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	Dean Faculty Assembly (FA)	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. 2018-2019 2023-2024	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.	The Dean presents recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.
	AACN (2012, October)				

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Expectations for Practice Experiences in the RN to Baccalaureate Curriculum		
American Nurses Association (2015) Nursing: Scope and Standards of Practice (3 rd 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 (5 th ed.)		

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National Organization of Nurse Practitioner Faculties (NONPF) (2014) Core Competencies		
NONPF Faculty Practice Toolkit (2016)		
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		
QSEN Competencies		
GAPNA Toolkit		
IAFN Nursing Education		

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Guidelines		
BON Policy Documents		

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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-B. The mission, goals,	SON Mission statement	Dean	Dean, Associate	Expected outcome:	Associate Dean assesses
and expected student			Dean, and FA review	Evidence shows that	communities of interest
outcomes are reviewed	SON UG, Graduate, and	Associate	the SON Mission,	the SON Mission	per schedule, analyzes
periodically and revised,	DNP program	Dean	UG, Graduate, and	and expected student	the data, and presents
as appropriate, to reflect:	outcomes/objectives		DNP program	outcomes/objectives	recommendations for
-professional nursing		FA	outcomes/objectives	reflect professional	improvement at the
standards and guidelines;	AACN (2015, August)		every five (5) years,	nursing standards	Spring Evaluation
	The Doctor of Nursing		or as needed:	and guidelines, and	Meeting with motions
-the needs and expectations of the communities of	Practice: Current Issues		2018-2019	the needs and	for change taken to FA.
interest	and Clarifying		2023-2024	expectations of the	
interest	Recommendations			communities of	
The SON defines the			Associate Dean is	interest.	
communities of interest	AACN (2012, October)		responsible for		
as:	Expectations for Practice		assessing the		
A) Students	Experiences in the RN to		communities of		
11) Students	Baccalaureate Curriculum		interest and for		
B) SON			developing the		
clinical partners	Criteria for Evaluation of		method of inquiry.		
ennear partners	NP Programs (2016)		The schedule is as		
C) SON Board of			follows:		
Visitors	CCNE (2013) Standards		A) SON students		
, ibitois	for Accreditation of		every five (5)		
D) OU faculty who teach	Baccalaureate and		years:		
nursing students in non-	Graduate Nursing		2018-2019		
nursing students in non-	Programs		2023-2024		

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^{*} When mandated updates to CCNE standards and/or external accreditor requirements are announced, the SON Evaluation Plan will be updated by the SON Evaluation Committee without need for Faculty Assembly approval.

Education courses			
		B) SON clinical	
		partners every	
	CCNE (2016, October)	five (5) years:	
E) SON alumni	Standards for	2018-2019	
,	Accreditation of	2023-2024	
	Baccalaureate and		
	Graduate Nursing	C) SON Board of	
	Programs, Supplemental	Visitors every	
	resource	five (5) years:	
		2018-2019	
	COA Standards (2016)	2023-2024	
	NONPF (2014) Core	D) OU faculty	
	Competencies	every five (5)	
		years:	
	SON Faculty Handbook	2018-2019	
		2023-2024	
	SON UG, Graduate/NA,		
	and DNP student	E) SON Alumni	
	handbooks	every five (5)	
		years:	
		2018-2019	
		2023-2024	

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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-C. Expected faculty	2015-2020 Agreement	Dean	Dean reviews	Expected outcome:	NCAP presents
outcomes are clearly	between Oakland		Annual Faculty	Evidence shows	recommendations for
identified by the nursing	University (OU) and the	Individual	Reports	that the SON	improvement at the Spring
unit, are written and	OU Chapter American	SON Faculty	ANNUALLY	expected faculty	Evaluation Meeting with
communicated to the	Association of University			outcomes are	motions for change taken to
faculty and are congruent	Professors (AAUP)	NCAP	NCAP	clearly identified,	FA.
with the institutional			communicates	written, and	
expectations.	University Standards for		with individual	communicated to	
	Re-employment,		faculty going up	responsible	
	Promotion and Tenure		for review,	persons.	
			ANNUALLY.		
	SON Criteria and			SON expected	
	Procedures for Re-		NCAP reviews	faculty outcomes	
	employment, Tenure and		the SON	are congruent with	
	Promotion (2015)		Criteria and	the expectations of	
			Procedures for	OU.	
	SON Faculty Handbook		Re-		
			employment,		
	SON Workload document		Tenure and		
			Promotion		
	SON Evaluation Plan		(2015) every		
			five (5) years		
	Annual Faculty Reports		for congruence		
			with the		
			University		

