

**How Southeast Missouri Hospital College of Nursing & Health Sciences  
Annual Assessment Report (to include RN-BSN students)**  
*(Data is collected January 1 – December 31. Data Analysis completed in January each year)*

**Assessment of Student Learning**

\* The feedback loop column is used to evaluate the effectiveness of changes made the prior year.

<b>General Education Objective</b>	<b>Benchmark</b>	<b>Data Analysis (2018 data)</b>	<b>Action Recommended (for Year 2019)</b>	<b>Feedback Loop* (2019 data) (complete January 2020)</b>
<b><u>Communication.</u></b> Demonstrate effective communication skills both in person and in print.	80% of graduating students will score at least 6/8 (75%) on the writing portion of the communication-writing rubric utilized by assessment committee (consists of organization/grammar)	78% of graduating students will score at least 6/8 (75%) on the writing portion of the communication-writing rubric utilized by assessment committee  <b>Benchmark not met</b>	Similar assignment given by all programs to help unify results. (All General Education objectives.)  ADN – Give the assignment during NS206  Continue to monitor	91% of graduating students scored 6/8 on the writing portion of communication by assessment committee.  <b>Benchmark met</b>
	80% of graduating students will demonstrate a mastery of oral presentation skills as shown by clinical evaluations (data to come from PD's)	100% of the students demonstrated mastery of oral presentation skills as shown by clinical evaluations  <b>Benchmark met</b>	Continue to monitor	100% <b>Benchmark met</b> ADN Basic 2r 17/17 ADN LPN-RN 21/21 Eve/Wkd 9/9 Basic Paramedic/LPN 10/10 MLS 7/7 RT 6/6 ST 3/3
	90% of the graduating RN-BSN students will demonstrate effective communication skills as evidenced by a score of 80% or greater on the poster presentation and reflective paper section of the RN-BSN Capstone Project. *Information for all BSN students collected from Dean of Nursing.	100% of the students a 5/5 on the poster presentation and reflective paper.  <b>Benchmark met</b>	Continue to monitor	2/2 or 100% of the BSN students demonstrated 80% or greater on the poster presentation and reflective paper section of the RN-BSN Capstone project  <b>Benchmark met</b>

General Education Objective	Benchmark	Data Analysis (2018 data)	Action Recommended (for Year 2019)	Feedback Loop* (2019 data) (complete January 2020)
<p><b><u>Critical Thinking.</u></b> Demonstrate effective critical thinking skills, including but not limited to, judging, synthesizing information, constructing arguments and solving problems.</p>	80% of graduating students will score at least 3/4 (75%) on the critical thinking rubric utilized by assessment committee	82% of graduating students will score at least 3/4 (75%) on the critical thinking rubric utilized by assessment committee <b>Benchmark met</b>	Continue to monitor	93% of graduating students scored at least 3/4 (75%) on the critical thinking rubric utilized by assessment committee <b>Benchmark met</b>
	90% of the graduating RN-BSN students will demonstrate effective critical thinking skills as evidenced by a score of 80% or greater on the analysis section of the RN-BSN Capstone Project.	100% of the students scored a 9/10 or higher on the analysis section of the capstone project. <b>Benchmark met</b>	Continue to monitor	100% 2/2 of the students scored a 80% or higher on the analysis section of the capstone project. <b>Benchmark met</b>
<p><b><u>Diversity.</u></b> Demonstrate the ability to adapt interactions to meet cultural and or psychosocial needs of clients, patients and or co-workers.</p>	90% of all students will receive a passing score on the clinical objective measuring ability to adapt interactions to meet cultural and/or psychosocial needs of clients, patients and or co-workers on the final clinical course evaluation tool. (Data will come from PD's)	100% of students received a passing score on the clinical objective measuring ability to adapt interactions to meet cultural and/or psychosocial needs of clients, patients and or co-workers on the final clinical course evaluation tool. <b>Benchmark met</b>	Continue to monitor	100% <b>Benchmark met</b>  ADN Basic 2r 17/17 ADN LPN-RN 21/21 Eve/Wkd 9/9 Basic Paramedic/LPN 10/10 MLS 7/7 RT 6/6 ST 3/3 BSN 2/2
<p><b><u>Ethics.</u></b> Demonstrate an understanding of ethics and the role they play in health care providers' personal and professional lives.</p>	80% of all students will demonstrate the ability to understand ethics and the role they play as shown by a score of 9/12 (75%) on the ethics rubric utilized by the assessment committee.	90% of all students will demonstrate the ability to understand ethics and the role they play as shown by a score of 9/12 (75%) on the ethics rubric utilized by the assessment committee. <b>Benchmark met</b>	Continue to monitor	89% of all students demonstrate the ability to understand ethics and the role they play as shown by a score of 9/12 (75%) on the ethics rubric utilized by the assessment committee. <b>Benchmark met</b>
	90% of the graduating RN-BSN students will demonstrate analysis of cultural, legal and ethical issues as evidenced by a score of 80% or greater on the cultural, legal and ethical section of the RN-BSN Capstone Project.	100% of the students scored a 4/5 on the cultural, legal and ethical section of the RN-BSN Capstone Project. <b>Benchmark met</b>	Continue to monitor	100% 2/2 of the students scored a 80% or greater on the cultural, legal and ethical section of the RN-BSN Capstone Project. <b>Benchmark met</b>

