

Licensure Pass Rate Improvement Plans

BSN (Pre-licensure) Nursing Program

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FAMU Board of Trustees
Academic and Student Affairs Committee Meeting
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- Accredited by the Accreditation Commission for Nursing Education (ACEN)
- Number of current faculty: 7.5 FTEs
- The SON is working to fill 6 vacant position
- Current BSN Enrollment: 140 students

Fall 2019 Enrollment

Pre-Nursing	Junior (BSN)	Senior (BSN)
236	63	89

- Graduates per year: Three-year average (2018-2020) - 87

Students are admitted to the program twice annually, during the fall and spring semesters.

Application Deadlines:

- May 1st - 15th for Fall admissions
- October 1st - 15th for Spring admissions

Acceptance Rates

Year	Fall (Admitted/Applied)	Spring (Admitted/Applied)
2017	51/112 - 46%	50/89 - 56%
2018	38/83 - 46%	42/90 - 47%
2019	36/87 - 41%	32/70 - 46%
2020	44/74 - 59%	28/59 - 47%

Diagnostics – Content Mastery

BSN Nursing Program Level Metrics

NOTE: Levels = Semesters by Cohort

Level 1					Level 2				Level 3					Level 4				Level 5				
3126	3064	3064L	3138	3133L	3326	3326L	3825	3145	3431	3431L	3505	3505L	3169	4267	4267L	4358	4358L	4671	4671L	4827	4828	4948L
Pathophysiology	Health Assessment	Health Assessment Lab	Promoting & Maintaining	Foundations of Clinical Practice	Adult Health	Adult Health Clinical	Nursing Concepts & Practice	Pharmacology	Women & Childbearing	Women & Childbearing	Mental Health	Mental Health Clinical	Evidence-based Practice	Advanced Med-Surg	Advanced Med-Surg	Pediatrics	Pediatrics Clin	Population Health	Population Health Clinical	Leadership & Management	Professional Development	Professional Transition Clin
ATI Content Exams: - TEAS (Sophomore Year) (90% of Student will attain Level 2 proficiency) - Critical Thinking - Pretest (3064) (90% of Student will attain Level 2 proficiency) - Nutrition for Nursing (3138) (90% of Student will attain Level 2 proficiency)					ATI Content Exams: - Fundamentals of Nursing (3326) (90% of Student will attain Level 2 proficiency) - Customized Med-Surg (3326) (90% of Student will attain Level 2 proficiency)				ATI Content Exams: - Mental Health (3505) (90% of Student will attain Level 2 proficiency) - Maternal-Newborn (3431) (90% of Student will attain Level 2 proficiency)					ATI Content Exams: - Med/Surg (4267) (90% of Student will attain Level 2 proficiency) - Peds (4358) (90% of Student will attain Level 2 proficiency) - Pharmacology (4267) - (90% of Student will attain Level 2 proficiency)				ATI Content Exams: - Community/Population Health (4671) (90% of Student will attain Level 2 proficiency) - Leadership (4827) (90% of Student will attain Level 2 proficiency) - Comprehensive Predictor (90% of Student will attain Predictor Value (90 th Probability) (4828)				

BSN Nursing Program Level Metrics Non-Standardized & Experiential Assessments **NOTE: Levels = Semesters by Cohort**

Level 1					Level 2				Level 3				Level 4				Level 5					
3126	3064	3064L	3138	3133L	3326	3326L	3825	3145	3431	3431L	3505	3505L	3169	4267	4267L	4358	4358L	4671	4671L	4827	4828	4948L
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Signature Assessments					Signature Assessments				Signature Assessments				Signature Assessments				Signature Assessments					
<p>SKILLS TEST OUT - Fundamentals skills test out (3133L) <i>(90% of students pass on the first attempt)</i></p> <p>MED-CALC TEST - Med-Calc (3133L) <i>(90% of students pass on the first attempt)</i></p>					<p>SKILLS TEST OUT - Focused skills test out (3426) <i>(90% of students pass on the first attempt)</i></p> <p>MED-CALC TEST - Med-Calc (3431) <i>(90% of students pass on the first attempt)</i></p> <p>SIMULATION - Simulation (NUR3825) <i>(90% of students pass with "S" on the first attempt)</i></p>				<p>SKILLS TEST OUT - Focused skills test out (3431) <i>(90% of students pass on the first attempt)</i></p> <p>MED-CALC TEST - Med-Calc (3431) <i>(90% of students pass on the first attempt)</i></p> <p>SIMULATION - Simulation (3431)/(3505) <i>(90% of students pass with "S" on the first attempt)</i></p> <p>QEP - Final EBP Project (QEP) – Writing - (3169) <i>(90% of students pass on the first attempt)</i></p>				<p>SKILLS TEST OUT - Focused skills test out (90% of students pass on the first attempt)</p> <p>MED-CALC TEST - Med-Calc (4267L; 4358L) <i>(90% of students pass on the first attempt)</i></p> <p>SIMULATION - Simulation (4267)/(4358) <i>(90% of students pass with "S" on the first attempt)</i></p>				<p>SKILLS TEST OUT - Focused skills test out (90% of students pass on the first attempt)</p> <p>MED-CALC TEST - Med-Calc (4671L; 4948L) <i>(90% of students pass on the first attempt)</i></p> <p>SIMULATION - Simulation (4671 & 4827) <i>(90% of students pass with "S" on the first attempt)</i></p> <p>QEP - Communication (QEP)– (4671L) Patient education <i>(90% of students pass on the first attempt)</i></p>					

