



# **Academic Program Key Performance Indicators**

## **Trocaire College 2014**

**April 23, 2015**

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Prepared by the Office of Assessment and Research

## Introduction

Key Performance Indicators (KPIs) are clear, quantifiable, and related to the achievement of strategic goals. KPIs are often used to provide stakeholders with objective information to aid in decision making. The purpose of this report is to present a specific set of KPIs related to academic program outcomes. The report will provide a brief overview of the most important factors indicative of academic program success.

### **The Following KPIs are Presented for Each Program:**

1. Fall Enrollment – Full-Time and Part-Time Students
2. Fall Enrollment – New Students
3. Fall to Fall Retention
4. Graduates by Academic Year
5. Average Years to Program Completion
6. Graduation Rate – 150% of Normal Time
7. Six Year Graduation Rate
8. Course Evaluations – Quality of Instruction and Value of Course
9. Average H.S. GPA
10. First Time Pass Rates
11. Graduates Employed in Field of Study
12. Average Debt Burden at Graduation
13. Financial Contribution of Each Program to Trocaire (current data unavailable)

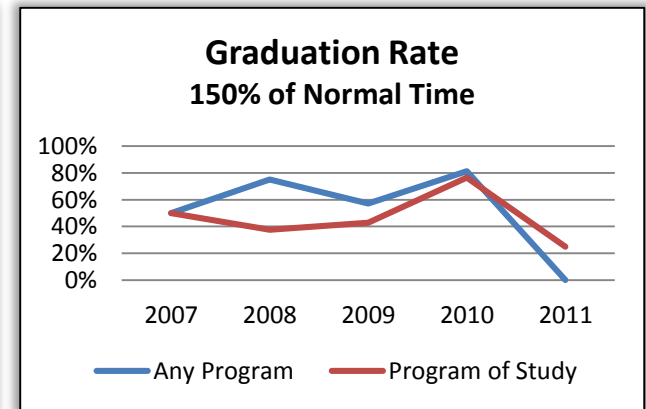
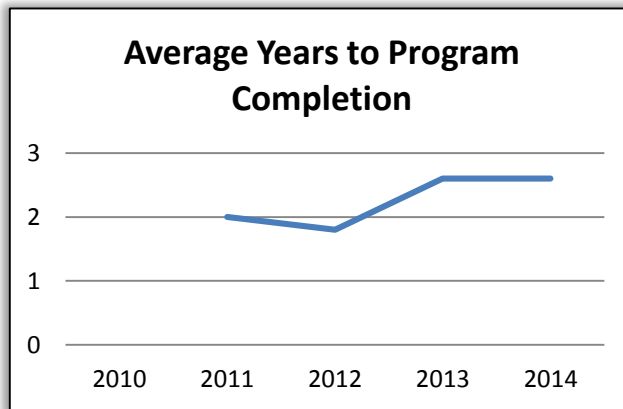
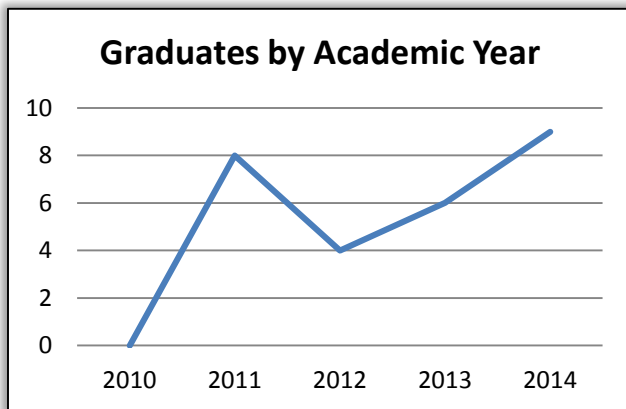
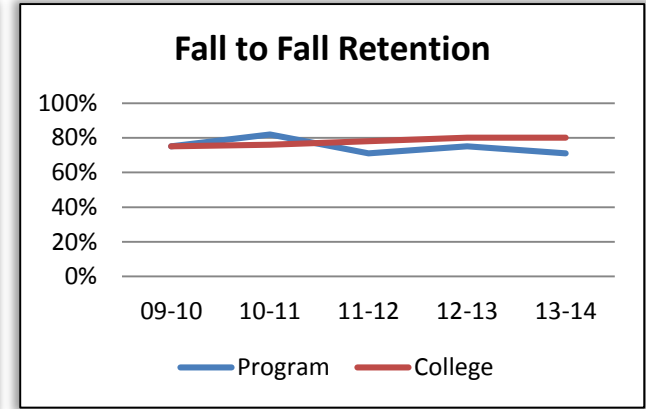
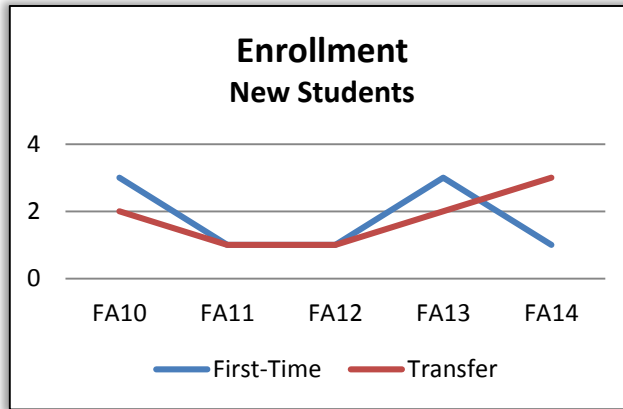
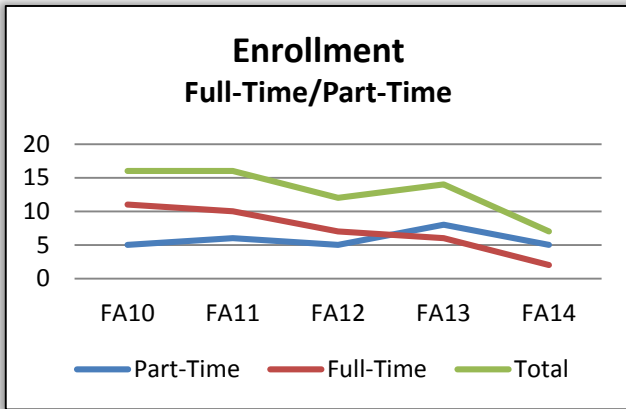
### **Glossary:**

Comprehensive definitions for each KPI on page 56

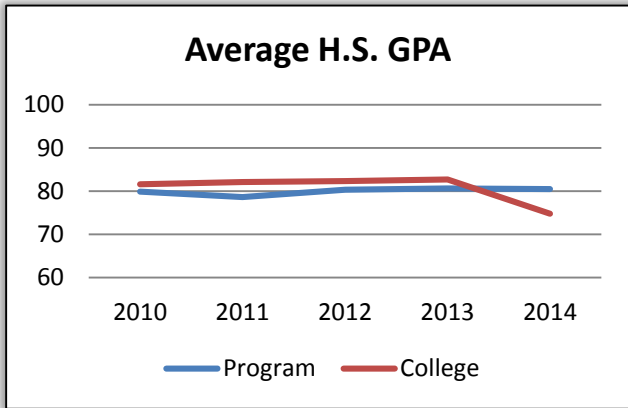
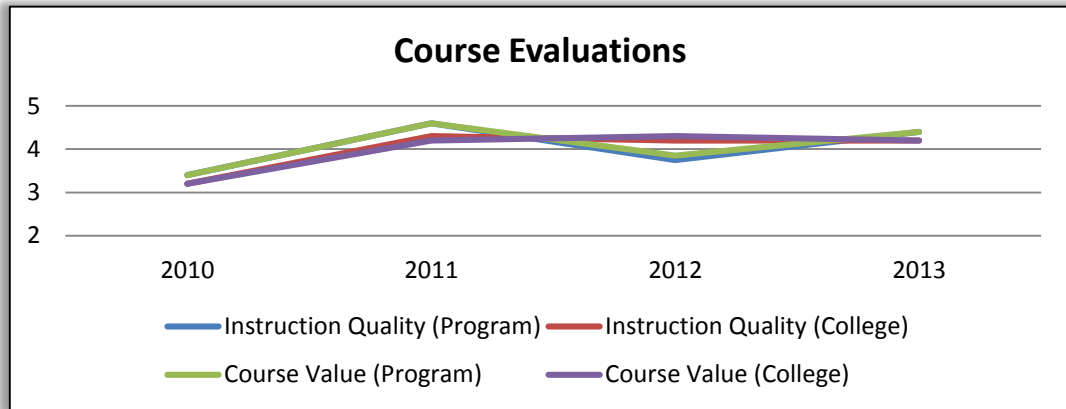
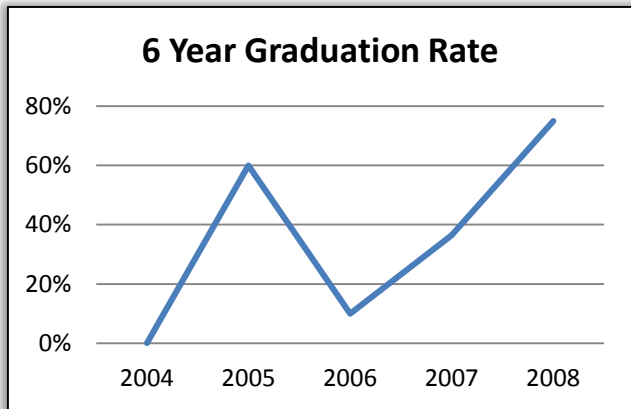
## Computer Network Administration

<b>Program Name:</b>	Computer Network Administration	<b>Program Director:</b>	Jeff Lesinski, MBA
<b>5 Yr. Average Enrollment:</b>	14.8	<b>Normal Completion Time:</b>	2 years
<b>Degrees/Certificates Offered:</b>	A.A.S., Certificate	<b>SOC Codes:</b>	151152
<b>Year Established:</b>	1999/2000	<b>NYSED Inventory #:</b>	21919
<b>Accreditation Status:</b>	N/A	<b>Date, Next Site Review:</b>	N/A
			<b>Format: Evening</b>

**Program Mission:** The CNA program will develop and train students to become network administrators (or other related computer support positions) who use best practices, appropriate security practices, teamwork, and high ethical standards.

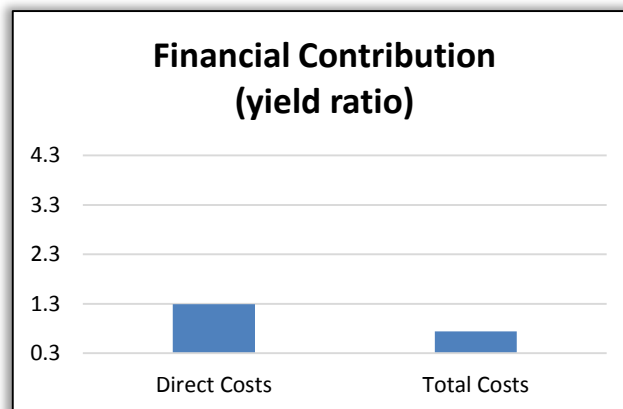
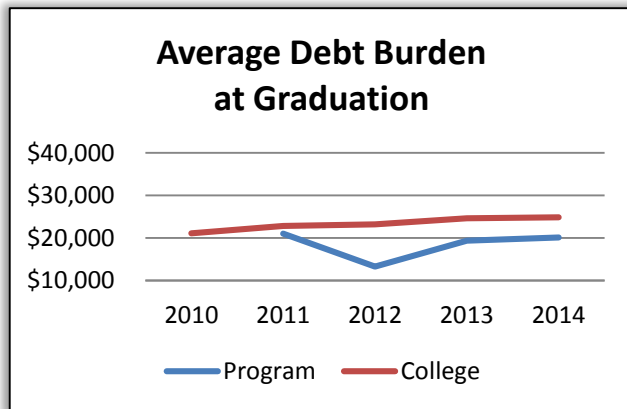
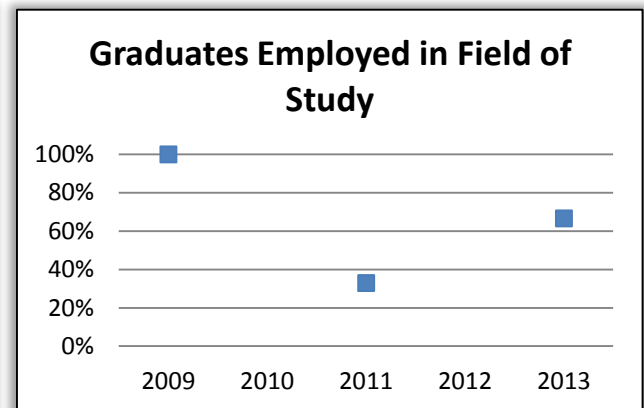


## Computer Network Administration (continued)



### 1st Time Pass Rates

No licensing exam for program



## Computer Network Administration (continued)

**Faculty, Number FT:** 0      **Faculty, Number Adjuncts:** 4      **Faculty, Number Clinical:** N/A

**Fall 2014, Number of Sections:** 6      **Mean, Students/Section - Lecture:** 7      **Mean, Students/Section - Lab/Clinical:** N/A      **% FT Instruction:** 0

**Number of Faculty With:**    **Doctorate:** 0                      **Masters:** 3                      **Bachelors:** 1                      **Other:** 0

**Faculty Awards / Recognitions / Publications/ Participation in Continuing Education:** One faculty member completing Masters in Computer Security in May of 2013; One faculty member taking HealthCare Informatics course part-time

**% Major Coursework with Direct Measurement of Student Learning Outcomes:** 100%

**Program Changes Made In Response to Outcomes Assessment:** Reduction in % of final grade determined by quizzes or tests; Corresponding increase in % based on labs, assignments, and class participation

**Major Employers of This Program's Graduates:** Typically a range of smaller organizations in the WNY area

**Expected Enrollment / Employment Trends, Next 5 Years:** 25% - 35% growth with implementation of marketing plan; 2X – 3X growth in overall enrollment with 4 year program in place

**Major Accomplishments Within Past Year:** Began implementation of CNA Marketing and Recruitment Plan

**Major Accomplishments Anticipated in Future:** Development of 4-year CNA program, Completion of Marketing and Recruitment Plan

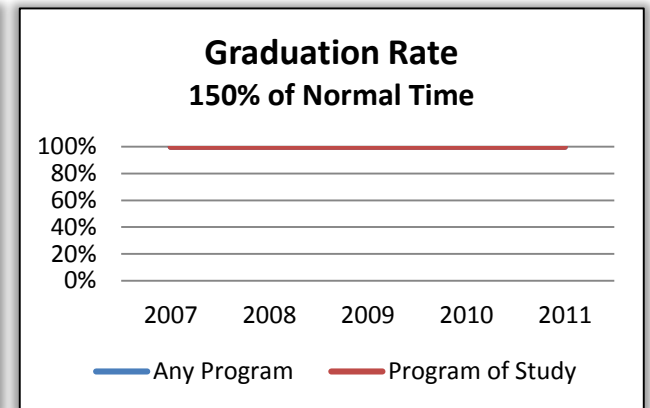
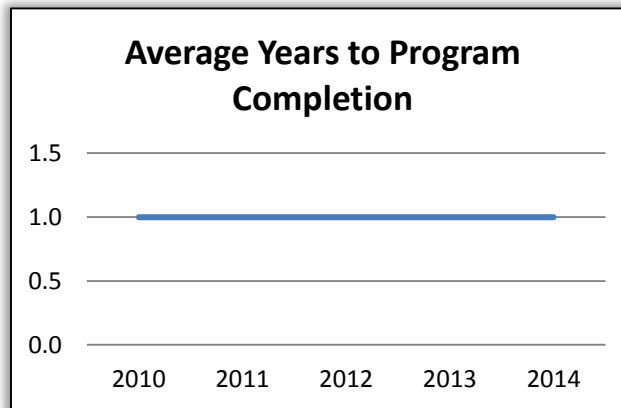
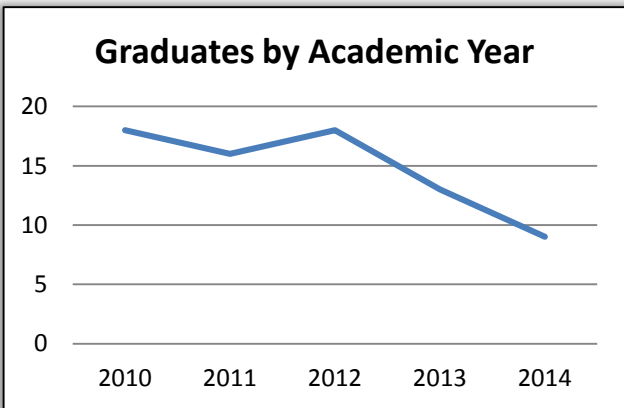
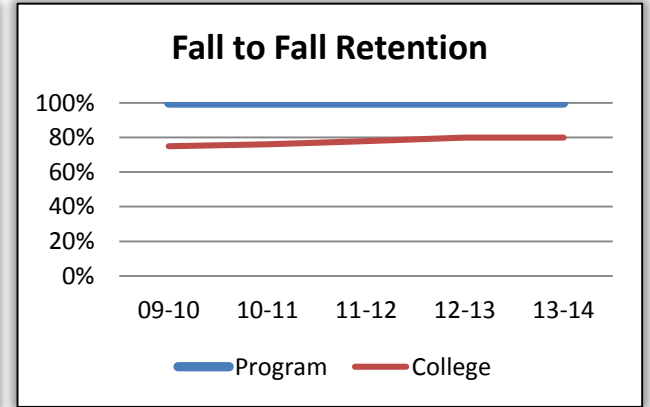
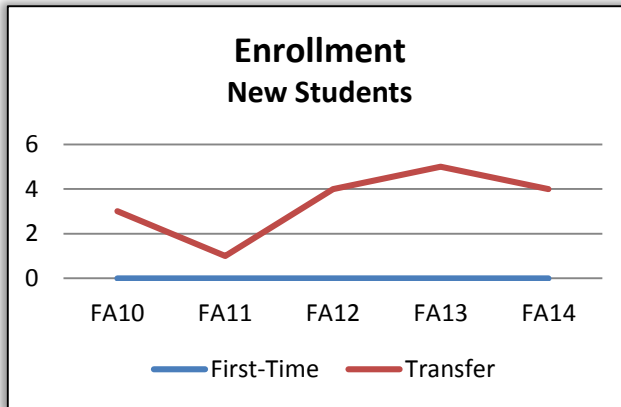
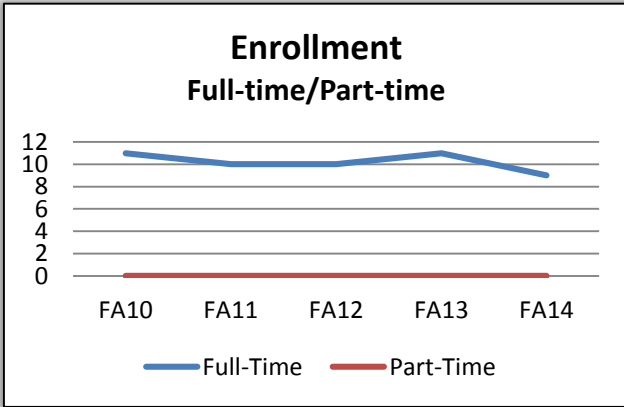
**Major Challenges Within Past Year:** No full time faculty for program; No lab coordinator position for program

**Major Challenges Anticipated in Future:** Lack of full-time support (unless 4-year program implemented)

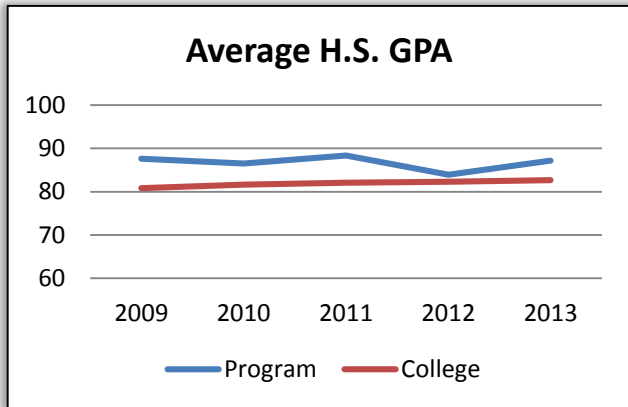
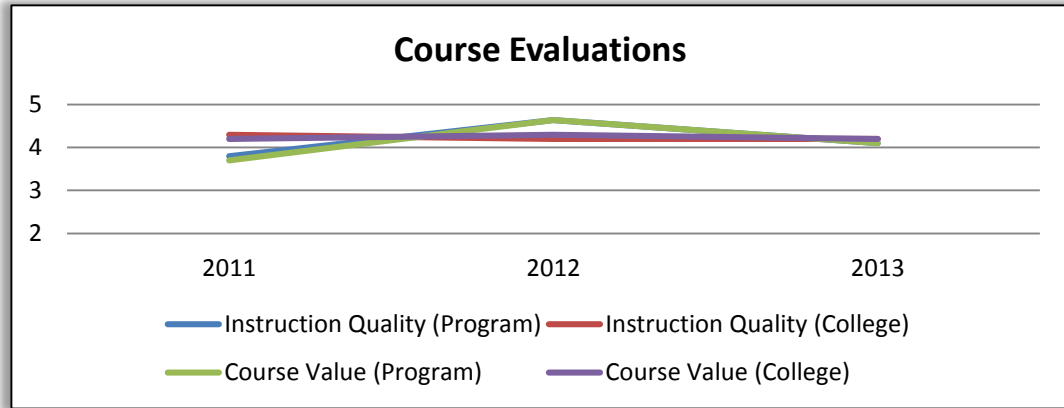
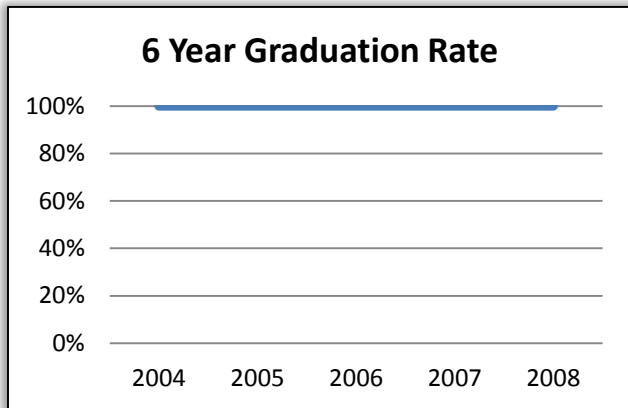
## Diagnostic Medical Sonography

<b>Program Name:</b>	Diagnostic Medical Sonography	<b>Program Director:</b>	Nancy Augustyn, RT, MS
<b>5 Yr. Average Enrollment:</b>	9.8 (Current Cap – 10)	<b>Normal Completion Time:</b>	1 Year
<b>Degrees/Certificates Offered:</b>	Certificate	<b>SOC Codes:</b>	292032
<b>Year Established:</b>	1994	<b>NYSED Inventory #:</b>	19355
<b>Accreditation Status:</b>	N/A	<b>Date, Next Site Review:</b>	N/A
			<b>Format:</b> Day

**Program Mission:** Prepare graduates with the skills necessary to perform ultrasound examinations, provide patient care and record the anatomic, pathologic, and/or physiologic data for interpretation by the physician.

