**SPE Standard 6**

**2018 Results to be reported with 2019 2020 SEP**

**MSN, Pre-licensure BSN, and RN to BSN Programs**

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| **End of Program Student Learning Outcomes and Program Outcomes** | | | | | |
| **Plan** | | | **Implementation** | | |
| **Component** | **Assessment Method(s)** | **ELA** | **Frequency** | **Results of Data Collection and Analysis** | **Actions for Program Development, Maintenance, or Revision** |
| **EPSLO #1** | **Pre-licensure BSN**  **Assessment Point 1:**  HESI Fundamentals Exam Subcategories (evaluation point 1; Sophomore level):  Assessment [ELA met, 95%]  Diagnosis [ELA met, 88%]  Planning [ELA met, 97%]  Implementation [ELA met, 93%]  Evaluation [ELA met, 94%]  **Assessment Point 2:**  HESI Exit 2 Exam Subcategories (evaluation point 2; Senior level):  Assessment [ELA met, 81.8%]  Diagnosis [ELA met, 92%]  Planning [ELA met, 87%]  Implementation [ELA met, 88%]  Evaluation [ELA not met, 85%]  **RN to BSN Program**  **Assessment Point 1**  NUR 305 Nursing Care Plan assignment [Nursing Process; ELA met, 97%]  **Assessment Point 2**  NUR 410 Community Teaching Assignment [Nursing Process; ELA met; 94%] | 80% of students will meet the benchmark  Benchmarks:  Pre-licensure BSN students Assessment Point 1: Intro  Assessment Point 2: Capstone  RN-BSN students Assessment Point 1:  Milestone  Assessment Point 2: Capstone | Pre-licensure BSN: TWICE during program (2nd semester sophomore and 2nd semester senior)  **RN to BSN Program:**  Twice during program | **Pre-licensure BSN**  **Assessment Point 1 ELA met:**  **Mean % score: 93.4% of students achieved at or above intro level**  **Assessment Point 2 ELA met:**  **(Mean % score): 86.76% of students achieved capstone level**  **RN to BSN Program**  **Assessment Point 1 ELA met:**  **97% of students achieved milestone level**  **Assessment Point 2 ELA met: 94% of students achieved capstone level** | Pre-licensure BSN:  Maintenance  **RN to BSN:**  Maintenance |
| **EPSLO #2** | **Assessment Point 1:**  HESI Fundamentals Exam Subcategories  (evaluation point 1; Sophomore level):  Liberal Education for BSN Generalist [ELA met, 100%]  Pathophysiology [ELA met, 88%]  Nursing Interventions [ELA met, 99%]  **Assessment Point 2:**  HESI Exit 2 Exam Subcategories (evaluation point 2; Senior level):  Liberal Education for BSN Generalist [ELA met, 90%]  Pathophysiology [ELA met, 90%]  Nursing Interventions [ELA met, 98%]  **RN to BSN Program**  **Assessment Point 1**  NUR 318 Family Assessment  [Theoretical and empirical knowledge; ELA met, 97%]  **Assessment Point 2**  NUR 427 Teaching Module  [Theoretical and empirical knowledge; ELA met, 98%] | 80% of students will meet the benchmark  Benchmarks:  Pre-licensure BSN students Assessment Point 1: Intro  Assessment Point 2: Capstone  **RN to BSN** **Program:**  Assessment Point 1: Milestone  Assessment Point 2: Capstone | TWICE during program (2nd semester sophomore and 2nd semester senior)  **RN to BSN Program:**  Twice during program | **Assessment Point**  **1 ELA met:**  **Mean % score: 95.6% of students achieved intro level**  **Assessment Point 2 ELA met:**  **(Mean % score): 92.6% of students achieved capstone level**  **RN to BSN Program**  **ELA met:**  **97% of students achieved milestone level**  **ELA met:**  **98% of students achieved capstone level** | Pre-licensure BSN:  Maintenance  **RN to BSN Program:**  Maintenance |
