



Nursing Care Quality Assurance Commission
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Nursing Program Plan of Correction

Name of Program: Northwest University/Buntain College of Nursing			Name and Title of Person Completing Plan: Erin-Joy Bjorge, Dean		
Signature of Program Director:				Date: 5/31/2023	
WAC Deficiency	Identify Contributing Factors Conduct an assessment of the factors leading to the deficiency	Identify the plan of action to correct the problem(s) a. Identify specific interventions that will be implemented to address the identified problem(s); and b. How and when this will be reevaluated.	Identify how the program will ensure on-going compliance with the changes. Include specific examples	Name the person or persons responsible to implement the action plan	Date of Implementation
246-840-512 (2 a) The nursing education program shall implement a written, comprehensive, systematic plan for ongoing evaluation that is based on program outcomes data and input from faculty, students, health care partners and consumers,	The systematic plan of evaluation (SPE) included evaluative criteria for the MSN program faculty, students, health care partners, and consumers, but the first cohort of MSN students did not graduate until August of 2022, so no data was available for analysis at the initial accreditation site visit in February 2022.	This problem has been corrected. a. The (SPE) has been updated with the data available from the first graduating cohort of MSN students that entered in Fall of 2020 and graduated in Summer of 2022. See Appendix A for two areas of the SPE that address WAC 246-840-512. On CCNE standards 3H and 4H, you can see that the Buntain College of Nursing has set criteria, methods to evaluate the criteria, frequency of evaluation, and expected levels of achievement (or benchmarks). Also see Appendix B for evidence of evaluation of student outcomes; an annual report submitted to the provost that evaluates the students' level of achievement of	The Buntain College of Nursing (BCON) continues to utilize the SPE for ongoing evaluation of the MSN program. Committees meet regularly and enter information on the SPE. Faculty meet monthly to discuss work on the SPE and according to the timeline indicated on the SPE. Appendix A that is followed for evaluation.	Curriculum and Evaluation Committee and the Online Academic Program Coordinator.	9/15/2022

<p>and that incorporates continuing improvement goals and measures.</p> <p>(a) The plan must include evaluative criteria, methods used to evaluate, frequency of evaluation, assignment of responsibility, and measurable indicators or benchmarks of effectiveness for the nursing education program and instruction.</p>		<p>student learning outcomes.</p> <p>b. The data is evaluated annually per the timeline specified on the SPE and the annual deadline (September) for the dean's assessment matrix to the provost regarding student achievement of student learning outcomes.</p>			
<p>246-840-512</p> <p>(2 b) The nursing education program shall document analysis of the data collected and actions taken as a result of use of the systematic program evaluation plan.</p>	<p>At the site visit in February 2022 for initial accreditation of the MSN program, there were no graduates. The first cohort of MSN students graduated in August of 2022, so no data was available for analysis. The first cohort of MSN students graduated in August of 2022</p>	<p>This problem has been corrected.</p> <p>a. The first cohort of MSN students graduated in August 2022 and the second cohort of MSN students started in Fall 2021 so there has now been time to gather and analyze data, take actions as needed, and evaluate those actions. For example, in Summer of 2021, students and faculty identified that the course sequencing of the health policy course (NURS 5223) offered in the summer made it difficult to access policy mentors. Based on that feedback, NURS 5223 was moved to Fall of 2022 for the second cohort of MSN students when the</p>	<p>The BCON continues to utilize the SPE for ongoing evaluation of the MSN program. Committees meet regularly and enter information on the SPE. Faculty meet monthly to discuss work on the SPE and according to the timeline indicated on the SPE.</p>	<p>Curriculum and Evaluation Committee and the Online Academic Program Coordinator.</p>	<p>12/31/2022</p>

		<p>legislature was in session. Analysis of student course reflections and faculty course assessments revealed that the resequencing was effective in finding policy mentors and experiences. The evaluation of this change was recorded under standard 3F (See Appendix C)</p> <p>b.The timeframes for evaluation are outlined in each section of the SPE.</p>			
246-840-512 (2 c) Major changes in the professional nursing education program must be evidence-based.	At the site visit for initial accreditation of the MSN program in February 2022, there were no graduates. The first cohort of MSN students graduated in August of 2022, so minimal data was available regarding changes to courses since not many changes were made during the first year of the program. Data was analyzed based on courses offered during the first year of the program and implemented the second time the courses were offered.	<p>This problem has been corrected.</p> <p>a.The BCON has a process in place to record, analyze, and evaluate changes that are made to each course with the “faculty course assessment” form. Data from the faculty course assessments are analyzed and documented on the SPE annually. See Appendix D for CCNE standard 3G about the analysis of faculty course assessments for MSN courses and evidence-based changes.</p> <p>b.The timeframe of evaluation is annually as outlined on the SPE.</p>	The BCON continues to utilize the SPE for ongoing evaluation of the MSN program. Committees meet regularly and enter information on the SPE. Faculty meet monthly to discuss work on the SPE and according to the timeline indicated on the SPE. Faculty course evaluations for evidence-based changes are conducted at the conclusion of each course and are analyzed annually	Curriculum and Evaluation Committee and the Online Academic Program Coordinator.	9/30/2022
246-840-512 (2 d) The nursing education program shall review and analyze the evaluative methods and instruments	At the site visit for initial accreditation of the MSN program, there were no graduates so minimal data existed on the achievement of program outcomes. Per the SPE, the achievement of	<p>The problem has been corrected:</p> <p>a.Section 4A of the Buntain College of Nursing SPE (Appendix E) outlines the evaluation methods used to determine program effectiveness including assessment methods and compliance with the WACS. At the end of each semester, the online</p>	The BCON will ensure continued compliance with the annual process of reviewing the dean’s assessment matrix for the achievement of program outcomes, the analysis of findings, and the resulting program changes.	Online Academic Program Coordinator and Curriculum and Evaluation Committee	8/31/2022

