

Institutional Effectiveness Report Academic Year 2007-2008

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Mission and Goals

Vision Statement

The Department of Nursing seeks to be a center in the Pee Dee for holistic care, which guides scholarship, leadership, and evidence based practice.

Mission Statement

The Francis Marion University Department of Nursing prepares graduates to function Competently as caring professional nurses in a variety of healthcare settings. The program endeavors to inculcate in the student the value of lifelong learning. The program prepares students to apply for graduate study.

Outcome Objectives

The baccalaureate program in nursing prepares the graduate to:

1. Integrate knowledge of legal concepts and ethical values into the delivery of holistic relationship-centered care.
2. Develop and utilize critical thinking skills in conjunction with the nursing process as the basis for decision making.
3. Demonstrate effective verbal, nonverbal, and written communication skills in establishing interpersonal relationships with patients, families, colleagues, and other members of the health care team.
4. Provide care that is culturally competent and evidence based across the life span using current knowledge, theory, research, and in collaboration with individuals, families, groups, populations, and health care professionals.

5. Integrate knowledge and skills derived from the physical sciences, bio-psycho-social sciences, humanities, and nursing in the provision of holistic care to patients in a variety of health care settings that is focused on health promotion, risk reduction, and disease prevention.
6. Provide leadership in the practice and profession of nursing.
7. Apply knowledge of health care policy and the methods, which shape health care systems and determine accessibility, accountability, and affordability.
8. Incorporate traditional and emerging information and health care technology in nursing practice.
9. Integrate the impact of global health care issues, i.e., disease transmission, health policy and economic issues in current nursing practice.

Assessment Activities

The institutional effectiveness assessment for the Department of Nursing has been based in:

1. Annual review of departmental mission, goals, philosophy and conceptual model.
2. Review of the departmental strategic plan and review of progress in the implementation of that plan.
3. Analysis of the requirements for accreditation by the American Association of Colleges of Nursing.
4. Development and implementation of program exit evaluation tools.
5. Agency meetings regarding interest in the RN-BSN program. .
6. Implementation of community service projects and increased professional development of students and faculty.
7. Development and implementation of assessment tool regarding interest in the MSN program.
8. Development of time line for the National League for Nursing reaccreditation process.
9. Development and implementation of use of clinical agency evaluation tools.
10. Development and implementation of use of preceptor evaluation tools.
11. Exploration of bioterrorism training activities for students.
12. Development and implementation of a Progression Policy that will utilize HESI Standardized Tests.
13. Establishment of an Honor Society for FMU Department of Nursing. After one year the application for Sigma Theta Tau International chapter will be submitted.
14. Establishment of a Department of Nursing Alumni Association.
15. Established the need for a Human Simulator to enhance the student's clinical experience.
16. Identified the need to have a server in the Computer Lab that will enable faculty and students to have better access to on-line resources.
17. Identified QEP activities within the nursing courses.

Results and Evaluation

1. The mission, goals, philosophy and conceptual model of the department were reviewed and affirmed by faculty.
2. The departmental strategic plan was reviewed. The faculty reviewed the strategic plan and noted acceptable progress in the following areas:

Objective 1: To increase the number of BSN graduates in the Pee Dee

- Admit 58 students in Fall 2007 and 12 Spring 2008
- Additional faculty have been recruited
- Increasing the number of qualified adjunct faculty
- Visiting clinical facilities in the Pee Dee to obtain contracts for clinical groups. (Marion County Memorial Hospital and Clarendon Memorial Hospital and Bethea Baptist Retirement Facility).

Objective 2: Implement the RN-BSN program:

- Admitting 12 students in the Fall 2008

Objective 3: Develop a plan for implementation of a Masters level nursing education program.

