

**UNIVERSITY OF WINDSOR**  
**UNIVERSITY PROGRAM REVIEW (UPR)**  
**FINAL ASSESSMENT REPORT AND IMPLEMENTATION PLAN: NURSING**  
**UNDERGRADUATE AND GRADUATE PROGRAMS**  
January 2024

**Executive Summary of the Cyclical Program Review of the Faculty of Nursing Programs**

In accordance with the University's Institutional Quality Assurance Process (IQAP), this final assessment report provides a synthesis of the external review and the internal responses of the undergraduate and graduate programs in the Faculty of Nursing.

In addition to identifying the significant strengths of the programs, together with opportunities for program improvement and enhancement, the report prioritizes the recommendations that have been selected for implementation and sets out a plan (including the agent(s) responsible for addressing the recommendations and deadline dates) for follow-through. Timelines for monitoring the implementation of the recommendations are built into the process, with areas reporting mid-cycle on their progress to the Senate Program Development Committee, or earlier where there are significant concerns requiring urgent follow-up.

The Faculty of Nursing's 2019-2020 Self-Study, submitted to the Office of Quality Assurance on March 10, 2023, included: 1) descriptions and an analysis of the programs, their learning outcomes, curriculum maps and structure, and student experience; 2) information on enrolments as well as financial, physical, and human resources; and 3) the program data including the standard data package provided by the Office of Quality Assurance. Included in the appendices to the Self-Study were faculty member CVs and renewal, tenure, promotion criteria; graduate and undergraduate course descriptions, outlines, and handbooks; preceptor and clinical evaluations and regulations; student feedback surveys; the Leddy Library report; and the prior cyclical program review status report.

The Faculty of Nursing programs were reviewed by Dr. Kathy Watkins (Faculty of Nursing, Memorial University), Dr. Rosemary Wilson (School of Nursing, Queens' University), and, Dr. Martin Crozier (Department of Biomedical Sciences, University of Windsor). In addition to assessing the Self-Study, the Review Team conducted a two-day virtual site visit on May 2-3, 2023, which included meeting with faculty, students, clinical education faculty and staff, administrative support staff, technical staff, the Graduate and Undergraduate Coordinators/Administrators and Program Committees, the appointments and renewal, tenure, and promotion committees, Nursing Administration including the Dean of the Faculty of Nursing, and the Associate Vice-President, Academic.

In their report (June 13, 2023), the Review Team acknowledged the delay in completing the Self-Study and site visit, noting that this was due to extenuating circumstances relating to the pandemic and several leadership changes, and confirmed that the Faculty's strategic plan and programs meet the IQAP evaluation criteria and align with the University of Windsor's strategic plan. Specifically, the Review Team noted that the program learning outcomes are clearly mapped to the COU undergraduate and OCGS graduate degree level expectations, and, in addition to strong graduate programs, highlighted the recent and very positive accreditation review of the undergraduate program by the Canadian Association of Schools of Nursing and approval process by the College of Nurses of Ontario. The programs are delivered by "highly qualified, committed, engaged, enthusiastic, and innovative" faculty, strong in both teaching and in peer-reviewed publications and presentations. The Review Team noted that, together with a team of "highly dedicated, creative, collaborative, engaged, and innovative" staff, they are committed to providing an exceptional and supportive student experience. The Review Team noted that interactions between faculty, staff, and students were described by all parties as positive and exceptional.

The Review Team did note that program learning outcomes, particularly at the graduate level, would benefit from some rewording for greater clarity; consistent with Bloom's taxonomy and best practice in learning outcomes syntax. It was also noted that admission requirements are adequate and appropriately aligned with learning outcomes, and retention and graduate rates are strong. However, the Reviewers noted that all programs would benefit from the

inclusion of an equity-oriented process to admissions. Finally, while assessments are appropriately leveled, the Review Team noted that they are not clearly mapped to learning outcomes for every course.

