

**EPSLO and Program Outcomes**  
**Academic Year 2018/2019**  
**Pre-licensure BSN, and RN to BSN Programs**

**End of Program Student Learning Outcomes**

Plan			Implementation		
Component	Assessment Method(s)	ELA	Frequency	Results of Data Collection and Analysis	Actions for Program Development, Maintenance, or Revision
<b>EPSLO #1</b>	<p><b>Pre-licensure BSN</b></p> <p><b>Assessment Point 1:</b></p> <p>HESI Fundamentals Exam Subcategories (evaluation point 1; Sophomore level):</p> <p>Assessment [ELA met, 97.2%]</p> <p>Diagnosis [ELA met, 87.4%]</p> <p>Planning [ELA met, 87.4%]</p> <p>Implementation [ELA met, 100%]</p> <p>Evaluation [ELA met, 77.2%]</p> <p><b>Assessment Point 2:</b></p>	<p>80% of students will meet the benchmark</p> <p>Benchmarks:</p> <p>Pre-licensure BSN students</p> <p>Assessment Point 1: Milestone</p> <p>Assessment Point 2: Capstone</p>	<p>Pre-licensure BSN: TWICE during program (2<sup>nd</sup> semester sophomore and 2<sup>nd</sup> semester senior)</p>	<p><b>Pre-licensure BSN</b></p> <p><b>Assessment Point 1 ELA met:</b></p> <p><b>Mean % score: 88.5% of students achieved at or above milestone level</b></p> <p><b>Assessment Point 2 ELA met:</b></p> <p><b>(Mean % score): 80.16% of students achieved capstone level</b></p>	<p>Pre-licensure BSN: Maintenance</p>

	<p>HESI Exit 2 Exam Subcategories (evaluation point 2; Senior level):</p> <p>Assessment [ELA met, 83.9%]</p> <p>Diagnosis [ELA not met, 75.3%]</p> <p>Planning [ELA met, 85.4%]</p> <p>Implementation [ELA met, 75.2%]</p> <p>Evaluation [ELA not met, 81%]</p> <p><b>RN to BSN Program</b></p> <p><b>Assessment Point 1</b></p> <p>NUR 305 Nursing Care Plan assignment [Nursing Process; ELA met, 100%]</p> <p>NUR 318 Family Centered Teaching Plan [Nursing Process; ELA met, 86%]</p> <p><b>Assessment Point 2</b></p> <p>NUR 410 Community Teaching Assignment [Nursing Process; ELA met; 97.6%]</p>	<p>RN-BSN students Assessment Point 1:</p> <p>Milestone</p> <p>Assessment Point 2: Capstone</p>	<p><b>RN to BSN Program:</b></p> <p>Twice during program</p>	<p><b>RN to BSN Program</b></p> <p><b>Assessment Point 1 ELA met:</b></p> <p><b>93% of students achieved milestone level</b></p> <p><b>Assessment Point 2 ELA met:</b></p> <p><b>98.8% of students achieved capstone level</b></p>	<p><b>RN to BSN:</b></p> <p>Maintenance</p>
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	NUR 427 Project Based Learning Experience [Nursing Process; ELA met; 100%]				
<b>EPSLO #2</b>	<p><b>Assessment Point 1:</b></p> <p>HESI Fundamentals Exam Subcategories</p> <p>(evaluation point 1; Sophomore level):</p> <p>Liberal Education for BSN Generalist [ELA met, 98.7%]</p> <p>Pathophysiology [ELA met, 63.3%]</p> <p>Nursing Interventions [ELA met, 98.8%]</p> <p><b>Assessment Point 2:</b></p> <p>HESI Exit 2 Exam Subcategories (evaluation point 2; Senior level):</p> <p>Liberal Education for BSN Generalist [ELA met, 85.4%]</p> <p>Pathophysiology [ELA met, 73.8%]</p>	<p>80% of students will meet the benchmark</p> <p>Benchmarks:</p> <p>Pre-licensure BSN students</p> <p>Assessment Point 1: Milestone</p> <p>Assessment Point 2: Capstone</p>	<p>TWICE during program (2<sup>nd</sup> semester sophomore and 2<sup>nd</sup> semester senior)</p>	<p><b>Assessment Point 1 ELA met:</b></p> <p><b>Mean % score: 86% of students achieved capstone level</b></p> <p><b>Assessment Point 2 ELA met:</b></p> <p><b>(Mean % score): 82.5% of students achieved capstone level</b></p>	<p>Pre-licensure BSN: Maintenance</p>

