Standard 1. Program Quality: Mission and Governance	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
I-A. The mission, goals, and expected student outcomes are congruent with those of the parent institution and consistent with relevant professional nursing standards and guidelines for the preparation of nursing professionals.	School of Nursing (SON) Mission statement Oakland University (OU) Mission statement SON Undergraduate (UG), Graduate, and Doctor of Nursing Practice (DNP) program outcomes/objectives. American Association of Colleges of Nursing (AACN) Baccalaureate, Master's, and DNP Essentials. AACN (2015, August) The Doctor of Nursing Practice: Current Issues and Clarifying Recommendations AACN (2012, October) Expectations for Practice Experiences in the RN to Baccalaureate Curriculum	Dean Associate Dean Faculty Assembly (FA)	The FA compares SON Mission, program outcomes/objectives, and expected student outcomes to OU mission and relevant professional nursing standards and guidelines every five (5) years, or as needed. 2018-2019 2023-2024	Expected outcome: The SON Mission and expected student outcomes/ objectives are congruent with OU and with relevant professional nursing standards and guidelines.	The Dean/Associate Dean presents findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.

Approved by the SON FA 4-27-2017

	American Nurses Association (2015) Nursing: Scope and Standards of Practice (3rd ed.) Commission on Collegiate Nursing Education (CCNE) (2013) Standards for Accreditation of Baccalaureate and Graduate Nursing Programs CCNE (2016, October) Standards for Accreditation of Baccalaureate and Graduate Nursing Programs, Supplemental resource National Task Force on Quality Nurse Practitioner Education (2016) Criteria for Evaluation of Nurse Practitioner (NP) Programs (5th ed.) National Organization of Nurse Practitioner Faculties (NONPF) (2014) Core Competencies NONPF Faculty Practice Toolkit (2016)			

Approved by the SON FA 4-27-2017

	Council on Accreditation of Nurse Anesthesia Educational Programs(COA) (2016) Standards for Accreditation of Nurse Anesthesia Educational Programs (Standards) OU UG and Graduate Catalogs SON UG, Graduate/Nurse Anesthesia (NA), and DNP student handbooks				

Standard 1. Program Quality: Mission and Governance	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
I-B. The mission, goals, and expected student outcomes are reviewed periodically and revised, as appropriate, to reflect: -professional nursing standards and guidelines; -the needs and expectations of the communities of interest The SON defines the communities of interest as: A) SON clinical partners B) Public • SON Board of Visitors C) Faculty at OU teaching pre-requisite courses D) Students	SON Mission statement SON UG, Graduate, and DNP program outcomes/objectives AACN (2015, August) The Doctor of Nursing Practice: Current Issues and Clarifying Recommendations AACN (2012, October) Expectations for Practice Experiences in the RN to Baccalaureate Curriculum Criteria for Evaluation of NP Programs (2016) CCNE (2013) Standards for Accreditation of Baccalaureate and Graduate Nursing Programs	Associate Dean FA	FA reviews the SON Mission, and UG, Graduate, and DNP program outcomes/objectives every five (5) years, or as needed: 2018-2019 2023-2024 Associate Dean develops the survey questions and the Evaluation Committee develops the method of inquiry. Schedule to assess the communities of interest is as follows: SON clinical partners every three (3) years: 2019-2020 2022-2023	Expected outcome: The SON Mission and expected student outcomes/objectives reflect professional nursing standards and guidelines, and the needs and expectations of the communities of interest.	Associate Dean analyzes survey data and presents the findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.

Approved by the SON FA 4-27-2017

| E) SON alumni | CCNE (2016, October) Standards for Accreditation of Baccalaureate and Graduate Nursing Programs, Supplemental resource

COA Standards (2016)

NONPF (2014) Core Competencies

SON Faculty Handbook

SON UG, Graduate/NA, and DNP student handbooks | | SON alumni every three (3) years:
2017-2018
2020-2021

SON Board of Visitors every five (5) years:
2018-2019
2023-2024

OU faculty who teach pre-requisite courses every five (5) years:
2018-2019
2023-2024 | | |

Standard 1. Program Quality: Mission and Governance	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
I-C. Expected faculty outcomes are clearly identified by the nursing unit, are written and communicated to the faculty and are congruent with the institutional expectations.	University Standards for Re-employment, Promotion and Tenure SON Criteria and Procedures for Re-employment, Tenure and Promotion (2015) SON Faculty Handbook SON Workload document	NCAP	NCAP reviews the SON Criteria and Procedures for Re-employment, Tenure and Promotion (2015) every three (3) years for congruence with the University Standards for Re-employment, Promotion and Tenure. 2018-2019 2021-2022	Expected outcome: SON expected faculty outcomes are written and are congruent with OU expectations.	NCAP presents findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.

