

# Assessment Plan

2017-18



## Program (CBHS) - Nursing

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**University Mission:** George Fox University, a Christ-centered community, prepares students spiritually, academically, and professionally to think with clarity, act with integrity, and serve with passion.

**Program Mission:** George Fox University Department of Nursing prepares students to enter the profession with a commitment to promoting health with excellence and integrity, and as imitators of Christ through caring with compassion and hope.

**Alignment of Program Mission to GFU Mission:**

- + Christ-Centered Community - Be Imitators of Christ
- + Local & Global Engagement - Serve as leaders in providing holistic health care to a global community.
- + Liberal Arts Foundation - Foster an attitude of lifelong learning
- + Professional Preparation - Be prepared for graduate education

**Degree Outcomes:**

- + Synthesize theories and concepts from a Christian liberal arts education to build and understand the human experience in nursing practice
- + Demonstrate knowledge, skills and attitudes in leadership, quality improvement and patient safety in the provision of excellent nursing care within complex organizational systems
- + Use evidence generated by research as a foundation for nursing practice
- + Use information and technology to communicate, manage knowledge, mitigate error and support decision making
- + Demonstrate basic knowledge of health care policy, finance, and regulatory environments, including local, state, national and global health care trends
- + Function effectively within nursing and inter-professional teams, fostering open communication, mutual respect, shared decision making and conflict resolution to achieve quality patient care
- + Assess determinants of health, including genetics, which influence the well being of individuals, families, groups and communities to promote health, prevent disease and reduce health disparities
- + Demonstrate a commitment to promoting health with excellence and integrity and as imitators of Christ through caring with compassion and hope

**Assessment Coordinator:** Sandra Banta-Wright

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### Outcome: Standard I - Program Quality: Mission and Governance

I-A - The mission, goals, and expected student outcomes are congruent with those of the parent institution and consistent with relevant professional nursing standards and guidelines for the preparation of nursing professionals.

I-B - The mission, goals, and expected student outcomes are reviewed periodically and revised as appropriate, to reflect: Professional nursing standards and guidelines; and The needs and expectations of the community of interest.

I-C - Expected faculty outcomes in teaching, scholarship, service, and practice are congruent with the mission, goals, and expected student outcomes.

I-D - Faculty and students participate in program governance.

I-E - Documents and publications are accurate. References to the program's offerings, outcomes, accreditation/approval status, academic calendar, recruitment, and admission policies, transfer credit policies, degree completion requirements, tuition, and fees are accurate.

I-F - Academic policies of the parent institution and the nursing program are congruent. These policies support achievement of the mission, goals, and expected student outcomes. These policies are fair, equitable, and published and are reviewed and revised as necessary to foster program improvement. These policies include, but are not limited to, those related to student recruitment.

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I-G - There are established policies by which the nursing unit defines and review form complaints.

**Outcome Status:** Active

**OutcomeType:** Student Learning Outcome

**Start Date:** 11/05/2012

## Assessment Tools

GFU Mission Statement  
Department of Nursing Mission Statement  
GFU Core Themes  
Department of Nursing Goals  
Program Outcomes  
Core Competencies  
AACN - The Essentials  
AACN - QSEN  
ANA - Scope & Standards of Practice  
OSBN - Division 21 (Active)

**Target:** Expected Outcomes? (From Blueprint)

**Schedule for Data Collection:** Ongoing

**Schedule for Data Analysis & Reporting:** Annually - Spring Faculty Workshop - May 2013

1A - No Changes needed

1B - Director reported that the above were reviewed at the last Advisory mtg, 4/13, no changes needed

1C - No changes needed

1D - Student liaisons chosen from each class at beginning of year and present throughout year at most of faculty meetings

1E - Changes have made in the curriculum ? Nursing Fundamentals has been moved to first semester sophomore year, and Pathophysiology and Pharmacology have become Patho/Pharm I and II Pathophysiology has become a nursing course rather than a biology course. Changes in the website, brochures and handbook have been made.

1F - Policy changes regarding Latex allergies, assessment of drug calculation and medication administration, dismissal based upon criminal background checks, and late compliance with paperwork and immunizations have been made and added to the student handbook

1G - No changes needed in policy, no formal complaints were made this academic year.

