Stockton University
Compass Fund
Proposal Form

1. Please complete this form and email a copy as a Word document to: CompassFund@stockton.edu.
2. Compass Fund proposals must demonstrate a direct link to one or more of the six areas of focus in the University's *Strategic Plan 2025 – Choosing Our Path*
3. Proposals must provide specific budget details, identify realistic outcomes, and specify assessment measures.
4. Proposals must include endorsement from your Divisional Executive at the time of submission. Please include an email from your Divisional Executive with this application.
5. Particular attention will be paid to proposals which include one or more of the following:
   o A clear demonstration of University-wide impact.
   o Involvement of students as project leaders/mentees.
   o Identification of co-funding opportunities in addition to anticipated Compass Fund support.
   o Inter-departmental or inter-divisional collaboration within the project planning or implementation process.
6. All student project leaders must identify at least one faculty or staff mentor and work with this mentor to complete this application.

General Application Information

Project Leader Name(s)	Jill Tourtual, PhD, RN
Project Leader Email(s)	jill.tourtual@stockton.edu
Project Partner(s)	Lia V. Ludan, DNP, FNP-BC
Title of Project	Addressing Student Retention and Success in the Nursing Program

I am a:		Student	X	Faculty Member		Staff Member

Project start date:7/01/2023	Project end date: 6/30/2025
If you are a student, who is your faculty/staff mentor?	

Proposal Category (choose one)

One-Time Project/Event		One-Year Pilot Project		Two-Year Pilot Project	
	$5,000 or less		$5,000 or less	X	$5,000 or less
	More than $5,000		More than $5,000		More than $5,000

Primary Strategic Area of Focus (choose one)

	Inclusive Student Success
	Diversity and Inclusion
X	Teaching and Learning
	Strategic Enrollment Management
	Financial Sustainability
	Campus Community, Communication, and Shared Governance

To increase the diversity of the registered nurse (RN) workforce, Stockton University must attract a diverse student population; and must retain these students once they are enrolled. Tutoring services for writing and math are offered; however, there are no tutoring services specifically for nursing courses. Survey results from Fall 2022 and Spring 2023 accelerated BSN (ABSN) students indicated a strong desire for tutoring services, particularly in early nursing courses such as pharmacology and pathophysiology. Often, students from underrepresented populations struggle the most in the rigorous nursing program.

Two paths to becoming a registered nurse (RN) are available at Stockton University; the traditional 4-year and the accelerated BSN program. Four-year students attend classes on the main campus in Galloway. ABSN students attend classes year-round at the Manahawkin Instructional Site; two start times are offered each year for ABSN students, fall and spring (2 cohorts).

High school may not have adequately prepared students for college. This is especially true in the post Covid-19 pandemic and may impact students from underrepresented populations to a greater degree. ASBN students have a college degree but may have graduated years ago and do not have adequate study habits. Students in both programs may not be prepared for the time required to be successful. ABSN students often work and have families.

In the past, when a nursing student required tutoring services, a member of the Nursing Club would volunteer to provide tutoring services. Currently, the majority of members in the undergraduate Nursing Club are freshman and sophomore students; these students have not enrolled or complete nursing courses as these courses traditionally start in the spring of the sophomore year. Many junior and senior nursing students are employed as Patient Care Technicians (PCTs) at local hospitals and do not have time to tutor. The ABSN program at the Manahawkin instructional site has grown; there has not been access to peer tutors as nursing faculty have provided needed tutoring.

Students that could benefit for tutoring services can be identified in several ways. Nursing faculty may identify students who are struggling in their courses. If a nursing student receives a grade less than 80 on an exam, nursing faculty currently complete a "Nursing Student Occurrence Form." A recommendation would be to participate in the peer-tutoring program. Students could also self-identify that they are struggling in the nursing courses.

A peer tutoring program, for nursing is proposed to help all nursing students to be successful, graduate, and pass the NCLEX-RN. Successful completion of a nursing degree and passing the NCLEX-RN ensures a career with good wages and benefits.

Peer-tutoring will be offered in-person or virtually. For the 4-year undergraduate program on the main campus in Galloway, students may meet one-to-one or in small groups in tutoring center, library, or other areas. Students may also elect to meet with tutor via zoom. For the ABSN program at the Manahawkin Instructional Site, students can meet one-to-one or in small groups in a reserved classroom or conference room. Students may also choose to meet virtually as the Manahawkin Instructional site is not open on weekends and offers limited evening hours during the week.

Five tutors will be hired; two in the undergraduate (Galloway) and three for the ABSN (Manahawkin). Tutors will be recruited through announcements from the Nursing Clubs, flyers, and classroom announcements. Tutor selection will be based on a strong academic background of a GPA of 3.0 or higher; having successfully passed the course requiring the tutor or current enrollment in the course requiring the tutor. Tutors will be paid an hourly rate for tutoring services.

Luis Pena from the Tutoring Center on Main Campus has agreed to include nursing peer tutors in classes offered throughout the semester. Class topics include "managing expectations" and "managing stress." The Tutoring Center has access to software; however, this software has limited capabilities.

