

Institutional Effectiveness 2023-2024

Program: Nursing BSN

College and Department: Whitson Hester School of Nursing- Bachelor of Science Nursing Program

Contact: Sarah Davidson and Dr. Barbara Jared

Mission:

The mission of the Whitson-Hester School of Nursing (WHSON) is a focused commitment on meeting the health care needs of the diverse population of the Upper Cumberland Region of Tennessee. The goal of the nursing program is to prepare graduates with a commitment to life-long success as nursing leaders in rural and urban areas who are committed to professional nursing standards, open to the changes occurring in a global health care system, and motivated to improve the health status of individuals, groups, and communities.

The University mission was approved by the Tennessee Tech Board of Trustees on June 26, 2018 as follows, "Tennessee's technological university creates, advances, and applies knowledge to expand opportunity and economic competitiveness. As a STEM-infused, comprehensive institution, Tennessee Tech delivers enduring education, impactful research, and collaborative service." Through the department's mission, there is a commonality to quality of instruction. The WHSON has played a significant role in the University's commitment to meet the economic needs of the region. The mission of the WHSON further reflects the mission of the University through the preparation of "graduates with a commitment to life-long success as nursing leaders in rural and urban areas who are committed to professional nursing standards, open to the changes occurring in a global health care system, and motivated to improve the health status of individuals, groups and communities." The mission and goals are reviewed and revised by the nursing faculty to reflect current trends in nursing and healthcare.

Attach Curriculum Map (Educational Programs Only):

Attached Files: See Appendix 1

PO 1: Compliance with National Accreditation Agencies and the TN State Board of Nursing

Define Outcome:

The Whitson-Hester School of Nursing will maintain compliance with required agencies.

1. Whitson-Hester School of Nursing will demonstrate ongoing accreditation through the Commission on Collegiate Nursing Education (CCNE).
2. Whitson-Hester School of Nursing will demonstrate ongoing full approval of the Tennessee State Board of Nursing.

Assessment Methods:

CCNE Accreditation and Approval of the Tennessee State Board of Nursing

The Commission on Collegiate Nursing Education (CCNE) – CCNE is “an autonomous accrediting agency, officially recognized by the U.S. Secretary of Education as a national accreditation agency. The Commission ensures the quality and integrity of baccalaureate, graduate, and residency programs in nursing. CCNE serves the public interest by assessing and identifying programs that engage in effective educational practices. CCNE is a voluntary, self-regulatory process, which supports and encourages continuing self-assessment of nursing programs and supports continuing growth and improvement of collegiate professional education and post-baccalaureate nurse residency programs.” <http://www.aacn.nche.edu/ccne-accreditation/about/mission-values-history>.

The Tennessee State Board of Nursing – the TN State Board of Nursing’s mission and responsibilities “center around three broad functions – licensure, education, and practice. The board prescribes the minimum curriculum for all nursing programs on ground, online, distance, or via other electronic means and annual approves schools of nursing meeting board standards. <http://health.state.tn.us/boards/Nursing/index.htm>.

Assessment data relative to CCNE accreditation and TN State Board of Nursing approval is reviewed by the Dean and Director of the WH-SON and disseminated to the WH-SON Faculty Organization for discussion and input. The Dean and Director of the WH-SON are an Ex-officio member of the WH-SON Faculty Organization. Faculties receive copies of completed accreditation reports. Faculty Organization meets monthly during the academic year. The annual report to the TN State Board of Nursing is accessible to faculty when requested.

Criteria for Success (Thresholds for Assessment Methods):

The WHSON will maintain continuous accreditation status with TBON and CCNE. Schools not meeting TBON standards are investigated and the board is authorized to place the school on conditional approval or close the program if standards are not met.

-Accreditation Site Evaluation for BSN, MSN, and Post-Graduate Certificate Program-
September 27-29, 2023.

