

Institutional Effectiveness
2024-2025

Program: Nursing BSN

College and Department: Whitson Hester School of Nursing

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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 annually 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. The Re-Accreditation visit with TBON will take place in September 2025.

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 (for those seeking reaccreditation). 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 goals for the 2024-2025 AY

1. 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

Goal MET: The Essentials Clinical Champion led and mentored all clinical coordinators of the undergraduate clinical courses to adopt a clinical evaluation/assessment tool across all clinical courses that reflects the Clinical Judgement Model and provides consistency for students across their clinical courses.

New BSN Program Student Learning Outcomes aligning with the new AACN Essentials were adopted at the May 2025 Faculty Organization Meeting with a plan for revising all BSN courses in the 2025-2026 AY to incorporate the new objectives.

2. 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.

Goal MET: Two faculty were identified to champion the incorporation of the new AACN Essentials for the BSN didactic courses. These faculty attended multiple faculty development sessions in the Fall 2024 and Spring 2025 preparing for this endeavor. They will work with faculty in the 2025-2026 AY to revise didactic courses to incorporate the new AACN Essentials and the newly adopted WHSON Program SLOs.

3. Ongoing review of the WH-SON Program Evaluation Plan

Goal Met: The WHSON Programs Evaluation Committee reviewed the Program Evaluation Plan to ensure compliance with all segments of the plan.

4. Anticipated Tennessee Board of Nursing report and site visit within the next 3 years.

The TN Board of Nursing will conduct a site visit in September 2025. The WHSON Administration will complete the TBON comprehensive report over the summer of 2025.

Plans for Continued compliance with PO1:

1. The WHSON faculty will incorporate the new Program SLOs that align with the new AACN Essentials into every undergraduate course during the 2025-2026 AY. This will be guided by the Essentials Champions and will follow the approval process of WHSON Curriculum Committee, Faculty Organization and the University Curriculum Committee if indicated.
2. The Program Evaluation Plan will be revised to reflect the revised CCNE Standards that align with the new AACN Essentials.
3. The WHSON will prepare the comprehensive report for the TN Board of Nursing and prepare for the TBON site visit in September 2025.

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 (see tables below). The WH-SON graduation rates exceed those of the university with the TTU graduation rate for full-time students being 41.2% (within 4 years) and 57.7% (within 6 years) for the Fall 2020 and Fall 2018 cohorts respectively. This analysis not only highlights critical performance metrics but also underscores the positive impact of factors on student outcomes, a testament to quality of education provided by the WH-SON.

The pre-licensure BSN, accelerated BSN, and post-licensure BSN programs at WH-SON have consistently surpassed success benchmarks.

Pre-Licensure Graduation Rates

	Admitted 2019		Admitted 2020		Admitted 2021		Admitted 2022
Traditional BSN	Spring %	Fall %	Spring %	Fall %	Spring %	Fall %	Spring %
Rate by Semester	93%	84%	95%	90%	95%	64 students	69 Students
	(57/61)	(49/58)	(60/63)	(44/49)	(54/57)		
Number of Exclusions	4	5	5	12	9		
Graduation Rate by Calendar Year	2021: 89% **		2022: 93%**		2023*** 1 Student is enrolled in the Fall 2025 semester, and completion rates are not available		***2024 1 Student is enrolled in the Fall 2025 semester, and completion rates are not available

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

*** The 2023 and 2024 completion rate cannot be calculated at this time due to the continued enrollment of current students.

Accelerated BSN

	Admitted 2020	Admitted 2021	Admitted 2022	Admitted 2023	Admitted 2024
Accelerated BSN	Summer 2020	Summer 2021	Summer 2022	Summer 2023	Summer 2024
Rate	26/28	24/28	29/30	19 students	21 Students
Number of Exclusions	1	2	6		
Graduation Rate by Calendar Year	2021: 93%	2022: 86%	2023: 97%	*2024* Students are enrolled in SU 2025, and completion rates is unavailable	*2025* Students will graduate in SU 2025. The completion rate is unavailable

Post-Licensure Rate

	Admitted 2021			Admitted 2022			Admitted 2023		
RN-BSN	Spring %	SU %	Fall %	Spring %	SU %	Fall %	Spring %	SU %	Fall %
Rate by Semester	100% (4/4)	100% (5/5)	100% (1/1)	100% (3/3)	100% (1/1)	100% (2/2)	100% (1/1)	100% (2/2)	
Number of Exclusions				0	0	2	0	0	
Graduation Rate by Calendar Year	Completion Rate: 100%			Completion Rate: 100%			Completion Rate** *2024* 2 Students are enrolled in SU 2025 and Fall 2025, and completion rates are not available		

Use of Results to Improve Outcomes:

Goal 1: 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

Goal Met:

The WHSON Admissions and Credits Committee reviews all students who earn a grade less than a C in a NURS course(s) each semester.

