

| 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>AACN (2015, August) The Doctor of Nursing Practice: Current Issues and Clarifying Recommendations</p> <p>AACN (2012, October)</p> | <p>Dean</p> <p>Faculty Assembly (FA)</p> | <p>The Dean/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.</p> <p>2018-2019 2023-2024</p> | <p>Expected outcome: Evidence shows that the SON Mission and expected student outcomes/objectives are congruent with OU's and with relevant professional nursing standards and guidelines.</p> | <p>The Dean presents recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.</p> |

Approved by the SON FA 3-29-2018

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| | <p>Expectations for Practice Experiences in the RN to Baccalaureate Curriculum</p> <p>American Nurses Association (2015) Nursing: Scope and Standards of Practice (3rd ed.)</p> <p>Commission on Collegiate Nursing Education (CCNE) (2013) Standards for Accreditation of Baccalaureate and Graduate Nursing Programs</p> <p>CCNE (2016, October) Standards for Accreditation of Baccalaureate and Graduate Nursing Programs, Supplemental resource</p> <p>National Task Force on Quality Nurse Practitioner Education (2016) Criteria for Evaluation of Nurse Practitioner (NP) Programs (5th ed.)</p> | | | | |
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| | <p>National Organization of Nurse Practitioner Faculties (NONPF) (2014) Core Competencies</p> <p>NONPF Faculty Practice Toolkit (2016)</p> <p>Council on Accreditation of Nurse Anesthesia Educational Programs(COA) (2016) Standards for Accreditation of Nurse Anesthesia Educational Programs (Standards)</p> <p>OU UG and Graduate Catalogs</p> <p>SON UG, Graduate/Nurse Anesthesia (NA), and DNP student handbooks</p> <p>QSEN Competencies</p> <p>GAPNA Toolkit</p> <p>IAFN Nursing Education</p> | | | | |
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2018-2019 SON Evaluation Plan

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| | Guidelines | | | | |
| | BON Policy Documents | | | | |

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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> <ul style="list-style-type: none"> A) Students B) SON clinical partners C) SON Board of Visitors D) OU faculty who teach nursing students in non-nursing courses/General | <p>SON Mission statement</p> <p>SON UG, Graduate, and DNP program outcomes/objectives</p> <p>AACN (2015, August) The Doctor of Nursing Practice: Current Issues and Clarifying Recommendations</p> <p>AACN (2012, October) Expectations for Practice Experiences in the RN to Baccalaureate Curriculum</p> <p>Criteria for Evaluation of NP Programs (2016)</p> <p>CCNE (2013) Standards for Accreditation of Baccalaureate and Graduate Nursing Programs</p> | <p>Dean</p> <p>Associate Dean</p> <p>FA</p> | <p>Dean, Associate Dean, and FA review the SON Mission, UG, Graduate, and DNP program outcomes/objectives every five (5) years, or as needed: 2018-2019 2023-2024</p> <p>Associate Dean is responsible for assessing the communities of interest and for developing the method of inquiry. The schedule is as follows:</p> <ul style="list-style-type: none"> A) SON students every five (5) years: 2018-2019 2023-2024 | <p>Expected outcome: Evidence shows that 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 assesses communities of interest per schedule, analyzes the data, and presents recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.</p> |

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2018-2019 SON Evaluation Plan