Link to 'Tech Tomorrow' Strategic Plan:

3.A Efficiency and Effectiveness,4.B Programs, Certificates, and Training

Results and Analysis:

Commission on Collegiate Nursing Education (CCNE) Accreditation

- **2009 Self-Study and Initial Accreditation:** In 2009, the WH-SON completed a comprehensive self-study in anticipation of an on-site evaluation by the Commission on Collegiate Nursing Education (CCNE). At the October 2010 CCNE meeting, the agency confirmed that WH-SON met all four accreditation standards with no compliance issues. These standards include alignment with the University's mission and compliance with educational standards. Consequently, CCNE retroactively granted full accreditation to the school's baccalaureate degree program in nursing from February 5, 2009, the date of the on-site evaluation, until December 31, 2019.
- **Continuous Improvement Performance Report (CIPR):** The Continuous Improvement Performance Report (CIPR) was submitted to CCNE on December 1, 2014, and full approval was granted on July 8, 2015.
- **2018 Self-Study and Re-Accreditation:** In December 2018, WH-SON conducted a self-study process for re-accreditation. This process allowed the program to identify strengths, assess student achievement, pinpoint areas for improvement, and plan continuous improvement. The CCNE re-accreditation site visit occurred from February 20-22, 2019, during which the site visitors confirmed that the WH-SON BSN program met all four required standards. Final accreditation was granted in the Fall of 2019.
- **2022 CIPR and 2023 Re-Accreditation:** The CIPR was submitted in December 2022. The re-accreditation site visit for the WH-SON BSN took place on September 27-29, 2023, and passed all standards without compliance issues. The next accreditation site visit is due in 2034.

Tennessee State Board of Nursing Approval

- WH-SON received full approval from the Tennessee State Board of Nursing without deficiencies. The most recent on-site visit for the Baccalaureate Degree Program occurred in Spring 2017, with an annual report due each December by the Academic Program Specialist.

This comprehensive accreditation and compliance process ensures that WH-SON maintains high standards in nursing education, consistently meeting and exceeding the requirements set forth by accrediting bodies.

Use of Results to Improve Outcomes:

The accrediting body, CCNE, has adopted the new American Association of Colleges of Nursing (AACN) Essentials to take effect in 2025. These changes will require review and revision of all programs in the WH-SON. These Essentials will move nursing toward a competency-based education model. As per our goal from the last IE report, we have initiated the curriculum review and began the process of curricular change. Below are the plans to adopt the new AACN

- Essentials:
 - 2023-2024 GOAL 1:
 - Adoption of the new AACN Essentials for Nursing Education that is making a shift to competency-based education and evaluation. The WHSON will begin curricular review and revision in late fall 2023 to start the process of incorporating these Essentials.
 - OUTCOME GOAL 1:
 - Goal Met
 - Initiated the consistent use of the Clinical Judgement Model in all clinical courses: completed 2023-2024
 - Appointed an Essentials Clinical Champion: completed Spring 2024
 - Clinical teaching seminar for all new full time and part time faculty teaching clinical: completed Fall 2023 and will continue Fall 2024
 - 2023-2024 GOAL 2:
 - Full accreditation in September 2023, but will address any recommendations.
 - OUTCOME GOAL 2:
 - Goal met
 - Full BSN accreditation without any recommendations. Next accreditation 2034.
 - Plans for Continued compliance with PO1:
 - Essentials Clinical Champion will lead and mentor clinical coordinators and clinical instructors in the transition to competency-based education to meet the new essentials, including submission of revised clinical syllabi to the WHSON Curriculum Committee
 - Essentials Didactic Champion will be named Fall 2024 to lead and mentor faculty in adapting their syllabi and teaching strategies. This will be a 2-year process.
 - Ongoing review of the WH-SON Program Evaluation Plan
 - Anticipated Tennessee Board of Nursing report and site visit within the next 3 years.

PO 2: WH-SON program will maintain strong graduation rates

Define Outcome:

Provides a comparison between the WH-SON graduates and the rest of the university. This assessment can identify changes in student retention and attrition compared to the institution. WHSON and University graduation rates comparisons are reviewed annually by the Dean of the WH-SON and shared with faculty during Faculty Organization meetings.

Assessment Methods:

- Cohort Tracking using defined definitions for completion is the primary assessment method

- Graduation rates from the WHSON program will meet or exceed university rates.
- Provides a comparison between the WH-SON graduates and the rest of the university. This assessment can identify changes in student retention and attrition compared to the institution.
- A completion rate greater than 70% is also a required assessment for CCNE accreditation.
- WHSON and University graduation rates comparisons are reviewed annually by the Dean and Director of the WH-SON and shared with faculty during Faculty Organization meetings.

Criteria for Success (Thresholds for Assessment Methods):

1. A minimum of 70% of BSN students will complete Upper Division Nursing in 8 semesters or less. The pre-licensure BSN track is organized for completion in 5 semesters and the rates are based on completion within 8 semesters to account for students who may have to repeat a course(s). Students are excluded who have identified factors such as family obligations, relocations, financial barriers, and decisions to change major or transfer to another institution of higher education.

