

**EXECUTIVE SUMMARY FOR THE
BACHELOR OF SCIENCE IN NURSING
COLUMBUS STATE UNIVERSITY**

Major Findings of the Program's Quality and Productivity

The Bachelor of Science in Nursing program has an overall rating of above average for program quality using the rubric for Comprehensive Program Review (CPR). Several indicators in this rubric received high ratings from all three review teams. These include the program's *Quality of Service* and *Quality of Faculty & Students Achievements* indicators which positively contributed to the overall quality of the program. One indicator receiving below average score is *Quality of Research & Scholarship* due to the lack of publications and presentations for the seventeen full-time faculty.

Through the same analysis, it was also determined that the Bachelor of Science in Nursing program had an overall rating of above average for program productivity. Top rated indicators included *Enrollment in Program for Past Five Years* and *Degrees Awarded Over Past Five Years*. These ratings are significant and are due to the challenges the program has with recruiting and retaining qualified faculty to maintain the increase in student enrollment. These challenges reflect a national nursing faculty shortage affecting nursing programs across the state, region, and nation.

The overall rating for the quality and productivity of the BSN program is above average.

List of Recommendations for Improving Program Quality

The SON recommends these action steps to improve the overall program's quality. Priority attention will be given to strategies that promote faculty development and scholarship.

1. Increase the number of doctorally prepared faculty in the program
 - a. Twenty-two percent of faculty held a doctorate by Fall 2011
 - b. Thirty-three percent of faculty held a doctorate by Fall 2012
 - c. Forty percent of faculty will hold a doctorate or have made significant progress toward the terminal degree by Fall 2013
2. Continue financial or workload support for faculty enrolled in doctoral programs or engaged in research
3. Continue financial support for faculty presentations at regional, state, national, and international conferences
4. Continue support for grant writing and publishing to include using CSU Faculty Development Grants
5. Expand the School of Nursing mentoring program

List of Recommendations for Improving Program Productivity

The School of Nursing recommends the following action steps to improve the overall program's productivity:

1. Continue Student Success initiatives to include activities that focus on retaining at-risk students to include remediation, electronic study resources, and faculty-to-student mentoring
2. Implement use of an online program to aggregate student data to evaluate program outcomes
3. Create a fact book using student data as a resource for the College of Education and Health Professions and Columbus State University

Conclusion about the Program's Viability at CSU

The Bachelor of Science in Nursing program received an overall rating of above average on viability using the CPR rubric. This rating is demonstrated by increased enrollment, retention, and graduation rates of undergraduate nursing students. Plans are in place to continue efforts in supporting retention, progression and graduation rates.

1. One of largest majors at CSU
2. Number of qualified applicants outnumber space availability in the program
3. Highly respected in community for producing well-prepared graduates
4. One hundred percent of our graduates are employed within 6 months of graduation

Program Improvement Plan

The Bachelor of Science in Nursing program scored an above average overall rating for quality and productivity. However, one indicator received a below average score in *Quality of Research and Scholarship* due to the lack of publications and presentations for the 17 full time faculty. The plan for improvement will include the following:

- Full time nursing faculty members are making great improvement in their professional presentations. However, improvement is needed in other areas of scholarship; such as professional publications and grant writing.
- Full time nursing faculty will continue to apply for CSU Faculty Development Grants as well as COEHP faculty grants to help support grant writing and publishing.

Four additional recommendations for improvement include:

- Continue to recruit faculty with an earned doctorate.
- Continue to improve the School of Nursing Fact book by including more trend and RPG analyses for both online and face-to-face programs.
- Collect analyze, and report the School of Nursing freshman retention rates. Even though the number of qualified applicants outnumber space availability in the program, the freshmen retention rates are important for state funding purposes.

- Send Graduate and Employer Surveys. Collect, analyze, and report results.

The rating of above average for overall program quality, productivity, and viability, provide support for the recommendation to enhance or expand the Bachelor of Science in Nursing program.

Summary Recommendation and Supporting Rationale

The recommendation to enhance or expand the Bachelor of Science in Nursing program is based on the above average rating for overall program quality, productivity, and viability. This recommendation is supported by the continued increase in the number of pre-nursing majors, high RPG rates (once the students are admitted into the nursing program), high percentage of NCLEX pass rate, and the ability to graduate individuals who contribute to the solution of Georgia's need for quality nurses prepared at the baccalaureate level.