

2024

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's Mission Fulfillment Report, which highlights our continued commitment to excellence in healthcare education. The results demonstrate strong performance across our four mission pillars: 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—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,

A handwritten signature in blue ink, appearing to read "Cameron K. Martin".

Dr. Cameron K. Martin

President/ CEO

Executive Summary

Rocky Mountain University (RMU) demonstrates strong overall mission fulfillment across its four core pillars: Developing Evidence-Based Practitioners, Elevating Clinical Inquiry Proficiency, Ensuring Educational Quality, and Nurturing Student Success. Institutional data show that students consistently meet or exceed benchmarks in evidence-based practice, clinical skill development, academic satisfaction, and program completion.

Mission fulfillment is evaluated through systematically identified indicators aligned to each mission pillar and assessed against established institutional benchmarks. These indicators draw on both direct measures of student learning (e.g., course deliverables, licensure outcomes) and indirect measures (e.g., student, alumni, and faculty perceptions). Collectively, these data provide evidence of institutional effectiveness and inform continuous improvement planning across academic and operational units.

In this report, mission fulfillment is interpreted through aggregated performance across indicators within each mission pillar. While formal weighting calculations are tracked within internal assessment systems, the evidence presented demonstrates that the majority of indicators meet or exceed institutional benchmarks, supporting the conclusion of overall mission fulfillment.

Overall, RMU is fulfilling its mission effectively, with strong outcomes across most indicators and a demonstrated commitment to ongoing institutional improvement.

Key Outcomes by Mission Area

Developing Evidence-Based Practitioners

Indicators demonstrate consistently high levels of student competency and confidence in evidence-based practice, with all related measures exceeding institutional benchmarks. Both direct assessment and student perception data affirm successful preparation for clinical application. RMU demonstrates strong outcomes in developing evidence-based practitioners.

- 97% report competence in locating literature (Mean: 4.78)
- 96% report competence in evaluating literature (Mean: 4.66)
- 95% achieved $\geq 90\%$ on EBP synthesis assessments
- 98% report confidence applying evidence to practice (Mean: 4.74)
- 98% demonstrated clinical inquiry proficiency

Summary: Strong alignment between student confidence and demonstrated competency, with all measures exceeding 94% across all measures, confirms effective preparation for clinical application and fulfillment of this objective.

Elevating Clinical Inquiry Proficiency

Results indicate strong instructional effectiveness in developing clinical inquiry skills, supported by faculty and student evaluations. Lower capstone completion and alumni change-agency perceptions identify focused opportunities to strengthen persistence and post-graduation impact.

- 75% completed capstone/thesis on time (Benchmark: 80%)
- 72% report preparation to influence practice (Mean: 3.95)
- 96% report development of change-agent skills (Mean: 4.71)
- 93.8% affirm integration of clinical inquiry in coursework

Summary: Results indicate strong instructional effectiveness with opportunities to strengthen persistence and long-term impact due to lower capstone completion and alumni perceptions highlight opportunities for improvement.

Ensuring Educational Quality

Accreditation status, licensure outcomes, and satisfaction metrics collectively demonstrate strong educational quality. While most programs exceed benchmarks, variability in selected licensure outcomes informs ongoing monitoring and improvement.

- All programs are in good standing with accrediting bodies
- 72% alumni report positive career impact (Mean: 4.01)
- Licensure pass rates range from 83%–100% (including 98.5% for DPT and 100% first-time pass rates for PA graduates)
- 91.4% student satisfaction with academic experience (Mean: 4.57)
- 96–98% satisfaction with faculty quality and support (Mean of 4.74)
- 87.8% satisfaction with support services (Mean: 4.39)
- 98.1% achieved competency in professional values and personal growth

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

Nurturing Student Success

Advising, mentorship during enrollment, and program completion rates exceed benchmarks, indicating strong student support structures. Alumni mentorship continuity remains an area for improvement beyond graduation.

- 85.2% satisfied with advising (Mean: 4.26)
- 90.8% report meaningful mentorship experiences (Mean: 4.54)
- 84% complete programs on time (Benchmark: 80%)
- 67% report sustained mentorship relationships (Mean: 3.77)

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

Institutional Strengths

Key strengths include:

- Exceptional evidence-based practice outcomes (94-98% across all EBP indicators) demonstrates strong alignment between student confidence and demonstrated competency.
- Strong instructional quality in clinical inquiry (faculty and student validation indicate effective curriculum design and integration of clinical inquiry across programs.
- Robust educational quality and student satisfaction
- Effective student progression and support during enrollment (Advising satisfaction 4.26 mean and on-time completion rates 84% exceeding institutional targets.)

