

Southern Illinois University Carbondale
 College of Health and Human Sciences
 School of Health Sciences
 Radiation Therapy Program
 Assessment Plan
 Summer 2023 Analysis and Actions

MISSION: The mission of the Radiation Therapy Program through Southern Illinois University Carbondale is to provide a quality program integrating education, research and service in order to meet the needs of the profession and improve health care of the people and communities we serve.

GOAL #1: Prepare the student to practice as a competent entry level professional Radiation Therapist by offering a comprehensive curriculum and quality didactic/clinical instruction. (i.e. Clinical Competency)

Outcomes	Assessment Method	Assessment Tool	Benchmark	Time Frame for Evaluation	Person/Group Responsible	Analysis	Action
SLO 1. Students will be clinically competent upon graduation	Assessment Tool 1. Review of student clinical competencies.	Clinical Competency Check Lists	Each student will complete 97% of the suggested competencies	Summer Semester	Program Director	2021/2022 19/19 students - 100% 2020/2021 22/22 students - 100%	2022- SLO 1 was modified for new JRCERT format – Data previously collected but assessment plan modified. 2021/2022 – students are doing well meeting clinical competency requirements. Benchmark met. Continue to monitor.
	Assessment Tool 2. Graduates will pass Radiation Therapy certification exam on first attempt Graduates will sit for ARRT certification exam the year following graduation.	ARRT Report if available/Graduate Feedback	A five-year average of 80% of the graduates will pass the credentialing exam on first attempt	Spring Semester post-graduation	Program Director	2020/2021 16/18 Students 89% One did not test. 2020/2021 14/16 Students 88%	2020/2021 - Monitoring trends and scores in content specific areas. Benchmark met. Continue to monitor.

<p>SLO 2. Employer indicates graduate was adequately prepared to perform as an entry-level dosimetrist.</p>	<p>Assessment Tool 1. Employers will be surveyed approximately 6 months following graduation of student. Question 3.</p>	<p>Employer Survey Question 3 – “The graduate has the Radiation Therapy knowledge necessary to function in a healthcare setting.”</p>	<p>The returned employer surveys will reflect average score of ≥ 4 on a scale of 1-5 on (“Strongly Agree” or “Generally Agree”) response to item Survey Monkey Question 3</p>	<p>Spring Semester</p>	<p>Program Director</p>	<p>2021/2022 – #3 – 4.0 - 4/10 surveys 2020/2021 – #3 – 5.0 - 1/3 surveys</p>	<p>2022- SLO 2 was modified for new JRCERT format – Data previously collected but assessment plan modified.</p> <p>2021/2022 - It appears one employer misunderstood questions 3, 4, and 5.</p> <p>Benchmark met. Continue to monitor.</p>
	<p>Assessment Tool 2. Employers will be surveyed approximately 6 months following graduation of student. Question 4.</p>	<p>Employer Survey Question 4 – “The graduate has the general medical knowledge necessary to function in a healthcare setting.”</p>	<p>The returned employer surveys will reflect average score of ≥ 4 on a scale of 1-5 on (“Strongly Agree” or “Generally Agree”) response to item Survey Monkey Question 4</p>	<p>Spring Semester</p>	<p>Program Director</p>	<p>2021/2022 – #4 – 4.0 - 4/10 surveys 2020/2021 – #4 – 5.0 - 1/3 surveys</p>	<p>2021/2022 - It appears one employer misunderstood questions 3, 4, and 5.</p> <p>Benchmark met. Continue to monitor.</p>
	<p>Assessment Tool 3. Employers will be surveyed approximately 6 months following graduation of student. Question 11.</p>	<p>Employer Survey Question 11 – “The graduate possesses the skills to perform Radiation Therapy procedures (adequately prepared for radiation therapy duties).”</p>	<p>The returned employer surveys will reflect average score of ≥ 4 on a scale of 1-5 on (“Strongly Agree” or “Generally Agree”) response to item Survey Monkey Question 11</p>	<p>Spring Semester</p>	<p>Program Director</p>	<p>2021/2022 – #11 – 5.0 - 4/10 surveys 2020/2021 – #11 – 5.0 - 1/3 surveys</p>	<p>2021/2022 – Consistent score, attempting to increase response rate.</p> <p>Benchmark met. Continue to monitor.</p>

