Mission / Purpose

The mission of the college is to enhance the health and well-being of the people of the state of Alabama by advancing the profession of nursing through education, scholarship, and service.

Student Learning Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans

SLO 1: Discipline Knowledge
Synthesize theories and principles from the natural, behavioral, social and applied sciences which support advanced nursing practice and role development.

Connected Documents
- Nursing MSN Curriculum Map 1
- Nursing MSN Curriculum Map 2

Related Measures

M 1: Foundational content
Theory papers evidence synthesis of foundational content by scores of 80% or greater. (NUR 501)
Source of Evidence: Written assignment(s), usually scored by a rubric

Target:
90% of students enrolled in NUR 501 will demonstrate synthesis of foundational content by scores of 80% or greater on theory papers.

Related Action Plans (by Established cycle, then alpha):
For full information, see the Details of Action Plans section of this report.

Major Course Revision
Established in Cycle: 2012-2013
The course will be revised extensively with the addition of content that should be helpful in facilitating students’ synthesis...

M 2: Course embedded discussion
Faculty evaluation students' participation in discussions at a satisfactory level based on course embedded discussion rubric. (NUR 501)
Source of Evidence: Academic direct measure of learning - other

Target:
At least 90% of students enrolled in NUR 501 will achieve satisfactory evaluation on discussion components of the course.

SLO 2: Skills / Abilities
Provide leadership in coordinating, managing, and improving health programs and community health services to culturally diverse populations.

Connected Documents
- Nursing MSN Curriculum Map 1
- Nursing MSN Curriculum Map 2

Related Measures

M 3: Leadership knowledge and skills
Module assignments evidence use of leadership knowledge and skills of 80% or greater. (NUR 522)
Source of Evidence: Academic direct measure of learning - other

Target:
At least 90% of students enrolled in NUR 522 will demonstrate satisfactory knowledge and leadership skills by scoring 80% or above on module assignments.

M 4: Leadership principles
Project grades evidence use of leadership principles with a score of 80% or greater. (NUR 522)
Source of Evidence: Project, either individual or group

Target:
In NUR 522, at least 90% of enrolled students will demonstrate satisfactory use of leadership principles by a score of 80% or higher on course project.

SLO 3: Collaborate with providers and consumers
(An Improvement Outcome Derived From the 2010-11 Assessment Findings) Collaborate with providers and consumers in designing, implementing, and evaluating innovative health programs and community health care services for culturally diverse individuals and populations.

Connected Documents
- Nursing MSN Curriculum Map 1
- Nursing MSN Curriculum Map 2
Related Measures

M 5: Professional Collaboration
Performance improvement project provides evidence of collaboration with providers and consumers with a score of 80% or higher. (NUR 530)

Source of Evidence: Project, either individual or group

Target:
At least 90% of students enrolled in NUR 530 will provide evidence of collaboration with providers and consumers with a score of 80% or higher on the performance improvement project.

Related Action Plans (by Established cycle, then alpha):
For full information, see the Details of Action Plans section of this report.

Clarification of expectations
Established in Cycle: 2011-2012
Clarify the type and amount of evidence of collaboration with providers and consumers.

M 6: Collaboration in clinical setting
Demonstrate collaboration in the clinical setting with providers and consumers. (NUR 530)

Source of Evidence: Presentation, either individual or group

Target:
At least 90% of students enrolled in NUR 530 will demonstrate collaboration in the clinical setting with providers and consumers.

Related Action Plans (by Established cycle, then alpha):
For full information, see the Details of Action Plans section of this report.

Clearly present the performance expectation
Established in Cycle: 2011-2012
The expected behavior of collaboration in the clinical setting will be emphasized in the syllabus and course assignments.

SLO 4: Applying concepts of nursing
Apply concepts of nursing in institutional and community settings to culturally diverse individuals and groups with an emphasis on rural populations

Connected Documents
Nursing MSN Curriculum Map 1
Nursing MSN Curriculum Map 2

Related Measures

M 7: Forum discussions
Participation in forum discussions scored at 80% or above. (NUR 520)

Source of Evidence: Academic direct measure of learning - other

Target:
At least 90% of students enrolled in NUR 520 will apply concepts of nursing in institutional and community settings to culturally diverse individuals and groups by satisfactory participation in forum discussions scored at 80% or above.

Related Action Plans (by Established cycle, then alpha):
For full information, see the Details of Action Plans section of this report.

Revise Discussion Rubric
Established in Cycle: 2011-2012
Revise the discussion rubric to clarify expectations for the discussion forums.

M 8: Writing paper
Paper on program development, implementation, and evaluation, with a satisfactory grade of 80% or above, based on grading rubric. (NUR 520)

Source of Evidence: Written assignment(s), usually scored by a rubric

Target:
At least 90% of students enrolled in NUR 520 will satisfactorily apply concepts of nursing in institutional and community settings to culturally diverse individuals and groups by scoring 80% or above on the assigned paper.

Related Action Plans (by Established cycle, then alpha):
For full information, see the Details of Action Plans section of this report.

Revise Rubric
Established in Cycle: 2011-2012
Revise the rubric to clarify the expected level for paper.

Other Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans

OthOtcm 5: Recognized quality
The program will improve and sustain a high level of recognized quality.

Related Measures

M 9: Clinical Nurse Leader Certification Exam
The Clinical Nurse Leader Certification Exam pass rate.

Source of Evidence: Certification or licensure exam, national or state
Target:
The number of students who are pass the Clinical Nurse Leader Certification Exam will meet or exceed the national pass rate.