### Related Documents:

[Mission, Values, Goals, Program Outcomes & Core Competencies](#)

I-A - GFU Mission Statement; Department of Nursing Mission Statement; GFU Core Themes; Department of Nursing Goals; Program Outcomes; Core Competencies; AACN ? The Essentials; AACN ? QSEN; ANA ? Scope & Standards of Practice; OSBN ? Division 21

I-B - GFU Mission Statement; Department of Nursing Mission Statement; GFU Core Themes; Department of Nursing Goals; Program Outcomes; Core Competencies; AACN ? The Essentials; AACN ? QSEN; ANA ? Scope & Standards of Practice; OSBN ? Division 21

I-C - GFU Faculty Handbook; Faculty Growth Plans; OSBN ? Division 21

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I-D - Department of Nursing -Student Handbook; Department of Nursing ? Faculty Handbook

I-E - Course Catalog; Department Brochures; Major Sheets; Department Website

I-F - GFU Faculty Handbook; GFU Academic Catalog and Handbook; Department of Nursing ? Student Handbook; Department of Nursing ? Faculty Handbook

I-G - Department of Nursing ? Student Handbook; Department of Nursing ? Faculty Handbook; GFU Academic Catalog and Handbook

(Active)

**Target:** I-A - Congruency of mission, goals, expected student outcomes with professional nursing standards and guidelines.

I-B - Congruency of mission, goals, expected student outcomes with professional nursing standards and guidelines; Congruency of mission, goals, expected student outcomes with expectations of Community of Interest.

I-C - Individual faculty outcomes in teaching, scholarship, service, and practice are congruent with GFU and the Department of nursing program?s mission, goals, and expected student outcomes.

I-D - Faculty and student involvement in nursing program governance contributes to the program?s continuous improvement.

I-E - GFU and Department of Nursing documents and publications are accurate and current.

I-F - Department of Nursing academic policies and nursing program academic policies are congruent; Nursing program policies are fair, equitable, published, and foster Continuous Quality Improvement.

I-G - Fair and equitable resolution of the complaint.

If appropriate, appropriate changes are made to policies and/or procedures to ensure similar complaints do not recur and that the operation and functioning of the Department is improved.

**Schedule for Data Collection:** Ongoing

**Schedule for Data Analysis & Reporting:** I-A - Annually

I-B - Annually

I-C - Annually

I-D - Bi-weekly faculty meetings; Annually

I-E - Annually Ongoing

I-F - Annually Ongoing

I-G - Upon Receipt

## Related Goals

Program (CBHS) - Nursing

Prepares students to enter the profession with a commitment to promoting health with excellence and integrity, and as imitators of Christ through caring with compassion and hope

# Program (CBHS) - Nursing

## Outcome: Standard II - Program Quality: Institutional Commitment and Resources

II-A - Fiscal and physical resources are sufficient to enable the program to fulfill its mission, goals, and expected outcomes. Adequacy of resources is reviewed periodically and resources are modified as needed.

II-B - Academic support services are sufficient to ensure quality and are evaluated on a regular basis to meet program and student needs.

II-C - The chief nurse administrator: is a registered nurse (RN); holds a graduate degree in nursing; is academically and experientially qualified to accomplish the mission, goals, and expected student and faculty outcomes; is vested with the administrative authority to accomplish the mission, goals, and expected student and faculty outcomes; and provides effective leadership to the nursing unit in achieving its mission, goals, and expected student and faculty outcomes.

II-D - Faculty members are: sufficient in number to accomplish the mission, goals, and expected student and faculty outcomes; academically prepared for the areas in which they teach; and experientially prepared for the areas in which they teach.

II-E - When used by the program, preceptors, as an extension of faculty, are academically and experientially qualified for their role in assisting in the achievement of the mission, goals, and expected student outcomes.

II-F - The parent institution and program provide and support an environment that encourages faculty teaching, scholarship, service, and practice in keeping with the mission, goals, and expected faculty outcomes.

**Outcome Status:** Active

**OutcomeType:** Student Learning Outcome

**Start Date:** 11/05/2012

### Assessment Tools

II-A - Annual Budget; Facilities Overview; Department FTE; Department of Nursing Goals; Program Outcomes; Core Competencies; OSBN Division 21

II-B - Library Resources; Institutional Technology; Academic Support Services; Advising Guideline; Academic Resource Center; Disability Services Office; Health & Counseling; Spiritual Life; Financial Aid; Career Services

II-C - Director CV, License; Faculty Growth Plans; OSBN Division 21

II-D - Faculty CV, License; GFU Faculty Handbook

II-E - Department of Nursing Preceptor Manual; OSBN Division 21; Clinical Agencies

II-F - GFU Faculty Handbook; Faculty Growth Plan; Department of Nursing Faculty Handbook; Department of Nursing Faculty Handbook; GFU Academic Catalog and Handbook

(Active)

**Target:** II-A - Approved budget will provide necessary fiscal and physical resources to enable program to fulfill its mission, goals, and expected outcomes.

II-B - Support services are adequate to meet the needs of students, and to ensure program quality.

