



College of Nursing and Health Professions

#9 Plan cycle - 9

Plan cycle 2023/2024

7/1/23 - 6/30/24

Introduction

The mission of the College of Nursing and Health Professions is to provide education that will enable graduates to improve the health care system and the quality of life in a global society, value lifelong learning, and enhance the profession of nursing through a focus on clinical judgment, communication, role development, professionalism, and service to the community.

The College of Nursing and Health Professions offers a baccalaureate and master's degree in nursing, a baccalaureate degree in health systems management, and a baccalaureate degree in radiologic and medical laboratory science as well as a Post-Master's Certificate in Psychiatric Mental Health Nurse Practitioner.

The Undergraduate Nursing department offers a fully online baccalaureate degree in nursing through a web-based platform, Moodle, offered through the University. Select courses in the BS in Health Systems Management Program are offered online through Moodle and partially through Southeastern Louisiana University.

Performance Objective 1 Expand degree offerings in the College of Nursing and Health Professions.

1 Assessment and Benchmark

Benchmark: Develop interdisciplinary initiatives between the unique departments in the new college.

1.1 Data

2019-2020

University shift to online education due to COVID pandemic paused IPE efforts.

2020-2021:

Multiple hurricanes in Fall 2020 with ongoing pandemic have paused most IPE efforts. The department of psychology has relocated to Hardtner Hall with other departments which will facilitate working together.

2021-2022:

- Plans are ongoing for an Interdisciplinary Suicide Awareness Program to be funded with Professorship moneys for May 2022. This conference was postponed due to pandemic/hurricanes.
- Radiology and undergraduate nursing are collaborating for basic skills instruction for radiology students.
- Dean's Council (nursing, RADS/MLS, psychology, HSM) continues to work as a team to develop interdisciplinary initiatives.
- Biostatistician and pharmacist teach in MSN program. Bioethicist and biostatistician teach in DNP program.

2022-2023:

- Undergraduate nursing faculty have collaborated with nutrition and dietetics faculty and students to offer instruction on tube feedings.
- Faculty in CONHP as well as H&HP and Nutrition and Dietetics have collaborated to offer Camp Fast Forward for middle schoolers.

2023-2024:

- Continue to offer Camp Fast Forward in collaboration with CONHP, Nutrition/Dietetics, and Kinesiology departments in the summers.
- Undergraduate nursing, Radiological Sciences, and Medical Lab Science has begun meeting to plan shared simulation scenarios.
- Radiological sciences students have used undergraduate nursing simulation labs for IV insertions.
- Undergraduate nursing faculty are in process of developing new curriculum which will likely include an interdisciplinary course.
- Deans Council serves as major venue for departmental/program collaboration and voted to establish a college wide recruitment committee in Fall 2024 to be lead by Undergraduate Student Services Coordinator.

1.1.1 Analysis of Data and Plan for Continuous Improvement

2019-2020:

Disruption due to pandemic paused IPE efforts although Dean's Council and Interprofessional Collaboration Committee continue to meet.

2020-2021:

Multiple hurricanes with ongoing pandemic have paused most IPE efforts. The department of psychology has physically relocated to Hardtner Hall with other CONHP departments which will facilitate collaboration. There has been collaboration among graduate nursing and psychology in the areas of shared policy /procedures relative to student clinical experiences.

2021-2022:

- Dean's Council has started discussions about an interdisciplinary course to be required for undergraduate nursing, HSM, RADS, and MLS and elective for psychology. This course would help meet new program accreditation guidelines that nursing, RADS, and MLS are working on.

- CAMS Suicide Awareness program was held May 2022 successfully with participation from psychology, nursing, graduate nursing and community members (counseling, nurse practitioners, nurses).
- Addition of non-nursing faculty to graduate nursing programs has enhanced the learning experiences of the students.

2022-2023:

CONHP has not made sufficient progress in this area this year although curriculum conversations are ongoing in undergraduate nursing that would encourage an interdisciplinary course and Dean's Council continues to look for opportunities for collaboration.

2023-2024:

CONHP continue to look for opportunities to collaborate among programs via Dean's Council. New department heads and program coordinators are beginning to know and work pretty well with each other. Plans for interdisciplinary clinical experiences are hampered by scheduling challenges. Plans for interdisciplinary course are ongoing with probably implementation Fall 2026 if undergraduate nursing faculty approve curriculum.

2 Assessment and Benchmark

Benchmark: Increase the RN-BSN program enrollment by 10% in the College of Nursing and Health Professions.

2.1 Data

Semester	Enrollment in the RN-BSN Program	
	#	% of BSN enrollment
Fall 2016	38	—
Spring 2017	33	6
Summer 2017	15	10
Fall 2017	31	4
Spring 2018	34	6
Summer 2018	18	13
Fall 2018	29	4
Spring 2019	32	5
Summer 2019	22	13
Fall 2019	47	4
Spring 2020	48	7
Summer 2020	55	31
Fall 2020	87	11
Spring 2021	98	14
Summer 2021	89	55
Fall 2021	112	16
Spring 2022	100	17
Summer 2022	90	57
Fall 2022	115	17
Spring 2023	110	18
Summer 2023	92	55
Fall 2023	119	18

Spring 2024	114	18
Summer 2024	90	51

Data source: IRE Dashboard

Semester	Graduates
Spring 2020	6
Summer 2020	3
Fall 2020	18
Spring 2021	7
Fall 2021	29*
Spring 2022	18
Fall 2022	32*
Spring 2023	19
Summer 2023	8
Fall 2023	34*
Spring 2024	24

WORC Scholarship Graduates

F23 - 28

S24 - 11

[RN-BSN enrollment numbers.f21](#) [PDF 435 KB 11/22/21]

[Updated RN to BSN numbers](#) [PDF 102 KB 7/13/23]

2.1.1 Analysis of Data and Plan for Continuous Improvement

2019-2020:

- Marketing has resulted in continued growth although resulting pandemic slowed program growth.
- Initial graduates completed the program in Spring 2020
- RN to BSN team wrote a 1.4 million dollar Department of Labor WORC grant to provide student scholarships, RN to BSN student coordinator, and hot spots for rural students.

