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

tara.underwood@mga.edu

Q2. Who is the person responsible for this report?

Tara Underwood

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)

School of Health & Natural Sciences

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.

To deliver quality curricula and programs which incorporate evidence-based practice and real-life application which prepare students to be competent professional and leaders within our community and beyond.

Q7. What are the goals for this department? These should be the "big things" the department/area intends to accomplish within 5 years.

Goal 1: Offer benchmarked curricula that support the workforce needs of the healthcare and scientific industry while meeting national accreditation standards. (This goal is in alignment with the MGA's Strategic Plan for 2023-2028 priority #1 "demonstrate standards of excellence in all academic programs".) Goal 2: Attract and retain academically qualified students into our affordable, accessible, and challenging degree programs and produce competent graduates prepared to assume entry level positions in a dynamic healthcare or scientific-related environment. (This goal is in alignment with the MGA strategic priority #4 "ensure high-demand programs for workforce and career alignment" and #12 "maintain access, affordability, and value for all students". Goal 3: Collaborate with the profession, college, and community in service and research to further the health outcomes of the community and contribute to the discipline. (This goal is in alignment with the MGA strategic priority #5 "use Center for Middle Georgia Studies to Drive University Outreach" and #6 "coordinate faculty scholarship and grant awards to build university reputation".)

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.

All clinical programs will maintain compliance with their national and state boards and accreditation standards in this fiscal year, FY23. This objective applies to the nursing (Accreditation Commission for Education in Nursing - ACEN), occupational therapy assistant/ occupational therapy (Accreditation Council for Occupational Therapy Education – ACOTE), and respiratory therapy (Commission on Accreditation for Respiratory Care - CoARC) programs. Note:*The MSOT is currently under "candidacy" status with ACOTE due to the recent inception of this program in FY23.

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)

Our Nursing department measured objective 1 by comparing our current status with the existing status of the standards required for the program with the standards that required to meet the ACEN accreditation policies. Occupational Therapy Assistant – Objective 1 for our OTA program is measured as similarly described for our nursing program with the exception of comparing to the standards associated with ACOTE. Respiratory Therapy - Objective 1 for our Respiratory Therapy program is measured as similarly described for our nursing program with the exception of standards that are associated with CoARC.

10. Objective 1: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)

Our target outcome for this objective is 100% compliance status for all clinical programs (nursing, OTA, and respiratory therapy).

11. Objective 1: Provide details for your target performance level established (i.e. accreditation requirement, past performance data, peer program review, etc)

One-hundred percent of all clinical programs met their established state board and national requirements for program accreditation and compliance standards.

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)

All departments achieved this objective at the 100% compliance. We were successful in our most recent ACEN visit with no (zero) deficiencies which resulted in our next accreditation review being scheduled during the Fall of 2027. According to ACOTE, our OTA program remains in compliance with national program accreditation standards. The next accreditation program review will occur during the 2031-2032 school year. According to CoARC, our respiratory therapy program remains in compliance with national program accreditation standards. The next program accreditation review will occur March 2026. We also remain in compliance according to our annual report to CoARC.

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?

Continue efforts to ensure we are in compliance the state of Georgia licensure boards and national program accreditation standards; this is vital to the current existence and future growth of our clinical programs. For the nursing program, the improvement plan includes hiring two Nursing Program Success/ Nursing Program Retention Managers (we are currently working on the final title of this position as this time).

15. Objective 2: What was this department's second objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.

Specific Objective: Meet or exceed state and national pass rates on health professions certification, licensure, and/or registry examinations. Measureable and Specific: 90% or higher pass rate Timeframe: FY 23

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)

Our unit measured the nursing program objective by analyzing the number of students who graduated in this reporting period and passed the NCLEX exam versus the number of students that did not pass the NCLEX exam (the NCLEX pass rate). According to the Georgia Board of Nursing and ACEN, our nursing programs remain in compliance with all standards and expectations for program operation to include NCLEX pass rate of at least 80% or above for all new graduates. Percentage of students who passed the national board examinations on the first attempt.

17. Objective 2: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)

80% or higher of recent

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

Past performance data on the following state board examinations: NCLEX - Nursing Therapist Multiple Choice (TMC) – Respiratory Therapy Clinical Simulation Exam (CSE) – Respiratory Therapy National Certification Exam - OTA

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)

