



NIGHTINGALE
COLLEGE

Mission Fulfillment Measures Spring 2024

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1. Learner Academic Success

Cognitive

1.1.1 General Education Outcomes

Function	Last Update																																																																													
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70% in all 8 competency frames.	<div><div>General Education Outcomes</div><div>General Education Outcomes Table</div><table><tr><th>Average Score Percent</th><th>Semester Name</th><th>Spring Semester, 2023</th><th>Summer Semester, 2023</th><th>Fall Semester, 2023</th><th>Spring Semester, 2024</th><th>Total</th></tr><tr><td>General Education Outcome</td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>Decision Making and Judgment</td><td></td><td>68.46%</td><td>68.82%</td><td>73.07%</td><td>74.73%</td><td>71.85%</td></tr><tr><td>Diversity and Engagement</td><td></td><td>78.37%</td><td>81.98%</td><td>79.72%</td><td>79.75%</td><td>79.96%</td></tr><tr><td>Evidenced Based Practice</td><td></td><td>68.47%</td><td>67.49%</td><td>72.02%</td><td>74.15%</td><td>71.07%</td></tr><tr><td>Human Ideals and Ethics</td><td></td><td>79.73%</td><td>82.33%</td><td>84.12%</td><td>83.89%</td><td>83.05%</td></tr><tr><td>Intentional Learning and Reflection</td><td></td><td>76.91%</td><td>78.07%</td><td>79.12%</td><td>80.95%</td><td>79.15%</td></tr><tr><td>Quantitative Reasoning</td><td></td><td>58.96%</td><td>56.68%</td><td>57.72%</td><td>59.09%</td><td>58.16%</td></tr><tr><td>Teamwork and Collaboration</td><td></td><td>69.90%</td><td>75.95%</td><td>75.40%</td><td>78.26%</td><td>76.23%</td></tr><tr><td>Written and Verbal Communication</td><td></td><td>72.84%</td><td>75.93%</td><td>75.22%</td><td>78.50%</td><td>76.34%</td></tr><tr><td>Total</td><td></td><td>70.25%</td><td>72.32%</td><td>74.10%</td><td>75.99%</td><td>73.73%</td></tr></table></div>	Average Score Percent	Semester Name	Spring Semester, 2023	Summer Semester, 2023	Fall Semester, 2023	Spring Semester, 2024	Total	General Education Outcome							Decision Making and Judgment		68.46%	68.82%	73.07%	74.73%	71.85%	Diversity and Engagement		78.37%	81.98%	79.72%	79.75%	79.96%	Evidenced Based Practice		68.47%	67.49%	72.02%	74.15%	71.07%	Human Ideals and Ethics		79.73%	82.33%	84.12%	83.89%	83.05%	Intentional Learning and Reflection		76.91%	78.07%	79.12%	80.95%	79.15%	Quantitative Reasoning		58.96%	56.68%	57.72%	59.09%	58.16%	Teamwork and Collaboration		69.90%	75.95%	75.40%	78.26%	76.23%	Written and Verbal Communication		72.84%	75.93%	75.22%	78.50%	76.34%	Total		70.25%	72.32%	74.10%	75.99%	73.73%
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General Education Dashboard	<p>2023-2 is the second semester using new process for curriculum, data points, and measurement items. We are in process of analyzing specific assignments relating to PO’s and determining if there are any specific variables that could be contributing to PO’s #2 and #6 being below 70%. Current hypothesis is that MAT100 and MAT220 are lagging in overall course average, pass rate and course completion rate. These courses also have higher repeat rate. The median average score for MAT100 was 75.78% and the mode was 80.13 with range of 100.11 indicating that learners who engage are passing. Next steps include looking at the supporting metrics and those factors that contribute to learner engagement.</p> <p>2024-1: continues along the same trend as past semesters.</p>																																																																													
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1.C.6	Consistent with its mission, the institution establishes and assesses, across all associate and bachelor level programs or within a General Education curriculum, institutional learning outcomes and/or core competencies. Examples of such learning outcomes and competencies include, but are not limited to, effective communication skills, global awareness, cultural sensitivity, scientific and quantitative reasoning, critical analysis and logical thinking, problem solving, and/or information literacy.																																																																													

1.1.2 Nursing Education Outcomes

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Practice

1.2.1 EL Evaluation and Survey Metrics

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Nursing Education	5/31/2024															
Benchmark(s)	Statistics															
Learner Survey-4.6	<table><tr><th>Prompt (5=Stongly Agree, 4=Agree, 3=Neutral, 2=Disagree, 1=Strongly Disagree)</th><th>2023-3</th><th>2024-1</th></tr><tr><td>I developed a better understanding of the connections between course information and the application to clinical practice.</td><td>4.62</td><td>4.69</td></tr><tr><td>I was able to identify and correlate safe effective nursing care during DFC activity.</td><td>4.68</td><td>4.74</td></tr><tr><td>I was challenged to utilize critical thinking and improve my clinical reasoning skills.</td><td>4.64</td><td>4.70</td></tr><tr><td>I am more confident to practice nursing care in a clinical environment.</td><td>4.6</td><td>4.67</td></tr></table>	Prompt (5=Stongly Agree, 4=Agree, 3=Neutral, 2=Disagree, 1=Strongly Disagree)	2023-3	2024-1	I developed a better understanding of the connections between course information and the application to clinical practice.	4.62	4.69	I was able to identify and correlate safe effective nursing care during DFC activity.	4.68	4.74	I was challenged to utilize critical thinking and improve my clinical reasoning skills.	4.64	4.70	I am more confident to practice nursing care in a clinical environment.	4.6	4.67
Prompt (5=Stongly Agree, 4=Agree, 3=Neutral, 2=Disagree, 1=Strongly Disagree)	2023-3	2024-1														
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I was challenged to utilize critical thinking and improve my clinical reasoning skills.	4.64	4.70														
I am more confident to practice nursing care in a clinical environment.	4.6	4.67														
Site Survey-TBD																
Sources	Narrative															
DFC Learner Evaluation	<p>The Practice metric is derived from the DFC Learner Evaluation survey which is distributed at the conclusion of a learner’s DFC work. Items related to their experience with clinical practice are averaged to determine practice-readiness.</p> <p>2024-1: Scores saw an increase from Fall 2023 to Spring 2024. Set the initial learner survey benchmark to 4.6.</p>															
Tactical Code	Tactic															

