



**Middle Georgia
State University**

Title.

Middle Georgia State University Administrative Assessment

Instructions. This form is used to collect administrative assessments for each budgeted unit at Middle Georgia State University (academic and nonacademic units). Departments should include a brief mission statement (describing what they do and who they serve), goals the department or unit is working to accomplish (in a 5 year time frame. Your goals and objectives should be reported out individuals, linked to the plan imperatives and strategies, align with the measurable objectives from the previous year , and defined and measurable objectives for the upcoming year. This form should be completed by each budgeted unit no later than the end of July. NOTE: All fields are required, please place NA or O in response field ONLY if the numbered objective is not being utilized, otherwise full responses are required. Provide ALL necessary information requested to the fullest extent possible, such that a peer reviewer is not required to assume any information not provided. Utilize the provided assessment scoring rubric drafting guideline to evaluate your report prior to submission. https://www.mga.edu/institutional-research/docs/IEB_Administrative_Score_Card.pdf

****Please SUBMIT the form within 30 minutes of opening this page. If you wait too long to submit you may lose your work**** In the event that you need to edit your submission, you may contact the Director of Institutional Effectiveness to secure a custom link to edit and resubmit.

Q1. Submitters Email

teri.miller@mga.edu

Q2. Who is the person responsible for this report?

Teri Miller

Q3. For which year are you completing this report?

- FY 23 (July 2022-June 2023)
- FY 24 (July 2023-June 2024)
- FY 25 (July 2024-June 2025)

Q4. To which division of the University is your unit assigned?

- Office of the President

- Advancement
- Academic Affairs
- Fiscal Affairs
- Enrollment Management
- Student Affairs

Q5. For which department or area are you reporting? (Ex. Financial Aid, Library, OTR, Athletics, etc)

Respiratory Therapy

Q6. 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, report the mission statement for your department.

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.

Q7. 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. 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) 2. Grow enrollment for its online BS Bridge program. 3. 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) 4. 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) 5. The Department of Respiratory Therapy will increase its Entry-level program enrollment to at least 20 for Fall 2025. (Goal Met/Completed Fall 2020/ exceeded for Fall 2021) 6. Develop a Bachelor of Health Science degree program to serve as a meta-major for health science interested students and grow its curricular offerings to do so.

0. 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 FY23. Later in the document you will report on objectives you hope to accomplish in the coming fiscal year, FY24.

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, etc)

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: 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)

100% of Spring 2023 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.
- The department met this objective.
- The department exceeded 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?

We are pleased we achieved a first-time pass rate of 100% on the TMC, an accomplishment we have sought following the pandemic. This was greatly improved from 76.9% first time pass rate last year, which we feel was impacted by the pandemic. We plan to continue our current curriculum.

15. 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)

16. Objective 2: Detail specifically how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort, etc)

NBRC measures of CSE Pass Rates on Annual Report

17. 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.

18. Objective 2: Provide details for your target performance level established (i.e. accreditation requirement, past performance data, peer program review, etc)

Accreditation assessment and past performance data.

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)

The NBRC Annual School Summary demonstrates a 93.8% first time pass rate for the Clinical Simulation Exam (CSE) for 2023 graduates. All have tested.

20. Objective 2: Did your department meet this objective?

- The department did not meet this objective.
- The department met this objective.
- The department exceeded this objective.

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?

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. We are very pleased to see this outcome, as it is well above national averages for the CSE and improved from 84.6% last year.

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) our answer

23. Objective 3: Detail specifically how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort, etc)

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 3: Provide details for your target performance level established (i.e. accreditation requirement, past performance data, peer program review, etc)

Accreditation standard

26. 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 2022 CoARC annual report which will be submitted for CoARC review indicates a 84% retention for the year assessed and a 3year average of 71% (CoARC standard measure). This is not confirmed yet via CoARC with the report under review.

27. Objective 3: Did your department meet this objective?

- The department did not meet this objective.
- The department met this objective.
- The department exceeded this objective.

28. Objective 3: 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 and incorporating best practices which help with RT retention with movement in this area for the 2023-2024 academic year. One such intervention is continued collaboration with the Student Success Center to connect students earlier with resources and implementation of momentum initiatives within courses.

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 specifically how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort, etc)

CoARC surveys delivered through our Trajecsys 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 did not meet this objective.
- The department met 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.

36. 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 financial health through resourceful fiscal management
- Build Shared Culture 7. Cultivate engagement with its local communities

37. Please indicate which of the following actions you have taken as a result 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)

- 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 Assistanceion 3
- 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
- Evaluating and/or Revising the Reporting Lines Internal Assessment Processes
- Other

38. Please provide a comprehensive narrative outlining how assessment results are utilized for continuous improvement in this field. Your narrative should address the past, present, and future aspects of assessment, with specific emphasis on how these results inform decision-making and drive improvement efforts.

Our BSRT entry program requires accreditation outcomes which are reported annually for continuing accreditation. We monitor our students' learning outcomes consistently and assure our graduates' credentialing success is maintained. Our current challenges are what many health science degrees across the US and particularly in RT are facing: enrollment. We continue to work on initiatives such as recruitment, advising, and retention to improve our current enrollment in each of our program. We are seeing growth in our Fall 2023 BSRT Bridge program enrollment, as well as our AS Health Science. 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 and maintain these outcomes in order to elevate the level of our program. This year we were recognized nationally for these outcomes. The challenge for the 2022-2023 year was to achieve satisfactory outcomes for a cohort of students who were impacted in highschool by COVID-19. 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 and have made some improvements this year in that area. 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.

39. 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. In the past year we worked with the dual enrollment program to develop a certificate of Health Science for the engagement of the dual enrolled student, to help attract and retain students to MGA.

40. 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) 5. The Department of Respiratory Therapy will increase is enrollment in the BS Respiratory Therapy Bridge program by 10% 2023-2024. (MGA Data measures)

41. Optional 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 FY23 as well as outcomes associated with your appraisal of your schools activities.

42. Optional: The following upload portal is available to supplement your report with supportive documentation should you wish to provide any (instruments, data, etc).