****NOTE:** Clinical judgment assessment part of simulation evaluation

Assessment – Course Level

Data Sources (Each Semester)	Before (B), During (D), After (A) Semester	Resulting Action(s)
Syllabi and Course Materials	B	Modifications approved by the Curriculum Committee implemented.
Skills Performance Check-offs and Med-Calculation Exams	D	Graded and instructor feedback provided.
Multiple Written and Multiple-choice Exams	D	Exam item analyses: <ul style="list-style-type: none"> • Feedback on key concepts missed is provided as needed. • Exam question revisions for next offering.
Identification of “At-Risk” Students/Less than 75% grade at mid-term	D	Mandatory mid-term: <ul style="list-style-type: none"> • Student and instructor meetings to develop an individualized study plan for success. • Mandatory academic advisement by faculty mentor.
Summative Course Assessments	A	Curriculum Committee Review/modifications implemented at next offering of the course.
Student Assessment of Course		Curriculum gaps identified and addressed in subsequent semesters.
Student Assessment of Faculty Classroom Teaching	A	Faculty Annual Performance Appraisal goals and areas for improvement addressed.
Faculty Assessment of Course and Clinical/Lab	A	Faculty Meeting – Data Collection and Discussion
Support Services Use Evaluation	A	Faculty and Administration – Review and analyze data on support services (Referrals and usage)
Course Final Grade and Gradebook Analysis	A	<ul style="list-style-type: none"> • Deans review trends and discuss with faculty

Recent Training: Faculty Development

**List of recent trainings completed by the nursing faculty in the 2019-2020 academic year*

- NCLEX Curriculum and Test Alignment
- Test Blueprinting
- ATI integration
- Test Proctoring Certification
- Part 1: Nursing Education Preparation for Certification (CNE)

Need Assessment Findings: Faculty Development

**Based on the recent program review, the following is a list of faculty development trainings that will be developed and implemented for all SON faculty.*

- Formal nurse educator orientation
- Peer mentorship
- Training: Part 2: CNE
- Regulatory compliance updates
- NCLEX Updates/Competency requirements
- Training:
 Research, Practice, & Teaching & Learning

Plan:

**To promote sound pedagogy, the SON administration and faculty will engage in the following practices:*

- Integrating evidence-based teaching strategies
- Utilizing action research in the classroom, labs and clinical
- Promoting transparency in assessment
- Encouraging inclusion of faculty-practice agreements into faculty workloads
- Engaging in leadership succession planning and training
- Implementing peer review of classroom teaching and learning practices

NCLEX Pass Rates

Year	Pass Rates	Number of Examinees
2020*	69.7%	33
2019	63.4%	93
2018	82%	89
2017	64%	74

*The 2020 results are for the first and second quarter only.

Peers & Competitors	2018	2019	2020 *Second Quarter
National Average	91.57%	91.22%	92.60%
State Average	89.00%	88.84%	89.15%
Bethune Cookman University	72.73%	85.74%	100% (8)
Florida State University	94.78%	94.74%	90.32% (93)
University of Florida	92.51%	95.93%	100% (38)

Key Strategies:

- Strong faculty and staff
- Teaching and Research lines → Stability
- Faculty development and evaluation standards
- Consistent leadership
- Partnerships with healthcare organizations
- Leveraging alumni base

Key Best Practices:

- Proven Admissions requirements
- Strong curriculum alignment and monitoring
- Use of integrated, continuous standardized assessments with NCLEX style questions
- Individualized student monitoring and remediation
- Intrusive advisement and tutoring
- Student partnership/ownership of learning
- Strong alignment and opportunities related to experiential learning
- NCLEX testing within 3 months of graduation

Completion Rates

GRADUATION

ADMISSION DATE	Graduation Date	# Admitted	# in 5 Semesters	% in 5 Semesters	# in 7 Semesters	% in 7 Semesters	# Still Enrolled	% Still Enrolled	#	
									D	W/D
FALL 2018	Spring 2020	38	28	74%			6	16%	3	1
SPRING 2018	2019	93	67	74%	87	93%	2	5%	2	2
FALL 2017										
SPRING 2017	2018	100	77	77%	95	95%	0	0	4	1
FALL 2016										
SPRING 2016	2017	99	56	57%	77	78%	0	0	19	3
FALL 2015										

D= Dismissed; W/D = Withdrew

Questions?



FLORIDA A&M UNIVERSITY

Founded in 1887 as the State Normal College for Colored Students, Florida Agricultural and Mechanical University (FAMU) is the only historically state supported educational facility for African Americans in Florida. It has always been co-educational. In 1890, the second Morrill Act was passed. This enabled the school to become the Black Land Grant College for the State of Florida. west of its original location