2020-2021:

- Enrollment continues to grow although not at the rate initially planned.
- Ongoing pandemic and hurricane recovery affect recruitment efforts.
- Notice of grant funding received 9/2020. RN to BSN Student Coordinator hired j/2021.

2021-2022:

- Total WORC scholarships provided in 2021 - 38. Numbers are lower than projected probably due to Hurricane Ida hitting areas of Louisiana not affected by Hurricanes Laura and Delta the year before. Revision made to WORC budget to allocate more funds to marketing in fall 2021.
- Dr. Peggy Hershberger took over program management after retirement of Becky Riley in May 2022.
- Discussions to terminate IDesign contract due to registration numbers much lower than projected. The decreased projected numbers began prior to pandemic and hurricanes and is ongoing although total registration numbers continue to grow.

2022-2023:

- Total WORC scholarships provided in 2022 - 58. While scholarship numbers have increased they remain below projected amounts. **Plan** -- We received approval to extend the grant term one year

so that the grant ends 9/2024 rather than 9/2023. Marketing efforts have increased and we have reordered curriculum so that grant participants can complete as many nursing courses which are covered by the scholarship as possible before grant termination.

- I-Design contract terminated January 2023 due to low registration numbers. As of summer 2023, overall enrollment has remained strong. **Plan** -- A partnership manager has been hired to focus on student and agency recruitment and Dr. Hershberger has been converted to a 12 month faculty member to continue to grow the program.
- Summer enrollment is always a larger percentage of BSN enrollment because few generic BSN courses are offered in the summer. Summer enrollment usually drops slightly because students take off sessions while their children are out of school and for vacations. **Plan** -- Adjust class sections to match enrollment.

2023-2024:

- Enrollment is steady with increasing graduations - **Plan** WORC Grant ends September 2024 and writing is ongoing for June 2024 submission for another round of grant funding. Summer enrollment drop for reasons above.
- New CCNE Standards with BSN accreditation visit planned in Fall 2026. **Plan** Curriculum Review in progress with final vote by faculty Fall 2024 and projected implementation Fall 2026.

3 Assessment and Benchmark

Assessment: Development of a psychiatric-mental health DNP.

3.1 Data

2019-2020:

ULS Board of Supervisors approved postmasters PMHNP DNP. Louisiana State Board of Nurses approved part 1 of request with part 2 due mid-August 2020.

2020-2021:

- LSBN gave final approval to initiate program starting Fall 2021 a week before Hurricane Laura hit SWLA.
- Ongoing efforts to hire FT doctoral PMHNP.
- Ongoing marketing efforts.
- Have accepted six applicants for Fall 2021 start.

2021-2022:

- Hired one doctoral prepared PMHNP (12 hr course load) for Fall 2021; however, that course load was excessive to combine with her practice and she moved to adjunct status.
- Applications are strong (16) for Fall 2022, but final numbers will be dependent upon faculty resources.
- Course development continues.
- SPPE developed with plans to finalize August 2022.

2022-2023:

- Hired one FT 12-month doctoral prepared PMHNP faculty who started January 2023.
- CCNE site visit for initial accreditation scheduled for March 2024. Self-study preparation ongoing.
- Program development ongoing with development of student handbook, several course revisions, and SPPE.

2023-2024:

- Spring 2024 - CCNE Initial site visit for DNP program

Enrollment

Semester	Enrolled
Fall 2021	6

Spring 2022	6
Fall 2022	14
Spring 2023	14
Fall 2023	15
Spring 2024	14

Graduates

Semester Graduates

Fall 23 3

Fall 24

[CCNE-Report-4-26-2024](#) [PDF 397 KB 5/6/24]

[McNeese DNP Self-Study.2.14.24 \(5\)](#) [PDF 912 KB 5/6/24]

3.1.1 Analysis of Data and Plan for Continuous Improvement

2019-2020:

Continue approval process to Louisiana BOR and LSBN.

2020-2021:

LSBN approval to start program August 2020 resulted in initiation of marketing and admission processes.

2021-2022:

- First cohort of 6 started in Fall 2021 and have stayed continuously enrolled.
- Revision of marketing materials in progress.
- Continue to recruit faculty.
- SACS-COC Level Change visit completed in January 2022.
- Have 15 applicants for Fall 2022 whose admission will depend upon faculty resources.

2022-2023:

- Staffing -- Hiring Dr. Sara Jones, PMHNP in Jan 2023 as 12-month faculty for DNP program allows time for Dr. Jones to transition to the DNP Coordinator role upon Dr. Dilks' retirement in August. Recruitment continues for second PMHNP faculty.
- Accreditation -- CCNE accreditation is essential for our program to grow. The Self-study process allows us to critically review areas for improvement. For example, we are working to integrate the graduate nursing program with the undergraduate program in the area of developing a faculty handbook for all nursing faculty, graduate and undergraduate. We also have started the process of developing a Graduate Nursing Advisory Committee that will focus specifically upon our MSN and DNP programs.
- Enrollment -- Enrollment is acceptable although we need to continue to publicize. Emails to NP graduates, social media posts, and word of mouth have worked to encourage enrollment.

