**Program Effectiveness Assessment: A Systematic Evaluation Plan for Continuous Quality Improvement (Faculty Outcomes & Performance)**

**Note: CCNE on-site evaluation is Fall 2028.**

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| **Focus** | **2025**  Review schedule | **2026**  Review schedule | **2027**  Review schedule |
| **Faculty Outcomes (FT only):** rev 2017   * 50% earned doctorate * 60% certified * 25% faculty practice ALL, 100% APRN * 20% published * 20% scholarly presentations * 10% leadership * 10% grant activities & funding   Data sources: E\*Value faculty portfolio, Faculty Practice statistics from Business Office, grant statistics from Grants Coordinator  % achievement reported by calendar year  Results stored at T:/Quality  Results reviewed by Administrative Council  Trends available for 24/7 review on the SON website > Faculty & Staff > Quality | Administrative Council  Summer 2025  (aggregate achievement for CY 2024) | Administrative Council  Summer 2026  (aggregate achievement for CY 2025) | Administrative Council  Summer 2027  (aggregate achievement for CY 2026) |
| **Faculty performance:** FT/PT/tenured  Data sources: annual faculty self-evaluations & supervisor’s evaluations completed in E\*Value  Evaluations deployed by E\*Value Administrator  Evaluations stored at https://www.e-value.net  Results reviewed by faculty & supervisor | Faculty self-evaluation  Jan – Feb2025  Supervisor evaluation of faculty & face-to-face meeting  Feb – Mar 2025  (reflects faculty performance  CY 2024) | Faculty self-evaluation  Jan – Feb 2026  Supervisor evaluation of faculty  & face-to-face meeting  Feb – Mar 2026  (reflects faculty performance  CY 2025) | Faculty self-evaluation  Jan – Feb 2027  Supervisor evaluation of faculty & face-to-face meeting  Feb – Mar 2027  (reflects faculty performance  CY 2026) |
| **Administrative effectiveness:** about the Admin team (Dean, Associate & Assistant Deans, Program & Department Directors)  Data source: Administrative and Program/ Department Director Evaluations completed by faculty  Evaluations deployed annually by QPI Coordinator  Results stored at surveymonkey.com  Confidential results (ALL) reported to the Dean; individual results reported to each team member  Results reviewed by Dean & Administrative Team, as appropriate | Administrative Team  May 2025  (Administrative and Program/Department Director Evaluations 2025) | Administrative Team  May 2026  (Administrative and Program/Department Director Evaluations 2026) | Administrative Team  May 2027  (Administrative and Program/Department Director Evaluations 2027) |