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| <p>Education courses</p> <p>E) SON alumni</p> | <p>CCNE (2016, October) Standards for Accreditation of Baccalaureate and Graduate Nursing Programs, Supplemental resource</p> <p>COA Standards (2016)</p> <p>NONPF (2014) Core Competencies</p> <p>SON Faculty Handbook</p> <p>SON UG, Graduate/NA, and DNP student handbooks</p> | | <p>B) SON clinical partners every five (5) years: 2018-2019 2023-2024</p> <p>C) SON Board of Visitors every five (5) years: 2018-2019 2023-2024</p> <p>D) OU faculty every five (5) years: 2018-2019 2023-2024</p> <p>E) SON Alumni every five (5) years: 2018-2019 2023-2024</p> | | |
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| <p>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> | <p>2015-2020 Agreement between Oakland University (OU) and the OU Chapter American Association of University Professors (AAUP)</p> <p>University Standards for Re-employment, Promotion and Tenure</p> <p>SON Criteria and Procedures for Re-employment, Tenure and Promotion (2015)</p> <p>SON Faculty Handbook</p> <p>SON Workload document</p> <p>SON Evaluation Plan</p> <p>Annual Faculty Reports</p> | <p>Dean</p> <p>Individual SON Faculty</p> <p>NCAP</p> | <p>Dean reviews Annual Faculty Reports ANNUALLY</p> <p>NCAP communicates with individual faculty going up for review, ANNUALLY.</p> <p>NCAP reviews the SON Criteria and Procedures for Re-employment, Tenure and Promotion (2015) every five (5) years for congruence with the University</p> | <p>Expected outcome: Evidence shows that the SON expected faculty outcomes are clearly identified, written, and communicated to responsible persons.</p> <p>SON expected faculty outcomes are congruent with the expectations of OU.</p> | <p>NCAP presents recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.</p> |

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| | | | Standards for Re-employment, Promotion and Tenure, or as needed. 2018-2019 2023-2024 | | |
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| I-D. Faculty and students participate in program governance. | <p>Annual Faculty Reports and faculty merit documents</p> <p>UCOI/GCOI/Commencement and Honors (C & H) meeting minutes</p> | <p>Dean</p> <p>Individual SON Faculty/ Faculty Assembly</p> <p>NCAP Chair (as unit-designated faculty member)</p> <p>UCOI</p> <p>GCOI</p> <p>Commencement and Honors (C&H) Committee</p> | <p>NCAP Chair (as unit-designated faculty member) sends e-mail message to SON faculty instructing them to prepare and submit Annual Faculty Report and faculty merit documents (per the SON Faculty Merit procedure).</p> <p>Each SON faculty member submits his/her Annual Faculty Report and SON Merit Performance Rubric</p> | <p>Expected outcome: Evidence shows that SON faculty and students participate in SON governance.</p> | <p>Dean presents recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.</p> <p>Per the SON Constitution, 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.</p> |

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| | | | <p>document to the NCAP Chair and to the Dean (per the SON Faculty Merit procedure).</p> <p>UCOI/ GCOI/ C&H report student participation, ANNUALLY</p> | | |
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| 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 documents and publications | Dean Associate Dean Director of Advising Program Directors Track Directors Coordinators | Dean, Associate Dean, Program Directors, Track Directors, Coordinators, and Director of Advising guide the review and revision of SON documents and publications, including the SON website, OU UG and Graduate catalogs; SON UG, Graduate/NA, and DNP student handbooks; and SON Faculty Handbook, ANNUALLY. SON UG/ Graduate/NA, and DNP student | Expected outcome: Evidence shows that SON documents and publications, including the SON website, are accurate. | Dean, 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. Dean/Associate Dean presents findings and recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA. |

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| | | | <p>handbooks are uploaded to the SON website, ANNUALLY.</p> <p>The SON website is used to notify constituents about changes in documents and publications.</p> | | |
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2018-2019 SON Evaluation Plan

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| <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: -fair, equitable; -published and accessible; and -reviewed and revised as necessary to foster program improvement.</p> | <p>SON UG, Graduate/NA, and DNP student handbooks SON website OU UG and Graduate catalogs SON Faculty Handbook OU Mission statement SON Mission & Vision statements</p> | <p>Dean Associate Dean FA Program Directors Track Directors Coordinators Director of Advising</p> | <p>Dean, Associate Dean Program Directors, Track Directors, Coordinators, and Director of Advising guide the review and revision of the SON website, UG/Graduate/NA/DNP student handbooks, the OU UG and Graduate catalogs, and Faculty Handbook for congruency with OU academic policies, ANNUALLY and bring issues to FA, as needed.</p> | <p>Expected Outcome: Evidence shows that SON academic policies are congruent with OU academic policies, support achievement of the OU/ and SON Mission/Vision, and expected student outcomes/objectives, and are revised as needed.</p> | <p>Associate Dean, Program Directors, Track Directors, Coordinators, and Director of Advising discuss the issues/bring the issues to the respective COI as needed. Dean/Associate Dean presents findings and recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.</p> |
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|--|--|---|---|---|--|
| <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 Annual Faculty Reports and faculty merit documents Annual Faculty Survey NONPF Faculty Practice Toolkit (2016) SON Workload document</p> | <p>Dean Associate Dean Assistant Dean NCAP Chair (unit-designated faculty member)</p> | <p>Dean and Assistant Dean review and revise the SON budget, ANNUALLY Associate Dean assesses the adequacy of SON resources. Associate Dean develops and disseminates a survey to SON faculty that uses a 5-point Likert scale, and analyzes the survey data, ANNUALLY. NCAP Chair (as</p> | <p>Expected outcomes: Evidence shows that the SON fiscal and physical resources are sufficient for the SON to fulfill its mission and expected outcomes. Mean scores on Faculty Survey questions related to adequacy of resources are 3.0 or higher on a 5-point Likert scale.</p> | <p>Dean/Associate Dean present recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.</p> |

