

TWO (2) YEAR POST CYCLICAL PROGRAM REVIEW FOLLOW-UP REPORT

PROGRAM OVERVIEW

PROGRAM	IQAP REVIEW DATE	SENATE APPROVED
School of Nursing	June 17, 2019	December 13, 2019

This report was approved by Senate on March 11, 2022

PROGRESS OF RECOMMENDATIONS

RECOMMENDATION	% COMPLETE	RESPONSIBLE MEMBER/UNIT	STATUS
			IF NOT COMPLETED, PLEASE PROVIDE PROJECTED COMPLETION DATE
#1 - Select Director to start July 1, 2020	100%	School of Nursing	Completed
#2 - Ensure consistency of degree policies, incl. progression requirements. Bring changes to Academic Curriculum Committee	80%	School of Nursing	This has been delayed due to pandemic priorities and dissolution of the collaborative program -we are in the process of updating policies as part of drafting handbook etc for our standalone BScN and ensuring consistency (where relevant) across programs – Dec 2022 The School of Nursing implemented a curriculum committee to consider programmatic changes as well as a policy and procedures committee to consider program and policy specific changes that are brought to SoN council prior to being submitted to senate approval process.
#4 - Address student participation in School committees	100%	School of Nursing	Completed
#5, 6 - Develop School of Nursing mission, vision, and values to align with Nipissing’s mission, vision and values	100%	School of Nursing	Completed

#7 - Suspend applicant interviews	100%	Dean's office	Completed
#8 - Further diversify clinical placement opportunities	50%	Director, program managers, CPC	We will continue working on diversifying placements and considering more creative ways to provide experiential learning. The pandemic and dissolution have delayed this action point, this is an ongoing initiative.
#9 - Appoint all Nursing faculty to the School of Nursing	100%	Provost	Completed
#12 - Develop visual articulations of student advising in the School programmes	70%	School of Nursing	We have recently recruited a program assistance clerk for a 12-month position to support improved lines of communication between students and the School, a clearly articulated path for students seeking support for programmatic changes and revision of all student handbooks.
#13 - Clarify expectations in SPP	100%	School of Nursing	Evaluation criteria and rubrics were reviewed and revised where relevant.
#15, 16 - Apply for staff positions through the established process	100%	School of Nursing	Completed
#20 - Continue to support undergraduate research	50%	School of Nursing	We continue to explore opportunities for students to engage in research and are currently drafting an application for a graduate program within the School of Nursing. This action point has been delayed due to the impacts of the COVID-19 pandemic.

SUMMARY OF PROGRESS TO DATE

The School of Nursing selected a Director (Dr Williams) for a 3-year tenure starting May 2020. Since then, the School implemented a new governance structure with a school wide council and distinct committees (curriculum, student affairs, program evaluation & quality assurance, research, policy & procedures) across programs and representation faculty (full-and part-time), staff, administrative staff, and students. As part of this process we also approved revised mission, vision and value statements across the School to align with the University's statements. The policy & procedures committee remit includes reviewing consistency of policies and requirements, and we continue to address any inconsistencies through the appropriate academic processes, although the pandemic has slowed this work down somewhat.

We continue to diversify placement opportunities, particularly in view of our standalone BScN program starting September 2022, again the pandemic situation has made this more difficult, but we are currently reviewing placement opportunities.

As part of recent CNO program approval submissions, we have reviewed rubrics and evaluations, SPP in particular has revised rubrics and evaluation components to ensure expectations are clear to students. An Open Forum and specific review of semester documents, including evaluation measures and rubrics are shared in scheduled sessions each semester to ensure clarity in assignments, rubrics and workload amongst learners and faculty in support of a collaborative learning environment.

The teaching hub has recruited several new staff members to support the delivery of online programs, such as the RPN-BScN blended program. The additional staff include instructional designers. We are also currently planning a School-wide workshop in collaboration with the Teaching Hub to review the delivery of our Blended program. In addition, all exams for the Blended program have moved online.

The pandemic has impacted many academic initiatives, including undergraduate research, and our ability to initiate interest in research by students to build capacity for nursing research. We plan to offer travel bursaries for students not on campus to attend the undergraduate research conference once this takes place face to face again. In addition, we continue to offer undergraduate nursing students opportunities to work on both internal and external funded projects and are currently drafting a letter of intent leading to a full application for a graduate program within the School of Nursing.

LIST OF ACTION ITEMS LEADING UP TO NEXT REVIEW

Our strategic priorities align with the wider University's strategy and focus on:

1. Continued high quality teaching and evaluation of teaching effectiveness

We have implemented a School of Nursing wide QA/ program evaluation committee and curriculum committee to provide guidance on best practices and an overall evaluation framework. We continue to ensure that there is consistency and clarity in policies, communication with students and expectations. As part of this endeavor we also look to diversify placements to offer our students the best possible practice learning opportunities.

2. Addressing the TRC Calls to Action and EDI

We are reviewing our curricula to ensure that all of our programs include a specific course on Indigenous Health and Wellness, including education on impact of colonization and include anti-racist pedagogy within our programs. We have established a working group to focus initiatives across the School.

3. Research and Scholarship

Our reformed research committee aims to support strategic support for research initiatives across the school, foster mentorship and scholarly debate amongst faculty. We continue to offer opportunities to include students in research projects as RAs and are in the process of drafting an application for a graduate program.

CONCLUSIONS/RECOMMENDATIONS/NEXT STEPS – PLEASE ADD CONCLUDING SUMMARY REGARDING NEXT STEPS

The School of Nursing has now fully implemented a revised governance structure, with specific strategic short and long-term priorities. We continue to evolve as a School as we add new programs, increase our research output and strive to provide high quality nursing education across the province. We will evaluate our teaching, research and service contribution as a school.