Mission / Purpose
The mission of the Ira D. Pruitt Division of Nursing is to provide a quality educational program which prepares competent, caring and culturally sensitive graduates who have the knowledge and ability to meet the diverse and changing health care needs of a global society. The Division of Nursing strives to fulfill the mission by valuing the development of independent thinking, respecting the ideas of others, promoting the development of personal integrity and character as well as pursuit of knowledge.

I. Goals and Student Learning Outcomes/Objectives, with Related Measures, Targets, Findings, and Action Plans

A. Goal: Address the major educational issues of the region
Address the major educational, social, cultural, and economic issues of the region and in doing so promote a positive self-image of the institution and area.

1. Outcome: Students will demonstrate preparation to function as RNs
Students of the Division of Nursing will demonstrate preparation to function as a registered nurse in various health settings, usually an acute or long-term care facility, to promote wellness and provide care for clients.

a. Measure: Students will achieve a score predictive of passing the NCLEX-RN
Students passing the courses required in the last semester of the nursing program will have achieved a score predictive of passing the NCLEX-RN on a computerized exit examination prior to the end of the semester.

1. Achievement Target:
70% of graduates who pass the last semester will achieve a score of at least 850 on the computerized HESI Exit Exam

2. Findings (2011-2012) - Target: Met
70% of students who passed the last semester achieved a score of 850 on at least one exit exam

3. Action Plans:
a. HESI exams
70% of students passing the courses the last semester will achieve a passing score predictive of NCLEX-RN success.
Established in Cycle: 2009-2010
Implementation Status: Finished
Priority: High
Implementation Description: Increase computerized examinations throughout the course of study Increase remediation sessions Increase use of active learning activities
**Projected Completion Date:** 05/25/2011  
**Responsible Person/Group:** Faculty  
**Additional Resources Requested:** None  
**Budget Amount Requested:** $0.00 (no request)

b. **HESI Exams and Case studies**  
The number of HESI specialty exams were increased to attempt to increase student success on the HESI exit exam. Only 67% of graduates achieved an 850 on the exit exam rather than the desired 70%. Case studies that were purchased with the student testing package were utilized in the classroom to reinforce theoretical concepts but the number of case studies utilized were minimal. The subcategories of the HESI Exit Exam with the aggregated scores were: Client Needs (1) Safe/Effective Environment 838 (2) Mgmt of Care 831 (3) Safety & Infect Control 848 (4) Health Promotion & Maintenance 770 (5) Psychosocial Integrity 770 (6) Physiological Integrity 815 (7) Basic Care/Comfort 770 (8) Pharm & Parenteral Tx 889 (9) Reduce Risk Potential 838 (10) Physio Adaptation 760 The faculty has agreed to increase the number of HESI case studies utilized in the classroom and clinical settings. The Community HESI specialty exam will not be administered in the spring semester of the second level, but the Fundamentals specialty exam will be administered in the fall semester of the second level. The faculty will utilize the NCLEX-RN test plan to guide curriculum development and implementation. A small management module will be added to NS 101 in order to introduce students to basic management concepts that can be integrated throughout the curriculum.  
**Established in Cycle:** 2010-2011  
**Implementation Status:** In-Progress  
**Priority:** High  
**Implementation Description:** The faculty will utilize more case studies in the classroom as well as the clinical settings. Also, the testing package will be purchased in NS 102 rather than NS 201 and NS 201 in order to allow for integration earlier in the curriculum beginning in spring of 2012. HESI specialty exams will be altered.  
**Responsible Person/Group:** Chairperson Faculty  
**Budget Amount Requested:** $0.00 (no request)

b. **Measure:** Percentage of graduates passing the NCLEX-RN will be at or above the national average  
The percentage of graduates passing the annual NCLEX-RN examination will be at or above the national average annually. NCLEX-RN, National Council of State Boards of Nursing Exam - Summer semester following graduation annually.  

1. **Achievement Target:**  
The percentage of graduates who pass the NCLEX-RN will be at or above the national average
2. Findings (2011-2012) - Target: Not Met
   The percentage of graduates who passed the NCLEX-RN was 83.6% and the national average was 87.8%.