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| | | | unit-designated faculty member) sends e-mail to SON faculty instructing them to prepare and submit Annual Faculty Report and faculty merit documents (per SON Faculty Merit procedure). | | |
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| <p>II-B. Academic support services are sufficient to ensure quality and are evaluated on a regular basis to meet program and student needs.</p> | <p>Skyfactor Benchworks Assessments</p> <p>Student satisfaction surveys</p> <p>Annual Faculty Survey</p> <p>SON budget</p> | <p>Dean</p> <p>Associate Dean</p> <p>Program Directors</p> <p>Track Directors</p> <p>Coordinators</p> <p>Director of Advising</p> | <p>Associate Dean collects student satisfaction data from UG, Graduate, Post-APRN certificate program, and DNP students every three (3) years.</p> <p>2018-2019 2021-2022</p> <p>UG and Graduate Program Directors coordinate Skyfactor Benchworks Assessments for UG and DNP students and share the results with the Dean,</p> | <p>Expected outcomes: Evidence shows that academic support services are sufficient to ensure quality.</p> <p>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 are 3.0 or higher on a 5-point Likert scale.</p> <p>Skyfactor Benchworks Assessments scores are 5.0 or higher on a 7-point Likert</p> | <p>Associate Dean/Program Directors present recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.</p> |

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| | | | <p>Associate Dean, and the Director of Advising, ANNUALLY.</p> <p>Graduate Program Director, Track Directors and Coordinators collect exit survey data from DNP, Masters and Post-APRN certificate program students, and shares the results with the Dean, Associate Dean, and the SON Director of Advising, ANNUALLY.</p> <p>Associate Dean assesses the adequacy of SON academic support services; develops and disseminates a survey to SON faculty that uses a</p> | scale. | |
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| | | | 5-point Likert scale, and analyzes the survey data, ANNUALLY. | | |
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| <p>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</p> | <p>SON Constitution Dean CV SON Mission UG, Graduate, and DNP student outcomes/objectives Annual Faculty Reports Annual Faculty Surveys</p> | <p>Dean Faculty Assembly</p> | <p>Dean leads the SON. Refer to Standard IV A-H</p> | <p>Expected outcome: Evidence shows that the Dean provides effective leadership to the SON in achieving its mission, goals, and expected program outcomes. Refer to Standard IV A-H</p> | <p>The Dean presents recommendations for improvement at the Spring Evaluation Meeting.</p> |

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2018-2019 SON Evaluation Plan

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| mission, goals, and expected program outcomes. | | | | | |
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| <p>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.</p> | <p>SON Faculty CVs Annual Faculty Reports University Standards for Re-employment, Promotion and Tenure SON Criteria and Procedures for Re-employment, Tenure and Promotion (2015) Faculty Handbook Current Licensure & Specialty Certification Clinical Supervision Ratios Preceptor Credentialing Qualification Documents</p> | <p>Dean Associate Dean Program Directors Track Directors Coordinators</p> | <p>Dean/Associate Dean review Annual faculty reports and faculty CVs to ensure goodness of fit with SON mission, goals, and expected program outcomes/objectives, 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</p> | <p>Expected outcome: Evidence shows that faculty members are sufficient in number and academically and experientially qualified to accomplish SON Mission and program outcomes/objectives.</p> | <p>Dean/Associate Dean present recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.</p> |

