Middle Georgia State University

Comprehensive Program Review

AY 2022 - 2023

Institution: Middle Georgia State University

Academic Program: BS Nursing RN to BSN Completion

College or School: School of Health and Natural Sciences

Department: Nursing

CIP Code: 513801

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

Campus	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	SYR Growth	Fall 2018 compared to Fall 2022 only
Online	26	29	35	39	34	6.53%	20.51%
Off Campus							
Total	26	29	35	39	34	6.53%	20.51%

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.

AY 2018	AY 2019	AY 2020	AY 2021	AY 2022	5 YR Growth	AY2018 compared to AY2022 only
22	22	18	31	34	11.50%	55%

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

RN-BSN CPR Index (AY22-23)

- Department Chair Report
- IEB Review
- Academic Dean Response
- Provost Response

The Department of Nursing's mission is aligned with the School and Institutional mission by producing culturally sensitive graduates who are leaders in in the region in their profession. Table 1 displays a comparison of the missions with common terms highlighted to show alignment.

Table 1: Comparison of Missions (Institution, School, and Department)

Institution	School	Department
The mission of MGA is to educate and graduate inspired, **lifelong learners** whose scholarship and careers enhance the region through **professional leadership, innovative partnerships, and community engagement.**	The mission of the School of Health & Natural Sciences is to deliver **evidence-based health education** programs and to prepare ethical, humanistic, **culturally competent** graduates, ready to serve as **leaders** in our region's ever-changing **healthcare environment.**	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.

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)
1JO University Parkway   1JO University JLu)fvak.   19!0 ü dlevue Koa,l
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% online

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 RN-BSN is delivered 100% within two 8-week terms per semester. Admissions are both fall and spring.

Changes since last review

The DON has produced more graduates and 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.

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 entered into a consortium agreement with twelve USG institutions to collaborate with the RN-BSN program. The agreement required a change in curriculum as course offerings would now be offered with the other USG partners. The DON continues to admit students to the RN-BSN program. However, enrolled students will take classes with fellow colleagues across the state through e-major with 15 credits hours completed with MGA. Under this new structure, Dr. Josephine Kamera, assumed the lead role for the program and serves point of contact.

Benchmarks of progress

The DON evaluates program outcomes for the BSN program with PLNCLEX pass rates *(Does not apply to RN-BSN option),* program completion, and job placement rates. The current expected levels of achievement are as follows:

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

Baccalaureate - Performance on Licensure Examination - Aggregated for Entire Program			
Expected Level of Achievement	I Year	I	Licensure Examination Pass Rate

"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 the NURS 3197 will complete the nursing program within 4 semesters (on-time) &/or the RN-to-BSN (online) option (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).

Baccalaureate - Program Completion -Aggregated for the Entire Program		
Expected Level of Achievement	**Entering Cohort**	**Program Completion Rate**
"At least 72% of students who enter NURS 3001 and who enter the NURS 3197 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)

Baccalaureate -Program Completion - Disaggregated by Program Option			
Expected Level of Achievement	**Entering Cohort**	**Program Completion Rate**	
		Pre-Licensure	**RN-to-BSN**
"At least 72% of students who enter NURS 3001 will complete the nursing program within 4 semesters (on-time)." "At least 72% of students who enter the NURS 3197 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 (4 semesters)

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**	**Total Number of**	**Response Rate**	**Job Placement Rate**

		of Graduates	Graduate Responses		
"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 enrollment. The DON has realized enrollment growth and growth in the number of graduates. Recruitment consists of classroom visits with ASN students in their 3rd semester. Plans include exploring recruitment opportunities with Central Georgia Technical College. Over 75% of our RN-BSN graduates experience a role change or consider applying to graduate school within 12 months of graduation. Enrollment is increasing with the current enrollment at 39 students for spring 23.

Shifting trends and market forces that may impact program demand

The economy impacts the enrollment as nurses completing the RN-BSN option pay out of pocket unless employers contribute to education expenses. The employer requirements for nurses to have a bachelor's degree also impacts enrollment. Several USG schools have deactivated the RN-BSN program option due to low enrollment numbers. The consortium provides an opportunity for the option to remain viable for those seeking this credential at MGA.

