Report of Survey Results:

Three-year Survey

Associate's Degree in Nursing

Report Generated: June 20, 2014

For All Graduates between December 17, 2009, and December 17, 2010
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General Information

This report presents results from the three-year survey.

**Three-year Survey:** The three-year survey collects information regarding the graduates’ employment status, future educational plans, income status, beliefs about how well Excelsior College prepared them for work and continuing education, abilities in work-related competencies as compared to their peers, professional activities since graduation, abilities in areas related to intellectual and personal growth and goal clarity, achievement of program outcomes, and overall satisfaction with Excelsior College. The survey also solicits graduates’ perceptions of program strengths, suggestions for change, and additional comments.

Questions related to the survey or to the design and production of this report may be addressed to the Director of Institutional Effectiveness.

**Interpreting Results:** Care should be taken in interpreting survey results. Survey results can be affected by self-selection bias, in which persons with certain characteristics or opinions are more likely to respond. Particular caution should be taken when the numbers of responses are small because results may be skewed.

Please consider the following guidelines when interpreting survey data:

- **Means:** When results are expressed in a chart or table of means, please note the range of values and their meanings, which are listed in a footnote below the chart or table. In general, mean values of 4 or higher on a 6-point Likert scale are considered positive. Similarly, a mean value of 5 or higher is considered positive on a 7-point scale. Throughout the report, means are calculated only for Likert-type items that received five or more responses.

- **Standard deviations:** Wherever mean values are presented, please also consider the standard deviations (SD) that accompany them. Standard deviation is a measure of variability in the response to a survey item, such that a small SD indicates less variation (more agreement) among respondents.

- **Frequency tables:** As noted above, means are calculated only for Likert-type items that received five or more responses. If fewer than five were received, responses will be displayed in frequency tables, with a numerical count provided for each response. Where charts display survey items in pairs (such as ratings of program outcomes), both items will be displayed in a frequency table if either received fewer than five responses.

**Notes:**

The graduation dates appearing on the cover of this report represent the requested report period. The dates appearing in the Sample section on page 2 indicate the range of graduation dates among actual survey respondents.

The following symbol may appear in this report:

^ Denotes that one or more survey items displayed in a chart or table expired during the report period and so were not asked of all respondents. An explanatory footnote to this effect has been included beneath charts and tables where this symbol may appear.
Three-year Survey Results

Sample

The three-year post-graduation survey was sent to 1715 Associate's Degree in Nursing graduates. A total of 126 responded, resulting in a response rate of 7.3%. Respondents to the survey graduated between December 2009 and December 2010.

Gender: (N = 126)
- Female 74.6%
- Male 25.4%

Ethnicity: (N = 126)
- White 62.7%
- Black or African American 19.8%
- Hispanic 8.7%
- Asian 4.0%
- Two or More Races 2.4%
- Unknown 1.6%
- Native Hawaiian or Other Pacific Islander 0.8%

Employment and Professional Affiliations

Are you currently employed? (N = 126)
- Yes, full time 89.7%
- Yes, part time 8.7%
- No, and not seeking employment 1.6%

Are you working in a field related to your selected area of study at Excelsior College? (N = 124)
- Yes 99.2%
- No 0.8%

Have you received a promotion in your job? (N = 124)
- Yes 61.3%
- No 38.7%
In which of the following ranges does your personal income fall? (N = 101)

- Over $120,000: 4.0%
- $100,000 to $119,999: 4.0%
- $85,000 to $99,999: 6.9%
- $70,000 to $84,999: 15.8%
- $55,000 to $69,999: 43.6%
- $45,000 to $54,999: 18.8%
- $35,000 to $44,999: 4.0%
- $25,000 to $34,999: 1.0%
- Less than $24,999: 2.0%

Have you achieved any honors, awards, or special recognitions since graduating from Excelsior College? (N = 124)

- Yes 30.6%
- No 69.4%

Graduates identified the following honors, awards, or special recognitions:

- 2012 Nurse of the Year Nominee
- Bedside leader ceremony representing my department
- Certified Nurse Operating Room
- Company awards for maintaining Medicare budget and staffing model for 3 consecutive months.
- Currently attending St. Francis College in Brooklyn NY, made Dean list for the past three semesters with a cumulative 3.92 GPA /
- CVICU awards, CCRN, Teach EKG classes
- Daisy Nurse award July 2012 (only one nurse throughout the hospital picked each month) -- truly honored.
- Dialysis nurse of the quarter
- Employee of the month
- Employee of the month award.
- Employee of the month, Blue Ribbon Award and Cash award
- Graduated summa cum laude from BSN program, and currently hold a 4.0 in graduate school.
I was nominated for ER nurse of the year. I did not win but to be nominated in my second year as a nurse says a lot. I feel the Georgia nursing board in to hard on Paramedic transferring in to nursing. My eight years as a paramedic have serve me well in the transformation.

