

**2023**

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# **Institutional Effectiveness Report**



**Rocky Mountain  
University**  
of Health Professions

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## Letter from the President

Dear Colleagues, Students, and Community Partners,

I am pleased to share Rocky Mountain University of Health Profession's 2023 Mission Fulfillment Report, which highlights our continued commitment to excellence in healthcare education. The results demonstrate strong performance across our four mission goal areas: Developing Evidence-Based Practitioners, Elevating Clinical Inquiry Proficiency, Ensuring Educational Quality, and Nurturing Student Success.

Our students consistently exceed benchmarks in evidence-based practice and clinical inquiry, reflecting the strength of our academic programs and faculty. We also maintain high levels of student satisfaction, strong accreditation standing, and successful program completion rates. These are clear indicators of educational quality and institutional effectiveness.

While these outcomes affirm our success, we remain committed to continuous improvement, particularly in strengthening licensure outcomes and fostering long-term mentorship beyond graduation.

I am grateful to our faculty, staff, students, alumni, and partners for their dedication to RMU's mission and impact.

Sincerely,



Dr. Cameron K. Martin

President/ CEO

# Executive Summary

Rocky Mountain University of Health Professions (RMU) demonstrates strong overall mission fulfillment across its four goal areas: Developing Evidence-Based Practitioners, Elevating Clinical Inquiry Proficiency, Ensuring Educational Quality, and Nurturing Student Success. Across both direct and indirect measures, RMU consistently meets or exceeds established institutional benchmarks, with select opportunities identified for continuous improvement.

## Key Outcomes by Mission Area

### Developing Evidence-Based Practitioners

RMU exceeds expectations in preparing students to locate, evaluate, and apply evidence-based practices (EBP):

- 97% report competence in locating literature (Mean: 4.75)
- 94% report competence in evaluating literature (Mean: 4.60)
- 98.4% achieved  $\geq 90\%$  on EBP synthesis assessments
- 98% report confidence applying evidence to practice (Mean: 4.73)
- 95.3% demonstrated clinical inquiry proficiency

Summary: Strong alignment between student confidence and demonstrated competency, with all measures exceeding benchmarks.

### Elevating Clinical Inquiry Proficiency

RMU effectively prepares graduates to challenge practice standards and act as healthcare change agents:

- 82% completed capstone/thesis on time (Benchmark: 80%)
- 95% report preparation to influence practice (Mean: 4.68)
- 96% report development of change-agent skills (Mean: 4.68)
- 93.8% affirm integration of clinical inquiry in coursework

Summary: Consistent validation across students, alumni, and faculty demonstrates sustained development of advanced clinical inquiry skills.

### Ensuring Educational Quality

RMU's strong accreditation reflects our high academic standards, exceptional student experiences, and positive program outcomes:

- All programs are in good standing with accrediting bodies
- 80% alumni report positive career impact (Mean: 4.21)

- Licensure pass rates range from 69%–100% (highest: PA at 98% first-time, 100% overall)
- 89% student satisfaction with academic experience (Mean: 4.43)
- 94–95%+ satisfaction with faculty quality and support
- 93% satisfaction with support services (Mean: 4.64)
- 93.7% achieved competency in professional values and personal growth

Summary: Strong institutional quality supported by high satisfaction and accreditation, with targeted improvement opportunities in select licensure outcomes.

## Nurturing Student Success

RMU fosters student achievement through advising, mentorship, and timely completion:

- 83% satisfied with advising (Mean: 4.16)
- 90% report meaningful mentorship experiences (Mean: 4.49)
- 86% complete programs on time (Benchmark: 80%)
- 70% report sustained mentorship relationships (Mean: 3.87)

Summary: Strong support during enrollment with an opportunity to enhance long-term mentorship beyond graduation.

## Institutional Strengths

Consistently exceeded benchmarks across most indicators

- High student and alumni satisfaction, particularly with faculty and learning experiences
- Strong evidence-based and clinical inquiry skill development
- Stable accreditation status across all programs
- Effective student progression and completion rates

## Opportunities for Improvement

- Targeted licensure improvement in select programs
- Strengthening long-term alumni mentorship outcomes
- Continued monitoring of career impact outcomes
- More explicit documentation of improvement actions and planning integration

# Mission, Vision, and Values

Rocky Mountain University of Health Professions (RMU) is committed to its Mission to educate current and future healthcare professionals for outcomes-oriented, evidence-based practice. The University demonstrates Mission Fulfillment through the quality of its education and success of its students in academic programs that develop leaders skilled in clinical inquiry and prepared to effect healthcare change. This charge, which addresses both the broad educational purposes and the commitment to student learning and achievement, also serves as a touchpoint to guide the University's day-to-day operations and its future initiatives. The University remains committed to its healthcare alignment and its related historical Mission of preparing professionals to use evidence-based decision-making in their delivery of healthcare.

