

JANUARY  
2013



EXIT, ONE-YEAR, AND THREE-YEAR SURVEYS

# SURVEY REPORT

Associate Degree in Nursing Program

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# General Information

At Excelsior College, the Office of Institutional Effectiveness is charged with the measurement and formal collection of program outcomes as part of ongoing program evaluation. This information is used to inform and facilitate the decision-making process of program improvement, including program rigor, satisfaction and relevance.

The College shares this information as a commitment to transparency to its many stakeholders, including prospective students, employers, regulatory bodies and the public.

Surveys of all graduates of Excelsior College programs are conducted as of part an ongoing evaluation program and are administered at graduation and longitudinally to measure program effectiveness. These surveys are usually distributed via the internet to all graduates with valid e-mail addresses. Program graduates are first sent an invitation requesting their participation in the survey. After the initial copy of the survey is sent, graduates who have not replied are sent follow-up reminders.

Presented in this report are results from four surveys – Exit Survey, One Year Alumni Survey, Three Year Alumni Survey, and Supervisor Survey. Data collection for this report was completed in November, 2012.

A brief description of the surveys is presented below:

**Exit Survey:** The Exit Survey collects information regarding the graduates' current employment status, future educational plans, their achievement of specific goals and Excelsior College's impact on those goals, their level of satisfaction with the College, importance and satisfaction with resources provided at Excelsior College, their achievement of general education outcomes, and achievement of the program's student learning outcomes. The survey also solicits graduates' perceptions of program strengths and suggestions for change.

**Note:** Regarding the date range covered by this report:

The Exit Survey for nursing programs was revised as of October 1, 2012. The period for this report was adjusted to maintain consistency, ending with September 2012. Therefore, this report covers 11 months rather than a full year.

**One-Year Alumni 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.

**Three-Year Alumni 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.

**Supervisor Survey:** The Supervisor Survey ( one year post graduation) contains questions regarding the familiarity of the respondent with the graduate, how the graduate performs in relationship to others with the same degree, how the graduate performs with regard to job related competencies, whether the supervisor would hire another Excelsior College graduate or recommend the Excelsior College program to others, and how they perceive the strengths and deficiencies of the Excelsior College nursing program.

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.

**Note:** 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.

# Section 1

## Exit Survey

**Presented in this report are results from the exit survey for all graduates between November 1, 2011 and September 21, 2012**

**Exit Survey:** The exit survey collects information regarding the graduates' current employment status, future educational plans, their achievement of specific goals and Excelsior College's impact on those goals, their level of satisfaction with the College, importance and satisfaction with resources provided at Excelsior College, their achievement of general education outcomes, and achievement of the program's student learning outcomes. The survey also solicits graduates' perceptions of program strengths and suggestions for change.

### Exit Survey Results

#### Sample

The exit survey was sent to 918 Associate's Degree in Nursing graduates. A total of 272 responded, resulting in a response rate of 29.6%. Respondents to the survey graduated between November 2011 and September 2012.

**Gender:** (N = 272)

- Female 77.9%
- Male 22.1%

**Ethnicity:** (N = 272)

- White 68.8%
- Black or African American 15.4%
- Asian 6.3%
- Hispanic 5.9%
- Two or More Races 2.2%
- American Indian or Alaska Native 0.7%
- Native Hawaiian or Other Pacific Islander 0.4%

- Unknown 0.4%

**Which of the following best describes your Excelsior College experience? (N = 272)**

- I transferred in the majority of my general education requirements and completed other program requirements by exam. 45.2%
- I completed examinations to meet most of my requirements. 23.5%
- I used a combination of EC courses and exams to meet most program requirements. 13.2%
- I completed the majority of my coursework through EC online courses. 12.5%
- I transferred in the majority of my program requirements. 5.5%

## **Employment and Professional Affiliations**

**Are you currently employed? (N = 272)**

- Yes, full time 72.4%
- Yes, part time 16.2%
- No, but seeking employment 8.8%
- No, and not seeking employment 2.6%

**In what field are you employed? (N = 241)**

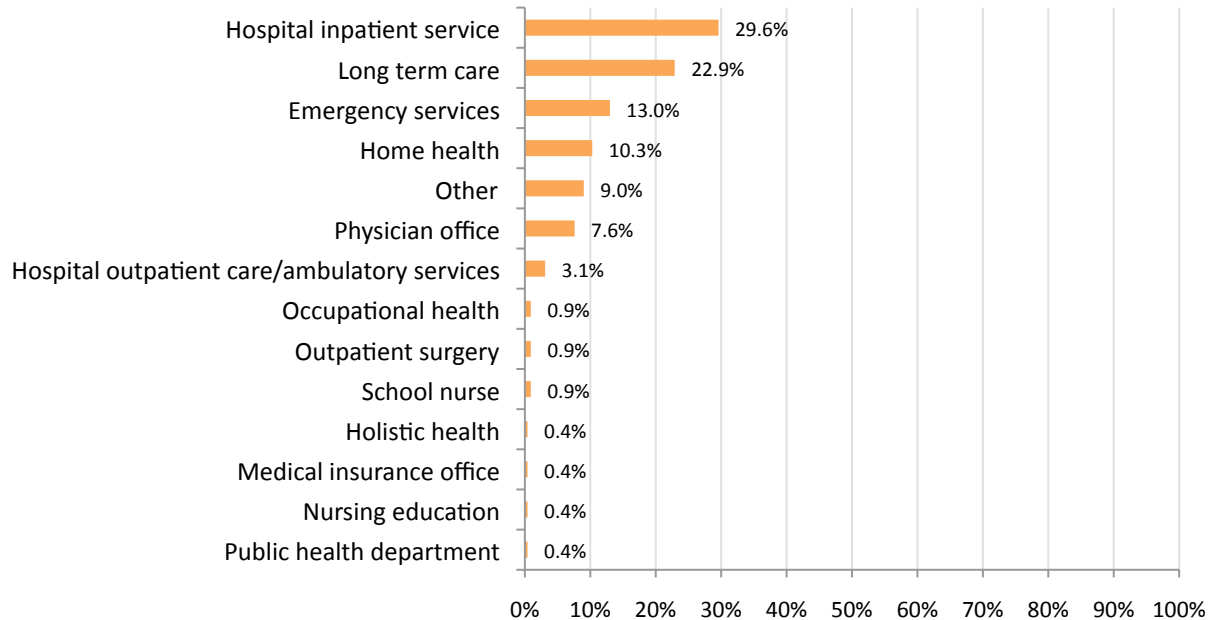
- Nursing 81.3%
- Health Care (non-nursing) 12.0%
- Other 2.5%
- Business/Management 0.8%
- Higher Education 0.8%
- Military Service 0.8%
- Research (Health Science) 0.8%
- Food Services 0.4%
- Marketing/Sales 0.4%

Those who identified their field of employment as “Other” listed the following fields:

- Paramedic (n=2)
- Paramedic firefighter (n=2)
- Public Safety - Fire/EMS
- Real Estate



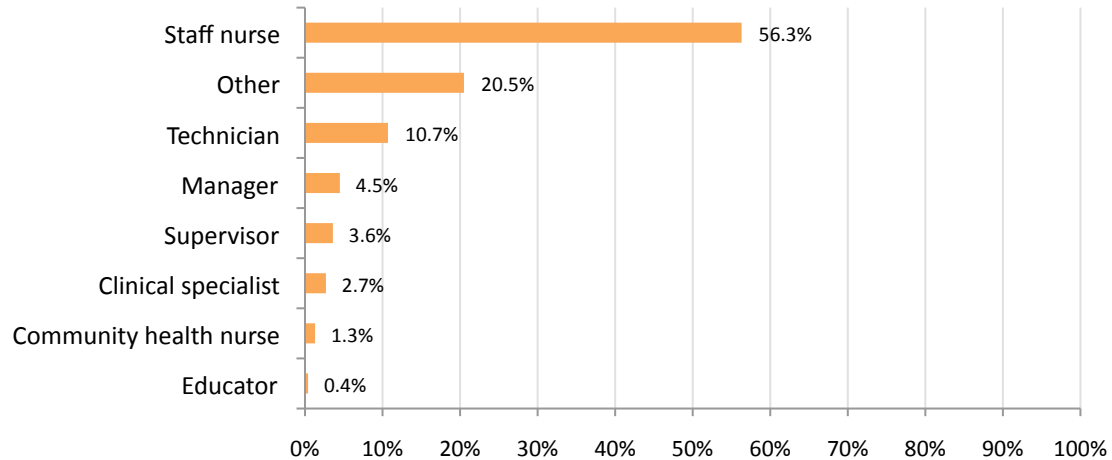
**In which of the following health care settings do you currently work? (N = 223)**



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

- correctional health
- Corrections nurse
- dialysis
- Medical Oncology
- MILITARY
- prison
- Rehab manager
- Research facility
- Revenue Integrity chart review-work from home
- skilled nursing facility
- skilled rehab / brain trauma - vent unit ... Northeast Center for Special Care, Lake Katrine, NY
- Traumatic Brain Injury/neuro rehab facility

**What is the title of your current position? (N = 224)**



Those who indicated their title was in the category “Other” provided the following titles:

- Case Manager (n=2)
- Clinical Analyst Nursing IT
- Clinical Research Coordinator
- Discharge Planner
- flight paramedic
- Health and Wellness Coordinator
- Home health Lpn
- Infection Control Nurse
- Lead nurse
- licensed practical nurse
- LPN (n=5)
- LPN - Graduate Nurse
- MDS Coordinator
- medical assistant
- MILITARY
- OCCUPATIONAL HEALTH NURSE, NURSE CASE MANAGER
- office nurse
- Paramedic (n=5)
- Paramedic/Nurse Assistant
- Private duty nurse
- quality assurance
- Regional Clinical Reimbursement Manager
- Rescue Lieutenant
- Revenue Integrity Analyst

- Sr. License Practical Nurse
- Unit Hospitality Associate

**Where do you currently work? (N = 225)**

- Urban area 39.1%
- Suburban area 36.9%
- Rural area 24.0%

**Are you a member of any professional organizations? (N = 269)**

- Yes 20.4%
- No 79.6%

Graduates identified the following organizations:

- AAACN
- AANAC (n=2)
- AAOHN, ARN
- AARC, NAECB
- ACRP, SoCRA
- American Association for Respiratory Care, Florida assoc. for Respiratory Therapists.
- American Board of Wound Management and National Alliance of Wound Care
- American Nurses Association, Ohio Nurses Association, National Student Nurses Association, HIMSS
- American Telemedicine Association
- American Wound Academy
- Association of Surgical Technologists
- AWONN, American Heart Association (BLS Instructor)
- Baptist Cancer Committee
- Beta Sigma Phi
- CCHP-Certified Correctional Health professional
- Emergency Nurses Association
- Fire union
- Florida Chiropractic Association
- Iaff
- Indiana State Nurses Association
- Mass Teachers Assoc / National Educators Assoc
- MNA
- NAEMT (n=2)

- NAHI
- National Association of Professional Women
- National Registry Emergency Medical Technician. EMT-Paramedic
- National Registry of Emergency Medical Technicians
- National Registry of EMT - Paramedic
- National registry of emt's
- National Registry of Paramedics
- National Student Nurses Association
- NFLPN and OSCHA
- Nursing Service Organization
- OANAC / AANAC / NASPAC
- PSNAP, NREMTP
- Student Nurse Association; Anesthesia Technicians and Technologist Association /
- Thedacare/Cardiology
- TNA
- Veterans' Hospital

### Future Educational Plans

**Are you planning or considering enrollment in any educational program after completing your Excelsior College degree? (N = 272)**

- No 17.6%
- Yes, a bachelor's program 70.2%
- Yes, a certificate program 1.1%
- Yes, graduate courses 0.4%
- Yes, a master's program 8.8%
- Yes, a doctoral program 0.4%
- Other 1.5%

Those who planned or considered enrolling in programs in the "Other" category listed the following programs:

- maybe BSN next year
- Not sure at this time if I will continue for my bachelors or not
- Not sure yet (n=2)

**If Excelsior College offers the program you are interested in, would you consider re-enrolling?**

(N = 271)

- Yes 58.3%
- Maybe 30.6%
- No 11.1%

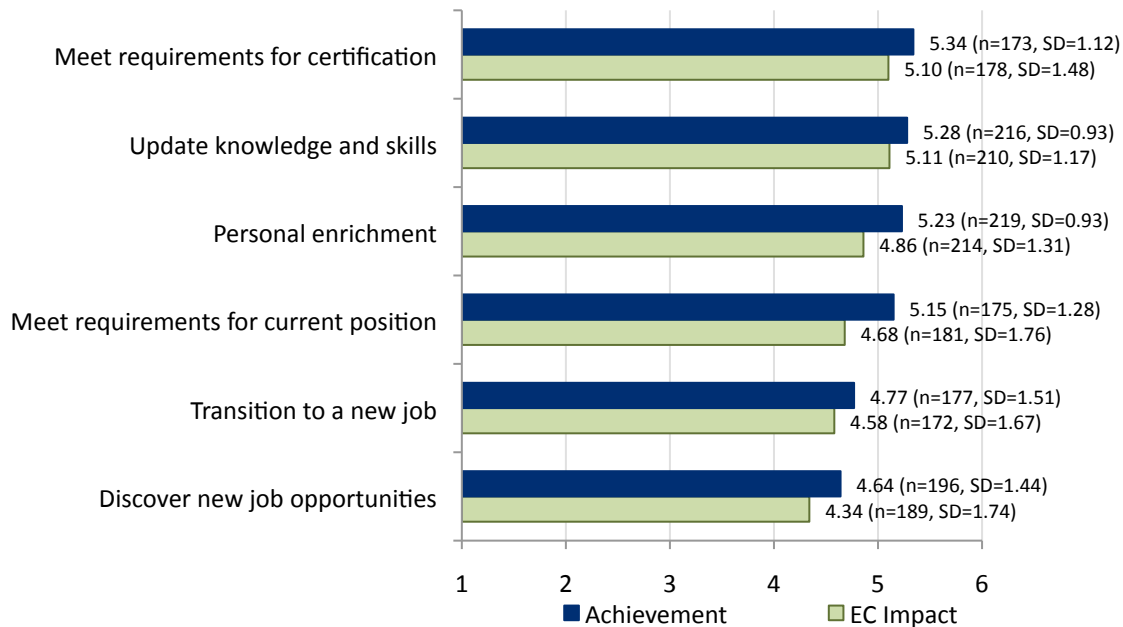
Graduates identified the following programs of interest:

- already enrolled in rn-msn program with excelsior
- already have had preliminary review for BS program w/Excelsior and plan on continuing 1st of 2012
- Bachelor of Science
- bachelor's
- Bachelor's Degree
- Bachelor's degree program
- Bachelors post ASN. I am not sure of the exact direction I will pursue.
- Bachelors in nursing /
- BS
- BSN (n=81)
- BSN and MSN
- BSN in a year or 2
- BSN or MSN (n=3)
- CERTIFICATION IN OCCUPATIONAL HEALTH NURSING, CERTIFICATION IN CASE MANAGEMENT
- Considering enrolling in your Bachelors program for Nursing.
- For BSN
- Health care administration
- Health care administration/management
- M A Econs
- Master of Science in Nursing with a / Specialization in Nursing/Health Care Education
- Masters in Health Care Administration
- Masters in Administration and Masters in Education
- MSN (n=3)
- N/A
- None
- Not currently offered.
- Not sure
- Nurse practitioner
- Nursing (n=7)
- Nursing bachelors degree
- Nursing informatics (n=2)

- Possibly considering getting my Bachelor's...but undecided at this time.
- Rn masters program
- RN to BSN (n=9)
- RN to BSN /
- RN to MSN
- Surgical Nursing
- unsure at this time - taking a break, but maybe furthering nursing degree

## Career and Educational Goals

Please indicate how much you have achieved each goal and how much Excelsior College impacted your achievement. (Mean ratings)



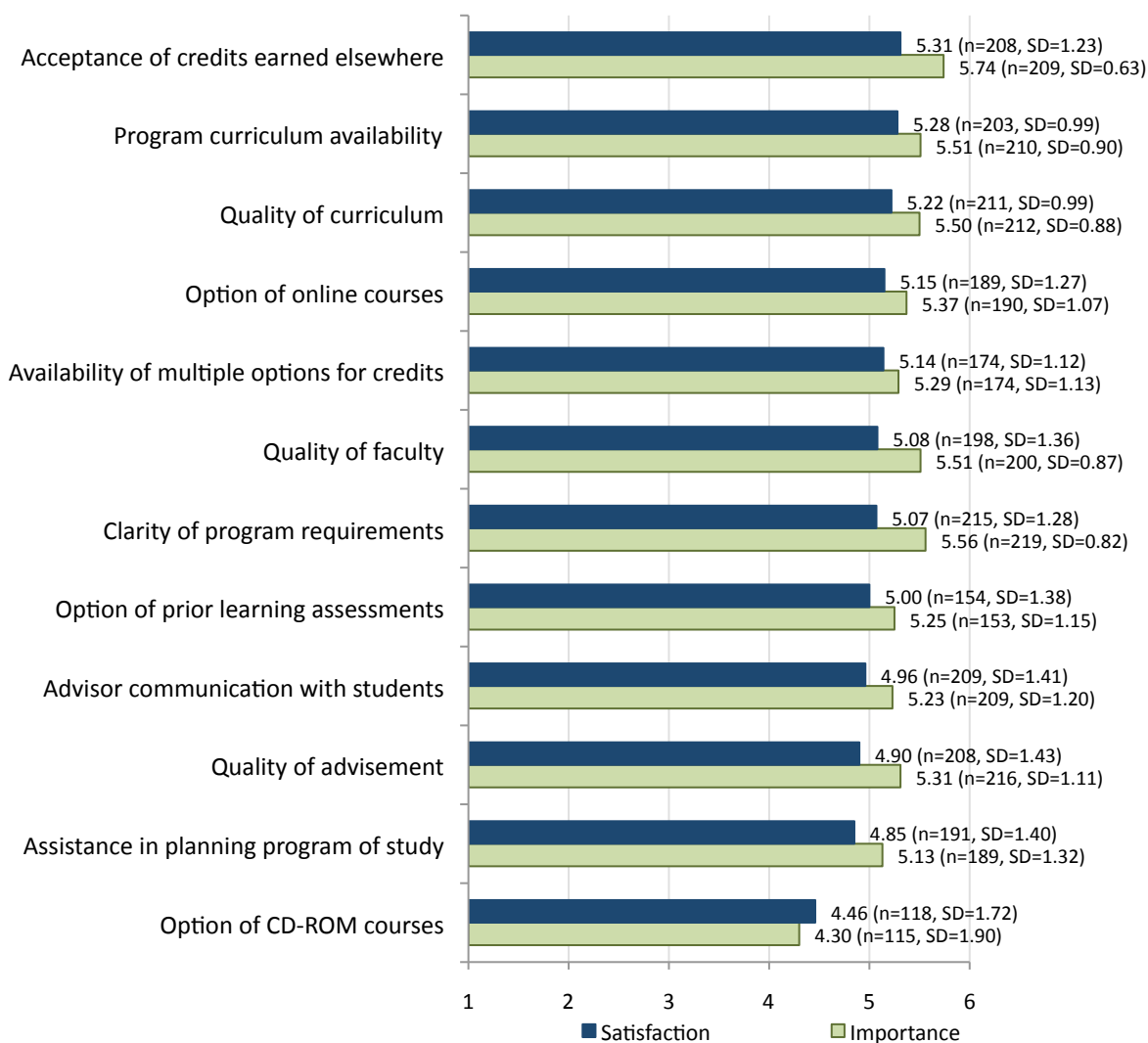
Likert scale: Achievement: 1 = Not at all achieved, 6 = Completely achieved

Likert scale: Excelsior College Impact: 1 = No impact, 6 = Great impact

## Resources from Excelsior College

Please indicate how important each resource/service was to you and how satisfied you were with the option. (Mean ratings)

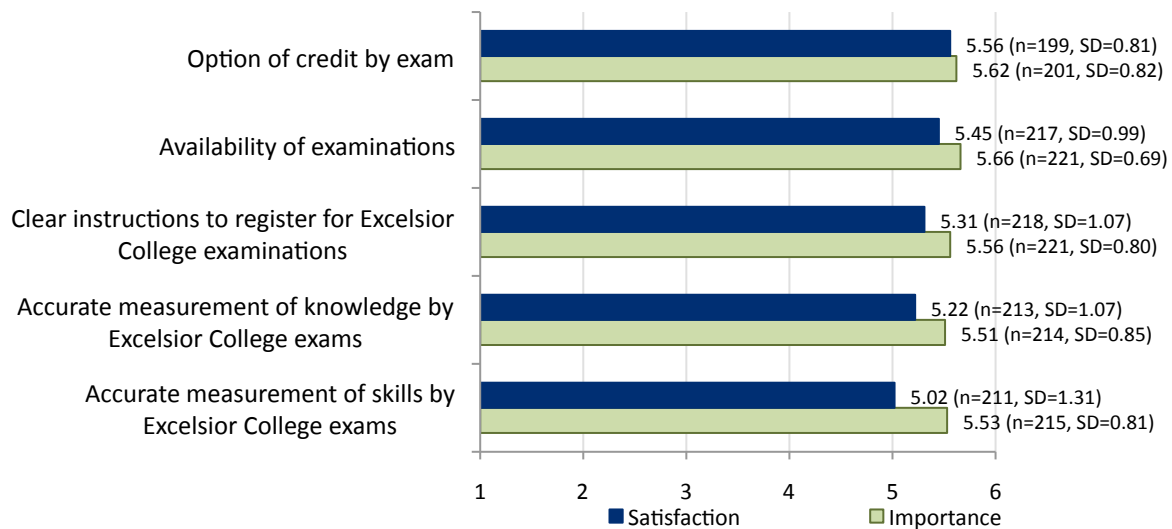
### Items related to Academic Experience:



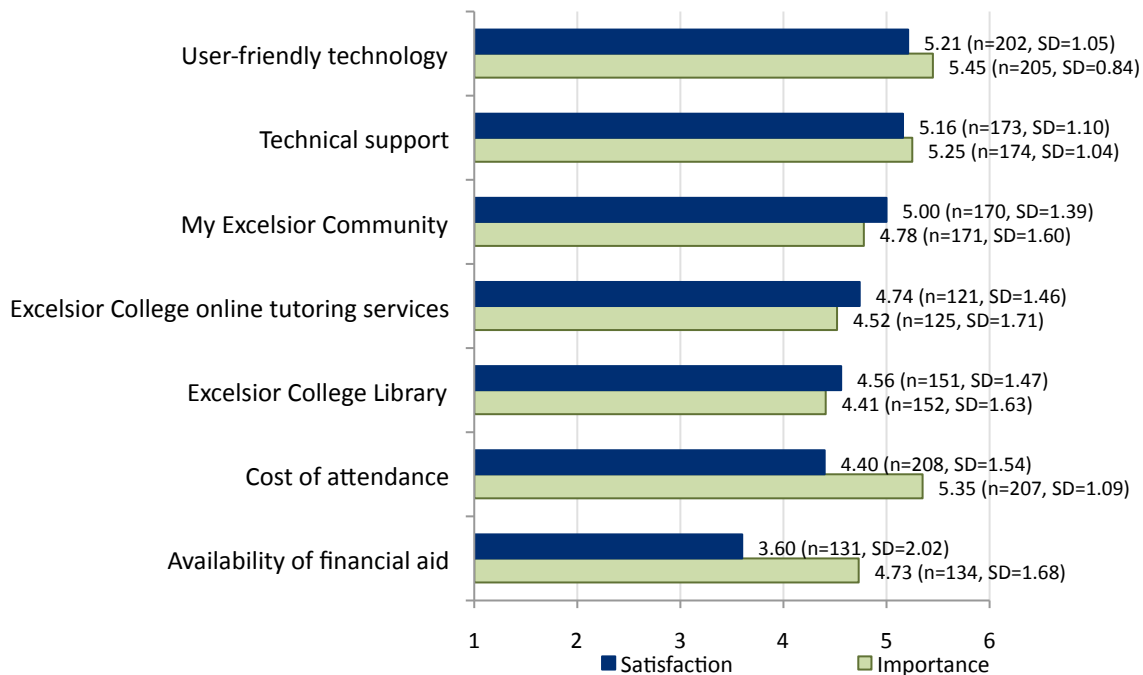
Likert scale: Satisfaction: 1 = Not at all satisfied, 6 = Very satisfied

Likert scale: Importance: 1 = Not at all important, 6 = Very important

### Items related to Excelsior College Exams:



### Items related to Other Support Services:



Likert scale: Satisfaction: 1 = Not at all satisfied, 6 = Very satisfied

Likert scale: Importance: 1 = Not at all important, 6 = Very important



## General Education Outcomes

Please indicate the degree to which you believe you have achieved each of these outcomes.

