

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

Date Submitted: 01/31/08

Assessment Period Covered (FY 2007)

Budget Period Covered (FY 2007)

Academic Program/AES Unit: Bachelor of Science in Nursing

Person(s) Preparing Review: Belva Gonzalez, Natalie Burkhalter

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

Results

Outcome one: 90% of students will pass licensure exam on first attempt.

Goal met: 29 May graduates and 9 summer graduates, 95% (36/38) of students, had a first time pass rate on NCLEX licensure examination. The two unsuccessful students will be retaking their exam within the next 8-12 weeks. Of the five students who had been unsuccessful in passing the capstone course in 2006 two were successful in May 2007 and passed the NCLEX on the first attempt, two were unsuccessful and are reviewing other educational options, and one withdrew from the course Spring 2007 to pursue her education at another school. One student from the 2007 cohort is currently enrolled in the capstone course as an independent study and will complete the course at the end of the Fall 2007 session.

Outcome two: 85% of students will work in Laredo or the surrounding area. Of the 36 students passing the NCLEX 31, or 86% of class, have stayed in the Laredo or surrounding area to work after graduation, outcome met. Of the three students that could not work last year due to issues with immigration two are currently working and the third has found a sponsoring agency and is awaiting approval to begin working. This year there were no issues with immigration, one student on a student visa was successful in finding employment and a sponsoring agency (outside of Laredo); both TAMIU and the Canseco School of Nursing has been assisting the student with documentation issues related to employment.

Outcome three: Graduates of the Bachelor of Science in Nursing program of the Canseco School of Nursing will prepare students for success in their chosen careers and demonstrate mastery of clinical competencies. The HESI exit exam administered during Senior Seminar course (NURS 4190) will have an aggregate predictive score of 92% with subscores in the recommended range (900) for safety and implementation. The HESI aggregate score was 88% and the three subscores associated with safety were (1) safe and effective environment 847, (2) Management of Care 836, and (3) Safety and Infection control, 862. The subscore for communication was 859. The goal was not met; however this score includes 23 students who, as a result of the HESI score, had intensive remediation by the school of nursing faculty, a five-day review of material by a nursing education organization and in the case of 10 students repeated NURS 4290 summer 2007. A new curriculum management program through Medspub as well as critical thinking case studies through Elsevier have been implemented for use in the school of nursing to address these issues. The last graduating class had only one semester of these new teaching and learning strategies; the next graduating class will have used the tools throughout their educational experience.

Outcome four: The Canseco School of Nursing will be funded by state monies in FY 2008 and 100% by FY 2009. Goal met all previously grant funded nursing faculty and support positions are state funded by October 1, 2007

Section I: Planning and Implementation
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Institutional Mission

Texas A&M International University (TAMIU), 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. TAMIU provides students with a learning environment anchored by the highest quality programs built on a solid academic foundation in the arts and sciences. Through instruction, faculty and student research, and public service, TAMIU 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 or Administrative/Educational Support Unit Mission

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

Outcome 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 Strategic Plan Goal related to Outcome 1

Goal 1: Academics

Identify Strategic Plan Goal related to Outcome 1

1.4 Prepare students for success for success in their chosen careers

Identify methods of assessment to be used

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

Indicate when assessment will take place

Annual

Criteria/Benchmark

- (a) 90% first time pass rate on National Council Licensure Examination for Registered Nurses (NCLEX-RN)
 - (b) Aggregate predictive score of 92 on Health education Systems, Inc (HESI) exit Examination.
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Outcome 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

Identify Strategic Plan Goal related to Outcome 2

Goal 1: Academics

Identify Strategic Plan Goal related to Outcome 2

1.6 Achieve and maintain accreditation from national, professional or specialized accrediting organizations.

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) 85% plan to work in region
 - (b) 85% working in region
-

Outcome 3

Is this outcome related to writing (QEP)

Graduates of the Bachelor of Science in Nursing Program of the Canseco School of Nursing will demonstrate clinical competencies.

Identify Strategic Plan Goal related to Outcome 3

Goal 1 Academics

Identify Strategic Plan Objective related to Outcome 3

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.