RMU defines Mission Fulfillment in the context of its distinctive role as a healthcare education institution committed to the growth of healthcare professionals who integrate scientific evidence (as reported in refereed professional journals), clinical expertise (best-practice methods), and individual patient needs and preferences to guide care and improve patient outcomes.

Consistent with the University's Mission, RMU established four Mission Fulfillment goal areas that are fundamental manifestations of the University's Mission. The holistic partnership among the goals demonstrates how the Mission is translated into practice.

Mission Fulfillment, in the context of the University's purpose, characteristics, and expectations, is defined by the achievement of targets associated with Mission Fulfillment objectives and indicators. These indicators demonstrate institutional commitment to student learning and achievement.

- **Developing Evidence-Based Practitioners** - RMU develops evidence-based practitioners by educating current and future healthcare professionals to synthesize evidence-based principles into practice.
- **Elevating Clinical Inquiry Proficiency** - RMU elevates clinical inquiry proficiency through learning experiences that challenge practice standards, expand evidence-based practice, increase clinical research, develop healthcare change agents, and encourage experiential learning.
- **Ensuring Educational Quality** - RMU ensures educational quality through student-centered academic programs, services, and continuous improvement.
- **Nurturing Student Success** - RMU nurtures student success by engaging students in professional and personal growth opportunities.

Mission Fulfillment is defined as meeting at least 90% of primary target thresholds and at least 80% of maximum potential points. For 2023, 92% of primary target thresholds and 92% of maximum potential points were achieved. The most salient markers of Mission Fulfillment were drawn from the indicators measuring student course deliverables. These indicators provided a high-level view of learning achievement, with links to direct evidence in program courses and high-impact learning opportunities, such as terminal projects.

Mission fulfillment and the assessment thereof are central to institutional planning. At the short-term level, identified gaps in Mission Fulfillment targets result in continuous improvement, planning for programs, and operational units. In the long-term, the healthcare-oriented Mission of the University guides future planning via a four-year rolling Comprehensive Strategic Plan in the development of academic programs that support recognized healthcare needs and result in gainful career paths grounded in evidence-based principles and best practices in scholarly application.

# Mission Fulfillment Goals

## Developing Evidence-Based Practitioners

Rocky Mountain University of Health Professions (RMU) demonstrates strong mission fulfillment in developing evidence-based practitioners by equipping students with the skills necessary to locate, evaluate, and synthesize research into clinical practice. Across multiple direct and indirect measures, student performance consistently exceeds institutional benchmarks, indicating both competency attainment and applied proficiency.

## Student Competency in Evidence-Based Skills

Institutional survey data indicate that students perceive high levels of competence in core evidence-based practice (EBP) skills. Mean scores significantly exceed the institutional target threshold (80%), demonstrating strong confidence in both literature identification and critical evaluation.

Table 1.

| Skill Area                              | Results          | Target |
|-----------------------------------------|------------------|--------|
| <b>Locating Literature</b>              | Mean Score: 4.75 | 4.0    |
| <b>Critically Evaluating Literature</b> | Mean Score: 4.60 | 4.0    |

These findings indicate that students not only meet but substantially exceed expected competency levels in foundational EBP skills.

## Application of Evidence-Based Principles

Direct assessment measures further confirm students' ability to apply EBP concepts in realistic clinical contexts. The institutional benchmark requires that at least 90% of students achieve a score of 90% or higher on a course deliverable demonstrating synthesis of evidence.

Table 2.

| Skill Area                                                                | Results | Target |
|---------------------------------------------------------------------------|---------|--------|
| <b>Students met or exceeded applications of evidence-based principles</b> | 98.4%   | 90%    |

This high level of achievement reflects strong curricular alignment between instruction, assessment, and real-world application.

## Perceived Ability to Translate Evidence into Practice

Student perceptions of their ability to synthesize evidence into practice settings also exceed expectations.

Table 3.

| Measure                                                                                                                   | Results | Target |
|---------------------------------------------------------------------------------------------------------------------------|---------|--------|
| <b>Students successfully demonstrate ability to synthesize evidence-based principles into realistic practice settings</b> | 98.4%   | 90%    |

This reinforces that both objective performance and student confidence are aligned. This is an important indicator of meaningful learning.

### Clinical Inquiry Proficiency

Clinical inquiry is a critical component of evidence-based practice. RMU assesses this through a course-based deliverable with a benchmark of 90% student success at  $\geq 90\%$  performance.