	<p>Nursing Interventions [ELA met, 88.3%]</p> <p><b>RN to BSN Program</b></p> <p><b>Assessment Point 1</b></p> <p>NUR 318 Family Assessment</p> <p>[Theoretical and empirical knowledge; ELA met, 100%]</p> <p>NUR 305 Summary of research article</p> <p>[Theoretical and empirical knowledge; ELA met, 100%]</p> <p><b>Assessment Point 2</b></p> <p>NUR 427 Teaching Module</p> <p>[Theoretical and empirical knowledge; ELA met, 100%]</p> <p>NUR 416 Quantitative Critique</p> <p>[Theoretical and empirical knowledge; ELA met, 100%]</p>	<p><b>RN to BSN Program:</b></p> <p>Assessment Point 1: Milestone</p> <p>Assessment Point 2: Capstone</p>	<p><b>RN to BSN Program:</b></p> <p>Twice during program</p>	<p><b>RN to BSN Program</b></p> <p><b>ELA met:</b></p> <p><b>100% of students achieved milestone level</b></p> <p><b>ELA met:</b></p> <p><b>100% of students achieved capstone level</b></p>	<p><b>RN to BSN Program:</b></p> <p>Maintenance</p>
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<p><b>EPSLO #3</b></p>	<p><b>Assessment Point 1:</b>  HESI Fundamentals Exam Subcategories  (evaluation point 1; Sophomore level):  Communication [ELA met, 89.9%]  Teaching and Learning [ELA met, 88.6%]  Interprofessional Communication [ELA met, 96.2%]</p> <p><b>Assessment Point 2:</b>  HESI Exit 2 Exam Subcategories (evaluation point 2; Senior level):  Communication [ELA met, 85.4%]  Teaching and Learning [ELA met, 89.8%]  Interprofessional Communication [ELA met, 89.8%]</p>	<p>80% of students will meet the benchmark</p> <p>Benchmarks:  Pre-licensure BSN students  Assessment Point 1: Milestone  Assessment Point 2: Capstone</p>	<p>TWICE during program (2<sup>nd</sup> semester sophomore and 2<sup>nd</sup> semester senior)</p>	<p><b>Assessment Point 1 ELA met:</b>  <b>Mean % score: 91.56% of students achieved intro level</b></p> <p><b>Assessment Point 2 ELA met:</b>  <b>Mean % score: 88.3% of students achieved capstone level</b></p>	<p>Pre-licensure BSN:  Maintenance</p>
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	<p><b>RN to BSN Program</b></p> <p><b>Assessment Point 1</b></p> <p>NUR 400 Culture Presentation 100%</p> <p>NUR 333 Health History; 96%</p> <p><b>Assessment Point 2</b></p> <p>NUR 427 Mass Media Campaign, 100%</p> <p>NUR 427 Project Based Experience, 100%</p>	<p><b>RN to BSN Program:</b></p> <p>Assessment Point 1: Milestone</p> <p>Assessment Point 2: Capstone</p>	<p><b>RN to BSN Program:</b></p> <p>Twice during program</p>	<p><b>RN-BSN Program</b></p> <p><b>Assessment Point 1 ELA met:</b></p> <p><b>98% of students achieved milestone level</b></p> <p><b>Assessment Point 2 ELA met:</b></p> <p><b>100% of students achieved the capstone level</b></p>	<p><b>RN to BSN Program:</b></p> <p>Maintenance</p>
<b>EPSLO #4</b>	<p><b>Assessment Point 1:</b></p> <p>HESI Fundamentals Exam Subcategories (evaluation point 1; Sophomore level):</p> <p>Designer/manager/coordinator of care [ELA met, 98.7%]</p> <p>Leadership for quality care and patient safety [ELA met, 91.1%]</p>	<p>80% of students will meet the benchmark</p> <p>Benchmarks:</p> <p>Pre-licensure BSN students</p> <p>Assessment Point 1: Milestone</p> <p>Assessment Point 2: Capstone</p>	<p>TWICE during program (2<sup>nd</sup> semester sophomore and 2<sup>nd</sup> semester senior)</p>	<p><b>Assessment Point 1 ELA met:</b></p> <p><b>Mean % score: 95.7% of students achieved intro level</b></p> <p><b>Assessment Point 2 ELA met:</b></p> <p><b>(Mean % score): 93.1% of students</b></p>	<p>Pre-licensure BSN:</p> <p>Maintenance</p>

