

University of Louisville School of Nursing

EVALUATION PLAN

10/16/20

The University of Louisville (UofL) School of Nursing Evaluation Plan encompasses regional higher education (SACSCOC) and national nursing (CCNE) accreditation standards, in addition to the university and school's strategic plans.

1. Institutional evaluation in alignment with Southern Association of Colleges and Schools accreditation includes program and student learning outcomes and effectiveness.
2. Professional evaluation in alignment with CCNE Accreditation Standards and Key Elements and Kentucky Board of Nursing (KBN) requirements.
3. University of Louisville's 2019-22 Strategic Plan is organized around the concept that the university will be a great place to learn, work, and invest. <https://my.louisville.edu/strategic-plan>. The School of Nursing Strategic Plan aligns with the University of Louisville's Strategic Plan.

The mission of the School of Nursing is to role model professional excellence *and* to educate professional nurses who are prepared to achieve distinction in: 1) leadership, 2) innovation, 3) practice, 4) research/ scholarship, 5) engagement, and 6) service to meet the evolving health needs of a diverse society.

MISSION, GOVERNANCE, RESOURCES

Element of Evaluation	CCNE Alignment	Data and Supporting Documentation (with Timeline for Data Collection Where Appropriate)	Responsible Parties	Timeline for Review of Data
SON Mission, Values, Goals, Bylaws, Personnel Document	Standard I: A, B, C, E	<ul style="list-style-type: none"> • UofL Strategic Plan • SON Strategic Plan • Professional Nursing Standards and Guidelines • KBN and Kentucky Regulations • AACN Essentials • NTF Criteria • SON Communities of Interest 	Dean, Associate Deans, Faculty Org, BSN/MSN and DAAC Academic Affairs Committees	Every Five Years or as needed (next review 2021) Bylaws (reviewed 2020) Strategic Plan (reviewed 2020)

Element of Evaluation	CCNE Alignment	Data and Supporting Documentation (with Timeline for Data Collection Where Appropriate)	Responsible Parties	Timeline for Review of Data
SON Evaluation Plan	Standard I: A, B, C, F Standard II: A, B, C, D, E, F, G Standard III: A, J Standard IV: A, H, J	<ul style="list-style-type: none"> • CCNE Standards • KBN and Kentucky Regulations • University Effectiveness Guidelines and Requirements 	Dean, Associate Deans, Faculty Org	Every Five Years (reviewed 2020)
SON Policies	Standard I: F, G Standard II: F	<ul style="list-style-type: none"> • <i>The Redbook</i> and other Institutional Policies • Undergraduate and Graduate Policies • Student Code of Conduct • SON Personnel Policy • SON Clinical Placement Policy and other SON Academic and Non-Academic Policies • Institutional and SON Complaint Policies 	Fac Org, Associate Deans, Office of Student Services, BSN/MSN and Doctoral Academic Affairs Committees, Faculty Affairs Committee	Annual Rotation, and as needed

Element of Evaluation	CCNE Alignment	Data and Supporting Documentation (with Timeline for Data Collection Where Appropriate)	Responsible Parties	Timeline for Review of Data
<p>Fiscal and Physical Resources</p> <p>Fiscal includes:</p> <ul style="list-style-type: none"> • Budget (II-B) • Adequacy of Personnel (II-B) • II-E (faculty to student ratio, preparation of faculty, currency of licensure, etc., clinical expertise, certification; practice <p>Physical includes:</p> <ul style="list-style-type: none"> • Space and facilities • Faculty and staff workspace, classrooms, meeting areas • Equipment and supplies • Teaching-learning materials • Clinical simulation 	Standard II: A, B, E	<ul style="list-style-type: none"> • UofL Budget process (Annually) • UofL and SON Strategic Plan • Dean Reports to Provost (Annually) • SON Strategic Plan (Annually, Monthly) • SON Clinical Planning and Review (each Semester) • Faculty-Staff Resource Needs 	UofL President, UofL Provost, UofL Office of Finance and Administration, Dean, Associate Deans, Assistant Deans, Director of Finance, Development Officer	Annually, Monthly, and as needed
Technology	Standard II: B	<ul style="list-style-type: none"> • Review of Website https://louisville.edu/nursing • Sufficiency of Technology Resources • Budgeting Process 	Dean, Associate Deans, IT, Assistant Deans, Faculty, Staff	Annually, and ongoing as needed
<p>Academic Support</p> <p>Includes</p> <ul style="list-style-type: none"> • Libraries • Technology • Distance Education support • Research Support 	Standard II: B, C	<ul style="list-style-type: none"> • UofL and Kornhauser Libraries Survey Data • Delphi Center for Teaching & Learning Resources • REACH • OSS Annual Report 	Provost, Dean of Libraries, Dean of SON, Associate Dean for AAUE, University Libraries Advisory Board SON Assistant Dean of Student Services, SON Faculty	Annually, biennially, and ongoing