| **EPSLO #3** | **Assessment Point 1:**  HESI Fundamentals Exam Subcategories  (evaluation point 1; Sophomore level):  Communication [ELA met, 80%]  Teaching and Learning [ELA met, 94%]  Interprofessional Communication [ELA met, 85%]  **Assessment Point 2:**  HESI Exit 2 Exam Subcategories (evaluation point 2; Senior level):  Communication [ELA met, 83%]  Teaching and Learning [ELA met, 81%]  Interprofessional Communication [ELA met, 72%]  **RN to BSN Program**  **Assessment Point 1**  NUR 400 Culture Presentation 100%  **Assessment Point 2**  NUR 427 Mass Media Campaign  100% | 80% of students will meet the benchmark  Benchmarks:  Pre-licensure BSN students Assessment Point 1: Intro  Assessment Point 2: Capstone  **RN to BSN Program:** Assessment Point 1:  Milestone  Assessment Point 2: Capstone | TWICE during program (2nd semester sophomore and 2nd semester senior)  **RN to BSN Program:**  Twice during program | **Assessment Point 1 ELA met:**  **Mean % score: 86.3% of students achieved intro level**  **Assessment Point 2 ELA not met:**  **Mean % score: 78.6% of students achieved capstone level**  **RN-BSN Program**  **Assessment Point 1 ELA met:**  **100% of students achieved milestone level**  **Assessment Point 2 ELA met:**  **100% of students achieved the capstone level** | Pre-licensure BSN:  Maintenance  **RN to BSN Program:**  Maintenance |
| **EPSLO #4** | **Assessment Point 1:**  HESI Fundamentals Exam Subcategories  (evaluation point 1; Sophomore level):  Designer/manager/coordinator of care [ELA met, 98%]  Leadership for quality care and patient safety [ELA met, 95%]  Systems/Team Function [ELA met, 98%]  **Assessment Point 2:**  HESI Exit 2 Exam Subcategories (evaluation point 2; Senior level):  Designer/manager/coordinator of care [ELA met, 83%]  Leadership for quality care and patient safety [ELA met, 93%]  Systems/Team Function [ELA met, 79%; ELA NOT MET]  **RN to BSN Program**  **Assessment Point 1**  NUR 305 Professional Concepts Paper  [ELA met, 97%]  **Assessment Point 2**  NUR 418 Final Exam – includes multiple choice, true/false, fill in the blank and essay questions. [ELA met, 100%] | 80% of students will meet the benchmark  Benchmarks:  Pre-licensure BSN students Assessment Point 1: Intro  Assessment Point 2: Capstone  **RN to BSN Program** Assessment Point 1:  Milestone  Assessment Point 2: Capstone | TWICE during program (2nd semester sophomore and 2nd semester senior)  **RN to BSN Program:**  Twice during program | **Assessment Point 1 ELA met:**  **Mean % score: 86.3% of students achieved intro level**  **Assessment Point 2 ELA met:**  **(Mean % score): 85% of students achieved capstone level**  **RN to BSN Program**  **Assessment Point 1 ELA met:**  **97% of students achieved milestone level**  **Assessment Point 2 ELA met:**  **100% of students achieved capstone level** | Pre-licensure BSN:  Maintenance  **RN to BSN**  **Program:**  Maintenance |
| **EPSLO #5** | **Assessment Point 1:**  HESI Fundamentals Exam Subcategories  (evaluation point 1; Sophomore level):  Clinical Judgement/Clinical Decision/Critical Thinking [ELA met, 100%]  Nursing Judgment [ELA met, 99%]  **Assessment Point 2:**  HESI Exit 2 Exam Subcategories (evaluation point 2; Senior level):  Clinical Judgement/Clinical Decision/Critical Thinking [ELA met, 95%]  Nursing Judgment [ELA met, 96%]  **RN to BSN Program**  **Assessment Point 1**  NUR 333 Physical Assessment Skills Check-off  [ELA met, 97%]  **Assessment Point 2**  NUR 427 Critical Issues Change Paper  [Critical thinking/clinical reasoning; ELA met, 96%] | 80% of students will meet the benchmark  Benchmarks:  Pre-licensure BSN students Assessment Point 1: Intro  Assessment Point 2: Capstone  **RN to BSN Program** Assessment Point 1:  Milestone  Assessment Point 2: Capstone | TWICE during program (2nd semester sophomore and 2nd semester senior)  **RN to BSN Program:**  Twice during program | **Assessment Point 1** **ELA met:**  **Mean % score: 99.5% of students achieved intro level**  **Assessment Point 2 ELA met:**  **(Mean % score): 95.5% of students achieved capstone level**  **RN to BSN Program**  **Assessment Point 1** **ELA met:**  **97% of students achieved milestone level**  **Assessment Point 2 ELA met:**  **96% of students achieved capstone level** | Pre-licensure BSN:  Maintenance  **RN to BSN Program:**  Maintenance |