	<p>Systems/Team Function [ELA met, 97.5%]</p> <p><b>Assessment Point 2:</b></p> <p>HESI Exit 2 Exam Subcategories (evaluation point 2; Senior level):</p> <p>Designer/manager/coordinator of care [ELA met, 98.4%]</p> <p>Leadership for quality care and patient safety [ELA met, 91.2%]</p> <p>Systems/Team Function [ELA met, 89.7%; ELA MET]</p> <p><b>RN to BSN Program</b></p> <p><b>Assessment Point 1</b></p> <p>NUR 305 Professional Concepts Paper</p> <p>[ELA met, 97.9%]</p> <p>NUR 305 Change Agent Assignment, 97.9%</p> <p><b>Assessment Point 2</b></p>	<p><b>RN to BSN Program</b></p> <p>Assessment Point 1:</p> <p>Milestone</p> <p>Assessment Point 2: Capstone</p>	<p><b>RN to BSN Program:</b></p> <p>Twice during program</p>	<p><b>achieved capstone level</b></p> <p><b>RN to BSN Program</b></p> <p><b>Assessment Point 1 ELA met:</b></p> <p><b>97.9% of students achieved milestone level</b></p>	<p><b>RN to BSN Program:</b></p> <p>Maintenance</p>
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	<p>NUR 418 Reflective Journal [ELA met, 100%]</p> <p>NUR 427 Leadership Paper, 100%</p>			<p><b>Assessment Point 2 ELA met:</b></p> <p><b>100% of students achieved capstone level</b></p>	
<b>EPSLO #5</b>	<p><b>Assessment Point 1:</b></p> <p>HESI Fundamentals Exam Subcategories</p> <p>(evaluation point 1; Sophomore level):</p> <p>Clinical Judgement/Clinical Decision/Critical Thinking [ELA met, 98.7%]</p> <p>Nursing Judgment [ELA met, 98.7%]</p> <p><b>Assessment Point 2:</b></p> <p>HESI Exit 2 Exam Subcategories (evaluation point 2; Senior level):</p> <p>Clinical Judgement/Clinical Decision/Critical Thinking [ELA met, 88.3%]</p>	<p>80% of students will meet the benchmark</p> <p>Benchmarks:</p> <p>Pre-licensure BSN students</p> <p>Assessment Point 1: Milestone</p> <p>Assessment Point 2: Capstone</p>	<p>TWICE during program (2<sup>nd</sup> semester sophomore and 2<sup>nd</sup> semester senior)</p>	<p><b>Assessment Point 1 ELA met:</b></p> <p><b>Mean % score: 97.9% of students achieved intro level</b></p> <p><b>Assessment Point 2 ELA met:</b></p> <p><b>(Mean % score): 87.5% of students achieved capstone level</b></p>	<p>Pre-licensure BSN: Maintenance</p>



	<p>Nursing Judgment [ELA met, 86.8%]</p> <p><b>RN to BSN Program</b></p> <p><b>Assessment Point 1</b></p> <p>NUR 333 Physical Assessment Skills Check-off</p> <p>[ELA met, 100%]</p> <p><b>Assessment Point 2</b></p> <p>NUR 427 Critical Issues Change Paper</p> <p>[Critical thinking/clinical reasoning; ELA met, 100%]</p>	<p><b>RN to BSN Program</b></p> <p>Assessment Point 1:</p> <p>Milestone</p> <p>Assessment Point 2: Capstone</p>	<p><b>RN to BSN Program:</b></p> <p>Twice during program</p>	<p><b>RN to BSN Program</b></p> <p><b>Assessment Point 1 ELA met:</b></p> <p><b>100% of students achieved milestone level</b></p> <p><b>Assessment Point 2 ELA met:</b></p> <p><b>100% of students achieved capstone level</b></p>	<p><b>RN to BSN Program:</b></p> <p>Maintenance</p>
<b>EPSLO #6</b>	<p><b>Assessment Point 1:</b></p> <p>HESI Fundamentals Exam Subcategories</p> <p>(evaluation point 1; Sophomore level):</p> <p>Evidence Based Practice [ELA met, 98.7%]</p> <p>Scholarship of Evidence Based Practice [ELA met, 87.4%]</p>	<p>80% of students will meet the benchmark</p> <p>Benchmarks:</p> <p>Pre-licensure BSN students</p> <p>Assessment Point 1: Milestone</p>	<p>TWICE during program (2<sup>nd</sup> semester sophomore and 2<sup>nd</sup> semester senior)</p>	<p><b>Assessment Point 1 ELA met:</b></p> <p><b>Mean % score: 96.2% of students achieved milestone level</b></p> <p><b>Assessment Point 2 ELA not met:</b></p> <p><b>(Mean % score): 76.7% of students</b></p>	<p>Pre-licensure BSN:</p> <p><b>Development</b></p> <p><b>NUR 416 has changed from a writing intensive course to a traditional course with evaluation by exam rather than written assignments. Spirit</b></p>