Everyday Ethical Comportment

1.3.1 LSS Code of Conduct Report

1/31/2024 Code of Conduct Report

Function	Last Update		
Nursing Education	1/31/2024		
Benchmark(s)	Statistics		
	Code of Conduct Violations		
	Submission Type	Fall 2023	Spring 2024
	Dispositional/Behvioral	10	19
	Academic	133	163
	Total	143	182
	Detail of Submission Type	Fall 2023	Spring 2024
	Writing/AI Usage	113	158
	Unprofessional Communication		14
	Other (exam integrity, communication,	30	10
	Total	143	182
	Detail of level	Fall 2023	Spring 2024
	Learner Not Responsible		11
	Level 0	101	110
	Level 1	19	23
	Level 2	14	10
	Level 3		1
	Unknown		11
	Total	134	155

Sources	Narrative
LSS	<p>The Everyday Ethical Comportment metric is under development. The data provided from LSS details Code of Conduct Violations across Fall 23. Benchmarks are yet to be established.</p> <p>2024-1: Update includes new levels in categories not previously marked in 2023.</p>
Tactical Code	Tactic

1.3.2 Wellness Measures

Function	Last Update
Nursing Education	
Benchmark(s)	Statistics
Sources	Narrative
	Under Development
Tactical Code	Tactic

2. Serving Diverse Communities

2.1 Learner Demographics

Function	Last Update
IAE	5/31/24
Benchmark(s)	Statistics
	<div> <div>Race</div> <div> <div>Learners by Race (by starting year)</div> </div> </div> <div> <div>Race</div> </div> <div> <div>Age</div> </div> <div> <div>Gender</div> </div>

	<div> <div> <h3>Income</h3> </div> <div> <h3>Marital Status</h3> </div> <div> <h3>RUCA</h3> </div> <div> <h3>Learner Geography</h3> </div> </div>
Sources	Narrative
Learner Demographics Dashboard	<p>Learner demographics continue to reach an equilibrium with most categories staying the same or following a trajectory similar to the past year. Some notable differences in the last year include the slight increase in younger learners, ages 18-24. Also, a marked increase in the number of Hispanic/Latino Learners enrolled. We see the closing of “Not Specified” as a category due to the formatting of the data gathering at the time of admission.</p>
Tactical Code	Tactic

2.2 Faculty Demographics

Function	Last Update																								
Collaborator Experience	5/31/2024																								
Benchmark(s)	Statistics																								
	<div><div><div><h3>Race</h3><div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div></div><div><div><div>Collaborators x Race</div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div></div><div><div><div>73.12%</div><div>3.58%</div><div>0.72%</div><div>5.02%</div><div>12.10%</div><div>3.54%</div></div></div></div></div><div><div><div><div>American Indian or Alaska Native</div><div>3.54%</div></div><div><div>Asian</div><div>12.10%</div></div><div><div>Black or African American</div><div>5.02%</div></div><div><div>Hispanic or Latino</div><div>0.72%</div></div><div><div>Native Hawaiian or Other Pa.</div><div>3.58%</div></div><div><div>Two or More Races</div><div>73.12%</div></div><div><div>White</div><div></div></div></div></div><div><div><div>Collaborator Race Detail</div><div><div><div>EOE 1 Ethnicity ▾</div><div></div></div><table><tr><td>American Indian or Alaska Native</td><td>4</td><td>1.63%</td></tr><tr><td>Asian</td><td>11</td><td>3.94%</td></tr><tr><td>Black or African American</td><td>34</td><td>12.19%</td></tr><tr><td>Hispanic or Latino</td><td>14</td><td>5.02%</td></tr><tr><td>Native Hawaiian or Other Pacific Islander</td><td>2</td><td>0.72%</td></tr><tr><td>Two or More Races</td><td>10</td><td>3.58%</td></tr><tr><td>White</td><td>204</td><td>73.12%</td></tr><tr><td>Total</td><td>279</td><td>100.00%</td></tr></table></div></div></div></div><div><div><h3>Age</h3></div></div></div></div></div></div></div></div>	American Indian or Alaska Native	4	1.63%	Asian	11	3.94%	Black or African American	34	12.19%	Hispanic or Latino	14	5.02%	Native Hawaiian or Other Pacific Islander	2	0.72%	Two or More Races	10	3.58%	White	204	73.12%	Total	279	100.00%
American Indian or Alaska Native	4	1.63%																							
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Native Hawaiian or Other Pacific Islander	2	0.72%																							
Two or More Races	10	3.58%																							
White	204	73.12%																							
Total	279	100.00%																							

Collaborator x Age

Age Bracket	Count	Percent of Total
18-29	8	2.87%
30-39	78	27.96%
40-49	91	32.62%
50-59	64	22.94%
60+	38	13.62%
Total	279	100.00%

Gender

Collaborators x Gender

Gender	Collaborator Count	Percent of Total
Female	234	83.87%
Male	45	16.13%
Total	279	100.00%

Faculty Geography

Sources	Narrative
Faculty Demographics Dashboard	Our demographics represent the nursing industry and the national makeup very closely. We have been mindful of how we post positions to make sure we use neutral wording that encourages all qualified applicants to apply.
Tactical Code	Tactic
	Maintain an inclusive workplace.