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II-C - Director has administrative authority; provides effective leadership in achieving the mission, goals and expected student and faculty outcomes

II-D - Continued teaching, scholarship, and service accomplishments.  
Academic Development  
Actual faculty and student outcomes meet or exceed expected outcomes

II-E - Positive clinical experiences for students that contribute to expected Student Learning Outcomes.

II-F - Faculty have positive support for teaching, scholarship and service, and development opportunities are available to assist them in meeting expected faculty outcomes.

**Schedule for Data Collection:** Ongoing

**Schedule for Data Analysis & Reporting:** Annually; Ongoing Development

II-A - High Fidelity mannequin purchased for simulation

II-B - Office for Student Success has been developed at University. Registrar specialist for nursing (Tamara Reams) attended nursing faculty fall retreat to instruct regarding advising. A task force will be established to discuss advising needs for department.

II-C - Director successfully led accreditation process in fall. Has been asked to become a CCNE Accreditation Visit Evaluator.

II-D - New full-time faculty hired for 2013-2014 ? Wendy Ackley. A .5 FTE position has been posted.

II-E - Preceptor manual was developed. All preceptors were evaluated by faculty. Each preceptor received positive evaluations from students. Preceptors and students had weekly contact with faculty and faculty visited precepted site three times during 7 week rotation.

II-F - New faculty attended new faculty institute, one faculty successfully completed the six year review and was granted a sabbatical for one semester of the next academic year.

## Related Goals

Program (CBHS) - Nursing

Prepares students to enter the profession with a commitment to promoting health with excellence and integrity, and as imitators of Christ through caring with compassion and hope

## Outcome: Standard III - Program Quality: Curriculum and Teaching-Learning Practices

III-A - The curriculum is developed, implemented, and revised to reflect clear statements of expected individual student learning outcomes that are congruent with the program's mission, goals, and expected aggregate student outcomes.

III-B - Expected individual student learning outcomes are consistent with the roles for which the program is preparing its graduates. Curricula are developed, implemented, and revised to reflect relevant professional nursing standards and guidelines, which are clearly evident within the curriculum, expected individual student learning outcomes, and expected aggregate student outcomes. Baccalaureate program curricula incorporate The Essentials of Baccalaureate Education for Professional Nursing Practice (AACN, 2008).

III-C - The curriculum is logically structured to achieve expected individual and aggregate student outcomes. The baccalaureate curriculum builds upon a foundation of the arts, sciences, and humanities.

III-D - Teaching-learning practices and environments support the achievement of expected individual student learning outcomes and aggregate student outcomes.

III-E - The curriculum and teaching-learning practices consider the needs and expectations of the identified community of interest.

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III-F - Individual student performance is evaluated by the faculty and reflects achievement of expected individual student learning outcomes. Evaluation policies and procedures for individual student performance are defined and consistently applied.

III-G - Curriculum and teaching learning practices are evaluated at regularly scheduled intervals to foster ongoing improvement.

**Outcome Status:** Active

**OutcomeType:** Student Learning Outcome

**Start Date:** 11/05/2012

## Assessment Tools

III-A - The Essentials (AACN, 2008); QSEN (AACN, 2008); ANA Scope & Standards of Practice; OSBN Division 21; Course Syllabi

III-B - The Essentials (AACN, 2008); QSEN (AACN, 2008); ANA Scope & Standards of Practice; OSBN Division 21; Course Syllabi

III-C - General Education Requirements; Curriculum ? Nursing Core Curriculum

III-D - Affiliation Agreements- Clinical Partners; Facilities Overview

III-E - University Committee Memberships; Nursing Advisory Committee Minutes; Alumni Survey; AACN Standards; OSBN ? Division 21

III-F - Course Evaluations; Course Review; Reports of ATI standardized testing; Reports of Junior & Senior Milestones

III-G - Course Evaluations; AACN ? EBI Surveys; Faculty Growth Plans-Faculty Development

(Active)

**Target:** III-A - Student learning outcomes are congruent with the program's mission, goals, and expected aggregate student outcomes.

III-B - Student learning outcomes are consistent with the roles for which the program is preparing its graduates.

III-C - The nursing curriculum builds upon a foundation of the arts, sciences, and humanities and is structured to achieve expected individual and aggregate student outcomes.

III-D - Teaching-learning practices and environments support the achievement of expected individual student learning outcomes and aggregate student outcomes.

III-E - Curriculum and teaching-learning practices take into account the needs and expectation of the Community of Interest

III-F - Individual student performance is evaluated by the faculty and reflects achievement of expected individual student learning outcomes.

III-G - Regular evaluations of the curriculum and teaching-learning practices lead to continuous improvement in the program's outcomes and future development.