- Inducted into STTI
- Letter write by patient
- Level 4 nurse, cmsrn, charge nurse, preceptor
- Magna cum laude
- Nurse of quarter
- nurse of the month, team leader, certified preceptor for new employees.
- Nursing achievement award.
- President's List from Midland College, TX, for my studies in LTC administrator's courses.
- Promotion
- Published story in Excelsior’s book "Call to Nursing" / VAP nurse of the month / Guest Speaker at AACN Fall conf 2013 Vancouver WA
- Quality Pay Increase, Special Act Award,
- Related to mds 3.0
- Rosen award finalist
- Sigma Theta Tau
- special recognition from peers for my performance
- Trainer at / / Week

**Are you a member of any professional organizations?** (N = 123)

- Yes 40.7%
- No 59.3%

Graduates identified the following organizations:

- AANP, MONA, IAFCCP
- ACRP
- American Association of Critical Care Nurses (n=3)
- American Association of Critical-Care Nurses
- American Association of Nurse Assessment Coordination (n=2)
- American Nurses Association (n=4)
- American Nurses Association / National Registry of EMTs
- ANA and AANAC
- ANA, FNA
- ANA, NC nurses assoc
- Arkansas Registered Nurse Association
- ARN
- CCHP
- Cpn
- CTAPRN
- District Of Columbia Nurses Association.
- Emergency Nurses Asso. / NAEMT
- Emergency Nurses Assoc
- Emergency Nurses Association (n=3)
- Emergency Nurses Association, Board of Certification for Emergency Nursing, National Association of EMTs, National Registry of EMTs
- ENA. AWHOW
- FNA / ANA
- HPNA
- Minnesota Nurses Association
- Mississippi nurses association
- MNA, BSA
- Msrn
- Naemt (n=2)
- National Association of School Nurses / Alabama Association of School Nurses
- National association of Wound Care and Ostomy
- Ocn
- oncology nursing society
- Oregon Nurses Association
- Sigma Theta Tau / AANA

**Have you attended professional meetings or conferences since graduating from Excelsior College? (N = 121)**

- Yes 57.0%
- No 43.0%

Graduates identified the following professional meetings and conferences:

- Acc chicago
- Air Medical Transport Conference, Critical Care NTI
- Alzheimers awareness and caregivers conference
- American Association of Nurse Assessment Coordination
- American Society of Aging, Leading Age, Consumer Voice, Leading Age PA, American Association of Consultant Pharmacists,PA County Association of Homes,
- AORN MEETINGS
- Aua
- Beacon Conference
• CCRN Prep Course
• CEU and OSHA updates
• CEU conferences
• CEU conferences.
• Company management seminars to improve Medicare admits, introduce telehealth and nutrition programs, and merge with Hospice. Also mtgs to open a satellite branch office.
• continuing education in nursing
• Critical Care Symposium
• DC hears conference.
• Developmental disability nurses association meeting
• diabetes professional services
• Diabetes workshop
• Emergency Nurses Assoc annual conference
• Emergency Nurses Association
• End of Life Coalition
• FADONA
• Geriatric seminar: Caring for the older adult
• Hana meetings in Miami
• Hcam
• Las Vegas - Davita hospital services
• Leadership development conferences
• Magnet
• Med ed in Orlando for medical surgical nurses. Seminar taught two days how to care for complicated surgical patients.
• Multi. Trauma Conf.’s/Advanced 12 Lead programs & Difficult Airway Management
• NAHC, OHA
• NCCHC
• Nicu conference neuro
• None
• Nursing conference for office of mental health
• Nursing conferences
• Nursing congress
• palliative care
• Parkinson’s meetings
• Prehospital Conferences /
• Several
• Stroke, Pediatric and ambulatory care.
• TANA- Texas association of nurse anesthetists
• The science of nutrition,
• Time management, and team leading
• TNCC,CEN
- Too many to list.
- Too many to name them all. I attended conferences organized by THCA, DADS, PASRR, MDS/CP, CLNC, etc.
- Trauma and medical conferences.
- Upper level management meetings to prepare me for management
- Various conferences offered at place of employment
- Work related
- Work Related Professional Development
- Wound care institute education
- wound care, hyperbaric oxygen therapy,
- Wound Care, IDT meetings and Performance Improvement

Have you published any articles or manuscripts in your discipline since graduating from Excelsior College? (N = 121)

- No 100.0%

Graduates provided the following information on publications:

- None Reported

Do you hold any professional registrations, licenses, or certificates? (N = 122)

- Yes 89.3%
- No 10.7%

Graduates listed the following registrations, licenses, and certificates:

- ACLS, BCLS, PALS, EMT-P, Taking the CCRN this month
- ACLS, Certified hyperbaric technician
- ACLS-INST. / PALS-INST. / PHTLS / BLS-INST. / ABLS / TNCC
- CCRN / paramedic
- Chemotherapy certified
- CMSRN, RRT, NPS, AE-C
- CNOR
- Emt-P
- ENPC / TNCC
- Florida and Michigan nursing license
- Lpn, RN
- LVN, RN, RAC-CT, Realtor, Law (UK), etc.
• MD license in Germany / CCRC
• MN RN
• National alliance of wound care certification
• NLP
• Nursing paramedic
• ONC
• Oregon Licensed Paramedic / Oregon RN license / Washington RN license / ACLS / PALS / PHTLS / Conscious Sedation / NIHSS / Certified Emergency Nurse
• Orthopedic certified
• PALS,CPR,BLS
• Paramedic rn trauma nurse acls pals itls amls
• Professional Registered Nurse
• R.N., Teacher
• rda, rn
• Registered Nurse (n=40)
• Registered Nurse - California / Registered Nurse - Oregon / Paramedic - National Registry / Paramedic - Oregon
• Registered Nurse license, ACLS/PALS certifications
• Registered Nurse, ACLS
• Registered Nurse, BLS and ACLS
• Registered nurse, paramedic
• Registered Nurse. Registered Respiratory Therapist
• registered nurse-louisiana
• Registered Nursing
• Registered Professional Nurse (n=2)
• RN / ACLS
• RN and RN,RAC-CT
• RN and LPN
• RN license State of Michigan
• Rn license, bls
• RN license. CPR certification.
• RN Nursing license
• RN state of MT and ID
• Rn, acls, pals,tncc, bls
• RN, ACLS, Telemetry Certification
• RN, CCHP certification
• RN, CCRN, CFRN, NREMT, FPC
• RN, CEN, LP, NREMT-P
• RN, Critical Care Paramedic,
• RN, EMT-P
• RN, NREMT-P, EMT-P, CCEMT-P, CEN, CFRN
- Rn, pals, acls, bls
- RN, REal estate, and many others
- RN, TNCC, ACLS, PALS
- RN, WCC
- RN. Prehosital RN ACLS. PALS. ENCC. PNCC. ITLS
- Vent and IV certificates. Alternate administrator.
- Wound Care Certification (n=2)