<b>General Education Objective</b>	<b>Benchmark</b> <i>Totals to date are calculated and reported. However, when data collection is complete the report is edited accordingly.</i>	<b>Data Analysis (2018 data)</b>	<b>Action Recommended (for Year 2019)</b>	<b>Feedback Loop* (2019 data)</b> <i>(complete January 2020)</i> <i>Totals to date are calculated and reported. However, when data collection is complete the report is edited accordingly.</i>
<p><b><u>Integration.</u></b>            Demonstrate the ability to integrate principles, theories, concepts, and facts learned in general education courses, including the ability to apply scientific method to solve problems, into the specializations and in clinical practice.</p>	80% of graduating students graduating in the calendar year being assessed will pass their licensure/ certification exam on the first attempt.	79 graduates, 76 has tested (As of 02/20/2019) 96% pass rate  <b>Benchmark met</b>	Continue to monitor	To date: 90% pass rate for the college. *numbers as of 02/19/2020 ADN – 36/38 RT – 6/6 ST – 1/3 MLS – 6/7 <b>Benchmark met</b>
	90% of all students will pass their clinical evaluations at the time of the last course with a clinical component in their program of study.	100% of students passed their clinical evaluations at the time of the last course with a clinical component in their program of study.  <b>Benchmark met</b>	Continue to monitor	<b>100% Benchmark met</b> ADN Basic 2r 17/17 ADN LPN-RN 21/21 Eve/Wkd 9/9 Basic Paramedic/LPN 10/10 MLS 7/7 RT 6/6 ST 3/3
	90% of the graduating RN-BSN students will demonstrate integration and application of the scientific method to solve problems as evidenced by a score of 80% or greater on the content section of the RN-BSN Capstone Project.	100% of the students demonstrate integration and application of the scientific method to solve problems as evidenced by a score of 20/20 points or greater on the content section of the RN-BSN Capstone Project. <b>Benchmark met</b>	Continue to monitor	100% 2/2 of the students demonstrate integration and application of the scientific method to solve problems as evidenced by a score of 80% or greater on the content section of the RN-BSN Capstone Project. <b>Benchmark met</b>
<p><b><u>Technology.</u></b>            Demonstrate the ability to use technology to find, evaluate, and apply information and subsequently to communicate that information to others accurately and concisely.</p>	80% of graduating students will demonstrate the ability to use technology as shown by a score of 9/12 (75%) on the technology rubric utilized by the assessment committee. (*use of technology)	80% of graduating students will demonstrate the ability to use technology as shown by a score of 9/12 (75%) on the technology rubric utilized by the assessment committee. <b>Benchmark met</b>	BSN- continue to monitor	76% of graduating students demonstrate the ability to use technology as shown by a score of 9/12 (75%) on the technology rubric utilized by the assessment committee. (*use of technology) <b>Benchmark not met</b>

	<p>90% of the graduating RN-BSN students will demonstrate the ability to use technology to find, evaluate and apply information and communicate to others as evidenced by a score of 80% or greater on the data collection and database sections of the RN-BSN Capstone Project.</p>	<p>100% of the students scored a 20/20 on the ability to use technology to find, evaluate and apply information and communicate to others.</p> <p><b>Benchmark met</b></p>		<p>100% 2/2 of the students scored an 80% on the ability to use technology to find, evaluate and apply information and communicate to others.</p> <p><b>Benchmark met</b></p>
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**Student Opinion Survey**

	<b>Benchmark</b>	<b>Data Analysis (2018 data)</b>	<b>Action Recommended (for Year 2019)</b>	<b>Feedback Loop* (2019 data) (complete January 2020)</b>
<b>Financial Aid</b>	When asked on the Student Opinion Survey (#58) about the helpfulness, accessibility, and knowledge of the Financial Aid Officer, 80 % of students will state “YES/Choice A.	77.78% of the students replied YES that the financial aid officer was helpfulness, accessibility, and knowledge  (3.7% did not respond correctly)  <b>Benchmark not met</b>	Increase of 9.78% from 2017 Late hours held 2 days per week More specific signage to find offices More welcoming decorations on doorway	97.67% agreed that the financial aid officer was helpful, accessible and knowledgeable. (82 responded)  <b>Benchmark met</b>
	When asked on the Student Opinion Survey (#13) about their satisfaction with financial aid services, 80 % of students will rate very satisfied, satisfied, or neutral.	90.12% replied that they were very satisfied, satisfied, or neutral.  <b>Benchmark met</b>	Increase of 6.12% from 2017 Continue to monitor	88.37% of the students were very satisfied/satisfied with financial aid services. (85 students responded)  <b>Benchmark met</b>
	When asked on the Student Opinion Survey (#23), to rate the availability of financial aid information prior to enrolling, 80% of students will rate very satisfied, satisfied, neutral, or does not apply.	88.89% of the students replied that they were satisfied, satisfied, neutral, or does not apply.  (1.23% did not respond)  <b>Benchmark met</b>	Increase of 10.02% from 2017 Continue to monitor	86.05% of the students were very satisfied/satisfied with the availability of financial aid information prior to enrolling. (85 students responded)  <b>Benchmark met</b>
	Default rate is at or below 15%.  This information is found by the college financial aid officer within the Department of Education website. Also found on the IPEDs	The default rate for 2015 (last confirmed number) is 1.1%  <b>Benchmark met</b>	2014- Default rate 6.7% Inquire with FA if we have a process to identify students at risk for default.	2016-Default rate is 6.0%

