

**UW-Madison School of Nursing
Assessment Report
2006-2007**

1. Updated Assessment Plan

Please see attached assessment plan for the UW-Madison School of Nursing. The School will implement a Preceptor Survey aimed at improving the teaching experience for nurse preceptors. We plan to assess factors which influence preceptor satisfaction and learner outcomes such as preparation for precepting, communication with faculty and staff, and the clinical, cultural, and professional competence of students. The results of the survey will be used to improve processes for selection, preparation, and evaluation of preceptors, and ultimately to enhance preceptor satisfaction and competence and the learning experiences of our students. We intend to present the data to the Undergraduate Program Committee and Graduate Program Committee whose members are responsible for analyzing assessment data and identifying appropriate actions. Funding for development and implementation of the Preceptor Survey was approved in June 2007.

2.and 3. Assessment Activities 2006-2007

Progress toward the assessment goals identified for 2006-2007 are summarized first; other assessment activities related to individual programs are then summarized.

Continue to review undergraduate and graduate student survey data

In the summer of 2006 staff from the Academic Programs Office prepared reports summarizing undergraduate and graduate program assessment data. The reports were organized to address each of the criteria in the School of Nursing Assessment Plan and included information on applicant profiles, retention and graduation data, patterns of employment, attainment of credentials, continued education and professional and public service leadership, and programs satisfaction. A new assessment tool used in May 2006 was the exit survey for master's program graduates developed through a partnership with the American Association of Colleges of Nursing (AACN) and Educational Benchmarking, Inc. (EBI). Surveys were distributed to students who graduated in December 2005, May 2006, and August 2006. The summary reports were reviewed and discussed by the undergraduate and graduate curriculum committees. Recommendations for further consideration and review for the graduate program include review of the curriculum for fiscal management and managed care content, and addressing student concern regarding more clinical time in more varied practice settings. Recommendations for further consideration and review for the undergraduate program include the development and implementation of NCLEX preparation materials, and continued student concern for more varied clinical placements.

Review entrance criteria for MS program, including GRE requirement

A subcommittee of the graduate curriculum committee reviewed the current admission requirements for the School of Nursing as well as the requirements for peer schools of nursing in Wisconsin and across the nation. Several changes were recommended to standardize the review process, provide more information on applicants, and align ourselves with other graduate programs in nursing. The recommendations were approved by the graduate curriculum committee and faculty and will be in effect for the fall 2008 admission class.

Establish progression guidelines for Early Entry PhD Option students

The School of Nursing approved an Early Entry PhD Option in 2002 and first admitted students in the fall of 2003. The option is designed for undergraduate nursing students interested in pursuing academic research careers. Advisors for students in this option identified the need for progression guidelines to assist in program planning and monitoring student progress. The progression guidelines were developed by a subcommittee of the undergraduate and graduate curriculum committees. The guidelines identify course work and other experiential requirements (participation in a research group, submitting an application for research funding, presenting research findings, etc) that are expected of students in this option. The guidelines were reviewed and approved by the two curriculum committee and faculty and will be used by advisors to review student progress on an annual basis.

Continue to develop and assess career services activities

In the fall and spring of 2006-07 a series of resume and interviewing skills workshops were developed for undergraduate and graduate nursing students. Positive feedback from students indicated that they found the workshops, along with the newly created career resource area in the student lounge, to be useful in planning for and understanding the type of work environment in which they may practice. In the fall of 2006 a "Session on the Academic Job Search" was offered to doctoral students for the first time. The session focused on how to find, obtain, and retain academic positions.

UNDERGRADUATE PROGRAMS

Baccalaureate Program (BS)

A subcommittee of the Undergraduate Program Committee (UPC) continued to review the curriculum. Informatics and genomic content was integrated into the first and second year of the undergraduate nursing program. N522: End of Life was also integrated into the curriculum and made available to senior and graduate students in the spring of 2007. UPC plans to review syllabi and consider reintegrating nursing-oriented ethnic studies into the curriculum, as well as assess where and how patient safety is taught in the curriculum.