Have you attended courses or training sessions since graduating from Excelsior College? (N = 119)

- Yes 67.2%
- No 32.8%

Graduates identified the following courses and training sessions:

- AANAC, CLNC, LTCA courses, AIT etc.
- ACLS
- ACLS / CRITICAL CARE / ACUTE DIALYSIS
- ACLS / MDS RAI
- ACLS, BLS, Telemetry, Neuro class
- ACLS, chemotherapy certification
- ACLS, PALS
- ACLS, PHTLS, PALS / Currently enrolled in nurse practitioner program.
- Advanced Cardiac Life Support and Basic Life Support classes
- American Hist. / Am. Lit. / Philosophy / Business Stats.
- Amls acls ccu icu itls trauma nurse neuro critical care nicu cert
- ANNAC
- BLS
- Bridge to Masters in Nursing- Grand Canyon University / Master of Science- Nursing, education emphasis- University of New Mexico-24 of 32 credits completed as of this date, expected graduation date December 2013.
- BS classes at WGU, CMSRN review course
- BSN
- CCRN / baylor college of medicine- nurse anesthesia
- Ce
- CEN (Certified Emergency Nursing)
- Certified Emergency Nursing, Advanced Cardiac Life Support, Pediatric Life Support
- CEU / BSN, MSN, and DNP course work
- Courses for certification in Hospice Nursing
- Critical Care Nurse training sessions; RN to BSN prerequisite courses
- Critical Care Paramedic
• Cultural Diversity, End of Life Care, Patient change in condition, Palliative care trainings.
• Currently enrolled in Excelsior BSN program
• Currently working towards my DNP.
• CVC/IV certification
• EMR training towards being an instructor
• ENPC, TNCC, ALCS, BLS
• Excelsior College
• Florida international university for BSN to RN
• hCHB training
• High reliability, Hospital Assoc of CT
• HIT courses
• job realted/ healthcare
• LVAD training, CRRT training, clinical coach
• Master's in Nursing - FNP program
• Multiple through Health Information Network
• NCCHC
• NNCO
• Numerous
• Nursing administration
• nursing CEUs
• Ohio university RN to bsn
• oncology certification, gastrointestinal training for ERCP and EUS.
• PALS, ACLS, TNCC, EKG interp.
• Physical Assessment, Computer Tools, Leadership & Management, Nursing Seminar, Statistics, Geriatric Nursing, World Religion, Professional Bridge of Nursing, Advanced Composition, Community Health Nursing, Nursing Informatics, Nursing Issues
• Pursuing BSN through Excelsior College
• respiratory/palliative care
• See Certs question
• STABLE, PEARs, PALS, ACLS, ENCC
• team training
• The hospitals annual safety training sessions, which I was asked to participate in the training of restraints to the employees of the hospital
• Theories of Nursing-Graduate Nursing Course
• Through employment
• To many to list
• Too many to list
• Too many to list.
• Train the Trainer / Facility Telehealth Coordinator Certificate
• Ventilator training
• Went back to Excelsior for my BSN
• wound care
• Wound Care Certification training
• Wound Care~ / Infectious Disease

Have you served as a consultant on any professional projects since graduating from Excelsior College? (N = 119)

• Yes 11.8%
• No 88.2%

Graduates provided the following information on consulting and professional projects:

• Alternative to restraints and diabetes education to patients and family's
• as a bedside leader my team had to do a case study and collect data related to topic. We had to explain to "who, what, when how why" something went wrong and how could the situation have been handled differently.
• Chest Pain Program Program consultant. Assist facilities seeking accreditation from the society of Cardiovascular Care.
• CQI, End of life board
• Created medical protocols for Department of State International Narcotics and Law Enforcement Aviation Division (used in 5 countries)
• Currently working on thesis
• Fall AACN symposium. Medical travel panel
• I work with the Pennsylvania Restraint Redction Initiative under the direction of Kendal Outreach. I am currently heading a project called PA MAP-IT (manage, assess, plan, intervene and teach) for Healthy Skin. The goal of this project is the prevention and appropriate management of pressure ulcers through the collaboration of acute and post acute providers.
• MDS
• Regional Trauma Committee
• unit development and improvement
• Veterans group home
• Volunteering in Haiti