2.3 Alumni Work Placement Settings

Function	Last Update
Learner Support Services	5/31/2024
Benchmark(s)	Statistics
80% 1 year post graduation	

	Total Placement Rate (including Unverified)			
	Grad Cohort	PN	ASN	BSN
	Spring 2022	100%		78%
	Summer 2022	100%		85%
	Fall 2022	67%	50%	84%
	Spring 2023	50%	50%	76%
	Summer 2023	100%	100%	58%
	Fall 2023	13%	25%	33%
	Spring 2024			
	Total	45%	31%	67%
ASN all-time placement rate: 83.3%				
PN all-time placement rate: 45%				
PN placement rate (within 1 year of graduation): 83%				
MSN placement rate: 100%				
Sources	Narrative			
NCLEX Master List NCLEX + Placement Dashboard	As we focused more intently on this metric, it was discovered that some licensure data was missing from our reports. We were also previously tracking placement and licensure in two different places. They are now being tracked in the same place to allow for higher accuracy.			
Tactical Code	Tactic			
	Cleaning and reconfiguring licensure data has helped us to better identify who is in need of placement assistance/verification. Breaking down the stages of placement gives a clearer picture of where all graduates are in the placement process.			

2.4 Learner Satisfaction

Function	Last Update
	5/31/2024
Benchmark(s)	Statistics
4.0 as reflective of Agree on the Likert Scale.	<div> <div>Learner Satisfaction Survey (LSI) by Term</div> </div>

	2024-1: Most categories saw somewhat of a downturn; although the lowest categories continue to trend upward. New ability to analyze the most recent survey results (as well as historical) is available in the latest survey dashboard, featuring sentiment analysis and AI generated narrative on trends.
Tactical Code	Tactic
1.C.5	The institution engages in an effective system of assessment to evaluate the quality of learning in its programs. The institution recognizes the central role of faculty to establish curricula, assess student learning, and improve instructional programs.