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	Standards for
	Re-
	employment,
	Promotion and
	Tenure, or as
	needed.
	2018-2019
	2023-2024

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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	Annual Faculty Reports	Dean	NCAP Chair (as	Expected outcome:	Dean presents
participate in program	and faculty merit		unit-designated	Evidence shows	recommendations for
governance.	documents	Individual	faculty	that SON faculty	improvement at the Spring
		SON Faculty/	member) sends	and students	Evaluation Meeting with
	UCOI/GCOI/Commence	Faculty	e-mail message	participate in SON	motions for change taken to
	ment and Honors (C & H)	Assembly	to SON faculty	governance.	FA.
	meeting minutes		instructing them		
		NCAP Chair	to prepare and		Per the SON Constitution, if
		(as unit-	submit Annual		SON faculty and/or student
		designated	Faculty Report		participation in program
		faculty	and faculty		governance is not evident, the
		member)	merit		Executive Committee has the
			documents (per		authority to replace and/or
		UCOI	the SON		designate members for SON
			Faculty Merit		committees.
		GCOI	procedure).		
		Commence-	Each SON		
		ment and	faculty member		
		Honors (C&H)	submits his/her		
		Committee	Annual Faculty		
			Report and		
			SON Merit		
			Performance		
			Rubric		

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document to the
NCAP Chair
and to the Dean
(per the SON
Faculty Merit
procedure).
UCOI/ GCOI/
C&H report
student
participation,
ANNUALLY

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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	SON UG,	Dean	Dean, Associate	Expected outcome:	Dean, Associate Dean,
publications are accurate. A	Graduate/NA, and		Dean, Program	Evidence shows	Program Directors, Track
process is used to notify	DNP student	Associate	Directors, Track	that SON	Directors, and Coordinators
constituents about changes in	handbooks	Dean	Directors,	documents and	discuss the issues, bring
documents and publications.			Coordinators, and	publications,	issues to the respective
	SON Faculty	Director of	Director of	including the SON	COI, and revise the
	Handbook	Advising	Advising guide the	website, are	documents and
			review and	accurate.	publications, as needed.
	OU UG and Graduate	Program	revision of SON		
	catalogs	Directors	documents and		Dean/Associate Dean
			publications,		presents findings and
	SON website	Track	including the SON		recommendations for
		Directors	website, OU UG		improvement at the Spring
	SON documents and		and Graduate		Evaluation Meeting with
	publications	Coordinators	catalogs; SON		motions for change taken to
			UG, Graduate/NA,		FA.
			and DNP student		
			handbooks; and		
			SON Faculty		
			Handbook,		
			ANNUALLY.		
			SON UG/		
			Graduate/NA, and		
			DNP student		

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	u S	nandbooks are apploaded to the SON website, ANNUALLY.	
	is c c d	The SON website s used to notify constituents about changes in documents and publications.	

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I-F. Academic	SON UG,	Dean	Dean, Associate	Expected Outcome:	Associate Dean,
policies of the parent	Graduate/NA, and		Dean Program	Evidence shows that	Program Directors,
institution and the	DNP student	Associate Dean	Directors, Track	SON academic	Track Directors,
nursing program are	handbooks		Directors,	policies are congruent	Coordinators, and
congruent and support		FA	Coordinators, and	with OU academic	Director of Advising
achievement of the	SON website		Director of Advising	policies, support	discuss the
mission, goals, and		Program Directors	guide the review and	achievement of the	issues/bring the issues
expected student	OU UG and Graduate		revision of the SON	OU/ and SON	to the respective COI
outcomes. These	catalogs	Track Directors	website,	Mission/Vision, and	as needed.
policies are:	_		UG/Graduate/NA/	expected student	
-fair, equitable;	SON Faculty	Coordinators	DNP student	outcomes/objectives,	Dean/Associate Dean
-published and	Handbook		handbooks, the OU	and are revised as	presents findings and
accessible; and		Director of Advising	UG and Graduate	needed.	recommendations for
-reviewed and revised	OU Mission statement		catalogs, and Faculty		improvement at the
as necessary to foster			Handbook for		Spring Evaluation
program	SON Mission &		congruency with OU		Meeting with motions
improvement.	Vision statements		academic policies,		for change taken to
			ANNUALLY and		FA.
			bring issues to FA, as		
			needed.		