Have you done any presentations or workshops at professional conferences since graduating from Excelsior College? (N = 118)

• Yes 12.7%
• No 87.3%
Graduates provided the following information on presentations and workshops:

- Breast cancer support group
- CAUTI presentation to hospital employees. Safe lif committe presentations to all department managers. Infection control / viral illness presentation.
- Dementia presentetion at an LPN school
- Health teaching,
- Hyperbaric Oxygen Therapy
- I presented the benefits of the lean business model to the throughput commitee.
- Infection control workshop / Wound management workshop both local and isolated to my employer
- No.
- Taking a Person Centered Approach to Fall Management- PACAH, 2011 / Pressure Ulcer Prevention in Skilled Care, June 2011 Leading Age PA / A Case Study Approach to Fall Prevention- June 2012, Leading Age PA / Successful Non- Pharmacologic Interventions or Resdients with Dementia- ASCP November, 2012
- Yes, I teach in a Medical Academy

**Future Educational Plans**

Do you have plans to seek additional education? (N = 126)

- Yes 84.1%
- No 15.9%

How well do you think your Excelsior College experience, including your educational experiences prior to enrolling at Excelsior College, has prepared you to continue your education? (N = 125)

- Very well 40.8%
- Well 42.4%
- Somewhat well 15.2%
- Somewhat poorly 1.6%
Please indicate whether you hold, are currently pursuing, plan to pursue, or do not plan to pursue each of the degrees listed below. (Bachelor’s n = 118; Certificate n = 62; Master’s n = 89; Doctorate n = 62; Professional Degree n = 57. Percentages are displayed only for degrees with five or more responses.)

If you attended or are currently attending graduate school, what is the name of the educational institution? (N = 20)

- Alcorn State University
- Baker college
- Baylor College of Medicine
- Bowie State University
- Excelsior and BC
- excelsior college (n=5)
- Excelsior RN to MSN
- Frontier Nursing University
- I am currently in the Excelsior College MSN program
- Kaplan University
- Maryville University
- Quinnipiac University
- Universidad de Monterrey
- University of Alabama @ Birmingham
- University of New Mexico
- University of South Alabama
Is or was the program online? (N = 61)

- Yes 80.3%
- No 19.7%

Work Performance Abilities

Please evaluate your abilities as compared to other individuals with a position and educational background similar to yours. (N = 120 - 124)

<table>
<thead>
<tr>
<th>Compared to other employees with a similar position, I:</th>
<th>Mean</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Analyze an issue or problem from more than one perspective</td>
<td>5.53</td>
<td>1.21</td>
</tr>
<tr>
<td>Generate alternative solutions for problems</td>
<td>5.47</td>
<td>1.19</td>
</tr>
<tr>
<td>Distinguish between credible and non-credible sources of information</td>
<td>5.46</td>
<td>1.26</td>
</tr>
<tr>
<td>Make reasonable inferences from data</td>
<td>5.42</td>
<td>1.17</td>
</tr>
<tr>
<td>Question judgments made by others without fear</td>
<td>5.42</td>
<td>1.32</td>
</tr>
<tr>
<td>Accurately identify problems or issues</td>
<td>5.40</td>
<td>1.21</td>
</tr>
<tr>
<td>Generate reasonable hypotheses based on the synthesis of information</td>
<td>5.38</td>
<td>1.15</td>
</tr>
<tr>
<td>Analyze complex patterns of data to develop judgments</td>
<td>5.38</td>
<td>1.20</td>
</tr>
<tr>
<td>Distinguish statements of fact from value judgments</td>
<td>5.37</td>
<td>1.20</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Compared to other employees with a similar position, I:</th>
<th>Mean</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Would rate my overall performance as...</td>
<td>5.55</td>
<td>1.17</td>
</tr>
</tbody>
</table>

Likert scale: 1 = Much worse, 4 = As well as, 7 = Much better
Abilities and Excelsior College’s Contribution to Growth

Describe your current ability to demonstrate each behavior and how your Excelsior College experience contributed to your growth. (Mean ratings)

<table>
<thead>
<tr>
<th>Behavior</th>
<th>Current Ability</th>
<th>Contribution to Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Function as an effective team member</td>
<td>5.58 (n=89, SD=0.69)</td>
<td>4.48 (n=85, SD=1.50)</td>
</tr>
<tr>
<td>Be self-reliant</td>
<td>5.55 (n=89, SD=0.62)</td>
<td>4.46 (n=82, SD=1.55)</td>
</tr>
<tr>
<td>Develop the ability to learn on your own</td>
<td>5.54 (n=90, SD=0.62)</td>
<td>5.06 (n=83, SD=1.12)</td>
</tr>
<tr>
<td>Exercise personal responsibility</td>
<td>5.54 (n=89, SD=0.68)</td>
<td>4.66 (n=83, SD=1.36)</td>
</tr>
<tr>
<td>Exercise self-discipline</td>
<td>5.52 (n=90, SD=0.71)</td>
<td>4.72 (n=82, SD=1.35)</td>
</tr>
<tr>
<td>Gain abilities directly applicable to a career</td>
<td>5.51 (n=90, SD=0.62)</td>
<td>4.72 (n=82, SD=1.24)</td>
</tr>
<tr>
<td>Prepare for life in a changing world</td>
<td>5.47 (n=88, SD=0.64)</td>
<td>4.48 (n=81, SD=1.30)</td>
</tr>
<tr>
<td>Possess clear personal goals</td>
<td>5.46 (n=87, SD=0.74)</td>
<td>4.59 (n=81, SD=1.42)</td>
</tr>
<tr>
<td>Adapt to different social situations</td>
<td>5.45 (n=89, SD=0.74)</td>
<td>4.37 (n=83, SD=1.54)</td>
</tr>
<tr>
<td>Develop openness to new ideas</td>
<td>5.44 (n=89, SD=0.71)</td>
<td>4.43 (n=83, SD=1.40)</td>
</tr>
<tr>
<td>Recognize general principles in specific events/conditions</td>
<td>5.42 (n=90, SD=0.81)</td>
<td>4.42 (n=86, SD=1.39)</td>
</tr>
<tr>
<td>Develop interpersonal skills</td>
<td>5.41 (n=90, SD=0.70)</td>
<td>4.25 (n=83, SD=1.52)</td>
</tr>
</tbody>
</table>
Likert scale: Current ability: 1 = Not at all able, 6 = Very able
Likert scale: Contribution to growth: 1 = Very little, 6 = Very much
Associate's Degree in Nursing Program Outcomes

