

School of Nursing Evaluation Plan 2016-2017 (Approved by the SON FA 4-28-2016)

Standard 1. Program Quality: Mission and Governance	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
<p>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.</p>	<p>School of Nursing (SON) Mission statement</p> <p>Oakland University (OU) Mission statement</p> <p>SON Undergraduate (UG), Graduate and Doctor of Nursing Practice (DNP) program outcomes/objectives.</p> <p>American Association of Colleges of Nursing (AACN) Baccalaureate, Master's, and DNP Essentials.</p> <p>American Nurses Association (ANA) (2015) Scope and Standards of Practice (3rd ed.)</p> <p>Commission on Collegiate Nursing Education (CCNE) accreditation standards (2013)</p> <p>Criteria for Evaluation of Nurse Practitioner (NP) Programs</p>	<p>Dean</p> <p>Associate Dean</p> <p>Faculty Assembly (FA)</p>	<p>The FA compares SON Mission, program outcomes/objectives, and expected student outcomes to OU mission and relevant professional nursing standards every five (5) years.</p> <p>2018-2019 2023-2024</p>	<p>Expected outcome: The SON Mission and expected student outcomes/objectives are congruent with OU and with relevant professional nursing standards and guidelines.</p>	<p>The Dean/Associate Dean presents findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.</p>

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	<p>National Organization of Nurse Practitioner Faculties (NONPF) standards</p> <p>Council on Accreditation (COA) standards.</p> <p>OU UG and Graduate Catalogs</p> <p>SON UG, Graduate/Nurse Anesthesia (NA), and DNP student handbooks</p>				
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<p>I-B. The mission, goals, and expected student outcomes are reviewed periodically and revised, as appropriate, to reflect:</p> <ul style="list-style-type: none"> -professional nursing standards and guidelines; -the needs and expectations of the communities of interest <p>The SON defines the communities of interest as:</p> <p>A) SON clinical partners</p> <p>B) Public</p> <ul style="list-style-type: none"> • SON Board of Visitors <p>C) Faculty at OU teaching pre-requisite courses</p> <p>D) Students</p> <p>E) SON alumni</p>	<p>SON Mission statement</p> <p>SON UG, Graduate, and DNP program outcomes/objectives</p> <p>Criteria for Evaluation of Nurse Practitioner Programs</p> <p>CCNE (2013) accreditation standards</p> <p>NONPF standards</p> <p>COA standards</p> <p>SON Faculty Handbook</p> <p>SON UG, Graduate/NA, and DNP student handbooks</p>	<p>Associate Dean</p> <p>FA</p>	<p>FA reviews the SON Mission, and UG, Graduate, and DNP program outcomes/objectives every five (5) years: 2018-2019 2023-2024</p> <p>Associate Dean develops the survey questions and the Evaluation Committee (EC) develops the method of inquiry. Schedule to assess the communities of interest is as follows:</p> <p>SON clinical partners every three (3) years: 2016-2017 2019-2020</p> <p>SON alumni every three (3) years: 2017-2018 2020-2021</p>	<p>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.</p>	<p>Associate Dean analyzes survey data and presents the findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.</p>

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			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		
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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.	<p>University Standards for Re-employment, Promotion and Tenure</p> <p>SON Criteria and Procedures for Re-employment, Tenure and Promotion (2016)</p> <p>SON Faculty Handbook</p>	NCAP	<p>NCAP reviews the SON Criteria and Procedures for Re-employment, Tenure and Promotion every three (3) years for congruence with the University Standards for Re-employment, Promotion and Tenure.</p> <p>2018-2019 2021-2022</p>	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.

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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.	<p>Annual Faculty Reports and faculty merit documents</p> <p>UCOI Committee minutes</p> <p>GCOI Committee minutes</p>	<p>Dean</p> <p>Associate Dean</p>	<p>Dean's office sends e-mail during winter semester to faculty instructing them when to submit Annual Faculty Report and faculty merit documents, ANNUALLY</p> <p>UCOI and GCOI report on student participation in committee work at Spring Evaluation meeting, ANNUALLY</p> <p>If faculty and/or student participation is not evident, the respective committee informs the</p>	<p>Expected outcome: Faculty and student participation in SON governance is evident.</p>	<p>Dean/Associate Dean presents findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.</p>

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			Executive Committee who may replace the member per SON Constitution.		
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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.	<p>SON UG, Graduate/NA, and DNP student handbooks</p> <p>SON Faculty Handbook</p> <p>OU UG and Graduate catalogs</p> <p>SON website</p> <p>SON brochures, flyers, and publications</p>	<p>Associate Dean</p> <p>Program Directors</p> <p>Track Directors</p> <p>Coordinators</p>	<p>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.</p> <p>SON UG, Graduate/NA, and DNP student handbooks are uploaded to the SON website, ANNUALLY.</p>	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.