The second degree, Accelerated BSN (ABSN) track is organized for completion in 4 semesters and the completion rates are based on completion within 8 semesters to account for students who may have to repeat a course(s). Students are excluded who have identified factors such as family obligations, relocations, financial barriers, and decisions to change major or transfer to another institution of higher education. These ABSN students are admitted in May each year and graduate the August of the following year.

2. Post-licensure (RNBSN) students are admitted every semester and may progress at either a full-time or part-time rate. Seventy percent of full-time RNBSN students will graduate within 4.5 semesters beginning with enrollment in their first NURS course and 70% of part-time students will graduate within 9 semesters beginning with enrollment in their first NURS course.

Link to 'Tech Tomorrow' Strategic Plan:

3.A Efficiency and Effectiveness

Results and Analysis:

The pre-licensure BSN, accelerated BSN, and post-licensure BSN programs at WH-SON have consistently surpassed success benchmarks. The WH-SON graduation rates exceed those of the university with the TTU graduation rate for full-time students being 38.4% (within 4 years) and 54.2% (within 6 years) for the Fall 2019 and Fall 2017 cohorts respectively. This analysis not only highlights critical performance metrics but also underscores the positive impact of factors on student outcomes, a testament to the quality of education provided by WH-SON. In Spring 2020, The EF4 tornado in Cookeville and the subsequent shift to remote learning due to the COVID-19 pandemic significantly disrupted student progression, particularly affecting the 2020 BSN cohorts. Despite these challenges, the program demonstrated resilience and adaptability.

Pre-Licensure BSN Program

The graduation rate rebounded in 2022, increasing to 93% from the 89% recorded in 2021. The graduation rates for the Pre-Licensure BSN program demonstrate strong performance, with cohort-specific data as follows:

Pre-Licensure Graduation Rates

	Admitted 2018		Admitted 2019		Admitted 2020		Admitted 2021	
Traditional BSN	Spring %	Fall %	Spring %	Fall %	Spring %	Fall %	Spring %	Fall %
Rate by Semester	100% (61/61)	94% (49/52)	93% (57/61)	84% (49/58)	95% (60/63)	90% (44/49)	95% 54/57	
Number of Exclusions	6	13	4	5	5	12	9	
Graduation Rate by Calendar Year	2020: 97%		2021: 89% **		2022: 93%		2023:***	

** Major disruption due to Covid-19 and local natural disaster

*** The 2023 completion rate cannot be calculated at this time due to the continued enrollment of current students.

Accelerated BSN Completion Rates

	Admitted 2019	Admitted 2020	Admitted 2021
Accelerated BSN	Summer 2019	Summer 2020	Summer 2021
Rate	23/28 (4 failures/1 finished outside of 6 semesters)	26/28	24/28
Number of Exclusions	4	1	2
Rate by Calendar Year	2020: 82%	2021: 93%	2022: 86%

*The 2023 ABSN completion rate cannot be calculated at this time due to the continued enrollment of a current student.

Post-Licensure Rate

	Admitted 2019			Admitted 2020			Admitted 2021			Admitted 2022		
	SP%	SU%	Fall%	SP%	SU%	Fall%	SP%	SU %	Fall %	SP%	SU%	F%
Rate by Semester	100% (2/2)	50% (2/4)	0	100% (1/1)	100% (2/2)	66% (2/3)	100% (4/4)	100% (5/5)	100% (1/1)	100% (3/3)	100% (1/1)	100% (2/2)
Number of Exclusions	0	0	1	0	2	1	0	0	0	0	0	2
Rate by Calendar Year	Completion Rate: 66%			Completion Rate: 83%			Completion Rate: 100%			Completion Rate: 100%		

Use of Results to Improve Outcomes:

The WH-SON reviews completion rates every semester and compares to the university and the CCNE requirements for completion. The above tables represent the graduation rates for all 3 BSN concentrations. Below is the review of 2023-2024 goals and the ongoing plans for this program outcome.

PO 2 2023-2024 GOAL 1

- ABSN students entering under the newly revised ABSN curriculum in May 2022 will graduate in August 2023 and we will evaluate the effectiveness of the curriculum as it impacts progression, retention, completion and licensure.