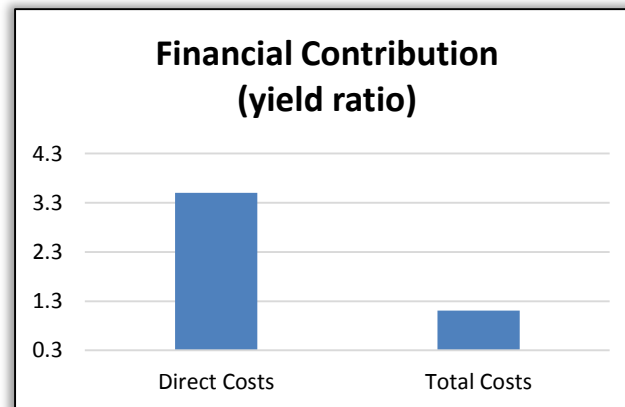
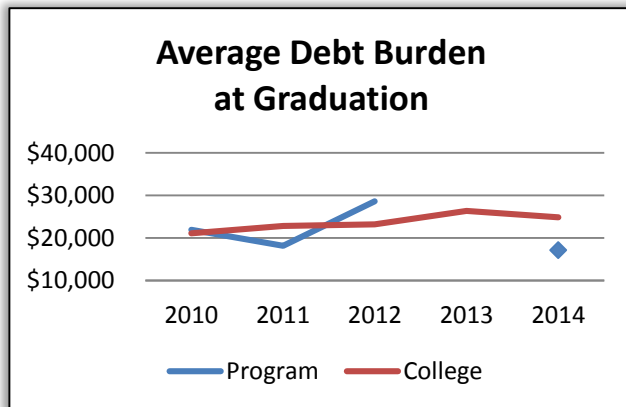
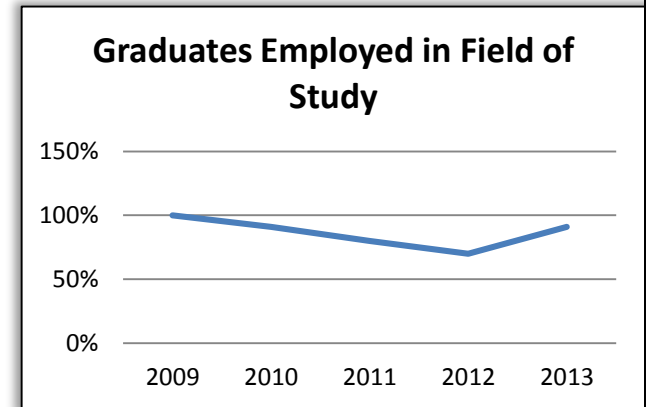


## Diagnostic Medical Sonography (continued)



### 1st Time Pass Rates

No licensing exam for program



## Diagnostic Medical Sonography (continued)

**Faculty, Number FT:** 1/2    **Faculty, Number Adjuncts:** 2    **Faculty, Number Clinical:** 1/2

**Fall 2014, Number of Sections:** 8    **Mean, Students/Section - Lecture:** 9    **Mean, Students/Section - Lab/Clinical:** 9    **% FT Instruction:** 20%

**Number of Faculty With:**    **Doctorate:** 0    **Masters:** 1    **Bachelors:** 0    **Other:** 2

**Faculty Awards / Recognitions / Publications/ Participation in Continuing Education:** All faculty maintain a minimum of thirty continuing education credits every three years

**% Major Coursework with Direct Measurement of Student Learning Outcomes:** 81%

**Program Changes Made In Response to Outcomes Assessment:** Added a resume and cover letter project to the Research/Seminar class

**Major Employers of This Program's Graduates:** Hospitals, Radiology offices, Outpatient clinics; Private doctors' offices

**Expected Enrollment / Employment Trends, Next 5 Years:** While applications exceed clinic site capacity, expected enrollment should remain stable at 9 – 10 students

**Major Accomplishments Within Past Year:** Student success on ARDMS physics exam; Recruitment, retention, graduation rates

**Major Accomplishments Anticipated in Future:** Bachelor's Program in Diagnostic Medical Sonography

**Major Challenges Within Past Year:** Clinical capacity; Equipment (we don't have the finances to keep up with technology – Technology in the clinic sites exceeds what is in lab setting)

**Major Challenges Anticipated in Future:** Decision on a Bachelor's Program; Decision regarding program accreditation



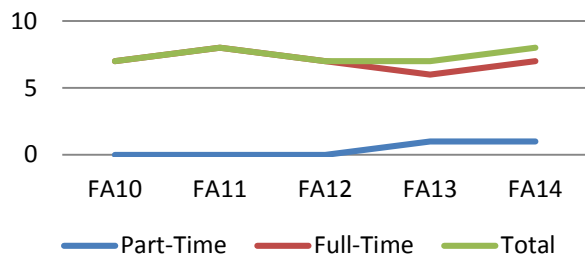
## Echocardiography

**Program Name:** Echocardiography  
**5 Yr. Average Enrollment:** 7.4 (Current Cap – 10)  
**Degrees/Certificates Offered:** Certificate  
**Year Established:** 1998  
**Accreditation Status:** N/A

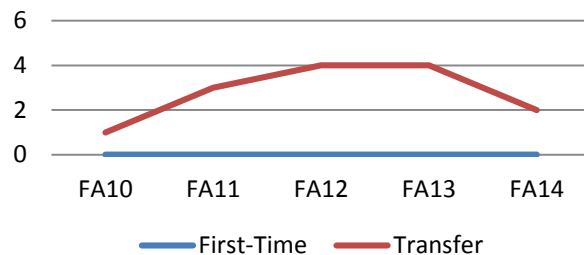
**Program Director:** Nancy Augustyn, RT, MS  
**Normal Completion Time:** 1 Year  
**SOC Codes:** 292031  
**NYSED Inventory #:** 21605  
**Date, Next Site Review:** N/A  
**Format:** Evening, Day

**Program Mission:** None

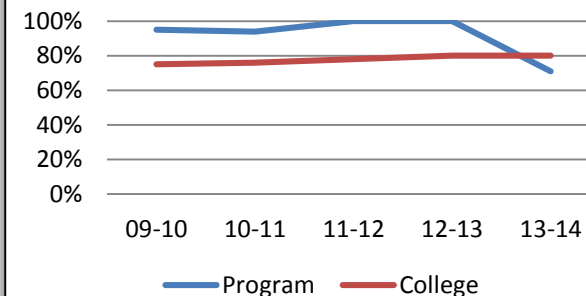
### Enrollment Full-time/Part-time



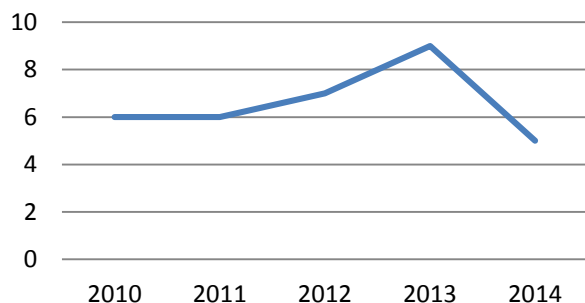
### Enrollment New Students



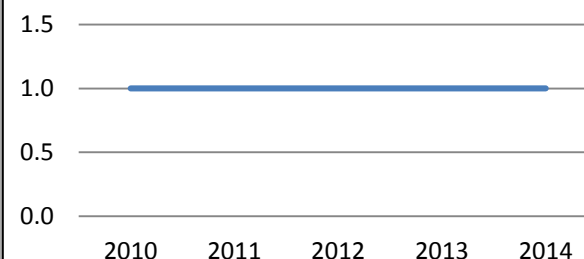
### Fall to Fall Retention



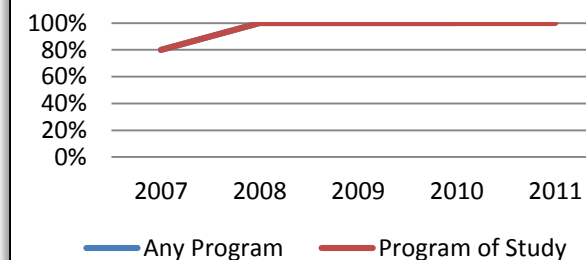
### Graduates by Academic Year



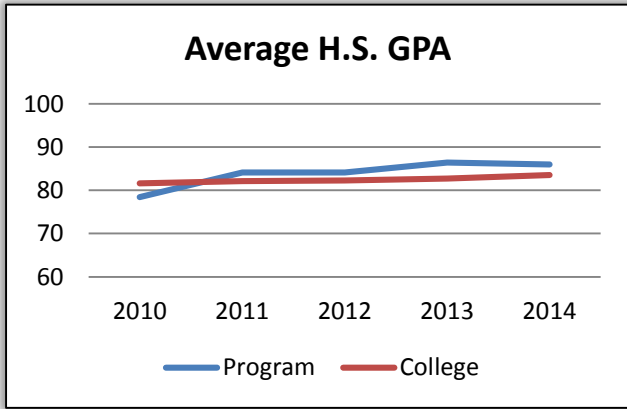
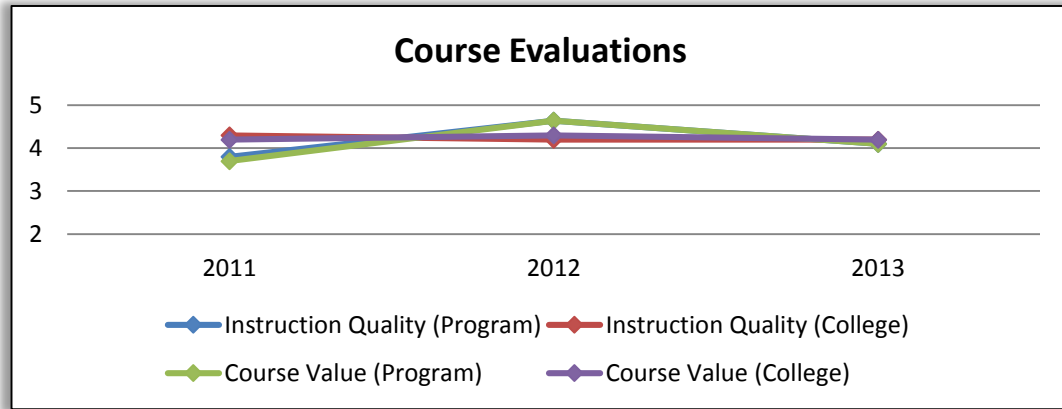
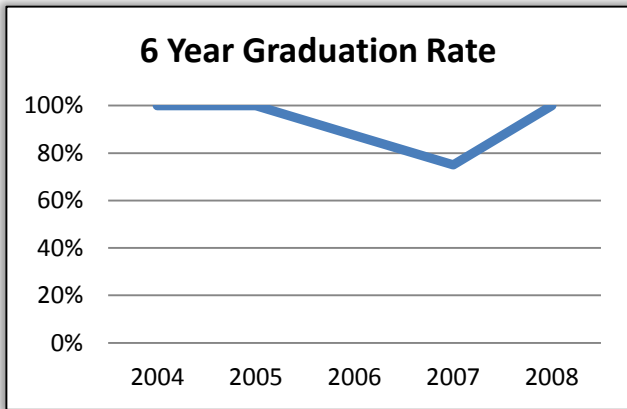
### Average Years to Program Completion



### Graduation Rate 150% of Normal Time

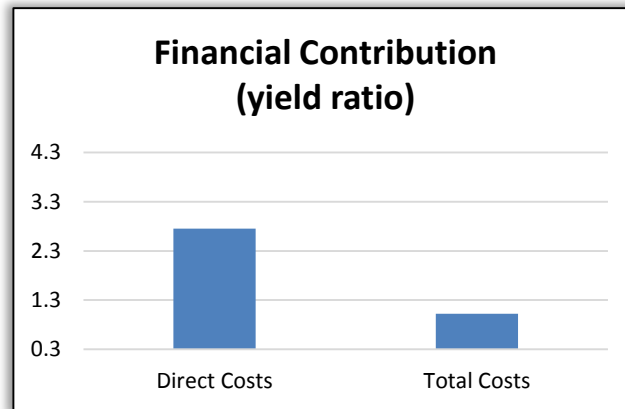
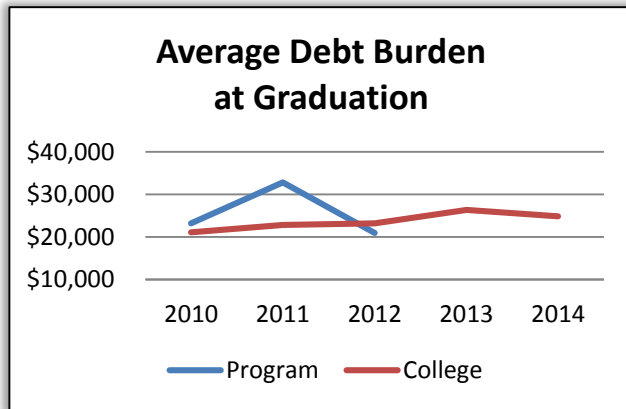
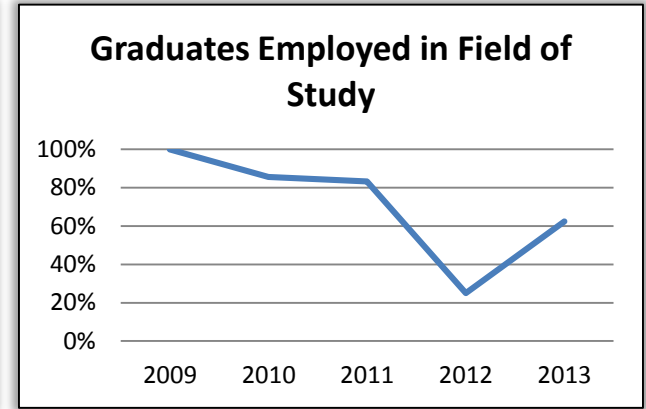


## Echocardiography (continued)



### 1st Time Pass Rates

No licensing exam for program



## Echocardiography (continued)

**Faculty, Number FT:** 1/2    **Faculty, Number Adjuncts:** 1    **Faculty, Number Clinical:** 1/2

**Fall 2014, Number of Sections:** 6    **Mean, Students/Section - Lecture:** 8    **Mean, Students/Section - Lab/Clinical:** 8    **% FT Instruction:** 33%

**Number of Faculty With:**    **Doctorate:** 0    **Masters:** 1    **Bachelors:** 1    **Other:** 0

**Faculty Awards / Recognitions / Publications/ Participation in Continuing Education:** All faculty maintain a minimum of thirty continuing education credits every three years

**% Major Coursework with Direct Measurement of Student Learning Outcomes:** 79%

**Program Changes Made In Response to Outcomes Assessment:** Added a resume and cover letter to the Research/Seminar class

**Major Employers of This Program's Graduates:** Hospitals, Cardiology office; Outpatient clinics; and Private doctor offices

**Expected Enrollment / Employment Trends, Next 5 Years:** While applications exceed clinic site capacity, expected enrollment should remain stable at 7 – 8 students

**Major Accomplishments Within Past Year:** Recruitment; Retention and graduation rates

**Major Accomplishments Anticipated in Future:** Bachelor's Program in Echocardiography

**Major Challenges Within Past Year:** Clinical capacity; Equipment (we don't have the finances to keep up with technology – Technology in the clinic sites exceeds what is in lab setting)

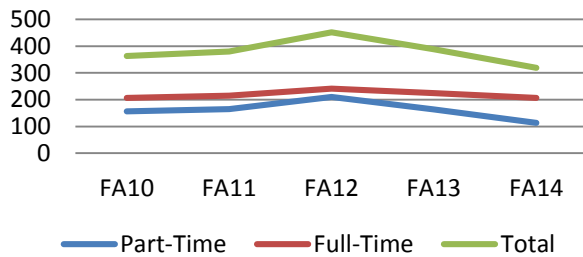
## General Studies

**Program Name:** General Studies  
**5 Yr. Average Enrollment:** 357  
**Degrees/Certificates Offered:** A.S.  
**Year Established:** 2002  
**Accreditation Status:** N/A

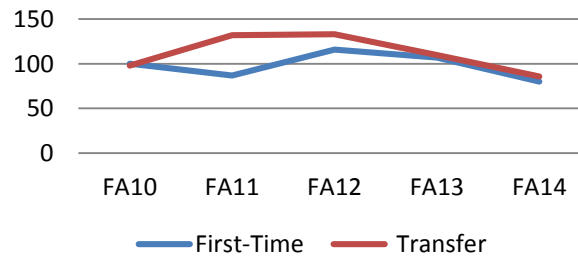
**Program Director:** Jennifer McCormick, MBA, PHD  
**Normal Completion Time:** 2 Years  
**SOC Codes:** N/A  
**NYSED Inventory #:** 26862  
**Date, Next Site Review:** N/A  
**Format:** Day

**Program Mission:** None

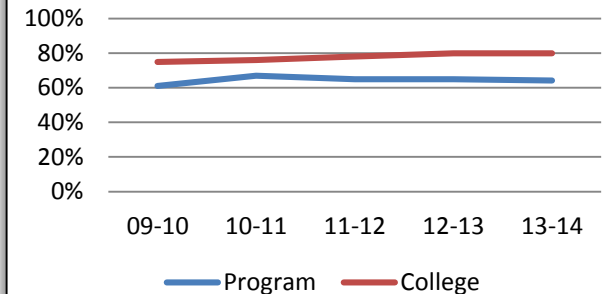
**Enrollment  
Full-time/Part-time**



**Enrollment  
New Students**



**Fall to Fall Retention**



### Graduates by Academic Year

Number of students too low  
to report

### Average Years to Program Completion

Number of students too low  
to report

### Graduation Rate 150% of Normal Time

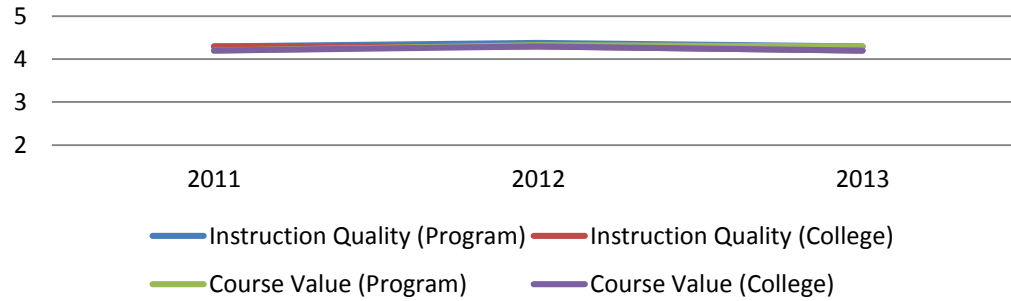
Number of students too low  
to report

## General Studies (continued)

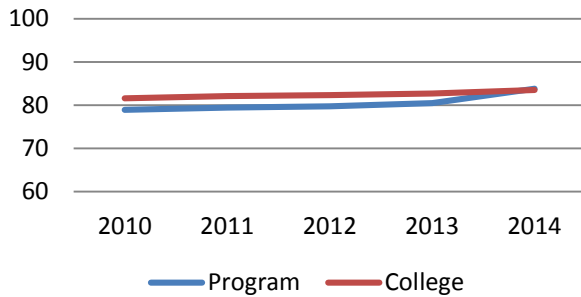
### 6 Year Graduation Rate

Number of students too low to report

### Course Evaluations



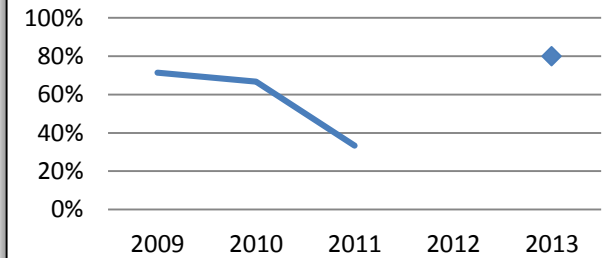
### Average H.S. GPA



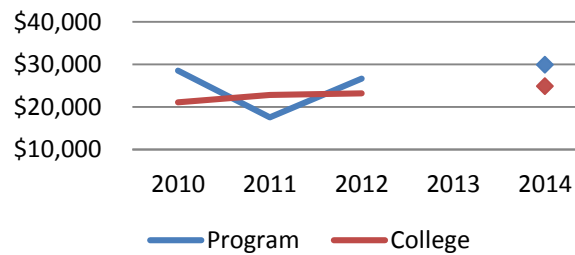
### 1st Time Pass Rates

No licensing exam for program

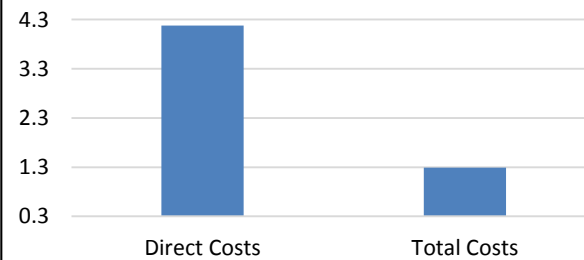
### Graduates Employed in Field of Study



### Average Debt Burden at Graduation



### Financial Contribution (yield ratio)



## General Studies (continued)

**Faculty, Number FT:** 17    **Faculty, Number Adjuncts:** 40    **Faculty, Number Clinical:** N/A

**Fall 2014, Number of Sections:** 147    **Mean, Students/Section - Lecture:** 16    **Mean, Students/Section - Lab/Clinical:** 14    **% FT Instruction:** 61%

**Number of Faculty With:**    **Doctorate:** 13    **Masters:** 4    **Bachelors:** 0    **Other:** 0

**Faculty Awards / Recognitions / Publications/ Participation in Continuing Education:** Dr. Santosh Bhattarai (2 Publications), Dr. Jennifer Higgins McCormick (2 Publications) Dr. Susan Horrocks (1 Publication)

**% Major Coursework with Direct Measurement of Student Learning Outcomes:** 90%

**Program Changes Made In Response to Outcomes Assessment:** Beginning the auditing process of assessment practices in General Studies and the development of a general education core

**Major Employers of This Program's Graduates:** The General Studies Program serves as a support program to other larger programs.

**Expected Enrollment / Employment Trends, Next 5 Years:** Enrollment efforts for GS have been turned toward retention efforts in the areas of student support and advisement among liberal arts faculty the Dean of Arts, Science and Professional Studies.

**Major Accomplishments Within Past Year:** Continue to increase the number of major courses with completed direct measurement of student learning outcomes.

**Major Accomplishments Anticipated in Future:** Development of new curriculum for the GS 100 College Seminar Course

**Major Challenges Within Past Year:** Continued availability and student eligibility of variety of electives for other programs

**Major Challenges Anticipated in Future:** Achieving cross-curriculum course enrollment among programs in the Associates Baccalaureate level , development of current and new curriculum

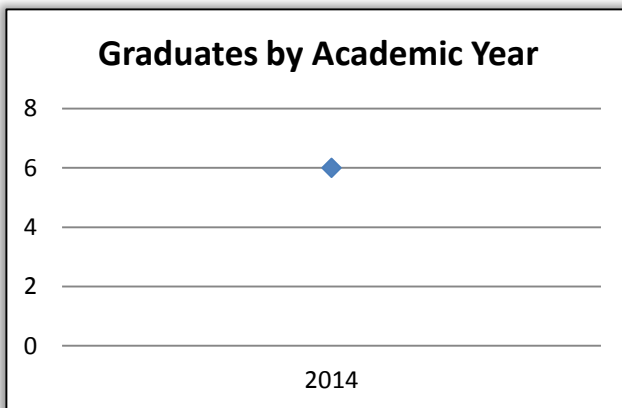
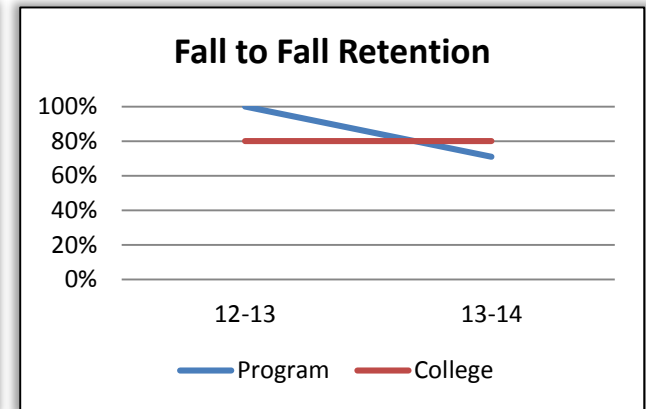
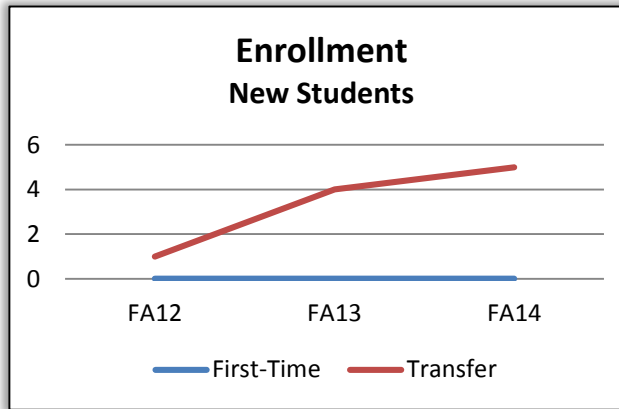
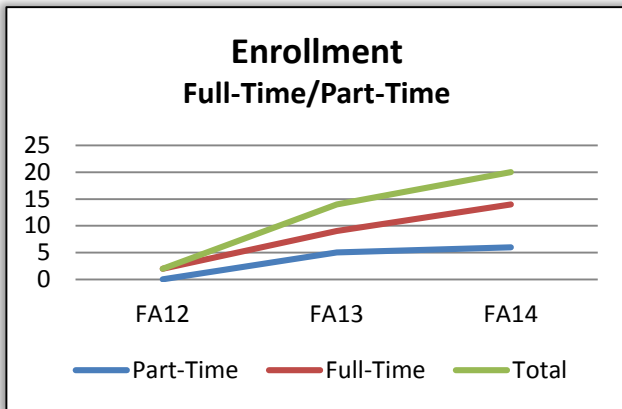
## Healthcare Informatics - AAS

**Program Name:** Healthcare Informatics  
**3 Yr. Average Enrollment:** 8.0  
**Degrees/Certificates Offered:** A.A.S., Certificate  
**Year Established:** 2012  
**Accreditation Status:**