Please rate the degree to which you have achieved each objective and how well your Excelsior College experience prepared you to demonstrate each objective. (Mean ratings)

- I can distinguish between credible and non-credible sources of information.
  - Achievement: 5.71 (n=90, SD=0.59)
  - Preparation: 5.03 (n=79, SD=1.28)

- I practice within a legal, ethical, and moral framework.
  - Achievement: 5.66 (n=90, SD=0.64)
  - Preparation: 5.20 (n=80, SD=1.04)

- I can manage clients' prescribed medication regime.
  - Achievement: 5.64 (n=89, SD=0.73)
  - Preparation: 5.08 (n=80, SD=1.22)

- I am sensitive to differing values/beliefs of clients.
  - Achievement: 5.58 (n=89, SD=0.72)
  - Preparation: 5.12 (n=78, SD=1.08)

- I advocate for the rights of clients and members of the profession of nursing.
  - Achievement: 5.56 (n=91, SD=0.78)
  - Preparation: 5.09 (n=79, SD=1.05)

- I collaborate with members of the health care team to develop interdisciplinary plans.
  - Achievement: 5.51 (n=89, SD=0.74)
  - Preparation: 4.94 (n=80, SD=1.18)

- I incorporate clients' values and beliefs in a collaborative plan of care.
  - Achievement: 5.51 (n=90, SD=0.77)
  - Preparation: 5.00 (n=80, SD=1.18)

- I can analyze an issue or problem from more than one perspective.
  - Achievement: 5.49 (n=90, SD=0.72)
  - Preparation: 4.97 (n=78, SD=1.17)

- I support client's effective coping behaviors.
  - Achievement: 5.49 (n=89, SD=0.76)
  - Preparation: 5.05 (n=80, SD=1.11)

- I use critical thinking skills to identify problems and seek interventions.
  - Achievement: 5.46 (n=92, SD=0.75)
  - Preparation: 5.10 (n=79, SD=1.14)

- I emphasize health promotion, risk reduction, and disease prevention across the life span.
  - Achievement: 5.46 (n=92, SD=0.76)
  - Preparation: 4.99 (n=80, SD=1.07)

- I use appropriate means of communication with clients and other members of the health care team.
  - Achievement: 5.45 (n=92, SD=0.70)
  - Preparation: 4.85 (n=79, SD=1.17)

- I can use health care technology effectively.
  - Achievement: 5.44 (n=90, SD=0.72)
  - Preparation: 4.83 (n=78, SD=1.34)

- I can analyze an issue or problem from more than one perspective.
  - Achievement: 5.44 (n=91, SD=0.79)
  - Preparation: 4.96 (n=80, SD=1.29)
Likert scale: Achieved: 1 = Not at all achieved, 6 = Completely achieved
Likert scale: Prepared: 1 = Very poorly prepared, 6 = Very well prepared

^ If this symbol appears next to a question above, the question expired during the report period.
Overall Impression of College, Program and Career

If you had it to do over again, would you: (Attend Excelsior n = 102; Same program n = 100; Same career n = 100)

- Attend Excelsior College? Yes: 76.5%, Maybe: 20.6%, No: 2.9%
- Select the same program? Yes: 81.0%, Maybe: 8.0%, No: 11.0%
- Pursue the same career? Yes: 86.0%, Maybe: 10.0%, No: 4.0%

Open-Ended Items

From your vantage point, what do you believe were the strengths of your educational process at Excelsior College? (N = 54)

Comments:

- Ability to pursue my nursing education at my own pace while maintaining full time employment.
- Being able to use my past experience as an LPN and see new things I had learned that the RN's did. I also liked the fact I could continue working full time while going to school to earn my degree.
- Compassion, understanding
- Continued to build on the LPN strengths that I had.
- Convenient education style - i am selfsufficient and very scheduled, good self learner... so it worked great for me.
- Course contents were direct and to the point.
- Didn't have much physical interaction with any excelsior employees.
- Excelsior College education fosters independence, discipline, determination & strong will to mirror excellence
• Excelsior forced me to adapt my learning style to become an independent learner. It helped me to learn how to assemble learning material from various sources and to really use the internet as a learning tool. Excelsior prepares a student for life and becoming independent productive citizens.
• flexibility, comfortable with staff, positive attitude from all excelsior employees.
• Going at my own pace, pay as you go.
• How excelsior prepares one to get the education training not only to pass the nursing state board but also to be prepared to any critical situations on and off the field. thumbs up for excelsior
• I am very good with time management. I feel that assisted in my success. Online schooling is a challenge and with budgeting your time well, only helps you get your assignments completed.
• I believe it help me to obtain the RN certification by on the job train in key.
• I believe that because you need to have dedication and drive to complete this course, it made me a better nurse. I know that I worked hard for my degree and I am quite proud of myself.
• I believe the education process for Excelsior revolves around self-motivation.
• I learned a great deal of discipline which now can be applied in my profession every day.
• I learned to be self motivated
• I learned to manage my time effectively and to be able to find answers to questions that were not obvious. I learned to do research and to appreciate resources available to me.
• I loved that I could go at my own pace, and my grades were determined by the work that I did, and not group projects.
• INCREASE IN SALARY
• Independent learning and research. Your professors are as good or better at guiding distance learning students through a program as difficult as LPN to RN.
• Independent study (n=2)
• it was great because it worked with my schedule as an adult learner. I also was able to maximize my time and learning on my own time. the comprehensive tests created a platform to learn how to study and rely on myself to pass.
• It was self paced and increased my confidence
• Knowledge
• learn to critically analyze patients situations according to their medical problems
• My back ground as an LPN prepared me for the difficulty challenge of Excelsior College. I do not understand how someone without any nursing back ground or knowledge base could pass this program and on top of all that; be a good professional nurse. I study well in small groups, so this program was the best thing for me.
• My educational process at Excelsior was online. This both impelled and motivated me to learn independently. This non-traditional style of learning as well as the CPNE experience strengthened my critical thinking and analytical skills while preparing me to excel in my practice and future educational endeavors.
• My strength was the fact that I had been a Paramedic for 11 years and already knew most of what they were teaching about meds, delivery of meds, health problems etc. I spent countless hours of learning Nursing Diagnosis etc., and have never used it one time. If I had to do it over
again I would have gone to a local Community College and paid the extra money. I have numerous paramedic friends who have finished the Excelsior degree program and can't find a job because the hospitals don't take the degree seriously. For me, the strength was that I was able to do it on my own time.

- My weekend clinical was very well organized. The instructors were very professional and helpful. I gained confidence in my skills of care plans and over all nursing skills.

- None

- Online access and ease of getting phone academic counseling!
- Professional standards that many other nursing graduate do not obtain.
- Self motivation
- Self motivation.
- Self pace
- Self-paced, comprehensive.
- Studying at my own pace, working in cooperation with employer, no commute to classes
- The ability to achieve my degree faster than regular nursing programs
- The ability to get a nursing degree on line
- The ability to move at my own pace, flexibility and cost.
- The ability to study independently.
- The flexibility of the program and the requirement to manage my own education and the process.
- the freedom to study on my own timeline- that meant when I was ready I did it and when I was too stressed or overbooked or whatever to devote the time, I didn't. I didn't have to worry about turning in something that wasn't my best effort simply because of a deadline or something. I love this approach.

- The Independent study program for RN for individuals that have a medical background, it allowed me to obtain my RN while deployed.
- The need to be self reliant and self responsible to drive my educational goals to succeed
- The nursing program is a comprehensive program that cover all basic areas of nursing. I was prepared to provide nursing care with high quality
- The program forced me to be more disciplined and put myself in situations out of my comfort zone.
- The strengths of the program were that you can study at your own pace which works well for a working adult. The flexibility that it gives you is incredibly helpful since most working adults would not manage to go back to school otherwise. Also, being able to call at any time and getting your questions answered was very helpful.

- The strengths were that I was able to build on my vast clinical experience with increased Nursing Theory
- The well prepared study materials and clinicals.
- Very informative and precise knowledge to be able to work as an effective and safe nurse.
In what areas could Excelsior College improve? (N = 50)

Comments:

- by doing clinical hours along the program instead of a 1 weekend because you'll learn more
- Clinical areas
- Clinical time in the hospital one or two weeks prior to the CPNE
- Cost
- Cost of the nursing program could be reduced and there should be a variety of scholarship programs for ASN nurse students
- CPNE and acceptance of degree in ALL US States
- Excelsior could improve by providing more hand holding to new students; this would help in some guidance for
- Financial Assistance to needy students that are not New York residents.
- Have more testing sites in the Western states. More affordable -offering vets and dependents a discount.
- Have student mentors.
- Helping students to prepare for state boards, offering more choices for financial aide,
- I am not sure there is a drastic need to improve- I admit not taking advantage of all of the resources that were made available to me.
- I am satisfied with what the school has to offer and would not make any changes.
- I am trying to start the RN to MSN program and I felt unwelcomed and stressed out from day one. The advisor was short and did not believe the information I was giving her. The problem in the end was that the website was incorrect. Financial aid is a pain in my side but I can not afford to do this on my own. I paid for my ASN program out of pocket. These classes are too expensive to do it this time. So the advisors need to be more understanding and financial aid (the process) should not take so long, not with today’s technology..
- I believe the various nursing specialist should call the student once in their course. Just to motivate them. It is hard to continue on course without the interaction of other. Even if it is an online course, there should by a once in a while call to say "We are with you, How are you".
- I finished four years ago so maybe things have changed, I don't know. I felt a lot of time was spent on things that simply aren't used anymore. For example, writing out nursing diagnosis and plans. I have not met one person at the hospital where I work that does that. None. I feel more time should be spent on lab values and really understanding what they mean and how lab values affect organ systems, etc.
- I found it very difficult to be successful with the CPNE. I had to take it 3 times. I have had years of clinical experience and I felt that it was very unforgiving. I do understand the standards needed to make successful graduates but I felt as if there could have been more opportunities for instruction.
- I have only had one issue since graduation. I attempted to get a nursing license in California and I was denied. I wish that I was informed of the rule before I went through all the trouble and money to apply for the license. California would not pay me back and I also paid for the transcripts and the finger prints.
• I like it the way it is set up. Of course, it could cost less, but it’s on par with most degree programs and it’s worth the extra for the convenience.
• I think for the nursing program, it is very difficult to succeed if you're not already a nurse (LVN) or if you've been out of the profession or not working for a while. Nursing school is not an easy program to go through and because there's lives dependent on you once you start practicing, it is imperative that you're understanding all content well. Not having an instructor on hand to answer questions on the spot is not an easy thing for this profession. I don’t think the program should be offered to non-nurses or to nurses that have not been in the field for a while. When I did my CPNE, I felt confident I would pass it the first time because I had acute care experience, however, most of the students I took the test with, were there for there for their second or third time and were extremely scared and intimidated even though what is expected from us is not nearly as difficult as what we'd do in our daily work as a nurse in a real hospital setting where critical thinking skills are essential. if you are not using critical thinking skills in your current job or can think on your feet quickly, this program is not for you. It's a matter of life and death!
• I would like to of had more study guides available (test questions) to help prepare for the exams.
• Improve support from faculty for sure. There isn't alot of support from staff and encouragement
• Improved course outlines of material that each course required to pass. More information where to place my time that I had available to study. I found I studied most everything with the same weight.
• In the cost
• Incorporate abnormal psych and dementia nursing into the program.
• Make the nursing program less cryptic and more inviting.
• More practical experience
• N/A
• None (n=2)
• None noted.
• Offer a accountability pathway to degree completion. Too many of us need a dead line or some means of helping stay on track. I believe it could be achieved on a subject by subject basis (i.e. a nursing concepts exam has a 12 weeks time limit to complete). It has been discussed with many of my peers who say the open forum is the greatest concern for them in pursuing a degree this way.
• Online classes cost
• Possibly more online courses in nursing than when I was studying - but that may already have happened.
• put more emphasis on contacting current students for progress updates, encouragement, and establishing a positive relationship. for some reason students are reluctant to make those initial calls.. do more recruiting for new students.
• Reduce the upfront cost and expenses of taking the CPNE / Make passing the CPNE the focus, and not trying to fail the student
• reduced cost
• Regaining licensure in Maryland, making provisions for CPNE exams in Maryland.
should think of conducting webinars alongside the course to thrush out areas that students are having a problem.

solve the RN license issue with other states so more people can attend excelsior; I cant even recommend the college because I know they wont be able to practice everywhere…. / - for online learners more support and help with related materials. we buy

Some students need a proctored clinical practice to gain confidence in their skills

Takes too long to wait for the clinical-CPNE- portions are unrealistic. If you have NOT given medicine, changed iv or adjusted flow or altered diet, prepped fir exam, etc it IS acceptable to view ivf then identify pt to ensure correct, also I work at a top rated facility and wound packing is not sterile here, we teach pt to pack wounds (and even self cath) using clean technique. But mainly its the wait for the exam.

The clinical skills check off at the very end of the ADN program was very difficult and I feel the materials that were given to students to prepare were not very helpful. I hope that has improved and more opportunities to prepare for that has been made available to students. It would also would've been helpful to have a hospital on the west coast so traveling could've been easier as well.

The CNNP was NOT at all, a good exp. There is absolutely NO reason to treat students like shit. I liked the program but, everyone I know that, went through the program, says the same thing about the CNNP. I would rather be deployed for 12 months again than, go through one weekend of that again.

The CPNE is a very subjective test. Although EC has made vigorous efforts to make the CPNE an objective test, the efforts are insufficient.

the final practical. that is the sole reason if I had known then about the difficulty, stress, and financial obligation for taking the final practical I would not attend the program again. There were just to many factors out of the student's control that could have caused a failure necessaiting a repeat and costing thousands of dollars. It is applicable to catch people who are not ready to practice safely, but I easily could have failed due to the patient or an extenuating circumstance that I did not feel the proctors would have forgiven. The proctors were fair, but the rules of the game were so strict in an uncontrolled environment did not feel the best way to evaluate for safe practice. i made it, but if I had known or had another choice I would not take the chance one the pass/fail weekend. I would suffer through community college bed pan changes. I wish it were not so since I love Excelsior, but given the money and the pass/fail stakes on a weekend out of town, with live patients where you have to go step by step is to uncontrolled for the thousands of dollars it cost.

The program allowed me as an adult learner to accomplish my goal of becoming a RN. I think Excelsior should more actively combat misinformation by third party book vendors attempting to sell their product as an actual college program. There are numerous persons I have spoken with that have become entangled with College Network, and RUE. The college is a FINE institution, but receives a bad rap from these third party vendors.

