

Annual Assessment Report 2023

School of Nursing

Two direct measures of student learning used within the School of Nursing are the NCLX-RN® first time pass rates, and beginning the fall of 2022, evaluation scores from the Elsevier HESI Specialty Exams and Compass NCLEX-Prep programs. From 2010 through 2019, the California Critical Thinking Disposition Inventory (CCTDI) pre and post scores from first year to graduation were used in assessing critical thinking of the nursing students. The change to the specialty exam scores was made in response to the pandemic (requiring the CCTDI to be suspended indefinitely) and the ability to implement a new measure of critical thinking.

Direct Measure 1: NCLEX-RN®

To ensure public protection, National Council of State Boards of Nursing (NCSBN) requires a candidate for registered professional nurse licensure to pass an examination that measures the competencies to perform safely and effectively as a newly licensed entry-level nurse. Taking the NCLEX-RN® is a capstone experience to the undergraduate nursing curriculum. Passing the exam demonstrates competence and achievement of student learning outcomes 2,3,4,5,7,10, and 11 (see Strategic Assessment Plan). Achievement is defined as the percentage of graduates passing the NCLEX-RN® on the first attempt will meet or exceed state and national Bachelor of Science in Nursing (BSN) levels.

The Director of the School of Nursing and Health Sciences reviews the scores provided by the state regulatory agency and reports the aggregate data to the School of Nursing Curriculum Council (CC), which comprises tenure line faculty, staff, elected student representatives, and the Director (*ex-officio*). Data is also reported to Faculty and Staff Organization (FASO) composed of all tenure line faculty and staff, as well as to accreditation agencies Commission of Collegiate Nursing Education (CCNE) and the Illinois Department of Financial and Professional Regulation (IDFPR). Pass rates for the schools of nursing are available to the public, so they represent a clear indicator of effective student learning.

A review of the past 15 years shows strong performance for IWU on the NCLEX-RN® based on an action plan initially implemented in 2002. NCLEX-RN® pass rates historically have exceeded the state and national benchmarks, but for 2011 and 2012, when the School of Nursing pass rates simply met the benchmark. The School of Nursing has been engaged in an ongoing examination of achieving and maintaining superior NCLEX-RN® scores, but the first-time pass rate for the Class of 2021 fell below the Illinois required pass rate of 75% which triggered a warning letter from the state of Illinois Department of Financial and Professional Regulations. The Class of 2022 was also below the Illinois required pass rate of 75% and the program was placed on probation by the state of Illinois Department of Financial and Professional Regulations. During the early spring of 2023, the Illinois Legislature passed House Bill 2509 (HB 2509) which removed any school from probationary status due to enduring effects of the COVID-19 pandemic on nursing education. Therefore, as of January of 2024, Illinois Wesleyan was no longer on probation by the state of Illinois. However, there was a fantastic recovery for the graduates of 2023 and the annual pass rate of all first-time test takers was 83% (exceeding the 75% Illinois passing standard). The chart below describes the NCLEX-RN® first-time pass rates from 2010 through 2023 and compares the IWU NCLEX-RN® Pass Rates with the Illinois and National BSN rates.

NCLEX-RN® Pass Rates:

Comparison of IWU Rates with Illinois and National BSN Rates

Year	No. Grads	No. of Grads Taking NCLEX	IWU Pass Rate*	IL Pass Rate**	BSN Pass Rate-National**
2023	46	47	83%	85%	82%
2022	52	54	63%	Below 75%	82%
2021	45	42	74%	82%	82%
2020	50	50	84%	89%	86%
2019	36	37	95%	88%	88%
2018	39	39	93%	88%	88%
2017	41	41	98%	86%	87%
2016	43	43	86%	85%	85%
2015	31	31	91%	86%	85%
2014	32	34	94%	84%	82%
2013	37	35	91%	85%	83%
2012	34	34	91%	91%	90%
2011	25	25	88%	88%	88%
2010	29	29	93%	88%	87%

*Based on formal report from the State of Illinois, IDFPR
NCLEX-RN report from NCSBN

**Based on

Action:

Although the School of Nursing has an established history of exceeding state and national pass score averages, in 2021, for the first time in the program's history, pass rates fell below the minimum Illinois standards, which represented a significant drop in performance. The program was required by the Illinois Board of Nursing to address the following standards:

3.2 Revise admission criteria to include documentation of reading comprehension at the college ready level as determined by the institution's standardized testing process.