Related Action Plans (by Established cycle, then alpha):

Clinical Nurse Leader Pass Rate
Established in Cycle: 2012-2013
Will continue to monitor, using the national pass rate as the benchmark for our graduate’s success on the CNL Certification Exam...

For full information, see the Details of Action Plans section of this report.

M 10: MSN Competency check list
Satisfactory completion of MSN competency checklist prior to graduation
Source of Evidence: Capstone course assignments measuring mastery
Target:
Greater than 90% of students will complete the MSN Competency Checklist prior to graduation.

OthOtcn 6: Program enrollments and degree completion
The program will build and sustain an optimal level of annual program enrollments and degree completion.

Related Measures

M 11: Graduate program applicants
Assess the number of qualified applicants and the number of students admitted to the college’s graduate program.
Source of Evidence: Graduate/professional school acceptance rate
Target:
CCN will continue to admit qualified applicants to the MSN program.

M 12: Graduate comparisons
Assess the number and percentage of graduates compared to the number that entered the program by cohort.
Source of Evidence: Benchmarking of learning outcomes against peers
Target:
Retain at least 85% of graduate students admitted to CCN graduate study through graduation.

Related Action Plans (by Established cycle, then alpha):

Continue to monitor
Established in Cycle: 2011-2012
Continue to monitor student attrition by cohort.

Action Plan: Graduate Retention
Established in Cycle: 2012-2013
Action Plan: For the upcoming year, administration and faculty have approved a one-time per year fall admission for the gradu...

For full information, see the Details of Action Plans section of this report.

OthOtcn 7: Highly valued graduates
The program will be highly valued by its program graduates and other key constituencies it serves.

Related Measures

M 13: Alumni Evaluation
Alumni Evaluation of Graduate Programs –even years
Source of Evidence: Alumni survey or tracking of alumni achievements
Target:
This survey is completed biennially in the odd numbered academic years. It will be completed next in the academic year 2012-2013.

M 14: Employer Evaluation
Employer Evaluation of Graduate Programs – even years
Source of Evidence: Employer survey, incl. perceptions of the program
Target:
Employer Survey conducted in even numbered years.

M 15: Graduate Student Survey
Graduating Graduate Student Survey – even years
Source of Evidence: Student satisfaction survey at end of the program
Target:
Graduating students will express satisfaction with the program of study.

Details of Action Plans for This Cycle (by Established cycle, then alpha)

Clarification of expectations
Clarify the type and amount of evidence of collaboration with providers and consumers.

Established in Cycle: 2011-2012
Implementation Status: Planned
Priority: High

Relationships (Measure | Outcome/Objective):
  Measure: Professional Collaboration | Outcome/Objective: Collaborate with providers and consumers
Implementation Description: Revise the rubric for the performance improvement project to clarify the expectation of evidence of collaboration with providers and consumers. Provide an example of satisfactory performance.

Responsible Person/Group: Course faculty will report to Senior Associate Dean

Clearly present the performance expectation
The expected behavior of collaboration in the clinical setting will be emphasized in the syllabus and course assignments.

Established in Cycle: 2011-2012
Implementation Status: Planned
Priority: Hgh

Relationships (Measure | Outcome/Objective):
Measure: Collaboration in clinical setting | Outcome/Objective: Collaborate with providers and consumers

Implementation Description: Course faculty in NUR 530 will report to Senior Associate Dean.

Continue to monitor
Continue to monitor student attrition by cohort.

Established in Cycle: 2011-2012
Implementation Status: Planned
Priority: Hgh

Relationships (Measure | Outcome/Objective):
Measure: Graduate enrollments and degree completion | Outcome/Objective: Program enrollments and degree completion

Implementation Description: Continue to monitor student attrition by cohort. Future groups are larger than the one reviewed in this report. It is expected the graduation rate will improve. It will not be as easily affected when one of only 6 did not complete the program.

Responsible Person/Group: Assistant Dean for Graduate Program will monitor and report to Senior Associate Dean.

Employer Satisfaction
The Graduating Graduate Student Survey will be conducted during the 2012-2013 academic year.

Established in Cycle: 2011-2012
Implementation Status: Planned
Priority: Hgh

Implementation Description: Surveys related to the Graduate Program will be evaluated in the even numbered years. Results will be reported in the 2012-2013 academic year.

Responsible Person/Group: Senior Associate Dean

Revise Discussion Rubric
Revise the discussion rubric to clarify expectations for the discussion forums.

Established in Cycle: 2011-2012
Implementation Status: Planned
Priority: Hgh

Relationships (Measure | Outcome/Objective):
Measure: Forum discussions | Outcome/Objective: Applying concepts of nursing

Implementation Description: Course faculty in NUR 520 will revise the discussion rubric to clarify the type and amount of student input in the discussion forums.

Responsible Person/Group: Course faculty in NUR 520 will implement and report to Senior Associate Dean.

Revise Rubric
Revise the rubric to clarify the expected level for paper.

Established in Cycle: 2011-2012
Implementation Status: Planned
Priority: Hgh

Relationships (Measure | Outcome/Objective):
Measure: Writing paper | Outcome/Objective: Applying concepts of nursing

Implementation Description: Course faculty will revise the rubric to clarify the expected level for applying concepts of nursing in institutional and community settings to culturally diverse individuals and groups.

Action Plan: Graduate Retention
Action Plan: For the upcoming year, administration and faculty have approved a one-time per year fall admission for the graduate program. This will support a cohort approach as the students matriculate though the various programs. This will facilitate easier tracking of students as well as collecting related data. Graduation rates will continue to be tracked as each new cohort is admitted.