**Student Opinion Survey**

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<b>Satisfaction with College</b>	When asked on the Student Opinion Survey (#11), how they would rate the academic reputation of the college, 90 % of students will rate very satisfied, satisfied, or neutral.	91.36% of the students replied that they were very satisfied, satisfied, or neutral.  <b>Benchmark met</b>	<b>Increase by 7.36% from 2017</b> Dean’s List and President list created Dec. 2018 Nursing Director (Lisa M.) to meet with Hospital unit Managers. Open house for new students Press Release for academic success rates for programs	94.19% of the students were very satisfied/satisfied with the academic reputation of the college. (85 students responded)  <b>Benchmark met</b>
	When asked on the Student Opinion Survey (#49), if they were satisfied with the student voice in college policies (via student council). 90 % of students will rate very satisfied, satisfied, neutral, or does not apply.	82.72% of the students feel that they have a voice at the college. (4.94% did not respond)  <b>Benchmark not met</b>	<b>Decrease by 8.08% from 2017</b> Nursing program changed several policies without input which might affected this response. Review survey for wording of question.	90.7% of students were very satisfied/satisfied with the student voice in the college policies. (85 students responded)  <b>Benchmark met</b>
	When asked on the Student Opinion Survey (#48) if they were satisfied with the student opportunity for input into student governance 90 % of students will rate very satisfied, satisfied, neutral, or does not apply.	95.06% of the students feel that they have an opportunity for input into the student governance. (1.23% did not respond)  <b>Benchmark met</b>	Increase by 18.06% from 2017  Continue to monitor	93.02% of the students were very satisfied/satisfied with the student opportunity for input into student governance. (85 students responded)  <b>Benchmark met</b>
	When asked on the Student Opinion Survey (#50) to rate the college in general 90 % of students will rate very satisfied, satisfied, neutral, or does not apply.	90.12% of the students rated the college in general with a very satisfied, satisfied, neutral, or does not apply.  <b>Benchmark met</b>	Increase by 11.12% from 2017  Continue to monitor	91.86% of the students were very satisfied/satisfied with the college in general. (85 students responded)  <b>Benchmark met</b>

**Student Opinion Survey**

	<b>Benchmark</b>	<b>Data Analysis (2018 data)</b>	<b>Action Recommended (for Year 2019)</b>	<b>Feedback Loop* (2019 data) (complete January 2020)</b>
<b>Satisfaction with College</b>	When asked on the Student Opinion Survey (#57), about whether the college is free from harassment of any kind, 90% will agree. "YES".	82.72% of the students replied "yes" (3.70% marked c (not a choice)) (1.23% did not answer)  <b>Benchmark not met</b>	<b>Decrease 0.28% from 2017</b>  Discuss in FYS 101 for students and Professional Development seminar for faculty and staff	97.67% of the students agreed the college is free from harassment of any kind. (84 students responded)  <b>Benchmark met</b>
	When asked on the Student Opinion Survey (#63), if they believe that confidentiality of their student record is maintained, 100% will agree.	85.19% of the students responded "yes" they believe that confidentiality of their student record is maintained. (3.70% did not answer)  <b>Benchmark not met</b>	<b>Increase by 1.19% from 2017</b> Is the benchmark unrealistic? Add written record or record is kept and maintained confidential.	100% of the students agreed the college keeps their records confidential. (81 students responded)  <b>Benchmark met</b>
	When asked on the Student Opinion Survey (#52), whether they believe the atmosphere of the college is conducive to academic achievement. 90 % of students will rate very satisfied, satisfied, or neutral	85.19% of the students believe the atmosphere of the college is conducive to academic achievement. (2.47% did not answer)  <b>Benchmark not met</b>	<b>Decrease by 1.81% from 2017</b> Construction still in progress July 2018-Dec. 2018 Study areas (multiple on 1 <sup>st</sup> and 2 <sup>nd</sup> floors	93.03% of students were very satisfied/satisfied the atmosphere of the college is conducive to achievement. (85 students responded)  <b>Benchmark met</b>
<b>Advising</b>	When asked on the Student Opinion Survey (#12), about satisfaction with academic advising 90 % of students will rate very satisfied, satisfied, or neutral.	85.19% of the students are satisfied with academic advising  <b>Benchmark not met</b>	<b>Increase by 4.10% from 2017</b> Students can now self-enroll starting summer 2019 Nursing director assigning Advisors before start of classes.	90.69% of students were very satisfied/satisfied with academic advising. (85 students responded)  <b>Benchmark met</b>
	When asked on the Student Opinion Survey (#31) about the availability of the advisor 90% of students will rate very satisfied, satisfied, neutral, or does not apply.	93.83% of the students are satisfied with the availability of their advisor.  <b>Benchmark met</b>	Increase by 1.83% from 2017  Continue to monitor	93.03% of students were very satisfied/satisfied with the availability of the advisor. (85 students responded)  <b>Benchmark met</b>

