



**Middle Georgia
State University**

Title.

Middle Georgia State University Administrative Assessment

Instructions. This form is used to collect administrative assessments for each budgeted unit at Middle Georgia State University (academic and nonacademic units). Departments should include a brief mission statement (describing what they do and who they serve), goals the department or unit is working to accomplish (in a 5 year time frame. Your goals and objectives should be reported out individuals, linked to the plan imperatives and strategies, align with the measurable objectives from the previous year , and defined and measurable objectives for the upcoming year. This form should be completed by each budgeted unit no later than the end of July. NOTE: All fields are required, please place NA or O in response field ONLY if the numbered objective is not being utilized, otherwise full responses are required. Provide ALL necessary information requested to the fullest extent possible, such that a peer reviewer is not required to assume any information not provided. Utilize the provided assessment scoring rubric drafting guideline to evaluate your report prior to submission. https://www.mga.edu/institutional-research/docs/IEB_Administrative_Score_Card.pdf

****Please SUBMIT the form within 30 minutes of opening this page. If you wait too long to submit you may lose your work**** In the event that you need to edit your submission, you may contact the Faculty Affairs Manager to secure a custom link to edit and resubmit.

Q1. Submitters Email

teri.miller@mga.edu

Q2. Who is the person responsible for this report?

Teri Miller

Q3. For which year are you completing this report?

- ☐ FY 23 (July 2022-June 2023)
- ☐ FY 24 (July 2023-June 2024)
- ☒ FY 25 (July 2024-June 2025)

Q4. To which division of the University is your unit assigned?

- ☐ Office of the President
- ☐ Advancement
- ☒ Academic Affairs
- ☐ Fiscal Affairs
- ☐ Enrollment Management
- ☐ Student Affairs

Q5. For which department or area are you reporting? (Ex. Financial Aid, Library, OTR, Athletics, etc)

Respiratory Therapy and Health Science

Q6. The mission and goals of the department should be consistent over a 5 year period, although some institutional changes may necessitate and prompt a change in mission or goals for specific departments. In this section, report the mission statement for your department.

The mission of the Department of Respiratory Therapy and Health Science is to provide quality education that prepares competent health science and respiratory care professionals to serve our health care community. The overarching vision for the Department of Respiratory Therapy and Health Science at Middle Georgia State University is to be a regionally and nationally recognized respiratory therapy and health science programs of excellence by providing students with a first-class education which will prepare them to be actively engaged professionals through education, community service learning, and advanced practice.

Q7. What are the goals for this department? These should be the "big things" the department/area intends to accomplish within 5 years.

The Department of Respiratory Therapy and Health Science will: 1. Develop and implement a Bachelor of Science in Health Science degree. (Goal established for 2024) 2. The Department of Respiratory Therapy will maintain CoARC accreditation for its entry level program through meeting or surpassing CoARC Annual Report outcome thresholds. (Goal Met/Completed for 2021- Ongoing process) 3. Increase enrollment in its BS Bridge program. (Goal met and increasing) 4. Design and implement a high fidelity simulation program for integration within the entry-level program, incorporating interdisciplinary activities for students. (In process and developing- Extended to Neonatal. Plans in place for pediatric simulation) 5. Develop articulations agreements with RT technical colleges to facilitate smooth academic advanced degrees for RRTs. (Goal met for 2024- 2 new articulations developed with Coastal Pines and Columbus Tech. 6. The Department of Respiratory Therapy will increase its Entry-level program enrollment to at least 20 . (This goal was met for 2024) (Note, the goal for transitioning the BSRT Bridge program to accreditation is currently on hold for evaluation of benefits vs risk, as this transition will limit enrollment and necessitate curriculum changes and programmatic structure.)

0. Each year, every department should identify objectives the department hopes to accomplish in the next year. These should align with departmental goals and the MGA strategic plan. In the next section you will be reporting on the objectives you set and whether or not you achieved them in FY25. Later in the document you will report on objectives you hope to accomplish in the coming fiscal year, FY26.

8. Objective 1: What was this department's first objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.

1. The Department of Respiratory Therapy entry level graduates will achieve at least a 90% pass rate on the Therapist Multiple Choice (TMC) credentialing exam on their first attempt. (NBRC measure)

9. Objective 1: Detail specifically how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort, etc)

National Board for Respiratory Care (NBRC) & Commission on Accreditation for Respiratory Care (CoARC) measure from credentialing exam results.