	<p>NUR 410 Community Assessment Powerpoint Assignment</p> <p>[ELA met, 97.6%]</p> <p><b>Assessment Point 2</b></p> <p>NUR 416 Evidence Based Practice Paper</p> <p>[ELA met, 88.6%]</p> <p>NUR 427 Critical Issues Change Paper</p> <p>[ELA met, 100%]</p>			<p><b>Assessment Point 2 ELA met:</b></p> <p><b>94.3% of students achieved capstone level</b></p>	
<b>EPSLO #7</b>	<p><b>Assessment Point 1:</b></p> <p>HESI Fundamentals Exam Subcategories</p> <p>(evaluation point 1; Sophomore level):</p> <p>Professional Behaviors/Professionalism [ELA met, 91.1%]</p> <p>Advocacy/Ethical and Legal Issues/Ethics [ELA met, 87.4%]</p>	<p>80% of students will meet the benchmark</p> <p>Benchmarks:</p> <p>Pre-licensure BSN students</p> <p>Assessment Point 1: Milestone</p> <p>Assessment Point 2: Capstone</p>	<p>TWICE during program (2<sup>nd</sup> semester sophomore and 2<sup>nd</sup> semester senior)</p>	<p><b>Assessment Point 1 ELA met:</b></p> <p><b>Mean % score: 91.1% of students achieved Milestone level</b></p> <p><b>Assessment Point 2 ELA met:</b></p> <p><b>(Mean % score): 81.% of students</b></p>	<p>Pre-licensure BSN Program</p> <p><b>Development</b></p> <p>Instituted HESI Adaptive Quizzing for all Exit Exam concepts (Spring 2017 and continues to present)</p>

	<p>Member of a Profession [ELA met, 87.4%]</p> <p>Professional Identity [ELA met, 98.7%]</p> <p>Assessment Point 2:</p> <p><b>HESI Exit 2 Exam</b> Subcategories (evaluation point 2; Senior level):</p> <p>Professional Behaviors/Professionalism [ELA met, 85.4%]</p> <p>Advocacy/Ethical and Legal Issues/Ethics [ELA not met, 76.7%]</p> <p>Member of a Team [ELA met, 86.8%]</p> <p>Professional Identity [ELA not met, 75.2%]</p> <p><b>RN to BSN Program</b></p> <p><b>Assessment Point 1</b></p> <p>NUR305 Nurse Practice Act Paper</p>	<p><b>RN to BSN Program</b></p> <p>Assessment Point 1: Milestone</p>	<p><b>RN to BSN Program:</b></p>	<p><b>achieved capstone level</b></p> <p><b>RN to BSN Program</b></p> <p><b>Assessment Point 1 ELA met:</b></p>	<p>Ethics concepts reinforced along with assignment in NUR 326.</p> <p><b>RN to BSN Program:</b></p> <p>Maintenance</p>
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	<p>[ELA met, 97.9%]</p> <p>NUR 427 Ethical Dilemma Powerpoint</p> <p>[ELA met, 100%]</p> <p><b>Assessment Point 2</b></p> <p>NUR 418 Professional Issues Term Paper</p> <p>[ELA met, 100%]</p> <p>NUR 416 Ethical Dilemma Assignment</p> <p>[ELA met, 100%]</p>	<p>Assessment Point 2: Capstone</p>	<p>Twice during program</p>	<p><b>98.9% of students achieved milestone level</b></p> <p><b>Assessment Point 2 ELA met:</b></p> <p><b>100% of students achieved capstone level</b></p>	
<b>EPSLO #8</b>	<p><b>Assessment Point 1:</b></p> <p>HESI Fundamentals Exam Subcategories</p> <p>(evaluation point 1; Sophomore level):</p> <p>Scope of Practice [ELA met, 87.6%]</p> <p>Professional Issues [ELA met, 96.2%]</p> <p>Professionalism and Professional Values [ELA met, 84.8%]</p>	<p>80% of students will meet the benchmark</p> <p>Benchmarks:</p> <p>Pre-licensure BSN students</p> <p>Assessment Point 1: Milestone</p> <p>Assessment Point 2: Capstone</p>	<p>TWICE during program (2<sup>nd</sup> semester sophomore and 2<sup>nd</sup> semester senior)</p>	<p><b>Assessment Point 1 ELA met:</b></p> <p><b>Mean % score: 87.8% of students achieved intro level</b></p> <p><b>Assessment Point 2 ELA not met:</b></p> <p><b>(Mean % score): 75.7% of students achieved capstone level</b></p>	<p>Pre-licensure BSN Program</p> <p>Maintenance</p> <p>Instituted HESI Adaptive Quizzing for all Exit Exam concepts (Spring 2017 and continues to present)</p> <p>Introduced professionalism</p>

