

## PROGRAM REVIEW

February 7, 2011

UNIT Nursing DEPARTMENT Nursing COLLEGE College of Health & Human Se

GRADUATE X UNDERGRADUATE X

UNIT CONTACT PERSON \_\_\_\_\_

CHAIRPERSON SIGNATURE \_\_\_\_\_

DEAN SIGNATURE \_\_\_\_\_

### EXECUTIVE SUMMARY UNDERGRADUATE

The Department of Nursing (DON) provides two baccalaureate programs,BSN and RN-BSN. The BSN and RN-BSN programs are accredited by the Commission on Collegiate Education (CCNE) as one degree and the BSN is approved/accredited by the Missouri State Board of Nursing (MoBON). The MoBON last site visit occurred in Fall 2008 with few comments. No comments were related to student outcomes, faculty preparation, or curricular issues.

After unacceptable NCLEX-RN results four years ago, the Provost sponsored an outside consultant to review the BSN programs. This resulted in changing the BSN curriculum to an upper division program and transitioning the RN-BSN program to a 100% on-line program. These timely changes have affected the data over the last three years and are mentioned in the following narrative. Undergraduate (BSN) nursing students are admitted to the university as pre-nursing majors and undergo a secondary admission process into the program. Students are presently admitted based on cumulative GPA and grades in their science courses. Previously, students were admitted based on ACT and high school rank.

The major changes listed have had a direct impact on faculty workload, student credit hours,and revenue. The change from off-campus offerings to on-line methodology for the RN-BSN option also influences the off-campus productivity. It is expected that with the stabilization with both the BSN and RN-BSN curricula, that the data trends will better reflect the DON over the next five year period.

### EXECUTIVE SUMMARY GRADUATE

The Department of Nursing's (DON)graduate program (MSN)includes the family nurse practitioner (FNP) and educator options. The clinical nurse specialist (CNS) option is currently on hold due to low enrollments. The MSN program is accredited by the Commission on Collegiate Education (CCNE)with the next accreditation visit scheduled for Fall 2010.

The option that is easiest to recruit for is the FNP option. Presently, educator students are only put into their specialty courses every two years. Using Caring for Missourian's monies, we increased the FNP enrollment by 6 in Fall 2009. An FNP faculty position has been approved to support the mandated 6 to 1 student/faculty ratio mandated by CCNE. Recent changes in curriculum will assist in recruitment, retention, and graduation rates.

Program Review Final University Committee Chair Comments

## I. SIZE, SCOPE, AND PRODUCTIVITY OF THE PROGRAM

### Briefly describe the depth and breadth of your unit's offerings (Undergraduate).

The Department of Nursing (DON) has two options in the baccalaureate program. They are the generic BSN and the RN-BSN which provides the opportunity to registered nurses to complete their BSN after receiving either an associate degree or diploma in nursing. The generic BSN program is approved by the Missouri Board of Nursing and both are accredited by the Commission on Collegiate Nursing Education. A successful MoBON visit occurred in Fall 2009 with no recommendations regarding quality of faculty, outcomes of students, or curriculum. The next CCNE visit is scheduled for Fall 2010 and the DON is presently writing the self-study document. The MoBON approves the number of students that can be admitted to the BSN program. We were previously approved for 35 each semester. In January 2010, we will admit 45, with 10 of them being accelerated, 2nd degree students. Monies to support this

### Briefly describe the depth and breadth of your unit's offerings (Graduate).

The DON has three options within the Master's (MSN) degree. They are the family nurse practitioner, the educator, and the adult clinical nurse specialist (CNS). Students are admitted based on baccalaureate GPAs and having taken required baccalaureate courses. Students are admitted only in the fall and educator and CNS courses are only offered every other year due to low enrollment. Presently, no CNS students have been admitted to low enrollment. The MSN has full accreditation by CCNE and will be included in the Fall 2010 site visit. In order for the FNP and CNS to be recognized as advanced practice nurses in Missouri, they must take a national certification exam. Educators are not eligible to take a national certification exam until they have taught for at least 2 years. CFM monies will be utilized to expand the FNP option by 6 students for Fall 2010 and Fall 2011.

SIZE and SCOPE DATA UNDERGRADUATE

Measure	Minimum	Aspirational Target	Year				
			AY07	AY08	AY09	4	5
Majors UNIT Total	120	160	652	644	754		
Nursing [BSN/BSN/NRSN]			284	192	132		
Nursing [BSN-RN/BSN/NSRN]			50	69	81		
Nursing [PRE NURS/BSN/NRSN]			318	383	541		
Minors UNIT Total			0	0	0		
Completers UNIT Total	40	48	61	67	66		
Nursing [BSN/BSN/NRSN]			55	53	50		
Nursing [BSN-RN/BSN/NSRN]			6	14	15		
Nursing [PRE NURS/BSN/NRSN]			0	0	1		
% Completion Rate 6 YR	50	50	50	51	49		
Unit - % Retention FS YR 1 -- F YR 2	64	64	49	45	47		
Unit - % Retention FS YR 3 -- F YR 4	60	70	71	68	75		
UNIV - % Retention FS YR 1 -- F YR 2			61	55	62		
UNIV - % Retention FS YR 3 -- F YR 4			85	78	79		
SCH On Campus FS			4,026	3,927	3,266		
SCH Off Campus FS			472	416	152		
SCH Total FS			4,498	4,343	3,418		

SCH Summer On and Off Campus			193	170	128		
SCHR (SCH ratios) On Campus Fall/Spring	219	243	137	124	117		
SCHR (SCH ratios) Off Campus Fall/Spring	96	189	188	152	83		
SCHR (SCH ratios) Total	72	96	141	126	114		
Delaware SCHR			143	137			
% of Sections with Enrollment < 10 (GR < 8)	10	5	57	54	77		

### Area of Concern for Size and Scope Data (Undergraduate)

The undergraduate data are reflective of the changes in the curriculum from a seven semester nursing course sequence to an upper division sequence (four semesters over the junior and senior years). Because of the change, approval was granted by the Provost to start the new curriculum Fall 2009 and “drop” off courses of the “old” curriculum starting in Fall 2008. Therefore, no students were admitted into the undergraduate curriculum for 2 years. The declining numbers for completers is attributed to the DON having no control over retention percentages from years 1 to 2 when pre-nursing students are not taking nursing courses. It is expected that with the 4 semester curriculum, completer percentages will improve. The DON has set 70% as a goal for admitted BSN students completing the program within the 4 semester sequence and within 5 years for RNs(DON, Total Evaluation Plan).

Teaching the accelerated, 2nd degree BSN program will necessitate the addition of 7 more courses being taught in the summer. These students will be “mainstreamed” with the other students except during the summer semester. There are no nursing minors.

The undergraduate student credit hours (SCH) are also reflective of the change in curriculum. When a full component of the upper division curriculum is in place, approximately 120-150 students will be in the BSN program. Off-campus SCH have also declined because of the change of the RN-BSN curriculum into a 100% on-line delivery methodology. No regular BSN courses can be taught off-campus without MoBON approval and no plans are being made to take this program off-campus due to lack of faculty and clinical facility resources. Of note, it is still not clear if Southeast College of Nursing (associated with the hospital) students are included in

SIZE and SCOPE DATA GRADUATE							
Measure	Minimum	Aspirational Target	Year				
			AY07	AY08	AY09	4	5
Majors UNIT Total	35	56	53	47	54		
Nursing [MSN/MSN/NRSN]			53	47	54		
Completers UNIT Total	10	24	21	10	15		
Nursing [MSN/MSN/NRSN]			21	10	15		
UNIV - % Retention FS YR 1 -- F YR 2			0	0	0		
UNIV - % Retention FS YR3 -- F YR 4			0	0	0		
SCH On Campus FS			551	514	570		
SCH Off Campus FS			45	19	0		
SCH Total FS			596	533	570		
SCH Summer On and Off Campus			70	99	79		
SCHR (SCH ratios) On Campus Fall/Spring			137	120	103		
SCHR (SCH ratios) Off Campus Fall/Spring			80	32	0		
SCHR (SCH ratios) Total	96	137	130	109	103		
Delaware SCHR			143	137			
% of Sections with Enrollment < 10 (GR < 8)	10	5	62	47	39		

**Area of Concern for Size and Scope Data (Graduate)**

The areas of concern for the graduate program include the number of majors, completers, and SCH. The data also reflects concern with the percentage of sections of less than 10. FNP clinical sections are required to have a faculty/student ratio of 1/6 (CCNE). Off-campus numbers have also decreased.

