

**STANDARDIZED ANNUAL REPORT**  
**UPDATED MARCH 2025 FOR UPDATED COMPLETION & NCLEX DATA**

**Department/ Program:** School of Nursing (SON)

**Submitted by:** Dr. Tesa Keeling

**I. Summary of Assessment incorporating annual Academic Affairs Theme**

**ACEN accreditation decision received:** In accordance with the U.S. Department of Education regulation, the most recent Board of Commissioners accreditation decision of Continuing Accreditation was granted in September 2023 with the next site visit due in Spring 2031.

**Nebraska State Board of Nursing continued approval:** Nebraska Board of Nursing met on Thursday, January 11, 2024 and the entire Board of Nursing met on Thursday, February 8, 2024. The 2022-2023 annual reports from Nebraska Nursing Programs were reviewed and it was moved, seconded and carried that the Nebraska Board of Nursing accepted the 2022-2023 annual report for Midland University BSN program and granted continued program approval.

**AACN Essentials, Core Competencies for Professional Nursing Education:** Published in 2021 to replace the BSN Essentials from 2008 and will guide the curriculum competencies to be expected from a BSN prepared nursing student. The SON Curriculum Committee has a first draft of proposed updates to PLO's to align with the new Essentials.

**Next Gen NCLEX:** 2023 was the first year for the new style NCLEX examination. Midland University had 28 graduates, 26 of which passed boards on their first attempt. The other 2 students were successful in completing their NCLEX on the second attempt.

**SON annual assessment:** The SON Assessment of Student Learning Plan - SEP details the assessment plan for the School of Nursing. In October 2023, Dean, School of Nursing attended an accreditation seminar which outlined a new SEP template. The School of Nursing agreed to use the summer to transition the last 3 years worth of data to this new template and to conduct a full analysis at that time to ensure the evaluation aligns with accreditation standards. Prior to the 2025-2026 academic year, faculty approved the School of Nursing Bylaws, the Faculty Expectations and Policies, and reviewed the Nursing Student Handbook. Faculty will complete annual committee reports from the SON Curriculum Committee and the SON Admissions and Progression Committee. Annual Committee reports, the Nursing Student Handbook, the SON Bylaws, and the Faculty Expectations and Policies documents will be reviewed for final edit's and/or changes in the annual meeting prior to the beginning of the 2024 Fall semester.

**DRIVE:** The BSN nursing faculty collected data for nursing courses with DRIVE attributes that will be reviewed with the team in August along with the rest of the SEP.

**Simulation and Lab Assessment:** Current simulation manikins are reaching the end of their life cycle. The School of Nursing applied for financial assistance via a Simulation Grant provided by the Nebraska Hospital Association. Received notification on 6/4/2024 that the school is being awarded \$85,000 to purchase a new birthing manikin.

**STANDARDIZED ANNUAL REPORT**  
**UPDATED MARCH 2025 FOR UPDATED COMPLETION & NCLEX DATA**

II. Curriculum Matrix is available in GoogleDoc.

III. Data.

a. Program Learning Outcomes (three years):