Approved by the SON FA 4-27-2017

Standard 1. Program Quality: Mission and Governance	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
I-D. Faculty and students participate in program governance.	Annual Faculty Reports and faculty merit documents UCOI and GCOI meeting minutes	Executive Committee NCAP Chair (unit-designated faculty member) UCOI GCOI	NCAP Chair (unit-designated faculty member) sends an e-mail to SON faculty instructing them to prepare and submit Annual Faculty Report and faculty merit documents per SON Faculty Merit procedure. UCOI and GCOI report on student participation in program governance, ANNUALLY	Expected outcome: SON Faculty Annual Reports indicate that SON faculty participate in SON governance. If SON faculty and/or student participation in program governance is not evident, the Executive Committee has the authority to replace and/or designate members for SON committees.	NCAP chair and UCOI/GCOI present findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.

Approved by the SON FA 4-27-2017

Standard 1. Program Quality: Mission and Governance	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
I-E. Documents and publications are accurate. A process is used to notify constituents about changes in documents and publications.	SON UG, Graduate/NA, and DNP student handbooks SON Faculty Handbook OU UG and Graduate catalogs SON website SON brochures, flyers, and publications	Associate Dean Program Directors Track Directors Coordinators	Associate Dean, Program Directors, Track Directors, and Coordinators review SON documents, brochures, flyers, website, and publications, including SON section in the OU UG and Graduate catalogs; SON UG, Graduate/NA, and DNP student handbooks; and SON Faculty Handbook for accuracy, ANNUALLY. SON UG, Graduate/NA, and DNP student handbooks are uploaded to the SON website, ANNUALLY.	Expected outcome: SON documents, brochures, flyers, website, and publications are accurate.	Associate Dean, Program Directors, Track Directors, and Coordinators discuss the issues, bring issues to the respective COI, and revise the documents and publications, as needed.

Approved by the SON FA 4-27-2017

Standard 1. Program Quality: Mission and Governance	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
I-F. Academic policies of the parent institution and the nursing program are congruent and support achievement of the mission, goals, and expected student outcomes. These policies are: -fair, equitable; -published and accessible; and -reviewed and revised as necessary to foster program improvement.	SON UG, Graduate/NA, and DNP student handbooks SON website OU UG and Graduate catalogs SON Faculty Handbook SON Mission & Vision statements	Associate Dean Program Directors Track Directors Coordinators	Associate Dean, Program Directors, Track Directors, and Coordinators review the SON website, Undergraduate, Graduate/NA, and DNP student handbooks, and the OU UG and Graduate catalogs for congruency with OU policies, ANNUALLY.	Expected Outcome: SON academic policies are congruent with OU academic policies, support achievement of the SON Mission and expected student outcomes/objectives, and are reviewed and revised as needed.	Associate Dean, Program Directors, Track Directors, and Coordinators discuss the issues/bring the issues to the respective COI as needed.

Approved by the SON FA 4-27-2017

Standard 2. Program Quality: Institutional Commitment and Resources	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
II-A. Fiscal and physical resources are sufficient to enable the program to fulfill its mission, goals, and expected outcomes. Adequacy of resources is reviewed periodically and resources are modified as needed.	SON budget Annual Faculty Reports and faculty merit documents Annual Faculty Survey NONPF Faculty Practice Toolkit (2016) SON Workload document	Dean Associate Dean Assistant Dean Executive Committee NCAP Chair (unit-designated faculty member)	Dean and Assistant Dean review and update the SON budget, ANNUALLY Associate Dean prepares a survey that assesses the adequacy of resources and sends it to SON faculty electronically, ANNUALLY. Associate Dean analyzes the survey data assessing the adequacy of resources and presents the results at FA, ANNUALLY.	Expected outcomes: The SON fiscal and physical resources are sufficient for the SON to fulfill its mission and expected outcomes. Mean scores on survey questions related to adequacy of resources are 3.0 or higher on a 5-point Likert scale.	Dean and Associate Dean present findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.

Approved by the SON FA 4-27-2017

			NCAP Chair (unit-designated faculty member) sends an e-mail to SON faculty instructing them to prepare and submit Annual Faculty Report and faculty merit documents per SON Faculty Merit procedure.		