**Student Opinion Survey**

	<b>Benchmark</b>	<b>Data Analysis (2018 data)</b>	<b>Action Recommended (for Year 2019)</b>	<b>Feedback Loop* (2019 data) (complete January 2020)</b>
<b>Advising</b>	When asked on the Student Opinion Survey (#32) about the quality of academic advising 90 % of students will rate very satisfied, satisfied, neutral, or does not apply.	93.84% of students are satisfied with the quality of the academic advising.  <b>Benchmark met</b>	Increase by 4.84% from 2017  Continue to monitor	88.37% of the students were very satisfied/satisfied with the quality of the academic advising. (85 students responded)  <b>Benchmark not met</b>
<b>College Admission &amp; Registration/Processes</b>	When asked on the Student Opinion Survey (#26), about their overall satisfaction with the general enrollment/ registration process 90 % of students will rate very satisfied, satisfied, neutral, or does not apply.	93.82% of students were satisfied with the general enrollment/ registration process.  <b>Benchmark met</b>	<b>Decrease by 1.18% from 2017</b> Student self-enrollment began with RT/ST classes for spring of 2019 All programs will start summer of 2019 Continue to monitor	93.02% of the students were very satisfied/satisfied with the general enrollment/registration process. (85 students responded)  <b>Benchmark met</b>
	When asked on the Student Opinion Survey (#22), about the accuracy of college information received prior to applying 90 % of students will rate very satisfied, satisfied, neutral, or does not apply.	87.66% of students were satisfied with the accuracy of college information received prior to applying.  <b>Benchmark not met</b>	Increase by 5.66% from 2017 Recruiter was hired fall of 2018 Student affairs committee reviewing public documents	88.37% of the students were very satisfied/satisfied with the accuracy of college information received prior to applying. (85 students responded)  <b>Benchmark not met</b>
	When asked on the Student Opinion Survey (#58), whether the Financial Aid Officer was helpful, accessible, and knowledgeable; 90 % of students will respond yes.	83.95% of the students replied “yes” to the Registrar was helpful, accessible, and knowledgeable. (4.94% picked c and d which was not a choice)  <b>Benchmark not met</b>	Increase by 4.95% from 2017 The registrar asked if this question could be put on graduate survey. Students have more contact with the Recruiter at the beginning of programs.	97.67% agreed that the financial aid officer was helpful, accessible and knowledgeable. (82 responded)  <b>Benchmark met</b>



**Student Opinion Survey**

	<b>Benchmark</b>	<b>Data Analysis (2018 data)</b>	<b>Action Recommended (for Year 2019)</b>	<b>Feedback Loop* (2019 data) (complete January 2020)</b>
<b>College Admission &amp; Registration/Processes</b>	When asked on the Student Opinion Survey (#59), whether the business officer has been helpful, accessible and knowledgeable; 90 % of students will respond yes.	80.25% of the students replied “yes” to the billing personnel were helpful, accessible and knowledgeable (3.70% replied d, not a choice) (3.70% did not reply)  <b>Benchmark not met</b>	<b>Stayed the same from 2017</b> Change wording to “process” not “personnel” Send billing reminders via email that bills are on Sonis.  Continue to monitor	97.67% of students agreed the business officer was helpful, accessible and knowledgeable of the process. (84 students responded)  <b>Benchmark met</b>
<b>College Mission</b>	On the Student Opinion Survey (#55), 100% of students will agree they are exposed to and aware of the College’s mission.	86.42% of the students will agree they are exposed to and aware of the College’s mission.  <b>Benchmark not met</b>	Need to add mission to email signature line for faculty and staff	97.67% of students agreed they are aware of the college mission. (84 students responded)  <b>Benchmark not met</b> But increased
<b>Faculty</b>	When asked on the Student Opinion Survey (#30) about the attitude of the teaching staff toward students; 90 % of students will rate very satisfied, satisfied, neutral, or does not apply.	93.83% of the students are satisfied about the attitude of the teaching staff toward students  <b>Benchmark met</b>	Increase by 4.83% from 2017	91.87% of students were very satisfied /satisfied with the attitude of the teaching staff toward students. (85 students responded)  <b>Benchmark met</b>
<b>Student Services</b>	When asked on the Student Opinion Survey (#44) about the attitude of the non-teaching staff toward students, 90 % of students will rate very satisfied, satisfied, neutral, or does not apply.	98.76% of students were satisfied with the attitude of the non-teaching staff toward students (1.23% did not respond)  <b>Benchmark met</b>	Increase by 3.76% from 2017	95.35% of students were very satisfied/satisfied with the attitude of the non-teaching staff toward students. (85 students responded)  <b>Benchmark met</b>

