

Employer Survey Data Spring 2015

The annual Community Liaison Breakfast provides opportunity for employer feedback regarding graduate performance. A survey is administered that asks broad questions seeking input from clinical partners in San Diego County.

10 healthcare agencies were represented, which included all levels (sophomore, junior, senior) for student clinical experiences. Note: Old Curriculum Outcomes were used for survey as we did not have any graduates yet through the new curriculum.

Competency	Exceeds Expected Standards	Meets Expected Standards	Needed Extended Orientation	Not Able to Rate	Comments
Therapeutic Nursing Intervention:					
Assessment	3	6		2	
Nursing Process	7	3		1	
Clinical Skills	6	4		1	
Critical Thinking:					
Individual Problem Solving	8	3			
Group Problem Solving	8	3			
Priority/Time Mgmt.	5	5			
Leadership:					
Delegates	3	5			
Supervises	3	5			
Awareness of Research	6	5		2	
Volunteers for Assignments	7	2			
					-This area always needs more time (this is true for all-not exclusive to PLNU) -All other grads are required to do an EBP project in their program*
Communication and Service					
Patient Education	7	4			
Collaborative Practice	7	4			
Documentation	7	4			
Clear Communication	8	3			

Spiritual Cultural & Spiritual Needs Integrated into Care	8	3			
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*In the SON Curriculum, students complete 2 EBP projects and present them in a public forum

Strengths of PLNU grads included:

- Care
- Open to change
- Clear understanding of EBP
- Desire to learn and work hard
- Professionalism
- Connections with patients
- Respectful
- Spiritual underpinning
- Polite
- Honored to partner with PLNU
- Grounded and well-rounded
- Willingness to get dirty

Issues facing healthcare that affect transition to practice included:

- Healthcare reform
- Working with interdisciplinary teams
- Health literacy
- Basic hygiene
- Exposure to non-hospital roles

Ways to strengthen graduate performance included:

- Problem identification
- End of life
- Time management
- Knowledge of the CA Board of Registered Nursing
- Knowledge of ANA documents

Assessment Plan moving forward:

Continue to monitor for knowledge related to healthcare reform, ANA documents, and the CA Board of Nursing (all were incorporated in NSG 470 Leadership and/or NSG 480 Capstone).

Employer Survey Data Spring 2014

The annual Community Liaison Breakfast provides opportunity for employer feedback regarding graduate performance. A survey is administered that asks broad questions seeking input from clinical partners in San Diego County.

Nine healthcare agencies were represented, which included all levels (sophomore, junior, senior) for student clinical experiences. Note: Old Curriculum Outcomes were used for survey as we did not have any graduates yet through the new curriculum.

Competency	Exceeds Expected Standards	Meets Expected Standards	Needed Extended Orientation	Not Able to Rate	Comments
Therapeutic Nursing Intervention:					
Assessment	4	3		2	
Nursing Process	7	1			
Clinical Skills	6	2			
Critical Thinking:					
Individual Problem Solving	5	3			
Group Problem Solving	6	1		1	
Priority/Time Mgmt.	4	2		1	
Leadership:					
Delegates	1	2			
Supervises	2	2			
Awareness of Research	5	1		2	
Volunteers for Assignments	5	1		3	
Communication and Service					
Patient Education	7	1			
Collaborative Practice	7	1			
Documentation	5	1		2	
Clear Communication	7	1			
Spiritual					
Cultural & Spiritual Needs Integrated into Care	6	1		1	

Strengths of PLNU grads included:

- Professionalism
- Commitment to care
- Compassion
- Comportment
- Dedicated
- Respectful
- Prepared

Issues facing healthcare that affect transition to practice included:

- Simulation of sentinel/disaster events
- Healthcare economics
- The Affordable Healthcare Act (ACA)

Ways to strengthen graduate performance included:

- Lack of general knowledge regarding nurse integrity, scope of practice and the professional role
- Spanish speaking

Response Plan:

- Emphasize scope of practice and professional role in Capstone Fall 2014-Done.
- Collaboration with local paramedic program for Disaster Management-Done.

Assessment Plan moving forward:

- Continue to assess employers for gaps in the curriculum or issues related to transition to practice
- Continue to assess for ACA and healthcare economics incorporation into the curriculum

Employer Survey Spring 2013

The annual Community Liaison Breakfast provides opportunity for employer feedback regarding graduate performance. A survey is administered that asks broad questions seeking input from clinical partners in San Diego County.

18 employers represented 11 healthcare agencies, which included all levels (sophomore, junior, senior) for student clinical experiences.

Competency	Exceeds Expected Standards	Meets Expected Standards	Needed Extended Orientation	Not Able to Rate	Comments
Therapeutic Nursing Intervention: Assessment Nursing Process Clinical Skills	11 14 10	5 2 6		1 1 1	-I do not interact directly with any new grads in the 5 Scripps facilities, but I hear good comments about them from staff. -Students who have participated in the VA Valor program usually exceed expectations.
Critical Thinking: Individual Problem Solving Group Problem Solving Priority/Time Mgmt.	11 10 9	6 7 8			
Leadership: Delegates Supervises Awareness of Research Volunteers for Assignments	6 6 13 9	7 6 2 4		3 4 1 3	
Communication and Service Patient Education	15	2			

Collaborative Practice Documentation	12	4			
Clear Communication	10	6			
	12	5			
Spiritual Cultural & Spiritual Needs Integrated into Care	16			1	Faith-based education has influenced a special awareness and ability to integrate spiritual needs into care.

Strengths of PLNU graduates included:

- Respectful
- Prepared
- Knowledge of evidence based practice
- Communication skills
- Holistic care
- Compassionate care
- Advocacy
- Professionalism
- Critical thinking
- Strong ethical values
- Enthusiasm

Issues facing healthcare that affect transition to practice included:

- Magnet designation
- Healthcare reform
- Simulation learning
- Core measures

Ways to strengthen graduate performance included:

- Time management
- Simulation

Response Plan:

- Grant application for high fidelity mannikins

Assessment Plan moving forward:

Continue to assess for quality improvement

Employer Survey Spring 2012

The annual Community Liaison Breakfast provides opportunity for employer feedback regarding graduate performance. A survey is administered that asks broad questions seeking input from clinical partners in San Diego County.

24 employers represented 14 healthcare agencies, which included all levels (sophomore, junior, senior) for student clinical experiences.

Competency	Exceeds Expected Standards	Meets Expected Standards	Needed Extended Orientation	Not Able to Rate	Comments
Therapeutic Nursing Intervention: Assessment Nursing Process Clinical Skills	12 14 12	7 6 7		3 2 3	-Love holistic approach! -I am always thrilled to have a PLNU student/new graduate joining our nursing service... approach to veterans builds a strong therapeutic bond with our patients.
Critical Thinking: Individual Problem Solving Group Problem Solving Priority/Time Mgmt.	18 16 16	4 4 9		1 1 1	
Leadership: Delegates Supervises Awareness of Research Volunteers for Assignments	10 10 14 11	7 7 5 6		5 5 3 5	
Communication and Service Patient Education Collaborative Practice Documentation Clear Communication	15 14 12 17	6 8 6 4		1 1 3 1	

Spiritual Cultural & Spiritual Needs Integrated into Care	18	2		1	This is one of the major reasons Point Loma stands out in the community as an exemplary program.
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