Standard 2. Program Quality: Institutional Commitment and Resources	OU/SON Documents	Responsible Group/Person	Procedure & Timeframe	Expected Outcome or Benchmark	Feedback Loop
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.	Annual Faculty Reports and faculty merit documents Annual Faculty Survey NONPF Faculty Practice Toolkit (2016) SON Workload document	Associate Dean Assistant Dean NCAP Chair (unit-designated faculty member)	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	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.	Dean/Associate Dean present recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.

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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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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	Skyfactor Benchworks	Dean	Associate Dean	Expected outcomes:	Associate Dean/Program
services are sufficient to	Assessments		collects student	Evidence shows	Directors present
ensure quality and are		Associate	satisfaction data	that academic	recommendations for
evaluated on a regular	Student satisfaction	Dean	from UG,	support services are	improvement at the Spring
basis to meet program	surveys		Graduate, Post-	sufficient to ensure	Evaluation Meeting with
and student needs.		Program	APRN certificate	quality.	motions for change taken to
	Annual Faculty Survey	Directors	program, and		FA.
			DNP students	Mean scores on	
	SON budget	Track	every three (3)	survey questions	
		Directors	years.	related to adequacy	
			2018-2019	of academic	
		Coordinators	2021-2022	support services are	
				3.0 or higher on a	
		Director of	UG and Graduate	5-point Likert scale.	
		Advising	Program	Student satisfaction	
			Directors	scores are 3.0 or	
			coordinate	higher on a 5-point	
			Skyfactor	Likert scale.	
			Benchworks		
			Assessments for	Skyfactor	
			UG and DNP	Benchworks	
			students and share	Assessments scores	
			the results with	are 5.0 or higher on	
			the Dean,	a 7-point Likert	

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^{*} When mandated updates to CCNE standards and/or external accreditor requirements are announced, the SON Evaluation Plan will be updated by the SON Evaluation Committee without need for Faculty Assembly approval.

Associate Dean, scale.
and the Director
of Advising,
ANNUALLY.
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.
Associate Dean
assesses the
adequacy of SON
academic support
services; develops
and disseminates
a survey to SON
faculty that uses a

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	5-point Likert	
	scale, and	
	analyzes the	
	survey data,	
	ANNUALLY.	

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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-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	SON Constitution Dean CV SON Mission UG, Graduate, and DNP student outcomes/ objectives Annual Faculty Reports Annual Faculty Surveys	Dean Faculty Assembly	Dean leads the SON. Refer to Standard IV A-H	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	The Dean presents recommendations for improvement at the Spring Evaluation Meeting.

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^{*} When mandated updates to CCNE standards and/or external accreditor requirements are announced, the SON Evaluation Plan will be updated by the SON Evaluation Committee without need for Faculty Assembly approval.

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mission, goals, and			
expected program			
outcomes.			