Student Opinion Survey

	<b>Benchmark</b>	<b>Data Analysis (2018 data)</b>	<b>Action Recommended (for Year 2019)</b>	<b>Feedback Loop* (2019 data) (complete January 2020)</b>
<b>Library</b>	When asked on the Student Opinion Survey (#14) about whether their satisfaction with the digital library learning resources. 90 % of students will rate very satisfied, satisfied, or neutral.	83.95% of students are satisfied with library learning resources. (1.23% did not reply)  <b>Benchmark not met</b>	<b>Stayed the same from 2017</b> Change the wording of question to include “Digital” Review publications for Kent Library and what can be accessed by our students Post on Moodle how to use EBSCOHOST	89.53% of students were very satisfied/satisfied with the digital library learning resources. (84 students responded)  <b>Benchmark not met</b> But increased
<b>Technology Services</b>	When asked on the Student Opinion Survey, (#16) if the computer lab is available at the time they need it, 80% of students will rate very satisfied, satisfied, or neutral	92.58% of the students were satisfied with the computer lab is available at the time they need it  <b>Benchmark met</b>	<b>Decrease by 0.42% from 2017</b> Computer labs now located on 2 <sup>nd</sup> and 3 <sup>rd</sup> floors. Additional computers throughout 1 <sup>st</sup> and 2 <sup>nd</sup> floors	93.02% of students were very satisfied/satisfied that the computer lab is available at the time they needed it. (84 students responded) <b>Benchmark met</b>
<b>Classroom, Audiovisual, and Laboratory Facility/Services</b>	When asked on the Student Opinion Survey, (#40) whether they are satisfied with college book store (online textbook service), 90 % of students will rate very satisfied, satisfied, neutral, or does not apply.	91.35% of the students are satisfied with the college book store (online textbook service)  (2.47% did not respond)  <b>Benchmark met</b>	Increase by 12.35% from 2017  Continue to monitor	80.23% of students were very satisfied/satisfied with the college book store (online textbook service). (84 students responded)  <b>Benchmark not met</b>
	When asked on the Student Opinion Survey, (#38) whether they are satisfied with college laboratory facilities, 90% of students will rate very satisfied, satisfied, neutral, or does not apply.	87.65% of the students were satisfied with the college laboratory facilities  (3.70% did not respond)  <b>Benchmark not met</b>	<b>Increase by 5.65% from 2017</b> RT updated the X-Ray lab with new equipment Fall 2018. Students had to travel to the hospital during installation.	90.70% of students were very satisfied/satisfied with the college laboratory facilities. (85 students responded)  <b>Benchmark met</b>

Student Opinion Survey

	<b>Benchmark</b>	<b>Data Analysis (2018 data)</b>	<b>Action Recommended (for Year 2019)</b>	<b>Feedback Loop* (2019 data) (complete January 2020)</b>
<b>Classroom, Audiovisual, and Laboratory Facility/Services</b>	When asked on the Student Opinion Survey, (#39) whether they are satisfied with study space/Commons area, 90 % of students will rate very satisfied, satisfied, neutral, or does not apply.	92.59% of the students were satisfied with study space/Commons area  <b>Benchmark met</b>	Increase by 9.59%  Continue to monitor	96.50% of students were very satisfied/satisfied with the study space/Commons area at the college. (85 students responded)  <b>Benchmark met</b>
	When asked on the Student Opinion Survey, (#37) whether they are satisfied with classroom facilities, 90 % of students will rate very satisfied, satisfied, neutral, or does not apply.	90.13% of the students were satisfied with classroom facilities (1.23% did not respond)  <b>Benchmark met</b>	Stayed the same from 2017  Continue to monitor	94.18% of students were very satisfied/satisfied with the classroom facilities at the college. (85 students responded)  <b>Benchmark met</b>
<b>Diversity</b>	On the Student Opinion Survey (#46), when asked if faculty treat students in my racial/ ethnic group with respect, 90 % of students will rate very satisfied, satisfied, neutral, or does not apply.	95.06% of the students are satisfied of how faculty treat students in my racial/ ethnic group with respect (2.47% did not respond)  <b>Benchmark met</b>	Decrease by 4.94% from 2017 (100%)  Continue to monitor	95.35% of students were very satisfied/satisfied with how the faculty treat racial ethnic groups. (85 students responded)  <b>Benchmark met</b>
	On the Student Opinion Survey (#44), when asked whether college student services staff treat students in my racial/ ethnic group with respect, 90% of students will rate very satisfied, satisfied, neutral, or does not apply.	97.53% of the students are satisfied of how college non-teaching staff treat students in my racial/ ethnic group with respect (2.47% did not respond)  <b>Benchmark met</b>	Decrease by 1.47% from 2017  Continue to monitor	95.35% of students were very satisfied/satisfied with how the student services staff treat students in racial ethnic groups. (85 students responded)  <b>Benchmark met</b>