3. Closing Equity Gaps

3.1 Persistence to Completion

Function	Last Update																																																																																																																																																																																																																																																																																																																																																																																																																																								
Institutional Analytics and Effectiveness	5/31/2024																																																																																																																																																																																																																																																																																																																																																																																																																																								
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A.D.N. - 70% BSN- 70% RN-to BSN- 70% MSN - TBD	Persistence Rate by Program Pivot																																																																																																																																																																																																																																																																																																																																																																																																																																								
		Program ▾													ADN			BSN			LPNASN			MSN			Starting Semester ▾	Persisting	N	Persistence Rate	Persisting	N	Persistence Rate	Persisting	N	Persistence Rate	Persisting	N	Persistence Rate	Fall Semester, 2017	74	108	68.52%	0	1	0.00%							Spring Semester, 2018	77	96	80.21%	0	7	0.00%							Summer Semester, 2018	97	117	82.91%	7	22	31.82%							Fall Semester, 2018	62	79	78.48%	68	110	61.82%							Spring Semester, 2019	54	71	76.06%	81	134	60.45%							Summer Semester, 2019	19	34	55.88%	103	165	62.42%							Fall Semester, 2019	11	15	73.33%	126	234	53.85%							Spring Semester, 2020	3	4	75.00%	130	246	52.85%				1	1	100.00%	Summer Semester, 2020				148	285	51.93%				1	1	100.00%	Fall Semester, 2020				229	451	50.78%	1	1	100.00%				Spring Semester, 2021				259	460	56.30%	1	1	100.00%				Summer Semester, 2021				307	546	56.23%				1	1	100.00%	Fall Semester, 2021				375	626	59.90%							Spring Semester, 2022				415	642	64.64%				0	1	0.00%	Summer Semester, 2022				256	378	67.72%	2	2	100.00%				Fall Semester, 2022				451	627	71.93%	5	5	100.00%				Spring Semester, 2023				520	671	77.50%	7	8	87.50%				Summer Semester, 2023				616	811	75.96%	13	17	76.47%	1	1	100.00%	Fall Semester, 2023				871	1024	85.06%	16	18	88.89%				Spring Semester, 2024				972	1039	93.55%	13	15	86.67%				Summer Semester, 2024				1097	1103	99.46%	17	18	94.44%				Total	397	524	75.76%	7031	9582	73.38%	75	85	88.24%	4	5	80.00%																																																																																																				
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2018</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>2</td><td>4</td><td>50.00%</td><td></td><td></td><td></td><td>106</td><td>143</td><td>74.13%</td></tr><tr><td>Fall Semester, 2018</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>5</td><td>5</td><td>100.00%</td><td></td><td></td><td></td><td>135</td><td>194</td><td>69.59%</td></tr><tr><td>Spring Semester, 2019</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>3</td><td>6</td><td>50.00%</td><td></td><td></td><td></td><td>138</td><td>211</td><td>65.40%</td></tr><tr><td>Summer Semester, 2019</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>3</td><td>6</td><td>50.00%</td><td></td><td></td><td></td><td>125</td><td>205</td><td>60.98%</td></tr><tr><td>Fall Semester, 2019</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>2</td><td>2</td><td>100.00%</td><td></td><td></td><td></td><td>139</td><td>251</td><td>55.38%</td></tr><tr><td>Spring Semester, 2020</td><td>%</td><td></td><td></td><td></td><td></td><td></td><td></td><td>6</td><td>7</td><td>85.71%</td><td></td><td></td><td></td><td>140</td><td>258</td><td>54.26%</td></tr><tr><td>Summer Semester, 2020</td><td>%</td><td></td><td></td><td></td><td>1</td><td>1</td><td>100.00%</td><td>1</td><td>2</td><td>50.00%</td><td></td><td></td><td></td><td>151</td><td>289</td><td>52.25%</td></tr><tr><td>Fall Semester, 2020</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>0</td><td>3</td><td>0.00%</td><td></td><td></td><td></td><td>230</td><td>455</td><td>50.55%</td></tr><tr><td>Spring Semester, 