Program Review Report

Program: **RN to BSN**
College: **College of Nursing and Health Sciences**

Summary:
A program review for the RN to BSN Bachelor program was presented to the Program Review Committee by Ms. Ellen Trabka, Dean of the College of Nursing and Health Sciences.

The calculated three-year average of declared student enrollment in the program is 26 (headcounts) per year and the three-year graduation average is 3 students per year.

The fiscal analysis of the program shows average revenue of $36,052.00 (based on tuition/fees and state funding formula) and the 3-year average budget associated to the program was $149,470 (based on salaries for faculty/staff, equipment, contracts, and supplies). Therefore, the 3-year average annual deficit for the program is $113,418.00.

Program review revealed low enrollment due to online competition. Recently, the program started moving some course to a hybrid model.

The program review did not review student learning outcome assessments and/or programmatic assessments in the last five years. However, the recent re-accreditation of the program by CCNE served as a guarantee that these activities are happening..

Conversations with the program leadership indicated that the program would require significant investments in distance education/online capacity at the institution level to be able to compete with the online offerings.

Finally, there is enough evidence that the demand signal for this program is high in New Mexico and nationwide.

Recommendations:
The Dean's Council recommend the following:

1. **Leadership transition:** Recruit a qualified Associate Director who has experience and expertise to move the program to a fully online program.
    a. Advertise statewide and nationally
    b. Fill position fall 2018

2. **Increase program enrollment and retention**. Current unduplicated enrollment is 9 students
    a. Double total student enrollment within 3 years (18 unduplicated students).
    b. Increase to a total enrollment of 40 FTE in 5 years.

3. **Secure additional distance education resources**
    a. Provide an Instructional Designer to assist faculty with the development and assessment of online courses.
        i. Hire an instructional designer to support nursing and health sciences.

      b. Add IT support in the form of 24/7 distance education tech support. This would greatly enhance student success in a hybrid-online program. The college could contract with an outside company to provide the service.

      c. Enhance the distance education capacity of Blackboard Learn by purchasing either Blackboard Collaborate Ultra or Zoom for synchronous communication in an online class.

4. Continue to offer hybrid and online courses with the goal of a fully online program in 3 years.

5. Secure additional faculty development resources to assist the program to develop online curriculum.

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Provost & VP Academic Affairs