

UNIVERSITY OF ARKANSAS AT MONTICELLO
SCHOOL OF NURSING
2014-2015 ANNUAL ASSESSMENT REPORT

GUIDING QUESTIONS

1. What are the Student Learning Outcomes (SLOs) for your unit? How do you inform the public and other stakeholders (students, potential students, and the community) about your SLOs?

The faculty in the School of Nursing (SON) prepares nurse generalists at the technical (AASN) and professional (BSN) entry to practice levels. BSN student learning goals/outcomes are included here and can also be found on the SON website at [BSN Student Learning Outcomes](#).

The SLOs for the SON BSN graduate include demonstration of:

1. the ability to think critically using a problem solving process that is goal directed, ethical, and based on standards of professional nursing practice as evidenced by an average of $\geq 74\%$ on nursing care plans and written examinations, and passing the NCLEX-RN, the licensure examination, the first time;
2. an understanding of nursing research and evidence-based nursing practice as evidenced by scores of $\geq 74\%$ on evidenced based practice summaries and $\geq 74\%$ on the Nursing Research course project;
3. therapeutic nursing interventions that promote, maintain, and restore the health of culturally and ethnically diverse individuals, families, and communities throughout the lifespan as evidenced by average scores of $\geq 74\%$ on all clinical assignments and passing the registered nurse licensure examination (NCLEX-RN) the first time;
4. the ability to apply leadership and management skills to provide cost-effective care, implement and support change, and serve as a client advocate in a variety of settings as evidenced by average scores of $\geq 74\%$ on Leadership and Management course assignments, becoming members/officers of the Student Nurses Association, National Student Nurses Association, and Sigma Theta Tau (if eligible);
5. communication and collaboration with members of the health care team and consumers to provide and improve delivery of health care as evidenced by scores $\geq 74\%$ on all process recordings and presentations; and
6. the ability to educate individuals, families, and communities using teaching/learning principles that promote, maintain and restore health as evidenced by scores of $\geq 74\%$ on all teaching plans.

AASN student learning goals/outcomes are included here and can also be found on the SON website at [AASN Student Learning Outcomes](#).

The SLOs for the AASN graduate include demonstration of:

1. the ability to think critically using a problem solving process that is goal directed, ethical, and based on standards of nursing practice as evidenced by an average of $\geq 74\%$ on nursing care plans and written examinations;
2. therapeutic nursing interventions that promote, maintain, and restore the health of culturally and ethnically diverse individuals, families, and families in communities throughout the lifespan as evidenced by average scores of $\geq 74\%$ on all clinical assignments and passing the licensure examination (NCLEX-RN) the first time;

3. the ability to apply management skills to provide cost-effective care, implement and support change, and serve as a client advocate as evidenced by average scores of $\geq 74\%$ on delegation examination items and management journals;
4. communication and collaboration with members of the health care team to provide and improve delivery of health care as evidenced by scores $\geq 74\%$ on all process recordings and presentations; and
5. the ability to educate individuals, families, and families in communities using teaching/learning principles that promote, maintain and restore health as evidenced by scores of $\geq 74\%$ on all teaching plans.
 - A. Students are informed of the SON SLOs:
 - i. in all course syllabi via email at least one week before each course begins;
 - ii. in the SON Student Handbook, emailed to students at least one week before they begin the nursing sequence; and
 - iii. the first day of class in all nursing courses.
 - B. The public and other stakeholders can find the SON SLOs on:
 - i. links (Mission, Philosophy and Organizing Framework) on the SON web site at: [BSN Mission, Philosophy, and Organizing Framework](#) and [AASN Mission, Philosophy, and Organizing Framework](#) and
 - ii. links (Annual Assessments and Academic Programs) on the SON web site at: [Annual Assessment Reports](#) and [Academic Programs](#).

Accreditation

The BSN programs (prelicensure, RN-BSN, and LPN-BSN) of the UAM SON are accredited by the Accreditation Commission for Education in Nursing (ACEN) and the AASN and the BSN programs are approved by the Arkansas State Board of Nursing (ASBN; Appendix A).

A five-year approval survey of the BSN program was submitted to the ASBN on July 3, 2013 and was reviewed by the board in September 2013. The BSN program received full approval from ASBN through 2018. The AASN program has full approval until 2017. Approval extends for 5 years. ASBN regulations for approval of a registered nurse program can be found at: [Arkansas State Board of Nursing Rules, Chapter 6](#).

The BSN program is accredited by the Accreditation Commission for Education in Nursing (ACEN) from 2010 to 2018 (Appendix A). Guidelines for accreditation can be found at [ACEN Accreditation Manual](#). At the request of ACEN, the SON submitted a substantive change report to the accrediting agency in January 2013. In response to the report, ACEN made a focused visit in April 2013. As a result of the findings of the focused visit the SON received continued approval until 2018. ACEN requested a follow-up report in fall 2014. Response to that report included a requirement for an additional focused visit in fall 2015 to evaluate Standard Six, Outcomes. ACEN Standards for the BSN program are available at [ACEN BSN Manual 2013](#).

The SON began the ACEN accreditation process for the AASN program in fall 2010. At this time the SON has not completed the process and will continue to work toward this goal during the 2015-2016 academic year. ACEN Standards for the associate degree program are available at [ACEN Manual Associate Degree 2013](#).

2. Describe how your unit's specific student learning outcomes (SLOs) fit into the mission of the University.

The overall mission of the School of Nursing is to strive for excellence in the preparation of technical (Associate of Applied Science in Nursing Degree - AASN) and professional (Bachelor of Science in Nursing Degree - BSN) nurse generalists. This mission is accomplished through the achievement of course objectives leading to the SLOs.

The ability to think critically using a problem solving process that is goal directed and ethical and based on standards of professional nursing practice meshes with the University's mission statement, "[t]he University seeks to enhance and share knowledge, to preserve and promote the intellectual content of society, and to educate people for critical thought." The SON faculty seeks to enhance critical thinking through class discussions, simulation experiences, nursing care plans/journals, and other classroom and clinical assignments.

The SON aim for students to obtain an understanding of nursing research and evidence-based nursing practice corresponds with the University's mission statement, "[t]he University provides learning experiences that enable students to synthesize knowledge..." The SON faculty members encourage understanding of research through assigned readings of research and a research project in the Nursing Research course.

The ability to use therapeutic nursing interventions that promote, maintain, and restore the health of culturally and ethnically diverse individuals, families, and communities throughout the lifespan reflects the University's mission statement, "[t]he University provides learning experiences that enable students to... use knowledge... with intelligence and responsibility..." Assigned readings, nursing care plans and journals, and hands on clinical experiences enhance students' ability to use knowledge with intelligence and responsibility.

The SLOs related to leadership and management, communication, collaboration, and education align with the University's mission statements, "The University seeks to enhance and share knowledge, to preserve and promote the intellectual content of society, and to educate people for critical thought. The University provides learning experiences that enable students to synthesize knowledge, communicate effectively, use knowledge and technology with intelligence and responsibility, and act creatively within their own and other cultures." As SON students learn course content they are instructed through lecture, demonstration, and role modeling to think critically, communicate effectively, and use knowledge and technology with intelligence and creativity, which enables them to develop and apply leadership and management skills and cost effective care, support change, educate clients, and serve as client advocates in a variety of health care settings.

