

Administrative and Educational Support Report*

Department of Nursing

**Annual Action Plan
Annual Assessment Report**

June 2004 – May 2005

***Student Learning Outcomes for this department are available at
<http://ie.panam.edu/CoHSHSLearningOutcomes.htm>**



Annual Action Plan: June 1, 2004–May 31, 2005

Unit: Department of Nursing

UTPA Mission: The University of Texas-Pan American (UTPA) serves the higher education needs of a rapidly growing, international, multicultural population in the South Texas Region. The University preserves, transmits and creates knowledge to serve the cultural, civic, and economic advancement of the region and the state. The University provides students advanced instruction in academic programs offered through innovative delivery systems that lead to professional certification, and baccalaureate, master's and doctoral degrees. Through teaching, research, creative activity and public service, UTPA prepares students for lifelong learning and leadership roles in the state, nation and world community.

Division: Academic Affairs **Unit Head:** Dr. Carolina Huerta

Unit Mission: The Nursing Department supports the mission of the College of Health Sciences and Human Services through programs that educate individuals to meet the health care needs of a culturally diverse society. These programs facilitate the development of competent practitioners with critical thinking skills to provide holistic nursing care to individuals, families, aggregates, and communities. A commitment to fostering research and service that enhance health promotion, maintenance, and restoration is integral to the Nursing Department's mission.

Unit Goal: Provide quality academic programs in Nursing that promote excellence, critical thinking skills, and interdisciplinary perspectives.

Link to UTPA Goal(s):
 1: Ensure undergraduate student access and success
 2: Enhance graduate education and research

Unit Objective (Action Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome for Unit Objective (AA-Measurable Objective)	Strategy(ies) to Achieve Expected Outcomes	Assessment Criteria, Evaluation Methods for Expected Outcome	New Resources Needed in FY05
Student Learning Outcomes Assessment (1)	2, 4	Implement student learning outcomes assessment process by May 2005	Assess learning outcomes defined for Wellness course. Assess learning outcomes of the BSN and MSN programs. Analyze results and initiate any necessary	The Chair's office will verify that both the BSN and MSN programs have implemented the outcomes assessment process. Documentation of the results for the first cycle of the process will be collected by the Chair's office.	None

Annual Action Plan, June 1, 2004–May 31, 2005

Unit Objective (Action Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome for Unit Objective (AA-Measurable Objective)	Strategy(ies) to Achieve Expected Outcomes	Assessment Criteria, Evaluation Methods for Expected Outcome	New Resources Needed in FY05
Student Success (2)	2, 4	Eighty-five percent (85%) of nursing graduates will achieve passage of licensure (NCLEX) and certification exams on initial attempt.	<p>improvements.</p> <p>Monitor licensure and certification pass rates, if possible, yearly.</p> <p>Establish effective program evaluation plans to assess areas consistently below national average for first time NCLEX and certification examinees.</p> <p>Prepare a quality improvement plan when NCLEX and certification exam benchmarks are not attained.</p>	The Chair, BSN, and MSN program coordinators will assess the pass rates for students taking NCLEX and certification exams and compare these with the established benchmarks set for the individual programs. This information will be obtained from NCLEX and certification boards. Achievement of this goal will occur when 85% of the students meet or exceed the established benchmark for yearly student performance. Results will be compiled and analyzed.	None

Unit Goal:	Develop and implement a scholarly mentoring and collaborative research program that is congruent with the college's scholarly mentoring and research focus.
Link to UTPA Goal(s):	1: Ensure undergraduate student access and success 2: Enhance graduate education and research

Unit Objective (Action Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome for Unit Objective (AA-Measurable Objective)	Strategy(ies) to Achieve Expected Outcomes	Assessment Criteria, Evaluation Methods for Expected Outcome	New Resources Needed in FY05
Scholarly Production (3)	2, 5	Increase scholarly activities such as presenting and publishing to at least two (2) or more per year by	Encourage Nursing Department faculty to present and/or publish scholarly works.	The Chair's Office will compare faculty scholarly activity in AY 2004-2005 to the AY 2003-2004 benchmark.	Release time and/or lower workload requirements.

Annual Action Plan, June 1, 2004–May 31, 2005

Unit Objective (Action Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome for Unit Objective (AA-Measurable Objective)	Strategy(ies) to Achieve Expected Outcomes	Assessment Criteria, Evaluation Methods for Expected Outcome	New Resources Needed in FY05
		the end of AY 2005.	Establish a nursing faculty mentoring process. Promote interdisciplinary scholarly activities.		None



Annual Assessment Report: June 1, 2004–May 31, 2005

Unit: Department of Nursing

UTPA Mission: The University of Texas-Pan American (UTPA) serves the higher education needs of a rapidly growing, international, multicultural population in the South Texas Region. The University preserves, transmits and creates knowledge to serve the cultural, civic, and economic advancement of the region and the state. The University provides students advanced instruction in academic programs offered through innovative delivery systems that lead to professional certification, and baccalaureate, master’s and doctoral degrees. Through teaching, research, creative activity and public service, UTPA prepares students for lifelong learning and leadership roles in the state, nation and world community.

