

**University of Kentucky  
College of Nursing  
Systematic Process for ANNUAL Program Evaluation**

Program Effectiveness Indicators	Responsible Party	CCNE Key Element	Review Target Date	Verification of Evidence	Utilization of Data for Reporting
<b>CCNE STANDARD I: PROGRAM QUALITY: MISSION AND GOVERNANCE</b>					
College of Nursing (CON) mission, vision, values statements, and bylaws are congruent with the University of Kentucky (UK)	<ul style="list-style-type: none"> <li>• Janie Heath, Dean and Warwick Professor and Designees</li> <li>• Faculty</li> </ul>	I-A	Annually and/or as needed	<ul style="list-style-type: none"> <li>• Website materials</li> <li>• Informational brochures</li> <li>• Excerpts and/or description of mission, goals and objectives in student and faculty handbooks</li> </ul>	<ul style="list-style-type: none"> <li>• Preparation of internal and external reports (e.g., UK and CON annual reports; donor reports)</li> </ul>
Congruence of CON Strategic Plan with UK's Strategic Plan	<ul style="list-style-type: none"> <li>• Janie Heath, Dean and Warwick Professor and Designees</li> </ul>	I-A	Annually and/or as needed	<ul style="list-style-type: none"> <li>• Website materials</li> <li>• Informational brochures</li> <li>• Excerpts and/or description of Strategic Plan are on the website</li> </ul>	<ul style="list-style-type: none"> <li>• Preparation of internal and external reports (e.g., UK and CON annual reports; donor reports)</li> <li>• Annual reviews</li> </ul>
Statements of expected student learning outcomes and mission, vision and goals are consistent with the Essentials and other guidelines for preparation of nursing professionals	<ul style="list-style-type: none"> <li>• Janie Heath, Dean and Warwick Professor and Designees</li> <li>• Faculty (through designated committees)</li> <li>• Consultants (UK Assessment Office)</li> </ul>	I-B	Annually and/or as needed	<ul style="list-style-type: none"> <li>• Statements of intended outcomes of undergraduate and graduate programs of study</li> <li>• Compilation of regulatory and professional nursing standards and guidelines with which the CON intends to be compliant</li> <li>• Minutes of meetings that discuss revision of student learning outcomes</li> </ul>	<ul style="list-style-type: none"> <li>• Annual reports (CON, CCNE, etc.)</li> <li>• Communication with external stakeholders and communities of interest</li> </ul>

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				<ul style="list-style-type: none"> <li>Table document developed by program faculty as appendix</li> </ul>	
Community of Interest is defined; mission, goals, and expected program outcomes reflect their needs and expectations	<ul style="list-style-type: none"> <li>Janie Heath, Dean and Warwick Professor</li> </ul>	I-C	Annually and/or as needed	<ul style="list-style-type: none"> <li>Reports/minutes from advisory boards (community of interest)</li> </ul>	<ul style="list-style-type: none"> <li>Annual reports (CON, CCNE, etc.)</li> <li>Communication with external stakeholders and communities of interest</li> <li>Strategic Plan goal 1-metric 3</li> <li>Strategic Plan goal 2-metric 2</li> <li>Strategic Plan goal 3-metric 1</li> </ul>
Expected faculty outcomes/indicators are reviewed and revised as needed annually (UK title series and rank drive the expected outcomes for faculty	<ul style="list-style-type: none"> <li>Terry Lennie, Senior Associate Dean, Professor, Office of Academic Operations, Faculty Advancement, and Global Affairs</li> <li>Kristin Ashford, Professor and Associate Dean of Undergraduate Faculty &amp; Interprofessional Education Affairs</li> <li>Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> <li>Tom Kelly, Associate Dean of Research &amp; PhD Faculty Affairs</li> </ul>	I-D	Annually and/or as needed	<ul style="list-style-type: none"> <li>UK faculty handbook, websites, UK administrative regulations</li> <li>CON faculty and administrative bylaws</li> <li>Faculty council Minutes</li> <li>Student and course evaluations average &lt;4.0</li> <li>Scholarship, Service &amp; Practice (per APT statements of evidence)</li> </ul>	<ul style="list-style-type: none"> <li>Faculty evaluation</li> <li>Annual reports (CON, CCNE, etc.)</li> </ul>

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	<ul style="list-style-type: none"> <li>Faculty Council</li> </ul>				
Faculty and students participate in program governance	<ul style="list-style-type: none"> <li>Darlene Welsh, Professor, Assistant Dean of BSN Program Studies</li> <li>Debra Hampton, Assistant Dean of MSN &amp; DNP Programs, Academic Coordinator of Graduate Leadership Programs</li> <li>Track Coordinators</li> <li>Faculty</li> <li>Student representatives to designated committees</li> </ul>	I-E	Annually and/or as needed	<ul style="list-style-type: none"> <li>Minutes of the various committees showing attendance and participation</li> <li>Bylaws for membership</li> </ul>	<ul style="list-style-type: none"> <li>Annual reports (CON, CCNE, etc.)</li> <li>Periodic external reviews</li> </ul>
Academic Policies and administrative regulations are congruent with UK, are written and communicated to all constituents	<ul style="list-style-type: none"> <li>Janie Heath Dean and Warwick Professor and Designees</li> <li>Terry Lennie, Senior Associate Dean, Professor, Office of Academic Operations, Faculty Advancement, and Global Affairs</li> <li>Kristin Ashford, Professor and Associate Dean of</li> </ul>	I-F	Annually and/or as needed	<ul style="list-style-type: none"> <li>Student and faculty handbooks</li> <li>CON and UK websites</li> <li>Minutes of program committees</li> <li>Course syllabi</li> </ul>	<ul style="list-style-type: none"> <li>Annual Reports (KBN, CCNE, etc.)</li> <li>To assure congruence of university and CON policies in all aspects of faculty and student governance</li> <li>To provide opportunity for periodic review of the rationale that underpins existence of CON-specific policies that may differ from university standard</li> </ul>

