

Neumann University
Undergraduate Nursing Program
End-of-Program Student Learning Outcomes
and
Program Outcomes



Summary of Program Data and Analysis 2025

Presented by the Undergraduate Nursing Program Curriculum and
Program Evaluation Committee

The Undergraduate Nursing Program Evaluation and Curriculum Committee, in its commitment to excellence, prepared a report of our student learning outcomes, program outcome results, and analyses for communities of interest. The student learning outcomes described in this report are referred to as end-of-program student learning outcomes. These end-of-program student learning outcomes are "practice-ready" statements our graduates are expected to demonstrate when completing the nursing program. We measured and analyzed five of seven of the program's end-of-program student learning outcomes with varied direct assessment methods in 2025. This process allows us to identify strengths and areas for improvement, ensuring that we continuously review the program. In 2026, we will review the remaining two end-of-program student learning outcomes.

Embedded in each end-of-program student learning outcome is the profound commitment of the University and the nursing program to "education in the Franciscan Tradition." Neumann University is an ideal environment to prepare healthcare professionals, as we adhere to the Franciscan values of academic excellence, integrity, social responsibility, and respect for and service to others. These values are not just words but the very foundation of helping professionals, connecting us all in a shared mission.

In addition to the end-of-program student learning outcomes, we measure three program outcomes:

1. On-time program completion rate and ultimate completion rate of students in the nursing program.
2. NCLEX-RN® examination pass rate when our graduates' first-time test.
3. Job placement rate of graduates employed as a registered nurse within one year of graduation.

Neumann University's summary of the end-of-program student learning outcomes results, program outcome results, and the analyses of the results are presented.

Sincerely,

A handwritten signature in cursive script that reads "Theresa M. Pietsch".

Theresa Pietsch, Ph.D., RN, CRRN, CNE
Dean of Nursing and Health Sciences

I. End-of-Program Student Learning Outcomes Results and Analysis

End-of-Program Student Learning Outcome (EPSLO) 1

Integrate the art and science of nursing into the care of persons from diverse backgrounds across the lifespan.

Analysis

Exceeded the Expected Level of Outcome Achievement (ELOA) of 80%. The assessment methods met and exceeded the ELOA in 2024-2025.

EPSLO #1 evaluation utilized eight varied assessment methods from 400-level nursing courses.

End-of-Program Student Learning Outcome 3

Integrate information systems and technologies into the provision of nursing care.

Analysis

Exceeded the Expected Level of Outcome Achievement of 80%. The assessment methods met and exceeded the ELOA in 2024-2025.

EPSLO #3 evaluation utilized six varied assessment methods from 400-level nursing courses.

End-of-Program Student Learning Outcome 4

Advocate for equitable care for persons from diverse backgrounds across the lifespan.

Analysis

Exceeded the Expected Level of Outcome Achievement of 80%. The assessment methods met the ELOA in 2024-2025.

EPSLO #4 evaluation utilized eight varied assessment methods from 400-level nursing courses.

End-of-Program Student Learning Outcome 6

Implement leadership strategies in the provision of nursing care for persons in varied settings.

Analysis

Exceeded the Expected Level of Outcome Achievement of 80%. The assessment methods met and exceeded the ELOA in 2024-2025.

EPSLO #6 evaluation utilized six varied assessment methods from 400-level nursing courses.

End-of-Program Student Learning Outcome 7

Demonstrate a professional identity consistent with professional nursing practice.

Analysis

Exceeded the Expected Level of Outcome Achievement of 80%. The assessment methods met and exceeded the ELOA in 2024-2025.

EPSLO #7 evaluation utilized nine varied assessment methods from 400-level nursing courses.

