

2025

Institutional Effectiveness Report



**Rocky Mountain
University**
of Health Professions

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Letter from the President

Dear Colleagues, Students, and Community Partners,

Rocky Mountain University of Health Professions remains steadfast in its commitment to mission fulfillment through the preparation of evidence-based healthcare professionals, the advancement of clinical inquiry, and the assurance of educational quality. The 2025 Mission Fulfillment Indicators demonstrate strong institutional performance across each of these core areas.

Student achievement continues to reflect high levels of competency in evidence-based practice. Across multiple measures, including locating, evaluating, and synthesizing literature, student success consistently meets or exceeds established benchmarks. Faculty contributions further reinforce these outcomes, with strong evidence of instructional quality and consistent integration of evidence-based principles in teaching and evaluation practices.

In the area of clinical inquiry, student outcomes remain strong in applied competencies, although completion timelines for dissertations and capstone projects highlight opportunities for continued improvement and potential refinement of benchmark expectations. Faculty engagement in scholarship and peer-evaluated teaching practices continues to demonstrate high levels of mastery and commitment to advancing healthcare knowledge.

Educational quality indicators further affirm the university's strength. All academic programs with specialized accreditation remain in good standing, and graduates demonstrate strong employment outcomes, with a high percentage of securing positions within their field. Licensure pass rates across programs remain high where data are available, reflecting the effectiveness of RMU's academic programs in preparing students for professional practice.

Overall, the 2025 results reinforce RMU's position as a high-performing institution dedicated to continuous improvement. While targeted areas for growth remain, particularly in completion of timelines and emerging program data, the university's outcomes overwhelmingly demonstrate alignment with its mission and a sustained commitment to excellence in healthcare education.

Sincerely,



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):

- 97.1% of students reported proficiency in locating scholarly literature (target: 90%).
- 93.6% reported proficiency in critically evaluating literature (target: 90%).
- 95.7% demonstrated the ability to synthesize evidence-based principles into practice settings (target: 90%).
- Student performance across evidence-based practice measures ranged from 93%–98.6%, exceeding all institutional benchmarks.
- Direct and indirect assessment measures demonstrated consistent achievement of evidence-based practice competencies.

Summary: RMU students consistently exceed institutional expectations in the foundational skills of evidence-based practice, including locating, evaluating, synthesizing, and applying research evidence. These outcomes demonstrate that graduates are well-prepared to make informed clinical decisions and contribute to improved healthcare outcomes through evidence-based practice.

Elevating Clinical Inquiry Proficiency

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

- 98.6% of students met or exceeded clinical inquiry proficiency course deliverables (target: 90%).
- 95.1% of students successfully demonstrated the ability to critically analyze current practice standards (target: 90%).
- Research-focused dissertation completion reached 66.7%, exceeding the benchmark of 50%.

- Faculty course evaluation scores related to clinical inquiry and evidence-based practice reached 93% (target: 80%).
- Faculty peer observation scores demonstrated 97.4% mastery of clinical inquiry integration (target: 80%).
- Alumni reported strong preparation to challenge practice norms and act as healthcare change agents.

Summary: Assessment results demonstrate that RMU effectively develops students' ability to critically evaluate practice, conduct scholarly inquiry, and apply advanced clinical reasoning. Strong student, alumni, and faculty outcomes provide evidence that graduates are prepared to lead innovation and improvement within healthcare systems.

Ensuring Educational Quality

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

- All academic programs remained in good standing with accrediting bodies.
- 91% of employment-seeking alumni were employed in their field within 12 months of graduation (target: 85%).
- DPT licensure pass rate: 98.49% (target: 85%).
- PA program: 96% first-time PANCE pass rate; 100% overall pass rate (target: 85%).
- DNP/FNP certification pass rates averaged 82.5% and 100%, exceeding the 80% benchmark.
- MS-SLP maintained an 89% three-year average pass rate (target: 80%).
- 91% of academic programs completed systematic review and evaluation activities.

Summary: RMU continues to demonstrate strong educational quality through successful accreditation outcomes, high licensure and certification pass rates, strong graduate employment outcomes, and robust program review processes. These measures indicate that academic programs remain effective, relevant, and aligned with professional workforce expectations.

Nurturing Student Success

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

- 82.4% of students completed their degree within the published maximum timeframe (target: 80%).
- Semester-to-semester persistence reached 93.9% (target: 90%).
- First-to-second-year retention was 89.4% (target: 85%).
- Student success data are systematically disaggregated and reviewed annually across demographic and program categories.

- Student satisfaction with orientation reached 91.9%, while satisfaction with campus safety reached 95%.

Summary: RMU exceeded all institutional benchmarks related to student progression, retention, and completion. These outcomes demonstrate a strong student support environment that promotes persistence, achievement, and equitable educational opportunities.

Institutional Strengths

Consistently exceeded benchmarks across most indicators

- Students exceeded benchmarks across all major outcomes in evidence-based practice.
- Faculty demonstrate high levels of instructional quality.
- Successful accreditation and ongoing compliance across all programs.
- Graduates show strong workforce readiness found through employment within the field of postgraduation and high licensure pass rates across multiple programs.
- Students demonstrate high achievement in analyzing practice standards indicating readiness to contribute to healthcare improvement and evidence-based decision-making.