Element of Evaluation	CCNE Alignment	Data and Supporting Documentation (with Timeline for Data Collection Where Appropriate)	Responsible Parties	Timeline for Review of Data
<ul style="list-style-type: none"> Admission and Advising Services Cardinal Confidence Other 				
Accuracy of Webpage, Documents, and Publications	Standard I: H	<ul style="list-style-type: none"> UG and GRAD Catalogs (Spring) Documents related to Recruitment, Admission, Progression, Retention (Spring) Program Handbooks (Spring and as needed) SON and Program Webpages (ongoing) https://louisville.edu/nursing Blackboard (each semester) 	Associate Dean for Academic Programs, OSS, Program Directors, BSN/MSN and DAAC Academic Affairs Committees Director of Technology	Annually, Semi-annually, and ongoing

FACULTY

Element of Evaluation	CCNE Alignment	Data and Supporting Documentation (with Timeline for Data Collection Where Appropriate)	Responsible Parties	Timeline for Review of Data
Chief Nurse Administrator	Standard II: D	<ul style="list-style-type: none"> Review of Credentials on hiring Performance Evaluation Five-year Decanal Review 	UofL Provost Executive VP for Health Affairs SON Faculty, Staff, and Students	Upon Hiring, Annually, and Every 5 years
Faculty Outcomes (teaching and teaching effectiveness, service, scholarship, and research)	Standard I: D Standard II: G Standard III: G, J Standard IV: G, H	<ul style="list-style-type: none"> Faculty Outcomes Survey Blue Evals Roll-over Reports (student course evaluations for teaching-learning practices) SON Research Office Reports Summary of Goals and Annual Faculty Performance Reviews Faculty Awards and Accomplishments Research Development and Outcomes (publications, presentations, funding) 	Dean, Associate Deans, APT Committee, Faculty Affairs Committee, Faculty Org	Annually, for calendar year (January)

Element of Evaluation	CCNE Alignment	Data and Supporting Documentation (with Timeline for Data Collection Where Appropriate)	Responsible Parties	Timeline for Review of Data
		<ul style="list-style-type: none"> Professional Development Opportunities Faculty Affairs Annual Report 		
Faculty Effectiveness	Standard I: D	<ul style="list-style-type: none"> Annual Work Plans Annual Performance Reviews APT Reviews 	Dean, Associate Deans, APT Committee, Faculty Affairs Committee	Annually
Faculty Academic and Experiential Preparation	Standard II: E	<ul style="list-style-type: none"> Application, CV, references Faculty Search Process/Procedures Faculty Personnel Records Annual Performance Reviews APT Committee Procedures Licensure, Certification, and other regular checks 	UofL Provost, UofL Office of Faculty Affairs, UofL Executive VP for Health Affairs, Dean, Associate Dean for Faculty Affairs, Associate Dean for AAUE, Associate Dean for Practice & Service, APT Standing Committee, Faculty Affairs Committee, Faculty	Annually, and as needed