ELOA – Expected Level of Outcome Achievement

EPSLO – End-of-Program Student Learning Outcomes

II. Program Completion Rate Results and Analysis of 2023, 2024, and 2025

The program completion rate for Neumann University's undergraduate nursing program refers to the number of students who complete the nursing program and graduate with a Bachelor of Science, Major in Nursing. The table below presents the percentages of the on-time program completion rate, which is calculated from the first nursing course, NUR 206: Health Assessment and Modalities, and ends with the student completing all requirements for conferral of the Bachelor of Science, Major in Nursing degree at Neumann University.

Students may need additional academic semesters beyond the expected number of semesters for academic or personal issues. The percentage of total students who graduate with a Bachelor of Science, major in nursing degree on time, and students who complete additional semesters is referred to as the program's ultimate completion rate. For example, the graduating class from Spring of 2023 has an ultimate completion rate of 75% on August 1, 2024.

Table #1 Percentage of On-Time Program Completion Rate for Academic Year 2023 – 2024

Year	Total Number of Students Starting in NUR 206: Health Assessment and Modalities	Total Number of On-Time Graduates	Annual Program On-Time Completion Rate
AY 2023 (FA 2022 and SP 2023)	90	36	40%
AY 2024 (FA 2023 and SP 2024)	87	36	41.37%
AY 2025 (FA 2024 and SP 2025)	59	26	44%

Analysis: The program exceeded the expected level of outcome achievement of 25% for an on-time program completion rate in academic years 2023, 2024, and 2025.

III. NCLEX-RN Examination First-Time Test-Taker Pass Rate for 2022, 2023, and 2024

*Neumann University NCLEX-RN® Pass Rates for First-Time Test-Taker for 2022, 2023, and 2024 and 3-year Mean**

Year	NCLEX-RN® Exam Reporting Period	Neumann Number of NCLEX-RN® Exam First-Time Test-Takers Neumann	Neumann Number of NCLEX-RN® Exam First-Time Test-Takers Passing	Neumann NCLEX-RN® Exam Pass Rate First-Time Test-Takers Neumann	PA SBON NCLEX-RN® Exam PA Pass Rate First-Time Test-Takers	National NCLEX-RN® Exam Pass Rate First-Time Test-Takers
2022	10/01/2021 to 09/30/2022	57	56	98.25%	84.37%	79.92%
2023	10/01/2022 to 09/30/2023	64	63	98.44%	90.70%	86.73%
2024	10/01/2023 To 09/30/2024	85	81	95.29	94.37%	91.92%
3-year mean	10/01/2021 to 09/30/2024	206	200	97.08%		

*The data presented in the table above, **NCLEX-RN Examination First-Time Test-Taker Pass Rate for 2022, 2023, and 2024**, are aggregate data from The Commonwealth of Pennsylvania State Board of Nursing Official Reports to Neumann University.

Analysis:

With a 3-year average of 97.608% NCLEX-RN® examination pass rate for the program's 206 graduates, students can be confident that they are prepared for their licensure test.

IV. Job Placement Rate

Table 5.4.2 Aggregate Job Placement Rate for 2022,2023, and 2024 and the 3-year mean.

Year of Graduation and Number of Graduates	Number of Graduates	Number of Graduates Responding	Percentage Responses Total Number of Graduates	Self-Report Employment as an RN within 12 months of Graduation	Job Placement Rate within 12 Months of Graduation
2022	65	38	58.46%	38	100%
2023	69	58	84%	58*	100%*
2024*	87	65	74%	65	100%
3-year mean*	221	161	73%	161*	100 %*

***Additional data from the Class of December 2025 may alter the results. Data reported as of 10/20/2025.**

Analysis: The program exceeded the expected level of outcome achievement of 90% of graduates who respond will self-report employment as professional nurses within 12 months of graduation. From 2022 to 2024, 100% of graduates reported declared employment within the first 12 months of graduation.

Thank you for reading the Neumann University End-of-Program Student Learning Outcomes and Program Outcomes 2025 report. If you have any comments or questions, please contact me at pietscht@neumann.edu.

Sincerely,



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