NYUCN PhD in Nursing Program’s Systematic Outcomes Assessment Plan (SOAP)

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Are our students learning?

I taught stripe how to whistle

I don't hear him whistling

I said I taught him. I didn't say he learned it
SOAP

- Part of PhD Program’s Annual Report
- Report Card for the program
- Annual Report: SOAP’s Trending data
Developing SOAP

• **Review of Program Outcomes** (see handout)
• **Courses of the curriculum** (see handout)
  – full time
  – part time
SOAP Purpose

• Assessment strategy:
  – Program Outcomes (PO)
    • are students meeting POs?
  – Quality of the courses/curriculum

• Aggregate trending data over time

• Continuous self-study strategy
Creation of SOAP:
Faculty of the PhD Workgroup:

• Identify indicators
• Identify benchmarks
SOAP Exemplar: Candidacy Exam

- FT (2 semesters) or PT students (4 semesters)
- Successfully complete 24 credits
- Take it at end of spring term: State of nursing science on a topic
- Measures program outcome #3
- Specific criteria and grading rubric
- Inter-rater reliability between & among faculty
## Crosswalk: Indicators & Program Outcomes

<table>
<thead>
<tr>
<th>SOAP Indicator</th>
<th>PhD Program Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Candidacy Exam</td>
<td>#3</td>
</tr>
<tr>
<td>2. Dissemination of Candidacy Findings</td>
<td>#3, #8, #10, #11</td>
</tr>
<tr>
<td>3. Application of eligible students for individual National Research Service Award (NRSA)</td>
<td>#1, #2, #3, #4, #5, #6, #7, #8, #10, #11</td>
</tr>
<tr>
<td>4. Application for dissertation funding</td>
<td>#9, #10</td>
</tr>
<tr>
<td>5. Graduation Rate</td>
<td>#1, #2, #3, #4, #5, #6, #7, #8, #9, #10, #11</td>
</tr>
<tr>
<td>6. Submission of paper to peer-reviewed publications &amp; conference presentation</td>
<td>#2, #3, #4, #7, #9, #10, #11</td>
</tr>
<tr>
<td>7. Submission of dissertation manuscript for publication</td>
<td>#2, #9, #10, #11</td>
</tr>
<tr>
<td>8. Employment Post-Graduation</td>
<td>#1, #2, #3, #4, #5, #6, #7, #8, #9, #10, #11</td>
</tr>
</tbody>
</table>
## SOAP Benchmarks

<table>
<thead>
<tr>
<th>SOAP Indicator</th>
<th>Benchmark</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Candidacy Exam</td>
<td>100% of students pass on first attempt</td>
</tr>
<tr>
<td>2. Dissemination of Candidacy Findings</td>
<td>100% of students disseminate candidacy findings within 1 year of exam</td>
</tr>
<tr>
<td>3. Application of eligible students for individual National Research Service Award (NRSA)</td>
<td>100% of eligible students apply for NRSA within first (2) years of entering program</td>
</tr>
<tr>
<td>4. Application for dissertation funding</td>
<td>100% of students will apply for dissertation funding prior to graduation</td>
</tr>
<tr>
<td>5. Graduation Rate (FT)</td>
<td>80% of FT students will graduate in 4 years</td>
</tr>
<tr>
<td>6. Graduation Rate (PT)</td>
<td>80% of PT students will graduate in 6 years</td>
</tr>
<tr>
<td>6. Submission of paper to peer-reviewed publications &amp; conference presentation</td>
<td>100% of students will submit (1) paper to a peer-reviewed journal &amp; (1) conference presentation prior to graduation</td>
</tr>
<tr>
<td>7. Submission of dissertation MS for publication</td>
<td>100% of students will submit an MS based on their dissertation to a peer-reviewed journal within (1) year of graduation</td>
</tr>
</tbody>
</table>
| 8. Employment Post-Graduation                                | (1) 80% of graduates will take a position as a research-focused nurse scientist (60% as academic faculty, 20% as "other")  
(2) 20% of graduates will take a post-doc position            |
End Academic Year SOAP Process

• Compare benchmarks to actual
• National benchmarks
• Benchmarks not met: Develop, implement Action Plans
• Revise or add new program outcome indicators
SOAP Components

• Indicator
• Expected Outcome (Benchmark)
• Actual Outcome
• Time Line
• Tracked by
• Analyzed by
• Action plan, if needed, derived by
Benchmark Met

• Continue:
  – courses/curriculum
  – monitor annually
Benchmark: Not Met

- Program Director: analyzes data and presents to PhD Workgroup
- Faculty of PhD Workgroup
  - determine Action (improvement) Plan and timeline
  - NYUCN Curriculum Committee reviews
    - if major revision to existing course(s)
    - If new course proposed
  - Implement & evaluate Action plan
Review of SOAP 12/13 (see handout)
## Annual Report: Trending Data

### Demographic Information for Admitted Students

<table>
<thead>
<tr>
<th>Year</th>
<th>Black</th>
<th>White</th>
<th>2 or more races</th>
<th>Hispanic</th>
<th>Asian or Pacific Islander</th>
<th>%*</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008 (n=8)</td>
<td>4</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>75%</td>
</tr>
<tr>
<td>2009 (n=5)</td>
<td>1</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>20%</td>
</tr>
<tr>
<td>2010 (n=3)</td>
<td>0</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>2011 (n=6)</td>
<td>0</td>
<td>4</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>33%</td>
</tr>
<tr>
<td>2012 (n=4)</td>
<td>0</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>2013 (n=7)</td>
<td>1**</td>
<td>2</td>
<td>0</td>
<td>2**</td>
<td>2</td>
<td>71%</td>
</tr>
</tbody>
</table>

*Indicator for SOAP: 50% of admitted students are from underrepresented groups

**Identifies as “International”
Challenges

• Stakeholder by-in for SOAP
  – Persistence/patience
  – Consultation

• Clearly identifying the indicators in relation to the program outcomes
  – Teaching Residency?
Start Small, But Start

"We're beginning to see some positive patterns in the emerging data."