One-Year Survey Report
Bachelor's Degree in Nursing Program

June 2014
Report of Survey Results:

One-year Survey

Bachelor's Degree in Nursing

Report Generated: June 20, 2014

For All Graduates between December 21, 2011, and December 21, 2012
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General Information

This report presents results from the one-year survey.

One-year Survey: The one-year survey collects information regarding the graduates’ satisfaction with Excelsior College, their future educational plans, current educational, employment, and income status, achievement of program outcomes, and the impact that the educational process has had on career and educational goals. The survey also solicits graduates’ perceptions of program strengths and suggestions for change, as well as the most important impact earning an Excelsior College degree has had on their lives.

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.
One-year Survey Results

Sample

The one-year post-graduation survey was sent to 144 Bachelor's Degree in Nursing graduates. A total of 22 responded, resulting in a response rate of 15.3%. Respondents to the survey graduated between February 2012 and December 2012.

Gender: (N = 22)
- Female 86.4%
- Male 13.6%

Ethnicity: (N = 22)
- White 81.8%
- Asian 9.1%
- Black or African American 4.5%
- Hispanic 4.5%

Employment and Professional Affiliations

Are you currently employed? (N = 22)
- Yes, full time 77.3%
- Yes, part time 22.7%

In what field are you employed? (N = 22)
- Nursing 90.9%
- Higher Education 4.5%
- Military Service 4.5%

Those who identified their field of employment as “Other” listed the following fields:
- None Reported
In which of the following health care settings do you currently work? (N = 20)

- Hospital inpatient service: 35.0%
- Other: 25.0%
- Emergency services: 20.0%
- Hospital outpatient care/ambulatory services: 10.0%
- Home health: 5.0%
- Nursing education: 5.0%

Those who classified their work settings in the “Other” category listed the following health care settings:

- Clinical Documentatio Specialist / Data Analyst
- Critical Care
- Hospital nursing administrator
- OR in hospital
- Quality/ Risk Management

What is the title of your current position? (N = 20)

- Staff nurse: 45.0%
- Manager: 20.0%
- Other: 15.0%
- Administrator: 5.0%
- Clinical nurse specialist: 5.0%
- Educator: 5.0%
- Supervisor: 5.0%
Those who indicated their title was in the category “Other” provided the following titles:

- Clinical Analyst
- Clinical Documentation Specialist
- Rotate charge nurse and staff nurse

Where do you currently work? (N = 20)

- Suburban area 45.0%
- Urban area 35.0%
- Rural area 20.0%

In which of the following ranges does your personal income fall? (N = 22)

- Over $120,000: 9.1%
- $100,000 to $119,999: 13.6%
- $85,000 to $99,999: 13.6%
- $70,000 to $84,999: 45.5%
- $55,000 to $69,999: 13.6%
- $45,000 to $54,999: 4.5%

Are you working for the same employer as when you graduated from Excelsior College? (N = 22)

- Yes 81.8%
- No 18.2%
Have you received a promotion in your job? (N = 22)
- Yes 31.8%
- No 68.2%

Have you changed careers since graduating from Excelsior College? (N = 22)
- Yes 4.5%
- No 95.5%

Are you a member of any professional organizations? (N = 22)
- Yes 68.2%
- No 31.8%

Graduates indicated membership in the following nursing organizations:

- American Association of Critical Care Nurses 33.3% (n=5)
- Emergency Nurses Association 33.3% (n=5)
- Other 40.0% (n=6)

Note: Graduates may select more than one organization, so the total of all percentages in the chart above may be more than 100%.
Graduates identified the following organizations:

- None Reported

**Future Educational Plans**

**Do you have plans to seek additional education?** (N = 21)

- Yes 76.2%
- No 23.8%

**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 = 22)

- Very well 59.1%
- Well 36.4%
- Somewhat well 4.5%

**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 = 17; Certificate n = 11; Master’s n = 22; Doctor of Nursing Practice (DNP) n = 17; Doctorate n = 11; Professional Degree n = 14. Percentages are displayed only for degrees with five or more responses.)
Military Advancement and Civilian Life

Have you ever served in the armed forces? (N = 22)

- I have never served in the armed forces. 81.8%
- I am currently serving in the armed forces. 9.1%
- I have previously served in the armed forces. 9.1%

Military Advancement: To what extent has your degree been helpful to you in advancing your military career? (N = 2)

