




Online Assessment Tracking Database



Sam Houston State University (SHSU)
2014 - 2015

Nursing, School Of

Goal **Employment Within The Field** 
 Employment as a registered nurse following graduation

Objective (P) **Student Employment** 
 Students will seek and successfully find employment within the nursing profession.

**KPI
Performance
Indicator** **Senior Exit Survey** 
 In the senior exit survey administered immediately prior to graduation, students will indicate they have been offered a nursing job
 70% of students will have been offered a nursing job.

Result **Employment Of Spring 2015 Grads**  
 As of May 2015, the upcoming graduates said the following:

Have you applied for a job or internship?

Yes: 100% (33)

No: 0% (0)

Have you interviewed for a job or internship?

Yes: 81.82% (27)


No: 18.18% (6)





Have you been offered a job as a graduate nurse?

Yes: 69.69% (23)

No: 30.30% (10)

There are no actions for this objective.

Goal **Graduation Rate For Nursing Students** 
 The Department of Nursing will successfully graduate its students.

Objective (P)	On-Time Graduation Rate  Students who graduate within 36 months of the date they were admitted to the nursing program will be considered "on-time" graduates consistent with the THECB policies.
KPI Performance Indicator	Percent Of On-time Graduates  70% or greater of the nursing students will graduate "on-time." On-time is defined as 36 months from the date they were admitted to the nursing program measured during the 12th day of the students' first semester.
Result	Graduation Rate For Nursing Students  Based on information in our Proect Concert database, we have the following graduation rates: Cohort 1: 100% Cohort 2: 91.67% Cohort 3: 84.38% Cohort 4: 85% Cohort 5: 86.48% Cohort 5 has a few members who failed a course and have moved back one cohort. If they graduate within 36 months from the start of the program, the graduation rate could move as high as 89.18%
Action	Actions  With the implementation of our resource coach we have seen improvements in the graduation rate over the past 3 cohorts. All cohorts have met our KPI of 70%. With that in mind, we will continue to emphasize the importance of our resource coach as a tool that the students can use to maximize their potential for graduating.

Previous Cycle's "Plan for Continuous Improvement"

Obtaining data after a student graduates is extremely difficult. Because students often do not accept jobs, or even get offered jobs until after graduation, gathering this data prior to graduation will always result in low numbers. We can attempt contacting students about a month following graduation by phone. This will be our plan for this next year.

In terms of graduating students on time, this is largely determined by the quality of incoming students. Our pool of potential students has grown each admission cycle from 25 in 2011 to 171 in spring of 2014. The mean admission GPA has steadily climbed from approximately 3.3 to 3.58. A second factor in assisting students to graduate on time is remediation, tutoring and study helps during a course. In January, 2014 a full-time Resource Coach was added to our staff just for this purpose. She is a master's prepared nurse with over 30 years of experience.

Please detail the elements of your previous "Plan for Continuous Improvement" that were implemented. If elements were not implemented please explain why, along with any contextual challenges you may have faced that prevented their implementation.

Contacting Alumni continues to prove to be difficult as their address and phone numbers may change after they graduate. Even so, alumni may not respond to emails. We have made an attempt to begin connecting with our students via social media (Facebook and LinkedIn) in an attempts to maintian contact with them so that we can gain insight as to their employment.

Graduation rates have steadily increased since cohort 3 graudated. Students are actively using the resource coach (Forstine Morris).

Plan for Continuous Improvement - Please detail your plan for improvement that you have developed based on what you learned from your 2014 - 2015 Cycle Findings.

Gathering alumni information is extremely difficult, Hoever, we have begun working with the Alumni office to get information on our graduates that will help us locate students. This will ensure that we have the most up to date information on our students after they graduate.

However, we expect that there are a large number of students who will not respond to our contact attempts and it is even possible that the Alumni office does not have the most up to date information. We have begun, and will continue, employing social media to get the latest information on our students, and we would like to use social media to engage our alumni in networking, ongoing discussion and mentoring for our newly graduating students.

Surveys administered through Lime Survey have had a very encouraging response rate prior to student graduation. We will continue to gather as much information from students prior to graduation as possible through Lime Survey. We have been gathering their latest contact e-mail so that we can contact them after graduation.

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