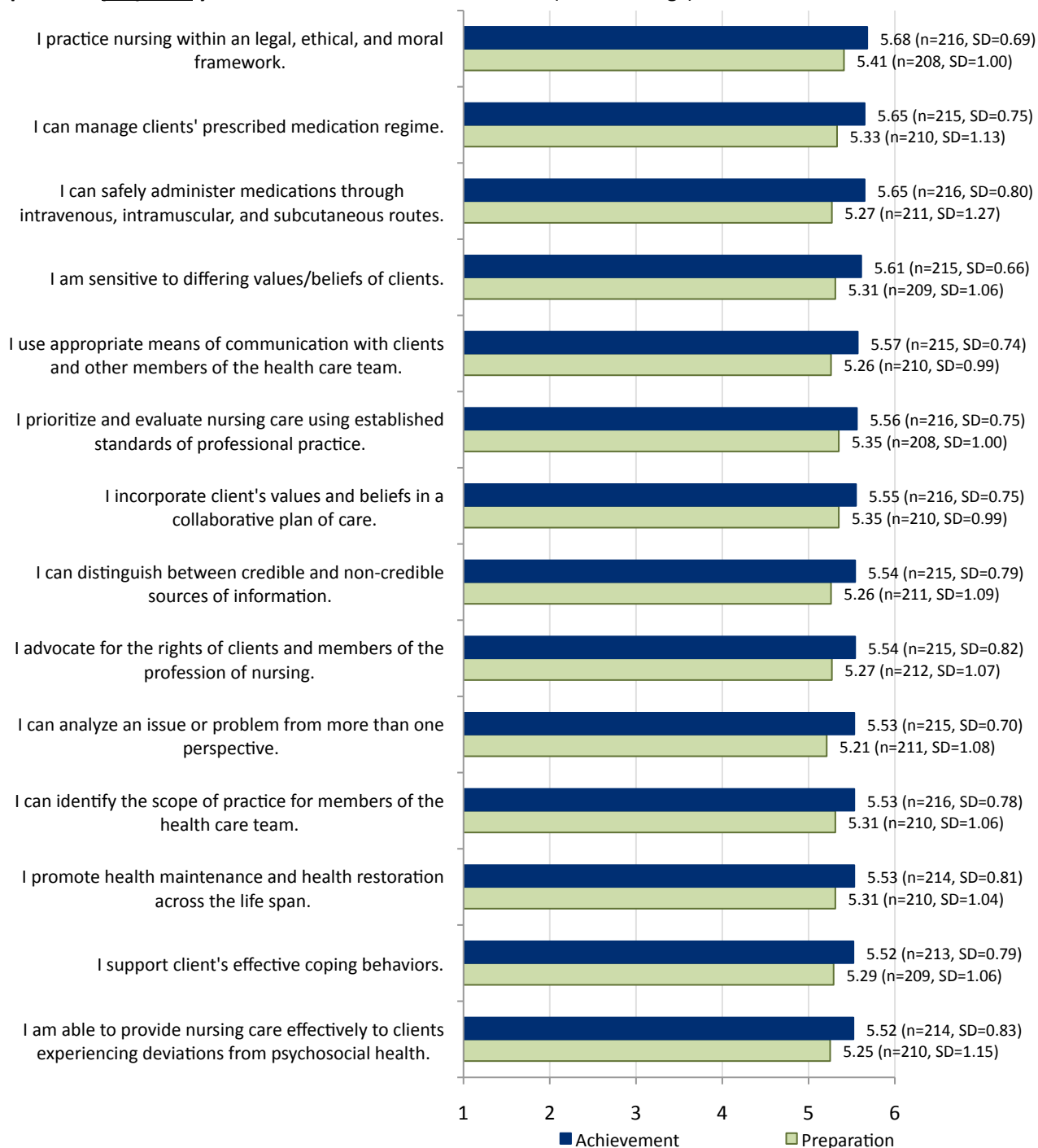
(N = 207 - 213)

Statement	Achievement	
	Mean	SD
Think critically in making judgments	5.27	0.99
Identify and pose solutions to problems	5.24	1.03
Demonstrate competence in information literacy	5.20	1.05
Demonstrate an awareness of the ethical implications of actions	5.15	1.11
Interpret events from more than one perspective	5.08	1.27
Read analytically and critically in a range of fields	5.00	1.22
Apply knowledge of the natural sciences in different contexts	4.96	1.28
Develop cohesive arguments using supporting evidence	4.96	1.31
Explain the role of culture in shaping diverse societies	4.93	1.24
Write clear, grammatically correct and effective prose	4.87	1.32
Apply knowledge of mathematics in different contexts	4.69	1.44
Identify elements of artistic and creative expression	4.46	1.59

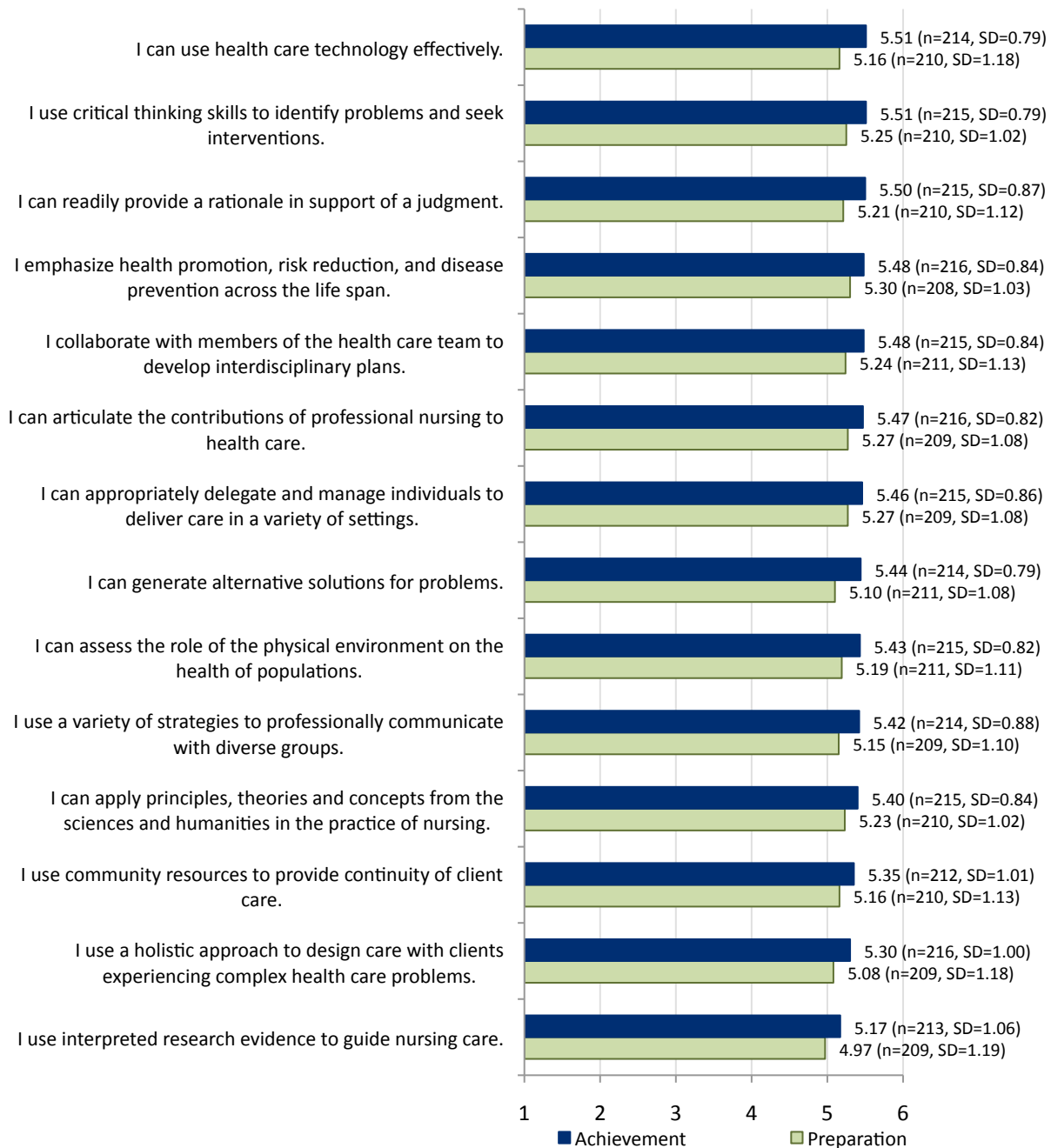
Likert scale: 1 = Not at all achieved, 6 = Completely achieved

## Associate'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)



(Chart continued on next page)



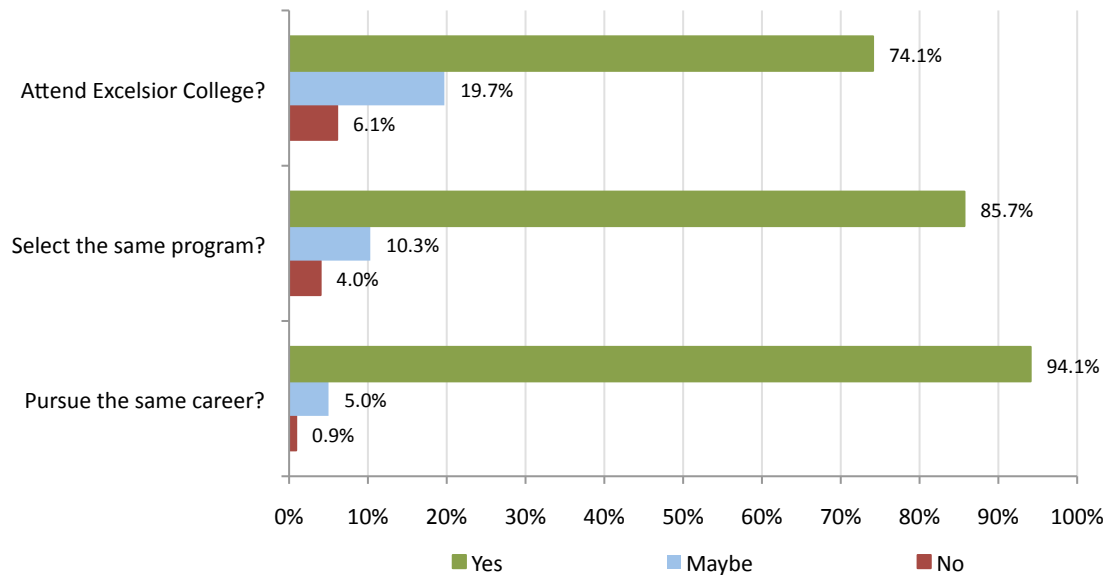
Likert scale: Achieved: 1 = Not at all achieved, 6 = Completely achieved

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 = 228; Same program n = 224; Same career n = 221)



**Would you recommend Excelsior College to a friend or colleague interested in an educational degree?**  
(N = 227)

- Yes 92.1%
- No 7.9%

## Open-Ended Items

**What do you consider to be the strengths of your Excelsior College degree program?** (N =151)

*Comments:*

- 1. The ability to go at your own pace was important to me. / / 2. The ability to complete most of the program online. / / 3. Overall, the cost is affordable and very competitive compared to other programs. / / 4. The ability to continue to work full time while completing the program.
- ability for credit by examination
- Ability to complete at my pace. As an adult learner, life is constantly changing and demanding different things. This program allowed me to put it down and pause when I needed to, but also to work as fast as I wanted, too.

- ability to go at own pace while working
- Ability to work at own pace, ability to attend school and work full time.
- Able to complete @ own pace, no long term clinical attendance which appealed to me- I was unable to work full time c some overtime & go to a long clinical.
- Able to work full time and complete my degree
- accessibility, cost, availability of courses and information.
- Accredited
- Affordability and ease of transitioning from LPN to RN through examination while being able to work full time.
- After completed the program I am confident in my profession.
- All of the program prepared me extremely well to graduate from Excelsior. I have been recommending Excelsior to several people and will continue to do so.
- As a full-time employee who was unable to attend a traditional program, I was happy with the flexibility of the program. I also liked the cost in comparison to other schools. The program allowed me to proceed at my own pace. Excelsior is also NLN accredited, which is a plus.
- Availability of resources on line / Timely follow-up with scheduling phone conferences / Availability of workshops / Professionalism of staff through both phone and personal contacts
- availability
- Acceptance of prior credits
- Becoming an RN. Cost
- Being able to challenge exams at my own pace helped alot! I was able to begin my journey at my own pace..stopping when needed and rushing headlong when able! I feel more confident regarding my ability to absorb and maintain information in a style that has not traditionally been "successful".
- Being able to work as an LPN while studying.
- Being able to work at your own pace and be able to have a job at the same time.
- Being able to work full time while going to school
- By attending a college at distance, I had to force myself to know the material much better than I would have needed to locally.
- Challenging
- clinical exam appropriate content.
- Communication with other students
- critical thinking skills
- Critical thinking, time management and priority judgment are the key to being successful with any online program. This program makes you use all of those to reach your goal.
- ease of access and quality of material
- Easy to schedule exams around working full time
- Empowerment.
- exams

- exams are a great way to obtain college credit while learning independently at my own pace. I was able to work full-time during the entire program, as well as get married and have a baby. it's also a great option for people who don't like to sit in class.
- EXCELLENT
- Excellent!
- Excelsior College allowed me to continue my education at a distance, while working and taking care of my daughter. The cost of tuition was perfect and the opportunity cost was negative compared to attending a traditional 2-year program. Had I attended a 2-year program, I would have forfeited income and time with my family to complete the program. Furthermore, I would have graduated further in debt than I did.
- Excelsior College provides access to educational programs and promotes invaluable skills of organization, time management and independence. The Clinical Nursing Program was extremely challenging. The Excelsior staff was very professional, unbiased and expected excellence. I walked away with increased confidence and professionalism that allowed me to transcend from the role of an LPN to an RN.
- Excelsior single handedly develops top of the line nurses, it's hard, but doable if u study,
- faculty support, peer network, communication resources
- Flexibility. Trained well for passing board exam. Online.
- Flexibility (n=10)
- Flexibility , opportunity to learn and study while working as a full time employee .
- Flexibility and able to work on my own pace in completing the program.
- Flexibility and convenience
- flexibility and work at my own pace. I really think I worked way harder and appreciate my degree more since I basically did it on my own with the help and guidance of Excelsior.
- Flexibility in coursework. I feel I retain more information distance education than in traditional setting.
- Flexibility of study time
- Flexibility, Accreditation.
- Flexibility, Cost effective
- Flexibility. Strong Nursing Faculty. Great direction and instruction. The group at Lubbock, Texas in February when I tested---ex. Irene and Debbie Casida---and at my October 2011 Madison workshop---Nona---were outstanding in their roles. Their educational leadership are reasons why I will pursue either a Bachelors or Masters at Excelsior.
- Flexibility....alternative to full time nurses (LPNs) to get their Associates or Bachelor's degrees.
- Flexibility-clear requirements-lack of a better term, "dummy proof"
- Flexible for students that must work while pursuing degree and very affordable.
- good faculty and communication to students
- Great support from the ability to communicate with other students throughout the country. The flexibility of the program is what allows working adults to further their education
- Great support. Practice tests,
- I am more efficient in providing excellent and needed care to my patients of all ages.

- I believe Excelsior College puts out great nurses because one really has to know there stuff from top to bottom when it comes to assessments, procedures, and protocols in nursing; and if a nurse knows concretely how to assess, advocate, be knowledgeable for themselves, patients and staff, and be able to perform procedures correctly he or she will make a solid nurse.
- I can learn at my own pace. Also that EC took some of my credits from previous traditional school in order for me to get my degree faster:-)
- I can work at my own pace and do not have to attend classes.
- I consider it a strength that I could work at my own pace, yet there are still people to assist you with any questions you may have.
- I feel that the CPNE should have a better scoring system and that excelsior college should provide free resources for preparation, I feel the process of the clinical exam is very expensive and time consuming. Second the nursing pin should be included in the graduation fee.
- I feel the tests prepared me well for my transition from LPN to RN. I love how you could plan your tests whenever u want! Especially for someone like me who has to work full time!!! Cost is definitely affordable, unless u have to take the CPNE over again(see below). Fantastic program that I am recommending to all my co workers!!
- I loved the flexibility of preparing for the tests, and taking them when I was ready. There were no "\*week courses" etc. / /
- I never would have been able to quit my full-time job to go back to school to obtain my Associate degree in Nursing, as I am the only breadwinner in my family. I am thankful for this program.
- I was able to study at my own pace and take the tests when I felt prepared . I did not have to attend scheduled classes that would interfere with my work as an LPN.
- I was able to work full time, and have a second part-time job, and fulfill all of my other responsibilities, all while studying to completely my degree.
- I was so happy to complete the program working fulltime and with a newborn too!!!
- I wish the clinical performance time will be lengthened.
- Independent study proficiency which is priceless to prepare for the NCLEX-RN.
- Independent study
- It allowed me to study and take exams around my family and current job. I could take my time on courses that were more difficult, or study only a few weeks and pass the exam if I was comfortable with the material.
- It allows you to pursue your education on your time, which is especially important to individuals that have families and need to work full time jobs.
- It demonstrates that I am self-motivated to set goals, and can work independently to meet those goals.
- It showed me that I have persistence and that I am a strong person, refined my time and money management skills, and that I can fight a losing battle and WIN!
- It shows that I have a strong desire to be a nurse and the ability to succeed.
- it was all at my personal time. I made my own schedule
- It worked very well with my crazy schedule

- my clinical experiences
- My degree can be completed at my pace.
- my perseverance in achieving my goals
- NOT HAVING TO ATTEND CLINICALS, TESTING OUT ON EXAMS
- Practical
- Pursue degree at your own pace
- Resources and availability of advisors
- Self paced
- Self paced learning
- Self paced learning with a supportive college
- Self paced study,
- Self study (n=2)
- Self taught study and perseverance were the most important strengths for completing this program.
- Strengths are the online exams. I enjoyed self study
- Students have access to a lot of tools to help them succeed. The EC CPNE student message boards were extremely helpful.
- Study at one own space and timeframe
- study material
- Testing out of a class when I feel I am ready; independence; self-paced.
- that I can continue to work full time and still achieve my goals
- that I was able to complete the degree on my own time at my own pace and had connections to excelsior for any questions related to courses or guidance / the strength most achieved was completing my clinicals that boosted me as a GRN and gave me the confidence that I am and will be a great nurse :)
- That it is very flexible and does cover all the areas in depth.
- the ability to complete it at my pace
- The ability to complete the degree on line. My particular situation would have made it impossible for me to attend a full time nursing program without great financial assistance; which did not exist for me.
- The ability to do it at your own pace. I was not able to go to a full time class schedule this was a great option for me.
- the ability to do it on your time
- The ability to obtain credit by exam.
- The ability to obtain your degree online and at your own pace.
- The ability to stay on track
- The ability to work and go to school on my own time is second to none. I could not have achieved my goal through any other program. I enjoyed my time with EC.
- The ability to work at my own pace was critical.
- The ability to work at your own pace and have staff support when needed



- The ability to work full time, go to school and take care of my children all made possible with this program to study independently at home. I have become an expert in setting goals and achieving them by prioritizing my time for studying.
- The ability to work school around my own schedule
- The availability to do school when I had the time and around my schedule.
- THE AVAILABILITY AND ACCESS TO THIS EXCELSIOR PROGRAM.
- The concern and dedication of the advisors and teaching staff who continuously guide the student in achieving their respective goals.
- The ease of moving at your own pace, availability of support, and the nursing practice tests and study guides
- The emphasis on using the nursing process to solve the emergent nursing problems is a vital strength of my degree program.
- The fact that I could complete the degree with essentially no interruption in my current job/life responsibilities.
- the fact that it is of your own pace
- The flexibility
- The flexibility of self guided learning. The cost of my education
- The flexibility to study and take courses/finals on my time frame
- The flexible schedule that helps the working family man. The staff that was always friendly and helpful.
- The freedom to complete the courses at my own pace. Working full time.
- the independent study and it gives you a chance if you did not succeed in a previous program
- The online classes make the program accessible to those individuals who are busy with adult commitments.
- The staff is very knowledgeable and supportive, and instead of just spoon feeding us information to memorize, I learned to think things through for myself, develop my critical thinking.
- The strength of Excelsior for me would have been the speed in which I anticipated completion. I enrolled in April of 10 and finished the last nursing theory exam in December. I went to workshop in Jan 11 and took the CPNE in March. Since I was basically being assessed, and not instructed, it was most important to me to not spend 2 years or more in a classroom after working the med/surg floor for 20 years in 4 different states. I am fortunate that I have lived the last 10 years in a state that has a wildly undefined scope of practice for LPN's and was able to self educate thru in-services, professional journals and on the job training. Ultimately it took me as long thru EC as it would have at the local CC, so I'm not very pleased that my overall goal was thwarted, especially since the 'program' was not in any way academic or instructional. No papers written, no exploration of ideas, no defending of policy or practice. I am flumoxed to know how EC maintains this standard of excellence in education for this portion of a degree bearing program, when in essence, it teaches nothing. It may be more ethical to call the test out portion what it is.

- The strengths are the flexibility...I would attend again if I was strapped to a full time job and could not do it any other way. However it is extremely difficult to do independent study so as far as recommending the program I would not recommend this program to just anyone.
- The strengths would have to be the knowledge and experience that I already had from being a paramedic for 30 years. Someone that does not have years of experience either as an LPN or medic will really struggle with this program and the nclex. I am grateful for the program otherwise I would not have been able to complete my degree. I work full time on a 24/48 hour rotation so traditional classes were not an option for me. With your program I was able to work and go to school as well as finish raising two children and send them to college.
- The support you get from the staff. The plan was organized and straight forward.
- the way exams are taken
- They guide you through the entire progress and their advisement sessions
- the on line classes and ability to test out, although if they have Never been a nurse before there would need to be more hospital time, to develop skills. / there needs to be better communication between students and advisors, there was Never a call from them to inform me of changes or how it would affect me.
- To be able to achieve a degree as other colleges with a NLN accredited program independently.
- To be able to finish my nursing program while leaving abroad.
- Upholding a high standard of care.
- User friendly
- Very convenient for working people.
- Very informative
- very SUPPORTIVE AND HELPFUL
- Working competently and with confidence
- You have to be motivated to finish. Program is challenging.

**What changes (additions or subtractions) would you recommend that Excelsior College make to the program? (N =142)**

*Comments:*

- !The CPNE is not a good way to judge a Nurse's ability to function in a Clinical setting. This test needs to be changed.
- [blank response] (n=2)
- 1. Get rid of the CPNE. You DO NOT learn anything. All of my co-workers (doctors, respiratory therapists, etc.) and family/friends are confused as to how I did clinicals so fast. And yes, I did pass on the first try. Now that I am filling out job applications I am coming across questions like "describe your clinical experience, describe the units you did clinicals on, describe the type of patients did you take care of?". Does Excelsior realize how short an Excelsior College ASN graduate clinical experience falls compared to students graduating from a traditional nursing school? It doesn't matter if you already have clinical experience in another health related field. Nursing is a different ball game and there should be VALID clinical experience as a part of the

education program to reflect that. / / 2. When I started the ASN program my general education credits as far back as 1995 were accepted. That is one of the main reasons that I chose Excelsior. Now, some credits older than 5 years are not going to be accepted. I do believe that that decision will force many qualified adult learners to pursue other options. You should strongly reconsider that decision. If people had the time to go take a bunch of prerequisites to get into an ASN program, then that means they also have the time to take traditional classes at a local community college. Why would they consider Excelsior if time was not an issue for them? / / 3. Information Literacy is pure BS. There is no value in that course and the cost that Excelsior is charging is ridiculous. I took it elsewhere for less than \$100 dollars. I believe it took a couple of hours to do the entire course. Once again, I didn't learn anything. It is insulting for college educated individuals to have to take this nonsense. Clearly, these things are what you teach to elementary school students back in the 1980s.