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Standard 1. Program Quality: Mission and Governance	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
<p>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:</p> <ul style="list-style-type: none"> -fair, equitable; -published and accessible; and -reviewed and revised as necessary to foster program improvement. 	<p>SON UG, Graduate/NA, and DNP student handbooks</p> <p>SON website</p> <p>OU UG and Graduate catalogs</p> <p>SON Faculty Handbook</p> <p>SON Mission & Vision statements</p>	<p>Associate Dean</p> <p>Program Directors</p> <p>Track Directors</p> <p>Coordinators</p>	<p>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.</p>	<p>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.</p>	<p>Associate Dean, Program Directors, Track Directors, and Coordinators discuss the issues/bring the issues to the respective COI as needed.</p>

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Standard 2. Program Quality: Institutional Commitment and Resources	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
<p>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.</p>	<p>SON budget</p> <p>Annual Faculty Reports and faculty merit documents</p>	<p>Dean</p> <p>Associate Dean</p> <p>Assistant Dean of Finance and Administration (F & A)</p> <p>EC</p>	<p>Dean and Assistant Dean of F & A review and update the SON budget, ANNUALLY</p> <p>Associate Dean reviews and analyzes survey data from Annual Faculty Reports, ANNUALLY.</p> <p>EC reviews faculty merit documents according to the merit method approved by the SON, ANNUALLY.</p>	<p>Expected outcomes: The SON budget and resources are sufficient for the SON to fulfill its mission and expected outcomes.</p> <p>Mean scores on relevant Annual Faculty Report questions will be 2.0 or lower on a 5-point Likert scale.</p>	<p>Dean and Associate Dean present findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.</p>

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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.	<p>Skyfactor Benchworks Assessments</p> <p>Student satisfaction surveys</p> <p>Survey data from Annual Faculty Reports</p> <p>SON budget for current and previous 2 years</p>	<p>Dean</p> <p>Associate Dean</p> <p>Program Directors</p> <p>Track Directors</p> <p>Coordinators</p> <p>Assistant Dean of F & A</p>	<p>Associate Dean collects student satisfaction data from UG, Graduate, and DNP students every three (3) years. 2016-2017 2019-2020</p> <p>UG and Graduate Program Directors coordinate Skyfactor Benchworks Assessments for UG and DNP students and report results at Spring Evaluation Meeting, ANNUALLY.</p> <p>NA/NP Track Directors, and</p>	<p>Expected outcomes: The academic support services are adequate to ensure quality based on student and program needs and projections.</p> <p>Mean scores on relevant Annual Faculty Report questions will be 2.0 or lower on a 5-point Likert scale.</p> <p>Student satisfaction scores will be 3.0 or higher on a 5-point Likert scale.</p> <p>Skyfactor Benchworks Assessments scores will be 5.0 or higher on a 7-point Likert scale.</p>	<p>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.</p>

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			<p>FN Track Coordinator collect exit survey data for Graduate program and present findings to Graduate Program Director, ANNUALLY.</p> <p>Dean and Assistant Dean of F & A review and update the SON budget, ANNUALLY.</p> <p>Associate Dean analyzes data from Annual Faculty Reports, ANNUALLY.</p>		
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Standard 2. Program Quality: Institutional Commitment and Resources	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
<p>II-C. The chief nurse administrator:</p> <ul style="list-style-type: none"> -is a registered nurse (RN); -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. 	<p>SON Constitution</p> <p>Dean CV</p> <p>SON Mission</p> <p>UG, Graduate, and DNP student outcomes/objectives</p> <p>Annual Faculty Reports and faculty merit documents</p>	<p>Provost/VPAA</p>	<p>Provost conducts Decanal review every five (5) years</p>	<p>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.</p>	<p>Provost provides Decanal review report to SON faculty.</p>