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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-D. Faculty members	SON Faculty CVs	Dean	Dean/Associate	Expected outcome:	Dean/Associate Dean
are:			Dean review Annual	Evidence shows that	present
-sufficient in number to	Annual Faculty Reports	Associate	faculty reports and	faculty members are	recommendations for
accomplish the mission,		Dean	faculty CVs to	sufficient in number	improvement at the
goals, and expected	University Standards for		ensure goodness of	and academically and	Spring Evaluation
program outcomes;	Re-employment,	Program	fit with SON	experientially	Meeting with motions
-academically prepared	Promotion and Tenure	Directors	mission, goals, and	qualified to	for change taken to FA.
for the areas in which			expected program	accomplish SON	
they teach; and	SON Criteria and	Track	outcomes/objectives,	Mission and program	
-experientially prepared	Procedures for Re-	Directors	ANNUALLY.	outcomes/objectives.	
for the areas in which	employment, Tenure and				
they teach.	Promotion (2015)	Coordinators	Program Directors,		
			Track Directors, and		
	Faculty Handbook		Coordinators		
			provide input to the		
	Current Licensure &		Dean/Associate		
	Specialty Certification		Dean on the		
	G!: 1 G		adequacy of faculty		
	Clinical Supervision		in their respective		
	Ratios		program(s) to		
	D		support SON and		
	Preceptor Credentialing		program		
	Qualification Documents		outcomes/objectives,		
			ANNUALLY		

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	Dean/Associate Dean communicate	
	faculty needs to Provost/VPAA, ANNUALLY.	

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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-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. Preceptor Credentialing Qualifications (COA, NONPF, Michigan Board of Nursing, etc.)	Associate Dean Program Directors Track Directors Coordinators	UG Program Director, in consultation with SON Director of Clinical Services, collects data regarding pre- licensure and RN- BSN students' preceptors' qualifications every semester. Graduate Program Director, in consultation with Graduate Track Directors/Coordinat ors, collects data regarding Graduate, Post-APRN certificate, and DNP preceptors'	Expected outcome: Evidence shows that 100% of SON preceptors are academically and experientially qualified for the role. 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.	UG and Graduate Program Directors present recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.
			qualifications,		

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	ANNUALLY.	

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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-F. The parent	Annual Faculty Reports	Dean	NCAP Chair (as	Expected outcome:	Associate Dean presents
institution and program	and faculty merit		unit-designated	Evidence shows	recommendations for
provide and support an	documents	Associate	faculty	that OU/SON	improvement at the Spring
environment that		Dean	member) sends	provide and support	Evaluation Meeting with
encourages faculty	2015-2020 OU-AAUP		e-mail to SON	an environment that	motions for change taken to
teaching, scholarship,	Agreement	NCAP Chair	faculty	encourages faculty	FA.
service, and practice in		(as unit-	instructing them	teaching,	
keeping with the mission,	SON Constitution	designated	to prepare and	scholarship,	
goals, and expected		faculty	submit Annual	service, and	
faculty outcomes.	University Standards for	member)	Faculty Report	practice.	
	Re-employment,		and faculty		
	Promotion and Tenure		merit	Mean scores on	
			documents (per	survey questions	
	SON Criteria and		SON Faculty	related to SON	
	Procedures for Re-		Merit	environment are 3.0	
	employment, Tenure and		procedure).	or higher on a 5-	
	Promotion (2015)			point Likert scale.	
			Associate Dean		
	SON Mission & Vision		assesses the	Evidence shows	
	statements		SON	that the SON uses	
			environment.	Model D (NONPF,	
	SON Workload document		Associate Dean	2016) for APRN	
			develops and	clinical practice and	
	Annual Faculty Survey		disseminates a	academic workload.	