Program Learning Outcome/End of Program Student Learning Outcome (EOP SLO)	Artifact: Assessment Method(s)	Assessment: Evidence/Data/Findings	Use of Results
<p>1. Synthesize knowledge from the arts and sciences as a basis for professional nursing decisions.</p>	<p><b><u>2018-current</u></b> NUR 465 Population Focused Care Project Presentation</p>	<p>2021-2022 = 100% of students achieved an 80% or higher. (ELA MET)</p>	<p><b><u>Trend Analysis:</u></b> Over the past three years the data analyzed indicates that students are largely demonstrating the attainment of EOP SLO #1. The development of a four-level rubric; beginning, developing, proficient, and mastery, along with clear assignment guidelines have been improvements in the assessment of the artifact. In 20- 21, corresponding alignment of the rubric with the EPSLO was achieved. In 22-23 the ELA was altered to 90% of students will achieve 92% or higher on the rubric component due to consistently meeting ELA.</p> <p><b><u>Action Plan for 2024-2025:</u></b> Need to evaluate groups vs. individual students in calculating data.</p> <p>Will evaluate out of individual students even if a group project/assignment.</p>
		<p>2022-2023 = 89% of students achieved a 92% or higher. (ELA NOT MET)</p>	
		<p>2023-2024 = 100% of students achieved a 92% or higher. (ELA MET)</p>	
<p>2. Incorporate leadership concepts in promoting safe, high quality care with a focus on continual evaluation and improvement within a variety of organizations and systems.</p>	<p><b><u>2018-2021</u></b> NUR 415/NUR 416 Final Exam Disaster Drill; Final Exam Debate; Final Exam "Sales" Presentation</p> <p><b><u>2022-Current</u></b> NUR 426 Quality Improvement Paper</p>	<p>2021-2022 = 100% of students achieved an 80% or higher. (ELA MET)</p>	<p><b><u>Trend Analysis:</u></b> Evaluation of data prior to changing the signature assignment and ELA demonstrated consistent attainment of ELA. In 22-23, the signature assignment was updated to the NUR 426 Quality Improvement Paper. In 23-24 the assignment was slightly modified to incorporate how leadership plays a role in the quality improvement process.</p> <p><b><u>Action Plan for 2024-2025:</u></b> Continue with ELA as is.</p>
		<p>2022-2023 = 100% of students achieved a 90% or higher. (ELA MET)</p>	
		<p>2023-2024 = 100% of students achieved a 90% or higher. (ELA MET)</p>	

**STANDARDIZED ANNUAL REPORT**  
**UPDATED MARCH 2025 FOR UPDATED COMPLETION & NCLEX DATA**

<p>3. Integrate nursing research and evidenced-based practice into professional nursing practice.</p>	<p><b><u>2021-2022</u></b> NUR 405 PICO Analysis of Current Trends in Nursing Practice paper</p> <p><b><u>2022-current</u></b> NUR 405 Examination of Quality Improvement &amp; Safety Measures in Nursing Practice Presentation</p>	<p>2021-2022 = 100% of students achieved Mastery rating (ELA MET)</p> <p>2022-2023 = 71% of students achieved Mastery rating (ELA NOT MET)</p> <p>2023-2024 = 100% of students achieved Mastery rating (ELA MET)</p>	<p><b><u>Trend Analysis:</u></b> In 2022-2023, a new assignment was created to better align with this outcome and to avoid repeating the PICO research and reporting process, which is already addressed in the NUR392 course. This new assignment also aligns with and incorporates the 2021 AACN sub - competencies. Students were complimentary of the clinical-basis for the project.</p> <p><b><u>Action Plan for 2024-2025:</u></b></p> <p>Continue with ELA as is. Will alter rubric that will take into consideration individual professionalism/involvement, etc.</p>
<p>4. Evaluate information management, technology, and systems in an ethical manner to ensure safe care and enhance sound decision-making in health care delivery systems.</p>	<p><b><u>2018-current</u></b> NUR 465 Analysis of Health Indicators Through Statistical Data Collection</p>	<p>2021-2022 = 75% of students achieved 89% or higher (ELA NOT MET)</p> <p>2022-2023 = 100% of students achieved 89% or higher (ELA MET)</p> <p>2023-2024 = 100% of students achieved 89% or higher (ELA MET)</p>	<p><b><u>Trend Analysis:</u></b> Over the years, students consistently score in the mid-80's or higher on this assignment so the ELA was updated in 2023-2024 school year to 90% of students will achieve an 89% (mastery) or higher on the rubric component aligned with the outcome.</p> <p><b><u>Action Plan for 2024-2025:</u></b> Need to evaluate groups vs. individual students in calculating data.</p> <p>Will evaluate out of individual students even if a group project/assignment.</p>
<p>5. Examine state, regional, national and regulatory agency health care system policies to inform professional activism.</p>	<p><b><u>2019-current</u></b> NUR 426 Health Care Policy &amp; Legislation Assignment</p>	<p>2021-2022 = 100% of students achieved Mastery or Proficient (ELA MET)</p> <p>2022-2023 = 100% of students achieved Mastery or Proficient (ELA MET)</p> <p>2023-2024 = 100% of students achieved Mastery or Proficient (ELA MET)</p>	<p><b><u>Trend Analysis:</u></b> ELA was met for the past three years, providing evidence that students are demonstrating attainment of this outcome. ELA was increased to 90% will achieve mastery or proficient on the rubric component in 2023-2024 due to consistent attainment of ELA.</p> <p><b><u>Action Plan for 2024-2025:</u></b> No changes</p>