Student Opinion Survey

	<b>Benchmark</b>	<b>Data Analysis (2018 data)</b>	<b>Action Recommended (for Year 2019)</b>	<b>Feedback Loop* (2019 data) (complete January 2020)</b>
<b>Diversity</b>	On the Student Opinion Survey (#47), when asked whether other students treat students in my racial/ ethnic group with respect, 90% of students will rate very satisfied, satisfied, neutral, or does not apply.	96.3% of the students are satisfied of how other students treat students in my racial/ ethnic group with respect (2.47% did not respond)  <b>Benchmark met</b>	Decrease by 3.7% from 2017  Continue to monitor	95.35% of students were very satisfied/satisfied with how other students treat other students in racial ethnic groups. (85 students responded)  <b>Benchmark met</b>
	Registrar to provide actual ethnicity of student population. Data will be reflective of regional census bureau statistics and ethnicity <b><u>data from the college scorecard.</u></b>  <b><u>Census Bureau 2018:</u></b> 87.7 % white 7.8% Black 2.3% Two or more races 2.4% Hispanic 0% Unknown 0% Non-resident alien 0.1% Native Hawaiian/Pacific Islander 1.8% Asian 0.4% American Indian/Alaska Native	93% white 2% Black 1% Hispanic <1% Asian <1% American Indian/Alaska Native	Continue to monitor	2016: 98% white 1% Black 0% Two or more races 0% Hispanic 0% Unknown 0% Non-resident alien 0% Native Hawaiian/Pacific Islander 0% Asian 0% American Indian/Alaska Native  Registrar report of actual ethnicity of our students. 94.86 white 2.29 black 0.57 hispanic 0.57 American Indian 0.57 other 1.14 two or more This is students enrolled Fall 2018 self reported.

**Faculty and Student Services Survey**

	<b>Benchmark</b>	<b>Data Analysis (2018 data)</b>	<b>Action Recommended (for Year 2019)</b>	<b>Feedback Loop* (2019 data) (complete January 2020)</b>
<b>College Mission</b>	On the Faculty and Student Services survey, 100% of faculty and Staff will agree that the mission is clear and easily accessible. (#1)	100% agreed that the mission is clear and easily accessible. (19 responded)  <b>Benchmark met</b>	Continue to monitor	95% agreed that the mission is clear and easily accessible. (22 responded)  <b>Benchmark not met</b>
<b>Governance</b>	On the Faculty and Student Services Survey, 100% of faculty and staff will agree that they have input into the policies of the college. (#5)	100% agreed that they have input into the policies of the college. (19 responded)  <b>Benchmark met</b>	Continue to monitor	95% agreed that they have input into the policies of the college. (22 responded)  <b>Benchmark not met</b>
<b>Professional Development</b>	On the Faculty and Student Services Survey, 90% of faculty and staff will agree that the environment of the college encourages professional growth. (#11)	100% agreed that the environment of the college encourages professional growth. (19 responded)  <b>Benchmark met</b>	College possibly look at developing a policy for Doctorate degree Possible with board for this for budget item	86% agreed that the environment of the college encourages professional growth. (22 responded)  <b>Benchmark not met</b>
	On the Faculty and Student Services Survey, 90% of faculty only will agree that opportunities for seeking higher education have been adequate. (#26)	73.69% agreed that opportunities for seeking higher education have been adequate. (only 15 faculty filled out the survey )  <b>Benchmark not met</b>	See above Continue to monitor	81% agreed that opportunities for seeking higher education have been adequate. (16 responded)  <b>Benchmark not met</b>
<b>Clerical Support</b>	On the Faculty and Student Services Survey, 90% of the faculty and staff will agree	84.21% agreed that clerical support is adequate  <b>Benchmark not met</b>	Review for accuracy. We only have one admin assistant and that person is dedicated	68% agreed that clerical support is adequate. (22 responded)

	that clerical support is adequate (#6)		to administration. No clerical support for faculty and staff	<b>Benchmark not met</b>
<b>Library</b>	When asked on the Faculty and Student Services Survey, 90% of faculty only will state they believe the library services are adequate to meet their needs. (#25)	68.43% believes that library services are adequate to meet their needs. <b>Benchmark not met</b>	Curriculum committee will survey faculty to determine needs of library and resource room	81% Faculty believes that library services are adequate to meet their needs. (16 responded) <b>Benchmark not met</b>

**Faculty and Student Services Survey**

	<b>Benchmark</b>	<b>Data Analysis (2018 data)</b>	<b>Action Recommended (for Year 2019)</b>	<b>Feedback Loop* (2019 data) (complete January 2020)</b>
<b>Technology Services</b>	When asked on the Faculty and Student Services Survey, 90% of faculty only will state that the equipment, technology, and materials are adequate for helping students learn. (#24)	73.69% stated that the equipment, technology, and materials are adequate for helping students learn. <b>Benchmark not met</b>	Computer lab space addition Adding simulation computer lab Faculty survey will be sent to see what is needed	81% stated that the equipment, technology, and materials are adequate for helping students learn. (16 responded) <b>Benchmark not met</b>

**General Information**

	<b>Benchmark</b>	<b>Data Analysis (2018 data)</b>	<b>Action Recommended (for Year 2019)</b>	<b>Feedback Loop* (2019 data) (complete January 2020)</b>
<b>Faculty</b>	The ratio of full time faculty to students will be no more than 1:12.	<b>Benchmark met</b>	Continue to monitor	<b>Benchmark met</b>
	95% of full-time faculty will have a minimum of a master's degree.	90% have a master degree or higher. <b>Benchmark not met</b>	1 Faculty member enrolled in MSN program	<b>Benchmark met</b>
	100% of full time faculty will have a degree above the level being taught.	<b>Benchmark met</b>	Continue to monitor	<b>Benchmark met</b>

Office Space	100% of faculty members will have a desk with computer.	Benchmark met	Continue to monitor	Benchmark met
	Private consultation space will be available.	Benchmark met	Continue to monitor	Benchmark met

