



**2008**

***INSTITUTIONAL EFFECTIVENESS (IE) PLAN***



**Carolinan College of Health Sciences  
2008 Institutional Effectiveness Plan**

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**INTRODUCTION**

As defined in the SACS Criteria, institutional effectiveness is the comprehensive process of planning and evaluation that matches the performance of a college with its purpose. At Carolinas College of Health Sciences the process is ongoing. The College Mission Statement and the ensuing Goals serve as the Foundation for the Institutional Effectiveness (IE) Plan.

The mission of Carolinas College of Health Sciences is to educate future healthcare providers by integrating theoretical concepts with clinical experiences. In partnership with Carolinas Healthcare System, the College focuses on preparing individuals for employment in general and specialized healthcare fields for the Charlotte metropolitan area.

The College is committed to:

- (1) maintaining a structure that supports the College's mission, guides future development, provides resources, and integrates the College into the community
- (2) providing resources and services to promote a learning environment that facilitates student success
- (3) striving for excellence in educating entry-level and specialized practitioners to be competent in providing healthcare services in a variety of settings.

*(Adopted at August and October, 2006 Faculty/Staff Meeting. Approved by the Board of Directors on December 19, 2006).*

All units of the College develop goals that contribute to the achievement of the College goals. The IE Plan consists of objectives grouped under the overall goals, identification of the means of assessment, and the criteria for success.

As the plan is implemented, an exhaustive evaluation system is in place to provide feedback data. After gathering assessment data related to the outcomes, various individuals, groups, or committees are charged with the responsibility for analyzing the data and recommending actions/plans to improve the College's performance. Responsible persons report on progress toward goals twice a year as a part of midyear and end-of-year reports. The effectiveness of the College is determined by comparing the actual achievements with the projected goals. The results are documented in the Annual Report, which is a composite picture of the College's effectiveness.

The planning and evaluation process includes all employees. Each department is responsible for reviewing the IE Plan and making suggested changes which are incorporated by the Quality Improvement Committee at the beginning of each calendar year.



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<b>Goal I: Maintain a structure that supports the College's mission, guides future development, provides resources, and integrates the College into the community.</b>						
I	1. The College is regionally accredited by the Commission on Colleges of the Southern Association of Colleges and Schools (SACS).	Annual audit based on SACS criteria	The College is in 100% compliance with SACS criteria according to audit.	Accreditation subcommittee chair	January 2008 - December 2008	February 15
I	2. The College develops and reviews a long-term strategic plan.	Strategic Planning subcommittee meeting minutes	Strategic Planning is an ongoing process and is regularly evaluated.	Strategic Planning subcommittee chair	January 2008 - December 2008	February 15
I	3. Personnel are recruited and hired to achieve the College mission.	The number of currently open personnel positions	The number of currently open positions does not exceed 5% of current positions.	President	July 2007 - June 2008	August 15
I	4. A team of professionals who direct high quality educational programs, provide strong fiscal oversight, offer effective student support services, and maintain an assessment infrastructure which supports college-wide quality enhancement are hired.	Turnover rates for positions of Provost, Director of Business and Finance, Dean of Student Services and Enrollment Management, and Institutional Research Coordinator	All positions will be staffed.	President	January 2008 - December 2008	February 15



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I	5. Retain personnel to achieve the mission of the College.	Turnover rates	College-wide turnover rates do not exceed 10% annually for reasons other than promotion within CCHS/CHS or retirement.	President	January 2008 - December 2008	February 15
I	6. Retain a team of professionals who direct high quality educational programs, provide strong fiscal oversight, offer effective student support services, and maintain an assessment infrastructure which supports college-wide quality enhancement.	Turnover rates for positions of Provost, Director of Business and Finance, Dean of Student Services and Enrollment Management, and Institutional Research Coordinator	Turnover rates for positions of Provost, Director of Business and Finance, Dean of Student Services and Enrollment Management, and Institutional Research Coordinator do not exceed 10% annually for reasons other than promotion within CCHS/CHS or retirement.	President	January 2008 - December 2008	February 15
I	7. Retain effective academic program leaders and staff members.	Analysis of annual turnover rate of academic program managers and Academic Affairs support staff	Turnover rates for Academic team and staff do not exceed 10% annually for reasons other than promotion within CCHS/CHS or retirement.	Provost	January 2008 - December 2008	February 15
I	8. Personnel are successfully oriented to the College and policies and procedures upon hire.	New Personnel Orientation Survey	The utility of the new personnel orientation receives an average rating of 4.0 or higher.	President	July 2007 - June 2008	August 15



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I	9. Personnel credentials verify qualifications outlined in job summaries.	Personnel files	100% of qualifications outlined in job summaries are verified.	President, Provost, Dean of Student Services, Director of Business and Finance	July 2007 - June 2008	August 15
I	10. Program leaders and staff members provide effective financial program management.	Review of end-of-year budget report	Academic Affairs office budget and program budgets meets or exceeds the budgeted margin.	Provost	January 2008 - December 2008	February 15
I	11. A team of professionals who direct high quality educational programs, provide strong fiscal oversight, offer effective student support services, and maintain an assessment infrastructure which supports college-wide quality enhancement are successful.	Most recent performance appraisal and current Individual Development Plans (IDP) for positions of Provost, Director of Business and Finance, Dean of Student Services and Enrollment Management, and Institutional Research Coordinator	75% of appraisals indicate individuals "meet or exceed expectations" and IDPs demonstrate professional growth.	President	January 2008 - December 2008	February 15
I	12. Personnel participate in Comprehensive Assessment in efforts to enhance quality improvement.	Response rate on Personnel Comprehensive Assessment	At least 70% of all personnel participate in the Personnel Comprehensive Assessment.	IR Coordinator	July 2007 - June 2008	August 15



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I	13. The faculty indicate that the Mission, Goals, and Outcomes of the Educational Programs are consistent with the College Mission.	Personnel Comprehensive Assessment	The consistency of the mission, goals, and outcomes of the educational programs with the College Mission receives an average rate of 4.0 or higher.	Provost	July 2007 - June 2008	August 15
I	14. Information and decisions within the Carolinas HealthCare System that impact the College are communicated to CCHS personnel.	CCHS Everyone E-mails	Everyone e-mails are distributed by College President communicating information and decisions within CHS that impact the College.	President	January 2008 - December 2008	February 15
I	15. Internal communication meets the needs of faculty and staff.	Personnel Comprehensive Assessment	Internal communication receives an average rating of 4.0 or higher.	President	July 2007 - June 2008	August 15
I	16. Faculty, administrators, staff and students participate in the decision-making process of the College through committee membership.	College Committee membership listings and meeting minutes	100% of full-time personnel participate on committees, and 50% of committees with assigned student positions have student participation.	President	July 2007 - June 2008	August 15
I	17. Personnel are satisfied with job workload.	Personnel Comprehensive Assessment	Personnel satisfaction with workload receives an average rating of 4.0 or higher.	President	July 2007 - June 2008	August 15