**STANDARDIZED ANNUAL REPORT**  
**UPDATED MARCH 2025 FOR UPDATED COMPLETION & NCLEX DATA**

<p>6. Foster intra/interprofessional team collaboration with healthcare providers and consumers for the improvement of healthcare delivery and patient health outcomes.</p>	<p><b>2018-current</b> NUR 465 Examination of Population Health Needs for Quality Improvement</p>	<p>2021-2022 = 100% of students achieved 89% or higher (ELA MET)</p> <p>2022-2023 = 100% of students achieved 89% or higher (ELA MET)</p> <p>2023-2024 = 90% of students achieved 89% or higher (ELA MET)</p>	<p><b>Trend Analysis:</b> This assignment has been used over the years with high scores, presumably because it is clearly described in the assignment guidelines and created for students to fill in as a worksheet so that no pieces and parts are omitted. This is an assignment which clearly assists students to achieve this learning outcome.</p> <p><b>Action Plan for 2024-2025:</b> Need to evaluate groups vs. individual students in calculating data.</p> <p>No changes.</p>
<p>7. Provide professional nursing care across the lifespan to diverse individuals, families, and populations to promote health and prevent disease and injury.</p>	<p><b>2018-current</b> NUR 465 Population Focused Care Project Presentation</p>	<p>2021-2022 = 100% of students achieved 94% or higher (ELA MET)</p> <p>2022-2023 = 90% of students achieved 94% or higher (ELA NOT MET)</p> <p>2023-2024 = 90% of students achieved 94% or higher (ELA NOT MET)</p>	<p><b>Trend Analysis:</b> This presentation is the culmination of the semester's work and is assigned in lieu of a final exam. This likely contributes to students placing extra effort in the presentation. Students historically have done well in achieving this ELA. The outlier in 2022-2023 was a student who missed the presentation due to injury and elected to perform a narrated PPT instead, which led to a lower score.</p> <p><b>Action Plan for 2024-2025:</b> Need to evaluate if 100% of students achieving something is a reasonable ELA?</p> <p>Will update ELA to 90% of students will achieve 94% on the rubric component aligned with the PLO.</p>
<p>8. Assume responsibility and legal/ethical accountability for one's personal and professional behavior and its impact on the care of diverse populations.</p>	<p><b>2018-current</b> NUR 465 Reflection on Professional Practice at the Community Level</p>	<p>2021-2022 = 100% of students achieved 88% or higher (ELA MET)</p> <p>2022-2023 = 100% of students achieved 88% or higher (ELA MET)</p> <p>2023-2024 = 92% of students achieved 88% or higher (ELA NOT MET)</p>	<p><b>Trend Analysis:</b> Students consistently demonstrate attainment of this ELA. ELA was re-written for 2023-2024 school year to be 100% of students will achieve 88% or higher on the rubric component aligned with the outcome.</p> <p><b>Action Plan for 2024-2025:</b> Need to evaluate if 100% of students achieving something is a reasonable ELA? In the Data Analysis spreadsheet, the notes indicate the intended ELA was only 90% but the grade was 92% or higher. Was the update an error?</p>