	<p>Assessment Tool 4. Employers will be surveyed approximately 6 months following graduation of student. Question 16.</p>	<p>Employer Survey Question 16 – “The graduate functions effectively as a member of the health care team.”</p>	<p>The returned employer surveys will reflect average score of ≥ 4 on a scale of 1-5 on (“Strongly Agree” or “Generally Agree”) response to item Survey Monkey Question 16</p>	<p>Spring Semester</p>	<p>Program Director</p>	<p>2021/2022 – #16 – 4.75 - 4/10 surveys 2020/2021 – #16 – 5.0 - 1/3 surveys</p>	<p>2021/2022 – Consistent high score. Benchmark met. Continue to monitor.</p>

GOAL #2: Provide avenues for students to develop and apply skills in effective communication necessary for successful radiation therapy practice. (i.e. Communication)

Outcomes	Assessment Method	Assessment Tool	Benchmark	Time Frame for Evaluation	Person/Group Responsible	Analysis	Action
SLO 1. Students demonstrate effective communication skills.	Assessment Tool 1. Growth Evaluations are performed during each clinical rotation. Final Growth Evaluation – Question 1	Final Growth Evaluation. Question 1 – “Demonstrates good rapport/communication skills with Patient, Clinical Supervisor, Department Personnel, Radiation Oncologist/Physicist	Students will achieve an average score of 4.0 on a scale of 0-5 (“Acceptable” to “Excellent”) on question 1.	Summer Semester	Program Director	2021/2022 – #1 – Avg 4.84 2020/2021 – #1 – Avg 4.94	2022- SLO 1 was modified for new JRCERT format – Data previously collected but assessment plan modified. 2021/2022 Final growth evaluation scores remain positive. Met benchmark. Continue to monitor.
	Assessment Tool 2. Students will undergo a Mock Interview Assignment. Question 6	Mock Interview Evaluation Question 6 – “Was able to discuss pertinent aspects of a radiation therapy position”	Students will achieve an average score of 8 or higher on a 10 point scale. (10 = “Excellent”)	Spring Semester	Program Faculty	2021/2022 – #6 – Avg 9.65 2020/2021 – #6 – Avg 9.75	2021/2022 - Scores in on the mock interview assignment continue to remain strong. Met benchmark. Continue to monitor.
	Assessment Tool 3. Students will undergo a Mock Interview Assignment. Question 9	Mock Interview Evaluation Question 9 – “Asked proper interview questions”	Students will achieve an average score of 8 or higher on a 10 point scale. (10 = “Excellent”)	Spring Semester	Program Faculty	2021/2022 – #9 – Avg 9.41 2020/2021 – #9 – Avg 9.81	Students scored well throughout. Met benchmark. Continue to monitor.
SLO 2. Graduates demonstrate effective communication skills.	Assessment Tool 1. Employers will be surveyed approximately 6 months following graduation of student. Question 13	Employer Survey Question 13 – The graduate communicates effectively within a healthcare setting (verbal).	The returned employer surveys will reflect average score of ≥4 on a scale of 1-5 on (“Strongly Agree” or “Generally Agree”) Survey Monkey questions 13 (verbal).	Spring Semester	Program Director	2021/2022 – #13 – Avg 4.75– 4/10 surveys 2020/2021 – #13 – 5.0 - 1/3 surveys	2022- SLO 2 was modified for new JRCERT format – Data previously collected but assessment plan modified. Benchmark met. Continue to monitor.