Opportunities for Improvement

- While dissertation completion exceeded benchmark expectations, capstone/thesis completion fell below target indicating a need to either improve student progression and support or reassess benchmark alignment with historical performance trends.
- Historical trends indicate some benchmarks may not fully align with typical performance ranges suggesting an opportunity to recalibrate targets to be both rigorous and realistic.

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 Mission.

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 2025, 97% of primary target thresholds and 96% of maximum potential points were achieved.

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	2025	2024	2023	Target
Locating Literature	97%	97%	97%	90%
Critically Evaluating Literature	94%	96%	94%	90%

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

Perceived Ability to Translate Evidence into Practice

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

Table 2.

Measure	2025	2024	2023	Target
Students successfully demonstrate ability to synthesize evidence-based principles into realistic practice settings	96%	95%	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 3.

Measure	2025	2024	2023	Target
Students met or exceeded clinical inquiry proficiency course deliverables	99%	98%	95%	90%

Interpretation and Mission Alignment

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

Table 4.

Outcome Area	2025	2024	2023	Target
EBP Synthesis (Direct Measure)	96%	95%	98%	90%
Clinical Inquiry Proficiency	99%	98%	95%	90%

Key Takeaways

- **Foundational evidence appraisal skills are a clear strength:** Students demonstrate high proficiency in locating and critically evaluating scholarly literature.
- **Consistently exceeding benchmarks:** All outcomes surpass thresholds by meaningful margins.
- **Applied learning success:** Students effectively apply evidence to practice in realistic clinical settings.

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 5.

Measure	2025	2024	2023	Target
Students matriculating in research-focused degree programs complete their dissertation within the published maximum timeframe.	67%	69%	65%	50%
Students matriculating in post-professional practice-focused degree programs complete their Capstone Project or Thesis within published maximum timeframe.	71%	75%	82%	75%

Timely completion rates indicate strong performance in research-focused programs, with dissertation completion exceeding the institutional benchmark by more than 16 percentage points. In contrast, completion rates for practice-focused capstone and thesis projects fell slightly below target, suggesting an opportunity to strengthen project monitoring, faculty mentorship, and student support processes to improve on-time 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 6.

Measure	2025	2024	2023	Target
Graduating students successfully complete a course deliverable that demonstrates skill in clinically analyzing current practice standards.	95%	98%	94%	90%

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

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 7.

Measure	2025	2024	2023	Target
Faculty course evaluation scores on questions related to clinical inquiry demonstrated by utilization of evidence-based principles/skills.	93%	94%	94%	80%
Mean faculty scores demonstrate mastery of clinical inquiry on classroom peer observations.	97%	-	-	80%

Scores reflect consistent and sustained instructional quality in fostering clinical inquiry.

Interpretation and Mission Alignment

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

Key Takeaways

- **Clinical inquiry outcomes exceeded benchmarks across most measures:** There is strong evidence of student achievement and mission fulfillment.
- **Research-focused students demonstrated strong scholarly productivity:** Students' dissertation completion rates surpass the institutional benchmark.
- **Strong faculty clinical inquiry and evidence-based practice:** Faculty evaluations confirm strong integration of clinical inquiry and evidence-based practice with scores well above established targets.
- **Practice-focused project completion remains an area for improvement:** Data highlights an opportunity to strengthen mentoring and project support to increase on-time completion rates.

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 8.

Measure	2025	2024	2023	Target
Eligible, employment-seeking alumni are employed within their degree field within 12 months of graduation.	91%	93%	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 9.

Program	2025	2024	2023	Target
DPT	98.5% (reported)*	99%	99%	85%
DNP/FNP	82.5% and 100% pass rate 2-year average	83%	69%	80%
PA	96% first-time (PANCE), 100% overall	100%	98%	85%

MS-MEDSLP	89% 3-year average	90%	80%	80%
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*Full data not available at time of report publishing.

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

Academic Program Evaluation Progress

RMU met its institutional benchmark, with 91% of academic programs undergoing systematic review to evaluate program viability, competitiveness, curriculum relevance, and employment outcomes. Completion of program reviews and accreditation-related self-studies demonstrates a sustained commitment to continuous improvement, data-informed decision-making, and ongoing alignment with institutional and workforce needs.

Table 10.

Measure	2025	Target
Academic programs are systematically evaluated to ensure viability, competitiveness, curriculum relevance, and student employment potential once every 3 years.	91%	90%

Student Academic Experience Satisfaction

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

Table 11.

Measure	2025	2024	2023	Target
Institutional peer evaluation means reflect agreement that faculty engage students in the learning experience.	82%	91%	89%	80%
Institutional student means reflect agreement (80%) regarding orientation satisfaction.	92%	-	-	80%
Institutional student survey means reflect agreement regarding satisfaction of campus safety (80% or higher).	95%	-	-	80%
Student survey means reflect agreement (80% or higher) regarding satisfaction of technology.	91%	88%	93%	80%

Key Takeaways

- RMU maintains strong academic quality, with all programs remaining in good standing with their respective accrediting bodies.
- Graduate employment exceed expectations, 91% of alumni working in their field within 12 months of graduation exceeding 85% benchmark.
- Student report high levels of satisfaction with their academic experience and support services with all measures exceeding institutional benchmarks.

