



Report of Survey Results:
One-year Survey
Associate Degree in Nursing

Report Generated: December 18, 2019

For All Graduates between July 1, 2017, and June 30, 2018

Table of Contents

General Information	1
One-year Survey Results	2
Sample	2
Employment and Professional Affiliations	2
Future Educational Plans	10
Military Advancement and Civilian Life	11
Preparation for Current Position	12
Career and Educational Goals	13
Associate Degree in Nursing Program Outcomes	14
Satisfaction with Excelsior College	15
Overall Impression of College, Program and Career	16
Open-Ended Items	16

General Information

This report presents results from the one-year survey.

One-year Survey: The one-year survey collects information regarding the graduates' satisfaction with Excelsior College, their future educational plans, current educational, employment, and income status, achievement of program outcomes, and the impact that the educational process has had on career and educational goals. The survey also solicits graduates' perceptions of program strengths and suggestions for change, as well as the most important impact earning an Excelsior College degree has had on their lives.

Questions related to the survey or to the design and production of this report may be addressed to the Director of Institutional Effectiveness.

Interpreting Results: Care should be taken in interpreting survey results. Survey results can be affected by self-selection bias, in which persons with certain characteristics or opinions are more likely to respond. Particular caution should be taken when the numbers of responses are small because results may be skewed.

Please consider the following guidelines when interpreting survey data:

Means: When results are expressed in a chart or table of means, please note the range of values and their meanings, which are listed in a footnote below the chart or table. In general, mean values of 4 or higher on a 6-point Likert scale are considered positive. Similarly, a mean value of 5 or higher is considered positive on a 7-point scale. Throughout the report, means are calculated only for Likert-type items that received five or more responses.

Standard deviations: Wherever mean values are presented, please also consider the standard deviations (SD) that accompany them. Standard deviation is a measure of variability in the response to a survey item, such that a small SD indicates less variation (more agreement) among respondents.

Frequency tables: As noted above, means are calculated only for Likert-type items that received five or more responses. If fewer than five were received, responses will be displayed in frequency tables, with a numerical count provided for each response. Where charts display survey items in pairs (such as ratings of program outcomes), both items will be displayed in a frequency table if either received fewer than five responses.

Notes:

The graduation dates appearing on the cover of this report represent the requested report period. The dates appearing in the Sample section on page 2 indicate the range of graduation dates among actual survey respondents.

The following symbol may appear in this report:

- ^ Denotes that one or more survey items displayed in a chart or table expired during the report period and so were not asked of all respondents. An explanatory footnote to this effect has been included beneath charts and tables where this symbol may appear.

One-year Survey Results

Sample

The one-year post-graduation survey was sent to 636 Associate Degree in Nursing graduates. A total of 57 responded, resulting in a response rate of 9.0%. Respondents to the survey graduated between July 2017 and June 2018.

Gender: (N = 57)

- Female 89.5%
- Male 10.5%

Ethnicity: (N = 57)

- White 64.9%
- Black or African American 15.8%
- Asian 5.3%
- Hispanic 5.3%
- Two or More Races 5.3%
- American Indian or Alaska Native 1.8%
- Unknown 1.8%

Employment and Professional Affiliations

Are you currently employed? (N = 57)

- Yes, full time 87.7%
- Yes, part time 10.5%
- No, seeking employment 1.8%

In what field are you employed? (N = 56)

- Nursing 96.4%
- Business/Management 1.8%
- Other 1.8%

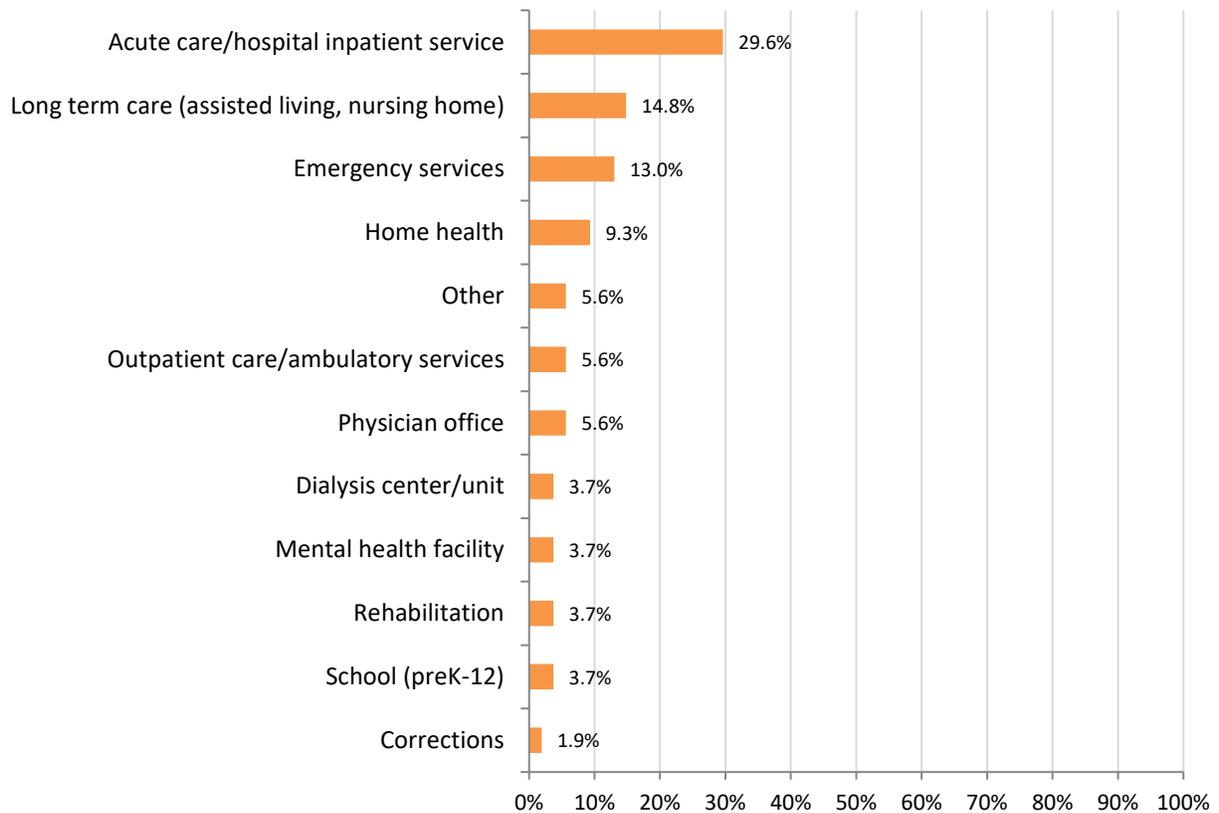
Those who identified their field of employment as “Other” listed the following fields:

- Doula

Is this field related to the degree you earned at Excelsior College? (N = 56)

- Yes 98.2%
- No 1.8%

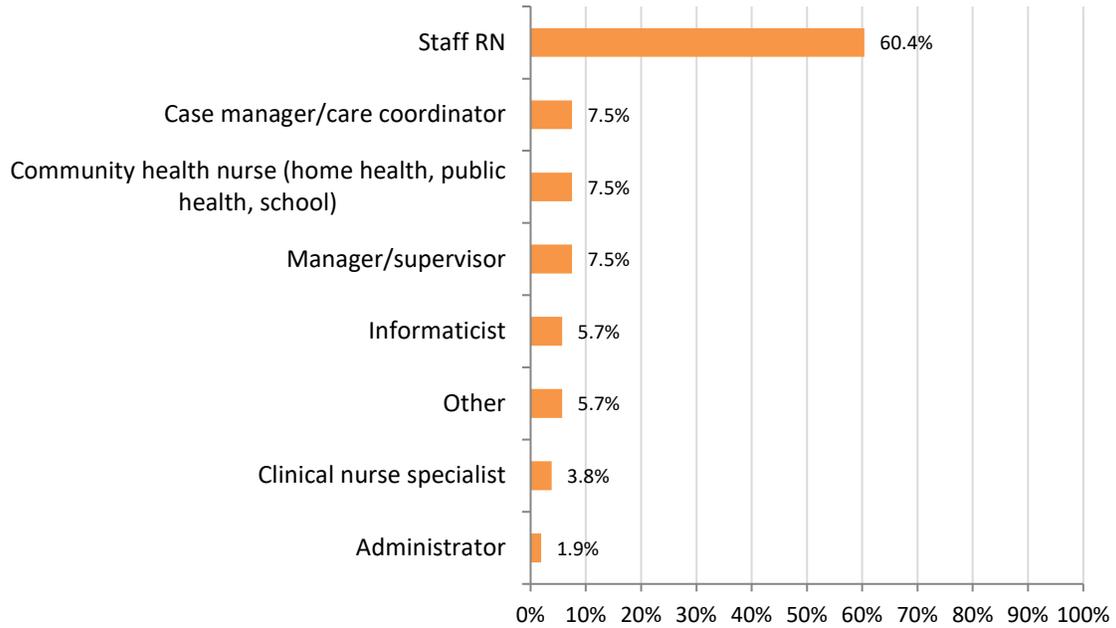
In which health care setting do you currently work? (N = 54)



Those who classified their work settings in the “Other” category listed the following health care settings:

- ICU and pediatric private duty
- Nurse management
- Supported Living-Developmentally Disability Provider

Which best describes the nature of your current work? (N = 53)



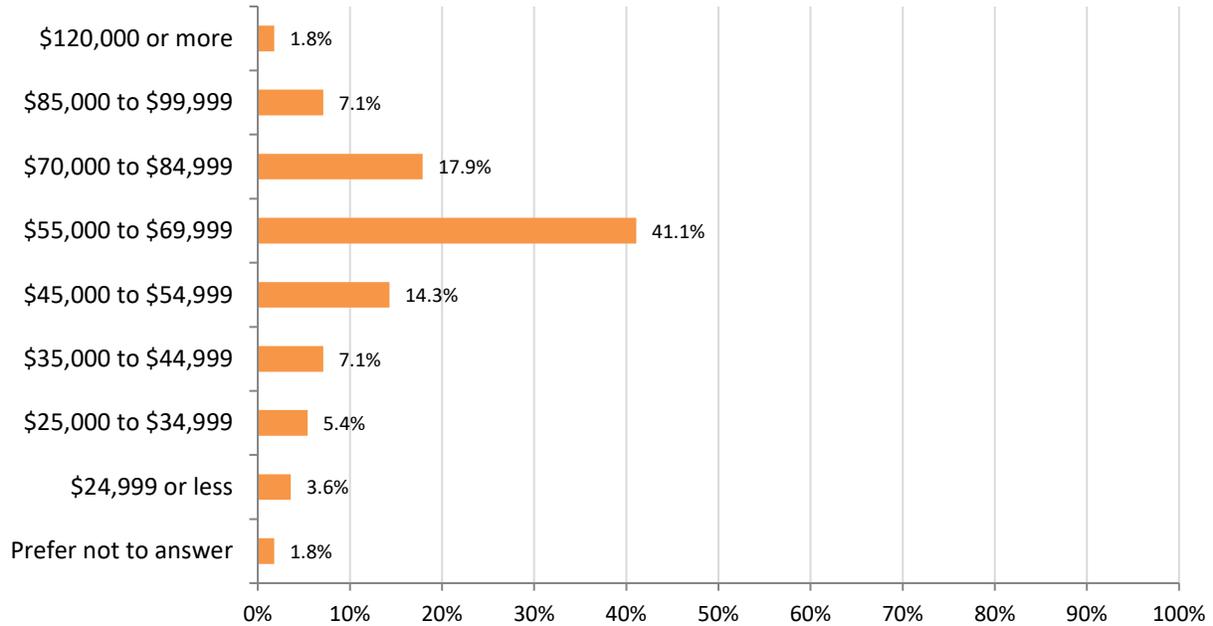
Those who selected “Other” provided the following:

- Also work in IT informatics
- Charge Nurse, and wound care nurse
- unit manager

Which geographic location best describes where do you currently work? (N = 54)

- Suburban area 42.6%
- Urban area 35.2%
- Rural area 22.2%

In which of the following ranges does your annual personal income fall? (N = 56)



To what extent has your Excelsior College degree been helpful in advancing your career? (N = 56)

