

BS Pre-Licensure BSN CPR Index (AY22-23)

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**Comprehensive Program Review**

**AY 2022 -2023**

**Institution:** Middle Georgia State University

**Academic Program:** BS Pre-License BSN

**College or School:** School of Health and Natural Sciences

**Department:** Nursing

**CIP Code:** 51380 I

**Date of Last Internal Review:** 3/2018

**Faculty Completing Report:** Donna Ingram

**Current Date:** 12/11/2022

**5 Year Enrollment by Campus and Graduation Trends**

**Enrollment**

<b>Campus</b>	<b>Fall 2018</b>	<b>Fall 2019</b>	<b>Fall 2020</b>	<b>Fall 2021</b>	<b>Fall 2022</b>	<b>SYR Growth</b>	<b>Fall 2018 compared to Fall 2022 only</b>
<b>Macon</b>	177	189	201	173	115	-10.2%	-35%
<b>Warner Robins</b>	143	149	151	140	131	-2.2%	-8%
<b>Dublin</b>					16	100%	100%
<b>Total</b>	320	338	352	313	262	-3.6%	-18%

**Graduates**

- For data consistency, the fiscal year is in which the degree was awarded. For examples, academic year 2019 includes degrees conferred in Summer 2018, Fall 2018, and Spring 2019.

<b>AY 2018</b>	<b>AY 2019</b>	<b>AY 2020</b>	<b>AY 2021</b>	<b>AY 2022</b>	<b>5 YR Growth</b>	<b>AY2018 compared to AY2022 only</b>
113	143	164	149	122	1.93%	8%

**Program purpose and mission**

The mission of the MGA Nursing Programs is to provide quality evidence-based nursing education to a diverse student population. The purpose of the nursing programs is to prepare culturally sensitive graduates who are committed to provide safe and effective nursing care through health promotion and disease prevention and are able to utilize clinical reasoning skills in the provision of care.

**Alignment of program mission with department, school, and institutional mission**

The Department of Nursing's mission is aligned with the School and Institutional mission by producing culturally sensitive graduates who are leaders in the region in their profession. Table I displays a comparison of the missions with common terms highlighted to show alignment.

Table I: Comparison of Missions (Institution, School, and Department)

Institution	School	Department
The mission of MGA is to educate and graduate inspired, <b>lifelong learners</b> whose scholarship and careers enhance the region through <b>professional leadership, innovative partnerships, and community engagement.</b>	The mission of the School of Health & Natural Sciences is to deliver <b>evidence-based health education</b> programs and to prepare ethical, humanistic, <b>culturally competent</b> graduates, ready to serve as <b>leaders</b> in our region's ever-changing <b>healthcare environment.</b>	The mission of the MGA Nursing Programs is to provide <b>quality evidence-based nursing education</b> to a diverse student population. The purpose of the nursing programs is to prepare <b>culturally sensitive</b> graduates who are committed to provide safe and effective nursing care through health promotion and disease prevention, and are able to utilize clinical reasoning skills in the provision of care.

**Program age, tracks, concentrations, etc.**

*Baccalaureate of Science in Nursing\** (2 options)

Pre-licensure Baccalaureate of Science in Nursing program (PLBSN), 4 semesters following completion of core, 120 total credit hours  
(60 general education hours) (60 nursing credit hours)

Locations:

Macon (Main campus)	Warner Robins (Branch campus)	Dublin (Branch Campus)
<a href="#">188 University Parkway</a>	<a href="#">101 University Boulevard</a>	<a href="#">1900 Bellevue Road</a>
Macon, GA 31206	Warner Robins, GA 31093	Dublin, GA

RN-BSN Completion Program, 3 semesters, 120 total credit hours (30 transferred hours, 60 general education hours, 30 nursing credit hours)

Location - 100% on line

**Accreditation information/status**

The Bachelor of Science in Nursing program at Middle Georgia State University is accredited by the: Accreditation Commission for Education in Nursing (ACEN)  
3390 Peachtree Road NE, Suite 1400 Atlanta, GA 30326  
(404) 975-5000

The most recent accreditation decision made by the ACEN Board of Commissioners for the Bachelor of Science in Nursing program is Continuing Accreditation. The next site visit will occur in Fall 2027.

View the public information disclosed by the ACEN regarding this program at <http://www.acenursing.com/accreditedprograms/programsearch.asp>

### Method(s) of delivery

The PLBSN is delivered 95% face-to-face and 5% hybrid.

