



Student Enrollment and Success Plan: 2014-2017

Department: Baccalaureate Nursing

Department Chair: Marcee Everly

Department Mission: To develop students who are competent, caring nursing professionals, and productive citizens. This mission is accomplished through innovative teaching, experiential learning, research, and community and public service with traditional and non-traditional students in a campus based setting.

Department Enrollment Goal(s):

Strengthen the well-qualified applicant pool of traditional and transfer students for both the traditional and accelerated second degree tracks by 2% annually.

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

- A. Ensure baccalaureate nursing will be represented at every Sycamore Preview day. *Person Responsible:* Dept Chair and SSAs
- B. Develop and maintain a standard informational packet for prospective students. *Person Responsible:* Dept Chair and AA
- C. Develop a standardized calendar for prospective student visits in order to streamline the scheduling of prospective visits. *Person Responsible:* Dept Chair and SSAs
- D. Collaborate with University College Advisors and Dean to ensure communication and activities to support NND (pre-nursing) students. *Person Responsible:* Patrice Jones
- E. Improve advisement methods to help student not accepted into the nursing program to move into another program
- F. Continue to have nursing represented in Summer Honors Program courses (high-school students/perspectives). *Person Responsible:* Heather Anderson

<i>Total Enrollment Benchmarks</i>	Fall 2013 Baseline:	Fall 2014:	Fall 2015:
	Traditional Applicant Pool 64	66	68
	Fall 2016:	Fall 2017:	
	70	72	

Other Enrollment Related Benchmarksⁱ

Department Retention Goal(s):

Increase retention of students after admission into the major by 2% annually.

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

- A. Promote faculty teaching/learning skills. *Person Responsible:* Executive Director of Nursing, Dept Chair, and Dept Curriculum Chair

- 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:* Dept Chair
 - a. Develop a testing policy which includes test blueprinting, cognitive learning levels, and item analysis. *Persons Responsible:* Testing policy work group (Marcee Everly, Linda Walters, Linda McQuiston, Jill Moore)
 - b. Develop and implement self and peer-reviews of course syllabi. *Person Responsible:* Dept Curriculum Chair
 - c. Review ATI testing (or current standardized testing system) policy annually for currency, feasibility, and adherence
 - d. All nursing faculty to include “nursing resources” button on Blackboard—a standardized button that links students directly to important policies, information, and details
- C. Improve remediation efforts and early identification of and support for at-risk students
 - a. Increase creative use of technology for remediation
 - b. Promote utilization of Student Supplemental Instructors (SI) for every nursing course
 - c. Develop an SI orientation program (either virtual or in-person, administered every semester)
 - d. Encourage faculty use of “nugget list” as a remediation/study tool for students
 - e. Increase the utilization of learning contracts for at-risk students
- D. Improve student return to major after voluntary withdrawal. *Person Responsible:* Dept 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
- E. Improve advisement methods to help student not accepted into the nursing program to move into another program
 - a. Ensure nursing faculty advisor representation on Student Advisement ad hoc committee, headed by Associate Dean, Jason Winkle to promote the use of formally trained professional advisors. *Persons Responsible:* Constance Thomas, Tiffany Krabel, Linda Walters
 - b. Provide adequate orientation to faculty who are advising for the first time. *Person Responsible:* Dept Chair and Track Directors.
 - c. Update the departmental advisor’s handbook. *Persons Responsible:* Dept Chair (completed as of Feb 2014).

<i>Retention Benchmarks</i>	Fall 2013 Baseline: 84%	Fall 2014: 85.7	Fall 2015: 87.4
	Fall 2016: 89.1	Fall 2017: 90.0	

Department Completion Goal(s):

Increase the number of students completing the major in 5 semesters (traditional track) after formal admission to the major (normal, on-track progression) by 1% each year.

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

- A. Improve early identification of and support for at-risk students
 - a. Increase creative use of technology for remediation
 - b. Promote utilization of Student Supplemental Instructors (SI) for every nursing course

- c. Develop an SI orientation program (either virtual or in-person, administered every semester)
- d. Encourage faculty use of “nugget list” as a remediation/study tool for students
- e. Increase the utilization of learning contracts for at-risk students
- B. Promote improved advisement of students in the nursing major
 - a. Ensure nursing faculty advisor representation on Student Advisement ad hoc committee, headed by Associate Dean, Jason Winkle to promote the use of formally trained professional advisors. *Persons Responsible:* Constance Thomas, Tiffany Krabel, Linda Walters
 - b. Provide adequate orientation to faculty who are advising for the first time. *Person Responsible:* Dept Chair and Track Directors.
 - c. Update the departmental advisor’s handbook. *Persons Responsible:* Dept Chair (completed as of Feb 2014).
- C. Promote faculty to develop and enforce course attendance policies as a method of improving completion and retention. *Persons Responsible:* All faculty
- D. Implement changes in the progression policy to limit the number of times a student may drop and retake a single nursing course. (This is in effort to reduce the number of students who repeatedly put forth less effort in their courses and who repeatedly drop courses over and over to avoid failure). *Persons Responsible:* Chair, Directors, Faculty
- E. Implement changes in the progression policy to limit the total number of nursing courses a student may drop and retake in the nursing tracks. (This is in effort to reduce the number of students who repeatedly put forth less effort and who repeatedly drop courses over and over to avoid failure). *Persons Responsible:* Chair, Directors, faculty

<i>Completion Benchmarks</i>	Fall 2013 Baseline: 86%	Fall 2014: 85.9%	Fall 2015: 86.8%
	Fall 2016: 87.7%	Fall 2017: 88.6%	

Other Completion Related Benchmarks

None

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 (*Note:* The national NCLEX-RN average pass rate changes every single year and is not published/available until the beginning of each year for the previous year.).

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

- A. Continue to require/provide NCLEX review for final semester seniors.
- B. 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, for use throughout the nursing program
- C. Meet one-on-one for study sessions (study skills, study plan, test taking skills review, etc.) with at-risk final semester seniors (as identified by standardized testing record) early and frequently.
- D. Offer telephone calls, emails, or other “check-ins” to encourage at-risk graduates (as identified by standardized testing record) to continue study/review/prep for the NCLEX exam after graduating
- E. Encourage faculty provided one-on-one reviews with struggling students throughout nursing program
- F. Encourage the use of Supplemental Instruction (SI) for all courses in the nursing program

*Employment & Graduate
School Benchmarks*

Fall 2013 Baseline:

Nat'l: 83.04%

Dept: 80%

Fall 2016:

Dependent on 2014

NCLEX national average—

TBD per NCSBN

Fall 2014:

Dependent on 2014

NCLEX national
average—TBD per NCSBN

Fall 2017:

Dependent on 2014

NCLEX national
average—TBD per NCSBN

Fall 2015:

Dependent on 2014 NCLEX
national average—TBD per
NCSBN

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.