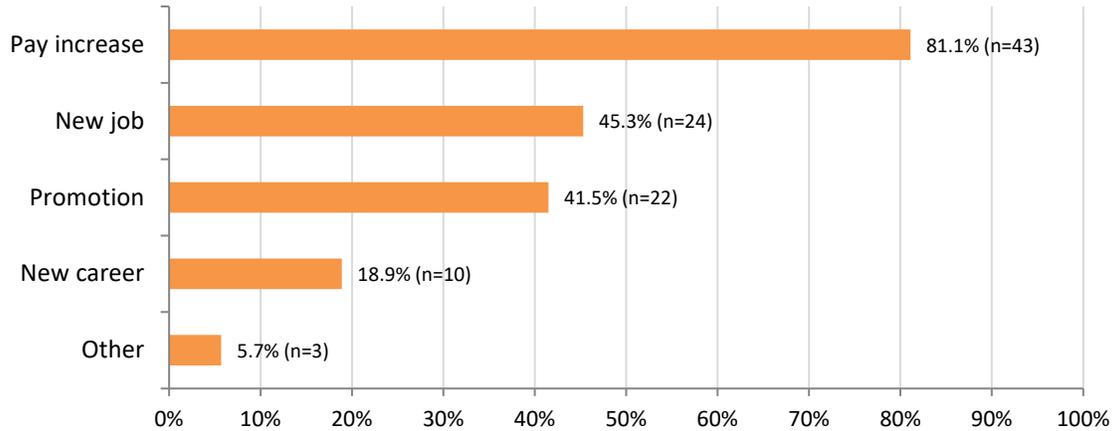
- Rating 6 (Very helpful): 73.2%
- Rating 5: 14.3%
- Rating 4: 5.4%
- Rating 3: 3.6%
- Rating 1 (Not helpful): 3.6%

Note: Response options ranged from 1 = not helpful, to 6 = very helpful.

Has earning your Excelsior College degree led to a career advancement and/or pay increase? (N = 57)

- Yes 93.0%
- No 7.0%

In what ways has your degree benefited you?



Note: Graduates may select more than one response option, so the total of all percentages above may exceed 100%.

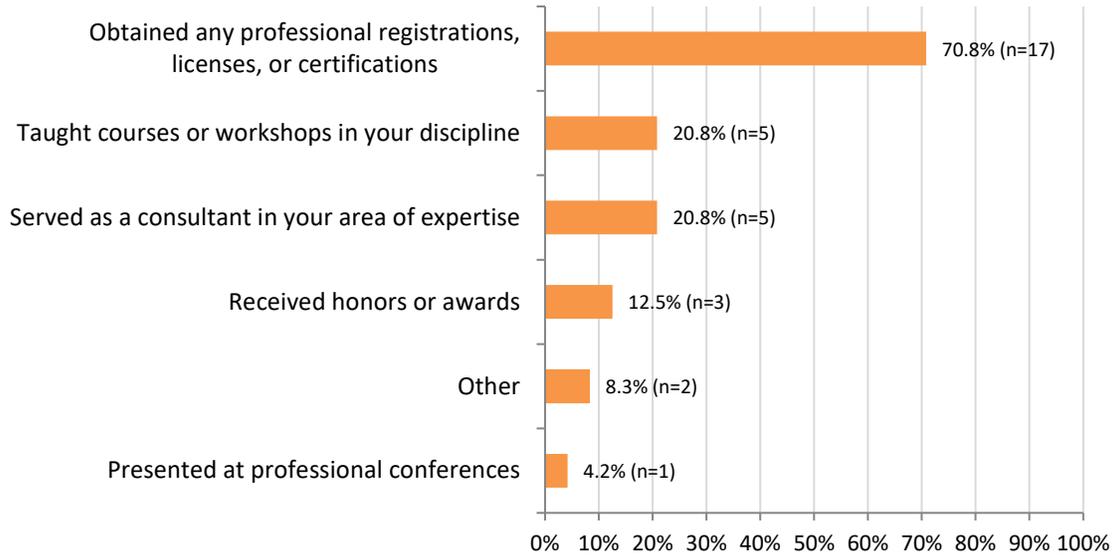
Those who selected “Other” reported the following types of career advancement:

- advancement at current job
- Lead me to get my BSN so I can get a better job
- Supervising other staff

Since receiving your Excelsior College degree, have you been recognized for your expertise? (N = 55)

- Yes 43.6%
- No 56.4%

In what ways have you been recognized for your expertise?



Note: Graduates may select more than one response option, so the total of all percentages above may exceed 100%.

Those who selected “Other” reported the following types of recognition:

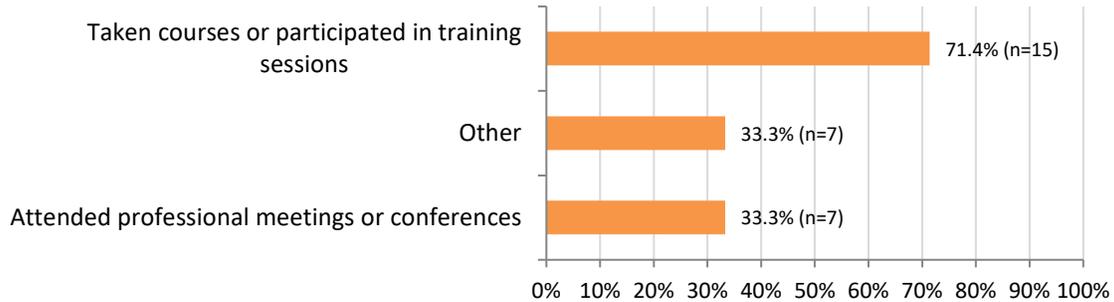
- Became a charge nurse
- completed CCRN prep coursework

Since receiving your Excelsior College degree, have you pursued further professional education?

(N = 56)

- Yes 37.5%
- No 62.5%

Which types of education have you pursued?



Note: Graduates may select more than one response option, so the total of all percentages above may exceed 100%.

Those who selected “Other” reported the following types of professional education:

- BSN (n=3)
- BSN in progress
- obtained BSN
- Obtaining my bsn
- Re-enrolled at excelsior for BSN

Are you working for the same employer as when you graduated from Excelsior College? (N =N/A) This survey question was discontinued in July 2015.

- N/A

Have you received a promotion in your job? (N =N/A) This survey question was discontinued in July 2015.