2021</td><td></td><td></td><td></td><td></td><td>2</td><td>4</td><td>50.00%</td><td>1</td><td>4</td><td>25.00%</td><td></td><td></td><td></td><td>263</td><td>469</td><td>56.08%</td></tr><tr><td>Summer Semester, 2021</td><td>%</td><td></td><td></td><td></td><td>4</td><td>6</td><td>66.67%</td><td>0</td><td>1</td><td>0.00%</td><td></td><td></td><td></td><td>312</td><td>554</td><td>56.32%</td></tr><tr><td>Fall Semester, 2021</td><td></td><td></td><td></td><td></td><td>5</td><td>11</td><td>45.45%</td><td>2</td><td>3</td><td>66.67%</td><td></td><td></td><td></td><td>382</td><td>640</td><td>59.69%</td></tr><tr><td>Spring Semester, 2022</td><td>%</td><td></td><td></td><td></td><td>9</td><td>15</td><td>60.00%</td><td></td><td></td><td></td><td></td><td></td><td></td><td>424</td><td>658</td><td>64.44%</td></tr><tr><td>Summer Semester, 2022</td><td></td><td></td><td></td><td></td><td>4</td><td>7</td><td>57.14%</td><td></td><td></td><td></td><td></td><td></td><td></td><td>262</td><td>387</td><td>67.70%</td></tr><tr><td>Fall Semester, 2022</td><td></td><td>2</td><td>4</td><td>50.00%</td><td>4</td><td>10</td><td>40.00%</td><td>1</td><td>2</td><td>50.00%</td><td></td><td></td><td></td><td>463</td><td>648</td><td>71.45%</td></tr><tr><td>Spring Semester, 2023</td><td></td><td>3</td><td>5</td><td>60.00%</td><td>8</td><td>15</td><td>53.33%</td><td>3</td><td>4</td><td>75.00%</td><td></td><td></td><td></td><td>541</td><td>703</td><td>76.96%</td></tr><tr><td>Summer Semester, 2023</td><td>%</td><td>3</td><td>4</td><td>75.00%</td><td>7</td><td>11</td><td>63.64%</td><td>2</td><td>2</td><td>100.00%</td><td></td><td></td><td></td><td>642</td><td>846</td><td>75.89%</td></tr><tr><td>Fall Semester, 2023</td><td></td><td>9</td><td>9</td><td>100.00%</td><td>22</td><td>32</td><td>68.75%</td><td>2</td><td>2</td><td>100.00%</td><td></td><td></td><td></td><td>920</td><td>1085</td><td>84.79%</td></tr><tr><td>Spring Semester, 2024</td><td></td><td></td><td></td><td></td><td>23</td><td>31</td><td>74.19%</td><td>2</td><td>3</td><td>66.67%</td><td>1</td><td>1</td><td>100.00%</td><td>1011</td><td>1089</td><td>92.84%</td></tr><tr><td>Summer Semester, 2024</td><td></td><td></td><td></td><td></td><td>21</td><td>21</td><td>100.00%</td><td>1</td><td>1</td><td>100.00%</td><td>2</td><td>2</td><td>100.00%</td><td>1138</td><td>1145</td><td>99.39%</td></tr><tr><td>Total</td><td>%</td><td>17</td><td>22</td><td>77.27%</td><td>110</td><td>164</td><td>67.07%</td><td>46</td><td>73</td><td>63.01%</td><td>3</td><td>3</td><td>100.00%</td><td>7683</td><td>10458</td><td>73.47%</td></tr></table>		Program ▾																	MSN-FNP			PN			RNBSN			RNT			Total			Starting Semester ▾	te	Persisting	N	Persistence Rate	Persisting	N	Persistence Rate	Persisting	N	Persistence Rate	Persisting	N	Persistence Rate	Persisting	N	Persistence Rate	Fall Semester, 2017								6	11	54.55%				80	120	66.67%	Spring Semester, 2018								4	5	80.00%				81	108	75.00%	Summer Semester, 2018								2	4	50.00%				106	143	74.13%	Fall Semester, 2018								5	5	100.00%				135	194	69.59%	Spring Semester, 2019								3	6	50.00%				138	211	65.40%	Summer Semester, 2019								3	6	50.00%				125	205	60.98%	Fall Semester, 2019								2	2	100.00%				139	251	55.38%	Spring Semester, 2020	%							6	7	85.71%				140	258	54.26%	Summer Semester, 2020	%				1	1	100.00%	1	2	50.00%				151	289	52.25%	Fall Semester, 2020								0	3	0.00%				230	455	50.55%	Spring Semester, 2021					2	4	50.00%	1	4	25.00%				263	469	56.08%	Summer Semester, 2021	%				4	6	66.67%	0	1	0.00%				312	554	56.32%	Fall Semester, 2021					5	11	45.45%	2	3	66.67%				382	640	59.69%	Spring Semester, 2022	%				9	15	60.00%							424	658	64.44%	Summer Semester, 2022					4	7	57.14%							262	387	67.70%	Fall Semester, 2022		2	4	50.00%	4	10	40.00%	1	2	50.00%				463	648	71.45%	Spring Semester, 2023		3	5	60.00%	8	15	53.33%	3	4	75.00%				541	703	76.96%	Summer Semester, 2023	%	3	4	75.00%	7	11	63.64%	2	2	100.00%				642	846	75.89%	Fall Semester, 2023		9	9	100.00%	22	32	68.75%	2	2	100.00%				920	1085	84.79%	Spring Semester, 2024					23	31	74.19%	2	3	66.67%	1	1	100.00%	1011	1089	92.84%	Summer Semester, 2024					21	21	100.00%	1	1	100.00%	2	2	100.00%	1138	1145	99.39%	Total	%	17	22	77.27%	110	164	67.07%	46	73	63.01%	3	3	100.00%	7683	10458
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Persistence to Completion Dashboard	
Tactical Code	Tactic
	Tactics connected to persistence closely tied to retention and graduation rates listed in frames 1.1.1, and 1.1.3.
NWCCU Standard	NWCCU Standard
1.D.2	Driving learner satisfaction results through retention efforts and learner support models is outlined in frame 1.1.6.