TEACHING PERSONNEL DATA UNDERGRADUATE							
	Minimum	Aspirational Target	AY07	AY08	AY09	Year 4	Year 5
Unit Full Time Faculty Number	9.00	12.00	18.00	20.00	19.00		
Unit Full Time Faculty Adjusted for Release	8.25	11.25	16.62	17.96	17.13		
Unit Full Time Faculty UG FTE			29.06	31.38	29.85		
Unit Regional Campus Faculty Number					0.00		
Other Teaching Personnel UG Number	0.00	0.00	10.00	7.00	3.00		
Other Teaching Personnel UG PTFTE	0.00	2.00	2.83	3.00	0.00		

**Area of Concern for Teaching Personnel Data (Undergraduate)**

The aspirational target for UG teaching personnel needs to be changed to 20. Presently, all faculty teach at both UG and Graduate levels. The DON presently has 17 fulltime faculty, including the chair. Expanding the UG program has necessitated the addition of 2 faculty members. These searches are in process. In the proposal for CFM, presidential and provost approval was granted for .5 release time for a lab coordinator for the new high fidelity simulation laboratory. Other UG release time in the DON includes the UG director, the chair, and the RN-BSN coordinator.

TEACHING PERSONNEL DATA GRADUATE							
	Minimum	Aspirational Target	AY07	AY08	AY09	Year 4	Year 5
Unit Full Time Faculty Number			0.00	0.00	0.00		
Unit Full Time Faculty Adjusted for Release			0.00	0.00	0.00		
Unit Full Time Faculty GR FTE			4.19	4.54	5.40		
Unit Regional Campus Faculty Number					0.00		
Other Teaching Personnel GR Number			0.00	2.00	1.00		
Other Teaching Personnel GR PTFTE			0.40	0.33	0.13		

**Area of Concern for Teaching Personnel Data (Graduate)**

Although not reflected in the data, another FNP faculty member is necessary since CFM monies is expanding the program. One faculty member can only have 6 students in each clinical section.

**COMPARISONS UNDERGRADUATE**

	AY07		AY08		AY09		Year 4		Year 5	
	COLL	UNIV	COLL	UNIV	COLL	UNIV	COLL	UNIV	COLL	UNIV
% Completion Rate 6 YR	50.95	50.77	46.44	50.82	44.05	47.04				
Unit - % Retention FS YR 1 -- F YR 2	58.24	62.68	58.20	63.69	59.56	66.03				
Unit - % Retention FS YR 3 -- F YR 4	75.94	82.78	75.68	83.34	78.35	82.34				
UNIV - % Retention FS YR 1 -- F YR 2	67.28	62.81	67.43	63.69	69.37	66.13				
UNIV - % Retention FS YR 3 -- F YR 4	82.27	83.02	83.46	83.73	83.33	82.40				
SCHR (SCH ratios) On Campus Fall/Spring	250.00	262.00	253.00	261.00	226.00	248.00				
SCHR (SCH ratios) Off Campus Fall/Spring	263.00	227.00	161.00	290.00	143.00	213.00				
SCHR (SCH ratios) Total	251.00	242.00	257.00	265.00	214.00	242.00				
% of Sections with Enrollment < 10 (GR < 8)	24.28	17.54	23.88	17.42	35.59	22.70				

**COMPARISONS GRADUATE**

	AY07		AY08		AY09		Year 4		Year 5	
	COLL	UNIV	COLL	UNIV	COLL	UNIV	COLL	UNIV	COLL	UNIV
UNIV - % Retention FS YR 1 -- F YR 2	67.28	62.81	67.43	63.69	69.37	66.13				
UNIV - % Retention FS YR 3 -- F YR 4	82.27	83.02	83.46	83.73	83.33	82.40				
SCHR (SCH ratios) On Campus Fall/Spring	250.00	262.00	253.00	261.00	226.00	248.00				
SCHR (SCH ratios) Off Campus Fall/Spring	263.00	227.00	161.00	290.00	143.00	213.00				
SCHR (SCH ratios) Total	251.00	242.00	257.00	265.00	214.00	242.00				
% of Sections with Enrollment < 10 (GR < 8)	24.28	17.54	23.88	17.42	35.59	22.70				

**SIZE and SCOPE DATA SUMMARY UNDERGRADUATE**

Measure	Mean	5 year Outcome	% of Aspiration Target	Trend
Majors UNIT Total	683.3	Aspiration	427.08	Irregular
Nursing [BSN/BSN/NRSN]	202.7			Declining
Nursing [BSN-RN/BSN/NSRN]	66.7			Improving
Nursing [PRE NURS/BSN/NRSN]	414.0			Improving
Minors UNIT Total	0.0			Static
Completers UNIT Total	64.7	Aspiration	134.7	Irregular
Nursing [BSN/BSN/NRSN]	52.7			Declining
Nursing [BSN-RN/BSN/NSRN]	11.7			Improving
Nursing [PRE NURS/BSN/NRSN]	0.3			Improving
% Completion Rate 6 YR	50.0	Red Flag	100	Irregular
Unit - % Retention FS YR 1 -- F YR 2	47.0	Red Flag	73.43	Irregular
Unit - % Retention FS YR 3 -- F YR 4	71.3	Aspiration	101.9	Irregular

UNIV - % Retention FS YR 1 -- F YR 2	59.3			Irregular
UNIV - % Retention FS YR 3 -- F YR 4	80.7			Irregular
SCH On Campus FS	3,739.7			Declining
SCH Off Campus FS	346.7			Declining
SCH Total FS	4,086.3			Declining
SCH Summer On and Off Campus	163.7			Declining
SCHR (SCH ratios) On Campus Fall/Spring	126.0	Red Flag	51.85	Declining
SCHR (SCH ratios) Off Campus Fall/Spring	141.0	Needs Improvement	74.6	Declining
SCHR (SCH ratios) Total	127.0	Aspiration	132.29	Declining
% of Sections with Enrollment < 10 (GR < 8)	62.7	Aspiration	1253.2	Irregular

#### SIZE and SCOPE DATA SUMMARY GRADUATE

Measure	Mean	5 year Outcome	% of Aspiration Target	Trend
Majors UNIT Total	51.3	Needs Improvement	91.66	Irregular
Nursing [MSN/MSN/NRSN]	51.3			Irregular
Completers UNIT Total	15.3	Needs Improvement	63.87	Irregular
Nursing [MSN/MSN/NRSN]	15.3			Irregular
UNIV - % Retention FS YR 1 -- F YR 2	0.0			Static
UNIV - % Retention FS YR3 -- F YR 4	0.0			Static
SCH On Campus FS	545.0			Irregular
SCH Off Campus FS	21.3			Declining
SCH Total FS	566.3			Irregular
SCH Summer On and Off Campus	82.7			Irregular
SCHR (SCH ratios) On Campus Fall/Spring	120.0			Declining
SCHR (SCH ratios) Off Campus Fall/Spring	37.3			Declining
SCHR (SCH ratios) Total	114.0	Needs Improvement	83.21	Declining
% of Sections with Enrollment < 10 (GR < 8)	49.3	Aspiration	986.6	Declining

### UNDERGRADUATE

#### Brief Conclusion from Data

The data reflect the changes in the BSN and RN-BSN curricula changes. A decrease in SCH and completers can be directly related to these changes. Teaching personnel is in a downward trend related to economic and teaching loads. With the future increase in students, qualified faculty need to be hired for these students. Off-campus numbers will remain low since the RN-BSN is now on-line and BSN courses cannot be taken off-campus without MoBON approval.

