Bachelor of Science in Nursing (RN-BSN) Program (2018-2024)

***See page 4 for January 2025 Program Updates

Goals and Outcomes

In support of the college mission, the RN-BSN program adds to previous education and practice experiences and prepares graduates for professional nursing practice as a baccalaureate generalist according to the following essentials of education outlined by the American Association of Colleges of Nursing [AACN (2008)]:

I.	Liberal education for baccalaureate generalist nursing practice
II.	Basic organizational and systems leadership for quality care and patient safety
III.	Scholarship for evidence-based practice
IV.	Information management and application of patient care technology
V.	Health care policy, finance, and regulatory environments
VI.	Interprofessional communication and collaboration for improving patient health outcomes.
VII.	Clinical prevention and population health
VIII.	Professionalism and professional values
IX.	Baccalaureate generalist nursing practice

Additionally, the RN-BSN program adheres to Atrium Health's core values of caring, commitment, integrity, and teamwork.

Program Outcomes

1. Graduation rate within 150% of traditional program completion
2. Fifty percent (50%) of graduate's report promotion, attainment of additional career opportunities, or enrollment in furthering nursing education within nine months of graduation.
3. Graduates are satisfied that the program provided appropriate learning experiences.
4. Alumni are satisfied that the program provided appropriate learning experiences and enhance professional practice.
5. Employers are satisfied with the academic preparation of the graduate.
6. Eighty percent (80%) of alumni 6 months post-graduation will be employed in nursing. (added 2024)

Outcome	Measure	Benchmark	2021 Result	2022 Result	2023 Result	2024 Result
Graduate Rate	Graduation rate within 150% of traditional program completion *Excluding students who have identified factors such as family obligations, relocation, financial barriers, and decisions to change major or to transfer to another institution of higher education.	75%	97%	97%	94%	95%
Graduate promotion, attainment of additional career opportunities, or enrollment in furthering nursing education	Alumni survey: Percentage of alumni with evidence of career advancement/ increased responsibilities since obtaining degree	50%	N/A	71.4%	57.1%	100%
Graduate satisfaction	End of Program survey rating	= or >4.0 rating (5-point scale)	4.58	4.75	4.6	4.76
Alumni satisfaction	Alumni survey rating	= or >4.0 rating (5-point scale)	N/A	4.26	4.69	5.0
Employer satisfaction	Employer survey rating	= or >4.0 rating (5-point scale)	4.23	4.16	4.42	3.88
Employment Rate	Number of alumni with verified employment in nursing at 6 months post-graduation	80%	81%	96.9%	100%	100%

Student Learning Outcomes (2018-2024)

Atrium Health Core Values	College SLOs	Definition	BSN Essentials	RN-BSN Program SLOs
Commitment and Integrity	Communicate	Use oral and written communication effectively.	Essential VI. Interprofessional communication and collaboration for improving patient health outcomes	Demonstrate the use of interprofessional communication and collaboration to enhance quality patient outcomes
Commitment and Integrity	Consider	Integrate theory and evidence to make sound decisions, solve problems, and evaluate results.	Essential I. Liberal education for baccalaureate generalist nursing practice	Integrate concepts from arts and sciences into professional nursing practice
			Essential III. Scholarship for evidence-based practice	Demonstrate use of evidence-based practice in the provision of clinically competent care
			Essential V. Health care policy, finance, and regulatory environments	Examine principles and policies related to system financial and regulatory constraints in the provision of care
Teamwork	Collaborate	Work as an effective team member to achieve objectives.	Essential VI. Interprofessional communication and collaboration for improving patient health outcomes	Demonstrate the use of interprofessional communication and collaboration to enhance quality outcomes
Commitment and Integrity	Cultivate	Engage in professional behaviors to promote self-directed growth.	Essential VII. Clinical prevention and population health	Develop interventions for health promotion and disease prevention to people and diverse populations
Caring	Connect	Build and maintain relationships with others from various professions, perspectives, and practices.	Essential VI. Interprofessional communication and collaboration for improving patient health outcomes	Demonstrate the use of interprofessional communication and collaboration to enhance quality outcomes
			Essential VIII. Professionalism and professional values	Integrate professional values in the provision of ethical, culturally competent, non-judgmental care
Commitment and Integrity	Content	Understanding and applying a core body of knowledge in their chosen field of study.	Essential IX. Baccalaureate Generalist Nursing Practice	Translate and apply knowledge of nursing concepts and evolving competence to patient populations in complex, diverse healthcare environments
			Essential II. Basic organizational systems leadership for quality care and patient safety	Utilize knowledge of organizational systems leadership in the delivery of safe, quality care
			Essential IV. Information management and application of patient care technology	Implement knowledge of technology for clinical decision making in quality care delivery

Bachelor of Science in Nursing (RN-BSN) Program (Beginning January 2025)

Goals and Outcomes

In support of the college mission, the RN-BSN program enhances prior education and practice experiences to equip graduates

with the knowledge, skills, and professionalism needed to drive positive change as empowered baccalaureate nurses. Supporting the foundation of nursing as a discipline and integrating a liberal education, the RN-BSN program incorporates the American Association of College of Nursing [AACN (2021)] Core Competencies for Professional Nursing Education:

Domain 1: Knowledge of Nursing Practice
Domain 2: Person-Centered Care
Domain 3: Population Health
Domain 4: Scholarship for Nursing Discipline
Domain 5: Quality and Safety
Domain 6: Interprofessional Partnerships
Domain 7: Systems-Based Practice
Domain 8: Informatics and Healthcare Technologies
Domain 9: Professionalism
Domain 10: Personal, Professional, and Leadership Development

Additionally, the RN-BSN program adheres to Atrium Health's core values of caring, commitment, integrity, and teamwork.