- Needs assessment sent out and results have been compiled and will be shared with the faculty Fall 2008

Objective 4: Strengthen student and faculty in the Student Nurses Association

- The Student Nurses Association has grown in numbers and in effort during this year. One student held a State office and was nominated for the national ballot.
- A group of students participated in the American Heart Association Walk
- A Group of students participated in Relay for life.
- David L. Miller organized a Leadership Conference
- Held a food drive for the Darlington Free Clinic

Objective 5: Mentor graduate and undergraduate nursing students into nursing education role.

- Mentored 2 graduate students who became full time nursing faculty members.

3. The department tests students at the completion of each clinical course beginning in the second semester and NURS 305: Nursing Pharmacology using the HESI standardized examinations. Students are counseled if they are unsuccessful in obtaining the national composite score and given a remediation plan. Once the remediation has been successfully completed the students are re-tested and if the student does not achieve the national composite score, they are identified as being

high risk for not passing the required Exit Examination, not passing the NCLEX-RN and not being endorsed by the Department of Nursing to sit for the NCLEX-RN and must complete additional remediation prior to entering NURS: 406 Synthesis: Knowledge Practicum.

Seniors are tested four weeks before the end of the last semester of the senior year using the HESI standardized examinations. Students are counseled if they are unsuccessful in obtaining the national composite score and given a remediation plan. Once the remediation has been successfully completed the students are re-tested and if the student does not achieve the national composite score, they are counseled and assigned additional remediation which involves intense study in any area identified as an area of improvement. In addition, these students must complete a 3-5 week National Council of State Boards NCLEX-RN Review Course On-line at their expense and pass the post tests with an 80% or higher in order to have the Department of Nursing endorse the student to sit for the NCLEX- RN Exam.

Data from these examinations are used to identify areas that will improve the curriculum. As a result of this data, the need to thread geriatrics, nutrition, as well as bioterrorism throughout the curriculum was identified and implemented.

4. In Fall 2007, the department subscribed to a report of the composite results of the NCLEX-RN for our graduates as well as comparisons of our graduates' performance with schools in the region and nationally. These reports have been used in curriculum review and revision.

5. In the Spring 2008, the faculty reviewed all nursing courses and compared to the essential activities for the NCLEX-RN Test Plan. All essential activities were met. In addition with the data obtained from the recent HESI Standardized tests, the faculty identified the need to increase the acceptable score from 850 to 875 for all junior students and 850 to 900 for all senior students. This change should enable our graduates to increase their chance of passing the NCLEX-RN examination

6. Beginning in Spring 2008, surveys were sent to affiliating agencies to assess their evaluations of the program. A focus group was conducted with senior students for program evaluation. The results of these two evaluation activities are being used in curriculum and program improvement.

8. Identified the need for an adult Human Simulator.

Student Knowledge, Skills, Attitudes, and Opinions

Data from exit interviews with seniors will be compiled and the results shared with the faculty at the beginning of Fall 2008. From these results, the faculty will be able to identify areas of improvements as well as areas of strength. The need to update the Checklist for the Arts and Sciences was identified in order to keep track of the student throughout the nursing program.

Data from each course evaluation to be used to evaluate the effectiveness of theory and clinical resources in meeting the end of the program objectives.

Primary Issues Identified During 2007-2008 with Review Actions Taken

Issue of Major Concern	Action Taken
<p>Poor results on 2007 NCLEX-RN Exam</p>	<p>Response to the Board of Nursing included:</p> <ol style="list-style-type: none"> 1. <u>Although criteria for admission to the program are stated, students admitted who did not one or more criteria:</u> Action: The admission criteria and process have been thoroughly examined. A rating scale which awards points for cumulative GPA, science GPA, and SAT scores is being used to evaluate and prioritize students for admission. No student having less than a 3.0 cumulative will be admitted to the program. Effective 2/21/08, the faculty approved the minimum requirements of a 2.6 science GPA for admission to the nursing program. Effective Fall 2008 students seeking admission to the nursing program will be required. 2. <u>Students (class of 2007) who failed a nursing course were allowed to repeat the course in Maymester and summer school and subsequently take 2 clinical courses over 2 summer sessions. This special schedule was developed to assist the students to rejoin their class in the Fall 2006, (Five students who failed the NCLEX were in this group).</u>

Action: Effective Fall 2007. Students who have experienced academic difficulty will not be eligible to be enrolled in fast paced, intense learning environments presented by Summer School and Maymester, especially in the case of clinical courses. The progression policy was changed. Students are now required to meet the national composite HESI score at the end of each clinical course. Refer to # 4 for additional information.