#### Additional Data or Comments

#### Plan to Address

The DON has designated 70% as a retention goal for both the BSN and RN-BSN students. This should be reflected in the 3-4 year completers. Enrollment figures for the BSN should stabilize at 120-140 and at 80-96 for the RN-BSN. The number of RN-BSN completers should increase to about 30-40 per year once classes reach 24 each semester. Recruitment has already started for the online program. If funding allows, the 2nd accelerated cohort will be admitted in Fall 2011. Faculty are presently being recruited for the empty and new positions. With the present economic concerns, part-time faculty may be hired instead of fulltime faculty.

### **Brief Follow Up on Outcomes of Plans to Address from Last Review**

In the last review, curriculum changes were proposed for the UG curriculum. This recent curriculum change is the 2nd one since the last review. It was also proposed to increase SCH by admitting 35 BSN students each semester and that was accomplished. Classrooms were remodeled as planned and future plans include using CFM monies to develop a high fidelity simulation laboratory.

### **Program Review Final University Committee Chair Comments**

#### **GRADUATE**

### **Brief Conclusion from Data**

The MSN program needs to increase the number of students, but this also means an increase in FNP prepared faculty to supervise clinical practice of the students.

### **Additional Data or Comments**

### **Plan to Address**

In Fall 2010, 6 additional FNP students were admitted to the MSN program. A search is currently in process to hire another FNP faculty member to assist with clinical. The CNS option will continue to be kept only “on the books” due to low enrollment potential. Recruitment needs to increase for the educator option. The MSN completers will improve since the initiation of the non-thesis scholarly paper option and comprehensive examination in Fall 2009. MSN students will be able to graduate when course work is completed instead of being delayed as a result of unfinished research projects/theses. The only off-campus courses taught are in the MSN program, which has variance in its numbers. In Fall 2009, 7 of 18 MSN students were from off-campus sites. Although all FNP positions are filled annually for students, the educator option needs an increase in numbers. The Graduate Curriculum Committee will need to discuss recruitment plans for this option in order for it to continue.

### **Brief Follow Up on Outcomes of Plans to Address from Last Review**

A recommendation was to continue the HRSA traineeship opportunities. This has been accomplished and 3-4 students receive full tuition annually through this grant. Core requirements were also modified in the curriculum as suggested and four courses were combined into two core courses. Another recommendation was that all graduate assistants be MSN students – this has also been accomplished and presently we have 5 GAs who assist with clinical components of the undergraduate program. Although graduate enrollment isn’t at our aspiration, it is higher than what it was 5 years ago.

### **Program Review Final University Committee Chair Comments**



## II. REVENUE AND OTHER RESOURCES GENERATED BY THE PROGRAM

REVENUE DATA UNDERGRADUATE					
Measure	AY07	AY08	AY09	Year 4	Year 5
All Courses - SCH Revenue					
On Campus FS	798,350.98	850,167.84	761,655.38		
Off Campus FS	96,455.84	93,566.72	36,098.36		
Summer On and Off Campus	40,091.89	38,281.40	30,767.54		
Subtotal Revenue SCH	934,898.71	982,015.96	828,521.28		
All Courses - Fees Revenue					
On Campus FS	590.00	1,558.00	1,184.00		
Off Campus FS	0.00	0.00	0.00		
Summer On and Off Campus	0.00	0.00	0.00		
Subtotal Revenue FeeS	590.00	1,558.00	1,184.00		
All Courses - Total SCH and Fees	935,488.71	983,573.96	829,705.28		
Univ Studies Crses - SCH Revenue					
On Campus FS	93,834.45	120,725.34	182,247.90		
Off Campus FS	0.00	0.00	0.00		
Summer On and Off Campus	31,782.69	30,424.20	24,418.86		
Subtotal Revenue SCH	125,617.14	151,149.54	206,666.76		
Univ Studies Crses - Fees Revenue					
On Campus FS	0.00	0.00	0.00		
Off Campus FS	0.00	0.00	0.00		
Summer On and Off Campus	0.00	0.00	0.00		
Subtotal Revenue FeeS	0.00	0.00	0.00		
Univ Studies - Total SCH and Fees	125,617.14	151,149.54	206,666.76		
SER/BC/ROM Crses - SCH Revenue					
On Campus FS	0.00	0.00	0.00		
Off Campus FS	0.00	0.00	0.00		
Summer On and Off Campus	0.00	0.00	0.00		
Subtotal Revenue SCH	0.00	0.00	0.00		
SER/BC/ROM Crses - Fees Revenue					
On Campus FS	0.00	0.00	0.00		
Off Campus FS	0.00	0.00	0.00		
Summer On and Off Campus	0.00	0.00	0.00		
Subtotal Revenue Fees	0.00	0.00	0.00		
SER/BC/ROM - Total SCH and Fees	0.00	0.00	0.00		
Major Courses - SCH Revenue					

On Campus FS	704,516.53	729,442.50	579,407.48		
Off Campus FS	96,455.84	93,566.72	36,098.36		
Summer On and Off Campus	8,309.20	7,857.20	6,348.68		
Subtotal Revenue SCH	809,281.57	830,866.42	621,854.52		
Major Courses - Fees Revenue					
On Campus FS	590.00	1,558.00	1,184.00		
Off Campus FS	0.00	0.00	0.00		
Summer On and Off Campus	0.00	0.00	0.00		
Subtotal Revenue FeeS	590.00	1,558.00	1,184.00		
Major Courses - Total SCH and Fees	809,871.57	832,424.42	623,038.52		
Unit Revenue External Grants	844,742.00	154,063.00	26,287.00		

REVENUE DATA GRADUATE

Measure	AY07	AY08	AY09	Year 4	Year 5
All Courses - SCH Revenue					
On Campus FS	133,486.16	129,332.84	150,016.50		
Off Campus FS	11,130.30	4,204.13	0.00		
Summer On and Off Campus	17,091.20	24,957.69	21,063.80		
Subtotal Revenue SCH	161,707.66	158,494.66	171,080.30		
All Courses - Fees Revenue					
On Campus FS	100.00	20,830.00	20,880.00		
Off Campus FS	0.00	0.00	0.00		
Summer On and Off Campus	80.00	6,220.00	4,370.00		
Subtotal Revenue FeeS	180.00	27,050.00	25,250.00		
All Courses - Total SCH and Fees	161,887.66	185,544.66	196,330.30		
Major Courses - SCH Revenue					
On Campus FS	133,486.16	129,332.84	150,016.50		
Off Campus FS	11,130.30	4,204.13	0.00		
Summer On and Off Campus	17,091.20	24,957.69	21,063.80		
Subtotal Revenue SCH	161,707.66	158,494.66	171,080.30		
Major Courses - Fees Revenue					
On Campus FS	100.00	20,830.00	20,880.00		
Off Campus FS	0.00	0.00	0.00		
Summer On and Off Campus	80.00	6,220.00	4,370.00		
Subtotal Revenue FeeS	180.00	27,050.00	25,250.00		
Major Courses - Total SCH and Fees	161,887.66	185,544.66	196,330.30		
Unit Revenue External Grants	0.00	0.00	0.00		