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Standard 2. Program Quality: Institutional Commitment and Resources	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
<p>II-D. Faculty members are:</p> <ul style="list-style-type: none"> -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. 	<p>SON Faculty CVs</p> <p>Annual Faculty Reports</p> <p>2015-2020 OU-AAUP faculty agreement</p> <p>University Standards for Re-employment, Promotion and Tenure</p> <p>SON Criteria and Procedures for Re-employment, Tenure and Promotion (2016)</p>	<p>Dean</p> <p>Associate Dean</p> <p>Program Directors</p> <p>Track Directors</p> <p>Coordinators</p>	<p>Associate Dean reviews faculty credentials to ensure goodness of fit with SON teaching needs, ANNUALLY</p> <p>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</p> <p>Dean and Associate Dean review SON faculty needs and communicate needs to Provost/VPAA, ANNUALLY.</p>	<p>Expected outcome: Faculty members are sufficient in number and academically and experientially qualified to accomplish SON Mission and program outcomes/objectives.</p>	<p>Dean and Associate Dean present findings at the Spring Evaluation Meeting with motions for change taken to FA.</p>

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Standard 2. Program Quality: Institutional Commitment and Resources	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
<p>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.</p>	<p>BSN pre-licensure Clinical Preceptor Verification form</p> <p>BSN pre-licensure Evaluation of Clinical Preceptor form</p> <p>NA/NP/Forensic Nursing Preceptor Survey completed by students and faculty.</p>	<p>Associate Dean</p> <p>Program Directors</p> <p>Track Directors</p> <p>Coordinators</p>	<p>Undergraduate Program Director, in consultation with SON clinical coordinator collects data regarding pre-licensure preceptor qualifications and reports findings to Associate Dean, ANNUALLY.</p> <p>Graduate Program Director, in consultation with NA/NP Track Directors and FN Track Coordinator collects data regarding Graduate/DNP preceptor qualifications and reports findings to Associate Dean, ANNUALLY.</p>	<p>Expected outcome: 100% of SON UG and Graduate/DNP preceptors are academically and experientially qualified to serve.</p> <p>Mean score for all preceptor evaluations will be 3.0 or higher on a 5-point Likert scale. A mean score below 3.0 will trigger re-evaluation of preceptor appointment by the Associate Dean, or designee.</p>	<p>UG and Graduate Program Directors will present preceptor evaluation data at Spring Evaluation Meeting with motions for change taken to FA.</p>

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Standard 2. Program Quality: Institutional Commitment and Resources	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
<p>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.</p>	<p>Annual Faculty Reports and faculty merit documents</p> <p>2015-2020 OU-AAUP faculty agreement</p> <p>SON Constitution</p> <p>University Standards for Re-employment, Promotion and Tenure</p> <p>SON Criteria and Procedures for Re-employment, Tenure and Promotion (2016)</p> <p>SON Mission & Vision statements</p>	<p>Dean</p> <p>Associate Dean</p> <p>EC</p>	<p>Dean's office sends e-mail during winter semester instructing faculty when to submit Annual Faculty Report and faculty merit documents, ANNUALLY</p> <p>Associate Dean analyzes survey data from Annual Faculty Reports, ANNUALLY.</p> <p>EC reviews faculty merit documents according to the merit method approved by the SON, ANNUALLY.</p>	<p>Expected outcome: OU and SON provide and support an environment that encourages faculty teaching, scholarship, service, and practice.</p> <p>Mean scores on the Faculty Annual Report questions will be 2.0 or lower on a 5-point Likert scale.</p>	<p>Associate Dean presents findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.</p>

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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, and DNP curricula every five (5) years (see I-A & I-B). 2018-2019 2023-2024	Expected outcome: The UG, Graduate, and DNP curricula reflect the 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.