- a practice cpne
- Add more classes available to taken and tested per UEXCEL.
- Allow student to have practice clinicals not just labs. That way there would be a less fail rate. I know several good nurses that have gone to test clinicals and failed from lack of knowledge of different types of stuff that are not in use all over. Like prefilled heparin syringes.
- At this time, I cannot think of anything.
- Because of my success, I would not recommend any changes to the program.
- Better advising and more contact with faculty. It would be nice to have someone there to talk with on occasion for encouragement and guidance. It appears that all EC wants is your money which I gladly gave up just to get my degree. However, it does not leave a good taste in my mouth after the experience. They are quick to charge your card and then everything is 3 - 5 weeks for them to do their part. If there are that many students they should get more faculty and advisers.
- better communication between students and advisors. never got the same person twice, VERY VERY frustrating. / reg. the CPNE for those doing it on line like myself, better verbal instruction from someone., hard to get anywhere with the advisors. on just how to proceed and what was expected. would have saved me the DO OVER...costly.
- Better inform students of precise guidelines of CPNE, especially as related to care plans.
- Bring back the pre paid program!! / Would help a lot of people.
- Change the CPNE to a % to pass, rather than a pass/fail. I don't know how you could restructure it, but if I had to take it again, I would not put myself thru it. Even though it is doable, the stress generated from that weekend alone is nearly unbearable. Many good nurses could be lost for very minor reasons that would be easily fixable in the real world.
- CHANGE THE CPNE. IT'S NOT THAT DIFFICULT, BUT IS NOT REALISTIC. THERE IS AN UNNESSESARY ANXIETY LEVEL CREATED BY THE CES AND CA. I AM NOT ADVOCATING LESS STRINGENT TESTING OF NECESSARY SKILLS,BUT A CHANGE IN THE ATTITUDE AND 'HUMANESS"OF THE CES AND CA. IT MAKES A TREMENDOUS DIFFERENCE IN THE SUCCESS OF THE STUDENT. WORD IS ON THE NET AS WELL AS WORD OF MOUTH THAT STUDENTS ARE FAILED DUE TI INSIGNIFICANT ERRORS TO INCREASE EXCELSIOR'S REVENUE.I TOOK THE TEST TWICE AND THE DIFFERENCE IN THE CE WAS ASTOUNDING. ALL CES SHOULD TAKING A

TRAINING COURSE GIVEN BY THE NURSE CES AT ST MARY'S HOSPITAL IN MADISON WI - THEIR ATTITUDE AND APPROACH TO THE TESTING DETERMINED MY SUCCESS - I HAD THE SAME AMOUNT TO KNOWLEDGE BOTH TIMES. TAKE A LOOK AT YOUR CAS AS WELL. THE ONE I HAD (SAME ONE BOTH TIMES) WAS SO UNPROFESSIONAL TALKING ABOUT OTHER CES IN THE PRESENCE OF STUDENTS AND HAVING A VERY DEMEANING ATTITUDE DURING INTERACTIONS WITH US. ADD A COURSE THAT WOULD ALLOW STUDENTS NO WORKING IN A HOSPITAL THE OPPORTUNITY TO BECOME FAMILIAR WITH HOSPITAL EQUIPMENT, WORKING CARE PLANS, IVS AND TUBE FEEDINGS. TAKING A WORK SHOP IS NOT ADEQUATE PREPARATION.

- Changes to cpne. Make a more fair approach to criteria for passing.
- cheaper
- Clarify in great detail what is expected of the student at CPNE in real terms.
- clinical preparation
- CPNE exam
- Cpne extremely stressful . I don't believe it is an effective way to test competency. . It tests ability to recall information under pressure rather than skill.
- Cpne is a psychological nightmare..the stress level far exceeds normal standards. It may intimidate potential students just based on its reputation. Competency does not equate to ability to handle unreasonable stress levels!!
- Create a longer CPNE that would include more nursing departments.
- decreased some of the examination costs for ASN and probably would enable more people to do the program and afford it, or offer some sort of financial aid (besides the small \$500 scholarships) that could pay for the entire program (private loan etc) would help from having people go to 3rd party publishing companies as well!
- Delete the CPNE component due to the inconsistencies from test site to test site. Also, the prerequisite of 3 years of patient care makes this component appear to be more about making money for the college than accurately measuring the student's knowledge base. The CPNE could be done in a mock setting at the main campus with a core group of evaluators and faculty that would provide a more effective learning/testing experience for everyone involved. Also, this option would greatly reduce the inconsistencies, and provide the students with almost instantaneous effective feedback.
- Drop cpne provide clinicals in more areas
- Eliminate the graduation fee. It is difficult starting a new job upon graduation and trying to pay this fee.
- Everything took a very long time. Such as enrolling in courses after paying and my CPNE scheduling. Also, after I completed my last requirement, the waiting process was inconvenient for my diploma and state testing requirements. I would have liked to have finished sooner.
- Excelsior College helped me prove to myself what I am capable of and not only in nursing growth, but personal growth and achievement. I would strongly recommend this pathway to anyone looking to become an RN.
- Excelsior college program is very good in content and they prepare students very well.
- Fight California legislation allowing Excelsior grads to petition for a CA state License

- financial aid available for Asn program. -better CPNE prep included in cost. -higher pass rate for CPNE first time. I passed on the first time. But I understand how someone less assertive would be at a serious disadvantage.
- Find some way to ease the stress of CPNE. It's too expensive to be an all/nothing weekend. I passed and did well, but nerves should not be the reason someone doesn't pass.
- For CPNE - get examiners that 'care' and not bring their frustration to work and displace their anger on student nurses; and for preceptorship in Georgia, help graduate nurses by advocating for more sites
- For students doing the asn program, maybe a generic study plan in place to stay on some type of schedule
- Grade the CPNE instead of flat pass fail.
- have a financial plan the average person can afford.
- Have counselors check on my progress.
- Have CPNE sites on the West Coast.
- have financial aid (pell grants) for the nursing program
- Have more branches specially in California.
- I am currently on orientation as a GN, and there is a LOT to learn as an RN! I wish there was a course that Excelsior could provide to nursing students that could teach more about administering and working with IV's. I didn't get to work with IV's as an LPN, so I feel like I'm all thumbs working with IV's! I know how to calculate a drip factor, but in med-surg, there isn't a need for drip factors. And starting IV's is tough for me. Don't know how you could incorporate this into the AS program, though....
- I am not sure. I was very happy with the program.
- I believe that excelsior offered me an opportunity to achieve my dreams in a shorter period of time. I am truly grateful to excelsior for allowing me that opportunity though I do not believe that a degree from excelsior in Nursing is for everyone. I saw a lot of students through the workshop and CPNE that were not at all prepared and viewed it as an easy way to achieve an nursing degree, and to their utter dissatisfaction failed. I think that excelsior should attempt to implement clinicals over a CPNE. I still to this day sometimes have to pinch myself and be reassured that I passed that weekend. The CPNE was undoubtedly one of the most stressful experiences I have had in my entire life.
- I believe that if a student would like to pursue a Bachelor's degree after obtaining an Associate that the application fee should be waived.
- I believe that if I had realized earlier that the material offered through the college was the best to use, I would have chose that way to learn and not waste so much time in other programs not getting the right message.
- I do not have any suggestions on how to change the CPNE, but it is an incredibly grueling weekend; extremely nerve wracking. My impression of the people that failed when I was there, is their nerves got the better of them. I know we are told repeatedly about this before hand, and I have no ideas on what can be changed to make this easier. / / /
- I don't think they should change the rules of the program every few months. Raising the prices constantly was hard as a student. The school sent me a 540 page CD for my clinicals and then a

few months later changed the rules and sent me another 540 page CD for me to memorize before my clinicals. The clinical was the hardest thing I have ever done in my life and I had to do it 2x because my instructor failed me on the last hour of the 3rd day of my clinicals which cost me another 2000 dollars. There is no support while attending the program.

- I feel that the clinical course should have a required workshop , one that is available in more areas of the country. I paid to go to a workshop which was most beneficial to me , however, I did not attend one that is through Excelsior because it would have been too far for me to travel. I don't feel that anyone could pass the clinical without a workshop, it is that important . I am an experienced LPN with over 20 years in the workforce, but, I don't do IV's and that needs to be taught better . Between the workshop that I attended and me having my own lab / workshop in my home, I was able to learn it for the clinical and for practice once I pass my state boards, since I am now a graduate .
- I found your website extremely hard to manipulate.
- I know Excelsior offers workshops to help students prepare for the CPNE, but it would be extremely helpful if there were more sessions offered near the testing centers. I live near Milwaukee and there are few workshops offered in this region and it is not affordable for me to travel to other parts of the country to attend elsewhere.
- I think that the CPNE fee is too expensive. Also, the CPNE should not be a pass/fail exclusively. For instance, if a person passes the labs and all PCS except Peds, that person should only have to repeat that portion of the exam, not the whole thing and definitely not for the whole amount of money! I was fortunate enough to pass the CPNE on the first try, but I have maintained my opinion about the aforementioned, regardless. I also don't like the fact that there is no clinical component. I live in California and could not sit for boards here because of the lack of hours. I think that, even if it calls for students to have to find their own proctor and clinical site, it should be included in the curriculum that students obtain clinical hours. Maybe you could even have Excelsior instructors in every state for that purpose. This would lend a heightened credibility to your program and more states would accept the Excelsior graduates. Also, most of the students in the ADN program are LVN/LPN and don't earn of money; some even have families and are single parents. There should be some type of financial help for the ADN students that really need it. Even if it is in the form of a small scholarship, it would go a long way to assist those that are in need. I want to be proud of my degree and hope that in the future changes can be made so that people won't refer to it as "the online degree with no clinicals." I think Excelsior should at least have tutorials relevant to each test. When I took the Kaplan review recently, there were tutorials for different subjects. The RN professional read from a syllabus and I followed along in the book provided. Excelsior should have that! If, for instance, there was a student taking Reproductive Health, they could click on the tutorial and get the lecture that is from the study guide, instead of taking the study guide and having to tackle it on your own. Those study guides are not at all approachable or user friendly. I think people would respond better to lectures. I would have paid more for that type of instruction. Excelsior needs to invest in their students more and revamp the program to include more hands on instruction.
- I think the CPNE process needs to be reviewed. I felt very unprepared for the exam, despite studying at length and purchasing the review materials. I know many other students who have

taken the CPNE and have felt the same way. I don't think the expectations are unfair or unrealistic, I just feel that they aren't accurately communicated to students prior to taking the exam.

- I was very satisfied with everything Excelsior has to offer.
- I wish classes that didn't pertain to nursing weren't included--like the information literacy course. It was \$355 and it was "busy work." It prolonged me achieving my nursing degree about 6 weeks. I don't agree with classes like that, and the cost was significant. I'm a single mom and I took the class once at Penn Foster for \$105 and they said that I passed the course so I had the transcripts sent to Excelsior. Then I find out weeks later that I really didn't pass because it was a 'D.' I NEVER received a letter grade, I received a 72 and a 73, and it stated "passing." Then I had to pay Excelsior \$355 and take the course 6 weeks later. It was very aggravating, and I felt misguided.
- I wish excelsior college will help students in the states that require more clinical hours before issuing their license will have affiliation with some of the hospital so that excelsior students will be accepted to do the clinicals hours there. Thanks
- I would like to see changes to the CPNE. I think that instead of having to take the whole exam over, there should be a way to retake only the parts that were failed. It's a very expensive exam and it's also very stressful. In my case, I failed my first attempt because I failed IV push twice. My technique was right, but I ran over on time. I don't know if any of you have ever been in this situation, but knowing that pass or fail rides on this one thing and knowing how much it will cost to retake the exam is almost unbearable.
- I would lower the prices on the exams. I had a friend who didn't pass 2 of her exams, costing her over \$500. she's very discourage to retake her exams because of the price.
- I would tell the nursing students enrolling in the program to check prior to enrolling that the hospitals in their area or the location at which they would like be employed accepts Excelsior graduates, Even though the school is accredited many places do not accept Excelsior graduates, I would not want anyone in the position I am in. Wasting all that money and cannot get a job!
- I wouldn't change a thing.
- Increase the amount of times one could take the cpne
- Incredible processing wait times. For everything. I spent 19 months to complete this program. At least 10 months of that time was just waiting on excelsior to comRidiculous!
- Is very expensive for older adult's c jobs, kids, responsibilities. Takes too long to hear news re: questions or decisions that are made by the instructors/ staff, so a policy that gets back to the student quicker could be put in place. English requirement should be less or easier to achieve for older adults. This was a major problem for me. Old credit not accepted(did well years ago) & I can't really type so it was very hard for me to meet/pass English test .Also, I speak English so the actual class is pointless re: my nursing education. If student speaks English, has had ANY English in prior college, that should be good enough.
- It is very expensive
- It worked fine for me just the way it is.
- It would be interesting to see a portion of the nursing theory taught in an online format, instead of just cramming for the test. Many in my cohort were seriously unprepared for even the pre-

req exams, and some failed or barely passed. They would have benefitted from some kind of interaction and guidance. I would also very much like to see the CPNE restructured to a dynamic scoring instead of the purely subjective pass/fail that it is. My first attempt was over the top strict in execution, to the point of being fraudulent, while my second attempt was nearly comical. The instructors gave answers in advance and basically passed me along and let slip on at least 2 critical elements, wink. The entire process doesn't hold much credibility with me, but I got my paper and out the door I have gone. I struggle with the hypocrisy of it, since I used it to gain licensure and will go on to bigger and better things academically, but I am fearful for those that take EC-ASN and then stop there and go into practice. Perhaps a structure of testing out as a stepping stone only should be the goal, but I don't know how that could be done.

- lower cost of the clinicals; too expensive for today's economy.
- Lower price of Information Literacy; change requirements for pre-req requirements for Bachelor's Nursing.
- Lower the cost of the nursing exams
- Make a two week in hospital prep for the CPNE.
- make Associate degree nursing courses online.
- May a better outline for students. Speed up the time it takes to process CPNE applications and graduation dates. There is too much waiting for things at the end. / Need to inform students earlier about fingerprint cards and background checks.
- More clear outline of clinical requirements
- More clinical experience for those who lack it. Better preparation for writing complete nursing diagnoses as expected for CPNE. More preparation for various skills including: wound care, ostomy care, CVC care, Foley insertion/care, etc. / Less paperwork for Nurse preceptors performing clinical supervision. Provide them with multiple choice or check-off sheets instead of needing to duplicate and write out objectives met. /
- More financial aid options for the Associate Nursing degree some people may have difficulty paying for all of the tests and courses.
- more in-depth clinical practice
- More information regarding expectations for the FCCA
- more interaction between staff and students
- More practice workshops for the CPNE.
- More preparation for the CPNE. More teaching/more support as far as from faculty and the website. Follow-up from school, perhaps before and after exams. More personal attention. I always felt like a number. I never felt that I was part of a school. Everything surrounding the CPNE was emotionally draining. The most horrific experience of my life. The CPNE is the sole reason I will never recommend Excelsior College. I am thankful for passing, for getting through the program, but to do all over again, I would not do it.
- more sites for testing centers for clinical weekend.
- more study material for cpne
- N/A (n=2)
- Need to work out an agreement with California Board of Nursing to establish an internship program to complete the necessary practice hours mandated.



- None (n=10)
- None. Excellent program.
- Not make CPNE so hard.
- On My Community it is a valuable tool for the other students to get to see and share the experiences of the other students who have taken and passed the CPNE. Excelsior recently removed the part of the students writing about their CPNE experience. It is so valuable for them to be able to read about their experience. The CPNE is overwhelming to most and very scary, hearing from other students helps to calm their nerves and allows them to focus better on the task at hand.
- Providing student loans / Adding more Midwest states to do CPNE and study session for cpne / FCCU is mostly unnecessary
- Remaining the access to the discussion board for the GN or alumni.
- Stop changing and adding to the program when some is close to finishing.
- That the CPNE would be graded and not a pass or fail test.
- The biggest issue w/ the nursing program is the CPNE. I truly believe it is too subjective and should NOT be a pass/fail! I think it is more realistic to have a grade that must be achieved to prove that the skills were met. You really need to get financial aid!
- The clinical experience would be a better learning experience if some of the pressure were removed and the rotation was longer.
- the clinical is very difficult and costly, I would refer people to an conventional program based on this alone
- The clinical performance exam could be revamped to test skills before applying them to patients. It can be fairly awkward to test skills on patients in an institution that you have no familiarity with. Being timed in such a stringent manner can make even the best student lose their sense of comfort with a patient. I personally made it a goal to keep my patients as comfortable as possible and strongly believe that to be the reason I failed a few PCS assignments. The patient should come first, not the time. Every patient I took care of thanked me, even when I failed a PCS. I had a patient state that I made him feel, "perfect," and his staff nurse told me I was wonderful with him. Guess what, failed PCS due to time. Needs to be a better way.
- The clinical piece--high stakes in an unreal situation-- was surreal. I passed on the 1st attempt, but I absolutely recognize that it has no bearing on how we "nurse". The 10 folks that failed that weekend felt abused and financially raped. If I had been deemed a "failure" for perhaps writing one word wrong on my care plan---I would be very frustrated and angry too. There must be a better way. I did encourage a colleague to do it..she failed..and I can no longer be the one that makes this decision for any one.
- The clinical portion of the AS nursing program is extremely difficult and I believe to also be extremely unrealistic. No one is as perfect as the expectations of the clinical examiners. ( some more strict than others). There has to be a better way !!!!!
- The clinical portion was unrealistically stressful. Should offer more options...several weekends or weeks long clinicals. Or credit if an LPN working in an LTACH.

- The cpne , is too stressful I feel that there should be a care plan class offered not just a workshop
- The CPNE needs changed to be less stressful. I feel the proctors have the ability to judge the competence of the individual, and that the strictness of the regiment isn't necessary. the four stations to be completed are timed, I think that gives the students the wrong idea to rush. nursing is a profession you need to be accurate in your skills and not to rush through things.
- The CPNE ruined the EC experience for me. I may not have a masters or my PhD in education, But I believe I have something greater....I am an adult learner. I have experienced many things though out my life. The way the CPNE is conducted is really obnoxious. I don't say this in a mean way, I am not angry, I passed the first time. / I really believe the CPNE should be a graded system and not a pass or fail. / For instance the purpose of the NCLEX is to make sure the new graduate RN can safely practice as a new RN / The CPNE did not do that for me. / In preparing for the CPNE as a student I would call for clarification, I would actually get differ responses, to many inconsistencies, Practice PCS same thing many responses were subjective. / I read somewhere in EC that the pass rate for CPNE was 64%. I find that very hard to believe. In following the pass rate it would always be 1 out of 6 or 2 out of 8, for instance I was the only one that passed which was 1 out of 6. Those are far from 64%. / So let's be honest, that CPNE book is so large that I am sure the instructor issuing the CPNE could probably on most instances find cause to fail any student. With that in mind it appears that the CPNE is like a big money maker for the school. Of course this would be denied. However the math speaks for itself. / I was not even going to respond to the survey, Typically I am not one to complain, but with the repeated emails, I figured I should. / I hope that I am not offending anyone, that is not my intention / I am actually disappointed. I am so proud of obtaining my ASN, I was so happy when I received my diploma from EC, but yet I feel like I could never refer or recommend this program for anyone due to the harshness, rigidity of the CPNE. In fact if I knew what this would have been I would never would have enrolled in the program. / I am sure one could say "the toughness of the CPNE" will make you a better nurse or a better graduate nurse. I do have to say there is nothing in the CPNE that I will be able to use. / The CPNE will not help me pass the NCLEX. In fact I got so much knowledge when preparing for the online exams. / Please feel free to contact me if you need any further input. I believe I could be very helpful working with someone or a team on redeveloping the CPNE process.
- The CPNE shouldn't be so traumatic.
- The CPNE was a little too intense
- The CPNE!!!! Although I do feel that everything is done to help us pass that exam, I just think there could be another way to go about testing us for our clinical skills. Maybe stay overnight at a hospital for 2 weeks to get our skills checked off. Also-it just seems like so much money for 3 days of testing. Especially if you have to take it again. Also-the scheduling could be a little better. From my last exam to the end of graduation-it's taken about nine months before I can take the NCLEX. Nothing is fresh after being away for so long. ....Also-the graduation process should be speeded up. I had to wait 2 months before I got my diploma, and meanwhile I was passed over for all these positions, cuz I couldn't take the NCLEX yet.

- The CPNE. Would implement a required course for credit, that mirrors the CPNE, with EC Instructors to guide through each phase of care. Would use EC Instructors as the patients to provide a "dual view" feedback to the student. Additionally, would keep the current optional 3 day CPNE seminar as structured as well as the other CPNE courses available.
- The degree limits the option to pursue a higher education, IE Masters in Nurse Practitioner. Many course have to be repeated or taken to prove to another college you are capable of traditional coursework.
- The excessive drive to fail students during the clinical examination by the examiners at Grady Memorial Hospital in Atlanta- Georgia -should be stopped.
- the FCCA is illogical, and the cpne needs alot of work. I did not believe either one of them were beneficial or by any means a marker for a competent new grad nurse.
- The nursing program needs to have an actual clinical. I think folks would be willing to participate in the program and see it through if there was no problems with getting registered; all of which seems to be connected with the clinical. I understand that the current program grades the clinical by a rubric but I think it might be more successful if that same type of grading style was applied to a specific type of clinical. More folks would be willing to participate if they knew their participation in the clinicals would lead to state boards more willing to accept them. The use of Rubric grading and the development of clinical instruction does not have to be mutually exclusive. As you have evidenced by developing a level of instruction in the content with on line seminars, you can do something similar with the clinical aspect of the program. I would be willing to pay double of what I paid to go through the program if it was taught to teach the clinical skills to mastery. This would probably kill two birds with one stone. The state boards would be satisfied and the college would be satisfied with knowing both entities met their goals.
- The only change I would make to the nursing program would be the C.P.N.E. I'm sure you get alot of complaints regarding this particular exam. I passed on the first try, which I know is a combination of hard work, prayer, and a lot of luck. I understand that you must use some way of assessing students for clinical skills, but this exam tests you without being taught. There are some things that must be learned through hands on experience. Excelsior's program expects students to memorize a GIGANTIC study guide and show up ready to perform with 100% accuracy. I cannot tell you the amount of stress that this places on your students. Perhaps there could some way of assessing skills in the various categories instead of lumping everything into one Patient Care Situation, where leaving out one line of charting causes you to fail the entire situation and be deemed as incompetent. For example, have students write care plans and be assessed on that... Then pass meds and be assessed on that. Why should students have the possibility of performing any skill thrown at them on top of writing a care plan, charting, time management, etc.? Being able to perform all of these important skills in harmony takes a lot of time to develop.....sometimes years. My study partner and I practiced every critical element, went to the Excelsior workshop, and set up a practice skills lab and met weekly for over 3 months. I passed and she failed. It is a matter of opinion sometimes, depending on who your examiner is. We both received multiple contradictions on practice care plans that we would submit for advice. I got the impression that the faculty was not in complete agreement on the interpretation of the handbook.

