



Student Learning Assessment Report, Academic

Report Year

Program

Department Head

2022-2023

Nursing Major

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Submitted By

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Previously Submitted Reports

2021-2022 Nursing Major

Mission

It is the mission of the Department of Nursing to co-create a community of learning that fosters an engaged heart in the process of transpersonal human caring. This is realized through our commitment to living a caring science curriculum. We embrace Siena College's core Franciscan values to create lifelong learners, compassionate leaders, and innovative professionals. We honor the unique lived experience of all people, including the student and faculty. Caring for self is integral to this process and we believe this supports the development of effective, compassionate, and authentic practitioners. We are dedicated to graduating students who embrace servant leadership by partnering with our community to promote health through advocacy and service. The experience of a caring science curriculum results in graduates who are full partners on the healthcare team and who uphold the ethical, moral, and professional responsibilities within the discipline of nursing to be guardians of human caring. July, 2017

Assessment

1. Major/Program Student Learning Outcomes

Student will be able to...

Synthesize theoretical and empirical knowledge from liberal arts, nursing, scientific and humanistic disciplines to apply to professional nursing practice.

2. Phase

Check all that apply

- Planning/ determining procedure
- Planning/ Redesigning based on past assessment
- Collecting/ analyzing assessment data
- Discussing/ using result
- Determining if Changes had an Impact on Student Learning
- Objective not assessed this year

3. Assessment Procedures (Planning/ determining)

Method: (ex. tests, presentations, research paper, describe the assessment course and student sample when it is applicable, etc.)

NURS 300 students create personal philosophy of nursing paper that integrates liberal arts, nursing, scientific and humanistic disciplines to apply to professional nursing practice.
NURS 410 students participate in 90 hours of clinical experiences in various community agencies and conduct a group Community Assessment project with guidance from faculty.
NURS 415 students are evaluated via student log/reflection/discussion boards and the final capstone reflection paper.
NURS 410/415: Reflective journal tying clinical experiences to student learning outcomes.
NURS 410/415: Clinical evaluation tool (CET)- both student self-eval and faculty eval.

When does assessment occur?

Week 13 Fall and Spring (NURS 300) Week 13 Fall (NURS 410) and Spring (NURS 415) semesters. For 410/415, the journals are evaluated throughout the sem

How often does assessment occur?

Annually

Criteria (How do you know students are achieving learning outcome?)

90% of students will demonstrate understanding of the holistic role of nursing through the application of theoretical and empirical knowledge as a bachelor's prepared nurse as evidenced by:

-NURS 300

Students will earn >80% on personal Philosophy of Nursing paper

-NURS 410

All students participate in 90 hours of clinical experiences in various community agencies and conduct a group Community Assessment project with guidance from faculty.

- NURS 415

All students participate in 45 hours of clinical experiences in various community agencies and are evaluated via student log/reflection/discussion boards and will achieve a grade of 80% or higher on the final capstone reflection paper.

-NURS 410/415:

-A grade of satisfactory or above on the Clinical evaluation tool (CET)- both student self-eval and faculty eval.

NURS 410/415:

-A grade of satisfactory or above on the Clinical evaluation tool (CET)- both student self-eval and faculty eval.

4. Assessment Results (Collecting/ analyzing, please identify the sample size and course number when appropriate)

CRITERIA MET:

NURS 300 Fall/Spring data(n=63)

-97% of students earned >80% on personal philosophy of nursing paper with a range of 78-100%.

NURS 410 Fall data (n=39)

-100% students participate in 90 hours of clinical experiences in various community agencies and conduct a group Community Assessment project with guidance from faculty.

- 100% of NURS 410 (n=39) students achieved >90% on the group Community Project (88-100%range.)

-100% of NURS 410 (n=39) students achieved a satisfactory or above on the CET (Clinical evaluation tool)- both student self-eval and faculty eval. were completed.)

NURS 415 Spring (n=40) students were evaluated via student log/reflection/discussion boards and the final capstone reflection paper. NURS 415 students were evaluated via student log/reflection/discussion boards and the final capstone reflection paper.

