Expected Outcome 1: Graduation Rates

Through guidance from the SON Academic Affairs Office, 85% of students admitted to the professional program in the SON will complete their degree within two years.

Assessment Method 1: Graduation Rates

Assessment Method Description
Each year, AUSON looks at retention rates in the upper division nursing program. For the fall of 2012 we admitted 62 students to our upper division and 55 of them graduated in spring 2014. For the spring of 2013 we admitted 58 students and 49 of those graduated in summer of 2014.

Findings
During the 2013-14 academic year, the graduation rate for our spring 2014 graduates was 89% and graduation rate for our summer 2014 graduates was 84%.

How did you use findings for improvement?
The nursing pathophysiology course continues to be a difficult course for our students. There were 8 failures in the course fall 2013 and 8 failures in spring 2014. The SON curriculum committee is looking at the possibility of requiring this course as a prerequisite for our program for the future.

Additional Comments
None

Expected Outcome 2: Satisfaction With Academic Advising

Parents and pre-nursing students will be satisfied with academic advising provided by the SON Academic Affairs Office during Camp War Eagle and throughout the academic year.

Assessment Method 1: CWE Parent Survey
**Assessment Method Description**

At the end of each Camp War Eagle session, parents complete a survey that rates their Camp War Eagle experience. Two questions specifically address the area of academic advising. Responses are rated on a 5 point Likert scale. 65 surveys were completed over 7 sessions.

**Findings**

The CWE Parent Evaluations for the summer 2014 averaged parent ratings of 4.68 on a 5 point scale. See attached survey questions and results.

*cweparentevalsum14*

**How did you use findings for improvement?**

Ratings and parent comments are used to actively improve the CWE experience each year. For summer 2014, CWE advising was held in Tichenor Hall. Although space does not allow us to host CWE in Miller Hall, families are invited back to Miller later in the afternoon so they can see our clinical skills lab. Pre-Nursing students also assisted freshmen in the computer lab during registration. This allowed us to better serve the large number of freshmen we had this year for Camp.

**Additional Comments**

**Assessment Method 2: Post-Advising Student Survey**

**Assessment Method Description**

Each fall and spring, the SON advising office asks students to complete a survey regarding academic advising satisfaction. Ratings are based on a 5 point Likert scale. 90 surveys were completed during the 2013-14 academic year.

- *advising_satisfaction_survey14*

**Findings**

The overall student satisfaction rating of the SON academic advisor for the 2013-14 academic year was 4.51 on a 5 point scale. See attached survey questions and results.

- *advisingsurveyf13*
- *advisingsurveyesp14*

**How did you use findings for improvement?**

Improvement in advisor accessibility is an ongoing concern. Until the advising office can hire additional help, the advisor must continue to attend all recruiting events in addition to advising responsibilities. The online
appointment system seems to work well for students who know ahead of time they need to see an advisor. The advisor also sees students on a walk-in basis when it is not registration time. This survey will continue to be used to improve and adapt to students’ advising needs.

Additional Comments
None

**Expected Outcome 3: Strong Professional Nursing Applicant Pool**

Through guidance from the SON academic affairs office, the applicant pool applying to the professional program will have competitive GPA’s (3.0 or higher) and interview scores (3.125 or higher).

**Assessment Method 1:** GPA of the Applicant Pool

**Assessment Method Description**

Each spring and summer, the SON accepts applicants to the upper division nursing program. The minimum GPA to be considered for admission is a 2.5; however a much higher GPA is required for admission. We typically have between 150 and 200 applicants to our upper division program each application period. Each applicant is ranked on the following criteria in order to gain admission: Prerequisite GPA, science GPA, hours taken at Auburn, interview score, volunteer experience Y/N, Black Belt resident Y/N, first generation college student Y/N. These statistics are entered in an Excel spreadsheet and applicants are ranked.

**Findings**

We had 168 applicants for the fall 2014 cohort. Of those 168, 140 had GPA’s of 3.0 or higher. We had 118 applicants for the spring 2015 cohort. Of those 118, 76 had GPA’s of 3.0 or higher. At the current time the average GPA accepted to our fall class is a 3.62 and average for our spring class is a 3.25. Ideally we want applicants to have at least a 3.0 GPA at the time of application.

**How did you use findings for improvement?**

During the advising process, students who have a prerequisite GPA between 2.5 and 2.8 are encouraged to attend supplemental instruction sessions and take advantage of free tutoring services provided by the Office of Academic Support. Students who are below a 2.5 GPA are referred to the Academic Counseling and Advising Center. We are using the findings above to target applicants who have GPA’s below 3.0. These students are sent targeted
emails encouraging them to come to an advisor to discuss ways to get academic assistance, back-up plans for nursing school and other options.

**Additional Comments**
None

**Assessment Method 2:** Quality of Applicant Pool Interview Scores

**Assessment Method Description**
As part of the application process to the AUSON upper division, we require an interview. Students are required to participate in a group interview where they are rated using 20 questions scored on a Likert scale. Applicants are asked five questions during the interview. Once the interview is finished, the interviewers score applicants on verbal and nonverbal communication, goals, leadership qualities and understanding of nursing. Scantrons are used to record scores and ensure this process is confidential.

- [Interview Questions (original version) (3)]

**Findings**
We had 168 applicants for the fall 2014 cohort. All 168 applicants had interview scores above 3.125. We had 118 applicants for the spring 2015 cohort. All 118 applicants had interview scores above 3.125. We analyzed the average rating of students for each question to determine strengths and weaknesses. Our applicants were consistently strong in the areas of nonverbal communication and answering questions without being defensive. Areas of weakness were found in answering questions in an insightful way, articulating strong leadership or service examples, and recognizing the roles of the nurse beyond “helping people”. These findings are shared with the AU Career center to help them know the specific areas our applicants need to improve in.

[ Interview scoring instrument14-15 ]

**How did you use findings for improvement?**
The Auburn University Career Center conducts mock interviews for applicants who are interested in participating. Applicants are also encouraged to use online interview help tools through the career center website to help them prepare. The Career Center offers help sessions where they give general interview tips and show them how to use the online tools. Nursing analyzes the interview score each year to show the Career Center specific areas to focus on and help students improve each year.

**Additional Comments**
None