

Administrative and Educational Support Report*

Department of Nursing

**Annual Action Plan
Annual Assessment Report**

June 2007 – May 2008

***Student Learning Outcomes for this department are available at
<http://www.ie.utpa.edu/CoBALearningOutcomes.htm>**



Annual Action Plan: June 1, 2007–May 31, 2008

Unit: **Nursing Department**

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: 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, groups, and communities. A commitment to fostering research and service that enhance health promotion, maintenance, and restoration is integral to the mission of the Nursing Department.

UTPA Goal: **1: Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.**

Academic Affairs Objective: 1.A. The Provost’s Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking and improving continuance of students in degree programs as measured by key outcome measures associated with students in continuance degree programs.

College/AVP Objective: 1.A. The College of Health Sciences & Human Services (COHSHS) will assist the departments to establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures associated with continuance of students (graduation, retention, persistence) and will improve continuance of students in degree programs as measured by these outcomes.

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Department of Nursing

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Annual Action Plan June 1, 2007–May 31, 2008

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>1.A. The Nursing Department will establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures associated with continuance of students (graduation, retention, persistence) and will improve continuance of students in degree programs as measured by these outcomes.</p>	<p>The Nursing Department will increase graduation, retention, and persistence rates by 1% compared to 2006-2007.</p>	<p>The program coordinators will provide training on advisement for all faculty.</p> <p>All students will be advised by a trained faculty advisor and/or the college advisement center.</p> <p>All admitted majors will have a degree plan in their student file.</p>	<p>The Department Chair will compare graduation, retention and persistence rates for 2007-2008 against the figures for 2006-2007 to determine the percentage increase.</p> <p>Data will be maintained in a database and submitted to the Dean's office by the announced deadline.</p>	<p>Clerical assistance and data from the Provost's office.</p>

UTPA Goal:

Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.

Academic Affairs Objective:

1.B. The Provost's Office will work with the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking and improving of the key outcome measures associated with enhancing student learning outcomes.

College/AVP Objective:

1.B.The College of Health Sciences and Human Services will assist the departments in establishing a systematic methodology for the collection, reporting, and benchmarking of the key outcome measures associated with enhancing student learning outcomes and will improve student learning as measured by these outcomes.

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>1.B.The Nursing Department will establish a systematic methodology for the collection, reporting, and benchmarking of the key outcome measures associated with enhancing student learning outcomes and will improve student learning as measured by these outcomes.</p>	<p>90% of the SLOs for the Undergraduate and Graduate Program will be achieved.</p> <p>Eighty percent (80%) of the graduates taking the NCLEX and/or a certification exam will pass on the first try by August 31, 2007.</p>	<p>Monitor licensure and certification rates yearly.</p> <p>Establish effective program evaluation plans to assess areas consistently below the national average for first time NCLEX and certification examinees.</p> <p>Increase the use of instructional technology in courses.</p> <p>Maintain accreditation standards for all accredited programs.</p> <p>Encourage faculty development to enhance teaching.</p> <p>Encourage Professional development for Preceptor/Field Experience Personnel.</p> <p>Provide state-of-the-art laboratory equipment.</p>	<p>The Department Chair in conjunction with the BSN/MSN program coordinators will analyze SLO reports and licensure/certification data to determine if the criteria for each measurable outcome have been met.</p>	<p>Funding for a full-time staff person in the learning and skills lab</p> <p>Funding to assist students in attending annual NCLEX and certification reviews</p> <p>Funding for new instructional technology.</p> <p>Funding for new laboratory equipment.</p> <p>Funding for accreditation fees.</p> <p>Funding increases in travel to allow for new faculty development and to enhance all faculty teaching</p>

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UTPA Goal: Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.

Academic Affairs Objective: 1.C. The Provost Office will work with the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and improving of the key outcome measures associated with increasing access to our educational programs

College/AVP Objective: 1.C. The College of Health Sciences and Human Services will assist the departments to establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures associated with increasing access to our educational programs and will improve access as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>1.C. The Nursing Department will establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures associated with increasing access to our educational programs and will improve access as measured by these outcomes.</p>	<p>Increase access and/or retention in the program as compared to 2006-2007 using the key outcome measures: a. undergraduate and graduate SCH enrollment figures b. students involved in research activities with faculty</p>	<p>Monitor enrollment and progression of students.</p> <p>Utilize the college recruitment committee to increase awareness of college programs.</p> <p>Promote departmental participation in new student/transfer orientations.</p> <p>Update recruitment materials.</p> <p>Explore opportunities for DNP</p> <p>Develop Bachelors to BSN track</p> <p>Expand opportunities for students engaged in</p>	<p>The Department Chair will monitor indicators for the program and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures.</p>	<p>Increase funding for program recruitment.</p> <p>Increase funding for students engaged in research activities.</p>