PO 2 GOAL 1-Outcome

- Not met. 100% of the ABSN students in May of 2022 did not graduate in July 2023. However, that only impacted one student. The student was transitioned to the traditional BSN and is on target to graduate in the 2023-2024 academic year.
- Feedback from students related to the curriculum change has been positive with specific feedback on decreasing the Spring semester to one clinical course, the merging of Pharmacology II and Pathophysiology II complementing the content, the addition of the Critical Care course in their last summer just prior to graduation as a confidence booster, and the 6 credit Lifespan Clinical in the graduating summer as a great preparation for entry into practice.

PO 2 2023-2024 GOAL 2

- We will evaluate the effectiveness of the tutoring and new HESI Adaptive Quizzes on both retention and completion.

PO 2 GOAL 2-Outcome

- The WH-SON faculty continue to recruit high achieving students to participate in the tutoring services in Volpe Library.
- Faculty identify students struggling with content and testing and refer them to the library for tutoring. The feedback from students is positive regarding this service.
- Faculty identify students struggling with practice and concepts in the clinical setting and send them to the simulation lab for remediation. The lab coordinator spends 8-10 hours per week remediating students identified with clinical deficiencies. The result of this remediation is overwhelmingly positive as on three students were unsuccessful in their clinical courses in AY 2022-2023.
- The WH-SON Curriculum Committee surveyed faculty and students regarding the use of the HESI Adaptive Quizzes and received less than positive results. Faculty and students relayed difficulty in use, cumbersome and lack of sufficient company support of the product. The one exception was in the NURS 4460 Licensure course. Students and faculty expressed support of their use and identified the Adaptive Quizzes as having a positive impact on NCLEX preparation.

- The WH-SON Curriculum Committee in conjunction with the Dean will make a recommendation to the Faculty Organization in the Fall semester related to the use of the HESI Adaptive Quizzes.

PO 2 2023-2024 GOAL 3

- In response to the higher “D” and “F” grades in the past year, we reviewed curricular sequencing and decided to move NURS 3290 Patho I to the first semester of Upper Division and move the NURS 3240 Pharm I to the second semester. We will evaluate the outcomes to this change in the next year.

PO 2 GOAL 3-Outcome

- The purpose for the change in curricular sequencing was the recognition that students were struggling with Pharmacology I because it was taken prior to their first clinical course and they did not have an appropriate context for learning the material. The Pathophysiology I course is more appropriate for these students in their first semester in nursing school as they are coming from Anatomy and Physiology and Microbiology and the Pathophysiology builds on that content and does not require a clinical context. The curricular change yielded a positive outcome for 1st semester, upper division nursing majors as documented in the table below.

Fall 2022-Pre-Curricular Change	Fall 2023-Post-Curricular Change
1st Semester NURSING School	1st Semester NURSING School
“D” “W” “F” Grades	“D” “W” “F” Grades
26.25%	10%
Spring 2023-Pre-Curricular Change	Spring 2024-Pre-Curricular Change
1st Semester NURSING School	1st Semester NURSING School
“D” “W” “F” Grades	“D” “W” “F” Grades
17.8%	8.5%

Plans for Continued compliance with PO2:

- The WH-SON Admissions and Credits Committee will review DWF rates each semester and make recommendations to the WH-SON Curriculum Committee and the WH-SON Faculty Organization
- Spring 2024, the WH-SON extended 150 Direct Admissions to incoming Freshmen. While we will not have those graduation rates by end of 2024-2025 evaluation year, we will

track these students and compare their overall completion rate and time to completion with students admitted to Nursing as Sophomore 2 students.

- The WH-SON Admissions and Credits Committee and Programs Evaluation Committee will review graduation rates every semester and refer concerns to the appropriate committees and/or administration.
- Graduation rate for the WH-SON will exceed the TTU graduation rate and the CCNE benchmark of 70%.

PO 3: Graduates of the Whitson-Hester School of Nursing will be licensed to practice nursing

Define Outcome:

BSN graduates cannot practice nursing without initial licensure. The National Council of State Boards of Nursing (NCSBN) is an independent, not-for-profit organization serving as the “vehicle through which boards of nursing act and counsel together on matters of common interest.” NCSBN was created to “guard the safety of the public” through member boards seeking to “ensure that nurses entering the workforce have the necessary knowledge and skills to practice.” To meet this goal, NCSBN develops “psychometrically sound and legally defensible nurse licensure examinations consistent with current nursing practice.” Specific to the WH-SON nursing program, our BSN graduates are eligible to test for the NCLEX-RN licensure examination upon graduation from the program and completion of a criminal background check. Utilizing current changes in U.S. health care delivery and nursing practice and the acuity level of patient care, the NCSBN Board of Deans evaluate the NCLEX-RN passing standards every three years, adjusting the difficulty level of the exam. Therefore, it is the preferred comparison benchmark for the WH-SON versus comparison to peer Tennessee institutions and nationally.