3. Provide an analysis of the student learning data from your unit. How is this data used as evidence of learning?

Analysis of BSN-SLOs:

1. The ability to critically think using a problem solving process that is goal directed and ethical and based on standards of professional nursing practice as evidenced by scoring an average of $\geq 74\%$ on nursing care plans and written examinations, and passing the NCLEX-RN, the licensing examination the first time.

The goals of this SLO were unmet. Critical thinking goals were unmet in all Concepts courses. Ninety-three percent of Concepts I and II; 86% of Concepts III, and 92% of Concepts IV students scored $\geq 74\%$ on examinations and nursing care plans/journals.

The faculty uses the nursing care plan, clinical journal and written examinations as evidence of critical thinking development. In Concepts I during the clinical experience students collect patient assessment data on the first clinical day each week. The assignment includes analysis of the assessment data to formulate a plan of care for day two. All concepts course syllabi contain detailed instructions for developing the plan of care. On day one after data collection, the clinical faculty member meets with each student. The student gives a summary of assessment data and a tentative list of nursing diagnoses/problems and plan of care. On day two during a preconference, the student describes the care plan for the day, giving rationales for each planned nursing intervention. During and at the completion of the second clinical day during post-conference, the student discusses the day, any problems encountered, if goals were met, and if not, explains how the plan of care should be modified to meet the goals.

In Concepts II and III, students select their own patients on day one, independently collect assessment data, and develop a plan of care. On day two, clinical faculty members supervise patient care. In Concepts IV, the final semester before graduation, students collect assessment data and plan and implement care on day one, makes changes to the plan if indicated on day two, continue care, and evaluate the effectiveness of care in post-conference at the end of the day.

Written examinations in all concepts courses include critical thinking items. In fact, critical thinking items comprise the majority of test items and include application, analysis, and evaluation. Test items include multiple choice, multiple answer, short answer, and drug math. It is predicted that students who are able to apply, analyze, and evaluate critical thinking test items are learning safe clinical practice.

The School of Nursing receives quarterly and annual (year begins July 1 and ends June 30) reports of NCLEX-RN results (see Table 1 for BSN and AASN NCLEX-RN pass rates for 2007-2015). Because graduates may take the NCLEX-RN after the June 30 deadline, the number of graduates taking the examination may not be the same as the number of graduates in any given year. The NCLEX-RN is a national licensure examination that, if passed, is evidence of entry level RN proficiency.

2. An understanding of nursing research and evidence-based nursing practice as evidenced by scores of $\geq 74\%$ on evidenced based practice summaries and $\geq 74\%$ the Nursing Research course project.

This goal was partially met during 2014-2015. In Concepts II, 27/27 (100%), in Concepts III, 100% (29/29); and in Concepts IV, 14/26 (54%) achieved $\geq 74\%$ on all research-based assignments. In Nursing Research, 19/23 (83 %) achieved $\geq 74\%$ on the research critique project and 23/23 (100%) achieved $\geq 74\%$ on the research project. Students in Concepts IV struggled with evidence-based practice summaries during the 2014-2015 academic year. The

assignment includes reading a research report, summarizing the report, and identifying how the student might use the findings in his/her nursing practice. All students in the nursing research course scored $\geq 74\%$ on the research project in spring 2015, which may indicate that while they are immersed in research they have a better understanding of the research process and implications for practice, but may not understand the importance internalizing this knowledge.

3. Therapeutic nursing interventions (nursing process) that promote, maintain, and restore the health of culturally and ethnically diverse individuals, families, and communities throughout the lifespan as evidenced by average scores of $\geq 74\%$ on all clinical assignments (nursing care plans [NCPs] and clinical journals).

This goal was unmet during the 2014-2015 academic year. Ninety-six percent of Concepts I (27/28); 93% (25/27) of Concepts II; 100% (29/29) of Concepts III; & 96% (25/26) of Concepts IV students averaged $\geq 74\%$, met objectives, or showed progression toward meeting objectives on NCPs and journals. The ability to provide therapeutic nursing interventions while in clinical practice settings provides evidence that students are becoming safe practitioners of nursing. It is expected that students will individualize care based on cultural and ethnic needs throughout the lifespan. Clinical assignments, such as nursing care plans and journals, should reflect these diverse individualized needs.

4. The ability to apply leadership and management skills to provide cost-effective care, implement and support change, and serve as a client advocate in a variety of settings as evidenced by average scores of $\geq 74\%$ on Leadership and Management journals, becoming members/officers of the Student Nurses Association, National Student Nurses Association, and Sigma Theta Tau International (if eligible), and participating in community service activities.

This goal was partially met during 2014-2015: 24/26 (96%) of Concepts IV students achieved $\geq 74\%$ on management journals and 22/26 (85%) in Leadership and Management achieved $\geq 74\%$ on leadership journals. One hundred percent of BSN students joined the Student Nurses' Association, one senior and seven junior student attended the national student nurses convention in April 2015, and twelve (all who were eligible) were inducted into Sigma Theta Tau. One hundred percent of BSN student participated in community activities. Leadership and management skills are vital to the professional (BSN) nursing role. Well done leadership and management assignments, such as journaling, provide evidence that students are internalizing leadership and management skills and that they are prepared to lead and manage a diverse nursing workforce. Membership in professional organizations provides evidence that students understand the importance of networking and staying abreast of new research evidence. Participation in community activities highlights the importance of service.

5. Communication and collaboration with members of the health care team and consumers to provide and improve delivery of health care as evidenced by scores $\geq 74\%$ on all process recordings and presentations.

This goal was met during the 2014-2015 academic year. All BSN students scored $\geq 74\%$ on all presentations and $\geq 80\%$ on all process recordings. The School of Nursing faculty use scores on process recordings and presentations as evidence of mastery of the ability to communicate and collaborate with patients and other members of the healthcare team in providing safe and effective care.

6. The ability to educate individuals, families, and communities using teaching/learning principles that promote, maintain and restore health as evidenced by scores of $\geq 74\%$ on all

teaching plans.

This goal was partially met during 2014-2015. One hundred percent of Concepts I and III, and 93% (25/27) and 96% (25/26) of Concepts II and IV respectively achieved $\geq 74\%$ on teaching plans. The School of Nursing faculty uses scores on teaching plans as evidence of mastery of the ability to appropriately educate individuals, families, and communities using teaching/learning principles to promote, maintain, and restore health.

Table 1: UAM SON BSN & AASN NCLEX-RN Nine-Year Pass Rates (Annual results July 1 – June 30 as reported by the Arkansas State Board of Nursing)

Year	BSN Passed/Total	BSN Pass Rate	AASN Passed/Total	AASN Pass Rate
2015	17/20	85%	12/13	92%
2014	7/8	88%	7/8	88%
2013	20/25	80%	12/16	75%
2012	30/32	94%	11/16	69%
2011	19/25	76%	7/10	70%
2010	24/25	96%	11/11	100%
2009	22/23	96%	3/3	100%
2008	18/21	78%	6/6	100%
2007	30/32	94%	10/11*	91%

*The AASN program was on hold during 2007-2008. This number includes graduates 2007 who took the NCLEX-RN after June 30, 2007.

Analysis of AASN-SLOs:

1. The ability to critically think using a problem solving process that is goal directed and ethical based on standards of nursing practice as evidenced by an average of $\geq 74\%$ on nursing care plans and written examinations.

