Department of Respiratory Therapy

Office or Department of Academic Affairs

Administrative Unit Assessment Report Information

Year Reporting: FY21 (July 2020 – June 2021)

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Department Mission and Goals

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, you will report the mission statement for your department as well as the long term goals (5 year range) for the department.

6. What is the mission statement for this department/area? Your mission should explain why the department/area exists and who it serves.	The mission of the Department of Respiratory Therapy is to provide a quality education that prepares competent respiratory care professionals to serve a diverse health care community.

7. 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 will: 1. Transition its AS entry level degree program to a BS entry level degree program, graduating its first class while Meeting or exceeding established CoARC standards. (Goal met/Completed- Graduated first class Spring 2020) 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. Transition its BS Bridge program to a fully online delivery format. (Goal met/Completed 2020 through MGA Direct) 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 and pediatric simulation 2021)

	5. Transition the BS Respiratory Bridge/Completion Program to CoARC Accreditation (would need institutional financial support for CoARC fees and site visit/review). (New- placed on hold in 2020-2021 due to COVID-19 challenges to focus on Entry program curricular adjustments) 6. The Department of Respiratory Therapy will increase its Entry-level program enrollment to at least 20 for Fall 2020. (Goal Met/Completed Fall 2020/ exceeded for Fall 2021)

Objectives

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 FY21. Later in the document you will report on objectives you hope to accomplish in the coming fiscal year, FY22.

Objective 1

8. Objective 1: What was this department's first objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	At least 90% of Entry-level graduates who attempt the Therapist Multiple Choice (TMC) credentialing exam will pass it on their first attempt.
9. Objective 1: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	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: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)	87% of Spring 2021 graduated passed the TMC on their first attempt.
12. Objective 1: Did your department meet this objective?	The department did not meet this objective.
13. Objective 1: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	While the department is disappointed to see its first time pass rate for credentialing drop, it was not unexpected under the extenuated circumstances presented by COVID-19. This cohort of students had a tremendously disrupted education due to COVID-19. While we were able to adjust curricular timing to allow them to graduate on time, the inability to complete their mechanical ventilation lab until five months later following ventilators sent to care for patients and clinical closed for summer, compressed their hand-on learning/clinical application to their last two semesters. Early assessment identified weak areas and we were able to bridge those to achieve the outcomes we did. While not meeting this goal, it is above accreditation thresholds.

Objective 2

14. Objective 2: What was this department's second objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	At least 80% of Entry-level graduates will achieve the RRT credential on their first attempt of the Clinical Simulation Exam (CSE). (NBRC)
15. Objective 2: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	NBRC measures of CSE Pass Rates on Annual Report
16. 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.
17. 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 80% first time pass rate for the Clinical Simulation Exam (CSE) for 2021 graduates which have tested. It should be noted that at this time 3 graduates have not attempted the CSE.
18. Objective 2: Did your department meet this objective?	The department met this objective.
19. Objective 2: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	Our challenge has been maintaining outcomes over time, especially with the challenges we have faced with COVID-19. Our program was again recognized by the Commission on Accreditation for Respiratory Care for Excellence in Credentialing outcomes for Registered Respiratory Therapists this past year; however, the challenges of COVID-19 impact have resulted in lower outcomes on credentialing. While still above expected thresholds for accreditation, we seek to return to pre-COVID outcomes.

Objective 3

20. Objective 3: What was this department's third objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	At least 70% of admitted Entry-level students will graduate on-time. (CoARC Measure)
21. Objective 3: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	CoARC measures through Annual Report.
22. Objective 3: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	At least 70% of admitted Entry-level students will be retained. (CoARC eliminated the "on-time graduation" measure and instead is continuing its retention measure with the same threshold).
23. 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 2021 CoARC annual report which was submitted for CoARC review indicated a 73% retention for the year assessed and a 3year average of 76% (CoARC standard measure). This is not confirmed yet via CoARC with the report under review.
24. Objective 3: Did your department meet this objective?	The department exceeded this objective.
25. Objective 3: 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. 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 for the 2021-2022 academic year. One such intervention is collaboration with the Student Success Center to connect students earlier with resources. The plan is currently in development.

Objective 4

26. Objective 4: What was this department's fourth objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	Overall employer satisfaction of graduates will exceed 80%. (CoARC Measure)
27. Objective 4: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	CoARC surveys delivered through our DataARC system to employers of our graduates.
28. 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.
29. 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.
30. Objective 4: Did your department meet this objective?	The department exceeded this objective.
31. Objective 4: 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.

Future Plans

32. 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 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 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 will graduate retain at least 70% of admitted Entry-level students. (CoARC Measure) 4. The Department of Respiratory Therapy will prepare graduates who will demonstrate and overall employer satisfaction of exceeding 85%. (CoARC Measure)

Open Box for Assessment Comments

33. Based on this assessment, please share your thoughts on the current status and future direction of this department or area. Use this space to summarize overall use of assessment results for continuous improvement and open text box for assessment comments:	The Department of Respiratory Therapy works diligently to prepare graduates for the workforce who will add value to their employers. Our pass rates for 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 recognized nationally for these outcomes. The challenge for the 2020-2021 year was to achieve satisfactory outcomes for a cohort of students who were impacted by COVID-19. While we exceeded accreditation thresholds, our credentialing success did decrease. Recruitment to the program remains a key priority, although we are pleased to have accepted a full entry-level cohort for Fall 2020 and Fall 2021. 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.
37. If the COVID-19 pandemic impacted this assessment cycle, please provide specific details below.	Our senior cohort had received "Incompletes" for their Virtual Clinical II Lab (Mechanical ventilator and Airway management) due to Covid-19 last year. They also could not attend clinical during Summer 2020. As such, the curriculum was re-arranged (within acceptable CoARC guidance) to allow for more time in Fall 2020 to complete these. In Fall 2020 we were very compressed to complete their education, which we did, on time and they graduated Spring 2021. Our new Junior cohort was also impacted in their classes by social distancing, compressed labs and the challenges of limited clinical rotation. We were unable to do many of the social "extras" that our program does to build a supportive culture due to social distancing. We made interventions through learning contracts for those student scoring low in Fall 2020 assessments and their scores increased considerable; however, overall, our credentialing outcomes were lower, although acceptable. Overall, considering the specific impact of COVID-19 on Respiratory Therapy student experience, we were pleased to be able to progress this well and grow enrollment in a harsh environment.

MGA's Strategic Plan

34. Based on your goals and objectives listed above please indicate their connection with MGA's Strategic Plan (https://www.mga.edu/about/docs/Strategic_Plan_Overall_DB.pdf) by checking all associated and relevant Imperatives / Strategies from the list below. (Check all the apply)	Grow Enrollment with Purpose 1. Expand and enrich the face to face student experience, Grow Enrollment with Purpose 2. Expand and enrich online instruction into new markets, Own Student Success 3. Develop academic pipelines and expand degrees, Own Student Success 4. Expand student engagement and experiential learning, Build Shared Culture 7. Cultivate engagement with its local communities
35. Please indicate which of the following actions you have taken as a result of the 2020/2021 Assessment 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, Making Improvements to Teaching Approach, Course Design, Curriculum, Scheduling, other

Other

36. 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 closed tied to our outcomes. The Commission on Accreditation for Respiratory Care is our accreditation body for our entry-level program and one we will seek for our Bridge/completion program. We endeavor to

	incorporate activities associated with CCG, HIPS, and LEAP related to our programs.
38. 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 AY20/21 as well as outcomes associated with your appraisal of your schools activities.	