-100% of NURS 415 students (n=40) successfully were able to link their clinical experiences to the student learning outcomes.

-100% of NURS 415 students (n=40) achieved a satisfactory or above on the CET.

-100% of NURS 415 (n=40) students earned greater than 98% on the final scholarly reflection paper (66.7 - 100 range).

Learning Outcome Met? (Based on Criteria)

Yes

5. Use of Results (Discussing/ using results)

NURS 300

As per course report

NURS 410:

As per course report

NURS 415:

As per course report

Assessment

1. Major/Program Student Learning Outcomes

Student will be able to...

Explore and incorporate the moral, legal and ethical dimensions of nursing into the nursing profession based upon the NYS Nurse Practice Act and American Nurses' Association Standards of Care and Code of Ethics

2. Phase

Check all that apply

- Planning/ determining procedure
- Planning/ Redesigning based on past assessment
- Collecting/ analyzing assessment data
- Discussing/ using result
- Determining if Changes had an Impact on Student Learning
- Objective not assessed this year

3. Assessment Procedures (Planning/ determining)

Method: (ex. tests, presentations, research paper, describe the assessment course and student sample when it is applicable, etc.)

NURS 300 students complete discussion boards based upon the ANA code of ethics and the Image of Nursing.
NURS 410 Clinical Competency in CETs
NURS 415 Clinical Competency in CETs

When does assessment occur?

Week 13 Fall and Spring (NURS 300) Week 13 Fall (NURS 410) and Spring (NURS 415) semesters. For 410/415, the journals are evaluated throughout the sem

How often does assessment occur?

Every semester course runs

Criteria (How do you know students are achieving learning outcome?)

90% of students will incorporate the moral, legal and ethical dimensions of nursing in their clinical experiences.

As Evidenced by:

NURS 300

90% of students will achieve a "B" or better on discussion boards based upon the ANA code of ethics and the Image of Nursing.

NURS 410

90% of students will pass their Clinical Competency in CETs

NURS 415

90% of students will pass their Clinical Competency in CETs

4. Assessment Results (Collecting/ analyzing, please identify the sample size and course number when appropriate)

NURS 300- n= 50 (two sections)

100% of Students completed a discussion board based upon the ANA Code of Ethics and the use in their practice. They read an article based upon one of the Code of Ethics statements and apply it to their practice. From this, a discussion with other students begins. This has been a very effective way to have students articulate and apply these nursing professional standards NURS 300

100% of students earned >80% on Image of Nursing and Code of Ethics discussion boards and Quiz 1 (range 81-100).

NURS 410

-100% of NURS 410 (n=39) students achieved a satisfactory or above on the CET (Clinical evaluation tool)- both student self-eval and faculty eval. were completed.)

NURS 415

-100% of NURS 415 students (n=40) achieved a satisfactory or above on the CET.

Learning Outcome Met? (Based on Criteria)

Yes

5. Use of Results (Discussing/ using results)

NURS 300, NURS 410 and NURS 415 as above.

Assessment

1. Major/Program Student Learning Outcomes

Student will be able to...

Provide human patient-centered caring for individuals, families, groups and communities in culturally diverse healthcare settings across the lifespan

2. Phase

Check all that apply

- Planning/ determining procedure
- Planning/ Redesigning based on past assessment
- Collecting/ analyzing assessment data
- Discussing/ using result

- Determining if Changes had an Impact on Student Learning
- Objective not assessed this year

3. Assessment Procedures (Planning/ determining)

Method: (ex. tests, presentations, research paper, describe the assessment course and student sample when it is applicable, etc.)

NURS-315 Evaluation of student Service reflection papers
 NURS 410 Community Assessment Project Deliverables in (Clinical and Paper)
 NURS 415 Clinical Vulnerable Population Reflection Journal

When does assessment occur?

After NURS 315, NURS 410, NURS 415

How often does assessment occur?