During 2014-2015, this goal was partially met, as 12/13 (92%) students in Principles I, 11/12 (92%) students in Principles II, and 11/11 (100%) students in Principles III averaged $\geq 74\%$ on clinical assignments and written examinations. The faculty uses nursing care plans, clinical journals, and written examinations as evidence of learning. In the AASN program, the student collects assessment data and plans care on day one, makes changes to the plan if indicated on day two, provides care, and evaluates the effectiveness of care in post-conference at the end of the day. All AASN course syllabi contain detailed instructions for developing the plan of care. The ability to think critically using a problem solving process is vital to the practice of nursing in all settings. Written examinations in all AASN courses include critical thinking items. In fact, critical thinking questions comprise the majority of test items and include application, analysis, and evaluation.

2. Therapeutic nursing interventions that promote, maintain, and restore the health of culturally and ethnically diverse individuals, families, and families in communities throughout the lifespan as evidenced by average scores of $\geq 74\%$ on all clinical assignments and passing the licensing exam (NCLEX-RN) the first time taken.

During 2014-2015, 12/13 (92%) students in Principles I, 11/12 (82%) in Principles II, and 11/11 (100%) students in Principles III averaged $\geq 74\%$ on clinical assignments. All eight 2015 AASN graduates who took the NCLEX-RN by June 30, 2015 passed the first time. Therapeutic nursing interventions and passing the NCLEX-RN are used as evidence of the ability to safely and effectively practice nursing at the entry level.

3. The ability to apply management skills to provide cost-effective care, implement and support change, and serve as a client advocate as evidenced by average scores of $\geq 74\%$ on delegation examination items and management journals.

In Principles III 100% of students scored $\geq 74\%$ on management journals and 100% averaged $\geq 74\%$ examinations. One hundred percent of AASN students attended the Arkansas Student Nurses' Association convention in October 2014. Scores on delegation items are not available for analysis. Scores on management journals and delegation test items are used as evidence of the ability to use management skills in nursing practice.

4. Communication and collaboration with members of the health care team to provide and improve delivery of health care as evidenced by scores $\geq 74\%$ on all process recordings and presentations.

This goal was met as 100% of students scored $\geq 74\%$ on process recordings and presentations. The School of Nursing faculty uses scores on process recordings and presentations as evidence of effective communication and collaboration with members of the healthcare team to provide and improve delivery of health care as evidenced by scores $\geq 74\%$ on all process recordings and presentations.

5. Ability to educate individuals, families, and families in communities using teaching/learning principles that promote, maintain and restore health as evidenced by scores of $\geq 74\%$ on all teaching plans.

This goal was met as 100% of students scored $\geq 74\%$ on teaching plans. Nurses spend a large percentage of their time educating individuals, families, and families in communities. The faculty use students' teaching/learning plans as evidence that they know how to effectively

educate patients and their families regarding individual learning needs to promote safe and effective patient outcomes.

4. Based upon your analysis of student learning data in Question 3, include an explanation of what seems to be improving student learning and what should be revised.

As of June 30, 2015, eight of eleven AASN graduates and fourteen of twenty-five BSN graduates had taken the NCLEX-RN, the licensure examination. All nine AASN and twelve BSN graduates passed the examination the first time. Because the National Council of State Boards of Nursing reports test results from July 1 through June 30, test takers are not always reported with their own cohort (see guiding question 3, SLO number 1, paragraph 5). Since July 1, 2015, one more AASN and six more BSN graduates have taken the NCLEX-RN. The AASN and four BSN test-takers passed. We will continue to monitor the pass rate vis-à-vis the Kaplan review course.

All School of Nursing faculty members and the dean counsel high-risk students on an ongoing basis and explore with students individualized strategies for improving their chances for academic success. Because of high attrition (48%) in the BSN graduating class of 2014 and the low AASN NCLEX-RN pass rates for 2010-2011 and 2011-2012 (70% and 69% respectively), the SON faculty and dean planned and implemented a new retention policy during the 2012-2013 academic year. During the 2014-2015 academic year, the SON implemented a retention committee. High risk students, after referral by a faculty member or the dean, are assessed by one of the committee members, who, with the student, develop a retention plan, and, if necessary, are referred to appropriate resources, such as the counseling and testing center, the writing center, financial aid, student health services, or the wellness center. Retention in the BSN class of 2015 was 61%. The 2015 AASN cohort had an 85% retention rate. Individualized counseling and the retention committee seem to be improving student learning as well as retention. The School of Nursing faculty will continue to revise the retention plan as needed in an effort to continue to improve student retention and graduation rates.

Due to student feedback and lower NCLEX-RN pass rates, the SON faculty voted to provide an NCLEX-RN review course for senior BSN and AASN students in fall 2012. The 2015 graduating classes had access to the course during their final year of study. The SON faculty and dean will continue to monitor retention, will discuss successes and failures of the plan during faculty meetings, and will revise the plan as needed.

During the 2012-2013 academic year, the faculty began reviewing examination items in all courses for face and content validity and continued review through 2014-2015. The course coordinator, at least two faculty members from other courses, and the dean review items that half or more of the class answers incorrectly. Although test item review may not improve learning per se, the resulting test bank may include items that more accurately assess student learning. The SON faculty plans to continue this practice and develop a unit test bank of valid and reliable assessment items.

5. Other than course level/grades, describe/analyze other data and other sources of data whose results assist your unit to improve student learning.

The SON uses multiple data sources to improve student learning. We use data from course, senior, alumni, clinical facility, and employer surveys, input from SON faculty, the SON advisory board, and informal discussions with clinical facility staff as well as other community stakeholders to make revisions as indicated.

Students evaluate their overall experiences in the SON at the end of the program (Senior Survey; Table 2) and graduates, at six months and one year after graduation (Alumni Survey, Table 3). As can be seen in the tables, the response rate limits the usefulness of these data. At the conclusion of each semester/term, students complete surveys evaluating the course, faculty, and clinical sites. Faculty use aggregated survey data to improve courses and teaching strategies. Faculty report student survey summaries and any planned changes to the Curriculum Committee early in fall and spring semesters. Senior Survey data (Table 2) indicate a high level of student satisfaction with the UAM School of Nursing programs. However, the faculty recognizes that graduating seniors may be unaware of knowledge and skills that will be needed once they begin practice. Therefore, Alumni Surveys are scheduled for administration at six months and one year after graduation. Surveys were mailed to 2008 and 2012 graduates during fall 2013. At that time, the SON was sending survey data at one and five years post-graduation. However, the Accreditation Commission for Education in Nursing (ACEN) requires alumni survey data at six months and one year post-graduation so the SON no longer sends surveys at year five. One completed survey was returned to the School of Nursing from the class of 2012. No completed surveys were received from the 2008 class (Table 3).

Aggregated data indicate that most respondents agreed or strongly agreed that the UAM School of Nursing program they completed prepared them for clinical practice. The SON efforts to increase response rates has been effective (see Tables 2 – 5). The SON will continue efforts to increase response rates to all surveys. At this time, limited conclusions may be inferred from survey data.

Course faculty meet after each clinical rotation (every three to four weeks in fall and spring) to discuss student strengths and weaknesses and make suggestions to clinical faculty who will teach students during the next rotation. The clinical faculty discusses ways to enhance learning for those with identified weaknesses.

The School of Nursing faculty uses feedback from facilities that employ program graduates. Employer surveys are hand-delivered or mailed at six months and one year for evaluation of graduates who completed the program the previous year. Previously, surveys were distributed at one and five years, but as mentioned above, to maintain compliance with ACEN, the frequency has been changed.