Established in Cycle: 2012-2013
Implementation Status: Planned
Priority: Hgh

Relationships (Measure | Outcome/Objective):
Measure: Graduate comparisons | Outcome/Objective: Program enrollments and degree completion

Clinical Nurse Leader Pass Rate
Will continue to monitor, using the national pass rate as the benchmark for our graduate’s success on the CNL Certification Examination. We hope to include more than one reporting period for the next academic year which may bring our rates closer to the national pass rate. Discussion will occur with the College of Nursing’s Graduate Education Committee about strategies to implement for the following year for the CNL Program.

Established in Cycle: 2012-2013
Implementation Status: Planned
Priority: Hgh
**Relationships (Measure | Outcome/Objective):**
- **Measure:** Clinical Nurse Leader Certification Exam | **Outcome/Objective:** Recognized quality

**Major Course Revision**
The course will be revised extensively with the addition of content that should be helpful in facilitating students’ synthesis of information needed to write a thoughtful and in depth paper reflective of this synthesis. The same artifact will be monitored for the 2013/2014 academic year.

**Established in Cycle:** 2012-2013
**Implementation Status:** Planned
**Priority:** High

**Relationships (Measure | Outcome/Objective):**
- **Measure:** Foundational content | **Outcome/Objective:** Discipline Knowledge
Mission / Purpose
The mission of the college is to enhance the health and well-being of the people of the state of Alabama by advancing the profession of nursing through education, scholarship, and service.

Student Learning Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans

SLO 1: Discipline Knowledge
Synthesize theories and principles from the natural, behavioral, social and applied sciences which support advanced nursing practice and role development.

Connected Documents
Nursing MSN Curriculum Map 1
Nursing MSN Curriculum Map 2

Related Measures

M 1: Foundational content
Theory papers evidence synthesis of foundational content by scores of 80% or greater. (NUR 501)

Source of Evidence: Written assignment(s), usually scored by a rubric

Target:
90% of students enrolled in NUR 501 will demonstrate synthesis of foundational content by scores of 80% or greater on theory papers.

Finding (2012-2013) - Target: Not Met
In Fall 2012, in NUR 501 sections 902 and 903, 32 students were enrolled. 15 (47%) scored 80% or higher on the theory paper. In section 901, of the 31 students enrolled, 17 students (55%) scored 80% or higher on the theory paper. This brings the total for the three sections to 63 enrolled with 32 or 51% scoring 80% or above on the theory paper.

Related Action Plans (by Established cycle, then alpha):
For full information, see the Details of Action Plans section of this report.

Major Course Revision
Established in Cycle: 2012-2013
The course will be revised extensively with the addition of content that should be helpful in facilitating students' synthesis...

M 2: Course embedded discussion
Faculty evaluation students' participation in discussions at a satisfactory level based on course embedded discussion rubric. (NUR 501)

Source of Evidence: Academic direct measure of learning - other

Target:
At least 90% of students enrolled in NUR 501 will achieve satisfactory evaluation on discussion components of the course.

Finding (2012-2013) - Target: Met
Of the 32 students enrolled in NUR 510 sections 902 and 903 during Fall 2012, 30 participated in discussions at a satisfactory level based on the course discussion rubric. This is 94%.

SLO 2: Skills / Abilities
Provide leadership in coordinating, managing, and improving health programs and community health services to culturally diverse populations.

Connected Documents
Nursing MSN Curriculum Map 1
Nursing MSN Curriculum Map 2

Related Measures

M 3: Leadership knowledge and skills
Module assignments evidence use of leadership knowledge and skills of 80% or greater. (NUR 522)

Source of Evidence: Academic direct measure of learning - other

Target:
At least 90% of students enrolled in NUR 522 will demonstrate satisfactory knowledge and leadership skills by scoring 80% or above on module assignments.

Finding (2012-2013) - Target: Met
In Fall 2012, NUR 522-901, 23 students were enrolled. Of these, 23 or 100% demonstrated evidence of use of leadership knowledge and skills by scoring 80% or higher in module assignments.

M 4: Leadership principles
Project grades evidence use of leadership principles with a score of 80% or greater. (NUR 522)

Source of Evidence: Project, either individual or group
Target:
In NUR 522, at least 90% of enrolled students will demonstrate satisfactory use of leadership principles by a score of 80% or higher on course project.

Finding (2012-2013) - Target: Met
In Fall 2012, NUR 522 - 901, 23 of 23 students enrolled demonstrated satisfactory use of leadership principles by a score of 80% or higher on course project.

SLO 3: Collaborate with providers and consumers
(An Improvement Outcome Derived From the 2010-11 Assessment Findings) Collaborate with providers and consumers in designing, implementing, and evaluating innovative health programs and community health care services for culturally diverse individuals and populations.

Connected Documents
- Nursing MSN Curriculum Map 1
- Nursing MSN Curriculum Map 2

Related Measures

M 5: Professional Collaboration
Performance improvement project provides evidence of collaboration with providers and consumers with a score of 80% or higher. (NUR 530)

Source of Evidence: Project, either individual or group

Target:
At least 90% of students enrolled in NUR 530 will provide evidence of collaboration with providers and consumers with a score of 80% or higher on the performance improvement project.

Finding (2012-2013) - Target: Met
During Summer 2012, 22 students were enrolled in NUR 530. Of these, 21 (95%) provided evidence of collaboration with providers and consumers with a score of 80% or higher on the performance improvement project.

Related Action Plans (by Established cycle, then alpha):
For full information, see the Details of Action Plans section of this report.