Criteria/Benchmark

- (a) 90% will rate clinical competence good to excellent
- (b) 900 score on recommended subscores of HESI

Outcome 4

[] **Is this outcome related to writing (QEP)**

The Canseco School of Nursing will be funded by state monies in FY 2008 and 100% by FY 2009. Goal met all grant funded positions now have state funding

Identify Strategic Plan Goal related to Outcome 4

Goal 4 Financial resources

Identify Strategic Plan Objective related to Outcome 4

Goal 4.3 Canseco School of Nursing will have adequate funding of resources and staff be funded by state monies

Identify Methods of assessment to be used

- (a) SON nursing 2007/2008 budget cycle will indicate that funding of faculty and staff will be by state funded monies

Criteria/Benchmark

- (a) 100% of undergraduate nursing faculty and support positions (tutors, TA, lab supervisor) will be state funded
- (b) Seek out and develop additional funding sources and partnerships to support SON programs

Section II: Analysis of Results

When (term/date) was assessment conducted?

Outcome 1

- (a) July 2007/September 2007

Outcome 2

- (a) May 2007 (B) August 2007

Outcome 3

- (a) May 2007/August 2007

Outcome 4

- (a) October 2007

What were the results attained (raw data)?

Outcome 1

- (a) May (28/29) 96.5%; August (8/9) 89%; annual (36/38) 95% pass rate on NCLEX;
- (b) Aggregate predictive score of 88% on HESI with 68% of graduates (26/38) initially scoring in this predictive range of passing the licensure examination.

Outcome 2

31/36 (86%) of spring and summer 2007 graduates successful on NCLEX are currently working in Laredo or the surrounding communities

Outcome 3

- (a) Survey was not performed related to self rating of clinical skills
- (b) The HESI aggregate score was 88% and the three subscores associated with safety were (1) safe and effective environment 847, (2) Management of Care 836, and (3) Safety and Infection control, 862. The subscore for communication was 859.

Outcome 4

- (a) All previously state funded nursing faculty and support staff are now state funded as per the SON budget FY 2007/2008.
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Who (specify names) conducted analysis of data?**Outcome 1**

Belva Gonzalez

Outcome 2

Belva Gonzalez

Outcome 3

Belva Gonzalez

Outcome 4

Natalie Burkhalter

When were the results and analysis shared and with whom (department chair, supervisor, staff, external stakeholders)? Submit minutes with data analysis to assessment@tamiu.edu

Results shared with September 2007 faculty meeting of and were reviewed during Spring 2008 faculty retreat on January 5, 2008.

NOTE: Submit all assessment documentation (i.e.; surveys, rubrics, course exams with embedded questions, etc) to the Office of Institutional Effectiveness and Planning)**Use of Results: Indicate whether criteria were met/not met and what changes, if any, have been identified based on the data collected?****Outcome 1**

Met [] Not met

Provide narrative: NCLEX-RN review material enhanced with HESI case studies, Medspub review questions, and Medspub associated live review of content. Students who were did not meet predictive score initially had in-depth remediation and over the summer and 38/39 then passed HESI and took NCLEX exam. Currently all these students have passed the NCLEX exam. In the Fall 2008 the one remaining student completed remediation, passed the HESI exit exam and is pending NCLEX exam results. The HESI exit exam proved successful in predicting success and readiness for licensure as well as serving as a tool to indicate where remediation was necessary. The only change suggested is to use the overall score rather than only a few subscores as the benchmark for the HESI predictive exam.

Outcome 2

Met [] Not met

Provide narrative: There were no issues related to ability to work, the benchmark of 85% was met. Students who did not work in the Laredo area were due to the following reasons: (a) one student wanted to work in a nursing specialty not offered in Laredo area (b) three students were not from the Laredo area, and (c) one student joined the Navy and is currently in officer training

Outcome 3

Met Not met

Provide narrative: HESI subscores not met, areas identified as problems were obstetrics and pediatrics. Clinical experiences for obstetrics and pediatrics (changes in curriculum made last year) were just will be implemented in Spring 2008, cannot evaluate until this time. In addition the SIM Man is being implemented for the first time in Nursing Assessment Fall 2007 and will be expanded in Spring 2008 to supplement student clinical skills. The new curriculum management program to improve clinical management skills will not be fully implemented throughout curriculum until Fall 2007, results to be evaluated Spring 2008.

Outcome 4

Met Not met

All previously grant funded full time faculty are now funded by state monies in the 2007/2008 SON budget. Three local acute care health care institutions (Laredo Medical Center, Doctors Hospital, and Laredo Specialty Hospital) have pledged funds to support a faculty professor ship program. However ancillary and support positions still lack state funding.

How have the databased changes improved your program/unit?

First time pass rate on NCLEX 95%, the aggregate predictive scores on HESI were used to identify areas of student weakness. The timely identification of areas of student weakness allowed the faculty to intervene and provide the necessary remediation. In addition HESI scores were used to identify areas of curricular weaknesses in the maternal/child and pediatric nursing that are currently being addressed by the faculty of the school of nursing.