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 Participation in Learning Opportunities that Reinforce Healthcare Values

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 12.

Measure	2025	2024	2023	Target
Institutional student means reflect agreement (80%) regarding promotion of values essential to healthcare success & personal growth.	92%	93.7%	98.1%	80%

These results suggest that while students recognize and experience RMU's commitment to professional values, additional efforts are needed to improve participation in foundational training that supports those values. Strengthening training completion processes may help ensure more consistent achievement of this important institutional outcome.

Student Participation in Outside Learning Opportunities & Professional Growth

RMU demonstrates a strong commitment to student engagement and service by partnering with students in residential programs on six service projects during the reporting period, substantially exceeding the institutional target of one annual project. These experiences provide meaningful opportunities for students to contribute to their communities while reinforcing RMU's mission and values. Additionally, the University's commitment to shared governance is reflected through the inclusion of student representatives on appropriate institutional committees, ensuring that student perspectives inform decision-making processes. Together, these results highlight RMU's success in fostering an engaged campus community and promoting student participation beyond the classroom.

Table 13.

Measure	2025	2024	2023	Target
The University collaborates with students in residential programs on at least one service project per year.	6	8	5	1

Financial Resources & Services to Facilitation Goal Achievement

Student satisfaction with financial services was below the institutional target, with 74% reporting agreement compared to the 80% goal. This result suggests an opportunity to evaluate financial service processes, communication, and student support resources to better meet student needs and improve the overall service experience.

Table 14.

Measure	2025	2024	Target
Institutional student means reflect agreement (80% or a mean value of 4.0 or higher) regarding satisfaction with financial services.	74%	69%	80%

Meaningful Mentorship

Student perceptions of advising and mentorship exceeded institutional expectations across all measures. These findings indicate that students generally experience strong faculty support, meaningful mentoring relationships, and effective guidance throughout their academic journey, including during the dissertation phase for PhD students.

Table 15.

Measure	2025	Target
Institutional student means reflect agreement (80% or higher) regarding participation in student advisement with faculty or program director(s).	88%	80%
Meaningful mentorship and advisement relationships across my academic experience	89%	80%
80% of PhD students report satisfaction with their dissertation phase advising & mentoring.	83%	80%

University Experience Promotes Long-Term Student Success

RMU exceeded all established student success benchmarks, demonstrating strong educational effectiveness and student achievement. Additionally, the University maintains a comprehensive process for reviewing student success outcomes through disaggregated data dashboards, allowing

for the annual evaluation of achievement across demographic groups and academic programs. These results reflect RMU’s commitment to supporting student success, promoting equitable outcomes, and using data-informed decision-making to drive continuous improvement.

Table 16.

Measure	2025	2024	2023	Target
80% of total students complete their degree program within the published maximum timeframe.	82.4%	84%	86%	80%
At least 90% of students persist from semester to semester.	93.9%	-	-	90%
The institution maintains a minimum first-to-second year retention rate of 85%.	89.4%	-	-	85%
Student success indicators are disaggregated by race, ethnicity, age, gender, and other meaningful categories, by program, and reviewed annually.	Completed (Student Dashboard)	-	-	Completed

Interpretation and Mission Alignment

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

Key Takeaways

- **Students report strong engagement with RMU’s values-based educational environment:** Students report that the University promotes values essential to healthcare success and personal growth.
- **Student engagement extends beyond the classroom:** RMU students completed six service projects—six times the institutional target—and maintaining student representation in shared governance activities.
- **Opportunities for improvement remain in student support participation and services,** as completion of training (83.75%) and satisfaction with financial services (74%) fell below institutional targets and warrant continued attention.

Conclusion

Rocky Mountain University continues to demonstrate strong mission fulfillment through high levels of student achievement, educational effectiveness, and commitment to continuous improvement. Across multiple measures, students exceeded established benchmarks in evidence-based practice, clinical inquiry, academic success, licensure preparedness, mentorship, and engagement, providing compelling evidence that RMU prepares graduates for successful professional practice and leadership within healthcare.

Institutional outcomes reflect a student-centered environment characterized by meaningful faculty mentorship, strong retention and completion rates, high levels of student satisfaction, and robust opportunities for service, governance, and professional development. Programmatic accreditation success, strong employment outcomes, and consistently high licensure and certification pass rates further validate the quality and relevance of RMU's academic programs.

The assessment results also identify targeted opportunities for improvement, including improving satisfaction with financial services and strengthening support for timely completion of practice-focused scholarly projects. RMU's ongoing use of systematic program review, disaggregated student success data, and evidence-informed decision-making demonstrates a culture of continuous improvement focused on enhancing student outcomes and institutional effectiveness.

Overall, the evidence indicates that RMU is successfully advancing its mission by developing competent, evidence-based healthcare professionals who are prepared to contribute to their professions, serve their communities, and lead positive change within evolving healthcare systems.