Division: Academic Affairs **Unit Head:** Dr. Carolina Huerta

Unit Mission: The Nursing Department supports the mission of the College of Health Sciences and Human Services through programs that educate individuals to meet the health care needs of a culturally diverse society. These programs facilitate the development of competent practitioners with critical thinking skills to provide holistic nursing care to individuals, families, aggregates, and communities. A commitment to fostering research and service that enhance health promotion, maintenance, and restoration is integral to the Nursing Department’s mission.

Unit Goal: Provide quality academic programs in Nursing that promote excellence, critical thinking skills, and interdisciplinary perspectives.

Link to UTPA Goal(s):
 1: Ensure undergraduate student access and success
 2: Enhance graduate education and research

Unit Objective (Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome	Assessment Criteria, Evaluation Methods	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
Student Learning Outcomes Assessment (1)	2, 4	Implement student learning outcomes assessment process by May 2005	The Chair’s office will verify that both the BSN and MSN programs have implemented the outcomes assessment process. Documentation of the results for the first cycle of the process will be collected by the	Student learning outcomes (SLO) assessment plan developed in March 2004 and implemented in Fall 2005. Expected outcome met.	Met with Associate Vice Presidents for Graduate Studies and Undergraduate Studies on November 4, 2004 to review Assessment Narrative Report. It was noted that narrative report did not include

Annual Assessment Report, June 1, 2004–May 31, 2005

Unit Objective (Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome	Assessment Criteria, Evaluation Methods	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
			Chair's office.	<p>Outcomes Assessment Plan included the following activities:</p> <p>BSN and MSN programs: Use of comprehensive tests and benchmarks evaluated; graduating student, graduate and employer surveys sent to both BSN and MSN graduating students, graduates, and employers at graduation, one year, and 3 years after graduation.</p>	<p>benchmarks. Revisions to SLO and narrative reports made in Fall 2004.</p> <p>Benchmarks appear in Strategic Planning and Evaluation document for the unit for 2004-2005. Benchmarks included in strategic action plan for 2004-2005.</p> <p>BSN and MSN programs: Comprehensive tests for both programs reviewed. Items were deleted or revised. Development Committee evaluated survey results and made recommendations on May 13, 2005. Recommendations have been given to the Chair and coordinators. Recommendations scheduled for further review in Fall 2005.</p>

Annual Assessment Report, June 1, 2004–May 31, 2005

Unit Objective (Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome	Assessment Criteria, Evaluation Methods	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
				<p>Employer satisfaction for BSN program 100%. No changes needed. 100% of MSN program preceptors rated students a “3” or better on the evaluation criteria. Student satisfaction about 98%, in average to excellent range.</p> <p>Test items for both programs reviewed through item analysis. Exams and individual test items evaluated as to their reliability.</p> <p>Assessment of student progress revealed that 85% of students progressed in both programs.</p> <p>BSN program: Used standardized test to determine readiness of students to graduate.</p>	<p>Results reviewed and submitted to Dean’s office.</p> <p>Exams with low reliability coefficients revised after each exam. Computerized statistical data analysis done on all exams. Individual test questions that were poor were eliminated.</p> <p>Individual remediation measures implemented in the BSN program AY 2005. MSN students advised to begin thesis or Practice Intervention Project (PIP) in the summer prior to 6612 or 6322.</p> <p>BSN Program: Special Topics three-hour course focusing on critical thinking, nursing</p>

Annual Assessment Report, June 1, 2004–May 31, 2005

Unit Objective (Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome	Assessment Criteria, Evaluation Methods	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
				<p>Exams given in October, November and December 2004. 92% of BSN students passed the readiness exit exam. Six students did not pass readiness exam.</p> <p>MSN program: Seven of 11 students made a grade of 80% or better on comprehensive exams in 6613 or 6642.</p>	<p>process plans, etc. offered to those students who did not progress to graduation because they did not pass the standardized readiness exam. Students in course allowed to test again for readiness to graduate. Five of the six who took the Special Topics course passed the readiness exam. Recommended that Curriculum Committee review how many times a student can repeat the Special Topics course.</p> <p>Standardized texts for review recommended; test items reviewed through item analysis; individual quizzes were evaluated to see if the exam covered the essential content.</p> <p>MSN program: Standardized texts for review recommended; test items reviewed through item analysis; individual quizzes were</p>