- The program requirements keep changing. There is always an added cost somewhere. It is almost impossible to pass the exams on the first try. CPNE requirements are ridiculous. Being left in a room for extended periods of time to think about what you might have done wrong. If I knew how to be an R.N. I wouldn't have needed to go thru the program. There is a certain amount of guidance that students need in the CPNE situations. There should be a point system for minor issues instead of fails. Even the best nurses have failed CPNE. We need those nurses out in the field caring for our patients not waiting for time and money to test out of an exam that is set up for a perfect 100%. no one is 100% especially under stress. Mandate a shadow program, or get to know us better. Some nurses that pass CPNE 100% are not good nurses at all. Mandate the clinical training and have students pass the lab sims there. If they don't pass, they repeat the training. CPNE should be just hands on patient care with supervision and some help from the CE's. Madison was awesome. The CA and CE's were helpful like a nursing "instructor" should be. I work med/surg as well as long term care. I am an assistant director of nursing/nurse manager in long term care and a staff nurse on med/surg. I learn something every day, but I am a good nurse and employee with good work ethics. My Excelsior college experiences and fails do not accurately reflect my nursing care, judgment, or abilities. Think of this experience from an LPN, EMT, MA view, not a BSN, MSN, PHD view that looks at regulations, paperwork, care plans. I know that there are regulations to follow and minimal expectations of a new GN, however, we are not GN coming to CPNE. We are "baby" nurses that need some guidance, pointers, refining. The saying "nurses eat their young" seems to be true a lot of places. Don't make Excelsior College one of those places. Just Google Excelsior college, CPNE, Nursing program on-line....not good reviews. If you want to rise above that, you need to look at adjusting especially the CPNE process. Just a suggestion. The things that I have learned and continue to learn about nursing/healthcare, did not come from my excelsior college experiences but my own experiences and great teachers in the nursing field. Thank you for your interest in this survey.  
Salena Ackerman
- The program was challenging but wonderful experience. I would say just to be a little lenient with the cost of the CPNE.
- the program works well no changes recommended
- the school is wonderful
- The structure and process of the CPNE weekend needs serious work. I began the weekend with 7 other students. To my knowledge, only 2 of us passed. Many of those who failed had been LPNs for many years, much longer than I. The weekend was incredibly stressful and traumatic for all of us. It was devastating for me personally, and it was devastating to see my fellow students go home in tears. I had enrolled in a weekend workshop to do before the CPNE, in Portland, but it was cancelled. The western half of the country is devoid of hospitals for those of us in the west to do our CPNE. The closest one to me was Lubbock, and there was a long wait for that site, so I went to Atlanta all the way from Albuquerque. There should be workshop opportunities and CPNE sites evenly distributed and in ALL areas of the country. They are mostly concentrated in the east and northeast, which is VERY inconvenient for us westerners.

- The time frame that it takes to complete a degree is frustrating due to the long waiting for scheduling for the CPNE and waiting for the graduation date and for the degree information to be sent to the individual state boards of licensing.
- The wait time for the CPNE. Also there should be an exit interview after the CPNE is completed so the CE's & CA's have some accountability. I'm not sure how you provide quality control for your testing sites, but I only had one CE that I felt like was impartial. It was an extremely hostile environment to test in. The CA on the other hand was very fair.
- The web site testing applications need to be more user friendly.
- the whole cpne
- The whole process was general until I enrolled seemed to be as if they were hiding information until I enrolled. I do not like that now that I completed my degree the whole website access is different and difficult to navigate, I wanted to be able to review information on the college for my board review
- There are a lot of costs involved in the AD nursing program and no financial aid available. It was very difficult to achieve this goal financially. It would help to have some type of discount available perhaps as one progresses through the program to encourage staying in the program (Start to Finish).
- Title 17 federal loans for nursing students
- To allow for a little more slack with the clinicals. I had to go two times over a simple documentation problem. I understand that you want the quality of documentation and that it is needed and required but there needs to be a bit more flexibility with the grading process. I was failed on my 2nd PCS first clinical for writing the wrong urine output, it was a complete mistake on my part but when the instructor asked me what the urine output was I verbally answered her the correct amount (255ml) and I had written 55ml, I showed her on my scratch pad 255ml and that it was a mistake and I was still failed...\$2200 out the window plus another \$400 for re-enrollment because that happened in November and I had to re take in February plus travel arrangements \$400 flight, 4 nights hotel etc.... The waiting time to re take did not make me a better nurse skill wise, it just made me a poorer more humble nurse, fortunately, I passed on Round 2.
- to have less of a waiting time for the CPNE once all requirements have been met along with a more reasonable charge for re-testing, as it seemed very subjective and at times very racially discriminatory / a need for better screening of testing personnel to keep the process fair and unbiased
- too costly
- Unit based assignment to be added choice of an available workshop prior to CPNE
- very satisfied
- Weekend clinicals for a few wks instead of everything resting on 2 days worth of pt care.
- Work on a point based CPNE rather than pass or fail
- your fees are a little high for testing and clinical I also think clinicals should have a second chance to pass as this would decrease the anxiety of most students since they are not financially able to retake etc.

- Your time periods are way too long. I finished my last step which was clinicals the middle of April, was not approved for graduation till one month later (May 17th) and was not able to graduate for another month after that ( aug 18th) That is just not right. You work so hard to finally finish a program and you finally get there and cannot do anything about it except wait and wait and wait. /

## Section 2

### One Year Alumni Survey

**Respondents to the survey graduated between November 2010 and October 2011.**

**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.

### One Year Results

#### Sample

The one-year post-graduation survey was sent to 1227 Associate's Degree in Nursing graduates. A total of 121 responded, resulting in a response rate of 9.9%. Respondents to the survey graduated between November 2010 and October 2011.

**Gender:** (N = 121)

- Female 74.4%
- Male 25.6%

**Ethnicity:** (N = 121)

- White 66.1%
- Black or African American 24.0%
- Asian 3.3%
- Hispanic 3.3%
- Two or More Races 3.3%

## Employment and Professional Affiliations

**Are you currently employed?** (N = 121)

- Yes, full time 84.3%
- Yes, part time 5.8%
- No, but seeking employment 6.6%
- No, and not seeking employment 3.3%

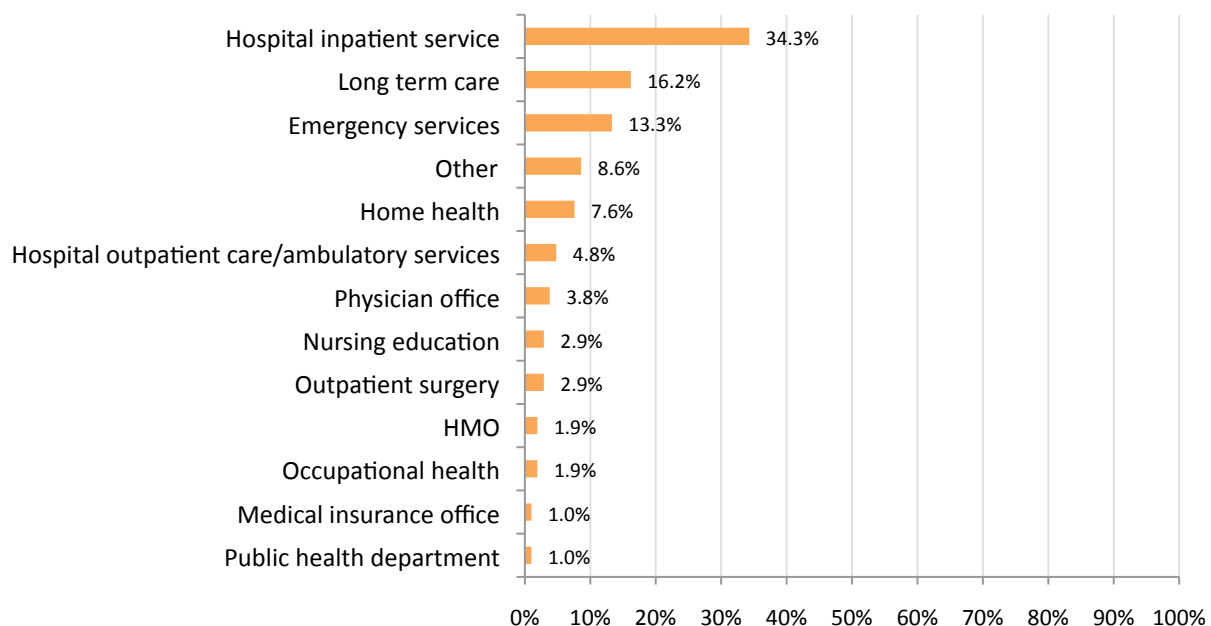
**In what field are you employed?** (N = 109)

- Nursing 91.7%
- Health Care (non-nursing) 5.5%
- Other 0.9%
- Public Administration 0.9%
- Research (Health Science) 0.9%

Those who identified their field of employment as “Other” listed the following fields:

- Paramedic firefighter

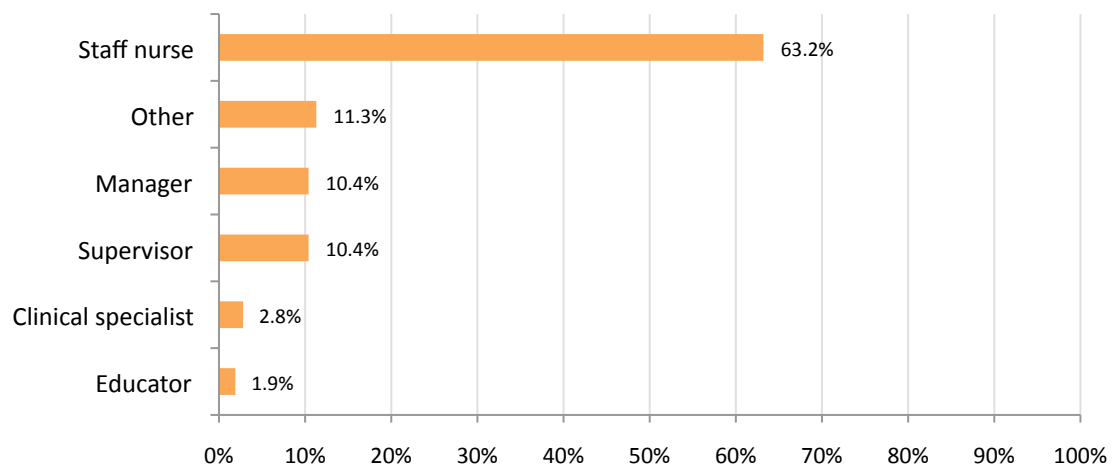
**In which of the following health care settings do you currently work?** (N = 105)



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

- Charge Nurse on a Forensic Psychiatric Unit in the State Psychiatric Hospital
- Correctional Facility - Infirmary, Clinic, and ER rotation
- Corrections
- disease management
- Inpatient drug and alcohol rehab
- Inpatient hospice care ctr
- Private duty nursing

**What is the title of your current position? (N = 106)**



Those who indicated their title was in the category “Other” provided the following titles:

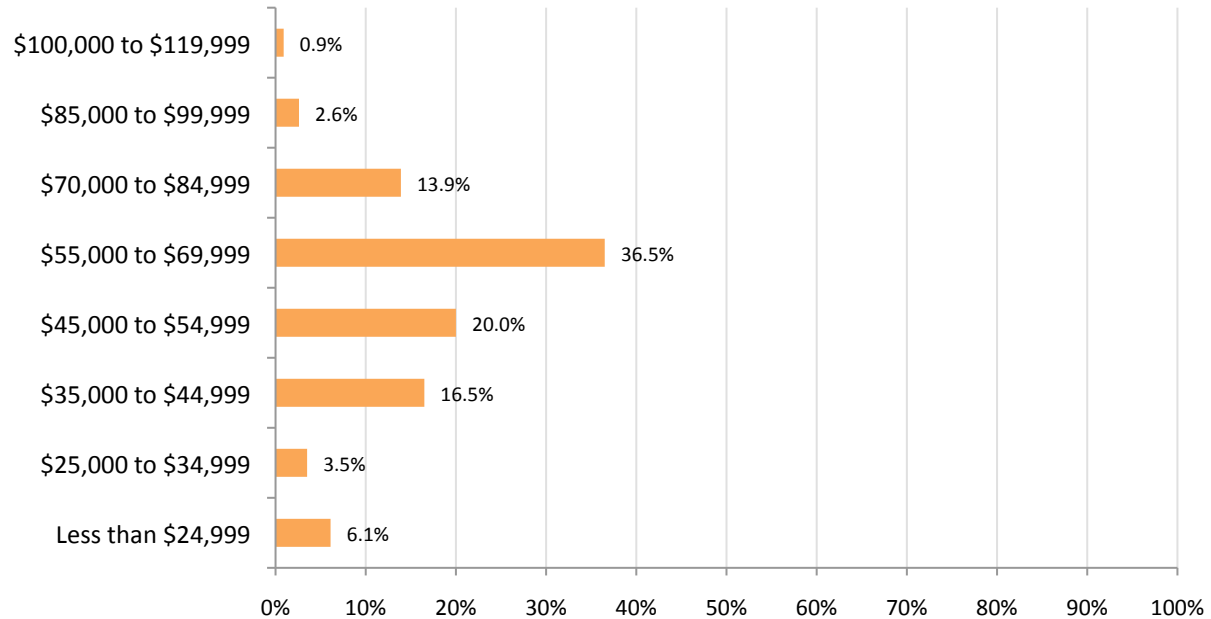
- Assistant Director of Nursing
- Case manager
- CHARGE NURSE
- Clinical Care Coordinator
- health services liaison
- medical assistant
- Orthopedic Coordinator
- Respiratory Therapist
- STAFF NURSE



**Where do you currently work? (N = 106)**

- Urban area 39.6%
- Suburban area 36.8%
- Rural area 23.6%

**In which of the following ranges does your personal income fall? (N = 115)**



**Are you working for the same employer as when you graduated from Excelsior College? (N = 109)**

- Yes 64.2%
- No 35.8%

**Have you received a promotion in your job? (N = 109)**

- Yes 63.3%
- No 36.7%

**Have you changed careers since graduating from Excelsior College? (N = 120)**

- Yes 23.3%
- No 76.7%

**Are you a member of any professional organizations? (N = 121)**

- Yes 35.5%
- No 64.5%

Graduates identified the following organizations:

- AACR
- American Association of Critical-Care Nurses, National Student Nurses Association, Emergency Nurses Association
- American Association of Nurse Assessment Coordination
- American Association of Respiratory Care
- American Nurses Assoc. Student Nurses Assoc.
- ANA, AACN
- ANA, TNA
- AORN
- Association of Occupational Health Professionals and AAOHN
- ASTNA
- Emergency Nurses Association (n=2)
- ENA, BCEN
- gmc
- Hospice Federation of MA / National Assoc of Directors of Nursing Administration
- Mna
- National Association of EMS Educations
- National association of hospice and palliative care nurses
- National League of Nursing
- Respiratory therapy
- WSNA, ANA,

## **Future Educational Plans**

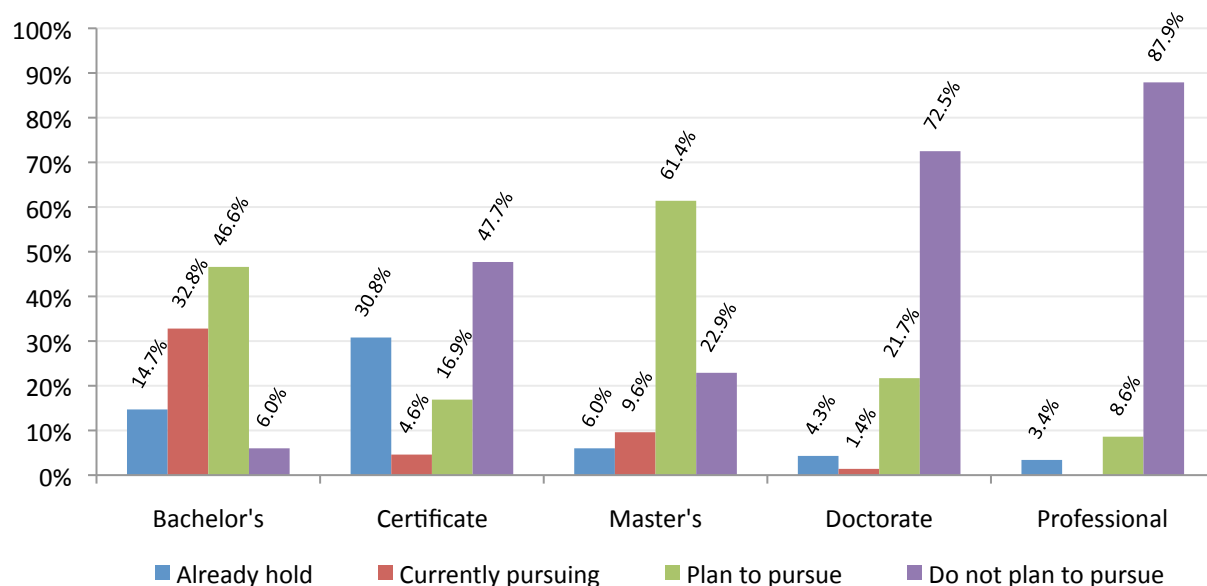
**Do you have plans to seek additional education? (N = 120)**

- Yes 90.0%
- No 10.0%

**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 = 118)**

- Very well 41.5%
- Well 39.8%
- Somewhat well 14.4%
- Somewhat poorly 2.5%
- Poorly 0.8%
- Very poorly 0.8%

**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 = 116; Certificate n = 65; Master's n = 83; Doctorate n = 69; Professional Degree n = 58. 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 = 115)**

- I have never served in the armed forces. 90.4%
- I have previously served in the armed forces. 9.6%

**Military Advancement: To what extent has your degree been helpful to you in advancing your military career? (N = 0)**

- None Reported

**Civilian Life: To what extent was your degree helpful in the transition to civilian life? (N = 11)**

- Rating 6 (Very helpful): 27.3%
- Rating 5: 27.3%
- Rating 4: 18.2%
- Rating 3: 9.1%
- Rating 1 (Not helpful): 18.2%

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 = 102 - 113)

Statement	Mean	SD
Background for current occupation	4.99	1.05
Critical thinking	4.99	1.08
Applying knowledge to new areas	4.87	0.95
Problem solving	4.86	1.07
Communication skills	4.82	1.12
Generating innovative ideas	4.75	1.03
Accessing information databases	4.62	1.15
Leadership skills	4.60	1.13
Computer skills and knowledge	4.58	1.18
Writing skills	4.56	1.22
Teamwork and socialization skills	4.55	1.25

Statement	Mean	SD
Overall, how well did your Excelsior College education prepare you for your current position?	4.79	1.24

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

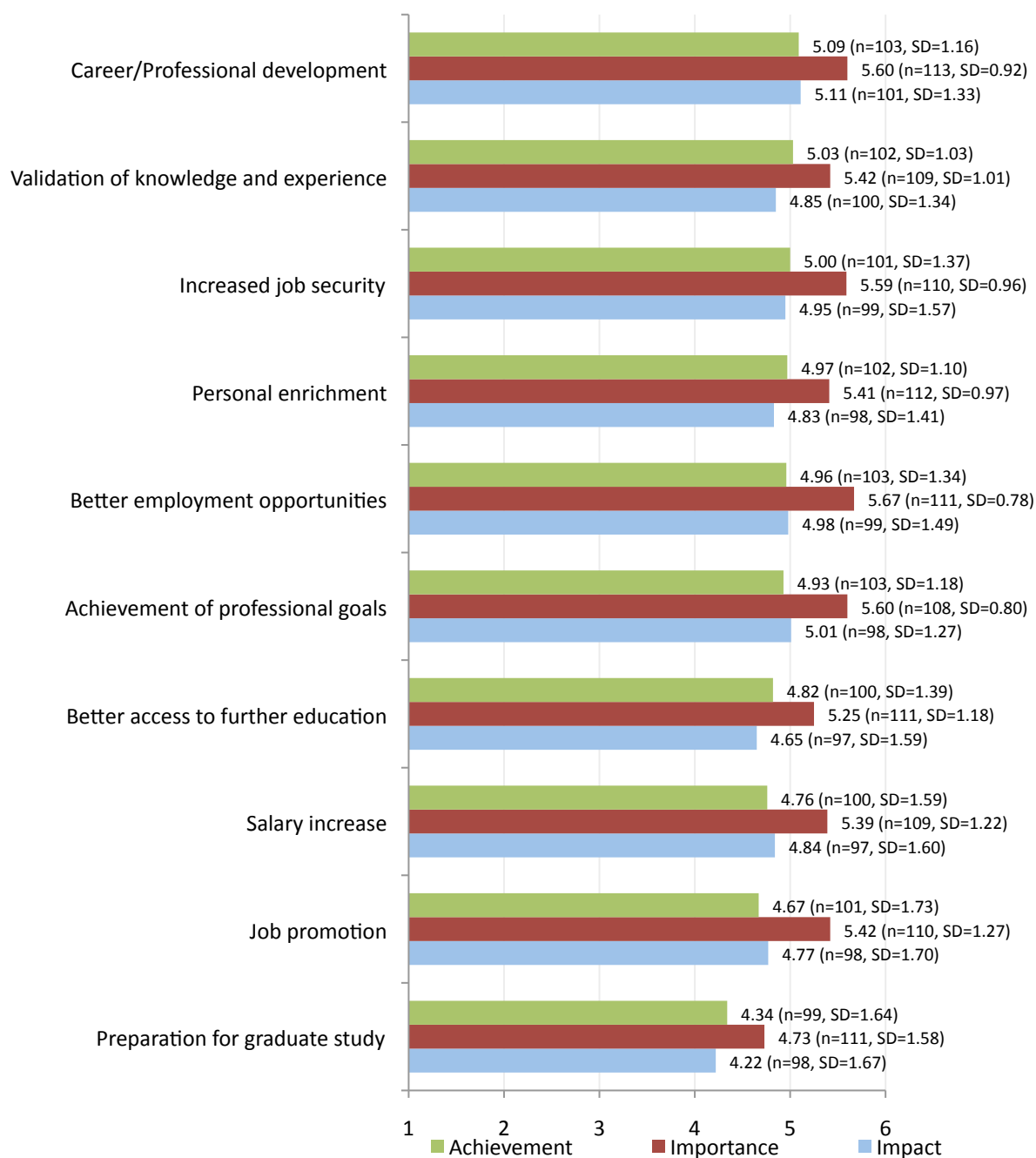
Graduates gave the following reasons for selecting the 'Not Applicable' option regarding specific skills:

- Did not mean to check n/a for writing skills, nursing isn't usually a field for much inventive thinking, as a nurse you are allowed to see information that is relevant to what you're working with and to discuss only relevant information with the proper entities. To me, a new area would consist of a new field. ASN RN would open up many doors and on the job training would give a more concise idea of what I would be doing. Say I move from clinical nursing to management aspects of nursing. For computer skills and knowledge, Every facility has its own protocol on charting and what system they use for it and a way they train you for it. Background for current occupation I checked n/a because I am moving forward with my degree.
- Didn't do much in writing skills in my education for my degree this time. Nor did I do much in information database.
- Had obtained these skills in my prior career and/or education. My Excelsior Nursing degree is in addition to a degree that I already have.

- I am not seeking employment at this time.
- I didn't have any writing assignments except for sending in my care plans
- I do not access data bases for my current job. I did find it helpful when I am writing research papers for my BSN with excelsior.
- I have been unable to get a job as an RN. I feel that having a degree from Excelsior is the issue.
- I tested out of all your classes. Your CPNE exam was brutal and your college did absolutely nothing to prepare their students for the exam. No wonder you have a huge fail rate. I was one of the few fortunate ones to pass the CPNE the first time. But I had to find a training/prep class on my own, or affiliated with your college in order to prepare for the CPNE. It felt like your college was just out for the money and doesn't care about their students. I will be graduating with my BSN from another college in 2 months. I am much happier with them. Additionally, I was completely ill prepared for the NCLEX.
- I'm not working currently. I am pursuing my ARNP.
- No additional skills were learned in the not applicable areas.
- No computer, leadership, generating innovative ideas, writing skills courses were offered with my program
- No writing classes were taken at excelsior college
- No writing was required of me by Excelsior College
- The N/A on writing skills won't go away. It occurs to me that with all the training and study I had to do to write Care Plans I DID have considerable reliance on good writing skills. I already felt comfortable with my writing skills. This helped a lot in my studies with Excelsior.
- These were courses I did not take or need to take.