	<p>Assessment Tool 2. Employers will be surveyed approximately 6 months following graduation of student. Question 14</p>	<p>Employer Survey Question 14 – The graduate communicates effectively within a healthcare setting (written).</p>	<p>The returned employer surveys will reflect average score of ≥ 4 on a scale of 1-5 on (“Strongly Agree” or “Generally Agree”) Survey Monkey question 14 (written).</p>	<p>Spring Semester</p>	<p>Program Director</p>	<p>2021/2022 – #14 – Avg 4.75 – 4/10 surveys 2020/2021 – #14 – 5.0 - 1/3 surveys</p>	<p>2021/2022 - Employers ranked graduates very well. Faculty continuously receive unsolicited employment opportunities for SIU students. Benchmark met. Continue to monitor.</p>
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GOAL #3: Provide avenues for students to develop and apply skills in critical thinking and problem-solving necessary for successful radiation therapy practice. (i.e. Critical Thinking)

Outcomes	Assessment Method	Assessment Tool	Benchmark	Time Frame for Evaluation	Person/Group Responsible	Analysis	Action
<p>SLO 1. Students demonstrate effective problem solving and critical thinking skills.</p>	<p>Assessment Tool 1. Students will undergo a Mock Interview Assignment. Question 8</p>	<p>Mock Interview Evaluation Question 8 – “Answered impromptu questions appropriately”</p>	<p>Students will achieve an average score of 8 or higher on a 10 point scale. (10 = “Excellent”)</p>	<p>Spring Semester</p>	<p>Program Faculty</p>	<p>2021/2022 – #7 – Avg 9.65 2020/2021 – #7 – Avg 9.75</p>	<p>2022- SLO 1 was modified for new JRCERT format – Data previous collected but assessment plan modified. 2021/2022 - Students continue to rank the mock interview assignment high as it helps prepare them for their future. Met benchmark. Continue to monitor.</p>
	<p>Assessment Tool 2. Growth Evaluations are performed during each clinical rotation. Final Growth Evaluation – Question 10</p>	<p>Final Growth Evaluation. Question 10 – “Exercises good judgment in determining treatment technique/approach for desired patient outcome per the physician’s prescription. i.e. palliative or curative intent.”</p>	<p>Students will achieve an average score of 4.0 on a scale of 0-5 (“Acceptable” to “Excellent”) on question 10.</p>	<p>Summer Semester</p>	<p>Program Director</p>	<p>2021/2022 – #10 – Avg 4.89 2020/2021 – #10 – Avg 4.94</p>	<p>2021/2022 – Growth evaluation scores remain positive. Met benchmark. Continue to monitor.</p>
<p>SLO 2. Graduates demonstrate effective problem solving and critical thinking skills.</p>	<p>Assessment Tool 1. Employers will be surveyed approximately 6 months following graduation of student. Question 6</p>	<p>Employer Survey Question 6 – “The graduate is able to interpret patient data.”</p>	<p>The returned employer surveys will reflect average score of ≥4 on a scale of 1-5 on (“Strongly Agree” or “Generally Agree”) Survey Monkey Question 6</p>	<p>Spring Semester</p>	<p>Program Director</p>	<p>2021/2022 – #6 – 4.5 - 4/10 surveys 2020/2021 – #6 – 5.0 - 1/3 surveys</p>	<p>2021/2022 – slightly lower score but still scoring well. Benchmark met. Continue to monitor.</p>

	<p>Assessment Tool 2. Employers will be surveyed approximately 6 months following graduation of student. Question 7</p>	<p>Employer Survey Question 7 – “The graduate uses sound judgment while functioning in a healthcare setting.”</p>	<p>The returned employer surveys will reflect average score of ≥ 4 on a scale of 1-5 on (“Strongly Agree” or “Generally Agree”) Survey Monkey Question 7</p>	<p>Spring Semester</p>	<p>Program Director</p>	<p>2021/2022 – #7 – 4.25 - 4/10 surveys 2020/2021 – #7 – 5.0 - 1/3 surveys</p>	<p>2021/2022 - Employers continue to evaluate program graduates positively. Benchmark met. Continue to monitor.</p>
	<p>Assessment Tool 3. Employers will be surveyed approximately 6 months following graduation of student. Question 8</p>	<p>Employer Survey Question 8 – “The graduate is an effective problem solver and critical thinker.”</p>	<p>The returned employer surveys will reflect average score of ≥ 4 on a scale of 1-5 on (“Strongly Agree” or “Generally Agree”) Survey Monkey Question 8</p>	<p>Spring Semester</p>	<p>Program Director</p>	<p>2021/2022 – #8 – 4.5 - 4/10 surveys 2020/2021 – #8 – 5.0 - 1/3 surveys</p>	<p>2021/2022 - Employers continue to evaluate program graduates positively. Benchmark met. Continue to monitor.</p>