- N/A

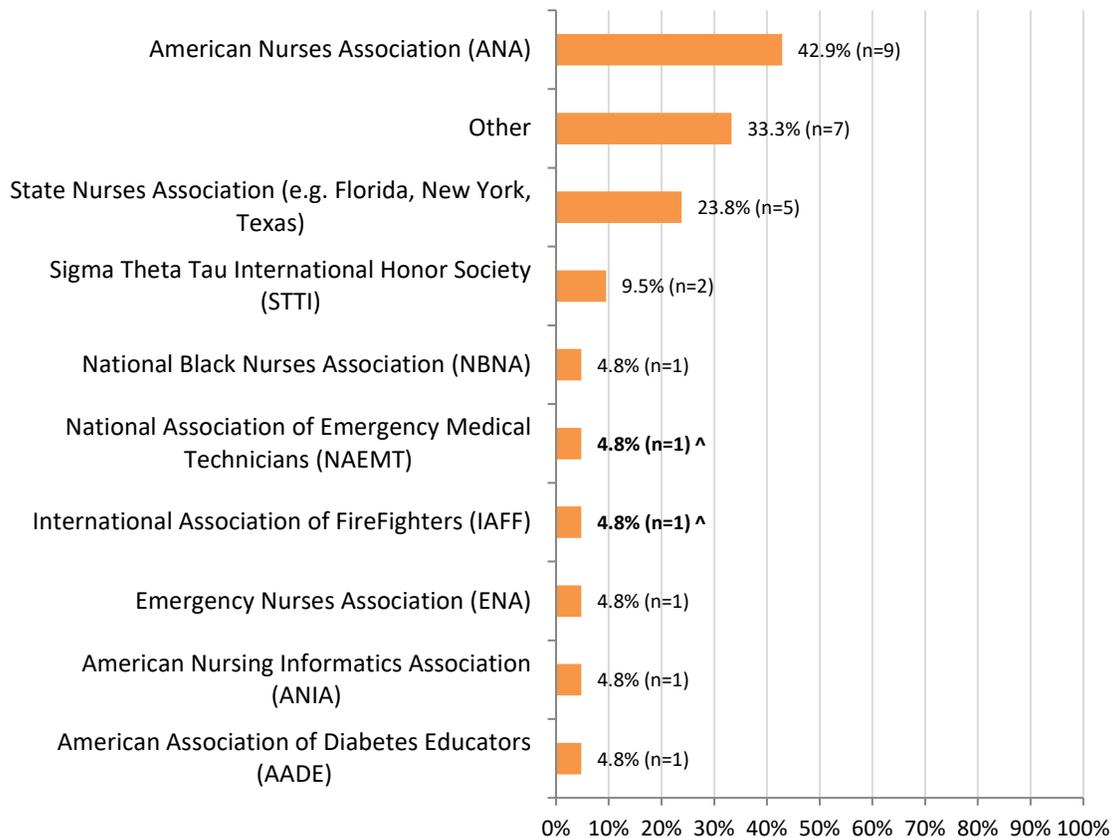
Have you changed careers since graduating from Excelsior College? (N =N/A) This survey question was discontinued in July 2015.

- N/A

Are you a member of any professional organizations? (N = 57)

- Yes 36.8%
- No 63.2%

Graduates indicated membership in the following nursing organizations:



Note: Graduates may select more than one organization, so the total of all percentages in the chart above may be more than 100%.

Graduates held membership in the following organizations:

- Developmental Disabilities Nurses Association (DDNA)
- DONA
- Intersivity Nurses Christian Fellowship
- National Association of School Nurses (NASN) (n=2)
- New York State Yblv Health Association

Future Educational Plans

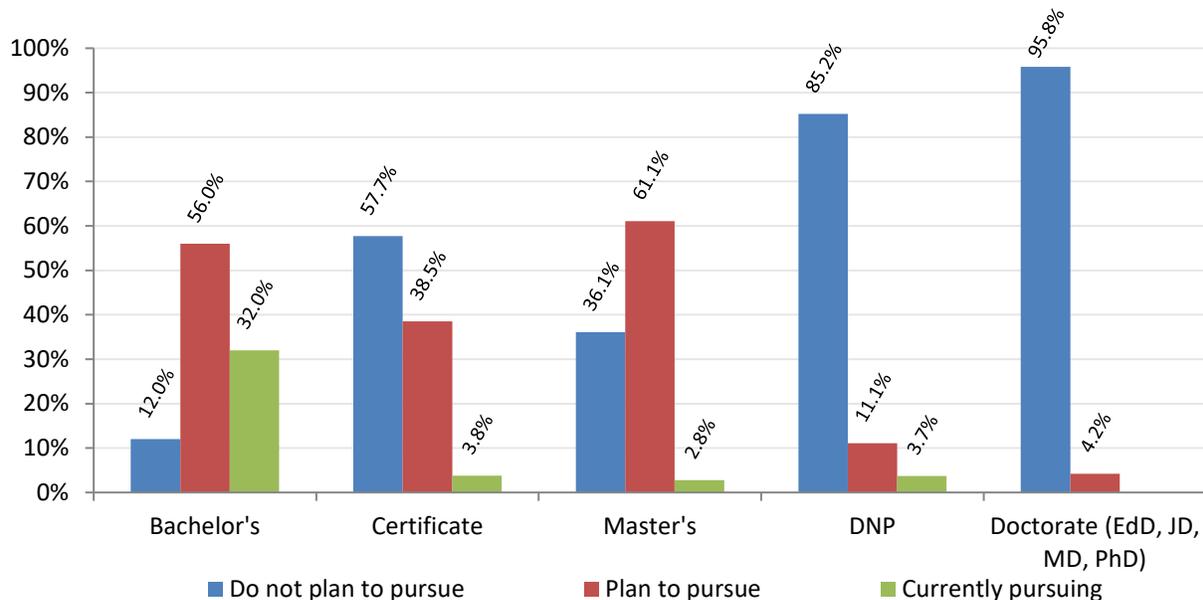
Do you have plans to seek additional education? (N = 56)

- Yes 80.4%
- No 19.6%

How well prepared do you feel to continue your education? (N = 56)

- Very well 41.1%
- Well 33.9%
- Somewhat well 14.3%
- Somewhat poorly 5.4%
- Poorly 1.8%
- Very poorly 3.6%

Please indicate whether you hold, are currently pursuing, plan to pursue, or do not plan to pursue each of the degrees listed below. (Bachelor's n = 50; Certificate n = 26; Master's n = 36; Doctor of Nursing Practice (DNP) n = 27; Doctorate n = 24. Percentages are displayed only for degrees with five or more responses.)



