

**Assessment of IUPUI Principles of Undergraduate Learning  
As related to the BSN Program Outcomes**

**CRITICAL THINKING (BSN outcome=critical thinker)**

<b>Performance Measures</b>	<b>Benchmarks/Performance Expectations</b>	<b>Findings May 2005</b>	<b>Findings May 2006</b>	<b>Findings May 2007</b>	<b>Decisions/Actions</b>
Capstone evaluation (score negotiated among clinical preceptors, students, and faculty)	4.5 or above on a 5.0 scale	4.82 on a 5.0 scale	4.79 on a 5.0 scale	4.78 on a 5.0 scale	Graduates performing above established benchmark for the last three cycles. Faculty continue to implement teaching pedagogies that promote critical thinking for undergraduate students both in the classroom and in clinical experiences. Continue to incorporate critical thinking into new student orientation and as part of the academic skills enhancement series. Goal of the BSN Curriculum Committee for 2007-2008 academic year is to continue to build the concept of evidence-based practice into teaching experiences
EBI Survey results Core Knowledge. Includes Dec/May graduates)	Graduate means at or above national mean and at or above select schools' means	EBI Core Knowledge mean (5.27) lower than 5 of 6 select schools (5.45) and lower than mean of all institutions. (5.54) Response rate 94% (N=200)	EBI Core Knowledge mean (5.17) lower than 5 of 6 select schools (5.44) and lower than mean of all institutions (5.58) Response rate 82% (165 of 200)	EBI Core Knowledge mean (5.31) lower than 4 of 6 select schools (5.41) and lower than mean of all institutions (5.56) Response rate 96% (176 of 183)	The comparison schools were adjusted based on population characteristics for 2006-2007. However results are still below 4 of 6 comparison schools. This measure however is inconsistent with graduate performance on NCLEX
Rubric for critical thinking constructed from the IUPUI Alumni surveys	4.0 or above on a 5.0 scale (3.0=medium ability) (5.0=high ability)		Alumni felt most able to think critically and analytically (4.58) 2005 Alumni Survey (2003-04 graduates)	Alumni surveys will not go out until fall 2007  Based on the 2005 published Continuing Student Survey – 56 students responded over all with 51	Given concerns with response rates the alumni survey has been shortened and redesigned in an effort to increase response rate.

<b>Performance Measures</b>	<b>Benchmarks/Performance Expectations</b>	<b>Findings May 2005</b>	<b>Findings May 2006</b>	<b>Findings May 2007</b>	<b>Decisions/Actions</b>
				(91.07%) indicating medium to high when asked their current ability at IUPUI regarding thinking critically and analytically.	
ATI RN Comprehensive –	Benchmark: Strength 70% or >			Graduates (May 07) scored 63.99% on critical thinking section of ATI – Below benchmark	Findings forwarded to the undergraduate curriculum committee. Need to monitor trend

**CORE COMMUNICATIONS and QUANTITATIVE SKILLS (BSN outcome=effective communicator)**

<b>Performance Measures</b>	<b>Benchmarks/Performance Expectations</b>	<b>Findings May 2005</b>	<b>Findings May 2006</b>	<b>Findings May 2007</b>	<b>Decisions/Actions</b>
Capstone evaluation (score negotiated among clinical preceptors, students, and faculty)	4.5 or above on a 5.0 scale	4.89 on a 5.0 scale	4.91 on a 5.0 scale	4.90 on a 5.0 scale	This measure continues to be above benchmark. However faculty are working with students on writing skills across courses in the major as this continues to be a challenge for students.
EBI Survey results Core Competency. (Includes Dec/May graduates)	Graduate means at or above national mean and at or above select schools' means	EBI Core Competency mean (5.53) lower than 5 of 6 select schools (5.71) and lower than all institution data (5.78) Response rate 94% (N=200)	EBI Core Competency mean (5.35) lower than all select schools (5.82) and lower than mean of all institutions (5.83)	EBI Core Competency mean (5.46) lower than 4 of 6 select schools (5.78) and lower than mean of all institutions (5.88)	This information goes to the BSN Curriculum committee annually for consideration.
Rubric for communications constructed from the IUPUI Alumni surveys	4.0 or above on a 5.0 scale (3.0= medium ability) (5.0=high ability)		Based on a 5.0 scale alumni from this period (2003-04) feel least adequate in preparing for a presentation (4.0) and most able to read and understand (4.51) and work with others to problem solve (4.36)	Alumni survey has been postponed until Fall 2007  Based on the 2005 published Continuing Student Survey – 56 students responded over all with 56 (100%) indicating medium to high when asked their current ability at IUPUI regarding	2006-2007 Faculty examined the B230 Communication course looking to make this course more relevant to students