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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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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	SON UG, Graduate/NA,	Dean	Program	Expected outcome:	Associate Dean presents
developed, implemented,	and DNP student		Directors, Track	Evidence shows that	recommendations for
and revised to reflect	handbooks	Associate Dean	Directors, and	the UG, Graduate,	improvement at the Spring
clear statements of			Coordinators, in	Post-APRN	Evaluation Meeting with
expected student	UG, Graduate, Post-	Program	collaboration	certificate, and DNP	motions for change taken to
outcomes that are	APRN certificate, and	Directors	with UCOI and	curricula reflect the	FA.
congruent with the	DNP course syllabi		GCOI, reviews	respective program	
program's mission, goals,		Track Directors	the SON UG,	outcomes/objectives,	UCOI and GCOI provide
and with the role for	Refer to Documents		Graduate, Post-	and the role for	data at the Spring Evaluation
which the program is	Listed in I-A.	Coordinators	APRN	which each program	Meeting detailing the
preparing its graduates.			certificate, and	is preparing its	motions they sent to FA and
		UCOI	DNP curricula	graduates.	the outcome(s) of the
			every five (5)		motion(s).
		GCOI	years (see I-A &		
			I-B).		
			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-B. Curricula are	AACN Baccalaureate,	Associate Dean	Associate Dean,	Expected outcome:	UG and Graduate Program
developed, implemented,	Master's, and DNP		Program	Evidence shows that	Directors present
and revised to reflect	Essentials	Program	Directors, Track	100% of pre-	recommendations for
relevant professional		Directors	Directors, and	licensure students	improvement at the Spring
nursing standards and	UG, Graduate, and DNP		Coordinators	achieve the SON	Evaluation Meeting with
guidelines, which are	Course syllabi	Track Directors	review AACN	benchmark (89%) on	motions for change taken to
clearly evident within the			Baccalaureate,	the ATI	FA.
curriculum, and within	UG ATI Comprehensive	Coordinators	Master's, and	Comprehensive	
the expected student	Predictor exam data		DNP Essentials,	Predictor exam on the	
outcomes (individual and		UCOI	as well as other	first attempt.	
aggregate).	UG, Graduate, and DNP		professional		
	program curriculum	GCOI	nursing	Basic-BSN and	
	cross-walk tables		standards and	Accelerated Second	
	Refer to Documents		guidelines for	Degree BSN (ASD)	
	Listed in I-A.		congruency,	track NCLEX pass	
			ANNUALLY.	rates are 89% or	
				higher on the first	
			UCOI and GCOI	attempt.	
			review the UG,		
			Graduate, Post-	UG curriculum and	
			APRN	syllabi align with	
			certificate, and	program outcomes/	
			DNP course	objectives.	
			syllabi (course		
			overview, course	UG curriculum cross-	

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objectives, and	walk tables (ASD,
essential content)	Basic-BSN, and RN-
on a rotating	BSN) are congruent
schedule so that	with the AACN
at the end of	Baccalaureate
every three (3)	Essentials, as well as
year cycle all	other professional
syllabi have been	nursing standards and
reviewed for	guidelines.
congruency with	
their respective	Graduate, Post-
program	APRN certificate,
outcomes/	and DNP curricula
objectives,	and syllabi align with
AACN	program outcomes/
Essentials, as	objectives.
well as other	
professional	Graduate, Post-
standards and	APRN certificate,
guidelines:	and DNP curriculum
2018-2019	cross-walk tables are
2022-2023	congruent with the
	AACN Master's and
UG Program	DNP Essentials, as
Director reports	well as other
Basic-BSN and	professional nursing
ASD track	standards and
NCLEX-RN	guidelines.
	guidennes.
pass rates to FA	

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tyviaa/yyaan	NA ND Forencie
twice/year.	NA, NP, Forensic
	Nursing certification
UG and	exam pass rates are
Graduate	85% or higher on the
Program	first attempt.
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	

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	OU General Education	Associate Dean	Associate Dean,	Expected outcome:	UG and Graduate Program
logically structured to	requirements		Program	Evidence shows	Directors present
achieve expected student		Program	Directors, Track	that the UG,	recommendations for
outcomes.	SON UG program	Directors	Directors, and	Graduate, Post-	improvement at the Spring
	prerequisite courses		Coordinators	APRN certificate,	Evaluation Meeting with
-Baccalaureate curricula		Track Directors	review UG,	and DNP curricula	motions for change taken to
build upon a foundation	SON course syllabi		Graduate, Post-	facilitate student	FA.
of the arts, sciences, and		Coordinators	APRN	attainment of	
humanities.	UG, Graduate, post-		certificate, and	program outcomes/	
	APRN certificate, and	UCOI	DNP	objectives and	
-Master's curricula build	DNP curriculum		curriculum	show evidence of	
on a foundation	crosswalk tables	GCOI	cross-walk	leveling across	
comparable to			tables for	programs.	
baccalaureate level	UG, Graduate, post-		congruency		
nursing knowledge, and	APRN certificate, and		with AACN		
post graduate APRN	DNP program		Essentials and		
certificate programs build	outcomes/objectives		for evidence of		
on graduate level nursing			leveling across		
competencies.			programs		
			every three (3)		
-DNP curricula build on a			years:		
baccalaureate and/or			2019-2020		
master's foundation,			2022-2023		
depending on the level of					
entry of the student.					