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
		<p>research activities.</p> <p>Provide students quality offerings in research and scholarship through free attendance at the annual Pi Omicron chapter of Sigma Theta Tau International Honor Society of Nursing</p> <p>Support College Student Research Day by identifying courses where students could develop a research project</p> <p>Work cooperatively with UTHSC-San Antonio, UT Brownsville, UT El Paso on a Borderplex project to offer a joint LVN-BSN online program.</p> <p>Ensure baseline data is available for all key indicators.</p>		

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UTPA Goal:

2. Become an outstanding research institution emphasizing collaborative partnerships and entrepreneurship.

**Academic
Affairs
Objective:**

2.A. The Provost's Office will support the Colleges and Departments to establish systematic methodology for the collection, reporting, benchmarking, and to improve the production and dissemination of scholarly and creative works as measured by key outcome measures.

**College/AVP
Objective:**

2.A The COHSHS will support the Departments to establish systematic methodology for the collection, reporting and benchmarking of the key outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>2.A The Nursing Department will establish systematic methodology for the collection, reporting and benchmarking of the key outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.</p>	<p>The Nursing Department will increase the overall number of scholarly activities by TT/Tenured faculty as compared to the baseline year of 2006-2007 using the key outcome indicators:</p> <ul style="list-style-type: none"> a. number of refereed/juried works in journals b. number of state, regional, national and international presentations. c. number of books. d. number of book chapters. 	<p>Publicize availability of internal and external sources of funding.</p> <p>Advocate for release time for faculty who demonstrate high levels of scholarly activity.</p> <p>Facilitate full utilization of research assistants.</p> <p>Publicize scholarly productivity successes.</p> <p>Ensure that baseline data for benchmarking is available.</p>	<p>The Department Chair will monitor the key outcome indicators for the program and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase.</p>	<p>Increased release time for faculty engaged in scholarly activity.</p> <p>Increase funding for research assistants.</p> <p>Increase funding for faculty presentation of scholarly activities/publications.</p>

UTPA Goal:

2. Become an outstanding research institution emphasizing collaborative partnerships and entrepreneurship.

Academic Affairs Objective:

2.B. The Provost's Office will support the Colleges and Departments to establish systematic methodology for the collection, reporting, benchmarking, and to improve the acquisition of external funds as measured by key outcome measures and will increase the acquisition of external funds as measured by the key outcome measures.

College/AVP Objective:

2.B. The COHSHS will assist the Departments to establish systematic methodology for the collection, reporting and benchmarking and of key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
2.B. The Nursing Department will establish systematic methodology for the collection, reporting and benchmarking and of key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.	Improve the acquisition of external funds as measured by an overall increase in the key outcome indicators: a. number and amount of non-research projects submitted for funding b. number and amount of funded research by faculty c. number of collaborative projects d. amount of revenue generated through entrepreneurial activities e. amount of indirect funding generated	Publicize internal and external sources of funding Encourage PI's to write paid release time into their externally funded projects. Encourage faculty to submit more proposals for external funding	The Department Chair will monitor key indicators and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures.	Provide funding for a part-time (20%) individual to devote time to acquiring external funds from community constituents.

UTPA Goal:

3. Enhance UTPA’s engagement with the community to meet the challenges and maximize opportunities.

**Academic
Affairs
Objective:**

3.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking and to increase credit and non-credit course offerings as measured in the key outcome measures.

**College/AVP
Objective:**

3.A. The COHSHS will assist the Departments in establishing a systematic methodology for collecting, reporting and benchmarking of key outcome measures for credit and non-credit course offerings and will increase credit and non-credit course offerings as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
3.A. The Nursing Department will establish a systematic methodology for collecting, reporting and benchmarking of key outcome measures for credit and non-credit course offerings and will increase credit and non-credit course offerings as measured by these outcomes.	Increase by 5% the number of credit and non-credit offerings using the following indicators as compared to the previous year: a. fully online courses b. continuing education programs c. weekend classes	Encourage faculty to put courses online as appropriate	The Department Chair will monitor key indicators and will compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures	Provide release time for a faculty member to write the continuing education application on a timely basis and coordinate all continuing education activities.