Assessment Methods:

The NCLEX-RN is completed through Computerized Adaptive Testing, with a minimum of 75 questions up to 265 questions answered based on the graduate’s ability to answer questions reflective of varying cognitive levels with emphasis placed on application or higher levels of cognitive ability described by Bloom’s taxonomy for the cognitive domain. Graduates will receive a pass/fail if they have met the passing standards set by NCSBN.

www.ncsbn.org/181.htm

In April 2024 the NCSBN implemented the Next Generation NCLEX 9 (NGN) utilizing the clinical judgement framework. The WH-SON began preparing those students and faculty in the Fall of 2022 by increasing the number of NGN type questions into every exam. Faculty also including case studies and sample NGN questions into their classroom teaching.

Assessment data relative to NCLEX-RN pass rates is reviewed by the Dean and Director and disseminated to the WH-SON Faculty Organization. As the NCLEX-RN passing standards change

along with changes to the NCLEX-RN test blueprint, the blueprint is reviewed by individual Course Administrators as well as the WH-SON Curriculum Committee for gaps in content, concepts, etc. with necessary course and/or curriculum revisions when warranted. WHSON will monitor the Board of Nursing reports for downward trends and HESI Exit exam trends.

Criteria for Success (Thresholds for Assessment Methods):

CCNE, the WHSON accrediting body, requires an NCLEX pass rate of 80% or higher, the TN Board of Nursing requires a pass rate of 85% and the WHSON set their benchmark at 95%.

Benchmark: BSN graduates will maintain a first time NCLEX pass rate of 95% or greater.

Link to 'Tech Tomorrow' Strategic Plan:

3.A Efficiency and Effectiveness

Results and Analysis:

The WHSON accrediting body (CCNE) requires an NCLEX pass rate of 80% or higher, the TN Board of Nursing (TBON) requires a pass rate of 85%, and the WH-SON faculty voted to exceed these requirements and set the school's targeted pass rate as 95% or above. The 2023 NCLEX average results exceed CCNE, TBON, and the WHSON targeted benchmark. The average program pass rates ranged from 94% to 99% for the last three years and were consistently higher than national pass rates.

NCLEX-RN Licensure Exam Results

NCLEX-RN		2018	2019	2020	2021	2022	2023
TTU School of Nursing	#Takers	115	126	139	130	130	119
	% Pass	99%	96%	99%	94%	97%	97%
National	% Pass	88%	88%	87%	84%	82%	90%

Use of Results to Improve Outcomes:

2023-2024 PO3 GOAL I:

- We will evaluate the NCLEX licensure outcomes for the May 2023 graduating class as they took the new Next-Gen NCLEX exam. We will initiate changes in the curriculum and NCLEX preparation if there is a negative outcome.

PO 3 2023-2024 GOAL 1-Outcome

- The Tennessee Board of Nursing reports NCLEX rates based on a calendar year and we receive those results each February. We do receive quarterly reports, but the final report is annual.
- The NCLEX results for the May 2024 graduates will be provided in February 2025. However, the combination of the 2024 2nd quarter report and our staff reviewing the TBON website we have verified that 53 of our May 2024 graduates have tested and passed. Seven are still pending waiting to test.
- As demonstrated in the table above, the WH-SON exceeded the benchmarks established by CCNE, Tennessee Board of Nursing and the WH-SON.
- As indicated by the 2023 NCLEX results, the WH-SON was well prepared for the change to the NGN test plan.

Plans for Continued compliance with PO3:

- Evaluate the NCLEX outcomes each quarter and annually
- Continue implementation of the Clinical Judgement Model in the clinical setting and in case studies in the classroom.
- Continue the NCLEX advisement for graduating seniors as noted below:
- All Senior 2 students are assigned a faculty NCLEX advisor
- All Senior 2 students must take the HESI RN Exit Exam
- Any student scoring below 900 must retake the exam at the end of the semester
- Any student scoring below 900 must meet a minimum of 2 times with their NCLEX advisor
- In conjunction with their NCLEX advisor the student will develop a plan for NCLEX preparation, including a post-graduation plan.