Clarification of expectations
Established in Cycle: 2011-2012
Clarify the type and amount of evidence of collaboration with providers and consumers.

M 6: Collaboration in clinical setting
Demonstrate collaboration in the clinical setting with providers and consumers. (NUR 530)

Source of Evidence: Presentation, either individual or group

Target:
At least 90% of students enrolled in NUR 530 will demonstrate collaboration in the clinical setting with providers and consumers.

Finding (2012-2013) - Target: Met
There were 22 students enrolled in NUR 530 during the summer of 2012. Of these, 22 (100%) demonstrated collaboration in the clinical setting with providers and consumers.

Related Action Plans (by Established cycle, then alpha):
For full information, see the Details of Action Plans section of this report.

Clearly present the performance expectation
Established in Cycle: 2011-2012
The expected behavior of collaboration in the clinical setting will be emphasized in the syllabus and course assignments.

SLO 4: Applying concepts of nursing
Apply concepts of nursing in institutional and community settings to culturally diverse individuals and groups with an emphasis on rural populations

Connected Documents
- Nursing MSN Curriculum Map 1
- Nursing MSN Curriculum Map 2

Related Measures

M 7: Forum discussions
Participation in forum discussions scored at 80% or above. (NUR 520)

Source of Evidence: Academic direct measure of learning - other

Target:
At least 90% of students enrolled in NUR 520 will apply concepts of nursing in institutional and community settings to culturally diverse individuals and groups by satisfactory participation in forum discussions scored at 80% or above.

Finding (2012-2013) - Target: Met
In Spring 2013, 26 students enrolled in NUR 520. Of these, all 26 (100%) applied concepts of nursing in institutional and community settings to culturally diverse individuals and groups by satisfactory participation in forum discussions scored at 80% or above.

Related Action Plans (by Established cycle, then alpha):
For full information, see the Details of Action Plans section of this report.

Revise Discussion Rubric
Established in Cycle: 2011-2012
Revise the discussion rubric to clarify expectations for the discussion forums.
M 8: Writing paper
Paper on program development, implementation, and evaluation, with a satisfactory grade of 80% or above, based on grading rubric. (NUR 520)

Source of Evidence: Written assignment(s), usually scored by a rubric

Target:
At least 90% of students enrolled in NUR 520 will satisfactorily apply concepts of nursing in institutional and community settings to culturally diverse individuals and groups by scoring 80% or above on the assigned paper.

Finding (2012-2013) - Target: Met
In Spring 2013, 26 students enrolled in NUR 520, 24 satisfactorily applied concepts of nursing in institutional and community settings to culturally diverse individuals and groups by scoring 80% or above on the assigned paper.

Related Action Plans (by Established cycle, then alpha):
For full information, see the Details of Action Plans section of this report.

Revise Rubric
Established in Cycle: 2011-2012
Revise the rubric to clarify the expected level for paper.

Other Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans

OthOtcn 5: Recognized quality
The program will improve and sustain a high level of recognized quality.

Related Measures

M 9: Clinical Nurse Leader Certification Exam
The Clinical Nurse Leader Certification Exam pass rate.

Source of Evidence: Certification or licensure exam, national or state

Target:
The number of students who are pass the Clinical Nurse Leader Certification Exam will meet or exceed the national pass rate.

Finding (2012-2013) - Target: Not Met
The National Pass Rate on the Clinical Nurse Leader Certification Exam in September 2010 at 72%. The cumulative pass rate for CCN for this reporting period was 19/27 students or 70.3%. This data is only for one reporting period. Subsequent attempts by the students who failed and took the exam for a second time would likely raise this percentage. Due to the way the reporting of this data has changed, this measure should be revised.

Related Action Plans (by Established cycle, then alpha):

Clinical Nurse Leader Pass Rate
Established in Cycle: 2012-2013
Will continue to monitor, using the national pass rate as the benchmark for our graduate's success on the CNL Certification Exam...

For full information, see the Details of Action Plans section of this report.

M 10: MSN Competency check list
Satisfactory completion of MSN competency checklist prior to graduation

Source of Evidence: Capstone course assignments measuring mastery

Target:
Greater than 90% of students will complete the MSN Competency Checklist prior to graduation.

Finding (2012-2013) - Target: Met
There were 55 MSN graduates during the span including Summer 2012, Fall 2012, and Spring 2013. Of those, all 55 satisfactorily completed the MSN Competency checklist for 100%.

OthOtcn 6: Program enrollments and degree completion
The program will build and sustain an optimal level of annual program enrollments and degree completion.

Related Measures

M 11: Graduate program applicants
Assess the number of qualified applicants and the number of students admitted to the college's graduate program.

Source of Evidence: Graduate/professional school acceptance rate

Target:
CCN will continue to admit qualified applicants to the MSN program.

Finding (2012-2013) - Target: Met
In all graduate programs at CCN, there were 305 qualified applicants during the semesters Summer 2012, Fall 2012, and Spring 2013. Of these, all 305 qualified applicants were admitted (305/305 or 100%).

M 12: Graduate comparisons
Assess the number and percentage of graduates compared to the number that entered the program by cohort.

Source of Evidence: Benchmarking of learning outcomes against peers

Target:
Retain at least 85% of graduate students admitted to CCN graduate study through graduation.

Finding (2012-2013) - Target: Not Met
The cohort admitted in Summer 2009 is the latest cohort to complete the program of study. This was a very small group of only 8 students admitted. There were two students lost to attrition with 6 graduating from the program. This was a 75% retention rate (25% attrition).
Related Action Plans (by Established cycle, then alpha):

Continue to monitor
Established in Cycle: 2011-2012
Continue to monitor student attrition by cohort.