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UTPA Goal:

3. Enhance UTPA’s engagement with the community to meet the challenges and maximize opportunities.

**Academic
Affairs
Objective:**

3.B. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to improve the integration of University and community resources as measured in the key outcome measures.

**College/AVP
Objective:**

3.B. The COHSHS will assist the Departments in establishing a systematic methodology for collecting, reporting and benchmarking of the key outcome measures that measure University participation in professional and community activities and will increase University participation in professional and community activities as measured by these outcomes.

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
3.B. The Nursing Department will establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures that measure University participation in professional and community activities and will increase University participation in professional and community activities as measured by these outcomes.	Increase the overall number of activities that demonstrate participation in professional and community activities by 5% as compared to the baseline year of 2006-2007. a. number of programs with service learning activities b. number of external co-sponsored events c. number of community-based activities d. number of external proposals to secure funding in collaboration with community groups e. number of memberships on advisory boards f. number of faculty engaged in discipline specific consulting	Disseminate information on community opportunities for service to faculty and students Publicize outstanding service and major appointments. Publicize events and activities. Reward community and professional activities of faculty in program merit process. Publicize student engagement in community volunteerism.	The Department Chair will monitor key indicators and will compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures	

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Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
	g. number of faculty holding office in professional organizations h. number of faculty serving on committees in professional organizations i. number of clinical affiliation agreements j. service on editorial review boards k. service related to external accreditation activities (e.g., site reviewer, paper reviewer) l. Number of students engaged in community service and/or volunteerism			

UTPA Goal:

4. Collaborate with P-12 schools to enlarge the pool of applicants who are personally prepared and academically qualified for higher education.

Academic Affairs Objective:

4.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to improve the pool of qualified applicants as measured in the key outcome measures.

College/AVP Objective:

4.A. The COHSHS will assist Departments in establishing a systematic methodology for collecting, reporting and benchmarking, of the key outcome measures related to improving the pool of qualified applicants as measured in the key outcome measures and will improve the pool of qualified applicants as measured by these outcomes.

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>4.A. The Nursing Department will assist in establishing a systematic methodology for collecting, reporting and benchmarking, of the key outcome measures related to improving the pool of qualified applicants as measured in the key outcome measures and will improve the pool of qualified applicants as measured by these outcomes</p>	<p>a. Sponsor at least one nursing related summer camp b. Participate in 4 recruitment activities at the local high schools.</p>	<p>Promote involvement in summer enrichment health and human service summer camps. Reward participation in recruitment activities in the merit process</p>	<p>The Department Chair will obtain verification of activity for each of the measurable outcomes for this objective and verify that all criteria have been met.</p>	<p>Funding for development and implementation of summer nursing-related camp</p>

UTPA Goal:

5. Infuse inter-American and global perspectives throughout the University community.

Academic Affairs Objective:

5.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to enhance access to inter-American and global perspectives as measured in the key outcome measures.

College/AVP Objective:

5.A. The College of Health Sciences and Human services will assist Departments in establishing a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured in these outcomes.

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Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>5.A.The Nursing Department will assist in establishing a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured in these outcomes.</p>	<p>Increase the number of indicator activities as compared to the baseline data for 2006-2007</p> <ul style="list-style-type: none"> a. number of active international partnerships that yield instructional, research or service benefits to the institution and its faculty b number of faculty with international experiences through Fulbright or similar faculty experiences c number of visiting international scholars d. number of international presentations e. number of courses/ special programs addressing cultural diversity issues in the curriculum 	<p>Assist faculty in acquiring necessary funding for international presentations.</p> <p>Identify appropriate courses which should address cultural diversity</p> <p>Develop activities that support a cultural exchange between UTPA's nursing programs, faculty, and students and Universidad Autónoma de Tamaulipas (UAT) system nursing schools</p> <p>Collect baseline data</p>	<p>The Department Chair will monitor key indicators and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p>	<p>Funding to allow faculty participation in international activities. Financial resources to implement a student cultural exchange program with UAT</p>

UTPA Goal:

6. Optimize institutional effectiveness and efficiency with high quality organization standards.

Academic Affairs Objective:

6.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to optimize course offerings through careful planning as measured in the key outcome measures.