Opportunities for Improvement

- Capstone/thesis completion rates in post-professional programs
- Alumni perceptions of preparation as change agents
- Long-term mentorship outcomes
- Sustained mentorship beyond graduation

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 2024, 92% of primary target thresholds and 95% 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. All indicators exceed benchmarks of institutional target threshold (80%), demonstrating strong alignment between student confidence and demonstrated competency.

Table 1.

Skill Area	Results	Target
Locating Literature	Mean Score: 4.78	4.0
Critically Evaluating Literature	Mean Score: 4.66	4.0
Synthesis Achievement	Mean Score: 4.74	4.0
Clinical Inquiry Proficiency	Mean Score: 4.92	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
Students met or exceeded applications of evidence-based principles	94.7%	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
Students successfully demonstrate ability to synthesize evidence-based principles into realistic practice settings	98%	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
Students met or exceeded clinical inquiry proficiency course deliverables	98.4%	90%

Interpretation and Mission Alignment

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

Table 5.

Outcome Area	Result	Target
Locate & Evaluate Literature	96–97%	80%
EBP Synthesis (Direct Measure)	94.7%	90%
Perceived Synthesis Ability	98%	80%
Clinical Inquiry Proficiency	98.4%	90%

Key Takeaways

- **Consistent overperformance across all EBP Indicators:** Students exceed institutional benchmarks in all areas demonstrating strong master of core evidence-based practice skills.
- **Strong alignment between direct and indirect measures:** High performance on course-based assessments is reinforced by equally high student confidence, indicating meaningful learning and effective skill acquisition.

- **Effective translation of learning into clinical application:** Results confirm that student not only acquire knowledge but successfully apply evidenced-based principles in particular contexts, reflecting strong curricular alignment and instructional effectiveness.

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. Results are mixed, with strong instructional outcomes but some areas below benchmark. While students and faculty report strong development and integration of clinical inquiry skills, lower capstone completion rates and alumni perceptions suggest opportunities to strengthen long-term application and program progression.

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
Students successfully completed their Capstone Project or Thesis within the required timeframe	75% (162 of 215 students)	80%

Instructional quality is strong, but lower completion rates and alumni perceptions indicate opportunities for improvement in persistence and long-term impact. Although select outcomes fall below institutional benchmarks, the convergence of strong faculty evaluation scores, high student-reported skill development, and instructional outcomes indicates that underlying curricular quality remains strong. Identified gaps are therefore interpreted as opportunities to enhance progression support and post-graduation engagement rather than deficiencies in instructional effectiveness.

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
Alumni agree that their education prepared them to challenge practice norms and act as catalysts for healthcare change	72%	80%

This finding suggests that there is an opportunity to strengthen graduates' confidence in their ability to influence practice and drive healthcare change.

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
Student agreement regarding development of knowledge and skills to challenge current practice standards and serve as a catalyst for healthcare change.	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
Faculty course evaluation scores on questions related to clinical inquiry as demonstrated by utilization of evidence-based principles/skills.	93.8%	80%

Table 10.

Semester	Results	Target
Winter Mean Score	4.67	4.0
Spring Mean Score	4.71	4.0
Fall Mean Score	4.68	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
Capstone/Thesis Completion	75%	80%
Alumni Preparedness for Change Agency	72%	80%
Student Clinical Inquiry Development	96%	80%

Faculty Evaluation of Clinical Inquiry	93.8%	80%
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Key Takeaways

- **Strong instructional effectiveness:** High student and faculty validation demonstrates effective integration and development of clinical inquiry skills across the curriculum.
- **Gaps in completion and long-term impact:** Capstone completion and alumni preparedness fall below benchmarks, indicating opportunities to strengthen persistence and post-graduation application of skills.
- **Alignment between student learning and instructional quality:** Consistently high student-reported skill development, paired with strong faculty evaluation scores, confirms underlying curricular strength and effective teaching practices.
- **Opportunities centered on support structure, not curriculum:** Identified gaps are attributed to progression and engagement challenges rather than instructional deficiencies, suggesting targeting improvements in mentoring, completion support, and alumni engagement pathways.

