

## EXECUTIVE SUMMARY & IMPLEMENTATION PLAN

Under Nipissing University’s Institutional Quality Assurance Process (IQAP) and the Ontario Universities Quality Assurance Framework (QAF), all programs are subject to a comprehensive review at least/at minimum every eight years to ensure that they continue to meet provincial quality assurance requirements and to support their ongoing rigour and coherence. This review was conducted under the terms and conditions of the IQAP approved by Senate on June 29, 2023 and ratified by the Quality Council on May 5, 2023

In academic years 2018-2019 a program review was scheduled for the School of Nursing. This was the 2<sup>nd</sup> program review for this program. The timeline of the review was as follows.

### PROGRAM UNDER REVIEW

PROGRAM	SENATE APPROVAL DATE	PREPARED BY
BACHELOR OF SCIENCE IN NURSING	DECEMBER 13, 2019	PROVOST & VICE PRESIDENT

### A. REVIEW TIMELINE

SELF-STUDY REVIEW TIMELINE	DATE
1. Self-Study Presented to AQAPC	March 1, 2019
2. Site Visit Conducted	June 17-19, 2019
3. Reviewer’s Report Received	August 6, 2019
4. Department’s Response Received	September 17, 2019
5. Dean’s Response Received	October 5, 2019

### A. REVIEW SUMMARY

**Two external reviewers conducted the review. During the in-person site visit, the reviewers met with the following groups and individuals:**

- Provost & Vice-President, Academic and Research
- Interim Dean, School of Nursing
- Registrar
- Nursing faculty
- Blended and Bridging Program Managers
- Canadore collaborative faculty
- Nipissing University Nursing Society students
- SPP Program Faculty

**The academic programs offered by the Department which were examined as part of the review included:**

- Bachelor of Science in Nursing
- Bachelor of Science in Nursing – RPN Bridging Program
- Bachelor of Science in Nursing – RPN Blended Delivery

**The follow program strengths were noted:**

The three programs closely reflect the university's academic priorities, demonstrating strong academic and research excellence through clearly defined outcomes. They offer flexible and diverse learning pathways, enhancing the student experience with multiple entry options and formats. Community engagement is a central strength, particularly through placement opportunities, while undergraduate research is strongly encouraged, allowing students to pursue and develop their own intellectual interests.

**Summary of review team recommendations:**

The recommendations emphasize strengthening leadership, governance, and program coherence within the School of Nursing. They call for appointing a dedicated academic nursing leader (e.g., Associate Dean) to provide vision and stability, along with clearer policies, procedures, and committee structures that include student representation. Greater consistency is needed across programs through clearly defined mission, vision, values, and a shared philosophical foundation, as well as regular evaluation of admissions tools and equitable clinical learning experiences.

Improvements to faculty and staffing include better integration of faculty across programs, expanded professional development support, and stronger recognition and inclusion of adjunct faculty. Student experience should be enhanced through clearer communication channels, more transparent evaluation processes, and better guidance on navigating services. Resource needs include improved administrative, counselling, and curriculum design support, better accommodation for distance learners, and stronger connections between program sites.

Finally, the recommendations highlight the importance of supporting research and scholarship, particularly by continuing to engage undergraduate students in research activities to strengthen both student learning and faculty research programs.

**Status:**

**Due date for 2 Year Follow-up Report: 2021**

**Date of next Cyclical Review: 2025**

## B. IMPLEMENTATION PLAN

Below are the recommendations that require specific action as a result of the Review, along with the identification of the position or unit responsible for the action in question. Notwithstanding the position or unit identified as being responsible for specific recommendations, the Dean of the Faculty has the overall responsibility for ensuring that the recommended actions are undertaken

RECOMMENDATION	RESPONSIBLE MEMBER/UNIT	PROJECTED COMPLETION
#1 - Select Director to start July 1, 2020	School of Nursing	April 2020
#2 - Ensure consistency of degree policies, incl. progression requirements. Bring changes to Academic Curriculum Committee	School of Nursing	March 2020
#4 - Address student participation in School committees	School of Nursing	January 2020
#5, 6 - Develop School of Nursing mission, vision, and values to align with Nipissing's mission, vision and values	School of Nursing	March 2020
#7 - Suspend applicant interviews	School of Nursing	As of next intake
#8 - Further diversify clinical placement opportunities	School of Nursing	Ongoing
#9 - Appoint all Nursing faculty to the School of Nursing	Provost	Effective of July 1, 2020
#12 - Develop visual articulations of student advising in the School programmes	School of Nursing	March 2020
#13 - Clarify expectations in SPP	School of Nursing	January 2020
#15, 16 - Apply for staff positions through the established process	School of Nursing	Annual Academic Planning
#20 - Continue to support undergraduate research	School of Nursing	Ongoing