3.2 Retention

Function	Last Update																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
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Rate</th></tr><tr><td>2017-3</td><td>192</td><td>227</td><td>84.58%</td><td>13</td><td>18</td><td>72.22%</td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>2018-1</td><td>219</td><td>242</td><td>90.50%</td><td>18</td><td>25</td><td>72.00%</td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>2018-2</td><td>266</td><td>288</td><td>92.36%</td><td>34</td><td>40</td><td>85.00%</td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>2018-3</td><td>233</td><td>252</td><td>92.46%</td><td>122</td><td>141</td><td>86.52%</td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>2019-1</td><td>214</td><td>240</td><td>89.17%</td><td>215</td><td>257</td><td>83.66%</td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>2019-2</td><td>170</td><td>193</td><td>88.08%</td><td>328</td><td>375</td><td>87.47%</td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>2019-3</td><td>121</td><td>137</td><td>88.32%</td><td>522</td><td>560</td><td>93.21%</td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>2020-1</td><td>84</td><td>98</td><td>85.71%</td><td>691</td><td>768</td><td>89.97%</td><td></td><td></td><td></td><td>1</td><td>1</td><td>100.00%</td></tr><tr><td>2020-2</td><td>25</td><td>35</td><td>71.43%</td><td>832</td><td>958</td><td>86.85%</td><td></td><td></td><td></td><td>2</td><td>2</td><td>100.00%</td></tr><tr><td>2020-3</td><td>0</td><td>6</td><td>0.00%</td><td>1145</td><td>1240</td><td>92.34%</td><td></td><td></td><td></td><td>2</td><td>2</td><td>100.00%</td></tr><tr><td>2021-1</td><td></td><td></td><td></td><td>1371</td><td>1555</td><td>88.17%</td><td>0</td><td>1</td><td>0.00%</td><td>2</td><td>2</td><td>100.00%</td></tr><tr><td>2021-2</td><td></td><td></td><td></td><td>1634</td><td>1847</td><td>88.47%</td><td></td><td></td><td></td><td>2</td><td>2</td><td>100.00%</td></tr><tr><td>2021-3</td><td></td><td></td><td></td><td>1936</td><td>2161</td><td>89.59%</td><td></td><td></td><td></td><td>1</td><td>1</td><td>100.00%</td></tr><tr><td>2022-1</td><td></td><td></td><td></td><td>2274</td><td>2507</td><td>90.71%</td><td></td><td></td><td></td><td>2</td><td>2</td><td>100.00%</td></tr><tr><td>2022-2</td><td></td><td></td><td></td><td>2291</td><td>2531</td><td>90.52%</td><td>2</td><td>2</td><td>100.00%</td><td>2</td><td>2</td><td>100.00%</td></tr><tr><td>2022-3</td><td></td><td></td><td></td><td>2508</td><td>2785</td><td>90.05%</td><td>5</td><td>5</td><td>100.00%</td><td>1</td><td>1</td><td>100.00%</td></tr><tr><td>2023-1</td><td></td><td></td><td></td><td>2750</td><td>2997</td><td>91.76%</td><td>8</td><td>9</td><td>88.89%</td><td>0</td><td>1</td><td>0.00%</td></tr><tr><td>2023-2</td><td></td><td></td><td></td><td>3063</td><td>3342</td><td>91.65%</td><td>20</td><td>22</td><td>90.91%</td><td></td><td></td><td></td></tr><tr><td>2023-3</td><td></td><td></td><td></td><td>3544</td><td>3821</td><td>92.75%</td><td>30</td><td>32</td><td>93.75%</td><td></td><td></td><td></td></tr><tr><td>2024-1</td><td></td><td></td><td></td><td>4002</td><td>4297</td><td>93.13%</td><td>32</td><td>36</td><td>88.89%</td><td></td><td></td><td></td></tr><tr><td>Total</td><td></td><td></td><td>88.71%</td><td></td><td></td><td>90.90%</td><td></td><td></td><td>90.65%</td><td></td><td></td><td>93.75%</td></tr></table> <div>Retention Rate by Program</div> <table><tr><th></th><th colspan="12">Program ▾</th></tr><tr><th></th><th colspan="2">LPNASN</th><th colspan="2">MSN</th><th colspan="3">MSN-FNP</th><th colspan="2">PN</th><th colspan="3">Total</th></tr><tr><th>Semester ▾</th><th>N</th><th>Retention Rate</th><th>n Retained</th><th>N</th><th>Retention Rate</th><th>n Retained</th><th>N</th><th>Retention Rate</th><th>n Retained</th><th>N</th><th>Retention Rate</th><th>n Retained</th><th>N</th><th>Retention 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▾													ADN			BSN			LPNASN			MSN			Semester ▾	n Retained	N	Retention Rate	n Retained	N	Retention Rate	n Retained	N	Retention Rate	n Retained	N	Retention Rate	2017-3	192	227	84.58%	13	18	72.22%							2018-1	219	242	90.50%	18	25	72.00%							2018-2	266	288	92.36%	34	40	85.00%							2018-3	233	252	92.46%	122	141	86.52%							2019-1	214	240	89.17%	215	257	83.66%							2019-2	170	193	88.08%	328	375	87.47%							2019-3	121	137	88.32%	522	560	93.21%							2020-1	84	98	85.71%	691	768	89.97%				1	1	100.00%	2020-2	25	35	71.43%	832	958	86.85%				2	2	100.00%	2020-3	0	6	0.00%	1145	1240	92.34%				2	2	100.00%	2021-1				1371	1555	88.17%	0	1	0.00%	2	2	100.00%	2021-2				1634	1847	88.47%				2	2	100.00%	2021-3				1936	2161	89.59%				1	1	100.00%	2022-1				2274	2507	90.71%				2	2	100.00%	2022-2				2291	2531	90.52%	2	2	100.00%	2	2	100.00%	2022-3				2508	2785	90.05%	5	5	100.00%	1	1	100.00%	2023-1				2750	2997	91.76%	8	9	88.89%	0	1	0.00%	2023-2				3063	3342	91.65%	20	22	90.91%				2023-3				3544	3821	92.75%	30	32	93.75%				2024-1				4002	4297	93.13%	32	36	88.89%				Total			88.71%			90.90%			90.65%			93.75%		Program ▾													LPNASN		MSN		MSN-FNP			PN		Total			Semester ▾	N	Retention Rate	n Retained	N	Retention Rate	n Retained	N	Retention Rate	n Retained	N	Retention Rate	n Retained	N	Retention Rate	2017-3														83.67%	2018-1														88.76%	2018-2														91.46%	2018-3														90.33%	2019-1														86.32%	2019-2														87.68%	2019-3														92.25%	2020-1			1	1	100.00%									89.50%	2020-2			2	2	100.00%									86.33%	2020-3			2	2	100.00%									91.91%	2021-1	1	0.00%	2	2	100.00%									88.13%	2021-2			2	2	100.00%				4	4	100.00%			88.51%	2021-3			1	1	100.00%				10	13	76.92%			89.52%	2022-1			2	2	100.00%				14	21	66.67%			90.51%	2022-2	2	100.00%	2	2	100.00%				15	18	83.33%			90.48%	2022-3	5	100.00%	1	1	100.00%	3	4	75.00%	19	19	100.00%			90.12%	2023-1	9	88.89%	0	1	0.00%	6	8	75.00%	18	26	69.23%			91.48%	2023-2	22	90.91%				10	10	100.00%	23	28	82.14%			91.59%	2023-3	32	93.75%				18	20	90.00%	37	43	86.05%			92.67%	2024-1	36	88.89%				18	18	100.00%	48	62	77.42%			92.91%	Total		90.65%			93.75%			91.67%			80.34%			90.72%
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2022-2	2	100.00%	2	2	100.00%				15	18	83.33%			90.48%																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
2022-3	5	100.00%	1	1	100.00%	3	4	75.00%	19	19	100.00%			90.12%																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
2023-1	9	88.89%	0	1	0.00%	6	8	75.00%	18	26	69.23%			91.48%																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
2023-2	22	90.91%				10	10	100.00%	23	28	82.14%			91.59%																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
2023-3	32	93.75%				18	20	90.00%	37	43	86.05%			92.67%																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
2024-1	36	88.89%				18	18	100.00%	48	62	77.42%			92.91%																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
Total		90.65%			93.75%			91.67%			80.34%			90.72%																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
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Retention Rates Dashboard	
NWCCU Standard	NWCCU Standard Description
1.D.2	Consistent with its mission and in the context of and in comparison with regional and national peer institutions, the institution establishes and shares widely a set of indicators for student achievement including, but not limited to, persistence, completion, retention, and postgraduation success. Such indicators of student achievement should be disaggregated by race, ethnicity, age, gender, socioeconomic status, first generation college student, and any other institutionally meaningful categories that may help promote student achievement and close barriers to academic excellence and success (equity gaps).