Work with all state boards of nursing to ensure nurses can be licensed everywhere.
• Workshops should be more widely available to enrolled students. Although I live in Brooklyn NY, I had to travel to New Jersey to attend a workshop to prepare for my CPNE. It was somewhat inconvenient, especially if you don't have a car.

• Your Nursing Care-Plan online workshop was almost perfect. And the on-site CPNE workshop was fair at best, but the nurses were nice, knowledgeable and meant well. Your on-site nurses for the CPNE were wonderful, fair, supportive, and exceptionally professional. The rest of Excelsior's CPNE training/preparation was terrible. Using Robbie Wolf's (http://robscpne.com) study materials was the only way that I could have passed the CPNE. He follows the Excelsior model of home study/preparation, and picks up in every area where Excelsior falls short. Maybe it's just me, maybe I'm just too stupid to learn from the available resources. Even after I read the Excelsior CPNE study guide from cover to cover, took notes, watched Excelsior's video, listened to Excelsior's CD, went to Excelsior's workshop, used Excelsior's online workshops, I was nowhere near prepared for the CPNE, until I followed robscpne study material. You get the feeling that Excelsior's material is specific; but vague enough that it requires most people to return for a second and third attempt before passing. Using Excelsior’s CPNE material alone, is not enough to pass the CPNE. I've highly recommended LPNs in the past to go through Excelsior for their RN. But I tell them not to waste their time with Excelsior's CPNE material, and go right to robscpne site, unless they have the extra time and money, and want to fail their first and second attempts.

Additional comments about Excelsior College? (N = 36)

Comments:

• Attending the College created a financial hardship which made for a stressful experience.
• competition is the key; the support a college gives to their students to achieve their goals is the main reason they pick the college. The more support a college offers the faster I get signed up for it. With excelsior takes a lot of time from advising,
• Excelsior College changed my career from one with little opportunity for advancement to one where the sky is the limit. I am eternally grateful that EC exists and gives opportunities to working adults!
• Excelsior College is the only option I had to get my Nursing degree, this is my reason to love EC.
• Excelsior has a unique nursing program geared towards busy adults that will otherwise not have that type of opportunity at traditional colleges.
• Excelsior is an outstanding school
• Excelsior offers a great way to get an education while living and working in the everyday world.
• Excelsior was the best option for me to continue my education in my rural area and still support my family
• From start to finish, my program was what I expected --- what the academic advisors advised --- there were no surprises.
• Glad I found you!!! looking forward to earning my Masters in Nursing with you!
• I a currently enrolled again at Excelsior to finish my BSN.
• I am not using my current nursing degree in my work, but use the knowledge obtained during my MD degree
• I am pleased with my outcome.
• I am so glad I did the program. I am now a very successful RN pursuing her BSN
• I appreciate the ability to advance my education through your on-line format. It has provided me a variety of opportunities and has allowed me to advance my knowledge and skills. It was a challenging endeavor but one that helped me to learn a lot about myself. Since completing my ASN I have advanced to a dream job of being a flight nurse, working my way up through ER and CCU. I encourage others who are unable to utilize traditional methods to use Excelsior.
• I enjoyed the program, the independent study and commitment helped prepare me to study and focus on obtaining my APRN.
• I had a great time with Excelsior. I hope to work as a professor for your nursing program one day.
• I have matriculated at 5 colleges and Excelsior is by far the one that has given me tools that I can use in life and provided an opportunity for me to become a life long learner. “Ever Upward!!
• I love Excelsior, but I do not think the practical is the best way to test competency. I would have rather done three smaller practicals over the year or so. I understand the challenges but please see above.
• I rave about the course and I tell all the LPNs I meet to look into excelsior.
• I was 100% satisfied with my experience obtaining my nursing degree at Excelsior. I have been outspoken in support of the college and have been responsible for the enrolling of several LPN's into the program. Upon graduation I push to hire or have them transferred to my med/surg. unit. Excelsior college nurses are more independent, more self disciplined, better critical thinkers, They fit easily into a professional role where leadership and integrity are key.
• I was in a motor vehicle accident after completion from the program. I am in recovery I was able to work for a short period of time only.
• I was very pleased!
• It was convenient to receive my degree as a working single mother.
• My RN degree was my third degree. I have done traditional college twice before Excelsior. I enjoyed Excelsior and often recommend in to other Paramedics. I believe that the Georgia nursing board has a special problem with non traditional colleges like Excelsior. IF they have a special problem with Excelsior students then Excelsior should make a special track for their student to get through the extra step that the nursing board put forth.
• N/A
• None  (n=2)
• Overall I had a great experience, but friends that graduated even 2 years before me had more opportunity since now everyone is questioning the lack of clinical experience. Sad, because its a great program.
• Still attending
• Thank u
• Thank you.
The Excelsior degree program worked well for me and I got what I needed out of it........I am an ED RN in a busy hospital. Honestly, if I didn't know the manager of the ED I would probably still be looking for a job because employers in Portland will not hire new grads from an on-line program. If I had to do it over again, I would go to a community college and get my degree that way.

This is an important distance learning program. EC does meet the mission statement, but should focus on improving the quality of education provided, not just providing an education through distance learning.

Though my experience at Excelsior College was challenging, it certainly makes me stronger and more confident than ever.

Your staff is incredible. I always got the help I needed. I hope I can save up to start again on my BA for nursing soon. Thank you.