<b>Performance Measures</b>	<b>Benchmarks/Performance Expectations</b>	<b>Findings May 2005</b>	<b>Findings May 2006</b>	<b>Findings May 2007</b>	<b>Decisions/Actions</b>
				writing clearly and effectively. 54 (96.43%) indicated medium to high when asked their current ability at IUUI regarding speaking clearly and effectively..	
ATI RN Comprehensive –	Benchmark: Strength 70% or >			Graduates (May 07) scored 67.8% on effective communicator portion of ATI. Below benchmark	Findings forwarded to the undergraduate curriculum committee. Need to monitor trend

## INTEGRATION AND APPLICATION OF KNOWLEDGE (BSN outcome=competent care provider)

<b>Performance Measures</b>	<b>Benchmarks/Performance Expectations</b>	<b>Findings May 2005</b>	<b>Findings May 2006</b>	<b>Findings May 2007</b>	<b>Decisions/Actions</b>
Capstone evaluation (negotiated along clinical preceptors, students, and faculty)	Competent care provider =4.5 or above on a 5.0 scale Responsible care manager=4.5 or above on a 5.0 scale	Competent care provider = 4.84 Care manager = 4.76	Competent care provider = 4.80 Care manager – 4.80	Competent care provider – 4.80 Care manager – 4.70	This assessment factor continues to be high and is consistent with graduates having secured positions in the workforce prior to graduation as a measure of recognized competence.
EBI Survey results Technical Skills (Dec/May graduates)	Graduate means at or above national mean and at or above select schools' means	EBI Fulfill expectations mean (4.49) lower than 4 of 6 select schools (4.75) and lower than all institution data (4.77) Technical skills mean (5.86) lower than 4 of 6 select schools (5.97) and lower than all institution data (5.89) Response rate 94% (N=200)	EBI Fulfill expectation mean (3.95) lower than all 6 select schools (4.84) and lower than mean for all institutions (4.79) Technical skills mean (5.65) lower than all 6 select schools (5.99) and lower than mean for all institutions (5.94) Response rate 82% (165 out of 200)	EBI Fulfill expectation mean (4.32) lower than 5 of 6 select schools (4.62) and lower than mean for all institutions (4.90) Technical skills mean (5.77) higher than 3 of 6 select schools (5.85) and lower than mean for all institutions (5.96) Response rate 96% (176 of 183)	These results are inconsistent with the IUPUI graduate results. EBI consistently generates means that are lower than selected comparison schools. These results are also inconsistent with an increasing NCLEX pass rate over the last three years.
Rubric for knowledge of discipline constructed from the IUPUI Alumni surveys	4.0 or above on a 5.0 scale (3.0= medium ability) (5.0=high ability)			Alumni survey has been postponed until Fall 2007	
ATI RN Comprehensive –	Benchmark: Strength 70% or >			Graduates (May 07) scored 66.08% on “cognitive” portion of ATI; same group of graduates scored 66.06% on “nursing process” portion of ATI; group scored 61.5% on “therapeutic nursing interventions” portion of ATI. All are below benchmark.	Findings forwarded to the undergraduate curriculum committee. Need to monitor trend
Employer survey	90% agreement that graduate are competent care providers	Data collected through focus discussion with members of the			Simulations are continuing to be introduced into the clinical learning aspects throughout the curriculum

<b>Performance Measures</b>	<b>Benchmarks/Performance Expectations</b>	<b>Findings May 2005</b>	<b>Findings May 2006</b>	<b>Findings May 2007</b>	<b>Decisions/Actions</b>
		IUSON community Clinical Agency Group			through funding opportunities. Evaluation of these simulation experiences demonstrate that students do perceive simulations as an opportunity to integrate knowledge with skills and focus on their critical problem solving skills.