College/AVP Objective:

6.A. The COHSHS will assist Departments in establishing a systematic methodology for collecting, reporting, and benchmarking of key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.

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Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
6.A. The Nursing Program will establish a systematic methodology for collecting, reporting, and benchmarking of key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.	The difference between scheduled seats and filled seats will be less than 10% for the majority of classes offered during AY 2007-2008.	Review previous enrollments when developing course schedules Publicize a two-year schedule of course offerings by January 2008.	The Department Chair will review 12 th day class rolls to determine the difference between scheduled seats and filled seats during the fall and spring semester. This report will be submitted to the Dean's office by the established deadline.	None needed.

UTPA Goal:

6. Optimize institutional effectiveness and efficiency with high quality organization standards

Academic Affairs Objective:

6.B. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to recruit and retain quality faculty as measured in the key outcome measures.

College/AVP Objective:

6.B. The College of Health Sciences and Human Services will establish a systematic methodology for the collection, reporting, and benchmarking of key outcome measures related to recruiting quality faculty and will increase the recruiting of qualified faculty as measured by these outcomes.

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
6.B. The Nursing Department will establish a systematic methodology for the	Make 100% of the initial offers to new faculty by February 15, 2008. Fill the two vacant assistant	Have Recruitment Plan approved by the Dean's office no later than September 15, 2008.	The Department Chair will review the the data for the measurable outcomes for this objective and determine if all criteria have been	Continuation of recruitment budget from the Provost's office.

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Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
collection, reporting, and benchmarking of key outcome measures related to recruiting quality faculty and will increase the recruiting of qualified faculty as measured by these outcomes.	professor and one lecturer faculty positions for AY 2008-2009.	Identify alternative venues to post advertisements	met.	

AES FY08 Assessment Results Report

UTPA

Dept - Nursing

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, groups, and communities. A commitment to fostering research and service that enhance health promotion, maintenance, and restoration is integral to the mission of the Nursing Department.