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| | | | Dean/Associate Dean communicate faculty needs to Provost/VPAA, ANNUALLY. | | |
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| <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>Undergraduate Program Pre-licensure Preceptor Verification form</p> <p>Undergraduate Program Pre-licensure Evaluation of Preceptor form</p> <p>NA/NP/Forensic Nursing Preceptor Survey completed by students and faculty.</p> <p>Preceptor Credentialing Qualifications (COA, NONPF, Michigan Board of Nursing, etc.)</p> | <p>Associate Dean</p> <p>Program Directors</p> <p>Track Directors</p> <p>Coordinators</p> | <p>UG Program Director, in consultation with SON Director of Clinical Services, collects data regarding pre-licensure and RN-BSN students' preceptors' qualifications every semester.</p> <p>Graduate Program Director, in consultation with Graduate Track Directors/Coordinators, collects data regarding Graduate, Post-APRN certificate, and DNP preceptors' qualifications,</p> | <p>Expected outcome: Evidence shows that 100% of SON preceptors are academically and experientially qualified for the role.</p> <p>Mean scores on 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 Associate Dean.</p> | <p>UG and Graduate Program Directors present recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.</p> |

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| <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 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 (2015)</p> <p>SON Mission & Vision statements</p> <p>SON Workload document</p> <p>Annual Faculty Survey</p> | <p>Dean</p> <p>Associate Dean</p> <p>NCAP Chair (as unit-designated faculty member)</p> | <p>NCAP Chair (as unit-designated faculty member) sends e-mail to SON faculty instructing them to prepare and submit Annual Faculty Report and faculty merit documents (per SON Faculty Merit procedure).</p> <p>Associate Dean assesses the SON environment. Associate Dean develops and disseminates a</p> | <p>Expected outcome: Evidence shows that OU/SON provide and support an environment that encourages faculty teaching, scholarship, service, and practice.</p> <p>Mean scores on survey questions related to SON environment are 3.0 or higher on a 5-point Likert scale.</p> <p>Evidence shows that the SON uses Model D (NONPF, 2016) for APRN clinical practice and academic workload.</p> | <p>Associate Dean presents recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.</p> |

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| | NONPF Faculty Practice Toolkit (2016) | | survey to SON faculty that uses a 5-point Likert scale, and analyzes the survey data, ANNUALLY. | | |
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| <p>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.</p> | <p>SON UG, Graduate/NA, and DNP student handbooks</p> <p>UG, Graduate, Post-APRN certificate, and DNP course syllabi</p> <p>Refer to Documents Listed in I-A.</p> | <p>Dean</p> <p>Associate Dean</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, in collaboration with UCOI and GCOI, reviews the SON UG, Graduate, Post-APRN certificate, and DNP curricula every five (5) years (see I-A & I-B).</p> <p>2018-2019 2023-2024</p> | <p>Expected outcome: Evidence shows that 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.</p> | <p>Associate Dean presents recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.</p> <p>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).</p> |

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| <p>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> | <p>AACN Baccalaureate, Master’s, and DNP Essentials UG, Graduate, and DNP Course syllabi UG ATI Comprehensive Predictor exam data UG, Graduate, and DNP program curriculum cross-walk tables Refer to Documents Listed in I-A.</p> | <p>Associate Dean Program Directors Track Directors Coordinators UCOI GCOI</p> | <p>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</p> | <p>Expected outcome: Evidence shows that 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-</p> | <p>UG and Graduate Program Directors present recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.</p> |