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	Undergraduate Faculty & Interprofessional Education Affairs <ul style="list-style-type: none"> <li>• Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> <li>• Tom Kelly, Associate Dean of Research &amp; PhD Faculty Affairs</li> <li>• Faculty through committee structure</li> <li>• Student representatives to committees</li> </ul>				<ul style="list-style-type: none"> <li>• To highlight the need for additional (new) policies or procedures that may be required, or revisions that may be necessary for existing policies and procedures</li> </ul>
CON defines and reviews formal complaints according to established policies	<ul style="list-style-type: none"> <li>• Janie Heath, Dean and Warwick Professor</li> <li>• Terry Lennie, Senior Associate Dean, Professor, Office of Academic Operations, Faculty Advancement, and Global Affairs</li> <li>• Kristin Ashford, Professor and Associate Dean of Undergraduate Faculty &amp; Interprofessional Education Affairs</li> </ul>	I-G	As needed	<ul style="list-style-type: none"> <li>• Number of formal student complaints (those that cannot be resolved within the CON) with Office of UK Ombudsman</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CON, CCNE, KBN, etc.)</li> <li>• Surveys</li> <li>• Program evaluation</li> </ul>

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	<ul style="list-style-type: none"> <li>• Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> <li>• Tom Kelly, Associate Dean of Research &amp; PhD Faculty Affairs</li> </ul>				
Documents and publications are accurate and changes are communicated to constituents	<ul style="list-style-type: none"> <li>• Track Coordinators and Designees</li> <li>• Joanne Davis, Assistant Dean of Student Affairs</li> <li>• Parry Barrows, Director of Communications</li> </ul>	I-H	Annually and/or as needed	<ul style="list-style-type: none"> <li>• Faculty and Student handbooks</li> <li>• CON website</li> <li>• CON publications</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (KBN, CCNE, CON)</li> </ul>

Program Effectiveness Indicators	Responsible Party	CCNE Key Element	Review Target Date	Verification of Evidence	Utilization of Data for Reporting
<b>CCNE STANDARD II: PROGRAM QUALITY: INSTITUTIONAL COMMITMENT AND RESOURCES</b>					
Fiscal Resources are sufficient to fulfill the mission, goals and expected outcomes	<ul style="list-style-type: none"> <li>• Dean Janie Heath</li> <li>• Karen Minton, Associate Dean of Administrative Operations and Finance</li> </ul>	II-A	Annually and/or as needed	<ul style="list-style-type: none"> <li>• University budget forms and spreadsheets</li> </ul>	<ul style="list-style-type: none"> <li>• CON Annual Reports</li> <li>• Internal review of sufficiency of resources to meet annual program needs</li> <li>• Strategic Plan goal 2-metric 1</li> </ul>
Budget monitoring	<ul style="list-style-type: none"> <li>• Dean Janie Heath</li> <li>• Karen Minton, Associate Dean of Administrative Operations and Finance</li> </ul>	II-A	Monthly	<ul style="list-style-type: none"> <li>• University reports and CON spreadsheets</li> </ul>	<ul style="list-style-type: none"> <li>• CON Annual Reports</li> <li>• Assures that the CON programs stay within budget</li> </ul>
Physical Resources are sufficient to fulfill the mission, goals and expected outcomes	<ul style="list-style-type: none"> <li>• Karen Minton, Associate Dean of Administrative Operations and Finance</li> <li>• Jennifer Dent, Director of Clinical Simulation &amp; Learning Center</li> <li>• Terry Lennie, Senior Associate Dean, Professor, Office of Academic Operations, Faculty Advancement, and Global Affairs</li> </ul>	II-B	Annually and/or as needed	<ul style="list-style-type: none"> <li>• CON classroom support documentation</li> <li>• Reports of Associate Dean for AEOF and Designees</li> <li>• CSLC Committee Minutes</li> </ul>	<ul style="list-style-type: none"> <li>• Promotes ability to educate students and meet CON goals for student learning</li> <li>• Annual Reports (KBN, CCNE, CON, Society for Simulation in Healthcare annual reports, etc.)</li> <li>• UK Space Inventory</li> <li>• Strategic Plan goal 1-metric 2</li> <li>• Strategic Plan goal 1-metric 3</li> <li>• Strategic Plan goal 2-metric 1</li> </ul>

Program Effectiveness Indicators	Responsible Party	CCNE Key Element	Review Target Date	Verification of Evidence	Utilization of Data for Reporting
Academic support services meet the needs of students	<ul style="list-style-type: none"> <li>• Terry Lennie, Senior Associate Dean, Professor, Office of Academic Operations, Faculty Advancement, and Global Affairs</li> <li>• Kristin Ashford, Professor and Associate Dean of Undergraduate Faculty &amp; Interprofessional Education Affairs</li> <li>• Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> <li>• Tom Kelly, Associate Dean of Research &amp; PhD Faculty Affairs</li> <li>• Karen Butler, Professor &amp; Assistant Dean for Academic Operations</li> <li>• Joanne Davis, Assistant Dean of Student Affairs</li> </ul>	II-C	Annually and/or as needed	<ul style="list-style-type: none"> <li>• Academic Annual Report</li> <li>• Graduate surveys</li> <li>• Undergraduate and graduate advisors' notes from student meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CON, CCNE, SACs, etc.)</li> <li>• Assures students receive the support needed to progress and graduate on time</li> </ul>
Library services are evaluated	<ul style="list-style-type: none"> <li>• UK Dean of Library and Designee</li> <li>• Karen Butler, Professor &amp; Assistant</li> </ul>	II-C	Annually and/or as needed	<ul style="list-style-type: none"> <li>• UK library evaluation and reports</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CCNE, SACs, etc.)</li> <li>• Assures support to students</li> </ul>