- Rating 6 (Very helpful): (n = 2)

Civilian Life: To what extent was your degree helpful in the transition to civilian life? (N = 2)

- Rating 6 (Very helpful): (n=1)
- Rating 4: (n=1)

Note: For items related to Military Advancement and Civilian Life, response options ranged from 1 = not helpful, to 6 = very helpful.
Preparation for Current Position

Please rate how well your education has prepared you with regard to the following skills. (N = 20 - 22)

<table>
<thead>
<tr>
<th>Statement</th>
<th>Mean</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critical thinking</td>
<td>5.33</td>
<td>0.73</td>
</tr>
<tr>
<td>Background for current occupation</td>
<td>5.29</td>
<td>0.78</td>
</tr>
<tr>
<td>Computer skills and knowledge</td>
<td>5.25</td>
<td>0.91</td>
</tr>
<tr>
<td>Writing skills</td>
<td>5.24</td>
<td>0.83</td>
</tr>
<tr>
<td>Leadership skills</td>
<td>5.24</td>
<td>0.89</td>
</tr>
<tr>
<td>Accessing information databases</td>
<td>5.24</td>
<td>1.00</td>
</tr>
<tr>
<td>Problem solving</td>
<td>5.19</td>
<td>0.75</td>
</tr>
<tr>
<td>Teamwork and socialization skills</td>
<td>5.14</td>
<td>0.96</td>
</tr>
<tr>
<td>Generating innovative ideas</td>
<td>5.10</td>
<td>0.83</td>
</tr>
<tr>
<td>Communication skills</td>
<td>5.10</td>
<td>0.83</td>
</tr>
<tr>
<td>Applying knowledge to new areas</td>
<td>4.95</td>
<td>0.95</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Statement</th>
<th>Mean</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall, how well did your Excelsior College education prepare you for your current position?</td>
<td>5.32</td>
<td>0.72</td>
</tr>
</tbody>
</table>

Likert scale: 1 = Very poorly prepared, 6 = Very well prepared

Graduates gave the following reasons for selecting the ‘Not Applicable’ option regarding specific skills:

- I am a nurse working at the Veterans Administration but have been on active duty army orders for 1 1/2 years. My job at the VA is geriatric psych whereas in the army its community based care.
- I have extensive writing experience as well as management and teaching experience. I obtained the BSN to solidify my credentials and felt quite current with all the material.
Career and Educational Goals

For each goal, rate the importance of the goal when you enrolled at Excelsior College, the extent to which you have now achieved each goal, and the extent to which the educational processes leading to your Excelsior College degree had an impact on your achievement of these goals. (Mean ratings)

<table>
<thead>
<tr>
<th>Goal</th>
<th>Achievement</th>
<th>Importance</th>
<th>Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Achievement of professional goals</td>
<td>5.60 (n=20, SD=0.60)</td>
<td>5.73 (n=22, SD=0.46)</td>
<td>5.45 (n=20, SD=0.83)</td>
</tr>
<tr>
<td>Validation of knowledge and experience</td>
<td>5.50 (n=20, SD=0.61)</td>
<td>5.38 (n=21, SD=0.86)</td>
<td>5.30 (n=20, SD=0.86)</td>
</tr>
<tr>
<td>Career/Professional development</td>
<td>5.45 (n=20, SD=0.76)</td>
<td>5.82 (n=22, SD=0.50)</td>
<td>5.20 (n=20, SD=0.89)</td>
</tr>
<tr>
<td>Increased job security</td>
<td>5.30 (n=20, SD=0.80)</td>
<td>5.64 (n=22, SD=0.58)</td>
<td>5.25 (n=20, SD=1.02)</td>
</tr>
<tr>
<td>Personal enrichment</td>
<td>5.21 (n=19, SD=0.92)</td>
<td>5.18 (n=22, SD=1.37)</td>
<td>5.05 (n=19, SD=1.03)</td>
</tr>
<tr>
<td>Better employment opportunities</td>
<td>4.89 (n=18, SD=1.41)</td>
<td>4.95 (n=22, SD=1.65)</td>
<td>5.00 (n=19, SD=1.29)</td>
</tr>
<tr>
<td>Job promotion</td>
<td>4.79 (n=19, SD=1.40)</td>
<td>4.91 (n=22, SD=1.51)</td>
<td>4.42 (n=19, SD=1.68)</td>
</tr>
<tr>
<td>Better access to further education</td>
<td>4.79 (n=19, SD=1.55)</td>
<td>4.77 (n=22, SD=1.72)</td>
<td>5.05 (n=19, SD=1.43)</td>
</tr>
<tr>
<td>Preparation for graduate study</td>
<td>4.68 (n=19, SD=1.60)</td>
<td>4.59 (n=22, SD=1.79)</td>
<td>4.95 (n=19, SD=1.47)</td>
</tr>
<tr>
<td>Salary increase</td>
<td>4.47 (n=19, SD=1.78)</td>
<td>4.95 (n=22, SD=1.46)</td>
<td>4.21 (n=19, SD=1.93)</td>
</tr>
</tbody>
</table>

