Appendix 1-A.1

Northern New Mexico College

RN to BSN Aggregate Program Outcomes

**Aggregate Faculty Outcomes (CCNE Standard IV-G)**

|  |  |  |
| --- | --- | --- |
| Academic Year | Expected Outcomes | Actual Outcomes |
| 2019-2020 | 1. 75% of faculty will achieve AHNCC Holistic Nurse Certification 2. 75% of faculty will achieve online certification (either CNM Certificate of Online Teaching and Learning, Quality Matters, or other certification) 3. 100% of full-time faculty score satisfactory or above in the areas of teaching effectiveness; student advisement; college, public, and community service; and mastery of discipline, professional development, and creative activity. 4. 100% of adjunct faculty/part-time faculty ‘meet expectations’ for adjunct faculty outcomes in the areas of institutional expectations for adjunct faculty and RN to BSN Program expectations for adjunct faculty. | 1. 25% of faculty have achieved Holistic nurse certification. 2. 50% of faculty have Earned the CNM Online Teaching and Learning certificate. 25% of faculty have another form of online certification. (total 75%)50% of faculty are in the process of completing the certificate program. 3. 100% of full-time faculty scored satisfactory or above in the areas of teaching effectiveness; student advisement; college, public, and community service; and mastery of discipline, professional development, and creative activity for AY 2019 & 2020. 4. NA. Currently the program does not have any adjunct faculty teaching. |
| 2020-2021 | Same as above | 1. 50% of faculty have achieved Holistic nurse certification. 2. 100% of faculty have Earned the CNM Online Teaching and Learning certificate. 3. 100% of full-time faculty scored satisfactory or above in the areas of teaching effectiveness; student advisement; college, public, and community service; and mastery of discipline, professional development, and creative activity for AY 2020 & 2021. 4. NA. Currently the program does not have any adjunct faculty teaching. |
| 2021-2022 | Same as above | 1. 75% of faculty have achieved Holistic nurse certification. 2. 100% of faculty have Earned the CNM Online Teaching and Learning certificate. 3. 100% of full-time faculty scored satisfactory or above in the areas of teaching effectiveness; student advisement; college, public, and community service; and mastery of discipline, professional development, and creative activity for AY 2020 & 2021. 4. NA. Currently the program does not have any adjunct faculty teaching. |
| 2022-2023 | 1) 75% of faculty will achieve AHNCC Holistic Nurse Certification  2) 75% of faculty will achieve online certification (either CNM Certificate of Online Teaching and Learning, Quality Matters, or other certification)  3) 100% of full-time faculty score satisfactory or above in the areas of teaching effectiveness; student advisement; college, public, and community service; and mastery of discipline, professional development, and creative activity.  4) 100% of adjunct faculty ‘meet expectations’ for adjunct faculty outcomes in the areas of institutional expectations for adjunct faculty and RN to BSN Program expectations for adjunct faculty. | 1. 100% of faculty have achieved Holistic Nurse certification. 2. 100% of faculty have Earned the CNM Online Teaching and Learning certificate. 3. 100% of full-time faculty scored satisfactory or above in the areas of teaching effectiveness; student advisement; college, public, and community service; and mastery of discipline, professional development, and creative activity for AY 2020 & 2021. 4. NA. Currently the program does not have any adjunct faculty teaching. |
| 2023-2024 |  |  |

**Program Completion Rates**

**CCNE Standard IV-B:** Program completion rates demonstrate program effectiveness

**Program Benchmark:**

The completion rate is 70% or higher for the most recent calendar year (January 1-December 31) when excluding students who have identified factors such as family obligations, relocation, financial barriers, and decisions to change major or to transfer to another institution of higher institution. The goal is program completion within a 3-year time frame.