SUMMARY UNDERGRADUATE

Measure	Mean	Trend
All Courses - SCH Revenue		
On Campus FS	803,391.40	Irregular
Off Campus FS	75,373.64	Declining
Summer On and Off Campus	36,380.28	Declining
Subtotal Revenue SCH	915,145.32	Irregular
All Courses - Fees Revenue		
On Campus FS	1,110.67	Irregular
Off Campus FS	0.00	Static
Summer On and Off Campus	0.00	Static
Subtotal Revenue FeeS	1,110.67	Irregular
All Courses - Total SCH and Fees	916,255.98	Irregular
Univ Studies Crses - SCH Revenue		
On Campus FS	132,269.23	Improving
Off Campus FS	0.00	Static
Summer On and Off Campus	28,875.25	Declining
Subtotal Revenue SCH	161,144.48	Improving
Univ Studies Crses - Fees Revenue		
On Campus FS	0.00	Static
Off Campus FS	0.00	Static
Summer On and Off Campus	0.00	Static
Subtotal Revenue FeeS	0.00	Static
Univ Studies - Total SCH and Fees	161,144.48	Improving
SER/BC/ROM Crses - SCH Revenue		
On Campus FS	0.00	Static
Off Campus FS	0.00	Static
Summer On and Off Campus	0.00	Static
Subtotal Revenue SCH	0.00	Static
SER/BC/ROM Crses - Fees Revenue		
On Campus FS	0.00	Static
Off Campus FS	0.00	Static
Summer On and Off Campus	0.00	Static
Subtotal Revenue Fees	0.00	Static
SER/BC/ROM - Total SCH and Fees	0.00	Static
Major Courses - SCH Revenue		
On Campus FS	671,122.17	Irregular
Off Campus FS	75,373.64	Declining
Summer On and Off Campus	7,505.03	Declining

Subtotal Revenue SCH	754,000.84	Irregular
Major Courses - Fees Revenue		
On Campus FS	1,110.67	Irregular
Off Campus FS	0.00	Static
Summer On and Off Campus	0.00	Static
Subtotal Revenue FeeS	1,110.67	Irregular
Major Courses - Total SCH and Fees	755,111.50	Irregular
Unit Revenue External Grants	341,697.33	Declining

#### SUMMARY GRADUATE

Measure	Mean	Trend
All Courses - SCH Revenue		
On Campus FS	137,611.83	Irregular
Off Campus FS	5,111.48	Declining
Summer On and Off Campus	21,037.56	Irregular
Subtotal Revenue SCH	163,760.87	Irregular
All Courses - Fees Revenue		
On Campus FS	13,936.67	Improving
Off Campus FS	0.00	Static
Summer On and Off Campus	3,556.67	Irregular
Subtotal Revenue FeeS	17,493.33	Irregular
All Courses - Total SCH and Fees	181,254.21	Improving
Major Courses - SCH Revenue		
On Campus FS	137,611.83	Irregular
Off Campus FS	5,111.48	Declining
Summer On and Off Campus	21,037.56	Irregular
Subtotal Revenue SCH	163,760.87	Irregular
Major Courses - Fees Revenue		
On Campus FS	13,936.67	Improving
Off Campus FS	0.00	Static
Summer On and Off Campus	3,556.67	Irregular
Subtotal Revenue FeeS	17,493.33	Irregular
Major Courses - Total SCH and Fees	181,254.21	Improving
Unit Revenue External Grants	0.00	Static

#### UNDERGRADUATE

#### Brief Conclusion from Data

Undergraduate revenue has been irregular due to changes in the BSN curriculum. When nursing courses in the “old” curriculum were dropped, the DON increased the number of University Studies offerings which off-set lost revenue from nursing courses. Once again, off-campus offerings decreased when the off-campus RN-BSN program was converted into a 100% on-line format (Fall 2008). Summer offerings have become more focused on supporting the RN-BSN on-line program and the FNP option, which are year-round curricula. A HRSA grant that supported off-campus RN-BSN education expired in 2008.

### **Additional Data or Comments**

### **Plan to Address**

Revenue will stabilize in the BSN program and revenue should increase with the RN-BSN program as numbers of students increase in each semester cohort. Undergraduate revenue has been irregular due to changes in the BSN curriculum. When nursing courses in the “old” curriculum were dropped, the DON increased the number of university studies offerings which off-set lost revenue from nursing courses. Once again, off-campus offerings decreased when the off-campus RN-BSN program was converted into a 100% on-line format (Fall 2008). Summer offerings have become more focused on supporting the RN-BSN on-line program and the FNP option, which are year-round curricula. A HRSA grant that supported off-campus RN-BSN education expired in 2008. Recently, the addition of the \$1.2 million CFM will allow updated laboratory space and expansion of the BSN program. During the 50th Anniversary Campaign, over \$30,000 has been raised to support the program. During Fall 2009, an agreement was signed for a future endowment of \$1 million – ½ for scholarships and ½ for endowing departmental activities related to improving compassion in the nursing profession. Future fund raising endeavors include working with the recently founded DON Development Advisory Council, coordinated by Sam Duncan.

### **Brief Follow Up on Outcomes of Plans to Address from Last Review**

Recommendations were made to pursue outside funding which has happened in the form of CFM and fund raising related to the 50th anniversary. No other recommendations were made regarding revenue.

### **Program Review Final University Committee Chair Comments**

## **GRADUATE**

### **Brief Conclusion from Data**

Graduate course revenue data are irregular; however, the most recent AY09 data are higher than the previous two years. The MSN graduates continue to have access to the advanced nurse traineeship monies for tuition (HRSA - 2009-10 amount \$25,820). MSN students presently pay an additional \$250 per semester. These monies do not go to the DON, however they do help support the Graduate Assistant positions. The recent CFM monies will support an increase in FNP enrollment and support for another FNP faculty member.

### **Additional Data or Comments**

### **Plan to Address**

The DON will continue to pursue traineeship support through HRSA. Following the completion of the CFM grant, outside grant opportunities will be explored.

### **Brief Follow Up on Outcomes of Plans to Address from Last Review**

Except for the traineeship, no specific recommendations were made related to revenue. Efforts to recruit more students were expressed, and overall, graduate SCH have increased.

**Program Review Final University Committee Chair Comments**

### III. COSTS AND OTHER EXPENSES ASSOCIATED WITH THE PROGRAM

COSTS DATA UNDERGRADUATE					
	AY07	AY08	AY09	Year 4	Year 5
Cost Per Major	1,850.00	2,452.00	1,672.00		
Unit Costs per Major SCH - On campus FS	312.00	427.00	475.00		
Unit Costs per Major SCH - Off campus FS	191.00	314.00	502.00		
Unit Costs per Major SCH - Summer	134.00	296.00	170.00		
Unit Costs per Major SCH - Overall	296.00	414.00	473.00		
Unit Costs for Major Crses - On campus FS	1,110,535.00	1,440,932.00	1,179,826.00		
Unit Costs for Major Crses - Off campus FS	90,143.00	130,773.00	76,364.00		
Unit Costs for Major Crses - Summer	5,376.00	7,111.00	4,410.00		
Unit Costs for Major Crses - Overall	1,206,054.00	1,578,816.00	1,260,600.00		
Unit Costs per Univ Studies SCH - On campus FS	165.00	297.00	175.00		
Unit Costs per Univ Studies SCH - Off campus FS	0.00	0.00	0.00		
Unit Costs per Univ Studies SCH - Summer	134.00	236.00	165.00		
Unit Costs per Univ Studies SCH - Overall	158.00	285.00	174.00		
Unit Costs for Univ Studies Crses - On campus FS	76,943.00	163,678.00	136,517.00		
Unit Costs for Univ Studies Crses - Off campus FS	0.00	0.00	0.00		
Unit Costs for Univ Studies Crses - Summer	20,502.00	31,907.00	16,800.00		
Unit Costs for Univ Studies Crses - Overall	97,445.00	195,586.00	153,317.00		
Unit Costs per SER/BC/ROM SCH - On campus FS	0.00	0.00	0.00		
Unit Costs per SER/BC/ROM SCH - Off campus FS	0.00	0.00	0.00		
Unit Costs per SER/BC/ROM SCH - Summer	0.00	0.00	0.00		
Unit Costs per SER/BC/ROM SCH - Overall	0.00	0.00	0.00		
Unit Costs for SER/BC/ROM Crses - On campus FS	0.00	0.00	0.00		
Unit Costs for SER/BC/ROM Crses - Off campus FS	0.00	0.00	0.00		
Unit Costs for SER/BC/ROM Crses - Summer	0.00	0.00	0.00		
Unit Costs for SER/BC/ROM Crses - Overall	0.00	0.00	0.00		
Unit Costs per All SCH - On campus FS	295.00	409.00	403.00		
Unit Costs per All SCH - Off campus FS	191.00	314.00	502.00		
Unit Costs per All SCH - Summer	134.00	245.00	166.00		
Unit Costs per All SCH - Overall	278.00	394.00	399.00		
Unit Costs for All Crses - On campus FS	1,187,478.00	1,604,610.00	1,316,343.00		
Unit Costs for All Crses - Off campus FS	90,143.00	130,773.00	76,364.00		
Unit Costs for All Crses - Summer	25,878.00	39,018.00	21,210.00		
Unit Costs for All Crses - Overall	1,303,499.00	1,774,402.00	1,413,917.00		