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	Dean for Academic Operations <ul style="list-style-type: none"> <li>• Faculty</li> <li>• CON Library Liaison</li> </ul>				<ul style="list-style-type: none"> <li>• Promotes ability to recruit and retain high-quality students</li> <li>• Strategic Plan goal 2-metric 1</li> </ul>
IT support of <ul style="list-style-type: none"> <li>• Students</li> <li>• Faculty</li> <li>• Staff</li> </ul>	<ul style="list-style-type: none"> <li>• Karen Minton, Associate Dean of Administrative Operations and Finance</li> <li>• Jason Harris, Assistant Dean of Administrative Operations and IT Director</li> <li>• Faculty</li> </ul>	II-C	Annually and/or as needed	<ul style="list-style-type: none"> <li>• Evaluation by UK and students</li> <li>• Committee minutes</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CON, CCNE, KBN, etc.)</li> <li>• Promotes ability to recruit and retain high-quality students and faculty</li> <li>• Supports work of the CON, mission, and goals</li> <li>• Strategic Plan goal 2-metric 1</li> </ul>
Chief nurse administrator (DEAN) is academically and experientially qualified for the role	<ul style="list-style-type: none"> <li>• Provost</li> <li>• Search Committee</li> </ul>	II-D	As needed	<ul style="list-style-type: none"> <li>• Applicants resume or CV</li> <li>• Credentials review/ documentation</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CON, CCNE, KBN, etc.)</li> <li>• To document compliance with accreditation guidelines</li> </ul>
Faculty are sufficient in number; are academically and experientially prepared for the areas in which they teach	<ul style="list-style-type: none"> <li>• Terry Lennie, Senior Associate Dean, Professor, Office of Academic Operations, Faculty Advancement, and Global Affairs</li> <li>• Karen Butler, Professor &amp; Assistant Dean for Academic Operations</li> <li>• Kristin Ashford, Professor and</li> </ul>	II-E	Annually and/or as needed	<ul style="list-style-type: none"> <li>• Applicants resume or CV</li> <li>• Credentials review/ documentation/CV/ verification of current license (RN &amp; APRN) and certification</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CON, CCNE, KBN, NTF etc.)</li> <li>• To document compliance with accreditation guidelines for administrative, academic (part-time and full-time) and volunteer clinical faculty</li> <li>• Strategic Plan goal 4-metric 3</li> </ul>



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	Associate Dean of Undergraduate Faculty & Interprofessional Education Affairs <ul style="list-style-type: none"> <li>• Darlene Welsh, Professor, Assistant Dean of BSN Program Studies</li> <li>• Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> <li>• Debra Hampton, Assistant Dean of MSN &amp; DNP Programs, Academic Coordinator of Graduate Leadership Programs</li> <li>• Tom Kelly, Associate Dean of Research &amp; PhD Faculty Affairs</li> <li>• Debra Moser, Professor, Assistant Dean of PhD Program &amp; Scholarly Affairs &amp; Linda C. Gill Endowed Chair of Nursing</li> <li>• Search Committee (as appropriate for the</li> </ul>				

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	faculty or staff position) <ul style="list-style-type: none"> <li>• Appointment Promotion and Tenure Committee</li> </ul>				
Table of faculty: Number and percent of faculty in each title series, credentials, tenure status and area of teaching expertise <ul style="list-style-type: none"> <li>• Full-time</li> <li>• Part-time</li> <li>• Adjunct</li> <li>• Simulation Laboratory</li> </ul>	<ul style="list-style-type: none"> <li>• Terry Lennie, Senior Associate Dean, Professor, Office of Academic Operations, Faculty Advancement, and Global Affairs</li> <li>• Kristin Ashford, Professor and Associate Dean of Undergraduate Faculty &amp; Interprofessional Education Affairs</li> <li>• Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> <li>• Tom Kelly, Associate Dean of Research &amp; PhD Faculty Affairs</li> <li>• HR Coordinator</li> </ul>	II-E	Annually and/or as needed	<ul style="list-style-type: none"> <li>• Faculty CV's</li> <li>• Faculty evaluations</li> <li>• Formulas for calculating faculty FTE</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CCNE, KBN, SACS, etc.)</li> <li>• Annual surveys</li> </ul>

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Preceptor guidelines are in place for each program/track	<ul style="list-style-type: none"> <li>• Darlene Welsh, Professor, Assistant Dean of BSN Program Studies</li> <li>• Debra Hampton, Assistant Dean of MSN &amp; DNP Programs, Academic Coordinator of Graduate Leadership Programs</li> <li>• Track coordinators</li> <li>• Course Faculty</li> </ul>	II-F	Each semester and/or as needed	<ul style="list-style-type: none"> <li>• Evaluations of preceptor experience by students, preceptors, and faculty</li> <li>• Verification of current license (RN &amp; APRN)</li> <li>• Verification of current certification</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CCNE, KBN, NTF etc.)</li> </ul>
Faculty development opportunities are available	<ul style="list-style-type: none"> <li>• Terry Lennie, Senior Associate Dean, Professor, Office of Academic Operations, Faculty Advancement, and Global Affairs</li> <li>• Kristin Ashford, Professor and Associate Dean of Undergraduate Faculty &amp; Interprofessional Education Affairs</li> <li>• Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> </ul>	II-G	Annually	<ul style="list-style-type: none"> <li>• Individual and aggregate faculty productivity according to expected faculty outcomes and faculty aspirational goals</li> </ul>	<ul style="list-style-type: none"> <li>• CCNE</li> <li>• Use in formal reports for internal and external stakeholders</li> <li>• Information for communities of interest</li> <li>• Strategic Plan goal 4-metric 1</li> <li>• Strategic Plan goal 4-metric 4</li> </ul>