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I	18. The number of clinical faculty meet the needs of the College to fulfill its purpose.	Clinical student: faculty ratio for individual programs	A student to faculty ratio between 8:1 to 10:1 is maintained in clinical courses.	Provost	July 2007 - June 2008	August 15
I	19. Performance appraisals are completed annually and merits are awarded based on performance.	Vista Reports provided through Carolinus HealthCare System	90% of performance appraisals are completed on time.	President	January 2008 - December 2008	February 15
I	20. Institutional research data are reviewed and analyzed for trends.	Quality Improvement subcommittee meeting minutes	100% of internal survey results are reviewed and evaluated for recommendations.	Quality Improvement subcommittee chair	January 2008 - December 2008	February 15
I	21. Input from data users, survey responses, and recommendations are used in the review of institutional research tools.	Evaluation Tool Revision Forms	100% of recommendations and requests concerning research tools are considered by the Research subcommittee.	Research subcommittee chair	January 2008 - December 2008	February 15
I	22. Evaluation tools are updated and/or revised for improvement based on feedback.	Evaluation Tool Revision Forms	100% of revisions to evaluation tools are completed.	Research subcommittee chair	January 2008 - December 2008	February 15
I	23. Data collection activities are completed in a timely manner.	Master Schedule for Institutional Research Office	100% of scheduled data collection activities are completed within 2 months of scheduled date.	IR Coordinator	January 2008 - December 2008	February 15



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I	24. Personnel indicate that institutional changes concerning educational functions are made based on evaluative data.	Personnel Comprehensive Assessment	The use of evaluative data in making changes in educational functions receives an average rating of 4.0 or higher.	Provost	July 2007 - June 2008	August 15
I	25. Personnel indicate that institutional changes concerning administrative and support functions are made based on evaluative data.	Personnel Comprehensive Assessment	The use of evaluative data in making changes in administrative and support functions receives an average rating of 4.0 or higher.	President	July 2007 - June 2008	August 15
I	26. Personnel indicate that evaluative data concerning administrative and support issues are promptly and readily available.	Personnel Comprehensive Assessment	The promptness and availability of evaluative data concerning administrative and support issues receives an average rating of 4.0 or higher.	IR Coordinator	July 2007 - June 2008	August 15
I	27. Personnel indicate that evaluative data concerning educational programs are promptly and readily available.	Personnel Comprehensive Assessment	The promptness and availability of evaluative data concerning educational programs receives an average rating of 4.0 or higher.	IR Coordinator	July 2007 - June 2008	August 15
I	28. An annual Fact Book is produced that provides easy-to-understand college-wide data.	Annual Fact Book	An annual Fact Book is produced by June of each year.	IR Coordinator	July 2007 - June 2008	August 15



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I	29. The success of the Institutional Effectiveness Plan in using evaluative data in implementing and monitoring College-wide goals is evaluated.	Quality Improvement subcommittee meeting minutes; Tracking unmet goals in Annual Report; IE Plan Report Review Log	100% of midyear and end-of-year reports are reviewed and subsequent action plans are tracked for progress.	Quality Improvement subcommittee chair	January 2008 - December 2008	February 15
I	30. Personnel indicate that evaluative data are used in the implementation of the Institutional Effectiveness Plan.	Personnel Comprehensive Assessment	The use of evaluative data in the implementation of the Institutional Effectiveness Plan receives an average rating of 4.0 or higher.	Quality Improvement subcommittee chair	January 2008 - December 2008	February 15
I	31. Personnel indicate sufficient faculty are employed to meet the mission of the College.	Personnel Comprehensive Assessment	The sufficiency of faculty to meet the mission of the College receives an average rating of 4.0 or higher.	President	July 2007 - June 2008	August 15
I	32. Personnel indicate sufficient professional staff are employed to meet the mission of the College.	Personnel Comprehensive Assessment	The sufficiency of professional staff to meet the mission of the College receives an average rating of 4.0 or higher.	President	July 2007 - June 2008	August 15
I	33. Personnel indicate sufficient support staff are employed to meet the mission of the College.	Personnel Comprehensive Assessment	The sufficiency of support staff to meet the mission of the College receives an average rating of 4.0 or higher.	President	July 2007 - June 2008	August 15



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I	34. Faculty indicate that the physical environment is conducive to learning.	Personnel Comprehensive Assessment	The conduciveness of the physical environment to learning receives an average rating of 4.0 or higher.	President	July 2007 - June 2008	August 15
I	35. Students indicate that the physical environment is conducive to learning.	End of Program Surveys	The conduciveness of the physical environment to learning receives an average rating of 4.0 or higher.	President	January 2008 - December 2008	February 15
I	36. Personnel indicate that the physical environment is conducive to work.	Personnel Comprehensive Assessment	The conduciveness of the physical environment to work receives an average rating of 4.0 or higher.	President	July 2007 - June 2008	August 15
I	37. Personnel indicate a safe and secure educational environment is provided.	Personnel Comprehensive Assessment	The safety and security of the physical environment receives an average rating of 4.0 or higher.	Safety Committee Chair	July 2007 - June 2008	August 15
I	38. Students indicate a safe and secure educational environment is provided.	End of Program Surveys	The safety and security of the physical environment receives an average rating of 4.0 or higher.	Safety Committee Chair	July 2007 - June 2008	August 15
I	39. Personnel receive training to deal with emergencies.	Faculty/Staff meeting minutes	At least one college-wide safety training session is provided each year.	Safety Committee Chair	January 2008 - December 2008	February 15



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I	40. Personnel complete safety education programs required by Carolinas HealthCare System (CHS).	Transcripts from CHS ACE Modules	95% of personnel participate in required safety education programs (ACE Modules).	Safety Committee Chair	July 2007 - June 2008	February 15
I	41. Personnel receive training to deal with fire emergencies.	Fire Drill Reports	Excellent performance on Fire Drills indicated by a score of 93% or greater.	Safety Committee Chair	January 2008 - December 2008	February 15
I	42. The annual budget is sufficient to implement the mission of the College.	College Annual Report	In College Annual Report, none of the unmet objectives are attributed to budget issues.	Director of Business and Finance	January 2008 - December 2008	February 15
I	43. Personnel indicate that annual budget is sufficient to implement the mission of the College.	Personnel Comprehensive Assessment	The sufficiency of the annual budget receives an average rating of 4.0 or higher.	Director of Business and Finance	July 2007 - June 2008	August 15
I	44. Accurate financial accounting occurs.	Internal and external audits of financial records	Audit report indicates no findings.	Director of Business and Finance	January 2008 - December 2008	February 15
I	45. A financially sound organization is operated.	Monthly variance reports	Report variances range from positive to neutral margins.	Director of Business and Finance	January 2008 - December 2008	February 15
I	46. Personnel indicate they have input into the annual budget.	Personnel Comprehensive Assessment	80% of personnel indicate they were asked for input into departmental budgets.	Director of Business and Finance	July 2007 - June 2008	August 15