2023-2024:

- Staffing -- Continued open second PMHNP faculty position. Dr. Wolfe retires in May 2024. **Plan** -- Have increased salary for second PMHNP position and received approval to fill Dr. Wolfe's position effective Fall 2024
- Accreditation -- Successful DNP Site Visit in March (see attached). Initial CCNE approval will be finalized in Fall 2024. **Plan** -- Address two concerns raised by site visitors (Student Participation in Program Governance, Planned Inter professional Clinical Experiences)
- Enrollment -- Multiple students scheduled for graduation in Fall 2024. **Plan** -- Enhance recruitment. CONHP recruitment committee will be formed in Fall 2024 by decision of Dean's Council.

4 Assessment and Benchmark

Benchmark: Develop articulation agreements with community colleges to facilitate student progression.

4.1 Data

2022-2023:

LAMAR, Orange - April 2022 Undergraduate Nursing articulation agreement completed.

SOWELA - October 2022 Undergraduate Nursing articulation agreement completed. Ongoing discussion with HSM program to establish an articulation agreement.

LSU-E - Agreements for nursing, HSM, RN to BSN, and radiologic sciences are in the final stages of completion.

2023-2024:

Have current Articulation agreements with the following programs:

- Lamar, Orange -- Nursing
- SOWELA, Lake Charles - Nursing; SOWELA does not have applicable program to articulate with.
- LSU-E, Eunice - Nursing, HSM, RN to BSN, Radiologic Sciences

HSM is pursuing Articulation agreement with Lone Star system in Texas

[Signed Statement of Work](#) [PDF 2,467 KB 9/24/24]

[SLLPN to BSN Consortium - Grant Proposal](#) [PDF 11,522 KB 9/24/24]

4.1.1 Analysis of Data and Plan for Continuous Improvement

2022-2023:

We had an early success with the Lamar, Orange agreement for nursing in Spring, 2022 and followed with SOWELA agreement for nursing in October, 2022. Following up with SOWELA HSM agreement has been slower due to a new person in that role at SOWELA.

Conversations with LSUE started in fall 2022, but implementation of agreements has been challenging due to personnel changes at LSUE e.g. Dean retirement. However, we hope to complete agreements by the end of 2023.

2023-2024:

Articulation agreements with programs who transfer most students to us completed. **Plan** - This assessment needs to be adjusted to focus on increasing LPN to BSN enrollment which will be facilitated by the BOR Grant that was received March 2024. This grant provides a partnership with four local agencies to support LPNs wishing to complete their BSN.

[MSU.Lamar.Orange.4.22](#) [PNG 609 KB 7/18/23]

[MSU.SOWELA Articulation Agreement Signing.2022](#) [PNG 583 KB 7/18/23]

5 Assessment and Benchmark

Benchmark: Obtain CACREP accreditation for the Clinical Mental Health Counseling, MS program and School Counseling, MS program.

5.1 Data

2022-2023:

- Name change from *Department of Psychology* to *Department of Psychology and Counseling* (June 2022).
- Counseling faculty remain housed in temporary building along with Kay Dore Counseling Center.
- Faculty: One school counseling educator faculty hired for Fall 2022 resigned full-time position after one semester due to family issues leaving two remaining counselor educators (Teem, Vashiti).

2023-2024:

- Counseling faculty remain in temporary building along with Kay Dore Counseling Center (KDCC) although plan are in progress to move KDCC to Hardtner Hall clinic space.

- Faculty: Remaining two faculty have left McNeese as of Summer 2024. However, permission received to hire three counseling faculty as well as a clinical director for KDCC which was all accomplished by August 1, 2024.

Enrollment:

Semester	# of students	
	CMHC	SCHC*
Fall 2022	7	1
Spring 2023	6	1
Fall 2023	26	8
Spring 2024	25	4

*6 students from MEd program with continued enrollment are also being taught out.

[Departmental name change](#) [PDF 210 KB 7/18/23]

5.1.1 Analysis of Data and Plan for Continuous Improvement

2022-2023:

- Hiring full time faculty needed for accreditation of this program has been problematic due to low salaries. In a plan developed in summer 2023 we recommend closing the school counseling program and moving those salaries to the CMHC program in hopes of hiring additional faculty. This plan is awaiting administrative approval.
- Tentative plans are in progress to move Kay Dore Counseling Center and counseling faculty to space vacated in Hardtner Hall by Student Health; however, these plans have not been confirmed and some renovation will be necessary to meet HIPPA guidelines.
- Revise CACREP accreditation focus to CMHC only (drop school counseling) and change timeline to Self-Study submission in Spring 2024 for a Fall 2024 visit. Hire Clinical Director, KDCC to meet CACREP requirement. These plans are awaiting administrative approval.

2023-2024:

- Enrollment is strong. **Plan** - Maintain current recruitment processes.
- Faculty - Three Counseling faculty and one KDCC Clinical Director will start August 1, 2024. In addition, Dr. Kevin Yaudes will become the Psychology and Counseling department head effective August 1, 2024. **Plan** - Plan comprehensive orientation to new faculty who will all be housed in Hardtner Hall for the first time since the 2020 hurricanes. Course release for Fall 2024 for new faculty member with CACREPT experience to jumpstart accreditation processes which will focus on CMHC only. KDCC Clinical Director will provide support for Dr. Yaudes who is now DH who will be able to have more time to focus on accreditation activities. Timeline for Self-Study Submission dependent upon new faculty orientation and likely to be Fall 2025..