Approved by the SON FA 3-29-2018

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| | | | <p>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 congruency with their respective program outcomes/ objectives, AACN Essentials, as well as other professional standards and guidelines: 2018-2019 2022-2023</p> <p>UG Program Director reports Basic-BSN and ASD track NCLEX-RN pass rates to FA</p> | <p>walk tables (ASD, Basic-BSN, and RN-BSN) are congruent with the AACN Baccalaureate Essentials, as well as other professional nursing standards and guidelines.</p> <p>Graduate, Post-APRN certificate, and DNP curricula and syllabi align with program outcomes/ objectives.</p> <p>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.</p> | |
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| | | | <p>twice/year.</p> <p>UG and Graduate Program Directors review the UG, Graduate, Post-APRN certificate, and DNP curriculum cross-walk tables every three (3) years for congruency with the respective AACN Essentials, and revise the cross-walk tables as needed: 2019-2020 2022-2023</p> | <p>NA, NP, Forensic Nursing certification exam pass rates are 85% or higher on the first attempt.</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 |
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| <p>III-C. The curriculum is logically structured to achieve expected student outcomes.</p> <p>-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, and post graduate APRN certificate programs build on graduate level nursing competencies.</p> <p>-DNP curricula build on a baccalaureate and/or master’s foundation, depending on the level of entry of the student.</p> | <p>OU General Education requirements</p> <p>SON UG program prerequisite courses</p> <p>SON course syllabi</p> <p>UG, Graduate, post-APRN certificate, and DNP curriculum crosswalk tables</p> <p>UG, Graduate, post-APRN certificate, and DNP program outcomes/objectives</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 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</p> | <p>Expected outcome: Evidence shows that the UG, Graduate, Post-APRN certificate, and DNP curricula facilitate student attainment of program outcomes/objectives and show evidence of leveling across programs.</p> | <p>UG and Graduate Program Directors present recommendations for improvement 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 |
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| <p>III-D. Teaching-learning practices and environments support the achievement of expected student outcomes.</p> | <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>RN-BSN exit survey</p> | <p>Associate Dean</p> <p>Program Directors</p> <p>Track Directors</p> <p>Coordinators</p> | <p>UG Program Director reviews ATI content mastery and ATI Comprehensive Predictor exam data, and shares findings with the Associate Dean, ANNUALLY.</p> <p>UG and Graduate Program Directors coordinate Skyfactor Benchworks Assessments for UG and DNP programs and share the</p> | <p>Expected Outcome: Evidence shows that 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: Basic-BSN and ASD track NCLEX-RN pass rates are 89% or higher on the first attempt.</p> <p>NA/NP/Forensic Nursing certification exam pass rates are 85% or higher on the</p> | <p>UG and Graduate Program Directors present recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.</p> |

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2018-2019 SON Evaluation Plan

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| | | | <p>results with the Associate Dean, ANNUALLY.</p> <p>Graduate Track Directors/Coordinator collect exit 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</p> | <p>first attempt.</p> <p>Mean scores on Skyfactor Benchworks Assessments are 5.0 or higher on a 7-point Likert scale..</p> | |
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| | | | <p>exam pass rates to FA, ANNUALLY.</p> <p>RN-BSN track coordinator collects exit survey data for the RN-BSN track and presents findings to the UG Program Director, ANNUALLY.</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 |
|--|---|--|---|---|--|
| <p>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> | <p>SON course syllabi OU UG and Graduate catalogs Skyfactor Benchworks Assessments RN-BSN exit survey NA/NP/Forensic Nursing exit survey data Clinical Site and Preceptor Evaluation forms NA Outcome Criteria UG/NA/NP/Forensic Nursing Clinical Evaluation Tool DNP student practice experience documents</p> | <p>Associate Dean Program Directors Track Directors Coordinators</p> | <p>Associate Dean and Program Directors, Track Directors, and Coordinators , review UG, Graduate, Post-APRN certificate, and DNP clinical practice experience data, ANNUALLY. RN-BSN track coordinator collects exit survey data for the RN-BSN track and presents findings to the UG Program Director, ANNUALLY.</p> | <p>Expected outcome: Evidence shows that 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</p> | <p>UG and Graduate Program Directors present recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.</p> |

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| | | | | <p>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.</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</p> | |
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2018-2019 SON Evaluation Plan