3. Action Plans:
   NCLEX-RN pass rate
   The percentage of graduates passing the NCLEX-RN on the first attempt was below the national average. The faculty agree that the course exams need to be revised based on the NCLEX-RN test plan. A major revision of course exams will be undertaken by the faculty during the 2012-2013 academic year following the test plan. Also, the simulated mannequin will be more fully integrated into the curriculum in order to enhance students' clinical decision making skills. The faculty agrees that the simulated laboratory sessions need to be utilized to reinforce theoretical content and facilitate clinical decision making.
   Established in Cycle: 2011-2012
   Implementation Status: Finished
   Priority: High
   Implementation Description: The course exams will be revised according to the NLCEX-RN test plan. Active learning strategies will be utilized in the clinical and didactic settings. More simulated laboratory sessions will be used for skills and active learning rather than lecture. The simulated mannequin will be used during clinical and didactic sessions to reinforce theoretical content
   Responsible Person/Group: Chairperson and faculty
   Additional Resources Requested: None

c. Measure: Students will demonstrate proficiency in critical psychomotor skills
   Students will demonstrate proficiency in psychomotor skills as indicated by achieving the rating of satisfactory in the demonstration of critical psychomotor skills required for completion of the program. Clinical evaluation tools administered during NS 102, NS 103, NS 201 & NS 202. Also, the Preceptor's Evaluation of Student in NS 204 is administered by the nursing faculty.

1. Achievement Target:
   100% of the students will have attained the rating of satisfactory in the demonstration of critical psychomotor skills required for completion of the program.

2. Findings (2011-2012) - Target: Met
   100% of students received a rating of satisfactory in the demonstration of critical psychomotor skills by the completion of the program of study. The evaluation forms are maintained in the students' permanent files in the Division of Nursing.

d. Measure: Enhance comprehension and performance of psychomotor skills
   Comprehension and performance of psychomotor skills will be enhanced by providing the students with visual reference videos of faculty demonstration of
required skills.

1. **Achievement Target:**
   90% of students will successfully demonstrate critical skills on the first attempt

2. **Findings (2011-2012) - Target: Met**
   91% of students successfully passed their critical skills on the first attempt. Critical skills were videoed and placed on Tegrity for students to view before attempting the skill. The faculty do believe students need to be allowed more time to practice the skills of IV insertion and foley catheter insertion with faculty guidance.

e. **Measure: Employers will indicate graduates are proficient in psychomotor skills**
   Employers will indicate on the annual Employer Survey that graduates were proficient in the psychomotor skills necessary for employment as a registered nurse. Employer Survey administered in January by Chairperson.

   1. **Achievement Target:**
      90% of employers will indicate that graduates are proficient in psychomotor skill on the Employer Survey administered 6 months after graduation.

   2. **Findings (2011-2012) - Target: Met**
      100% of employers indicated that graduates were proficient in psychomotor skill six months after graduation.

   3. **Action Plan:**
      **Increase critical skills**
      During verbal communications with health care agency representatives concern was expressed about the demonstration of skill proficiency by graduates. Also, during the self-study for the NLNAC accreditation visit, the faculty identified that the number of psychomotor skills required needed to be increased. Therefore, the credit hours for NS 101 is to be increased from two to three in fall of 2011 to allow for movement of some theoretical content from NS 102 to NS 101. This movement of theoretical content will allow for more psychomotor skills to be introduced in NS 102 in spring semester.

      **Established in Cycle:** 2010-2011
      **Implementation Status:** In-Progress
      **Priority:** High
      **Implementation Description:** The credit hours for NS 101 will be increased from two to three to allow for theoretical content to be reduced in NS 102 and psychomotor skill increased.
      **Responsible Person/Group:** Faculty Chairperson
      **Budget Amount Requested:** $0.00 (no request)

f. **Measure: Employers will indicate that graduates meet performance standards**
Employers will indicate on the annual Employer Survey that graduates meet the job performance standards of his/her position.

1. **Achievement Target:**
   90% of employers will indicate on the Employer Survey that graduates meet performance standards

2. **Findings (2011-2012) - Target: Met**
   94% of employers indicated that graduates met performance standards. One employer stated the graduate was overwhelmed at times and had required a longer orientation than anticipated.

2. **Outcome: Students will utilize the nursing process as the foundation for meeting the needs of individuals**
   Students of the Division of Nursing will utilize the nursing process as the foundation for meeting the wellness needs of the individual or groups of clients.

   a. **Measure: Graduates will indicate utilization of the nursing process in nursing practice**
      Graduates will indicate utilization of the nursing process in nursing practice on the annual Alumni Survey. Alumni Survey administered January annually by Chairperson.

      1. **Achievement Target:**
         90% of graduates will indicate on the Graduate Survey that the nursing process is the foundation of nursing care

      2. **Findings (2011-2012) - Target: Met**
         100% of respondents indicated on the Graduate Survey that they utilized the nursing process as the foundation of nursing care

3. **Outcome: Students will demonstrate sound judgment and clinical decision making**
   Students of the Division of Nursing will demonstrate sound judgement and clinical decision making inherent to safe and effective nursing practice.

   a. **Measure: Graduates demonstrate sound judgment and clinical decision making**
      Graduates demonstrate sound judgment and clinical decision making skills as indicated by the employers on the Employer Survey administered annually.

      1. **Achievement Target:**
         90% of employers will indicate that graduates utilize sound judgment and clinical decision making on the Employer Survey.