**Program Developer:** Kimberly Storfer, RDH, BSM, MHA/INF  
**Normal Completion Time:** 1.5 Years  
**SOC Codes:** 292071  
**NYSED Inventory #s:** 35105/04  
**Date, Next Site Review:**

**Format:** Evening/Weekend

*Program Mission: None*



### Graduation Rate 150% of Normal Time

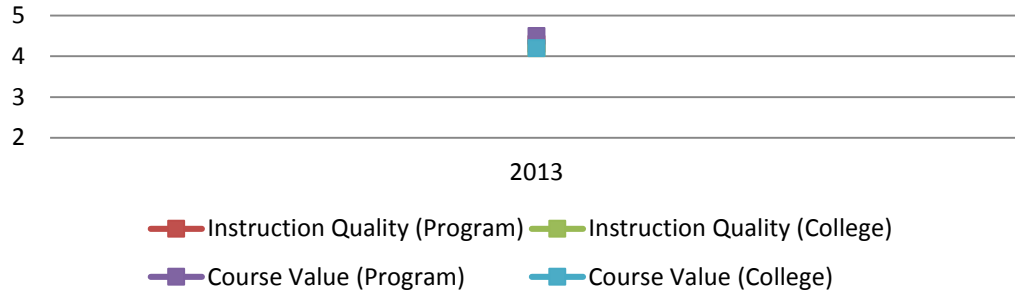
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## Healthcare Informatics – AAS (continued)

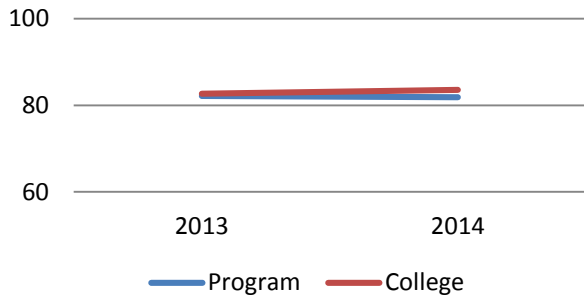
### 6 Year Graduation Rate

Data not yet available

### Course Evaluations



### Average H.S. GPA



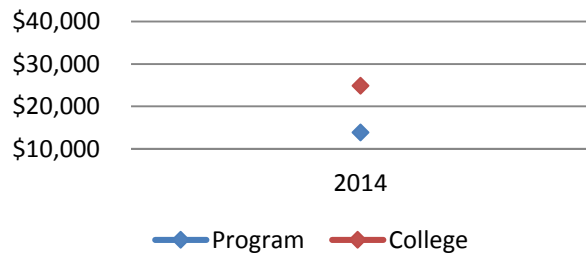
### 1st Time Pass Rates

No licensing exam for program

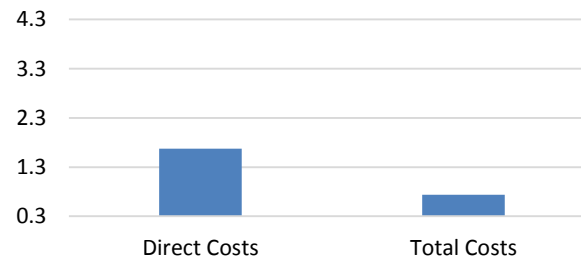
### Graduates Employed in Field of Study

Data not yet available

### Average Debt Burden at Graduation



### Financial Contribution (yield ratio)





## Healthcare Informatics – AAS (continued)

**Faculty, Number FT:** 0      **Faculty, Number Adjuncts:** 4      **Faculty, Number Clinical:** N/A

**Fall 2014, Number of Sections:** 4      **Mean, Students/Section - Lecture:** 14      **Mean, Students/Section - Lab/Clinical:** N/A      **% FT Instruction:** 0

**Number of Faculty With:**      **Doctorate:** 0      **Masters:** 3      **Bachelors:** 1      **Other:** 0

**Faculty Awards / Recognitions / Publications/ Participation in Continuing Education:** **Kim Storfer**-Chair of National HIE User Group, Masters in Health Care Administration with a specialty in Informatics; HIPAA Certified Professional Certification; **Melissa Peglowski**- Awards: Received 3 red apple rewards at Independent Health, Continuing Education: Bachelor's degree from UB, MBA from Canisius, currently pursuing Doctoral degree at D'Youville in Healthcare Administration; **Drew McNichol**- Member- The College of Healthcare Information Management Executives (CHIME), participant in the Statewide Health Information Network for New York (SHIN-NY) workgroup. **Jennifer Lanning**- AAS in Healthcare Management from Trocaire College, BBA in Business Administration from Medaille College, MOL in Organizational Leadership from Medaille College

**% Major Coursework with Direct Measurement of Student Learning Outcomes:** The Culture of the program is to provide real world experience as well as examples, and guest lectures; the students seem to really like this methodology. They typically do projects, essays, and writing assignments or presentations to gauge their knowledge, as well as standard testing. I believe the above average results across the board will show it is working.

**Program Changes Made In Response to Outcomes Assessment:** Initial changes to curriculum to be more in line with the employment needs of the field, practical experience in classrooms, the inclusion of EMR modules and other technology so students can obtain hands on experience.

**Major Employers of This Program's Graduates:** Kaleida Health System, Catholic Health System, Hospital Interface Depts., Payers, EMR vendors, HEALTHeLINK

**Expected Enrollment / Employment Trends, Next 5 Years:** Hoping to gain 7-10 new students each semester; Employment will increase as technology becomes more prevalent and National trends on information exchange and interoperability increase.

**Major Accomplishments Within Past Year:** There have been several accomplishments and changes to the HCI program over the past year, we have started the creation of our student outcomes as well as developed a plan to incorporate additional classes over the next several semesters. Our Advisory Council continues to be active, the participants are individuals from 8 of the leading employers of the HCI industry, review of the curriculum and how the classes met their needs was one of the first things discussed. Recent changes to eliminate A&P 1 &2, and replace with ..

## Healthcare Informatics – AAS (continued)

Essentials of Anatomy w/lab; the addition of Microeconomics and Medical Terminology and the elimination of a social science elective have just been passed by the Academic Council. The five adjunct faculty continue to be proven extremely effective in teaching up to date practices as well as provide hands on, real world experiences. The students in the Practicum class were able to work on modules within a real EMR system; students also participated in an onsite internship. Students were also able to work in and review databases set up for educational purposes; and performs sequel exercises. We continue to expand out the capabilities of the program and provide hands on experience. We were able to secure an analytics database where students can gain hands on experience to run queries, and learn analytic functions. We introduced SAS on Demand for Academics in the practicum. It involves the conceptual learning/understanding and the practical application of an industry specific tool that most informatics departments are using today. In using this program, students are able to understand the need for such analytical tools and start to focus on the ways in which healthcare data is analyzed, studied and valued in vast ever changing landscape of today's healthcare world.

**Major Accomplishments Anticipated in Future:** We have been approved to add a full time faculty member The additional integration in other classes of our Analytics Database with UI for students to practice and gain real- world practical experience. Increasing Internship locations. We are actively working on an application which would allow this program to be taught on-line; this would potentially expand the geographic location of our student base. Looking to integrate a school wide HIE system that would allow students to use a real life system, and promote collaboration between programs.

**Major Challenges Within Past Year:** Being a new program there have been numerous challenges, but none that have not been able to be overcome. The growth of similar programs

**Major Challenges Anticipated in Future:** the ability to offer enough Internships for the projected growth of enrollment for the program; especially for students who already work full-time

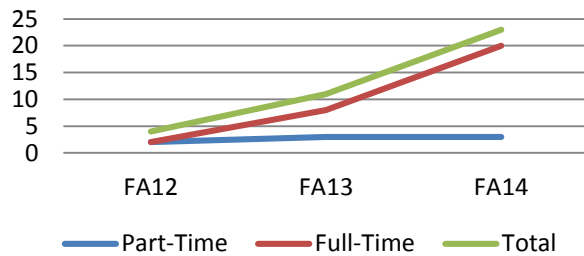
## Healthcare Informatics - BS

**Program Name:** Healthcare Informatics  
**3 Yr. Average Enrollment:** 12.0  
**Degrees/Certificates Offered:** B.S.  
**Year Established:** 2012  
**Accreditation Status:**

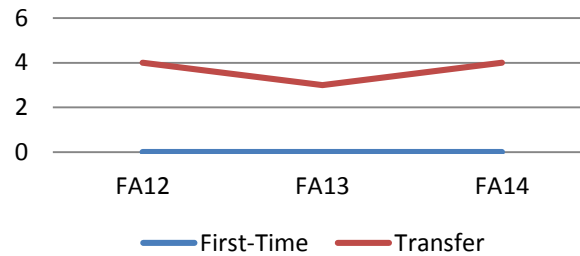
**Program Developer:** Kimberly Storfer, RDH, BSM, MHA/INF  
**Normal Completion Time:** 4 Years  
**SOC Codes:** 292071  
**NYSED Inventory #s:** 35106  
**Date, Next Site Review:** **Format:** Evening/Weekend

**Program Mission:** None

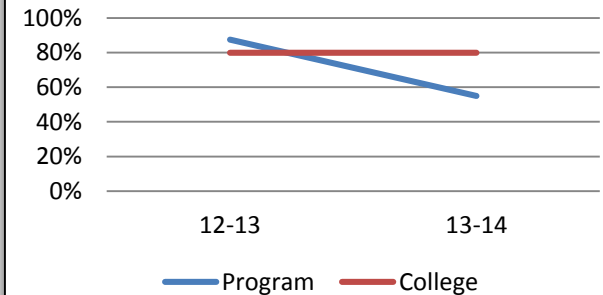
### Enrollment Full-Time/Part-Time



### Enrollment New Students



### Fall to Fall Retention



### Graduates by Academic Year

Data not yet available

### Average Years to Program Completion

Data not yet available

### Graduation Rate 150% of Normal Time

Data not yet available

## Healthcare Informatics – BS (continued)

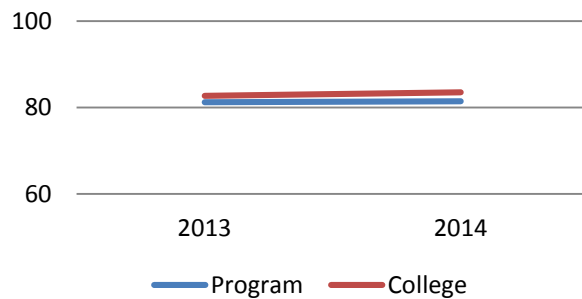
### 6 Year Graduation Rate

Data not yet available

### Course Evaluations

Data not yet available

### H.S. GPA



### 1st Time Pass Rates

No licensing exam for program

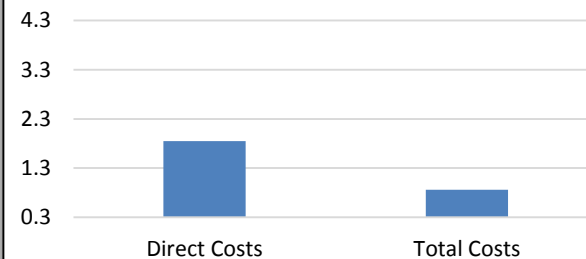
### Graduates Employed in Field of Study

Data not yet available

### Average Debt Burden at Graduation

Data not yet available

### Financial Contribution (yield ratio)



## Healthcare Informatics – BS (continued)

**Faculty, Number FT:** 0      **Faculty, Number Adjuncts:** 4      **Faculty, Number Clinical:** N/A

**Fall 2014, Number of Sections:** 3      **Mean, Students/Section - Lecture:** 5      **Mean, Students/Section - Lab/Clinical:** N/A      **% FT Instruction:** 0

**Number of Faculty With:**      **Doctorate:** 0      **Masters:** 3      **Bachelors:** 1      **Other:** 0

**Faculty Awards / Recognitions / Publications/ Participation in Continuing Education:** **Kim Storfer**-Chair of National HIE User Group, Masters in Health Care Administration with a specialty in Informatics; HIPAA Certified Professional Certification; **Melissa Peglowski**- Awards: Received 3 red apple rewards at Independent Health, Continuing Education: Bachelor's degree from UB, MBA from Canisius, currently pursuing Doctoral degree at D'Youville in Healthcare Administration; **Drew McNichol**- Member- The College of Healthcare Information Management Executives (CHIME), participant in the Statewide Health Information Network for New York (SHIN-NY) workgroup. **Jennifer Lanning**- AAS in Healthcare Management from Trocaire College, BBA in Business Administration from Medaille College, MOL in Organizational Leadership from Medaille College

**% Major Coursework with Direct Measurement of Student Learning Outcomes:** The Culture of the program is to provide real world experience as well as examples, and guest lectures; the students seem to really like this methodology. They typically do projects, essays, and writing assignments or presentations to gauge their knowledge, as well as standard testing. I believe the above average results across the board will show it is working.

**Program Changes Made In Response to Outcomes Assessment:** Initial changes to curriculum to be more in line with the employment needs of the field, practical experience in classrooms, the inclusion of EMR modules and other technology so students can obtain hands on experience.

**Major Employers of This Program's Graduates:** Kaleida Health System, Catholic Health System, Hospital Interface Depts., Payers, EMR vendors, HEALTHeLINK

**Expected Enrollment / Employment Trends, Next 5 Years:** Hoping to gain 7-10 new students each semester; Employment will increase as technology becomes more prevalent and National trends on information exchange and interoperability increase.

**Major Accomplishments Within Past Year:** There have been several accomplishments and changes to the HCI program over the past year, we have started the creation of our student outcomes as well as developed a plan to incorporate additional classes over the next several semesters. Our Advisory Council continues to be active, the participants are individuals from 8 of the leading employers of the HCI industry, review of the curriculum and how the classes met their needs was one of the first things discussed. Recent changes to eliminate A&P 1 &2, and replace with ..

## Healthcare Informatics – BS (continued)

Essentials of Anatomy w/lab; the addition of Microeconomics and Medical Terminology and the elimination of a social science elective have just been passed by the Academic Council. The five adjunct faculty continue to be proven extremely effective in teaching up to date practices as well as provide hands on, real world experiences. The students in the Practicum class were able to work on modules within a real EMR system; students also participated in an onsite internship. Students were also able to work in and review databases set up for educational purposes; and performs sequel exercises. We continue to expand out the capabilities of the program and provide hands on experience. We were able to secure an analytics database where students can gain hands on experience to run queries, and learn analytic functions. We introduced SAS on Demand for Academics in the practicum. It involves the conceptual learning/understanding and the practical application of an industry specific tool that most informatics departments are using today. In using this program, students are able to understand the need for such analytical tools and start to focus on the ways in which healthcare data is analyzed, studied and valued in vast ever changing landscape of today's healthcare world.

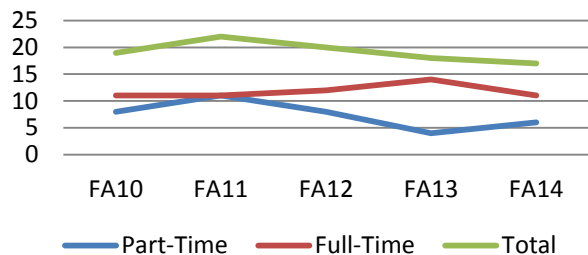
**Major Accomplishments Anticipated in Future:** We have been approved to add a full time faculty member The additional integration in other classes of our Analytics Database with UI for students to practice and gain real- world practical experience. Increasing Internship locations. We are actively working on an application which would allow this program to be taught on-line; this would potentially expand the geographic location of our student base. Looking to integrate a school wide HIE system that would allow students to use a real life system, and promote collaboration between programs.

## Health Information Technology

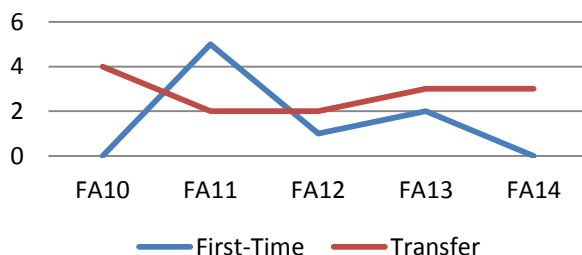
<b>Program Name:</b>	Health Information Technology	<b>Program Director:</b>	Nicole Miller, MS, RHIA
<b>5 Yr. Average Enrollment:</b>	19.2	<b>Normal Completion Time:</b>	2 Years
<b>Degrees/Certificates Offered:</b>	A.A.S.	<b>SOC Codes:</b>	292071
<b>Year Established:</b>	1991	<b>NYSED Inventory #:</b>	91239
<b>Accreditation Status:</b>	CAAHEP, 3 Years	<b>Date, Next Site Review:</b>	Awaiting Accreditor Notice
			<b>Format:</b> Day

**Program Mission:** The mission of the Health Information Technology program at Trocaire College is to prepare future health information professionals for positions in a wide variety of healthcare facilities and the healthcare industry through intensive academic courses and work experience in approved clinical practicum sites.

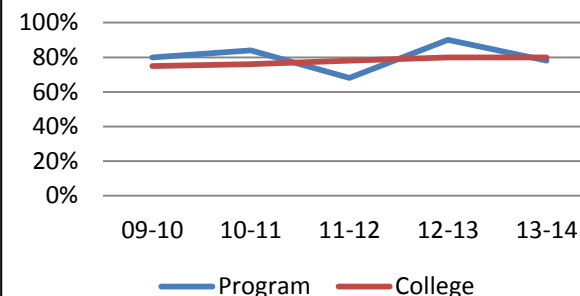
**Enrollment  
Full-time/Part-time**



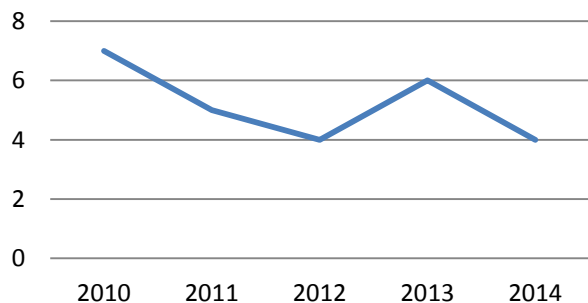
**Enrollment  
New Students**



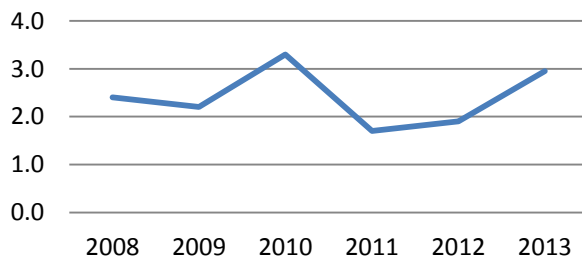
**Fall to Fall Retention**



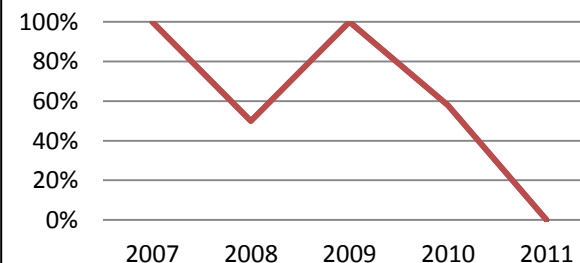
**Graduates by Academic Year**



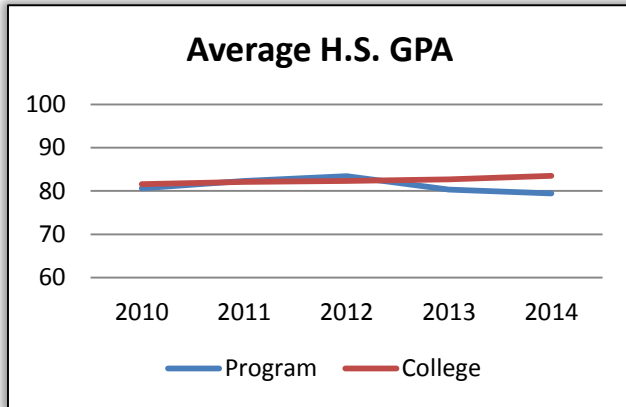
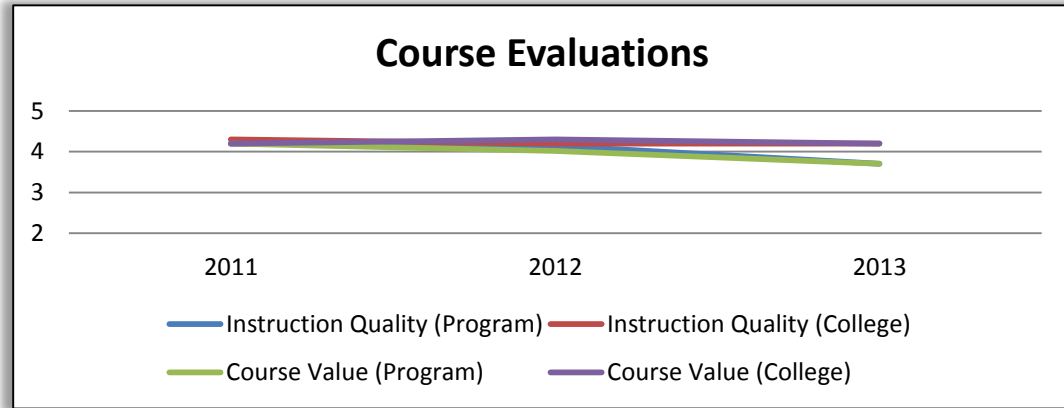
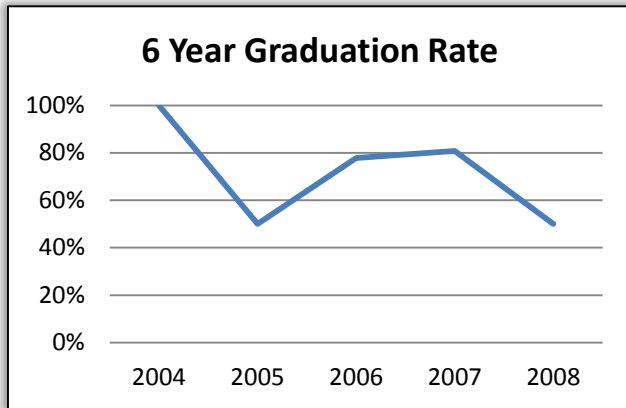
**Average Years to Program  
Completion**



**Graduation Rate  
150% of Normal Time**

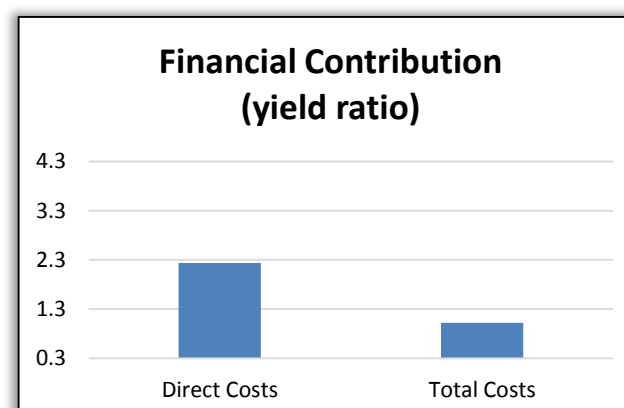
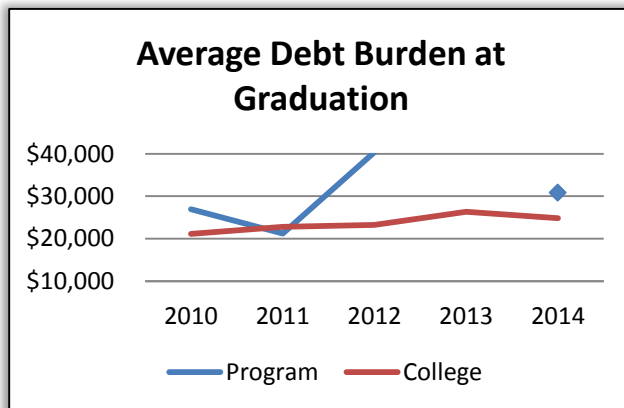
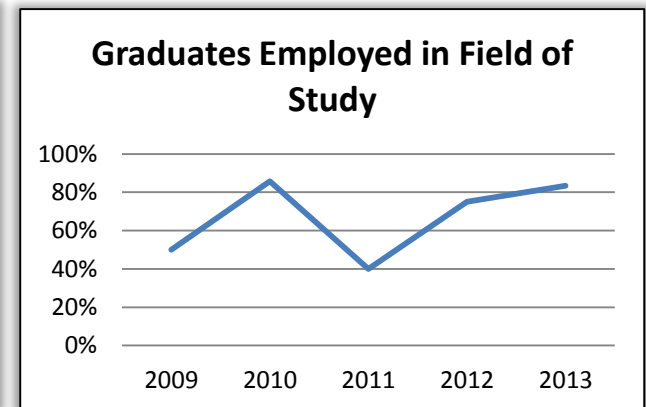