Standard 2. Program Quality: Institutional Commitment and Resources	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
II-B. Academic support services are sufficient to ensure quality and are evaluated on a regular basis to meet program and student needs.	Skyfactor Benchworks Assessments Student satisfaction surveys Annual Faculty Survey SON budget for current and previous 2 years	Dean Associate Dean Program Directors Track Directors Coordinators Director of Advising	Associate Dean collects student satisfaction data from UG, Graduate, Post-APRN certificate program, and DNP students every three (3) years. 2019-2020 2022-2023 UG and Graduate Program Directors coordinate Skyfactor Benchworks Assessments for UG and DNP students, share the results with the Director of Advising, and report the results, ANNUALLY.	Expected outcomes: The academic support services are adequate to ensure quality based on student and program needs and projections. Mean scores on survey questions related to adequacy of academic support services are 3.0 or higher on a 5-point Likert scale. Student satisfaction scores will be 3.0 or higher on a 5-point Likert scale. Student satisfaction scores will be 3.0 or higher on a 5-point Likert scale.	Associate Dean, Program Directors, Track Directors, and Coordinators present data regarding academic support services at Spring Evaluation Meeting with motions for change taken to FA.

Approved by the SON FA 4-27-2017

			Graduate Track Directors collect exit survey data from Graduate and Post-APRN certificate program students, share the results with the SON Director of Advising and the Graduate Program Director, ANNUALLY. The Graduate Program Director reports the results, ANNUALLY. Associate Dean prepares a survey that assesses the adequacy of academic support services and sends it to SON faculty electronically, ANNUALLY.	Skyfactor Benchworks Assessments scores will be 5.0 or higher on a 7-point Likert scale.	

Approved by the SON FA 4-27-2017

			Associate Dean analyzes the survey data assessing the adequacy of academic support services and presents the results at FA, ANNUALLY.		

Approved by the SON FA 4-27-2017

Standard 2. Program Quality: Institutional Commitment and Resources	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
II-C. The chief nurse administrator: -is a registered nurse; -holds a graduate degree in nursing; -holds a doctoral degree in nursing if the unit offers a graduate program in nursing; -is academically and experientially qualified to accomplish the mission, goals, and expected student and faculty outcomes; -is vested with the administrative authority to accomplish the mission, goals, and expected program outcomes; and -provides effective leadership to the nursing unit in achieving its mission, goals, and expected program outcomes.	SON Constitution Dean CV SON Mission UG, Graduate, and DNP student outcomes/ objectives Annual Faculty Reports	Provost/VPAA	Provost conducts Decanal review every five (5) years	Expected outcome: The SON Dean provides effective leadership, is academically and experientially qualified, and is vested with administrative authority to accomplish SON Mission and expected program outcomes.	Provost provides Decanal review report to SON faculty.

Approved by the SON FA 4-27-2017

Standard 2. Program Quality: Institutional Commitment and Resources	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
II-D. Faculty members are: -sufficient in number to accomplish the mission, goals, and expected program outcomes; -academically prepared for the areas in which they teach; and -experientially prepared for the areas in which they teach.	SON Faculty CVs Annual Faculty Reports 2015-2020 Agreement between Oakland University (OU) and the OU Chapter American Association of University Professors (AAUP) University Standards for Re-employment, Promotion and Tenure SON Criteria and Procedures for Re-employment, Tenure and Promotion (2015)	Dean Associate Dean Program Directors Track Directors Coordinators	Associate Dean reviews faculty credentials to ensure goodness of fit with SON teaching needs, ANNUALLY Program Directors, Track Directors, and Coordinators provide input to the Dean/Associate Dean on the adequacy of faculty in their respective program(s) to support SON and program outcomes/objectives, ANNUALLY Dean and Associate Dean review SON faculty needs and communicate needs to Provost/VPAA, ANNUALLY.	Expected outcome: Faculty members are sufficient in number and academically and experientially qualified to accomplish SON Mission and program outcomes/objectives.	Dean and Associate Dean present findings at the Spring Evaluation Meeting with motions for change taken to FA.