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^{*} When mandated updates to CCNE standards and/or external accreditor requirements are announced, the SON Evaluation Plan will be updated by the SON Evaluation Committee without need for Faculty Assembly approval.

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	Undergraduate ATI	Associate Dean	UG Program	Expected Outcome:	UG and Graduate Program
practices and	Comprehensive Predictor		Director	Evidence shows	Directors present
environments support the	exam student data	Program	reviews ATI	that 100% of UG	recommendations for
achievement of expected		Directors	content mastery	pre-licensure	improvement at the Spring
student outcomes.	Skyfactor Benchworks		and ATI	students obtain the	Evaluation Meeting with
	Assessments	Track Directors	Comprehensive	SON benchmark	motions for change taken to
			Predictor exam	(89%) on the ATI	FA.
	NCLEX-RN pass rates	Coordinators	data, and shares	Comprehensive	
			findings with	Predictor exam on	
	NA/NP/Forensic Nursing		the Associate	the first attempt.	
	certification exam pass		Dean,		
	rates		ANNUALLY.	Expected outcome:	
				Basic-BSN and	
	UG, Graduate, and DNP		UG and	ASD track	
	program outcomes/		Graduate	NCLEX-RN pass	
	objectives		Program	rates are 89% or	
			Directors	higher on the first	
	NA/NP/Forensic Nursing		coordinate	attempt.	
	track exit survey data		Skyfactor		
			Benchworks	NA/NP/Forensic	
	RN-BSN exit survey		Assessments	Nursing	
			for UG and	certification exam	
			DNP programs	pass rates are 85%	
			and share the	or higher on the	

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results with the first attempt.
±
Associate Dean,
ANNUALLY. Mean scores on
Skyfactor
Graduate Track Benchworks
Directors/Coord Assessments are 5.0
inator collect or higher on a 7-
exit survey data point Likert scale
for Graduate
program and
present findings
to Graduate
Program
Director,
ANNUALLY.
ANNOALLI.
UG Program
Director reports
NCLEX-RN
pass rates to FA
twice/year.
Graduate
Program
Director reports
NA, NP,
Forensic
Nursing
certification

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exam pass rates to FA, ANNUALLY.	
RN-BSN track coordinator collects exit survey data for the RN-BSN track and presents findings to the UG Program Director, ANNUALLY.	

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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-E. The curriculum	SON course syllabi	Associate Dean	Associate Dean	Expected outcome:	UG and Graduate Program
includes planned clinical			and Program	Evidence shows that	Directors present
practice experience that:	OU UG and Graduate	Program	Directors, Track	the UG, Graduate,	recommendations for
- enable students to	catalogs	Directors	Directors, and	Post-APRN	improvement at the Spring
integrate new knowledge			Coordinators,	certificate, and DNP	Evaluation Meeting with
and demonstrate	Skyfactor Benchworks	Track Directors	review UG,	curricula	motions for change taken to
attainment of program	Assessments		Graduate, Post-	demonstrate	FA.
outcomes; and are		Coordinators	APRN certificate,	inclusion of planned	
evaluated by faculty.	RN-BSN exit survey		and DNP clinical	clinical practice	
			practice	experiences that are	
	NA/NP/Forensic		experience	evaluated by SON	
	Nursing exit survey data		data,	faculty.	
			ANNUALLY.		
	Clinical Site and			Mean scores on	
	Preceptor		RN-BSN track	Skyfactor	
	Evaluation forms		coordinator	Benchworks	
			collects exit	Assessments are 5.0	
	NA Outcome Criteria		survey data for	or higher on a 7-	
			the RN-BSN	point Likert scale for	
	UG/NA/NP/Forensic		track and presents	UG and DNP	
	Nursing Clinical		findings to the	program graduates.	
	Evaluation Tool		UG Program		
			Director,	Mean scores for all	
	DNP student practice		ANNUALLY.	preceptor	
	experience documents			evaluations are 3.0	

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<u></u>	
	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.
	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