      2. **Findings (2011-2012) - Target: Met**
         94% of respondents indicated graduates utilized sound judgment and clinical decision making skill six months after graduation.
4. **Outcome: Elective Course**

   Elective course in the last semester of the nursing program will be utilized to reinforce concepts necessary to function as a safe and effective nurse practitioner and successfully pass the licensure examination.

   **a. Measure: Continue offering elective courses of Test-taking Strategies and Preparation for Licensure**

   Students will demonstrate greater success on faculty-generated and standardized examinations after participating in Test-taking Strategies for Nursing Students and Preparation for Licensure elective courses.

   **1. Achievement Target:**

   The retention rate will increase to 60% by 2014.

   **2. Findings (2011-2012) - Target: Met**

   The retention rate for the graduating class was 61.8%.

II. **Goals and Other Outcomes/Objectives, with Related Measures, Targets, Findings, and Action Plans**

   **A. Goal: Address the major educational issues of the region**

   Address the major educational, social, cultural, and economic issues of the region and in doing so promote a positive self-image of the institution and area.

   **1. Objective: Improve equipment in clinical labs to provide a more realistic learning experience**

   The equipment in all of the clinical labs will be updated to provide a more realistic learning experience.

   **a. Measure: Enhance comprehension and performance of psychomotor skills**

   Comprehension and performance of psychomotor skills will be enhanced by providing the students with visual reference videos of faculty demonstration of required skills.

   **1. Achievement Target:**

   One simulated laboratory will be converted to a simulated mannequin laboratory. 50% of simulated laboratories will have updated equipment including IV pumps, headboards, enteral feeding pumps, suction equipment, and oxygen equipment.

   **2. Findings (2011-2012) - Target: Met**

   The simulated mannequin lab was established and equipped to simulate a more acute setting. Headwall units were purchased and installed in all three of the five sim labs, and the headwall units have suction and oxygen capability. IV pumps are being purchased so all sim labs will have an IV pump available for intravenous therapy simulation. Enteral feeding pumps will be purchased as funds are available.
b. Measure: Increase lab space
Lab space needs to be increased in order to accomodate the simulated mannequin and the number of students.

1. Achievement Target:
100% of lab space renovation will be completed by February of 2011.

2. Findings (2011-2012) - Target: Met
100% of the lab space renovation is complete. On the first floor, an additional simulated lab was constructed from a faculty office. The simulated mannequin lab was completed.

3. Action Plan:
   Increase lab space
   Simulation labs will be updated to provide more realistic experiences.
   Established in Cycle: 2010-2011
   Implementation Status: Finished
   Priority: High
   Implementation Description: The labs will be updated with equipment that provides more realistic learning experiences.
   Projected Completion Date: 09/28/2012
   Responsible Person/Group: Chairperson Physical Plant

III. Other Plans for Improvement

A. Elective Course
A one-hour elective course related to test-taking was implemented Fall 2009 in order to increase the success rate on faculty-generated and standardized tests to 60%.
   Established in Cycle: 2009-2010
   Implementation Status: Finished
   Priority: High
   Implementation Description: Continue to offer the elective course Collect, aggregate and analyze data
   Projected Completion Date: 05/11/2011
   Responsible Person/Group: Chairperson

B. Employment upon graduation
90% of graduates will report employment as a registered nurse upon completion of program of study
   Established in Cycle: 2009-2010
   Implementation Status: Finished
   Priority: High
   Implementation Description: Increase recruiting sessions last semester
   Projected Completion Date: 05/11/2011
   Responsible Person/Group: Chairperson

C. Cogent Headwall Units
In order to provide the students with a more realistic experience, the labs need to be updated with Cogent Headwall Units. The units will simulate working Oxygen
and vacuum service with accurate flow rates and hospital grade outlets.

**Established in Cycle:** 2011-2012

**Implementation Status:** Finished

**Priority:** High

**Implementation Description:** Purchase units after approval obtained; Request Physical Plant install units

**Responsible Person/Group:** Marsha Cannon

**Additional Resources Requested:** $2,500/unit X 3 = $7,500 Work with Physical Plant to install units

**Budget Amount Requested:** $7,500.00 (recurring)

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**D. Computer Assisted Instruction software**

The software in the nursing computer labs needs to be updated in order to provide students with current information and practice

**Established in Cycle:** 2011-2012

**Implementation Status:** Planned

**Priority:** High

**Implementation Description:** Identify software Purchase software Request Information Technology personnel install the software

**Responsible Person/Group:** Marsha Cannon

**Additional Resources Requested:** Information Technology personnel

**Budget Amount Requested:** $2,500.00 (recurring)

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**IV. Analysis Questions and Analysis Answers**

**A. What specific strengths did your assessments show? (Strengths)**

The use of Tegrity as a preview for critical skills check offs has decreased the number of rechecks. Students are well prepared to function as beginning nurses according to the Employer Survey. Employers consistently rate students as proficient in psychomotor skills performance. The renovation of the simulated laboratories is strengthening students' clinical decision making skills through the use of the simulated mannequin, current technology and equipment.

