

**Dixie State College of Utah Nursing Program
Systematic Plan for Program Assessment
BSN NLNAC Standards 2012-2013**

Standard 1: Mission and Administrative Capacity

The nursing education unit's mission reflects the governing organization's core values and is congruent with its strategic goals and objectives. The governing organization and program have administrative capacity resulting in effective delivery of the nursing program and achievement of identified outcomes.

Component	Expected Level of Achievement	Assessment Method	Assessment Frequency	Results of Data Collection and Analysis	Actions	Next Review
Congruent program and college mission, philosophy, and outcomes	The mission, philosophy, and outcomes of the DSC Department of Nursing are congruent with those of DSC.	Faculty and Nurse administrator (NA) review	Every 3 years or with substantive changes to program and/or college mission, philosophy, and outcomes			
Faculty, student, and administrator participation in governance	Faculty serve on at least 1 college and 1 NFO committee annually. NA serves on at least 3 college committees annually. 2 BSN student representatives sit on Curriculum/Advisory Committees and	NA review of DSC committees list, NFO Handbook, Nursing Advisory Committee handbook and minutes, Faculty meeting minutes, Faculty Profile Form, NA and	Every 3 years			

Component	Expected Level of Achievement	Assessment Method	Assessment Frequency	Results of Data Collection and Analysis	Actions	Next Review
	attend faculty meetings.	faculty CVs				
Involvement of communities of interests	Communities of interest have input into program processes and decision-making.	Faculty and NA review of Nursing Advisory Committee handbook and minutes Student Exit, Graduate, and Employer Surveys Student Exit Focus Group	Every 3 years			
Partnerships	Strategic partnerships exist that are mutually beneficial to the program and community.	Review of faculty meeting minutes Nursing Advisory Committee minutes Review by NA	Every 3 years			
Qualified nurse administrator	The nursing education unit is administered by a doctorally prepared nurse.	Nurse administrator CV and transcripts	At time of hire			
Adequate time for nurse administrator to fulfill	The nurse administrator has adequate time to	Review by NA Faculty	Annually FO Survey every 2 years			Spring 2013

Component	Expected Level of Achievement	Assessment Method	Assessment Frequency	Results of Data Collection and Analysis	Actions	Next Review
responsibilities	<p>fulfill the role responsibilities.</p> <p>85% or better of faculty agree that administrative services are adequate to support the BSN program.</p>	Opinion Survey				
Congruent program and college policies	Nursing program policies related to faculty/staff are consistent with DSC policies or differences are justified by goals and outcomes of nursing program.	Review of DSC policies website; Faculty Workload Model	Every 3 years or with substantive changes to program and/or college policies			
Program complaints and grievances addressed	<p>Grievances are addressed in accordance with DSC policies.</p> <p>100% of formal & informal complaints receive administrative responses.</p>	Review by NA Program complaint file in NA's office DSC policies website Nursing Student Handbook	Annually			
Distance education Congruency with mission of college and nursing unit	Distance education is congruent with DSC and Department of Nursing mission	Faculty and NA review Faculty Opinion	Every three years or with substantive changes to program			

Component	Expected Level of Achievement	Assessment Method	Assessment Frequency	Results of Data Collection and Analysis	Actions	Next Review
	100% of faculty agree that the program's distance education format is consistent with DSC/nursing missions.	Survey	and/or college mission, philosophy, and outcomes FO Survey every 2 years			

Standard 2: Faculty and Staff

Qualified faculty and staff provide leadership and support necessary to attain the goals and outcomes of the nursing education unit.

Component	Expected Level of Achievement	Assessment Method	Assessment Frequency	Results of Data Collection and Analysis	Actions	Next Review
Full-time faculty credentials	Faculty with minimum of master's degree with major in nursing 25% or more of full time faculty hold doctorates	Position application Transcripts Faculty CV Faculty Profile Form	At hire and as credential status changes			
Sufficient number and utilization of faculty	The number and utilization of full-time and part-time faculty is sufficient to ensure that program outcomes are achieved. If on overload, FT faculty at <3 workload factors/semester.	Review by NA teaching assignments, workload	Annually			
Faculty scholarship and	100% of full-time and part-time faculty	Review by NA	Annually			