**STANDARDIZED ANNUAL REPORT**  
**UPDATED MARCH 2025 FOR UPDATED COMPLETION & NCLEX DATA**

			Will update ELA to 90% of students will achieve an 88% or higher on the rubric component aligned with the outcome.
9. Integrate the competencies of a professional nurse to provide, coordinate, and advocate for care of diverse populations.	<b>2018-current</b> NUR 497 Patient Advocacy Assignment	2021-2022 = 92% of students achieved proficient or higher (ELA NOT MET)	<b>Trend Analysis:</b> Data trends indicate that students are consistently meeting this ELA. The ELA was changed for the 2023-2024 year to be 95% of students will meet proficient or higher level of work. ELA was met after being updated.  <b>Action Plan for 2024-2025:</b> Will keep ELA as written.
		2022-2023 = 100% of students achieved proficient or higher (ELA MET)	
		2023-2024 = 97% of students achieved proficient or higher (ELA MET)	
10. Explore personal faith/spirituality with respect to nursing practice in a diverse global society.	<b>2020-current</b> NUR 405 Culturally Responsive and Spiritual Care Assignment	2021-2022 = 100% of students achieved mastery (ELA MET)	<b>Trend Analysis:</b> This was the fifth year for this outcome assessment. 2023-2024 is the first year in the last 5 years that the ELA was not met.  <b>Action Plan for 2024-2025:</b> Will continue with ELA as written.
		2022-2023 = 100% of students achieved mastery (ELA MET)	
		2023-2024 = 87% of students achieved mastery (ELA NOT MET)	

**STANDARDIZED ANNUAL REPORT**  
**UPDATED MARCH 2025 FOR UPDATED COMPLETION & NCLEX DATA**

**b. Enrollment, Retention, and Completion:**

**COMPLETION DATA**

**Program Length Table for Calculations**

Program Option	Total Number of Academic Terms to Complete Program/Option (including pre-requisites)	Number of Academic Terms for Nursing Coursework
Traditional BSN	8	6
LPN – BSN	8	6
RN to BSN	6	6

**Aggregated Program Completion Table**

Program Completion – Aggregated for the Entire Program			
Year	Total number of students starting in the first nursing course	Total Number of on-time graduates	Program Completion Rate
2021	N = 32	N = 25	78%
2022	N = 25	N = 21	84%
2023	N = 39	N = 31	79%
2024	N = 41	N = 32	78%

**Disaggregated Program Completion Table**

Program Completion Rate – Disaggregated by Program Option			
Year	Traditional BSN	LPN to BSN	RN to BSN
2021	73% (16/22)	100% (1/1)	89% (8/9)
2022	81% (13/16)	NA – no LPNs	89% (8/9)
2023	76% (26/34)	100% (1/1)	75% (3/4)
2024	77% (30/39)	NA - no LPNs	100% (2/2)

Nursing Program Completion Rate ELA: The program completion rate ELA is 80% of students will complete the Traditional BSN, LPN to BSN, and RN to BSN program options in six semesters.

Action Plan: Based on analysis and near achievement of ELA, group decided to continue with current ELA at 80% and reevaluate next year. Monitoring of the program completion rate will continue. Data will continue to be collected to determine the reasons students are not completing the program. If warranted, actions will be taken.

**STANDARDIZED ANNUAL REPORT**  
**UPDATED MARCH 2025 FOR UPDATED COMPLETION & NCLEX DATA**

**NCLEX PASS RATES: Licensure Pass Rate for Midland University**

Ultimate Pass Rate Table – Aggregated for the Entire Program		
Year	First-Time Examination Pass Rate	Ultimate Pass Rate (Includes Repeat Testers)
2022	71% (10/14)	100% (14/14)
2023	93% (26/28)	100% (28/28)
2024	77% (23/30)	97% (29/30)
Three-Year Average	82% (59/72)	99% (71/72)

Licensure Pass Rate ELA: The mean licensure pass rate for the three most recent years will be at least 80% for all first-time and repeated test-takers.  
 Action Plan: Presentation from Elsevier expert, additional test taking resources available in Ebook bundle, greater emphasis in Senior year on having to perform some sort of practice prior to boards, emphasis in Sophomore year on question types, faculty preparation in question types.