## Health Information Technology (continued)



### 1st Time Pass Rates

**No licensing exam for program**





## Health Information Technology (continued)

**Faculty, Number FT:** 0      **Faculty, Number Adjuncts:** 5      **Faculty, Number Clinical:** N/A

**Fall 2014, Number of Sections:** 8    **Mean, Students/Section - Lecture:** 8    **Mean, Students/Section - Lab/Clinical:** N/A    **% FT Instruction:** 0

**Number of Faculty With:**    **Doctorate:** 2                    **Masters:** 2                    **Bachelors:** 1                    **Other:** Certification

**Faculty Awards / Recognitions / Publications/ Participation in Continuing Education:** None

**% Major Coursework with Direct Measurement of Student Learning Outcomes:** None

**Program Changes Made In Response to Outcomes Assessment:** None

**Major Employers of This Program's Graduates:** Kaleida Health System; Catholic Health System; Insurance Carriers; Drs. Offices/practices in WNY

**Expected Enrollment / Employment Trends, Next 5 Years:** 10 new students each semester

**Major Accomplishments Within Past Year:** None

**Major Accomplishments Anticipated in Future:** A new program director has been hired to begin in late April

**Major Challenges Within Past Year:** Loss of former program director, discovery of lack of data in preparation for the upcoming accreditation visit and annual report

**Major Challenges Anticipated in Future:** Gathering current data for the upcoming accreditation site visit and preparing self-study with limited information

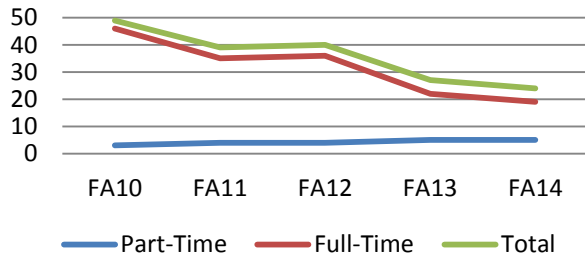
## Hospitality Management

**Program Name:** Hospitality Management  
**5 Yr. Average Enrollment:** 35.2  
**Degrees/Certificates Offered:** A.A.S.  
**Year Established:** 1994  
**Accreditation Status:** N/A

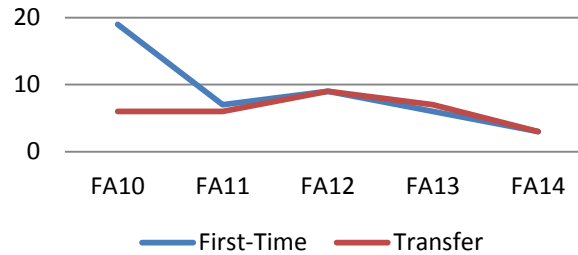
**Program Director:** Brandon Supernault, MS  
**Normal Completion Time:** 2 Years  
**SOC Codes:** 119000  
**NYSED Inventory #:** 16469  
**Date, Next Site Review:** N/A  
**Format:** Day, Distance

**Program Mission:** *The Hospitality Management Program will prepare students to become hospitality industry leaders who embrace service, professionalism, teamwork and diversity.*

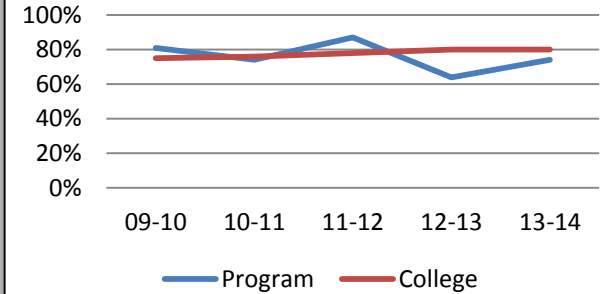
**Enrollment  
Full-time/Part-time**



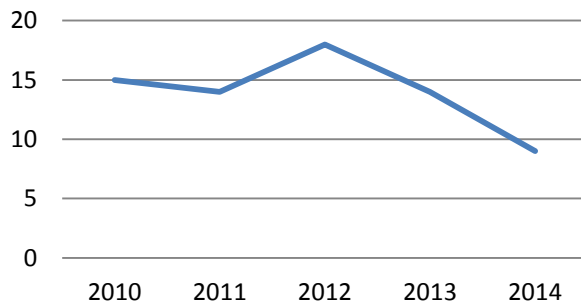
**Enrollment  
New Students**



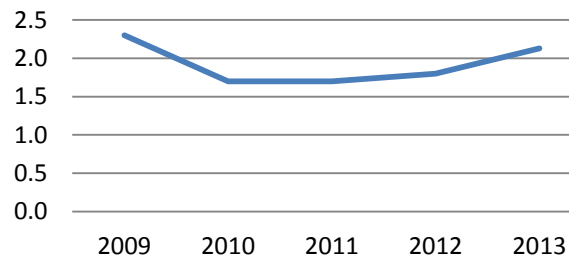
**Fall to Fall Retention**



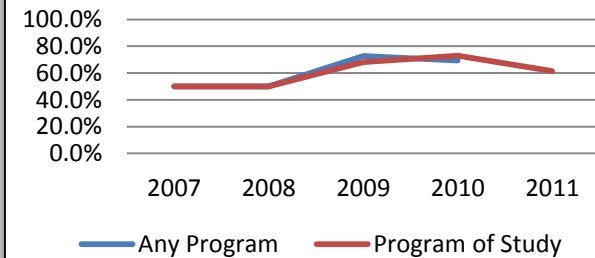
**Graduates by Academic Year**



**Average Years to Program  
Completion**



**Graduation Rate  
150% of Normal Time**

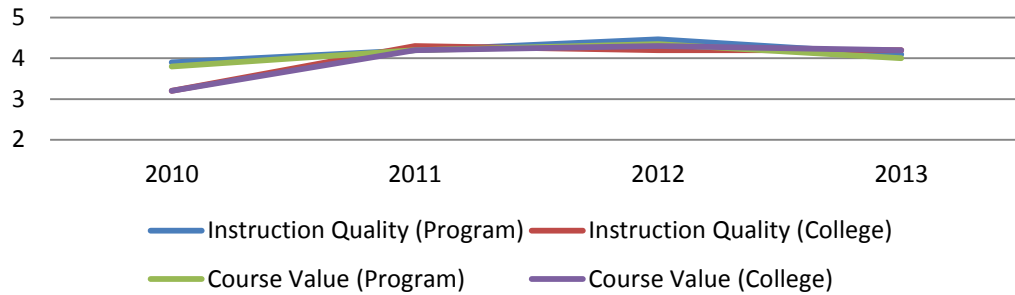


## Hospitality Management (continued)

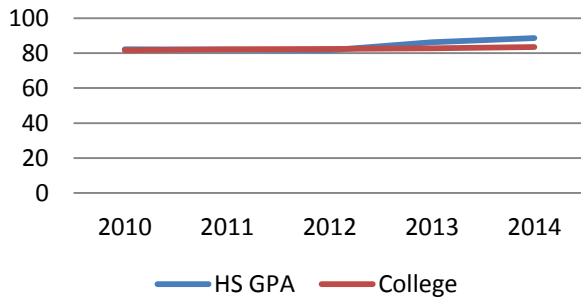
### 6 Year Graduation Rate

Number of students too low  
to report

### Course Evaluations



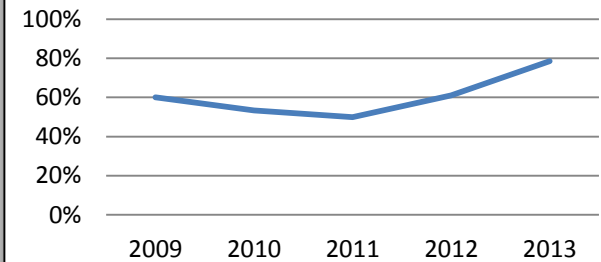
### Average H.S. GPA



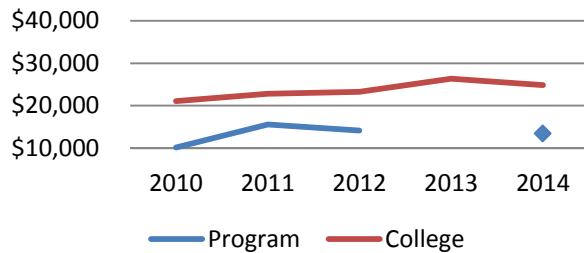
### 1st Time Pass Rates

No licensing exam for  
program

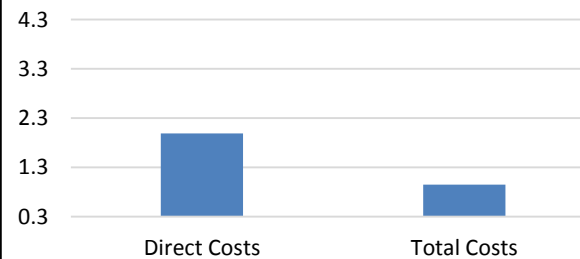
### Graduates Employed in Field of Study



### Average Debt Burden at Graduation



### Financial Contribution (yield ratio)



## Hospitality Management (continued)

**Faculty, Number FT:** 1      **Faculty, Number Adjuncts:** 5      **Faculty, Number Clinical:** N/A

**Fall 2014, Number of Sections:** 11      **Mean, Students/Section - Lecture:** 8      **Mean, Students/Section - Lab/Clinical:** N/A      **% FT Instruction:** 70%

**Number of Faculty With:**    **Doctorate:** 0      **Masters:** 3      **Bachelors:** 2      **Other:** 0

**Faculty Awards / Recognitions / Publications/ Participation in Continuing Education:** None

**% Major Coursework with Direct Measurement of Student Learning Outcomes:** 50%

**Program Changes Made In Response to Outcomes Assessment:** None

**Major Employers of This Program's Graduates:** Delaware North; Hart Hotels; Buffalo Lodging; The Mansion on Delaware Avenue; Walt Disney World; First Niagara Center; Hilton; Hyatt; Marriott; Regal Entertainment; Russell's Steaks, Chops and More; The 716

**Expected Enrollment / Employment Trends, Next 5 Years:** We will aim for Fall 2015 enrollment of 20-30 students.

**Major Accomplishments Within Past Year:** The program collaborated with the Nutrition and Dietetics Program to host a recruiting event titled 'Food for Thought,' in November 2014 for a practical dining experience targeted toward local high school guidance counselors that showcased student work and highlights of both programs. Students from both programs designed, developed, prepared and served menu items to guests.

We are in receipt of several grants from the Statler Foundation. The largest award we have received is the Statler Legacy Grant to support the construction of the Statler Foundation Hospitality Food and Nutrition Learning Laboratory. This learning lab is meant to expand the experiential learning opportunities available for students interested in the food service industry. Additionally, we have been awarded continuing scholarships for our students, and to support our Study Abroad program, a separate grant to allow one of our current students to attend Modul University in Vienna, Austria.

**Major Accomplishments Anticipated in Future:** We are searching for an Associate Dean to oversee the Hospitality Management program. This is a new position, elevated from the previous director role and it is anticipated that the person in this position will build partnerships with industry experts.

**Major Challenges Within Past Year:** With the decline of Statler scholarship funds, we saw a decline in enrollment. The former program director vacated the position and administration took time to determine future steps to re-direct program.

**Major Challenges Anticipated in Future:** Building enrollment, strengthening retention and building external partnerships.

## Human Resource Management

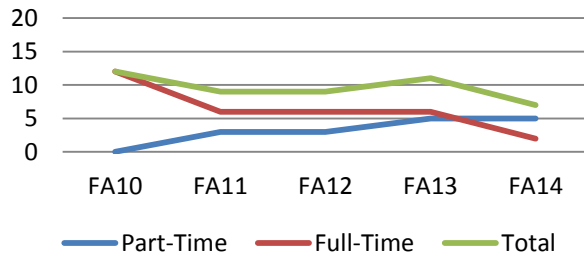
**Program Name:** Human Resource Management  
**5 Yr. Average Enrollment:** 9.6  
**Degrees/Certificates Offered:** Certificate  
**Year Established:** 2010  
**Accreditation Status:** N/A

**Program Advisor:** Brandon Supernault, MS  
**Normal Completion Time:** 2 Years  
**SOC Codes:** 113121  
**NYSED Inventory #:** 33615  
**Date, Next Site Review:** N/A

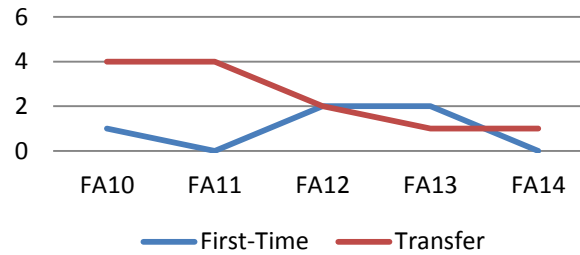
**Format:** Evening

**Program Mission:** *The mission of the Human Resource Management Certificate and AAS Program is to prepare students for success in their chosen area of human resource management, while embracing the core values of respect, compassion, teamwork and diversity.*

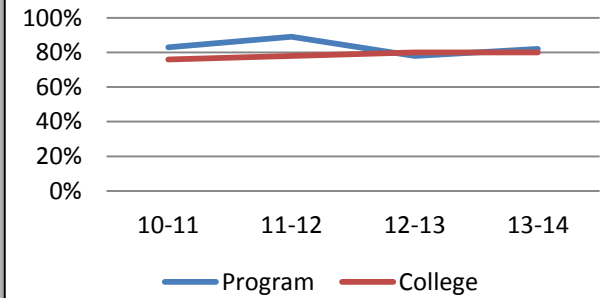
**Enrollment  
Full-time/Part-time**



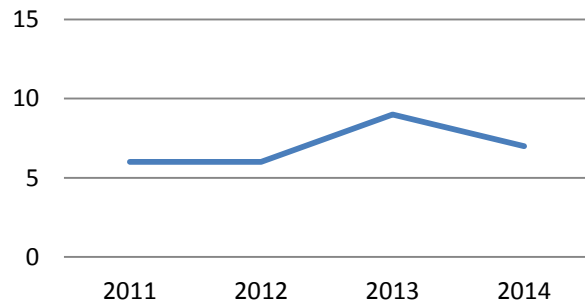
**Enrollment  
New Students**



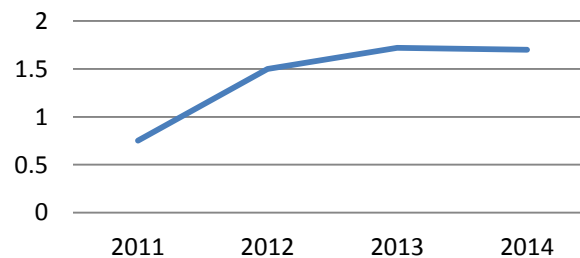
**Fall to Fall Retention**



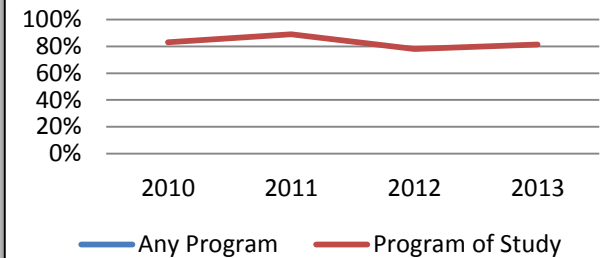
**Graduates by Academic Year**



**Average Years to Program  
Completion**



**Graduation Rate  
150% of Normal Time**

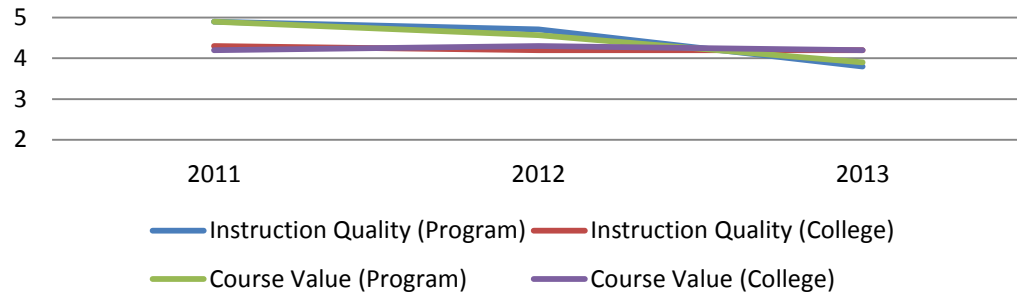


## Human Resource Management (continued)

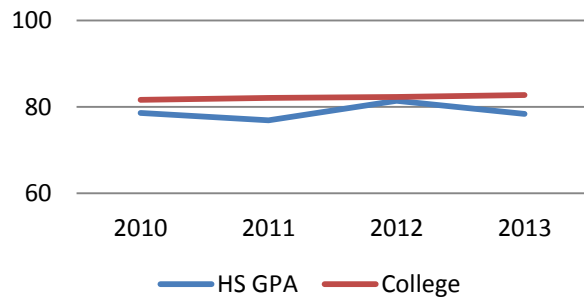
### 6 Year Graduation Rate

Data not yet available

### Course Evaluations



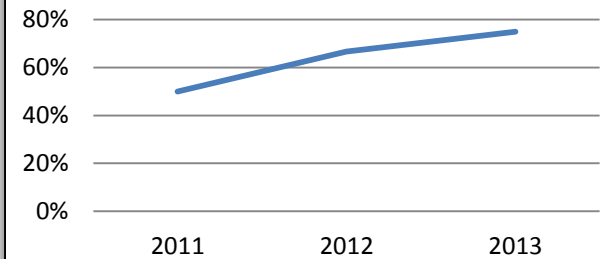
### Average H.S. GPA



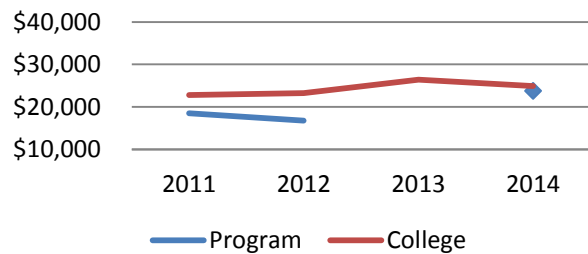
### 1st Time Pass Rates

No licensing exam for program

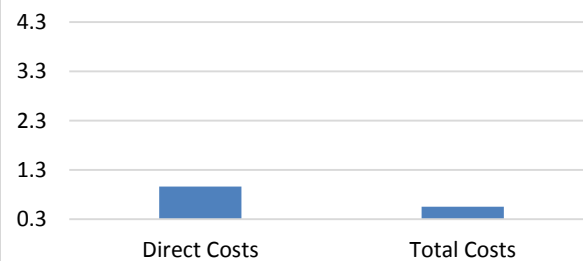
### Graduates Employed in Field of Study



### Average Debt Burden at Graduation



### Financial Contribution (yield ratio)



## Human Resource Management (continued)

**Faculty, Number FT:** 0      **Faculty, Number Adjuncts:** 4      **Faculty, Number Clinical:** N/A

**Fall 2014, Number of Sections:** 2      **Mean, Students/Section - Lecture:** 3      **Mean, Students/Section - Lab/Clinical:** N/A      **% FT Instruction:** 0

**Number of Faculty With:**      **Doctorate:** 0      **Masters:** 3      **Bachelors:** 1      **Other:**

**Faculty Awards / Recognitions / Publications/ Participation in Continuing Education:** Program Director participated in SHRM conference and earned 15 credit hours toward recertification. Also participated in 3 monthly education programs for BNHRA on Transgender Issues in the Workplace, Culture Management and Legal Update. Program Director became certified in the CENTACS Workplace 360 Assessment and was one of 4 participants in a Leadership Forum at Hilbert College. As all other faculty are adjunct there is no tracking of continuing education.

**% Major Coursework with Direct Measurement of Student Learning Outcomes:** HR Program is on target per assessment schedule. All courses have been assessed per the schedule and we are 100% in compliance.

**Program Changes Made In Response to Outcomes Assessment:** 3 minor changes made to HR 101, HR 105 and HR 204 based on outcomes assessment. We have adjusted our syllabus to add more HR compliance content in the introduction classes. Overall the changes were minimal for the other courses so no overall program changes.

**Major Employers of This Program's Graduates:** We have graduates in both manufacturing and service industries. As this program is not industry specific, our graduates can work in any industry, for any size company. For example, we have graduates working at People Inc., Power Drives, Costanza's Bakery and First Niagara Bank. A combination of service, manufacturing and banking.

**Expected Enrollment / Employment Trends, Next 5 Years:** Fall 2015 – 15      Fall 2016 - 17      Fall 2017 - 20      Fall 2018 - 22      Fall 2019 - 25

**Major Accomplishments Within Past Year:** Led the Performance Evaluation Task Force, which resulted in the creation of a new performance management system. Designed and trained all employees on the new system. Completed all outcomes assessments for the program. Now 100% in compliance to schedule; Completed recertification requirements for SPHR (2 years earlier than required); Established formal partnership with BNHRA; Allowing for more exposure and our logo to appear on the BNHRA website; Member of Employment Specialist and Director of PR Search Committee.

**Major Accomplishments Anticipated in Future:** (a) Increase enrollment for fall 2015. A realistic goal would be 15 students as we are currently at 10. (b) Implement all enrollment initiatives identified in March 2015 to create greater awareness of Human Resources Program. (c) Successful placement of our students in HR positions in the community d.) Design and implementation of Leadership Training for the college. e.) Participant in launch of BS in Business Management.