Action Plan: Graduate Retention
Established in Cycle: 2012-2013
Action Plan: For the upcoming year, administration and faculty have approved a one-time per year fall admission for the gradu...

For full information, see the Details of Action Plans section of this report.

OthOtcn 7: Highly valued graduates
The program will be highly valued by its program graduates and other key constituencies it serves.

Related Measures

M 13: Alumni Evaluation
Alumni Evaluation of Graduate Programs – even years
Source of Evidence: Alumni survey or tracking of alumni achievements
Target:
This survey is completed biennially in the odd numbered academic years. It will be completed next in the academic year 2012-2013.

Finding (2012-2013) - Target: Met
The Clinical Agency Satisfaction with MSN Program was completed in Spring 2013. This survey is completed by agencies who employ CCN graduates. In the 2013 report, 100% of respondents (n=2) rated the preparation of graduates by CCN as Excellent or Good. When asked if the agency would employ future graduates of CCN in the same or similar position, the response was 100% "Yes" (n=2).

M 14: Employer Evaluation
Employer Evaluation of Graduate Programs – even years
Source of Evidence: Employer survey, incl. perceptions of the program
Target:
Employer Survey conducted in even numbered years.

Finding (2012-2013) - Target: Met
There were only two responses from employers of CCN graduates. Both reported either "Good or Excellent" to questions related to the graduates’ preparation and how well the graduates fulfill position requirements.

M 15: Graduate Student Survey
Graduating Graduate Student Survey – even years
Source of Evidence: Student satisfaction survey at end of the program
Target:
Graduating students will express satisfaction with the program of study.

Finding (2012-2013) - Target: Met
The Graduating Graduate Student Survey was released in July 2013 by the Office of Institutional Research and Assessment. There were 71 graduate students who graduated in the summer of 2013 and completed the instrument. 13.4% were in the NCM program of study, 17.9% in the CNI program, and 68.7% in the DNP program of study. When asked "How would you evaluate the overall graduate education that you received", 95.7% evaluated the programs as excellent or good. The percentage of the 71 respondents who selected Excellent or Good to the question, "How would you evaluate the quality of graduate instruction in your major" was 94.3%.

Details of Action Plans for This Cycle (by Established cycle, then alpha)

Clarification of expectations
Clarify the type and amount of evidence of collaboration with providers and consumers.

Established in Cycle: 2011-2012
Implementation Status: Planned
Priority: Hgh

Relationships (Measure | Outcome/Objective):
Measure: Professional Collaboration | Outcome/Objective: Collaborate with providers and consumers
Implementation Description: Revise the rubric for the performance improvement project to clarify the expectation of evidence of collaboration with providers and consumers. Provide an example of satisfactory performance.

Responsible Person/Group: Course faculty will report to Senior Associate Dean

Clearly present the performance expectation
The expected behavior of collaboration in the clinical setting will be emphasized in the syllabus and course assignments.

Established in Cycle: 2011-2012
Implementation Status: Planned
Priority: Hgh

Relationships (Measure | Outcome/Objective):
Measure: Collaboration in clinical setting | Outcome/Objective: Collaborate with providers and consumers
Implementation Description: Course faculty in NUR 530 will report to Senior Associate Dean.

Continue to monitor
Continue to monitor student attrition by cohort.
Established in Cycle: 2011-2012
Implementation Status: Planned
Priority: Hgh

Relationships (Measure | Outcome/Objective):
  Measure: Graduate comparisons | Outcome/Objective: Program enrollments and degree completion

Implementation Description: Continue to monitor student attrition by cohort. Future groups are larger than the one reviewed in this report. It is expected the graduation rate will improve. It will not be as easily affected when one of only 6 did not complete the program.

Responsible Person/Group: Assistant Dean for Graduate Program will monitor and report to Senior Associate Dean.

Employer Satisfaction
The Graduating Student Survey will be conducted during the 2012-2013 academic year.

Established in Cycle: 2011-2012
Implementation Status: Planned
Priority: Hgh

Implementation Description: Surveys related to the Graduate Program will be evaluated in the even numbered years. Results will be reported in the 2012-2013 academic year.

Responsible Person/Group: Senior Associate Dean

Revise Discussion Rubric
Revise the discussion rubric to clarify expectations for the discussion forums.

Established in Cycle: 2011-2012
Implementation Status: Planned
Priority: Hgh

Relationships (Measure | Outcome/Objective):
  Measure: Forum discussions | Outcome/Objective: Applying concepts of nursing

Implementation Description: Course faculty in NUR 520 will revise the discussion rubric to clarify the type and amount of student input in the discussion forums.

Responsible Person/Group: Course faculty in NUR 520 will implement and report to Senior Associate Dean.

Revise Rubric
Revise the rubric to clarify the expected level for paper.

Established in Cycle: 2011-2012
Implementation Status: Planned
Priority: Hgh

Relationships (Measure | Outcome/Objective):
  Measure: Writing paper | Outcome/Objective: Applying concepts of nursing

Implementation Description: Course faculty will revise the rubric to clarify the expected level for applying concepts of nursing in institutional and community settings to culturally diverse individuals and groups.

Action Plan: Graduate Retention
Action Plan: For the upcoming year, administration and faculty have approved a one-time per year fall admission for the graduate program. This will support a cohort approach as the students matriculate through the various programs. This will facilitate easier tracking of students as well as collecting related data. Graduation rates will continue to be tracked as each new cohort is admitted.