If you are currently pursuing a degree or certificate, is it at Excelsior College? (N = 19)

- Yes 10.5%
- No 89.5%

Why did you decide not to re-enroll at Excelsior College for this degree or certificate? (N =13)

- A different institution offers a faster program to obtain the same degree offered by Excelsior.
- Cost (n=3)
- Cost was too high compared to other schools
- I needed flexibility and affordability and Excelsior College didn't really offer that. I chose Capella University for their FlexPath program...
- I SUBMITTED SCHOLARSHIP APPLICATION BUT ADVISOR WOULD NOT FILL OUT BECAUSE I WASNT ENROLLED SO I WENT WITH COLLEGE THAT WOULD FILL OUT MY SCHOLARSHIP APP
- My employer is partnered with chamberlain university
- Personal preference
- plan on going back to Excelsior for MSN
- The distance is too far from where I live , I won't be able to attend graduation.
- The school I enrolled was recommended by a colleague
- Washington state Board of Nursing issues with Excelsior College

Military Advancement and Civilian Life

Have you ever served in the armed forces? (N = 56)

- I have never served in the armed forces. 98.2%
- I have previously served in the armed forces. 1.8%

Military Advancement: To what extent has your degree been helpful to you in advancing your military career? (N = 0)

- None Reported

Civilian Life: To what extent was your degree helpful in the transition to civilian life? (N = 1)

- Rating 1 (Not helpful): 100.0%

Note: For items related to Military Advancement and Civilian Life, response options ranged from 1 = not helpful, to 6 = very helpful.

Preparation for Current Position

Please rate how well your education has prepared you with regard to the following skills. This survey question was discontinued in July 2015. (N =N/A)

No data are available for this survey question during the specified report period.

No data are available for this survey question during the specified report period.

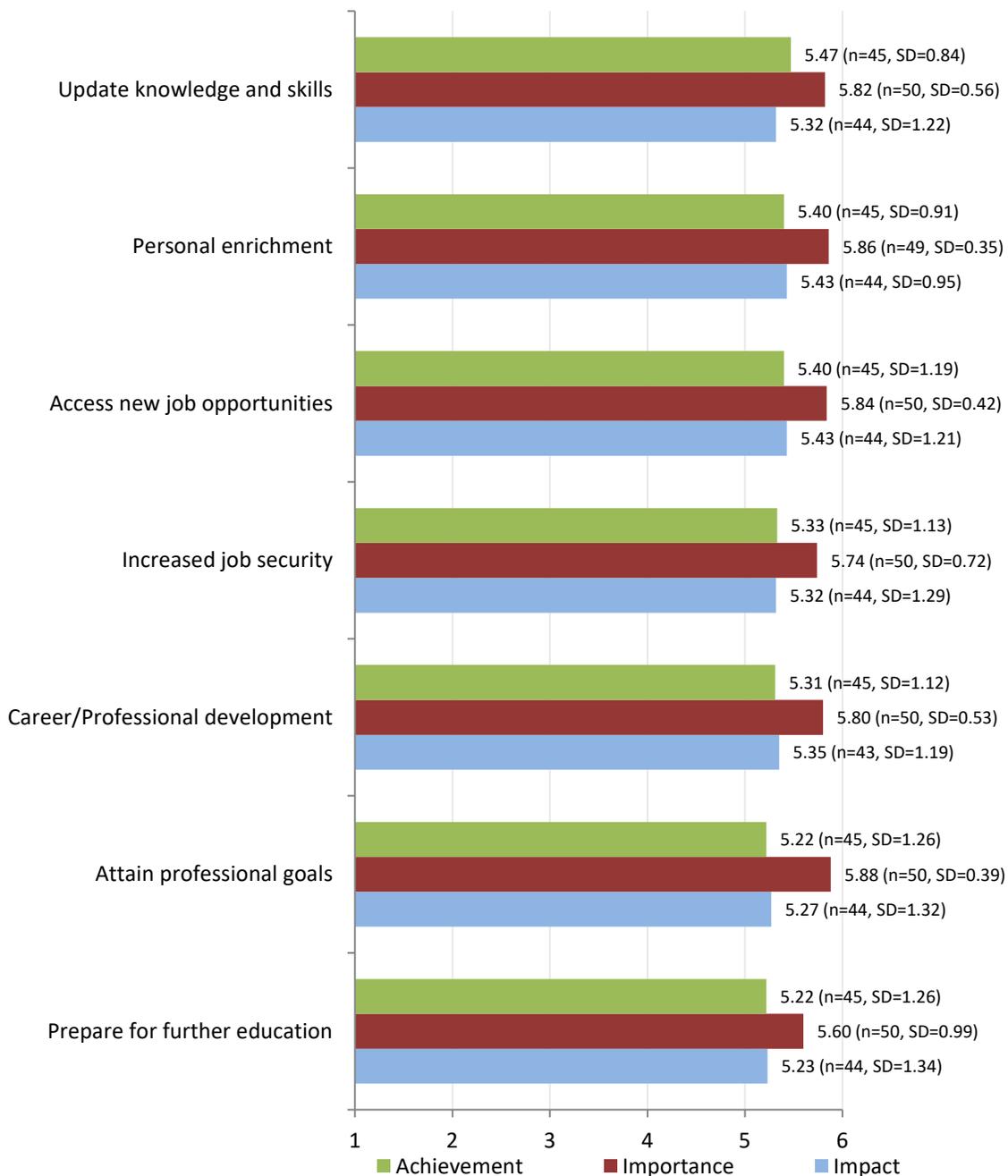
Likert scale: 1 = Very poorly prepared, 6 = Very well prepared

Graduates gave the following reasons for selecting the 'Not Applicable' option regarding specific skills:

- N/A

Career and Educational Goals

For each goal, rate the importance of the goal when you enrolled at Excelsior College, the extent to which you have now achieved each goal, and the extent to which Excelsior College had an impact on your achievement of the goal. (Mean ratings)