The School of Nursing provides individualized support for students who do not pass the exam on the first attempt. The students work with the program's advisor to address study and test-taking skills, time management, etc. An improvement plan is created to approach their next steps towards success on the NCLEX, studying NCLEX Q&A Review books, making recommendations to graduates for external tutors, and encourage a national (in-person) review course.

SLO 1: Students of the Whitson-Hester School of Nursing will graduate with the ability to synthesize nursing knowledge into evidence-based practice.

Define Outcome:

- Students of the Whitson-Hester School of Nursing will graduate with the ability to synthesize nursing knowledge into evidence-based practice.

Intended Outcomes / Objectives:

By graduation, the undergraduate will demonstrate proficiency in the following areas:

1. Integrate knowledge and theories from the natural and social sciences, liberal arts, humanities, and nursing to develop a generalist professional nursing practice (LO-1)
2. Provide professional nursing care, which includes health teaching and health promotion to individuals, families, groups, and communities throughout the life span along a continuum of health, illness, and/or disability within various health care settings (LO-2)
3. Identify and apply knowledge of basic organizational and systems leadership for safe and high-quality patient care (LO-3)
4. Evaluate and utilize theory and research-based knowledge in nursing practice for beginning scholarship for evidence-based practice (LO-4)
5. Demonstrate professional nursing practice through critical thinking, clinical judgment, therapeutic nursing intervention and communication utilizing information management and patient care technology within the practice of the baccalaureate generalist (LO-5)
6. Demonstrate basic knowledge of healthcare policy, finance, and regulatory environments, including local, national, and global trends (LO-6)
7. Develop collaborative relationships and inter-professional communication with health care professionals and the health care consumer to promote and advance positive patient health care outcomes founded on evidence-based practice (LO-7)
8. Utilize evidence-based practice for health promotion, risk reduction, disease prevention, and illness management of individuals, families, groups and communities (LO-8)
9. Demonstrate quality nursing practice based on professional values, incorporating ethical, moral and legal standards, and human diversity (LO-9)

Assessment Methods:

All WH-SON students are required to take a minimum of 4 HESI exams in addition to their HESI admission exam. These exams include the RN Exit Exam given in the last semester for each cohort. The 2024-2025 HESI plan also includes three content specific exams: Medical Surgical I and Mental Health both given in the second semester and Medical Surgical II given in the third semester.

HESI Exams – Health Education Systems, Inc. (HESI) is a testing company specializing in producing valid and reliable tests for nursing schools (See Appendix B - HESI Definition of

Terms: Reports). They offer custom, specialty and exit exams. HESI exams are computerized based and timed, comparable to the delivery format of the NCLEX-RN. In addition, the exam questions are modeled after the NCLEX-RN test blueprint and can be utilized as a predictor for NCLEX-RN success. Each exam type can provide individual student evaluation and class aggregate evaluation data.

The HESI exam provide information throughout the program that allows students to identify classifications of content that need improvement. The information also provides faculty with broad content areas that are tested and allows faculty to review student scores in each area. Many times this prompts content change in the curriculum.

Criteria for Success (Thresholds for Assessment Methods):

Scores on the HESI RN Exit Exam will be equal to or higher than the national average in each category as reflected in the 9 Program Objectives.

Note: Each Obj/SLO is connected to a HESI content area.

Link to 'Tech Tomorrow' Strategic Plan:

Results and Analysis:

HESI RN Exit Exams are only required for the pre-licensure concentrations (Traditional BSN and ABSN).

Traditional BSN:

The Fall 2023 cohort of students exceeded the benchmarks in every area.

The Spring 2024 cohort were below the benchmark in 7 of the 14 content areas impacting 5 of the learning outcomes.