10. Objective 1: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)

Target: At least 90% of graduates becoming credentialed on their first attempt.

11. Objective 1: Provide details for your target performance level established (i.e. accreditation requirement, past performance data, peer program review, etc)

Accreditation Assessment/past performance data

12. Objective 1: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)

100% of Spring 2024 graduates passed the TMC on their first attempt. 100% of 2025 graduates passed the TMC on their first attempt.

13. Objective 1: Did your department meet this objective?

- ☐ The department did not meet this objective.
- ☐ The department met this objective.
- ☒ The department exceeded this objective.

14. Objective 1: Improvement Plans and Evidence of changes based on an analysis of the results: What did your department learn from working toward this objective? What changes will you make based on this effort next year?

The department is pleased to see consistent strong results in this area. We will maintain our current initiatives.

15. Objective 2: What was this department's second objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.

2. The Department of Respiratory Therapy entry level graduates will achieve at least an 80% pass rate on their first attempt of the Clinical Simulation Exam (CSE). (NBRC measure)

16. Objective 2: Detail specifically how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort, etc)

NBRC measures of CSE Pass Rates on Annual Report

17. Objective 2: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)

Target: At least 80% of graduates becoming RRT credentialed on their first attempt.

18. Objective 2: Provide details for your target performance level established (i.e. accreditation requirement, past performance data, peer program review, etc)

Accreditation assessment and past performance data.

19. Objective 2: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)

The NBRC Annual School Summary demonstrates a 100% first time pass rate for the Clinical Simulation Exam (CSE) for 2024 graduates that were tested.

20. Objective 2: Did your department meet this objective?

- ☐ The department did not meet this objective.
- ☐ The department met this objective.
- ☒ The department exceeded this objective.

21. Objective 2: Improvement Plans and Evidence of changes based on an analysis of the results: What did your department learn from working toward this objective? What changes will you make based on this effort next year?

We will maintain our current processes and monitor student progress closely. No interventions required at this time.

22. Objective 3: What was this department's third objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.

3. The Department of Respiratory Therapy will graduate retain at least 70% of admitted Entry level students. (CoARC Measure)

23. Objective 3: Detail specifically how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort, etc)

CoARC measures through Annual Report.

24. Objective 3: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)

The Department of Respiratory Therapy will graduate and retain at least 70% of admitted Entry level students. (CoARC Measure)

25. Objective 3: Provide details for your target performance level established (i.e. accreditation requirement, past performance data, peer program review, etc)

Accreditation standard

26. Objective 3: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)

The 2025 CoARC annual report submitted for CoARC review indicates a 86% retention for the year assessed and a 3year average of 86% (CoARC standard measure). This is not confirmed yet via CoARC with the report under review.

27. Objective 3: Did your department meet this objective?

- ☐ The department did not meet this objective.
- ☐ The department met this objective.
- ☒ The department exceeded this objective.

28. Objective 3: Improvement Plans and Evidence of changes based on an analysis of the results: What did your department learn from working toward this objective? What changes will you make based on this effort next year?

We have worked diligently to retain our students. We have traditionally measured above the threshold, but close. While this year's retention is slightly below last years, the overall three year average has increased by 8%. We will continue to monitor and actively advise students with early interventions and one on one tutoring when needed. The department is investigating best practices which help with RT retention with movement in this area and implemented. Significant improvement in retention is noted to be on an upward trajectory.

29. Objective 4: What was this department's fourth objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.

4. The Department of Respiratory Therapy will prepare graduates who will demonstrate and overall employer satisfaction of exceeding 85%. (CoARC Measure)

30. Objective 4: Detail specifically how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort, etc)

CoARC surveys delivered through our Trajecsyst system to employers of our graduates.

31. Objective 4: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)

At least 85% of employers will be satisfied with our graduates.

32. Objective 4: Provide details for your target performance level established (i.e. accreditation requirement, past performance data, peer program review, etc)

Accreditation requirement

33. Objective 4: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)

100% of employers were satisfied with our graduates.

34. Objective 4: Did your department meet this objective?

- ☐ The department did not meet this objective.
- ☐ The department met this objective.