Relevant sections of the aggregated data from 2011-2015 are included in Table 4. Only three completed Employer Surveys were returned in spring 2014. During 2014-2015, the response rate dramatically increased as faculty members hand delivered surveys while attending clinical facilities. This still does not capture data regarding graduates working in other facilities, however, and these response rates continue to be low. Limited data are available from previous years, so trending is difficult. A positive sign is that local, regional, and state hospitals and other healthcare facilities actively recruit graduates of the UAM School of Nursing programs and most completed surveys (41/43) indicate overall satisfaction with UAM School of Nursing graduates. The School of Nursing will make every effort to continue to increase the response rate of employer surveys.

Clinical facility evaluations of student preparedness for clinical were developed and distributed to appropriate facility personnel by School of Nursing clinical faculty in fall 2012 and 2013. The School of Nursing received twenty completed surveys in 2012, thirty-one in 2013, and thirteen during 2014-2015. Aggregate data are listed in Table 5. The School of Nursing faculty will continue to administer surveys to staff in clinical facilities. Data from these surveys will be used to continue or modify teaching strategies as indicated. It is encouraging to note that most (63/64 [one missing data]) respondents indicated they would hire UAM nursing graduates.

In February 2015 the SON faculty and dean met with their advisory board to report current activities and seek feedback from board members (Appendix B). In Mrs. Felts' absence, Mrs.

Haley presented an update on the clinical sites for all programs and the Student Nurses' Association (SNA) activities and future plans. The SON currently has twenty-nine memorandums of agreements with facilities throughout Southeast Arkansas as well as Little Rock. Dr. Evans reported NCLEX-RN pass rates. Ms. Bryant reported on Sigma Theta Tau, the international honor society of nursing (STTI). Dr. Wells reported on community service learning projects. Mrs. Haley reported planned fundraisers to help pay expenses at student conferences and requested donations of expired supplies for use in the lab. Mrs. Haley and Ms. Bryant gave laboratory updates. Mrs. Walters and Ms. Shaw reported student outcomes. Advisory Board members discussed the need for an online RN-BSN program and for student orientation to nursing before beginning enrollment in the nursing sequence.

Student representatives from each program are encouraged to attend SON Curriculum, Admissions, and Teaching Resources Committee meetings and to participate, voicing student concerns. Minutes are kept reflecting student participation (Appendix C). Student representatives' names can be found in meeting minutes. Student representatives actively participated in meetings during 2014-2015 and provided valuable input from the nursing student body.

Table 2: 2011-2015 Senior Survey Aggregate Data (Selected Items)

Survey Item		2011 n = ?	2012 n = 41	2013 n = 20	2014 n = 22*	2015 n = 36
To which program were you admitted?	AASN	100%	29.27%	25%	12.5%	31%
	LPN-BSN	0%	0%	0%	0%	0%
	RN-BSN	0%	0%	20%	0%	0%
	BSN	0%	68.29%	45%	87.5%	69%
	Unanswered	0%	0%	10%	0%	0%
Have you secured a full-time nursing position at this time?	Yes	33.33%	36.59%	70%	25%	39%
	No-I am not currently seeking employment	33.33%	12.2%	25%	0	22%
	No-I am continuing to seek employment	33.33%	51.22%	5%	75%	36%
My first nursing position after graduation will be in a(n):	Hospital	33.33%	68.29%	85%	100%	86%
	Home Health Agency	0%	4.88%	5%	0%	0
	Ambulatory Care Clinic	0%	0%	0%	0%	0
	Physician's Office	0%	2.44%	0%	0%	0
	Other	33.33%	4.88%	5%	0%	8%
	Don't know	33.33%	19.51%	5%	0%	3%
I was encouraged to do critical thinking and problem solving.	Strongly agree	66.67%	60.98%	75%	75%	36%
	Agree	33.33%	36.59%	20%	25%	56%
	Neither agree nor disagree	0%	2.44%	5%	0%	3%
	Disagree	0%	0%	0%	0%	3%
	Strongly disagree	0%	0%	0%	0%	0
I am prepared to identify and apply research findings in my practice.	Strongly agree	33.33%	46.34%	65%	50%	36%
	Agree	33.33%	51.22%	25%	50%	56%
	Neither agree nor disagree	33.33%	2.44%	10%	0%	3%
	Disagree	0%	0%	0%	0%	3%
	Strongly disagree	0%	0%	0%	0%	0
I am prepared to make judgments that are goal directed, ethical, and based on standards of professional nursing practice using the nursing process.	Strongly agree	33.33%	56.1%	75%	75%	44%
	Agree	66.67%	41.46%	25%	25%	47%
	Neither agree nor disagree	0%	2.44%	0%	0%	3%
	Disagree	0%	0%	0%	0%	3%

Survey Item		2011 n = ?	2012 n = 41	2013 n = 20	2014 n = 22*	2015 n = 36
	Strongly disagree	0%	0%	0%	0%	0
I believe I can use the nursing process to provide therapeutic nursing interventions to culturally and ethnically diverse individuals, families, and communities.	Strongly agree	33.33%	53.66%	70%	87.5%	44%
	Agree	66.67%	41.46%	30%	12.5%	47%
	Neither agree nor disagree	0%	2.44%	0%	0%	3%
	Disagree	0%	0%	0%	0%	3%
	Strongly disagree	0%	0%	0%	0%	0
I believe I am responsible for my actions as a nurse.	Strongly agree	33%	63.42%	85%	87.5%	67%
	Agree	66.67%	34.15%	15%	12.5%	28%
	Neither agree nor disagree	0%	2.44%	0%	0%	3%
	Disagree	0%	0%	0%	0%	0
	Strongly disagree	0%	0%	0%	0%	0
I will incorporate the Nursing Code of Ethics and Professional Standards of Practice in my nursing practice.	Strongly agree	33.33%	63.42%	80%	87.5%	67%
	Agree	66.67%	34.15%	15%	12.5%	28%
	Neither agree nor disagree	0%	2.44%	0%	0%	3%
	Disagree	0%	0%	0%	0%	0
	Strongly disagree	0%	0%	0%	0%	0
	Unanswered	0%	0%	5%	0%	0
I believe I need to be a lifelong learner.	Strongly agree	33.33%	60.98%	80%	100%	72%
	Agree	66.67%	31.71%	15%	0%	22%
	Neither agree nor disagree	0%	4.88%	0%	0%	0%
	Disagree	0%	0%	0%	0%	3%
	Strongly disagree	0%	0%	0%	0%	0
	Unanswered	0%	0%	5%	0%	0
Overall, I was very satisfied with the nursing education I received at the UAM School of Nursing.	Strongly agree	33.33%	21.95%	50%	37.5%	53%
	Agree	66.67%	43.90%	40%	62.5%	36%
	Neither agree nor disagree	0%	21.95%	10%	0%	6%
	Disagree	0%	9.76%	0%	0%	3%
	Strongly disagree	0%	2.44%	0%	0%	0

*Received 8/22 responses

Table 3: UAM SON Alumni Survey (2007 = 11; 2011 = 5; 2008 = 0; 2012 = 1; 2014 = 11 --N = 28)