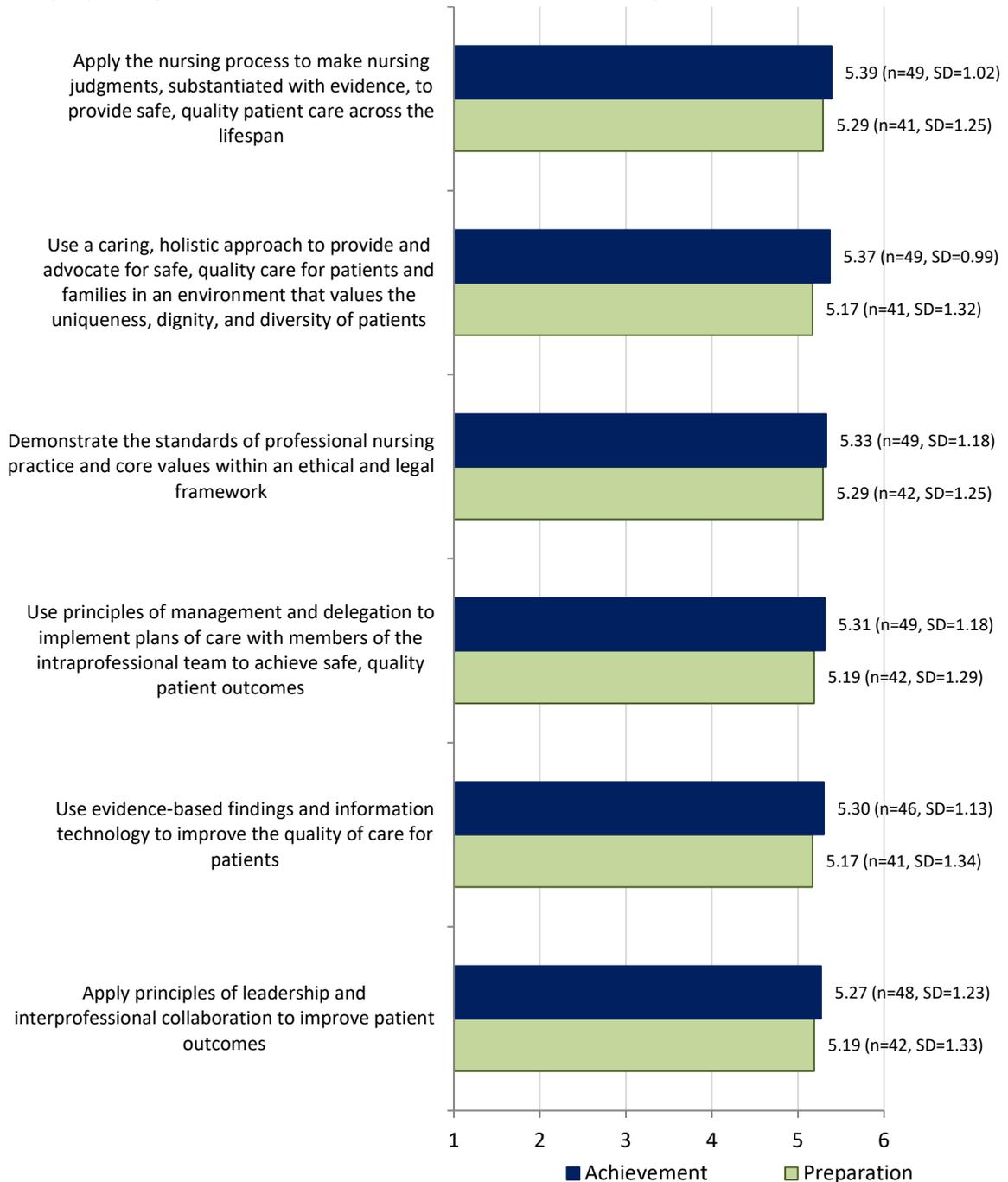
Likert scale: Achievement: 1 = Not at all achieved, 6 = Completely achieved

Likert scale: Importance: 1 = Not at all important, 6 = Very important

Likert scale: Impact: 1 = No impact, 6 = Great impact

Associate Degree in Nursing Program Outcomes

Please rate the degree to which you have achieved each outcome and how well your educational experience prepared you to demonstrate each outcome. (Mean ratings)



Likert scale: Achieved: 1 = Not at all achieved, 6 = Completely achieved

Likert scale: Prepared: 1 = Very poorly prepared, 6 = Very well prepared

^ If this symbol appears next to a question above, the question expired during the report period.

Satisfaction with Excelsior College

How satisfied are you, overall, with your experiences at Excelsior College. (N = 51)

- Very satisfied 41.2%
- Satisfied 35.3%
- Neutral 13.7%
- Dissatisfied 3.9%
- Very dissatisfied 5.9%

How satisfied are you that Excelsior College helped you meet your program outcomes? (N = 51)

- Very satisfied 47.1%
- Satisfied 33.3%
- Neutral 7.8%
- Dissatisfied 5.9%
- Very dissatisfied 5.9%

Would you recommend Excelsior College to friends or colleagues interested in continuing their education? (N = 51)

