

**County College of Morris**  
**RADIOGRAPHY PROGRAM**  
**Program Effectiveness**  
**CLASS OF 2017**

<b>Outcome</b>	<b>Measurement Tools</b>	<b>Benchmark</b>	<b>Time Frame</b>	<b>Person Responsible</b>	<b>Results</b>
1. Graduates will pass the national certification exam on the first attempt.	ARRT Exam Results	85% or $\geq$ of graduating students will pass the ARRT exam on the 1 <sup>st</sup> attempt	Annually	Program Director	2017 – 100% 2016 – 91% 2015 - 96% 2014 – 100% 2013 – 92%  5yrs. Average 96%
2. Graduates who seek employment are employed in the field within twelve months after graduation	Graduate Survey Question 2 page 2	$\geq$ 80% of graduates will be hired within twelve months from graduation	Annually	Program Director	2017 - 92% 2016 - 90% 2015 - 82% 2014 – 84% 2013 - 83%  5 yr. average –86.2
3. Students accepted into the program will complete the program and earn the Associated of Applied Science Degree	Retention Rate	60% of the students accepted into the program will complete the program	Annually	Program Director	2017 – 75% 2016 - 73% 2015 - 82% 2014 – 86% 2013 - 63%
4. Graduates will report satisfaction with their educational experience in Radiography.	Graduate Survey Question 11 page 1	Average score of $\geq$ 3.5 on 5 point scale	Annually	Program Director	2017 - 4.60 (5) 2016 – 5.00 (6) 2015 – 4.5 (9) 2014 – 4.8(10)

5. Employers will identify graduates as satisfactory with respect to entry level skills.	Employer Survey Question 11 page 1	Average score of $\geq 3.5$ on 5 point scale	Annually	Program Director	2017 - 5.0 (3) 2016 - 4.1 (10) 2015 - 4.5 (9) 2014- 4.6 (5)
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### Action/Analysis of Program Effectiveness:

#### 1. Graduates will pass the American Registry of Radiologic Technologist National Certification Exam on the first attempt: Measurement tool: ARRT exam results

YEAR	NO. OF EXAMINEES	% THAT PASSED 1 <sup>st</sup> Attempt	SCALED SCORE
2013	29	93 (25 of 27 passed)	85.0
2014	26	100 (26 of 26 passed)	85.2
2015	28	96 (27 of 28 passed)	86.0
2016	22	91 (20 of 22 passed)	87.0
2017	28	100 (28 of 28 passed)	85.0

The program has established a benchmark of 85% of the graduates is expected to pass the ARRT examination on the first attempt. The program has consistently exceeded this benchmark. The five year average for the program on the ARRT exam is 96% (95.8). Faculty will continue to monitor the situation and ensure that the program curriculum reflect any new changes. Because the program is meeting the benchmark at this time, no major changes other than routine revisions and adjustments of courses are indicated.

The Class of 2017 had 100% pass rate on the ARRT exam. The program did remind the 2017 graduates prior to graduation how important it is for them to reach out to the radiography faculty after the first ARRT failure, but fortunately that was not needed with this class.

- 2. Employment Rate: The program benchmark for this outcome is to have 80% of the graduates seeking employment at graduation, to be employed within twelve months of graduation. Measurement tool: Graduate Survey**

<b>YEAR</b>	<b>No. of Graduates verses Seeking Employment</b>	<b>No. Employed within six Months</b>	<b>No. of Graduate Surveys Returned</b>
2013	29 (24)	83% (20/24)	<b>12</b>
2014	26 (26)	84% (22/26)	<b>10</b>
2015	27 (27)	81% (22/27)	<b>09</b>
2016	22 (22)	90% (20/22)	<b>05</b>
<b>2017</b>	<b>27 (25)</b>	<b>92% (25/27)</b>	<b>05</b>

Class of 2017: The majority of the graduates found jobs within the six month benchmark because the economy has improved in comparison from the last few years. Several of the graduates were able to obtain full time positions and not just per diem or part time positions. The return rate of the graduate survey continues to be small. Of the 27 graduates, only 5 graduate surveys were returned. The program would like to have at least 70% of the graduates return there survey, the program will continue to work on this problem.

With the Class of 2015 and Class of 2016 the program used the graduates personal email accounts. The program had hoped to get a better return with this new procedure however the survey return is not improving if anything it continues to get worse. The program faculty has decided at their July 2018 annual meeting to change back to the mail system for the 2018 graduate surveys.

Hospital for Special Surgery has hired our graduates each year for the past five years for full time employment. However, this was the third year that they did not hire graduates for full time positions. The program director received information from Hospital for Special Surgery that they have decided to hire all new Radiologic Technologists in per diem positions and if they are pleased with their performance move them into permanent part time and/or full time positions in the future. All of our graduates hired from the Class of 2013, 2014, 2015, 2016 and 2017 are now full time employees for the Hospital of Special Surgery.

**3. Students accepted into the program will complete the program and earn the Associate of Applied Science Degree. Measurement Tool: Program retention rate.**

YEAR	No. Accepted	No. Graduated	Percent who Completed
2013	46	29	63%
2014	30	26	86%
2015	34	28	82%
2016	30	22	73%
2017	36	27	75%

2017: This year the program graduated 75% of the students that were admitted in 2015 and graduated in 2017. This retention rate continues to be better than the program as seen in a several years. In the fall 2015 semester the program accepted 36 students. Is the excellent retention rate due to the smaller class size? Since this is the fourth class with the lower number of admitted students the program feels that we will need to continue to monitor the retention rate and see if it continues to stay higher than prior to the Class of 2014. The program will continue to monitor this tool closely for another year.

The program received 175 applications for the class entering in the Fall 2019. Since this was approximately 60 more candidates than in the past, the program accepted 45 students for the fall 2019 semester. The program will closely watch the retention rare for the Class of 2020 to see if there is a decrease in the percentage of students who complete the program.

**4. Graduate and Employer satisfaction with respect to the educational experience and entry level skills. Measurement Tools: Graduate and Employer Surveys**

The program continues to get a low return response of graduate surveys. For the Class of 2013, the program received 12 completed survey from the 29 mailed, for the Class of 2014 the program received 10 of the 28 sent to the graduates personal email accounts. The Class of 2015, the graduate personal email account was again used to send the surveys. For the Class of 2015 nine surveys were completed and returned. The program used the email system for the Class of 2016 and has only received six completed surveys. For the class of 2017, only five returns were completed. The program had hoped to improve this number by stressing to the students at their exit interview the importance of completing the survey and returning it.

The program will be thinking about returning to the mail system for the 2018 graduate surveys. Even though the return was not excellent with the mail system, it was better than the return through emails. This was discussed in detail at the yearly program meeting in July. The program will continue to monitor this situation. .

The return rate of the employee surveys is extremely poor. As of June 2018, no completed employer surveys had been returned. The employers were given the surveys at the December 2017 and May 2018 Advisory Board meetings. The program director hand delivered the surveys to the employers who were not able to make the December 2017 and May 2018 meeting. During the summer of 2018 the program director visited each employer to collect the completed the graduate surveys. The program director sent the employers emails to let them know she is coming to collect the completed surveys.

As of September 2018, the program director has received three completed employer surveys. The completed surveys come from Hackettstown Medical Center. The program director went to all seven clinical sites to collect the completed surveys from May to the end of July however only the three mentioned previously were obtained.

The program increased by 0.9 points from 2016. However, the program received only three completed surveys for the Class of 2017. The program will continue to seek out completed employer surveys during the Fall 2018 semester.