score (Feb. 2019)
LO-2	Provider of Care	911	907	957	889	896	851
	BSN Nsg Practice	899	898	948	891	895	851

3. *Identify and apply knowledge of basic organizational and systems leadership for safe and high-quality patient care (LO-3)*

	HESI Category	Feb. 2017	Oct. 2017	Feb. 2018	Oct. 2018	Feb. 2019	National Score (Feb. 2019)
LO-3	Leader for Quality Care & Pt Safety	892	900	951	906	918	852

4. Evaluate and utilize theory and research based knowledge in nursing practice for beginning scholarship for evidence-based practice (LO-4)

	HESI Category	Feb. 2017	Oct. 2017	Feb. 2018	Oct. 2018	Feb. 2019	National Score (Feb. 2019)
LO-4	Scholarship for EBP	932	916	962	918	878	849

5. Demonstrate professional nursing practice through critical thinking, clinical judgment, therapeutic nursing intervention and communication utilizing information management and patient care technology within the practice of the baccalaureate generalist (LO-5)

	HESI Category	Feb. 2017	Oct. 2017	Feb. 2018	Oct. 2018	Feb. 2019	National Score (Feb. 2019)
LO-5	Clinical Judgement Clin Decision Critical Thinking	912	899	945	900	893	851
	Nursing Intervention	915	908	952	900	891	851
	Comm	847	874	921	831	764	853
	Pt Care Techn & Inf Mngmt	882	873	985	962	943	852

6. Demonstrate basic knowledge of healthcare policy, finance, and regulatory environments, including local, national, and global trends (LO-6)

	HESI Category	Feb. 2017	Oct. 2017	Feb. 2018	Oct. 2018	Feb. 2019	National Score (Feb. 2019)
LO-6	Healthcare Policy	840	1015	1053	964	922	860

7. *Develop collaborative relationships and interprofessional communication with health care professionals and the health care consumer to promote and advance positive patient health care outcomes founded on evidence-based practice (LO-7)*

	HESI Category	Feb. 2017	Oct. 2017	Feb. 2018	Oct. 2018	Feb. 2019	National Score (Feb. 2019)
LO-7	Designer/ Manager/ Coord of Care	858	880	892	955	909	854
	Interprof Comm	795	890	893	889	785	859

8. *Utilize evidence-based practice for health promotion, risk reduction, disease prevention, and illness management of individuals, families, groups and communities (LO-8)*

	HESI Category	Feb. 2017	Oct. 2017	Feb. 2018	Oct. 2018	Feb. 2019	National Score (Feb. 2019)
LO-8	Clinical Prevention & Pop Hlth	884	889	940	882	890	851

9. *Demonstrate quality nursing practice based on professional values, incorporating ethical, moral and legal standards, and human diversity (LO-9)*

	HESI Category	Feb. 2017	Oct. 2017	Feb. 2018	Oct. 2018	Feb. 2019	National Score (Feb. 2019)
LO-9	Prof & Prof Values	707	860	873	907	886	861

Modifications Improvement:

Program Goal 4: Maintenance of RN Licensure Exam Scores above National Averages

Assessment: NCLEX_RN Pass Rates

While the WHSON NCLEX pass rates exceed the state and national benchmarks we do recognize the anticipated major revisions to the national exam. The NEXGEN NCLEX exam is expected to begin during Academic Year 2022-2023. This will impact students admitted to Upper Division Nursing Fall 2020. The testing is moving away from being just safety based to also including a great deal of assessment of clinical judgement. We recognize this will require a major adjustment to our testing policies and testing content. During the AY 2019-2020 the WHSON will support faculty development at national conferences to gain information needed for the upcoming NCLEX changes. During this academic the WHSON will develop a plan for faculty development for all WHSON faculty and begin the process of needed curricular and testing revisions. WHSON administration will also start the process of collecting information on available testing software to accommodate the changes in testing. This will be an ongoing process over the next 3-4 years as the new test plan becomes active.

Appendices

1. Curriculum Map

Appendix 1: Curriculum Map

Required Courses and Experiences	WHSON BSN Program Objectives								
	LO1	LO2	LO3	LO4	LO5	LO6	LO7	LO8	LO9
NURS 2300	I		I	I	I				
NURS 3240	R	I	R	R	I	I	R	I	M
NURS 3250	R	I	R	M	R	R	R	I	R
NURS 3260	I	R	I	R	R	I	R	R	R
NURS 3261	M	R	M	M	R	M	R	R	R
NURS 3270	R	R	R	R	R	I	R	I	I
NURS 3271	M	R	M	M	R	M	R	R	R
NURS 3280	R	R	R	M	M	M	R	R	M
NURS 3290	M	R	R	I	R	R	R	R	M
NURS 3350	R	R	R	M	R	R	R	R	M
NURS 3361	M	R	M	M	R	M	M	M	R
NURS 3370	R	I	R	M	R	M	I	R	R
NURS 3371	R	R	M	M	M	M	M	R	M
NURS 3390	M	R	R	R	R	R	R	R	M
NURS 4000	R	R	M	I	R	I	I	R	R
NURS 4001	R	R	R	I	M	M	R	M	R
NURS 4100	M	R	R	I	R	R	R	R	R
NURS 4101	R	I	R	M	M	M	M	M	M
NURS 4230	R	R	R	M	R	M	R	R	R
NURS 4300	R	R	R	R	R	M	R	R	M
NURS 4430	R	R	R	R	M	M	R	M	R
NURS 4431	M	M	M	M	R	M	M	M	R
NURS 4450	R	R	R	M	M	M	R	R	R
NURS 4451	M	M	M	M	R	M	M	M	R
NURS 4460	M	A		M				M	R
NURS 4800	R	R	R	R	I	R	R	R	I
Other: Exit Exam RNExit		A		A A					