3. Curriculum- The NCLEX-RN is heavily weighted with medical surgical nursing content. Our current curriculum may not provide sufficient continuity in learning and the practice of medical-surgical nursing since students are exposed to medical-surgical nursing in the first two semesters and not again until the fourth semester.

In progress: Spring 2008 The faculty set aside a block of time at the end of the semester to work on curriculum. Possible restructuring that is being discussed:

a. include medical-surgical nursing in every semester of the curriculum;

b. integrate pathophysiology into appropriate nursing courses, thereby creating a framework upon which to support knowledge and associated clinical reasoning.

c. integrate nutrition, bioterrorism, cultural competence, and geriatrics;

d. analyze the curriculum to assure the top 100 activities on the NCLEX are addressed in the curriculum;

	<p>e. evaluate each course test/exam utilizing Bloom's taxonomy to assure that application items are included;</p> <p>f. Effective Fall 2008, students have been assigned NCLEX test pool questions to complete each week with a testing standard of 90% or above which must be met.</p> <p>Other:</p> <p>a. Summer 2007. The Department of Nursing has subscribed to the NCLEX program reports and those reports have been shared with all members of the nursing faculty. These reports are helpful in identifying content areas in which our students did poorly on the NCLEX. The members of the faculty are evaluating their teaching in those areas and the curriculum as a whole.</p> <p>b. Two members of the nursing faculty attended the regional NCLEX workshops. All faculty will be offered the opportunity to complete the online education program offered by the NCLEX to improve their test writing skills. Within 12 months, the goal is to have all faculty complete this online course.</p> <p>c. Fall 2007/Spring 2008: Case study methodology was implemented in all clinical courses to assist the students in developing critical thinking skills.</p>
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Poor results on 2007 NCLEX-RN Exam	<p>1. Implemented mandatory NCLEX-RN format questions review for Seniors class 2008. Total of 3500 questions completed with a score of 90 or better.</p> <p>2. Completion of a NCLEX Review Course prior to the Exit Exam Testing.</p> <p>3. Restructured clinical in NURS 406 with a heavy emphasis of medical surgical nursing. Limited rotations to specialty areas, but had defined objectives that enhanced exposure to critical care units.</p>
Poor performance of admission Medication Math Test	Adopted new textbook which allows the student to have on-line resources. Pass rate at 99%
Poor performance in NURS 302: Principles of Pathophysiology	Implemented weekly unit tests (12). Out of 20 students only one failed
Performances on HESI Tests were acceptable at the national composite score, which after analysis did not improve our student's ability to perform well on the Exit Examination as well as on the NCLEX-RN Exam.	Changed Progression Policy which will tie performance on the HESI Tests to progression in the curriculum. Increased the passing score to the HESI Predictor Scores rather the national composite scores.
Lack of Nursing Faculty on College Committees	<p>Have nursing faculty names placed on ballots. One nursing faculty member served on the QEP Committee and an Honor Council Committee and University Accreditation Committee.</p> <p>Elected new nursing faculty senator</p>
Lack of tenured Nursing Faculty	3 rd year review completed by the Department of Nursing. Feedback given as to how each faculty that is on a tenure track can improve.
Lack of Human Simulator	Working with the Foundation Office to visit clinical agencies and enlist support for the purchase of a Human Simulator.
WEB Site Development	Working with Computer Resources to have the Web site up and running by mid Fall 2008.