Results from the ABSN Fall 2022 survey, see below (Fall 2022 identified pathophysiology (NURS 2422/2433) and pharmacology (NURS 2505/2506) as courses for which students would request tutoring services. Additionally, Care of the adult 1 (NURS 3901/3913) is the first nursing course with a clinical component where students must use clinical decision-making skills to answer exam questions??

Fall 2022 Student Survey Results (ABSN)

Question 1: what is your graduation date?

Graduation Date	Total	Fall 2022 Cohort	Spring 2022 Cohort	Fall 2021 Cohort
December 2023	29	29		
May 2023	20		20	
December 2022	35			35

Question 3: Which services would you like to see in Manahawkin?

Which services would you like to see in Manahawkin?	Total	Fall 2022 Cohort	Spring 2022 Cohort	Fall 2021 Cohort
Tutoring (no class specific)	35	12	7	16
Pharmacology	13	10	2	1
Pathophysiology	4	3	2	1
Nursing	4			4
Adult 1	1			1
Adult 2	2	1		1
Adult 3	2	1		1
OB/GYN	2		2	

Spring 2023 Student Survey Results (ABSN)

Which services would you like to see in Manahawkin?	Total			
Tutoring (no specific class)	11	1	6	4
Pharmacology	5	1	2	2
Pathophysiology	2	0	0	2
Adult 1, 2,3	7	2	5	0
OB/GYN	1	0	1	0
Health Assessment	2	0	0	2
Testing Services	10	4	4	2

Strategic Impact
- How will this project clearly address the primary strategic area of focus chosen above?
- In addition to the primary strategic area of focus, does the project support any other areas?
- What will be the institution-wide impact of this project?

Area of focus: **Teaching and Learning**-a peer tutoring program would assist all students to successfully complete the nursing program, pass the NCLEX-RN exam, secure a job with good wages and benefits.

Other areas of focus: **Inclusive Student Success**: The nursing program is rigorous; often students from underrepresented populations struggle the most.

Diversity and Inclusion: Students from underrepresented populations struggle the most academically.

Strategic Enrollment Management: Students in the ABSN program represent a more diverse student population. This program seeks to enroll 36 students for the fall start program and up to 36 in the spring start program. Students in the ABSN program have a previous college degree, attend the program year-round, and graduate in approximately 15 months.

If this program is successful, other programs at Stockton may wish to use this model to develop peer tutoring programs.

Assessment Plan
- How will you know if your project is a success?
- What are your anticipated outcomes and specific measurements for success?
- What is your project's "finish line?"

Nursing students from both the traditional 4-year undergraduate program and the accelerated BSN program will report services available helped to ensure their success. Reduction in the number of students who must repeat a nursing course because they did not receive the grade required to progress in the program, graduate, and take the NCLEX-RN, and secure a job with good wages and benefits. Students not passing a nursing course must repeat the course, adding this additional cost. This additional cost may be more the cost of more than one course as many nursing courses include a lab or clinical portion and students not receiving a passing grade in the classroom are required to repeat the lab or clinical portion as well. Future employment is delayed as well as undergraduate nursing courses are offered one time per year and students needing to repeat a course have to wait a year until that course is offered again. Students in the ABSN program who need to repeat a course need to wait 3 to 6 months as courses are offered twice per year due to having 2 cohorts.

Demographic sheet for tutor; student
GPA/course grade for student pre and post tutoring
Student and Tutor Evaluation (below)

Student Evaluation of Tutoring

For each item indicate the degree to which you agree with the statement.

Item	Not at all	Slightly disagree	Neither agree nor disagree	Slightly agree	Totally agree
1. I enjoy my tutoring sessions.					
2. My tutor makes the material easier for me to understand.					
3. My learning has increased because of my tutoring sessions.					
4. I am confident that I can improve my grade in the course for which I am being tutored.					
5. I have a positive relationship with my tutor.					
6. My tutor makes encouraging statements.					
7. My tutor cares about me.					
8. My tutor motivates me to study.					
9. My tutor is respectful to me.					
10. I would recommend tutoring to classmates.					

Tutor Evaluation of Tutoring

For each item indicate the degree to which you agree with the statement.

Item	Not at all	Slightly disagree	Neither agree nor disagree	Slightly agree	Totally agree
1. I enjoy my tutoring sessions					
2. I am confident that I can help my students understand the material in a tutoring session.					
3. I am confident that my students can improve their grades in the course for which I tutor.					

4. I can successfully build positive relationships with students who come from different backgrounds than me					
5. I am successful in motivating my students to study.					
6. My students respect me.					
7. I am confident that I can effectively tutor this subject.					
8. I receive the support that I need to be a successful tutor.					
9. My students have a positive attitude toward being tutored					
10. I would recommend being a tutor to my classmates.					

Compass Funding Budget Questions

In which department or academic school will your budget for this project reside?	**School of Health Sciences**	
Who will be the Budget Unit Manager (BUM)?	**Haley Hancharuk**	
Who will be the budget processor?	**Haley Hancharuk, Professional Services Specialist IV**	
Will you need Compass Funds for <u>immediate</u> use to begin your project?		_X__ No

Budget Summary – Compass Fund Requested Funding Only

This portion should <u>not</u> include items supported by another budget/source. Items split between the Compass Fund and another source should be included in both this section and the "Budget Summary – Additional Funding from Other Sources Only" section below.