used to measure program outcomes for appropriateness according to the timeline specified in the plan.	outcomes is reviewed annually on the dean's assessment matrix and compared to the achievement of outcomes the previous year to determine if programmatic changes are needed. The NCQAC noted in the letter of decision that the Buntain College of Nursing showed evidence of analysis of student program outcome surveys.	<p>academic program coordinator enters the achievement of program outcomes on the dean's assessment matrix. The data is analyzed annually for the achievement of program outcomes and any needed changes to the program. See Appendix B and Appendix F on "analysis of findings" and "resulting program changes" to see evidence of annual evaluation of program outcomes. Specifically, Appendix B shows that the health policy course was re-sequenced in the curriculum for the better achievement of program outcomes. Additionally, faculty recognized the need to review and revise the MSN program outcomes for possible alignment with the 2021 changes to the "The Essentials: Core Competencies for Professional Nursing Education" from the American Association of colleges of Nursing.</p> <p>b. The evaluation of the instrument to measure program outcomes (dean's assessment matrix) is conducted annually and will occur again in August of 2023.</p>			
246-840-512 (2 e) The nursing education program shall evaluate didactic and clinical course effectiveness each time a course is taught.	At the site visit for initial accreditation of the MSN program, there were no graduates so didactic and clinical course effectiveness data did not exist for some second year MSN courses due to the timing of the self-study. In addition, the didactic course assessment system at	<p>This problem has been corrected.</p> <p>a. Faculty course assessments have been completed on every didactic course offered in the curriculum and continue to be completed by faculty after every MSN course. At the completion of each MSN course, the Online Program Coordinator meets with course faculty for a course debrief and the faculty course assessment form is filled out collaboratively. See Appendix G for the data and</p>	<p>The BCON will ensure continued compliance by:</p> <p>a. Continuing to embed the course evaluation (IDEA) link and clinical evaluation links in the last weekly module of each online MSN course.</p> <p>b. Continuing to conduct end of course debriefing meetings to complete faculty course assessment forms.</p>	Online Academic Program Coordinator, Online MSN Faculty, and Curriculum and Evaluation Committee	8/31/2022

	<p>NU, the Individual Development and Educational Assessment (IDEA) will not produce reports for classes with 3 or fewer students unless there is 100% participation. With only two students enrolled in the first and second MSN cohorts, reviewing and analyzing student feedback on didactic courses has been a challenge. However, faculty evaluate didactic course effectiveness each time the course is taught with the faculty course assessment form.</p>	<p>analysis of the remaining Spring and Summer Course Assessments from the 2021-2022 academic year that were not included in the initial self-study since these courses were not yet offered. Fall semester of 2022, the MSN program also implemented the Online Program Student Clinical Evaluation Student Form (Appendix H) and Online Program clinical Site Evaluation Faculty Form (Appendix I). The student evaluation forms are embedded in the final weekly module in the learning management system of each MSN clinical course and the Online Academic Program Coordinator distributes the Online Program Clinical Site Evaluation Faculty Form to faculty at the end of each clinical course.</p> <p>b. This process of course evaluation will continue to occur at the end of each semester.</p>	<p>c. Distributing the Online Clinical Site Evaluation Faculty Form to course faculty at the end of each MSN clinical course.</p>		
<p>246-840-512 (2 f) Implementation of the plan for systematic program evaluation and ongoing quality improvements must be documented in faculty or faculty-related minutes.</p>	<p>At the site visit for initial accreditation of the MSN program there was minimal evidence of MSN program evaluation and ongoing quality improvements since the first cohort had not graduated and not all courses in the MSN curriculum had been offered. NCQAC noted in the letter of decision dated June 17, 2022, that "Faculty and faculty-related meeting minutes did not include MSN program data, but the</p>	<p>This problem has been corrected.</p> <p>a. There is representation of MSN faculty on each of the BCON committees, Curriculum & Evaluation Committee, Faculty Affairs Committee, and Student Affairs Committee. Each committee has a unique responsibility for the evaluation and ongoing quality improvement of the MSN program. See Appendices J, K, and L for committee meeting minutes showing evidence of online MSN faculty participation in evaluation of the program and quality improvement. Also see Appendix M for the minutes of the August 17, 2022, faculty workday</p>	<p>The BCON will ensure compliance of the implementation of the SPE and ongoing quality improvement by continuing to utilize the SPE based on the CCNE standards and timeline designated on the SPE and documentation and the data analysis, evaluation, and quality improvements to the MSN program in committee meeting minutes, SPE meeting minutes, and faculty meeting/workday minutes.</p>	<p>Chairs of each college committee; Curriculum & Evaluation Committee, Faculty Affairs Committee, and Student Affairs Committee</p>	<p>8/31/2022</p>