Approved by the SON FA 4-27-2017

Standard 2. Program Quality: Institutional Commitment and Resources	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
II-E. Preceptors, when used by the program as an extension of faculty, are academically and experientially qualified for their role in assisting in the achievement of the mission, goals, and expected student outcomes.	Undergraduate Program Pre-licensure Preceptor Verification form Undergraduate Program Pre-licensure Evaluation of Preceptor form NA/NP/Forensic Nursing Preceptor Survey completed by students and faculty.	Associate Dean Program Directors Track Directors Coordinators	Undergraduate Program Director, in consultation with SON Director of Clinical Services collects data regarding pre-licensure preceptor qualifications and reports findings, ANNUALLY. Graduate Program Director, in consultation with Graduate Track Directors, collects data regarding Graduate, Post-APRN certificate, and DNP preceptor qualifications and reports findings, ANNUALLY.	Expected outcome: 100% of SON UG, Graduate, Post-APRN certificate, and DNP preceptors are academically and experientially qualified to serve. Mean scores on all preceptor evaluations will be 3.0 or higher on a 5-point Likert scale. A mean score below 3.0 will trigger evaluation of the preceptor's appointment by the Associate Dean, or designee.	UG and Graduate Program Directors will present preceptor evaluation data at Spring Evaluation Meeting with motions for change taken to FA.

Approved by the SON FA 4-27-2017

Standard 2. Program Quality: Institutional Commitment and Resources	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
II-F. The parent institution and program provide and support an environment that encourages faculty teaching, scholarship, service, and practice in keeping with the mission, goals, and expected faculty outcomes.	Annual Faculty Report and faculty merit documents 2015-2020 OU-AAUP Agreement SON Constitution University Standards for Re-employment, Promotion and Tenure SON Criteria and Procedures for Re-employment, Tenure and Promotion (2015) SON Mission & Vision statements SON Workload document Annual Faculty Survey NONPF Faculty Practice Toolkit (2016)	Dean Associate Dean NCAP Chair (unit-designated faculty member)	NCAP Chair (unit-designated faculty member) sends an e-mail to SON faculty instructing them to prepare and submit Annual Faculty Report and faculty merit documents per SON Faculty Merit procedure. Associate Dean prepares a survey that assesses the SON environment and sends it to SON faculty electronically, ANNUALLY.	Expected outcome: OU and SON provide and support an environment that encourages faculty teaching, scholarship, service, and practice. Mean scores on survey questions related to SON environment are 3.0 or higher on a 5-point Likert scale. SON shows evidence of using Model D (NONPF, 2016) for APRN clinical practice and academic workload.	Associate Dean presents findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.

Approved by the SON FA 4-27-2017

			Associate Dean analyzes the survey data assessing the SON environment and presents the results at FA, ANNUALLY.		

Standard 3. Program Quality: Curriculum and Teaching-Learning	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
III-A. The curriculum is developed, implemented, and revised to reflect clear statements of expected student outcomes that are congruent with the program's mission, goals, and with the role for which the program is preparing its graduates.	SON UG, Graduate/NA, and DNP student handbooks UG, Graduate, and DNP course syllabi SON Mission & Vision statements AACN Baccalaureate, Master's, and DNP Essentials UG, Graduate, and DNP program outcomes/objectives	Program Directors Track Directors Coordinators UCOI GCOI	Program Directors, Track Directors, and Coordinators, in collaboration with UCOI and GCOI, review the SON UG, Graduate, Post-APRN certificate, and DNP curricula every five (5) years (see I-A & I-B). 2018-2019 2023-2024	Expected outcome: The UG, Graduate, Post-APRN certificate, and DNP curricula reflect the respective program outcomes/objectives, and the role for which each program is preparing its graduates.	UG and Graduate Program Directors present findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA. UCOI and GCOI provide data at the Spring Evaluation Meeting detailing the motions they sent to FA and the outcome(s) of the motion(s).

Approved by the SON FA 4-27-2017

Standard 3. Program Quality: Curriculum and Teaching-Learning	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
III-B. Curricula are developed, implemented, and revised to reflect relevant professional nursing standards and guidelines, which are clearly evident within the curriculum, and within the expected student outcomes (individual and aggregate).	AACN Baccalaureate, Master's, and DNP Essentials UG, Graduate, and DNP Course syllabi UG ATI Comprehensive Predictor exam data UG, Graduate, and DNP program outcomes/objectives UG, Graduate, and DNP program curriculum cross-walk tables AACN (2015, August) The Doctor of Nursing Practice: Current Issues and Clarifying Recommendations AACN (2012, October) Expectations for Practice Experiences in the RN to Baccalaureate Curriculum	Associate Dean Program Directors Track Directors Coordinators UCOI GCOI	Associate Dean, Program Directors, Track Directors, and Coordinators review AACN Baccalaureate, Master's, and DNP Essentials, as well as other professional nursing standards and guidelines for congruency, ANNUALLY. UCOI and GCOI review the UG, Graduate, Post-APRN certificate, and DNP course syllabi (course overview, course objectives, and essential content) on a rotating	Expected outcome: 100% of pre-licensure students achieve the SON benchmark (89%) on the ATI Comprehensive Predictor exam on the first attempt. Basic-BSN and Accelerated Second Degree BSN (ASD) track NCLEX pass rates are 89% or higher on the first attempt. UG curriculum and syllabi align with program outcomes/ objectives. UG curriculum cross-walk tables (ASD, Basic-BSN, and RN-BSN) are congruent with the AACN	UG and Graduate Program Directors present findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.