PROGRAM EFFECTIVENESS OUTCOMES

Outcomes	Assessment Tool	Benchmark	Time Frame for Evaluation	Person/Group Responsible	Analysis	Action
<p>1. Graduates will pass ARRT Radiation Therapy certification exam on first attempt.</p>	<p>ARRT Report if available/Graduate Feedback</p>	<p>A five year average of 80% of the graduates will pass the credentialing exam on first attempt</p>	<p>Fall Semester Post graduation</p>	<p>Program Director</p>	<p>Most Recent Five year Average = 92.1% (81/88 graduates) 16/18 = 89% for 2021/2022 class 14/16 = 88% for 2020/2021 class 16/17 = 94.1% for 2019/2020 class 17/19 = 89.5% for 2018/2019 class 18/18 = 100% for 2017/2018 class 14/15 = 93.3% for 2016/2017 class 13/13 = 100% for 2015/2016 class 17/17 = 100% for 2014/2015 class 18/18 = 100% for 2013/2014 class 15/16 = 94% for 2012/2013 class 16/16 = 100% for 2011/2012 class 17/17 = 100% for 2010/2011 class 19/20 = 95% for 2009/2010 class 22/22 = 100% for 2008/2009 class 17/18 = 94.4% for 2007/2008 class 100% for 2006/2007 class 100% for 2005/2006 class 100% for 2004/2005 class 100% for 2003/2004 class 100% for 2002/2003 class 100% for 2001/2002 class 78.5% for 2000/2001 class</p>	<p>Met Benchmark. Continue to monitor.</p> <p>Stress the importance of taking the test immediately upon graduation</p> <p>2021 - Will continue to stress the importance of studying early.</p> <p>2021/2022 – Monitoring scores in content specific areas.</p>
<p>2. Graduates will have employment within the radiation therapy profession post graduation.</p>	<p>Graduate Survey.</p>	<p>80% of the graduates will have employment within six months post graduation. Five year average.</p>	<p>Approximately 6 months post graduation. Spring Semester</p>	<p>Program Director</p>	<p>Five Year Average = 100% (37/37) 2021/2022 13/13 = 100 3 unknown, 3 went on to further education. 2020/2021 4/4 = 100 9 unknown, 3 went on to further education. 2019/2020 5/5 = 100 7 unknown, 5 went on to further education. 2018/2019 10/10 = 100 2 unknown, 6 went on to further education. 2017/2018 5/5 = 100 9 unknown, 4 went on to further education.</p>	<p>2022- Starting to have many job announcements come in and share with the last three cohorts of students/graduates.</p> <p>2017- will continue to reach out to graduates to increase response rate. Seen more job opportunities in therapy</p>