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2018-2019 SON Evaluation Plan

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

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Ех	xit 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
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	Associate Dean UCOI GCOI SON Faculty Program Directors	Associate Dean and the UG and Graduate Program Directors review SON grading policies every three (3) years. 2019-2020 2022-2023	Expected outcome: Evidence shows that SON grading policies are clearly defined and consistently applied.	UG and Graduate Program Directors present recommendations for improvement 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	AACN Baccalaureate,	Associate Dean	UCOI and	Expected Outcome:	UCOI and GCOI present
teaching-learning	Master's, and DNP		GCOI review	Evidence shows	recommendations for
practices are evaluated at	Essentials	Program	UG, Graduate,	that the UG,	improvement at the Spring
regularly scheduled		Directors	Post-APRN	Graduate, Post-	Evaluation Meeting with
intervals to foster	CCNE (2013) Standards		certificate, and	APRN certificate,	motions for change taken to
ongoing improvement.	of Accreditation	Track Directors	DNP curricula	and DNP curricula	FA.
			and perform	are evaluated at	
	Skyfactor Benchworks	Coordinators	syllabus review	regularly scheduled	
	Assessments		on a three (3)	intervals.	
		UCOI	year rotating		
	Student satisfaction		cycle (see III-		
	surveys	GCOI	B).		
			Associate Dean		
			collects student		
			satisfaction data		
			from UG,		
			Graduate, Post- APRN		
			certificate, and		
			DNP students		
			every three (3)		
			years.		
			2019-2020		
			2022-2023		

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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),	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.
			and Michigan Board of Nursing policy 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-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	Associate Dean presents recommendations for improvement at the Spring Evaluation Meeting with motions for change taken to FA.
				Completion rate is > 70% DNP Program Completion rate is > 70%	

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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	Basic-BSN and ASD	Associate Dean	Associate Dean	Expected outcome:	Associate Dean presents
certification pass rates	track NCLEX-RN pass		obtains NCLEX-	Evidence shows	recommendations for
demonstrate program	rates	Program	RN pass rate data	that the Basic-BSN	improvement at the Spring
effectiveness.		Directors	for Basic-BSN and	and ASD track	Evaluation Meeting with
	NA/NP/Forensic		ASD tracks, shares	NCLEX-RN pass	motions for change taken to
	Nursing certification	Track Directors	the results with the	rates are $> 89\%$ on	FA.
	exam pass rates		UG Program	the first attempt.	
		Coordinators	Director, and		
			reports results at	NA, NP, and	
			FA twice/year.	Forensic Nursing	
				certification exam	
			Graduate Program	pass rates (for both	
			Director collects	Graduate and Post-	
			NA, NP, and	APRN certificate	
			Forensic Nursing	program) are >	
			certification exam	85% on the first	
			pass rates (for both	attempt.	
			Graduate and post-		
			APRN certificate		
			programs) from the		
			track directors and		
			coordinators and		
			reports the results at		
			FA, 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-D. Employment rates	Skyfactor Benchworks	Associate Dean	Associate Dean	Expected outcome:	Associate Dean presents
demonstrate program	Assessments		and Program	Evidence shows that	recommendations for
effectiveness.		Program	Directors Track	90% of SON	improvement at the Spring
	NA/NP/Forensic	Directors	Directors, and	graduates (UG,	Evaluation Meeting with
	Nursing exit surveys.		Coordinators	Graduate, Post-	motions for change taken
		Track Directors	collect	APRN certificate	to FA.
	OIRA data		employment data	program, and DNP)	
		Coordinators	for their respective	are employed within	
			programs/tracks,	12 months of	
			ANNUALLY.	program completion.	