**INTELLECTUAL DEPTH, BREADTH, AND ADAPTIVENESS (BSN outcome=competent care provider)**

<b>Performance Measures</b>	<b>Benchmarks/Performance Expectations</b>	<b>Findings May 2005</b>	<b>Findings May 2006</b>	<b>Findings May 2007</b>	<b>Decisions/Actions</b>
Annual RN-CLEX state report of pass rates	Meet or exceed the national pass rate as required by the state of Indiana Meet or exceed an 85% annual pass rate for first-time test takers	Annual pass rate from 1/1/04 through 12/31/04 was 87.55%. This is above benchmark.	Annual pass rate from 1/1/05 through 12/31/05 was 93.12%. This is above benchmark.	Annual pass rate from 1/1/06 through 12/31/06 was 97.605% This is above benchmark.	No actions warranted at this time—continue to monitor.
EBI Exit Survey Satisfaction & Recommendation (Dec/May graduates)	Graduate means at or above national mean and at or above select schools' means	EBI Satisfaction mean (4.51) lower than 4 of select schools (4.72) and lower than all institutional data (4.60) EBI Recommendation mean (4.51) lower than 5 of select schools (4.78) and lower than all institutional data (4.78) Response rate 94% (N=200)	EBI Satisfaction mean (3.95) is lower than all 6 select schools (4.84) and lower than mean for all institutions (4.79) EBI Recommendation mean (3.88) lower than all 6 select schools (4.99) and lower than mean for all institutions (4.84) Response rate 82%. (165 of 200)	EBI Satisfaction mean (4.34) lower than 5 of 6 select schools (4.66) and lower than mean for all institutions (4.87) EBI Recommendation mean (4.34) lower than 5 of 6 select schools (4.83) and lower than mean for all institutions ((4.96) Response rate 96% (176 of 183)	Again, these data are not consistent with NCLEX performance or ATI testing on the achievement test
Alumni Survey	Agree on a “strongly agree to strongly disagree” scale <ul style="list-style-type: none"> <li>Satisfaction with abilities and skills</li> <li>Satisfaction with support facilities</li> <li>Prepared for the future</li> </ul>	Data too inconclusive to report due to poor response rate	Poor response rate so results not considered helpful	Alumni survey has been postponed until Fall 2007	Based on poor response rates the alumni survey has been revised and the process revamped in an attempt to increase response rates and make this assessment

<b>Performance Measures</b>	<b>Benchmarks/Performance Expectations</b>	<b>Findings May 2005</b>	<b>Findings May 2006</b>	<b>Findings May 2007</b>	<b>Decisions/Actions</b>
	<ul style="list-style-type: none"> <li>Meet program outcomes</li> </ul>				mechanism more valid
EBI Nursing Exit Survey  Overall Satisfaction & recommend to friend (Dec/May graduates)	Graduate means at or above national mean and at or above select schools' means	94% rate of respond (N=200) Graduates rate satisfaction (4.75) lower than 4 of 6 comparison schools	82% rate of response (165 of 200) Graduate rated satisfaction lower than both national average and average of comparison schools. The average for "recommending nursing program to a friend" was 3.88 which again was below national and comparison school averages.	96% rate of response (176 of 183) graduates rated satisfaction lower than both national average and average of comparison schools. The average for "recommending nursing program to a friend" was 4.34 which again was below national and comparison school averages.	The associate dean for undergraduate programs has instituted a something in hopes of increasing student satisfaction—need to fill in more here++++.
ATI RN Comprehensive –	Benchmark: Strength 70% or >			Graduates (May 07) scored 66.08% on "cognitive" portion of ATI; same group of graduates scored 66.06% on "nursing process" portion of ATI; group scored 61.5% on "therapeutic nursing interventions" portion of ATI. All are below benchmark.	Findings forwarded to the undergraduate curriculum committee. Need to monitor trend
SON graduation data base	85% class graduation rate and 90% overall graduation rate	75 graduated either on track (52) or one semester earlier than projected (23). 13 are on track to graduate within 6 months of proposed graduation date, 5 are on track to graduate within one year of proposed graduation date. 102 students admitted with 93 graduating/expected to graduate.	119 graduated on track; 13 are on track to graduate within 6 months of proposed graduation date, 3 are on track to graduate within one year of proposed graduation date. 154 students admitted with 136 expecting to graduate	193 started the program during the Sp 04 and F04 142 (73.6%), graduated on time; 14 (7.2%)	Faculty implemented a revised admission policy for fall 2007 in an effort to both further diversify the student body and to retain this diversification to graduation. The impact of change will need to be monitored to determine if this impacts student retention and decreases absolute attrition.
Attrition records	10% or less attrition for personal reasons and a 5% attrition for	8.8% - 9 out of 102. Of the 9 – 4 dropped	11% - 18 out of 154. Of the 18, 14	193 started the program during the	Current data indicates that we are close to

