

NURSE EDUCATION DEPARTMENT

A.D.N. AND PNP SYSTEMATIC PLAN FOR PROGRAM EVALUATION AND ASSESSMENT OF OUTCOMES

<p>STANDARD: II Faculty There are qualified and credentialed faculty, appropriate to accomplish the nursing education unit purposes and strengthen its educational effectiveness.</p> <p>Criterion # 5: Faculty members (full- and part-time) are academically and experientially qualified, and maintain expertise in their areas of responsibility.</p>	<p>OPERATIONAL DEFINITION: <i>Nursing faculty member</i> is defined as an educated professional who is academically and experientially qualified to deliver the nursing curriculum to assist students in successfully attaining program outcomes. Faculty qualifications are defined by the MBORN.</p> <p>EXPECTED LEVEL OF ACHIEVEMENT (ELA):</p> <ol style="list-style-type: none"> 1. All faculty members maintain current RN licensure 100% of the time. 2. All faculty members' credentials are consistent with the MBORN criteria for faculty 100% of the time. 3. All faculty members maintain expertise in nursing through participation in continuing education programs 100% of the time.
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PROCESS					IMPLEMENTATION	
Component	Where is Documentation Found	Person Responsible	Time/ Frequency of Assessment	Assessment Method	Results of Data & Analysis <i>(Including ELA)</i>	Actions <i>For program Development, Maintenance or Revision</i>
Associate Degree Program Faculty Qualifications Practical Nursing Program Faculty Qualifications	Human Resources Department Personnel File	Nurse Administrator	Upon hire Every 2 years-even years Due: December 2004	Method: Upon hire, the Nurse Administrator reviews faculty credentials for compliance with the requirements of the governing organization and the MBORN criteria 244 CMR 6.04 using a table. Biannually at the time of R.N. licensure renewal, the Nurse Administrator performs a comparative analysis of faculty academic and experiential preparation with the MBORN regulations related to faculty qualifications. Analysis includes curriculum vitae, transcripts and nursing license.		
Faculty professional development activities	Human Resources	Nurse Administrator	Every 2 years-even years Due: December 2004	Method: The Nurse Administrator performs a comparative analysis, using table format, of faculty documentation of professional development activities. Analysis includes search for evidence of maintenance of faculty expertise in their areas of responsibility such as teaching, service, clinical practice, and scholarship.		

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Criterion # 5 continued

PROCESS					IMPLEMENTATION	
Component	Where is Documentation Found	Person Responsible	Time/ Frequency of Assessment	Assessment Method	Results of Data & Analysis <i>(Including ELA)</i>	Actions <i>For program Development, Maintenance or Revision</i>
				<p>Rationale: Review ensures compliance with the MBORN criteria, provides documentation for acceptance of other than the minimal required graduate degree for clinical faculty and ensures that the academic and experiential preparation are appropriate for meeting the responsibilities of the nurse education unit. The review also provides evidence that faculty maintain expertise in teaching areas, service and scholarship.</p>		
<p>Nurse Education Laboratory Coordinator</p> <p>Nurse Education Laboratory Personnel</p> <p>Non-nurse faculty qualifications</p> <p>Professional Unit Secretary</p>	Human Resources	Nurse Administrator	<p>Initial appointment</p> <p>Every 2 years-even years</p> <p>Due: December 2004</p>	<p>Method: Upon hire, the Nurse Administrator reviews the credentials for compliance with the requirements of the governing organization. Analysis includes curriculum vitae, transcripts and work related experience.</p> <p>The Nurse Administrator reviews the documentation of professional development activities. The review includes search for evidence of maintenance of expertise in their areas of responsibility.</p> <p>Rationale: Review ensures appropriate job assignment and provides evidence of maintenance and development of skills necessary to facilitate the nursing education unit purposes.</p>		