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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).	<p>AACN Baccalaureate, Master's, and DNP Essentials</p> <p>UG, Graduate, and DNP Course syllabi</p> <p>UG ATI Comprehensive Predictor exam data</p> <p>UG, Graduate, and DNP program outcomes/objectives</p> <p>UG, Graduate, and DNP program curriculum cross-walk tables</p> <p>Criteria for Evaluation of NP Programs</p> <p>COA standards</p>	<p>Associate Dean</p> <p>Program Directors</p> <p>Track Directors</p> <p>Coordinators</p> <p>UCOI</p> <p>GCOI</p>	<p>Associate Dean, Program Directors, Track Directors, and Coordinators review AACN Baccalaureate, Master's, and DNP Essentials, as well as COA and NONPF standards for congruency, ANNUALLY.</p> <p>UCOI and GCOI review the UG and Graduate course syllabi (course overview, course objectives, and essential content) on a rotating schedule so that at the end of every three (3) year cycle all syllabi have been reviewed for</p>	<p>Expected outcome: 100% of pre-licensure students achieve the SON benchmark (89%) on the ATI Comprehensive Predictor exam on the first attempt.</p> <p>SON NCLEX pass rate are 89% or higher on the first attempt.</p> <p>UG curriculum and syllabi align with program outcomes/objectives.</p> <p>UG curriculum cross-walk tables (ASD, Basic-BSN, and RN-BSN) are congruent with the AACN Baccalaureate Essentials.</p>	<p>UG and Graduate Program Directors present findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.</p>

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			<p>congruency with the respective program outcomes/objectives, AACN Essentials, COA standards, and NONPF standards: 2018-2019 2022-2023</p> <p>UG Program Director reports NCLEX-RN pass rates to FA twice/year.</p> <p>UG, Graduate, and DNP curriculum cross-walk tables are reviewed every three (3) years for congruency between curricula and respective AACN Essentials: 2016-2017 2019-2020</p>	<p>Graduate and DNP curricula/syllabi align with program outcomes/objectives.</p> <p>Graduate (NA, NP, and Forensic Nursing) and DNP curriculum cross-walk tables are congruent with the AACN Master's and DNP Essentials, NONPF standards, COA standards, and other applicable professional nursing standards, as needed.</p> <p>NA, NP, Forensic Nursing certification exam pass rates are 90% or higher on the first attempt.</p>	
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<p>III-C. The curriculum is logically structured to achieve expected student outcomes.</p> <p>-The baccalaureate curricula build upon a foundation of the arts, sciences, and humanities.</p> <p>-Master's curricula build on a foundation comparable to baccalaureate level nursing knowledge.</p> <p>-DNP curricula build on a baccalaureate and/or master's foundation, depending on the level of entry of the student.</p> <p>-Post graduate APRN certificate programs build on graduate level nursing competencies and knowledge base.</p>	<p>OU General Education requirements</p> <p>SON UG program prerequisite courses</p> <p>SON course syllabi</p> <p>UG, Graduate, and DNP curriculum crosswalk tables</p> <p>UG, Graduate, and DNP program outcomes/objectives</p>	<p>Program Directors</p> <p>Track Directors</p> <p>Coordinators</p> <p>UCOI</p> <p>GCOI</p>	<p>UCOI, GCOI, Program Directors, Track Directors, and Coordinators review UG, Graduate, and DNP curriculum cross-walk tables for congruency with AACN Essentials and for evidence of leveling across programs every three (3) years: 2016-2017 2019-2020</p>	<p>Expected outcome: The UG, Graduate, and DNP curricula facilitate student attainment of program outcomes/objectives and show evidence of leveling across programs.</p>	<p>UCOI and GCOI present findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.</p>

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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.	<p>Undergraduate ATI Comprehensive Predictor exam student data</p> <p>Skyfactor Benchworks Assessments</p> <p>NCLEX-RN pass rates</p> <p>NA/NP/Forensic Nursing certification exam pass rates</p> <p>UG, Graduate, and DNP program outcomes/objectives</p> <p>NA/NP/Forensic Nursing track exit survey data</p>	<p>Associate Dean</p> <p>Program Directors</p> <p>Track Directors</p> <p>Coordinators</p>	<p>UG Program Director reviews ATI content mastery data and ATI Comprehensive predictor exam results, and presents the findings to the Associate Dean every semester.</p> <p>UG and Graduate Program Directors coordinate Skyfactor Benchworks Assessments for UG and DNP programs, ANNUALLY</p> <p>NA/NP Track Directors, and FN Track Coordinator collect exit</p>	<p>Expected Outcome: 100% of UG pre-licensure students obtain the SON benchmark (89%) on the ATI Comprehensive Predictor exam on the first attempt.</p> <p>Expected outcome: Pre-licensure student NCLEX-RN pass rate is 89% or higher on the first attempt.</p> <p>NA/NP/Forensic Nursing certification exam pass rate is 90% or higher on the first attempt.</p> <p>Mean scores on Skyfactor Benchworks Assessments are 5.0 or higher on a 7-point Likert scale</p>	UG and Graduate Program Directors present findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.