### Changes since last review

The Department of Nursing (DON) has produced more graduates over the past 5 years and has materialized an 8% growth in the number of graduates from AY 2018 to AY 22. The DON has implemented several changes to support the growth of the number of graduates. The DON implemented new end-of-program student learning outcomes based on the six Quality and Safety Education for Nurses (QSEN) competencies in Fall 2018. The BSN EPSLOS are as follows:

### BSNEPSLOS

1. Synthesizes nursing that is patient-centered, caring, culturally sensitive and based on the physiological, psychosocial and spiritual needs of patients.
2. Collaborate with members of the inter-professional health care team to promote continuity of patient care and achievement of optimal outcomes.
3. Interprets best current evidence, expert opinion, and clinical expertise as a basis for nursing practice and clinical judgment.
4. Evaluates the development and implementation of quality improvement strategies to advance health care services.
5. Provide a safe environment for patients, self, and others.
6. Integrate information technology resources into the provision of patient care.
7. Practice nursing in a professional, ethical, and legal manner.
8. Use leadership skills in the delegation of safe, quality patient care.

These end-of-program student learning outcomes are assessed with a variety of assessments during the last two semesters of the program and are evaluated each summer during the institution's assessment cycle. The DON strengthened simulation experiences by adding a Simulation Coordinator as a role for undergraduate programs. This new role allowed for the expansion of simulation hours as well as faculty development and training. The DON has been tracking student data with admission and program completion. Realizing that at-risk-students those who have failed one nursing class in the program need additional support, a new role of a Nursing Program Success Coach was added to assist and advise at-risk-nursing students. Physical changes to the campus included renovations to the Dublin campus for classroom and laboratory spaces. A new cohort of PLBSN students were admitted and began in Fall 22. Several of the BSN faculty have received nursing education certifications, terminal degrees, and tenure and promotion since the last CPR providing strong consistent academic support for students. These faculty have made improvements within the curriculum to ensure rigor through review of test items and updating test items frequently.

**Benchmarks of progress**

The DON evaluates program outcomes for the BSN program with NCLEX pass rates, program completion, and job placement rates. The current expected levels of achievement are as follows:

*The program's most recent annual /icensure examination pass rate (NCLEX) will be at least 80% for all first-time test-takers during the same 12-month period (NCLEX Pass Rate).*

<b>Baccalaureate- Performance on Licensure Examination - Aggregated for Entire Program</b>		
<b>Expected Level of Achievement</b>	<b>Year</b>	<b>Licensure Examination Pass Rate</b>
"The program's most recent annual licensure examination pass rate will be at least 80% for all first-time test-takers during the same 12-month period."	2022	93.18%
Same as above	2021	81.38%
Same as above	2020	83.83%

*At least 72% of students who enter NURS 3001 will complete the nursing program within 4 semesters (on-time). (Program Completion)*

*\*Please note that on-time program completion is defined as completing the program in 4 semesters with the first nursing course NURS 3001. Program completion for 150% of time is 6 semesters).*

<b>Baccalaureate - Program Completion - Aggregated for the Entire Program</b>			
<b>Expected Level of Achievement</b>	<b>Entering Cohort</b>	<b>Program Completion Rate</b>	
"At least 72% of students who enter NURS 3001 and who enter the NURS 3100 will complete the nursing program within 4 semesters (on-time)."  Updated 8/21 to the new ACEN definition	2020	60.08% - on-time (4 semesters) 74.67% - 150% of the time (6 semesters)	
<b>Baccalaureate - Program Completion - Disaggregated by Program Option</b>			
<b>Expected Level of Achievement</b>	<b>Entering Cohort</b>	<b>Program Completion Rate</b>	
		<b>Pre-Licensure</b>	<b>RN-to-BSN</b>
"At least 72% of students who enter NURS 3001 will complete the nursing program within 4 semesters."  "At least 72% of students who enter the NURS 3100 will complete the nursing program within 4 semesters for the RN-to-BSN (online) option." Updated 8/21 to the new ACEN definition	2020	55.32% - on-time 72.58% - 150% of the time (tentative)	86.11% - on-time 86.11% - 150% of the time

95% of graduates responding will be employed as a professional nurse within 12 months of graduation (Job Placement)

Baccalaureate - Job Placement Rates - Aggregated for the Entire Program					
Expected Level of Achievement	Year	Total Number of Graduates	Total Number of Graduate Responses	Response Rate	Job Placement Rate
"95% of graduates responding will be employed as a professional nurse within 12 months of graduation."	2021	181	44	24%	100%

