



FINAL ASSESSMENT REPORT
Executive Summary
January 2018
Bachelor of Science in Nursing (Collaborative Degree)
Dean: Lori Livingston

Under UOIT's Quality Assurance Framework, all degree programs are subject to a comprehensive review every eight years to ensure that they continue to meet provincial quality assurance requirements and to support their ongoing rigour and coherence. Program reviews involve several stages, including:

On the completion of the program review, the self-study brief together with the reviewers' report and the assessment team's response are reviewed by the appropriate standing committee of Academic Council, and are subsequently reported to Academic Council, the Board of Governors and the Quality Council.

In 2015-2016 a program review was scheduled for the Bachelor of Science in Nursing Collaborative Degree. The internal assessment team is to be commended for undertaking this assignment in addition to an already challenging workload and within very tight deadlines. The following pages provide a summary of the outcomes and action plans resulting from the review, identifying the strengths of the program as well as the opportunities for program improvement and enhancement. A report from the program outlining the progress that has been made implementing the recommendations will also be put forward in eighteen months' time.

External Reviewers: Rick Vanderlee (Nipissing University), Debbie Cane (University of Windsor)

Site Visit: September 28-29, 2016

This review was of the following programs:

- The University of Ontario Institute of Technology (UOIT) – Durham College (DC) BScN Collaborative 4 year (Honours) Program;
- The UOIT-DC Post RPN-BScN Collaborative Bridge Program (Honours); and
- The UOIT-DC-Georgian College (GC) Post RPN-BScN Collaborative Bridge Program (Honours).

UOIT-DC and UOIT-DC-GC program collaborations are characterized by positive, collegial relationships. The programs prepares professional nurses who are committed to excellence and innovation in assessing and meeting the nursing needs of society; this includes learning about the human experience of health, illness and healing. Collaborative learning activities support students to take an active role in their own learning. In addition, high-tech nursing labs and simulated learning opportunities provide students with practical, hands-on experience with the latest technology at their fingertips. Graduates of the program are eligible to write the regulatory examination entitled, the National Council Licensure

Examination - Registered Nurse (NCLEX-RN). Individuals must comply with the registration requirements of the College of Nurses of Ontario (CNO).

Significant Strengths of the Program

- The learning outcomes are mapped directly to the Degree Level Expectations (DLEs) and meet or exceed the DLEs. All learning outcomes align with the College of Nurses of Ontario entry-to-nursing practice competencies.
- The reviewers noted the significant collegiality between the program partners and the benefits for students as a result of these strong relationships.
- The breadth and depth of assessments used in the program to determine student competence in the course material.
- Student success is monitored at the course, year and program level. The retention rate of 92% is one of the highest at UOIT.
- Faculty and students have received local, provincial and national awards of excellence within the domains of scholarship including leadership, research, education and mentorship.

Opportunities for Program Improvement and Enhancement

- The program attracts a large pool of qualified candidates but currently all seats in the program are not filled. Further examination of registration is required.
- There is the need to examine securing consistent, reliable practice placements for students.
- The planned development of a strategic research plan for the program partners can strengthen research goals and outcomes.

The External Review

Dr. Rick Vanderlee and Dr. Debbie Cane visited the University of Ontario Institute of Technology (UOIT) North Oshawa location on September 28-29, 2016. Over the two days, the reviewers met with Nursing faculty, students, administration and staff from UOIT and the partner institutions. The reviewers had the opportunity to ask these individuals questions about the program and their experiences. The reviewers also had the chance to tour classrooms, labs and other facilities.

Summary of Reviewer Recommendations and Faculty Responses

The external reviewers made 18 recommendations. To assist in implementing the recommendations the Faculty grouped the recommendations around three main themes and a comprehensive action plan. These are outlined below.

Recommendation Theme 1: Curriculum

Recommendations in this area focused on the need for a vision for the program. Reviewers also noted the need to infuse program level learning outcomes into the courses and their relationship to course activities and assessment. The reviewers also commented that the program should consider having more open electives available to students and build capacity in the field of simulation learning. Further, the reviewers encouraged the program to take a holistic view by examining population health outcomes and indigenous health needs in the curriculum.

Response:

The Faculty notes that many of the concerns raised by the reviewers will be addressed by the next program-level strategic plan. As part of the strategic plan, the three partners will work towards building

a mission and vision for the program. Efforts are already underway to further map and connect program level outcomes to courses and assessment methods. The Program Advisory Committee (PAC) will continue to identify emergent area of practice within health care and ensure they are addressed within the curriculum.

Recommendation Theme 2: Research

The reviewers made a number of comments around the need to promote and support the research of faculty in the collaborative program. They noted the need to develop a research committee to establish, develop and monitor a research vision for faculty in the program. They also noted that due to the innovative nature of the program, faculty should consider publishing more about the integration of technologies in the classroom and practice settings.

Response:

The Faculty notes the recommendations made to promote and support the research of all partners. The Faculty will work to create a clear research vision through the development of a research committee. The role of the committee will be to identify points of overlapping research interests to advance the research agenda. In addition, it will work to promote the research of UOIT faculty internally and externally as well as the research of the collaborative partners.

