Student Learning Outcomes/Objectives, along with Any Associations and Related Measures, Targets, Findings, and Action Plans

SLO 1: Foundational Knowledge
Students will have a solid foundation of clinical laboratory science theory and practice.

Relevant Associations:
School of Health Professions Strategic Plan National Accrediting Agency for Clinical Laboratory Sciences General Education/Core Curriculum

General Education/Core Curriculum Associations
- 3 Natural Sciences

Institutional Priority Associations
- 1 Education - Educating a diverse student body to become excellent health care providers and scientists.

Related Measures

M 1: Certification Exam
First time pass rate on national certification examination given by the Board of Certification - American Society for Clinical Pathology

Target:
First time exam pass rate for UTHSCSA students will meet or exceed the national first time pass rate for university-based programs. This pass rate varies each year.

Finding (FY 2012) - Target: Met
85% of the UTHSCSA exam takers passed on their first try. The national pass rate was 83%.

M 2: Certification Exam - Overall Pass Rate
Overall pass rate of certification exam. This is an additional measure of program performance as sometimes there are valid reasons that students do not pass the certification exam on the first try.

Target:
Overall pass rate will be 95%

Finding (FY 2012) - Target: Met
Overall pass rate was 95%

Related Action Plans (by Established cycle, then alpha):

Encourage certification immediately after graduation
Students passed the certification examination at a very slight increase above the national average. They gained the requisite knowledge for entry level practice. We will continue to encourage students to take the certification exam as soon as possible after graduation. Delay in taking decreases the chance of passing the examination.

Established in Cycle: FY 2012
Implementation Status: Finished
Priority: High

Relationships (Measure | Outcome/Objective):
Measure: Certification Exam - Overall Pass Rate | Outcome/Objective: Foundational Knowledge

Projected Completion Date: 08/2012

M 3: Certification Exam - Program Mean
Program mean on the national certification examination.

Target:
Program mean will be equal to or higher than the national mean for university-based programs.

Finding (FY 2012) - Target: Not Met
Program mean is 484. National university based mean is 501.

Related Action Plans (by Established cycle, then alpha):

wait time for exam
Students were waiting longer than 3-6 months to take the antiaonal examination. Evidence suggests that waiting this long either decreases scores or increases failure rate. All faculty will encourage students to take the exam as soon as possible after graduation. Also speak with clinical instructors to encourage them to talk with students about the importance of the examination.

Established in Cycle: FY 2012
Implementation Status: Planned
Priority: High

Relationships (Measure | Outcome/Objective):
Measure: Certification Exam - Program Mean | Outcome/Objective: Foundational Knowledge

M 7: Graduate Survey
Graduation survey and personal data

Target:
100% of respondents will rate the benefits provided by the program (knowledge, technical skills, problem solving, application of theory to practice, and communication) as at least a 4 on a 5 point scale.

Finding (FY 2012) - Target: Met
100% of the 2012 respondents rated all areas with a score of at least a 4 out of 5. Specific results were:
- Knowledge: 86% score of 5, 14% score of 4
- Technical Skills: 100% score of 5
- Reasoning and Problem Solving Abilities: 100% score of 5
- Application of Theory to Clinical Practice: 86% score of 5, 14% score of 4
- Ability to Write and Speak Clearly and Effectively: 86% score of 5, 14% score of 4

SLO 2: Psychomotor Competencies
The students will complete all psychomotor competencies in each clinical practicum area in order to function as entry-level clinical laboratory scientists.

Relevant Associations:
- School of Health Professions Strategic Plan
- National Accrediting Agency for Clinical Laboratory Sciences
- General Education/Core Curriculum

General Education/Core Curriculum Associations
3 Natural Sciences

Institutional Priority Associations
1 Education - Educating a diverse student body to become excellent health care providers and scientists.

Related Measures

M 4: Practicum
Number of students who have to repeat a clinical practicum

Target:
Less than 5% of students will have to repeat a practicum

Finding (FY 2012) - Target: Met
One international student had to repeat a single discipline clinical practicum due to excessive absences from practicum.

Related Action Plans (by Established cycle, then alpha):
Repeat of practicum
The Education Coordinator and clinical instructor counseled the student during the clinical practicum, but the absentee behavior continued until a decision was made to have the student repeat. The single student who did not pass the clinical practicum successfully repeated the practicum at another site.

Established in Cycle: FY 2012
Implementation Status: Finished
Priority: High

Relationships (Measure | Outcome/Objective):
Measure: Practicum | Outcome/Objective: Psychomotor Competencies
Projected Completion Date: 08/2012

M 5: Practical Exam in Practicum
Practical examination administered during the practicum

Target:
95% of students will achieve a grade of 70% or better on the practical examinations.

Finding (FY 2012) - Target: Met
100% of students pass the clinical examinations given in the practicum.

