

Administrative and Educational Support Report*

Department of Nursing

**Annual Action Plan
Annual Assessment Report**

June 2005 – May 2006

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



Annual Action Plan: June 1, 2005–May 31, 2006

Unit: 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 G. 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 FY06
Student success. (1)	2,4	Eighty percent (80%) of nursing graduates will achieve passage of licensure (NCLEX) and certification exams on initial attempt.	<ul style="list-style-type: none"> Establish effective program evaluation plans to assess areas consistently below national average for first time NCLEX and certification examinees. 	By May 31, 2006, the Chair will assess the available annual NCLEX pass rate for those students graduating December 2005. Achievement of this goal will occur when 80% of the graduates pass	Full-time staff in learning and simulated lab. Specialty in nursing faculty positions to anticipate growth in enrollments Updated NCLEX

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			<ul style="list-style-type: none"> Assess NCLEX and certification pass rates. Prepare a quality improvement plan when NCLEX and certification exam benchmarks are not attained. 	NCLEX or certification on initial attempt.	preparation software. Certification review programs.

Unit Goal:	Provide effective student recruitment, development, retention, and placement programs designed to promote a diverse student population.
Link to UTPA Goal(s):	<ol style="list-style-type: none"> Ensure undergraduate student access and success Enhance graduate education and research

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Student success. (2)	2,4	Retain seventy five percent (75%) of all students admitted to the nursing programs.	<ul style="list-style-type: none"> Work closely with enrolled students, provide counseling and information on UTPA resources. Individual course retention will be assessed yearly. Number of students attending counseling sessions and number of hours spent in resource 	The Chair's Office will collect information regarding the student attrition and retention rates in both the BSN and MSN programs yearly. This information will be collected for the annual assessment report due in May 2006. Achievement of this goal will occur when 75% of the programs meet or exceed the established retention benchmark.	Staff learning lab position. Full-time staff in learning and simulated lab.

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			<p>hours will be assessed.</p> <ul style="list-style-type: none"> • Implement a formal student orientation process every January. • The Chair and BSN coordinator will establish a faculty committee to schedule a yearly orientation for students. • Promote faculty awareness of issues affecting student progression • Implement retention and remediation plan for all at-risk students. • The coordinators of the programs will meet with those individuals that are at risk for failing and/or dropping out. 		

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): 2. Enhance Graduate Education and Research

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Scholarly activity. (3)	5	Increase the number of faculty presentations to learned audiences or publications in peer reviewed journals by 5% as compared to baseline data reported for AY05.	<ul style="list-style-type: none"> • Assign a mentor to new faculty and tenure-track faculty needing mentoring. • Maintain list of faculty research interests. • Distribute information on potential funding sources and presentation opportunities. • Seek college funding so that new tenure-track faculty can attend grant writing workshops. 	The Chair will compare the number of faculty presentations and/or publications to the baseline data from AY05 and determine if there is a 5% increase. This will be done by May 31, 2006.	<p>Increase in travel monies.</p> <p>More experienced research faculty.</p>



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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 success. (1)	2,4	Eighty percent (80%) of nursing graduates will achieve passage of licensure (NCLEX) and certification exams on initial attempt.	By May 31, 2006, the Chair will assess the available annual NCLEX pass rate for those students graduating December 2005. Achievement of this goal will occur when 80% of the graduates pass	BSN Program: NCLEX (National Council Examination) results for first time test takers is 92.68% at this time. 38 out of 41 students passed NCLEX on first attempt. These scores are as of May 1,	Results were reviewed by BSN faculty and it was recommended that we continue to monitor factors that were previously identified as impacting our NCLEX results. These include: <ul style="list-style-type: none"> • Academic

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			<p>NCLEX or certification on initial attempt.</p>	<p>2006. Currently there are 3 students who have not taken the NCLEX. Two of these students were enrolled in the Special Topics course and have successfully completed it. They are now eligible to take boards. The third student has not been cleared by the Board of Nurse Examiners to take the exam. Final results will not be tallied until August 31, 2006 when the BNE provides the department with the final results. This is a small improvement in last year's results when 90.32 passed NCLEX</p> <p>The expected outcome was achieved (surpassed) based on the available data.</p> <p>MSN Program: The MSN program had a 91.78% pass rate on the Family Nurse</p>	<p>honesty policy</p> <ul style="list-style-type: none"> • Student number of readmissions • HESI test scores • Student remediation efforts • Faculty turnover and reasons for that • Grade patterns among students. <p>Continued to use previously identified corrective measures:</p> <ul style="list-style-type: none"> • Individual remediation plans • Schedule faculty resource hours for students • Monitor policy on readiness exam • Mandatory NCLEX review • Ensure test security and implement testing policy <p>Results were reviewed for the FNP certification data.</p>

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				<p>Practitioner certification exam. No other certifications were taken.</p> <p>Expected outcomes were met for the MSN program.</p>	<p>No changes have been made since there was only one student who did not pass the exam on initial attempt. The FNP program has enjoyed a pass rate of 100% for the last 4 years.</p> <p>The MSN program coordinator is aware of these results and will continue to monitor certification rates.</p> <p>No other changes have been recommended at this time since benchmark was surpassed.</p>

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Provide effective student recruitment, development, retention, and placement programs designed to promote a diverse student population.

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Student success. (2)	2,4	Retain seventy five percent (75%) of all	The Chair's Office will collect information	BSN Program This is the first time that	BSN Program: Although this benchmark

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		students admitted to the nursing programs.	regarding the student attrition and retention rates in both the BSN and MSN programs yearly. This information will be collected for the annual assessment report due in May 2006. Achievement of this goal will occur when 75% of the programs meet or exceed the established retention benchmark.	<p>computerized grade sheets were submitted and not all of the faculty have turned in the individual course grade sheets to this office; however, 76 of the 101 students admitted to the BSN program Spring of 2006 are progressing to the next courses. That is 75.24% of those admitted are progressing</p> <p>MSN Program: The MSN program does not have an issue with retention of students. Between 90 to 100% of the students progress through the curriculum to graduation. This expected outcome was achieved.</p>	<p>was achieved, student retention is still considered a priority for this department.</p> <p>Faculty have been made aware of the problems with retaining students. One corrective measure that has been implemented for next year is the addition of a clinical retention specialist whose job it will be to remediate students at risk for failing in the BSN program.</p> <p>MSN Program: Recommendation to continue to monitor student progress through the curriculum and eventually to graduation.</p>

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Scholarly activity. (3)	5	Increase the number of faculty presentations to learned audiences or publications in peer reviewed journals by 5% as compared to baseline data reported for AY05.	The Chair will compare the number of faculty presentations and/or publications to the baseline data from AY05 and determine if there is a 5% increase. This will be done by May 31, 2006.	<p>Last year 41.6% of the faculty had published or presented papers. This year the faculty scholarly productivity has increased. 29% of the faculty had one or more papers published (7 out of 24) and 54% made one or more presentations (13 out of 24).</p> <p>This benchmark was met but this area still needs improvement.</p>	New faculty were assigned a mentor and were given information on presentation and publishing opportunities. Four faculty were given the opportunity to publish in Maville & Huerta's second edition textbooks.