

**Texas A&M International University
Annual Institutional Effectiveness Review (AIER)
For Academic Programs**

Program: Canseco School of Nursing Undergraduate Program (BSN)

Assessment Period Covered: March 1, 2008 to January 31, 2009

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The Annual Institutional Effectiveness Review for Academic Programs is directed at Goal 1: Academics of the Texas A&M International University 2006-2010 Strategic Plan:

Develop, maintain, assess, and improve academic programs, administrative/educational support services and student services, to admit, retain, and graduate students who achieve established learning outcomes designed to prepare them for success in their chosen careers.

Institutional Mission

Texas A&M International University, a Member of The Texas A&M University System, prepares students for leadership roles in their chosen profession in an increasingly complex, culturally diverse state, national, and global society ... Through instruction, faculty and student research, and public service, Texas A&M International University embodies a strategic point of delivery for well-defined programs and services that improve the quality of life for citizens of the border region, the State of Texas, and national and international communities.

Academic Program Mission:

Graduates of the Canseco School of Nursing will be prepared to enter the work force as Registered Nurses.

Provide summary of the last cycle's use of results and changes implemented

Outcome 1: Continuation of previous outcome. The first time NCLEX licensure exam pass rate for May and August graduates is 91% at this time. Of the 43 May graduates 4 were

unsuccessful on their first attempt; all have since retaken the exam and subsequently passed. Of the ten summer graduates nine have taken NCLEX; 8 passed on the first attempt and 1 on the second attempt. The remaining student has been unable to take the exam due to eligibility issues non-related to nursing coursework. Goal met. Will continue with recently implemented change in curriculum, NURS 4290 to prepare students, increase use of simulation mannequins, and computer assisted curriculum enhancement.

Outcome 2: Continuation of a previous outcome. Of the 53 spring and summer graduates 1 is not working (has not taken the licensure exam). Of the remaining 52 students, two joined the military, and eight left the area, for a variety of reasons including because they were not from Laredo and returned home or because parents or husband was transferred, or wanted to work at a specialty not present locally. At this time 84% of the employed graduates have stayed in the Laredo and surrounding Mid Rio Grande Region. To inform students of employment opportunities in the targeted areas will continue to invite local health care facilities for on campus visits.

Outcome 3: Continuation of previous outcome. Graduates of the Bachelor of Science in Nursing Program of the Canseco School of Nursing will demonstrate clinical competencies. Pre-graduation self-assessment survey administered and evaluated by School of Nursing Evaluation Committee using the (a) HESI exit exam administered during Senior Seminar (NURS 4290), students will self rate competence good to excellent; (b) subscores in recommended range for safety and implementation, 900 or above recommended subscores on HESI exit exam. For the areas of critical thinking score 908, therapeutic communication 891 and Therapeutic Nursing Intervention 910 for Spring graduates. For areas of nursing specialty in Spring 2008 scores were 855 in maternity, 894 pediatrics, 946 medical surgical nursing, and 850 in mental health nursing. Of the spring co-hort 10 students did not meet the predictive score of 875 on the first attempt or 900 on the second attempt of the exit exam and were enrolled in a 8 week summer course to address their weaknesses. The 10 students enrolled in the summer program (and subsequently Summer 2008 graduates) had overall scores of 904 on critical thinking, 907 on therapeutic communication, and 896 therapeutic nursing intervention. Specialty scores for students completing the summer program were 866 in maternity, 908 in pediatrics, 910 in medical surgical, and 1007 in mental health.

Even though goal was not met the use of predictive scores to identify student weaknesses and areas of needed study resulted in valuable information to faculty. Curriculum was revised according to results (targeting areas of weakness). There was an overall increase in predictive scores in all areas of evaluation in 2008 compared to 2007. The curriculum has been revised to increase the number of hours in pediatrics and maternity nursing; however, the first co-hort of students with the increased number of hours in these areas will not test until spring 2009. A new curriculum management program through Medspub has been implemented and the first cohort to have used this program throughout their nursing coursework will not graduate until Spring 2009. In addition

simulation mannequins for pediatrics and obstetrical nursing are being ordered to provide students additional opportunities to increase their skills in these areas. Student survey returned, awaiting employer surveys.

