



# CALIFORNIA STATE UNIVERSITY, FULLERTON

College of Health and Human Development

School of Nursing

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November 30, 2018

Jennifer Butlin, EdD  
Executive Director, Commission on Collegiate Education  
One Dupont Circle, NW Suite 530  
Washington, DC 20036

Dear Dr. Butlin,

Thank you for the opportunity to respond to the report of the evaluation team from the Commission on Collegiate Nursing Education (CCNE) that recently visited the Southern California CSU DNP Consortium. We are pleased with the report and the team's assessment that our Doctor of Nursing Practice program meets the CCNE standards with no compliance concerns. We are aware of our programs' strengths and areas for growth and use every opportunity for program improvement. Having read the report in detail, we would like to offer a few factual corrections and elaborations which are in italics.

- I-D, p.7: Formal meetings with students, *the DNP Director, and faculty are held several times each semester.*
- II-C, p. 13: The DNP Program Director (Chief Nurse Administrator) is a *tenured professor.*
- III-A, p. 16: The 36-credit MSN to DNP pathway is designed for students with a MSN who are prepared as APRNs.  
*Elaboration: The post-MSN to DNP Pathway is designed for both MSN prepared APRNs and for MSN prepared advanced nursing practice graduates in leadership/administration, informatics., public health or other accredited MSN concentrations.*
- IV-A, p. 14: The team requested and received the complete evaluation plan...  
*Elaboration. See attached evaluation plan and benchmark attainment table provided to the study team:*
- IV-D, p. 25: Employment rates are omitted from the self-study document.  
*Correction: Employment was reported on page 45 of the Self-Study. All graduates (100%) have been employed at graduation, as collected by student self-report. In the Skyfactor survey, one 2018 graduate reported that they were not seeking (new) employment, for a result of 96.2% employment.*
- IV-F, p.27: Student satisfaction with faculty teaching in the DNP program ranged from 3.51 to 3.17 on a 7.0-point scale.  
*Correction: Faculty teaching rating was 3.51 to 3.71 on a 4.0 point scale.*

We are looking forward to the Board's Review of our program and await the accreditation decision.

Sincerely,

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Attachments: Evaluation Plan and Benchmark Attainment Tables

THE CALIFORNIA STATE UNIVERSITY

**Southern California CSU DNP Consortium  
DNP Evaluation Plan**

Assessment Measures	Process	Benchmark	Actions taken when below Benchmark
Student Attainment of Doctoral Essentials; Educational Effectiveness Plan (EEP) (Self Study-Appendix B)	Skyfactor results by Essential are reviewed annually.	5.5 on 7 point Likert Scale (Skyfactor data)	Detailed review of course assignment data as per EEP. Course Faculty/ Coordinators review student success factors and create intervention strategies--reported in Coordinators and Evaluation Meeting
Student Program Satisfaction (Faculty and Instruction, Quality of Curriculum, Administration and Advising, Support Services)	Skyfactor results by Satisfaction Area are reviewed annually.	5.5 on 7 point Likert Scale (Skyfactor data)	Coordinators review student satisfaction factors and create strategies--reported in Coordinators and Evaluation Meeting
Dissemination of DNP Project/Published on WEB	Annual review of Projects Published	100% of Graduates have project published on WEB <a href="#">DNP Projects</a>	Review by Coordinators and University Thesis/Project/Dissertation Reader to determine reasons for non-publication and develop interventions
Graduation Rates	Graduation measured at 6 semesters after admission	80% of admitted students graduate within 6 semesters	Coordinators review student success factors and create intervention strategies--reported in Coordinators and Evaluation Meeting
Employment Rates	Gathered through Skyfactor Exit survey	70% of respondents should report employment	Additional career resources to be provided to students
Certification pass rates (CRNA)	National Certifying agencies report results to KPSA annually	90% must pass cert exam	CRNA review oral board results. <i>This element is not applicable to post-master's DNP students who must be nationally certified at admission and maintain certification during program.</i>