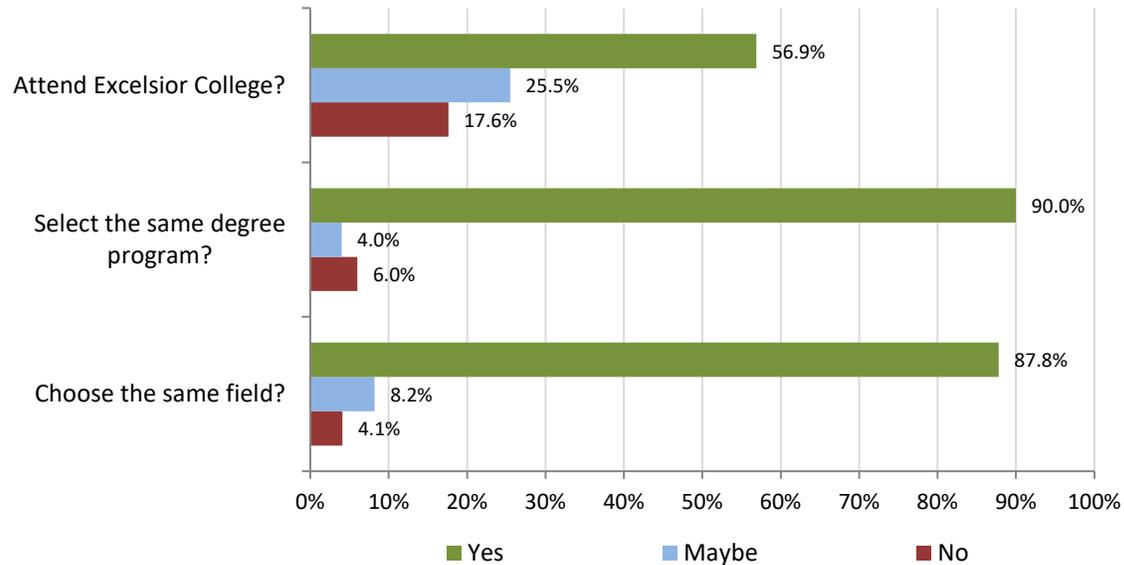
- Yes 74.5%
- No 25.5%

Is the education you received at Excelsior College relevant to your current goals? (N =N/A) This survey question was discontinued in July 2015.

- N/A

Overall Impression of College, Program and Career

If you had it to do over again, would you: (Attend Excelsior n = 51; Same degree program n = 50; Same field n = 49)



Open-Ended Items

What do you consider to be the strengths of your Excelsior College degree program? (N =38)

Comments:

- The only thing that I consider a strength through this program is that I managed to get through it.
- ability to study at ones own pace, allowing to work and family / life / the upgraded CCPNE prep courses and videos were very helpful, allowed students to really see what the CE and CA's are looking for in the clinical weekend.
- Able to work on degree in my own time
- at my own pace
- Curriculum and online structure. Flexibility was key for my success. I know that the CPNE has received much criticism; however, I truly feel it is the effort the student puts into it. I was the perhaps the best education experience I have ever had and its because it made be achieve success, it was not merely handed over to me.
- Doing the program as credit by exam
- Ease of working at own pace, easy access
- helps develop strong self motivation skills and discipline
- I feel I'm better prepared and knowledgeable than locally educated nurses.

- I feel the academic program content is very thorough and felt that I learned a great deal. I also felt well prepared for NCLEX
- I felt challenged in every aspect of the Excelsior ASN program. I felt more organized and prepared -as a nurse after finishing the CPNE.
- I was able to work full time and also a prn job to pay my bills and education simultaneously while obtaining my degree. No student loans.
- It was easy to set my own pace
- Its a self-pace program but you need to be determine to do it
- My concerns were addressed in a timely manner and my professors were knowledgeable about the subject matter. They also provided a calming environment which was very helpful !
- None
- Online access / Flexability
- Online classes
- Online learning thats available when you are.
- Online program and helpful staffing
- Prepared me very well while maintaining flexibility. I would not have been able to complete my degree without a program like this that allowed me to work full time and fulfill my duties as a single parent.
- Provide excellent education / / /
- self discipline / self taught / high standards / since my May 2018 I have my BSN Dec 2018 and even my MSN education May 2019 / 12 months I accomplished my goals. / Next goal to become CE.
- Self paced
- Studying on my own taught me self discipline, it was convenient for me as a full time employee, it was manageable economically for me to pay as I achieved my degree leaving me with no student debt.
- That I didn't have to attend classes
- The ability to earn my degree online made all the difference in the world. I could not have done this any other way as a single mom of 5, working 2 jobs. The classes were very nursing oriented and interesting which made the process so much easier.
- The ability to study independently, but have support from faculty
- the ability to work while perusing the degree
- The Excelsior College program allows professional students earn their degree at their own pace while still being able to manage their home life.
- The flexibility it offers. I am so grateful there is a program like this available in my home state. I would never have realized my dream and my family's dream of me becoming an RN without you. Thank you!
- The flexibility; as a busy mom there are only so many ways we can extend ourselves throughout our day. Excelsior made it possible for me to achieve my goals in my home, at my pace at my convenience.
- The freedom of learning at my own pace and whenever it was convenient for me.
- The online flexibility of courses.
- The program was very flexible and it allowed me to complete at my own pace.
- The strengths are that program really does prepare you for a degree in nursing. The cpne is hard but it needs to be hard.
- The strengths of the program is the flexibility while still remaining a strong program that requires you to do the work and have 100% accuracy. I would only recommend the program to those who are determined and focused!!!

- Work and go to school with ease

What changes (additions or subtractions) would you recommend that Excelsior College make to the program? (N =43)

Comments:

- Add better preparation for the CPNE. Add increased communication between CPNE educators and the students waiting with weekly emails on the recourses available to prepare. Add FaceTime PCS simulations. Make the weekend CPNE workshop longer, maybe multiple weekends. Split the CPNE, for example if you fail the lab, you repeat only the lab. If you fail the PCS, repeat only PCS. During the lab, the MED administration the scenario is much more detailed and longer then the examples given in NUR702. If I would not have obtained a personal tutor for CPNE, I would not have passed. I had 6 days in person with my tutor and many phone sessions related to care plans and FaceTime sessions related to PCS over a 3 month period.
- Add clinicals within the program since thats the big issue for other states accepting the nursing program.
- add more areas to the west coast for CPNE testing. It is very costly for travel and expenses, when tuition is already expensive.
- All CPNE instructors should be on the same page - I felt like my CA and CE were perfect but I heard how other instructors weren't expecting the same things (per other students from other weekends)
- Better prep for the CPNE. Shorten the wait time.
- Cost. I also wish that it wasn't necessary to complete all the "fluff" courses;electives, arts, etc. That alone would improve the cost of education. Of course that's not just Excelsior but all higher education institutions.
- CPNE MUST GO !
- CPNE wait time (n=2)
- CPNE wait time is too long
- Cpne wait time needs improvement
- Do not need Computer literary course
- Excelsior needs to frequently check with state boards of nursing to see if there are any stipulations or if that state does not accept licenses from EC. The problem for me was when I started the program Alabama was fine with EC. Nothing was ever from the school stating otherwise as well. Yes I should have done my due diligence and checked the state board BUT I feel that EC has a part in letting their students know about a change in state board statuses. I live in Alabama and cannot practice there because EC is not recognized there. Therefore I have to drive to Mississippi and had to leave a job where I had a wonderful promotion pending I pass the NCLEX.
- Expand the program and the campus to other states. Without this program and living in the neighboring state I may have never became an RN. Thank you excelsior!!