- Outcome 4: This outcome will be revised. The Canseco School of Nursing will be funded by state monies 100% by FY 2009 and there will be an expansion of partnerships with outside agencies to support existing SON programs and to increase undergraduate enrollment. This outcome has been met as all faculty positions are fully funded. The school of nursing will continue to explore partnerships with outside agencies to help support the program for funding of special projects.
- Outcome 5: Goal met will re-evaluate in next year. To enhance learning the faculty of Canseco School of Nursing will become involved in research that include but are not limited to (1) nursing pedagogy and/or (2) Health and Wellness by Fall 2008. At least one junior/senior level nursing course will have a component of research included in student activities. This goal has been met as Mental Health nursing, Community nursing, and Leadership and Management have incorporated research in student activities. Oral presentations of research findings were presented to faculty as well as community representatives.
- Outcome 6: Goal has been revised. Increase student enrollment by at least 5% while still maintaining a first time NCLEX pass rate of 90% or greater through development of an alternate entry (i.e. summer, fast track, and increased online options) for students seeking a bachelor degree in nursing. Due to faculty shortage and limited number of second degree students applying for entry the goal and outcome has been revised. The new goal will be to increase the enrollment by admitting students into the program twice a year (January and June) rather than once a year provided adequate funding and personnel are available.

Selected list of program-level intended student learning outcomes *(It is recommended that programs rotate through their entire set of outcomes over a multi-year period. Programs may focus on one or two outcomes each year, as deemed appropriate).*

1. Graduates of the basic Bachelor of Science in Nursing program of the Canseco School of Nursing will be successful on the NCLEX-RN licensure exam. (Ongoing outcome)
2. Graduates of the Bachelor of Science in Nursing Program of the Canseco School of Nursing will be employed as Registered Nurses in Laredo and the surrounding Mid Rio Grande Region. (Ongoing outcome)
3. Graduates of the Bachelor of Science in Nursing Program of the Canseco School of Nursing will demonstrate clinical competencies. (Ongoing outcome)
4. The Canseco School of Nursing will be funded by state monies 100% by FY 2009 and there will be an expansion of partnerships with outside agencies to support existing SON programs and to increase undergraduate enrollment. (Outcome met, will be re-evaluated in 2012 to determine status of partnerships as well as state funding)

5. The faculty of Canseco School of Nursing will become involved in research that include but are not limited to (1) nursing pedagogy and/or (2) Health and Wellness by Fall 2008. At least one junior/senior level nursing course will have a component of research included in student activities. (Outcome met, will be re-evaluated for possible expansion in 2012 years)
6. Increase student enrollment through development of an alternate entry (i.e. summer, fast track, and online program) for students seeking a bachelor. (this goal has been expanded over the year) to increase enrollment while still maintaining a first time NCLEX pass rate of 90% or greater. (Ongoing outcome)

Section I: Planning and Implementation

Outcome(s).

The focus of 2008-2009 will be Outcomes 1 through 3 (which are ongoing) and option 6 which addresses increasing enrollment while maintaining first time NCLEX pass rates.

Please indicate if the outcome(s) is (are) related to writing (QEP).

Option 3 is related to the QEP as written communication is part of clinical competencies and measured on the HESI exit exam.

Addresses University Strategic Goal:

Goal 1: 1.7 Establish and pursue student learning outcomes appropriate for each program with systematic assessment and use of results for continuous quality improvement

Methods of assessment to be used:

Graduates of the Canseco School of Nursing will be prepared to enter the work force as Registered Nurses.

Outcome/Goal 1

Is this outcome related to writing (QEP)

Graduates of the basic Bachelor of Science in Nursing program of the Canseco School of Nursing will be successful on the NCLEX-RN licensure exam

Identify methods of assessment to be used

- (a) National credentialing examination (NCLEX RN)
- (b) HESI Exit Examination

Indicate when assessment will take place

Annually

Criteria/Benchmark

- (a) 90% first time pass rate on National Council Licensure Examination for Registered Nurses (NCLEX-RN)
- (b) Aggregate predictive score of 900 on Health education Systems, Inc (HESI) exit Examination.