The School of Nursing, in an effort to address the UW-Madison strategic plan for more global studies, offered for the first time in the Spring of 2007 a three-week practicum in Taxco, Mexico for nursing students fluent in conversational Spanish. Eight students accompanied the clinical course instructor who initiated the project. The course meets the objectives of the required Community Health Clinical

We continue to assess undergraduate student performance by monitoring NCLEX results. Students successfully passed the NCLEX at a pass rate of 93% in 2005. This is above the national pass rate. Despite a high pass rate, students and faculty have requested that NCLEX web-based practice sites and study materials be made available to students. The School of Nursing, in collaboration with staff from the Ebling Library and the UW Bookstore, will review NCLEX resources.

Collaborative Nursing Program (RN to BS)

The statewide Collaborative Nursing Program, now called BSN@Home, continues to successfully provide baccalaureate courses to registered nursing students. UW-Madison has graduated 107 of the 556 total graduates from the program. Enrollment in the program continues to increase. The program uses a common course evaluation; which is used in each course each

semester. The evaluation of course content and method of delivery are extremely positive and the data collected are shared with all institutions to help guide program decisions.

GRADUATE PROGRAMS

Masters Program

The Graduate Program Committee (GPC) reviewed data regarding increased enrollment in the online courses. The committee decided not to cap masters enrollment for the present time, but work toward ways to address the issues that have developed as a result of the increase.

PhD Program

GPC reviewed and approved three new doctoral courses as part of the curriculum revision. The courses are:

- N803: Advanced Research Design and Methods I
- N804: Advanced Research Design and Methods II
- N818: Patient-centered Research

The School of Nursing participated in the National Research Council's 2006 Assessment of Doctoral Programs. This survey is considered to be the standard for quality assessment of doctoral education and is done every 10 years.

4. Academic Assessment Activities for 2006-2007.

- Continue to review undergraduate and graduate student survey data
- Conduct Preceptor Survey at the undergraduate and graduate levels
- Implement results of Employer Assessment Survey
- Continue to develop and assess career services activities
- Begin data collection/discussion for CCNE self study preparation

UW-MADISON SCHOOL OF NURSING EMPLOYER SATISFACTION SURVEY

The UW-Madison School of Nursing Survey of Employer Satisfaction with Bachelor and Master of Science Graduates was conducted by the University of Wisconsin Survey Center (UWSC) and analyzed by Jeffrey Henriques of the School of Nursing Research Design and Statistics Unit. The following is a summary of the project. Copies of the surveys are also attached.

Sample Description

The UW-Madison School of Nursing Survey of Employer Satisfaction with Bachelor and Master of Science Graduates was conducted by the University of Wisconsin Survey Center. The goal of this project was to collect a self-administered questionnaire from Nursing Directors and Clinic Managers at hospitals and clinics around the state of Wisconsin to obtain their assessment of the quality of recent UW-Madison School of Nursing graduates. In addition we wanted to learn about their satisfaction with the performance of the graduates as employees. The original sample included 236 potential hospitals and clinics from all over the state of Wisconsin. During the field period we learned that many supervisors are unsure of where their staff were trained, and the human resources staff may or may not track that information. Finding suitable respondents for the survey required that we be flexible in protocol as we learned more about the many different structures in place in Wisconsin health care institutions. More information about the sample is included below in the description of survey procedures, as the sample pool was refined during the actual survey field period.

Survey Instrument

Survey respondents were asked to rate School of Nursing graduates on 12 dimensions using a 5 point scale ranging from "1" indicating very poorly prepared and "5" indicating very well prepared. The skills/dimensions assessed included critical thinking, practice level, understanding of diverse individuals, establish therapeutic relationships, knowledge to improve nursing practice, team work and interdisciplinary relationships, leadership, research, professional behavior, effects of health care financing, and comparison of graduates.