- ☒ The department exceeded this objective.

35. Objective 4: Improvement Plans and Evidence of changes based on an analysis of the results: What did your department learn from working toward this objective? What changes will you make based on this effort next year?

We continue to work with our clinical partners and potential graduate employers to assure our students received the preparation needed to become valued employees. This outcome is consistent for this program and department, and is one routinely measured by CoARC. We will add a new objective for 2025 targeting our Bachelor of Health Science program.

36. Based on your goals and objectives listed above please indicate their connection with MGA's Strategic Plan (https://www.mga.edu/about/strategic-plan/docs/Strategic_Plan_2023-2028.pdf) by checking all associated and relevant Strategies from the list below. (Check all the apply)

- ☒ Champion Student Success 1. Demonstrate standards of excellence in all academic programs
- ☒ Champion Student Success 2. Grow student engagement at all degree levels
- ☒ Champion Student Success 3. Expand enrollment and graduation
- ☒ Lead Innovation and Economic Opportunity 4. Ensure high-demand programs for workforce and career alignment
- ☒ Lead Innovation and Economic Opportunity 5. Use Center for Middle Georgia Studies to drive University outreach
- ☒ Lead Innovation and Economic Opportunity 6. Coordinate faculty scholarship and grant awards to build University reputation
- ☒ Build Culture and Identity 7. Plan, resource, and promote campus roles and identities
- ☐ Build Culture and Identity 8. Pursue great-place/college -to-work designation
- ☐ Build Culture and Identity 9. Promote culture of wellness throughout the MGA community
- ☐ Build Culture and Identity 10. Compete and win at the NCAA Division II level
- ☐ Sustain Fiscal Resilience and Brand Value 11. Apply data-driven accountability to all operations
- ☒ Sustain Fiscal Resilience and Brand Value 12. Maintain access, affordability and value for all students
- ☐ Sustain Fiscal Resilience and Brand Value 13. Grow and diversity streams of revenue

37. Please indicate which of the following actions you took as a result of the 2023/2024 Assessment Cycle (**prior cycle**) (Note: These actions are documented in reports, memos, emails, meeting minutes, or other directives within the reporting area)(Check all the apply)

- ☒ Disseminating/Discussing Assessment Results/Feedback to Appropriate Members of the Campus Community
- ☒ Disseminating/Discussing Assessment Results/Feedback to Appropriate External Stakeholders
- ☒ Faculty or Staff Support: Professional Development Activities, Trainings, Workshops, Technical Assistance
- ☒ Process Changes: Improve, Expand, Refine, Enhance, Discontinue, etc Operational Processes
- ☒ Request for Additional Financial or Human Resources
- ☐ Customer Service Changes: Communication, Services, etc
- ☒ Making Improvements to Teaching Approach, Course Design, Curriculum, Scheduling, other
- ☒ Evaluating and/or Revising the Reporting Lines Internal Assessment Processes

☐ Other

38. Please indicate which of the following actions you will take as a result of the 2024/2025 Assessment Cycle (**current cycle**) (Note: These actions must be documented in reports, memos, emails, meeting minutes, or other directives within the reporting area)(Check all the apply)

- ☒ Disseminating/Discussing Assessment Results/Feedback to Appropriate Members of the Campus Community
- ☒ Disseminating/Discussing Assessment Results/Feedback to Appropriate External Stakeholders
- ☒ Faculty or Staff Support: Professional Development Activities, Trainings, Workshops, Technical Assistance
- ☒ Process Changes: Improve, Expand, Refine, Enhance, Discontinue, etc Operational Processes
- ☐ Request for Additional Financial or Human Resources
- ☒ Customer Service Changes: Communication, Services, etc
- ☒ Making Improvements to Teaching Approach, Course Design, Curriculum, Scheduling, other
- ☒ Evaluating and/or Revising the Reporting Lines Internal Assessment Processes
- ☐ Other

39. Please provide a **comprehensive narrative** outlining how assessment results are utilized for continuous improvement in this field. Your narrative **should be of sufficient length and detail** to address the past, present, and future aspects of assessment, with specific emphasis on how these results inform decision-making and drive improvement efforts.

