

SON 2019 Annual Progress and Planning Goals

	Viability	Quality	Productivity
BSN (Pre-Licensure)	<p>1. To have sufficient faculty and staff to achieve the programs' missions, goals, and student outcomes. The unfilled lecture track line will be relisted and advertised.</p> <p><u>Goal partially met:</u> An administrative team decision was made to continue to fill two of the open lecture positions for an additional year with the temporary hires that were in place. A search for the remaining lecture lines (2) which are temporarily filled and one tenure track position that is temporarily filled will be listed during the spring of 2020.</p>	<p>1. Develop a plan that would enhance the School of Nursing professional environment to encourage the recruitment, retention, and success of an exemplary and diverse faculty and staff to fill all vacant faculty lines.</p> <p><u>Goal partially met:</u> A subcommittee was formed, and a plan was developed. A draft of the plan was presented at the April 2019 NFO meeting for evaluation. It was determined that faculty would provide input on the plan and it would be voted on at the September 2019 NFO meeting.</p> <p>2. Continue to develop and implement distinctive and transformative undergraduate curricular and co-curricular experiences by implementing the new prelicensure BSN curriculum to ensure compliance with all national standards and to connect our students with the liberal arts and the community beginning fall 2018.</p> <p><u>Goal fully met:</u> BSN revised curriculum was implemented and the process of ongoing assessment was begun. The results of assessment can be noted in the SMART reports for this academic year.</p> <p>3. To identify potential barriers that exist for recruiting, admitting, enrolling, retaining and graduating highly qualified and diverse undergraduate students.</p> <p><u>Goal partially met:</u> The subcommittee was formed and has begun work on this plan in spring of 2019, but the work was not completed. A tentative report was provided to the Nursing Faculty Organization meeting in April 2019. This work continues this fall and it is anticipated that a plan will be brought to the Nursing Faculty Organization for a vote by December 2019.</p>	<p>1. To conduct a feasibility study of adding a summer cohort of BSN students to the current Fall and Spring cohorts.</p> <p><u>Goal Met:</u> Proposal was completed and submitted to GC Academic Affair for review. The proposal was sent to USG for consideration during the 2019 annual budget review. At this point the proposal is still under consideration by the USG. Data to support the addition of an additional cohort was provided by GC Institutional Review Board (Chris Ferland): from fall 2014 to Fall 2018 GC lost an average of 42.5 students annually to other institutions. 67% went to other institutions declaring a BSN/ASN major while the remainder are going outside of nursing into various health-related majors.</p>
BSN (RN-BSN)	<p>1. To receive approval for transiting the current RN-BSN program to an accelerated RN-MSN Bridge Program beginning Fall 2019.</p>	<p>1. To receive approval for transiting the current RN-BSN program to an accelerated RN-MSN Bridge Program beginning Fall 2019.</p>	<p>1. To receive approval for transiting the current RN-BSN program to an accelerated RN-MSN Bridge Program beginning Fall 2019.</p>

MSN (Nurse Practitioner)

Goal not met: After a review of past five year admission and graduation data, a decision was made to deactivate the RN-BSN program. The burden to faculty workload and the cost of maintaining the program was determined to be far greater than the benefits.

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To have sufficient faculty and staff to achieve the mission, goals, and student outcomes: obtain USG funding for Lead Clinical Coordinator Staff Position which is currently funded under the HRSA ANEW grant.

1. To maintain first time board certification pass rates at greater than 90% in all concentration areas.

1. To increase the number of MSN PMHNP students by 20%.

Goal fully met: Permanent funding was received for the Clinical Coordinator Staff Position. A search was conducted and this position was successfully filled.

Goal fully met: Certification Pass Rate 100% (Graduated 33/ Passed 33)

Goal fully met: Enrollment in the PMHNP track increased from 7 in 2016 to 19 in 2017. Results from 2018 are pending.

MSN (Nurse Educator)

1. To identify potential barriers that exist for recruiting, admitting, enrolling, retaining and graduating highly qualified and diverse graduate students who elect the Nurse Educator Program.

1. 80% of students will score a minimum of 80% average on achievement of 6 categories on the NLN Certified Nurse Educator Practice Exam.

1. Increase the enrollment in the summer 2017 by 20% from summer 2018 cohort.

Goal partially met: The subcommittee was formed and has begun work on this plan in spring of 2019, but the work was not completed. A tentative report was provided to the Nursing Faculty Organization meeting in April 2019. This work continues this fall and it is anticipated that a plan will be brought to the Nursing Faculty Organization for a vote by December 2019.

Goal fully met: Only one student graduated in 2019, but this student scored > than 80% on the NLN Certified Nurse Educator Practice Exam in all 6 categories.

Fall Enrollment Snap Shot for Nurse Educator

Year	# MSN CIP513803	# Certificate CIP513803
2018	9	0
2017	7	0
2016	9	0
2015	15	0
2014	9	0

Outcome Nurse Educator Productivity
Goal 1 FY19: Goal 1 Fully Met
 admissions enrollment increased 23% from summer 2017 Cohort (n=7) to summer 2018 cohort (n=9)

DNP

1. Complete an assessment of area program that are now offering a BSN to DNP degree. Compare and contract our program requirement in terms of length/credit hours for completion. Develop a plan for offering a BSN to DNP program in the future.

Goal partially met: The assessment and planning phase for this proposal began during fall 2018 and spring 2019. A full proposal has not been completed, but is still in the preparation phase. This will be continued into the AY 2020.

1. To develop optional programs of study tracks for students accepted into the DNP program with less than 500 faculty precepted clinical hours that will be implemented by fall 2019.

Goal not met: This goal is in progress; a full proposal was not submitted within the specified time frame.

1. To examine alternative ways to manage the DNP committees to potential reduce the impact on faculty workload.

Goal partially met: DNP Program Coordinator attended the NONPF Conference and DNP National Conference and met with program coordinators from across the country to determine what best practice at other universities is. This work will continue in 2020 with a formal proposal to Graduate Nursing Committee by December 2019.