Table 4.

| Measure                                                                          | Result | Target |
|----------------------------------------------------------------------------------|--------|--------|
| <b>Students met or exceeded clinical inquiry proficiency course deliverables</b> | 95.3%  | 90%    |

### Interpretation and Mission Alignment

Across all measures, RMU demonstrates consistent overperformance relative to established benchmarks:

Table 5.

| Outcome Area                            | Result | Target |
|-----------------------------------------|--------|--------|
| <b>Locate &amp; Evaluate Literature</b> | 94–97% | 80%    |
| <b>EBP Synthesis (Direct Measure)</b>   | 98.4%  | 90%    |
| <b>Perceived Synthesis Ability</b>      | 98%    | 80%    |
| <b>Clinical Inquiry Proficiency</b>     | 95.3%  | 90%    |

#### Key Takeaways

- **Strong alignment between perception and performance:** Students feel confident and demonstrate measurable competence.
- **Consistently exceeding benchmarks:** All outcomes surpass thresholds by meaningful margins.
- **Applied learning success:** High performance deliverables confirm readiness for real-world clinical environments.

## Elevating Clinical Inquiry Proficiency

RMU demonstrates strong Mission Fulfillment in elevating clinical inquiry proficiency by fostering advanced learning experiences that promote critical thinking, challenge existing practice standards, and prepare graduates to act as agents of change within healthcare systems. Both direct and indirect measures indicate that students, alumni, and faculty collectively validate the effectiveness of RMU's educational model in achieving this outcome.

### Timely Completion of Scholarly Projects

A key indicator of clinical inquiry proficiency is the successful and timely completion of capstone or thesis projects within post-professional programs. RMU established a benchmark of **80% completion within the published maximum timeframe**.

Table 6.

| Measure                                                                                               | Result                   | Target |
|-------------------------------------------------------------------------------------------------------|--------------------------|--------|
| <b>Students successfully completed their Capstone Project or Thesis within the required timeframe</b> | 82% (94 of 114 students) | 80%    |

This outcome meets and slightly exceeds the institutional benchmark, indicating that the majority of students are able to effectively engage in sustained scholarly inquiry and project completion.

### Alumni Perception of Preparation as Change Agents

Alumni feedback provides critical insight into the long-term impact of RMU's educational experience. Alumni report strong agreement that their education prepared them to challenge practice norms and act as catalysts for healthcare change.

Table 7.

| Measure                                                                                                                       | Result | Target |
|-------------------------------------------------------------------------------------------------------------------------------|--------|--------|
| <b>Alumni agree that their education prepared them to challenge practice norms and act as catalysts for healthcare change</b> | 95%    | 80%    |

This finding suggests that RMU graduates are not only competent clinicians but are also equipped to influence and improve healthcare systems.

### Student Perception of Clinical Inquiry Development

Current students similarly report high levels of agreement regarding their development of clinical inquiry skills and their readiness to challenge practice standards.

Table 8.

| Measure | Result | Target |
|---------|--------|--------|
|---------|--------|--------|

|                                                                                                                                                               |     |     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|
| <b>Student agreement regarding development of knowledge and skills to challenge current practice standards and serve as a catalyst for healthcare change.</b> | 96% | 80% |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|

The alignment between student and alumni perceptions strengthens confidence in the consistency and durability of learning outcomes.

## Faculty Evaluation of Clinical Inquiry Integration

Faculty course evaluations further validate the integration of clinical inquiry and evidence-based practice principles within the curriculum. RMU's benchmark requires at least 80% agreement on relevant evaluation items.

Table 9.

| Measure                                                                                                                                              | Results | Target |
|------------------------------------------------------------------------------------------------------------------------------------------------------|---------|--------|
| <b>Faculty course evaluation scores on questions related to clinical inquiry as demonstrated by utilization of evidence-based principles/skills.</b> | 93.8%   | 80%    |

Table 10.

| Semester                 | Results | Target |
|--------------------------|---------|--------|
| <b>Winter Mean Score</b> | 4.67    | 4.0    |
| <b>Spring Mean Score</b> | 4.69    | 4.0    |
| <b>Fall Mean Score</b>   | 4.71    | 4.0    |

The consistency of scores across academic terms indicates stable and sustained instructional quality in fostering clinical inquiry.

## Interpretation and Mission Alignment

Across all measures, RMU demonstrates consistent attainment of established benchmarks:

Table 11.

| Outcome Area                                  | Results | Target |
|-----------------------------------------------|---------|--------|
| <b>Capstone/Thesis Completion</b>             | 82%     | 80%    |
| <b>Alumni Preparedness for Change Agency</b>  | 95%     | 80%    |
| <b>Student Clinical Inquiry Development</b>   | 96%     | 80%    |
| <b>Faculty Evaluation of Clinical Inquiry</b> | 93.8%   | 80%    |

### Key Takeaways

- **Benchmark attainment across all measures:** Every indicator meets or exceeds institutional expectations.