Established in Cycle: 2012-2013
Implementation Status: Planned
Priority: Hgh

Relationships (Measure | Outcome/Objective):
  Measure: Graduate comparisons | Outcome/Objective: Program enrollments and degree completion

Clinical Nurse Leader Pass Rate
Will continue to monitor, using the national pass rate as the benchmark for our graduate’s success on the CNL Certification Examination. We hope to include more than one reporting period for the next academic year which may bring our rates closer to the national pass rate. Discussion will occur with the College of Nursing’s Graduate Education Committee about strategies to implement for the following year for the CNL Program.

Established in Cycle: 2012-2013
Implementation Status: Planned
Priority: Hgh

Relationships (Measure | Outcome/Objective):
  Measure: Clinical Nurse Leader Certification Exam | Outcome/Objective: Recognized quality

Major Course Revision
The course will be revised extensively with the addition of content that should be helpful in facilitating students’ synthesis of information needed to write a thoughtful and in depth paper reflective of this synthesis. The same artifact will be monitored for the 2013/2014 academic year.

Established in Cycle: 2012-2013
Implementation Status: Planned
Priority: Hgh

Relationships (Measure | Outcome/Objective):
  Measure: Foundational content | Outcome/Objective: Discipline Knowledge
Mission / Purpose
The mission of the college is to enhance the health and well-being of the people of the state of Alabama by advancing the profession of nursing through education, scholarship, and service.

Student Learning Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans

SLO 1: Discipline Knowledge
Synthesize theories and principles from the natural, behavioral, social and applied sciences which support advanced nursing practice and role development.

Connected Documents
Nursing MSN Curriculum Map 1
Nursing MSN Curriculum Map 2

Related Measures

M 1: Foundational content
Theory papers evidence synthesis of foundational content by scores of 80% or greater. (NUR 501)
Source of Evidence: Written assignment(s), usually scored by a rubric

Target:
90% of students enrolled in NUR 501 will demonstrate synthesis of foundational content by scores of 80% or greater on theory papers.

Finding (2011-2012) - Target: Met
SUMMARY OF FINDINGS:
In Fall 2011, 40 students were enrolled in NUR 501, with 38 earning a score of 80% or greater on the assigned theory paper. In Spring 2012, there were 33 students enrolled, with 28 successful on the theory paper. The percentages successful were 95% and 84.8%.
INTERPRETATION AND CONCLUSIONS:
This target was met.

M 2: Course embedded discussion
Faculty evaluation students' participation in discussions at a satisfactory level based on course embedded discussion rubric. (NUR 501)

Source of Evidence: Academic direct measure of learning - other

Target:
At least 90% of students enrolled in NUR 501 will achieve satisfactory evaluation on discussion components of the course.

Finding (2011-2012) - Target: Met
SUMMARY OF FINDINGS:
In Fall 2011, a total of 73 students were enrolled in two sections of NUR 501. Of these students, 66 (90.4%) were successful in the discussion requirements of the course.

INTERPRETATIONS AND CONCLUSIONS:
This target was met.

SLO 2: Skills / Abilities
Provide leadership in coordinating, managing, and improving health programs and community health services to culturally diverse populations.

Connected Documents
Nursing MSN Curriculum Map 1
Nursing MSN Curriculum Map 2

Related Measures

M 3: Leadership knowledge and skills
Module assignments evidence use of leadership knowledge and skills of 80% or greater. (NUR 522)

Source of Evidence: Academic direct measure of learning - other

Target:
At least 90% of students enrolled in NUR 522 will demonstrate satisfactory knowledge and leadership skills by scoring 80% or above on module assignments.

Finding (2011-2012) - Target: Met
SUMMARY OF FINDINGS:
In Fall 2011, 31 students were enrolled in NUR 522. All averaged 80% or better on the module assignments for 100%. In Spring 2012, 23 of the 24 students enrolled in NUR 522 scored at least 80% on module assignments for 95.8%.

INTERPRETATIONS AND CONCLUSIONS: This target was met.
M 4: Leadership principles
Project grades evidence use of leadership principles with a score of 80% or greater. (NUR 522)
Source of Evidence: Project, either individual or group

Target:
In NUR 522, at least 90% of enrolled students will demonstrate satisfactory use of leadership principles by a score of 80% or higher on course project.

Finding (2011-2012) - Target: Met
SUMMARY OF FINDINGS:
In Fall 2011, 30 of the 31 students enrolled in NUR 522 were successful in demonstrating use of leadership principles in course project for 96.8%. In Spring 2012, 22 of 23 students were successful for 95.7%.
INTERPRETATION AND CONCLUSIONS:
This target was met.

SLO 3: Collaborate with providers and consumers
(An Improvement Outcome Derived From the 2010-11 Assessment Findings) Collaborate with providers and consumers in designing, implementing, and evaluating innovative health programs and community health care services for culturally diverse individuals and populations.

Connected Documents
Nursing MSN Curriculum Map 1
Nursing MSN Curriculum Map 2

Related Measures

M 5: Professional Collaboration
Performance improvement project provides evidence of collaboration with providers and consumers with a score of 80% or higher. (NUR 530)
Source of Evidence: Project, either individual or group

Target:
At least 90% of students enrolled in NUR 530 will provide evidence of collaboration with providers and consumers with a score of 80% or higher on the performance improvement project.

Finding (2011-2012) - Target: Not Met
SUMMARY OF FINDINGS:
In Spring 2012, there were 12 students enrolled in NUR 530, with 10 scoring 80% or above on the performance project for 83%.