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I	47. Personnel indicate they receive timely feedback concerning departmental budget requests.	Personnel Comprehensive Assessment	80% of personnel indicate they received timely feedback concerning their departmental budget requests.	Director of Business and Finance	July 2007 - June 2008	August 15
I	48. Personnel indicate that needed resources are available within a reasonable period of time.	Personnel Comprehensive Assessment	The availability of resources receives an average rating of 4.0 or higher.	Director of Business and Finance	July 2007 - June 2008	August 15
I	49. A plan is developed and implemented for integrating the College into the Community.	A Community Integration Plan that lists all community activities in which the College will participate	90% of activities listed in the Community Integration Plan are completed.	Community Involvement Committee Chair	January 2008 - December 2008	February 15
I	50. The College receives a stable number of applications from year to year.	End of Year Admissions Report	The number of applications does not decline more than 5% from the previous year.	Dean of Student Services	January 2008 - December 2008	February 15
I	51. Students are involved in community activities.	Minutes from student organization meetings	90% of community activities planned by student organizations are completed.	Student Organization Leaders	January 2008 - December 2008	February 15
I	52. Life support and other community education courses are offered to promote lifelong learning in the community.	Community education course completion details	The number of individuals completing continuing education courses offered by the College remains the same or increases from year to year.	President	January 2008 - December 2008	February 15



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I	53. Meet continuing education needs of Carolinas HealthCare System's nurses and allied health professionals that are not adequately met by AHEC and other available local resources.	Analysis of workforce-related continuing education conducted by the College and/or CHS Workforce Development in odd-numbered years	Needs analyses conducted in odd-numbered years indicate no significant deficiencies in continuing workforce education and development in areas appropriate to CCHS's scope and role.	President	January 2008 - December 2008	February 15
I	54. The College collaborates with the CHS foundation to secure external funding.	College/Foundation grant submission activities	The College collaborates with the CHS foundation to submit at least two grant proposals each year.	President	January 2008 - December 2008	February 15
I	55. Enhance the financial viability of the college by working closely with the Carolinas HealthCare Foundation to ensure availability and professional management of grants and gifts, and by cultivating a climate of giving among students, staff, and alumni.	Annual review of grants and gifts and of fiscal fund reports from Carolinas HealthCare Foundation	4% increase in total endowment over 2007 level.	President	January 2008 - December 2008	February 15



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I	56. Provide the College Board of Directors with complete, clear, and accurate information to facilitate informed decision making regarding the governance, direction, and board-level policies of the College.	Board of Director meeting minutes and Bi-annual survey of board members conducting in even years	Board minutes reflect the regular reporting of outcomes and substantive discussion and Board member survey indicates satisfaction with availability of operational and outcomes-related information.	President	January 2008 - December 2008	February 15
I	57. At least every five years, evaluate nursing and allied health workforce needs within Carolinas HealthCare System and the community.	Workforce needs analysis conducted at five-year intervals (2005, 2010, 2015, 2020, etc) by the College and/or CHS Workforce Development and/or appropriate professional bodies	Needs analyses indicate no significant workforce shortages in areas of CCHS's level and scope of education.	President	January 2008 - December 2008	February 15
I	58. Meet nursing and allied health workforce needs within Carolinas HealthCare System and the community.	Vacancy rates for new graduates in the areas of nursing and allied health	New graduate vacancies within CHS remain at or below 7%.	President	January 2008 - December 2008	February 15
I	59. Use College placement rate data to inform decisions about enrollment targets.	Placement data for new graduates in the areas of nursing and allied health	If College placement rate is below 90%, placement rate data will be evaluated to determine changes, if any, to future enrollment targets.	President	January 2008 - December 2008	February 15



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<b>Goal II: Provide resources and services to promote a learning environment that facilitates student success.</b>						
II	1. Students indicate that information about their financial aid eligibility is provided.	End of NUR 101 and End of Program surveys	The information provided about financial aid availability receives an average rating of 4.0 or higher.	Financial Aid Officer	January 2008 - December 2008	February 15
II	2. Students indicate that financial counseling and assistance is provided.	End of NUR 101 and End of Program surveys	Financial counseling and assistance receives an average rating of 4.0 or higher.	Financial Aid Officer	January 2008 - December 2008	February 15
II	3. Students indicate that information about tuition, fees, and payments deadlines is provided in a timely manner.	End of NUR 101 and End of Program surveys	The information provided about tuition, fees, and payment deadlines receives an average rating of 4.0 or higher.	Director of Business and Finance	January 2008 - December 2008	February 15
II	4. Students indicate that advisement about student loan repayment is provided.	End of Program Surveys	The information provided about financial responsibilities receives an average rating of 4.0 or higher.	Director of Business and Finance	January 2008 - December 2008	February 15
II	5. Tuition and fees are collected in a timely manner.	Outstanding balance report	90% of fees are collected by the 50% point of each semester.	Director of Business and Finance	January 2008 - December 2008	February 15
II	6. Merit scholarships are awarded to honors admit students prior to the semester start (pending fund availability).	Scholarship award log	90% of merit scholarships are awarded prior to each semester start.	Director of Business and Finance	July 2007 - June 2008	August 15



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II	7. Students indicate the online bookstore is accessible and easy-to-use.	End of Program Surveys	The accessibility of the online bookstore receives an average rating of 4.0 or higher.	Director of Business and Finance	January 2008 - December 2008	February 15
II	8. Students indicate that accurate recruitment literature is published.	End of NUR 101 and End of Program surveys; New Student Orientation Surveys	The accuracy of College publications receives an average rating of 4.0 or higher.	Admissions Officer	January 2008 - December 2008	February 15
II	9. Students indicate that sufficient assistance with program selection and the application process is provided by admissions personnel.	End of NUR 101 and End of Program Surveys; Decline Survey; Orientation Evaluation	The assistance received for program selection and application receives an average rating of 4.0 or higher.	Admissions Officer	January 2008 - December 2008	February 15
II	10. Decrease the admissions yield between those who are accepted and those who enroll as new students.	Demographic Report	Achieve a 10% decrease in the admissions yield between academic years 2007 and 2008.	Dean of Student Services	January 2008 - December 2008	February 15
II	11. Each starting group of students indicate they feel prepared to be successful students after being presented with orientation information.	New Student Orientation Survey	Preparation for student success provided through orientation services receives an average rating of 4.0 or higher.	Dean of Student Services	January 2008 - December 2008	February 15
II	12. Students indicate the registration process is efficient and timely.	End of NUR 101 and End of Program surveys	The registration process receives an average rating of 4.0 or higher.	Registrar	January 2008 - December 2008	February 15