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	<ul style="list-style-type: none"> <li>Tom Kelly, Associate Dean of Research &amp; PhD Faculty Affairs</li> </ul>				

Program Effectiveness Indicators	Responsible Party	CCNE Key Element	Review Target Date	Verification of Evidence	Utilization of Data for Reporting
<b>CCNE STANDARD III: PROGRAM QUALITY: CURRICULUM AND TEACHING LEARNING PRACTICES</b>					
<p>Curricula have clear expected student outcomes and are congruent with the program’s mission, goals, role preparation of graduates and the needs of the Community of Interest</p>	<ul style="list-style-type: none"> <li>• Program/Curriculum Committees and designated sub-committees</li> <li>• Track coordinators</li> <li>• Darlene Welsh, Professor, Assistant Dean of BSN Program Studies</li> <li>• Debra Hampton, Assistant Dean of MSN &amp; DNP Programs, Academic Coordinator of Graduate Leadership Programs</li> <li>• Karen Butler, Professor &amp; Assistant Dean for Academic Operations</li> </ul>	<p>III-A</p>	<p>Periodic (no less than every three years)</p>	<ul style="list-style-type: none"> <li>• Professional nursing standards</li> <li>• Curriculum crosswalk for each program</li> <li>• Evaluative data</li> <li>• Formal reports, student outcomes (HESI, EBI, NCLEX, national certification exams)</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CCNE, CON, KBN, SACS, etc.)</li> <li>• Provides foundation and direction for program planning</li> <li>• Provides information concerning relationship of CON programming and the needs and expectations of the communities of interest</li> </ul>

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BSN curricula are developed, implemented, and revised to reflect relevant professional nursing standards and guidelines	<ul style="list-style-type: none"> <li>• Undergraduate Program Committee</li> <li>• Track Coordinators</li> <li>• Kristin Ashford, Professor and Associate Dean of Undergraduate Faculty &amp; Interprofessional Education Affairs</li> <li>• Darlene Welsh, Professor, Assistant Dean of BSN Program Studies</li> </ul>	III-B	Periodic (no less than every three years)	<ul style="list-style-type: none"> <li>• Curriculum crosswalk</li> <li>• Formal report from committees and track coordinators, including recommendations</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CON, CCNE, KBN, etc.)</li> <li>• Assures that the curriculum as a whole meets professional nursing standards and fosters development of expected student outcomes</li> </ul>
MSN curricula are developed, implemented, and revised to reflect relevant professional nursing standards and guidelines	<ul style="list-style-type: none"> <li>• MSN and DNP Program Committee</li> <li>• Track Coordinators</li> <li>• Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> <li>• Debra Hampton, Assistant Dean of MSN &amp; DNP Programs, Academic Coordinator of Graduate Leadership Programs</li> </ul>	III-C	Periodic (no less than every three years)	<ul style="list-style-type: none"> <li>• Curriculum crosswalk</li> <li>• Formal report from committees and track coordinators, including recommendations</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CON, CCNE, KBN, etc.)</li> <li>• Assures that the curriculum as a whole meets professional nursing standards and fosters development of expected student outcomes</li> <li>• Strategic Plan goal 2-metric 1</li> <li>• Strategic Plan goal 3-metric 1</li> </ul>

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DNP curricula are developed, implemented, and revised to reflect relevant professional nursing standards and guidelines	<ul style="list-style-type: none"> <li>• MSN and DNP Program Committee</li> <li>• Track Coordinators</li> <li>• Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> <li>• Debra Hampton, Assistant Dean of MSN &amp; DNP Programs, Academic Coordinator of Graduate Leadership Programs</li> </ul>	III-D	Periodic (no less than every three years)	<ul style="list-style-type: none"> <li>• Curriculum crosswalk</li> <li>• Formal report from committees and track coordinators, including recommendations</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CON, CCNE, KBN, etc.)</li> <li>• Assures that the curriculum as a whole meets professional nursing standards and fosters development of expected student outcomes</li> <li>• Strategic Plan goal 2-metric 1</li> </ul>
Post-graduate APRN certificate curricula are developed, implemented, and revised to reflect relevant professional nursing standards and guidelines	<ul style="list-style-type: none"> <li>• MSN and DNP Program Committee</li> <li>• Track Coordinators</li> <li>• Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> <li>• Debra Hampton, Assistant Dean of MSN &amp; DNP Programs, Academic Coordinator of Graduate Leadership Programs</li> </ul>	III-E	Periodic (no less than every three years)	<ul style="list-style-type: none"> <li>• Curriculum crosswalk</li> <li>• Formal report from committees and track coordinators, including recommendations</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CON, CCNE, KBN, etc.)</li> <li>• Assures that the curriculum as a whole meets professional nursing standards and fosters development of expected student outcomes</li> <li>• Strategic Plan goal 2-metric 1</li> </ul>

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Curricula are logical, structured and sequenced to achieve the respective expected program outcomes	<ul style="list-style-type: none"> <li>• Program Committees</li> <li>• Kristin Ashford, Professor and Associate Dean of Undergraduate Faculty &amp; Interprofessional Education Affairs</li> <li>• Darlene Welsh, Professor, Assistant Dean of BSN Program Studies</li> <li>• Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> <li>• Debra Hampton, Assistant Dean of MSN &amp; DNP Programs, Academic Coordinator of Graduate Leadership Programs</li> <li>• Track Coordinators</li> <li>• Evelyn Parrish, Associate Professor and Director of Accreditation and Strategic Outcomes</li> </ul>	III-F	Formal periodic (no less than every three years); informal review by course faculty/ program committees at completion of each course	<ul style="list-style-type: none"> <li>• Program/track plans</li> <li>• Formal report from committees, including recommendations</li> </ul>	<ul style="list-style-type: none"> <li>• CCNE</li> <li>• To monitor congruence with program trajectories</li> <li>• To identify the need to implement required changes</li> <li>• Strategic Plan goal 1-metric 2</li> </ul>