Outcome/Goal 2 **Is this outcome related to writing (QEP)**

Graduates of the Bachelor of Science in Nursing Program of the Canseco School of Nursing will be employed as Registered Nurses in Laredo and the surrounding Mid Rio Grande Region

Addresses University Strategic Goal

1: 1.5 Expand academic programs to meet the needs of the region and include internationalization perspectives in the curriculum, where appropriate

Identify methods of assessment to be used

- (a) Pre-graduation survey administered and evaluated by the School of Nursing Evaluation Committee.
- (b) One year follow-up survey administered and evaluated by School of Nursing Evaluation Committee.

Indicate when Assessment will take place

Annual

Criteria/Benchmark

- (a) 75% plan to work in region
 - (b) 75% working in region
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**Outcome/Goal 3
(QEP)****[X] Is this outcome related to writing**

Graduates of the Bachelor of Science in Nursing Program of the Canseco School of Nursing will demonstrate clinical competencies. Prepare students for success in their chosen careers

Addresses University Strategic Goal

1: 1.4 Prepare students for success in their chosen careers

Identify Methods of assessment to be used

- (a) Pre-graduation self-assessment survey administered and evaluated by School of Nursing Evaluation Committee
- (b) HESI exit exam administered during Senior Seminar (NURS 4290); subscores in recommended range for safety and implementation, critical thinking, therapeutic communication, therapeutic nursing intervention, and subscores of medical surgical, mental health, pediatrics, and obstetrical nursing greater than 900.
- (c) One year after employment of survey will be sent to employers regarding clinical competency of graduates

Indicate when Assessment will take place

Annually

Criteria/Benchmark

- (a) 90% will rate clinical competence good to excellent
- (b) 900 score on recommended subscores of HESI
- (c) 90% of employers will rate graduate competence good after one year.

Outcome 6

Increase student enrollment through development of an alternate entry while still maintaining a first time NCLEX pass rate of 90% or greater.

Addresses University Strategic Goal

1: 1.3 Increase student retention and graduation rates

Identify Methods of assessment to be used

- (a) Enrollment data from the admissions office
- (b) National credentialing examination (NCLEX RN) first time test scores

Criteria/Benchmark

- (a) Number of graduates entering program will increase by 5%
- (b) NCLEX first time pass rate will be 90% or greater
- (c) On-time graduation will be greater or equal than 70%

Indicate when assessment will take place:

Annually

Section II: Analysis of Results

Goal/Outcome 1

Graduates of the basic Bachelor of Science in Nursing program of the Canseco School of Nursing will be successful on the NCLEX-RN licensure exam

Identify methods of assessment to be used

- (a) National credentialing examination (NCLEX RN): Benchmark 90% first time pass rate for combined spring and summer 2008 was 91% goal met
- (b) HESI Exit Examination: Goal was a 900 pass rate for students, all 53 students taking exam reached benchmark score of 900 or higher goal was met

Conclusions:

The previous predictive score for HESI for passing was 875 the first time the test was taken and 900 if the test needed to be repeated (this took into consideration test familiarity) after reviewing literature and NCLEX pass rates for students with an 875(these students were as higher risk for NCLEX first time failure) it was determined that the pass rate would be 900 for first or second time testing. Students with

scores under 900 the first time will have a mandatory weeklong review before retesting as well as assistance with test taking strategies. Increasing the passing score will encourage students with difficulty understanding specific nursing curriculum content and/or difficulty with test taking are remediated through a weeklong curricular review.

Action Plan:

Will continue to monitor with class of 2009 to see if difference in pass rate for NCLEX with increased clinical hours, use of curriculum support by MedsPub and increased use of simulation through all levels of clinical coursework

Goal/Outcome 2

Graduates of the Bachelor of Science in Nursing Program of the Canseco School of Nursing will be employed as Registered Nurses in Laredo and the surrounding Mid Rio Grande Region

Identify methods of assessment to be used

- (c) Pre-graduation survey administered and evaluated by the School of Nursing Evaluation Committee.
- (d) One year follow-up survey administered and evaluated by School of Nursing Evaluation Committee.