**JOB PLACEMENT**

Year	Traditional BSN		LPN to BSN		RN to BSN	
	Response Rate (# responding/ # graduating)	Job Placement Rate (# employed/ # responding)	Response Rate (# responding/ # graduating)	Job Placement Rate (# employed/ # responding)	Response Rate (# responding/ # graduating)	Job Placement Rate (# employed/ # responding)
2020	94% (15/16)	100% (15/15)	100% (1/1)	100% (1/1)	67% (4/6)	100% (4/4)
2021	100% (16/16)	100% (16/16)	50% (1/2)	100% (1/1)	100% (9/9)	100% (9/9)
2022	100% (13/13)	100% (13/13)	No graduates	No graduates	15% (02/13)	100% (2/2)
2023	86% (24/28)	92% (22/24)	100% (1/1)	100% (1/1)	100% (6/6)	100% (6/6)
3 - Year Average	93% (53/57)	96% (51/53)	100% (3/3)	100% (3/3)	61% (17/28)	100% (17/17)

**STANDARDIZED ANNUAL REPORT**  
**UPDATED MARCH 2025 FOR UPDATED COMPLETION & NCLEX DATA**

**Program Employment Rate**

**Goal/ELA:** For traditional, LPN to BSN, and RN to BSN program options, 80% of graduates are employed by six months after graduation. New ELA as ACEN, nursing's accrediting agency has changed the definition of Job Placement Rate. ACEN's new definition is "Percentage of graduates, typically within one year of graduation, who are employed in a position for which a nursing program prepared them." **New Goal/ELA should read as follows: For traditional, LPN to BSN, and RN to BSN program options, 80% of graduates are employed typically within one year of graduation, who are employed in a position for which a nursing program prepared them.**

**Analysis of Data:** Goal/ELA met. In 2020-2021, the employment rate is 96%. One graduate did not take NCLEX-RN after graduation in May 2021 or for the rest of 2021. The graduate is not working as a nurse.

Midland University BSN graduates that pass NCLEX are sought after and hired in health care settings in Nebraska. Students who move out of state report obtaining jobs. Students completing their preceptor hours in health care settings are offered jobs prior to graduation and prior to passing NCLEX. During the last semester of their nursing curriculum, students work with the Midland University Career Center to refine their resume. In NUR 426, all students participate in Mock Interviews with Human Relations and Talent Acquisition personnel from the local hospitals.

**Action Plan for 2022-2023:** Maintain ELA with the wording change to "typically within one year of graduation, who are employed in a position for which a nursing program prepared them." Continue to support students in obtaining jobs through Mock Interviews and collaboration with the Career Center to prep nursing graduates with skills to interview and seek employment.

**Action Plan:** No data reported for 2023-2024 school year. Action plan for 2024-2025 is to re-evaluate at end of year when data is available.

**RETENTION**

Enrollment and retention data not evaluated for 2023-2024 per university reporting. SON will perform independent review of this information as able in the 2024-2025 school year.

The SON has had ongoing recruitment and retention work through 2023-2024 which includes collaboration with the Admissions team to streamline the Nursing application process and shorten time for notifying the student of admission/denial to the program. NUR305 incorporated a new experience where the enrolled students for that course attended a health careers class at Elkhorn South High School, which served as both a recruiting effort and clinical hours for the NUR305 students. Additionally, the Dean has attended multiple recruiting events and recruiting materials have been updated.

The SON continues to collaborate (at least monthly) with the advising team to monitor and manage student engagement and access.

The SON has policies to support student success once enrolled in nursing courses. Students are to meet with nursing faculty if their exam scores fall below the required percentage of 77%. Students are counseled early in each semester to seek help from faculty and are referred to the ARC support services and/or counseling as indicated by a student's individual needs. Policies that specifically address nursing students can be found in the Nursing Student Handbook that is reviewed, updated, and shared with students each fall and when changes are made.



**STANDARDIZED ANNUAL REPORT**  
**UPDATED MARCH 2025 FOR UPDATED COMPLETION & NCLEX DATA**

**Action Plan:**The SON plans to continue new recruiting efforts including expanding attendance to college fairs, expanding presence health careers courses (Elkhorn North already scheduled for Fall 2024), and hosting a Nursing Days recruitment event. Retention efforts will continue to include advising collaboration. SNA will continue to be consulted on ongoing recommendations for recruitment and retention.