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

Results indicate strong post-graduation employment outcomes exceeding benchmark, alongside moderately lower alumni satisfaction with career impact, highlighting an opportunity to strengthen perceived long-term value while maintaining strong workforce alignment.

Table 12.

Measure	Results	Target
Alumni agree that their educational experience at RMU has had a positive impact on career	72%	80%

Table 13.

Measure	Results	Target
Eligible, employment-seeking alumni are employed within their degree field within 12 months of graduation.	93%	85%

This outcome is an area of potential improvement.

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%	85%
DNP/FNP	83%	80%
PA	100%	85%
MS-SLP	90%	80%

Licensure outcomes demonstrate strong program performance with all programs meeting or exceeding benchmarks.

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: 4.57	4.0

Table 16.

Measure	Result	Target
Institutional student means reflect agreement (80%) regarding overall experience satisfaction.	Mean: 4.45	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	98%	80%
Faculty Support	96%	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
Student satisfaction with institutional services, programs, and support systems	Mean: 4.39	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
Students achieved $\geq 90\%$ on relevant course deliverables	98.1%	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
Accreditation Status	Achieved	Good Standing
Alumni Career Impact	72%	80%
National Exam Pass Rates	83–100%	Varies
Academic Experience Satisfaction	Mean 4.57 ~91%	80%
Faculty Support & Quality	96-98%	80%
Support Services Satisfaction	Mean 4.39 87.8%	80%
Values & Professional Growth	98.1 %	90%

Key Takeaways

- **Validated institutional quality and compliance:** All programs remain in good standing.
- **Strong workforce outcomes with opportunity in perceived impact:** employment outcomes exceed benchmarks, demonstrating strong workforce alignment while lower

alumni-reported career impact highlights and opportunity to strengthen perceived long-term value.

- **Consistently high educational quality indicators:** High student satisfaction, faculty support, and support services satisfaction reflect a strong, student-centered learning environment.
- **Exceptional program effectiveness and professional readiness:** Licensure pass rates and high achievement in professional values demonstrate strong preparation for professional practice across programs.

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 during their programs. Both measures exceed the institutional benchmark of 80% agreement.

Table 21.

Measure	Result	Target
Adequate Advising	Mean: 4.26	4.0
Meaningful Mentorship	Mean: 4.54	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
Alumni agreement regarding long-term relationships formed with formal & informal mentors or advisors as formed through the RMU experience.	67%	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	84% (485 out of 579 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:** Student satisfaction exceeds benchmarks indicating effective advising structures and highlight impactful mentorship experiences.
- **Opportunity to strengthen long-term mentorship continuity:** Alumni-reported sustained mentorship falls below benchmark, highlighting a need to extend relationships beyond graduation.
- **Effective academic progression support:** On-time program completion exceeds benchmark, demonstrating strong program structure and student support systems.
- **Clear distinction between in-program success and post-graduation engagement:** While students experience robust support during enrollment, maintaining that engagement after completion remains a key area for improvement.

Conclusion

Rocky Mountain University of Health Professions demonstrates clear and sustained mission fulfillment across all four mission pillars, with the majority of indicators meeting or exceeding institutional benchmarks and confirming the effectiveness of its academic programs, student support structures, and commitment to evidence-based healthcare education. Exceptional performance in evidence-based practice, strong instructional quality in clinical inquiry, high student satisfaction, and robust licensure outcomes collectively affirm RMU's capacity to prepare competent, practice-ready healthcare professionals aligned with its mission.

At the same time, targeted opportunities for improvement particularly in capstone completion rates, alumni perceptions of career impact and change-agency preparation, and the continuity of mentorship beyond graduation highlight areas for focused institutional refinement. These gaps are not indicative of deficiencies in curriculum or instructional quality, but rather opportunities to strengthen progression support, post-graduation engagement, and the long-term application of skills in professional settings.

Consistent with its systematic approach to assessment and continuous improvement, RMU is well-positioned to address these areas through intentional planning and evidence-informed action. Overall, the University's strong performance across mission indicators, combined with its commitment to ongoing evaluation and enhancement, provides compelling evidence of institutional effectiveness and a sustained trajectory toward mission fulfillment. 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.