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II	13. Students indicate that the scheduling process was effective.	End of NUR 101 and End of Program surveys	The distribution of schedules receives an average rating of 4.0 or higher.	Registrar	January 2008 - December 2008	February 15
II	14. Students indicate that faculty advisors make time available for appointments.	End of Program Surveys	The availability of advising appointments receives an average rating of 4.0 or higher.	Dean of Student Services	January 2008 - December 2008	February 15
II	15. Students indicate that faculty advisors are available during scheduled appointments.	End of Program Surveys	The availability of faculty during scheduled appointments receives an average rating of 4.0 or higher.	Dean of Student Services	January 2008 - December 2008	February 15
II	16. Students indicate faculty advisors are knowledgeable and helpful.	End of Program Surveys	The knowledge of faculty advisors receives an average rating of 4.0 or higher.	Dean of Student Services	January 2008 - December 2008	February 15
II	17. Faculty advisors indicate that the Advisor Workshop is effective.	Faculty Advisor Workshop Evaluation	The effectiveness of the Advisor Workshop receives an average rating of 4.0 or higher.	Dean of Student Services	July 2007 - June 2008	February 15
II	18. Faculty advisors indicate they have appropriate information to support their role.	Personnel Comprehensive Assessment	The information for Faculty Advisor's receives an average rating of 4.0 or higher.	Dean of Student Services	July 2007 - June 2008	February 15
II	19. Student activities are organized each year to encourage interaction among students and personnel.	Student Life Committee Meeting Minutes	90% of scheduled student activities each year are completed.	Student Life Committee Chair	January 2008 - December 2008	February 15



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II	20. Students indicate that the availability of academic assistance is appropriate to their needs (including tutoring, test-taking skills, reviews).	End of NUR 101 and End of Program surveys	The availability of academic assistance receives an average rating of 4.0 or higher.	Student Success Coordinator	January 2008 - December 2008	February 15
II	21. Students indicate that extracurricular activities were available.	End of NUR 101 and End of Program surveys	The availability of extracurricular activities receives an average rating of 4.0 or higher.	Student Life Committee Chair	January 2008 - December 2008	February 15
II	22. Students that are not making satisfactory academic progress consistent with curricular requirements are referred for student support services.	Referral list	100% of students that are not making satisfactory academic progress are contacted and referred for student support services.	Student Success Coordinator	July 2007 - June 2008	August 15
II	23. Students that are referred for and utilize support services show improvement in coursework.	Course grades of students on referral list	60% of referred students who utilize support services more than once pass their course.	Student Success Coordinator	July 2007 - June 2008	August 15
II	24. Students that receive support services indicate that services were helpful.	Student support services survey	The helpfulness of student support services receives an average rating of 4.0 or higher.	Student Success Coordinator	July 2007 - June 2008	August 15



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II	25. The Student Success Center maintains appropriate and current information to support student needs.	End of Program Survey	The appropriate and current information in the Student Success Center receives an average rating of 4.0 or higher.	Dean of Student Services	July 2007 - June 2008	August 15
II	26. A College retention plan is in place that ensures successful program completion.	Graduation rate data	75% of the students admitted to the College graduate within 150% of normal program length.	Dean of Student Services	July 2007 - June 2008	August 15
II	27. A structure is in place to ensure successful completion of continuing education courses.	Continuing Education Completion Data	80% of students starting continuing education courses complete those courses.	Continuing Education Coordinator	January 2008 - December 2008	February 15
II	28. Graduating students meet all graduation requirements.	Admissions, Progression, and Graduation Committee Meeting minutes	100% of the students completing programs meet the progression criteria and the degree, diploma, or certificate requirements.	Admissions, Progression, and Graduation Committee chair	July 2007 - June 2008	August 15
II	29. The College provides an effective placement service to graduating students.	Roster of graduates and their place of employment (listed for College and individual programs)	6-month placement report indicates at least 90% of the graduates are employed in field of training.	Student Success Coordinator	July 2007 - June 2008	August 15
II	30. Students indicate that job placement assistance is readily available and helpful.	End of Program Surveys	The availability and helpfulness of job placement assistance receives an average rating of 4.0 or higher.	Student Success Coordinator	January 2008 - December 2008	February 15



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II	31. Alumni indicate that job placement assistance is readily available and helpful.	6-month alumni surveys	The availability and helpfulness of job placement assistance receives an average rating of 4.0 or higher.	Student Success Coordinator	January 2008 - December 2008	February 15
II	32. Students indicate that College policies are consistently applied.	End of Program Surveys	The consistent application of College policies receives an average rating of 4.0 or higher.	Dean of Student Services	January 2008 - December 2008	February 15
II	33. Students indicate College policies are non-discriminatory.	End of Program Surveys	Non-discriminatory College policies receives an average rating of 4.0 or higher.	Dean of Student Services	January 2008 - December 2008	February 15
II	34. Students indicate that College policies are publicly accessible.	End of Program Surveys	The accessibility of College policies receives an average rating of 4.0 or higher.	Dean of Student Services	January 2008 - December 2008	February 15
II	35. All College policies related to students are evaluated on a biannual basis.	Audit of College policies	Audit indicates that 90% of College policies related to students are current.	President	July 2007 - June 2008	August 15



**Carolinus College of Health Sciences  
2008 Institutional Effectiveness Plan**

<b>Goal</b>	<b>Objective</b>	<b>Means of Assessment</b>	<b>Criteria for Success</b>	<b>Responsible Individual</b>	<b>Data Through</b>	<b>Report Due Date</b>
II	36. Newly enrolled students will reflect the demographics of the applicant pool.	Annual student demographic report	Newly enrolled student demographics indicate no more than 10% variance from the applicant pool demographic distribution of gender, ethnic, and age groups.	Dean of Student Services	January 2008 - December 2008	February 15
<b>Goal III: Strive for excellence in educating entry-level and specialized practitioners to be competent in providing healthcare services in a variety of settings.</b>						
III	1. All full-time personnel participate in professional development activities.	Continuing Education/Professional Development Record	100% of full-time personnel participate in a professional development activity every year.	President; Provost; Dean of Student Services; Director of Business Office; Dean of Nursing; Directors: Emergency Medical Sciences, General Education, Clinical Laboratory Sciences, Radiologic Technology, Surgical Technology	July 2007 - June 2008	August 15



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2008 Institutional Effectiveness Plan**