Likert scale: Achievement: 1 = Not at all achieved, 6 = Completely achieved
Likert scale: Importance: 1 = Not at all important, 6 = Very important
Likert scale: Impact: 1 = No impact, 6 = Great impact
Bachelor's Degree in Nursing Program Outcomes

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

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Achievement</th>
<th>Preparation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Articulate responsibilities and contributions of professional nursing to health care.</td>
<td>5.71 (n=7, SD=0.49)</td>
<td>5.57 (n=7, SD=0.53)</td>
</tr>
<tr>
<td>Apply evidence from varied sources to impact quality client outcomes.</td>
<td>5.71 (n=7, SD=0.49)</td>
<td>5.57 (n=7, SD=0.53)</td>
</tr>
<tr>
<td>I can distinguish between credible and non-credible sources of information.</td>
<td>5.71 (n=14, SD=0.61)</td>
<td>5.69 (n=13, SD=0.48)</td>
</tr>
<tr>
<td>I can use health care technology effectively.</td>
<td>5.64 (n=14, SD=0.63)</td>
<td>5.54 (n=13, SD=0.88)</td>
</tr>
<tr>
<td>I practice nursing within a legal, ethical, and moral framework.</td>
<td>5.62 (n=13, SD=0.65)</td>
<td>5.85 (n=13, SD=0.38)</td>
</tr>
<tr>
<td>I exhibit ethical behavior in all my professional contacts.</td>
<td>5.62 (n=13, SD=0.65)</td>
<td>5.85 (n=13, SD=0.38)</td>
</tr>
<tr>
<td>I can articulate the contributions of professional nursing to health care.</td>
<td>5.62 (n=13, SD=0.65)</td>
<td>5.77 (n=13, SD=0.44)</td>
</tr>
<tr>
<td>I am sensitive to differing values/beliefs of clients.</td>
<td>5.62 (n=13, SD=0.65)</td>
<td>5.77 (n=13, SD=0.44)</td>
</tr>
<tr>
<td>I can analyze an issue or problem from more than one perspective.</td>
<td>5.62 (n=13, SD=0.65)</td>
<td>5.62 (n=13, SD=0.87)</td>
</tr>
<tr>
<td>Apply leadership concepts and principles to deliver accessible, cost-effective, safe, quality care in a variety of settings for diverse populations.</td>
<td>5.57 (n=7, SD=0.53)</td>
<td>5.43 (n=7, SD=0.53)</td>
</tr>
<tr>
<td>Evaluate data to inform decision making in response to complex situations.</td>
<td>5.57 (n=7, SD=0.53)</td>
<td>5.43 (n=7, SD=0.53)</td>
</tr>
</tbody>
</table>
Integrate multiple communication strategies to establish relationships with clients and health care team members for the provision of safe,...

Use a holistic approach to design care with clients experiencing variable and complex health care needs.

I can generate alternative solutions for problems.

I can apply principles, theories and concepts from the sciences and humanities in the practice of nursing.

I can assess the role of the physical environment on the health of populations.

I emphasize health promotion, risk reduction, and disease prevention across the life span.

I use critical thinking skills to identify problems and seek interventions.

I use appropriate means of communication with clients and other members of the health care team.

I can readily provide a rationale in support of a judgment.

I incorporate client’s values and beliefs in a collaborative plan of care.

I am able to interpret research evidence to guide nursing care.
I use a variety of strategies to professionally communicate with diverse groups.

Achievement: 5.31 (n=13, SD=1.03) ^
Preparation: 5.38 (n=13, SD=0.96) ^

I collaborate with members of the health care team to develop interdisciplinary plans.