PROGRAM EFFECTIVENESS

❖ Program Outcomes

Element of Evaluation	CCNE Alignment	Data and Supporting Documentation (with Timeline for Data Collection Where Appropriate)	Responsible Parties	Timeline for Review of Data
Program Outcome: <u>Completion Rates</u>	Standard IV: B, F	<ul style="list-style-type: none"> OSS Completion Data KBN Annual and Benchmark Reports AACN Reports 	Associate Dean for AAUE, Office of Student Services, Program Directors	Each semester, and annually
Program Outcome: <u>NCLEX Pass Rates (Kentucky Board of Nursing)</u>	Standard IV: C	<ul style="list-style-type: none"> KBN Annual and Benchmark Reports AACN Reports (Annually) 	Associate Dean AA-UE, Prelicensure Directors	Fall and Spring
Program Outcome: <u>Certification Pass Rates (Certification)</u>	Standard IV: D	<ul style="list-style-type: none"> AACN Reports 	Associate Dean AA-UE, MEPN and DNP Director	Each semester

Element of Evaluation	CCNE Alignment	Data and Supporting Documentation (with Timeline for Data Collection Where Appropriate)	Responsible Parties	Timeline for Review of Data
Program Outcome: <u>Employment Rates</u>	Standard IV: E	<ul style="list-style-type: none"> • SON Grad Card Survey (at graduation) • SON Programs' Grad Survey data (post grad) • NP Follow-up Employment Survey (6 months-1-year post grad) 	Associate Dean AA-UE/Program Directors, BSN and MEPN Faculty	Each Semester
Program Outcome: <u>Expected Student Learning Outcomes</u>	Standard III: I Standard IV: I, J	<ul style="list-style-type: none"> • SLO Reports (Annually, November) • Employer Survey (Biannually) • Student Course Evaluations (each semester) • Institutional Effectiveness UG and GRAD Surveys (Student Perception Surveys [annually], Recent Grad/Alumni Surveys [every 3 years]) 	OAPA/OIE Associate Dean AA-UE, Academic Affairs Committees, Program Directors, Program Faculty	Annually (November)

❖ Program Curriculum and Effectiveness

Element of Evaluation	CCNE Alignment	Data and Supporting Documentation (with Timeline for Data Collection Where Appropriate)	Responsible Parties	Timeline for Review of Data
Curriculum (all programs)	Standard III: A, B, C, D, E, F, G, H, I, J Standard IV: F	<ul style="list-style-type: none"> • Five-Year Curriculum Review • Program Annual Reports (May) • Course Reports (Annually) • Completion, NCLEX Licensure, Certification rates, Employment Survey data (annually) • Student Learning Outcomes Reports (annually) • Mid Program Survey (MEPN—Third Semester; DNP—Early-mid Fourth Semester) • Employer Surveys (biannually—even years) • Institutional Effectiveness Survey Reports (SPS, Senior Surveys, Alumni Surveys) (each semester, annually, and every 2-3 years) 	Associate Dean for AA-UE, Program Directors, Faculty, BSN/MSN and Doctoral Academic Affairs Committees, Instructional Technology Specialist	Annually, and ongoing as needed Five-Year Curriculum Review <ul style="list-style-type: none"> • BSN-L-O 2017-2022 • RN-BSN 2018-2023 • MEPN 2019-2024 • DNP 2017-2022 • Post-Graduate APRN Certificate 2020-2025

Element of Evaluation	CCNE Alignment	Data and Supporting Documentation (with Timeline for Data Collection Where Appropriate)	Responsible Parties	Timeline for Review of Data
		<ul style="list-style-type: none"> • Student Course Evaluations (each semester) • UofL General Education, Admission, UG, GRAD, and Other UofL Requirements and Policies • Programs of Study • CCNE, AACN, KBN, Professional Nursing Standards and Guidelines • Qualifying didactic and clinical evaluations, Portfolios 		
Clinical Sites and Preceptors	Standard II: B, F	<ul style="list-style-type: none"> • Clinical Placement Policy • CCNE, KBN, NTF, and other professional nursing guidelines • Preceptor and clinical sites student and faculty evaluations (end of each semester) • Preceptor Handbooks (revised annually) • List of Preceptors with Qualifications (each semester) • List of Clinical Sites with addresses • Archive of Clinical Sites MOAs 	Dean, Associate Deans, Clinical Placement Coordinator, Program Directors, Course Coordinators	Annually, each semester, and as needed