					<p>2016/2017 10/10 = 100% 2 unknown, 3 went on to further education. 2015/2016 4/4 = 100% 2 unknown, 7 went on to further education. One did not give employer contact info. Know others are employed but no response to survey. 2014/2015 9/9 = 100% 3 unknown, 4 went on to further education, 1 x-ray (not actively searching), 9 therapy 2013/2014 6/6 = 100% 4 unknown, 6 went on to further education, 2 x-ray (not actively searching), 6 therapy 2012/2013 9/9 = 100% 4 unknown, 4 went on to further education, 2011/2012 9/9 = 100% 2 unknown, 4 went on to further education, 1 working x-ray(not seeking as going to grad school) 2010/2011 9/10 = 90% 1 unknown and 7 went on to further education 2009/2010 10/16 = 62.5% 6 not employed and 4 went on to further education 2008/2009 13/19 = 68.4% 6 not employed, 3 went on to further education 2007/2008 12/14 Students 85.7% 4 graduates went to dosimetry school 2 unemployed (unsure on the two as we no longer have contact info) 2006/2007 9/10 Students 90% 2005/2006 18/18 Students 100% One student went to dosimetry school</p>	<p>this past year.</p> <p>Summer 2012 JRCERT indicated this statistic is to take into account graduates “actively seeking” employment. This is why we are at 100% for the 2011/2012 year.</p> <p>2011/2012- Continue to monitor as employment rate is increasing. Not taking program capacity.</p> <p>2010/2011 – lowered enrollment by 10% for this year. Currently 17 enrolled. For 2011/2012 kept 10% reduction.</p> <p>2009/2010 - Should consider lowering the number accepted into the program. Will talk to school director about this.</p>
	Graduate Survey.	85% of the graduates will have employment within 12 months post graduation. Five year average.	Approximately 12 months post graduation. Fall Semester	Program Director	<p>Five Year Average = 100% (40/40)</p> <p>2021/2022 13/13 = 100 3 unknown, 3 went on to further education. 2020/2021 9/9 = 100 4 unknown, 3 went on to further education. 2019/2020 – 5/5, 11 did not respond August 2021 2018/2019- 5/5, 14 did not respond August 2020. 2017/2018- 8/8, 3 went on to further education, 6 did not respond, 1 unknown as information was not provided on survey. 8/8 = 100%.</p>	<p>2022- Starting to have many job announcements come in and share with the last three cohorts of students/graduates.</p>

					2016/2017 11/11 = 100% 1 unknown, 3 went on to further education. 2015/2016 4/4 = 100% 2 unknown, 7 went on to further education. One did not give employer contact info. Know others are employed but no response to survey.	
3. Students who start the program will complete the program.	Program Completion Rate/Student Retention Rate.	80% of the students starting the program will graduate from the program.	Summer Semester During program	Program Director	<p>2021/2022 19/19 students 100.0%</p> <p>2020/2021 16/16 students 100.0% 2019/2020 17/20 students 85.0% 2018/2019 19/20 students 95.0% 2017/2018 18/19 students 94.7% 2016/2017 15/18 students 83.3% 2015/2016 13/16 students 81.3% 2014/2015 17/20 students 85.0% 2013/2014 18/20 students 90.0% 2012/2013 16/18 students 88.8% 2011/2012 16/18 students 88.8% 2010/2011 17/18 students 94.4% 2009/2010 20/20 students 100% 2008/2009 22/24 Students 91.6% 2007/2008 18/20 Students 90% 2006/2007 14/16 Students 87.5% 2005/2006 18/20 Students 90%</p>	<p>2021/2022 – started with 20 and one left for personal reasons.</p> <p>2020/2021 – Using new guidance from JRCERT for this calculation.</p> <p>2017-Attrition rate appears to be increasing but some students are not prepared for the difficulty/responsibilities/work ethic of the program.</p> <p>Met benchmark. Continue to monitor.</p>
4. Graduates will evaluate the program positively.	Graduate survey.	The returned graduate surveys will reflect average score of ≥4 on a scale of 1-5 on (“exceptional” or “adequate”) response on item #11. Survey Monkey Question #12	Spring Semester Post graduation	Program Director	<p>2021/2022 #12 4.6 average score on 5/19 surveys sent out</p> <p>2020/2021 #12 4.6 average score on 5/19 surveys sent out 2019/2020 #12 4.3 average score on 6/19 surveys sent out 2018/2019 #12 5.0 average score on 7/19 surveys sent out 2017/2018 #12 4.63 average score on 8/18 surveys sent out 2016/2017 #12 4.55 average score on 9/15 surveys sent out 2015/2016 #12 4.67 average score on 6/13 surveys sent out 2014/2015 #12 3.89 average score on 9/17 surveys sent out 2013/2014 #12 4.75 average score on 8/18 surveys sent out 2012/2013 #12 5.0 average score on 8/16</p>	<p>2022 – Scores are consistent with previous years.</p> <p>2017- Met benchmark and it appears graduates are satisfied with the program.</p> <p>Did not meet benchmark. Going through transition and will monitor again next year. Making changes in lab to help with concerns.</p> <p>Renumbered survey for 2011/2012 year Renumbered survey for 2008/2009 year</p>