Achievement: 5.31 (n=13, SD=0.95) ^
Preparation: 5.54 (n=13, SD=0.88) ^

I use a holistic approach to design care with clients experiencing complex health care problems.

Achievement: 5.31 (n=13, SD=1.03) ^
Preparation: 5.54 (n=13, SD=0.97) ^

I integrate management and leadership principles to allocate resources for the delivery of cost-effective quality care to diverse and vulnerable clients.

Achievement: 5.31 (n=13, SD=1.03) ^
Preparation: 5.46 (n=13, SD=0.97) ^

I support client's effective coping behaviors.

Achievement: 5.25 (n=12, SD=0.97) ^
Preparation: 5.45 (n=11, SD=0.93) ^

I establish a network of community relationships in order to provide continuity of client care.

Achievement: 5.08 (n=13, SD=1.19) ^
Preparation: 5.31 (n=13, SD=1.18) ^

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.
Satisfaction with Excelsior College

Is the education you received at Excelsior College relevant to your current goals? (N = 22)

- Yes, highly relevant  86.4%
- Yes, somewhat relevant  13.6%

How satisfied are you that Excelsior College helped you meet your program outcomes? (N = 22)

- Very satisfied  86.4%
- Somewhat satisfied  9.1%
- Neutral  4.5%

Would you recommend Excelsior College to others? (N = 22)

- Yes  100.0%

Describe your overall satisfaction with your experiences at Excelsior College. (N = 22)

- Very satisfied  86.4%
- Somewhat satisfied  9.1%
- Neutral  4.5%
Overall Impression of College, Program and Career

If you had it to do over again, would you: (Attend Excelsior n = 21; Same program n = 21; Same career n = 21)

Open-Ended Items

What do you consider to be the strengths of your Excelsior College degree program? (N =14)

Comments:

- Black Board and distance learning opportunities add to the degree of program strength. Keeping standards high and holding both students and instructors accountable to high standards adds to the program strength. Seeking and lobbying acceptance at the State levels of licensure adds to the strength as well.
- convenient
- Critical thinking, learning to research, teamwork, the Palliative Care Teachers.
- Ease of access, accreditation, track record as pioneer in distance learning, flexibility
- FI
- Having instructors involved in discussion boards and keep everyone on track. Teamwork and open communication.
- Quality of instructors
- Self discipline and student professor interaction
- The flexibility to study when and where I need to around my personal and professional schedule helped me to succeed with Excelsior College. There is no classroom - I can learn anywhere. I
finished the majority of my BSN program from Excelsior College while deployed to Baghdad, Iraq, studying after work and between missions.

- The online program gives the student flexibility to continue their education regardless of location or work hours.
- The online support, the flexibility, the cost, most of my instructors were very good
- The program taught me how to be a well-rounded RN and to view each situation and experience as a learning tool.
- Time availability to fit my schedule
- You have to be self motivated

What changes (additions or subtractions) would you recommend that Excelsior College make to the program? (N =10)

Comments:

- Create doctorate programs for Nursing. Continue to improve the user friendliness of blackboard.
- I did not like when the new Blackboard program came out, it was not as easy to navigate as the prior program
- Make the semesters shorter if possible.
- More 8 week classes.
- More emphasis on Evidence based practice
- N/A
- None
- Perhaps decrease length of courses or give students of having the option of a more condensed course
- Shorten the length of the online nursing programs so the bachelor's degree in nursing can be achieved in 1 year, if possible.
- The videos but they have now deleted them so that is good. Everything else was fine. That kept me from finishing for years.

What is the most important impact that earning an Excelsior College degree has had on your life? (N =11)

Comments:

- Career Progression and overall well roundedness of Nursing experience and knowledge.
- Flexible schedule /
- I have gained knowledge in areas of nursing that has helped me to be more efficient in my everyday work to make sure that quality care and positive outcomes can be achieved for each and every patient.
- I was able to continue my education with a Master's program in Family Nurse Practitioner.
- It allowed me to stay home with my kids while I went to school
• Job security/ pseudosecurity. You can't get hired without a B.S. anymore.
• My Bachelor’s Degree from Excelsior College helped me to stand out among my colleagues.
• Opened doors to higher positions, higher education and job security.
• Personal satisfaction of earning a BSN
• Professional confidence and ability to analyze and critique research
• The promotion and continuing on to obtain MSN.