Section III: Programmatic Review

Are resources affected by the changes identified in Section II? Yes No

If so, specify the effect(s) using the chart below:

Funding	Physical	Other
<input checked="" type="checkbox"/> New resources required	<input checked="" type="checkbox"/> New or reallocated space	<input type="checkbox"/> Primary faculty/staff time
<input type="checkbox"/> Reallocation of current funds		<input type="checkbox"/> University rule/procedure change only
		<input type="checkbox"/> Other: Enter text here

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

Goal 1: Academics:

Outcome 1 and 3: Sim man ordered and here, training for staff is ongoing, it is currently being used in health assessment fall 2007 and to be expanded to other courses in 2008. Two additional simulation mannequins for use in the obstetrical area of nursing and the pediatrics area of nursing are needed to supplement current instruction and increase student clinical competence. Supplementing instruction with this type of technology is necessary due to the limited local access to this aspect of nursing as well as provide students with additional opportunities for strengthening their academic and clinical knowledge base.

To ensure that pre-nursing students have the correct pre-requisite coursework to enter nursing and earn BSN within 10 semesters of entering the university expert advisement is necessary. Currently there are three members of the nursing faculty that have the knowledge and expertise to perform serve as advisors. However since these faculty members have a full time teaching load at the university in addition to their duties as faculty members of the university having adequate time for student advisement can be challenging. A full time funded position of nursing advisor is needed. (This was supported by the TAMUS consulting team in Fall 2006).

Goal 4: Financial Resources

Outcome 4: The state has assumed the funding of all full time faculty salaries for previously grant funded positions. A new hospital professorship has been obtained through support from three local acute care clinical facilities. An ad

for two additional faculty positions for spring 2008 are currently being drafted in order to admit 60 new students in spring 2008 semester and have a summer entry of 20 additional students.

Identify proposed outcomes for the next assessment cycle:
Continuation of present outcome(s)-(Indicate reason for continuation): Outcome 4: Ongoing, while state funding has been obtained for positions ongoing and expansion of partnerships with outside agencies to be pursued to support existing SON programs and increase enrollment.
New Outcome(s)- (List outcomes below): Outcome 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.(Strategic Plan Goal 2) Outcome 6: Increase student enrollment through development of a fast track program for students seeking a second degree. Planning for the fast track program/second degree option will begin in Spring 2008 with an projected implementation date of Spring 2011.
Modification of present outcome(s)-(Indicate reason for modification): Outcome 1: Will continue with assessment benchmark of 90% first time pass rate on national Council of Licensure Examination for Registered Nurses. However the Exit HESI predictive score for all graduates will change to an overall score requirement of 875 for first time test takers and 900 for repeat test takers. This is based on the recommendations of the SON staff as well as by the developers of the HESI exam as the overall score is a reflection of student readiness in all areas of nursing. Outcome 2: will change the percentage of nursing graduates working in the Laredo/mid to lower Rio Grande area from 85% to 75%. This is due to the changing student population and as the reputation of the school of nursing has become more widespread resulting in students from all areas of Texas as well as out-of-state students applying and being accepted to the SON. In addition every year 1-3 students are also entering the military. Outcome 3: Will change benchmark for subcategory aggregate scoring based on nursing specialty (medical surgical, pediatrics, OB, mental Health, pharmacology) of 875 or better. In this way specific student weakness as well as curricular weaknesses can be more easily identified and addressed promptly.

**** This section to be completed by dean/director/vice president****

Are resources requested a priority for the academic program/AES unit?

Yes No

Comments:

The SIM Man (simulation mannequin) was bought with HEF monies and state funding has been secured for faculty, TA/lab supervisor in order to increase enrollment and ensure that those enrolled are successful advisors were hired to tutor for pathophysiology and Adult Health I. One year funding for a professorship has been pledged by three local health care facilities. Full impact of these changes can not be fully assessed until May 2010, however the school of nursing will accept 60 students (up from 45 the previous year) in Spring 2008 and 20 students in June 2008 (there was no spring entry in 2007). In order for these students to be successful and have the clinical experiences required by state and national accrediting agencies permanent funding of faculty and staff is necessary and the purchase of additional simulation mannequins is necessary. In addition with the additional workload required of all faculty with the increase in enrollment a full time student advisor it very important.

If funding, physical or other resources were requested, what is the impact of the budget decisions on the academic program/AES unit?

Without the requested resources the Canseco School of Nursing will not be able to maintain the current planned increase in enrollment and/or offer a fast track program for second degree seeking students.