How well did UAM prepare you for practice? Likert-type scale: 1 – strongly agree; 2 = agree; 3 = don’t know or unsure; 4 = disagree; 5 = strongly disagree	Strongly agree % (n)	Agree % (n)	Don’t know or unsure % (n)	Disagree % (n)	Strongly Disagree % (n)	Unanswered
I was prepared to:						
1. Care for multiple clients.	35(10)	39(11)	11(3)	11(3)	0	4(1)
2. Collaborate with clients, families, and groups in communities to provide safe and effective care.	39(11)	54(15)	4(1)	0	0	4(1)
3. Use the nursing process to provide therapeutic nursing interventions to culturally and ethnically diverse individuals, families, and communities (families in communities for AASN graduates).	43(12)	54(15)	0	0	0	4(1)
4. Demonstrate leadership and management (management for AASN graduates) skills to provide cost-effective, quality healthcare.	50(14)	39(11)	7(2)	0	0	4(1)
5. Incorporate the nursing code of ethics and professional standards of practice into my nursing practice.	46(13)	39(11)	7(2)	0	0	4(1)
6. Use critical thinking in problem solving.	57(16)	36(10)	4(1)	0	0	4(1)
7. Be accountable for providing safe, cost-effective care.	61(17)	32(9)	4(1)	0	0	4(1)
8. Accept responsibility for my actions as a nurse.	57(16)	39(11)	0	0	0	4(1)
9. Recognize legal implications in nursing practice.	50(14)	43(12)	0	0	0	4(1)
10. Implement and support change.	50(14)	39(11)	7(2)	0	0	4(1)
11. Serve as a client advocate.	61(17)	36(10)	0	0	0	4(1)
12. Critique and apply nursing research in practice.	57(16)	39(11)	0	0	0	4(1)
13. Participate in lifelong learning.	50(14)	46(13)	0	0	0	4(1)
14. Make judgments that are goal directed, ethical, and based on the standards of professional nursing practice.	54(15)	36(10)	4(1)	0	0	7(2)
15. Incorporate teaching and learning principles in client care.	61(17)	32(9)	0	0	0	7(2)
16. Overall, I was satisfied with the nursing education I received at the UAM School of Nursing.	64(18)	28(8)	4(1)	0	0	4(1)

Table 4: Spring 2011- 2014 Employer Survey of UAM SON Program Graduates N = 43

Graduate Performance (n = 13 [2011]; n = 8 [2012]; n = 3 [2013]; & n = 19 [2014])	Outstanding n(%)	Above Average n(%)	Average n(%)	Below Average n(%)	Unsat n(%)	Unknown n(%)
Provides safe and effective nursing care.						
2011 (n = 13)	2(15)	8(62)	2(15)	1(8)	0	0
2012 (n = 8)	1(13)	4(50)	3(38)	0	0	0
2013 (n = 3)	0	2(67)	1(33)	0	0	0
2014 (n = 19)	3(16)	14(74)	2(11)	0	0	0
Four-year average (N = 43)	6(14)	28(65)	8(19)	1(2)	0	0
Has effective leadership and management skills.						
2011 (n = 13)	1(8)	7(54)	4(31)	1(8)	0	0
2012 (n = 8)	0	2(25)	6(75)	0	0	0
2013 (n = 3)	0	2(67)	1(33)	0	0	0
2014 (n = 19)	2(11)	12(63)	4(21)	1(5)	0	0
Four-year average (N = 43)	3(7)	23(53)	15(35)	2(5)	0	0
Demonstrates effective critical thinking and problem solving.						
2011 (n = 13)	2(15)	7(54)	4(31)	0	0	0
2012 (n = 8)	0	4(50)	4(50)	0	0	0
2013 (n = 3)	1(33)	1(33)	1(33)	0	0	0
2014 (n = 19)	1(5)	14(74)	3(16)	1(5)	0	0
Five-year average (N = 43)	4(11)	26(60)	12(28)	1(2)	0	0

Table 5: Clinical Facility Survey Fall 2012 & 2013, & Spring 2014 & 2015-All Programs (N = 64)

Survey Item (Likert-type scale 5 = highest; 1 = lowest) N/A = no chance to observe	5 n(%)	4 n(%)	3 n(%)	2 n(%)	1 n(%)	N/A n(%)
1. UAM students are professionally dressed.	60(94)	4(6)	0	0	0	0
2. UAM students are prepared to care for patients on your unit.	41(64)	19(30)	3(5)	0	0	1(2)
3. UAM students exhibit a caring attitude.	51(80)	9(14)	3(5)	0	0	0
4. UAM students follow safety and infection control policies.	56(88)	6(9)	1(2)	0	0	1(2)
5. UAM students use effective strategies when communicating with agency staff.	49(77)	9(14)	5(8)	0	1(2)	0
6. UAM students seek guidance appropriately and know the limits of their scope of practice.	53(83)	9(14)	1(2)	0	0	2(3)
7. UAM students are self-directed and actively seek learning opportunities.*	46(72)	11(17)	3(5)	1(2)	2(3)	2(3)
8. Would you hire a UAM graduate? Yes = 1; No = 2	Yes- 63(98)		No- 0 (1 missing data)			

*Three surveys with missing data.

6. As a result of the review of your student learning data in previous questions, explain what efforts your unit will make to improve student learning over the next assessment period. Be specific indicating when, how often, how much, and by whom these improvements will take place.

Because the HESI E2 consistently failed to predict success or failure on the NCLEX-RN, the faculty eliminated the HESI E2 examination beginning with the 2015 graduating classes. The SON initiated a review course to enhance learning and improve learning outcomes. Students have access to all review course resources early and throughout the nursing course sequence. Additionally, all concepts and principles faculty members assign review course resources, in addition to readings from the texts and other assignments, for class preparation. Students are required to take examinations at the end of each clinical course as well as at the completion of their program of study. The purpose of these examinations is to highlight to students any areas of weakness that require further study in preparation for the NCLEX-RN examination; there is no longer an exit examination requirement prior to graduation.

In an effort to increase students' ability to critically think and problem solve, Jacque Bryant will continue to offer several one hour nursing care planning workshops throughout fall and spring. All students will be invited to attend the workshops, which will be conducted during non-class time for all programs so that all nursing students have the opportunity to attend should they desire to do so. She will continue to teach supplemental skills and two NCLEX-RN test prep courses.

Brandy Haley will continue to teach clinical nursing in the Simulation Laboratory and will continue live streaming video to students in the classroom in 2015-2016. This increases the efficiency of the laboratory as it allows her to have larger clinical group and provides students the opportunity to learn by watching other students. Ms. Haley's clinical group will be increased to up to fifteen during the coming academic year per the Arkansas State Board of Nursing requirements.

Christine Felts will continue incorporate simulation learning into the classroom using the SimMom and neonate manikins. With these high-tech manikins, she can simulate normal or complicated childbirth, such as abruptio placenta, placenta previa, or nuchal cord. She will include scenarios during the first seven weeks of fall 2015 while teaching maternal-child health classes.

Jacque Bryant will continue to prepare DVDs with voice-over of all lectures as well as demonstrations of all skills, prepared by students during 2013-2014, for students' use in NURS 3103 Nursing Skills during fall 2015. She will encourage students to view relevant sections of the DVDs before each class to allow more time for hands-on teaching during scheduled class time.

All SON faculty members and the dean will continue to evaluate, after each unit examination in all courses, test items missed by 50% or more students. While this plan may not, per se, improve student learning outcomes, the faculty hopes these measures will more accurately reflect student learning outcomes.