Program Outcomes

1. Graduation rate within 150% of traditional program completion.
2. Eighty percent (80%) of alumni 6 months post-graduation will be employed in nursing.
3. Fifty percent (50%) of graduate's report promotion, attainment of additional career opportunities, or enrollment in furthering nursing education within six months of graduation.
4. Graduates are satisfied that the program provided appropriate learning experiences.
5. Alumni are satisfied that the program provided appropriate learning experiences that enhanced professional practice.
6. Employers are satisfied with the academic preparation of the graduate.

Outcome	Measure	Benchmark	2025 Result	2026 Result	2027 Result
Graduate Rate	Graduation rate within 150% of traditional program completion *Excluding students who have identified factors such as family obligations, relocation, financial barriers, and decisions to change major or to transfer to	75%			

	another institution of higher education.				
Employment Rate	Number of alumni with verified employment in nursing at 6 months post-graduation	80%			
Graduate promotion, attainment of additional career opportunities, or enrollment in furthering nursing education	Alumni survey: Percentage of alumni with evidence of career advancement/ increased responsibilities since obtaining degree	50%			
Graduate satisfaction	End of Program survey rating	= or >4.0 rating (5-point scale)			
Alumni satisfaction	Alumni survey rating	= or >4.0 rating (5-point scale)			
Employer satisfaction	Employer survey rating	= or >4.0 rating (5-point scale)			

RN to BSN Student Learning Outcomes

1. Apply communication skills and tools with interprofessional healthcare teams, patients, families, and communities.
2. Examine the impact of health care policy, finance, and regulatory environments on ethical and equitable care delivery.
3. Demonstrate evidence-based decision-making to achieve optimal patient outcomes and improve the quality of care for all.
4. Provide clinically competent care of individuals, families, and communities in a variety of settings across diverse populations.
5. Demonstrate leadership, advocacy, and professional identity through active learning, care-coordination, and self-reflection.

Student Learning Outcomes (start January 2025)

Atrium Health Core	College SLOs: Definition	RN-BSN Program SLOs	BSN Essential Domains	Courses

Values				
Teamwork	Communicate: Use oral and written communication effectively.	Apply communication skills and tools with interprofessional healthcare teams, patients, families, and communities	Domain 3-Population Health Domain 6-Interprofessional Partnerships Domain 8-Informatics & Healthcare Technologies Domain 10-Personal, Professional, and Leadership Development	HLC 330 NUR 340 HLC 350 NUR 450
Commitment/Integrity	Consider: Integrate theory and evidence to make sound decisions, solve problems, and evaluate results.	Examine the impact of health care policy, finance, and regulatory environments on ethical and equitable care delivery.	Domain 1-Knowledge for Nursing Practice Domain 3 -Population Health Domain 4-Scholarship for the Nursing Discipline Domain 7-Systems-Based Practice Domain 8 -Informatics & Healthcare Technologies Domain 9-Professionalism	HLC 350 HLC 420 HLC 430 NUR 450
		Demonstrate evidence-based decision-making to achieve optimal patient outcomes and improve the quality of care for all.	Domain 1-Knowledge for Nursing Practice Domain 4-Scholarship for the Nursing Discipline Domain 5 -Quality & Safety Domain 7-Systems-Based Practice	General Education Courses NUR 301 HLC 320 HLC 410 NUR 450
Commitment/Teamwork	Collaborate: Work as an effective team member to achieve objectives.	Provide clinically competent care of individuals, families, and communities in a variety of settings across diverse populations.	Domain 2-Person-Centered Care Domain 3 -Population Health Domain 5 -Quality & Safety Domain 6 -Interprofessional Partnerships Domain 8 -Informatics & Healthcare Technologies Domain 10 -Personal, Professional, and Leadership Development	HLC 310 HLC 320 NUR 340 NUR 450
		Apply communication skills and tools with interprofessional healthcare teams, patients,	Domain 3 -Population Health Domain 6 -Interprofessional Partnerships Domain 8 -Informatics & Healthcare Technologies Domain 10 -Personal, Professional, and Leadership	HLC 330 NUR 340 HLC 350 NUR 450

		families, and communities.	Development	
Caring	Cultivate: Engage in professional behaviors to promote self-directed growth.	Demonstrate leadership, advocacy, and professional identity through active learning, care-coordination, and self-reflection.	Domain 2 -Person-Centered Care Domain 3 -Population Health Domain 9 -Professionalism Domain 10 -Personal, Professional, and Leadership Development	NUR 301 HLC 320 HLC 330 HLC 420 HLC 430 NUR 450
Commitment	Connect: Build and maintain relationships with others from various professions, perspectives, and practices.	Provide clinically competent care of individuals, families, and communities in a variety of settings across diverse populations.	Domain 2 -Person-Centered Care Domain 3 -Population Health Domain 5-Quality & Safety Domain 6 -Interprofessional Partnerships	HLC 310 HLC 320 NUR 340 NUR 450
Commitment/Integrity	Content: Understanding and applying a core body of knowledge in their chosen field of study.	Demonstrate evidence-based decision-making to achieve optimal patient outcomes and improve the quality of care for all.	Domain 1-Knowledge for Nursing Practice Domain 4-Scholarship for the Nursing Discipline Domain 5 -Quality & Safety Domain 7-Systems-Based Practice	General Education Courses NUR 301 HLC 410 HLC 320 NUR 450
		Examine the impact of health care policy, finance, and regulatory environments on ethical and equitable care delivery.	Domain 1-Knowledge for Nursing Practice Domain 3 -Population Health Domain 4-Scholarship for the Nursing Discipline Domain 7-Systems-Based Practice Domain 8 -Informatics & Healthcare Technologies Domain 9-Professionalism	HLC 350 HLC 420 HLC 430 NUR 450