					<p>surveys sent out</p> <p>2011/2012 #12 4.89 average score on 9/16 surveys sent out</p> <p>2010/2011 #11 4.67 average score on 6/17 surveys sent out</p> <p>2009/2010 #11 5.00 average score on 5/20 surveys sent out</p> <p>2008/2009 #11 4.60 average score on 10/22 surveys sent out</p> <p>2007/2008 #10 4.88 average score of on 8/18 surveys sent out</p>	
5. Employers will evaluate the program positively.	Employer survey.	The returned employer surveys will reflect average score of ≥ 4 on a scale of 1-5 on ("Excellent" or "Very Good") response to item #IV. Survey Monkey Question #20	Spring Semester Post graduation	Program Director	<p>2021/2022 #20 5.0 avg 4/10 surveys sent out</p> <p>2020/2021 #20 5.0 avg</p> <p>1/3 surveys sent out</p> <p>2019/2020 #20 4.5 avg</p> <p>2/5 surveys sent out</p> <p>2018/2019 #20 5.0 avg</p> <p>4/6 surveys sent out</p> <p>2017/2018 #20 5.0 avg</p> <p>3/6 surveys sent out</p> <p>2016/2017 #20 5.0 avg</p> <p>3/6 surveys sent out</p> <p>2015/2016 #20 5.0 avg</p> <p>2/3 surveys sent out</p> <p>2014/2015 #20 4.67 avg</p> <p>3/6 surveys sent out</p> <p>2013/2014 #20 4.0 avg</p> <p>2/4 surveys sent out</p> <p>2012/2013 #20 4.6 avg</p> <p>5/7 surveys sent out</p> <p>2011/2012 #IV 4.25 avg</p> <p>4/7 surveys sent out</p> <p>2010/2011 #IV 5.00 avg</p> <p>5/9 surveys sent out</p> <p>2009/2010 #IV 5.00 avg</p> <p>6/8 surveys sent out</p> <p>2008/2009 #IV 4.78 avg</p>	<p>2021- Met benchmark. Continue to monitor. Employers continue to rate students excellent which is good to see.</p> <p>Spring 15- Only received 2 of four employer surveys sent out and one was a weak student.</p> <p>2013/2014 Believe drop in satisfaction is skewed due to low response rate.</p> <p>Concerned about drop in score.</p> <p>Met benchmark. Continue to monitor.</p>

					2007/2008 #IV 4.57 avg 9/12 surveys sent out	
6. Employers will evaluate the program positively.	Employer survey.	The returned employer surveys will have an 80% "yes" response for the following question: "If given the opportunity would you hire a graduate of this program again? Yes or No" Survey Monkey Question #25	Spring Semester Post graduation	Program Director	<p>2021/2022 4 Yes 0 No 4/10 surveys sent out</p> <p>2020/2021 1 Yes 0 No 1/3 surveys sent out</p> <p>2019/2020 2 Yes 0 No 2/5 surveys sent out</p> <p>2018/2019 4 Yes 0 No 4/5 surveys sent out</p> <p>2017/2018 3 Yes 0 No</p> <p>2016/2017 2 Yes 1 No 3/6 surveys sent out- Based on comment, it appears the employer did not understand the question.</p> <p>2015/2016 2 Yes 0 No 2/3 surveys sent out</p> <p>2014/2015 3 Yes 0 No 3/6 surveys sent out</p> <p>2013/2014 2 Yes 0 No 2/4 surveys sent out</p> <p>2012/2013 5 Yes 0 No 5/7 surveys sent out</p> <p>2011/2012 4 Yes 0 No 4/7 surveys sent out</p> <p>2010/2011 5 Yes 0 No 5/9 surveys sent out</p> <p>2009/2010 6 Yes 0 No 6/8 surveys sent out</p> <p>2008/2009 8 Yes 0 No One did not answer</p> <p>2007/2008 6 Yes 0 No One did not answer 9/12 surveys sent out</p>	<p>2021/2022 – Good to see all still willing to hire SIU graduates.</p> <p>Met benchmark. Continue to monitor.</p>