- for the nursing program add more free workshops, so students don't have to use outside prep for the CPNE
- Have more accountability with the classes because I did get lazy at times
- I can not think of any recommendation right now.
- I have no recommendations at this time.
- I STRONGLY suggest adding additional clinical evaluators to the program and adding additional clinical testing sites. I waited over a year to receive my clinical date. Far too long and frankly the reason I strongly urge fellow nurses to not choose Excelsior for the Associate in Nursing program
- I think Excelsior College offers a very good program! I don't know that is anything I would change!
- I think the clinical should be an opportunity to teach nursing and gently guide students into the profession. The clinical felt more like a punishment for not being able to attend classes as opposed to part of an educational experience. I hope you change this. I also think there should be a test specifically on leadership skills.
- I thought the CPNE just may kill me. Especially after failing the first time and nearly losing my home to pay for the second CPNE weekend after losing my appeal. This was the hardest year of my life. I nearly had to give up, but I knew once I passed I would be able to recover the money. I am still recovering financially since passing my boards 8/16/19.
- In my experience, the communication board for students needed to be monitored better. Students posted opinions rather than facts. Made studying harder because some students opinions and facts were skewed.
- Less cpne wait
- Let the new enrollees know about the wait time and the stress of the cpne test
- More support, mini seminars and workshops
- More testing locations for the CPNE
- Need to provide more online content for preparing students for CPNE who can't afford to pay for CPNE boot camps.
- None. Good program
- None. I love it. The CPNE was straightforward and fair and there were no tricks and no surprises. Examiners were fair and followed the critical elements.
- Only change I would make is yearly fees and graduation fees. This seemed very expensive too me; however, the educational program in itself, especially with the examination options, were much cheaper than traditional two year institutions.
- Rn program was very discouraging only due to wait time cpne and last focused assessment as having to wait until week 8 to take final when completing both assessment courses in 1 day. / Given the nursing shortage and need for additional test site. Program be increasing more appealing if wait time was reduced. Or if Lpn could preceptor with bsn level RN for defined amount hours. Overall I do believe excelsior made it clear of wait time and did communicate changes and delays.
- Shorter wait time for the CPNE
- test wait time for the CPNE must get better.....so frustrating to wait soooo long

- The clinical aspect of the program is very discouraging. There need to be actual clinical, since employers are frowning upon the lack of clinical hours.
- the clinical experience
- The CPNE was intense and could benefit from maybe more hands on clinical weekends.
- The time to take the clinic was too long. Took me 1 year so I wasted a year waiting to be called for clinical. Apart from that everything is okay.
- The wait time for cpne us too long
- The wait time is the only issue. I graduated with my MSN in less time.
- There needs to be more clinical sites for the CPNE
- Too many to list .
- would love to see clinical sites on the West Coast, but traveling to Albany was not a big hinderance for me personally.

What is the most important impact that earning an Excelsior College degree has had on your life?

(N =39)

Comments:

- I am one of the lucky ones that completed the program and was able to get through it through sheer perseverance and tenacity . I would not in anyway shape or form recommend this program to anybody I know. I am appreciative for my degree and that's all .
- Able to work as an RN.
- allowed me to gain the skills and knowledge to sit for the Nclex RN exam, the Ce's and the CA that weekend, were beyond compassionate and helpful, I will remember this experience forever.
- as an adult learner, it allowed me the continue my day to day life demands/activities and still attain my educational goal
- Career advancement and pay increase
- Change in job
- Earning my RN has given me a new lease on life. I was immediately promoted within my office with an increase of \$13,890 annually. I'm working on my BSN and IBCLC with a goal of completion in 2020 and intent to continue to FNP at SUNY Polytechnic with a certification in (ambulatory care 2020) and pediatrics.
- Fulfilled a life goal #enoughsaid
- Fulfilled my dream
- Gaining my RN license
- Gave me the opportunity to advance my career.
- Having an RN next to my name gives me the respect that I deserve as a nurse at work. I was an LPN for 10 years and I feel like other people and healthcare team don't see us as important part of the team
- Helped me achieve a dream I've had since I was a little girl.

- Helped me obtain my RN license and achieve my dream of becoming a Labor and Delivery Nurse.
- I accomplished my dream while being the sole provider for my family without taking out any student loans.
- I am a first generation college graduate that worked very hard for this accomplishment. It will allow me to show others what education can truly do. I also feel more confident as a nurse!! Thank you so much Excelsior!!!
- I am able to provide for my family with a job I have always dreamed of.
- I am in a BSN program and I would not have been able to do this without Excelsior. I had been at it since 2003!
- I am making better money and have more opportunities
- I feel that because I succeeded, and have my degree through Excelsior, I am one of the many elite nursing professionals that are able to provide quality health care to the consumers in which I serve.
- I fortunately succeeded in graduating a program many have not, passed my NCLEX with the minimum questions the first time and advanced my career
- I have a better job as an RN in a hospital. I am learning more and my job is less stressful in many ways. I work 12 hour shifts and have more time off with my daughter and am able to care for her and my home better. I have better benefits and more job security. I am eternally grateful that Excelsior has made this opportunity available to me. Thanks so much!! ????
- I have a full time job as an RN and am able to provide a better life for my growing family.
- I was able to accomplish my life long dream of becoming a RN
- I was able to start my career as a RN
- It allowed me to obtain my ADN which allowed me to get my BSN and MSN.
- It has allowed me to advance to the next level of my career and be another step forward towards my ultimate goal.
- It was more of a personal goal. I doubt I'll do anything more than what I'm doing. Now the push is for Bachelor's prepared nurses, so still basically not able to do much more than bedside nursing. Also, obtaining BSN just results in more student debt, healthcare facilities in my area don't pay more for an increase in education beyond the associate degree.
- Job advancement , more opportunity. Job security.
- Job security and increase in pay.
- Made me be more goal oriented and helped me depend on myself.
- More money for my family, better career opportunities
- my dream come true
- My income is significantly higher
- Pride and motivated other family members and friends to seek further education
- Promotion and increased job opportunities
- Self Actualization!
- study habits
- The most important impact an Excelsior College degree has had on my life is: Earning an Associate in Science in Nursing degree has allowed me to advance my nursing experience.