**Plans for action**

Based on the program data, the DON has focused on plans for action (PFA) for enrollment, retention, and NCLEX pass rates. The PFA for enrollment has included hosting monthly virtual information sessions for potential nursing students. The DON has also been visiting area high schools to provide information for the programs. This summer the DON will host a camp for high school students interested in health care. To address retention, the DON has applied for grant funding from the Georgia Healthcare Board of Healthcare Workforce. The funding would add additional tutors, increase the number of simulation experiences for clinical, and add an updated admissions software program to increase the efficiency of admitting students to the program. Lastly, the DON implemented an PFA to address the downward trend of the NCLEX scores for the past two years. The DON made improvement to testing items, added academic mindset activities, and increased the requirements for virtual NCLEX preparation materials. NCLEX scores have increased this past year and are above 90% for 2022.

**Shifting trends and market forces that may impact program demand**

The DON has experienced a decline in applications over the past year leading to a drop in enrollment. The DON BSN program can accept 100 students each fall and spring. The Admission's Committee accepts all qualified applicants who meet the requirements for admissions. The DON is not alone as many of our counterparts have had similar experiences that have led to non-renewal of faculty contracts and the inability to teach some program options this term. Fortunately, the DON has not had to utilize these measures and continues to maintain fall and spring admissions.

There are several trends and market forces that impact enrollment. There is currently a nursing shortage and graduates are working overtime to address the shortfall. Many of these graduates reveal the hardships and challenges via social media which shows nursing in an unpleasant light. The pandemic and stressful work conditions were also on display as several healthcare providers were on the frontlines and at exposure risk. The vaccine requirements for clinical facilities also presented an opportunity for students to rethink a career in nursing as some were opposed to receiving the vaccine and/or boosters. According to the CDC (2023), only 12.3% of Georgians 18 or older have received the Bivalent booster dose. It is difficult to get ahead of the misinformation that has fed the public opinion about nursing as a career. Additionally, Fort Valley State University will admit its first cohort of PLBSN students Fall 2023. This new program will provide competition for applicants.

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**USG Academic and Student Affairs Handbook 2.3.6 "consistent with efforts in institutional effectiveness and strategic planning, each USG institution shall develop procedures to evaluate the effectiveness of its academic programs to *address the quality, viability, and productivity of efforts in teaching and learning, scholarship, and service as appropriate to the institution's mission.* Institutional review of academic programs shall involve analysis of both quantitative and qualitative data, and institutions must demonstrate that they make judgments about the future of academic programs within a culture of evidence"**

## EB's Comprehensive Program Review Rubric and Evaluation

**Date Reviewed:**

**Program Reviewed: BS Pre-License BSN**

**Contextual Notes:** Summarize any demographic or environmental factors described in the introduction that might significantly impact assessment of the program

The pandemic affected this program (as it has many others) and it faces competition from new programs being established elsewhere; it remains generally consistent with the general area.

Area of Focus	Exemplary Area	Satisfactory Area	Area of Concern	No Evidence	Notes
Enrollment	<i>This program has significantly positive enrollment trends and robust credit hour production</i>	<i>This program has stable or moderately positive enrollment trends and healthy credit hour production</i>	<i>This program has negative enrollment trends and weak credit hour production</i>		
Graduation Trends USG benchmark:  <b>Bachelor's Degrees:</b> 10 graduates/year  Graduate, <b>Associate's or</b> <b>Certificates:</b> 5 graduates/year  <small>Programs falling under these benchmarks are designated as "low performing"</small>	The program has graduated between 122 and 164 students every year over the review period.  The program has materialized an 8% growth in the number of graduates from AV 2018 to AV 22; +1.8% including 2019-2021.	Although this program has seen a negative enrollment trend overall (-18% drop comparing 2018 and 2022 only), the credit production remains good (262 students enrolled over the 5 year review period) as does the graduation rate (1.93% growth).	The drop in enrollment especially on the Macon (-10%) and Warner Robins (-3.6%) campuses is a concern.		The addition of a new cohort in Dublin and relatively low (under 4%) drop in the Warner Robins program suggests the program will likely re-establish its pre-pandemic levels in the future.  The new nursing program at Fort Valley State will mean competition for potential students for this program, but the DoN is aware of this and taking counter-steps to raise awareness for our programs at MGA.



