

**County College of Morris**  
**RADIOGRAPHY PROGRAM**  
**Program Effectiveness**  
**CLASS OF 2016**

<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	2016 – 91% 2015 - 96% 2014 – 100% 2013 – 92% 2012 – 100%  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	2016 - 90% 2015 - 82% 2014 – 84% 2013 - 83% 2012 – 82%  5 yr. average – 84.2
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	2016 - 73% 2015 - 82% 2014 – 86% 2013 - 63% 2012 – 64% 2011 – 64%
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	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	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
2012	28	100 (28 of 28 [passed])	86.9
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

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 two students who did not pass the ARRT exam this year took the exam a second time and were successful in passing. The graduate from the Class of 2015 who took the exam three times and failed returned to CCM. She was given advanced standing status with acceptance from the ARRT and repeated several courses and clinical. She took the ARRT exam in September 2016 and was successful in passing. The program will again review with the 2017 graduates how important it is for the graduate to reach out to the radiography faculty after the first failure.

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>
2012	28 (28)	82% (23/28)	<b>14</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>
<b>2016</b>	<b>22 (22)</b>	<b>90% (20/22)</b>	<b>05</b>

Class of 2016: Most 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 22 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 2014 and Class of 2015 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 was worse than the Class of 2013 which used the mail system. The program faculty will be having their annual meeting in July and will be discussing the possibility to change back to the mail system for the 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 and 2016 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
2012	44	28	64%
2013	46	29	63%
2014	30	26	86%
2015	34	28	82%
2016	30	22	73%

2016: This year the program graduated 73% of the students that were admitted in 2014 and graduated in 2016. This retention rate continues to be better than the program as seen in a several years. In the fall 2014 semester the program only accepted 30 students. Is the excellent retention rate due to the smaller class size? Since this is the third 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.

**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. 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 is seriously thinking about returning to the mail system for the graduate surveys. Even though the return was not excellent with the mail system, it was better than the return through emails. This will be 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 also poor. As of June 2017, no completed employer surveys have been returned. The employers were given the surveys at the December 2016 and May 2017 Advisory Board meetings. The program director hand delivered the surveys to the employers who were not able to make the December 2016 and May 2017 meeting. During the summer of 2017 the program director will visit each employer to collect the completed the graduate surveys. The program director will send the employers emails to let them know she is coming to collect the completed surveys. Hopefully by August 2017, a large number of employer surveys will have been received.

As of September 2017, the program director has received 10 completed employer surveys. The completed surveys come from the program's two largest clinical sites, Morristown Medical Center and Overlook 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 ten mentioned previously were obtained.

The program decreased by 0.4 points from 2015. However, the program received one more survey in 2016 than in 2015. The program will review the comments that the employers wrote on their surveys at their October 2017 program meeting.