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| | | | | program outcomes attained. | |
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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 |
|---|--|---|---|---|--|
| <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/NA, and DNP student handbooks</p> <p>OU UG and Graduate Catalogs</p> <p>SON UG, Graduate, post-APRN certificate, and DNP course syllabi</p> <p>Student Town Hall Meetings</p> <p>SON Board of Visitors Meetings</p> <p>Clinical Site Visits</p> <p>Skyfactor Assessments</p> | <p>Associate Dean</p> <p>Program Directors</p> <p>Track Directors</p> <p>Track Coordinators</p> | <p>Associate Dean is responsible for assessing the communities of interest and for developing the method of inquiry. The schedule is as follows:</p> <p>A) SON students every three (3) years: 2018-2019 2021-2022</p> <p>B) SON clinical partners every three (3) years: 2019-2020 2022-2023</p> <p>C) SON Board of Visitors every five (5) years:</p> | <p>Expected outcome: Evidence shows that SON curricula and teaching-learning practices consider the needs and expectations of the SON's communities of interest, including the needs of culturally and ethnically diverse people.</p> | <p>Associate Dean presents recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.</p> |

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2018-2019 SON Evaluation Plan

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| | Exit Evaluations | | 2018-2019 2023-2024 | | |
| | | | D) OU faculty every five (5) years: 2018-2019 2023-2024 | | |
| | | | E) SON Alumni every three (3) years: 2017-2018 2020-2021 | | |

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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 |
|---|--|---|--|---|--|
| <p>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.</p> | <p>SON course syllabi SON UG, Graduate/NA and DNP student handbooks SON Faculty Handbook</p> | <p>Associate Dean UCOI GCOI SON Faculty Program Directors</p> | <p>Associate Dean and the UG and Graduate Program Directors review SON grading policies every three (3) years. 2019-2020 2022-2023</p> | <p>Expected outcome: Evidence shows that SON grading policies are clearly defined and consistently applied.</p> | <p>UG and Graduate Program Directors present recommendations for improvement 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 |
|--|---|---|--|---|--|
| <p>III-H. Curriculum and teaching-learning practices are evaluated at regularly scheduled intervals to foster ongoing improvement.</p> | <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, Post-APRN certificate, 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, Post-APRN certificate, and DNP students every three (3) years.</p> <p>2019-2020 2022-2023</p> | <p>Expected Outcome: Evidence shows that the UG, Graduate, Post-APRN certificate, and DNP curricula are evaluated at regularly scheduled intervals.</p> | <p>UCOI and GCOI present recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.</p> |

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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 CCNE (2013) Standards CCNE (2016) Supplemental Resource BON Policy Documents | 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 Supplemental resource (2016), and Michigan Board of Nursing policy ANNUALLY. | Expected outcomes: Evidence shows that the SON Evaluation Plan is implemented, demonstrates congruence with CCNE Standards and Michigan BON policy, and is used to determine program effectiveness. | Evaluation Committee present recommendations for improvement 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. | Completion rate data for all SON academic programs (UG, Graduate, Post-APRN certificate program, and DNP) | Associate Dean Program Directors Track Directors Coordinators | Associate dean, Program Directors, Track Directors, and Coordinators calculate completion rates, ANNUALLY. | Expected outcomes: Evidence shows that the UG Program Completion rate is > 70% Graduate Program Completion rate is > 70% Post-APRN Certificate Program Completion rate is > 70% DNP Program Completion rate is > 70% | Associate Dean presents recommendations for improvement 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. | <p>Basic-BSN and ASD track NCLEX-RN pass rates</p> <p>NA/NP/Forensic Nursing certification exam pass rates</p> | <p>Associate Dean</p> <p>Program Directors</p> <p>Track Directors</p> <p>Coordinators</p> | <p>Associate Dean obtains NCLEX-RN pass rate data for Basic-BSN and ASD tracks, shares the results with the UG Program Director, and reports results at FA twice/year.</p> <p>Graduate Program Director collects NA, NP, and Forensic Nursing certification exam pass rates (for both Graduate and post-APRN certificate programs) from the track directors and coordinators and reports the results at FA, ANNUALLY.</p> | <p>Expected outcome: Evidence shows that the Basic-BSN and ASD track NCLEX-RN pass rates are > 89% on the first attempt.</p> <p>NA, NP, and Forensic Nursing certification exam pass rates (for both Graduate and Post-APRN certificate program) are > 85% on the first attempt.</p> | <p>Associate Dean presents recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.</p> |