<b>Goal</b>	<b>Objective</b>	<b>Means of Assessment</b>	<b>Criteria for Success</b>	<b>Responsible Individual</b>	<b>Data Through</b>	<b>Report Due Date</b>
III	2. All part-time personnel participate in professional development activities.	Continuing Education/Professional Development Record	100% of part-time personnel participate in a professional development activity every two years.	President; Provost; Dean of Student Services; Director of Business Office; Dean of Nursing; Directors: Emergency Medical Sciences, General Education, Clinical Laboratory Sciences, Radiologic Technology, Surgical Technology	July 2007 - June 2008	August 15
III	3. Personnel indicate that continuing education activities are available.	Personnel Comprehensive Assessment	The availability of professional development/continuing education activities receives an average rating of 4.0 or higher.	President	January 2008 - December 2008	February 15
III	4. Personnel indicate they have adequate support and resources to participate in continuing education activities.	Personnel Comprehensive Assessment	The resources and support for continuing education activities receives an average rating of 4.0 or higher.	President	January 2008 - December 2008	February 15
III	5. Personnel indicate that personal computer equipment and software are sufficient to perform job responsibilities.	Personnel Comprehensive Assessment	The personal computer equipment and software in allowing personnel to perform job responsibilities receives an average rating of 4.0 or higher.	Instructional Technology Coordinator	July 2007 - June 2008	August 15



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2008 Institutional Effectiveness Plan**

<b>Goal</b>	<b>Objective</b>	<b>Means of Assessment</b>	<b>Criteria for Success</b>	<b>Responsible Individual</b>	<b>Data Through</b>	<b>Report Due Date</b>
III	6. Faculty indicate that classroom technology is available that allows the implementation of appropriate teaching strategies.	Personnel Comprehensive Assessment	The availability of appropriate classroom technology receives an average of 4.0 or higher.	Instructional Technology Coordinator	July 2007 - June 2008	August 15
III	7. Personnel indicate that technical training opportunities are available.	Personnel Comprehensive Assessment	80% of personnel indicate that training opportunities are available.	Instructional Technology Coordinator	July 2007 - June 2008	August 15
III	8. Personnel indicate that technical training opportunities are effective.	Technical training session surveys	80% of personnel that attend training sessions indicate that technical training sessions are effective.	Instructional Technology Coordinator	January 2008 - December 2008	February 15
III	9. Faculty indicate that technical support for problems with classroom technology is available.	Personnel Comprehensive Assessment	80% of faculty indicate that technical support for problems with classroom technology is available.	Instructional Technology Coordinator	July 2007 - June 2008	August 15
III	10. Personnel indicate that technical support for problems with office computer equipment is available.	Personnel Comprehensive Assessment	80% of personnel indicate that technical support for problems with office computer equipment is available.	Instructional Technology Coordinator	July 2007 - June 2008	August 15
III	11. Technical problems with computer equipment are responded to in a timely manner.	Log of technical support problems	80% of technical problems are responded to within 24 hours.	Instructional Technology Coordinator	January 2008 - December 2008	February 15



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2008 Institutional Effectiveness Plan**

<b>Goal</b>	<b>Objective</b>	<b>Means of Assessment</b>	<b>Criteria for Success</b>	<b>Responsible Individual</b>	<b>Data Through</b>	<b>Report Due Date</b>
III	12. Technical problems are monitored to guide future training opportunities.	Log of technical support problems	80% of recurrent issues (3 or more personnel) on log of technical support problems prompts a corresponding training session.	Instructional Technology Coordinator	January 2008 - December 2008	February 15
III	13. New students indicate that the orientation to the Information Resource Center (IRC) and AHEC of Charlotte Library is effective.	New Student Orientation Survey	The effectiveness of the orientation to the IRC and AHEC of Charlotte Library for new students receives an average rating of 4.0 or higher.	Learning Resources Committee Chair	July 2007 - June 2008	August 15
III	14. New personnel indicate that the orientation to the Information Resource Center (IRC) and AHEC of Charlotte Library is effective.	New Personnel Orientation Survey	The effectiveness of the orientation to the IRC and AHEC of Charlotte Library for new personnel receives an average rating of 4.0 or higher.	Learning Resources Committee Chair	July 2007 - June 2008	August 15
III	15. Students indicate that the IRC and AHEC of Charlotte Library is accessible.	End of NUR 101 and End of Program Surveys	The accessibility of the IRC and AHEC of Charlotte Library receives an average rating of 4.0 or higher.	Learning Resources Committee Chair	January 2008 - December 2008	February 15



**Carolinus College of Health Sciences  
2008 Institutional Effectiveness Plan**

<b>Goal</b>	<b>Objective</b>	<b>Means of Assessment</b>	<b>Criteria for Success</b>	<b>Responsible Individual</b>	<b>Data Through</b>	<b>Report Due Date</b>
III	16. Students indicate that the IRC and AHEC of Charlotte Library provides adequate access to reference, audiovisual, and bibliographical information that supports coursework.	End of Program Surveys	The access to materials that support coursework and study receives an average rating of 4.0 or higher.	Learning Resources Committee Chair	July 2007 - June 2008	August 15
III	17. Faculty indicate that the IRC and AHEC of Charlotte Library provides adequate access to reference, audiovisual, and bibliographical information that supports coursework.	Personnel Comprehensive Assessment	The access to materials that support coursework and study receives an average rating of 4.0 or higher.	Learning Resources Committee Chair	July 2007 - June 2008	August 15
III	18. Students indicate use of online resources available through the NC's AHEC Digital Library.	End of Program Surveys	At least 50% of students indicate use of online resources through the NC's AHEC Digital Library.	Learning Resources Committee Chair	July 2007 - June 2008	August 15
III	19. Faculty indicate use of online resources available through NC's AHEC Digital Library.	Personnel Comprehensive Assessment	At least 50% of personnel indicate use of online resources through the NC's AHEC Digital Library.	Learning Resources Committee Chair	July 2007 - June 2008	August 15



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<b>Goal</b>	<b>Objective</b>	<b>Means of Assessment</b>	<b>Criteria for Success</b>	<b>Responsible Individual</b>	<b>Data Through</b>	<b>Report Due Date</b>
III	20. Students (excluding those enrolled in the Medical Technology program) indicate that the General Education courses provided a foundation for the requirements of their specific program.	End of Program Surveys	At least 80% of students indicate that the General Education courses provided a foundation for the requirements of their specific program.	General Education Director	January 2008 - December 2008	February 15
III	21. Alumni (excluding those graduating from the Medical Technology program) indicate that the General Education courses provided a foundation for working within society.	6-month Alumni Surveys	At least 80% of alumni indicate that the General Education courses provided a foundation for working within society.	General Education Director	January 2008 - December 2008	February 15
III	22. Students enrolled in General Education courses demonstrate attainment of learning outcomes on a course-by-course basis.	General Education matrix across courses outlining learning outcomes and criteria	At least 80% of students demonstrate attainment of General Education learning outcomes	General Education Director	January 2008 - December 2008	February 15
III	23. Graduates of the Pre-Nursing Program are eligible and prepared to matriculate into the School of Nursing.	Pre-Nursing Guaranteed Admissions Tracking Report	At least 50% of those entering Pre-Nursing and are seeking admission into the School of Nursing are admitted.	Dean of Student Services	July 2007 - June 2008	August 15