Performance Objective 2 Faculty are sufficient in number to accomplish the mission, goals, and expected program outcomes for all degree offerings.

1 Assessment and Benchmark

Benchmark: 100% of full-time positions are appointed with academically and experientially appropriate credentials.

1.1 Data

Academic Year Ending	% of full time faculty transcripts that reflect a minimum of an MSN Degree for undergraduate nursing and a	% of faculty that meet the academic and experiential requirements of	% of fulltime faculty transcripts that reflect a minimum of a MS degree for faculty teaching in the radiologic technology and	% of fulltime faculty that meet academic and experiential requirements to teach radiologic technology,	% of faculty transcripts that meet academic and experiential requirements to teach psychology, counseling, and applied
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	doctoral degree for graduate nursing	the Louisiana State Board of Nursing	medical lab science program	medical lab science and HSM programs	behavior analysis.
2016	100%	100%	—	—	—
2017	100%	100%	—	—	—
2018	100%	100%	—	—	—
2019	100%	100%	—	—	—
2020	100%	100%	—	—	—
2021	100%	100%	—	—	—
2022	100%	100%	100%	100%	100%
2023	100%	100%	100%	100%	100%
2024	100%	100%	100%	100%	100%

2022-2023:

- Three CONHP faculty will retire August 2023 including the department head for graduate nursing and the program director for the MLS program.
- Psychology -- There have been difficulties in filling Applied Behavior Analyst and CMH Counseling faculty positions within the Department of Psychology and Counseling. One psychology instructor is enrolled in PhD program.
- Undergraduate Nursing -- One faculty has completed DNP; three others are enrolled in DNP programs. RN to BSN Coordinator shifted to 12-month appointment to administer 12 program.
- HSM -- Program coordinator completed doctoral education in May 2023.
- Dean's office -- Interim Dean confirmed as permanent 6/23. Administrative Assistant reassigned as non-classified and salary increased by shifting funds from another position.

2023-2024:

- Psychology and Counseling --One psychology instructor continues PhD education and is ABD. One ABA faculty was hired and started January 2024.
- Nursing -- One undergraduate nursing faculty completed DNP and two others are in progress.
- Health Professions - One HSM faculty member started doctoral education.

1.1.1 Analysis of Data and Plan for Continuous Improvement**2019-2020:**

Committee established for dean search suspended activities in May 2020 due to pandemic and Dr. Wolfe agreed to stay until December 2020.

2020-2021:

- Committee reestablished for dean search suspended fall 2020 after Hurricanes Laura/Delta closed campus and caused major local devastation. Dean Dr. Peggy Wolfe stepped down as dean to a graduate faculty role effective January 4, 2021. Dr. Ann Warner, Co Coordinator of Graduate Nursing appointed to interim dean position effective January 4, 2021.
- Despite multiple faculty in all programs being displaced out of the area due to hurricane damage to homes have been able to maintain instruction.

2021-2022:

- McNeese offered a retirement incentive effective December 2021 which six CONHP faculty took advantage of -- 3 nursing, 1 HSM and 2 psychology. In addition, there were three nursing faculty to leave in 2021-2022 for other reasons.
- Nursing -- Four faculty replacements will start Fall 2022 in undergraduate nursing.
- HSM -- New program coordinator appointed and one additional faculty hired.

- Psychology -- One counseling faculty hired and one general psychology faculty hired. Efforts are ongoing to hire two additional ABA faculty and one additional counseling faculty.
- No changes in RMLS faculty.
- No PMHNP DNP faculty hired.

2022-2023:

- The department head for graduate nursing and the program director for the MLS program will be replaced with experienced in house faculty who are doctoral prepared and qualified for the positions. A faculty search is underway for the faculty position in MLS and graduate nursing (one FNP, 1 PMHNP). The PMHNP 12 month faculty hired in January 2023 will assume PMHNP Clinical Director role in August. We will be able to increase some salaries in graduate nursing and radiology /MLS by reallocating money in retiring faculty positions.
- Faculty completing doctorates (HSM, Undergraduate Nursing) will receive university increases in fall.
- Undergraduate Nursing - Two faculty will start in Fall to replace faculty who have left. Staff support positions will be adjusted to include salary adjustments and job description reviews (partnership manager, student services coordinator).

2023-2024:

- Psychology and counseling -- The department head will step into a faculty role effective August 2024 and be replaced by the Assistant department head who was also providing oversight to KDCC. A Clinical Director position for the KDCC was approved for hire and has a strong prospective candidate. Two counseling faculty resigned and searches are ongoing to replace those positions as well as the 1 existing vacancy. Starting salaries were raised and response to search has been very positive.
- Nursing -- Searches are ongoing for two undergraduate and one graduate nursing position. Nursing faculty positions have been increasingly difficult to fill despite salaries that are competitive with other local nursing programs. The LSBN has relaxed the MSN requirement clinical faculty in undergraduate programs due to statewide shortage.
- HPRF -- HSM program moved from NSG to HPRF. No other changes to faculty. Additional faculty will be needed in Radiologic Sciences as enrollment increases; however, a request for an additional faculty line has not been approved.

Performance Objective 3 Fiscal and physical resources are sufficient to enable the programs to fulfill its mission, goals, and expected outcomes.

1 Assessment and Benchmark

Benchmark: 3.5/5.00 mean faculty response for satisfaction with the physical facilities allocated are adequate to achieve the goals of my program.