Annual Assessment Report, June 1, 2004–May 31, 2005

Unit Objective (Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome	Assessment Criteria, Evaluation Methods	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
					evaluated to see if the exam covered the essential content.
Student Success (2)	2, 4	Eighty-five percent (85%) of nursing graduates will achieve passage of licensure (NCLEX) and certification exams on initial attempt.	The Chair, BSN, and MSN program coordinators will assess the pass rates for students taking NCLEX and certification exams and compare these with the established benchmarks set for the individual programs. This information will be obtained from NCLEX and certification boards. Achievement of this goal will occur when 85% of the students meet or exceed the established benchmark for yearly student performance. Results will be compiled and analyzed.	<p>BSN Program: NCLEX (National Council Licensing Examination) results for first time test takers is 90.32% at this time; 58 out of 64 students passed NCLEX on first attempt. These scores are as of June 2005. Five students that were enrolled in the Special topics course and successfully passed it still have not gone to boards. One student is retaking the Special Topics Course in the Fall. Final results will be tallied on August 31, 2005 when the BNE provides the department with final numbers. This is an improvement over the NCLEX results from 2004 when only 78.7% passed on the first attempt.</p> <p>Expected outcome achieved based on available data at this time.</p>	<p>BSN Program: Results reviewed by faculty and Dean's office. Faculty recommended continued monitoring of factors listed below to make sure that the NCLEX scores remain above 85%. Factors identified for continued monitoring:</p> <ul style="list-style-type: none"> • Academic honesty policy • Student readmission • Standardized test scores • Student remediation • BSN readiness exam passage • Faculty turnover and reasons for turnover • Grade patterns among students <p>Corrective Measures Instituted</p> <ul style="list-style-type: none"> • Designed individual

Unit Objective (Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome	Assessment Criteria, Evaluation Methods	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
				<p>MSN Program: The MSN program had 100% pass rate on the</p>	<p>remediation plans for at-risk students</p> <ul style="list-style-type: none"> • Scheduled faculty resource hours for student remediation • Sought administrative support for summer internships for at-risk students • Policy to allow students to take readiness exam only twice before formal remediation • Policy to make NCLEX reviews mandatory • Academic dishonesty policy refined • Increased test security and proctoring <p>Readmissions will be evaluated on a case-by-case basis.</p> <p>MSN Program:</p>

Annual Assessment Report, June 1, 2004–May 31, 2005

Unit Objective (Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome	Assessment Criteria, Evaluation Methods	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
				<p>Family Nurse Practitioner (FNP) certification exam.</p> <p>Expected outcome met for the FNP track.</p> <p>The Pediatric Nurse Practitioner (PNP) program graduated its first class of 54 in Fall 2004. Seventy-five percent of the students (3 out of 4) passed the Pediatric Nurse Practitioner Certification on the first attempt. Expected outcome not met for the PNP track.</p>	<p>Results reviewed and submitted to Dean's office for both the FNP and the PNP.</p> <p>No changes have been made to the FNP program because it has had 100% passage rate since its inception.</p> <p>The PNP is a new track with no full-time faculty. This course was taught by a retired professor from Arlington and a PNP that lives in the Valley.</p> <p>This track will not be offered for at least a year and in the meantime the department is scheduled to continue the search for a pediatric nurse practitioner to assume responsibility for this program track. To date, we have been unsuccessful. The MSN coordinator is aware of the problems with the PNP and is working to resolve</p>

Annual Assessment Report, June 1, 2004–May 31, 2005

Unit Objective (Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome	Assessment Criteria, Evaluation Methods	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
					some of the testing issues. It should be noted that only 4 students have attempted the certification.

Unit Goal:	Develop and implement a scholarly mentoring and collaborative research program that is congruent with the college's scholarly mentoring and research focus.
Link to UTPA Goal(s):	1: Ensure undergraduate student access and success 2: Enhance graduate education and research

Unit Objective (Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome	Assessment Criteria, Evaluation Methods	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
Scholarly Production (3)	2, 5	Increase scholarly activities such as presenting and publishing to at least two (2) or more per year by the end of AY 2005.	The Chair's Office will compare faculty scholarly activity in AY 2004-2005 to the AY 2003-2004 benchmark.	It is somewhat difficult to compare benchmarks for 2004-2005 to 2003-2004 because the department lost 5 faculty members and these were replaced with new hires. Scholarly productivity was 29% for 2003-2004; seven of 24 faculty members were involved in presenting and publishing. For 2004-2005, 10 of 24 faculty members, or 41.6%, published or	New faculty orientation as well as all faculty meetings focused on the importance of scholarly productivity to the University. A formal mentoring process is scheduled to be implemented in the Fall. Mentoring has been used in the past but this has been rather informal. Chair will identify faculty development opportunities as well as

Annual Assessment Report, June 1, 2004–May 31, 2005

Unit Objective (Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome	Assessment Criteria, Evaluation Methods	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
				presented papers. Expected outcome achieved.	presentation opportunities.

Additional Resources Needed (if any) that were requested for FY06 during the budget cycle:

The department requested an increase in the travel budget to send faculty to conferences for self improvement as well as for presentations. Funding for two new faculty positions and reauthorization for four existing positions was requested.