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<b>Goal</b>	<b>Objective</b>	<b>Means of Assessment</b>	<b>Criteria for Success</b>	<b>Responsible Individual</b>	<b>Data Through</b>	<b>Report Due Date</b>
III	24. Graduates of the Pre-Nursing Program are prepared to succeed in the Nursing Fundamentals course.	Pre-Nursing Guaranteed Admissions Tracking Report	Pass rates of NUR 101 for Pre-Nursing students meet or exceed pass rates for Non-Pre-Nursing students.	Dean of Student Services	July 2007 - June 2008	August 15
III	25. Graduates of the Pre-Nursing program are prepared for successful program completion.	Pre-Nursing Guaranteed Admissions Tracking Report	Graduation rate of 75% of students completing the Pre-Nursing program (completed within 150% of normal program length).	Dean of Student Services	July 2007 - June 2008	August 15
III	26. The curriculum of programs are in compliance with the appropriate accreditation criteria (SACS for AAS, NAACLS, NLNAC, JRCERT, CAAHEP).	Academic Team Meeting Minutes	Curricula from all programs are in 100% compliance with standards outlined by the appropriate accrediting bodies.	Provost	July 2007 - June 2008	August 15
III	27. Individual educational program maintain accreditation by the appropriate accrediting body (NAACLS, NLNAC, JRCERT, CAAHEP).	Accreditation reports	Individual education programs maintain continuous accreditation.	Provost	July 2007 - June 2008	August 15
III	28. Student learning outcomes for individual educational programs reflect the standards of their respective accrediting bodies.	Individual reports of first-time licensure/certification pass rates	First-time licensure/certification pass rates for individual programs are at or above 90% per graduating class.	Dean of Nursing; Directors: Emergency Medical Sciences, Clinical Laboratory Sciences, Radiologic Technology, Surgical Technology	January 2008 - December 2008	February 15



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<b>Goal</b>	<b>Objective</b>	<b>Means of Assessment</b>	<b>Criteria for Success</b>	<b>Responsible Individual</b>	<b>Data Through</b>	<b>Report Due Date</b>
III	29. Program leaders and staff members are effective in providing and supporting high quality academic programs.	Accreditation reviews by program accrediting agencies	Earn maximum accreditation renewals for all academic programs.	Provost	January 2008 - December 2008	February 15
III	30. College and individual programs maintain approval by the appropriate approval bodies (North Carolina OEMS, BON, and DHSR).	Approval notices	Individual programs maintain continuous approval.	Dean of Nursing; Program Director Emergency Medical Sciences; Nurse Aide Coordinator	January 2008 - December 2008	February 15
III	31. Faculty are appropriately supported in course testing and grading.	Worksheet of dates tests are requested, dates tests are due, dates tests are completed and delivered to faculty and dates tests are returned and grades are completed. Reasons for failure to meet deadlines will be noted on worksheet.	100% of tests are prepared and graded by the indicated deadlines.	Provost	January 2008 - December 2008	February 15
III	32. Faculty are satisfied with the management of traditional and distance education curricula.	Survey item on annual Personnel Comprehensive Survey and/or annual survey distributed to faculty through the Distance Education Committee	Faculty satisfaction with curricula management receives an average rating of 4.0 or higher.	Provost	January 2008 - December 2008	February 15



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<b>Goal</b>	<b>Objective</b>	<b>Means of Assessment</b>	<b>Criteria for Success</b>	<b>Responsible Individual</b>	<b>Data Through</b>	<b>Report Due Date</b>
III	33. Students indicate satisfaction with Class/Lab/Clinical experiences.	Average rating on Course and/or Clinical evaluations	Class/Lab/Clinical experiences of students receive an average rating of 4.0 or higher.	Dean of Nursing; Directors: Emergency Medical Sciences, Clinical Laboratory Sciences, Radiologic Technology, Surgical Technology	July 2007 - June 2008	August 15
III	34. Faculty indicate that clinical sites offer opportunities to support course objectives.	Clinical Site instructor evaluations	The opportunities clinical sites offer to support course objectives receive an average rating of 4.0 or higher.	Dean of Nursing; Directors: Clinical Laboratory Sciences, Radiologic Technology, Surgical Technology	July 2007 - June 2008	August 15
III	35. Alumni indicate that quality education is provided to students to enable them to perform entry-level expectations within 6 months of graduation.	6-month Alumni surveys	The ability of graduates to perform entry-level expectations within 6 months of graduation receives an average rating of 4.0 or higher.	Dean of Nursing; Directors: Emergency Medical Sciences, Clinical Laboratory Sciences, Radiologic Technology, Surgical Technology	July 2007 - June 2008	August 15
III	36. Employers indicate that quality education is provided to students to enable them to perform entry-level expectations within 6 months of graduation.	6-month Employer Surveys	The ability of graduates to perform entry-level expectations within 6 months of graduation receives an average rating of 4.0 or higher.	Dean of Nursing; Directors: Emergency Medical Sciences, Clinical Laboratory Sciences, Radiologic Technology, Surgical Technology	July 2007 - June 2008	August 15



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<b>Goal</b>	<b>Objective</b>	<b>Means of Assessment</b>	<b>Criteria for Success</b>	<b>Responsible Individual</b>	<b>Data Through</b>	<b>Report Due Date</b>
III	37. Students are able to demonstrate problem-solving and critical thinking skills through coursework and clinical performances.	Clinical Evaluation Tool, Behavioral Objectives, Performance Objectives	Clinical evaluation of student performance by instructors indicate that at least 80% of students demonstrate adequate critical thinking, analytic reasoning, and/or independent learning.	Dean of Nursing; Directors: Emergency Medical Sciences, Clinical Laboratory Sciences, Radiologic Technology, Surgical Technology	January 2008 - December 2008	August 15
III	38. Employers indicate that graduates demonstrate critical thinking skills as entry-level health care professionals.	6-month Employer Surveys	Graduates ability to demonstrate critical thinking skills 6 months after graduation receives an average rating of 4.0 or higher.	Dean of Nursing; Directors: Emergency Medical Sciences, Clinical Laboratory Sciences, Radiologic Technology, Surgical Technology	January 2008 - December 2008	August 15