- **Strong perception of alignment:** Students, alumni, and faculty consistently affirm clinical inquiry development.
- **Sustainable instructional quality:** Faculty evaluations remain stable across terms, indicating program consistency.
- **Workforce impact readiness:** Graduates are prepared to apply evidence and improve practice standards.

## Ensuring Educational Quality

Rocky Mountain University (RMU) demonstrates strong mission fulfillment in ensuring educational quality through student-centered academic programs, robust support services, and a commitment to continuous improvement. Evidence from accreditation outcomes, student and alumni perceptions, licensure pass rates, and direct assessment measures collectively indicate that RMU maintains high standards of academic excellence and student success.

### Accreditation and Program Quality

RMU maintains both regional and specialized accreditation, ensuring that all academic programs meet established standards of quality and rigor.

Outcome:

- All programs remain in good standing with accrediting bodies

This status affirms RMU's adherence to external quality benchmarks and continuous program evaluation processes.

### Alumni Career Impact

Alumni perceptions indicate that RMU's educational experience positively impacts career advancement, including promotions, compensation increases, expanded practice opportunities, and research engagement.

Table 12.

| Measure                                                                                          | Results | Target |
|--------------------------------------------------------------------------------------------------|---------|--------|
| <b>Alumni agree that their educational experience at RMU has had a positive impact on career</b> | 80%     | 80%    |

Table 13.

| Measure                                                                                                           | Results | Target |
|-------------------------------------------------------------------------------------------------------------------|---------|--------|
| <b>Eligible, employment-seeking alumni are employed within their degree field within 12 months of graduation.</b> | 91%     | 85%    |

This outcome meets the institutional benchmark, demonstrating that RMU education contributes meaningfully to professional growth.

### Programmatic National Exam Pass Rates

Licensure and certification exam pass rates provide direct evidence of program effectiveness and readiness for professional practice.

Table 14.

| Program | Results                              | Target |
|---------|--------------------------------------|--------|
| DPT     | 98.5% (reported)                     | 85%    |
| DNP/FNP | 69% first-time, 67% overall          | 80%    |
| PA      | 98% first-time (PANCE), 100% overall | 85%    |
| MS-SLP  | 81%                                  | 80%    |

While most programs meet or exceed benchmarks, variation in outcomes (e.g., DNP/FNP) highlights opportunities for targeted programmatic improvement and ongoing monitoring.

### Student Academic Experience Satisfaction

Student feedback reflects strong satisfaction with their academic experience, exceeding institutional benchmarks.

Table 15.

| Measure                                       | Result     | Target |
|-----------------------------------------------|------------|--------|
| Student satisfaction with academic experience | Mean: 4.43 | 4.0    |

Table 16.

| Measure                                                                                        | Result     | Target |
|------------------------------------------------------------------------------------------------|------------|--------|
| Institutional student means reflect agreement (80%) regarding overall experience satisfaction. | Mean: 4.36 | 4.0    |

### Faculty Support and Learning Environment

Students report exceptionally high levels of satisfaction with faculty's quality and support, reinforcing RMU's student-centered approach.

Table 17.

| Measure         | Result     | Target |
|-----------------|------------|--------|
| Faculty Quality | Mean: 4.72 | 80%    |
| Faculty Support | Mean: 4.77 | 80%    |

These findings indicate that faculty play a critical role in fostering an effective and supportive learning environment.

### Satisfaction with Support Services

Students also report strong satisfaction with institutional services, programs, and support systems.

Table 18.

| Measure                                                                                | Result     | Target |
|----------------------------------------------------------------------------------------|------------|--------|
| <b>Student satisfaction with institutional services, programs, and support systems</b> | Mean: 4.64 | 4.0    |

This reflects the effectiveness of RMU’s infrastructure in supporting student success beyond the classroom.

### Reinforcement of Professional Values and Personal Growth

RMU assesses the development of professional values and personal growth through course-based deliverables, with a benchmark of 90% student success.

Table 19.

| Measure                                                                         | Result | Target |
|---------------------------------------------------------------------------------|--------|--------|
| <b>Students achieved <math>\geq 90\%</math> on relevant course deliverables</b> | 93.7%  | 90%    |

This demonstrates that RMU successfully integrates essential professional competencies into the curriculum.