Overall, the Review Team noted that they were impressed with the quality of the programs, the faculty, staff, and students, and Nursing leadership, and concluded that the Faculty offers very consistent and strong Nursing undergraduate and graduate programs. The Reviewers were pleased to note the Faculty's commitment to continuous improvement as evidenced by its on-going review of its undergraduate and graduate curricula. Enhanced research productivity with greater external grants, necessitated by the launch of the PhD program, would further enhance the Faculty's reputation and support student success.

The Dean of the Faculty of Nursing submitted their response to the External Reviewers' Report (June 29, 2023), addressing the recommendations, identifying follow-up actions, and providing clarification or corrections, as appropriate. The Senate Program Development Committee (PDC) Final Assessment Report and Implementation Plan (January 2024) considered all the above documentation. The Executive Summary and Implementation Plan, along with any response from the area on the final recommendations, were submitted to Senate in March 2024.

### **Final Recommendations and Implementation Plan (in priority order within each category)**

*Final recommendations were arrived at by the Program Development Committee, following a review and assessment of the External Reviewers (ER) report and the response from the Dean of the Faculty of Nursing.*

In addition to recommendations for the area, the Review Team recommended in their covering letter that, in light of unanticipated delays in conducting this review, the cyclical program review (CPR) cycle for Nursing be reset, allowing for a full cycle (eight year period) between this external review and the next.

### **General: Undergraduate and Graduate**

**Recommendation 1:** That Nursing implement an equity-oriented process for admissions to its undergraduate and graduate programs. [ER recommendations 1 and 6]

**Agents:** Dean, Associate Deans, faculty members

**Completion by:** Fall 2025

**Recommendation 2:** That Nursing implement a process to ensure the implementation of its standardized undergraduate course syllabus template and its standardized graduate course syllabus template, across all courses and programs. Such a process should include a syllabus review process prior to the distribution to students to maintain consistency and integrity of information. [ER recommendations 2 and 8]

**Agents:** Dean, Associate Deans, faculty members

**Completion by:** Fall 2024

**Recommendation 3:** That Nursing continue and report on its work to Indigenize and decolonize the curriculum at all program levels. [ER General Recommendation 1]

**Agents:** Dean, Associate Deans, Faculty Council

**Completion by:** Mid-cycle update

**Recommendation 4:** That Nursing pursue securing funding for a research facilitator/coordinator to support faculty and future post-doctoral student research applications and successful grant administration. [ER General Recommendation 2]

**Agents:** Dean, Senior Development Officer

**Completion by:** Fall 2025

### **Undergraduate Program:**

**Recommendation 5:** That Nursing make a case, through the Dean of the Faculty, for the additional or renovated space to support simulation, lab activity, and storage, to meet the needs of the growing BScN program. [ER Recommendation 3]

**Agents:** Dean

**Completion by:** Fall 2024

**Recommendation 6:** That Nursing review and update its staff hiring plan, including the hiring of a technician to maintain and to program simulation and lab equipment; and that it make a case for such a hire, if needed, subject to the outcome of the review. [ER Recommendation 4]

**Agents:** Dean

**Completion by:** Fall 2025

### **Graduate Programs:**

**Recommendation 7:** That Nursing review and revise its PhD program and courses learning outcomes for inclusion of EDIIA and for consistency with Bloom's taxonomy (and other best-practice frameworks). [ER Recommendation 5]

**Agents:** Dean, Associate Dean Research, Faculty Council

**Completion by:** Fall 2025

**Recommendation 8:** That Nursing submit a report mapping graduate course assessments to graduate course learning outcomes. [ER Recommendation 9]

**Agents:** Dean, Associate Dean Research, faculty members

**Completion by:** Fall 2026

**Recommendation 9:** That Nursing, through its Senior Development Officer, continue working with University Advancement to recruit donors for graduate student awards. [ER Recommendation 10]

**Agents:** Dean, Senior Development Officer, University Advancement

**Completion by:** Mid-cycle update