Unit Head: Carolina Huerta

College: College of Health Sciences and Human Services

Division: Division of Academic Affairs

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Nursing - Degree Programs - Systematic Methodology - 1.A. The Nursing Department will establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures associated with continuance of students (graduation, retention) and will improve continuance of students in degree programs as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <ol style="list-style-type: none"> The program coordinators will provide training on advisement for all faculty. All students will be advised by a trained faculty advisor and/or the college advisement center All admitted majors will have a degree plan in their student file. 	<p>Assessment Method:</p> <ol style="list-style-type: none"> The Department Chair will compare graduation, retention and persistence rates for 2008-2009 against the figures for 2007-2008 to determine the percentage increase. Data will be maintained in a database and submitted to the Dean's office by the announced deadline. <p>Criterion for Success: The Nursing Department will increase graduation and retention rates by 1% compared to 2007-2008.</p>	<p>08/27/2008 - The Nursing Department did not increase graduation rates, retention rates, or persistence rates for either the undergraduate or graduate programs. For the undergraduate program it could be that there were fewer RNs returning to school. These numbers fluctuate from year to year.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>08/27/2008 - The graduate program had close to a 30% decrease in graduation rates. The College has now hired a half-time advisor specifically for the graduate program. This advisor is shared with the University Graduate Office.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Nursing - SLOs - Systematic Methodology - 1.B.The Nursing Department will establish a systematic methodology for the collection, reporting, and benchmarking of the key outcome measures associated with enhancing student learning outcomes and will improve student learning as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <ol style="list-style-type: none"> 1. Monitor licensure and certification rates yearly. 2. Establish effective program evaluation plans to assess areas consistently below the national average for first time NCLEX and certification examinees. 3. Increase the use of instructional technology in courses. 4. Maintain accreditation standards for all accredited programs. 5. Encourage faculty development to enhance teaching. 6. Encourage Professional development for Preceptor/Field Experience Personnel. 7. Provide state-of-the-art laboratory equipment. 8. Require plan from THECB grant 	<p>Assessment Method: 1a. The Department Chair in conjunction with the BSN/MSN program coordinators will analyze SLO reports and licensure/certification data to determine if the criteria for each measurable outcome have been met.</p> <p>Criterion for Success: 80% of the SLOs for the Undergraduate and Graduate Program will be achieved.</p> <p>Eighty percent (80%) of the graduates taking the NCLEX and/or a certification exam will pass on the first try by August 31, 2008.</p>	<p>08/26/2008 - 100% of the SLOs for the BSN program were met. 50% of the SLOs for the MSN program were met. The SLO criterion for the MSN program was not met primarily because the graduate surveys sent to the MSN graduates did not obtain responses and in some instances if returned, they were not enough to determine if the objectives had been met.</p> <p>NCLEX scores for the BSN program for AY 08 are 93.33% at this time. There are 4 students who did not graduate until the summer and it is not known if these students have taken their NCLEX yet.</p> <p>Certification data for the MSN program indicates 100% pass rate. There are still 3 students whose scores have not been received.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Classified Secretary for the MSN program</p>	<p>08/26/2008 - A written plan has been requested by the MSN program coordinator from course faculty detailing measures to assist students at risk for underachievement.MSN program coordinator has been made aware of problems with survey. MSN faculty will develop a plan for Fall 2008 designed to capture greater graduates responses.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>coordinator to be submitted to program coordinator detailing measures to assist at-risk students.</p> <p>9. Faculty will develop a plan designed to capture greater responses on program evaluation survey.</p>			
<p>Dept - Nursing - Access - Systematic Methodology - 1.C. The Nursing Department will establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures associated with increasing access to our educational programs and will improve access as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <ol style="list-style-type: none"> 1. Monitor enrollment and progression of students. 2. Utilize the college recruitment committee and college graduate recruiter to increase awareness of nursing programs. 3. Promote departmental participation in new student/transfer orientations. 4. Update recruitment materials. 5. Explore opportunities for DNP 	<p>Assessment Method: 1a. The Department Chair will monitor indicators for the program and compare figures for 2008-2009 against the previous year to determine if there has been an overall increase in the key outcome measures.</p> <p>Criterion for Success: Increase access and/or retention in the program as compared to 2007-2008 using the key outcome measures: a. undergraduate and graduate SCH enrollment figures b. students involved in research activities with faculty</p>	<p>08/26/2008 - Both the BSN and MSN program showed increases in SCHs. The BSN program had an increase of approximately 17% from the previous year and the MSN program had an increase of approximately 16%. The BSN program increased admission by 10% from the previous year. Student involvement in faculty research has also increased. Only one student was employed as a research assistant in 2007 and AY 08 has had 5 employed as research assistants. Students have been provided the opportunity to attend Pi Omicron Research Day for free and are also invited to attend all TNA District 26 activities. The College held a Research Day for the second time and many more students were involved since the poster presentations also included the undergraduate students. The BSN coordinator has been actively involved in a UTHSC San Antonio and UTB collaborative grant (Borderplex) to investigate the possibility of an LVN to BSN program. The MSN coordinator has also been actively involved in collaborating on offering a DNP program along with UTMB and Prairie View A&M.