3.3 Licensure

Function	Last Update																																																					
Institutional Analytics and Effectiveness	5/31/2024																																																					
Benchmark(s)	Statistics																																																					
3-year Overall Licensure Rate: 80%	Three Year Rolling Pass Rate (as of 5/31/24)						85%																																															
	Overall Pass Rates (simplified) ⓘ																																																					
	<table><thead><tr><th>PROGRAM ▾</th><th colspan="2">Rate Attempted ▾</th><th colspan="2">FirstTime PassRate ▾</th><th colspan="2">Overall PassRate ▾</th></tr></thead><tbody><tr><td>BSN</td><td colspan="2">76%</td><td colspan="2">65%</td><td colspan="2">90%</td></tr><tr><td>ADN</td><td colspan="2">99%</td><td colspan="2">56%</td><td colspan="2">92%</td></tr><tr><td>PN</td><td colspan="2">86%</td><td colspan="2">76%</td><td colspan="2">100%</td></tr><tr><td>ASN</td><td colspan="2">100%</td><td colspan="2">91%</td><td colspan="2">91%</td></tr><tr><td>MSN</td><td colspan="2">null</td><td colspan="2">null</td><td colspan="2">null</td></tr></tbody></table>												PROGRAM ▾	Rate Attempted ▾		FirstTime PassRate ▾		Overall PassRate ▾		BSN	76%		65%		90%		ADN	99%		56%		92%		PN	86%		76%		100%		ASN	100%		91%		91%		MSN	null		null		null	
	PROGRAM ▾	Rate Attempted ▾		FirstTime PassRate ▾		Overall PassRate ▾																																																
	BSN	76%		65%		90%																																																
ADN	99%		56%		92%																																																	
PN	86%		76%		100%																																																	
ASN	100%		91%		91%																																																	
MSN	null		null		null																																																	
Pass and License by Starting Cohort																																																						
<table><thead><tr><th>Cohort</th><th>3-Spring 2020</th><th>4-summer2020</th><th>5-Fall 2020</th><th>6-Spring 2021</th><th>7-Summer 2021</th><th>8 - Fall 2021</th><th>9 - Spring 2022</th><th>10 - Summer 2022</th><th>11 - Fall 2022</th><th>12- Spring 2023</th><th>13-Summer 2023</th><th>Total 2020-2023</th></tr></thead><tbody><tr><td>Pass Rate</td><td>100.00%</td><td>88.00%</td><td>94.12%</td><td>92.42%</td><td>91.46%</td><td>86.84%</td><td>87.10%</td><td>96.30%</td><td>94.23%</td><td>90.37%</td><td>85.14%</td><td>90%</td></tr><tr><td>Licensure Rate</td><td>100.00%</td><td>84.62%</td><td>90.57%</td><td>93.94%</td><td>89.29%</td><td>86.09%</td><td>84.95%</td><td>88.57%</td><td>88.27%</td><td>85.96%</td><td>73.52%</td><td>85%</td></tr></tbody></table>													Cohort	3-Spring 2020	4-summer2020	5-Fall 2020	6-Spring 2021	7-Summer 2021	8 - Fall 2021	9 - Spring 2022	10 - Summer 2022	11 - Fall 2022	12- Spring 2023	13-Summer 2023	Total 2020-2023	Pass Rate	100.00%	88.00%	94.12%	92.42%	91.46%	86.84%	87.10%	96.30%	94.23%	90.37%	85.14%	90%	Licensure Rate	100.00%	84.62%	90.57%	93.94%	89.29%	86.09%	84.95%	88.57%	88.27%	85.96%	73.52%	85%			
Cohort	3-Spring 2020	4-summer2020	5-Fall 2020	6-Spring 2021	7-Summer 2021	8 - Fall 2021	9 - Spring 2022	10 - Summer 2022	11 - Fall 2022	12- Spring 2023	13-Summer 2023	Total 2020-2023																																										
Pass Rate	100.00%	88.00%	94.12%	92.42%	91.46%	86.84%	87.10%	96.30%	94.23%	90.37%	85.14%	90%																																										
Licensure Rate	100.00%	84.62%	90.57%	93.94%	89.29%	86.09%	84.95%	88.57%	88.27%	85.96%	73.52%	85%																																										
Sources	Narrative																																																					
NCLEX Master List NCLEX + Placement Dashboard	Licensure rates and pass rates are above benchmark for all programs. As of 5/31/24, the current 3 year rolling average pass rate for the BSN program is at 91%. Pass Rates are 92% for the ASN program, and 100% for the PN Program. Overall licensure rate for 2020-2023 is at 85%.																																																					
Tactical Code	Tactic																																																					
	Using NURSYS and state boards of nursing, the NCLEX Coordinator will track progression of prior year’s graduating classes and provide feedback to NCLEX coaches to provide additional support. Learners will be made aware of resources available through NCLEX coaches throughout their tenure, with emphasis brought just prior to completion.																																																					
NWCCU Standard	NWCCU Standard Description																																																					

1.C.1	The institution offers programs with appropriate content and rigor that are consistent with its mission, culminates in achievement of clearly identified student learning outcomes that lead to collegiate-level degrees, certificates, or credentials and includes designators consistent with program content in recognized fields of study.
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4. Scale and Sustainability