Criteria/Benchmark

- (a) 75% plan to work in region
- (b) 75% working in region in one year

Conclusions:

84% of the 2008 students after graduation and upon licensure were working in the region. Of the 35 graduates of 2007 27 still work in the Laredo or Mid Rio Grande Region, 5 live elsewhere and it is unknown where 3 of the graduates are working. 77% still in the area after 1 year. Goal met.

Action Plan

This Goal had been 85% but with the increase in enrollment of students outside of the Laredo area, the nationwide shortage of nurses, as well as the reputation of the SON of nursing (via internet sources such as Google, facebook, myspace etc, student “word” of mouth, TBON webpage) students from outside of the region now applying for entry the goal has been reduced to 75%. Otherwise will continue as before.

**Goal/Outcome 3
(QEP)**

[X] Is this outcome related to writing

Graduates of the Bachelor of Science in Nursing Program of the Canseco School of Nursing will demonstrate clinical competencies. Prepare students for success in their chosen careers

Identify methods of assessment to be used

- (a) Pre-graduation self-assessment survey administered and evaluated by School of Nursing Evaluation Committee

- (b) HESI exit exam administered during Senior Seminar (NURS 4290); subscores in recommended range for safety and implementation, critical thinking, therapeutic communication, therapeutic nursing intervention, and subscores of medical surgical, mental health, pediatrics, and obstetrical nursing greater than 900. Therapeutic includes both oral and written communication skills (addresses QEP out of writing)
- (c) One year after employment of survey will be sent to employers regarding clinical competency of graduates

Criteria/Benchmark

- (a) 90% will rate clinical competence good to excellent
- (b) 900 score on recommended subscores of HESI
- (c) 90% of employers will rate graduate competence good after one year.

Conclusions:

- (a) Pre-graduation self-assessment survey of nursing knowledge and skills administered and evaluated by School of Nursing Evaluation Committee. Results revealed that on a Likert scale (5=Almost always, 4=often, 3=Sometimes, 2=seldom, and 1=never) students ranking of their skill/knowledge mastery in all categories of nursing course work ranged from 4.2-4.8. This indicated that students rated overall competence at either good to excellent. Students were also asked rank clinical sites ability to meet learning student learning needs on a scale of 1-5 (with five being the highest rank); the scores for all sites ranged from 3.9-4.9, indicating students believed clinical sites met their learning needs.
- (b) HESI exit exam administered during Senior Seminar (NURS 4290); were not 900 in all categories but had increased from previous year. While goal not reached progress has been achieved.
- (c) One year after employment of survey for 2007 have not been returned, the 2008 surveys will be sent out in September of 2009.

Action Plan:

Scores have increased. Continue with new curriculum and simulation, the 2009 co-hort will be the first co-hort with change of curriculum.

Goal/Outcome 6

Increase student enrollment through development of an alternate entry while still maintaining a first time NCLEX pass rate of 90% or greater.

Identify Methods of assessment to be used

- (a) Enrollment data from the admissions office
- (b) National credentialing examination (NCLEX RN) first time test scores
- (c) Texas Coordinating Board and Texas Board of Nursing data for on-time graduation rates.

Criteria/Benchmark

- (a) Number of graduates entering program will increase by 5%
- (b) NCLEX first time pass rate will be 90% or greater
- (c) On-time graduation will be greater or equal than 70%

Conclusions:

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- (a) Total admission for both Spring and Summer entry 2008 equaled 63 students. The Spring 2009 admission was 63 which equaled the entire 2008 total admission. Another 20-25 students will be accepted in Summer 2009. Total admission increase for the year will be evaluated at that time.
 - (b) NCLEX first time pass rate for 2008 co-hort will be evaluated after 2010 graduation.
 - (c) On time graduation for 2008 was 57% goal was not met. However the on-time graduation rates are calculated by the Coordinating Board based on a formula using a 150% of a 4 semester curriculum. While Associate Degree Nursing Programs are 4 semesters in length Bachelor Degree Programs (like the Canseco School of Nursing) are 5-6 semesters in length thus the 150% rule does not adequately reflect on time graduation
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Action Plan:

The TAMIU school of nursing leadership will support the Texas Board of Nursing and Texas Nurses Association in petitioning the Coordinating Board to modify the formula for determining on time graduation, taking into consideration the differences in the education between an Associate Degree and Bachelor Degree nurse.