### Interpretation and Mission Alignment

Across all measures, RMU demonstrates strong performance in ensuring educational quality:

Table 20.

| Outcome Area                            | Result   | Target        |
|-----------------------------------------|----------|---------------|
| <b>Accreditation Status</b>             | Achieved | Good Standing |
| <b>Alumni Career Impact</b>             | 80%      | 80%           |
| <b>National Exam Pass Rates</b>         | 69–100%  | Varies        |
| <b>Academic Experience Satisfaction</b> | ~89%     | 80%           |
| <b>Faculty Support &amp; Quality</b>    | 94–95%+  | 80%           |
| <b>Support Services Satisfaction</b>    | 93%      | 80%           |
| <b>Values &amp; Professional Growth</b> | 93.7%    | 90%           |

### Key Takeaways

- Accreditation confirms institutional quality across all programs.
- **High student satisfaction** reflects a strong academic and support environment.

- Faculty excellence is a defining strength, with consistently high ratings.
- **Licensure outcomes are strong overall**, with opportunities for targeted improvement in select programs.
- Professional values and growth are effectively embedded in the curriculum.

## Nurturing Student Success

Rocky Mountain University (RMU) demonstrates its commitment to nurturing student success by fostering meaningful advising relationships, supporting timely degree completion, and promoting both professional and personal growth. Evidence from student and alumni feedback, along with progression and completion data, indicates that RMU provides a supportive environment that facilitates student achievement while also identifying opportunities to strengthen long-term mentorship outcomes.

### Student Engagement in Advising and Mentorship

Student feedback reflects strong engagement with faculty and program leadership in advising and mentorship activities. Both measures exceed the institutional benchmark of 80% agreement.

Table 21.

| Measure                      | Result     | Target |
|------------------------------|------------|--------|
| <b>Adequate Advising</b>     | Mean: 4.16 | 4.0    |
| <b>Meaningful Mentorship</b> | Mean: 4.49 | 4.0    |

These results indicate that students perceive advising structures as effective and mentorship experiences as particularly impactful in supporting their academic and professional development.

### Alumni Perception of Long-Term Mentorship

Alumni responses provide insight into the sustainability of mentorship relationships formed during the RMU experience.

Table 22.

| Measure                                                                                                                                               | Results | Target |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|---------|--------|
| <b>Alumni agreement regarding long-term relationships formed with formal &amp; informal mentors or advisors as formed through the RMU experience.</b> | 70%     | 80%    |

While this outcome falls below the institutional benchmark of 80%, it highlights an important opportunity for RMU to strengthen the continuity of mentorship relationships beyond program completion.

### Timely Degree Completion

Student success is also reflected in program completion rates. RMU established a benchmark that **80% of students complete their degree within the published maximum timeframe.**

Table 23.

| Measure | Result | Target |
|---------|--------|--------|
|---------|--------|--------|

|                                                                |                           |     |
|----------------------------------------------------------------|---------------------------|-----|
| Successful completion of program within the expected timeframe | 86% (388 or 451 students) | 80% |
|----------------------------------------------------------------|---------------------------|-----|

This outcome exceeds the benchmark and demonstrates effective academic progression support and program structure.

### Interpretation and Mission Alignment

RMU demonstrates strong performance across key indicators of student success, with one area identified for improvement:

#### Key Takeaways

- **Strong advising and mentorship during enrollment:** Students report high levels of support and engagement.
- **High program completion rates:** Most students successfully progress through their programs on time.
- **Gap in long-term mentorship continuity:** Alumni feedback indicates an opportunity to extend mentorship relationships beyond graduation.
- **Balanced support model:** RMU integrates academic advising with professional development.

## Conclusion

Rocky Mountain University of Health Professions demonstrates clear and sustained Mission Fulfillment across its four goal areas: Developing Evidence-based Practitioners, Elevating Clinical Inquiry Proficiency, Ensuring Educational Quality, and Nurturing Student Success. Institutional data consistently show that students meet or exceed established benchmarks, with strong alignment between direct measures of performance and indirect measures of perception from students, alumni, and faculty.

These outcomes affirm that RMU effectively prepares graduates with the knowledge, skills, and professional competencies necessary to succeed in dynamic healthcare environments. High levels of student satisfaction, strong program completion rates, and positive alumni outcomes further reinforce the quality and impact of the RMU educational experience.

At the same time, RMU remains committed to a culture of continuous improvement. Targeted efforts to enhance licensure outcomes in select programs and to strengthen long-term mentorship opportunities will further advance student success and institutional effectiveness.

Overall, the evidence presented in this report confirms that RMU is fulfilling its mission and is well-positioned to continue making meaningful contributions to healthcare education, practice, and leadership.