## 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)

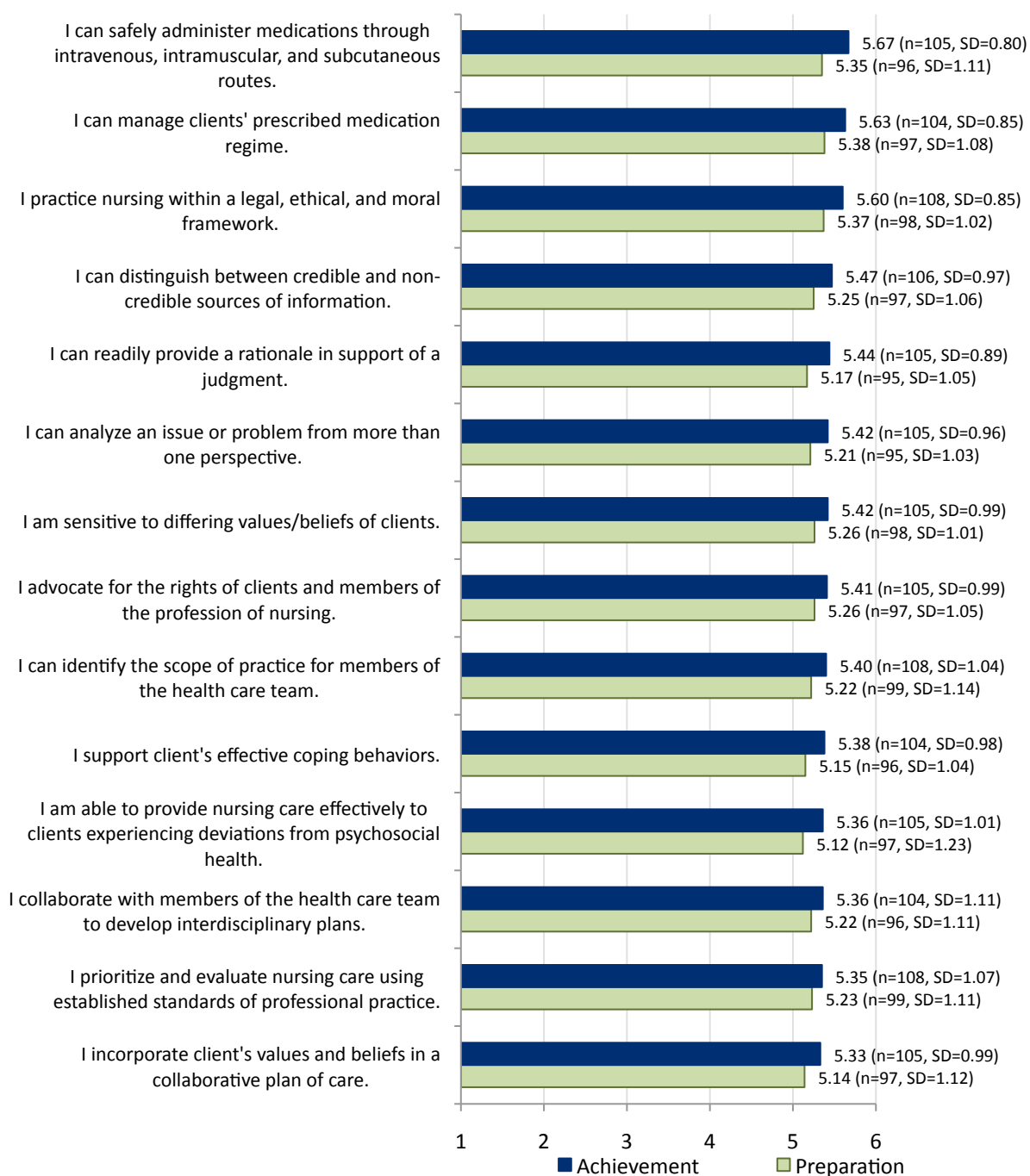


Likert scale: Achievement: 1 = Not at all achieved, 6 = Completely achieved  
Likert scale: Importance: 1 = Not at all important, 6 = Very important  
Likert scale: Impact: 1 = No impact, 6 = Great impact

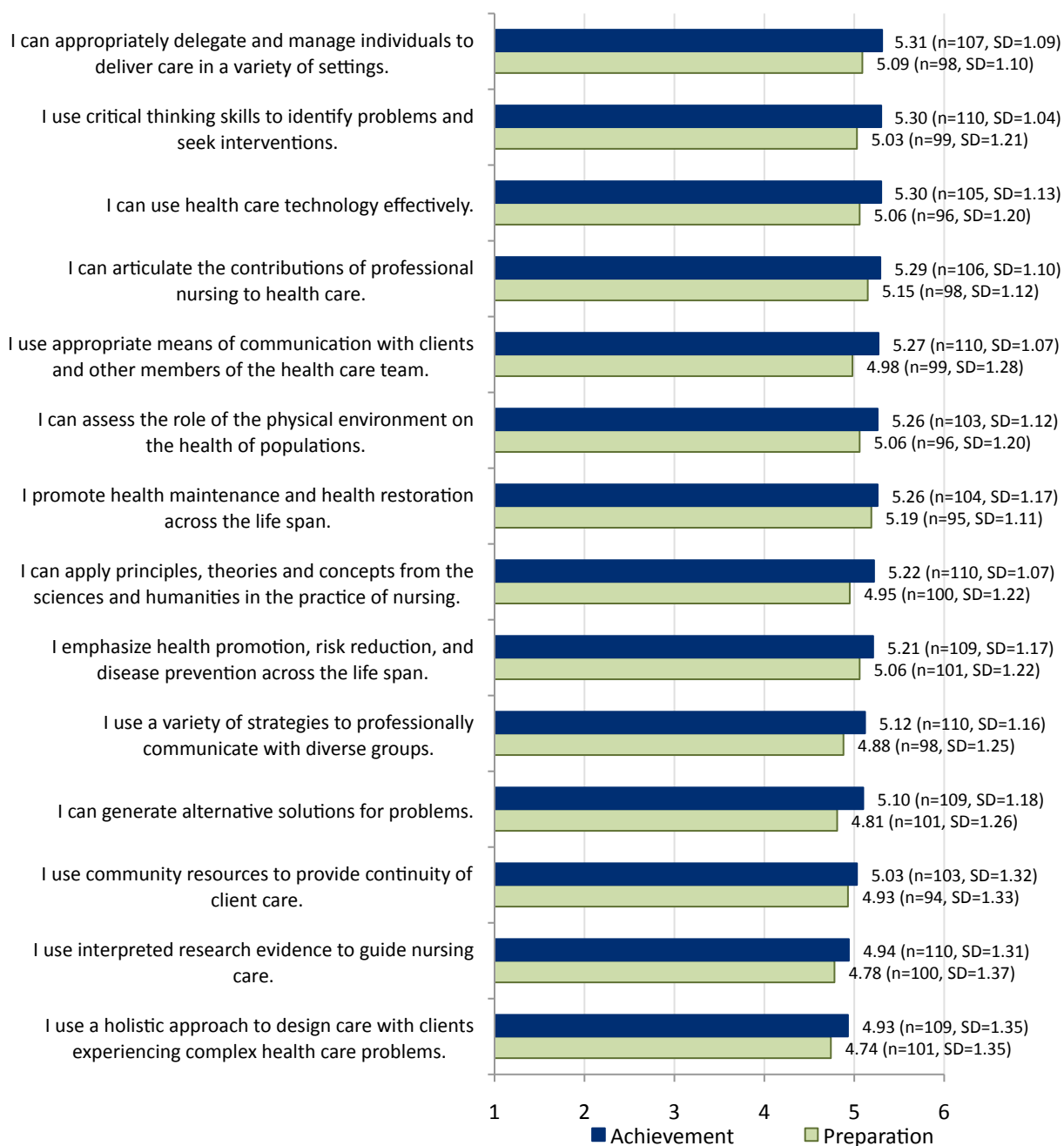


## Associate's Degree in Nursing Program Outcomes

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)



(Chart continued on next page)



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 = 120)**

- Yes, highly relevant 89.2%
- Yes, somewhat relevant 10.8%

**How satisfied are you that Excelsior College helped you meet your program outcomes? (N = 121)**

- Very satisfied 71.1%
- Somewhat satisfied 19.0%
- Neutral 5.8%
- Somewhat dissatisfied 2.5%
- Very dissatisfied 1.7%

**Would you recommend Excelsior College to others? (N = 120)**

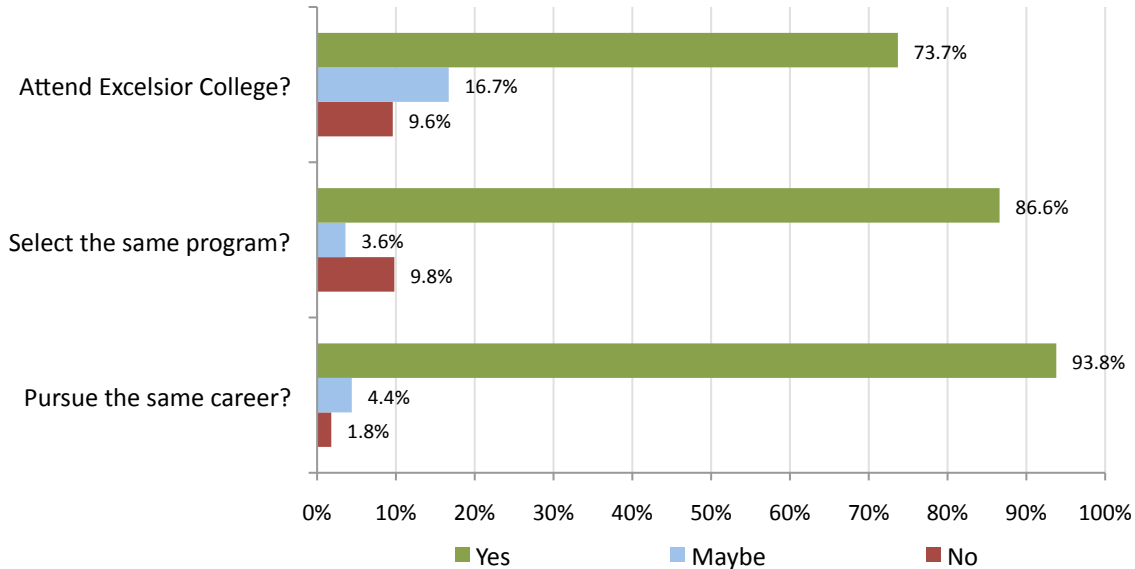
- Yes 85.0%
- No 15.0%

**Describe your overall satisfaction with your experiences at Excelsior College. (N = 121)**

- Very satisfied 62.0%
- Somewhat satisfied 24.0%
- Neutral 6.6%
- Somewhat dissatisfied 5.0%
- Very dissatisfied 2.5%

## Overall Impression of College, Program and Career

**If you had it to do over again, would you:** (Attend Excelsior n = 114; Same program n = 112; Same career n = 113)



## Open-Ended Items

**What do you consider to be the strengths of your Excelsior College degree program? (N =82)**

*Comments:*

- Ability to complete at my own pace.
- ability to go at your own pace & study at home
- Ability to reach many people, even in rural or remote areas
- able to manage my time and have time to work
- Accessibility
- Adequate knowledge
- allowing me the means to meet my goals
- Allowing students to achieve goals at their own pace.
- Applicable to the job of today's RN
- being able to do the work from home.
- Being able to independently study and be successful at it while continuing to be able to have a work and family life.
- Being able to work at your own pace.
- Consideration of prior medical training and skills. Good general nursing knowledge. Ability to progress at own rate.

- Discipline and perseverance.
- Ease of access to counselors, peers and an administration that is committed to seeing you achieve your goal.
- Excelsior allowed me to study at my own pace while at the same time gently reminding us of the importance of achieving our goals within a time frame that allows us to accomplish our objectives and ambitions to our advantage. Excelsior also has qualified professional staff/professors available to answer questions and assist students with course materials etc.
- Flexibility (n=6)
- Flexibility and amazing faculty and staff support.
- Flexibility of schedule for working adults. Ability to test out of subject instead of having to attend classes.
- Flexibility of the program for the nontraditional student.
- Flexibility to complete courses, quality and reputation of Excelsior program
- Flexibility, knowledge based
- Flexibility, ready access to nurse educators
- Flexibility. / / Affordability.
- Gave me the best education.
- Good preparation for care plans. Good basic nursing instruction
- Great support when calling Excelsior college with questions. / I don't do well with programs where I am on my own vs. classroom setting. / Their online programs within the nursing program are lacking the one on one support needed.
- Had to study more than traditional schools as at these schools your spoonfed what info to study. / Wasn't sure what to study for excelsior . It wasn't spelled out for me here what to study. However I learned more I read everything / That I could get access to. Learned a ton.
- I feel confident knowing that I am able to make sound judgment and decision making in my nursing career because of the way the program was shaped and the discipline that was required of me to obtain my degree.
- I learned how to search out answers to questions I might encounter. I had to be creative in clinicals to find opportunities to learn. I really liked being able to learn at my own pace.
- I walked into the cpne a girl and walked out a grown woman. I can say that if you made it through this program, you will be an efficient nurse. You will be more than qualified. If you can master the cpne then you can master anything.
- Independence
- Independent study, being able to use what you have previously learned, and incorporate it into the ADN program.
- Initiative. I can't tell you how proud I am to have graduated from this program. In a traditional school, data is spoon-fed to students, if you just study and show up with a good attitude, you'll pass. The Excelsior program took my prior credits and tailored a plan for me. I learned that I function well with goal-setting, something I didn't know about myself. I had to show initiative every step of the way, as well as self-discipline and dedication. / / Without the flexibility of Excelsior college, I never would have progressed, as I work(ed) all the time, 50-60 hours a week. The clinical was grueling, as it should be. After all the preparation, the feeling of accomplishment when I passed was euphoric! / / When I passed the boards in 45 minutes with a score of 75 my family and I jumped up and down together and I wept for joy. Excelsior College did an outstanding job of preparing me for the boards. I was familiar with the content and structure of NCLEX questions. / / My salary has increased amazingly, and I have been promoted. I feel as if Excelsior freed me from the role I was locked into as an LVN. My future is wide open. Thank you Excelsior College!

- it being an accredited program
- It is a great self- directed program for adults who are willing to pursue their education and determined to succeed. There is a lot of help and access to a different networks for support. This is very diverse and constantly innovative program that is preparing to utilize a principles of theory and science in nursing practice. I received my AASN degree from Excelsior, however , I didn't find a work as yet, therefore I enrolled into RN to BSN program this fall . I hope I will have more job opportunities.
- It is a wonderful concept to be able to work and study at your own pace and schedule. The testing process through Pearson/VUE is great and I think a fantastic evaluation of knowledge in a comfortable, secure facility. I felt there was a genuine attempt to assist with any problems when contacting Excelsior.
- IT IS AN EXCELLENT PROGRAM SO FAR!!
- It is self paced. You except students from other disciplines versus strictly on prereqs and GPA.
- It motivated me to be autonomous with my studies which is also an extremely important part of being an RN supervisor. Knowing that I accomplished my degree in this way also increased my confidence in my own nursing practice.
- It provides working single mom's like myself an opportunity to finish my degree while able to work full time.
- It's flexibility in allowing people who are unable to attend scheduled class work due to job and/or other responsibilities.
- Leadership and critical thinking
- Moving from a supporting role to a leadership role has been vital.
- My strengths would be Medication administration and some assessment skills. I do not think that excelsior prepared me well as a new RN graduate compared to new graduates that went to traditional college. Excelsior was extremely expensive and in my opinion I was not fully prepared as new RN graduate. In my area some hospitals are not excepting any new RN graduates that attended any on line or distance learning schools for fear that students are not prepared enough.
- NO COMMENT
- No hospital will hire someone with an Excelsior nursing degree. I feel like I wasted my time and money.
- None
- People are able to continue their education and still work.
- Performing under extreme pressure.
- Plenty of practice tests and forums and study material
- Prepares you for real life work
- Program strengths include well-stated, clear expectations and criteria, specific learning resources to be utilized and well designed, reliable and validated testing. As a student, I found the modules built on previously presented material. I also appreciated the efforts that apparently go into validating and improving the testing on each module.
- proving that sitting under an instructor in a class room setting is not necessary for higher education and that I am self motivated to reach my own goals on my time.
- self study was crucial to allow me to continue working full time and earn my degree
- Study at your own pace.
- That I had to strive for the knowledge, it was not handed to me. /
- That you can go at your own pace.
- The ability to challenge students to learn without being in a classroom

- The ability to learn on your own schedule.
- The ability to prioritize.
- the ability to self study and pace myself with daily life and school
- the ability to think on my feet
- The ability to work at self pace
- The clinical setting and individualized pace
- The convenience of an online program which allows students to continue to work while pursuing education that will prove to be beneficial. Some individuals do not have the opportunity to attend class on a regular basis. Excelsior College is not only convenient but also adequately prepares students for careers.
- the fact that you can pace yourself with self study programs. Excelsior offers many ways to assist individuals in obtaining goals.
- The flexibility to complete my degree as quickly as I did.
- The flexibility in scheduling classes, paying for classes all while being able to keep a job while in nursing school. I hope the market will soon improve for new grads because I could not get into any hospitals in the area for work. I am working in home care right now which is the only place that hires ADN's other than nursing homes.
- The increased knowledge I received through my degree.
- The staff that a student communicates to for degree information or questions about study material and exams. They are very patient and understanding. Not to mention helpful!
- The strengths of the Excelsior College degree program are that it allows you to get your degree at a distance. I also loved the fact that it allowed me to maintain a somewhat normal family lifestyle while pursuing my degree at my own pace.
- The strengths of the Excelsior College degree program for me was to focus and demonstrate discipline in order to study, maintain my home and to work. The Excelsior College program was flexible and allowed me to be flexible. / / The resources that were made available to me made my studying more productive. I don't know what I would have done without the help of all of the staff and counselors.
- The thoroughness and depth of the program albeit an online one, guidance and assistance from the counselors and cooperativeness of even different faculty members up to state board level....
- The volume of information that a student has to study and the discipline that it entails to be able to obtain the knowledge that is needed to get the degree but most of all to provide the best and safe care to the patients.
- They are willing to help
- You can go at your own pace.

**What changes (additions or subtractions) would you recommend that Excelsior College make to the program? (N =71)**

*Comments:*

- Add an alternate clinical component to the cpne
- Additional individualize support for the Georgia nursing student. Webinars focus on the outlines then student questions.
- Adjustment of the CPNE grading system is a must OR the training seminars should be mandatory,

- An abbreviated clinical experience before the exam would be helpful in increasing confidence in my nursing skills.
- Better FREE preparation for the CPNE. I passed the first time, but I shouldn't have practiced and wasted for 3 months...it was just not knowing how to get started and what I really needed to know (fear of the unknown).
- Better preparation for the CPNE by Excelsior College without paying thousands of extra dollars for "prep" courses just to squeeze more money from students. It was also unfair that all the evaluation of my transcripts was complete in order to take the CPNE and then I paid over \$2000 for the test, not including travel, hotel and food and then those results were sent to Excelsior and I got to pay another extortion \$400 for "graduation evaluation" of my transcripts and test results. Shame on you.
- Clearly, the weakest part of the program is its lack of "clinicals" which is why the program was disallowed in California. As a Psych Tech, my med-surg experience was minimal. I attended a week long CPNE course in San Jose, CA twice, got some floor experience tagging along with a very competent CNA just to get the pace and cadence of floor work, watched a lot of You-Tube, set up my own skills lab at home and worked very hard to prepare for the CPNE. I am comfortable with having done so since I continue to work in psychiatry and am very competent with the level of nursing involved with that specialty. My experience with traditional nursing student peers is that they receive a much more optimal level of hands-on training in their programs. Still, the CPNE is extraordinary in its own rite and would be a great capstone experience for traditional nursing programs to consider. This is a tough "problem" that, as a school, you have not been able to solve nor do I have any solution to it.
- Clinical requirements should be changed to hands on clinical labs and required clinical training with preceptors. The CPNE puts undue stress and strain on the student and is not an effective measure of clinical knowledge. I do understand the goal is to evaluate competence in a minimum amount of time, and I DID pass CPNE with no repeats the very first time, so this is not an evaluation based on anger or upset. If I had to start over, I would definitely not choose this program simply because of the CPNE.
- Clinical weekend maybe a video simulation on the areas of care to show what is expected and prepare you for the weekend better. The clinical prep weekend at the college is too expensive as a study guide it is almost the cost of the weekend then you will also have to pay for the stay in NY. Which is very hard for some people. Especially working adults that are doing this way cause time is short and to get away twice is too difficult.
- Clinical weekend needs to be less stressful.
- clinicals-too much emphasis is put on little things like abdominal assessment in a correct sequence or writing the care plan evaluation with specific words- I failed on patient care scenario because I did not use the word "Maslow's Hierarchy". / Some places have problems with hiring graduates of Excelsior because of the clinicals
- Concerning the clinical, I suggest the school to find some hospitals in different states where student can go maybe twice a week for a period of time because the weekend clinical can give one a nervous breakdown.



- Do something to help us in Georgia. I graduated a year ago, passed the NCLEX in 75 questions & I am still not licensed in Georgia. I have ask every hospital and nursing home in North Georgia for a preceptorship and ALL have turned me down. I still have the same job, the same salary. I graduated from nursing school have a degree but can't use it. It is so very frustrating to feel like I have wasted all that time and money. I called Excelsior and ask for help and all I got was an "I'm sorry, there is nothing we can do". I will probably have to retake the NCLEX for another state and go work there for 2 years to get my GA RN. I own a home in Georgia, have 2 small children and care for my Mother and 95 year old Grandfather- that is not going to be easy. Shameful that Excelsior will not help us.
- For the CPNE it needs to be a little more relaxed setting. I feel yes people should be competent, but also able to ask reasonable questions without penalty.
- Have a teaching workshop for CPNE rather than a review workshop.
- have more courses that can be taken by examinations.
- I cannot think of any at this time.
- I feel that the CPNE is much too stressful and should not so all or nothing on the pass or fail criteria.
- I felt like the program met all of my needs . /
- I personally recommend that the Nursing Clinical fees be reduced back down to what they were in 2003, or if a student has to retake the clinical allow him/her to pay a reduced fee. Also, there are too many fees overall. I recommend reducing/eliminating some of the many fees/charges involved with veterans and special income persons trying to get an education.
- I trust that the school board is very efficient in making decisions for the school and precisely the nursing program but I wish that the cpne was tailored in a way to reduce the stress that the students encountered during the testing period.
- I would have satellite locations so that students could prepare with a professor one to one while studying for exams and the CPNE. I found that to be the hardest adjustment to make in not having a real person to work with in person. I did attend the CPNE class in NJ just before I took it for the second time but I was at a loss the first time and I probably could have save \$2000 in not taking it twice if I had someone to work with at a specific location. I also feel that the need for a teacher mentor from the nursing dept is very important which I did not have at excelsior. Assigning a nurse mentor would prob. also make a huge difference. A monthly or bi-monthly follow up call to their assigned students would have been nice also.
- I would like to see more options available for clinical instruction. Did not like the CPNE process and the fact that there are no options for people who failed 3 times.
- I would like to suggest that Excelsior College look into helping students out of state more with covering tuition and other costs. I really did not feel there was much support in this area for out of state students.
- I would recommend that students must have a certain amount of clinical hours at local hospital in their area or clinical hours at a designated hospital like at one of the CPNE sites. Students MUST have clinical hours completed before going out in the work force. Many states require clinical hours before you can test for NCLEX RN. I think It is very important to include clinical hours before the student can graduate. It should be a must. I'm finding it so hard to get into the

hospital doors because I went the non traditional route. I know new RN graduates who went to traditional college finished their RN program and getting jobs right away. I'm having such a hard time finding a job and I believe It's because of the school I decided to attend.