	nurse administrator reported when data is available, it will be included in meeting minutes.	documenting quality improvement and implementation of the SPE in the online MSN program. b. The SPE continues to be evaluated annually and documentation of ongoing evaluation and quality improvement according to the timeline specified under each CCNE standard on the SPE.			
246-840-512 (2 g) The following items must be included in the systematic program evaluation: Faculty, student and graduate satisfaction surveys, facility, resource and services surveys of faculty and students, faculty workload surveys and evaluations, national council licensing examination (NCLEX) pass rates, post licensure certification examination pass rates, student attrition and	At the site visit for initial accreditation of the MSN program, there were no graduates. The SPE included evaluative criteria for the MSN program faculty and student satisfaction, student attrition and completion rates, and employment rates after graduation. The NCQAC noted in the letter of decision dated June 17, 2022, that the deficiencies in this WAC were missing alumni and employer satisfaction data (due to there being no graduates at the time of the site visit) and disaggregated MSN faculty data from general faculty data. Student learning outcomes were evaluated via the student surveys and the dean's assessment matrix and were not noted as deficiencies in the NCQAC letter.	This problem has been corrected. a. Now that the MSN program has graduates, alumni and employer surveys were distributed and data collected as of May 2023. See Appendices N, O, and P for alumni and employer survey data entered on the SPE. Faculty surveys were also revised to be able to disaggregate MSN faculty data from faculty working in other college of nursing programs. See Appendix Q for the revised Faculty Outcomes Survey with the addition of the question "I taught in the following Buntain College of Nursing program(s) this academic year. Select all that apply." Also see Appendix R for the disaggregated MSN data from the faculty outcomes survey. b. These surveys will continue to be administered annually and analyzed and evaluated.	The BCON ensures continued compliance with inclusion of the items in 246-840-512 (2 g) on the SPE by following the timeline designated on the SPE for the collection of faculty, student, alumni, and employer satisfaction surveys. It also includes the measurement of the achievement of student learning outcomes at the end of each semester and annually as outlined by the timeline on the dean's assessment matrix and the SPE	Online Academic Program Coordinator; Curriculum & Evaluation Committee (student, alumni, and employer surveys); and Faculty Affairs Committee (faculty surveys).	5/19/2023

completion rates, employment rates after graduation, employer satisfaction, and program and student learning outcomes.					
246-840-512 (2 h) Faculty and students shall participate in program planning, implementation, evaluation, and continuous quality improvement.	At the site visit, per the NCQAC letter of decision dated June 17, 2022, the NCAC found “evidence the [MSN] program was implementing quality improvements based on input from students both formally and informally through course evaluations. The NCQAC letter of decision did not mention faculty participation, so evidence of alignment with 246-850-512 (2h) is being provided here. An analysis of BCON committee meeting minutes revealed that attendee names were being documented but not their roles. Therefore, we became aware that outside reviewers may not be able to determine if MSN faculty were participating in program planning, implementation, evaluation, and quality	<p>This problem has been corrected.</p> <p>a.To better document MSN faculty participation in program planning, implementation, and evaluation, faculty and student roles were added to attendee names at committee meetings beginning in August 2022. Examples of committee meeting minutes showing online faculty involvement in program planning, implementation and quality improvement are included in Appendices J, K, and L.</p> <p>b.The Dean reviews this on an annual basis in January when working on faculty assignments for the following year.</p>	Faculty participation on at least one college committee is a requirement of employment. Although online faculty are primarily part-time faculty, at least one faculty from the online programs serves on each college committee. College committee members are reviewed annually and assigned by the Dean.	Dean and Online Academic Program Coordinator	8/31/2022

	improvement efforts.				
246-840-523 (7a) (7) Nursing faculty shall be responsible for: (a) Developing, implementing, and evaluating the purpose and outcomes of the nursing education program	At the site visit for initial accreditation of the MSN program, there were no graduates. Students graduate in August.	<p>This problem has been corrected.</p> <p>a. There are now graduates from the MSN program that have achieved program outcomes and evidence of faculty evaluation of achievement on the annual dean's assessment report to the provost on the achievement of outcomes. The Dean's Assessment Matrix (see Appendix B) is completed collaboratively with the course faculty, online academic program coordinator, and curriculum and evaluation committee members.</p> <p>b. This will continue to be completed annually as part of the required Dean's Assessment Report to the provost.</p>	The Dean's Assessment Matrix is completed annually as a university requirement, so continued compliance is built in with standard academic evaluation plans. This information is also documented annually on the BCON SPE by the curriculum and evaluation committee.	Online MSN faculty, online academic program coordinator, and the members of the curriculum and evaluation committee.	9/15/2022
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