

Department of Respiratory Therapy

Division of the University: Academic Affairs

Administrative Unit Assessment Year Reporting: FY22 (July 2021 – June 2022)

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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.

<p>6. What is the mission statement for this department/area? Your mission should explain why the department/area exists and who it serves.</p>	<p>The mission of the Department of Respiratory Therapy is to provide quality education that prepares competent respiratory care professionals to serve a diverse health care community. The overarching vision for the Department of Respiratory Therapy at Middle Georgia State University is to be a regionally and nationally recognized respiratory therapy program 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.</p>
<p>7. What are the goals for this department? These should be the "big things" the department/area intends to accomplish within 5 years.</p>	<p>The Department of Respiratory Therapy will:</p> <ol style="list-style-type: none">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)

	<p>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 2022)</p> <p>5. Transition the BS Respiratory Bridge/Completion Program to CoARC Accreditation (would need institutional financial support for CoARC fees and site visit/review). (This was place on hold due to COVID-19 challenges and prioritization of need. We will continue work toward this goal).</p> <p>6. The Department of Respiratory Therapy will increase its Entry-level program enrollment to at least 20 for Fall 2021. (Goal Met/Completed Fall 2020/ exceeded for Fall 2021)</p>
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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 FY22. Later in the document you will report on objectives you hope to accomplish in the coming fiscal year, FY23.

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 specifically 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? (i.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)	83% of Spring 2022 graduates that have taken the exam passed the TMC on their first attempt.
13. Objective 1: Did your department meet this objective?	The department did not meet 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?	While the department is disappointed to see its first time pass rate for credentialing drop, we do have two graduates left who have not taken the exam. At this point 91.7% have passed it after one re-took it. While not meeting this goal, it is above accreditation thresholds and we will work to improve. It should be noted these students had limited ICU/critical care access due to reassignment related to COVID-19.

Objective 2

<p>15. Objective 2: What was this department's second objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.</p>	<p>At least 80% of Entry-level graduates will achieve the RRT credential on their first attempt of the Clinical Simulation Exam (CSE). (NBRC)</p>
<p>16. Objective 2: Detail specifically how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)</p>	<p>NBRC measures of CSE Pass Rates on Annual Report</p>
<p>17. Objective 2: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)</p>	<p>Target: At least 80% of graduates becoming RRT credentialed on their first attempt.</p>
<p>18. Objective 2: Provide details for your target performance level established (i.e., accreditation requirement, past performance data, peer program review, etc.)</p>	<p>Accreditation Assessment/past performance data</p>
<p>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)</p>	<p>The NBRC Annual School Summary demonstrates a 85.7% first time pass rate for the Clinical Simulation Exam (CSE) for 2022 graduates which have tested. It should be noted that at this time 3 graduates have not attempted the CSE.</p>
<p>20. Objective 2: Did your department meet this objective?</p>	<p>The department met this objective.</p>
<p>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?</p>	<p>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.</p>

Objective 3

22. 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)
23. 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.
24. 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).
25. Objective 4: Provide details for your target performance level established (i.e., accreditation requirement, past performance data, peer program review, etc.)	Accreditation standard/ past performance data
26. 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 2022 CoARC annual report which will be submitted for CoARC review indicates a 69% retention for the year assessed and a 3 year average of 72% (CoARC standard measure). This is not confirmed yet via CoARC with the report under review.
27. Objective 2: Did your department meet this objective?	The department met this objective.
28. 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 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

29. 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)
30. 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 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 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.

Future Plans

<p>36. 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.</p>	<p>. 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)</p> <p>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)</p> <p>3. The Department of Respiratory Therapy will graduate retain at least 70% of admitted Entry level students. (CoARC Measure)</p> <p>4. The Department of Respiratory Therapy will prepare graduates who will demonstrate and overall employer satisfaction of exceeding 85%. (CoARC Measure)</p>
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Open Box for Assessment Comments

<p>37. In this field, please document the overall use of assessment results for continuous improvement of this department area (consider the past, present, and future and specifically address these in your narrative).</p>	<p>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 2021-2022 year was to achieve satisfactory outcomes for a cohort of students who continue to be impacted by COVID-19. While we exceeded accreditation thresholds, our credentialing success did decrease. Recruitment to the program remains a key priority. Retention of our students is a key priority to address. We will work to identify best practices to strengthen this outcome, as our current retention has dropped, at least partially due to behavioral/academic misconduct issues. As we move forward the next two years, we will carefully monitor these outcomes to assure</p>
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	quality is maintained, with continued attention to student retention.
38. Optional Open Text Box for Assessment Comments:	
42. If the COVID-19 pandemic impacted this assessment cycle, please provide specific details below.	Our have been impacted in their classes to a small extent due to social distancing, compressed labs and the challenges of limited clinical rotation. A number of student have had limited critical care experience due to staffing issues and reassignment in the clinical site, thereby limiting their time with these patients for real-life experience. 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 2021 assessments and their scores increased considerable; however, overall, our credentialing outcomes were lower, although acceptable. Overall, we seek to improve our enrollment and retention in our programs.

MGA’s Strategic Plan

39. 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 5. Attract talent and enhance employee development and recognition, Build Shared Culture 6. Sustain
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	<p>financial health through resourceful fiscal management, Build Shared Culture 7. Cultivate engagement with its local communities</p>
<p>40. Please indicate which of the following actions you have taken because of the 2021/2022 Assessment Cycle (Note: These actions are documented in reports, memos, emails, meeting minutes, or other directives within the reporting area) (Check all the apply)</p>	<p>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</p>

Other

<p>41. Please indicate (if appropriate) any local, state, or national initiatives (academic or otherwise) that are influential in the</p>	<p>The National Board for Respiratory Care is the credentialing body for the profession of Respiratory Therapy and closed tied to our</p>
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<p>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.)</p>	<p>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.</p>
<p>43. Mindset Update (Academic Deans ONLY)</p>	<p>N/A</p>