Approved by the SON FA 4-27-2017

| | CCNE (2013) Standards for Accreditation of Baccalaureate and Graduate Nursing Programs

CCNE (2016, October) Standards for Accreditation of Baccalaureate and Graduate Nursing Programs, Supplemental resource

National Task Force on Quality Nurse Practitioner Education (2016) Criteria for Evaluation of Nurse Practitioner (NP) Programs (5th ed.)

COA Standards (2016) | | schedule so that at the end of every three (3) year cycle all syllabi have been reviewed for congruency with their respective program outcomes/ objectives, AACN Essentials, as well as other professional standards and guidelines:
2018-2019
2022-2023

UG Program Director reports Basic-BSN and ASD track NCLEX-RN pass rates to FA twice/year.

UG, Graduate, Post-APRN certificate, and DNP curriculum | Baccalaureate Essentials, as well as other professional nursing standards and guidelines.

Graduate, Post-APRN certificate, and DNP curricula andsyllabi align with program outcomes/ objectives.

Graduate, Post-APRN certificate, and DNP curriculum cross-walk tables are congruent with the AACN Master's and DNP Essentials, as well as other professional nursing standards and guidelines.

NA, NP, Forensic Nursing certification exam pass rates are 90% or higher on the first attempt. | |

			cross-walk tables are reviewed every three (3) years for congruency between curricula and respective AACN Essentials: 2019-2020 2022-2023		

Approved by the SON FA 4-27-2017

Standard 3. Program Quality: Curriculum and Teaching-Learning	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
III-C. The curriculum is logically structured to achieve expected student outcomes. -The baccalaureate curricula build upon a foundation of the arts, sciences, and humanities. -Master's curricula build on a foundation comparable to baccalaureate level nursing knowledge. -DNP curricula build on a baccalaureate and/or master's foundation, depending on the level of entry of the student. -Post graduate APRN certificate programs build on graduate level nursing competencies and knowledge base.	OU General Education requirements SON UG program prerequisite courses SON course syllabi UG, Graduate, and DNP curriculum crosswalk tables UG, Graduate, and DNP program outcomes/objectives	Program Directors Track Directors Coordinators UCOI GCOI	UCOI, GCOI, Program Directors, Track Directors, and Coordinators review UG, Graduate, Post-APRN certificate, and DNP curriculum cross-walk tables for congruency with AACN Essentials and for evidence of leveling across programs every three (3) years: 2019-2020 2022-2023	Expected outcome: The UG, Graduate, Post-APRN certificate, and DNP curricula facilitate student attainment of program outcomes/ objectives and show evidence of leveling across programs.	UCOI and GCOI present findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.

Approved by the SON FA 4-27-2017

Standard 3. Program Quality: Curriculum and Teaching-Learning	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
III-D. Teaching-learning practices and environments support the achievement of expected student outcomes.	Undergraduate ATI Comprehensive Predictor exam student data Skyfactor Benchworks Assessments NCLEX-RN pass rates NA/NP/Forensic Nursing certification exam pass rates UG, Graduate, and DNP program outcomes/ objectives NA/NP/Forensic Nursing track exit survey data	Associate Dean Program Directors Track Directors Coordinators	UG Program Director reviews ATI content mastery and ATI Comprehensive Predictor exam data, and presents the findings to the Associate Dean ANNUALLY. UG and Graduate Program Directors coordinate Skyfactor Benchworks Assessments for UG and DNP programs, ANNUALLY. Graduate Track	Expected Outcome: 100% of UG pre-licensure students obtain the SON benchmark (89%) on the ATI Comprehensive Predictor exam on the first attempt. Expected outcome: Basic-BSN and ASD track NCLEX-RN pass rates are 89% or higher on the first attempt. NA/NP/Forensic Nursing certification exam pass rates are 90% or higher on the first attempt. Mean scores on	UG and Graduate Program Directors present findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.