**COSTS DATA GRADUATE**

	AY07	AY08	AY09	Year 4	Year 5
Cost Per Major	4,190.00	5,948.00	5,205.00		
Unit Costs per Major SCH - On campus FS	339.00	459.00	472.00		
Unit Costs per Major SCH - Off campus FS	541.00	1,752.00	0.00		
Unit Costs per Major SCH - Summer	243.00	167.00	154.00		
Unit Costs per Major SCH - Overall	343.00	453.00	433.00		
Unit Costs for Major Crses - On campus FS	181,453.00	230,274.00	268,848.00		
Unit Costs for Major Crses - Off campus FS	24,349.00	33,296.00	0.00		
Unit Costs for Major Crses - Summer	16,282.00	15,994.00	12,196.00		
Unit Costs for Major Crses - Overall	222,085.00	279,564.00	281,044.00		
Unit Costs per Univ Studies SCH - On campus FS	0.00	0.00	0.00		
Unit Costs per Univ Studies SCH - Off campus FS	0.00	0.00	0.00		
Unit Costs per Univ Studies SCH - Summer	0.00	0.00	0.00		
Unit Costs per Univ Studies SCH - Overall	0.00	0.00	0.00		
Unit Costs for Univ Studies Crses - On campus FS	0.00	0.00	0.00		
Unit Costs for Univ Studies Crses - Off campus FS	0.00	0.00	0.00		
Unit Costs for Univ Studies Crses - Summer	0.00	0.00	0.00		
Unit Costs for Univ Studies Crses - Overall	0.00	0.00	0.00		
Unit Costs per SER/BC/ROM SCH - On campus FS	0.00	0.00	0.00		
Unit Costs per SER/BC/ROM SCH - Off campus FS	0.00	0.00	0.00		
Unit Costs per SER/BC/ROM SCH - Summer	0.00	0.00	0.00		
Unit Costs per SER/BC/ROM SCH - Overall	0.00	0.00	0.00		
Unit Costs for SER/BC/ROM Crses - On campus FS	0.00	0.00	0.00		
Unit Costs for SER/BC/ROM Crses - Off campus FS	0.00	0.00	0.00		
Unit Costs for SER/BC/ROM Crses - Summer	0.00	0.00	0.00		
Unit Costs for SER/BC/ROM Crses - Overall	0.00	0.00	0.00		
Unit Costs per All SCH - On campus FS	339.00	459.00	472.00		
Unit Costs per All SCH - Off campus FS	541.00	1,752.00	0.00		
Unit Costs per All SCH - Summer	243.00	167.00	154.00		
Unit Costs per All SCH - Overall	343.00	453.00	433.00		
Unit Costs for All Crses - On campus FS	181,453.00	230,274.00	268,848.00		
Unit Costs for All Crses - Off campus FS	24,349.00	33,296.00	0.00		
Unit Costs for All Crses - Summer	16,282.00	15,994.00	12,196.00		
Unit Costs for All Crses - Overall	222,085.00	279,564.00	281,044.00		



**COSTS COMPARISONS UNDERGRADUATE**

	AY07	AY08	AY09	Year 4	Year 5
College Cost per Major	2,909.00	2,641.00	2,280.00		
University Cost per Major	3,297.00	3,345.00	2,083.00		
Delaware Study Cost/SCH Unit	313.00	341.00	0.00		
College Cost per Major SCHR	210.00	205.00	245.00		
University Cost per Major SCHR	204.00	214.00	231.00		
College Cost per Univ Studies SCHR	186.00	104.00	90.00		
University Cost per Univ Studies SCHR	153.00	108.00	106.00		
College Cost per SER/BC/ROM SCHR	308.00	177.00	166.00		
University Cost per SER/BC/ROM SCHR	121.00	130.00	117.00		
College Cost per all SCHR	186.00	168.00	186.00		
University Cost per all SCHR	153.00	155.00	161.00		

**COSTS COMPARISONS GRADUATE**

	AY07	AY08	AY09	Year 4	Year 5
College Cost per Major	2,909.00	2,641.00	2,280.00		
University Cost per Major	3,297.00	3,345.00	2,083.00		
Delaware Study Cost/SCH Unit	313.00	341.00	0.00		
College Cost per Major SCHR	210.00	205.00	245.00		
University Cost per Major SCHR	204.00	214.00	231.00		
College Cost per Univ Studies SCHR	186.00	104.00	90.00		
University Cost per Univ Studies SCHR	153.00	108.00	106.00		
College Cost per SER/BC/ROM SCHR	308.00	177.00	166.00		
University Cost per SER/BC/ROM SCHR	121.00	130.00	117.00		
College Cost per all SCHR	186.00	168.00	186.00		
University Cost per all SCHR	153.00	155.00	161.00		

**SUMMARY UNDERGRADUATE**

	Mean	Trend
Cost Per Major	1,991.33	Irregular
Unit Costs per Major SCH - On campus FS	404.66	Improving
Unit Costs per Major SCH - Off campus FS	335.66	Improving
Unit Costs per Major SCH - Summer	200.00	Irregular
Unit Costs per Major SCH - Overall	394.33	Improving
Unit Costs for Major Crses - On campus FS	1,243,764.33	Irregular
Unit Costs for Major Crses - Off campus FS	99,093.33	Irregular
Unit Costs for Major Crses - Summer	5,632.33	Irregular

Unit Costs for Major Crses - Overall	1,348,490.00	Irregular
Unit Costs per Univ Studies SCH - On campus FS	212.33	Irregular
Unit Costs per Univ Studies SCH - Off campus FS	0.00	Static
Unit Costs per Univ Studies SCH - Summer	178.33	Irregular
Unit Costs per Univ Studies SCH - Overall	205.66	Irregular
Unit Costs for Univ Studies Crses - On campus FS	125,712.66	Irregular
Unit Costs for Univ Studies Crses - Off campus FS	0.00	Static
Unit Costs for Univ Studies Crses - Summer	23,069.66	Irregular
Unit Costs for Univ Studies Crses - Overall	148,782.66	Irregular
Unit Costs per SER/BC/ROM SCH - On campus FS	0.00	Static
Unit Costs per SER/BC/ROM SCH - Off campus FS	0.00	Static
Unit Costs per SER/BC/ROM SCH - Summer	0.00	Static
Unit Costs per SER/BC/ROM SCH - Overall	0.00	Static
Unit Costs for SER/BC/ROM Crses - On campus FS	0.00	Static
Unit Costs for SER/BC/ROM Crses - Off campus FS	0.00	Static
Unit Costs for SER/BC/ROM Crses - Summer	0.00	Static
Unit Costs for SER/BC/ROM Crses - Overall	0.00	Static
Unit Costs per All SCH - On campus FS	369.00	Irregular
Unit Costs per All SCH - Off campus FS	335.66	Improving
Unit Costs per All SCH - Summer	181.66	Irregular
Unit Costs per All SCH - Overall	357.00	Improving
Unit Costs for All Crses - On campus FS	1,369,477.00	Irregular
Unit Costs for All Crses - Off campus FS	99,093.33	Irregular
Unit Costs for All Crses - Summer	28,702.00	Irregular
Unit Costs for All Crses - Overall	1,497,272.66	Irregular