### College Outcomes

	Benchmark	Data Analysis (2018 data)	Action Recommended (for Year 2019)	Feedback Loop* (2019 data) (complete January 2020)
Retention	Data from Program Assessment Reports indicates that the overall retention rate of students who attend a <u>two year program</u> at the college is at or above 75%.	83% of the students in who started a two year program, returned for the second year of the program. (65/75 students)  Benchmark met	Continue to monitor	63% Retention rate for <u>two year programs</u> .  ADN – 55/91 BSN – 4/4 RT – 7/9 Total 66/104 Benchmark not met
Completion	Data from Program Assessment Reports indicates that the overall completion rate for the college is at or above 75%.	70% of students who started their respected program, completed that program. (79/112)  Benchmark not met	ADN admission requirement has been updated  Online quiz for interested students to take to find a health care fit (on the College's website)	66% completion rate for the college.  ADN – 52/80 BSN (1yr) – 1/1 RT – 6/9 ST -3/5 MLS – 7/8 Total – 69/103 Benchmark not met
Licensure/Certification Pass Rate	80% of graduating students at the college pass their licensure/certification exams	79 graduates, 76 has tested (As of 02/20/2019)  96% pass rate  Benchmark met	Continue to monitor	90% pass rate for the college. *numbers as of 02/19/2020 ADN – 36/38 RT – 6/6 ST – 1/3 MLS – 6/7 Benchmark met
Degrees Awarded		BSN- 2 AAS Nursing- 55 AAS Radiology- 10 AA- 3	Continue to update every year	AAS in Rad Tech – 6 Associate in Arts – 10 AAS in Nursing – 37 BSN – 2

				Cert in Surgical Tech – 3 Cert in MLS – 7 PCT - 7
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**Program Specific Outcomes- ADN**

	<b>Benchmark</b>	<b>Data Analysis (2018 data)</b>	<b>Action Recommended (for Year 2019)</b>	<b>Feedback Loop* (2019 data) (complete January 2020)</b>
<b>Retention</b>	Data from Program Assessment Reports indicates that the retention rate of ADN nursing students at the college is at or above 75%.	80% of the ADN students who started, returned for the second year  <b>Benchmark met</b>	Nursing has develop a retention committee to create strategies to help students with success throughout the program. (see attached)	Retention rate 2019 was: 60% (55/91).  <b>Benchmark not met</b>
<b>Completion</b>	Data from Program Assessment Reports indicates that the overall completion rate of ADN students who attend a program at the college is at or above 75%.	66% completion rate for May and December graduates. 83 started and 55 graduated  <b>Benchmark not met</b>		Graduation/completion rate was: 65% (52/80).  <b>Benchmark not met</b>
<b>Licensure Pass Rate</b>	80% of ADN nursing students at the college pass their licensure examinations.	55 graduates 54 has tested (As of 02/20/2019)  100% pass rate  <b>Benchmark met</b>	Continue to monitor	Graduates of 2019 Nclex pass rate was 94% (36/38).  <b>Benchmark met</b>



**Program Specific Outcomes- Radiologic Technology AAS**

	<b>Benchmark</b>	<b>Data Analysis (2018 data)</b>	<b>Action Recommended (for Year 2019)</b>	<b>Feedback Loop* (2019 data) (complete January 2020)</b>
<b>Retention</b>	Data from Program Assessment Reports indicates that the retention rate of Radiologic Technology students at the college is at or above 75%.	111% of the Radiologic Technology students returned for the second year of the program. * One student returned to the program from Active Military Service.  <b>Benchmark met</b>	Continue to monitor	77% retention (7/9) 1 returned and will complete this May, 1 quit for marriage reasons, 1 quit to take a big promotion at current job.  <b>Benchmark met</b>
<b>Completion</b>	Data from Program Assessment Reports indicates that the overall completion rate of Radiologic Technology students who attend a program at the college is at or above 75%.	111% of the Radiologic Technology students completed the program. * One student returned to the program from Active Military Service.  <b>Benchmark met</b>	Continue to monitor	66% completion (6/9) 1 <u>returned</u> (from above) and will complete this May, 1 quit for marriage reasons, 1 quit to take a big promotion at current job.  <b>Benchmark not met</b>
<b>Certification Pass Rate</b>	80% of Radiologic Technology students at the college pass their certification examinations.	100% of students passed certification exam  <b>Benchmark met</b>	Continue to monitor	100% of students passed certification exam  6/6 passed first attempt  <b>Benchmark met</b>

Program Specific Outcomes- Associate of Arts Degree

	<b>Benchmark</b>  <i>Students who entered the college specifically for the AA Degree</i>	<b>Data Analysis</b> <b>(2018 data)</b>	<b>Action Recommended</b> <i>(for Year 2019)</i>	<b>Feedback Loop*</b> <b>(2019 data)</b> <i>(complete January 2020)\</i> <i>Students who entered the college specifically for the AA Degree</i>
<b>Retention</b>	Data from Program Assessment Reports indicates that the retention rate of Associate of Arts students at the college is at or above 75%.	0% of students returned for the second year of the program.  *One Student admitted to the program and did not complete. (Admitted summer of 2016)  Did not return after the summer of 2016  <b>Benchmark not met</b>	Continue to monitor	0% of students returned for the second year of the program.  (Zero students were admitted summer of 2017)  <b>Benchmark not met</b>  Consider revising the AA to be more compatible with the Missouri Core 42.
<b>Completion</b>	Data from Program Assessment Reports indicates that the overall completion rate of Associates of Arts students who attend a program at the college is at or above 75%.	0% of the students completed the program who were solely admitted to the AA program  <b>Benchmark not met</b>	Continue to monitor	0% of the students completed the program who were solely admitted to the AA program  <b>Benchmark not met</b>  Consider revising the AA to be more compatible with the Missouri Core 42.