Semester	Total Enrolled	DFWI	Percentage
2016 Fall	292	15	5%
2017 Spring	293	13	4%
2017 Fall	284	26	9%
2018 Spring	319	14	4%
2018 Fall	323	19	6%
2019 Spring	301	12	4%
2019 Fall	336	23	7%
2020 Spring	351	9	3%
2020 Fall	329	38	12%
2021 Spring	349	32	9%
2021 Fall	340	29	9%
2022 Spring	351	54	15%
2022 Fall	343	58	17%
2023 Spring	360	32	9%
2023 Fall	356	56	16%
2024 Spring	370	50	14%
2024 Fall	374	56	15%
2025 Spring	373	52	14%

WHSON saw a significant increase in DFWI during and post-COVID years that continues today.

Goal 2: 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.

Goal Ongoing: Of the 150 Direct Freshman Admission extended, 50 incoming Freshman met the qualifications and accepted the Direct Admission. Of those 50, 2 started Upper Division Nursing coursework in Spring 2025 and 15 have been admitted beginning Upper Division Nursing coursework for Fall 2025. Ten percent (5) have changed their major leaving the other 33 planning to start Upper Division Nursing coursework Spring 2026.

Goal 3: 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.

Goal Met: Graduation rates are reviewed every semester and the WHSON graduation rates continue to exceed those of the University and the requirements of CCNE. This data is provided in the tables above.

Goal 4: Graduation rates for the WH-SON BSN students will exceed the TTU graduation rate and the CCNE benchmark of 70%.

Goal Met: Graduation rates are reviewed every semester and the WHSON graduation rates continue to exceed those of the University and the requirements of CCNE. This data is provided in the tables above.

Goal 5: 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 in an attempt to increase enrollment in this concentration.

Goal Met: The WHSON Admissions and Credits Committee proposed a revision of the admission requirements for the ABSN concentration. Traditionally this was a 2nd BS degree concentration. However, secondary to low enrollment and a successful pilot of adding 10 traditional students to the ABSN cohort in 2024 the Committee revised the admission criteria and presented it to the WHSON Faculty Organization and to the University Curriculum committee in Spring 2025. The new policy will allow admission of both 2nd degree students and 1st degree students who meet the qualifications for an accelerated program of study. The WHSON admitted 36 ABSN students (21 2nd degree and 15 1st degree students) in May 2025.

Plans for Continued compliance with PO2:

- The WHSON approved a new progression policy for the BSN students to take effect for all incoming NURS students in Fall 2025. Currently students may only repeat a NURS course one time. The change in policy allows for a NURS student to be able to repeat only 7 hours of NURS courses and progress in the program. The WHSON will evaluate the impact on progression and length of time until completion.

- The WHSON Administration and the WHSON Admissions and Credits Committee will review DWF rates each semester and make recommendations to the WHSON Curriculum Committee and the WHSON Faculty Organization. The WHSON will review the DWF rate for individual NURS courses for the past three years during the 2025-2026 academic year. Courses consistently having a DWF rate greater than 20% will be considered for external evaluation.
- In response to the increasing DWF grades in Nursing, the WHSON developed and offered a 1-credit Success for Nursing course (NURS 3100). This course is offered in the first semester of Upper Division Nursing focusing on study skills, test taking in nursing, and tools for creating a successful journey in nursing school. The WHSON will evaluate that course in the 2025-2026 AY.
- The WHSON will continue to evaluate the progression of the Direct Freshmen Admission as NURS majors as compared to the progression of those admitted to NURS as a Sophomore 2.
- The WHSON 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 rates for the WHSON BSN students will exceed the TTU graduation rate and the CCNE benchmark of 70%.
- The WHSON will evaluate the experiences and progression of the 2025 Cohort of ABSN students admitted under the new admission criteria.

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 80%, and the WH-SON faculty voted to exceed these requirements and set the school's targeted pass rate as 95% or above.

It is important to note that TBON reports annual NCLEX results on a calendar year basis and not by academic year. The 2024 NCLEX average results exceed CCNE, TBON, and the WHSON targeted benchmark. The average program pass rate is consistent with 97% for the last three years and was consistently higher than national pass rates.