INTERPRETATION AND CONCLUSIONS:
This target was not met.

Related Action Plans (by Established cycle, then alpha):
For full information, see the Details of Action Plans section of this report.

Clarification of expectations
Established in Cycle: 2011-2012
Clarify the type and amount of evidence of collaboration with providers and consumers.

M 6: Collaboration in clinical setting
Demonstrate collaboration in the clinical setting with providers and consumers. (NUR 530)
Source of Evidence: Presentation, either individual or group

Target:
At least 90% of students enrolled in NUR 530 will demonstrate collaboration in the clinical setting with providers and consumers.

Finding (2011-2012) - Target: Not Met
SUMMARY OF FINDINGS:
In Spring 2012, 10 of the 12 students enrolled in NUR 530 satisfactorily demonstrated collaboration in the clinical setting for 83.3%.

INTERPRETATION OF FINDINGS:
This target was not met.

Related Action Plans (by Established cycle, then alpha):
For full information, see the Details of Action Plans section of this report.

Clearly present the performance expectation
Established in Cycle: 2011-2012
The expected behavior of collaboration in the clinical setting will be emphasized in the syllabus and course assignments.

SLO 4: Applying concepts of nursing
Apply concepts of nursing in institutional and community settings to culturally diverse individuals and groups with an emphasis on rural populations

Connected Documents
Nursing MSN Curriculum Map 1
Nursing MSN Curriculum Map 2

Related Measures

M 7: Forum discussions
Participation in forum discussions scored at 80% or above. (NUR 520)
Source of Evidence: Academic direct measure of learning - other

Target:
At least 90% of students enrolled in NUR 520 will apply concepts of nursing in institutional and community settings to culturally diverse individuals and groups by satisfactory participation in forum discussions scored at 80% or above.

**Finding (2011-2012) - Target: Not Met**

**SUMMARY OF FINDINGS:**
In Spring 2012, 81.5% (22/27) of students enrolled in NUR 520 were successful on discussion forums requiring application of nursing concepts in institutional and community settings.

**INTERPRETATIONS AND CONCLUSIONS:**
This target was not met.

**Related Action Plans (by Established cycle, then alpha):**
For full information, see the Details of Action Plans section of this report.

**Revise Discussion Rubric**
*Established in Cycle: 2011-2012*
Revise the discussion rubric to clarify expectations for the discussion forums.

**M 8: Writing paper**
Paper on program development, implementation, and evaluation, with a satisfactory grade of 80% or above, based on grading rubric. (NUR 520)

**Source of Evidence:** Written assignment(s), usually scored by a rubric

**Target:**
At least 90% of students enrolled in NUR 520 will satisfactorily apply concepts of nursing in institutional and community settings to culturally diverse individuals and groups by scoring 80% or above on the assigned paper.

**Finding (2011-2012) - Target: Not Met**

**SUMMARY OF FINDINGS:**
Of the 27 students enrolled in NUR 520, 22 were successful on the paper for 81.2%.

**INTERPRETATIONS AND CONCLUSIONS:**
This target was not met.

**Related Action Plans (by Established cycle, then alpha):**
For full information, see the Details of Action Plans section of this report.

**Revise Rubric**
*Established in Cycle: 2011-2012*
Revise the rubric to clarify the expected level for paper.

**Other Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans**

**OthOtm5: Recognized quality**
The program will improve and sustain a high level of recognized quality.

**Related Measures**

**M 9: Clinical Nurse Leader Certification Exam**
The Clinical Nurse Leader Certification Exam pass rate.

**Source of Evidence:** Certification or licensure exam, national or state

**Target:**
The number of students who are pass the Clinical Nurse Leader Certification Exam will meet or exceed the national pass rate.

**Finding (2011-2012) - Target: Met**
The National Pass Rate on the Clinical Nurse Leader Certification Exam was last published in September 2010 at 72%. The cumulative pass rate for CCN for this reporting period was 37/46 students or 80% (as of 5/14/2012).

**M 10: MSN Competency check list**
Satisfactory completion of MSN competency checklist prior to graduation

**Source of Evidence:** Capstone course assignments measuring mastery

**Target:**
Greater than 90% of students will complete the MSN Competency Checklist prior to graduation.

**Finding (2011-2012) - Target: Met**
There were 31 students who graduating. All had satisfactorily completed the MSN Competencies Checklist.

**OthOtm6: Program enrollments and degree completion**
The program will build and sustain an optimal level of annual program enrollments and degree completion.

**Related Measures**

**M 11: Graduate program applicants**
Assess the number of qualified applicants and the number of students admitted to the college's graduate program.

**Source of Evidence:** Graduate/professional school acceptance rate

**Target:**
CCN will continue to admit qualified applicants to the MSN program.

**Finding (2011-2012) - Target: Met**
A total of 146 applicants began the application process. Of these, 68 were qualified and admitted to the program. Any person not accepted either were not qualified or chose to not continue the application process.

**M 12: Graduate comparisons**
Assess the number and percentage of graduates compared to the number that entered the program by cohort.
Source of Evidence: Benchmarking of learning outcomes against peers

**Target:**
Retain at least 85% of graduate students admitted to CCN graduate study through graduation.

**Finding (2011-2012) - Target: Not Met**
The cohort admitted in Summer 2008 is the latest cohort to complete the program of study. This was a very small group of only 6 students admitted. There was one student lost to attrition with 5 graduating from the program. This was a 83.3% retention rate (16.7% attrition).

**Related Action Plans (by Established cycle, then alpha):**

**Continue to monitor**
*Established in Cycle: 2011-2012*
Continue to monitor student attrition by cohort.

For full information, see the Details of Action Plans section of this report.