1.1 Data

Year	Response Rate	
	#	%
2022	13/25	52%
2023	13/21	62%

Year	Mean Faculty Response
2014	4.18/5.00
2015	4.18/5.00
2016	4.69/5.00
2017	4.39/5.00
2018	3.77/5.00

2019	3.85/5.00
2020	—
2021	3.7/5.00
2022	3.8/5.00
2023	4.0/5.00
2024	3.7/5.00

[Faculty Satisfaction Survey Summary updated Sp 2022](#) [PDF 263 KB 8/31/22]

[Faculty Satisfaction Survey Summary updated Sp 2024](#) [DOCX 33 KB 1/24/25]

1.1.1 Analysis of Data and Plan for Continuous Improvement

2019-2020:

Survey not completed due to pandemic.

2020-2021:

Meets benchmark as it has since data collection began except for last year when survey was not completed. However, this survey addresses only undergraduate nursing who are housed in Hardtner Hall a relatively new campus building. Hurricane Laura, Hurricane Delta, May 2021 flash flood event, and February 2021 ice storm all damaged Hardtner Hall, however, major repairs were completed before this survey was completed.

Farrar Hall which was the home for the Psychology Department was destroyed by the hurricanes. The Psychology Department was moved to Hardtner Hall as well as 2 modular buildings located on campus which accommodate the McNeese Autism Department and the Kay Dore Counselling Center which are also part of the Psychology Department. Please see video in the attached document made for ABAl accreditation visit in fall 2021 for description of physical facility challenges for Psychology Department. Plans for new Farrar are ongoing and should be complete by the end of 2023.

2021-2022:

- Mean scores address undergraduate nursing only. Renovation of High Fidelity Labs is ongoing with planned opening time for Fall 2022 semester will provide.
- Psychology department remains in Hardtner Hall and all psychology faculty have on campus offices either in Hardtner Hall or in the modular buildings that contain the KDCC and the MAP. These offices are set up with computer, phone, office furniture. Some are shared offices. Psychology departmental office remains in the Dean's Suite. Psychology classes are held in either Hardtner Hall or other campus buildings and some classes remain online. The rat lab has not been reopened, but plans are to reopen in Frascch Hall. Plans for Farrar are ongoing but have not moved as rapidly as initially hoped.
- RMLS remains in existing spaces with spaces for faculty offices, student computer labs, and radiology lab. The MLS Lab was renovated in the last year which provides space in Hardtner Hall for these students.

2022-2023:

- Survey data reflects undergraduate nursing and has never fallen below mean scores.
- Minor hurricane repair is ongoing, but facilities are in excellent shape.
- Anticipate changes in the next year to use Student Health space for Psychology and Counseling department as student health has moved to new facilities.
- High Fidelity Lab renovation is complete except for branding.

2023-2024:

- Survey data reflect undergraduate nursing and has never fallen below mean scores.
- Progress is being made on converting Student Health space for Psychology and Counseling department. KDCC and MAP remain in temporary buildings.

- Undergraduate nursing has rearranged some lab spaces to make best use of available labs.
- Calcasieu Community Clinic has vacated two offices which allows much needed space for Psychology department as they have grown.

PLAN

- Continue conversations to convert Student Health to KDCC.

1.2 Data

1.2.1 Analysis of Data and Plan for Continuous Improvement

2 Assessment and Benchmark

Benchmark: 3.5/5.00 mean faculty response to library holdings are adequate to meet faculty needs for research and provide data bases and search capacity.

2.1 Data

Year	Response Rate	
	#	%
2022	13/25	52%
2023	13/21	62%
2024	13/24	54%

Year	Mean Faculty Response
2014	4.59/5.00
2015	4.47/5.00
2016	4.58/5.00
2017	4.71/5.00
2018	4.36/5.00
2019	4.15/5.00
2020	—
2021	3.7/5.00
2022	3.7/5.00
2023	3.7/5.00
2024	4.0/5.00

2.1.1 Analysis of Data and Plan for Continuous Improvement

2019-2020:

Survey not completed due to pandemic.

2020-2021:

Meets benchmark although survey only reflects undergraduate nursing faculty input. Need to develop tool that reflects total CONHP input.

2021-2022:

- Meets benchmark and is reflective of undergraduate faculty input.
- Psychology department has purchased SONA for some time which is software that enhances psychology research efforts.
- Graduate nursing purchased Qualtrics which is also used for research and program evaluation efforts.

2022-2023:

Library holding continue to meet benchmark as it has for last seven years assessment was done. Reflects undergraduate nursing.

2023-2024:

- Feedback from undergraduate nursing satisfaction survey indicates that faculty and student library access is adequate and holdings are adequate. These outcomes have been virtually unchanged since 2016. We continue to monitor because library access and resources are crucial to nursing programs.
- Assessment of library holdings done for CCNE Accreditation Visit in March 2024 indicate access and holdings sufficient for the graduate nursing program.

PLAN

- Continue to monitor library access and holdings since both are crucial to college programing.

Performance Objective 4 Faculty outcomes, individually and in the aggregate, demonstrate program effectiveness.

1 Assessment and Benchmark

Benchmark: 80% of individual faculty achieve the University satisfactory performance in teaching and one of either scholarly/professional activity or University/public service components of their APR.

1.1 Data

Year	Faculty with satisfactory APR in teaching and scholarly/professional activity or University/public service components
2014	100%
2015	100%
2016	100%
2017	100%
2018	80%
2019*	—
2020	100%
2021	98%
2022	95%
2023	93%
2024	95%

*Spring 2019 and Fall 2019 included with Spring 2020 as part of University change to APR timeline.