	Item	**FY2023** July 1, 2022 – June 30, 2023	**FY2024** July 1, 2023 – June 30, 2024	**FY2025** July 1, 2024 – June 30, 2025	**Notes/Comments** (stipends, supplies, hospitality, etc.)
1.	5 undergraduate nursing student tutor orientation		15 hours x 15.50 =$232.50	15 hours x 15.50 =$232.50	Each tutor (5) to attend 3 tutor education sessions at the Tutoring Center.
2.	2 undergraduate (4-year nursing program) will lead small group study sessions or 1:1 tutoring.		3 courses X 16hrs X $15.50= $744	3 courses X 16hrs X $15.50= $744	4 exams per identified course x 2 study sessions per exam X 2 hrs/study session=16 hours tutoring at $15.50/hr =$248 per course X 3 courses=744.00 per year.

3.	3 undergraduate accelerated nursing program (ABSN) will lead small group study sessions or 1:1 tutoring. This program has 2 cohorts per year; double tutoring hours.		3 courses X 16hrs X $15.50= $744 (Spring & Fall) cohorts X 2=$1488	3 courses X 16hrs X $15.50= $744 (Spring & Fall) cohorts x 2=$1488	4 exams per identified course x 2 study sessions per exam X 2 hrs/study session=16 hours tutoring at $15.50/hr =$248 per course X 3 courses=744.00 per year.
4.					
5.					
6.					
7.					
8.					
9.					
10.					
Totals			$2464.50	$2464.50	

Please note: a proposal can only receive support from the Compass Fund for two fiscal years. Compass Funding cannot be used to fund full-time/part-time salaried positions, office computer equipment, summer institutes, or alumni travel expenses. Compass Funding cannot be transferred to other budgets.

Additional Funding from Other Sources		
Are you receiving any other University funding for this project?	___ Yes	__X_ No
If so, from where?		
1)		
2)		
3)		
4)		
5)		
Please provide a detailed breakdown of matching funds below and include an email of support from each BUM at the time of submission.		

Budget Summary – Additional Funding from Other Sources Only

This portion should only include items that are being supported by another budget. Items split between the Compass Fund and another source should be included in both this section and the "Budget Summary – Compass Fund Requested Funding Only" section above.

Item	FY2023 July 1, 2022 – June 30, 2023	FY2024 July 1, 2023 – June 30, 2024	FY2025 July 1, 2024 – June 30, 2025	Source	Notes/Comments
1.					
2.					
3.					
4.					
5.					
6.					
7.					
8.					
9.					
10.					
Totals					

How will this project sustain itself after Compass Funding concludes (if you are seeking funding beyond a one-time project or event)?

If this program is successful; additional funding from the nursing program will be requested. Another option is to have the program offered through the existing tutoring program. Another option would be to seek an additional grant.

Additional Support Questions

Will your project require support from Information Technology Services?	__X_ Yes	___ No
If yes, please provide details: Will consult IT services to set up course shell, zoom link, and other services if needed.		
Will your project require support from Plant/Facilities & Operations?	___ Yes	___X No
If yes, please provide details:		
Will your project require support from any other unit or division?	__X_ Yes	___ No
If yes, please provide details: Tutoring center currently provides education for tutors. The plan is to send new nursing peer tutors to these educational modules to assist them to learn tutoring techniques such as working with the adult learner.		

Divisional Executive Approval/Support

*Have you discussed and received endorsement for your Compass Fund proposal from your Divisional Executive? **An email of support from your Divisional Executive is required at the time of submission.***	**Yes. I have spoken to Dr. Kahanov and sent an email with the completed proposal for her to review.**

**I support the program for compass funds over the next 2 years. I do have concerns about sustainability.
Leamor Kahanov**

March 20, 2023

Re: Compass Fund Grant "Addressing Student Retention and Success in the Nursing Program"

Dear Dr. Tourtual and Dr. Ludan,

Thank you for discussing with me the Compass Fund Grant to address student retention and success in the nursing program that you're applying to. It sounds like an excellent opportunity to develop a peer tutoring program for both nursing programs at Stockton University, the 4-year undergraduate (Main Campus) and the accelerated BSN program (Manahawkin).

As requested, the peer tutors for nursing would be invited to attend tutor training sessions that I offer at the Tutoring Center. Additionally, nursing students would be welcome to meet with peer tutors during their office hours at the Tutoring Center.

Unfortunately, the Tutoring Center does not have a satellite location in Manahawkin. The staff at the Manahawkin Instructional Site would be able to assist though in finding tutoring areas for students wishing to meet in Manahawkin. Peer tutors would also be able to meet online via zoom. I am happy to continue our conversation for best practices for online tutoring.

If you have further questions about any of the above, our sign-in software at the Tutoring Center, or further details on the various assessment methods that can be used for peer tutor and the student using tutoring services, let me know.

Regards,

Luis Peña

Math Center Coordinator

Stockton University