Associate in Nursing MGA ASN NCLEX Pass Rate 2017 – 95% (National – 84.24%; Georgia - 90.38%) MGA ASN NCLEX Pass Rate 2018 – 93.02% (National – 85.11%; Georgia – 87.39%) MGA ASN NCLEX Pass Rate 2019 – 94.83% (National – 85.17%; Georgia – 90.33%) MGA ASN NCLEX Pass Rate 2020 – 87.67% (National – 82.80%; Georgia – 87.91%) MGA ASN NCLEX Pass Rate 2021 – 94.74% (National – 78.80%; Georgia 85.24%) MGA ASN NCLEX Pass Rate 2022 – 86.9% (National –79.91; Georgia – 82.58) *Note - MGA ASN NCLEX Pass – As of February 2022, the BSN program has a 97.5% pass rate for first time NCLEX test takers. These results are reflective of the graduating cohort from December 2021. The overall final pass rate for 2022 will be reflected in January 2023 with the Secretary of State's office. Bachelor of Science in Nursing MGA BSN NCLEX Pass Rate 2017 – 88.17% (National – 90.04%; Georgia – 90.52%) MGA BSN NCLEX Pass Rate 2018 – 91.89% (National – 91.57%; Georgia – 90.55%) MGA BSN NCLEX Pass Rate 2019 – 89.44% (National – 91.22%; Georgia – 91.10%) MGA BSN NCLEX Pass Rate 2020 – 83.83% (National – 90.29%; Georgia – 89.02%) MGA BSN NCLEX Pass Rate 2021 – 81.38% (National – 86.07%; Georgia – 86.33%) MGA BSN NCLEX Pass Rate 2022 – 93.18% (National – 82.32 %; Georgia – 82.75 %) Associate of Occupational Therapy Assistant Year MGA Pass Rate for the NBOT Exam Georgia Average Pass Rate National Average Pass Rate 2017 96% 90.25% 88% 2018 92% 95.25% 90% 2019 95% 90.5% 89% 2020 0* 62.25%* 86% 2021 100% 87.5% 92% 2022 95% 72% 85% *Note: Over the past 2 years we have exceeded the state and national averages. Bachelor of Science in Respiratory Therapy MGA BSRT Pass Rate Low Cut 2019 – 94.1% (National Pass Rate 76.8%) MGA BSRT Pass Rate Low Cut 2020 – 100% (National Pass Rate 80.5%) MGA BSRT Pass Rate Low Cut 2021 – 100% (National Pass Rate 75.2%) MGA BSRT Pass Rate Low Cut 2022 – 100% MGA BSRT Pass Rate Low Cut 2023 – 100% *Note: Passage of the low cut exam is required to become Certified Respiratory Therapists. MGA BSRT Pass Rate High Cut 2019 – 94.1% (National Pass Rate 66.1%) MGA BSRT Pass Rate High Cut 2020 – 100% (National Pass Rate 71.5%) MGA BSRT Pass Rate High Cut 2021 – 87.5% (National Pass Rate 85%) MGA BSRT Pass Rate High Cut 2022 – 100% (National Pass Rate 83%) MGA BSRT Pass Rate High Cut 2023 – 100% *Note: Passage of the high cut exam is required to become Registered Respiratory Therapists.

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?

The on-going need for: • early intervention for students enrolled in our clinical programs. • active course/ academic advisement in all programs. • adjustment to nursing program admission criteria based upon correlational data. • continuous NBCOT exam preparation class for the OTA program. • Adding a Retention Coach for the Nursing program

22. Objective 3: What was this department's third objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.

Increase enrollment and graduation rates of most programs housed within the School of Health & Natural Sciences by 12% to include: Biology Health Science Nursing (ASN, BSN, and MSN) Occupational Therapy Assistant Regents Engineering Pathway Program Rehabilitation Science Respiratory Therapy

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)

Observe data relevant to enrollment and graduation rates of our students via Banner and the Dashboard information from the Office of Institutional Research.

24. Objective 3: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)

> Increase enrollment by 12% in all majors. Increase graduation rates for all majors housed in the School of Health & Natural Sciences by 12%.

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

> Analyze past performance data.

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)

> See attached report.

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?

> The decrease in enrollment and graduation rates were potentially due to the impact of the COVID-19 pandemic in 2020, a shift in the value of a college education, and economical impact due to inflation. We are working to develop our marketing efforts by offering online webinars in the evenings in order to attract and engage with students who might be interested in one of our programs and are available online and after school/work. We are also providing updates of our School activities using Instagram. Although we are down in our cumulative totals, we have noticed upward trends in some of our programs.

29. Objective 4: What was this department's fourth objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.

Not applicable.

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)

Not applicable.

31. Objective 4: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)

Not applicable.

32. Objective 4: Provide details for your target performance level established (i.e. accreditation requirement, past performance data, peer program review, etc)

Not applicable.

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)

Not applicable.

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?

Not applicable.

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.

Past Actions Reviewed and analyzed enrollment numbers, Fall to Fall student retainment rates, and graduation percentages to determine where the areas of strengths, weaknesses, opportunities, and threats to our programs occurred. Engaged with professional advisors to determine common trends in their conversations with first and second year students. Present Actions Based upon current data points, create targeted marketing efforts to increase enrollment in all programs. Require all department chairs to develop online webinars that will attract potential students and increase enrollment numbers. Participate in College and Career Days. Arrange for campus visits and simulations days for high school HOSA programs. Future Actions Continue to watch enrollment, retainment, and graduation numbers to make data-driven decisions and solicit resources (e.g. financial gifts from community donors, grants, and other sources) that will support these efforts. Establish a student chapter of the Healthcare Occupations Students of America (HOSA) on the MGA campus.

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)

Access and offerings of Low-Cost No-Cost Books for the science courses.

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 Natural Sciences will increase enrollment in the Biology majors program by 12%. 2. The Department of Natural Sciences will increase graduation rates in the Biology major by 12% 3. The Department of Rehabilitation Science will increase enrollment by 12%. 4. The Department of Nursing will increase enrollment in the RN to BSN program by 12% 5. The Department of Nursing will increase enrollment in the MSN program by 12%. 6. The Department of Respiratory Therapy will increase enrollment in the Entry Level program by 12%.

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.

There have been no further adjustments to the Mindset initiative at this time for the School of Health & Natural Sciences.

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

Enrollment and Grad Data_assessment_request_summary_20230822 with difference calculations.xlsx
25.1KB
application/vnd.openxmlformats-officedocument.spreadsheetml.sheet