Component	Expected Level of Achievement	Assessment Method	Assessment Frequency	Results of Data Collection and Analysis	Actions	Next Review
evidence-based teaching and clinical practices	<p>maintain expertise in areas of responsibility.</p> <p>100% of faculty are engaged in scholarship as defined by nursing program faculty and evidence-based teaching/clinical practices.</p> <p>100% of faculty attend 3 faculty development programs over a two-year period.</p> <p>100% of faculty attend 1 faculty development program specifically dealing with teaching in distance education programs yearly.</p>	<p>Annual performance appraisals</p> <p>Faculty CV</p> <p>Faculty meeting minutes</p> <p>Annual course analyses</p>				

Component	Expected Level of Achievement	Assessment Method	Assessment Frequency	Results of Data Collection and Analysis	Actions	Next Review
Sufficient number and utilization of staff	The number and utilization of staff are sufficient to ensure that program outcomes are achieved. 85% or better of faculty agree that clerical services are adequate to support the nursing program.	Review by NA FO Survey	Annually FO Survey every 2 years			
Faculty mentoring	100% of full-time and part-time faculty are oriented and mentored in their areas of responsibilities.	Review by NA DSC Retention, Tenure, and Promotion policy New Faculty Handbook, college and program NA interview with new faculty six months after hire	At time of hire and annually			
Faculty evaluation	Faculty evaluation reflects competencies consistent with	Review by NA DSC faculty	Annually			

Component	Expected Level of Achievement	Assessment Method	Assessment Frequency	Results of Data Collection and Analysis	Actions	Next Review
	program goals and outcomes.	policies Faculty and staff files in NA's office				
Staff evaluation	100% of staff are evaluated according to DSC policies.	Review by NA DSC staff policies Staff files in NA's office	Annually			
Distance education Faculty development and support	Faculty receive ongoing development and support in distance education modalities	Review by NA	Annually			

Standard 3: Students

Student policies, development, and services support the goals and outcomes of the nursing education unit.

Component	Expected Level of Achievement	Assessment Method	Assessment Frequency	Results of Data Collection and Analysis	Actions	Next Review
Congruency of nursing program and DSC student policies	Nursing program policies related to students are consistent with DSC policies or differences are justified by goals and outcomes of nursing program.	Review of DSC student policies website Nursing Student Handbook	Every 3 years or with substantive changes to program and/or college policies			
Students services	Student services are adequate to support the needs of students.	DSC Student Services websites NA review	Annually			

Component	Expected Level of Achievement	Assessment Method	Assessment Frequency	Results of Data Collection and Analysis	Actions	Next Review
	100% of students agree that they were able to get help from available academic and student support services such as financial aid, advisement, and registration.	Student Exit Survey				
Compliance with policies for student educational and financial records	Student educational and financial records are in compliance with DSC policies and state and federal guidelines.	Review of DSC policies website College catalogue FERPA website Review by NA	Every 3 years			
Compliance with Title IV eligibility	Compliance with the Higher Education Reauthorization Act Title IV eligibility and certification requirements is maintained.	Office of Financial Assistance website Director of Financial Assistance College catalogue Student Guide to Financial Aid booklet	Every 5 years			
Integrity and consistency for information sources	Information about the nursing program is current, accurate, clear, and	Review by NA, program secretaries and advisor	Annually and ongoing as information changes			

Component	Expected Level of Achievement	Assessment Method	Assessment Frequency	Results of Data Collection and Analysis	Actions	Next Review
	<p>consistent.</p> <p>85% or better of faculty agree that information sources about the program are current, accurate, clear, and consistent.</p>	<p>Nursing program website Nursing Student Handbook Recruitment brochures College catalogue Student Exit Survey Faculty Opinion Survey</p>	<p>FO Survey every 2 years</p>			
<p>Orientation to technology and technological support</p>	<p>Orientation to technology and technological support is available to students.</p> <p>100% of students agree that they were able to get IT help when needed for computer, Blackboard Vista, and other technical problems.</p>	<p>Review of IT Support Services website/office Computer Center Library Nursing Student Handbook Bookstore Blackboard Vista website Student Exit Survey</p>	<p>Every 2 years</p> <p>Student Exit Survey every year</p>			
<p>Distance education Technology requirements information</p>	<p>Information about technology requirements for BB Vista are clear.</p> <p>85% or better of</p>	<p>NA review Faculty Opinion Survey</p>	<p>Annually</p> <p>Every two years</p>			

Component	Expected Level of Achievement	Assessment Method	Assessment Frequency	Results of Data Collection and Analysis	Actions	Next Review
Clear, accurate, consistent, and accessible policies	faculty agree that information sources about the program are current, accurate, clear, and consistent.					