- I would recommend that the practical exam be spread out for at least four times during the various nursing courses to prevent that overload of stressful emotions at the end of the course.
- I would say the text books need to be reviewed. Some of the text books, like the pharmacology book I never even opened. Care plan book, never opened, there were quite a few that I never opened. So the question is are they all really necessary
- I'm not so sure that making the CPNE process so 'life or death' stressful is necessary. I understand the principals of why it is the way it is, but to do SO MUCH work and study and then fail d/t leaving out one sentence seems a bit extreme. I passed, but I do think there are some very fine potential RNs that are failed ... it is a very difficult process.
- increase the clinical experience
- Make arrangement for future grads to be licensed in MD and VA so they can work.
- More affordability. The CPNE, and classes without financial aid assistance is nearly impossible for working families to pay for out of pocket.
- More availability of testing for the CPNE to reduce wait times. To found and support with web space a NSNA chapter. To have the largest nursing school in the nation unrepresented in this organization is a disservice to the students.
- more clinical days would put less stress on the students / The CE's need to be more approachable, they are too mean. A mean face contribute to failure.
- More clinical experiences.
- More clinical offerings, more end of program check offs. / More importance on furthering on to Bachelors degree, due to some states no longer hiring associate degree nurses, which is what I am finding in the state of Ohio.
- More clinical sites
- More CPNE prep throughout the program. In traditional programs, clinical preparation is integrated with theory.
- More testing sites for the CPNE. Also honoring advice or guidance given by advisors. Require more contact with students to make sure they are able to secure all resources while preparing for the CPNE.
- More videos for preparation
- N/A (n=2)
- Need to have Clinical in a classroom & clinical setting and not just three days in a hospital and you're a competent nurse.
- No changes. I say this because, you have to be devoted and focused to pass the cpne. The cpne validates whether or not a nurse is safe and competent. Anyone can attend a clinical and get checked off. It takes a highly trained individual that is open minded to pass such an exam.
- None (n=9)
- none at this time.
- Not sure. I just wouldn't do it again knowing what I know now.

- Not to put a limit on retaking tests. If the person is willing to take the course over and pay out of pocket each time they should not get kick out of a program. May offer tutoring if a student is not retaining the information.
- Personally- I understand the critical thinking benefits of the nursing care plan; however, do not believe that a nursing care plan should make or break a student's chances during the clinicals. Perhaps more focus on the care plan at another time- I just don't believe that this area of nursing, while important- is something that should fail a student.
- prepared me for current employment, thank you
- Probably more clinical hours that can be staggered prior to the actual Clinical Exam so that the student will have more confidence going into the exam. It will surely lessen the stress knowing what to expect. Based on my personal experience I know that the knowledge and skills are there and that if I just had more exposure to the actual clinical setting of the College the experience would have been less stressful so that more students can pass it the first time.
- Regional clinicals for those that feel they need it
- require not recommend clinical workshop so students/experienced nurses will understand exactly what is expected from them. not use it as a money maker for Excelsior.
- some type of clinical experience. Without the clinical experience I felt that I had missed a lot. Other RNs who went through traditional programs were much more prepared for the position than I am. I work in a telemetry unit.
- Study guides should be available
- the ability to take some of the nursing classes on line
- The clinical experience. There is NO reason for the attitudes of the clinical team.
- The course associated with care plans was poorly implemented. Instruction on development of care plan and examples would have been appropriate and actually essential toward completion of the exam and CPNE. I had to take a CPNE preparation course to successful complete the CPNE. So I feel the program is lacking in the area of incorporating all the knowledge and skills need to be successful in the CPNE, I think the failure rate is evidence this part of the program is not well implemented.
- The CPNE test portion of the program is not realistically relevant to assess students' preparation for patient care.
- The nursing clinical portion was very poorly run. No real direction. Had to coordinate a lot on my own. Really wasn't long enough either to prepare me for nursing. Should really work on that portion of the program.
- The only change I would like to see in the nursing program is the weekend practical exam. I think it is unfair how you are graded on that weekend because you could be a straight A student all throughout the program and fail so easily that weekend. The system of grading I feel should be much like the system of which you grade your tests. There are some areas of which you should give some room for error and others for which maybe not. The lab for example is a situation whereby there are many ways for which you can fail. The skills are basic for which many people in the nursing field should already know how and are already performing. However, IV pushes are not performed by an LPN and should be tested as a skill. Patient care in my opinion should be the main focus as well as developing and writing care plans.

- The weekend of clinicals that have a poor pass rate, should be changed. I know many skilled LPN's that failed, and are far more skilled than some RN's I currently work with.
- They need to find or set up a contract with some hospitals in Atlanta, Ga. so that nurses can perform their clinical preceptorship without having to wait six months.
- Very expensive, Excelsior was always looking for money, you charge for every little thing. Practice tests should be included for what you pay, and especially if you really care about how your students perform on the exams. The annual fee is another excuse for Excelsior to scam more money. I would expect to pay this amount at a local traditional, class room setting, with one-on-one instruction.

**What is the most important impact that earning an Excelsior College degree has had on your life?**

(N =82)

*Comments:*

- A better life all around. Nursing in California is great!
- A feeling of job security. /
- A great impact. If it was not for excelsior, I WOULD NOT MAKE IT! I am an independent learner. I was comfortable and focused in my own home. I love you excelsior and I hope that you continue to give hard working people a chance to change their life.
- A great promotion.
- Ability to work in a medical profession that is rewarding and compensated well.
- able to work full time and go to school, finishing my degree and making more money!
- Achieving my goal of becoming an RN.
- Achievement
- although Alabama Board of Nursing has caused me grief by now telling me it's a case by case review now that I'm graduated, regardless, I still feel that sense of accomplishment. I don't need an Alabama license to know that I am a RN.
- better and more interesting job
- Career advancement
- career change for a working family adult.
- CHANGE CAREER
- Change in my career.
- changing careers & pursuit as critical care RN
- Earning an Excelsior degree has allowed me the opportunity to expand my career options and climb the career ladder in a relatively short time after receiving my degree. Earning my degree increased my self esteem and my knowledge base as well as my income dramatically. I am most thankful for the opportunity to have had the Excelsior experience. I am a better nurse for it.
- Earning my degree from Excelsior College has helped to make me more financially stable. I feel that my new profession also help you to earn more respect from peers and management on the job.
- Excelsior helped me to achieve my goal to become a RN

- Financial and job security.
- Furthering my career and allowing me to financially provide for my family.
- gave me the opportunity to advance my career /
- Given me the ability to move forward and find my path in life.
- Hasn't really had an impact, because I have not been able to fully use yet as an RN, but I am still practicing as an LPN.
- Helped me fulfill my dream of becoming a nurse.
- I am an RN. That's a onetime life changing event.
- I am confident.
- I am making more money, but I didn't feel prepared to take on the job I currently have due to lack of clinical experience.
- I am now an RN which I would not have been due to having bills, a mortgage and the lack of financial support in getting my degree. I would like to see more help for those that do not qualify for financial aid in creating longer payment plans to make paying for school easier. The ADN program does not have loans from financial aid like other suny schools. The least the college could do is spread payments out over 6 or 8 months to ease the strain. If I remember correctly it was spread over 4 months. Paying for books, tuition, a mortgage, and other student loans was not easy, esp. without the help of student loans. Some months I should have been studying harder but instead I was working longer hours to make sure I had my tuition payment in on time. The bursar office was great though and did what they could to defer my payments when I needed help.
- I didn't have a great experience with Excelsior College but I'm thankful that I made it to the end. This program did not meet my needs as new RN graduate.
- I feel complete now that I have a better education . I hope it made an awesome impact on those in my life , showing them how important education is.
- I feel empowered and secured knowing that I can provide for my family. / My degree help me raise the bar for my daughter.
- I feel that I accomplished a goal, even if I cannot find employment.
- I have a new career as a Registered Nurse which has increased my personal income by thousands of dollars each year. I have a more solid career on which I can build upon. I am currently pursuing my master's in nursing.
- I have become a Registered nurse, opening the door to many opportunities.
- I have completed my degree program and am now preparing to sit the State Board examination after which I am ensured a promotion both in position and salary at my current place of employment.
- I have degree no employment.
- I learned that the conventional, classroom learning is more respected and when I start to pursue graduate degrees, the best choice is not online education if I want a career and to be accepted in my field.
- I now have a career I love
- I possessed my LVN license for many years prior to enrolling in Excelsior. I attribute the knowledge I acquired (as an LVN) helped me through my RN program at Excelsior. Without that

knowledge base I would have failed, no question! I feel Excelsior ought to be in a classroom setting & have clinical. I do not agree it is permissible to allow anyone without any nursing experience whatsoever to be allowed to be admitted into the RN Program. Although it's been several years, I know of two individuals who had NO nursing background whatsoever were able to take the Excelsior RN Program and passed it and are working as RN's in here in CA. I do not feel they have nor had a sufficient knowledge base to give IV meds, perform invasive procedures etc. I do not feel prepared to practice on patients as an RN, after graduating Excelsior College. I am also frustrated the Microbiology course I completed for your RN Program does not satisfy other universities/colleges requirements to enter for BSN nor Masters programs. I will have to retake Micro if I want to get into those programs!

- I went from working as a Psychiatric Technician medication nurse in a psychosocial rehab program, making \$25.50/hr without benefits to working as a Psychiatric Nurse at a county Public Health mental health adult outpatient clinic, starting out at \$38.50 with FULL benefits! I can now afford to work 4 days/week instead of five, and without needing to work overtime shifts. I have my own office, much less risk of having to deal with combative clients and greater satisfaction in terms of helping a higher level of functioning client maintain in the community.
- increase in pay, ability to change roles at work depending on schedule
- Increase in pay.
- Increased my personal confidence and belief in what I can achieve
- Increased responsibility and respect. Working as a licensed nurse for YEARS in the ICU and ER settings, it gets to be frustrating when limited by your title. The change from LPN to RN has greatly impacted my satisfaction of performing the nursing job.
- Increasing pay. Knowing that I can move up the ladder.
- It allows me to begin a career in a nursing without the extended classroom time of a regular nursing program. It allowed me to continue to work while I went to school so it did not impact me adversely financially.
- It gave me a new career I love and opened doors for me professionally.
- It has catapulted me to higher grounds, taught me to reason critically, improved my functionality, empowered and made me a well rounded nurse!!
- It has improved my earning ability and will allow me to go up in my chosen careers ladder of opportunities.
- It has increased my opportunities. I have received a significant promotion and salary increase. I am able to mentor other new nurses and help them develop their skill sets.
- It proved I can handle unfairness in the work place.
- job advancement and earning potential.
- job advancement and increased salary
- Job opportunity and security.
- Job security/salary increase
- Job stability, financial security.
- Just huge! My whole life has changed all for the better. I feel I have much more to offer my work environment and am able to contribute and participate in ways I never could as an LPN. I love

my job! This has led to the entire quality of my life improving. I just wish I finished and went through Excelsior years ago.

- More \$, less hrs worked
- my degree
- My degree has allowed me to earn my license and I have not been still since. My license has provided safety and financial security to me and my family.
- MY LIFE CHANGED IN A POSITIVE DIRECTION. IAM HAPPY!
- My nursing license ensures a career path for the rest of my life.
- No impact at all.
- No impact. I already have a strong career, no not need my degree to increase my salary in my current position, nor does it help me promote. I am studying for a second career when I retire from my current career.
- None at this point
- Pay increase and promotion.
- Personal and professional fulfillment and financial gain.
- prioritizing and using time wisely
- Professional achievement
- Promotion of RN to LPN. And now Charge RN.
- put me on the road to further professional development
- respect from my peers. Salary increase
- Salary increase, promotion, future opportunities.
- Taking the next step in my health care career. Getting my RN also is a major boost to job security and my long term employment opportunities in the future.
- That I was able to complete the program at my own pace.
- The ability to sit for my NCLEX and go on to obtain my BSN. This has given me job security.
- The fact that I can complete anything that I start no matter my age.
- The feeling of achievement at self study!! The motivation to finish and actually do it is very empowering!
- The opportunity to make a better life for my family.
- The pride of being a registered nurse. That means something!
- Upward job mobility
- Wow! I am so on a "high" right now. My life-long dream is a reality, and doors are opening for me to advance in areas I only dreamed of before. Earning an Excelsior College degree has given me self confidence, respect from my peers, advancement on my job, and much more; even my family see me differently. My patients preferred me before, but now they all are elated with respect and honor. This is really big for me, because I value my patients and the care that I give them so much.. I really did it!!! I earned my nursing degree! / My income is much more also because of my Excelsior College degree. I see change and promotion in every area of my life. I thank God for this experience, and I thank Excelsior College staff for their part in helping me make it all happen.

## Section 3

# Three Year Alumni Survey

**Respondents to the survey graduated between November 2008 and October 2009.**

**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.

### Three-year Survey Results

#### Sample

The three-year post-graduation survey was sent to 1465 Associate's Degree in Nursing graduates. A total of 97 responded, resulting in a response rate of 6.6%. Respondents to the survey graduated between November 2008 and October 2009.

**Gender:** (N = 97)

- Female 77.3%
- Male 22.7%

**Ethnicity:** (N = 97)

- White 63.9%
- Black or African American 14.4%
- Unknown 7.2%
- Hispanic 6.2%
- Asian 5.2%
- Two or More Races 3.1%



## Employment and Professional Affiliations

**Are you currently employed? (N = 97)**

- Yes, full time 90.7%
- Yes, part time 7.2%
- No, but seeking employment 2.1%

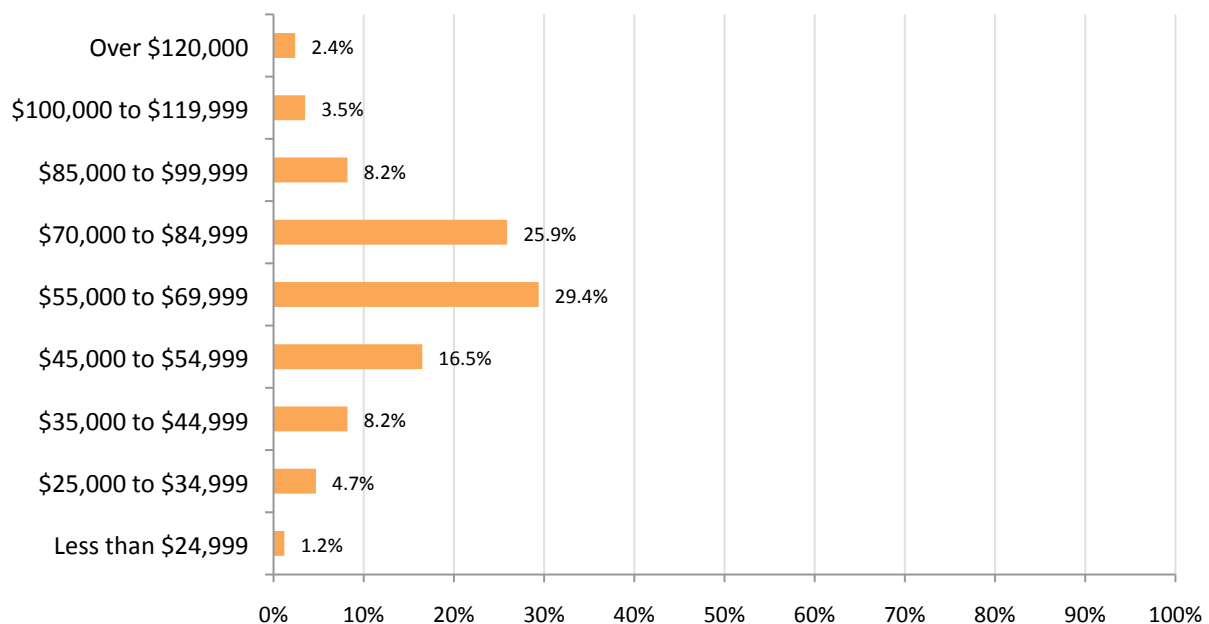
**Are you working in a field related to your selected area of study at Excelsior College? (N = 92)**

- Yes 97.8%
- No 2.2%

**Have you received a promotion in your job? (N = 93)**

- Yes 64.5%
- No 35.5%

**In which of the following ranges does your personal income fall? (N = 85)**



**Have you achieved any honors, awards, or special recognitions since graduating from Excelsior College? (N = 89)**

- Yes 37.1%
- No 62.9%

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

- 100 Best Nurses in Metropolitan area in 2012
- ACE, contributor
- Board cert
- Board certification for case management (CCM)
- Certified Flight RN
- CRRN
- Employee Excellence award
- Employee of the month.
- Employee of the Year
- Employment related awards for work performance and mentoring other staff members.
- Golden key honor society, Phi Kappa Phi
- Golden Key International Honor Society, Outstanding nurse award
- I have been given several "Caregiver Celebrations Awards" on my unit. I've been named "Pain Mentor" for my unit which requires a monthly meeting & auditing of the patients on my unit with visits to those w/pain scores of 5/10 or higher. I made Clinical Ladder at the hospital where I work which requires a portfolio of accomplishments in my profession.
- I received a letter of recognition from the president of my hospital. This was sent because of my flexibility and hard work to cover for my nurse manager in her absence for 5 months,
- instructor of the quarter
- New Program Award From San Francisco General Hospital
- Outstanding EMS Professional by the California Senate and the City of Susanville
- President's Club
- promotion
- Promotion to supervisor
- Provost's award from Lewis-Clark state college
- "Shooting Star" award for going beyond and above in treating a patient
- Special thanks from state college for acting as a mentor for their students
- this month 9/1/12 Dasiey Award Nurse of the Month
- TNCC / CEN /
- will be listed as an author on 3 papers on lung cancer which will be presented at various world conferences.

**Are you a member of any professional organizations? (N = 93)**

- Yes 48.4%
- No 51.6%

Graduates identified the following organizations:

- Academy of Med Surgical Nurses
- Alzheimer's association
- American Association of Critical Care Nurses
- American Association of Critical Nurses
- American Association of Respiratory Care(AARC) National Board of Respiratory Care (NBRC)
- American Nurses Association (n=2)
- American Nurses Association / Mass Association School Nurses / National School Nurse Association / Massachusetts Nurses Association
- AORN
- Association of Rehab Nurses / Organization of Nurse Leaders of Massachusetts & Rhode Island
- ASTNA (Air and Surface Transport Nurse Association)
- ASTNA, ENA
- CAM
- Case Managers assoc and Professional Women Organization
- CCRN
- CRRN
- Emergency Nurses Association (n=2)
- ENA / NSO
- ENA, AACN
- ENA, PTS
- ENA. ANA
- Genesee Valley Nurses Association / American Society for Pain Management Nursing
- HBEA
- HPNA
- iffa
- Institution of Engineers (I)
- Michigan Nurses Association
- NAWCC
- Nursing Service Organization
- PCNA
- Per
- Rotary Club International
- Sigma Theta Tau
- still a member of nbrc and aarc with plans of joining the ana

- Suna, ons
- Tennessee Nurses Association
- The Golden Keys
- TNA, ENA /
- WCMONS, ONS

**Have you attended professional meetings or conferences since graduating from Excelsior College?**

(N = 90)

- Yes 55.6%
- No 44.4%

Graduates identified the following professional meetings and conferences:

- 1) Case Conferences / 2) Palliative Meetings
- Accountable Care Organization conference
- ACLS PALS BLS-instructor of all 3 classes / TNCC / ATCN /
- American Journal of Pediatrics 2010 / URM C Pediatrics / URM C Geriatrics / RGH GI Teaching Day 2011 / GVNA Acute Coronary Syndrome 2012
- AMTC (n=2)
- Ccrn advanced practice classes
- CCRN CONFERENCE TO PREPARE FOR CCRN TESTING
- CEN prep
- Critical Care Nursing continuing education workshop
- Dementia, professional development, management innovations, Alzheimer's association
- ENA meetings
- ENA State Conference, ANCC Magnet Conference
- Epic Software
- Florida Society of Reproductive Endocrinology and Infertility annual meeting
- HBEA annual conference
- Holistic Nurse Conference
- In-house conferences and meetings at hospitals and fire departments
- Intro to School Nursing in Massachusetts / Medication Administration and Delegation for School Nurses / Mandated vision & Hearing screening training
- Local Academy of Med Surgical Nurses conference, Bereavement class, Diabetes class, Pain Mgmnt class.
- Meeting of Tennessee Nurses Association, Florence Oliver nursing seminar
- multiple
- Northwest Society of Allergy Nurses, Pulmonary meeting, Whatcom County Medical Reserve Core - I am Unit Coordinator
- Numerous conferences related to my current field - Home Health.

- Pain conference, ACLS cert.
- Recently met with the Nursing Credentialing Council at a conference and was advanced to RN 111- C for obtaining a certification in medical/surgical
- Southwest Regional Trauma Conference
- Stroke Awareness Conference / Campaign For Quality Conference
- too many to list
- Trauma conference
- Various ob-gyn
- WCMONS meetings and education, ONS conference
- Work related meetings toward Magnet status in hospital
- Wound care conferences

**Have you published any articles or manuscripts in your discipline since graduating from Excelsior College? (N = 88)**

- Yes 3.4%
- No 96.6%

Graduates provided the following information on publications:

- Don't remember the name. that was a while back
- "Is white rice bad for your health" published in Hawaii Filipino Chronicle June 2012 issue
- various

**Do you hold any professional registrations, licenses, or certificates? (N = 91)**

- Yes 92.3%
- No 7.7%

Graduates listed the following registrations, licenses, and certificates:

- AACN-PCCN
- ACLS
- ACLS / PALS
- Acls pals emt-p
- acls,pals,tncc,emt-p,
- ASRN
- bls, lpn
- cct, crt rn
- Certified Emergency Nurse (CEN) / Certified Transport Registered Nurse (CTRN) / Certified Flight Registered Nurse (CFRN) / National Registry Paramedic License and Licensed Paramedic (Lic-P, Texas)
- Certified Pediatric Nurse
- Certified Rehabilitation Registered Nurse
- chemotherapy/biotherapy providor, ACLS, CALS, NRP, EMT,
- CPR
- Critical Care Paramedic, Advanced Cardiac Life Support for the Experienced Provider, PALS, BTLS
- CRRN
- EMT-P, CPN, CPEN
- Holistic Nurse Certification
- lic. midwife
- Licenses
- LVN
- LVN, ADN RN
- mo/ks rn
- Neonatal Resuscitation
- NY state Registered Nurse, Alabama Registered Nurse

- NYS RN / ACLS / PALS
- Pediatric Advance Life Support / BLS Instructor / Working towards CPN certification
- Professional Nursing
- Psych and Mental Health BC
- Registered Nurse (n=33)
- Registered Nurse / Certified Flight Registered Nurse / RRT (Registered Respiratory Therapist) / EMT-P (Paramedic) / CCTEMT-P (Critical Care Transport Emergency Medical Technician-Paramedic)
- Registered Nurse NY state
- Registered Nurse, CPR
- Registered Professional Nurse
- Registered Respiratory Therapist      Registered Nurse (in Arizona)
- Registered nurse licensure / Hospice & Palliate Nurse Certification
- Registered nurse license /
- RN / Certified Case Manager (CCM)
- RN - state of TN, BLS, ACLS
- RN , Paramedic
- Rn Bsn. And hopefully soon msn
- RN license
- RN New York and Connecticut / Medical/Surgical Certification
- RN, ACLS, PALS
- Rn, iv insert, iv cert, board cert gerontologist, Alzheimer's educator, dementia ambassador
- RN, NREMT-P, CEN, CCRN
- RN, Paramedic
- RN, TNCC, ENPC, ACLS, ABLIS, PALS
- TNCC / CEN
- WCC
- X-Ray License, MDS Certification

**Have you attended courses or training sessions since graduating from Excelsior College? (N = 91)**

- Yes 75.8%
- No 24.2%

**Graduates identified the following courses and training sessions:**

- ACLS (n=3)
- ACLS / PALS
- ACLS / PALS / PEPP / TNATC
- ACLS, BLS
- ACLS, BLS Instructor

- ACLS, CPI, CCM
- ACLS,CRRT
- ACLS,Picc Line and IV cert.
- additional hospice teachings/ceu
- Advance Chemistry and Biology
- Advanced Cardiovascular Life Support / Preceptor and Mentoring Workshop
- AS Nursing Excelsior 2009 / currently taking BSN courses with Excelsior
- Basic Life Support for Health Care Professionals(BLS) NeoNatal Resuscitation Program(NRP) S.T.A.B.L.E. + STABLE cardiac module Pediatric Advanced Life Support(PALS) Advanced Cardiac Life Support(ACLS)
- BSN (n=2)
- BSN (Excelsior College), now in MSN Program (FNP) at Dominican College
- BSN and MSN
- CEN Review
- CEU courses
- ceu's,
- classes to become a Certified Ortho Nurse
- Continuing Education classes provided by my work site monthly
- CPN review
- CPR
- cpsi
- CRRn
- Electronic medical record system training
- Fetal monitoring
- Georgetown University
- I have obtained my BSN at excelsior in November 2011
- In-Service opportunities through my work.
- many (n=2)
- Medical aesthetics, cosmetic laser
- Msn classes, Alzheimer's , dementia, iv
- multiple
- Nurse to Paramedic Bridge Program, Brookhaven College, Farmer's Branch, Texas
- Nursing classes
- Psychiatric nurse conference for 2011 and 2012
- s/a
- see previous answer
- Skin training / Medical/surgical certification



- Spring 2012: Appointed unit Pain Mentor - additional education in Pain Management; attending monthly Pain Mentor meetings. Providing unit pain score audit & pain management education to fellow nurses on H81. April 2011: Appointed Nursing Wellness Champion for H81. (Write a quarterly Wellness e-newsletter focusing on healthy eating and fitness.) Awaiting Med / Surg certification exam scheduled Fall 2012. April 7, 2010: Geriatric Resource Nurse course. Attend monthly geriatric lectures as part of role as Geriatric Resource Nurse. April 29, 2010: End of Life Care. Member of Unit "Bereavement Team," & make "comfort quilts" for actively dying patients on H81 to make their hospital room more like home. October 20 & 27, 2008: "From Cloudy to Clear" - Understanding Diabetes. Unit Shared Governance chair from May 2007 -08.
- Statistics / Writing for the Professional
- Still taking courses to advance degree
- TNCC
- TNCC, ATLS, ACLS, PALS, PEPP, ENPC, ITLS
- TNCC, PALS
- Too many to list
- Ut Arlington BSN program
- Working towards BSN
- WOUND CARE / IV THERAPY

**Have you served as a consultant on any professional projects since graduating from Excelsior College?**

(N = 91)

- Yes 16.5%
- No 83.5%

Graduates provided the following information on consulting and professional projects:

- / / / /
- Advisory boards
- Alzheimer's medication reduction program
- Assist Staff Development dept with some classes in nursing education
- Clinical trial coordinator for Stryker and local physicians and surgeons
- current clinical informatics coordinator for Meditech implementation on facility and corporate level
- Evaluating transport ventilators for use in our helicopter transport program.
- Haz-Mat for Shasta Regional and Oroville Hospital. Disaster Management for Banner Lassen
- Hierarchical category condition (HCC) training project
- many
- Nursing expert input forum for major pharmaceutical company.
- worked as a DON in A five star facility and reviewed plan of care for sister facilities as needed
- Working on cost containment of supplies on unit, and researching ways to minimize waste

**Have you done any presentations or workshops at professional conferences since graduating from Excelsior College? (N = 90)**

- Yes 13.3%
- No 86.7%

Graduates provided the following information on presentations and workshops:

- Alzheimer's medication reduction
- BLS AND ACLS CLASSES
- Case conference every week
- many
- MDS Conference
- Prevention Of Ulcers and Treatment to be used on Stages of Ulcers
- Preceptor Workshop
- Providing timely and appropriate care in the ED
- Training and in-services on ventilating the critical patient in the transport setting / Training RN's and Paramedics on our flight team to use the ViaSys LTV1200 transport ventilator
- WOUND CARE anit became part of training program of the company that work for.