<b>Performance Measures</b>	<b>Benchmarks/Performance Expectations</b>	<b>Findings May 2005</b>	<b>Findings May 2006</b>	<b>Findings May 2007</b>	<b>Decisions/Actions</b>
	academic performance	out in good standing, 1 transferred to another major, 3 students transferred to another IU campus for nursing, and 1 student failed out of nursing courses.	dropped out in good standing, 1 student never started nursing courses, and 3 students failed out of the program.	Sp 04 and F04 142 (73.6%), graduated on time; 14 (7.2%) graduated 3-6 months post anticipated graduation date; 15 (7.8%) still in the nursing program; 12 (6.2%) dropped out in good standing; and 10 (5.2%) failed out of the nursing program	benchmarks. The student success initiatives have been a 2006-2008 focus for the Director of Diversity and have as noted by the 5% fail rate effective. This fail rate is consistent with the potential for academic success demonstrated by the academic success of those admitted to the program.

**UNDERSTANDING SOCIETY AND CULTURE (BSN outcome=culturally competent person)**

<b>Performance Measures</b>	<b>Benchmarks/Performance Expectations</b>	<b>Findings May 2005</b>	<b>Findings May 2006</b>	<b>Findings May 2007</b>	<b>Decisions/Actions</b>
Capstone evaluation	Culturally competent=4.5 or above on a 5.0 scale	4.88 on a 5.0 scale	4.84 on a 5.0 scale	4.78 on a 5.0 scale	Need to continue to focus on issues of diversity across the curriculum. Beginning with the 2006 academic year diversity has been a major focus of IUPUI and the School of Nursing is seen as a leader in the strategies that have been implemented in the school to increase students' ability to provide culturally sensitive nursing care.
EBI Nursing Survey Professional Values (Dec/May graduates)	Graduate means at or above national mean and at or above select schools' means	EBI Professional Value mean (6.05) lower than 4 of 7 select schools (6.13) and lower than all institution mean (6.11) Culturally competent care mean (6.03) lower than 4 of select schools (5.98 mean) and higher than all institution data (6.01)	EBI Professional Value mean (5.83) lower than 5 of 6 select schools (6.10) and lower than all institution mean (6.15) Culturally competent care mean (5.84) lower than 3 of 6 select schools (5.83) and lower than all institution mean (6.05)	EBI Professional value mean (5.83) was lower than 5 of 6 select schools (6.09) and equal to the 6 <sup>th</sup> and lower than all institutions mean (6.18) Culturally competent mean (5.79) lower than 4 of 6 select schools (5.86) and lower than all institution mean (6.08)	The Director of Diversity continues to offer programs throughout the academic year that expose students to different cultural beliefs and behaviors that shape global health care issues.

**VALUES AND ETHICS (BSN outcomes=conscientious practitioner and a professional role model)**

<b>Performance Measures</b>	<b>Benchmarks/Performance Expectations</b>	<b>Findings May 2005</b>	<b>Findings May 2006</b>	<b>Findings May 2007</b>	<b>Decisions/Actions</b>
Capstone evaluation	Conscientious practitioner and professional role model=4.5 or above on a 5.0 scale		Group aggregate mean for role model = 4.93	4.96 on a 5.0 scale	Significant faculty work has gone into strengthening learning experiences for students in the ethics course and the relation of ethics and values to the practice of nurses.

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