**Major Challenges Within Past Year:**

(a) Low and declining enrollment. (b) Disappointing participation by local companies in sponsoring students for the HR Program

**Major Challenges Anticipated in Future:** Increasing enrollment to viable levels

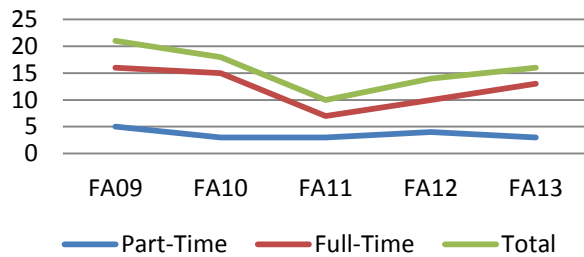
## Massage Therapy

**Program Name:** Massage Therapy  
**5 Yr. Average Enrollment:** 14.2  
**Degrees/Certificates Offered:** A.A.S., Certificate  
**Year Established:** 1999  
**Accreditation Status:** N/A

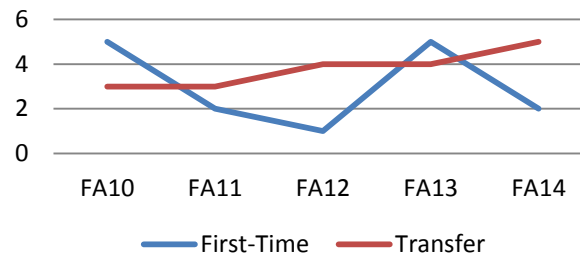
**Program Director:** Kathy Border, MED, RD, CDN  
**Normal Completion Time:** 2 Years  
**SOC Codes:** 319011  
**NYSED Inventory #:** 22317  
**Date, Next Site Review:** N/A **Format:** Day

**Program Mission:** *The mission of the Massage Therapy Program is to educate students in the theory and practice of massage therapy using an integrated treatment approach, based upon Trocaire College's mission of compassion and respect for all persons.*

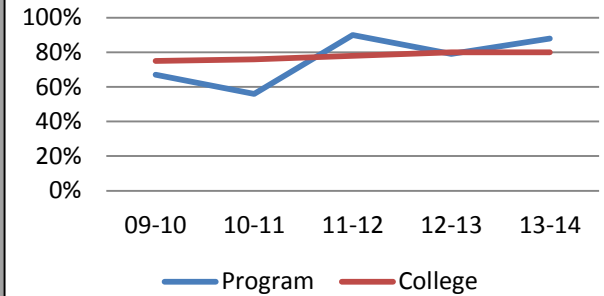
### Enrollment Full-Time/Part-Time



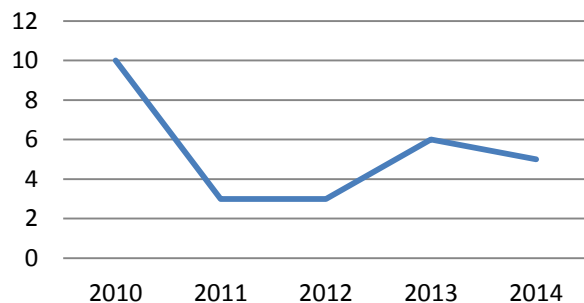
### Enrollment New Students



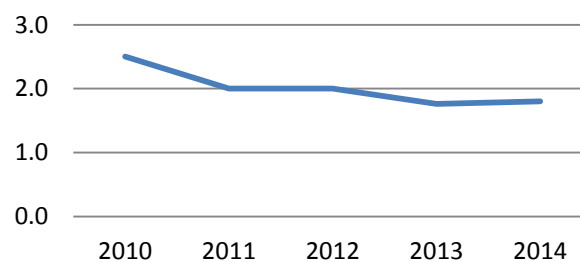
### Fall to Fall Retention



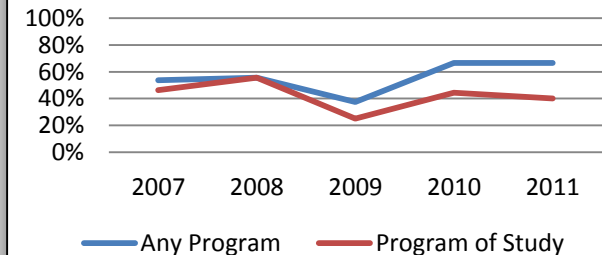
### Graduates by Academic Year



### Average Years to Program Completion

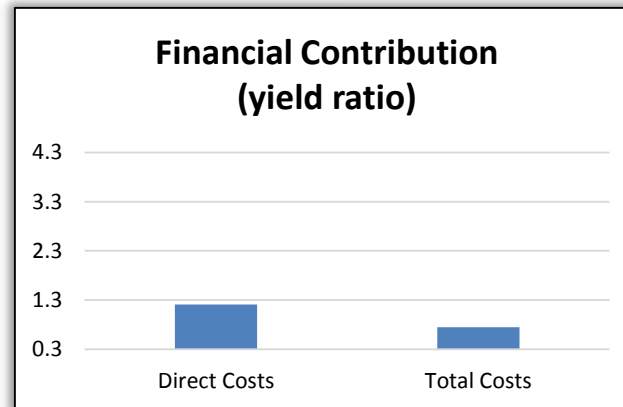
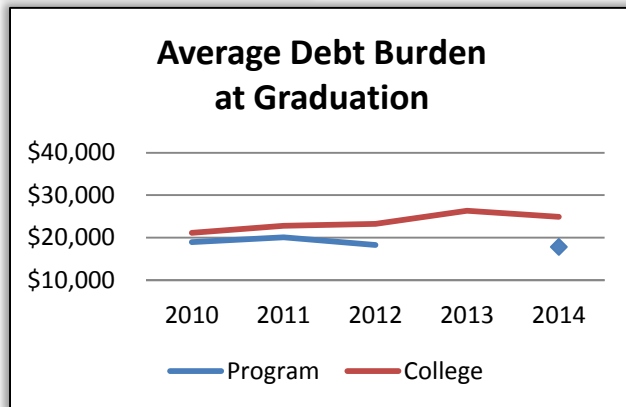
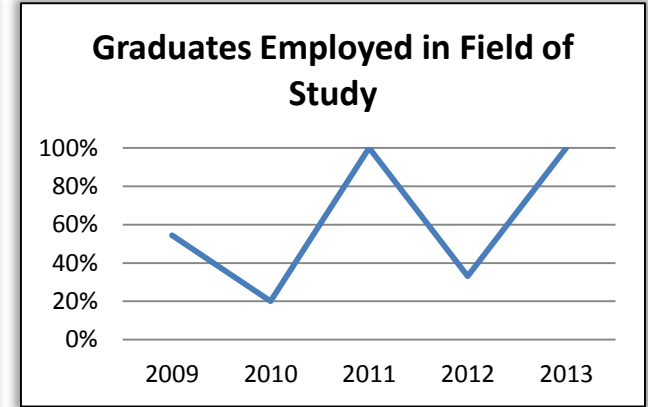
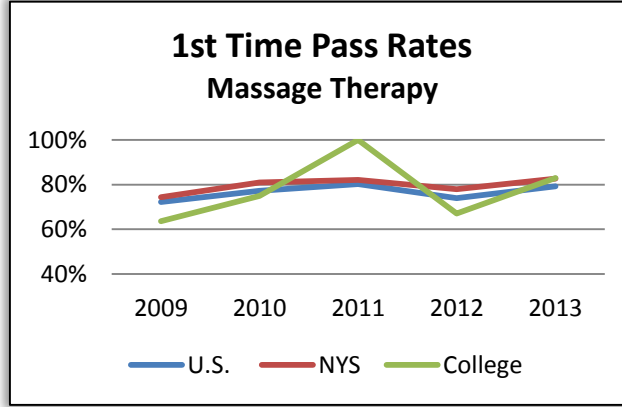
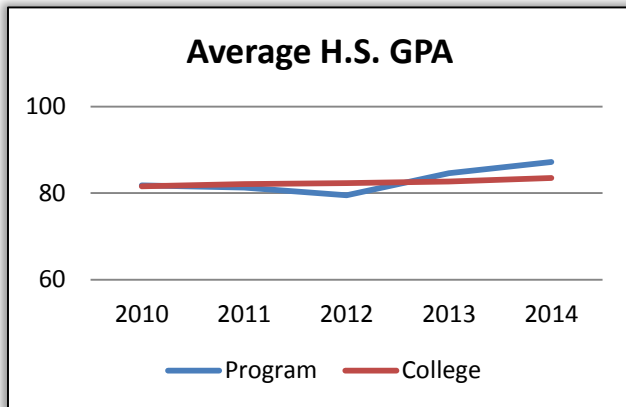
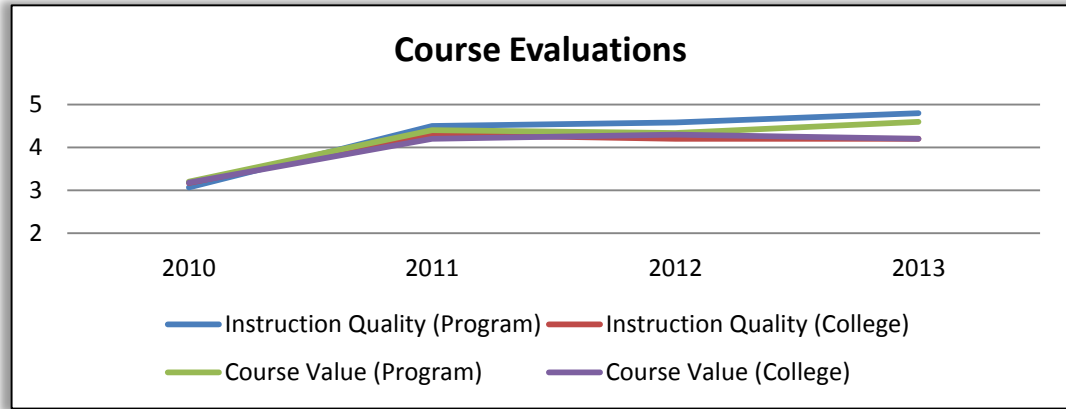
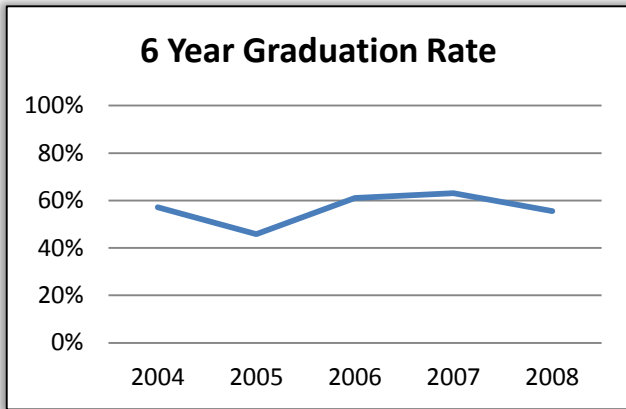


### Graduation Rate 150% of Normal Time





## Massage Therapy (continued)



## Massage Therapy (continued)

**Faculty, Number FT:** 1      **Faculty, Number Adjuncts:** 5      **Faculty, Number Clinical:** 1

**Fall 2014, Number of Sections:** 6      **Mean, Students/Section - Lecture:** 6      **Mean, Students/Section - Lab/Clinical:** 6      **FT Instruction:** 0

**Number of Faculty With:** Doctorate: 1      Masters: 3      Bachelors: 2      Other: 1

**Faculty Awards / Recognitions / Publications/ Participation in Continuing Education:** Participation in state and national meetings

**% Major Coursework with Direct Measurement of Student Learning Outcomes:** Work has begun on direct measures at the course level

**Program Changes Made In Response to Outcomes Assessment:** Through supporting admission criteria and current standards of the program the retention rate has improved; More work with Institutional Advancement and Admissions - results have been more visibility and presence in the community; More emphasis is being placed on using college resources to support the faculty, engage the student and help embrace technology; A three year cycle of review of all courses has started

**Major Employers of This Program's Graduates:** Massage clinics; Chiropractic clinics; Salons, spas; Health and wellness facilities; Self employed

**Expected Enrollment / Employment Trends, Next 5 Years:** Enrollment is projected at 10ft/4pt for the next 5 years

Employment of massage therapists is expected to grow by 20 percent from 2010 to 2020

**Major Accomplishments Within Past Year:** Led faculty, two cohorts and clinical client base to a new facility with positivity and minimal disruption of their reality; 100 % pass rate on the NYS licensing Exam; 100% of graduates employed as massage therapists

**Major Accomplishments Anticipated in Future:** Graduate gathering to rally support of graduates in job placement, recruitment, and program exposure; Larger community presence for the Massage Therapy Program and Clinic; Future goal: Increase enrollment and restart the evening program

**Major Challenges Within Past Year:** Move to Trocaire on Seneca; Recruitment; Defining target market for student base and where to capture them; New competition from NCCC Massage Therapy Program; Scheduling regular meetings with six adjuncts that all work on different schedules.

**Major Challenges Anticipated in Future:** Recruitment; Competition from NCCC

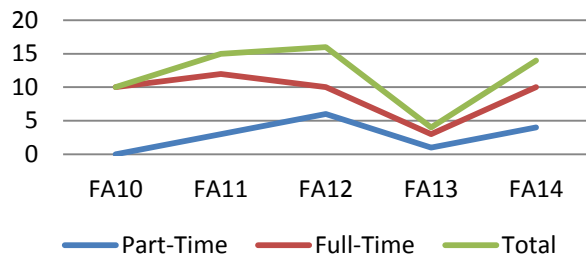
## Medical Assistant

**Program Name:** Medical Assistant  
**5 Yr. Average Enrollment:** 13.8  
**Degrees/Certificates Offered:** A.A.S.  
**Year Established:** 1983  
**Accreditation Status:** CAAHEP, 10 years

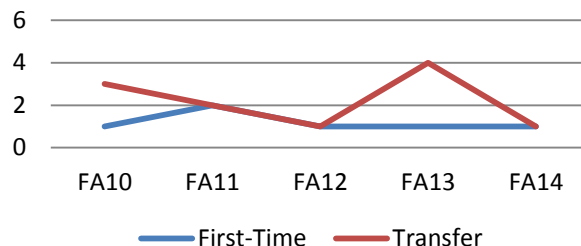
**Program Director:** Nicole Miller, MS, RHIA  
**Normal Completion Time:** 2 Years  
**SOC Codes:** 319092  
**NYSED Inventory #:** 83007  
**Date, Next Site Review:** 2013  
**Format:** Day

**Program Mission:** N/A

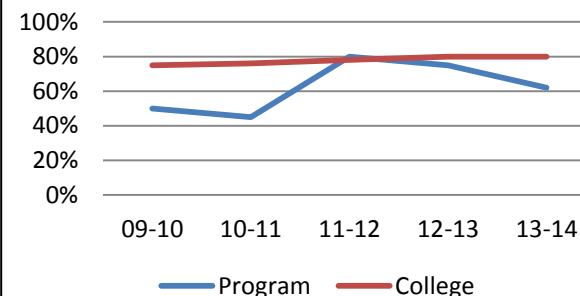
### Enrollment Full-Time/Part-Time



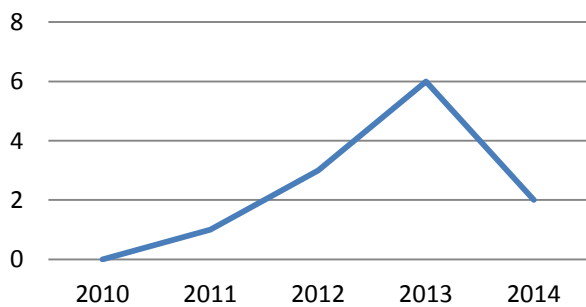
### Enrollment New Students



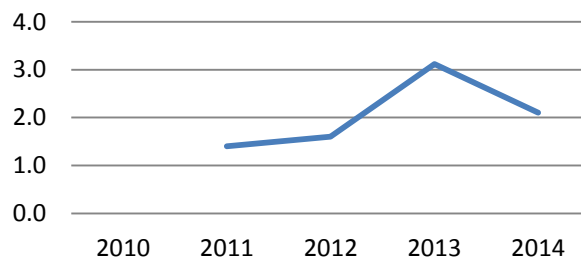
### Fall to Fall Retention



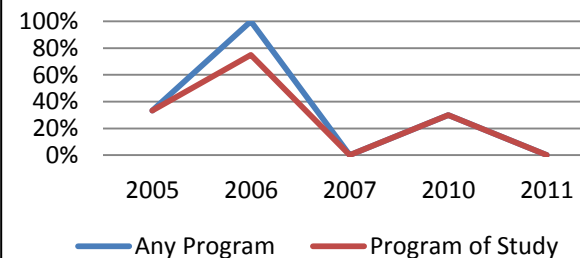
### Graduates by Academic Year



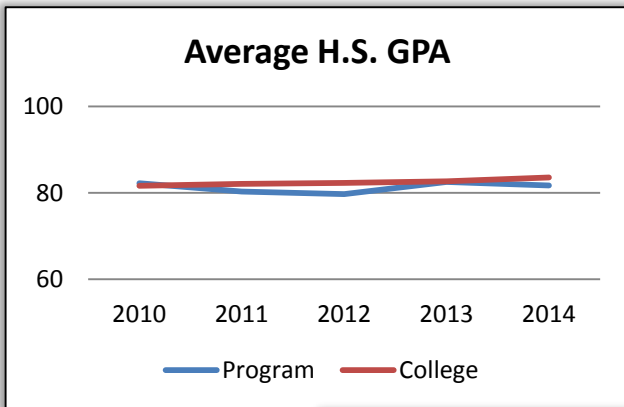
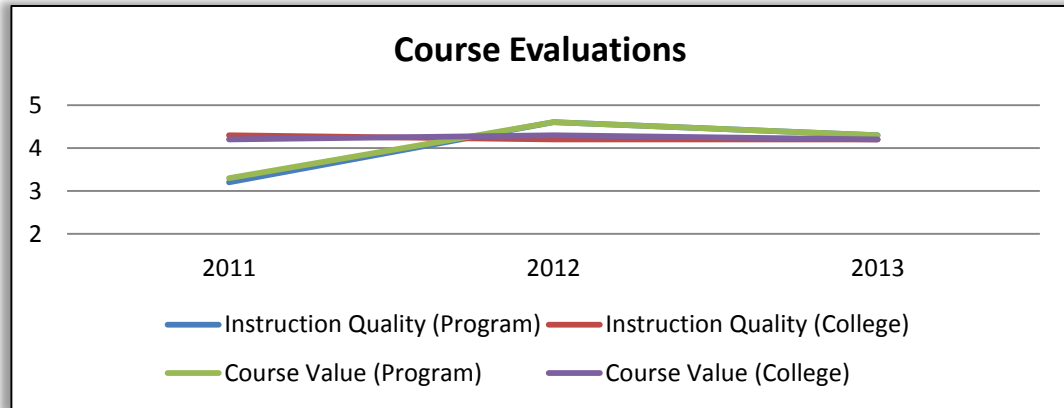
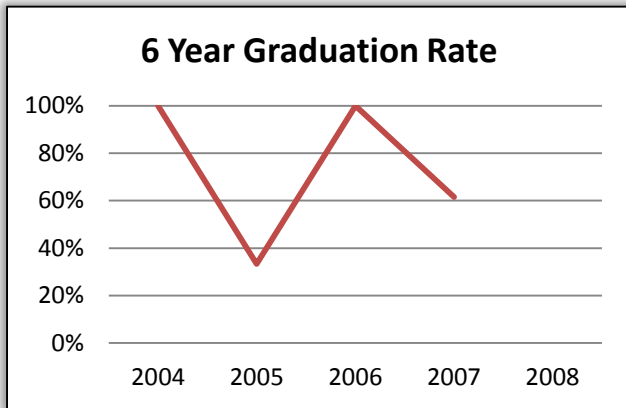
### Average Years to Program Completion



### Graduation Rate 150% of Normal Time

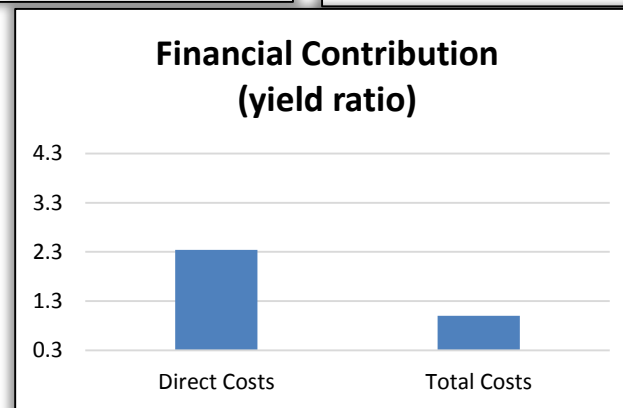
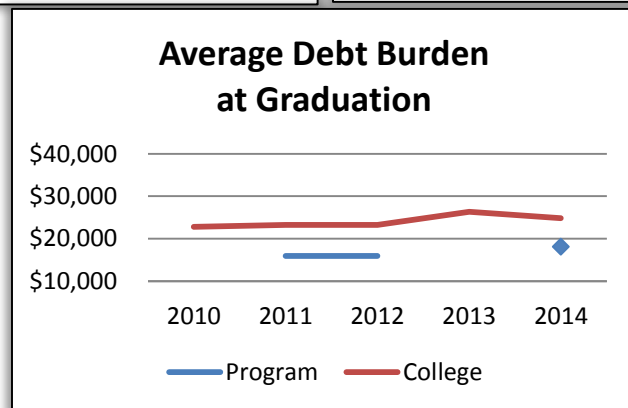


## Medical Assistant (continued)



### 1st Time Pass Rates

**No licensing exam for program**



## Medical Assistant (continued)

**Faculty, Number FT:** 1      **Faculty, Number Adjuncts:** 3      **Faculty, Number Clinical:** N/A

**Fall 2014, Number of Sections:** 2      **Mean, Students/Section - Lecture:** 7      **Mean, Students/Section - Lab/Clinical:** N/A      **% FT Instruction:** 33%

**Number of Faculty With:**    **Doctorate:** 1                      **Masters:** 1                      **Bachelors:** 1                      **Other:** Certification

**Faculty Awards / Recognitions / Publications/ Participation in Continuing Education:** None

**% Major Coursework with Direct Measurement of Student Learning Outcomes:** Completed outcomes for each of the core Medical Assistant classes

**Program Changes Made In Response to Outcomes Assessment:** None

**Major Employers of This Program's Graduates:** Healthcare Facilities; Physician's Offices

**Expected Enrollment / Employment Trends, Next 5 Years:** Hoping to gain 5-10 new students each semester; Employment will increase as more offices are realizing how valuable MA certification is.

**Major Accomplishments Within Past Year:** Getting the students on a more even pattern as they move through the program; Hired a full-time faculty member for the program

**Major Accomplishments Anticipated in Future:** Hope to possibly make some changes to the program to adjust for new trends now that the site visit is complete and just responding to the citations

**Major Challenges Within Past Year:** Finding Internship locations

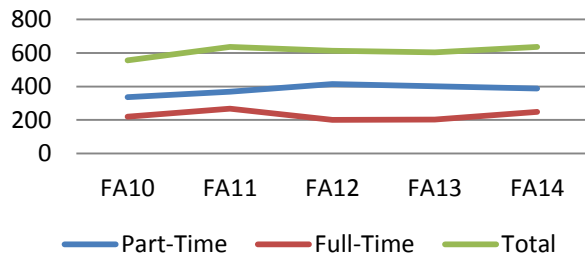
**Major Challenges Anticipated in Future:** Internship locations as the number of students increase

## Nursing – AAS

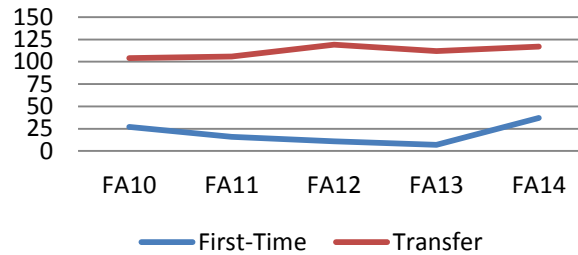
<b>Program Name:</b>	Nursing	<b>Program Director:</b>	Carol Fanutti, EDD, MS, RN, CNE
<b>5 Yr. Average Enrollment:</b>	610.8 (Current Cap – 640)	<b>Normal Completion Time:</b>	2 Years
<b>Degrees/Certificates Offered:</b>	A.A.S.	<b>SOC Codes:</b>	29-1141 Registered Nurses
<b>Year Established:</b>	1965	<b>NYSED Inventory #:</b>	1880
<b>Accreditation Status:</b>	NLNAC, 8 Years	<b>Date, Next Site Review:</b>	2014
			<b>Format:</b> Day, Evening

**Program Mission:** To be responsive to current and evolving health care needs by providing quality nursing education that is in keeping with currently accepted social, educational and nursing standards and is consistent with the mission of the college.