Related Action Plans (by Established cycle, then alpha):
Continued monitoring
All students had the requisite theory and skills to complete the practical examinations. Individual circumstances or behaviors continue to be monitored and evaluated by the Education Coordinator and clinical instructors in order to ensure student success.

Established in Cycle: FY 2012
Implementation Status: Finished
Priority: High

Relationships (Measure | Outcome/Objective):
Measure: Practical Exam in Practicum | Outcome/Objective: Psychomotor Competencies

SLO 3: Professionalism
Students will demonstrate professional attitudes and behaviors in interactions with peers and other health care professionals in the clinical laboratory setting.

Relevant Associations:
- School of Health Professions Strategic Plan
- National Accrediting Agency for Clinical Laboratory Sciences
- General Education/Core Curriculum

General Education/Core Curriculum Associations
6 Personal and Social Responsibility
7 Teamwork

Institutional Priority Associations
1 Education - Educating a diverse student body to become excellent health care providers and scientists.
5 Organizational Effectiveness - Striving for excellence, innovation, quality, and professionalism in an effective and efficient manner.
M 6: Affective Evaluation Instrument
Affective evaluation instrument developed by the department and used for all clinical practicum rotations. Students are evaluated by the clinical instructors using this instrument. Performance is reviewed with the students at the end of the clinical rotation and both the student and instructors sign off.

**Target:**
All students must achieve at least a score of 3 out of a possible 4 in each behavioral area on the evaluation instrument.

**Finding (FY 2012) - Target: Met**
One student initially did not receive a score of 3 out of 4 in all areas. However, after repeating one required part of the practicum, the student was able to receive an acceptable score in all areas.

**Related Action Plans (by Established cycle, then alpha):**

- **Remediation**
The student who did not receive an acceptable score was the same one who had repeated absences. The student repeated the required clinical rotation and was able to receive the minimum acceptable score in each area on the evaluation instrument. In the meetings with clinical faculty the Education Coordinator emphasized the importance of using the described behaviors to monitor the student and to notify student and Education Coordinator of problems as they develop rather than waiting until the end of rotation. The evaluation form is always reviewed with students prior to beginning practicum so that they are aware of expected behavior.

- **Established in Cycle:** FY 2012
- **Implementation Status:** Finished
- **Priority:** High

**Relationships (Measure | Outcome/Objective):**

- Measure: Affective Evaluation Instrument | Outcome/Objective: Professionalism

SLO 4: Employment
Students will be able to find employment as an entry-level Clinical Laboratory Scientist in a clinical laboratory, or related position, upon graduation.

**Relevant Associations:**
- School of Health Professions Strategic Plan
- National Accrediting Agency for Clinical Laboratory Sciences
- General Education/Core Curriculum

**Institutional Priority Associations**
1. Education - Educating a diverse student body to become excellent health care providers and scientists.

**Related Measures**

M 7: Graduate Survey
Graduation survey and personal data

**Target:**
95% of students will find employment within 6 months of graduation.

**Finding (FY 2012) - Target: Met**
98% of student found employment within 6 months of graduation. Most graduates were employed within 1-3 months, with several accepting positions prior to graduation.

**Related Action Plans (by Established cycle, then alpha):**

- **Successful employment**
Graduates are prepared for the clinical laboratory profession and are sought after as employees. One graduate who did not find work immediately had taken time off after delivery of a baby. The other went to pharmacy school. No additional follow-up action is planned since a majority of graduates find employment very quickly.

- **Established in Cycle:** FY 2012
- **Implementation Status:** Finished
- **Priority:** High

**Relationships (Measure | Outcome/Objective):**

- Measure: Graduate Survey | Outcome/Objective: Employment

**Analysis Questions and Analysis Answers**

Provide a brief analysis of the assessment results for this year. (For Academic Units Only)
Overall students did quite well this year in achieving the performance targets. They exceeded the national average for first-time pass rates on the certification exam (85% vs. 83% national average), and the overall pass rate was 95%. However, the program mean score on the certification exam was 484, which was slightly lower than the national mean of 501. This could possibly be a function of students waiting too long to take the exam. Students were waiting 3-6 months after completion of the program to register for the exam, and evidence suggests that waiting this long decreases overall scores and increases the failure rate. On a more positive note, 100% of the students passed the clinical exams given during the practicum portion of the program and 98% of students were employed within 6 months of graduation.

What changes or improvements have you made based on these assessment results? (For Academic Units Only)
We are dropping the separate geriatric course—this material will be incorporated into each discipline in multiple courses. The format for research courses is being revised. The curriculum, the application deadlines, and transition of current students are all being revised to accommodate the new “super semester” schedule. Changes have been made to the format for senior case presentations. A Special Topics in Microbiology course will be taught in Fall 2013. Faculty continue to encourage students to take the certification exam immediately after completing the program in order to raise scores and decrease failure rates; clinical faculty have stressed the importance of this with all graduating students.