**Carolinus College of Health Sciences  
2008 Institutional Effectiveness Plan**

**SUMMARY OF CHANGES**

<b>2007 IE Plan Goal and Objective</b>	<b>Description of Changes</b>	<b>2008 IE Plan Goal and Objective</b>
2007 I - 01	No changes	2008 I - 01
2007 I - 02	Objective changes to "The College" rather than "Leadership Team"; Quality Improvement subcommittee meeting minutes removed from Means of Assessment; Criteria for Success reworded; Quality Improvement subcommittee chair removed from Individual reporting.	2008 I - 02
2007 I - 03	"to support services necessary" removed from Objective (QI Subcommittee felt wording might be confused with actual support services of College); Program Directors removed from Individual Reporting so that objective is reported at College level only.	2008 I - 03
2007 I - 04	Criteria for success was reworded to reflect the wording on the New Personnel Orientation survey; Program Directors removed from Individual Reporting so that objective is reported at College level only.	2008 I - 08
2007 I - 05	Program Directors removed from Individual Reporting	2008 I - 09
2007 I - 06	No changes	2008 I - 12
2007 I - 07	Individual Reporting changed from IR Coordinator to President	2008 I - 15
2007 I - 08	Criteria for success for student participation on committees was reduced to 50%; Individual Reporting changed from IR Coordinator to President.	2008 I - 16
2007 I - 09	Individual Reporting changed from IR Coordinator to President	2008 I - 17
2007 I - 10	Objective, Means of assessment, and criteria for success reworded to focus on clinical ratios rather than college-wide ratios; Individual reporting changed from President to Provost.	2008 I - 18
2007 I - 11	Individual Reporting changed from President, Provost, Dean of Student Services, Director of Business and Finance and Program Managers to President only.	2008 I - 19
2007 I - 12	Criteria for success changed from 20% to 10% to be consistent with Strategic Plan.	2008 I - 05
2007 I - 13	Survey Tracking Log removed from Means of assessment.	2008 I - 20
2007 I - 14	Objective and Criteria for Success reworded to reflect that feedback and recommendations can come from all personnel.	2008 I - 21



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**SUMMARY OF CHANGES**

<b>2007 IE Plan Goal and Objective</b>	<b>Description of Changes</b>	<b>2008 IE Plan Goal and Objective</b>
2007 I - 15	Objective reworded to eliminate specific feedback from Quality Improvement and College Planning and Assessment committees; Means of Assessment changes to Research subcommittee meeting minutes.	2008 I - 22
2007 I - 16	Survey Tracking Log removed from Means of assessment.	2008 I - 23
2007 I - 17	Separated into two new objectives: one focusing on educational functions and another focusing on administrative and support functions.	2008 I - 24
2007 I - 17	Separated into two new objectives: one focusing on educational functions and another focusing on administrative and support functions.	2008 I - 25
2007 I - 18	Separated into two new objectives: one focusing on educational functions and another focusing on administrative and support functions.	2008 I - 26
2007 I - 18	Separated into two new objectives: one focusing on educational functions and another focusing on administrative and support functions.	2008 I - 27
2007 I - 19	No changes	2008 I - 28
2007 I - 20	Leadership Team meeting minutes and College Recommendation form removed from Means of assessment; Tracking unmet goals in Annual Report and IE Plan Report Review log added to Means of assessment.	2008 I - 29
2007 I - 21	No changes	2008 I - 30
2007 I - 22	Separated into three new objectives, one related to each of the following groups: faculty, staff, and support staff.	2008 I - 31
2007 I - 22	Separated into three new objectives, one related to each of the following groups: faculty, staff, and support staff.	2008 I - 32
2007 I - 22	Separated into three new objectives, one related to each of the following groups: faculty, staff, and support staff.	2008 I - 33
2007 I - 23	Separated into two new objectives: one related to faculty and one related to students	2008 I - 34
2007 I - 23	Separated into two new objectives: one related to faculty and one related to students	2008 I - 35
2007 I - 24	Objective reworded to "Personnel indicate..."	2008 I - 36



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**SUMMARY OF CHANGES**

<b>2007 IE Plan Goal and Objective</b>	<b>Description of Changes</b>	<b>2008 IE Plan Goal and Objective</b>
2007 I - 25	Separated into two new objectives: one related to personnel and one related to students	2008 I - 37
2007 I - 25	Separated into two new objectives: one related to personnel and one related to students	2008 I - 38
2007 I - 26	Separated into two new objectives: one focusing on training to deal with emergencies (assessed in faculty/staff meeting minutes by presence of safety training sessions during faculty/staff meeting) and another focusing on fire drill training.	2008 I - 39
2007 I - 26	Separated into two new objectives: one focusing on training to deal with emergencies (assessed in faculty/staff meeting minutes by presence of safety training sessions during faculty/staff meeting) and another focusing on fire drill training (Criteria for success changed to be consistent with fire drill report data).	2008 I - 41
2007 I - 27	Objective reworded to remove responsibility for ACE module training from Safety committee.	2008 I - 40
2007 I - 28	Criteria for success reworded to be clearer	2008 I - 42
2007 I - 29	"Internal and external audits" removed from objective because information was redundant with Means of Assessment	2008 I - 44
2007 I - 30	No changes	2008 I - 45
2007 I - 31	No changes	2008 I - 43
2007 I - 32	Criteria for Success changed to reflect change in question on Personnel Comprehensive Assessment	2008 I - 46
2007 I - 33	Responsible Individual changed to Director of Business and Finance	2008 I - 48
2007 I - 34	No changes	2008 I - 49
2007 I - 35	Objective reworded to be clearer	2008 I - 50
2007 I - 36	No changes	2008 I - 51
2007 I - 37	No changes	2008 I - 52
2007 I - 38	No changes	2008 I - 54
2007 I - 39	Objective, Means of assessment, and criteria for success changed so that needs assessment is completed every five years.	2008 I - 57



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**SUMMARY OF CHANGES**

<b>2007 IE Plan Goal and Objective</b>	<b>Description of Changes</b>	<b>2008 IE Plan Goal and Objective</b>
	New for 2008	2008 I - 04
	New for 2008	2008 I - 06
	New for 2008	2008 I - 07
	New for 2008	2008 I - 10
	New for 2008	2008 I - 11
	New for 2008	2008 I - 13
	New for 2008	2008 I - 14
	New for 2008	2008 I - 47
	New for 2008	2008 I - 53
	New for 2008	2008 I - 55
	New for 2008	2008 I - 56
	New for 2008	2008 I - 58
	New for 2008	2008 I - 59
2007 II - 01	Objective reworded to "Student indicate..."; End of NUR 101 replaces End of First Semester as Means of assessment	2008 II - 01
2007 II - 02	Objective reworded to "Student indicate..."; End of NUR 101 replaces End of First Semester as Means of assessment	2008 II - 02
2007 II - 03	Objective reworded to "Student indicate..."; End of NUR 101 replaces End of First Semester as Means of assessment	2008 II - 03
2007 II - 04	Objective reworded to "Student indicate..."; "financial responsibilities" removed	2008 II - 04
2007 II - 05	Means of assessment and Criteria for success changed to reflect time frame in objective	2008 II - 05
2007 II - 06	Objective reworded to "Student indicate..."; objective refers to ease of use and accessibility rather than serving the needs of students	2008 II - 07
2007 II - 07	Moved to Goal I	2008 II - 36
2007 II - 08	Objective reworded to "Student indicate..."; New Student Orientation Evaluation added as Means of assessment	2008 II - 08