| **EPSLO #6** | **Assessment Point 1:**  HESI Fundamentals Exam Subcategories  (evaluation point 1; Sophomore level):  Evidence Based Practice [ELA met, 99%]  Scholarship of Evidence Based Practice [ELA met, 94%]  Research and Evidence Based  Practice [ELA met, 99%]  **Assessment Point 2:**  HESI Exit 2 Exam Subcategories (evaluation point 2; Senior level):  Evidence Based Practice [ELA met, 97%]  Scholarship for Evidence Based Practice [ELA met, 91%]  Evidence Based Practice – Evidence [ELA met, 96%]  Research and EBP [ELA met, 95%]  **RN to BSN Program**  **Assessment Point 1**  NUR 416 Critical Appraisal Table of Research Studies  [ELA met, 98%]  **Assessment Point 2**  NUR 416 Evidence Based Practice Paper  [ELA met, 88%] | 80% of students will meet the benchmark  Benchmarks:  Pre-licensure BSN students Assessment Point 1: Intro  Assessment Point 2: Capstone  **RN to BSN Program** Assessment Point 1:  Milestone  Assessment Point 2: Capstone | TWICE during program (2nd semester sophomore and 2nd semester senior)  **RN to BSN Program:**  Twice during program | **Assessment Point 1 ELA met:**  **Mean % score: 98% of students achieved intro level**  **Assessment Point 2 ELA met:**  **(Mean % score): 94.75% of students achieved capstone level**  **RN to BSN Program**  **Assessment Point 1 ELA met:**  **98% of students achieved intro level**  **Assessment Point 2 ELA met:**  **88% of students achieved milestone level** | Pre-licensure BSN:  Maintenance  **RN to BSN Program:**  Maintenance |
| **EPSLO #7** | **Assessment Point 1:**  HESI Fundamentals Exam Subcategories  (evaluation point 1; Sophomore level):  Professional Behaviors/Professionalism [ELA met, 100%]  Advocacy/Ethical and Legal Issues/Ethics [ELA met, 94%]  Member of a Profession [ELA not met, 65%]  Professional Identity [ELA met, 95%]  Assessment Point 2:  **HESI Exit 2 Exam** Subcategories (evaluation point 2; Senior level):  Professional Behaviors/Professionalism [ELA met, 85%]  Advocacy/Ethical and Legal Issues/Ethics [ELA not met, 86%]  Member of a Profession [ELA met, 100%]  Professional Identity [ELA not met, 68%]  **RN to BSN Program**  **Assessment Point 1**  NUR305 Nurse Practice Act Paper  [ELA met, 97%]  **Assessment Point 2**  NUR 418 Professional Issues Term Paper  [ELA met, 98.6%] | 80% of students will meet the benchmark  Benchmarks:  Pre-licensure BSN students Assessment Point 1: Intro  Assessment Point 2: Capstone  **RN to BSN Program** Assessment Point 1: Milestone  Assessment Point 2: Capstone | TWICE during program (2nd semester sophomore and 2nd semester senior)  **RN to BSN Program:**  Twice during program | **Assessment Point 1** **ELA met:**  **Mean % score: 88.5% of students achieved intro level**  **Assessment Point 2 ELA not met:**  **(Mean % score): 84.75% of students achieved capstone level**  **RN to BSN Program**  **Assessment Point 1 ELA met:**  **97% of students achieved milestone level**  **Assessment Point 2 ELA met:**  **98.6% of students achieved capstone level** | **Development:**  Pre-licensure BSN Program  Instituted HESI Adaptive Quizzing for all Exit Exam concepts (Spring 2017)  Ethics concepts reinforced along with assignment in NUR 326.  **RN to BSN Program:**  Maintenance |