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Curricula include teaching-learning and clinical practice experiences	<ul style="list-style-type: none"> <li>• Kristin Ashford, Professor and Associate Dean of Undergraduate Faculty &amp; Interprofessional Education Affairs</li> <li>• Darlene Welsh, Professor, Assistant Dean of BSN Program Studies</li> <li>• Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> <li>• Debra Hampton, Assistant Dean of MSN &amp; DNP Programs, Academic Coordinator of Graduate Leadership Programs</li> <li>• Karen Butler, Professor and Assistant Dean for Academic Operations</li> <li>• Program Committees</li> <li>• Track Coordinators</li> </ul>	III-G III-H III-J	Annually	<ul style="list-style-type: none"> <li>• Formal report from committees, including recommendations</li> <li>• Data from student evaluation of course, faculty and program</li> <li>• Formative evaluation methodologies within courses, including clinical site evaluation data and preceptor evaluation data</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CON, CCNE, etc.)</li> <li>• To identify the need to implement required changes in order to better support student learning and the achievement of expected student outcomes</li> <li>• Strategic Plan goal 1-metric 2</li> <li>• Strategic Plan goal 1-metric 3</li> <li>• Strategic Plan goal 2-metric 1</li> </ul>
Student performance is evaluated based on	<ul style="list-style-type: none"> <li>• Course Faculty</li> <li>• Track Coordinators</li> </ul>	III-I	Throughout courses;	<ul style="list-style-type: none"> <li>• Formal grades assigned to individual components of course work</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CON, CCNE, KBN, etc.)</li> </ul>

Program Effectiveness Indicators	Responsible Party	CCNE Key Element	Review Target Date	Verification of Evidence	Utilization of Data for Reporting
evaluation polices/ procedures by faculty	<ul style="list-style-type: none"> <li>• Darlene Welsh, Professor, Assistant Dean of BSN Program Studies</li> <li>• Debra Hampton, Assistant Dean of MSN &amp; DNP Programs, Academic Coordinator of Graduate Leadership Programs</li> </ul>		Completion of all program requirements	<ul style="list-style-type: none"> <li>• Formal (final) course grade entered in student record</li> <li>• Formative and summative evaluation methodologies</li> </ul>	<ul style="list-style-type: none"> <li>• Formative evaluation of students</li> <li>• Assess eligibility for graduation</li> <li>• Assess program progression and outcomes</li> <li>• Strategic Plan goal 2-metric 1</li> </ul>
Curricula and teaching-learning practices are regularly reviewed	<ul style="list-style-type: none"> <li>• Program Committees</li> <li>• Ad Hoc Committees assigned to new track/course development</li> <li>• Course faculty</li> <li>• Track Coordinators</li> <li>• Kristin Ashford, Professor and Associate Dean of Undergraduate Faculty &amp; Interprofessional Education Affairs</li> <li>• Darlene Welsh, Professor, Assistant Dean of BSN Program Studies</li> <li>• Sheila Melander, Professor, Associate Dean of MSN &amp; DNP</li> </ul>	III-J	Formal periodic (no less than every three years); informal review by course faculty at completion of each course, offering to identify successes and challenges	<ul style="list-style-type: none"> <li>• Formal report from committees, including recommendations</li> <li>• Verbal or informal written report filed with course materials; available to next faculty of record</li> <li>• Results obtained from student course evaluations</li> <li>• Formative and summative evaluation methodologies within courses</li> </ul>	<ul style="list-style-type: none"> <li>• CCNE</li> <li>• To refine course offerings and update with new materials</li> <li>• To implement needed changes</li> <li>• Strategic Plan goal 1-metric 2</li> </ul>

Program Effectiveness Indicators	Responsible Party	CCNE Key Element	Review Target Date	Verification of Evidence	Utilization of Data for Reporting
	Faculty Affairs & Practice <ul style="list-style-type: none"> <li>• Debra Hampton, Assistant Dean of MSN &amp; DNP Programs, Academic Coordinator of Graduate Leadership Programs</li> <li>• Karen Butler, Professor and Assistant Dean for Academic Operations</li> </ul>				

Program Effectiveness Indicators	Responsible Party	CCNE Key Element	Review Target Date	Verification of Evidence	Utilization of Data for Reporting
<b>CCNE STANDARD IV: PROGRAM EFFECTIVENESS: ASSESSMENT AND ACHIEVEMENT OF PROGRAM OUTCOMES</b>					
A systematic process is used to determine program effectiveness	<ul style="list-style-type: none"> <li>• Janie Heath, Dean and Warwick Professor</li> <li>• Director of Accreditation and Strategic Outcomes</li> <li>• Kristin Ashford, Professor and Associate Dean of Undergraduate Faculty &amp; Interprofessional Education Affairs</li> <li>• Darlene Welsh, Professor, Assistant Dean of BSN Program Studies</li> <li>• Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> <li>• Debra Hampton, Assistant Dean of MSN &amp; DNP Programs, Academic Coordinator of Graduate Leadership Programs</li> </ul>	IV-A	Biennially or as needed	<ul style="list-style-type: none"> <li>• Refer to evaluation plan</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CON, CCNE, KBN, etc.)</li> <li>• Surveys</li> <li>• Program evaluation</li> </ul>