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**SUMMARY OF CHANGES**

<b>2007 IE Plan Goal and Objective</b>	<b>Description of Changes</b>	<b>2008 IE Plan Goal and Objective</b>
2007 II - 09	Objective reworded to "Student indicate..."; End of NUR 101, Decline and New Student Orientation Surveys added as Means of assessment	2008 II - 09
2007 II - 10	Deleted from 2008 IE Plan	
2007 II - 11	Deleted from 2008 IE Plan	
2007 II - 12	No changes	2008 II - 11
2007 II - 13	Deleted from 2008 IE Plan	
2007 II - 14	No changes	2008 II - 12
2007 II - 15	No changes	2008 II - 13
2007 II - 16	Objective reworded to "Student indicate..."	2008 II - 16
2007 II - 17	Objective reworded to "Student indicate..."; "retention activities" changed to assistance; Responsible Individual changed to Student Success Coordinator	2008 II - 20
2007 II - 18	Means of assessment changed to Faculty Advisor Workshop Evaluation	2008 II - 17
2007 II - 19	No changes	2008 II - 18
2007 II - 20	No changes	2008 II - 19
2007 II - 21	Objective reworded to "Student indicate..."; "nonacademic activities" changed to extracurricular activities	2008 II - 21
2007 II - 22	Criteria for success reworded to be clearer; Responsible Individual changed to Student Success Coordinator	2008 II - 22
2007 II - 23	Objective reworded to be clearer	2008 II - 26
2007 II - 24	Objective reworded to be clearer; Responsible Individual changed to APG Committee chair	2008 II - 28
2007 II - 25	Responsible Individual changed to Student Success Coordinator	2008 II - 29
2007 II - 26	No changes	2008 II - 30
2007 II - 27	No changes	2008 II - 32
2007 II - 28	No changes	2008 II - 33
2007 II - 29	No changes	2008 II - 34
2007 II - 30	No changes	2008 II - 35



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**SUMMARY OF CHANGES**

<b>2007 IE Plan Goal and Objective</b>	<b>Description of Changes</b>	<b>2008 IE Plan Goal and Objective</b>
	New for 2008	2008 II - 06
	New for 2008	2008 II - 10
	New for 2008	2008 II - 14
	New for 2008	2008 II - 15
	New for 2008	2008 II - 23
	New for 2008	2008 II - 24
	New for 2008	2008 II - 25
	New for 2008	2008 II - 27
	New for 2008	2008 II - 31
2007 III - 01	Separated into two new objectives: one for full-time employees and one for part-time employees	2008 III - 01
2007 III - 01	Separated into two new objectives: one for full-time employees and one for part-time employees	2008 III - 02
2007 III - 02	Responsible Individual changed to President	2008 III - 03
2007 III - 03	Responsible Individual changed to President	2008 III - 04
2007 III - 04	No changes	2008 III - 05
2007 III - 05	No changes	2008 III - 06
2007 III - 06	Objective and Criteria for Success reworded to reflect change in question on Personnel Comprehensive Assessment	2008 III - 07
2007 III - 07	Objective and Criteria for Success reworded to reflect change in question on Personnel Comprehensive Assessment	2008 III - 10
2007 III - 08	Separated into two new objectives: one for new students and one for new personnel	2008 III - 13
2007 III - 08	Separated into two new objectives: one for new students and one for new personnel	2008 III - 14
2007 III - 09	Objective reworded to "Student indicate..."	2008 III - 15
2007 III - 10	Separated into two new objectives: one for students and one for faculty	2008 III - 16
2007 III - 10	Separated into two new objectives: one for students and one for faculty	2008 III - 17



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<b>2007 IE Plan Goal and Objective</b>	<b>Description of Changes</b>	<b>2008 IE Plan Goal and Objective</b>
2007 III - 11	Separated into two new objectives: one for students and one for personnel	2008 III - 18
2007 III - 11	Separated into two new objectives: one for students and one for personnel	2008 III - 19
2007 III - 12	Deleted from 2008 IE Plan	
2007 III - 13	"...for working within society" removed from objective	2008 III - 20
2007 III - 14	No changes	2008 III - 22
2007 III - 15	No changes	2008 III - 23
2007 III - 16	Means of assessment changed to Academic Team Meeting Minutes; Responsible Individual changed to Provost	2008 III - 26
2007 III - 17	Responsible Individual changed to Provost	2008 III - 27
2007 III - 18	Responsible individual changed to Program Directors	2008 III - 28
2007 III - 19	No changes	2008 III - 33
2007 III - 20	Objective reworded to be clearer; Director of Clinical Laboratory Sciences removed from Responsible Individuals	2008 III - 34
2007 III - 21	Separated into two new objectives: one focusing on alumni feedback and another focusing on employer feedback	2008 III - 35
2007 III - 21	Separated into two new objectives: one focusing on alumni feedback and another focusing on employer feedback	2008 III - 36
2007 III - 22	No changes	2008 III - 37
2007 III - 23	Objective reworded to be cleared; Means of assessment clarified	2008 III - 38
2007 III - 24	Deleted from 2008 IE Plan	
	New for 2008	2008 III - 08
	New for 2008	2008 III - 09
	New for 2008	2008 III - 11
	New for 2008	2008 III - 12
	New for 2008	2008 III - 21
	New for 2008	2008 III - 24
	New for 2008	2008 III - 25
	New for 2008	2008 III - 29



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**SUMMARY OF CHANGES**

<b><i>2007 IE Plan Goal and Objective</i></b>	<b><i>Description of Changes</i></b>	<b><i>2008 IE Plan Goal and Objective</i></b>
	New for 2008	2008 III - 30
	New for 2008	2008 III - 31
	New for 2008	2008 III - 32



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**LIST OF ACRONYMS**

ACE	Annual Continuing Education
AHEC	Area Health Education Center
BON	Board of Nursing
CCAAHEP	Commission on Accreditation of Allied Health Education Programs
CCHS	Carolinan College of Health Sciences
CHS	Carolinan HealthCare System
DHSR	Division of Health Service Regulation
EMS	Emergency Medical Sciences
IDP	Individual Development Plan
IE	Institutional Effectiveness
IR	Institutional Research
IRC	Information Resource Center
JRCERT	Joint Review Committee on Education in Radiologic Technology
NAACLS	National Accrediting Agency for Clinical Laboratory Sciences
OEMS	Office of Emergency Medical Services
SACS	Southern Association of Colleges and Schools