1.1.1 Analysis of Data and Plan for Continuous Improvement

2019-2020:

- At request of Academic VP, faculty evaluations are based upon academic year rather than calendar year. This year's APR included Spring 2019, Fall 2019, Spring 2020. In the future will include Fall 2020 and Spring 2021.
- Data for 2020 includes psychology department as well who moved to CONHP in 2019.
- University operated remotely from March until August 2020.

2020-2021:

Includes all faculty for CONHP. One was deficient.

2021-2022:

- Deficient faculty from last year resigned.

- Thirty seven faculty were evaluated; two were deficient and one of those received a written reprimand.

2022-2023:

- Forty-three full-time faculty evaluated; three were deficient; one temporary faculty out on extended sick leave did not have contract renewed.
- Department Heads (psychology, undergraduate nursing) are working with deficient faculty to improve performance.

2023-2024:

- Forty-two faculty were evaluated: one temporary faculty was terminated after failing to improve; one was deficient and placed on improvement plan; one retired; one resigned
- The department of psychology and counseling had significant turnover including a longtime department head who stepped down effective August 2024 with the assistant department head stepping into the DH role to be effective August 2024.
- There has been multiple faculty turnover as well. However, vacant positions have been approved for hire and will start August 2024.

PLAN

- Provide additional workload release for new DH to orient and mentor new faculty.
- Assess workloads of FT and VLs to determine if additional positions are needed.
- Work with deficient faculty to improve performance.

2 Assessment and Benchmark

Benchmark: The mean aggregate score of the faculty outcome for the teaching component of the APR will be as follows:

- NURS (including HSM, GRNR, and UGNR): 35
- PSCN: TBD
- RMLS: >300

Prior to 2022-2023, the benchmark was 45 points mean aggregate score of the faculty outcome for the teaching component of the APR.

Prior to 2019-2020, the benchmark was 35 points mean aggregate score of the faculty outcome for the teaching component of the APR.

2.1 Data

Year	NURS	PSCN	RMLS/HP
2020	56.49	38.15	51.06
2021	39.20	45.74	47.79
2022	48.06	33.31	55.88
2023	39.91	43.04	52.56
2024	39.01	49.67*	55.92**

Average Teaching Scores by Department

* Scores do not include 3 faculty who retired, were terminated, or resigned because they did not complete evaluations.

** Scores reflect addition of Health Systems Management program to the Department of Health Professions.

2.1.1 Analysis of Data and Plan for Continuous Improvement

2019-2020:

Nursing and HSM FT faculty are evaluated as a group since many teach across programs. Mean scores were decreased probably due to pandemic restrictions in effect at the time. All nursing/HSM faculty met minimum scores of 45.

2020-2021:

Raw scores used in evaluation of Nursing/HSM -- will adjust that next year so that departmental scores can be viewed as a group. Mean scores decreased for Nursing/HSM probably due to ongoing pandemic and hurricanes disruptions. Only two nursing/HSM faculty met minimum score of 45 although all met minimum score of 35.

2021-2022:

- HSM/NURS teaching scores are improving although not to pre pandemic/hurricane levels. All met prior goal of 35; Seventy-two percent (N=18) met goal of 45.
- PSYC scores significantly lower due to poor performance of two faculty and the retirement of a very strong faculty member in a relatively small department.
- RMLS scores have rebounded to pre-pandemic/hurricane levels and all faculty met benchmark.
- Faculty had access to significant development opportunities in the area of online education of which many are taking advantage.

2022-2023:

- HSM/NSG scores have not returned to 2020 levels. There are new, inexperienced faculty, but are unsure of cause.
- PSYC scores are back at 2021 levels which are the highest since recorded (2020) likely due to faculty changes at the undergraduate level
- RMLS scores remain steady.
- Plans - Faculty have been participating in higher numbers with McNeese Week which includes instruction in teaching strategies and continue to have access to online education options.

2023-2024:

- Teaching scores are acceptable college wide. McNeese plans transition to new learning management system in Fall 2024 that might affect scores. In addition, there are significant numbers of novice or newly hired faculty in nursing departments and psychology and counseling that might affect scores moving forward. Mentoring of these new faculty has been stepped up in anticipation.

3 Assessment and Benchmark

Benchmark: The mean aggregate score of the faculty outcome for the scholarly and professional activity component of the APR will be as follows:

- NURS (including HSM, GRNR, and UGNR): 200
- PSCN: TBD
- RMLS: >250

Prior to 2022-2023, the benchmark was 200 points mean aggregate score of the faculty outcome for the scholarly and professional activity component of the APR.

3.1 Data

Year	NURS	PSCN	RMLS
2020	5.65	43.51	35.9
2021	658.71	39.07	21.79
2022	835.42	32.06	21.07
2023	849.48	27.24	25.07
2024	724.00	30.55	24.46

3.1.1 Analysis of Data and Plan for Continuous Improvement

2019-2020:

Scores reflect 3 semesters of scholarly activity as well as pandemic disruption so are difficult to really

assess. Will continue to monitor.

2020-2021:

Scores reflect continued pandemic disruption as well as multiple hurricane impacts in fall 2020. For example, the rat lab housed in the psychology department was destroyed when Farrar Hall was damaged beyond repair. Plans are ongoing to re-establish the lab, but has not happened yet.