Program Effectiveness Indicators	Responsible Party	CCNE Key Element	Review Target Date	Verification of Evidence	Utilization of Data for Reporting
BSN, MSN, DNP and Post-Graduate APRN Program Completion rates	<ul style="list-style-type: none"> <li>• Kristin Ashford, Professor and Associate Dean of Undergraduate Faculty &amp; Interprofessional Education Affairs</li> <li>• Darlene Welsh, Professor, Assistant Dean of BSN Program Studies</li> <li>• Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> <li>• Debra Hampton, Assistant Dean of MSN &amp; DNP Programs, Academic Coordinator of Graduate Leadership Programs</li> <li>• Evelyn Parrish, Associate Professor and Director of Accreditation and Strategic Outcomes</li> </ul>	IV-B	Every semester	<ul style="list-style-type: none"> <li>• Retention rates</li> <li>• Graduation rates (three and five year)</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CON, CCNE, KBN, SACS, etc.)</li> <li>• Surveys</li> <li>• Program evaluation</li> <li>• Strategic Plan goal 1- metric 1</li> <li>• Strategic Plan goal 2-metric 2</li> <li>• Strategic Plan goal 3-metric 1</li> <li>• Strategic Plan goal 4- metric 2</li> </ul>
BSN NCLEX pass rates	<ul style="list-style-type: none"> <li>• Kristin Ashford, Professor and Associate Dean of Undergraduate</li> </ul>	IV-C	Every semester	<ul style="list-style-type: none"> <li>• Pass rates for first-time test takers</li> <li>• Overall yearly pass rate for test takers</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CON, CCNE, KBN, KNDD, etc.)</li> <li>• Surveys</li> <li>• Program evaluation</li> </ul>

Program Effectiveness Indicators	Responsible Party	CCNE Key Element	Review Target Date	Verification of Evidence	Utilization of Data for Reporting
	Faculty & Interprofessional Education Affairs <ul style="list-style-type: none"> <li>• Darlene Welsh, Professor, Assistant Dean of BSN Program Studies</li> <li>• Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> <li>• Debra Hampton, Assistant Dean of MSN &amp; DNP Programs, Academic Coordinator of Graduate Leadership Programs</li> <li>• Evelyn Parrish Associate Professor and Director of Accreditation and Strategic Outcomes</li> </ul>				<ul style="list-style-type: none"> <li>• Strategic Plan goal 1-metric 3</li> </ul>
APRN Certification pass rates	<ul style="list-style-type: none"> <li>• Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> </ul>	IV-D	Every semester	<ul style="list-style-type: none"> <li>• Pass rates for first-time test takers</li> <li>• Overall yearly pass rate for test takers</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CON, CCNE, KBN, KNDD, etc.)</li> <li>• Surveys</li> <li>• Program evaluation</li> <li>• Strategic Plan goal 2-metric 2</li> </ul>

Program Effectiveness Indicators	Responsible Party	CCNE Key Element	Review Target Date	Verification of Evidence	Utilization of Data for Reporting
	<ul style="list-style-type: none"> <li>• Debra Hampton, Assistant Dean of MSN &amp; DNP Programs, Academic Coordinator of Graduate Leadership Programs</li> <li>• Track Coordinators</li> <li>• Evelyn Parrish, Associate Professor and Director of Accreditation and Strategic Outcomes</li> </ul>				
BSN, MSN, DNP and Post-Graduate APRN Program Employment rates	<ul style="list-style-type: none"> <li>• Kristin Ashford, Professor and Associate Dean of Undergraduate Faculty &amp; Interprofessional Education Affairs</li> <li>• Darlene Welsh, Professor, Assistant Dean of BSN Program Studies</li> <li>• Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> </ul>	IV-E	Every semester and/or up to three months post-graduation	<ul style="list-style-type: none"> <li>• Graduating senior survey for undergraduates</li> <li>• CON Post-Graduate APRN Certificate DNP/PhD program graduate survey</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CON, CCNE, KBN, etc.)</li> <li>• Surveys</li> <li>• Program evaluation</li> <li>• Strategic Plan goal 1- metric 3</li> <li>• Strategic Plan goal 2-metric 2</li> <li>• Strategic Plan goal 3-metric 1</li> </ul>

Program Effectiveness Indicators	Responsible Party	CCNE Key Element	Review Target Date	Verification of Evidence	Utilization of Data for Reporting
	<ul style="list-style-type: none"> <li>Debra Hampton, Assistant Dean of MSN &amp; DNP Programs, Academic Coordinator of Graduate Leadership Programs</li> <li>Evelyn Parrish, Associate Professor and Director of Accreditation and Strategic Outcomes</li> </ul>				
Program effectiveness- Aggregate: <ul style="list-style-type: none"> <li>NCLEX pass rates</li> <li>Program completion rates</li> <li>APRN certification pass rates</li> <li>Employment rates</li> </ul>	<ul style="list-style-type: none"> <li>Track Coordinators</li> <li>Darlene Welsh, Professor, Assistant Dean of BSN Program Studies</li> <li>Faculty</li> <li>Evelyn Parrish, Associate Professor and Director of Accreditation and Strategic Outcomes</li> </ul>	IV-F	Annually and/or as needed	<ul style="list-style-type: none"> <li>Aggregate NCLEX first-time rates</li> <li>Aggregate completion rates of each program</li> <li>Aggregate APRN certification pass rates</li> <li>Aggregate employment rates of each program</li> </ul>	<ul style="list-style-type: none"> <li>Annual Reports (CON, CCNE, KBN, etc.)</li> <li>Surveys</li> <li>Program evaluation</li> <li>Strategic Plan goal 1-metric 1</li> <li>Strategic Plan goal 1-metric 3</li> <li>Strategic Plan goal 2-metric 2</li> <li>Strategic Plan goal 3-metric 1</li> <li>Strategic Plan goal 4- metric 2</li> </ul>
Faculty outcomes, individual and aggregate, demonstrate program effectiveness as outlined in the CON	<ul style="list-style-type: none"> <li>Kristin Ashford, Professor and Associate Dean of Undergraduate Faculty &amp; Interprofessional Education Affairs</li> </ul>	IV-G	Annually and/or as needed	<ul style="list-style-type: none"> <li>Faculty mean scores of 4.0 or greater for teaching: undergraduate, graduate, and total faculty</li> <li>Course mean scores of 4.0 or greater: undergraduate, graduate and total faculty</li> </ul>	<ul style="list-style-type: none"> <li>Annual Reports (CON, CCNE, KBN, etc.)</li> <li>Surveys</li> <li>Program evaluation</li> <li>Strategic Plan goal 3-metric 1</li> <li>Strategic Plan goal 3-metric 2</li> <li>Strategic Plan goal 3-metric 3</li> </ul>