**c. Class of 2021 First Destination Survey Responses:**

\*\*SEE ABOVE FOR JOB PLACEMENT INFORMATION \*\*

**d. Results from prior year changes:**

Description of Change	Motivation for Change	Impact of Change	Moving Forward
Implementation of Evolve/Elsevier platform	Lack of support from previous ATI platform	Students have access to HESI, textbooks & other resources via this platform  Ability for data tracking	Evaluation of Evolve/Elsevier practices and outcomes
Incorporating new AACN Essentials, Core Competencies for Professional Nursing Education	In 2021, AACN published new standardized Nursing education standards	Meeting accepted standards of Nursing education  Ongoing incorporation and tracking of essentials	PLO & Curriculum revision to further incorporate
Updated testing practices	Aligning with the Next Gen NCLEX implemented in 2023	22-23 first pass rate = 93% 23-24 first pass rate = 77%	Evaluation of NCLEX preparation and comparison against other programs
New clinical site incorporation	Denied or limited access to previous clinical sites	Ability to expose students to a variety of experiences/settings while ensuring clinical hours	Ongoing expansion of clinical experiences

**STANDARDIZED ANNUAL REPORT**  
**UPDATED MARCH 2025 FOR UPDATED COMPLETION & NCLEX DATA**

**IV. Assessment of Marketplace/Discipline**

National Council of State Boards of Nursing (NCSBN)

- NCSBN has approved the release of the Next Generation NCLEX (NGN) for 2023. NCSBN has provided resources for faculty and students to prepare for the changes in NCLEX. Faculty have been reviewing the requirements of the NGN and implementing changes for student preparation using resources developed to allow students to practice Next Gen NCLEX style questions and case studies. The current senior nursing students will be testing using this new format in May of 2023.
- Changes in the statutes that guide Education of Nursing programs were implemented

Nebraska Assembly of Nursing Deans and Directors (NANDD)

- Annual Educator Conference Attended by several full-time faculty and the SON Associate Dean. The main speaker and presentations from the Nebraska State Board of Nursing Education consultants highlighted trends in Nursing education.
- Quarterly meetings with all Deans and Directors provide up to date changes in nursing education that are shared at each meeting. The Nebraska State Board Nursing Education Consultants are present and provide updates to NCLEX changes, and state regulations.
- Meetings with the Chief Nursing Officers of Hospitals at an annual meeting with NANDD allow collaboration between practice and education in the state of Nebraska.

Listening to the Marketplace: NCSBN, and NANDD provides the information and data needed to prepare graduates to enter their first nursing position with strong clinical judgment skills and preparation to succeed on NGN. Faculty in the nursing program are using this information to make curricular decisions that improve student preparation for entering the health care marketplace.

Nursing Advisory Council: First one scheduled for August 6, 2024. Planning to hold meetings twice a year to engage the opinions of clinical partners.