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			<p>survey data for Graduate program and present findings to Graduate Program Director, ANNUALLY</p> <p>UG Program Director reports NCLEX-RN pass rates to FA twice/year.</p> <p>Graduate Program Director reports NA, NP, Forensic Nursing certification exam pass rates to FA, ANNUALLY</p>	for UG and DNP program graduates.	
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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.	<p>SON course syllabi</p> <p>OU UG and Graduate catalogs</p> <p>Skyfactor Benchworks Assessments</p> <p>NA/NP/Forensic Nursing exit survey data</p> <p>Clinical Site Evaluations</p> <p>NA Outcome Criteria</p> <p>Preceptor Evaluation forms</p> <p>UG/NA/NP/Forensic Nursing Clinical Evaluation Tool</p> <p>DNP student practice experience documents</p>	<p>Program Directors</p> <p>Track Directors</p> <p>Coordinators</p> <p>UCOI</p> <p>GCOI</p>	<p>Program Directors, Track Directors, and Coordinators , along with UCOI and GCOI, review UG, Graduate, and DNP clinical practice experiences, ANNUALLY.</p> <p>Program Directors, Track Directors, and Coordinators review outcome data related to clinical practice experiences, ANNUALLY.</p>	<p>Expected outcome: The UG, Graduate, and DNP curricula demonstrate inclusion of planned clinical practice experiences that are evaluated by SON faculty.</p> <p>Mean score on Skyfactor Benchworks Assessments are 5.0 or higher on a 7-point Likert scale for UG and DNP program graduates.</p> <p>Mean scores for all 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</p>	<p>UG and Graduate Program Directors present findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.</p>

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				<p>Associate Dean, or designee.</p> <p>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.</p> <p>DNP student practice experience evaluation shows evidence that the required hours are met, new knowledge integrated, and program outcomes attained.</p>	
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<p>III-F. The curriculum and teaching-learning practices consider the needs and expectations of the identified community of interest.</p>	<p>SON UG, Graduate, and DNP student handbooks</p> <p>OU UG and Graduate Catalogs</p> <p>SON UG, Graduate, and DNP course syllabi</p>	<p>Associate Dean</p>	<p>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:</p> <p>Clinical partners every three (3) years: 2016-2017 2019-2020</p> <p>SON alumni every three (3) years: 2017-2018 2020-2021</p> <p>Board of Visitors every five (5) years: 2018-2019 2023-2024</p>	<p>Expected outcome: There is evidence that the SON curriculum and teaching-learning practices consider the needs and expectations of the SON communities of interest.</p>	<p>Associate Dean presents findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.</p>

School of Nursing Evaluation Plan 2016-2017 (Approved by the SON FA 4-28-2016)

			OU faculty who teach pre- requisite courses every five (5) years: 2018-2019 2023-2024		
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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. 2016-2017 2019-2020	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.

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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.	<p>AACN Baccalaureate, Master's, and DNP Essentials</p> <p>CCNE (2013) Standards of Accreditation</p> <p>Skyfactor Benchworks Assessments</p> <p>Student satisfaction surveys</p>	<p>Associate Dean</p> <p>Program Directors</p> <p>Track Directors</p> <p>Coordinators</p> <p>UCOI</p> <p>GCOI</p>	<p>UCOI and GCOI review UG, Graduate, and DNP curricula and perform syllabus review on a three (3) year rotating cycle (see III-B).</p> <p>Associate Dean collects student satisfaction data from UG, Graduate and DNP students every three (3) years. 2016-2017 2019-2020</p> <p>UG and Graduate Program Directors coordinate Skyfactor Benchworks</p>	<p>Expected Outcome: UG, Graduate, and DNP curricula are congruent with the AACN Baccalaureate, Master's, and DNP Essentials, respectively, and are pedagogically sound.</p>	<p>UG and Graduate Program Directors present findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.</p>

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			Assessments for UG and DNP students, ANNUALLY. NA/NP Track Directors, and FN Track Coordinator collect exit survey data for Graduate program and present findings to Graduate Program Director, ANNUALLY		
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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-A. A systematic process is used to determine program effectiveness.	SON Evaluation Plan	Dean Evaluation Committee	Evaluation Committee under the direction of the SON Dean implements the SON Evaluation Plan and evaluates its congruence with CCNE (2013) Standards of Accreditation, 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.