The SON faculty and dean continue development of a retention plan to include individualized remediation. When a student fails one unit examination, the course coordinator meets with the student in an attempt to discover the cause of the failure. If the faculty member and student agree on a possible cause, together they discuss possible solutions. After failure of a second unit examination, the student meets with the dean. The dean and student discuss possible causes of failure and develop a remediation plan. If indicated, the dean refers the student for tutoring, counseling, or other resources. If a student is at risk for clinical failure, the clinical faculty or course coordinator discuss with the student what the student needs to do to avoid failure. Clinical faculty members discuss students at risk for failure during level meetings throughout the semester. In addition to this plan, the SON will continue to refer high-risk students to the retention committee, instituted during 2014-2015.

7. What new tactics to improve student learning has your unit considered, experimented with, researched, reviewed or put into practice over the past year?

During the 2014-2015 academic year Sharon Walters and Jacque Bryant conducted two nursing care planning workshops, in addition to scheduled classes, for junior BSN students in an effort to improve students' critical thinking and problem solving skills. Students reported that the workshops helped them better understand the process of planning nursing care.

Jacque Bryant continued skills videos in NURS 3103 Nursing Skills. Students were required to practice skills until they thought they had achieved proficiency, then video themselves performing each skill. This strategy encouraged students to practice skills, as skill performance on the videos had to be deemed adequate or repeated until adequate. Students reported that this "forced" practice helped them become proficient in nursing skills.

Jacque Bryant conducted a dimensional analysis workshop open to all nursing students to help them become proficient in performing drug calculations.

Brandy Haley continued to experiment with moulage in clinical simulation. Moulage is the application of make-up and other props, such as bubble wrap to simulate edema, to increase the fidelity of simulation experiences.

In spring 2014, senior BSN faculty, Jacque Bryant and Sharon Walters changed clinical grading criteria to include all written clinical assignments in the clinical grade. Previously, written clinical assignments were included in a "five percent" category and included in the course grade. The faculty hypothesized that the realization that they could fail clinical based on written assignments would encourage students to put more effort into these assignments. They continued this strategy during 2014-2015.

Brandy Haley continued using a new grading rubric developed during 2013-2014 for use in clinical simulation because she felt the rubric used in live settings did not capture what students are required to do during simulation.

The SON BSN faculty discussed continued use of simulation in classroom content, i.e., normal and complicated childbirth scenarios for maternal-child content. Christine Felts plans to continue use of simulation in the classroom, as mentioned in guiding question six above.

The SON instituted a retention committee (Anita Shaw, chair and Heidi Hogue) to intensify

retention efforts for high-risk students. Faculty members and the dean referred several high risk students. Retention rates improved during 2014-2015, but it is too early to interpret the improvement.

How do you ensure shared responsibility for student learning and assessment among students, faculty and other stakeholders?

The School of Nursing uses several measures to ensure shared responsibility for student learning and assessment. The SLOs are listed on the SON website and in the SON Student Handbook. Specific learning objectives are listed in every course syllabus. Students are given a list of teaching/learning principles in their first nursing course in all programs. Further, faculty coordinators in all courses explain that learning is the joint responsibility of students and faculty.

Faculty advisors, course coordinators, and clinical faculty are available to students for discussion of questions and concerns. Office hours are posted on all faculty members' office doors.

Volunteer student representatives from each class and program of study are official members, with voting rights, of the Curriculum, Admissions, and Teaching Resources committees and are notified of meeting dates and times. Student representative input is sought during all meetings (see Appendix C for sample meeting minutes).

Students evaluate each course, the faculty members who teach the course, and clinical sites for the course, and are encouraged to elaborate on any concerns or complaints. Students also evaluate their program of study just before graduation (Senior Survey) and at six months and one year after graduation (Alumni Survey). However, until 2013, Alumni Surveys had not been consistently distributed for the previous several years. Survey results for the classes of 2007, 2008, 2011, 2012, and 2014 (no completed surveys were returned from the 2013 cohort) are included in guiding question five of this report.

Employers of SON graduates are offered an annual satisfaction survey. The available data are presented in guiding question five of this report.

Unsuccessful students are notified of their right to appeal, outlined in the SON Student Handbook. Student complaints are addressed initially by individual faculty members or course coordinators. If the student is not satisfied with the outcome, he or she may present the complaint to the SON dean. If the student is still not satisfied the complaint has been satisfactorily addressed, he or she is encouraged to follow the UAM grievance process as outlined in the UAM and SON Student Handbooks.

The SON Advisory Board meets annually, most recently February 10, 2015 (Appendix B), to address the community perspective, issues and, nursing/health care trends.

9. Describe and provide evidence of efforts your unit is making to recruit/retain/graduate students in your unit at the University.

Recruitment

During spring 2015, Jacque Bryant and Sharon Walters took students to several area high schools, Warren, Monticello, Hamburg, and Crossett, to teach health careers students. Senior BSN students taught basic cardiac, respiratory, and nutrition classes, some of which were

streamed live to another class. Students' documentation of these events will be used in future recruitment efforts.

During the 2014-2015 academic year the SON mailed 768 letters to prospective students contacted through the Admissions Office at high school career fairs, prospective students who attended Weevil Welcome, and scholarship awardees.

Three faculty members (Jacque Bryant, Sharon Walters, and Anita Shaw) made presentations to area high schools during 2014-2015.

Retention

A very active Student Nursing Association (SNA) provides many opportunities for student involvement. Providing service to the community and winning awards at both state and national levels provides a sense of accomplishment and is a source of pride for all nursing students. The UAM SNA chapter consistently demonstrates involvement in the National Student Nurses Association (NSNA) and a strong commitment to shared governance and the professional development of students and faculty. During the intersession term the SNA hosts a welcome picnic for incoming seniors. During the activities the senior students assign mentors to all incoming students. These mentors help incoming nursing students with transition into the program and assist as requested during their first year in the program.

During the 2014-2015 academic year the Student Nurses' Association participated in several projects, such as the UAM Wellness Fair and the Monticello Middle School Walking Club.

In April 2012 the SON had its first inductees into Sigma Theta Tau International, the honor society of nursing. Four 2013 BSN graduates were inducted into Sigma Theta Tau in February 2013, three 2014 BSN graduates were inducted in November 2013, and twelve 2015 BSN graduates were inducted in November 2014. Membership in honor societies offers students and alumni opportunities for involvement in the SON and the nursing profession.

Students in NURS 4473, Nursing Research, are required to complete a small group research project and present their findings at the annual research conference at the University of Arkansas for Medical Sciences College of Nursing. Junior UAM BSN students won first place in the undergraduate student research category in 2012 and 2013, second place in 2014, and honorable mention in 2015. Participation in research activities and exposure to nurse researchers at all educational levels helps to socialize students into the professional nursing role.

Students assess their progress through the program through weekly consultations with clinical faculty following the clinical experience and counseling following unsuccessful clinical experiences or examinations. Graded work is returned promptly, and exams are reviewed with students immediately after grading. The SON faculty continues to develop a retention plan to identify and assist students at risk for failure. Keeping students excited about nursing school through activities that promote service, scholarship, and leadership, such as the Student Nurses' Association, Sigma Theta Tau, and research conferences, is very important. The overall retention rate for the AASN and BSN programs during 2014-2015 was 67% (36/54), up from 50% (22/44) in 2013-2014, indicating that strategies used to increase retention during 2014-2015 may have been effective.