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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	SON Evaluation Plan	Associate Dean	Associate Dean,	Expected outcomes:	Associate Dean presents
demonstrate program			Program Directors,	Evidence shows	recommendations for
effectiveness.	Skyfactor Benchworks	Program	Track Directors,	that	improvement at the Spring
	Assessments	Directors	Coordinators, and	1) SON students, at	Evaluation Meeting with
SON-identified			Director of	all levels of the	motions for change taken
outcomes:	Student satisfaction	Track Directors	Advising collect	curriculum,	to FA.
1) SON students	surveys		data relevant to	participate in	
participate in program		Coordinators	each academic	program	
governance.	NA/NP/Forensic		program and the	governance (refer	
2) Preceptors, when used	Nursing exit surveys	Director of	SON-identified	to I-D).	
by the program as an		Advising	outcomes,		
extension of faculty, are	UCOI and GCOI		ANNUALLY.	2) Mean scores on	
perceived as competent	meeting minutes			preceptor	
by SON students.			RN-BSN track	evaluations are 3.0	
3) SON students are	Undergraduate Program		coordinator collects	or higher on a 5-	
satisfied with SON	Pre-licensure Evaluation		exit survey data for	point Likert scale.	
teaching-learning	of Preceptor form		the RN-BSN track	A mean score	
practices.			and presents	below 3.0 will	
4) SON students are	NA/NP/Forensic		findings to the UG	trigger evaluation	
satisfied with their	Nursing Preceptor		Program Director,	of the preceptor's	
planned clinical	Survey completed by		ANNUALLY.	appointment by the	
experiences.	students and faculty			Associate Dean, or	
5) SON students are				designee (refer to	
satisfied with the services	RN-BSN exit survey			II-E).	

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^{*} When mandated updates to CCNE standards and/or external accreditor requirements are announced, the SON Evaluation Plan will be updated by the SON Evaluation Committee without need for Faculty Assembly approval.

rendered to them by SON	
Academic Advising	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).
	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,	Annual Faculty reports	Dean	Associate Dean	Expected Outcome:	Associate Dean
individually and in the	and faculty merit		reviews data from	Evidence shows that	presents
aggregate, demonstrate	documents	Associate Dean	the student	SON aggregate faculty	recommendations for
program effectiveness.			evaluations of	outcomes demonstrate:	improvement at the
	SON Faculty Handbook	NCAP	faculty teaching		Spring Evaluation
			effectiveness	Teaching	Meeting with
	University Standards for	NCAP Chair (as	every semester and	•100% of SON faculty	motions for change
	Re-employment,	unit-designated	reports findings to	teach, ANNUALLY	taken to FA.
	Promotion and Tenure	faculty	the Dean. Any	(consistent with their	
		member)	evaluation mean	SON job classification).	
	SON Criteria and		score >2.5 will		NCAP provides data
	Procedures for Re-	Executive	trigger a meeting	Scholarship	at the Spring
	employment, Tenure	Committee	between Associate	•50% of SON full-time	Evaluation Meeting
	and Promotion (2015)		Dean and the faculty	faculty submit a	detailing the motions
	SON student evaluations		member.	manuscript for	it sent to FA and the
	of faculty		NGAR	publication,	outcome(s) of the
	teaching/teaching		NCAP performs	ANNUALLY (consistent	motion(s).
	effectiveness		faculty reviews of	with their SON job	
	A 15 1 5		SON full-time	classification).	
	Annual Faculty Report		faculty, as scheduled	.500/ .650NL6-11 4:	
	C		using the criteria in	•50% of SON full-time	
	Current Faculty		the University	faculty present a paper(s)	
	Curriculum Vitaes		Standards for Re-	and/or a poster(s) at a	
			employment,	professional	

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

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

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SON Evaluation Plan	OU/SON Documents	Responsible	Procedure &	Expected Outcome	Feedback Loop
SON Evaluation Plan IV-H. Data analysis is used to foster ongoing program improvement.	OU/SON Documents All documents and data sources described in the SON Evaluation Plan	Group/Person Dean Associate Dean Executive Committee	Timeframe Data is collected, analyzed, and evaluated as outlined in the SON Evaluation Plan and is used for ongoing program	or Benchmark Expected Outcome: Evidence shows that data related to Standards I-IV are used by the SON to foster ongoing program	SON Spring Evaluation Meeting is held ANNUALLY at the end of the Winter semester with referrals from the SON Evaluation Committee if SON
		Program Directors Track Directors Coordinators Evaluation Committee Individual SON Faculty	improvement.	improvement.	expected outcomes/ benchmarks (as identified in the SON Evaluation Plan) are not met.

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