#### SUMMARY GRADUATE

	Mean	Trend
Cost Per Major	5,114.33	Irregular
Unit Costs per Major SCH - On campus FS	423.33	Improving
Unit Costs per Major SCH - Off campus FS	764.33	Irregular
Unit Costs per Major SCH - Summer	188.00	Declining
Unit Costs per Major SCH - Overall	409.66	Irregular
Unit Costs for Major Crses - On campus FS	226,858.33	Improving
Unit Costs for Major Crses - Off campus FS	19,215.00	Irregular
Unit Costs for Major Crses - Summer	14,824.00	Declining
Unit Costs for Major Crses - Overall	260,897.66	Improving
Unit Costs per Univ Studies SCH - On campus FS	0.00	Static
Unit Costs per Univ Studies SCH - Off campus FS	0.00	Static

Unit Costs per Univ Studies SCH - Summer	0.00	Static
Unit Costs per Univ Studies SCH - Overall	0.00	Static
Unit Costs for Univ Studies Crses - On campus FS	0.00	Static
Unit Costs for Univ Studies Crses - Off campus FS	0.00	Static
Unit Costs for Univ Studies Crses - Summer	0.00	Static
Unit Costs for Univ Studies Crses - Overall	0.00	Static
Unit Costs per SER/BC/ROM SCH - On campus FS	0.00	Static
Unit Costs per SER/BC/ROM SCH - Off campus FS	0.00	Static
Unit Costs per SER/BC/ROM SCH - Summer	0.00	Static
Unit Costs per SER/BC/ROM SCH - Overall	0.00	Static
Unit Costs for SER/BC/ROM Crses - On campus FS	0.00	Static
Unit Costs for SER/BC/ROM Crses - Off campus FS	0.00	Static
Unit Costs for SER/BC/ROM Crses - Summer	0.00	Static
Unit Costs for SER/BC/ROM Crses - Overall	0.00	Static
Unit Costs per All SCH - On campus FS	423.33	Improving
Unit Costs per All SCH - Off campus FS	764.33	Irregular
Unit Costs per All SCH - Summer	188.00	Declining
Unit Costs per All SCH - Overall	409.66	Irregular
Unit Costs for All Crses - On campus FS	226,858.33	Improving
Unit Costs for All Crses - Off campus FS	19,215.00	Irregular
Unit Costs for All Crses - Summer	14,824.00	Declining
Unit Costs for All Crses - Overall	260,897.66	Improving

## UNDERGRADUATE

### Brief Conclusion from Data

The costs and other expenses data are not demonstrating a pattern at this time. Once again, due to changes in the BSN and RN-BSN, data are difficult to interpret. In comparison data, undergraduate cost per major is below Delaware data in one year and above in another year. Overall, cost per major for nursing is above the college and university cost. This is reflective of the reduced offerings in nursing classes and the nature of specialized clinical education. However, the 400-500 pre-nursing majors on campus assist other departments in SCH production. As an example, if 414 pre-nursing students (our mean enrollment) were multiplied by the cost of fees for one year, pre-nursing students bring in \$2.6 million per academic year. Extra sections of biology and chemistry courses have been added, creating a positive effect on SCH in these departments. In addition, non-nursing on-line course enrollment has been affected due to the RN-BSN on-line program.

### Additional Data or Comments

### Plan to Address

The cost of clinical education at the BSN level will continue to influence the cost of nursing. In the future, the use of part-time faculty is a possibility as positions become more difficult to fill due to economic concerns. Clinical sections will be scheduled to have at least 8 students. As the curricula (BSN and RN-BSN)

stabilize, it will be important to trend the data.

### **Brief Follow Up on Outcomes of Plans to Address from Last Review**

The DON recommended cost savings in copying and phones. Some of this was accomplished through using electronic messaging and reducing the number of handouts to students. Improvement can still be made in this area.

### **Program Review Final University Committee Chair Comments**

## **GRADUATE**

### **Brief Conclusion from Data**

MSN data reflect the accreditation necessity of maintaining a 1 to 6 faculty/student ratio in FNP clinical courses. Both FNP and educator graduate students utilize the preceptor model for direct supervision in experiential classes, however faculty are held accountable for oversight, final grading, and associated assignments.

### **Additional Data or Comments**

### **Plan to Address**

Future clinical supervision of the FNP students may need to come from part-time faculty instead of full-time positions.

### **Brief Follow Up on Outcomes of Plans to Address from Last Review**

No specific cost and other expenses were recommended specific to the MSN program. Overall reduction in copying, phone use, and increasing electronic messaging would have been involved for the graduate program as well.

### **Program Review Final University Committee Chair Comments**

#### IV. CONTRIBUTION TO UNIVERSITY STUDIES AND COURSES SERVING OTHER PROGRAMS

UNIT SCH FROM UNIVERSITY STUDIES AND COURSES SERVING OTHER PROGRAMS					
	AY07	AY08	AY09	Year 4	Year 5
University Studies: On Campus FS	465	552	780		
University Studies: Off Campus FS	0	0	0		
University Studies: Summer	153	135	102		
University Studies: Total	618	687	882		
Services: On Campus FS	0	0	0		
Services: Off Campus FS	0	0	0		
Services: Summer	0	0	0		
Services: Total	0	0	0		
ROM: On Campus FS	0	0	0		
ROM: Off Campus FS	0	0	0		
ROM: Summer	0	0	0		
ROM: Total	0	0	0		
Business Core: On Campus FS	0	0	0		
Business Core: Off Campus FS	0	0	0		
Business Core: Summer	0	0	0		
Business Core: Total	0	0	0		

UNIT SCH SUMMARY		
Measure	Mean	Trend
University Studies: On Campus FS	599.0	Improving
University Studies: Off Campus FS	0.0	Static
University Studies: Summer	130.0	Declining
University Studies: Total	729.0	Improving
Services: On Campus FS	0.0	Static
Services: Off Campus FS	0.0	Static
Services: Summer	0.0	Static
Services: Total	0.0	Static
ROM: On Campus FS	0.0	Static
ROM: Off Campus FS	0.0	Static
ROM: Summer	0.0	Static
ROM: Total	0.0	Static
Business Core: On Campus FS	0.0	Static
Business Core: Off Campus FS	0.0	Static

Business Core: Summer	0.0	Static
Business Core: Total	0.0	Static

## UNDERGRADUATE

### **Brief Conclusion from Data**

The trending data for on-campus FS University Studies courses demonstrate an increase over the last three years. This increase is in direct correlation to the change in the BSN curriculum to an upper division (junior and senior level) curriculum. As courses in the “old” curriculum were dropped, faculty workloads were augmented by adding UI 100 and UI 412 courses. This plan of starting the new curriculum was approved by both the Dean and the Provost in 2007. Summer University Study courses have decreased as the RN-BSN on-line program has started offering specific required courses on a year-round basis. Required nursing courses for both RN-BSN and MSN students have taken precedence over offering university study courses during the summer.

### **Additional Data or Comments**

### **Plan to Address**

As the new curriculum creates full course loads for faculty, the increase in University Studies will most likely change back to AY 07 numbers, indicating a decline. It is expected that University Studies numbers would eventually be static at the AY 07 numbers since the DON only provides two University Studies courses – UI100 and UI412.

### **Brief Follow Up on Outcomes of Plans to Address from Last Review**

No recommendations were made regarding University Studies courses.