**Schedule for Data Collection:** Ongoing

**Schedule for Data Analysis & Reporting:** Annually

# Program (CBHS) - Nursing

III-A - Review of courses and basis of curriculum is ongoing  
III-B - No changes needed  
III-C - Changes made in curriculum to better facilitate student learning ? Admission into major ? Fall of 2nd year with NURS 200 and integration of Pathophysiology and Pharmacology content into NURS 350 Patho/Pharm I and NURS 351 Patho/Pharm II  
III-D - No changes needed  
III-E - Annually by Faculty Review at Spring/Fall Nursing Advisory Committee Meetings - No changes needed  
III-F - No changes needed  
III-G - No changes needed

## Related Goals

Program (CBHS) - Nursing

Prepares students to enter the profession with a commitment to promoting health with excellence and integrity, and as imitators of Christ through caring with compassion and hope

## Outcome: Standard IV - Program Effectiveness: Assessment and Achievement of Program Outcomes

- IV-A - A systematic process is used to determine program effectiveness.
- IV-B - Program completion rates demonstrate program effectiveness.
- IV-C - Licensure and certification pass rates demonstrate program effectiveness.
- IV-D - Employment rates demonstrate program effectiveness.
- IV-E - Program outcomes demonstrate program effectiveness.
- IV-F - Faculty outcomes, individually and in the aggregate, demonstrate program effectiveness.
- IV-G - The program defines and reviews formal complaints according to established policies.
- IV-H - Data analysis is used to foster ongoing program improvement.

**Outcome Status:** Active

**OutcomeType:** Student Learning Outcome

**Start Date:** 11/05/2012

## Assessment Tools

- IV-A - Course Evaluations; AACN EBI Surveys; ATI Student Mastery; TEAS; Content Mastery; Comprehensive; Alumni Satisfaction Survey; Employer Satisfaction Surveys; Graduation Rates; NCLEX-RN Pass Rates; Employment Rates
- IV-B - Course Evaluations; AACN EBI Surveys; ATI-TEAS; ATI - Content Mastery; ATI- Comprehensive Predictor; Alumni Satisfaction Survey; Employer Satisfaction Surveys; Graduation Rates; NCLEX-RN Pass Rates; Employment Rates
- IV-C - Course Evaluations; AACN EBI Surveys; ATI-TEAS; ATI - Content Mastery; ATI- Comprehensive Predictor; Alumni Satisfaction Survey; Employer Satisfaction Surveys; Graduation Rates; NCLEX-RN Pass Rates; Employment Rates
- IV-D - Course Evaluations; AACN EBI Surveys; ATI-TEAS; ATI - Content Mastery; ATI- Comprehensive Predictor; Alumni Satisfaction Survey; Employer Satisfaction Surveys; Graduation Rates; NCLEX-RN Pass Rates; Employment Rates

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IV-E - Faculty Growth Plans and Annual Faculty Evaluation

IV-F - Department of Nursing ? Student Handbook and GFU ? Student Academic Handbook

(Active)

**Target:** IV-A - Data collected will be complete and accurate and meet the needs of the nursing program

IV-B - Course Evaluations - >3.0 out of 5;  
AACN EBI Survey - Rank above Mean in Carnegie Class;  
ATI -TEAS - > Level Proficient;  
ATI - Content Master - Level II Proficiency;  
ATI Comprehensive Predictor - > 95%;  
Alumni Satisfaction Survey - > 80%;  
Employer Satisfaction Surveys - > 3.5 out of 5;  
Graduation Rates - > 80% (2.5yrs), > 85% (3-3.5yrs);  
NCLEX-RN Pass Rates - > 90%;  
Employment Rates - > 90% (1 yr)

IV-C - Aggregate student outcome data indicates the program's effectiveness in achieving its mission, goals, and expected outcomes.

IV-D - Aggregate student outcomes meets or exceeds expected aggregate student outcomes.

IV-E - Aggregate faculty outcomes are consistent with and contribute to the achievement of the program's mission, goals, and expected student outcomes.

IV-F - Fair and equitable resolution of complaint. Policies and/or procedures revised if appropriate to obviate further complaints and improve the operation and functioning of the Department.

**Schedule for Data Collection:** Ongoing

**Schedule for Data Analysis & Reporting:** Upon receipt, Annually, Faculty Meetings, Faculty Workshops, or as needed

IV-A - See Data in IV-B

IV-B - Adoption of HESI ? Fall 2013 for sophomores & juniors

IV-C - No Changes needed

IV-D - See recommendations in IV-B

IV-E - No Changes needed

IV-F - Upon receipt of complaint - None at this time.

## Related Goals

Program (CBHS) - Nursing

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