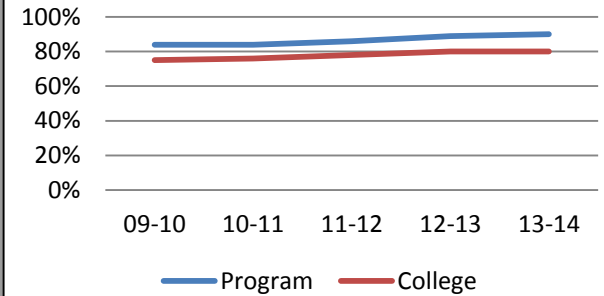
**Fall Enrollment  
Full-Time/Part-Time**



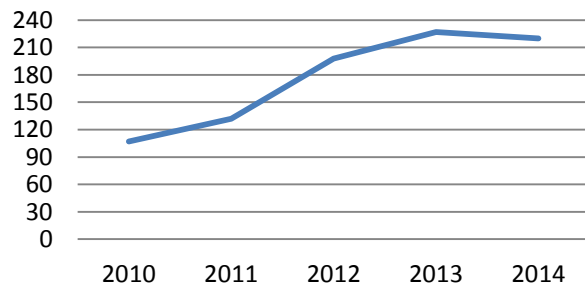
**Fall Enrollment  
New Students**



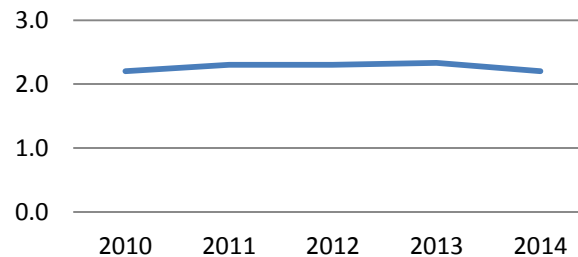
**Fall to Fall Retention**



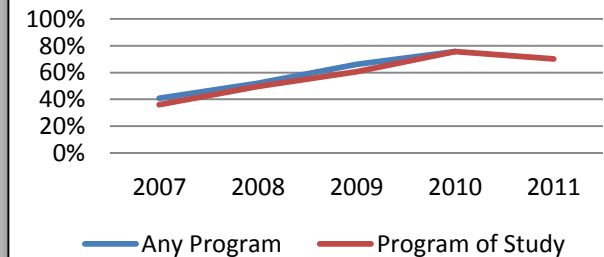
**Graduates by Academic Year**



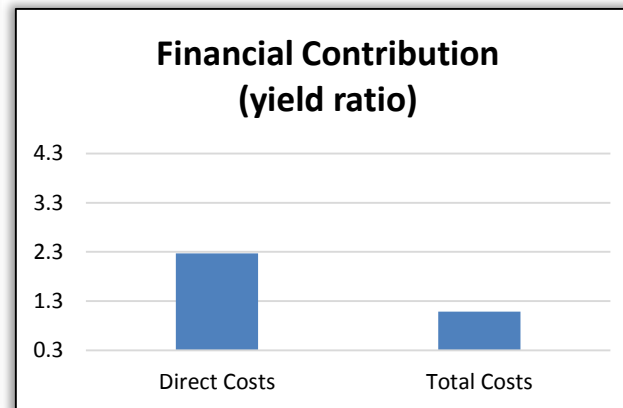
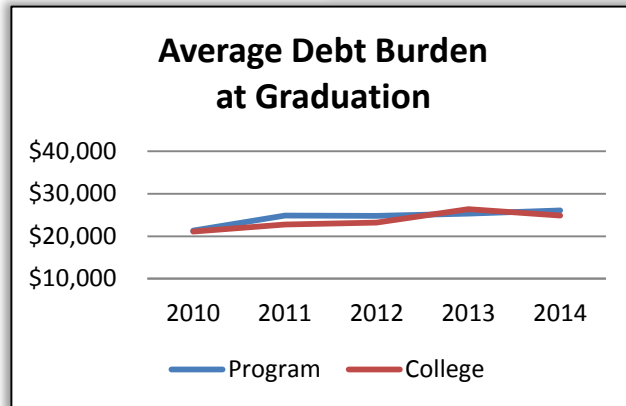
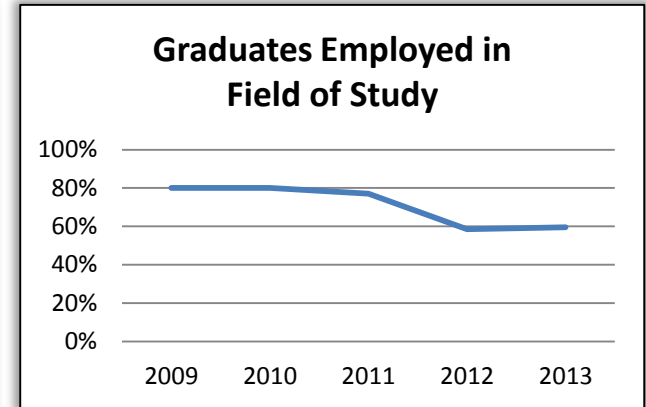
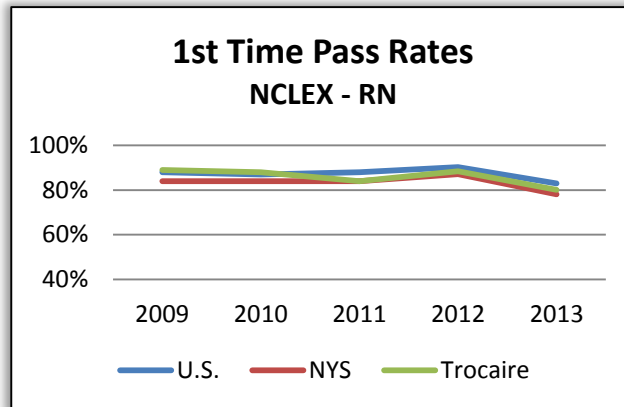
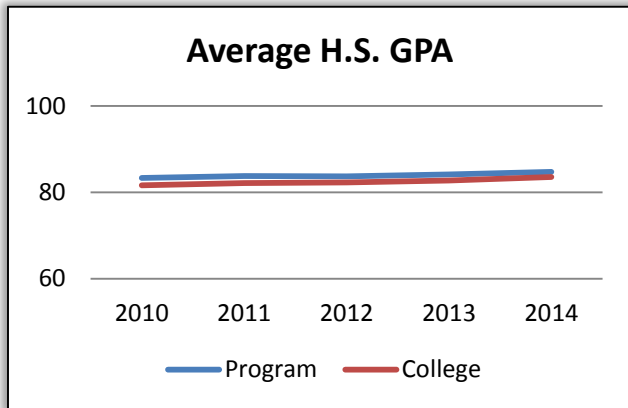
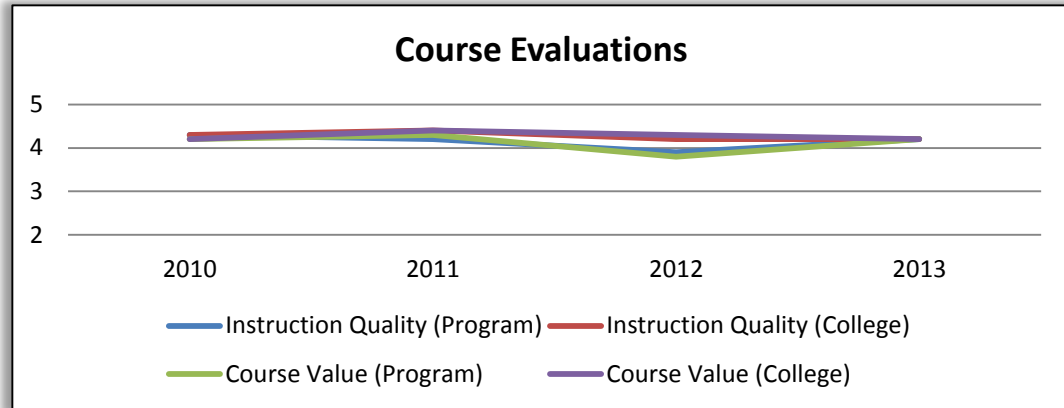
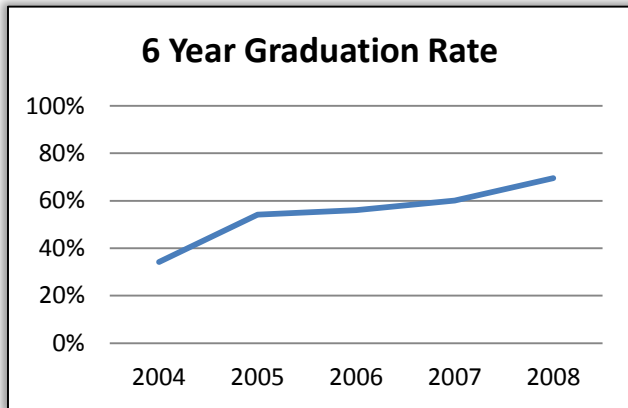
**Average Years to Program  
Completion**



**Graduation Rate  
150% of Normal Time**



## Nursing – AAS (continued)



## Nursing – AAS (continued)

**Faculty, Number FT:** 19

**Faculty, Number Adjuncts:** 44

**Faculty, Number Clinical:** 42

**Fall 2014, Number of Sections:** 85 **Mean, Students/Section - Lecture:** 29 **Mean, Students/Section - Lab/Clinical:** 44 **% FT Instruction:** 37.7%

**Number of Faculty With:** **Doctorate:** 1      **Masters:** 40      **Bachelors:** 23      **Other:** 0

### **Faculty Awards / Recognitions / Publications/ Participation in Continuing Education:**

- All full time faculty participated in continuing education.
- One faculty member is pursuing a Doctorate in Nursing Practice degree in Nursing Education with a focus on Simulation.
- One staff member is pursuing a Master's degree in Nursing Education.
- Business First carried an article on one faculty member who was recognized by the Wyoming County Community Health System for 40 years of service as a nurse administrator Foundation President and hospital Board member.
- One faculty member was elected chair of the nominating committee of the Professional Nurses Association, serves on the Health Advisory Board of Head Start serves on the Nursing Test Construction and faculty senate committees
- One faculty member recertified for Emergency Nursing.
- One faculty member is a certified diabetic educator, completed a Psychiatric Nurse Practitioner program and is enrolled in an Adult Nurse Practitioner program.
- One faculty member completed certification in Nursing Professional Development.
- One faculty member was nominated for Nurse of Distinction in Education 2015 and will be recognized at the award banquet of the Western NY Professional Nurses Association in June 2015
- One faculty member received the Jean N. Clohessy Community Service Award – Trocaire College 2014

### **Program Changes Made In Response to Outcomes Assessment:**

- Incorporated research-based theory into lectures
- Based on results of Med-Surgical ATI exam and the comprehensive ATI Predictor exam, Pharmacology was identified as a weakness in the program.  
**Recommendation:** NU114, Medication Essentials I and NU115 Medication Essentials II, taught in first and second level respectively, will be discontinued. The math dosage content will be added to basic pharmacology content and a new course, Basic Pharmacology, will be developed and taught at the second level. The course is being developed by the faculty and will be presented at the Academic Policy committee for approval.
- Updated the curriculum blueprint
- To help improve NCLEX scores - Review of the literature reveals that students should review at least 3500 questions before sitting for the NCLEX exam – faculty review NCLEX test questions at the end of each lecture with rationales to help student learn how to answer this type of question.



## Nursing – AAS (continued)

- Added more Gerontology content to the curriculum so our graduates will be more proficient in caring for the older population in any setting
- Faculty implemented a variety of teaching strategies to meet student learning needs.
- Review of the literature helped to promote and design evidence-based teaching and practice
- Test construction committee reviewing test questions for clarity
- Nurse tutor has offered additional review sessions for all students

### **Major Employers of This Program's Graduates:**

Nursing Rehabilitation Centers

Nursing Homes

Hospitals

Home Healthcare Services

Community Care Facilities

**Expected Enrollment / Employment Trends, Next 5 Years:** The profession is expected to experience sustained growth and increased demand

The U.S. Bureau of Labor Statistics predicts an increased growth rate for nurses in the following areas: positions in physicians offices, home healthcare services , outpatient centers, nursing care facilities, home treatment and residential care facilities, long term rehab facilities  
AD graduates finding it more difficult to obtain positions in hospitals because more hospitals are seeking magnet status they are beginning to require BS/N graduates or AD nurses enrolled in a BS/N program. There are some health care systems that are still hiring the AD graduate. The AD program is a good entry point for nursing, especially with the older student, but it should not be considered a terminal degree. AD nurses are finding employment in long term care settings, home health care

### **Major Accomplishments Within Past Year:**

- Curriculum review
- Review of all nursing courses to be sure they met the federal credit hour requirement
- Developed and implemented a new 1 credit Professional Issues course to meet the federal credit hour requirement (Replacement for NU116 and NU216.)

### **Major Accomplishments Anticipated in Future:**

- Seamless transition for academic progression PN – RN - BS/N program.
- Complete review and revision of curriculum.
- Accreditation Commission for Education in Nursing (ACEN) follow-up report
- NCLEX scores that meet or exceed the national norm
- Increase recruitment efforts

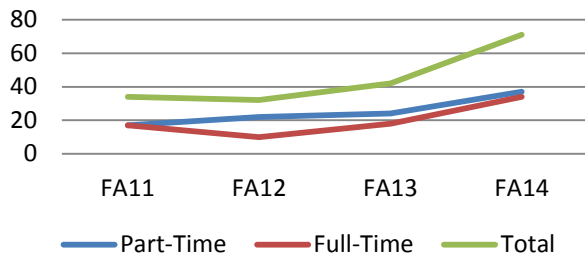
## Nursing – BS

**Program Name:** Nursing  
**3 Yr. Average Enrollment:** 44.8  
**Degrees/Certificates Offered:** B.S.  
**Year Established:** 2011  
**Accreditation Status:** ACEN/NLNAC, 8 Years

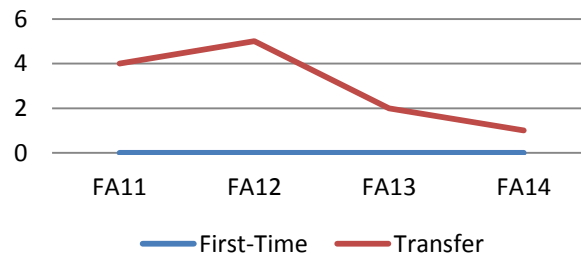
**Program Director:** Susan Lombardo, PHD  
**Normal Completion Time:** 2 Years (completion program)  
**SOC Codes:** 29-1141 Registered Nurses  
**NYSED Inventory #:** 34046  
**Date, Next Site Review:** **Format:** Online

**Program Mission:** Provide registered nurses with learning opportunities to acquire knowledge and skills to practice nursing at the professional level.

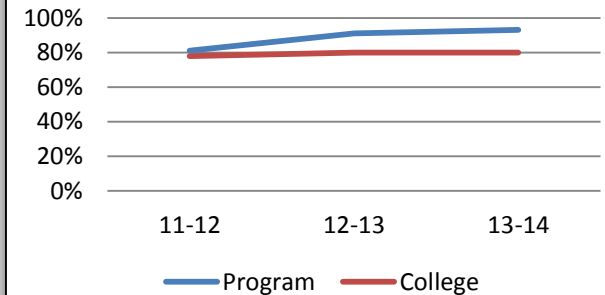
**Fall Enrollment  
Full-Time/Part-Time**



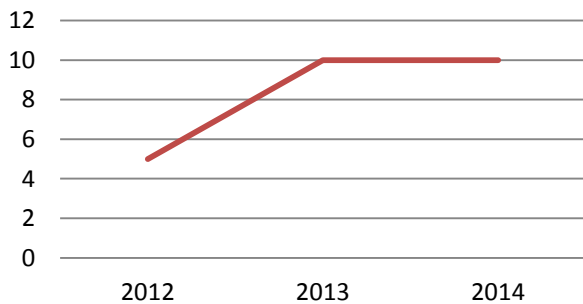
**Fall Enrollment  
New Students**



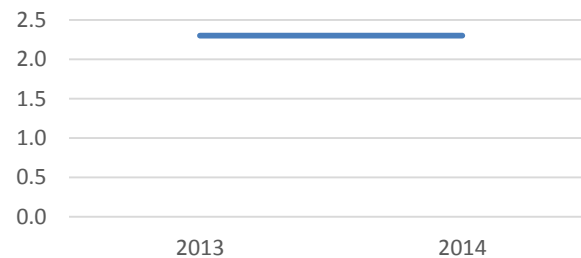
**Fall to Fall Retention**



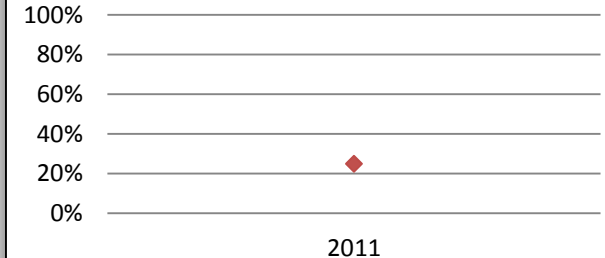
**Graduates by Academic Year**



**Average Years to Program  
Completion**



**Graduation Rate  
150% of Normal Time**

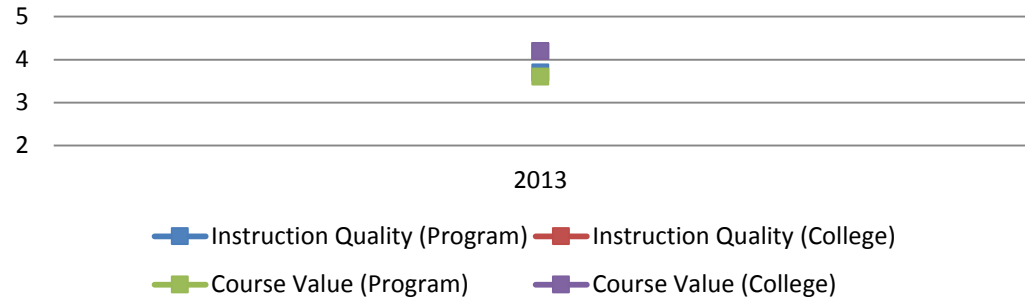


## Nursing – BS (continued)

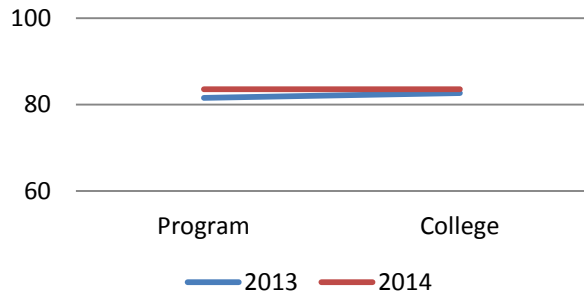
### 6 Year Graduation Rate

Data not yet available

### Course Evaluations



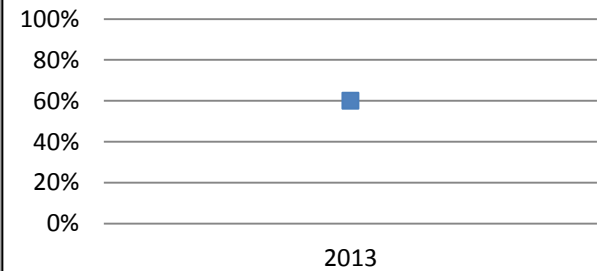
### H.S. GPA



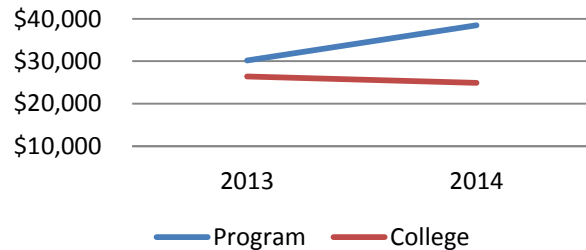
### 1st Time Pass Rates

No licensing exam for program

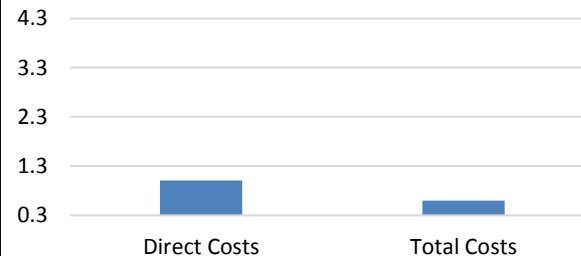
### Graduates Employed in Field of Study



### Average Debt Burden at Graduation



### Financial Contribution (yield ratio)



## Nursing – BS (continued)

**Faculty, Number FT:** 1      **Faculty, Number Adjuncts:** 7      **Faculty, Number Clinical:** 1

**Fall 2014, Number of Sections:** 11      **Mean, Students/Section - Lecture:** 12      **Mean, Students/Section - Lab/Clinical:** N/A      **% FT Instruction:** 0

**Number of Faculty With:**    **Doctorate:** 3                      **Masters:** 4                      **Bachelors:**                      **Other:** 0

**Faculty Awards / Recognitions / Publications/ Participation in Continuing Education:** Participation in continuing education conferences or seminars (all faculty); completed CEUs (several faculty); attended the National League for Nursing Summit 2014 (Associate Dean/Professor); Serves on the nominating committee for the Professional Nurses Association of WNY, serves on the Health Advisory Board of Head Start (1 faculty); Enrolled in online PhD Program (1 faculty); Keynote address given for Sigma Theta Tau International induction ceremony at D'Youville College (Associate Dean/Professor); Recertified for Emergency Nursing (1 faculty); Became a program evaluator for ACEN (Associate Dean/Professor); Wrote on-line lectures on homecare for Mosby/Elsevier (Associate Dean/Professor)

**% Major Coursework with Direct Measurement of Student Learning Outcomes:** 100%

### **Program Changes Made In Response to Outcomes Assessment:**

Added clinical sites such as public library/Ford Plant. See below for changes made last year:

Requiring students to purchase APA Manual for writing papers (feedback from faculty; students have difficulty writing and referencing properly; generally with poor writing skills and courses are writing intensive); Added a note in each syllabus that ALL assignments must be completed in order to be successful in the course; Syllabi include time frame for answering emails and exact number of lab hours per semester for mandatory testing; Included 2014 Hospital and National Patient Safety Goals and Quality and Safety Education for Nurses Competencies; Incorporated spiritual and genetic considerations when performing physical exam in lab; Collaboration with Pathophysiology Professor and Health Assessment Professor to incorporate concepts derived from liberal arts and sciences to understand human experience (NU300 Comprehensive Health Assessment for Nursing Practice); Because online learning does not always promote socialization, students are now asked to introduce themselves and provide a brief bio; more interactive activities based on word documents have been added since the healthcare delivery system is relying on computers for documentation and communication (NU304 Introduction to Nursing Care Informatics); Aligned course outcomes with assessments to make clearer connections between assignments and outcomes; Based on student feedback, rewrote directions for assignments to make them clearer; Two new references were added; changed rubrics to add more value to review of the literature; offers audio-critiques of assignments; added one mandatory F2F class based on student feedback (NU308 Research Procedures in Nursing Practice); Added current journal articles to reflect changes in family nursing (NU310 Family Nursing Care Across the Lifespan); Added new articles linking theory to research; added new assignment on application of the Affordable Care Act (NU318 Nursing Theory and Practice); Plans to have students ...

## Nursing – BS (continued)

[continued] participate in more discussion threads (based on low quality of posts); will add advocacy letter to assignment and will also add assignment for environmental health to stay current with quad council recommendations for BS in Nursing Programs (NU402 Community Health Nursing); Will add serendipitous scientific discoveries to each discussion thread based on low quality of student responses to forum questions (NU470 Pharmacology for the Registered Nurse); Added new clinical sites where students can attend interdisciplinary conferences (NU486).  
\*\*Please note that the above changes represent program outcomes and student learning outcomes. Course outcomes are aligned with student learning and program outcomes

**Major Employers of This Program's Graduates:** Hospitals; Visiting Nurses Association or other Home Healthcare Agencies; Nursing Homes; enrolled in Master's degree programs

**Expected Enrollment / Employment Trends, Next 5 Years:** High—locally and nationally

**Major Accomplishments Within Past Year:** Increase in enrollment; Have one faculty member who carries the majority of her 15 hours in the BS/N program; Continued recruitment efforts; Inter-professional collaboration between nursing and liberal arts and science faculty; Visibility in the local nursing community by having faculty serve on nominating committee; full time faculty member sharing advisement load with Associate Dean

**Major Accomplishments Anticipated in Future:** Increase in enrollment; Increase visibility in the community at large; Strengthen online instruction; Continue to recruit doctorally prepared faculty; Will be sending the proposal to change the BSN Calendar to be consistent with the rest of the college. This will be sent to New York State in coming weeks.

**Major Challenges Within Past Year:** Lack of time for faculty who teaches full-time in either AAS Program or PN Program; Salary structure does not reflect Baccalaureate salary structure; Slow return from governing agencies to return documents in a timely manner (NYSED); Lack of full-time clerical support; Lack of IT resources; College is new to Baccalaureate Education; Lack of offered electives at the 300 and 400 level; No full-time Program Director; lack of survey data from graduates and employers

**Major Challenges Anticipated in Future:** Lack of ability to recruit doctorally prepared faculty due to non-competitive salary when compared to other 4 year colleges; Lack of time for faculty on overload to participate in self-study process; Lack of full-time Program Director

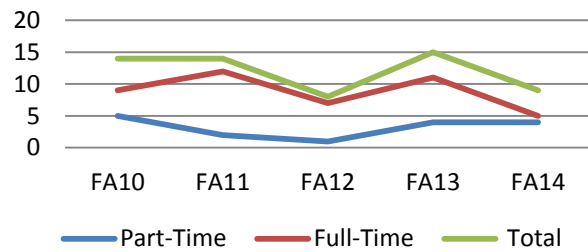
## Nutrition and Dietetics

**Program Name:** Dietetic Technology  
**5 Year Average Enrollment:** 12.0  
**Degrees/Certificates Offered:** A.A.S.  
**Year Established:** 2010  
**Accreditation Status:** In Process

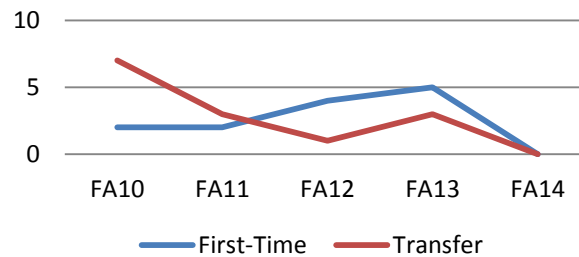
**Program Director:** Kathy Border, MED, RD, CDN  
**Normal Completion Time:** 2 Years  
**SOC Codes:** 292051  
**NYSED Inventory #:** 33752  
**Date, Next Site Review:** N/A  
**Format:** Day

**Program Mission:** The Dietetic Technology Program empowers graduates to become expert dietetic technicians in a variety of settings.