Standard 4: Curriculum

The curriculum prepares students to achieve the outcomes of the nursing education unit, including safe practice in contemporary health care environments.

Component	Expected Level of Achievement	Assessment Method	Assessment Frequency	Results of Data Collection and Analysis	Actions	Next Review
Student learning outcomes guide the curriculum, teaching/learning activities, and evaluation	Student learning outcomes guide the curriculum, teaching/learning activities, and evaluation as evidenced by Curriculum Matrix.	Faculty and NA review of Curriculum Committee minutes Faculty meeting minutes Annual retreat minutes Student Handbook Curriculum map Curriculum matrix Course analysis form	Ongoing			
Developed by faculty and regularly reviewed	The curriculum is developed by the faculty and regularly reviewed for rigor	Faculty and NA review of Curriculum Committee	Ongoing			

Component	Expected Level of Achievement	Assessment Method	Assessment Frequency	Results of Data Collection and Analysis	Actions	Next Review
	and currency.	minutes Faculty meeting minutes Annual retreat minutes				
Cultural, ethnic, and social diversity	The curriculum includes cultural, ethnic, and socially diverse concepts.	Faculty and NA review of course syllabi Course analysis forms	Annually			
Practice learning environments support student learning outcomes	Clinical experiences are monitored by clinical faculty to ensure support of student learning outcomes.	Faculty and NA review Student evaluation of preceptor/mentor	Annually			
Clinical contracts: Currency Specify expectations Protect students	Clinical contracts are current, specify expectations of all parties, and provide for protection of students. .	NA review Clinical contracts Clinical contract spreadsheet	Annually			
Distance education Appropriate learning activities, instructional materials, and	90% or better of students agree that able to achieve student learning outcomes.	Student Exit Survey Faculty Opinion Survey	Annually Every two years			

Component	Expected Level of Achievement	Assessment Method	Assessment Frequency	Results of Data Collection and Analysis	Actions	Next Review
evaluation methods	100% of faculty agree that the program design provides opportunity for student achievement of learning outcomes.					

Standard 5: Resources

Fiscal, physical, and learning resources promote the achievement of the goals and outcomes of the nursing education unit.

Component	Expected Level of Achievement	Assessment Method	Assessment Frequency	Results of Data Collection and Analysis	Actions	Next Review
Fiscal resources	Fiscal resources are sufficient to ensure the achievement of the DSC nursing program outcomes. Fiscal resources are commensurate with the resources of DSC.	Review of budget by NA and Dean	Ongoing			
Physical resources	Physical resources are sufficient to ensure the achievement of the DSC Department of Nursing outcomes. Physical resources meet the needs of faculty and staff.	Review by NA and faculty Faculty meeting minutes Annual retreat minutes	Every 3 years			
Learning	Learning resources	NA and faculty	Ongoing			

Component	Expected Level of Achievement	Assessment Method	Assessment Frequency	Results of Data Collection and Analysis	Actions	Next Review
resources	<p>support program and student learning outcomes.</p> <p>85% of faculty agree learning resources and technology are selected by the faculty.</p> <p>85% of faculty agree that learning resources are comprehensive, current, and accessible to faculty and students.</p>	<p>review</p> <p>Faculty meeting minutes</p> <p>Annual retreat minutes</p> <p>Faculty Opinion Survey</p>	FO Survey every 2 years			
Distance education Sufficient resources	<p>Sufficient resources</p> <p>100% of faculty agree that resources are sufficient for distance education.</p>	<p>Faculty and NA review</p> <p>Faculty Opinion Survey</p>	<p>Ongoing</p> <p>FO Survey every 2 years</p>			

Standard 6: Outcomes

Evaluation of student learning demonstrates that graduates have achieved identified competencies consistent with the institutional mission and professional standards and that the outcomes of the nursing education unit have been achieved.