## **Future Educational Plans**

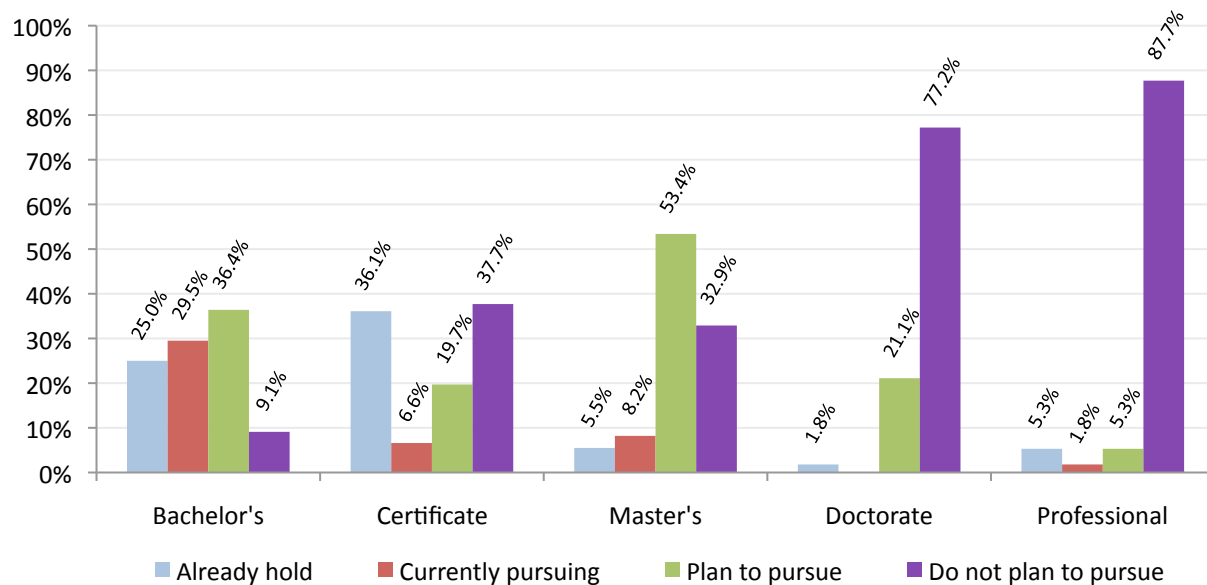
**Do you have plans to seek additional education? (N = 94)**

- Yes 79.8%
- No 20.2%

**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 = 93)**

- Very well 39.8%
- Well 45.2%
- Somewhat well 11.8%
- Somewhat poorly 1.1%
- Poorly 1.1%
- Very poorly 1.1%

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 = 88; Certificate n = 61; Master's n = 73; Doctorate n = 57; 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 =11)

- Chamberlain
- Cornell University
- Dominican College of Blauvelt
- Dow medical College.
- Excelsior College (n=2)
- Georgetown University
- N/A
- None
- Southern Adventist University
- Unuversity os Alabama in Huntsville

Is or was the program online? (N = 41)

- Yes 82.9%
- No 17.1%

## Work Performance Abilities

Please evaluate your abilities as compared to other individuals with a position and educational background similar to yours. (N = 89 - 91)

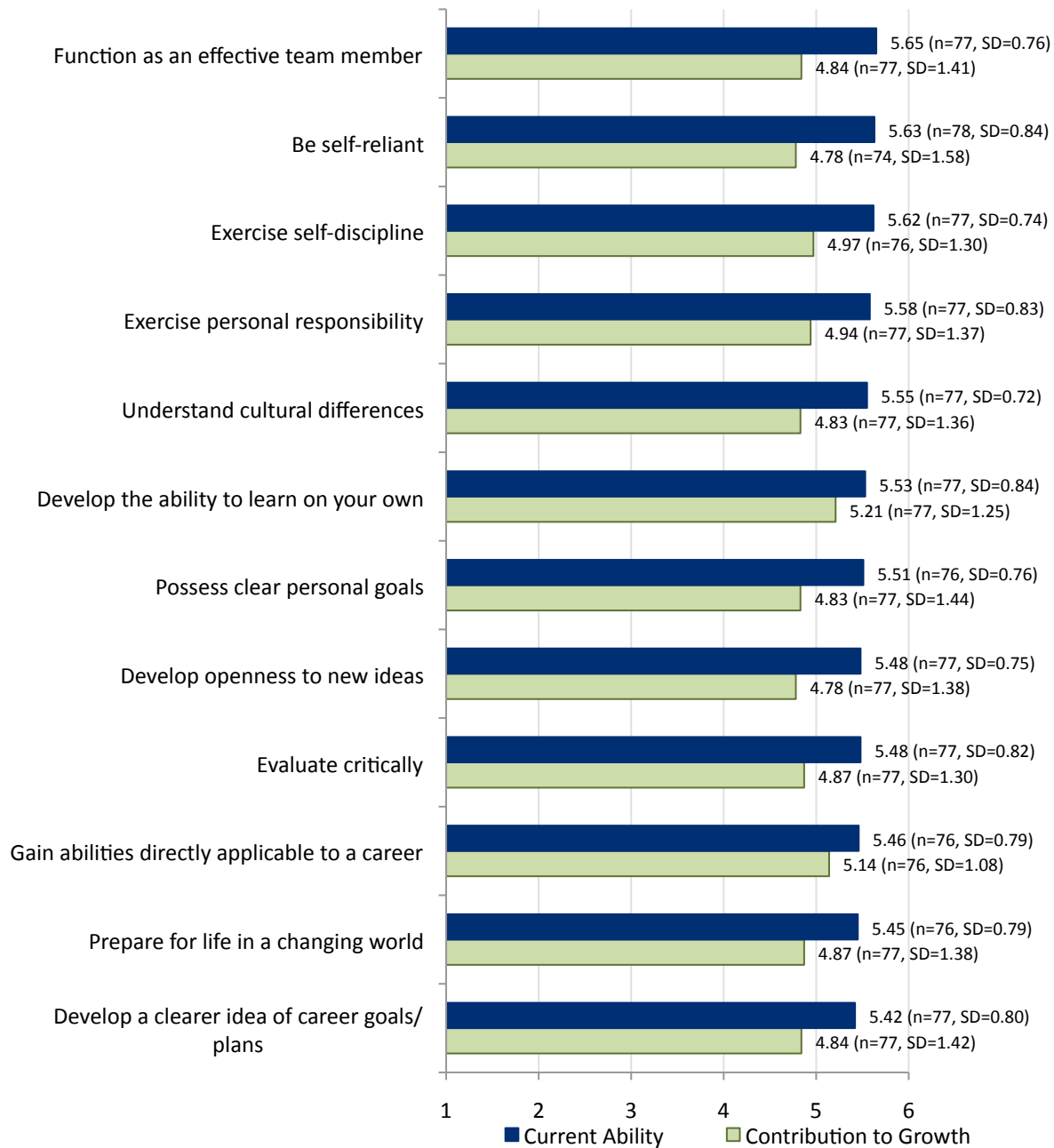
Compared to other employees with a similar position, I:	Mean	SD
Distinguish between credible and non-credible sources of information	5.79	1.15
Distinguish statements of fact from value judgments	5.76	1.09
Generate alternative solutions for problems	5.76	1.18
Accurately identify problems or issues	5.76	1.21
Analyze an issue or problem from more than one perspective	5.73	1.11
Make reasonable inferences from data	5.73	1.13
Generate reasonable hypotheses based on the synthesis of information	5.64	1.15
Question judgments made by others without fear	5.64	1.20
Analyze complex patterns of data to develop judgments	5.62	1.22

Compared to other employees with a similar position, I:	Mean	SD
Would rate my overall performance as...	5.89	1.12

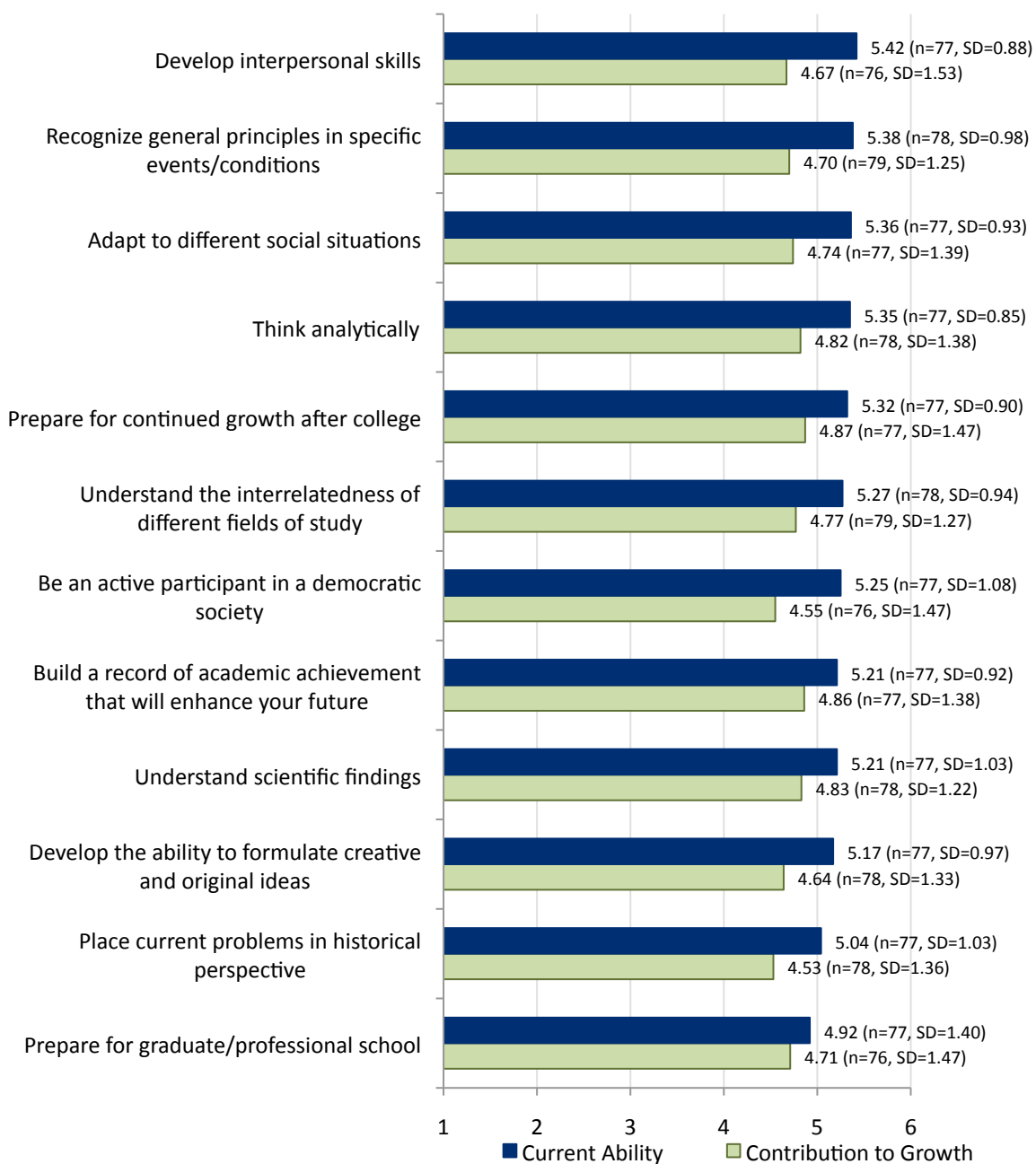
Likert scale: 1 = Much worse, 4 = As well as, 7 = Much better

## 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)



(Chart continued on next page)

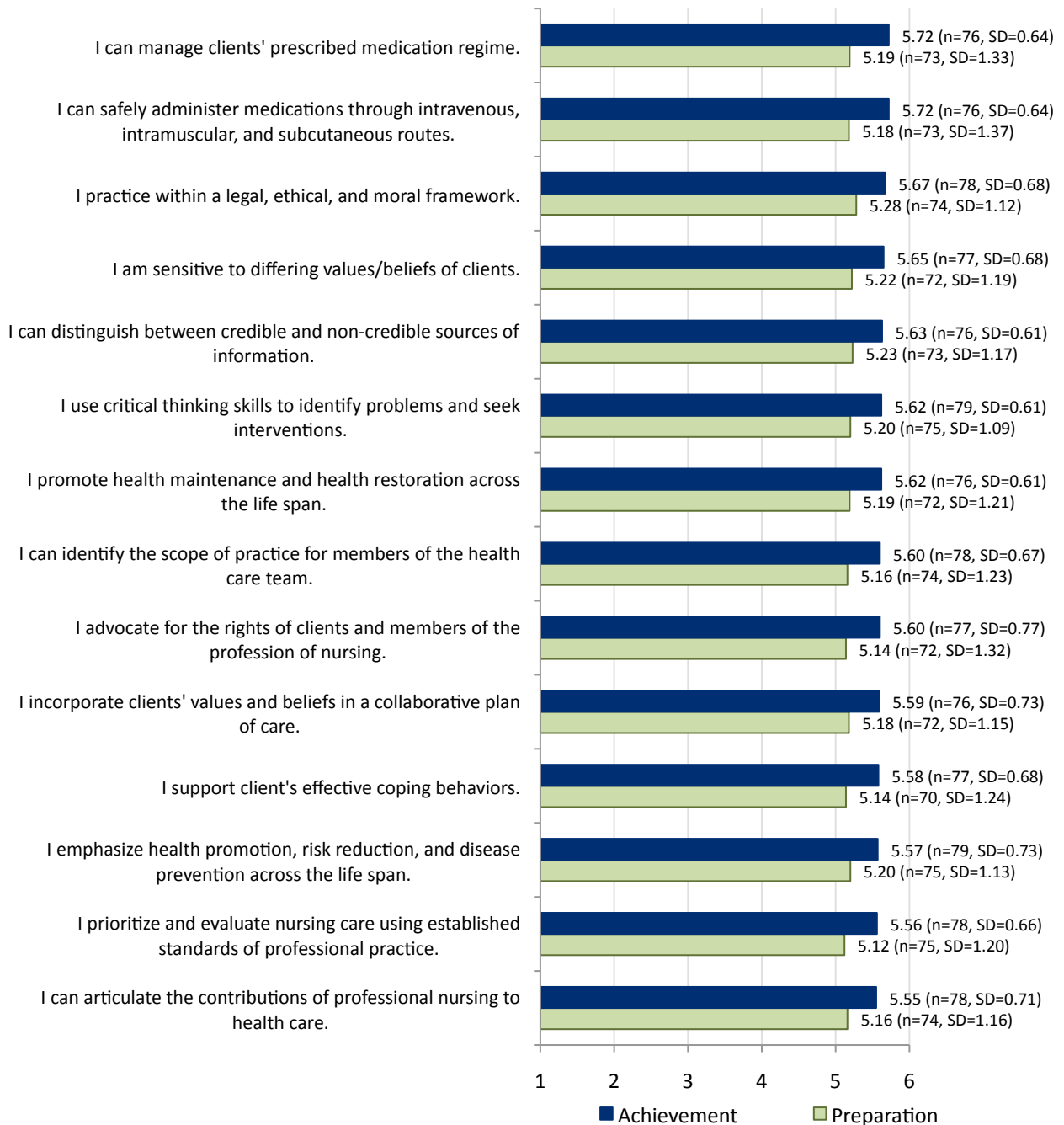


Likert scale: Current ability: 1 = Not at all able, 6 = Very able

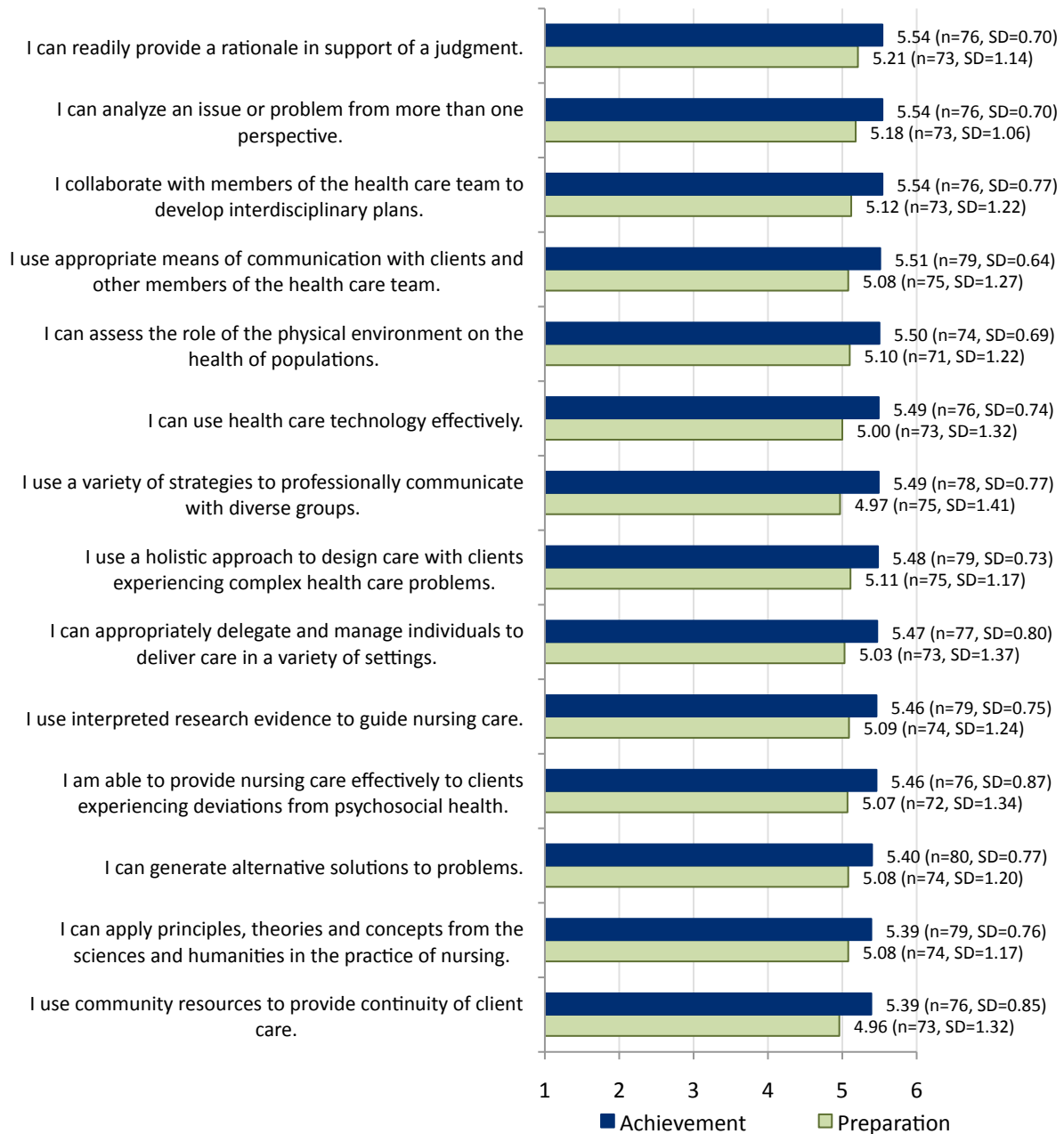
Likert scale: Contribution to growth: 1 = Very little, 6 = Very much

## 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)



(Chart continued on next page)



Likert scale: Achieved: 1 = Not at all achieved, 6 = Completely achieved

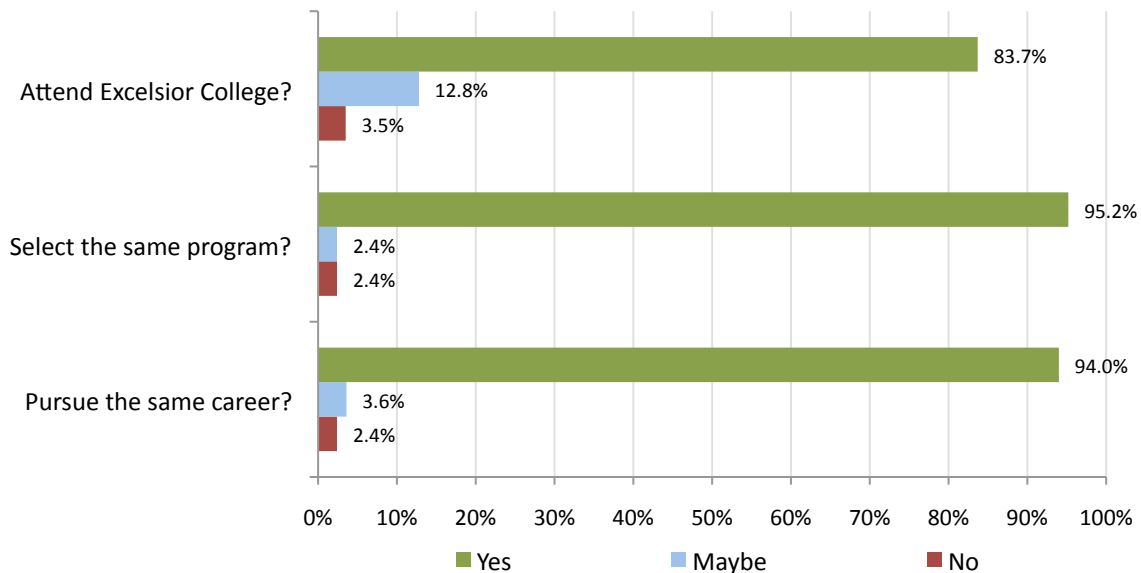
Likert scale: Prepared: 1 = Very poorly prepared, 6 = Very well prepared

^ 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 = 86; Same program n = 84; Same career n = 83)



## Open-Ended Items

**From your vantage point, what do you believe were the strengths of your educational process at Excelsior College? (N =57)**

*Comments:*

- A solid theoretical background.
- Ability to proceed at my own pace, immediate feedback on the online tests, and high standard of program are just a few benefits.
- Ability to work at own pace, helpfulness of staff.
- Ability to work while pursuing education. I felt that I really learned the material in the online course I took better than some of the traditional classroom courses I've taken in the past.
- Required self discipline
- As an LPN I was not required to initiate Care Plans, deal with MD's. I felt as the shadow in Rn-Lpn team. Becoming an RN has allowed me to be less task oriented and to treat the pt more holistically, have the freedom to implement strategies allowed by the license. It has given me the skills to initiate better planning, teach with more confidence, delegate with more insight.