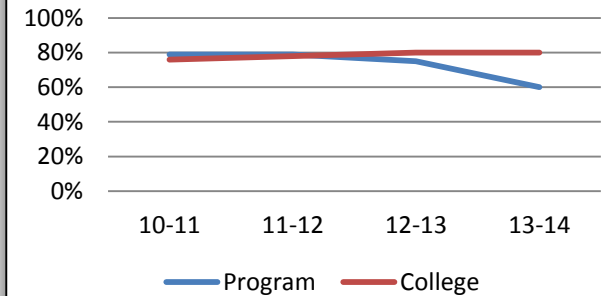
### Enrollment Full-Time/Part-Time



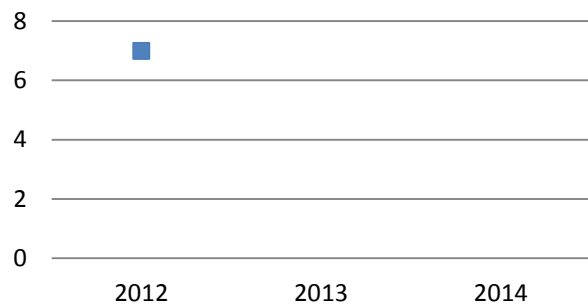
### Enrollment New Students



### Fall to Fall Retention



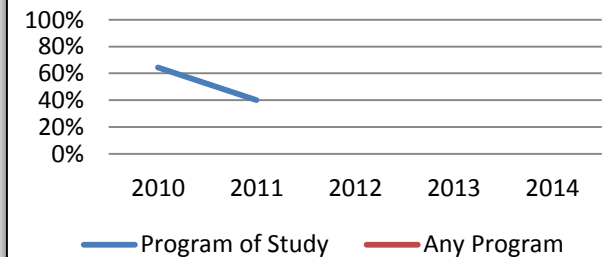
### Graduates by Academic Year



### Average Years to Program Completion



### Graduation Rate 150% of Normal Time

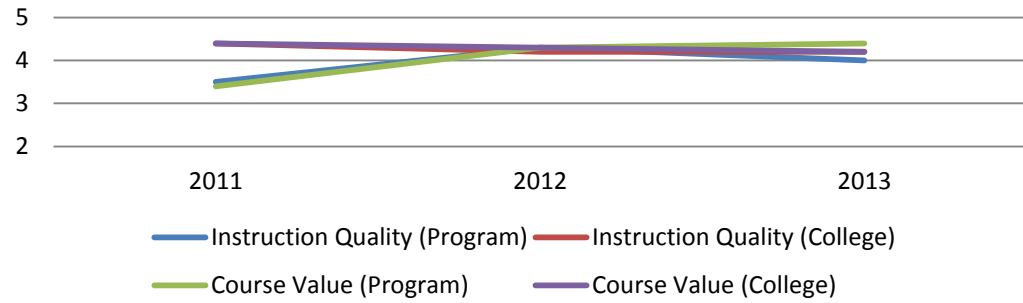


## Nutrition and Dietetics (continued)

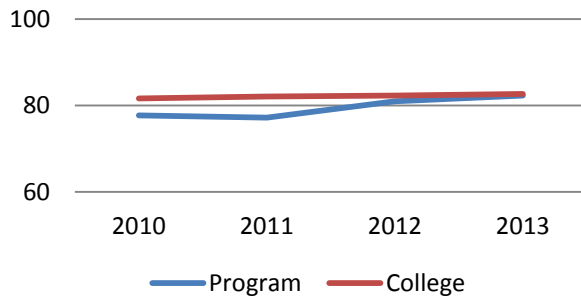
### 6 Year Graduation Rate

Data not yet available

### Course Evaluations



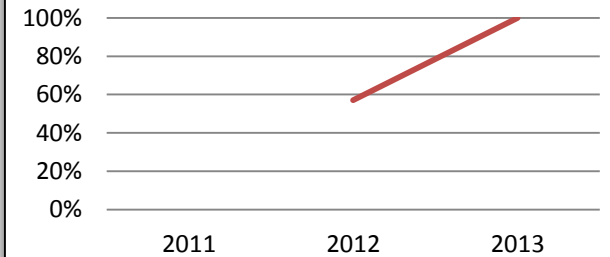
### Average H.S. GPA



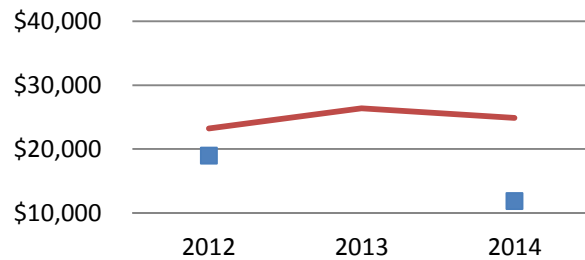
### 1st Time Pass Rates

No licensing exam for program

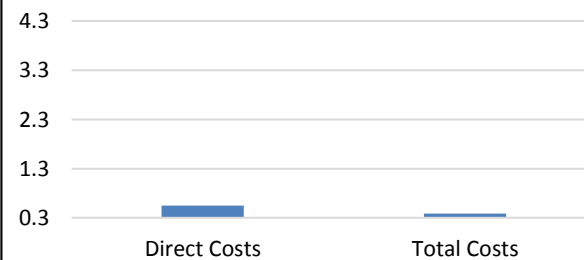
### Graduates Employed in Field of Study



### Average Debt Burden at Graduation



### Financial Contribution (yield ratio)



## Nutrition and Dietetics (continued)

**Faculty, Number FT:** 0      **Faculty, Number Adjuncts:** 4      **Faculty, Number Clinical:** N/A

**Fall 2014, Number of Sections:** 6      **Mean, Students/Section - Lecture:** 4      **Mean, Students/Section - Lab/Clinical:** 4      **% FT Instruction:** 50%

**Number of Faculty With:**      **Doctorate:**                      **Masters:** 3                      **Bachelors:** 1                      **Other:** 0

**Faculty Awards / Recognitions / Publications/ Participation in Continuing Education:** Buffalo News Refresh section; Poster Session Abstract submitted, acceptance pending; Professional meetings include dietetic educators, National and local conferences

**% Major Coursework with Direct Measurement of Student Learning Outcomes:** 100%

**Program Changes Made In Response to Outcomes Assessment:** *examples include the following:* Renamed DT 202/206 to Supervised Practice I and II to offer better opportunities for hands-on practice without restricting the practice area. Initiated fall event, Food for Thought (collaboration with Hospitality) – students requested more culinary application.

**Major Employers of This Program's Graduates:** Hospitals; Long-term care facilities; Schools; Commercial food service

**Expected Enrollment / Employment Trends, Next 5 Years:** Employment Trends: Recent data from the 2011 Dietetics Workforce Demand Study indicate trends in employment of dietetic technicians will be seen in an increased demand serving the aging population, wellness and prevention (resulting from the health care reform act), community nutrition programs, and in the food and service industries.

**Major Accomplishments Within Past Year:** Food for Thought (Dec 2014), Cook Book Sale (Dec 2014), Nutrition and Wellness Fair (March 2015), Community cooking class (May 2015)

**Major Challenges Within Past Year:** Enrollment

**Major Challenges Anticipated in Future:** Professional trends to elevate the minimum degree requirements for Registered Dietitian to master's level by 2024. There is preliminary conversation about elevating the DTR to 4 year (BS) and retaining the AAS as a "community nutritionist" or "health promotion specialist" – with emphasis on educating the public in public places (fitness, wellness, workplace, retail). Standards for the proposed degree levels should be released in early 2016, and there will be opportunities to be a pilot program under the new competencies.



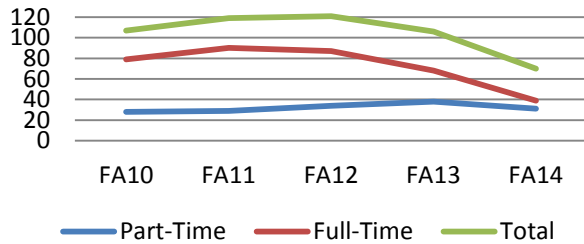
## Practical Nursing – LPN

**Program Name:** Practical Nursing  
**5 Yr. Average Enrollment:** 105.0 (Current Cap – 160)  
**Degrees/Certificates Offered:** Certificate  
**Year Established:** 2000  
**Accreditation Status:** NLNAC, 5 Years

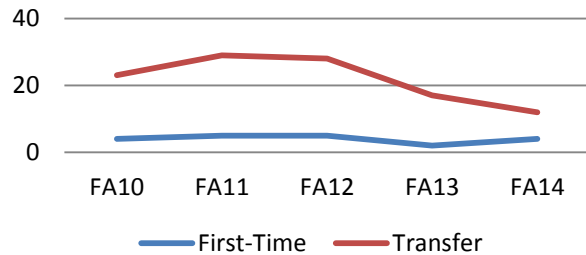
**Program Director:** Carol Fanutti, EDD, MS, RN, CNE  
**Normal Completion Time:** 18 Months  
**SOC Codes:** 292061  
**NYSED Inventory #:** 22663  
**Date, Next Site Review:** 2017 **Format:** Day

**Program Mission:** None

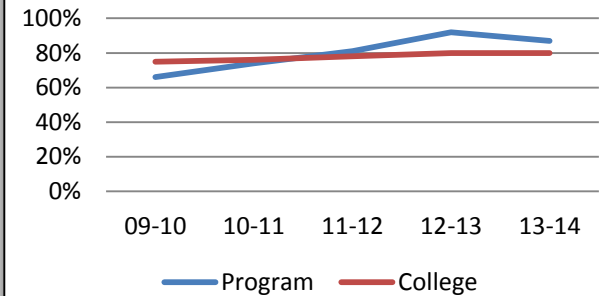
**Fall Enrollment  
Full-Time/Part-Time**



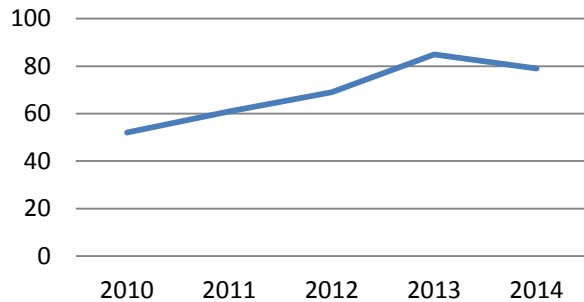
**Fall Enrollment  
New Students**



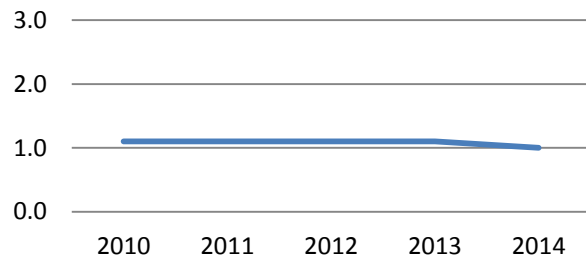
**Fall to Fall Retention**



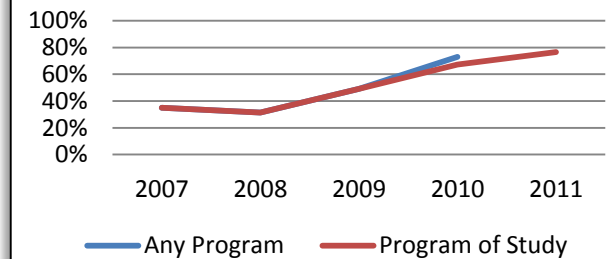
**Graduates by Academic Year**



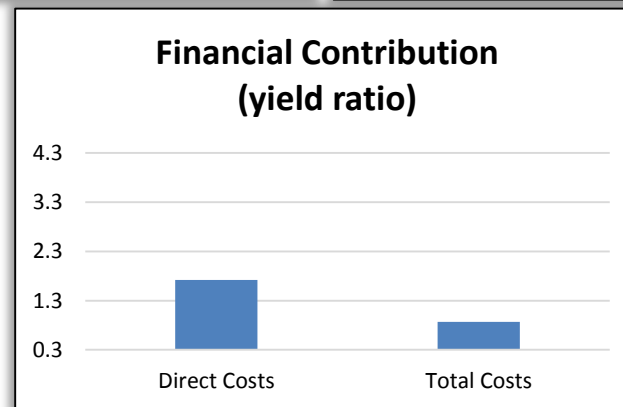
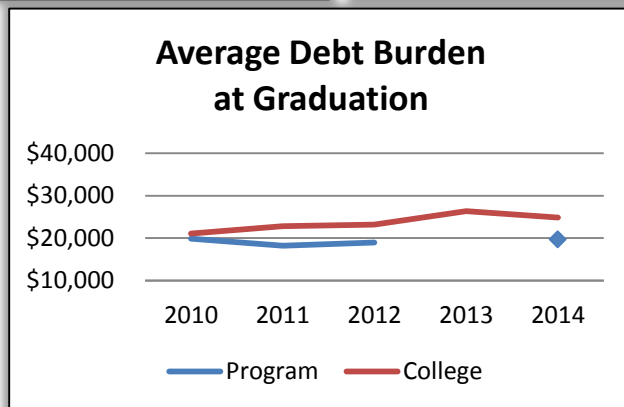
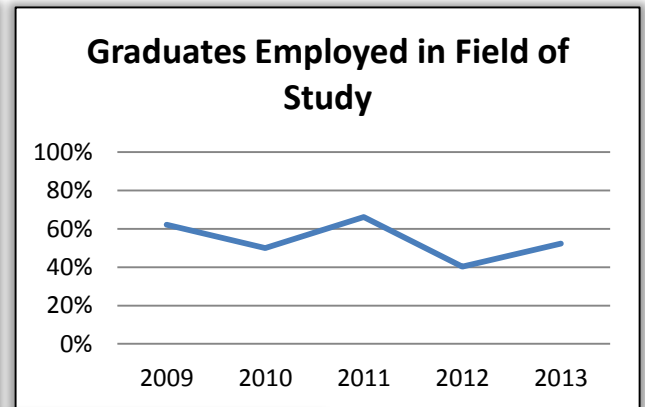
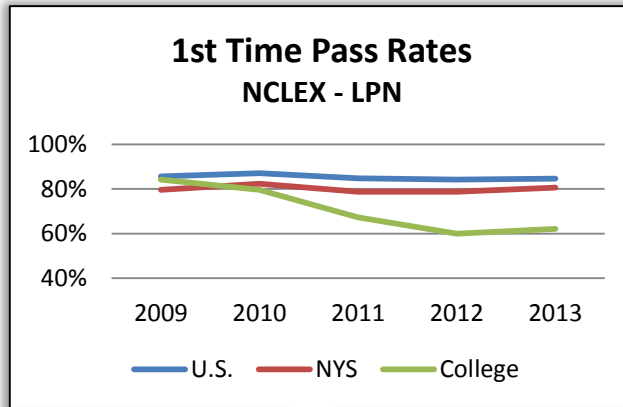
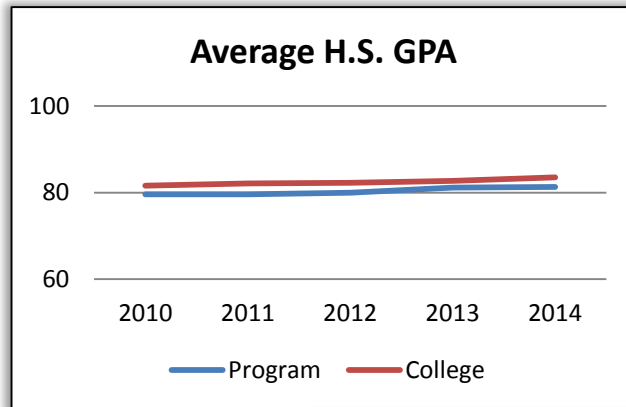
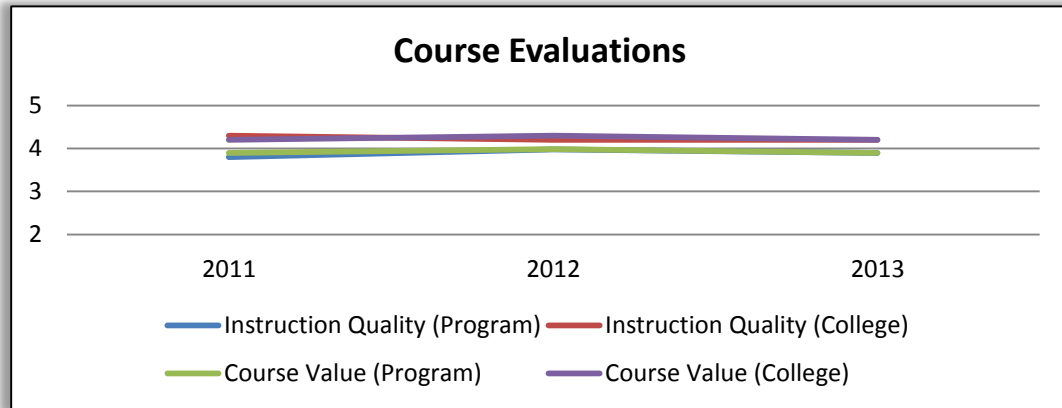
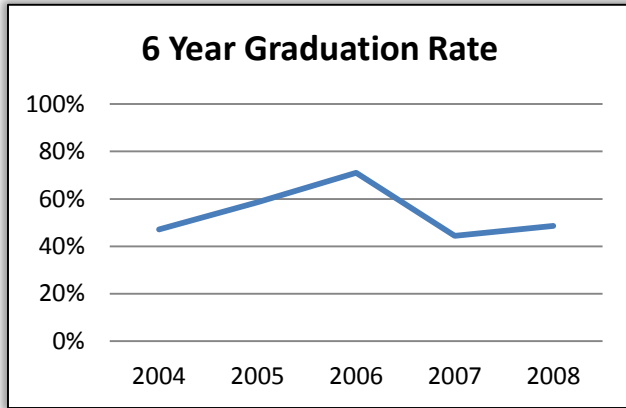
**Average Years to Program  
Completion**



**Graduation Rate  
150% of Normal Time**



## Practical Nursing – LPN (continued)



## Practical Nursing – LPN (continued)

**Faculty, Number FT:** 3      **Faculty, Number Adjuncts:** 5      **Faculty, Number Clinical:** 5

**Fall 2014, Number of Sections:** 15      **Mean, Students/Section - Lecture:** 26      **Mean, Students/Section - Lab/Clinical:** 19      **% FT Instruction:** 31

**Number of Faculty With:**      **Doctorate:** 0      **Masters:** 6      **Bachelors:** 2      **Other:** 0

**Faculty Awards / Recognitions / Publications/ Participation in Continuing Education:** All full time faculty have attended at least one professional development activity. Several have attended two or more activities. One faculty member is taking courses to complete a PHD degree.

**% Major Coursework with Direct Measurement of Student Learning Outcomes:** 100%

**Program Changes Made In Response to Outcomes Assessment:** Continue to incorporate use of simulation technology in the lab to reinforce lab skills; increased number of critical thinking scenarios in class; to improve the NCLEX board scores, based on research findings, increased the number of NCLEX type test questions and higher level questions on unit exams and included NCLEX type review questions at the end of each lecture, encouraged students to review Nurse Logic before testing to help identify what a test question is really asking; made ATI practice exams available for students before proctored ATI exam; focused reviews have been added to lab outline; updated program policies

**Major Employers of This Program's Graduates:** Long term care settings, clinics, physician offices

**Expected Enrollment / Employment Trends, Next 5 Years:** Bureau of Labor Statistics (2012) reported that employment of LPN's is expected to grow 22% by the year 2020, faster than the average for all occupations and a shift of employment from acute care to community based settings.

**Major Accomplishments Within Past Year:** Curriculum review and revision. Incorporated more technology in class; increased amount of simulation in lab

**Major Accomplishments Anticipated in Future:** Seamless transition from PN to RN; offering two tracts for PN program – one tract for students wanting to progress to RN program and one program for students wanting only the PN certificate. PN-RN transition course that would allow the LPH to enter the third semester of the RN program.

**Major Challenges Within Past Year:** Poor NCLEX\*PN scores: Face-face review class was offered to the graduating class as part of course requirements. All students attended. Policies have been reviewed and updated; faculty reviewed and changed course learning outcomes to reflect the changes in the NCLEX-PN exam; Grading rubrics for class assignments and clinical experiences are being developed.

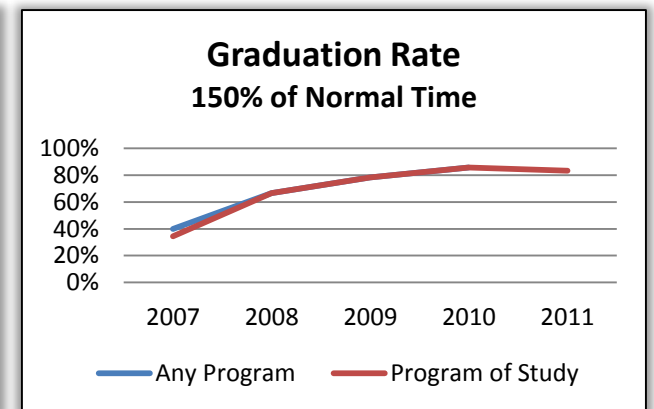
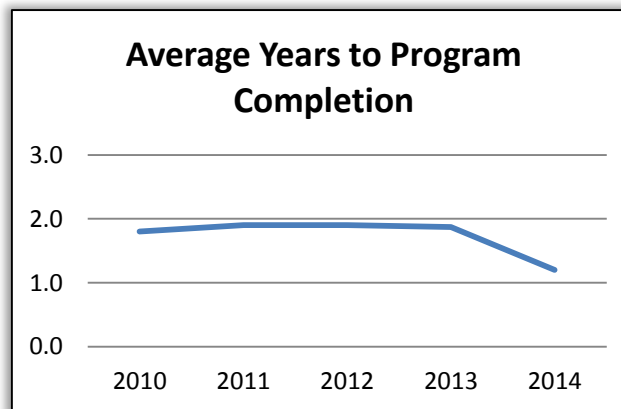
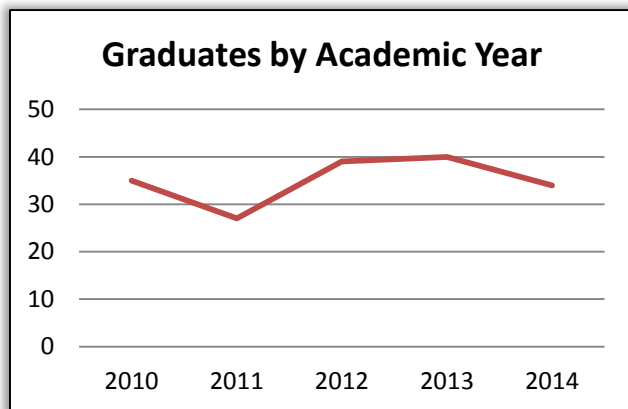
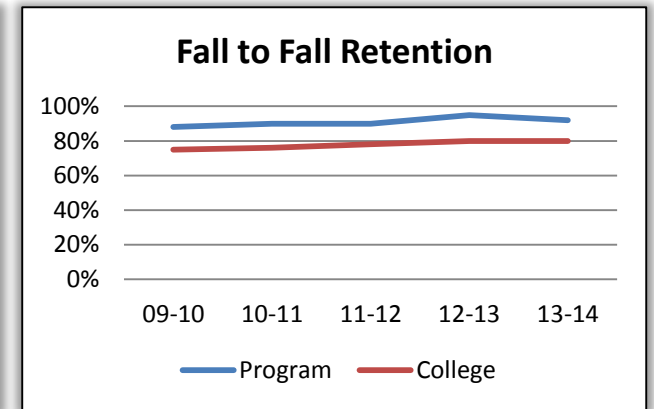
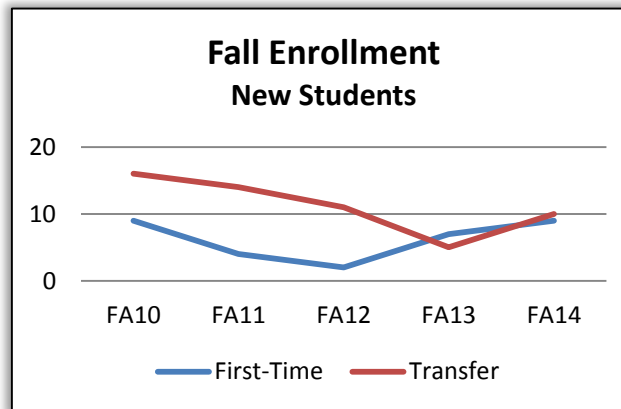
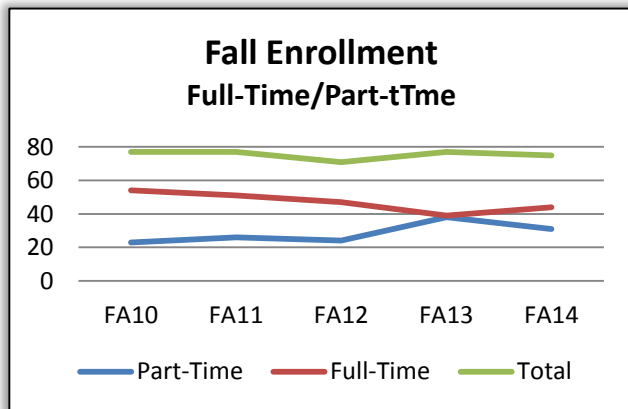
**Major Challenges Anticipated in Future:** Improve NCLEX-PN scores that meet or exceed national norms; Negotiate more community sites