## **IEB's Comprehensive Program Review Rubric and Evaluation**

### **Program Strengths of Note:**

**Overall credit hour and graduations rates are good, and the program has been attentive to adding more support for students as well as continuing to advertise and promote itself. The initial cohort size in Dublin is encouraging as well, especially based on the relative campus size.**

**The licensure exam passing rates are good; a 12% jump from 2021 to 2022, and stable between 2020 and 2021. After some additional student support additions, NCLEX scores increased in 2021 and are above 90% for 2022**

**The job placement rates (based on a 24% survey return) is 100% for 2021.**

### **Areas of Concern:**

**The drop in enrollments for the Macon campus in particular but also Warner Robins may be largely pandemic related, but a five year overall drop of 18% is troubling.**

### **Other Comments:**

## IEB's Comprehensive Program Review Rubric and Evaluation

The program is aware of the challenges it is facing, including faculty and workplace shortages, and is planning for corrections and future possible trends.

## Comprehensive Program Review Report

**Academic Program Name:** BS Pre-License BSN

**College or School:** School of Health and Natural Sciences

**Department:** Nursing

**Date of Last Internal Review:** 3/1/2018

**Outcome of Previous Program Review (brief narrative statement, if applicable):** No comments were received by the Institutional Research division as a result of the 2018 review other than affirmation of the program's work.

**Current Date:** April 18, 2023

**Executive Summary:** *Provide a summary related to the academic program's quality, viability, and productivity of efforts in teaching and learning, scholarship, and service as appropriate to the institution's mission. If this is the initial review of the program address how the program is/is not meeting the enrollment and credit hour projects contained in the original program proposal. Include a statement of plans for action based on the overall categorical summation contained in the next section.*

This program continues to be very viable due to the exceptional productivity in the areas of teaching, learning, service, and scholarly activity. We acknowledge the concern about the decrease in enrollment trends and weak credit hour production which is attributed to the impact of the COVID-19 pandemic.

Even in the midst of significant issues relevant to enrollment, the BSN cohort of 2022 made a significant accomplishment by earning the second highest NCLEX pass rates in the state of Georgia.

### categorical Summation

Check any of the following to categorically describe action(s) the institution will take concerning this program.

#### XX Program MEETS Institution's Criteria

(J) Program is critical to the institutional mission and will be retained.

Program is critical to the institutional mission and is growing or a high demand field and thus will be enhanced.

#### Program DOES NOT MEET Institution's Criteria

Program will be placed on a monitoring status.

Program will undergo substantive curricular revisions.

Program will be deactivated.

Program will be voluntarily terminated.

Other (identify/add text):

Academic Dean Signature:

Dean of Graduate Studies Signature (when applicable):

*U-2-J*

Date: 4/18/2023

**Comprehensive Program Review Report**  
**Academic Program Name: BS Pre-Licensure BSN**  
**College or School: School of Health and Natural Sciences**  
**Department: Nursing**  
**CPR Review Schedule AY22-23**

**Provosts Response:**

The Bachelor of Science in Nursing Pre-Licensure BSN Degree at Middle Georgia State University (MGA) currently faces challenges in meeting enrollment and retention expectations, primarily attributed to the difficulties in securing qualified nursing applicants. Despite these challenges, the program has demonstrated noteworthy positive graduation expectations and boasts the second-highest NCLEX pass rate in the state, showcasing the academic excellence and preparedness of its graduates. As a critical component in MGA's clinical health sciences program portfolio, the Nursing Pre-Licensure BSN Degree remains integral to supporting MGA's mission and addressing strategic priorities in healthcare education. Recognizing the identified deficiencies in recruitment and retention, MGA is committed to undertaking additional strategic planning and reporting efforts to enhance these aspects and ensure the continued success and growth of the program.

**Categorical Summation**

Check any of the following to categorically describe action(s) the institution will take concerning this program.

Program MEETS Institution's Criteria

Program is critical to the institutional mission and will be retained. (Note: additional strategic planning and reporting efforts will be undertaken to address identified deficiencies in recruitment and retention)

Program is critical to the institutional mission and is growing or a high demand field and thus will be enhanced.

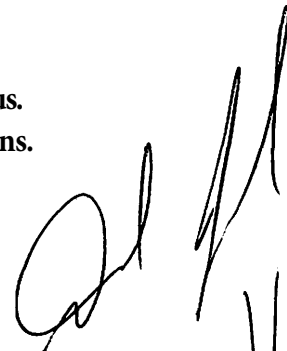
Program PARTIALLY MEETS Institution's Criteria and will be re-evaluated in

Program DOES NOT MEET Institution's Criteria

- Program will be placed on a 3 year monitoring status.
- Program will undergo substantive curricular revisions.
- Program will be deactivated.
- Program will be voluntarily terminated.
- Other (identify/add text):

Provost or VPAA Signature:

Date:

  
1/23/24