| **EPSLO #8** | **Assessment Point 1:**  HESI Fundamentals Exam Subcategories  (evaluation point 1; Sophomore level):  Scope of Practice [ELA met, 100%]  Professional Issues [ELA met, 98%]  Professionalism and Professional Values [ELA met, 92%]  **Assessment Point 2:**  HESI Exit 2 Exam Subcategories (evaluation point 2; Senior level):  Scope of Practice [ELA not met, 81%]  Professional Issues [ELA met, 96%]  Professionalism and Professional Values [ELA met, 83%]  **RN to BSN Program**  **Assessment Point 1**  NUR 305 Nurse Practice Act Paper  [ELA met, 97%]  **Assessment Point 2**  NUR 427 Critical Issues Change Paper  [ELA met, 93%] | 80% of students will meet the benchmark  Benchmarks:  Pre-licensure BSN students Assessment Point 1: Intro  Assessment Point 2: Capstone  **RN to BSN Program** Assessment Point 1: Milestone  Assessment Point 2: Capstone | TWICE during program (2nd semester sophomore and 2nd semester senior)  **RN to BSN Program:**  Twice during program | **Assessment Point 1 ELA met:**  **Mean % score: 96% of students achieved intro level**  **Assessment Point 2 ELA met:**  **(Mean % score): 86.6% of students achieved capstone level**  **RN to BSN Program**  **Assessment Point 1 ELA met:**  **97% of students achieved milestone level**  **Assessment Point 2 ELA met:**  **93% of students achieved capstone level** | **Development:**  Pre-licensure BSN Program  Instituted HESI Adaptive Quizzing for all Exit Exam concepts (Spring 2017)  Introduced professionalism concepts in new NUR 200 course during the Fall 2017 semester.  **RN to BSN Program:**  Maintenance |
| **MSN EPSLO Evaluation** | **Assessment Method(s)** | **ELA** | **Frequency** | **Results of Data Collection and Analysis** | **Actions for Program Development, Maintenance, or Revision** |
| **EPSLO 1** | **Assessment point 1 (NUR 606 Core): Evidence Based paper**  **[Formulates problem; Critically analyzes evidence; Evaluates solutions; Synthesizes literature and experience to develop a plan; ELA met for all components, 100%]**  **Assessment point 2 (NUR 619 NE; NUR 648 NA; NUR 695 FNP): Evidence Based Paper/project**  **[Formulates problem; Critically analyzes evidence; Evaluates solutions; Synthesizes literature and experience to develop a plan; ELA met for all components, 100%]** | **80% of students will meet the benchmark**  **Assessment point 1: Capstone**  **Assessment point 2: Advanced** | TWICE during program | **Assessment Point 1, ELA MET, 100%**  **Assessment Point 2, ELA MET, 100%** | **Maintenance** |
| **EPSLO 2** | **Assessment point 1: (NUR 618 NE; NUR 646 NA; NUR 624 FNP) Clinical Evaluation Tool**  **[Performs assessments in area of emphasis; Synthesizes data; Develops a plan; evaluates outcomes; ELA met for all components, 100%]**  **Assessment point 2: (NUR 619 NE; NUR 648 NA; NUR 695 FNP) Clinical Evaluation Tool**  **[Performs assessments in area of emphasis; Synthesizes data; Develops a plan; evaluates outcomes; ELA met for all components, 100%]** | **80% of students will meet the benchmark**  **Assessment point 1: Capstone**  **Assessment point 2: Advanced** | TWICE during program | **Assessment Point 1, ELA MET, 100%**  **Assessment Point 2, ELA MET, 100%** | **Maintenance** |
| **EPSLO 3** | **Assessment point 1: (NUR 618 NE; NUR 642 NA; NUR 624 FNP) Clinical Evaluation Tool**  **[Demonstrates knowledge, Performs specialized role (area of emphasis), Evaluates role; ELA met for all components, 100%**  **Assessment point 2: (NUR 619 NE; NUR 648 NA; NUR 695 FNP) Clinical Evaluation Tool**  **[Demonstrates knowledge, Perform specialized role (area of emphasis), Evaluates role; ELA met for all components, 100%** | **80% of students will meet the benchmark**  **Assessment point 1: Capstone**  **Assessment point 2: Advanced** | TWICE during program | **Assessment Point 1, ELA MET, 100%**  **Assessment Point 2, ELA MET, 100%** | **Maintenance** |