Program Effectiveness Indicators	Responsible Party	CCNE Key Element	Review Target Date	Verification of Evidence	Utilization of Data for Reporting
expectations for each title series and rank	<ul style="list-style-type: none"> <li>• Darlene Welsh, Professor, Assistant Dean of BSN Program Studies</li> <li>• Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> <li>• Debra Hampton, Assistant Dean of MSN &amp; DNP Programs, Academic Coordinator of Graduate Leadership Programs</li> <li>• Evelyn Parrish, Associate Professor and Director of Accreditation and Strategic Outcomes</li> </ul>			<ul style="list-style-type: none"> <li>• Expected research outcomes for faculty and students based on the APT Evidence Document for Title Series and Rank</li> <li>• Expected practice outcomes for faculty</li> <li>• Faculty scholarship: number of publications and presentations based on the APT Evidence Document for Title Series and Rank</li> </ul>	
Aggregate faculty data used to foster ongoing program improvement	<ul style="list-style-type: none"> <li>• Faculty</li> <li>• Kristin Ashford, Professor and Associate Dean of Undergraduate Faculty &amp; Interprofessional Education Affairs</li> <li>• Darlene Welsh, Professor, Assistant</li> </ul>	IV-H	Annually and/or as needed	<ul style="list-style-type: none"> <li>• Aggregate faculty mean scores of 4.0 or greater for teaching: undergraduate, graduate, and total faculty</li> <li>• Course mean scores of 4.0 or greater: undergraduate, graduate and total faculty</li> <li>• Expected research outcomes for faculty and students based on the APT</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CON, CCNE, KBN, etc.)</li> <li>• Surveys</li> <li>• Program evaluation</li> <li>• Strategic Plan goal 2-metric 1</li> <li>• Strategic Plan goal 3-metric 1</li> </ul>

Program Effectiveness Indicators	Responsible Party	CCNE Key Element	Review Target Date	Verification of Evidence	Utilization of Data for Reporting
	Dean of BSN Program Studies <ul style="list-style-type: none"> <li>• Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> <li>• Debra Hampton, Assistant Dean of MSN &amp; DNP Programs, Academic Coordinator of Graduate Leadership Programs</li> <li>• Evelyn Parrish, Associate Professor and Director of Accreditation and Strategic Outcomes</li> </ul>			Evidence Document for Title Series and Rank	
Aggregate program effectiveness <ul style="list-style-type: none"> <li>• Percent of students in an undergraduate intern program</li> <li>• Percent of students who pass their DNP project/PhD dissertation</li> <li>• Student awards for learning and scholarship</li> </ul>	<ul style="list-style-type: none"> <li>• Faculty</li> <li>• Kristin Ashford, Professor and Associate Dean of Undergraduate Faculty &amp; Interprofessional Education Affairs</li> <li>• Darlene Welsh, Professor, Assistant Dean of BSN Program Studies</li> </ul>	IV-I	Annually and/or as needed	<ul style="list-style-type: none"> <li>• Aggregate of undergraduate participation in intern program</li> <li>• Aggregate DNP Portfolio rubric scores</li> <li>• Aggregate dissertation rubric scores</li> <li>• Aggregate list of awards from individual students</li> <li>• Summary of aggregate advisory board feedback/ meeting minutes</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Reports (CON, CCNE, KBN, etc.)</li> <li>• Surveys</li> <li>• Program evaluation</li> <li>• Strategic Plan goal 3-metric 1</li> <li>• Strategic Plan goal 2-metric 4</li> <li>• Strategic Plan goal 4- metric 2</li> </ul>

Program Effectiveness Indicators	Responsible Party	CCNE Key Element	Review Target Date	Verification of Evidence	Utilization of Data for Reporting
<ul style="list-style-type: none"> <li>Employer satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> <li>Debra Hampton, Assistant Dean of MSN &amp; DNP Programs, Academic Coordinator of Graduate Leadership Programs</li> <li>Evelyn Parrish, Associate Professor and Director of Accreditation and Strategic Outcomes</li> </ul>				
<p>Outcome data are used to foster ongoing program improvement</p>	<ul style="list-style-type: none"> <li>Janie Heath, Dean and Warwick Professor</li> <li>Kristin Ashford, Professor and Associate Dean of Undergraduate Faculty &amp; Interprofessional Education Affairs</li> <li>Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> <li>Track Coordinators</li> </ul>	IV-J	Every semester	<ul style="list-style-type: none"> <li>Trigger indicators as listed in this document</li> </ul>	<ul style="list-style-type: none"> <li>Annual Reports (CON, CCNE, KBN, etc.)</li> <li>Surveys</li> <li>Program evaluation</li> </ul>