Survey Procedures

The survey design for this project consisted of three waves, as indicated below in the administration details. By the end of the third wave approximately 17% of the clinics and hospitals sent back a response. Over half of those wrote back indicating that they did not hire UW-Madison School of Nursing graduates, and the rest were completed surveys. At this time the School of Nursing staff and the UWSC project director began working on plans to try to improve participation in the survey. The School of Nursing staff contacted hospitals and clinics, and learned more about the complicated structure of the clinics and hospitals, and that many of the sites had a survey delivered to someone who could not actually complete it. After review of the original sample list the School of Nursing removed most clinics and very small hospitals that had not, to their knowledge, hired UW-Madison graduates. Once a more specific pool of respondents was identified the sample was refined to those who would be a better fit to answer the questionnaire. UWSC tracking and locating staff began calling these hospitals and working through hospital structures to identify and speak with the best person to complete the survey. In response to the phone calls, some of the sites requested a new survey and sent in a completed survey, and some of the hospitals completed the survey on the phone with the UWSC staff.

Survey Administration Details

Mailing 1 of survey packet	October 18, 2006
Postcard reminder	October 23, 2006
Mailing 2 of survey packet	November 29, 2006
Personal touch calling by UWSC tracking and locating staff began	February 6, 2007

Data collection was concluded in March of 2007. Completed surveys were obtained from 21 different communities in Wisconsin representing a mix of urban, rural, large and small sites across the state. For example, 25% of the communities represented had populations greater than

50,000, 20% had populations between 20,000-50,000. The majority of survey respondents were hospital settings. Of the 24 hospitals in the refined sample that employ 200 or more nurses, 54% responded to this survey.

Response Rate

The response rate was calculated by using the total number of hospitals and clinics that completed the survey divided by the total number of locations sent a survey after those locations that were confirmed ineligible had been removed from the calculation. The response rate was 26%.

Findings

Descriptive statistics were computed on the survey response data for graduates of the Bachelors and Masters programs separately. Means and standard deviations were computed on each item of the survey (see attached tables).

Graduates of the School of Nursing's Bachelor of Science program were rated as prepared or better on all of the dimensions assessed on the survey instrument. Graduates were rated highest on professional behaviors, their ability to work as members of a team and on their critical thinking and decision making abilities. In the open response portion of the survey, respondents also noted the strong background and understanding of community nursing. Graduates were rated lowest on their understanding of the effects of health care financing: Mean = 3.38, SD = .82, as rated on a 1-5 scale. When these institutions were asked to rate UW School of Nursing graduates relative to graduates of other nursing programs, they were rated as slightly more prepared than Bachelors of Science graduates from other programs: Mean = 2.15, SD = .44, as rated on a 1-3 scale. A consistent comment relating to areas in need of improvement amongst our graduates was mention of the need to improve time management skills.

Graduates of the UW School of Nursing Masters program were rated as well prepared or better on 8 of the 9 dimensions assessed on the survey. Graduates were rated highest on their ability to work as advanced practice nurses: Mean = 4.64, SD = .67, as rated on a 1-5 scale. These graduates were also highly rated on their professional behaviors, their ability to work as members of a team, their critical thinking and decision making abilities, their ability to establish therapeutic relationships, and their knowledge to improve nursing practice. Furthermore, respondents noted the exceptional leadership skills and the well-prepared research background of our Masters graduates. SON Masters of Science Graduates were rated lowest on their understanding of the effects of health care financing: Mean = 3.83, SD = 1.11, as rated on a 1-5 scale. When these institutions were asked to rate UW School of Nursing graduates relative to graduates of other nursing programs, they were rated as somewhat more prepared than Masters of Science graduates from other programs: Mean = 2.30 SD = .48, as rated on a 1-3 scale. A consistent comment relating to areas in need of improvement amongst our graduates was mention of the need to improve time management skills. Additionally, in the open response portion of the instrument, survey respondents mentioned a need for our students to be able to apply their theoretical knowledge to more practical management skills.

The results of the surveys will be used for program improvement. We intend to present the data to the Undergraduate Program Committee and Graduate Program Committee whose members are responsible for analyzing assessment data and identifying appropriate actions.