| **MSN Certification Pass Rates (2017 graduates; reported in spring 2018)** | **Aggregate**: 87.5%  **Disaggregated by exam:**  ANCC: 88.24%  AANPCB: 73%  **Disaggregated by Cohort:**  Huntington: 89%  MOVC: 66.6%  Charleston: 91.66%  Beaver: 100%  Bluefield: 100%  **PMC Aggregate: 60%**  Huntington: 0% (n = 2)  Charleston: 100% (n = 2)  Beaver: 100% (n = 1)  **Nurse Midwife: No students**  **Psychiatric Mental Health FNP: 100%** | 80% pass rate for first time testers | Yearly | MOVC cohort contributed to ELA underachievement at 66.66%.  PMC results below ELA as well. | There is some evidence to suggest that PMC students have also contributed to decline in aggregate certification pass rate:  Faculty are reviewing admission criteria for PMC students and are mapping curriculum to ANCC and AANPCB test plans. |
| **MSN Completion Rates (2017 graduates/started MSN program 2013)** | **Aggregate:** 76%  **Disaggregated Data**:  **FNP:**  Huntington: 90%  MOVC: 75%  Charleston: 86%  Beaver (Beckley): 66%  Bluefield: 50%  **NA: 66%**  **NE: 50%** | ELA 60% | Yearly | Small numbers (1-3 or 4) of students in some cohorts contribute to low disaggregated rates.  Students report they do not complete as a result of personal obligations rather than program requirements. | Maintenance |
| **MSN Job Placement Rate** | Aggregate: 81.25%  Response rate: 42.1% | ELA 90% | Yearly | Aggregated data suggests job placement rate is declining. | Maintenance  This is the first time the job placement rate is below ELA. Track to determine if this is a trend. It may have implications for the new DNP program. |
| **NCLEX Licensure Exam Pass Rate (Aggregate)** | 98.38% | ELA: 80% | Ongoing (May graduates) until final report in Jan/Feb the following year | ELA met | Maintenance  Continue previous curricular interventions |
| **Main Campus (Huntington)** | 98.31%  58 of 59 | ELA: 80% | Ongoing (May graduates) until final report in Jan/Feb the following year | ELA met | Maintenance  Continue previous curricular interventions |
| **MOVC (Point Pleasant Location)** | 100%  3 of 3 | ELA: 80% | Ongoing (May graduates) until final report in Jan/Feb the following year | ELA met | Maintenance  Continue previous curricular interventions |
| **Program Completion (Pre-licensure and RN-BSN) (Aggregate)** | 70% (ACEN REPORT)  Actual Prelicensure aggregate 72.3% | ELA: 65%  Rationale for ELA: based on historical data | Yearly | ELA met | Maintenance |
| **Main Campus (Huntington)** | 72.2%  57 of 79 | ELA: 70%  Rationale for ELA: based on historical data | Yearly | ELA met | Maintenance |
| **MOVC (Point Pleasant Location)** | 75%  3 of 4 | ELA: 70%  Rationale for ELA: based on historical data | Yearly | ELA not met  Low number (5-10 begin program) of students contribute to lower percentage | Maintenance |
| **RN to BSN Online program option** | Fall 2017: Aggregate: 73.3%  Option A: 67% (8 of 12)  Option B: 86% (6 of 7)  Option C: 73% (8 of 11)  Spring 2018: Aggregate: 69% (29 of 42)  Disaggregated:  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 |
| **Job Placement Rate** | 93.75%  Response rate: responses / 124 total graduates (aggregate Pre-licensure and RN to BSN program options from Dec 17 and May 2018 graduates) | ELA: 90%  ELA Rationale: Job opportunities for local Pre-licensures has been very good. RN-BSN option students represent a varied nationwide picture of job opportunities but have traditionally had high employment rates. | Yearly (6 months post-graduation survey) | ELA met | Maintenance |