Recommendation Theme 3: Program-Level Administration

The reviewers noted that while the program attracts a large pool of applicants, the conversion to registrants does not fill the programs to capacity. They note that further work should be done with the registrar's office on this. The reviewers also noted the need to work closely with local partners to ensure the required number of clinical placements are available and to ensure that the placements continue to mirror the shifts in healthcare.

Response:

The Faculty will work with the Registrar's Office to ensure that it fills all programs to capacity. The 4-year honours program will be implementing CASPer as part of the admissions process for the 2018-19 cohort to expand beyond high school GPA as the sole indicator for admissions.

With the creation of a new building at Durham College, the current Health Care Learning Centre and the Simulation Centre of Excellence will be revitalized ensuring adequate lab space and that the appropriate simulation experiences are accessible. Building on the program strengths graduates will be well positioned to respond to and integrate new technologies efficiently and appropriately into care.

Plan of Action

The table below presents a timeline of the actions planned to address the recommendations from the external report.

Proposed Action	Timeline	Person/Area Responsible
<ul style="list-style-type: none"> • Host a one-day strategic planning session with faculty and community stakeholders • Complete 3 year strategic plan (reflective of UOIT and collaborative partners vision/mission) 	<p>January, 2018</p> <p>April, 2018</p>	<p>Dr. Lori Livingston, Dr. Janet McCabe, faculty of the nursing program, community and clinical stakeholders</p>
<ul style="list-style-type: none"> • Create a research plan for the nursing program • In order to create and then fulfill this plan: <ol style="list-style-type: none"> 1. Strike a research committee composed of UOIT, DC and GC faculty members and student representatives 2. Identify areas of attention, required for faculty success 	<p>February, 2018</p> <p>October 2017</p> <p>December 2017</p>	<p>Dr. Janet McCabe, Dr. Bernadette Murphy, nursing faculty</p> <p>Research Committee</p>
<ul style="list-style-type: none"> • Implement CASPer tool into admissions process for September, 2018 intake • Evaluate effectiveness of CASPer using data and experience for Fall, 2018 intake • Fill available program seats to expected capacity • Track and develop processes to support out-of-cohort students 	<p>January, 2018</p> <p>Beginning July, 2018</p> <p>September, 2018</p> <p>Ongoing</p>	<p>Dr. Lori Livingston, Dr. Janet McCabe, Dr. Brenda Gamble, Registrar's Office</p> <p>Dr. Lori Livingston, Dan Crouse, Program Office, Academic Advisors, Year Leads</p>

<ul style="list-style-type: none"> • Respond to anticipated program growth by: <ol style="list-style-type: none"> 1. Exploring new possibilities and establishing clinical relationships for expected program growth along with practicum evaluation processes 2. Assessing and moderating impact on human, capital, and financial resources 3. Create and engaging in preceptor education workshops to enhance existing preceptors and attract additional preceptors 	<p>February 2018</p>	<p>Dr. Janet McCabe, Practicum Office, Program Growth Committee, Sylvie Brosseau, faculty, community stakeholders</p> <p>Practicum Office</p>
<ul style="list-style-type: none"> • Utilize existing processes to: <ol style="list-style-type: none"> 1. Establish a course evaluation process (for faculty to complete) that highlights interprofessional education opportunities, emerging health care trends, current influences on health care, Information Technology, and Truth and Reconciliation Commission recommendations (inform overall curriculum design/delivery) 2. Map elective offerings and create a rolling plan for elective offerings to assist students in their course planning 	<p>October 2017</p> <p>March, 2018</p>	<p>Curriculum Committee, Academic Advising</p> <p>Dr. Janet McCabe, Curriculum Committee, Program Evaluation Committee, Program Advisory Committee</p>
<ul style="list-style-type: none"> • Consult with students and faculty and design SW206/207 to make the best use of this learning space for clinical skills and simulation experiences 	<p>July, 2018</p>	<p>Dr. Janet McCabe, Deb Morrison, Sylvie Brosseau</p>

<ul style="list-style-type: none"> • Continue to invest in maintaining existing collaborative relationships and committee structures <ol style="list-style-type: none"> 1. Identify better ways of communicating/conducting meetings to be inclusive of all full time faculty 2. Review Terms of Reference for Committees ensuring appropriate representation from students, and community/clinical stakeholders 3. Work towards identifying means to better engage clinical sessional faculty in meetings and feedback sessions 	<p>Ongoing</p> <p>January, 2018</p>	<p>Dr. Janet McCabe, faculty engaged in nursing programming, clinical sessional instructors</p>
<ul style="list-style-type: none"> • Hold an annual one-day workshop for Full-Time, Part-Time and Sessional Instructors focused on knowledge translation and educational/research priorities 	<p>Late Spring 2018</p>	<p>Dr. Janet McCabe, Curriculum Committee, Research Committee, clinical stakeholders</p>
<ul style="list-style-type: none"> • Create and publish an annual program research report 	<p>Summer 2018</p>	<p>Dr. Janet McCabe, Research Committee</p>

Due Date for 18-Month Follow-up on Plan of Action: May 2018

Date of Next Cyclical Review: 2023-2024