Program Effectiveness Indicators	Responsible Party	CCNE Key Element	Review Target Date	Verification of Evidence	Utilization of Data for Reporting
	<ul style="list-style-type: none"> <li>Evelyn Parrish, Associate Professor and Director of Accreditation and Strategic Outcomes</li> </ul>				
Provide strategic opportunities to facilitate experiences for nurse scientists' growth and success	<ul style="list-style-type: none"> <li>Tom Kelly, Associate Dean of Research &amp; PhD Faculty Affairs</li> <li>Debra Moser, Professor, Assistant Dean of PhD Program &amp; Scholarly Affairs &amp; Linda C. Gill Endowed Chair of Nursing</li> </ul>	N/A	Annually and/or as needed	<ul style="list-style-type: none"> <li>Admission, enrollment, retention, time to graduation and number of degrees awarded</li> <li>Research team development opportunities</li> <li>Recruitment of faculty and students</li> <li>Student mentoring</li> <li>Student preparedness for employment</li> </ul>	<ul style="list-style-type: none"> <li>Strategic Plan goal 2-metric 4</li> <li>Program evaluation</li> <li>CON and UK reports</li> </ul>
Scholarly/research collaborations among health profession colleges and practice partners	<ul style="list-style-type: none"> <li>Tom Kelly, Associate Dean of Research &amp; PhD Faculty Affairs</li> <li>Debra Moser, Professor, Assistant Dean of PhD Program &amp; Scholarly Affairs &amp; Linda C. Gill Endowed Chair of Nursing</li> <li>Martha Biddle, Associate Professor and Director of Student Scholarly Affairs</li> </ul>	N/A	Annually and/or as needed	<ul style="list-style-type: none"> <li>Number of joint publications with CON and UKHC</li> <li>Number of joint publications with CON and UK Health Colleges</li> <li>Number of joint presentations with CON and UKHC</li> <li>Number of joint presentations with CON and UK Health Colleges</li> <li>Number of joint grant submissions with CON and UKHC</li> </ul>	<ul style="list-style-type: none"> <li>Strategic Plan goal 3-metric 2</li> <li>Program evaluation</li> <li>CON, UKHC and UK reports</li> </ul>

Program Effectiveness Indicators	Responsible Party	CCNE Key Element	Review Target Date	Verification of Evidence	Utilization of Data for Reporting
				<ul style="list-style-type: none"> <li>• Number of joint grant submissions with CON and UK Health Colleges</li> </ul>	
Resources to advance faculty and student scholarship and funding	<ul style="list-style-type: none"> <li>• Janie Heath, Dean and Warwick Professor</li> <li>• Kristin Ashford, Professor and Associate Dean of Undergraduate Faculty &amp; Interprofessional Education Affairs</li> <li>• Darlene Welsh, Professor, Assistant Dean of BSN Program Studies</li> <li>• Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> <li>• Debra Hampton, Assistant Dean of MSN &amp; DNP Programs, Academic Coordinator of Graduate Leadership Programs</li> </ul>	N/A	Annually and/or as needed	<ul style="list-style-type: none"> <li>• Number of private/ foundation proposals submitted</li> <li>• Number of student scholarships</li> <li>• Number of professorships/ endowments</li> <li>• Number of grants proposals submitted</li> </ul>	<ul style="list-style-type: none"> <li>• Strategic Plan goal 3-metric 4</li> <li>• CON and UK reports</li> <li>• US News and World Report Best Colleges report</li> </ul>
Strategic efforts to bring Under-represented Minority (URM) faculty, staff	<ul style="list-style-type: none"> <li>• Janie Heath, Dean and Warwick Professor</li> <li>• Evelyn Parrish, Associate Professor</li> </ul>	N/A	Annually and/or as needed	<ul style="list-style-type: none"> <li>• Open forum discussions related to inclusivity/ diversity/equity topics</li> </ul>	<ul style="list-style-type: none"> <li>• Strategic Plan goal 4- metric 1</li> <li>• CON and UK reports</li> </ul>

Program Effectiveness Indicators	Responsible Party	CCNE Key Element	Review Target Date	Verification of Evidence	Utilization of Data for Reporting
and student programming together for a shared vision	and Director of Diversity and Inclusivity Ambassador Council			<ul style="list-style-type: none"> <li>Leadership series related to inclusivity/diversity/equity topics</li> </ul>	
Advance faculty practice, research and service through local, rural, urban, and global health community outreach and engagement	<ul style="list-style-type: none"> <li>Kristin Ashford, Professor and Associate Dean of Undergraduate Faculty &amp; Interprofessional Education Affairs</li> <li>Darlene Welsh, Professor, Assistant Dean of BSN Program Studies</li> <li>Sheila Melander, Professor, Associate Dean of MSN &amp; DNP Faculty Affairs &amp; Practice</li> <li>Debra Hampton, Assistant Dean of MSN &amp; DNP Programs, Academic Coordinator of Graduate Leadership Programs</li> <li>Terry Lennie, Professor and Senior Associate Dean of Academic Operations,</li> </ul>	N/A	Annually and/or as needed	<ul style="list-style-type: none"> <li>Number of local, urban, rural and/or global interprofessional practice and research initiatives</li> <li>Number of local, urban, rural &amp;/or global quality and safety initiatives</li> <li>Number of outreach opportunities for student and faculty practice, research, and service in local, rural and urban areas</li> </ul>	<ul style="list-style-type: none"> <li>Strategic Plan goal 5- metric 1</li> <li>Strategic Plan goal 5- metric 2</li> <li>CON and UK reports</li> </ul>

Program Effectiveness Indicators	Responsible Party	CCNE Key Element	Review Target Date	Verification of Evidence	Utilization of Data for Reporting
	Faculty Advancement and Global Affairs				
Opportunities are available that promote healthy working and learning environments for students, faculty, and staff	<ul style="list-style-type: none"> <li>• Terry Lennie, Professor and Senior Associate Dean of Academic Operations, Faculty Advancement and Global Affairs</li> <li>• Lee Anne Walmsley, Assistant Professor and Director of Work-Life Engagement</li> </ul>	N/A	Annually and/or as needed	<ul style="list-style-type: none"> <li>• Number of self-care activities offered</li> <li>• Presence of self-care activities in curricula</li> <li>• Data from UK biennial work-life survey</li> <li>• Biennial appreciative inquiry training for faculty and staff</li> </ul>	<ul style="list-style-type: none"> <li>• Strategic Plan goal 6- metric 1</li> <li>• Strategic Plan goal 6- metric 2</li> <li>• Strategic Plan goal 6- metric 3</li> </ul>