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"

IEB's Comprehensive Program Review Rubric and Evaluation

Date Reviewed: 3/31/2023

Program Reviewed: BS Nursing RN to BSN Completion

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

Area of Focus	Exemplary Area	Satisfactory Area	Area of Concern	No Evidence	Notes
Enrollment	*This program has significantly positive enrollment trends and robust credit hour production*	*This program has stable or moderately positive enrollment trends and healthy credit hour production*	*This program has negative enrollment trends and weak credit hour production*		**Exemplary! This program has significant positive enrollment trends, with a slight dip during COVID.**
Graduation Trends **USG benchmark:** Bachelor's Degrees: **10 graduates/year** Graduate, Associate's or Certificates: 5 **graduates/year** Programs falling under these benchmarks are designated as •low performing-	*Three year rolling average greatly exceeds USG minimum benchmark for degrees conferred*	*Three year rolling average meets or exceeds USG minimum benchmark for degrees conferred*	*Three year rolling average does not meet USG minimum benchmark for degrees conferred; the program is "low performing" by USG definition*		**With a benchmark of 10, this program is currently at 34.** **Our subcommittee believes that this program is Exemplary. Please see Program Strengths of Note section below.**

IEB's Comprehensive Program Review Rubric and Evaluation

Program Strengths of Note: There are many! Just to name a few:

- Enrollment has increased by 30.77% from fall 2018 to fall 2022, and its number of graduates has increased 54.55% over the same period. Please note, we believe that Chair Ingram has a typo for her fall 2018 compared to fall 2022 only enrollment percent increase. She has 20.51%, while it is really 30.77%.
- The Department of Nursing (DON) has produced more graduates and 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.
- Chair Ingram has successfully focused on enrollment of the program. Recruitment consists of classroom visits with ASN students in their 3rd semester. Plans include exploring recruitment opportunities with Central Georgia Technical College. Over 75% of their RN-BSN graduates experience a role change or consider applying to graduate school within 12 months of graduation. Enrollment is increasing with the current enrollment at 39 students for spring 23.
- Licensure examination pass rates met their expected levels of achievement for the past three years, with a statistically significant increase between 2021 and 2022.

Areas of Concern: This is a minor critique. Although getting a 24% response rate of your 2021 graduates is a perfectly fine sample size, our subcommittee feels that more effort should be made to increase this percentage substantially, given that you are just seeking evidence of professional nurse employment within 12 months of graduating from our program.

Other Comments: Several USG schools have deactivated the RN-BSN program option due to low enrollment numbers. Therefore, MGA provides an opportunity for the option to remain viable for those seeking this credential.

Comprehensive Program Review Report

Academic Program Name: BS Nursing RN to BSN Completion

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.*

The RN to BSN program continues to be a very productive program. As of Fall 2022, Middle Georgia State University's RN to BSN program became a part of the eCampus collaborative initiated by the University System of Georgia (USG). This joint venture of 13 RN to BSN programs through an e-major initiative began in June 2021.

These students are already working as registered nurses and have passed the NCLEX; therefore, licensure pass rates are not applicable to this population of students.

As of Spring 2023, MGA had the 3rd largest enrollment of RN to BSN students in the collaborative. We will continue to market this program and promote our articulation agreement with the technical colleges.

categorical Summation

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

X Program MEETS Institution's Criteria

        DC 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):

Date: 4/19/2023

Provosts Response:

The Bachelor of Science in Nursing RN to BSN program at Middle Georgia State University (MGA) has successfully met enrollment and retention expectations, demonstrating resilience in the face of market challenges. In Fall 2022, MGA's RN to BSN program became an integral part of the eCampus collaborative initiated by the University System of Georgia (USG), joining forces with 13 other RN to BSN programs through an e-major initiative that commenced in June 2021. Notably, MGA attained the 3rd largest enrollment among participating institutions as of Spring 2023, a testament to the program's appeal and strategic marketing efforts. MGA remains committed to promoting the program through strategic marketing and articulation agreements with technical colleges, leveraging its positive graduation expectations and affirming the program's critical role in the clinical health sciences program portfolio, thereby supporting MGA's overarching mission and strategic priorities.

Categorical Summation

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

☐ X Program MEETS Institution's Criteria

    ☐ X Program is critical to the institutional mission and will be retained.

    ☐ X 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