NCLEX-RN Licensure Exam Results

NCLEX Pass Rates

	2022	2023	2024
TTU WHSON BSN Graduates	96.92% 130 graduates 4 failures (F2021/S2022)	97% 119 graduates 4 failures (F2022/S2023)	97% 133 graduates 4 failures (F 2023/S 2024)
National Average, First Attempt, U.S. Educated, BSN	82.32%	90.17%	92.81%
National Average First Attempt, U.S. Educated, Diploma, Baccalaureate Degree, associate degree and Invalid or Special Codes	79.90%	88.56%	92.10%

Use of Results to Improve Outcomes:

Goals 2024-2025 AY:

Goal 1: Evaluate the NCLEX outcomes each quarter and annually

Goal Met: The Dean and Director review the NCLEX outcomes quarterly and present the information to the WHSON Faculty Organization. In the Spring each year the annual report is reviewed and compared to the national average and to other TN BSN programs. The WHSON NCLEX results for the past 3 years exceeded all our benchmarks.

Goal 2: Continue implementation of the Clinical Judgement Model in the clinical setting and in case studies in the classroom.

Goal Met: All WHSON clinical courses adopted the Clinical Judgement Model and developed an assessment tool for clinical evaluation that is consistent across clinical courses. All didactic courses associated with a clinical course incorporate the Clinical Judgement Model in class and on every course exam.

Goal 3: 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.

Goal Met:

All NURS students in their last semester complete NURS 4460 Preparation for Licensure. As part of this course, they are assigned a faculty advisor to advise them in preparation for NCLEX. All students meet with their NCLEX advisor after completion of the HESI RN Exit Exam. Students scoring less than 900 are required to retake the exam and meet a second time with their NCLEX advisor. The faculty helps the student develop a plan based on results of the HESI Exit Exam. The student and advisor establish a post graduate plan.

In addition, 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 2024 cohort of students were below the benchmark in 10 of the 14 content areas impacting 7 of the 9 learning outcomes.

The Spring 2025 cohort of students were only below the benchmark in 5 of the 14 content areas impacting 2 of the learning outcomes.

ABSN Cohort:

This concentration graduates one cohort per year at the end of summer school. These students performed well with only 2 of the 14 content areas falling below benchmark.

HESI TABLE

Recommended: 900 plus

Acceptable: 850-900 Needs Improvement

Further Preparation: Less than 850

2008 Essentials

HESI Category / Learning Outcome (LO) 2008 ESSENTIALS	Oct 2024 TTU	Oct 2024 National Score	March 2025 TTU Score	March 2025 National Score
LO-1 Liberal Education for EBP	808	846	865	846
LO-2 Provider of Care	773	832		
BSN Nursing Practice	828	845	843	845
LO-3 Leader for Quality Care & Patient Safety	812	841	822	841
LO-4 Scholarship for EBP	817	848	873	848
LO-5 Clinical Judgment / Decision / Thinking	828	846	851	846
Nursing Intervention	838	846	852	846
Communication	903	853	776	853
Patient Care Tech & Info Mgmt	881	838	924	838
LO-6 Healthcare Policy	863	825	873	825
LO-7 Designer / Manager / Coordinator of Care	866	842	804	842
Interprofessional Communication	756	830	779	830
LO-8 Clinical Prevention & Population Health	768	836	829	836
LO-9 Professionalism & Professional Values	836	843	850	843

Accelerated BSN HESI Exit Exam

	Accelerated Exit Exam	June 2024	
	HESI Category	TTU Score	National Score
LO-1	Liberal Education for EBP	955	830
LO-2	Provider of Care	923	835
	BSN Nsg Practice	918	834
LO-3	Leader for Quality Care & Pt Safety	931	830
LO-4	Scholarship for EBP	946	830
LO-5	Clinical Judgement-Clin Decision-Critical Thinking	922	837

	Nursing Interventions	919	837
	Communication	806	840
	Pt Care Techn & Inf Mngmt	937	837
LO-6	Healthcare Policy	895	839
LO-7	Designer/ Manager/ Coord of Care	894	842
	Interprofessional Comm	931	816
LO-8	Clinical Prevention & Pop Hlth	896	837
LO-9	Prof & Prof Values	761	831

Use of Results to Improve Outcomes:

2024-2025 AY

Goal: 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.