Approved by the SON FA 4-27-2017

| | | | Directors collect exit survey data for Graduate program and present findings to Graduate Program Director, ANNUALLY.

UG Program Director reports NCLEX-RN pass rates to FA twice/year.

Graduate Program Director reports NA, NP, Forensic Nursing certification exam pass rates to FA, ANNUALLY. | Skyfactor Benchworks Assessments are 5.0 or higher on a 7-point Likert scale for UG and DNP program graduates. | |

Standard 3. Program Quality: Curriculum and Teaching-Learning	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
III-E. The curriculum includes planned clinical practice experience that: - enable students to integrate new knowledge and demonstrate attainment of program outcomes; and - are evaluated by faculty.	SON course syllabi OU UG and Graduate catalogs Skyfactor Benchworks Assessments NA/NP/Forensic Nursing exit survey data Clinical Site Evaluations NA Outcome Criteria Preceptor Evaluation forms UG/NA/NP/Forensic Nursing Clinical Evaluation Tool DNP student practice experience documents	Program Directors Track Directors Coordinators UCOI GCOI	Program Directors, Track Directors, and Coordinators , along with UCOI and GCOI, review UG, Graduate, Post-APRN certificate, and DNP clinical practice experience outcome data, ANNUALLY.	Expected outcome: The UG, Graduate, Post-APRN certificate, and DNP curricula demonstrate inclusion of planned clinical practice experiences that are evaluated by SON faculty. Mean scores on Skyfactor Benchworks Assessments are 5.0 or higher on a 7-point Likert scale for UG and DNP program graduates. Mean scores for all preceptor evaluations are 3.0 or higher on a 5-point Likert scale. A mean score	UG and Graduate Program Directors present findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.

Approved by the SON FA 4-27-2017

				below 3.0 will trigger evaluation of the preceptor's appointment by the Associate Dean, or designee. Mean scores for all clinical site evaluations are 3.0 or higher on a 5-point Likert scale. A mean score below 3.0 will trigger evaluation of the clinical site by the Associate Dean, or designee. DNP student practice experience evaluation shows evidence that the required hours are met, new knowledge integrated, and program outcomes attained.	

Approved by the SON FA 4-27-2017

Standard 3. Program Quality: Curriculum and Teaching-Learning	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
III-F. The curriculum and teaching-learning practices consider the needs and expectations of the identified community of interest.	SON UG, Graduate, and DNP student handbooks OU UG and Graduate Catalogs SON UG, Graduate, and DNP course syllabi	Associate Dean Program Directors Track Directors Track Coordinators	Associate Dean develops the survey questions and the Evaluation Committee develops the method of inquiry (see I-B). The following schedule will be used to assess the communities of interest: Clinical partners every three (3) years: 2019-2020 2022-2023 SON alumni every three (3) years: 2017-2018 2020-2021	Expected outcome: There is evidence that the SON curriculum and teaching-learning practices consider the needs and expectations of the SON communities of interest, including the needs of culturally and ethnically diverse people.	Associate Dean presents findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.

Approved by the SON FA 4-27-2017

			Board of Visitors every five (5) years: 2018-2019 2023-2024 OU faculty who teach pre-requisite courses every five (5) years: 2018-2019 2023-2024		

Approved by the SON FA 4-27-2017

Standard 3. Program Quality: Curriculum and Teaching-Learning	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
III-G. Individual student performance is evaluated by the faculty and reflects achievement of expected student outcomes. Evaluation policies and procedures for individual student performance are defined and consistently applied.	SON course syllabi SON UG, Graduate/NA and DNP student handbooks SON Faculty Handbook	UCOI GCOI	UCOI and GCOI review SON grading policies every three (3) years. 2019-2020 2022-2023	Expected outcome: SON grading policies are clearly defined and consistently applied.	UCOI and GCOI present findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.