- LO-1 Integrate knowledge and theories from the natural and social sciences, liberal arts, humanities, and nursing to develop a generalist professional nursing practice
- Liberal Education for Evidence Based Practice
- LO-3 Identify and apply knowledge of basic organizational and systems leadership for safe and high-quality patient care
- Leadership for Quality Care and Patient Safety
- Communication
- LO-4 Evaluate and utilize theory and research-based knowledge in nursing practice for beginning scholarship for evidence-based practice

- Scholarship for Evidence Based Practice
- LO-7 Develop collaborative relationships and inter-professional communication with health care professionals and the health care consumer to promote and advance positive patient health care outcomes founded on evidence-based practice
- Designer, Management, and Coordination of Care
- Interprofessional Communication
- LO-8 Utilize evidence-based practice for health promotion, risk reduction, disease prevention, and illness management of individuals, families, groups and communities
- Clinical Prevention and Population Health

Traditional HESI Exit Exam

HESI RN EXIT		November 2023		February 2024	
		TTU Score	National Score	TTU Score	National Score
	HESI Category				
LO-1	Liberal Education for EBP	882	830	799	830
LO-2	Provider of Care	879	835	840	835
	BSN Nsg Practice	872	834	840	834

LO-3	Leader for Quality Care & Pt Safety	864	830	809	830
LO-4	Scholarship for EBP	906	830	799	830
3	Clinical Judgement Clin Decision Critical Thinking	873	837	844	837
	Nursing Intervention	873	837	842	837
	Comm	911	840	830	840
	Pt Care Techn & Inf Mngmt	946	837	686	837
LO-6	Healthcare Policy	874	839	875	839
LO-7	Designer/ Manager/ Coord of Care	911	842	824	842
	Interprof Comm	911	816	800	816
LO-8	Clinical Prevention & Pop Hlth	863	837	813	837
LO-9	Prof & Prof Values	908	831	841	831

Accelerated HESI Exit Exam

The 2023 Graduating ABSN students scored above the national average in every content area.

	Accelerated Exit Exam	June 2022		June 2023	
		TTU Score	National Score	TTU Score	National Score
	HESI Category				
LO-1	Liberal Education for EBP	892	840	953	821
LO-2	Provider of Care	930	845	957	828
	BSN Nsg Practice	913	844	955	828
LO-3	Leader for Quality Care & Pt Safety	914	844	925	826
LO-4	Scholarship for EBP	895	842	929	823
LO-5	Clinical Judgement-Clin Decision-Critical Thinking	917	845	945	826
	Nursing Interventions	920	846	953	827

	Communication	938	837	1096	839
	Pt Care Techn & Inf Mngmt	839	860	1156	821
LO-6	Healthcare Policy	1002	860	1019	842
LO-7	Designer/ Manager/ Coord of Care	856	840	929	833
	Interprofessional Comm	909	836	950	824
LO-8	Clinical Prevention & Pop Hlth	902	846	958	829
LO-9	Prof & Prof Values	922	842	1085	822

Use of Results to Improve Outcomes:

In the 2022-2023 Report the WH-SON was comparing Mid-Curricular HESI scores and Exit RN scores. Since that time the WH-SON has dropped the Mid-Curricular HESI and replaced it with a content specific HESI. Currently we are using the HESI RN Exit exam given in the last semester to evaluate mastery of the 9 Obj/SLO's.

Traditional BSN:

In the 2022-23 Report only 1 content area was below the benchmark in LO-7 and it was Interprofessional Communication. An increased focus was placed on communication in the NURS 3270/3271 Fundamentals of Nursing and Lab in the 2023-2024 Academic Year. The scores on this content area were above the benchmark in Fall 2023 but fell below the benchmark again in Spring 2024.

Accelerated BSN:

In 2023 the ABSN students scored above the benchmark in every content area.

Plans for Continued compliance with SLO:

- With the change in types of HESI's administered assessments will also need to change:
- Comparison of HESI Content Specific scores to the final exam in the course.
- Comparison of HESI Content Specific score to the final grade in the specific course
- The seven content areas that fell below the national benchmark on the HESI RN Exit exam in the Spring 2024 cohort will be reviewed at the first Fall 2024 WH-SON Curriculum Committee meeting and the WH-SON Programs Evaluation Committee. Recommendations will be made to the Faculty Organization regarding curricular content.

Summative Evaluation:

The WHSON will continue to use the same evaluation methods and benchmarks for the 2024-2025 academic year. Several areas will be addressed in the next academic year.