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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-B. Program completion rates demonstrate program effectiveness.	Graduation/attrition data for all SON academic programs (UG, Graduate, post-graduate APRN, and DNP) from OIRA	Associate Dean Program Directors Track Directors Coordinators	Program Directors, Track Directors, and Coordinators collect graduation and attrition data, ANNUALLY.	Expected outcomes: Graduation Benchmark UG Program: Basic-BSN 75% ASD 75% RN-BSN 70% Graduation Benchmark Graduate and Post-APRN Certificate Programs: 70% Graduation Benchmark DNP Program: 70%.	UG and Graduate Program Directors present 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-C. Licensure and certification pass rates demonstrate program effectiveness.	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 pre-licensure tracks and reports at FA twice/year. Graduate Program Director collects NA, NP, and Forensic Nursing certification exam pass rates and reports results at FA, ANNUALLY.	Expected outcome: Pre-licensure NCLEX-RN pass rate is 89% or higher on the first attempt. NA, NP, and Forensic Nursing certification exam pass rates 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.

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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-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, and DNP) are employed in nursing at six months post-graduation.	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.	SON Evaluation Plan NCLEX-RN pass rates NA/NP/Forensic Nursing Certification exam pass rates Skyfactor Benchworks Assessments UG, Graduate/Post-graduate APRN, and DNP graduation/attrition data from OIRA NA/NP/Forensic Nursing exit surveys Employment data (refer to IV-D) Alumni survey data	Associate Dean Program Directors Track Directors Coordinators	Refer to IV A-D 	Expected outcome: Refer to IV A-D 	Associate Dean, and UG and Graduate Program Directors, present 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-F. Faculty outcomes, individually and in the aggregate, demonstrate program effectiveness.	<p>Annual Faculty reports and faculty merit documents</p> <p>University Standards for Re-employment, Promotion and Tenure</p> <p>SON Criteria and Procedures for Re-employment, Tenure and Promotion (2016)</p> <p>SON Faculty Handbook</p> <p>SON student evaluations of faculty teaching/teaching effectiveness</p> <p>SON Mission & Vision statements</p> <p>OIRA</p>	<p>Associate Dean</p> <p>NCAP</p> <p>Faculty Search Committee</p> <p>EC</p>	<p>Associate Dean reviews and analyzes survey data from Annual Faculty Reports, ANNUALLY.</p> <p>NCAP reviews full-time faculty using the criteria in the University Standards for Re-employment, Promotion and Tenure and the SON Criteria and Procedures for Re-employment, Tenure and Promotion.</p> <p>EC reviews faculty merit documents according to the</p>	<p>Expected Outcome: Faculty outcomes in the aggregate demonstrate:</p> <p>Teaching</p> <ul style="list-style-type: none"> •100% of SON full-time faculty teach (consistent with their contractual obligations). <p>Scholarship</p> <ul style="list-style-type: none"> •50% of SON full-time faculty submit a manuscript(s) for publication annually. •50% of SON full-time faculty present a paper(s) and/or a poster(s) at a professional nursing/APRN conference(s) annually. •10% of SON full- 	<p>Associate Dean, NCAP, and Faculty Search Committee present findings and recommendations at the Spring Evaluation Meeting with motions for change taken to FA.</p>

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			<p>merit method approved by the SON, ANNUALLY.</p> <p>Faculty Search committee recruits new SON faculty based on identified faculty need as determined by SON Dean/Associate Dean and the OU Provost's Office.</p>	<p>time faculty submit a grant application(s) (external and/or internal) annually.</p> <p>Service</p> <ul style="list-style-type: none"> •100% of SON full-time faculty serve on a SON/OU committee annually. <p>Practice</p> <ul style="list-style-type: none"> •100% of SON full-time faculty maintain nursing certification (consistent with their contractual obligations) annually. 	
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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 EC Program Directors Track Directors Coordinators Evaluation Committee All 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.