The Illinois Wesleyan Office of Admissions provided documentation that demonstrates that all admitted students meet the following:

- A minimum of one year of each: biology, chemistry, algebra, and geometry
- IWU is now test optional for admission and test optional candidates must interview with a School of Nursing faculty or staff member
- Nursing candidates must meet the requirements for admission into the College of Liberal Arts which include: English-four units, natural Science-three units including one physical and one biologic, both with laboratory experience, mathematics-three units, foreign language-three units (years) of the same language, and social science-two units (years).
- Successful completion of English Comp I
- Obtainment of 22 or higher on ACT English or 520 or higher on SAT Verbal
- Unweighted High School GPA of 3.0 or higher

The documentation demonstrates that our Fall 2023 admitted students' achievement of a college readiness reading level on a standardized reading test meets or exceeds this level.

3.8 Maintain or reduce the number of students admitted per year.

The School of Nursing and Health Sciences admitted 35 new students to the nursing major in fall 2023. Ordinarily, the School admits 48 new students to the nursing major. This number represents a 27% decrease in the number of new admissions to the nursing major.

4.2 Provide appropriate leadership and additional funding to support curricular review and revisions, resources, faculty professional development, and student support services.

In addition to resources already in place, the following action items have been initiated in 2022 and funded at a University cost to date of \$26,406:

- 1) Karin J. Sherrill, RN, MSN, CNE, ANEF, FAADN, Nursing Education Consultant, LLCs, facilitated NCLEX First-Time Pass Rate Program Enhancement Faculty Retreat on 1/6/22 at a University cost of \$2000.00 (see attached contract).
- 2) Lippincott Procedures were piloted beginning 2/9/22 and then purchased and implemented on 4/11/22 at an annual University cost of \$4,821.
<https://login.proxy.iwu.edu/login?url=https://procedures.lww.com/>
- 3) Electronic Health Record (EHR Go) was purchased for use in May Term 2022 for \$495 and will be purchased on August 1, 2022 for the 2022-2023 academic year at a University cost of \$14,490 to be used with modules and simulation.
- 4) Kaplan in-seat NCLEX-RN® review was held May 8-10, 2023 with instructor plus embedded Kaplan tutor. Provided financial support for students with need at a University cost of \$4,600.
- 5) The Elsevier HESI and Compass NCLEX –prep program was selected and implemented during the fall of 2022 with the cost shared between students and University.

A retreat was attended by all School of Nursing faculty and professional staff. The outcome of this retreat was aimed at developing and implementing a plan to address improved first-time pass rates. This commitment to improving NCLEX-RN® scores includes an ongoing preparatory program with active involvement from academic advisors to maximize NCLEX-RN® outcomes.

Direct Measure 2: Critical Thinking

The assurance of excellence in professional judgment is the result of the sound use of critical thinking skills and the reliable and strong disposition to use those critical thinking skills.

The School of Nursing mission reflects the importance of the integration of liberal arts and professional learning, with critical thinking as one expected outcome. With the indefinite suspension of the CCDTI exam, a new measure is needed to assess progression and benchmarking of critical thinking for the students pursuing a BSN at Illinois Wesleyan University. The HESI is a comprehensive program that includes specialty and exit exams that include a direct measure that demonstrates students' tendency to think critically, as well as achievement of student learning outcomes 1-11 (see Strategic Assessment Plan). With the change to the HESI comprehensive program, we have pivoted to the use of the HESI critical thinking measures to track and monitor changes in critical thinking over time for each of the nursing cohorts. The HESI data also includes a benchmark against the National Mean score for students in BSN programs.

HESI Critical Thinking Means by Cohort and Nursing Specialty Exam: Fall 2023

Class of 2025	IWU Critical Thinking Mean	National BSN Critical Thinking Mean
HESI Specialty	731	802

Exam: Health Assessment 30 test takers		
Class of 2024	IWU Critical Thinking Mean	National BSN Critical Thinking Mean
HESI Specialty Exam: Psych/Mental Health 38 test takers	791	854
Class of 2023	IWU Critical Thinking Mean	National BSN Critical Thinking Mean
HESI Specialty Exam: Pharmacology 36 test takers	816	850
HESI Specialty Exam: Critical Care 36 test takers	859	838
HESI Specialty Exam: Maternity 36 test takers	860	846

Initial scores indicate a performance of IWU BSN is below the national BSN averages for the classes of 2024 and 2025. However, 66% of the critical thinking scores for the class of 2023 were above the National BSN Average. The assessment is demonstrating growth of critical thinking in the program and therefore these data will be tracked in the coming assessment reports. The National average is shown for a benchmark for this 2023 report where no trends are available due to the implementation of the HESI program in fall of 2022.

Action: Additional instructional interventions to enhance critical thinking and judgment:

- Added in the HESI Elsevier Adaptive Quizzing (EAQ) questions as a student requirement for completion in each nursing theory course. EAQs are practice NCLEX-RN® exam questions on each nursing specialty content.
- Added an additional simulation in N217 and N218 on patient medication teaching
- Added in an individual OSCE simulation to N380