APPENDICES

APPENDIX A

**Arkansas State Board of Nursing Approval and
Accreditation Commission for Education in Nursing**



Arkansas State Board of Nursing

UNIVERSITY TOWER BUILDING, SUITE 800
1123 SOUTH UNIVERSITY AVENUE
LITTLE ROCK, ARKANSAS 72204-1619

PHONE (501) 888-2700
FAX (501) 886-2714
<http://www.arsbn.org>

October 2, 2013

Ms. Laura Evans, RN, Dean
University of AR at Monticello
Division of Nursing
P. O. Box 3606
Monticello, AR 71656-3606

Dear Ms. Evans:

The Arkansas State Board of Nursing, in regular session September 11, 2013, voted to grant Continued Full Approval to the University of AR at Monticello Baccalaureate Degree in Nursing Program until the year 2018. Your Certificate of Continued Full Approval is enclosed.

If you have questions, please do not hesitate to contact me. It has been a pleasure working with you and your faculty.

Sincerely,

A handwritten signature in cursive script that reads "Tammy Claussen". The signature is written in black ink and is positioned above the typed name.

Tammy Claussen, MSN, RN, CNE
ASBN Program Coordinator - Education

TC:ms
Enclosure



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University of Minnesota Amplatz Children's Hospital
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Gulf Breeze, Florida

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Churchton, Maryland

April 6, 2015

Laura Evans, PhD, WHNP, APN, RN
Dean, Division of Nursing
University of Arkansas at Monticello
UAM Box 3606
Monticello, AR 71656

Dear Dr. Evans:

This letter is formal notification of the action taken by the Accreditation Commission for Education in Nursing (ACEN) at its meeting on March 12-13, 2015. The Commission accepted the monitoring report for the baccalaureate nursing program and authorized a Focused Visit to be conducted in Fall 2015 to include review of the systematic evaluation plan. Please contact the ACEN to schedule the required Focused Visit.

If you have questions about this action or about ACEN policies and procedures, please contact me.

Sincerely,

Marsal P. Stoll, EdD, MSN
Chief Executive Officer

NLNAC

National League for Nursing Accrediting Commission, Inc.

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July 23, 2010

Pamela D. Gouner, MSN, MEd, RN
Dean, School of Nursing
University of Arkansas at Monticello
P.O. Box 3606, UAM
Monticello, AR 71656-3606

Dear Ms. Gouner:

This letter is formal notification of the action taken by the National League for Nursing Accrediting Commission at its meeting on June 29-30, 2010. The Board of Commissioners granted the baccalaureate nursing program continuing accreditation and scheduled the next evaluation visit for Spring 2018.

Deliberations centered on the Self-Study Report, the School Catalog, the Site Visitors' Report, and the recommendation for accreditation proposed by the Program Evaluators and the Evaluation Review Panel. (See Summary of Deliberations and Recommendation of the Evaluation Review Panel.)

The Board of Commissioners identified the following strengths and areas needing development:

Areas of Strength by Accreditation Standard

Standard 1 Mission and Administrative Capacity

- Strong support for the School of Nursing demonstrated by the Chancellor, other administrators, and staff

Standard 5 Resources

- Newly remodeled facility with adequate dedicated space and resources for nursing

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Attorney/Consultant
Bloomington, Indiana

HOWARD S. SMITH, EDD
Education Leadership Consultant
Harris Beach, PLLC
Buffalo, New York



August 5, 2013

Laura Evans, PhD, RN, APN
Dean
School of Nursing
University of Arkansas at Monticello
PO Box 3606
Monticello, AR 71656

Dear Dr. Evans:

This letter is formal notification of the action taken by the Accreditation Commission for Education in Nursing (ACEN) at its meeting on July 11-12, 2013. The Commission affirmed the continuing accreditation status of the baccalaureate nursing program following the onsite review conducted as a result of reported non-compliance with Standard 2 Faculty and Staff. The Commission affirmed the next accreditation visit for Spring 2018 with monitoring of Standard 2 Faculty and Staff and Standard 6 Outcomes.

A copy of the Focused Visit Report is enclosed. If you have questions about this action or about ACEN policies and procedures, please contact me.

Sincerely,

A handwritten signature in cursive script that reads "Sharon Tanner".

Sharon J. Tanner, EdD, MSN, RN
Chief Executive Officer

Enc.

Areas Needing Development by Accreditation Standard

Standard 1 Mission and Administrative Capacity

- Ensure that the nurse administrator is a doctorally prepared nurse.

Standard 2 Faculty and Staff

- Ensure that all part-time faculty hold a minimum of a master's degree with a major in nursing.
- Evaluate faculty workload in order to support faculty involvement in scholarly activities.
- Continue to support the faculty's pursuit of doctoral education to meet the requirement that 25% of faculty are doctorally prepared.
- Review the number and utilization of support staff in order to ensure achievement of program goals and outcomes.

Standard 6 Outcomes

- Continue to monitor program completion/graduation rates and evaluate the definition of program completion.

On behalf of the Commission, we thank you and your colleagues for your commitment to quality nursing education. By choosing to have accreditation by NLNAC, your nursing program demonstrates a continued interest in having the program measured against the highest national standards of quality in nursing education. If you have questions about this action or about Commission policies and procedures, please write or call me or a member of the professional staff.

Sincerely,



Sharon J. Tanner, EdD, RN
Chief Executive Officer

cc: Toni Barnett, Program Evaluator
Carolyn Kornegay, Program Evaluator

Enc. Summary of Deliberations of the Evaluation Review Panel

APPENDIX B

2015 SON Advisory Board Meeting Minutes

**University of Arkansas at Monticello
School of Nursing
Advisory Board Meeting Minutes
February 10, 2015**

Present:

Board Members:

Austin Sally, Community Member
Cook Carolyn, Chicot Memorial Medical Center
Gartman Kathy, Medical Center of South Arkansas
Orrell Peggie, COT McGehee
Upshaw Shela, COT Crossett

School of Nursing:

Jacqueline Bryant
Dr. Laura Evans
Brandy Haley
Heidi Hogue
Leia O'Fallon
Anita Shaw
Sharon Walters
Dr. Belinda Wells

Absent:

Emily Bendinelli, Ashley County Medical Center
Theresa Horton, Southeast Arkansas Center on Aging
Tiffany Holland, Bradley County Medical Center
Leah Wright, Jefferson Regional Medical Center
Christine Felts, School of Nursing

- 1.0 Minutes from February 3, 2014 were approved.
- 2.0 There was no old business.
- 3.0 New business:

3.1 Clinical Update

In Mrs. Felts' absence, Mrs. Haley presented an update on the clinical sites for all programs. There are currently 29 memorandums of agreements. Junior BSN students in the fall semester go to CMMC, DMH, BCMC, ACMC, and the Simulation Laboratory. The remaining semesters all students (Junior and Senior BSN and AASN) go to MCSA and JRMC. Students go to the specialty clinical sites Arkansas Children's Hospital and Arkansas State Hospital. Community sites the students visit

are Kid's First Warren, Center on Aging Pine Bluff, and OB clinics, Ashley Women's Services, South Arkansas Women's Clinic, and Dr. Kelley Shrum. Clinical site availability is not a problem at this time with the use of the simulation lab as a clinical site.

3.2 Student Nurses Association Update and Needs

In Mrs. Felts' absence, Mrs. Haley presented an update on SNA activities and future plans (see attached report).

