

Name of Academic Program and School- Baccalaureate in Nursing (BSN), College of Engineering, Education and Professional Studies (CEEPS)

Plan Developed By: Nursing Faculty 6-14-2012

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Mission of Department and How It Relates to the University:

The BSN program is consistent with the university's mission to offer "a broad array of baccalaureate program with a strong professional focus and a firm grounding in the liberal arts and sciences. The university shall also offer a limited number of graduate programs that meet regional and broad societal needs... and is committed to excellence, setting the standard for regional comprehensive universities in teaching, research and service by providing leadership and access for its region while maintaining its commitment to diversity."

The mission of CEEPS is to "offer a career-oriented education that efficiently and effectively prepares students to excel as professionals."

The mission of the Department of Nursing (DON) is "to prepare graduates for professional positions as safe, competent and caring nurses to meet the health care needs of diverse populations."

The BSN program is congruent with the mission of the university and college since it meets the need for a professional nurse who serves the health care needs of diverse populations.

Program Outcomes:

1. Graduate performance on certification examinations will be 80% or higher
2. Program completion rate for at least 80% of the students will be within 1 ½ times the program length
3. Eighty (80) percent of graduates and employers will express satisfaction with the program
4. Eighty (80) percent of those seeking jobs will be involved in role-related professional practice one year post-graduation

BSN Student Learning Outcomes:

1. Demonstrate caring through advocacy for patients by recognizing the patient or designee as the source of control and as full partner in providing compassionate care based on respect for patient's preferences, values and needs
2. Collaborate effectively within nursing and inter-professional teams, fostering open communication, mutual respect and share decision-making to achieve safe, quality patient care in a variety of health settings

3. Use nursing judgment based on best current evidence to ensure optimal outcomes for patients and families across the lifespan
4. Apply principles of safety and quality improvement to monitor the outcomes of care processes and minimize risk to patients and health care providers
5. Use information and technology to communicate, manage knowledge, prevent error and support decision-making
6. Demonstrate professional identity, integrity and leadership as the coordinator of patient care

Measures of Students' Level of Performance:

The direct measurement of student learning for the BSN program is the National Council Licensure Examination for Registered Nurses (NCLEX-RN). This national licensing examination is the gold standard for measurement of knowledge, skills and abilities to practice safely as a beginning RN. The Colorado Board of Nursing reports the pass rates on the NCLEX-RN statewide on their website. Additionally, by utilizing the National Council of State Boards of Nursing NCLEX Program Reports, the BSN program is able to access specific information regarding graduates performance on the exam. These reports describe how CSU-Pueblo graduates performed on the exam content areas as compared regionally and nationally.

Indirect measurements of student learning are conducted through the use of Educational Benchmarking, Inc. (EBI). The American Association of Colleges of Nursing (AACN), in partnership with EBI, offers a nursing education assessment that measures the effectiveness of nursing programs from the student's perspective. This assessment also identifies areas of program strength and areas for improvement.

Curriculum:

A BSN program curriculum map will be developed by the nursing curriculum and evaluation committee during fall semester 2012.

Assessment Methods:

Assessment measures/methods are the percentage of students who successfully pass the NCLEX-RN licensing exam and the ratings on EBI surveys of graduates. This assessment plan can be used to meet accreditation requirements for the National League for Nursing Accrediting Commission (NLNAC).

Students participate in the ongoing assessment process by:

- Taking standardized Kaplan tests throughout the program to assess their acquisition of nursing knowledge and skills as preparation for the NCLEX-RN exam
- Participating with faculty review of student learning outcomes
- Providing input into the assessment plan revision process

At the end of NSG 452, the students take the EBI Exit Survey. After graduation, the graduate takes the NCLEX-RN licensing exam.

The following chart lists the assessment method used to measure each student learning outcome, timeline, student group measured and expected level of achievement.

Colorado State University – Pueblo BSN Nursing Program Assessment Methods

Student Learning Outcomes (SLO)	Timeline	Methods EBI Exit Survey, NCLEX-RN Licensing Exam,	Student Group	Expected Level of Achievement
1.Demonstrate caring through advocacy for patients by recognizing the patient or designee as the source of control and as full partner in providing compassionate care based on respect for patient’s preferences, values and needs	Last semester of the program After graduation	NSG 452- EBI Exit Survey NCLEX-RN	All	4.75 or above on overall program effectiveness Ninety (90) percent or higher will pass the NCLEX-RN on the first try
2.Collaborate effectively within nursing and inter-professional teams, fostering open communication, mutual respect and share decision-making to achieve safe, quality patient care in a variety of health settings	Last semester of the program After graduation	NSG 452- EBI Exit Survey NCLEX-RN	All	4.75 or above on overall program effectiveness Ninety (90) percent or higher will pass the NCLEX-RN on the first try
3.Use nursing judgment based on best current evidence to ensure optimal outcomes for patients and families across the lifespan	Last semester of the program After graduation	NSG 452- EBI Exit Survey NCLEX-RN	All	4.75 or above on overall program effectiveness Ninety (90) percent or higher will pass the NCLEX-RN on the first try
4. Apply principles of safety and quality improvement to monitor the outcomes	Last semester of the program	NSG 452- EBI Exit Survey	All	4.75 or above on overall program effectiveness

of care processes and minimize risk to patients and health care providers	After graduation	NCLEX-RN		Ninety (90) percent or higher will pass the NCLEX-RN on the first try
5. Use information and technology to communicate, manage knowledge, prevent error and support decision-making	Last semester of the program	NSG 452- EBI Exit Survey	All	4.75 or above on overall program effectiveness
	After graduation	NCLEX-RN		Ninety (90) percent or higher will pass the NCLEX-RN on the first try
6. Demonstrate professional identity, integrity and leadership as the coordinator of patient care	Last semester of the program	NSG 452- EBI Exit Survey	All	4.75 or above on overall program effectiveness
	After graduation	NCLEX-RN		Ninety (90) percent or higher will pass the NCLEX-RN on the first try

Assessment Results:

At an annual faculty retreat, faculty will review results of the NCLEX-RN pass rates, the NCLEX Program Reports and the EBI exit surveys, draw conclusions from the data analysis and make needed program changes/improvements as identified. Results of the data analysis will be disseminated as appropriate to students, program advisory board and administrators at regularly scheduled meetings.

Continuous Processes:

The program assessment plan will be reviewed, evaluated and updated annually at the faculty retreat held each fall semester. The associate dean, the nursing faculty and the curriculum and evaluation committee of the department of nursing are responsible for monitoring the ongoing program improvement process and for ensuring that the results from each year provide the springboard for the following year's action plans. This quality improvement process will involve all stakeholders.