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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 | Associate Dean and Program Directors Track Directors, and Coordinators collect employment data for their respective programs/tracks, ANNUALLY. | Expected outcome: Evidence shows that 90% of SON graduates (UG, Graduate, Post-APRN certificate program, and DNP) are employed within 12 months of program completion. | Associate Dean presents recommendations for improvement 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 |
|--|---|---|--|--|--|
| <p>IV-E. Program outcomes demonstrate program effectiveness.</p> <p>SON-identified outcomes:</p> <p>1) SON students participate in program governance.</p> <p>2) Preceptors, when used by the program as an extension of faculty, are perceived as competent by SON students.</p> <p>3) SON students are satisfied with SON teaching-learning practices.</p> <p>4) SON students are satisfied with their planned clinical experiences.</p> <p>5) SON students are satisfied with the services</p> | <p>SON Evaluation Plan</p> <p>Skyfactor Benchworks Assessments</p> <p>Student satisfaction surveys</p> <p>NA/NP/Forensic Nursing exit surveys</p> <p>UCOI and GCOI meeting minutes</p> <p>Undergraduate Program Pre-licensure Evaluation of Preceptor form</p> <p>NA/NP/Forensic Nursing Preceptor Survey completed by students and faculty</p> <p>RN-BSN exit survey</p> | <p>Associate Dean</p> <p>Program Directors</p> <p>Track Directors</p> <p>Coordinators</p> <p>Director of Advising</p> | <p>Associate Dean, Program Directors, Track Directors, Coordinators, and Director of Advising collect data relevant to each academic program and the SON-identified outcomes, ANNUALLY.</p> <p>RN-BSN track coordinator collects exit survey data for the RN-BSN track and presents findings to the UG Program Director, ANNUALLY.</p> | <p>Expected outcomes: Evidence shows that</p> <p>1) SON students, at all levels of the curriculum, participate in program governance (refer to I-D).</p> <p>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).</p> | <p>Associate Dean presents recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.</p> |

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| <p>rendered to them by SON Academic Advising</p> | | | | <p>Mean scores on Skyfactor Benchworks Assessments are 5.0 or higher on a 7-point Likert scale for UG and DNP program graduates (refer to II-B, III-D, and III-E).</p> <p>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).</p> | |
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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 Annual Faculty Report Current Faculty Curriculum Vitae | Dean Associate Dean NCAP NCAP Chair (as unit-designated faculty member) Executive Committee | Associate Dean reviews data from the student evaluations of faculty teaching effectiveness every semester and reports findings to the Dean. 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, | Expected Outcome: Evidence shows that SON aggregate faculty outcomes 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 | Associate Dean presents recommendations for improvement 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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| | | | <p>Promotion and Tenure and the SON Criteria and Procedures for Re-employment, Tenure and Promotion (2015).</p> <p>NCAP Chair (as unit-designated faculty member) sends e-mail to SON faculty instructing them to prepare and submit Annual Faculty Report and faculty merit documents per SON Faculty Merit procedure.</p> <p>Faculty merit is awarded using the SON Merit Procedure approved by the FA, ANNUALLY.</p> | <p>nursing/APRN conference ANNUALLY (consistent with their SON job classification).</p> <ul style="list-style-type: none"> •10% of SON full-time faculty submit a grant application (external or internal), ANNUALLY (consistent with their SON job classification). <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, 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 SON formal complaint data for trends, ANNUALLY. | Expected Outcome: Evidence shows that the SON has written procedures related to formal complaints and uses data from formal complaints to foster on-going program improvement. | Associate Dean presents recommendations for improvement 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 documents and data sources described in the SON Evaluation Plan | Dean Associate Dean Executive Committee Program Directors Track Directors Coordinators Evaluation Committee Individual SON Faculty | Data is collected, analyzed, and evaluated as outlined in the SON Evaluation Plan and is used for ongoing program improvement. | Expected Outcome: Evidence shows that data related to Standards I-IV are used by the SON to foster ongoing program improvement. | SON Spring Evaluation Meeting is held ANNUALLY at the end of the Winter semester with referrals from the SON Evaluation Committee if SON expected outcomes/benchmarks (as identified in the SON Evaluation Plan) are not met. |

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