



Student Enrollment and Success Plan: 2014-2017

Department: Baccalaureate Nursing Completion

Department Chair: Dr. Jessica Nelson

Department Mission: The mission of the department is to develop competent, caring nursing professionals and productive citizens. Our mission is accomplished through distance teaching modalities, experiential learning at the local level, research, and community and public service. Our nursing program is recognized for maintaining standards and criteria for educational quality by the Accreditation Commission for Education in Nursing, Inc. and is fully accredited by the Indiana State Board of Nursing.

Department Enrollment Goal(s):

Strengthen the well-qualified applicant pool of transfer students for both the LPN to BS and RN to BS tracks within BNC Department by:

1. Increasing the LPN to BS applicant pool by 1% each year.
2. Increasing the RN to BS applicant pool by 3% each year.

Action Steps (with dates & person(s) responsible):

- A. Work with Dean Brauchle in Distance Education and key players in marketing to develop nationwide marketing initiatives for current states accepting LPN-BS programs.
- B. Focus efforts on increasing the number of Indiana applicants by attending professional events and student fairs such as Ivy Techs colleges and other community college arenas.
- C. Develop and create admissions rubric that is utilized to assess higher quality applicants reviewing higher standards for sciences, GPA, and professional development.
- D. Monitor admission GPA increase from 2.5 to 2.75 for Fall 2014 enrollment cycle for increase in qualified applicants.
- E. Implement and advertise Vigo County RN to BS Scholarship to recruit new RN students within the community

Total Enrollment Benchmarks

Fall 2013 Baseline:

LPN Applicant Pool= 45
RN Applicant Pool= 12

Fall 2014:

LPN= 50 RN= 16

Fall 2015:

LPN= 55 RN= 20

Fall 2016:

LPN= 60 RN= 24

Fall 2017:

LPN= 65 RN= 28

Other Enrollment Related Benchmarksⁱ

Department Retention Goal(s):

1. Increase retention of students after admission into the major by 2% for LPN to BS track and 2% for RN to BS track.
2. Improve student success overall, including standardized testing performance through online proctoring.

Action Steps (with dates & person(s) responsible):

Action Steps for Retention Goal 1 and Goal 2

- A. Promote faculty teaching/learning skills. *Person Responsible:* Executive Director of Nursing, Department Chair, and Department Curriculum Committee
 - a. Provide faculty test item writing and test blueprinting in-services. Provide various in-services regarding pedagogy/andragogy skills
 - b. Support faculty achievement of CNE (Certified Nurse Educator). *Person Responsible:* Executive Director of Nursing
 - c. Provide faculty education and support in the use of ATI reports and other methods to support student remediation and learning
- B. Improve departmental and course policies related to student testing and assessment. *Person Responsible:* Department Chairperson
 - a. Develop a testing policy which includes test blueprinting, cognitive learning levels, and item analysis. *Persons Responsible:* Testing policy work group (Group effort between BNC and BN Department)
 - b. Develop and Implement self and peer-reviews of course syllabi. *Person Responsible:* Department Curriculum Committee
 - c. Review ATI testing (or current standardized testing system) policy every two years for currency, feasibility, and adherence
 - d. All nursing faculty to utilize Quality Matters Template including student resources link with direct access to BNC Student Handbook
- C. Improve remediation efforts and early identification of and support for at-risk students *Person Responsible:* Department Chairperson and Course Faculty
 - a. Increase the utilization of learning contracts for at-risk students
 - b. Create an online student orientation for both LPN to BS and RN to BS students.
 - c. Utilize social media to create and foster a sense of community among all students including potential students and alumni.
- D. Improve student return to major after voluntary withdrawal. *Person Responsible:* Department Chair
 - a. Department Chair to review ISU student withdrawal reports each semester to identify students in the nursing major who have withdrawn from ISU
 - b. Department Chair and/or Faculty Advisor to attempt to contact withdrawn nursing students to explore reason for withdrawal and identify return/progression plan
 - c. Student Support Services to deploy "recapture plan" each semester to identify and retain students who have set more than one academic semester out.
 - d. Create student advisor toolbox for all RN to BS advisors and LPN to BS advisors to include advisement best practices and common steps for successful plans of study.
- E. Implementation of B Virtual Proctoring throughout entire curriculum including use during ATI testing and final examinations. *Person Responsible:* Department Chairperson and Course Faculty

Retention Benchmarks

Fall 2013 Baseline:
60.7%

Fall 2014:
62.7%

Fall 2015:
64.7%

Fall 2016:
66.7%

Fall 2017:
68.7%

Other Retention Related Benchmarks

None

Department Completion Goal(s):

Increase the program completion rate for LPN and RN tracks by 2%.

Action Steps (with dates & person(s) responsible):

- A. Increase RN advisor training through MySam and use of advisor evaluations. (Advisors, Dept Chairperson)
- B. Increase LPN advisor training through MySam. (Advisors, Dept Chairperson)
- C. Identify at risk students through monthly department meetings and chairperson to review semester course failures with student/course faculty. (Faculty and Dept Chairperson)

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| <i>Completion Benchmarks</i> | Fall 2013 Baseline: | Fall 2014: | Fall 2015: |
| | LPN- 82% RN- 64% | LPN- 84% RN- 66% | LPN- 86% RN- 68% |
| | Fall 2016: | Fall 2017: | |
| | LPN- 88% RN- 70% | LPN- 90% RN- 72% | |

Post-College Achievement Goal(s) (e.g., employment & graduate school):

Maintain an NCLEX-RN first time pass rate at or above the national average per accreditation standards (NCLEX pass rates vary from quarter to quarter, yearly to yearly based on national student rates. Data for the prior year is not available until the following year).

Action Steps (with dates & person(s) responsible):

- A. Continue to require/provide KAPLAN review for final semester seniors
- B. Investigate other ATI products that fit the distance student population for NCLEX prep in addition to Kaplan products (J. Nelson, N486/N490 Course Faculty Summer 2014-Fall2014)
- C. Pilot Virtual ATI NCLEX Prep for high risk students (J. Nelson, N486/490 Students, Summer 2014)
- D. Evaluate/explore integrated testing and remediation systems to ensure utilization of a quality product that is user-friendly and affordable for both faculty and students (J. Nelson, Program Directors, ongoing)
- E. Offer telephone calls, emails, or other "check-ins" to encourage at-risk students (as identified by standardized testing record) to continue study/review/prep for the NCLEX exam after graduating (N486 Course Faculty, ongoing)

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| <i>Employment & Graduate School Benchmarks</i> | Fall 2013 Baseline: | Fall 2014: | Fall 2015: |
| | 83.04% National NCLEX 2013 Pass Rates. BNC Pass Rates 83.3% | TBD | TBD |
| | Fall 2016: | Fall 2017: | |
| | TBD | TBD | |

Other Goal(s) and Action Stepsⁱⁱ:

None

ⁱ *Note on Other Enrollment, Retention, and Completion Benchmarks:* Departments are encouraged to develop other benchmarks as may be relevant to measuring progress toward goal achievement.

ⁱⁱ Departments may have other goals that do not fit into the four areas previously indicated or adequately subsumable as an action step within one of the four goal areas. They may be placed here.