**Program Specific Outcomes-BSN – 2 year program**

	<b>Benchmark</b>	<b>Data Analysis (2018 data)</b>	<b>Action Recommended (for Year 2019)</b>	<b>Feedback Loop* (2019 data) (complete January 2020)</b>
<b>Retention</b>	Data from Program Assessment Reports Indicates that the retention rate for the <u>two year</u> BSN nursing students at the college is at or above 75%.	No students enrolled for the 2 year BSN program.  N/A	Continue to monitor	100% 4/4 retention rate for the <u>two year</u> BSN nursing students.  Benchmark met
<b>Completion</b>	Data from Program Assessment Reports indicates that the overall completion rate of BSN students for the <u>two year program</u> who attend a program at the college is at or above 75%.	N/A	Continue to monitor	No data to report.

**Program Specific Outcomes- Accelerated 1yr BSN**

	<b>Benchmark</b>	<b>Data Analysis (2018 data)</b>	<b>Action Recommended (for Year 2019)</b>	<b>Feedback Loop* (2019 data) (complete January 2020)</b>
<b>Completion</b>	Data from Program Assessment Reports indicates that the overall completion	50% completion rate for the BSN program. 4 started and 2 graduated	Continue to monitor	100% 2/2 completion rate for the BSN program. 2 started

	rate of BSN students who attend a program at the college is at or above 75%.	<b>Benchmark not met</b>		and 2 graduated for May 2019  <b>Benchmark met</b>
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**Program Specific Outcomes- Surgical Technology – Certificate**

	<b>Benchmark</b>	<b>Data Analysis (2018 data)</b>	<b>Action Recommended (for Year 2019)</b>	<b>Feedback Loop* (2019 data) (complete January 2020)</b>
<b>Completion</b>	Data from Program Assessment Reports indicates that the overall completion rate of Surgical Technology students who attend a program at the college is at or above 75%.	89% completion rate for the 2017-2018 class.  <b>Benchmark met</b>	Continue to monitor	60% completion rate for the ST one year program. 3/5 students completed 1 student returned for the 2019-2020 school year  <b>Benchmark not met</b>
<b>Certification Pass Rate</b>	80% of surgical technology students at the college pass their certification examinations.	75% passed certification exam (6/8 passed)  <b>Benchmark not met</b>	The two students that did not pass were already admitted to the program before the new admission requirements were put into place.	33% pass certification 1/3 students 1 student will take again and count toward first time exam, due to ARCSTSA. <b>Benchmark not met</b>

**Program Specific Outcomes- Medical Laboratory Scientist – Certificate**

	<b>Benchmark</b>	<b>Data Analysis (2018 data)</b>	<b>Action Recommended (for Year 2019)</b>	<b>Feedback Loop* (2019 data) (complete January 2020)</b>

<b>Completion</b>	Data from Program Assessment Reports indicates that the overall completion rate of Medical Laboratory Science students who attend a program at the college is at or above 75%.	85% completion rate for May and December graduates 7 started and 6 graduated <b>Benchmark met</b>	Continue to monitor	87% 7/8 currently <b>Benchmark met</b>
<b>Certification Pass Rate</b>	75% of medical laboratory science students at the college pass their certification examinations within 1 year.	80% pass rate for May Graduates. (4/5) <b>Benchmark met</b>		85% 6/7 currently Complete May 2020 <b>Benchmark met</b>

**Co-Curricular Programs**

	<b>Benchmark</b>	<b>Data Analysis (2018 data)</b>	<b>Action Recommended (for Year 2019)</b>	<b>Feedback Loop* (2019 data) (complete January 2020)</b>
<b>*NSNA</b> <b>*STUCO</b> <b>**Honor Society</b> <b>*Academic Success</b>	20% of student body will participate in a College provided Co-Curricular Program.		A question was added to the graduation application to assess which Co-Curricular activity they took part in and how it impacted them.  Continue to monitor	College overall results: 63% students took part in an activity with 66% had a positive impact 57 answer survey questions 36 students took part in some sort of activity 24 students stated yes the activity had a positive impact <b>Benchmark met</b>
	50% of students from each Co-Curricular program will indicate the Co-Curricular program impacted them significantly. This data will be obtained with the <b>Co-Curricular Program Assessment Survey.</b>	Limited data: Academic success survey results: 7 surveys received and 4 stated showed significant impact 57% results <b>Benchmark met</b>		

**Recommended editing or changes for next year:**

Will need to change the likert scale working on the benchmark for changes to likert scale on student opinion surveys.

Look at data for co-curricular and define where that is surveyed on this form.