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>08/26/2008 - Increases in enrollment will continue to be monitored. Workload alignment for faculty is also being evaluated to determine how to effectively use faculty to increase enrollment. The Department will not pursue the LVN to BSN program because of the lack of interest in the community. The MSN program will continue to investigate the feasibility of offering a cooperative DNP program.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>6. Explore next steps for Bachelors to BSN track</p> <p>7. Expand opportunities for students engaged in research activities.</p> <p>8. Provide students quality offerings in research and scholarship through free attendance at the annual Pi Omicron Chapter of Sigma Theta Tau International Honor Society of Nursing</p> <p>9. Support College Student Research Day by identifying courses where students could develop a research project</p> <p>11. Ensure baseline data is available for all key indicators.</p>			
<p>Dept - Nursing - Scholarly Productivity - Systematic Methodology - 2.A The Nursing Department will establish systematic methodology for the collection, reporting and benchmarking of the key outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Publicize availability of internal and external sources of funding.</p>	<p>Assessment Method: 1a. The Department Chair will monitor the key outcome indicators for the program and compare figures for 2008-2009 against the previous year to determine if there has been an overall increase.</p> <p>Criterion for Success: The Nursing Department will increase the overall number of scholarly activities by TT/Tenured faculty as compared to the baseline year of 2007-2008 using the key outcome outcome indicators: a. number of refereed/juried works in journals b. number of state, regional, national and international presentations. c. number of books. d. number of book chapters.</p>	<p>08/26/2008 - The overall scholarly activities decreased from AY 07 to AY 08. Only one refereed article was accepted for publication compared to 8 in the previous year. The number of presentations, books, and book chapters also decreased by over 60% .This may be as a direct result of a large number of faculty going to graduate school. Approximately 25% of the faculty are enrolled in school. In addition we are under pressure to increase enrollments and this has increased faculty workload. The department has received approximately \$500,000 grant monies to increase student retention plus another \$250,000 for student scholarships. That is a major increase from previous years.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>08/26/2008 - Faculty have been made aware at the First Faculty Organization meeting regarding the importance of increasing scholarly activity. The Department Chair has met with the Dean to discuss possible solutions to the increase in faculty workload.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>2. Advocate for release time for faculty who demonstrate high levels of scholarly activity.</p> <p>3. Facilitate full utilization of research assistants.</p> <p>4. Publicize scholarly productivity successes.</p> <p>5. Ensure that baseline data for benchmarking is available.</p> <p>6. Review and/or revise tenure and promotion criteria to reflect expectations associated with increase in doctorally prepared faculty.</p>			
<p>Dept - Nursing - Acquisition of External Funds - Systematic Methodology - 2.B.The Nursing Department will establish systematic methodology for the collection, reporting and benchmarking and of key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Publicize internal and external sources of funding</p>	<p>Assessment Method: 1a. The Department Chair will monitor key indicators and compare figures for 2008-2009 against the previous year to determine if there has been an overall increase in the key outcome measures.</p> <p>Criterion for Success: Improve the acquisition of external funds as measured by an overall increase in the key outcome indicators: a. number and amount of non-research projects submitted for funding b. number and amount of funded research by faculty c. number of collaborative projects d. amount of revenue generated through entrepreneurial activities e. amount of indirect funding generated</p>	<p>08/27/2008 - There has been a marked increase in acquisition of external funds from AY 07 to AY08. the Nursing Department has received approximately 4400,000 to be used for at-risk students in the BSN program. In addition, HRSA provided approximately the same amount of scholarship monies as the previous year. The Texas Higher Education Board provided the Nursing Department with \$109,223, slightly less than the previous year.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>08/27/2008 - Although this benchmark has been achieved, faculty have been made aware of the importance of obtaining external funds. Continuation of funding from the aforementioned sources is anticipated for AY09.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>2. Encourage PIs to write paid release time into their externally funded projects.</p> <p>3. Provide incentive to faculty to submit more proposals for external funding</p>			
<p>Dept - Nursing - Credit and Non-credit Course Offerings - Systematic Methodology - 3.A. The Nursing Department will establish a systematic methodology for collecting, reporting and benchmarking of key outcome measures for credit and non-credit course offerings and will increase credit and non-credit course offerings as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <ol style="list-style-type: none"> 1. Encourage faculty to put courses online as appropriate 2. Provide 10% release time for a faculty member to develop, submit CE programs to Texas Nurses' Association, and implement CE offerings. 3. Reward faculty who have created fully online courses with travel to online strategy conferences. 	<p>Assessment Method: 1a. The Department Chair will monitor key indicators and will compare figures for 2008-2009 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p>Criterion for Success: Increase by 5% the number of credit and non-credit offerings using the following indicators as compared to the previous year:</p> <ol style="list-style-type: none"> a. fully online courses b. continuing education programs c. weekend classes 	<p>08/27/2008 - Although there are no fully online courses, all are on Blackboard. Nursing 4203 has been developed to be offered as a hybrid online course.</p> <p>The Nursing Department offered 3 CE programs during AY08, an increase from the previous year. There is currently only one weekend offering and this is the same number as has been offered in the past. It is felt that overall this criterion has been met.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Add New Strategy</p> <p>Resources Needed - Salaries: 15% faculty release time so that the faculty member can devote time to developing, submitting to TNA, and implementing CE program offerings.</p>	<p>08/27/2008 - This data will be presented to faculty at a faculty organization meeting and will be used to determine future strategies to increase online, CE, and weekend offerings.</p>