## Radiologic Technology

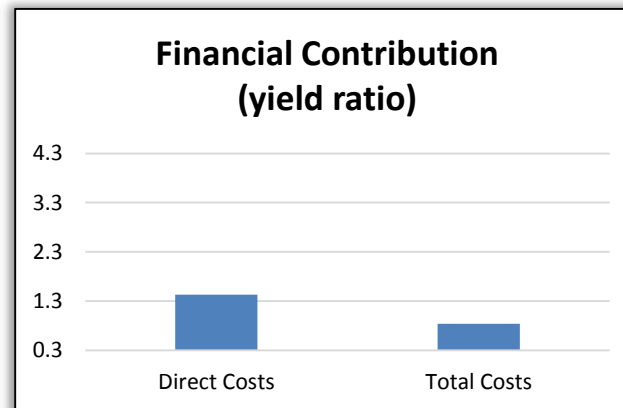
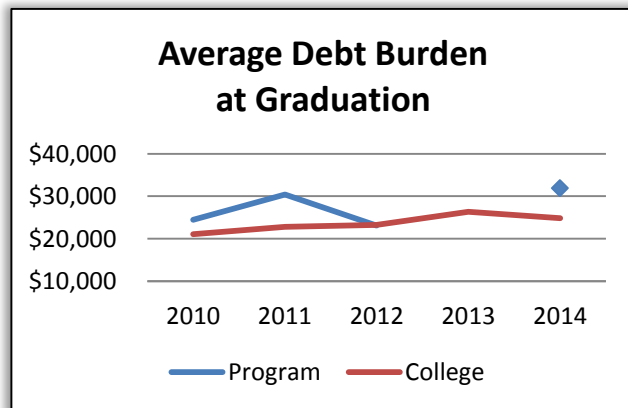
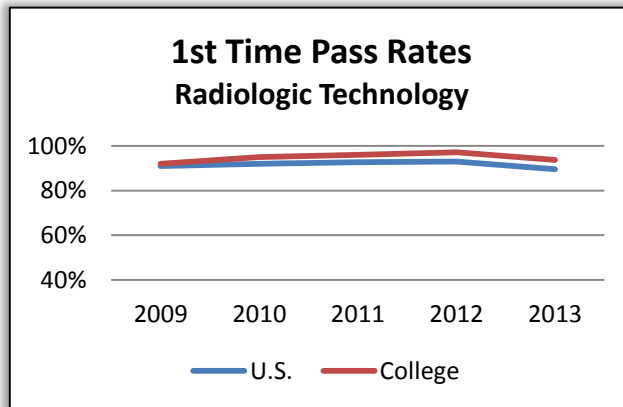
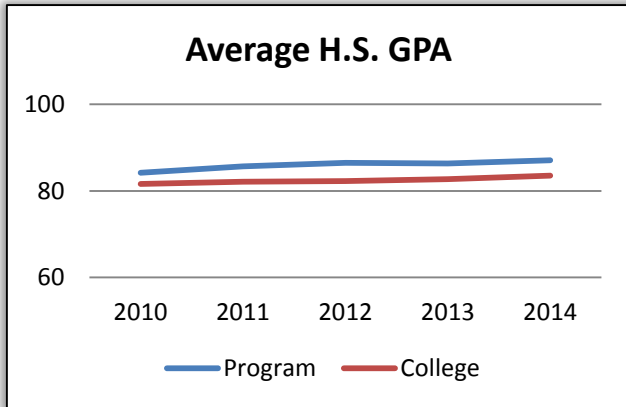
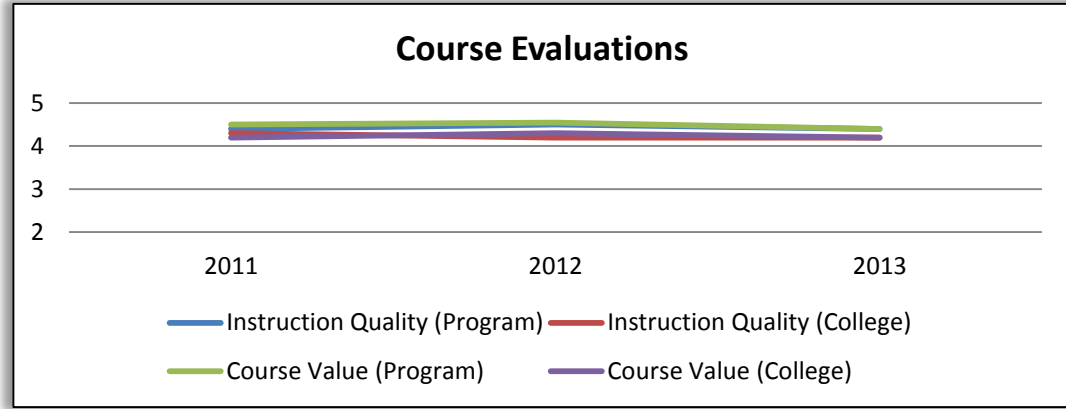
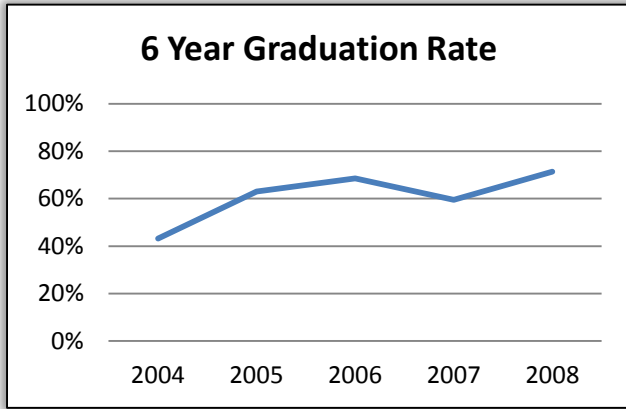
**Program Name:** Radiologic Technology  
**5 Yr. Average Enrollment:** 76.0 (Current Cap -75)  
**Degrees/Certificates Offered:** A.A.S.  
**Year Established:** 1976  
**Accreditation Status:** JRCERT, 5 Years

**Program Director:** Nancy Augustyn, RT, MS  
**Normal Completion Time:** 2 Years  
**SOC Codes:** 292034  
**NYSED Inventory #:** 33482  
**Date, Next Site Review:** 2015  
**Format:** Day

**Program Mission:** The faculty of the Radiologic Technology Program accepts the philosophy and mission of Trocaire College and functions within its framework.



## Radiologic Technology (continued)



## Radiologic Technology (continued)

**Faculty, Number FT:** 3      **Faculty, Number Adjuncts:** 1      **Faculty, Number Clinical:** 10

**Fall 2014, Number of Sections:** 12      **Mean, Students/Section - Lecture:** 38      **Mean, Students/Section - Lab/Clinical:** 19      **% FT Instruction:** 88%

**Number of Faculty With:**    **Doctorate:** 0                      **Masters:** 4                      **Bachelors:** 3                      **Other:** 6

**Faculty Awards / Recognitions / Publications/ Participation in Continuing Education:** All full- and part-time RT faculty participate in some form of continuing education; Must accrue at least 24 credits in order to maintain ARRT (R) certification and NYS RT license

**% Major Coursework with Direct Measurement of Student Learning Outcomes:** 4/5 of 1<sup>st</sup> year 1<sup>st</sup> semester RT courses and 1/4 of 2<sup>nd</sup> year 1<sup>st</sup> semester RT courses. Currently working on other first year courses to implement student learning outcomes

**Program Changes Made In Response to Outcomes Assessment:** Students having difficulty with some material in RT 101; Suggested purchase of another new text to help with this material; Arranged for more peer tutors to be available for students having difficulty; posted additional assignments on Moodle.

**Major Employers of This Program's Graduates:** Sites throughout WNY that have imaging equipment; Kaleida; Catholic Health; ECMC; VA; smaller hospitals; free standing imaging centers, which includes local orthopedic offices

**Expected Enrollment / Employment Trends, Next 5 Years:** Program capacity – 75 students in 2 years; Selective admissions criteria

**Major Accomplishments Within Past Year:** Program enrollment at maximum capacity; ARRT exam – first time pass rate increased to 96%

**Major Accomplishments Anticipated in Future:** 100% ARRT exam pass rate, encourage graduates to pursue further educ. opportunities at Trocaire.

**Major Challenges Within Past Year:** Poor RT job market; Number of general radiography studies declining

**Major Challenges Anticipated in Future:** Job market; Securing new clinical sites

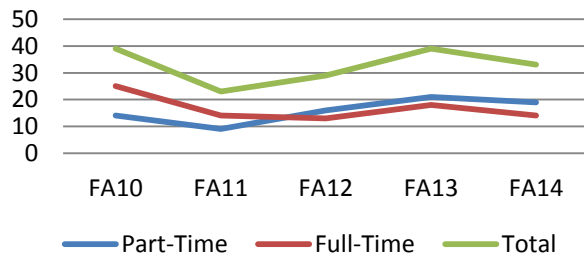
## Surgical Technology

**Program Name:** Surgical Technology  
**5 Yr. Average Enrollment:** 32.6 (Current Cap – 32)  
**Degrees/Certificates Offered:** A.A.S.  
**Year Established:** 1976  
**Accreditation Status:** ARC/STSA, 10 Years

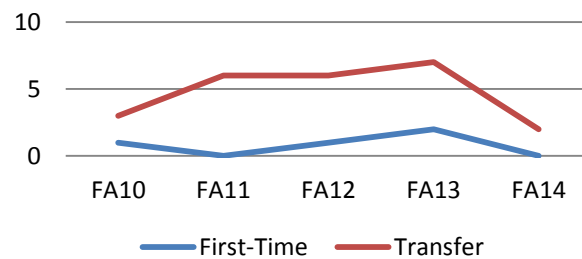
**Program Director:** Linda Kerwin, CST, RN, MA, MSN  
**Normal Completion Time:** 2 Years  
**SOC Codes:** 292055  
**NYSED Inventory #:** 1882  
**Date, Next Site Review:** 2021  
**Format:** Day, Evening

**Program Mission:** The Surgical Technology Program at Trocaire College enables students to gain access to professions in the Health Sciences. These professions are mostly but not limited to the field of Surgical Technology. The Surgical Technology Program also maintains a commitment to community needs and value based education.

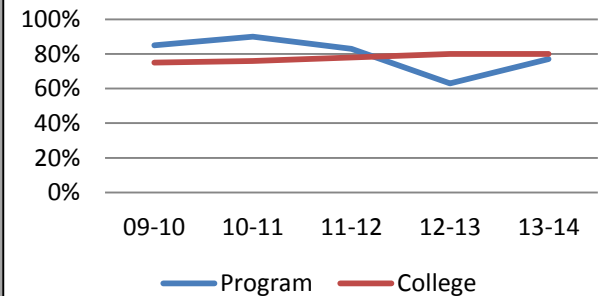
**Fall Enrollment  
Full-Time/Part-Time**



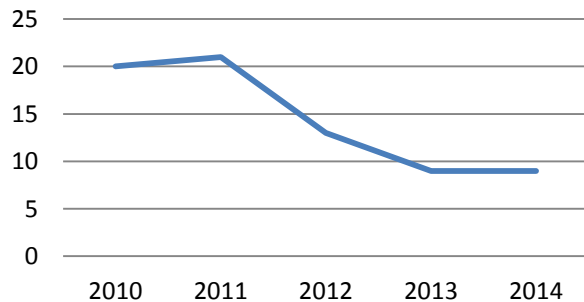
**Fall Enrollment  
New Students**



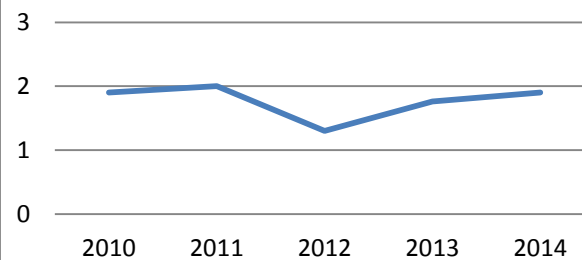
**Fall to Fall Retention**



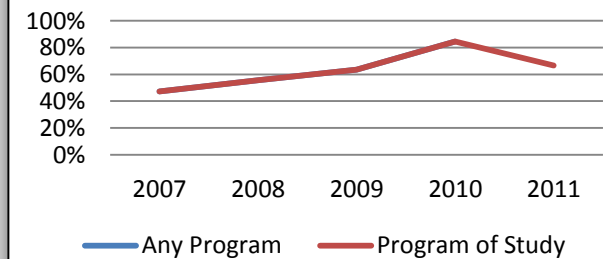
**Graduates by Academic Year**



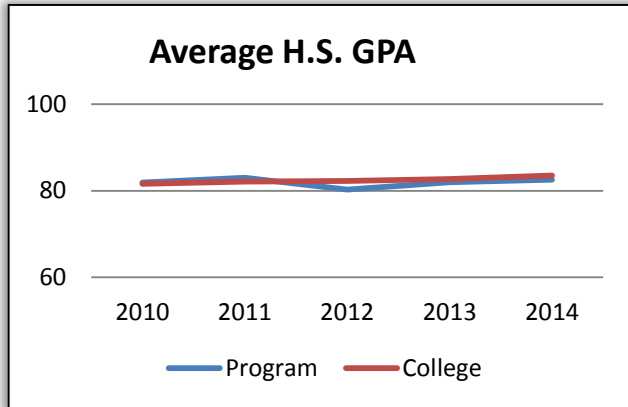
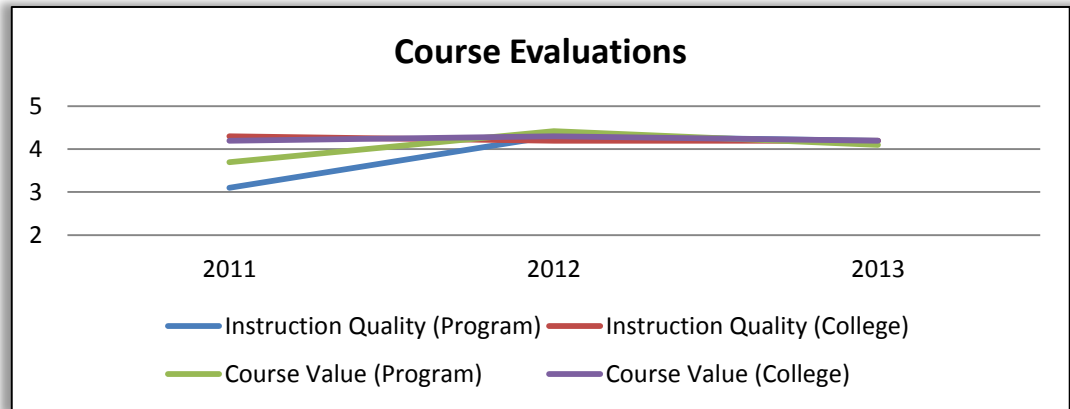
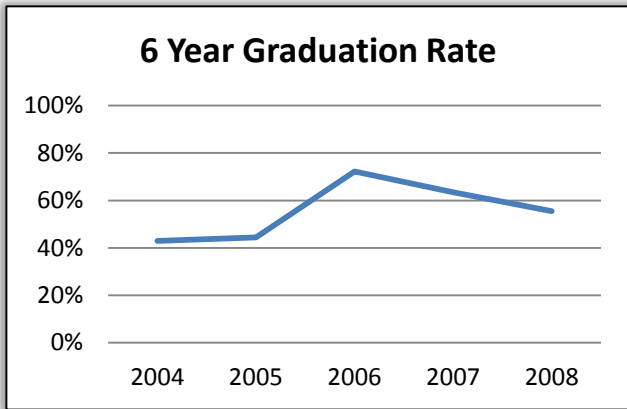
**Average Years to Program  
Completion**



**Graduation Rate  
150% of Normal Time**

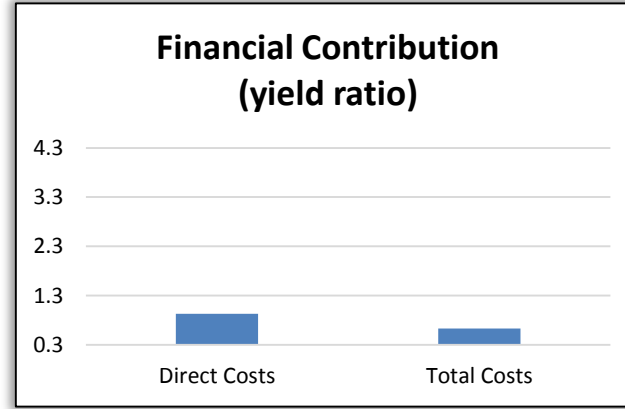
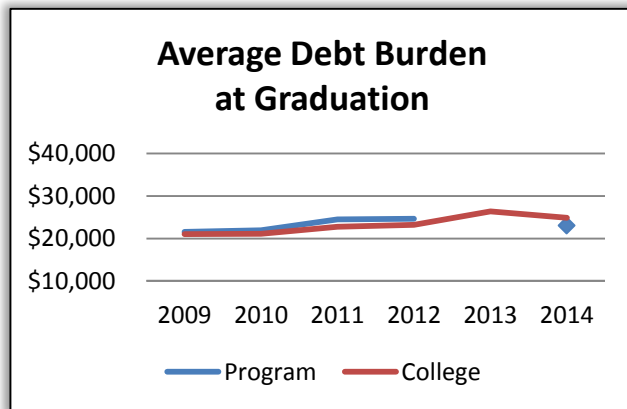
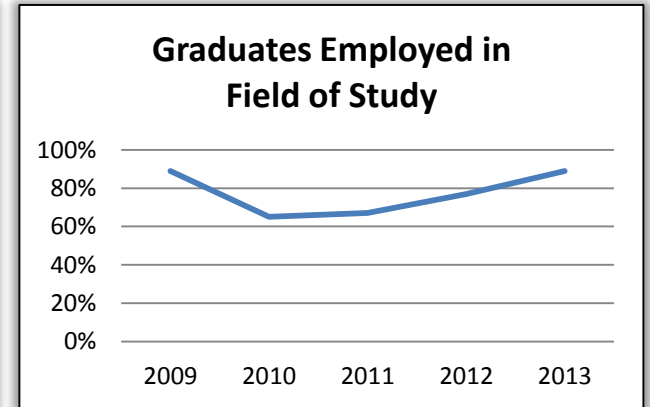


## Surgical Technology (continued)



### 1st Time Pass Rates

No licensing exam for program





## Surgical Technology (continued)

**Faculty, Number FT:** 2      **Faculty, Number Adjuncts:** 6      **Faculty, Number Clinical:** 7

**Fall 2014, Number of Sections:** 8      **Mean, Students/Section - Lecture:** 12      **Mean, Students/Section - Lab/Clinical:** 10      **% FT Instruction:** 50%

**Number of Faculty With:**      **Doctorate:** 1      **Masters:** 1      **Bachelors:** 4      **Other:** 1

**Faculty Awards / Recognitions / Publications/ Participation in Continuing Education:** Trocaire College Educator of the Year (2011), Appointed Commissioner Practitioner for the Commission on Accreditation of Allied Health Education Programs (CAAHEP), Vice-President of the New York Assembly of Surgical Technologists (NYAST). Full-time Faculty attendance at the Association of Surgical Technologists National Conference 2010 and 2012. Full and part-time Faculty attendance at annual NYAST conferences traditionally held every Fall and Spring.

**% Major Coursework with Direct Measurement of Student Learning Outcomes:** 100%

**Program Changes Made In Response to Outcomes Assessment:** Evaluation, refinement, and redirection of teaching materials are needed to meet the College benchmark regarding Competencies. Classroom and/or homework assignments will be more comprehensive and cumulative in nature to meet core competency objectives as well as student presentations.

**Major Employers of This Program's Graduates:** Niagara and Erie County Hospital Operating Rooms, free-standing Surgical Centers.

**Expected Enrollment / Employment Trends, Next 5 Years:** Both enrollment and employment trends over the next 5 years are expected to increase as the economy improves and the need for surgical intervention persists. According to the Bureau of Labor Statistics, the projected percent change in employment in the field from 2012 to 2022 is 30% which is much faster than average. The average growth rate for all occupations is 11 percent.

**Major Accomplishments Within Past Year:** Creation of a more complete and realistic simulated on-campus operating room; Invitation to collaborate with other Surgical Technology programs. Participation in legislation to make Certification of Surgical Technologists in New York State Mandatory. Current 100% pass rate on Surgical Technology Certification examination.

**Major Accomplishments Anticipated in Future:** Assist in setting-up and participating in annual Surgical Technology Scholastic Bowl, Collaborate with other Schools/Hospitals affected by new Certification legislation.

**Major Challenges Within Past Year:** Enrollment; Graduate Job Placement; Retention

**Major Challenges Anticipated in Future:** Factors contributing to a future potential enrollment issue will revolve around poor job placement, salary, poor retention rates, and CST examination outcomes

## **Glossary (in alphabetical order)**

### **Average Debt Burden at Graduation**

Average loan indebtedness of students in the presented academic program, measured after graduation. Calculated as total of subsidized and unsubsidized loans and alternative loans received by the student during enrollment at the college. Each figure compares the program with the overall college average.

### **Average High School (H.S.) GPA**

Average high school grade point average (GPA) for new students (first-time freshman or transferred to Trocaire) entering the particular academic program in the fall semester—70 is a C average, 80 a B average, 90 an A average, and 100 an A+ average.

### **Average Years to Program Completion**

Average number of years it takes students to graduate from an academic program. Cohort of graduates are identified, and evaluated beginning with the first semester enrolled in their first program-specific course (e.g., NU 110, MT 101, etc.). This measure is calculated annually using students graduating between September 1 and August 31.

Program of Study: Graduating students from originally enrolled program

Any Program: Graduating students from any other program than one originally enrolled

### **Course Evaluations**

Average score, based on a scale of 1-5, for the following two course evaluation questions:

1. My overall assessment of the quality of instruction is: 5 = Excellent, 4 = Very Good, 3 = Good, 2 = Fair, or 1 = Poor
  
2. The overall value of the course is: 5 = Excellent, 4 = Very Good, 3 = Good, 2 = Fair, or 1 = Poor

### **Fall Enrollment – New Students**

Number of students enrolled in each academic program each fall term, categorized as new students (i.e., first-time freshman or transferred to Trocaire). The data are drawn from each fall census (or SnapShot), and non-matriculating students—including withdraws and audits—are not included here.

### **Fall Enrollment – Part-time and Full-time Students**

Number of students enrolled in the academic program each fall term by category of attendance: Full-time (12 credits or more), part-time (less than 12 credits), and total (full- and part-time students combined). The data are drawn from each fall census, and non-matriculating students—including withdraws and audits—are not included here.

### **Fall to Fall Retention**

Retention is a comparison of two groups of students within each academic program (i.e., labeled “Program” in figures) and across the entire College (i.e., labeled “College” in figures):

#### **Retention for: Academic Programs**

**Group 1 (Retained):** All students enrolled in a specific academic program each fall term semester and re-enrolled in the **same** program, or graduated, by the subsequent fall semester.

**Group 2 (Not Retained):** All students enrolled in a specific academic program each fall term semester but either **left the college** or reenrolled in a **different academic program** by the subsequent fall semester.

#### **Retention for: The College**

**Group 1 (Retained):** All students enrolled each fall semester and re-enrolled in **any** program, or graduated, by the subsequent fall semester.

**Group 2 (Not Retained):** All students enrolled each fall semester but **left the college** by the subsequent fall semester.

### **Financial Contribution**

ACCORD Services, a division of RMJFF Leadership Solutions conducted an analysis of the costs, revenues, and net revenues associated with Trocaire’s various academic departments and programs for fiscal year 2013. The results are depicted here as a yield ratio where the program’s direct costs (e.g., salary, fringe, equipment, supplies, etc.) and total costs (e.g., ‘direct costs’ plus academic support, student services, institutional costs, etc.) are compared to the program’s revenue (e.g., tuition, fees, etc.) to determine the program’s overall financial contribution to the college.

The yield ratio is an expression of the dollars earned per dollar invested—programs with a yield of 1.0 are breaking even, those below 1.0 are losing money, those above 1.0 are generating surplus.

**First Time Pass Rates**

Percentage of students who pass licensing or credentialing exams, if appropriate for the program, on the first attempt, compared to available benchmarks (i.e., New York State and/or national pass rates).

**Graduates by Academic Year**

Total number of graduates per academic year (fall to spring) from an academic program.

**Graduates Employed in Field of Study**

All program graduates employed in their field of study at 6 months post-graduation. Results displayed as a percentage where the numerator is the number of individuals employed in their field of study, and the denominator is the total number of students who graduated from the program.

**Graduation Rate (150% of Normal Time)**

New students (i.e., first-time freshman or transferred to Trocaire) who were first enrolled in the academic program in the initial fall semester, and whose degrees were conferred from that initial program within 150% of time of normal program completion (Program), compared to new students first enrolled in the particular academic program whose degrees were conferred in any academic program within 150% of time of normal program completion.

\*Note. Students are either part- or full-time unlike the IPEDS definition where only first-time full-time students are included.

**Six Year Graduation Rate**

New students (i.e., first-time freshman or transferred to Trocaire) who were first enrolled in an academic program in the initial fall semester, and whose degrees were conferred from their **initial program** within six years.