Component	Expected Level of Achievement	Assessment Method	Assessment Frequency	Results of Data Collection and Analysis	Actions	Next Review
SEP as ongoing assessment	The systematic plan for evaluation is	SEP Review of	Ongoing			

Component	Expected Level of Achievement	Assessment Method	Assessment Frequency	Results of Data Collection and Analysis	Actions	Next Review
	<p>used for ongoing assessment and evaluation of DSC student learning and program outcomes and NLNAC standards.</p> <p>The systematic plan for evaluation is used for program decision-making.</p>	<p>NLNAC criteria Faculty meeting minutes NFO meeting minutes Faculty retreat minutes</p>				
Program completion rates	90% of students complete the program within 5 years.	<p>Quantitative measurement of number of students completing the program within a defined period of time</p> <p>Review by NA</p>	Annually			
Program satisfaction	<p>90% of employers agree BSNs meet or exceed expectations.</p> <p>90% of employers agree overall satisfaction with education BSN graduates received.</p>	Graduate Surveys Employer Surveys	Every two years			

Component	Expected Level of Achievement	Assessment Method	Assessment Frequency	Results of Data Collection and Analysis	Actions	Next Review
	90% of graduates agree overall satisfaction with education received in BSN program.					
Job placement rates	90% of graduates are employed as an RN or are enrolled in a graduate nursing education program.	Graduate Surveys	Every two years			
Distance education: SEP, comparable outcomes	SEP applies to all students enrolled in BSN program SLO outcomes are comparable for all students whether living at a distance or not Distance education permeates various components of SEP	Faculty and NA review SEP Senior Capstone Portfolios Student Exit Survey	Annually			

**Systematic Plan for Program Assessment
BSN Student Learning Outcomes 2012-2013**

Institutional and Program Purpose	Program Student Learning Outcomes	Assessment Method & Level of Achievement	Assessment Results	Use of Results
<p>DSC mission: DSC offers bachelor's degree programs in selected high demand areas and is committed to accountability and creativity in delivering quality higher educational opportunities.</p> <p>Nursing program mission/competency: BSNs are health care professionals with extensive opportunities for practice as provider, manager, and coordinator of care. Leadership and management Time management Nursing process</p>	<p>The BSN graduate will apply leadership concepts, skills, and decision making in order to provide oversight and accountability for the delivery of safe, quality care in a variety of healthcare settings.</p> <p>AACN Essentials for Baccalaureate Education II: Basic Organizational and Systems Leadership for Quality Care and Patient Safety</p>	<p>100% of graduating students provide evidence of achievement of the student learning outcome in NURS 4600 Senior Capstone portfolio.</p> <p>100% of graduating students agree that they were able to achieve the student learning outcome on the BSN Exit Survey.</p>		
<p>DSC mission: DSC offers bachelor's degree programs in selected high demand areas and is committed to accountability and creativity in delivering quality higher educational opportunities.</p>	<p>The BSN graduate will integrate reliable evidence from multiple perspectives to inform practice and make reasonable clinical judgments.</p> <p>AACN Essentials for Baccalaureate Education</p>	<p>100% of graduating students provide evidence of achievement of the student learning outcome in NURS 4600 Senior Capstone portfolio.</p> <p>100% of graduating students agree that they</p>		