Overall, becoming an RN has allowed me to be used in more diverse situations, promote better outcomes and has given me the incentive to further my education

- Autonomy and personal dedication, no spoon feeding
- Being able to study on my own.
- By studying independently, I became more self-motivated.
- Dedication to graduate
- Doing the course work on my own and not having to be confined to a class room
- encouraged organization, self pacing makes for better students!
- Every advantage prepared me to handle myself effectively
- Excelsior allowed me to earn a degree base on my acquired knowledge and experience.
- Excelsior is a very good school even though the 3 day clinical was very convenient, I think there should be more clinical time. I was an lpn when I took the clinical but people who have very limited or no medical experience need more clinical time.
- Excelsior promotes self directed education which helps students prepare for life after graduation at work.
- Excelsior's distance learning program enabled me to study college level courses and earn a degree to further my career. It is a style of learning that you can only accomplish by calling on and incorporating a high degree of resourcefulness. This feature, together with the high standards of the program, greatly enhanced my confidence in my abilities, professionally and in life generally.
- Fast paced, accredited.
- Focus on self motivation and achievement
- go at my own pace, take full responsibility or my education
- good for my life situation. made boards a breeze
- Has helped me to be a better midwife.
- I already had a advanced degree in health care before I joined EC.
- I believe the successful career I have today is directly as a result of my developed self discipline. The Excelsior program was one of the most challenging things I have done in my life. I am grateful for the nursing program offered by Excelsior.
- I learned to be responsible for completing projects on my own.
- independence and a commitment to a program which required you to be committed to yourself and your degree; you need to have much more perseverance with a program such as Excelsior vs. traditional
- independence and freedom to adjust my schedule to meet my family's needs / supportive staff
- It really prepares you for your job as a registered nurse
- It was a convenient way to get my RN while I was working full time as a LPN at a hospital.
- It was on-line and at my own pace but advisors were there to help.
- Learning at my own pace and time schedule
- MY PAST EXPERIENCE

- Online learning via Computer      Practice Labs for CPNE preparation      The comprehensive CPNE Nursing manual      The optional (\$) Online preparation classes offered through Excelsior, with lessons, homework, and instructor feedback
- Organization
- Perseverance and Motivation.
- Safety, inform/educate. plan of care
- Self determination
- Self motivation to do anything! If I can pass the CPNE - one time no retakes, I can do anything I set my mind to.
- Self reliance, direction, accountability and personal integrity.
- Stress and pressure capabilities
- That I was able to study on my time at home. I did not have to Attend Classes, Did not have the pressures gramming information down . The lessons where very easy for me to understand . The Staff was very Supportive and Very Encouraging and very helpful .
- the ability to assess and develop a plan of care independently.
- The ability to continue my education at my own pace.
- The ability to learn on my own schedule at my own pace.
- the advisors were very helpful, for the most part instructors knowledgeable of the topic
- The big plus for me was a self paced program. Being an LPN for many years Excelsior provided me an avenue to sit for the RN boards. Nothing more.
- The development of the ability to learn without supervision.
- The flexibility of the courses offered.
- The help that was available
- The Nursing program at Excelsior was excellent. The strengths were the availability of the nursing advisors and the time they took to guide me. Their help and the recourses that were given to me were instrumental in making my dream of being an RN come true. The practice exams were excellent and helped me very much prior to taking each test. I thought the clinical workshop was I took was exceptional. Every teacher in the clinical went above and beyond to make sure everyone there was comfortable and totally informed of what was expected of them.
- The option to pay as you go rather than getting loans and have to pay back money.
- The quickness in which you can complete the course; not having to drive in inclement weather; the willingness to accept college credits from other sources.
- The resources available to answer questions and clear outlines.
- Through Excelsior, I had learned a lot of self-discipline and self-reliance on acquiring knowledge in my field and analyzing and processing that knowledge for relevance to my needs. The computerized testing process directly related to my choice to continue the education process and pursue advanced certifications in my fields, which were also computer-based testing processes.
- time management. and learning how to self teach and retaining what I learned.
- While going through the Excelsior program, I exercised more self discipline than I ever thought possible. It was most definitely not the easiest way to obtain a Nursing degree, but it enabled

me to be able to work full time and raise a family while obtaining my degree. My sixteen years of LPN experience enabled me to pass the clinical, which was incredibly stressful. I still believe if you can do this you should be able to do anything else you want to do.

- Work book

#### **In what areas could Excelsior College improve? (N =51)**

##### *Comments:*

- Access to professionals
- Already improved
- ASN program should have online classes instead of just test outs. This would help with expanding your clinical judgment through discussions.
- BRING BACK ALLOWANCE TO TAKE NURSING EXAMS MORE THAN ONLY 3 TIMES ! !  
Eliminate having to count drops on I.V. administration systems. Automatic I.V. administration Pumps in hospital setting are virtually mandatory today !
- Clear information about testing, and about contents.
- clear understand on what to do next after graduating from associate class, there is a slight misunderstanding.
- clearer printed material
- cost, I found the prices to be very high.
- course need to be shortened, 15 weeks are too long, no testing at centers all classes should be offered online
- decrease wait time for CPNE
- don't require clinicals for practicing LVN's
- Excelsior is a 'do it yourself' job. They could improve on the wait times to get in for the CPOE and have hospitals in other parts of the country. With travel, lodging, etc the CPOE is very expensive.
- Fair clinical learning experiences / Preparing students for licensure in all 50 states, with no exclusions /
- Get this ban lifted in Georgia!! So many LPNs are leaving
- Having practicum in more than only a few hospitals nationwide.
- I can't think of any, at the moment. Thank you!
- I had a good experience with Excelsior.
- I honestly have no Complaints
- I personally worry about admitting persons without any true nursing experience as an LPN to their nursing programs. I feel there should be stricter admission standards as I feel CNA or EMT experience is not adequate or specialized enough.
- I think it was/is an excellent program.
- I think online lectures on the Nursing test material would have been helpful. It would be great if Excelsior could develop their own guides similar to those of College Network and Rue so that people wouldn't feel like they had to give these companies a fortune to put the content into a

more easy to understand condensed guide. I didn't use any of these companies but I had access to a couple of the guides and they were pretty on target with pertinent info.

- I would say tuition fees and that is all colleges in the US
- lessen wait period for cpne. CPNE was disorganized. unable to get straight answer to questions prior to exam. did several online chats and telephone interviews with faculty and each person gave different answer to questions asked. I attended the prep course and feel it did not prepare me for the exam fully. There was a large amount of unknown 20 minute check did not specify a required sequence. Unable to find lead evaluator for over 2 hours after failing station. Unknown that at site non needled syringe still considered sharp.
- Make the hands on hospital experience less stressful!
- More clinical time
- More communication with my academic advisor.
- More douse options
- More time for lab/exam
- my Excelsior ADN is not valued equally with local programs. Do more public education so employers value your programs
- NCLEX type examinations
- Need to open Nurse Practitioner program.
- None (n=4)
- Offer a wider selection of MSN programs
- Offer discounts to continue. also offer FNP bridge program.
- One guidance counselor needs to be assigned to a student so that they can speak to one person to get information. It got frustrating because when I would call Excelsior w/questions, I would get different answers from different people. / / The clinical exam was extremely expensive & stressful. I passed it the first time, but there should be more hands on preparation offered & more instruction & guidance. It appeared as if failing students at this exam was a device for Excelsior to make more money.
- Other than more clinical time, I think excelsior has a great program that is very detailed. I was not expecting to learn as much as I did when I started the associate nursing program.
- perhaps adding a few more gen-ed courses for the BSN degree that have a relationship to nursing.
- Perhaps bridge a relationship with local hospitals. It's great that people can take classes' online, test and take the CPNE exam to bridge from LVN to RN, but it is not good when the local hospitals will not hire an Excelsior graduate.
- Real time practice in IV administration for RN students.
- Reduce the stress of the cpne
- Response to students' scheduling needs for CPNE in a more timely fashion would be helpful.
- The availability of the classes could be better.
- The couple times I called for help/ explanations for questions, I never received straight answers. I was told what pages to look for the answers which is ok but that is not an explanation of a question. I needed the answers explained to me and the help was not forth coming.

- The wait for my CPNE was way too long I had a 6 month wait, so my degree was delayed by 6 months since that was all that I was waiting on.
- the way the clinical exams are performed
- There should be a better componet for a successful clinical experience. Personally several of the teachers in the PCA situation were uncalled for demeaning and arrogant. I would like to make clear this was only at the Atlanta Hospital. I am so grateful the I took my 2nd clinical at the Albany site. The Albany clinical experience was night and day difference in the teachers and their attitude. For instance, their attitudes built confidence and self esteem during the most stressful period of the nursing program. It is my hope that forthcoming students are empowered to be successful during their first CPNE.
- They have already improved in area I would have suggested
- What would be ideal is if the student could participate in clinicals at local hospitals prior to taking the CPNE.

#### **Additional comments about Excelsior College? (N =27)**

##### *Comments:*

- Great online course, this College Made Sure that I was going to reach my goal and I did .Thank you!!!
- I am very happy to graduate from Excelsior College. The only problem that I see is that Excelsior College hasn't be able to fix the problem with all the states that they do not recognized us as RNs. How can Washington DC honored me as one of the best 100 nurses in Metropolitan area and MD does not even recognized me as a nurse. That is ridiculous. /
- I couldn't have done this any other way!
- I do know in the state of Texas, Excelsior graduates are being singled out and not being hired. I have experienced and heard of a range of reasons. But the one resounding comment I hear is that the hospitals do not think we have as good of an education as a local college.
- I felt the clinical training and testing was awful. I failed the first time and it was so anxiety producing I did not feel that it was an accurate assessment of my nursing skills.
- I had initial difficulty adapting to the hospital environment when first employed, although, in my situation, I was an EMT (rather than a LVN/LPN) prior to admission to the program. Other Excelsior students who were LVN/LPN were probably more comfortable during their initial hospital experience. Currently, having previously been an EMT, I find full comfort in my position, as I am working in the Emergency Department.
- I think the online BSN courses, start too fast. It seems your first day is overwhelming. I also stopped pursuing my BSN, because I could not find a BSN RN to help me with my project in Professional Socialization. I asked 7 different individuals.
- I wanted to do an MS in nursing, but Excelsior College would not let me do it at my own pace. They say a course is five months long, whereas I can do the same course in one month. For the associate degree, I took only an average of 10 days/70 hours of study to pass the nursing exams when some other students studied six months or so and failed the tests multiple times. If I can

run 100 meters in 10 seconds, why do u insist that I should take 50 seconds to run the same distance? I know that it is group/research based, but in every science there are anomalies and exemptions to rules and theorems and universal truths without exemptions are very few.

- I would have done this program again. Start to finish, 8 months. Couldn't have done that in a traditional setting.
- I would love to be able to continue with a bridge program to become an FNP.
- I'm actively in excelsior colleges MSN program, just wanted to say that it's a very slow process to achieve your goals because of the significant cost of classes and the inability to find institutions to help finance student loans. There are no student loan programs for excelsior college.
- My experience with Excelsior was a positive one and I look forward to continuing my education with them soon.
- N/A
- None (n=3)
- Offer a nurse practitioner or PhD course! !!!!
- Overall Excelsior College provided me with a great educational experience!
- Personally, I feel that I was a much better prepared RN at graduation than any other new grad RN in the country, despite not having traditional "Clinical" hours. I feel it's a shame that many states do not recognize my education as acceptable for licensure as an RN because of the lack of a timed and proctored clinical experience. Granted, I had 12 diverse years of experience as an LPN in which I gained more working knowledge than what is provided in a traditional nursing program. If not for that previous nursing experience, it's possible I might not feel the same way I do about my experience with Excelsior.
- Thank you Excelsior I would not be Director of Assisted Living RN without you!
- The alumni hotline has helped me many times understand the boundaries of my license, considering it is from Excelsior and not a physical campus. I have always received excellent help from the alumni relations folks.
- the best online school of nursing that I would recommend to anyone
- The Excelsior program enabled me to obtain my degree and finally start getting paid for the work I had already been doing for years. The program helped me to realize I can do anything I set my mind to.
- This is a good program for self-motivated people. Works well for the working adult as well.
- This is an excellent program for the aspiring nurse
- this survey is poorly written. Does not take into consideration behaviors/attributes already held. My ADN didn't change my way of thinking or work ability, just gave me additional credentials
- While working as Respiratory Therapist, graduated from Excelsior Associate Degree Nursing Program. About that same time, my employer (a large Metropolitan Educational Medical Center associated with Medical Colleges) announced new long range goal to GET RID of Associate Degree Nurses! Found out they also had policy, they would ONLY hire "New Grad" within 1 year of their graduating! Also, about the same time, Arizona State Board of Nursing released position paper [may still be on their Website] acknowledging many new RN Graduates were complaining EMPLOYERS WERE REFUSING TO HIRE NEW GRADUATE RNs instead insisting on 'experienced' RNs ! ! !

## Section 4

# Supervisor Survey

### Sample

**There were 22 respondents to the one-year supervisor survey from supervisors of students who obtained an Associate Degree in Nursing between September 2010 and August 2011.** Matched graduate data for the items that were common to both the supervisor and graduate surveys were also analyzed. Due to the small response to this survey, care should be taken in interpreting its results.

### Familiarity with the Graduate

**To what extent are you familiar with the daily work performance of the graduate? (N = 22)**

- Rating 7 (Extremely familiar) = 86.4%
- Rating 6 = 9.1%
- Rating 3 = 4.5%

**Have you conducted any performance reviews for the graduate? (N = 22)**

- Yes = 72.7%
- No = 27.3%

*If yes, how did you rate the graduate as compared to other nurses with similar preparation? (N = 19)*

- Rating 7 (Much higher) = 15.8%
- Rating 6 = 36.8%
- Rating 5 = 26.3%
- Rating 4 (About the same) = 10.5%
- Rating 3 = 10.5%



## Comparative Ratings with Similar Programs

As a result of your experience with the graduate and any other Excelsior College graduates, how would you rate the overall quality of the Excelsior College nursing program compared to other colleges? (N = 20)

- Rating 6 = 30.0%
- Rating 5 = 30.0%
- Rating 4 (About the same) = 30.0%
- Rating 3 = 10.0%

Given the opportunity would you hire another Excelsior College graduate? (N = 22)

- Yes = 95.5%
- No = 4.5%

Based on your experiences with the graduate and other Excelsior College AD graduates, would you recommend the Excelsior nursing program to others? (N = 20)

- Yes = 90.0%
- No = 10.0%

## Critical Thinking

Please evaluate the graduate's abilities as compared to other individuals with a position and education al background similar to the graduate's. (N = 21 – 22)

Critical Thinking ( <i>as compared to others this graduate can :)*)</i>	Mean	SD
Generate alternative solutions for problems.	5.62	1.07
Make reasonable inferences from data.	5.57	0.98
Generate reasonable hypotheses based on the synthesis of information.	5.43	0.98
Question judgments made by others.	5.43	0.98
Distinguish statements of fact from value judgments.	5.38	1.07
Distinguish between credible and non-credible sources of information.	5.33	0.97
Analyze an issue or problem from more than one perspective.	5.33	1.24
Analyze complex patterns of data to develop judgments.	5.29	1.19
Accurately identify problems or issues.	5.27	0.98

\*Likert rating scale: 1 = Much worse, 4 = As well as, 7 = Much better

## Nursing Program Outcomes

**Comparison of Supervisor and Graduate Ratings of Nursing Program Outcomes**  
(Matched data, N = 20 – 21)

Please rate the degree to which the graduate has achieved each behavioral competency**	Ratings by	Mean (SD)
Generates alternative solutions for problems.*	<b>Supervisor</b>	<b>4.71 (0.78)</b>
	Graduate	5.38 (0.74)
Applies principles, theories and concepts from the sciences and humanities in the practice of nursing.*	<b>Supervisor</b>	<b>4.71 (0.78)</b>
	Graduate	5.48 (0.75)
Uses a variety of strategies to professionally communicate with diverse groups.	<b>Supervisor</b>	<b>4.95 (0.92)</b>
	Graduate	5.33 (0.80)
Uses appropriate means of communication with clients and other members of the health care team.*	<b>Supervisor</b>	<b>4.90 (0.89)</b>
	Graduate	5.43 (0.75)
Uses critical thinking skills to identify problems and seek interventions.*	<b>Supervisor</b>	<b>5.00 (0.95)</b>
	Graduate	5.62 (0.59)
Uses interpreted research evidence to guide nursing care.	<b>Supervisor</b>	<b>4.67 (0.97)</b>
	Graduate	4.90 (1.00)
Emphasizes health promotion, risk reduction, and disease prevention across the life span.	<b>Supervisor</b>	<b>4.90 (0.83)</b>
	Graduate	5.33 (0.97)
Uses a holistic approach to design care with clients experiencing complex health care problems.	<b>Supervisor</b>	<b>4.76 (0.70)</b>
	Graduate	5.14 (1.15)
Prioritizes and evaluates nursing care using established standards of professional practice.*	<b>Supervisor</b>	<b>4.76 (0.89)</b>
	Graduate	5.48 (0.60)
Identifies the scope of practice for members of the health care team.*	<b>Supervisor</b>	<b>4.95 (0.86)</b>
	Graduate	5.62 (0.59)
Appropriately delegates and manages individuals to deliver care in a variety of settings.*	<b>Supervisor</b>	<b>4.57 (0.87)</b>
	Graduate	5.38 (0.80)
Practices nursing within a legal, ethical, and moral framework.*	<b>Supervisor</b>	<b>5.05 (0.80)</b>
	Graduate	5.76 (0.54)
Articulates the contributions of professional nursing to health care.	<b>Supervisor</b>	<b>4.95 (0.80)</b>
	Graduate	5.19 (0.98)
Advocates for the rights of clients and members of the profession of nursing.*	<b>Supervisor</b>	<b>5.00 (0.71)</b>
	Graduate	5.52 (0.68)
Is sensitive to differing values/beliefs of clients.*	<b>Supervisor</b>	<b>4.76 (0.83)</b>
	Graduate	5.43 (0.75)
Incorporates client's values and beliefs in a collaborative plan of care.*	<b>Supervisor</b>	<b>4.86 (0.79)</b>
	Graduate	5.38 (0.92)
Supports client's effective coping behaviors.*	<b>Supervisor</b>	<b>4.95 (0.74)</b>
	Graduate	5.62 (0.59)

\*Significant difference (using paired t-test) between graduate and supervisor rating at 0.05 level.

\*\*Likert scale: 1 = Not at all achieved, 6 = Completely achieved

**Comparison of Supervisor and Graduate Ratings of Nursing Program Outcomes (Continued)**

<b>Please rate the degree to which the graduate has achieved each behavioral competency**</b>	<b>Ratings by</b>	<b>Mean (SD)</b>
Distinguishes between credible and non-credible sources of information.	<b>Supervisor</b>	<b>5.00 (0.84)</b>
	Graduate	5.43 (0.98)
Readily provides a rationale in support of a judgment.*	<b>Supervisor</b>	<b>4.95 (0.86)</b>
	Graduate	5.43 (0.75)
Analyzes an issue or problem from more than one perspective.*	<b>Supervisor</b>	<b>4.76 (0.89)</b>
	Graduate	5.43 (0.81)
Uses health care technology effectively.	<b>Supervisor</b>	<b>5.05 (0.80)</b>
	Graduate	5.43 (0.87)
Assesses the role of the physical environment on the health of populations.	<b>Supervisor</b>	<b>5.15 (0.75)</b>
	Graduate	5.50 (0.83)
Collaborates with members of the health care team to develop interdisciplinary plans.*	<b>Supervisor</b>	<b>5.00 (0.95)</b>
	Graduate	5.48 (0.87)
Uses community resources to provide continuity of client care.	<b>Supervisor</b>	<b>4.67 (0.91)</b>
	Graduate	5.14 (1.06)
Promotes health maintenance and health restoration across the life span.*	<b>Supervisor</b>	<b>4.81 (0.75)</b>
	Graduate	5.52 (0.75)
Safely administers medications through intravenous, intramuscular and subcutaneous routes. *	<b>Supervisor</b>	<b>5.25 (0.91)</b>
	Graduate	5.80 (0.52)
Manages clients' prescribed medication regime. *	<b>Supervisor</b>	<b>5.10 (0.89)</b>
	Graduate	5.76 (0.54)
Provides nursing care effectively to clients experiencing deviations from psychosocial health. *	<b>Supervisor</b>	<b>4.86 (0.91)</b>
	Graduate	5.43 (1.03)

\*Significant difference (using paired t-test) between graduate and supervisor rating at 0.05 level.

\*\*Likert scale: 1 = Not at all achieved, 6 = Completely achieved

## Open-Ended Items

### ***Can you identify any areas that you feel are DEFICIENCIES in Excelsior College AD graduates?***

Responses to this question were received from eight supervisors. Among them, two indicated insufficient knowledge of the graduate to identify deficiencies, two identified no deficiencies, and one indicated the question was not applicable. The remaining comments appear below.

- “[Graduate] was very willing to learn, but came to our department very inexperienced. She did not know how to draw up meds and had never done many basic skills. She still has difficulty with multi-tasking and caring for more than one patient at a time. It seems that your students need more clinical practice. We really enjoyed [graduate] as an individual, but again, she came to us very ‘green.’”
- “Time management, conservation of words in documentation, multiple med errors.”
- “Delegating work to other staff instead doing all.”

### ***Can you identify any areas that you feel are STRENGTHS in Excelsior College AD graduates?***

Responses to this question were received from 10 supervisors. Among them, one indicated insufficient knowledge of Excelsior graduates to identify strengths. The remaining nine supervisors identified the following strengths:

- Experienced, strong clinical skills (n = 3)
- Strong assessment skills, able to identify patient needs (n = 2)
- Critical thinking skills, able to apply new knowledge (n = 2)
- Confident (n = 1)
- Teamwork (n = 1)

In comments related to specific graduates, supervisors identified a variety of strengths, including adherence to standards of care, commitment to providing compassionate care, diligence, experience, preparation for licensure, and teamwork.

#### *All comments:*

- “Specifically to [Graduate] - deep commitment to compassionate patient care, hard worker. Diligent in documentation and in meeting standards for hospice care.”
- “[Graduate] appeared very prepared after completion of your program and passed the licensure exam without difficulty.”
- “[Graduate] had experience before entering your college but she ‘shines’”
- “Excellent assessment skills, great confidence related to patient care”
- “This is a great program for nurses with strong clinical skills and support.”
- “Good team player”
- “Most that I’ve dealt with have an extensive background in pre-hospital emergency medicine thus gives students a wealth of patient encounters and firm foundation for a nursing career.”
- “Most of Excelsior College grads have more experience (clinical), easy to apply new knowledge.”

- “Critical thinking, being able to identify the needs of the patient.”