2021-2022:

- While scores in NURS/HSM have improved considerably there remains a very wide range of individual faculty productivity. Graduate nursing faculty have had multiple publications and there are three undergraduate nursing faculty pursuing doctoral education and 2 others who have applied for programs in the fall. One did not meet the minimal score in this area and others are borderline. One team led research project in place.
- RMLS scores have improved, but in those programs there is also a wide range of productivity. One MLS faculty completed doctoral education in SP22.
- PSYC scores have declined due to 2 deficient faculty. Other other faculty are extremely productive. Rat lab remains unrepaired.
- The college as a whole is still working to overcome hurricane/pandemic fostered retirements of senior faculty which reduces mentors for junior faculty.

Plan -- Continue to encourage faculty productivity via Endowed Professorships, participation in leadership development, and mentoring.

2022-2023:

- Scholarly work outcomes across the college have not changed appreciably since last year. There remains very wide gaps in individual faculty outcomes in this area within NSG/HSM and PSYC faculty. For example, 6 of 29 nsg/hsm faculty did not meet program benchmarks for scholarship and two very productive faculty retire effective May 2023.
- One nsg faculty and one HSM faculty completed doctorates this past year; 4 (3 nsg; 1 psyc) are pursuing doctoral education. One additional nursing faculty will start in Fall 2023. Three nursing faculty have become certified as Healthcare Simulation Educators. One faculty member completed year long nursing leadership program; Undergraduate nursing department head completed year long UL System Leadership program.

Plan -- Scholarship varies across programs. Completing terminal degrees and leadership development is an important goal for the relatively young undergraduate nursing faculty which they are stepping up for. Continue to encourage development via EPs, mentoring, and leadership development.

2023-2024:

HPRF - All faculty in Medical Laboratory Science, Radiologic Sciences, and Health Systems Management met benchmark although aggregate outcomes were lower than last year. This is first year that HSM was part of the HP department. One HSM faculty member is working on her doctorate.

NURS -- Two undergraduate faculty fell below scholarly outcomes although they were satisfactory in other areas. Aggregate faculty outcomes in this area are lower than last year. One faculty completed a DNP and two others are in school. Scores for service increased probably at the expense of scholarly activity.

PSYC -- Scholarly outcomes are higher this year as a result of retirement and loss of non productive faculty.

PLAN -- NURS APR form has been under revision led by a faculty team that includes both graduate and undergraduate faculty and will be presented at Fall 2024 Faculty Meeting. Continue to use EP funding to encourage faculty development and scholarly activities.

4 Assessment and Benchmark

Benchmark: The mean aggregate score of the faculty outcome for the University/public service component of the APR will be as follows:

- NURS (including HSM, GRNR, and UGNR): 320
- PSCN: TBD

- RMLS: >350

Prior to 2022-2023, the benchmark was 320 points mean aggregate score of the faculty outcome for the University /public service component of the APR.

4.1 Data

Year	NURS	PSCN	RMLS
2020	8.15	9.94	8.43
2021	832.58	9.06	15.14
2022	891.88	10.06	21.11
2023	1015.93	9.5	12.09
2024	1342.00	8.02	8.22

4.1.1 Analysis of Data and Plan for Continuous Improvement

2019-2020:

Scores reflect 3 semesters of work due to revised APR schedule as well as pandemic disruption so are difficult to evaluate. Will monitor.

2020-2021:

This year scores are affected by ongoing pandemic and hurricane destruction. Will continue to monitor.

2021-2022:

- PSCN - Only half of departmental faculty met benchmark for university and community service.
- NURS/HSM - All but one faculty met service goal and this was her first year at MSU.
- RMLS - All faculty met benchmark.

Plan: Continue to encourage and publicize service opportunities for faculty.

2022-2023:

- NSG/HSM -- All faculty met departmental benchmark and scores were higher this year.
- PSCN - Scores are lower this year with wide ranges among faculty.
- RMLS - Scores were significantly less this year although 2 faculty had perfect scores. Several faculty chose 10% of their APE for Service that might have accounted for lower score.

Plan -- Continue to publicize opportunities for service. NSG will be undertaking a review of their APE system in response to lower faculty satisfaction scores for it over the past several years. Results should be ready to implement August 2024.

2023-2024:

HPRF -- All faculty met benchmark for Service although the aggregate score for the department was down. This is first year that HSM is part of this department.

PSCN - One faculty was significantly low and another was a very new faculty which lowered the mean.

NSG -- Service activity was increase probably due to an emphasis placed on student recruitment. Despite that one faculty member fell below the mean and resigned May 2024.

PLAN -- NSG will implement new APR in Fall 2024 with revised scoring for both service and scholarship.

PSCN has had a significant faculty turnover which should affect service and scholarship scores. PSCN will begin process of revising APR tool with advent of new department head.

Performance Objective 5 The dean provides effective leadership to the college to achieve its mission, goals, and expected outcomes.

1 Assessment and Benchmark

Benchmark: 4.0/5.00 mean faculty evaluative response to: "The Dean is an effective administrator overall."

1.1 Data

Year	Response Rate	
	#	%
2022	29/46	63%*
2023	27/43	63
2024	—	—

*Estimated from budgeted faculty numbers.

Year	Mean Faculty* Evaluation Score
2013	4.42/5.00
2014	4.53/5.00
2015	4.24/5.00
2016	4.00/5.00
2017	4.20/5.00
2018	3.71/5.00
2019	—
2020	—
2021	—
2022	4.48/5.00
2023	4.07/5.00
2024	3.43/5.00

* Data retrieved from Faculty Evaluation of Deans IRE Tool

- Dr. Ann Warner named permanent Dean effective June, 2023.