**Southern California CSU DNP Consortium  
DNP Evaluation Plan**

Assessment Measures	Process	Benchmark	Actions taken when below Benchmark
NCLEX pass rates	BRN licensure report	80% must pass NCLEX	<i>This element is not applicable to DNP program; all entrants are Registered Nurses.</i>
Educational Preparation of DNP Faculty	Full-time faculty teaching in DNP are doctorally prepared; documented at hire and in personnel review.	90% of full-time DNP faculty are doctorally prepared.	If below target, recommend additional T/TT faculty search(s) which require doctorate.
Faculty Practice Currency	RN Faculty members document practice as appropriate in personnel review.	100% of RN Faculty members maintain current RN licensure, BRN approval and specialty licensure/certification as appropriate.	Director and Human Resources address with individual faculty for required remediation.
Teaching Excellence	Faculty members demonstrate teaching excellence through Student Opinion Questionnaires	Mean Student Opinion Questionnaire Scores (SOQ) for program, faculty is 3.0 (B) or higher with 85% A and B ratings	Director and Department Personnel Committee provide guidance for teaching improvement.
Scholarly productivity for tenured and tenure-track (T/TT) faculty	Review of scholarly activity for annual reports.	Eligible faculty average 1 peer-reviewed publication or presentation per year.	Department Personnel Committee and Chair provide guidance and resource availability for scholarly activity
Budget and Resource Review	Annual review of resources, including budget and supportive resources	Adequate resources to maintain program; no funding deficits	DNP Governing Council recommends and budget allocation of funds to meet resource needs.

Southern California CSU DNP Consortium  
Program Evaluation Aggregate Benchmark Attainment

Criterion	Benchmark	Actual 2015-2016	Actual 2016-2017	Actual 2017-2018
Student Attainment of Doctoral Essentials	5.5 on 7 point scale Skyfactor Exit Survey	<u>Benchmark Met</u> Aggregate Essential Score = 6.38 See Table IV-E for detail for each Essential	<u>Benchmark Met</u> Aggregate Essential Score = 6.59 See Table IV-E for detail for each Essential	<u>Benchmark Met</u> Aggregate Essential Score = 6.22 See Table IV-E for detail for each Essential
Student Program Satisfaction	5.5 on 7 point scale Skyfactor Exit Survey	<u>Benchmark Met</u> Aggregate Essential Score = 6.19 See Attachment for detail for each Satisfaction Factor	<u>Benchmark Met</u> Aggregate Essential Score = 6.69 See Attachment for detail for each Satisfaction Factor	<u>Benchmark Met</u> Aggregate Essential Score = 6.30 See Attachment for detail for each Satisfaction Factor
Dissemination of DNP Project/Published on WEB	100% of DNP Project published on WEB	<u>Benchmark Met</u> 100% of Projects published on WEB	<u>Benchmark Met</u> 100% of Projects published on WEB	<u>Benchmark Met</u> 100% of Projects published on WEB
Graduation Rates	80% of students graduate within 6 semesters (2 years)	<u>Benchmark met</u> (2014 admissions @ 2016 graduation) 100%	<u>Benchmark met</u> (2015 admissions @ 2017 graduation) 81.0%	<u>Benchmark not met</u> (2016 admissions @ 2018 graduation) 79.4% 5 students continuing (3 had family/medical issues, 1 changed jobs, 1 needed course repeat)
Employment Rates	70% of respondents report employment on Skyfactor Exit survey	<u>Benchmark met</u> 100% respondents report employment	<u>Benchmark met</u> 100% respondents report employment	<u>Benchmark met</u> 100% respondents report employment
Certification Rates <sup>1</sup>	90% of Graduates pass Certification Exam	<u>Not applicable</u> All APRN students have applicable National Certification and maintain it during program	<u>Not applicable</u> All APRN students have applicable National Certification and maintain it during program	<u>Not applicable</u> All APRN students have applicable National Certification and maintain it during program
Licensure Rates	80% of Graduates pass RN licensure	<u>Not applicable</u> All students must maintain RN licensure	<u>Not applicable</u> All students must maintain RN licensure	<u>Not applicable</u> All students must maintain RN licensure
Budget/Resource Review	No budget/resource deficits reported	<u>Benchmark met</u> Budget reconciliation shows no deficit	<u>Benchmark met</u> Budget reconciliation shows no deficit	<u>Benchmark met</u> Budget reconciliation shows no deficit