- The process for incorporating the new AACN Essentials for Nursing Education has begun in the clinical course and the didactic incorporation of the new Essentials will start Fall 2024. These must be incorporated by 2026. This will be the bulk of the work in the WHSON over the next 2 years.
- In 2023 (as reported in February 2024) WHSON had the highest NCLEX pass rate for the large TN schools of nursing. The WHSON preparation for the new Next-Gen NCLEX was successful. We will continue to evaluate the NCLEX pass rates and adjust curriculum accordingly.
- In response to the higher number of "D" and "F" grades in the WHSON between 2020-2022 we evaluated sequencing in the WHSON and made changes in the sequencing moving NURS 3290 to the SO2 level and adding a "Student Success" course for upper division students and moving NURS 3240 Pharmacology I to the JR1 semester. We will evaluate the impact in 2024-2025 after collecting 2 years of data.
- The ABSN concentration is consistently experiencing low enrollment. This is largely secondary to lack of financial aide support for students receiving a second BSN. In response to this the WHSON:
 - Offered 10 ABSN seats to students completing their first upper division semester of nursing who received all "A's" and/or "B's". These students moved into the ABSN cohort to increase enrollment in that course. This will allow them to graduate Summer 2025 rather than the traditional May 2026. We will evaluate the retention and progression of these students.

- The WHSON Admissions and Credits committee will investigate and submit a proposed plan to the WHSON Faculty Organization in 2024/2025 AY related to changing the ABSN second degree program to just an Accelerated BSN program without requiring a previous degree.

Assessment Plan Changes:

List of Appendices:

Appendix 1: Nursing BSN Curriculum Map

Appendix 1: Nursing BSN Curriculum Map

Required Courses and Experiences	WHSON Program Objectives								
	Integrates knowledge and theories from the natural and social sciences, liberal arts, humanities, and nursing to develop a generalist professional nursing practice.	Identifies and applies knowledge of basic organizational and systems leadership for safe and high-quality patient care.	Evaluates and utilizes theory and research-based knowledge in nursing practice for beginning scholarship for evidence-based practice.	Demonstrates professional nursing practice through critical thinking, clinical judgment, therapeutic nursing intervention and communication utilizing information management and patient care technology within the practice of the baccalaureate generalist.	Demonstrates basic knowledge of healthcare policy, finance, and regulatory environments, including local, national, and global trends.	Develops collaborative relationships and interprofessional communication with healthcare professionals and the healthcare consumer to promote and advance positive patient healthcare outcomes founded on evidence-based practice.	Utilizes evidence-based practice for health promotion, risk reduction, disease prevention, and illness management of individuals, families, groups, and communities.	Demonstrates quality nursing practice based on professional values, incorporating ethical, moral, and legal standards, and human diversity.	Provides professional nursing care, which includes health teaching and health promotion to individuals, families, groups, and communities throughout the lifespan along a continuum of health, illness, and/or disability within various healthcare

									are setting s.
BSN									
NURS 2300	I		I	I	I				
NURS 3240	R	I	R	R	I	I	R	I	M
NURS 3250	R	I	R	M	R	R	R	I	R
NURS 3260	I	R	I	R	R	I	R	R	R
NURS 3261	M	R	M	M	R	M	R	R	R
NURS 3270	R	R	R	R	R	I	R	I	I
NURS 3271	M	R	M	M	R	M	R	R	R
NURS 3280	R	R	R	M	M	M	R	R	M
NURS 3290	M	R	R	I	R	R	R	R	M
NURS 3350	R	R	R	M	R	R	R	R	M
NURS 3361	M	R	M	M	R	M	M	M	R
NURS 3370	R	I	R	M	R	M	I	R	R
NURS 3371	R	R	M	M	M	M	M	R	M
NURS 3390	M	R	R	R	R	R	R	R	M
NURS 4000	R	R	M	I	R	I	I	R	R
NURS 4001	R	R	R	I	M	M	R	M	R
NURS 4100	M	R	R	I	R	R	R	R	R
NURS 4101	R	I	R	M	M	M	M	M	M
NURS 4230	R	R	R	M	R	M	R	R	R
NURS 4300	R	R	R	R	R	M	R	R	M
NURS 4430	R	R	R	R	M	M	R	M	R

NURS 4201	M	M	M	M	R	M	M	M	M
NURS 4260	R	I	R	R		R	I	R	I
NURS 4300	R	R	R	R	R	M	R	R	M
NURS 4345	M	R	M	R	R	M	R	R	R
NURS 4460	M	A		M				M	R
NURS 4550	I	R	I	M	R	M	R	M	R
NURS 4750	M	M	M	M	M	M	M	M	M
NURS 4600	M	M	M	M	R	M	M	M	M
Other: Exit Exam RNExit		A		A A					

KEY:

I=Introduce

R-Reinforce

M-Mastery

A-Assessment Opportunity