1.1.1 Analysis of Data and Plan for Continuous Improvement

2019-2020:

No data.

2020-2021:

No data.

2021-2022:

- Dr. Ann Warner assumed Interim Dean position in January 2021. This academic year is the first full year in her interim role.
- Continue to develop leadership skills.

2022-2023:

Qualitative data from evaluation tool fall in one of two main categories: Faculty are appreciative of communications from dean and think she is doing an overall good job and Faculty who believe that undergraduate nursing received favorable treatment from the Dean. The latter comment is probably the reason for the drop in dean ratings. The undergraduate nursing program has by far larger numbers of faculty and students so it is understandable that faculty in smaller programs may feel left out in some areas. One example is that quite a few Endowed Professorships are specifically allocated for nursing so the recipient must be a nurse although a nurse could partner with faculty from other departments. The process for EPs allotment last year included a committee of nurses and non-nurses and the conversations were very contentious. The plan this year is to divide the submissions to two separate committees for review -- one for nurse EPs and one for non-nurse EPs.

2023-2024:

Qualitative data from evaluation tool continues to identify perceived preferential treatment of nursing faculty although specific examples are not identified. Additional areas of discontent include perceived non-support of faculty in retention/progression decisions in the undergraduate nursing program, inequitable salaries between tenure and non-tenure track faculty. Positive comments include accessibility to faculty and students.

PLAN

- Continue to look for opportunities to work with non-nursing faculty.
- Be cautious in offering suggestions/examples from a nursing perspective.
- Continue separating nursing and non-nursing EP decisions.
- Seek leadership development opportunities.

2 Assessment and Benchmark

Benchmark: 4.0/5.00 mean department head evaluative response to: "The Dean is an effective administrator overall."

2.1 Data

Year	Mean Dept Head* Evaluation Score	Responses
2022	4.75/5.00	4
2023	4.25/5.00	4
2024	3.5/5.0	4

*Data obtained from Department Evaluation of Dean distributed by IRE

- Dr. Warner became permanent dean effective June 2023.

2.1.1 Analysis of Data and Plan for Continuous Improvement

2021-2022:

- Dr. Ann Warner assumed Interim Dean position in January 2021. This academic year is the first full year in her interim role.
- Continue to develop leadership skills.

2022-2023:

- One qualitative comment suggested strategies for improvement and suggested some departments have better access to college resources could have been the basis the lower score than last year.
- Plan --Will implement anonymous strategies suggest by department head for improvement.

2023-2024:

- There are wo qualitative comments related to preferential treatment to nursing faculty and allowing students to continue when retention/progression criteria have not been met.
- Undergraduate nursing is a very large department consisting of 20+ faculty while the other departments (N=3) in the college are much smaller with fewer faculty and students. This dynamic is very likely to contribute to perceptions by both faculty and department heads of inequitable treatment. The Dean's Council is a body that has been used to try to encourage collaboration among the programs and consists of department heads, assistant department heads, program coordinators, student services coordinator, college facilitator, and simulation coordinator to provide broader representation. This group meets monthly to discuss a variety issues affecting the college as a whole.
- Faculty and department heads do not like when Dean allows students to continue in programs if students have failed courses and feel they have not been supported in their decision making. The Dean considers each student request individually and allows the student to continue if it is possible for the student to be successful.

PLAN

- Continue to use Dean's Council as a vehicle to promote college collaboration.
- Continue to be sensitive to concerns of smaller programs.

3 Assessment and Benchmark

Benchmark: 4.0/5.00 Mean Agency Directors of Nursing (DON) evaluative response to: "Overall, I am satisfied with my working relationships with this administrator".

3.1 Data

Year	Mean Agency DON Evaluation Response
2013	5.00/5.00
2014	5.00/5.00
2015	5.00/5.00
2016	5.00/5.00
2017	5.00/5.00
2018	5.00/5.00
2019	—
2020	—
2021	—
2022	—
2023	—
2024	—

2022-2023:

- Conducted face to face visits with clinical agency CNOs (LCMH, CHRISTUS, WCCH, JAHl) during the summer of 2022 to have in depth discussions with agency leaders.
- Communicate via Imperial Calcasieu Nurse Leaders Group which includes agency CNOs and other staff they designate, usually head of their education departments.
- Met the MLS Advisory Group November 2022.

2023-2024:

- Met with MLS Advisory Group
- Have ongoing relationships with CNOs (LCMH, CHRISTUS, WCCH, BHS, JALH) which includes partnering for a \$500,000 BOR grant for LPN to BSN education with LCMH, CHRISTUS, WCCH, BHS.

3.1.1 Analysis of Data and Plan for Continuous Improvement

2019-2020:

No surveys sent Spring 2020 due to ongoing pandemic and remote operations.

2020-2021:

No survey sent due to dean transition and ongoing hurricane/pandemic recovery.

2021-2022:

Survey was not sent for 2021-2022. The survey needs revision to supply additional information that can be used for community outreach. Plan to deploy by the end of August 2022.

2022-2023:

Survey not sent for 2022-2023 since revisions were not completed although that is still a project that is in the works since Dr. Warner became permanent dean in June 2023. The current tool only considers nursing

stakeholders and does not consider other community stakeholders.

2023-2024:

- Determining the best strategy to get stakeholder feedback about dean from the full range of stakeholders within all college programs has been challenging. Will continue to investigate strategies. Have not received any negative feedback from any external stakeholders about the dean.