<sup>1</sup>Certification Pass Rates will be tracked for Post-BSN DNP Nurse Anesthesia following first/subsequent graduation (2021 and forward)

Southern California CSU DNP Consortium  
Program Evaluation Aggregate Benchmark Attainment

Criterion	Benchmark	Actual 2014-2015	Actual 2015-2016	Actual 2016-2017	Actual 2017-2018
Educational preparation of DNP faculty	Of full-time faculty teaching DNP courses, 90% are doctorally prepared	<b>Benchmark Met:</b> 33 of 34 full time faculty teaching in the DNP are doctorally prepared (97%)	<b>Benchmark Met:</b> 26 of 27 full time faculty teaching in the DNP are doctorally prepared (96.3%)	<b>Benchmark Met:</b> 27 of 28 full time faculty teaching in the DNP are doctorally prepared (96.4%)	<b>Benchmark Met:</b> 51 of 54 full time faculty teaching in the DNP are doctorally prepared (94.4%).
Practice Currency	Faculty document practice as appropriate	<b>Benchmark Met:</b> 100% RN Faculty members maintain current RN licensure, BRN approval and specialty licensure/certification as appropriate	<b>Benchmark Met:</b> 100% RN Faculty members maintain current RN licensure, BRN approval and specialty licensure/certification as appropriate	<b>Benchmark Met:</b> 100% RN Faculty members maintain current RN licensure, BRN approval and specialty licensure/certification as appropriate	<b>Benchmark Met:</b> 100% RN Faculty members maintain current RN licensure, BRN approval and specialty licensure/certification as appropriate
Teaching Excellence	In DNP courses, Mean Student Opinion Questionnaire Scores (SOQ) for program faculty is 3.0 (B) or higher with 85% A and B ratings.  *100% of DNP faculty demonstrate adequate teaching performance through peer review process	<b>Benchmark Met:</b> Mean SOQ 3.61 with 91% A and B ratings in DNP courses  <b>Benchmark Met:</b> All faculty reviewed by DPC demonstrated adequate teaching performance	<b>Benchmark Met:</b> Mean SOQ 3.51 with 88% A and B ratings in DNP courses  <b>Benchmark met:</b> All faculty reviewed by DPC demonstrated adequate teaching performance	<b>Benchmark Met:</b> Mean SOQ 3.66 with 91% A and B ratings in DNP courses  <b>Benchmark met:</b> All faculty reviewed by DPC demonstrated adequate teaching performance	<b>Benchmark Met:</b> Mean SOQ 3.71 with 91% A and B ratings in DNP courses  <b>Benchmark met:</b> All faculty reviewed by DPC demonstrated adequate teaching performance
Scholarly productivity for tenured and tenure track (T/TT) faculty	Eligible faculty <sup>1</sup> average 1 peer-reviewed publication or presentation per year	<b>Benchmark Met:</b> 49 <sup>1</sup> faculty had 96 peer-reviewed or invited publication or presentations including 12 faculty with book chapters or books. Average = 1.96	<b>Benchmark Met:</b> 49 <sup>1</sup> faculty had 99 peer-reviewed or invited publications or presentations including 8 faculty with book chapters or books Average = 2.02	<b>Benchmark Met:</b> 49 <sup>1</sup> faculty had 96 peer-reviewed or invited presentations; including 5 faculty with book chapters or books Average = 1.96	<b>Benchmark Met:</b> 51 <sup>1</sup> faculty had 97 peer-reviewed or invited presentations; including 5 faculty with book chapters or books Average = 1.90

<sup>1</sup>Full-time T/TT track faculty across the Consortium eligible to teach in DNP program; some teach courses or chair DNP project teams, while the remaining faculty serve as DNP project team members.