Goal Not Met: The HESI scores were disappointing for the 2024-2025 academic year with multiple categories falling below the national scores. NCLEX advisors made a concerted effort to address the specific content areas for their advisees and helped the students to develop a plan for improvement in the content areas that they failed to meet benchmark. These efforts proved successful as the Fall 2024 cohort had a 97% NCLEX pass rate. We are waiting for the Spring 2025 students to sit for NCLEX.

The ABSN cohorts consistently outscore the traditional BSN students and 100% of the July 2024 graduates were successful with NCLEX.

Plans for Continued compliance with PO2:

- The HESI results for the 2024-2025 AY will be reviewed and addressed by the WHSON Curriculum Committee in September 2025.
- The WHSON adopted new Program Objectives at the May 2025 Faculty Organization meeting to align with the new AACN Essentials. The faculty will begin the process of incorporating those new program objectives into each BSN course in the Fall and Spring 2025-2026 requiring revision of course objectives, changes in evaluation methods and possibly changes in course descriptions. This process will be evaluated at the end of AY 2025-2026
- The table below represents the new AACN Essentials concept areas with a comparison of the Fall and Spring Nursing cohorts' performance on the HESI Exit Exam as compared to the new Essentials. As the WHSON faculty and Curriculum

Committee revise the curriculum to meet the new AACN Essentials the WHSON will address how each of these content areas will be incorporated into the curriculum.

2021 AACN Essentials Table-HESI Exit Exam (Traditional)

	October 2024 TN Tech	October 2024 National Score	March 2025 TN Tech	March 2025 National Score
1. Knowledge for Nursing Practice	828	839	843	839
2. Person-Centered Care	773	832	835	832
3. Population Health	861	844	873	844
4. Scholarship for the Nursing Discipline	788	837	874	837
5. Quality and Safety	821	830	864	830
6. Interprofessional Partnerships	772	838	787	838
7. Systems-Based Practice	812	840	822	840
8. Informatics and Healthcare Technologies	881	842	924	842
9. Professionalism	848	912	850	912

Summative Evaluation:

The WHSON will continue to use the same evaluation methods and benchmarks for the 2025-2026 academic year understanding that the following academic year new program objectives and major curricular revisions will be implemented and need evaluation. Several areas will be addressed in the next academic year.

- The process for incorporating the new AACN Essentials for Nursing Education will be completed in the BSN program by the end of Academic Year 2026.
- In 2024 (as reported in February 2024) WHSON had outstanding NCLEX pass rates for both the traditional and ABSN cohorts. 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.
- TTU adopted a new General Education curriculum at the last University Curriculum Committee meeting in the Spring 2025. The WHSON Curriculum Committee will review the General Education curriculum and develop a new program of study for all BSN students to present to Faculty Organization in Fall 2025. The new proposed curriculum will be submitted to the University Curriculum Committee in Spring 2026.
- The ABSN concentration consistently experienced low enrollment. This is largely secondary to lack of financial aid support for students receiving a second BSN. In addition, an increase in traditional, 1st degree seeking students seeking a faster route to graduation was noted. 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 2024 ABSN cohort to increase enrollment in that course. This will allow them to graduate in Summer 2025 rather than the traditional May 2026. We will evaluate the retention and progression of these students in the 2025-2026 AY.
- In response to a change in Admission Policy for the ABSN in the Spring of 2025, the WHSON admitted 36 ABSN students for the May 2025 cohort (21 2nd degree students and 15 1st degree students). The WHSON will follow this cohort and evaluate student experiences and progression.

List of Appendices:

Appendix 1: Curriculum Map

Appendix 1: 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 settings.
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 4431	M	M	M	M	R	M	M	M	R
NURS 4450	R	R	R	M	M	M	R	R	R
NURS 4451	M	M	M	M	R	M	M	M	R
NURS 4460	M	A		M				M	R
NURS 4800	R	R	R	R	I	R	R	R	I
Other: Exit Exam RNExit		A		A A					
BSN – Second Degree									
NURS 3245	I	I	I	I	I	R	I	I	I
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 3310	I	R	I	R	R	R	I	I	I
NURS 3311	R	R	R	R	R	M	R	R	R
NURS 3320	I	I	I	I	I	I	R	R	I
NURS 3321	I	I	I	I	R	I	R	R	I
NURS 3340	R	R	I	R	R	R	I	I	R
NURS 3341	M	R	R	R	R	M	R	R	M
NURS 3345	R	I	I	I	I	R	R	R	R
NURS 3440	M	R	R	M	R	R	R	R	I
NURS 3441	M	R	M	M	M	M	M	M	R
NURS 4010	I	I	I	I	I	I	I	I	I
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