4.1 Credit Load

Function	Last Updated																															
Institutional Analytics and Effectiveness	5/31/2024																															
Benchmark(s)	Statistics																															
	<h3>Spring 2023</h3> <p>Average Credit Load</p> <table><tr><th>Program ▾</th><th>Population ▾</th><th>Total Credits ▾</th><th>Average Credit Load ▾</th></tr><tr><td>BSN</td><td>3224</td><td>37427</td><td>11.61</td></tr><tr><td>LPNASN</td><td>11</td><td>134</td><td>12.18</td></tr><tr><td>MSN</td><td>1</td><td>9</td><td>9.00</td></tr><tr><td>MSN-FNP</td><td>8</td><td>82</td><td>10.25</td></tr><tr><td>PN</td><td>42</td><td>416</td><td>9.90</td></tr><tr><td>RNBSN</td><td>6</td><td>65</td><td>10.83</td></tr></table>	Program ▾	Population ▾	Total Credits ▾	Average Credit Load ▾	BSN	3224	37427	11.61	LPNASN	11	134	12.18	MSN	1	9	9.00	MSN-FNP	8	82	10.25	PN	42	416	9.90	RNBSN	6	65	10.83			
	Program ▾	Population ▾	Total Credits ▾	Average Credit Load ▾																												
	BSN	3224	37427	11.61																												
	LPNASN	11	134	12.18																												
	MSN	1	9	9.00																												
	MSN-FNP	8	82	10.25																												
	PN	42	416	9.90																												
	RNBSN	6	65	10.83																												
	<h3>Summer 2023</h3> <table><tr><th>Program ▾</th><th>Population ▾</th><th>Total Credits ▾</th><th>Average Credit Load ▾</th></tr><tr><td>BSN</td><td>3600</td><td>42276</td><td>11.74</td></tr><tr><td>LPNASN</td><td>27</td><td>307</td><td>11.37</td></tr><tr><td>MSN-FNP</td><td>10</td><td>100</td><td>10.00</td></tr><tr><td>PN</td><td>35</td><td>372</td><td>10.63</td></tr><tr><td>RNBSN</td><td>5</td><td>48</td><td>9.60</td></tr></table>	Program ▾	Population ▾	Total Credits ▾	Average Credit Load ▾	BSN	3600	42276	11.74	LPNASN	27	307	11.37	MSN-FNP	10	100	10.00	PN	35	372	10.63	RNBSN	5	48	9.60							
	Program ▾	Population ▾	Total Credits ▾	Average Credit Load ▾																												
	BSN	3600	42276	11.74																												
	LPNASN	27	307	11.37																												
	MSN-FNP	10	100	10.00																												
	PN	35	372	10.63																												
	RNBSN	5	48	9.60																												
<h3>Fall 2023</h3> <table><tr><th>Program ▾</th><th>Population ▾</th><th>Total Credits ▾</th><th>Average Credit Load ▾</th></tr><tr><td>BSN</td><td>4140</td><td>48967</td><td>11.83</td></tr><tr><td>LPNASN</td><td>42</td><td>485</td><td>11.55</td></tr><tr><td>MSN</td><td>1</td><td>9</td><td>9.00</td></tr><tr><td>MSN-FNP</td><td>20</td><td>204</td><td>10.20</td></tr><tr><td>PN</td><td>55</td><td>626</td><td>11.38</td></tr><tr><td>RNBSN</td><td>8</td><td>82</td><td>10.25</td></tr></table>	Program ▾	Population ▾	Total Credits ▾	Average Credit Load ▾	BSN	4140	48967	11.83	LPNASN	42	485	11.55	MSN	1	9	9.00	MSN-FNP	20	204	10.20	PN	55	626	11.38	RNBSN	8	82	10.25				
Program ▾	Population ▾	Total Credits ▾	Average Credit Load ▾																													
BSN	4140	48967	11.83																													
LPNASN	42	485	11.55																													
MSN	1	9	9.00																													
MSN-FNP	20	204	10.20																													
PN	55	626	11.38																													
RNBSN	8	82	10.25																													
<h3>Spring 2024</h3> <table><tr><th>Program ▾</th><th>Population ▾</th><th>Total Credits ▾</th><th>Average Credit Load ▾</th></tr><tr><td>BSN</td><td>4648</td><td>54885</td><td>11.81</td></tr><tr><td>LPNASN</td><td>47</td><td>555</td><td>11.81</td></tr><tr><td>MSN</td><td>1</td><td>8</td><td>8.00</td></tr><tr><td>MSN-FNP</td><td>18</td><td>165</td><td>9.17</td></tr><tr><td>PN</td><td>77</td><td>852</td><td>11.06</td></tr><tr><td>RNBSN</td><td>8</td><td>76</td><td>9.50</td></tr></table>	Program ▾	Population ▾	Total Credits ▾	Average Credit Load ▾	BSN	4648	54885	11.81	LPNASN	47	555	11.81	MSN	1	8	8.00	MSN-FNP	18	165	9.17	PN	77	852	11.06	RNBSN	8	76	9.50				
Program ▾	Population ▾	Total Credits ▾	Average Credit Load ▾																													
BSN	4648	54885	11.81																													
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MSN	1	8	8.00																													
MSN-FNP	18	165	9.17																													
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RNBSN	8	76	9.50																													
<h3>Summer 2024</h3> <table><tr><th>Program ▾</th><th>Population ▾</th><th>Total Credits ▾</th><th>Average Credit Load ▾</th></tr><tr><td>BSN</td><td>5165</td><td>61387</td><td>11.89</td></tr><tr><td>LPNASN</td><td>57</td><td>652</td><td>11.44</td></tr><tr><td>MSN</td><td>1</td><td>10</td><td>10.00</td></tr><tr><td>MSN-FNP</td><td>18</td><td>155</td><td>8.61</td></tr><tr><td>PN</td><td>74</td><td>816</td><td>11.03</td></tr><tr><td>RNBSN</td><td>8</td><td>74</td><td>9.25</td></tr><tr><td>RNT</td><td>3</td><td>29</td><td>9.67</td></tr></table>	Program ▾	Population ▾	Total Credits ▾	Average Credit Load ▾	BSN	5165	61387	11.89	LPNASN	57	652	11.44	MSN	1	10	10.00	MSN-FNP	18	155	8.61	PN	74	816	11.03	RNBSN	8	74	9.25	RNT	3	29	9.67
Program ▾	Population ▾	Total Credits ▾	Average Credit Load ▾																													
BSN	5165	61387	11.89																													
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NWCCU Standard	NWCCU Standard Description