Will continue plans for summer admission of students.

<http://www.tamtu.edu/integrate/docs/Minutes-Template.doc>. Once completed, submit the minutes to assessment@tamtu.edu.

Conclusions reached by analyzing data from student self assessment, surveys, NCLEX scores, HESI predictive scores and admission data. A discussion of the AIER goals and outcomes are discussed in monthly faculty meetings. Data is assessed by Dr. W. Bischoff, Natalie Burkhalter, and Belva Gonzalez.

Section III: Resources

Resource(s) to implement action plan:

Describe the resources that will be needed to implement the action plan. Also indicate if the resources are currently available, or if additional funds will be needed to obtain these resources.

Funding

- New Resources Required
- Reallocation of current funds

- Physical
- New or reallocated space

Other

- Primarily faculty/staff time
- University/rule procedure change only

Provide a narrative description and justification for requested resources (include linkage to Strategic Plan)

With the planed increased enrollment there will be a need for more clinical faculty. In the state of Texas the requirement for faculty to student ratio is 1:10 in the clinical area. Currently there are only 12 full time faculty in the school of nursing, 3 of those faculty members work time in the Graduate program. Due to increased use of simulation to augment clinical experiences (with increased enrollment it is difficult to find adequate clinical slots) more laboratory and classroom space is necessary. With the increased use of simulation for clinical experiences and to increase admission additional lab person to assist with simulation management.

Identify proposed outcomes for the next assessment cycle:

Goal/Outcome 1

Graduates of the basic Bachelor of Science in Nursing program of the Canseco School of Nursing will be successful on the NCLEX-RN licensure exam as demonstrated by a 90% first time pass rate on National Council Licensure Examination for Registered Nurses. This is an ongoing goal/outcome as it is a requirement licensing and credentialing agencies. In addition if students do not pass the NLCEX licensure exam they are unable to work as a nurse.

New Outcome(s) – (List outcomes below):

N/A

Modification of present outcome(s) – (Indicate reason for modification):

Goal/Outcome 2

75% Graduates of the Bachelor of Science in Nursing Program of the Canseco School of Nursing will be employed as Registered Nurses in Laredo and the surrounding Mid Rio Grande Region. According to the Texas Department of Health and Human Services in 2004, Texas ranked 48th out of the 50 states and the District of Columbia in the supply ratios for RNs, with Texas below the average ratio (842.0) of the 10 most-populous states. The border region is more severely affected than the rest of the state, with a ratio of 402.6 nurses per 100,000 population in comparison to the rest of the state which has 628.RNs per 100,000 population (Texas Dept Health and Human Services 2005 <http://www.dshs.state.tx.us/chs/hprc/RNhilite.pdf>.) Due to the shortage of nurses in the border area and the support of the community an important role of the school of nursing to help address this issue. The goal/outcome is ongoing but has been revised (previously was 85%) to reflect the changing demographics of the student population at TAMIU while at the same time promoting that a majority of graduates remain in Laredo and bordering communities.

Goal/Outcome 3

Graduates of the Bachelor of Science in Nursing Program of the Canseco School of Nursing will demonstrate clinical competencies as a means of preparing them for success in their chosen careers. To find employment and demonstrate effectiveness of nursing education students must demonstrate clinical competence, the self report as well as the employer survey provides a mechanism for assessment. This is an ongoing goal as it is important that the educational experience meets the needs of the student. In addition this goal is related to licensing and credentialing requirements.

Goal/Outcome 6

Increase student enrollment through development of an alternate entry while still maintaining a first time NCLEX pass rate of 90% or greater. This is to meet a coordinating board and state initiative to increase number of nursing school graduates. Original goal was to increase through second degree accelerated program. Due to staffing and funding issues as well as the increased interest in entering the generic program resources will be better utilized, curriculum can remain unchanged (change in curriculum requires approval by the Texas Board of Nursing), and student enrollment will increase by using an alternate entry plan which allows admission of students twice a year.