Approved by the SON FA 4-27-2017

Standard 3. Program Quality: Curriculum and Teaching-Learning	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
III-H. Curriculum and teaching-learning practices are evaluated at regularly scheduled intervals to foster ongoing improvement.	AACN Baccalaureate, Master's, and DNP Essentials CCNE (2013) Standards of Accreditation Skyfactor Benchworks Assessments Student satisfaction surveys	Associate Dean Program Directors Track Directors Coordinators UCOI GCOI	UCOI and GCOI review UG, Graduate, Post-APRN certificate, and DNP curricula and perform syllabus review on a three (3) year rotating cycle (see III-B). Associate Dean collects student satisfaction data from UG, Graduate, Post-APRN certificate, and DNP students every three (3) years. 2019-2020 2022-2023 UG and Graduate	Expected Outcome: UG, Graduate, Post-APRN certificate, and DNP curricula are congruent with the AACN Baccalaureate, Master's, and DNP Essentials, and are pedagogically sound.	UG and Graduate Program Directors present findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.

Approved by the SON FA 4-27-2017

			Program Directors coordinate Skyfactor Benchworks Assessments for UG and DNP students, ANNUALLY. Graduate Track Directorscollect exit survey data for Graduate and Post-APRN certificate programs and present findings to Graduate Program Director, ANNUALLY.		

Approved by the SON FA 4-27-2017

Standard 4. Program Effectiveness: Aggregate Student and Faculty Outcomes	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
IV-A. A systematic process is used to determine program effectiveness.	SON Evaluation Plan	Dean SON Evaluation Committee	SON Evaluation Committee under the direction of the SON Dean implements the SON Evaluation Plan and evaluates its congruence with CCNE (2013) Standards for Accreditation of Baccalaureate and Graduate Nursing Programs and CCNE (2016, October) Standards for Accreditation of Baccalaureate and Graduate Nursing Programs, Supplemental resource, ANNUALLY.	Expected outcomes: SON Evaluation Plan is implemented, demonstrates congruence with CCNE Standards, and is used to determine program effectiveness.	Evaluation Committee presents findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.

Approved by the SON FA 4-27-2017

Standard 4. Program Effectiveness: Aggregate Student and Faculty Outcomes	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
IV-B. Program completion rates demonstrate program effectiveness.	Completion rate data for all SON academic programs (UG, Graduate, Post-APRN certificate program, and DNP) from OIRA	Associate Dean Program Directors Track Directors Coordinators	Program Directors, Track Directors, and Coordinators collect completion rate data, ANNUALLY.	Expected outcomes: UG Program Completion rate = 70% Graduate Program Completion rate = 70% Post-APRN Certificate Program Completion rate = 70% DNP Program Completion rate = 70%	UG and Graduate Program Directors present findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.

Approved by the SON FA 4-27-2017

Standard 4. Program Effectiveness: Aggregate Student and Faculty Outcomes	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
IV-C. Licensure and certification pass rates demonstrate program effectiveness.	Basic-BSN and ASD track NCLEX-RN pass rates NA/NP/Forensic Nursing certification exam pass rates	Program Directors Track Directors Coordinators	UG Program Director collects NCLEX-RN pass rates for Basic-BSN and ASD tracks and reports results at FA twice/year. Graduate Program Director collects NA, NP, and Forensic Nursing certification exam pass rates (for both Graduate and post-APRN certificate program) and reports the results at FA, ANNUALLY.	Expected outcome: Basic-BSN and ASD track NCLEX-RN pass rates are 89% or higher on the first attempt. NA, NP, and Forensic Nursing certification exam pass rates (for both Graduate and Post-APRN certificate program) are 90% or higher on the first attempt.	UG and Graduate Program Directors present findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.

Approved by the SON FA 4-27-2017

Standard 4. Program Effectiveness: Aggregate Student and Faculty Outcomes	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
IV-D. Employment rates demonstrate program effectiveness.	Skyfactor Benchworks Assessments NA/NP/Forensic Nursing exit surveys. OIRA data	Associate Dean Program Directors Track Directors Coordinators	Program Directors, Track Directors, and Coordinators collect employment data for their respective programs/tracks and report it to Associate Dean, ANNUALLY.	Expected outcome: 90% of SON graduates (UG, Graduate, Post-APRN certificate program, and DNP) are employed within 12 months of program completion.	Associate Dean presents findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.