Annually by course

Criteria (How do you know students are achieving learning outcome?)

90% of students will demonstrate an understanding of the importance of providing human patient-centered caring in diverse settings

 As evidenced by:
 A grade of 80% or better on the Service student reflection papers in NURS -315

 A grade of Pass on the Clinical component and a grade of 80% or better on the Scholarly Paper for the Community Assessment Project Deliverables in NURS 410

 100% of students completion of the Clinical Vulnerable Population Reflection Journal in NURS 415

4. Assessment Results (Collecting/ analyzing, please identify the sample size and course number when appropriate)

NURS 315 Students had two opportunities to attend Albany Housing Coalition for homeless veterans and provide health and medication counseling/ education. Their reflection papers demonstrated integration of caring and understanding of this outcome.
 NEED DATA HERE
 n=? (X% of students earned an 80% or better on the service reflection papers with a range of X-X)

 NURS 410 Community Assessment deliverables (windshield assessment, Logic Model, SWOT analysis, and Plan) reflect the provision of patient centered care to diverse groups. Individual student summary reports reflect integration of these concepts. - 100% of students in NURS 410 (n=39) students achieved >80% on the group Community Project (88-100%range.)

 NURS 415 100% of students completed the Clinical Vulnerable Population Reflection Journal in NURS 415

Learning Outcome Met? (Based on Criteria)

Yes ▼

5. Use of Results (Discussing/ using results)

NURS 315 as per Course report:

 NURS 410 As per course report

 NURS 415 As per course report

Assessment

1. Major/Program Student Learning Outcomes

Student will be able to...

Emerge as a leader in the evolving healthcare environment who influence healthcare policy and social justice efforts.

2. Phase

Check all that apply

- Planning/ determining procedure
- Planning/ Redesigning based on past assessment
- Collecting/ analyzing assessment data
- Discussing/ using result
-

Objective not assessed this year

3. Assessment Procedures (Planning/ determining)**Method: (ex. tests, presentations, research paper, describe the assessment course and student sample when it is applicable, etc.)**

NURS 408: Scholarly Paper Health Policy Analysis Paper (The purpose of this assignment is to identify an issue of concern related to the social determinants of health and to formulate a potential policy change to address that issue)

NURS 410: A grade of Pass on the Clinical component and a grade of 80 % or better on the Scholarly Paper for the Community Assessment Project Deliverables

NURS 415: Evaluation of student log/reflection during NURS 415

When does assessment occur?

Week 13 of Fall (NURS 408/410) and spring (NURS 408/415) semester

How often does assessment occur?

Annually

Criteria (How do you know students are achieving learning outcome?)

90% of students will demonstrate understanding of nursing leadership role and impact of the professional nursing practice role as a bachelor's prepared nurse.

As evidenced by:

NURS 408: Students will achieve an 80% or better on the Scholarly Paper Health Policy Analysis Paper (The purpose of this assignment is to identify an issue of concern related to the social determinants of health and to formulate a potential policy change to address that issue)

NURS 410: Students will achieve a score of 80% or better on all the Scholarly Paper Community Assessment Project Deliverables.

NURS 415: Students will document leadership knowledge in their student log/reflection during Leadership Capstone in NURS 415

4. Assessment Results (Collecting/ analyzing, please identify the sample size and course number when appropriate)

NURS 408: 4 sections run and only received reported data from full time faculty who taught two sections.
n=37 (2 sections) 97% of students earned > 80% on Health Policy Analysis paper with a range of (A-B-).

NURS 410 Community Assessment deliverables (windshield assessment, Logic Model, SWOT analysis, and Plan) reflect the provision of patient centered care to diverse groups. Individual student summary reports reflect integration of these concepts.

- 100% of students in NURS 410 (n=39) students achieved >80% on the group Community Project (88-100%range.)

NURS 415: n=40

-100% of students successfully were able to document leadership knowledge in their student log/reflection and link their clinical experiences to the student learning outcomes.