3.3 Sigma Theta Tau International (STTI)

Ms. Bryant reported on STTI. UAM is part of the UAMS chapter and has been in place for three years. The requirements for induction into the program are top 35% of BSN class, completed half of the BSN program, and 3.0 GPA in nursing courses. Since partnering with the UAMS Gamma Xi chapter in 2012, 14 students had been inducted before fall 2014. During the fall 2014 induction, 12 of 27 students in the graduating class of 2115 were awarded membership. This number of students was inducted due to several GPA ties.

3.4 Community Student Activities

Dr. Wells reported on community service learning projects. Students participated in a flu clinic held in Drew County in conjunction with the Arkansas Department of Health. The students would have helped with more, but the other clinics were cancelled or postponed. They also completed a community assessment of a local community and she encouraged anyone present who would like help with a community assessment to let her know and the students may be available to collaborate on the project in the fall semester.

3.5 SON Funding Needs

Mrs. Haley gave a report on fundraisers in which money raised will help pay for expenses at student conferences. Mrs. Haley also asked if anyone present has any expired supplies and requested that instead of throwing them away, please consider giving them to the School of Nursing for use in the lab.

3.6 NCLEX-RN Report

Dr. Evans reported that 13 BSN May 2014 graduates were eligible to sit for the NCLEX-RN. Of those, 12 took the NCLEX-RN, with 11 passing on the first attempt; one has yet to take the NCLEX-RN. In the AASN May 2014 graduating class, there were 9 students eligible to take the NCLEX-RN. Of those 9, one failed and one has not taken the NCLEX-RN.

3.7 Skills Lab Update

Ms. Bryant gave an update on the Skills Lab. Prior to the fall 2014 semester, she received two additional manikins that can be used by all of the students. Students continue to complete practice videos and record themselves for their final skills check off.

3.8 Simulation Lab Update

Mrs. Haley gave an update on the Simulation Lab. Mrs. Haley conducts clinical simulation in the lab weekly. The Kaplan simulation program is being used during clinical and this has really benefited the students and makes it easier for the instructor. The program assists students with skills in which they may be weak. The student creates a care plan that the program scores. If the score is not passing, the student must remediate. The student must prepare on Wednesday for Thursday's clinical by watching a video covering the skill they will demonstrate during clinical in the lab.

3.9 Outcome Reports

Mrs. Walters gave a report on BSN outcomes and Ms. Shaw gave a report on AASN outcomes. Both stated the programs follow the curriculum strands and we usually meet outcome goals. We make sure they are learning what we say we are learning. Please see attached reports.

3.10 Input from Advisory Board

There was discussion on the need for an online RN-BSN program. Dr. Evans explained to the board that we proposed such a program, but the accrediting body (ACEN) did not feel we had the resources to deliver the program. Information about our RN-BSN program was requested by a member of the board. There was discussion about the need to orient students to the nursing profession and that some of our senior BSN students are doing their leadership hours in the local hospitals. Ms. Shaw also discussed her idea of having a nurse camp and what that would entail. The board was interested in this and gave suggestions for funding the program.

With no further business to discuss, the meeting was adjourned.

Heidi L. Hogue, Secretary

APPENDIX C

BSN and AASN Curriculum Committee Meeting Minutes

**University of Arkansas at Monticello
School of Nursing
BSN Curriculum Committee Meeting Minutes
Monday, November 17, 2014 at 3:00 p.m.**

Present: Dr. Laura Evans, Dean
Dr. Belinda Wells, Chair
Jacque Bryant
Christine Felts
Brandy Haley
Heidi Hogue
Leia O'Fallon
Anita Shaw
Sharon Walters

Absent: None

Student Representatives: Cheryl Wells (Senior)
Treasure Jackson (Junior)

1.0 Approval of minutes

The minutes of October 27, 2014 were approved with editorials

2.0 Old Business

2.1 Leadership –ANSA membership
Forty-nine (49) students were identified as members of ANSA from the Junior and Senior cohort.

3.0 New Business

3.1 Scheduled dates for course and faculty evaluations were identified. Students may go online to complete faculty and course evaluations from November 17th through December 12th. Students who have not completed evaluations will receive email reminders every two days until evaluations are completed.

3.2 BSN Outcome Data- Ms. Walters reported outcome assessment data related ANSA membership.
-75% of students will be ANSA members. The estimated level of achievement was not met for this outcome.
-100% of the students will attend ANSA Convention.
Estimated level of achievement was met. (see attached OAR)

4.0 Other

4.1 Student Representatives

Junior representative Treasure Jackson brought forth requests from students (1) to possibly make the math exam be included as an exam grade. (2) Make clinical be a part of the course grade. (3) Make a certain numbers of nursing care plans be due instead of increasing the number of diagnoses. Faculty gave student rationale as to why this request is not possible.

Senior Representative Cheryl Wells brought forth request from students to move diabetes content from Concepts III to Concepts II and move Cancer to Concepts III.

Faculty gave rationale for why this request is not be possible.

In addition, students are responsible for previous learning in foundation courses and should review physiology and pathophysiology to enhance knowledge of content.

With no further business to discuss, the meeting was adjourned at 3:30 p.m.

Respectfully Submitted,



Anita Shaw, Curriculum Committee Secretary

University of Arkansas at Monticello
School of Nursing
AASN Curriculum Meeting Minutes
November 17, 2014

- Present:** Dr. Laura Evans, Dean
Leia O'Fallon, Chair
Brandy Haley
Sharon Walters
Jacque Bryant, Secretary
Belinda Wells
Heidi Hogue
Anita Shaw
Christine Felts
- Absent:** Shelley Martin, AASN student representative

1.0 Approval of Minutes

October 27, 2014 minutes were approved.

2.0 Schedule Course and Clinical Evaluations

Course evaluations for Principles II are open and will remain open until December 12th. Students have been notified by e-mail and an automatic reminder will be sent every two days until the student completes the evaluation.

3.0 SNA Roster and Convention Attendance

Three of the 12 students are SNA members. All 12 students attended the SNA convention in October 2014.

4.0 PEP Update

Mrs. O'Fallon sent the updated PEP to faculty. The highlighted areas need data. Mrs. O'Fallon will review the assessment outcome report on the nursing website to obtain the needed data.

5.0 KAPLAN Exam Date

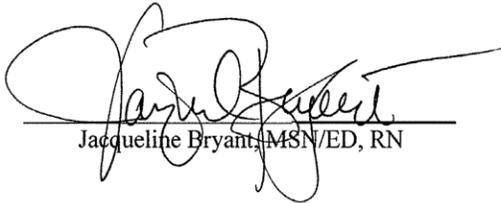
The KAPLAN exam is scheduled for 9 a. m. on Tuesday, December 9, 2014 at the co-op.

6.0 Other

Mrs. Felts stated that the JRMC representative called and reported that students are overriding medications. Three AASN students have done this. She requested that faculty and students should avoid overriding medication. In the future if medications need to be overridden, faculty should email Wanda Cherry and report the override.

The representative stated that faculty and students are parking in the visitor/patient parking. Student and faculty should be parking in the employee parking sections of the parking garage.

With no further business to discuss, the meeting was adjourned.



Handwritten signature of Jacqueline Bryant, MSN/ED, RN, written in black ink over a horizontal line.

Jacqueline Bryant, MSN/ED, RN