	<p><b>Assessment Point 2:</b></p> <p>HESI Exit 2 Exam Subcategories (evaluation point 2; Senior level):</p> <p>Scope of Practice [ELA met, 81.1%]</p> <p>Professional Issues [ELA met, 85.4%]</p> <p>Professionalism and Professional Values [ELA not met, 60.8%]</p> <p><b>RN to BSN Program</b></p> <p><b>Assessment Point 1</b></p> <p>NUR 305 Nurse Practice Act Paper</p> <p>[ELA met, 9.97%]</p> <p><b>Assessment Point 2</b></p> <p>NUR 427 Critical Issues Change Paper</p> <p>[ELA met, 100%]</p>	<p><b>RN to BSN Program</b></p> <p>Assessment Point 1: Milestone</p> <p>Assessment Point 2: Capstone</p>	<p><b>RN to BSN Program:</b></p> <p>Twice during program</p>	<p><b>RN to BSN Program</b></p> <p><b>Assessment Point 1 ELA met:</b></p> <p><b>97% of students achieved milestone level</b></p> <p><b>Assessment Point 2 ELA met:</b></p>	<p>concepts in new NUR 200 course during the Fall 2017 semester.</p> <p><b>RN to BSN Program:</b></p> <p>Maintenance</p>
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				<b>93% of students achieved capstone level</b>	
<b>NCLEX Licensure Exam Pass Rate (Aggregate)</b>	91.8% (63 of 69 passed) State average (92.33%)	ELA: 80%	Ongoing (May graduates) until final report in Jan/Feb the following year	ELA met	Maintenance  Would have been 93.3% but a 2014 graduate took the exam this year and failed.
<b>Main Campus (Huntington)</b>	91.6% 55 of 60	ELA: 80%	Ongoing (May graduates) until final report in Jan/Feb the following year	ELA met	Maintenance  Continue previous curricular interventions
<b>MOVC (Point Pleasant Location)</b>	100% 9 of 9	ELA: 80%	Ongoing (May graduates) until final report in Jan/Feb the following year	ELA met	Maintenance  Continue previous curricular interventions
<b>Program Completion (Pre-licensure and RN-BSN) (Aggregate)</b>	Prelicensure aggregate 71.1% (59 of 83) RN to BSN Aggregate: 70.8% Combined BSN AGGREGATE: 71%	ELA: 65%  Rationale for ELA: based on historical data	Yearly	ELA met	Maintenance

<b>Main Campus (Huntington)</b>	71% (56 of 79)	ELA: 70%  Rationale for ELA: based on historical data	Yearly	ELA met	Maintenance
<b>MOVC (Point Pleasant Location)</b>	75% (3 of 4)	ELA: 70%  Rationale for ELA: based on historical data	Yearly	ELA met	Maintenance
<b>RN to BSN Online program option</b>	<b>Fall 2018: 73.3%</b>  Disaggregated Data: Option A: 67% (8 of 12) Option B: 86% (6 of 7) Option C: 73% (8 of 11)  <b>Spring 2019: 69%</b>  Disaggregated Data: Option A: 42% (5 of 12) Option B: 69% (9 of 13) Option C: 88% (15 of 17)	ELA: 50%  Rationale for ELA:  RN-BSN students typically are employed while attending school and often 'drift away' from study.  ELA is based on previous historical data.	Yearly	ELA met	Maintenance



<p><b>Job Placement Rate</b></p>	<p>93.7%</p> <p>Response rate: 46/69 soft data; 32/49 survey results (66% and 65%)</p> <p>responses / total graduates (aggregate Pre-licensure and RN to BSN program options from Dec 18 and May 2019 graduates)</p> <p>*Good response rate using qualtrics survey + personal email addresses. Required 2 email reminders.</p>	<p>ELA: 90%</p> <p>ELA Rationale: Job opportunities for local Pre-licensure has been very good. RN-BSN option students represent a varied nationwide picture of job opportunities but have traditionally had high employment rates.</p>	<p>Yearly (6 months post-graduation survey)</p>	<p>ELA met</p>	<p>Maintenance</p>
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