<p>Dept - Nursing - Professional and Community Participation - Systematic Methodology - 3.B. The Nursing Department will establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures that measure University participation in professional and</p>	<p>Assessment Method: 1a. The Department Chair will monitor key indicators and will compare figures for 2008-2009 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p>Criterion for Success:</p>	<p>08/27/2008 - The number of service learning projects/activities did increase by 5%. The undergraduate and graduate program have community outreach programs and have collaborated to put on large community health fairs. The undergraduate program faculty and students have been recognized for the number of</p>	<p>08/27/2008 - Faculty have been made aware of the importance of service in their annual evaluations. The Chair will meet with individual faculty to determine the percentage allocation to each of the annual evaluation areas, to</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>community activities and will increase Nursing Department participation in professional and community activities as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2007</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <ol style="list-style-type: none"> Disseminate information on community opportunities for service to faculty and students Publicize outstanding service and major service appointments. Publicize community events and activities. Reward community and professional activities of faculty in program merit process. Publicize student engagement in community volunteerism. 	<p>Increase the overall number of activities that demonstrate participation in professional and community activities by 5% as compared to the baseline year of 2007-2008.</p> <ol style="list-style-type: none"> number of programs with service learning activities number of external co-sponsored events number of community-based activities number of external proposals to secure funding in collaboration with community groups number of memberships on professional or community advisory boards number of faculty engaged in discipline specific consulting number of faculty holding office in professional organizations number of faculty serving on committees in professional organizations number of clinical affiliation agreements service on editorial review boards service related to external accreditation activities (e.g., site reviewer, paper reviewer) Number of students engaged in community service and/or volunteerism 	<p>volunteer hours they spent in AY 08.</p> <p>The number of cosponsored events did not increase.</p> <p>Dr. Mary Diaz and her peers obtained external funding from STHS and DHR and used these funds to leverage a THECB grant. The external funds were used to hire preceptors and increase the number of at-risk students progressing through the program. The number of faculty engaged in discipline specific consultation has increased as a result of the number of faculty who have completed their doctoral study. It is not known whether the number of faculty on advisory boards has increased by 5%. Dr. Carolina Huerta did get elected to the AACN board, the national organization for nursing education, in AY 08. We have increased the membership of faculty in both Pi Omicron and TNA. Clinical affiliation agreements have been increased by 5%.</p> <p>As far as accreditation activities by faculty, Dr. Huerta has been on the CCNE Accreditation Review Committee for 6 years and her term was extended for another year.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>include professional service.</p>
<p>Dept - Nursing - Qualified Applicants - Systematic Methodology - 4.A. The Nursing Department will assist in establishing a systematic methodology for collecting, reporting and benchmarking, of the key outcome measures related to improving the pool of qualified applicants as measured in the key outcome measures and will improve the pool of qualified applicants as measured by these outcomes</p>	<p>Assessment Method:</p> <p>1a. The Department Chair will obtain verification of activity for each of the measurable outcomes for this objective and verify that all criteria have been met.</p> <p>Criterion for Success:</p> <ol style="list-style-type: none"> Sponsor at least one nursing related college recruitment activity Participate in 4 recruitment activities at the local high schools. 	<p>08/27/2008 - The department was not able to sponsor a nursing related summer camp this year due to lack of faculty interest and financial resources. Through representation on the College Recruitment Committee, the department participated in 4 or more recruitment activities.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>08/27/2008 - The strategies for achieving this intended outcome will be changed to remove summer camps since funding is always an issue.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Promote involvement in summer enrichment health and human service summer camps.</p> <p>2. Reward participation in recruitment activities in the merit process</p>		<p>08/27/2008 - The department was not able to sponsor a nursing related summer camp this year due to lack of faculty interest and financial resources. Through representation on the College Recruitment Committee, the department participated in 4 or more recruitment activities.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>08/27/2008 - The strategies for achieving this intended outcome will be changed to remove summer camps since funding is always an issue.</p>