**OthOtm 7: Highly valued graduates**
The program will be highly valued by its program graduates and other key constituencies it serves.

**Related Measures**

**M 13: Alumni Evaluation**
Alumni Evaluation of Graduate Programs – even years
Source of Evidence: Alumni survey or tracking of alumni achievements

**Target:**
This survey is completed biennially in the odd numbered academic years. It will be completed next in the academic year 2012-2013.

**Finding (2011-2012) - Target: Not Reported This Cycle**
This survey was not included in reported data this cycle.

**M 14: Employer Evaluation**
Employer Evaluation of Graduate Programs – even years
Source of Evidence: Employer survey, incl. perceptions of the program

**Target:**
Employer Survey conducted in even numbered years.

**Finding (2011-2012) - Target: Not Reported This Cycle**
This survey is completed biennially in the odd numbered academic years. It will be completed next in the academic year 2012-2013.

**M 15: Graduate Student Survey**
Graduating Graduate Student Survey – even years
Source of Evidence: Student satisfaction survey at end of the program

**Target:**
Graduating students will express satisfaction with the program of study.

**Finding (2011-2012) - Target: Not Reported This Cycle**
This survey is completed biennially in the odd numbered academic years. It will be completed next in the academic year 2012-2013.

**Details of Action Plans for This Cycle (by Established cycle, then alpha)**

**Clarification of expectations**
Clarify the type and amount of evidence of collaboration with providers and consumers.

**Established in Cycle:** 2011-2012
**Implementation Status:** Planned
**Priority:** High

**Relationships (Measure | Outcome/Objective):**
*Measure*: Professional Collaboration | *Outcome/Objective*: Collaborate with providers and consumers

**Implementation Description:** Revise the rubric for the performance improvement project to clarify the expectation of evidence of collaboration with providers and consumers. Provide an example of satisfactory performance.

**Responsible Person/Group:** Course faculty will report to Senior Associate Dean.

**Clearly present the performance expectation**
The expected behavior of collaboration in the clinical setting will be emphasized in the syllabus and course assignments.

**Established in Cycle:** 2011-2012
**Implementation Status:** Planned
**Priority:** High

**Relationships (Measure | Outcome/Objective):**
*Measure*: Collaboration in clinical setting | *Outcome/Objective*: Collaborate with providers and consumers

**Implementation Description:** Course faculty in NUR 530 will report to Senior Associate Dean.

**Continue to monitor**
Continue to monitor student attrition by cohort.

**Established in Cycle:** 2011-2012
**Implementation Status:** Planned
**Priority:** High

**Relationships (Measure | Outcome/Objective):**
**Measure**: Graduate comparisons | **Outcome/Objective**: Program enrollments and degree completion

**Implementation Description**: Continue to monitor student attrition by cohort. Future groups are larger than the one reviewed in this report. It is expected the graduation rate will improve. It will not be as easily affected when one of only 6 did not complete the program.

**Responsible Person/Group**: Assistant Dean for Graduate Program will monitor and report to Senior Associate Dean.

**Employer Satisfaction**
The Graduating Graduate Student Survey will be conducted during the 2012-2013 academic year.

**Established in Cycle**: 2011-2012
**Implementation Status**: Planned
**Priority**: High

**Implementation Description**: Surveys related to the Graduate Program will be evaluated in the even numbered years. Results will be reported in the 2012-2013 academic year.

**Responsible Person/Group**: Senior Associate Dean

**Revise Discussion Rubric**
Revise the discussion rubric to clarify expectations for the discussion forums.

**Established in Cycle**: 2011-2012
**Implementation Status**: Planned
**Priority**: High

**Relationships (Measure | Outcome/Objective):**
**Measure**: Forum discussions | **Outcome/Objective**: Applying concepts of nursing

**Implementation Description**: Course faculty in NUR 520 will revise the discussion rubric to clarify the type and amount of student input in the discussion forums.

**Responsible Person/Group**: Course faculty in NUR 520 will implement and report to Senior Associate Dean.

**Revise Rubric**
Revise the rubric to clarify the expected level for paper.

**Established in Cycle**: 2011-2012
**Implementation Status**: Planned
**Priority**: High

**Relationships (Measure | Outcome/Objective):**
**Measure**: Writing paper | **Outcome/Objective**: Applying concepts of nursing

**Implementation Description**: Course faculty will revise the rubric to clarify the expected level for applying concepts of nursing in institutional and community settings to culturally diverse individuals and groups.
### Curriculum Maps #1 (In which courses or in what activities or assignments are Student Learning Outcomes Addressed)

<table>
<thead>
<tr>
<th>Course 1</th>
<th>Student Learning Outcome 1</th>
<th>Student Learning Outcome 2</th>
<th>Student Learning Outcome 3</th>
<th>Student Learning Outcome 4</th>
<th>Student Learning Outcome 5</th>
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- **Required Experience**

- **Common Experience**

- **Required Task**

- **Common Assignment**

- **Activity 1**
Curriculum Map II  (What assessment measures will be employed in which courses/activities/assignments for each Student learning Outcome)

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<thead>
<tr>
<th>Student Learning Outcome 1</th>
<th>Student Learning Outcome 2</th>
<th>Student Learning Outcome 3</th>
<th>Student Learning Outcome 4</th>
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<tr>
<td>Synthesize theories and principles</td>
<td>Provide leadership</td>
<td>Collaborate with providers and consumers</td>
<td>Apply concepts of nursing</td>
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