### **Program Review Final University Committee Chair Comments**

## V. EXTERNAL DEMAND

EXTERNAL DEMAND DATA UNDERGRADUATE										
	AY07		AY08		AY09		Year 4		Year 5	
<b>ACT DATA</b>										
	N	ACT	N	ACT	N	ACT	N	ACT	N	ACT
No. Identifying Planned Major										
UNIT Totals			1289	19.34						
NURSING (PRACTICAL) [754]			153	17.40						
NURSING (REGISTERED) [755]			1136	19.60						
No. of ACT Scores to Southeast										
UNIT Totals			131	19.85						
NURSING (PRACTICAL) [754]			12	19.30						
NURSING (REGISTERED) [755]			119	19.90						
Yield: No. Enrolled at Southeast										
UNIT Totals			48	20.63						
NURSING (PRACTICAL) [754]			4	21.00						
NURSING (REGISTERED) [755]			44	20.60						

SUMMARY UNDERGRADUATE		
	Mean	Trend
Yield: No. Enrolled at Southeast		
UNIT Totals	20.6	
NURSING (PRACTICAL) [754]	21.0	
NURSING (REGISTERED) [755]	20.6	

Additional Data Available at [http://www.missourieconomy.org/occupations/occ\\_proj.stm](http://www.missourieconomy.org/occupations/occ_proj.stm)

### UNDERGRADUATE

#### Brief Conclusion from Data

The data supplied for prospective students sending their ACT scores to SEMO include practical nursing programs (code 754). We do not have a practical nursing program. According to recent data gleaned from AACN (American Association of Colleges of Nursing), 871 students in Missouri were turned away for baccalaureate and graduate programs in 2008. Since 2002 academic year, this represents a 469% increase in the number of qualified students being turned away in Missouri. Close to 50,000 students were turned away from BSN and MSN programs in the United States in 2008 (AACN, 2009). At Southeast, BSN admissions for Spring 2010 were just processed; 69 applications were received, 50 were qualified, and 35 were accepted. In the initial application process for the accelerated 2nd degree, 20 applications were received, 15 were qualified, and 10 accepted. Since 1965, the American Nurses Association has consistently confirmed the need for baccalaureate education in the workforce (Nursing's Social Policy Statement,

2003). Registered nurses are encouraged to return for their BSN in order to practice in mid-management positions as well as other leadership positions within their organizations. Southeast Missouri Hospital is designated as a Magnet facility by the American Nurse's Credentialing Center. In order to retain that status, the hospital must have a substantial number of BSN prepared nurses. The present percentage of BSN prepared nurses is now at 51% (K. Hendrickson, December 3, 2009). The typical RN-BSN student remains employed full-time while attending Southeast.

Although the job market is reportedly "tighter" for our present BSN graduates, we still have a 100% placement rate for students desiring a position. Economics in this region have dictated fewer positions for new graduates and some graduates are taking positions that are not their first choice. Once economic recovery is reflected in the job market, the shortage of nurses is still predicted to out-weigh the present capability of nursing programs in Missouri as well as the United States (AACN, 2009). Local hospitals report open positions for BSN prepared graduates.

Although graduate programs are not included in this section, external demand is a crucial aspect of the MSN. Healthcare reform is predicted to place a heavy demand on primary care providers. This particularly affects the family nurse practitioner (FNP) MSN option. These graduates still have a 100% placement rate in their desired area of practice. The newest class has 7 of 18 from the Poplar Bluff region which is still classified as a federally underserved area. The MSN educator graduates help fill the nursing faculty shortage that is attributed to the aging faculty workforce and the inability of universities to pay competitive salaries as compared to "practice" environments. The external demand is presently and in the future a strong determinant of the need for continuation of the MSN.

### **Additional Data or Comments**

### **Plan to Address**

The BSN enrollment will increase every other year by 10 through the accelerated, 2nd degree program. The goal of the RN-BSN program is to admit 24 RNs every semester. Both of these measures will contribute to the need for BSN prepared registered nurses. The availability of clinical facilities and qualified faculty limit the ability to expand the program further at this time.

### **Brief Follow Up on Outcomes of Plans to Address from Last Review**

### **Program Review Final University Committee Chair Comments**



## VI. QUALITY OF PROGRAM INPUTS

UNDERGRADUATE					
Measure	AY07	AY08	AY09	Year 4	Year 5
ACT	21.66	21.47	21.49		
Selected Merit Scholarships	11.00	15.00	21.00		
High School GPA	3.36	3.35	3.40		
CBASE Composite	0.00	0.00	0.00		
CBASE English	0.00	0.00	0.00		
CBASE Math	0.00	0.00	0.00		
CBASE Science	0.00	0.00	0.00		
CBASE Social Studies	0.00	0.00	0.00		
CBASE Writing	0.00	0.00	0.00		

GRADUATE					
Measure	AY07	AY08	AY09	Year 4	Year 5
GMAT Total	0.00	0.00	0.00		
GMAT Total Converted	0.00	0.00	0.00		

COMPARISONS UNDERGRADUATE															
	AY07			AY08			AY09			Year 4			Year 5		
	COLL	UNIV	NAT	COLL	UNIV	NAT	COLL	UNIV	NAT	COLL	UNIV	NAT	COLL	UNIV	NAT
ACT	21.47	22.24	21.10	21.63	22.38	21.20	21.85	22.59	21.10						
High School GPA	3.31	3.31		3.27	3.29		3.35	3.40							
CBASE Composite	0.00	0.00		0.00	0.00		0.00	0.00							
CBASE English	0.00	0.00		0.00	0.00		0.00	0.00							
CBASE Math	0.00	0.00		0.00	0.00		0.00	0.00							
CBASE Science	0.00	0.00		0.00	0.00		0.00	0.00							
CBASE Social Studies	0.00	0.00		0.00	0.00		0.00	0.00							
CBASE Writing	0.00	0.00		0.00	0.00		0.00	0.00							

COMPARISONS GRADUATE															
	AY07			AY08			AY09			Year 4			Year 5		
	COLL	UNIV	NAT	COLL	UNIV	NAT	COLL	UNIV	NAT	COLL	UNIV	NAT	COLL	UNIV	NAT
GMAT Total	0.00	0.00		0.00	0.00		0.00	0.00							
GMAT Total Converted	0.00	0.00		0.00	0.00		0.00	0.00							

SUMMARY UNDERGRADUATE		
Measure	Mean	Trend
ACT	21.53	Irregular
High School GPA	3.33	Irregular
CBASE Composite	0.00	Static

SUMMARY GRADUATE		
Measure	Mean	Trend
GMAT Total	0.00	Static
GMAT Total Converted	0.00	Static

## UNDERGRADUATE

### Brief Conclusion from Data

The data indicate that both ACT and high school GPAs are irregular in their trending. However, both indicators are within hundredths of each other for the three years reported. Although ACT and high school GPAs are important program inputs, the DON utilizes the cumulative college GPA and grades in three of their four science courses to make determinations about admission into nursing. As an example, the Spring 2010 BSN class has a GPA range of 3.059 to 3.924 with 54% having a GPA of 3.5 or higher. No student with a GPA below a 3.0 was admitted. In the accelerated, 2nd degree option, the GPA range was 3.026 to 3.925, and 70% have GPAs of 3.5 or higher. The quality of program inputs will be interesting to trend as students realize the competitive nature of being admitted into the BSN program.

All RN-BSN admissions bring in a GPA from an associate degree or diploma program. They must have a cumulative GPA of 2.5 to be admitted to the on-line program.

### Additional Data or Comments

### Plan to Address

After trending admission data over a two year period, the Student Affairs Committee may want to propose to the Total Faculty Committee raising the cumulative GPA. Anecdotally, the present class in the new BSN curriculum appears to be a very strong academic group.

### Brief Follow Up on Outcomes of Plans to Address from Last Review

Recommendations were to increase the number of minority students in the undergraduate program. This has not happened. Targeted recruitment would need to occur to support this recommendation and most likely, external funding would be needed.

### Program Review Final University Committee Chair Comments

## GRADUATE

**Brief Conclusion from Data**

The MSN students must meet the set criteria for admission into the program. They must have a baccalaureate GPA of 3.25. No students have been admitted in the last three years who do not meet the regular probationary or provisional admission criteria. The MSN program does not require the GRE.

**Additional Data or Comments****Plan to Address**

There is no plan to require the GRE for MSN students, since our outcomes remain at a 100% first-time pass rate for certification of the FNP and CNS graduates.

**Brief Follow Up on Outcomes of Plans to Address from Last Review**

There were no recommendations for the MSN program regarding quality of program inputs.