**Formula for calculating completion rate:** Number of students admitted in a calendar year (January 1-December 31) who complete the program within 3 years divided by the total number of students admitted in a calendar year (excluding non-academic withdrawals). The “n” number can change depending upon the number of non-academic withdrawals.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Calendar year of program completion/  graduation | Year of admission | # of students admitted in calendar year | Overall completion rate | Number of students who did not complete for academic reasons | # of students who did not complete for family obligations, financial, relocation, transfer, or change in major (non-academic reasons) | Program completion rate (excluding family obligations, financial, relocation, transfer, or change in major) | Benchmark met? |
| 2020 | 2017 | 8 | 75% (6/8) | 1 | 1 (relocation out of the country) | 6/7=85.7% | Yes |
| 2021 | 2018 | 7 | 2/7=28.57% | 3 | 2 (Personal/family obligations) | 2/5=40% | No |
| 2022 | 2019 | 1 | 1=100% |  |  | 1/1=100% | Yes |
| 2023 | 2020 | 10 | \*9/10=90% | 0 | 1 (personal/family) | 9/9=100% | Yes |
| 2024 | 2021 | 11 | Pending | 1 | 3 (personal/family) | Pending |  |
| 2025 | 2022 | 11 | Pending | 1 | 2 (personal/family) | Pending |  |
| 2026 | 2023 | 7 | Pending |  |  |  |  |

\*All students who started the program in AY 2020 have either completed the program or withdrawn from the program, which is why the program has already calculated the program completion rate for 2023.

**Employment Rates (CCNE Standard IV-E)**

|  |  |  |
| --- | --- | --- |
| Calendar year of graduation | Expected Outcomes | Actual Outcome |
| 2021 | 70% of program students/graduates are employed as a RN at the time of program completion. | 100% Employment rate |
| 2020 | Same as above | 100% Employment rate |
| 2021 | Same as above | 100% Employment rate |
| 2022 | Same as above | 100% Employment rate |
| 2023 | Same as above | 100% Employment rate |

**Program Satisfaction**

|  |  |  |
| --- | --- | --- |
| Calendar Year of graduation | Expected outcome:  (Student satisfaction at the time of program completion. Question in End of Program Survey) | Actual Outcome |
| 2018 | 80% of students are satisfied with the quality of education received at NNMC in the RN to BSN Program | 100% agree |
| 2019 | Same as above | 100% agree |
| 2020 | Same as above | 100% agree |
| 2021 | Same as above | 100% agree |
| 2022 | Same as above | 100% agree |
| 2023 | Same as above | 100% agree |

**Student achievement of Program Student Learning Outcomes (PSLOs) in NURS 4480 Integral Nursing Capstone Course**

|  |  |  |
| --- | --- | --- |
| Calendar Year of graduation | Expected Outcome | Actual Outcome |
| 2018 | Student Portfolio  **Benchmark:** 80% of students will score a grade of 80% or higher on the assignment grading rubric. | 100% |
| 2019 | Same as above | 100% |
| 2020 | Same as above | 100% |
| 2021 | Same as above | 66.66% Not met |
| 2022 | Same as above | 80% |
| 2023 | Same as above | ¾=75%. Benchmark not met. |

**Tri-annual comprehensive curriculum analysis**

|  |  |  |
| --- | --- | --- |
| Calendar Year | Expected Outcome | Actual Outcomes |
| Fall 2020 | An in-depth curriculum analysis is done every three years. | Completed 12/8/20 |
| Spring 2022 | Curriculum Review of the new *Essentials* started | Started spring 2022 |
| Fall 2023 | Curriculum Review of the new *Essentials* in progress | In progress |
|  |  |  |
|  |  |  |

**Program Review**

|  |  |  |
| --- | --- | --- |
| Calendar Year | Expected Outcome | Actual Outcomes |
| 2018 | Program Review completed every 3 years | Program Review completed |
| 2021 |  | Progress report update submitted |
| Spring 2022 | Program Review completed every 7 years (new college policy. New cycle started) | Program Review completed. |
|  |  |  |

American Holistic Nurses Credentialing Corporation Endorsement

|  |  |  |
| --- | --- | --- |
| Calendar Year | Expected Outcome | Actual Outcome |
| 2019 | The program will regain AHNCC Endorsement as a holistic nursing education program within 2 years. | AHNCC Endorsement 2021 |
| 2021 |  | The Program was awarded AHNCC “endorsement” as a holistic nursing program. |