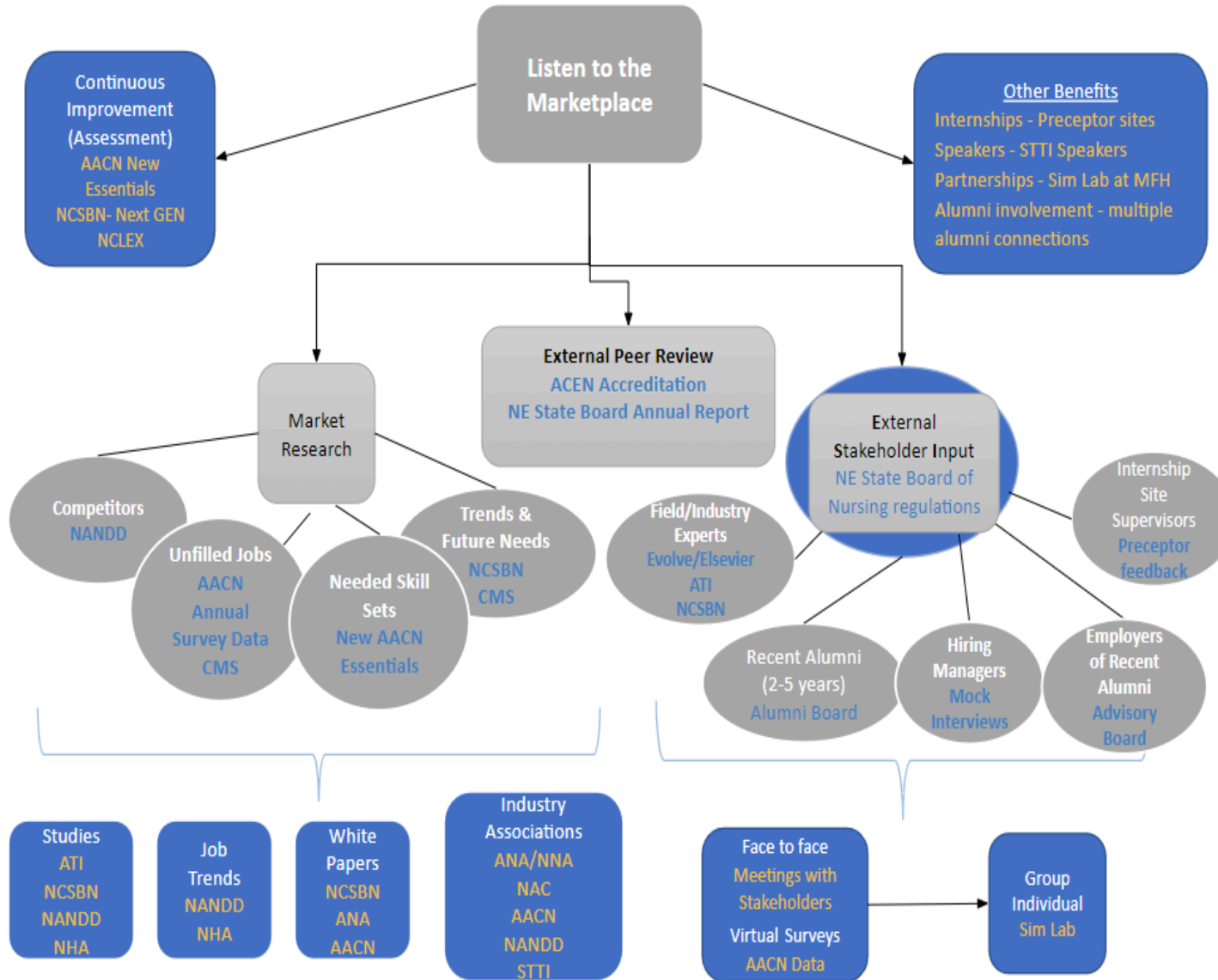
ACEN

T. Keeling attended ACEN Self-Study Forum in the 2023-2024 academic year to gain information on ACEN standards. As a result, the SON will be adopting the ACEN approved SEP template for future years. Additionally, SON received notification September 2023 of ongoing accreditation decision from ACEN.

Program Assessment:

The new Essentials for Nursing Education were released in the spring of 2021. The SON Student Learning Outcomes were based on the 2008 version of the BSN Essentials. The SON Curriculum Committee in collaboration with the nursing faculty have worked on building a bridge between the new Essentials of 2021 and the BSN Essentials from 2008 to guide the development and implementation of competencies into the curriculum. The bridge and the Essentials Faculty Toolkit will assist in identifying gaps and the need for curriculum change.

**STANDARDIZED ANNUAL REPORT**  
**UPDATED MARCH 2025 FOR UPDATED COMPLETION & NCLEX DATA**



**STANDARDIZED ANNUAL REPORT**  
**UPDATED MARCH 2025 FOR UPDATED COMPLETION & NCLEX DATA**

**VI. Action Plan (Near, Mid, and Long term)**

Short Term Goals:

- Increase recruitment efforts to ensure more consistent enrollment numbers
- Ensure clinical site alignment with new partnerships and overall market saturation in Omaha/Fremont area. Continue to seek out best opportunities for students and the curriculum needs.
- Update SEP plan to align with ACEN standardized documentation

Short and Mid-Range Goals:

- Curriculum revision plan to align with new Essentials, current program trends, and employer/marketplace trends
- Implementation plan for new curriculum revision - Be mindful of graduate curriculum

Long Term (3 year) Goals:

- Evaluate the need/ability to offer certificate programs specific to Nursing based on Advisory Council suggestions
- Explore expansion into graduate Nursing degrees including partnerships with Education and Business
- Begin marketplace analysis of graduate programs for Nursing specific programs including but not limited to Certified nursing leader MSN and/or information technology with emphasis in curriculum development