**Program Review Final University Committee Chair Comments**

## VII. QUALITY OF PROGRAM OUTPUTS

WP003 UNDERGRADUATE										
	AY07		AY08		AY09		Year 4		Year 5	
	N	%	N	%	N	%	N	%	N	%
>= 9.5 (superior)	10	16.39	12	16.00	16	21.33				
8.0 - 9.0 (proficiency)	37	60.65	47	62.66	38	50.66				
7.0 - 7.5 (marginal pass)	13	21.31	15	20.00	19	25.33				
< 7.0 (fail)	1	1.63	1	1.33	2	2.66				
Unit First Time Pass Rate	60	98.36	74	98.66	74	98.66				
Unit Mean	61	8.38	75	8.35	75	8.38				

WP003 COMPARISONS UNDERGRADUATE					
	AY07	AY08	AY09	Year 4	Year 5
College Mean	8.21	8.35	8.20		
College Pass Rate	97.15	97.61	99.06		
University Mean	8.25	8.34	8.35		
University Pass Rate	97.99	98.74	98.23		

WP003 SUMMARY UNDERGRADUATE			
Method	Mean	Trend	
WP003 Mean	8.37	Irregular	

### UNDERGRADUATE

#### Brief Conclusion from Data

The DON WP003 mean is slightly higher than the college or university mean in AY09. The data is reported as being irregular. The DON monitors other program outputs. The BSN graduates of May 2009 and December 2008 had a 100% pass rate on NCLEX-RN. The MoBON changed our approval to full approval in December 2008 since pass rates for the previous two years were above 80%. BSN graduates continue to be employed at a 100% rate for those who pursue positions. Feedback from our Community Partners Council (May, 2009) regarding our BSN graduates was overwhelming positive. In the 3-year survey done post graduation, graduates report that employers in their first position were satisfied/very satisfied with their performance. RN-BSN graduates either stay in present employment or are then eligible for promotion into leadership, management, or community health positions.

#### Additional Data or Comments

**Plan to Address**

The DON will continue to stress writing experiences in the curriculum. The efforts will continue to be sure that graduates pass the NCLEX at 90% or higher (DON TEP Goal). Although positions are more difficult to attain, our graduates are still sought for employment.

**Brief Follow Up on Outcomes of Plans to Address from Last Review**

No recommendations were made regarding the quality of program outputs.

**Program Review Final University Committee Chair Comments****GRADUATE****Brief Conclusion from Data**

The MSN graduates continue to have a 100% pass rate on the national certification exam. These include FNP and clinical nurse specialist (CSN) graduates. These graduates also have a 100% employment rate in their desired area of practice. The Community Partners Council (2009) report strong satisfaction with the MSN graduates of Southeast.

**Additional Data or Comments****Plan to Address**

Students will be encouraged to continue review courses offered for FNP and CNS certification exams. Exit surveys, 3 year post-graduation surveys, and Community Partners Council data will continue to be collected and analyzed (DON TEP, 2009).

**Brief Follow Up on Outcomes of Plans to Address from Last Review**

No recommendations were made regarding graduate quality of program outputs.

**Program Review Final University Committee Chair Comments**

## VIII. CURRENCY OF CURRICULUM

### UNDERGRADUATE

#### **What steps have you taken to ensure that your programs and courses are up-to-date and effective?**

Currency of the undergraduate curriculum is partially reflected in the success rates of graduates on the NCLEX-RN and success in meeting state and national accreditation standards. The DON has had above the national average for the past 4 semesters, and had 100% for December 2008 and May 2009 BSN graduates. As we prepare for a CCNE accreditation visit in Fall 2010, faculty have reviewed the new AACN Essentials of Baccalaureate Education (2008) document and are incorporating them into the new curriculum. An increased amount of monies has also been dedicated to sending faculty to national conferences that the American Association of Colleges of Nursing provides. The Fall 2008 MoBON accreditation visit also validated the currency of the undergraduate curriculum. The RN-BSN curriculum has also been revised to reflect the Essentials document and a new committee to advise the RN-BSN curriculum has been designated in the DON's new governance structure (Fall, 2009). Although an evaluation plan has been in place, the faculty are preparing to adopt a new evaluation document in December 2009 that will encompass all levels of programs. Measurements of student satisfaction, perceptions of the curriculum upon graduation, and a three year post graduation survey are included in the plan.

#### **Program Review Final University Committee Chair Comments**

### GRADUATE

#### **What steps have you taken to ensure that your programs and courses are up-to-date and effective?**

In academic year 2008, an outside consultant performed a "paper" review of the MSN curriculum. Courses were updated to include greater emphasis on evidence based practice and a couple of courses were condensed into one course. Faculty continue to rely on national certification results for the MSN. In academic year 2008, an outside consultant performed a "paper" review of the MSN curriculum. Courses were updated to include greater emphasis on evidence based practice and graduates as evidence of currency of the curriculum – both FNP and CNS graduates continue to have a 100% pass rate on the exam.

#### **Program Review Final University Committee Chair Comments**

## **IX. IMPACT, JUSTIFICATION, AND OVERALL ESSENTIALITY TO THE SOUTHEAST MISSION**

### **UNDERGRADUATE**

Although nursing programs are traditionally considered “expensive” due to the need for clinical experiences and supervision by faculty, the Southeast mission of providing professional education grounded in the liberal arts and sciences and in practical experience matches perfectly with baccalaureate and master’s nursing programs. As is well documented, the nursing shortage is expected to “explode” after the current economic crisis subsides. Not only will nurses at the bedside retire, but nursing faculty are predicted to leave “in mass” from academia. The DON could potentially lose thirteen of its eighteen faculty over the next five years. Such losses add impact to the need for Southeast to fulfill its vision of being a University of 1st choice for faculty as well as for students’ continuation of professional nursing education in southeast Missouri.

Southeast offers the only baccalaureate and master’s degrees in nursing in this region. All graduates of both programs are employed upon graduation. With the potential change in healthcare, the need for an increased supply of primary health care providers such as FNPs has been made clear. After fifty-plus years of nursing education, the impact, justification, and overall essentiality to the university continues to be strong.

#### **Program Review Final University Committee Chair Comments**

### **GRADUATE**

The impact, justification, and overall essentiality to the Southeast mission is closely linked to the above explanation for the undergraduate program. The need for primary healthcare providers such as FNPs is clear by the present employment rate of 100% and the designated federally underserved areas of the “Bootheel”. Educator graduates help supply faculty to both licensed practical nursing and associate nursing degree programs in the region.

#### **Program Review Final University Committee Chair Comments**

## **X. PLANNING FOR THE FUTURE**

**Given impending personnel and environmental changes, how do you envision the configuration of your unit in five years? What components would be phased out? What components would be reduced in size? What components will have grown? What new components will have been developed? What other units might be involved in the new components?**

### **UNDERGRADUATE**

The undergraduate programs will stabilize over the next two years. RN-BSN enrollment is expected to steadily increase until we meet our goal of admitting 24 registered nurses every semester. Depending upon future funding, the DON would like to continue the accelerated 2nd degree BSN option. The complete new BSN curriculum will be 100% in place Spring 2010, and it is hoped that the full compliment of faculty will be in place. With CFM monies, two positions have been added and one is presently being searched. In actuality with past cuts, the DON will have only one more faculty than two years ago, but with expanded programs. Future needs also include recruiting doctorally prepared faculty (only 900 doctoral graduates are produced/year, AACN, 2009), “growing our own faculty”, and supporting innovation in technology (simulation, technology at the bedside, and on-line offerings). Depending on future funding, the need for more part-time instead of fulltime faculty may be a possibility.

**Program Review Final University Committee Chair Comments**

### **GRADUATE**

Eventually, MSN programs focusing on advance practice will need to evolve into Doctorate of Nursing Practice (DNP) programs. The national date for implementation is 2015 for all advanced practice programs to be at the doctoral level (AACN). The plan for Southeast is to continue discussions about first collaborating with another institution and eventually evolve into our own DNP program for the FNP option. Since MSN educator graduates are not considered advanced practice, they would be encouraged to pursue doctoral education through other institutions.

**Program Review Final University Committee Chair Comments**

### **DEANS' COMMENTS**

**Final University Committee Chair Comments on Entire Document**

**Provost's Decision**