<p>Dept - Nursing - Access to Inter-American and Global Perspectives - Systematic Methodology - 5.A.The Nursing Department will assist in establishing a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured in these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Assist faculty in acquiring necessary funding for international presentations.</p> <p>2. Identify appropriate courses which</p>	<p>Assessment Method: 1a. The Department Chair will monitor key indicators and compare figures for 2008-2009 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p>Criterion for Success: Increase the number of indicator activities as compared to the baseline data for 2007-2008</p> <p>a. number of active international partnerships that yield instructional, research or service benefits to the institution and its faculty</p> <p>b. number of faculty with international experiences through Fulbright or similar faculty experiences</p> <p>c. number of visiting international scholars</p> <p>d. number of international presentations</p> <p>e. number of courses/ special programs addressing cultural diversity issues in the curriculum</p>	<p>08/27/2008 - The Nursing Department has had the opportunity to forge a new relationship with naresuan University in Thailand. The Nursing Department Chair and 2 faculty conducted a study abroad to Thailand and were able to establish informal agreements for a student cultural exchange. The Department has continued collaborating with the Nursing School at the UAT-Tampico, Mexico. One of the nursing faculty from that school also attended the Thailand Study abroad program.</p> <p>In AY 08, the department was able to fill the Lillian slemp endowed chair with Dr.Rozzano Locsin, a Fulbright Scholar and Fellow of the American Academy of Nursing. He was instrumental in obtaining the Thailand connection. Every one of the nursing courses has a cultural component because our departmental philospfy has included that as a major concept.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>08/27/2008 - The number of international parnerships have increased as a result of the hiring of an endowed chair. Unfortunately, Dr. Locsin has resigned his position so that position is now vacant. We will continue to attempt to fill this position.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>should address cultural diversity</p> <p>3. Engage students in study abroad program</p> <p>4. Develop activities that support a cultural exchange between UTPA's nursing programs, faculty, and students and Universidad Autónoma de Tamaulipas (UAT) system nursing schools</p>		<p>Resources Needed - Travel: \$10,000 to sponsor faculty who will travel to various destinations to make international connections.</p>	
<p>Dept - Nursing - Optimization of Course Offerings - Systematic Methodology - 6.A. The Nursing Program will establish a systematic methodology for collecting, reporting, and benchmarking of key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <p>1. Review previous enrollments when developing course schedules</p> <p>2. Make sure that there is faculty workload alignment with HOP policy</p>	<p>Assessment Method: 1a. The Department Chair will review 12th day class rolls to determine the difference between scheduled seats and filled seats during the fall and spring semester. This report will be submitted to the Dean's office by the established deadline.</p> <p>Criterion for Success: a. The difference between scheduled seats and filled seats will be less than 10% for the majority of classes offered during AY 2008-2009. b. 85% of all faculty will have workload aligned with HOP policy</p>	<p>08/27/2008 - The nursing department has optimized course offerings in relation to capacity. All of the courses in both the undergraduate and graduate program are at capacity. Some concern has been expressed regarding faculty workload in relation to increasing number of students in the undergraduate program. The Texas Board of Nurse Examiners and the Task Force for Nurse Practitioner Programs determine the number of students that each faculty can have in clinical courses.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>08/27/2008 - In order to fully address the issue of student enrollments and the need to increase these, faculty workload has become a very important issue needing to be addressed. The Dean has established a Workload Alignment Committee to determine workload for faculty. The Committee must present recommendations to the Provost no later than October 15, 2008.</p>
<p>Dept - Nursing - Recruiting Qualified Faculty - Systematic Methodology - 6.B. The Nursing Department will establish a systematic</p>	<p>Assessment Method: 1a. The Department Chair will review the the data for the measurable outcomes for</p>	<p>08/27/2008 - It is a very difficult to find faculty that meet requirements for the assistant professor positions because of the national, state, and local</p>	<p>08/27/2008 - The issue of hiring qualified faculty for assistant professor positions has always been</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>methodology for the collection, reporting, and benchmarking of key outcome measures related to recruiting quality faculty and will increase the recruiting of qualified faculty as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Have Recruitment Plan approved by the Dean's office no later than October 15, 2008. 2. Identify alternative venues to post advertisements</p>	<p>this objective and determine if all criteria have been met.</p> <p>Criterion for Success: Make 100% of the initial offers to new faculty by February 15, 2009. Fill the two vacant assistant professor and one lecturer faculty positions for AY 2008-2009.</p>	<p>nurse faculty shortages. Although we have been able to fill the lecturer position on a timely basis, the two assistant professor positions are filled for the second year in a row with emergency hires that do not meet the qualifications for these positions.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Salaries: Faculty salaries and benefits for those positions requiring a doctoral degree must be raised. It is not possible to hire qualified individuals with the current salary structure.</p> <p>Resources Needed - Travel: Increase travel a minimum of \$2,000 specifically for recruitment travel to Schools of Nursing in the state with doctoral degree offerings.</p>	<p>difficult. The Department Chair plans to meet with the Dean to discuss the possibility of converting at least one assistant professor position to a clinical specialist position.</p>