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Standard 4. Program Effectiveness: Aggregate Student and Faculty Outcomes	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
IV-E. Program outcomes demonstrate program effectiveness. **Program-identified outcomes:** 1) SON students participate in program governance. 2) Preceptors, when used by the program as an extension of faculty, are perceived as competent by SON students. 3) SON students are satisfied with SON teaching-learning practices. 4) SON students are satisfied with their planned clinical experiences. 5) SON students are satisfied with the services provided by the SON academic advisers.	SON Evaluation Plan Skyfactor Benchworks Assessments Student satisfaction surveys NA/NP/Forensic Nursing exit surveys UCOI and GCOI meeting minutes Undergraduate Program Pre-licensure Evaluation of Preceptor form NA/NP/Forensic Nursing Preceptor Survey completed by students and faculty.	Associate Dean Program Directors Track Directors Coordinators Director of Advising	Associate Dean, Program Directors, Track Directors, Coordinators, and Director of Advising collect relevant data and report the results ANNUALLY .	Expected outcomes: 1) SON students, at all levels of the curriculum, participate in program governance (refer to I-D). 2) Mean scores on preceptor evaluations are 3.0 or higher on a 5-point Likert scale. A mean score below 3.0 will trigger evaluation of the preceptor's appointment by the Associate Dean, or designee (refer to II-E). 3, 4, & 5) Mean scores on Skyfactor Benchworks Assessments are 5.0	Associate Dean, and UG and Graduate Program Directors present findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA. UG and Graduate Program Directors share relevant student satisfaction data with the Director of Advising.

| | | | | or higher on a 7-point Likert scale for UG and DNP program graduates (refer to II-B, III-D, and III-E).

Student satisfaction scores are 3.0 or higher on a 5-point Likert scale for Graduate and Post-APRN certificate program students (refer to II-B, III-D, and III-E). | |

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Standard 4. Program Effectiveness: Aggregate Student and Faculty Outcomes	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
IV-F. Faculty outcomes, individually and in the aggregate, demonstrate program effectiveness.	Annual Faculty reports and faculty merit documents SON Faculty Handbook University Standards for Re-employment, Promotion and Tenure SON Criteria and Procedures for Re-employment, Tenure and Promotion (2015) SON student evaluations of faculty teaching/teaching effectiveness	Associate Dean NCAP NCAP Chair (unit-designated faculty member) Executive Committee	Associate Dean reviews data from the student evaluations of faculty teaching effectiveness every semester. Any evaluation mean score >2.5 will trigger a meeting between Associate Dean and the faculty member. NCAP performs faculty reviews of SON full-time faculty, as scheduled using the criteria in the University Standards for Re-employment, Promotion and Tenure and the SON Criteria and Procedures for Re-	Expected Outcome: Faculty outcomes in the aggregate demonstrate: **Teaching** •100% of SON faculty teach, ANNUALLY (consistent with their SON job classification). **Scholarship** •50% of SON full-time faculty submit a manuscript for publication, ANNUALLY (consistent with their SON job classification). •50% of SON full-time faculty present a paper(s) and/or a poster(s) at a professional nursing/APRN	Associate Dean presents findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA. NCAP provides data at the Spring Evaluation Meeting detailing the motions it sent to FA and the outcome(s) of the motion(s).

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			employment, Tenure and Promotion (2015). NCAP Chair (unit-designated faculty member) sends an e-mail to SON faculty instructing them to prepare and submit Annual Faculty Report and faculty merit documents per SON Faculty Merit procedure. Faculty merit is awarded using the SON Merit Procedure approved by the FA, ANNUALLY.	conference ANNUALLY (consistent with their SON job classification). •10% of SON full-time faculty submit a grant application (external or internal), ANNUALLY (consistent with their SON job classification). **Service** •100% of SON full-time faculty serve on a SON/OU committee, ANNUALLY. **Practice** •100% of SON full-time faculty maintain nursing certification, ANNUALLY (consistent with their SON job classification).	

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SON Evaluation Plan	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
IV- G. The program defines and reviews formal complaints to establish policies.	SON grievance procedure in the Undergraduate, Graduate/NA, and DNP student handbooks SON Faculty Handbook OU UG and Graduate catalogs	Associate Dean	Associate Dean reviews formal complaint data for trends, ANNUALLY.	Expected Outcome: SON has written procedures related to formal complaints and uses data from formal complaints to foster on-going program improvement.	Associate Dean presents findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.

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SON Evaluation Plan	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
IV-H. Data analysis is used to foster ongoing program improvement.	All OU/SON documents/data sources described in the SON Evaluation Plan	Dean Associate Dean Executive Committee Program Directors Track Directors Coordinators Evaluation Committee Individual SON Faculty	Data related to SON effectiveness is collected, analyzed, and evaluated as outlined in the SON Evaluation Plan.	Expected Outcome: Data analysis is evident and is used to foster ongoing program improvement.	SON Spring Evaluation Meeting is held at the end of the Winter semester, ANNUALLY, with motions for change taken to FA.

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