Institutional and Program Purpose	Program Student Learning Outcomes	Assessment Method & Level of Achievement	Assessment Results	Use of Results
<p>Nursing program mission/competency: BSNs are health care professionals with extensive opportunities for practice as provider, manager, and coordinator of care. Critical thinking Professional behavior</p>	<p>III: Scholarship for Evidence-Based Practice</p>	<p>were able to achieve the student learning outcome on the BSN Exit Survey.</p>		
<p>DSC mission: DSC offers bachelor's degree programs in selected high demand areas and is committed to accountability and creativity in delivering quality higher educational opportunities.</p> <p>Nursing program mission/ competency: BSNs are health care professionals with extensive opportunities for practice as provider, manager, and coordinator of care. Technical skills</p>	<p>The BSN graduate will demonstrate skills in using patient care technologies, information systems, and communication devices that support safe nursing practice in a variety of healthcare settings.</p> <p>AACN Essentials for Baccalaureate Education IV: Information Management and Application of Patient Care Technology</p>	<p>100% of graduating students provide evidence of achievement of the student learning outcome in NURS 4600 Senior Capstone portfolio.</p> <p>100% of graduating students agree that they were able to achieve the student learning outcome on the BSN Exit Survey.</p>		
<p>DSC mission: DSC offers bachelor's degree programs in selected high demand areas and is committed to</p>	<p>The BSN graduate will demonstrate basic knowledge of healthcare policy, finance, and regulatory environments</p>	<p>100% of graduating students provide evidence of achievement of the student learning outcome in NURS 4600 Senior</p>		

Institutional and Program Purpose	Program Student Learning Outcomes	Assessment Method & Level of Achievement	Assessment Results	Use of Results
<p>accountability and creativity in delivering quality higher educational opportunities.</p> <p>Nursing program mission/competency: BSNs are health care professionals with extensive opportunities for practice as provider, manager, and coordinator of care. Nursing process</p>	<p>including local, state, national, and global health care trends.</p> <p>AACN Essentials for Baccalaureate Education V: Healthcare Policy, Finance, and Regulatory Environments</p>	<p>Capstone portfolio.</p> <p>100% of graduating students agree that they were able to achieve the student learning outcome on the BSN Exit Survey.</p>		
<p>DSC mission: DSC offers bachelor's degree programs in selected high demand areas and is committed to accountability and creativity in delivering quality higher educational opportunities.</p> <p>Nursing program mission/competency: BSNs are health care professionals with extensive opportunities for practice as provider, manager, and coordinator of care. Therapeutic communication Nursing process</p>	<p>The BSN graduate will effectively communicate, collaborate, and negotiate as a member and leader within interdisciplinary health care teams to improve patient health outcomes.</p> <p>AACN Essentials for Baccalaureate Education VI: Inter-professional Communication and Collaboration for Improving Patient Health Outcomes</p>	<p>100% of graduating students provide evidence of achievement of the student learning outcome in NURS 4600 Senior Capstone portfolio.</p> <p>100% of graduating students agree that they were able to achieve the student learning outcome on the BSN Exit Survey.</p>		

Institutional and Program Purpose	Program Student Learning Outcomes	Assessment Method & Level of Achievement	Assessment Results	Use of Results
<p>DSC mission: DSC offers bachelor's degree programs in selected high demand areas and is committed to accountability and creativity in delivering quality higher educational opportunities.</p> <p>Nursing program mission/competency: BSNs are health care professionals with extensive opportunities for practice as provider, manager, and coordinator of care. Caring Leadership and management</p>	<p>The BSN graduate will manage the direct and indirect care of individuals, families, groups, communities, and populations to promote, maintain, and restore health.</p> <p>AACN Essentials for Baccalaureate Education VII: Clinical Prevention and Population Health</p>	<p>100% of graduating students provide evidence of achievement of the student learning outcome in NURS 4600 Senior Capstone portfolio.</p> <p>100% of graduating students agree that they were able to achieve the student learning outcome on the BSN Exit Survey.</p>		
<p>DSC mission: DSC offers bachelor's degree programs in selected high demand areas and is committed to accountability and creativity in delivering quality higher educational opportunities.</p> <p>Nursing program mission/competency: BSNs are health care professionals with</p>	<p>The BSN graduate will demonstrate professional standards of moral, ethical, and legal conduct in the care of persons, families, groups, communities, and populations.</p> <p>AACN Essentials for Baccalaureate Education VIII: : Professionalism and Professional Values</p>	<p>100% of graduating students provide evidence of achievement of the student learning outcome in NURS 4600 Senior Capstone portfolio.</p> <p>100% of graduating students agree that they were able to achieve the student learning outcome on the BSN Exit Survey.</p>		

Institutional and Program Purpose	Program Student Learning Outcomes	Assessment Method & Level of Achievement	Assessment Results	Use of Results
extensive opportunities for practice as provider, manager, and coordinator of care. Professional behavior				