**B. What specific weaknesses or challenges did your assessments show? (Weaknesses)**

The primary weakness is the pass rate because the graduates are performing below the national average. Many measures have been implemented to combat this deficiency including active learning strategies, simulated mannequin usage, HESI testing package, etc. The faculty will undertake the task of revising course exams according to the NCLEX-RN test plan beginning fall semester.

**C. What plans were implemented?**

The plans implemented included renovating simulated laboratory space, implementing active learning strategies including the simulated mannequin, and purchasing equipment to update labs.

**D. How will assessment results be used for continuous improvement?**

The assessment results demonstrate a need to improve the NCLEX pass rate of graduates. The faculty will determine actions in an iterative manner to improve graduates' performance but anticipated actions include revising course modules,
continuing to administer HESI exams, and utilizing simulated laboratory sessions to reinforce theoretical content.

V. Annual Report Section Responses

A. Key Achievements
Maintained Alabama Board of Nursing approval Maintained NLNAC approval

B. Public/Community Service
The Division of Nursing provided two continuing education programs for area nurses. The students and faculty participated in several community health screenings. Students and faculty participated in a Diabetes walk-a-thon in Meridian.
### ANNUAL PLAN

<table>
<thead>
<tr>
<th>Item</th>
<th>Approved</th>
<th>Remarks</th>
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</thead>
<tbody>
<tr>
<td><strong>Goals</strong></td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td>Goals are broad statements describing what the unit wants to accomplish. Goals relate to both the unit's mission and the University's mission. The goal(s) is stated as the University goal(s) a unit is attempting to meet.</td>
<td>NO</td>
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<tr>
<td><strong>Outcomes/Objectives</strong></td>
<td>YES</td>
<td></td>
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<tr>
<td>Outcomes and objectives are statements that describe in some detail what the unit plans to accomplish. Outcomes/objectives are associated with all applicable goals, strategic plans, standards, and institutional priorities.</td>
<td>NO</td>
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<tr>
<td>Objectives are active-verb descriptions of specific points or tasks the unit will accomplish or reach. Outcomes are active-verb descriptions of a desired end result related to student learning and the unit’s mission.</td>
<td>YES</td>
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<tr>
<td><strong>Measures</strong></td>
<td>YES</td>
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<tr>
<td>Measures are statements to judge success in achieving the stated outcome or objective. Measures contain information on the type of evidence and assessment tool that a unit will use to verify if stated outcome/objective has been met.</td>
<td>NO</td>
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<tr>
<td><strong>Achievement Targets</strong></td>
<td>YES</td>
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<tr>
<td>Achievement targets are the thresholds that the measures must meet for the unit to determine that it has been successful in meeting its specified outcomes/objectives. Achievement targets are measurable statements.</td>
<td>NO</td>
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<td><strong>Findings</strong></td>
<td>YES</td>
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<tr>
<td>Findings are indications whether an outcome/objective was met or not. Findings are put into the system under each achievement target. Findings include an interpretation of results, possible uses of results, reflection on problems encountered, indicated improvements/changes and strengths or weakness.</td>
<td>NO</td>
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<tr>
<td><strong>Action Plans</strong></td>
<td>YES</td>
<td></td>
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<tr>
<td>Action plans are detailed plans created by the unit to meet an outcome/objective that was only partially met or not met or to make improvement to those outcomes/objectives that were met but still need some strengthening. The plan includes a projected completion date, implementation description, responsible person(s)/group, resources required, and budget amount (if applicable).</td>
<td>NO</td>
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<td>YES</td>
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<tr>
<td>Action plans created in previous cycles have been updated with implementation notes.</td>
<td>NO</td>
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<tr>
<td><strong>Annual Report</strong></td>
<td>YES</td>
<td></td>
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<tr>
<td>The Annual Report section contains information on key achievements, faculty and/or staff achievements, and community/public.</td>
<td>NO</td>
<td></td>
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<tr>
<td><strong>Analysis Report</strong></td>
<td>YES</td>
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<tr>
<td>The unit has reflected on and created narratives for each of the following areas: specific strengths and progress made on outcomes/objectives, specific weaknesses or challenges, plans that were and were not implemented, and how assessment results will be used for continuous improvement.</td>
<td>NO</td>
<td></td>
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Approved by: [Signature of Dean or Vice President]  
Date: 7/27/12  

Received by OIE: [Signature of Coordinator of Planning and Assessment]  
Date: 8-10-12