The Department of Respiratory Therapy works diligently to prepare graduates for the workforce who will add value to their employers. Our pass rates for RT credentialing exams have an overall trend well above national averages; however, we seek to continue to improve on these outcomes in order to elevate the level of our program. This year we were again recognized nationally for these outstanding credentialing outcomes. Recruitment to the program remains a key priority. In Fall 2024 we admitted 20 BSRT Entry-Level students. We currently have admitted 15 for Fall 2025. Our BSRT Bridge program has grown enrollment this year as well. Retention of our students is a key priority to address. We continue to work to identify best practices to strengthen this outcome which has shown improvement. As we move forward the next two years, we will carefully monitor these outcomes to assure quality is maintained, with continued attention to student retention. We are pleased that our graduates are prepared to practice and earn the credential. We have begun admitting students to our BS in Health Science degree, expanding health science opportunities to our Middle GA region. Marketing and recruitment of this program will be a priority. We will utilize the unique opportunities of community service learning and internship to profile these opportunities to the public and our students.

40. Please indicate (if appropriate) any local, state, or national initiatives (academic or otherwise) that are influential in the operations, or goals, and objectives of your unit. (Complete College Georgia, USG High Impact Practice Initiative, LEAP, USG Momentum Year, Low-Cost No-Cost Books, etc)

The National Board for Respiratory Care is the credentialing body for the profession of Respiratory Therapy and closely tied to our outcomes. The Commission on Accreditation for Respiratory Care is our accreditation body for our entry-level program. We have submitted our annual report for CoARC, as well as our 10 year self-study. It is currently under review, with an expected site visit planned within the next six months. We are currently deliberating the benefits the addition of accreditation for our Bridge/completion program, as there will be required changes and enrollment caps if we make this transition. We endeavor to incorporate activities associated with CCG, HIPS, and LEAP related to our programs. The development of internships for our BS Health Science degree will be a focus in the coming year, as well as the implementation of undergraduate research opportunities and service learning.

41. Please identify and detail three to four measurable objectives for the next fiscal year. In listing the objectives, please use the format shown in these examples. 1) The Department of X will improve services levels by 5% as measured by our satisfaction survey. 2) The department of X will provide training in ABC for at least 73 MGA faculty and staff.

1. The Department of Respiratory Therapy and Health Science RT Entry level graduates will achieve at least a 90% pass rate on the Therapist Multiple Choice (TMC) credentialing exam on their first attempt. (NBRC measure) 2. The Department of Respiratory Therapy and Health Science RT Entry level graduates will achieve at least an 80% pass rate on their first attempt of the Clinical Simulation Exam (CSE). (NBRC measure) 3. The Department of Respiratory Therapy and Health Science RT program will graduate retain at least 70% of admitted Entry level students. (CoARC Measure) 4. The Department of Respiratory Therapy and Health Science Health Science program will secure at least four (4) new internship MOUs for student placement.

42. Optional Mindset Update (Academic Deans ONLY) Please provide an update on the implementation of your school based mindset plan/strategy. Include any adjustments to metrics for the FY24 as well as outcomes associated with your appraisal of your schools activities.

Not a Dean- NA

43. Did you use any of the following resources to support your data collection, analysis, and planning efforts? Please check all that apply and/or list any others you utilized:

- ☒ MGA Dashboards
- ☒ USG Dashboards
- ☒ MGA Institutional Reports
- ☐ USG System-Level Reports
- ☒ MGA Internal Surveys
- ☐ USG-Administered Surveys
- ☒ Academic Program Reviews
- ☐ Strategic Planning Documents (MGA and/or USG)
- ☒ Enrollment Reports (term-over-term, year-over-year)
- ☒ Retention/Graduation/Success Rate Reprots
- ☒ Budget or Financial Reports
- ☒ Assessment Reports of Institutional Effectiveness Documents
- ☒ Faculty/Staff Workload Data
- ☐ Peer Institution Comparisons or Benchmarking Reports
- ☒ External Accreditor Data or Standards
- ☒ National or State Data Sets (IPEDS, NCES, Georgia Data System, etc.)
- ☐ Custom Data Requests (OIRDS or other offices)
- ☐ Other (please specify):

44. Optional: The following upload portal is available to supplement your report with supportive documentation should you wish to provide any (instruments, data, etc).

[Master-2024-CoARC-Report-on-Accreditation-2.15.25-ta-trs.pdf](#)

2.8MB

application/pdf