Learning Outcome Met? (Based on Criteria)Yes **5. Use of Results (Discussing/ using results)**

NURS 408 course report attached
As per course report NURS 410/415

Assessment

1. Major/Program Student Learning Outcomes*Student will be able to...***2. Phase***Check all that apply*

Effectively utilize informatics and technology to communicate with interdisciplinary teams and support strong clinical decision-making.

- Planning/ determining procedure
- Planning/ Redesigning based on past assessment
- Collecting/ analyzing assessment data
- Discussing/ using result
- Determining if Changes had an Impact on Student Learning
- Objective not assessed this year

3. Assessment Procedures (Planning/ determining)

Method: (ex. tests, presentations, research paper, describe the assessment course and student sample when it is applicable, etc.)

SCDV 220 Quizzes/Final and Discussion Boards;
NURS 410 Community Assessment Project Deliverables

When does assessment occur?

SCDV 220 -Summer/Fall /Winter/Spring; NURS 410 - Fall

How often does assessment occur?

Each semester (including summer)

Criteria (How do you know students are achieving learning outcome?)

80 % of students will earn a "B" or better on tests, papers in SCDV 220 and in NURS 410 Community Assessment Project

As evidenced by:

SCDV 220

80% of students will achieve greater than "B" on Quizzes and Discussion Boards

NURS 410

Community Assessment Project Students will pass clinical and achieve a score of 80% or better on all the scholarly paper for the Community Assessment Project Deliverables.

4. Assessment Results (Collecting/ analyzing, please identify the sample size and course number when appropriate)

NURS 410 Community Assessment deliverables (windshield assessment, Logic Model, SWOT analysis, and Plan) reflect the provision of patient centered care to diverse groups. Individual student summary reports reflect integration of these concepts. - 100% of students in NURS 410 (n=39) students achieved >80% on the group Community Project (88-100% range.).

SCDV 220: students (n= 40 nursing students) Students demonstrated understanding of informatics and technology to communicate with interdisciplinary teams and support strong clinical decision-making.

100% of students earned > 80% on Discussion boards with a range of A-B-.

100% of students earned > 80% on Quiz grades (range of A - B

Learning Outcome Met? (Based on Criteria)

Yes

5. Use of Results (Discussing/ using results)

COURSE REPORT DATA:

NURS 410

SCDV 220

1. Major/Program Student Learning Outcomes

Student will be able to...

Partner with culturally diverse individuals, families and communities to deliver health promotion and disease prevention instruction.

2. Phase

Check all that apply

- Planning/ determining procedure
- Planning/ Redesigning based on past assessment
- Collecting/ analyzing assessment data
- Discussing/ using result
- Determining if Changes had an Impact on Student Learning
- Objective not assessed this year

3. Assessment Procedures (Planning/ determining)

Method: (ex. tests, presentations, research paper, describe the assessment course and student sample when it is applicable, etc.)

NURS 310: Presentations, quizzes, poster presentations on health promotion, LBGTQ coursework;
NURS 320- tests, discussion boards;
NURS 410- students partner with community agencies to deliver health promotion and disease prevention services to various groups (sites include SCCS, The Eddy [AIM, MLTC, DSRIP], VNS Schenectady, Catholic Charities [Albany, Troy]) Experience evaluated via CET.

When does assessment occur?

After each term

How often does assessment occur?

annually

Criteria (How do you know students are achieving learning outcome?)

90% of students will earn a "B" or better on tests, presentations, community assessments and be successful in clinical.

-As Evidenced by:

NURS 310: Student will earn greater than 80% on tests, poster presentations on health promotion, and 100% will participate in the LGBTQ+ guest speaker presentation;

NURS 320- Students will earn greater than 80% on all tests and discussion boards;

NURS 410- All students will partner with community agencies to deliver health promotion and disease prevention services to various groups. This experience is evaluated by: students will receive a satisfactory or greater on the CET.

4. Assessment Results (Collecting/ analyzing, please identify the sample size and course number when appropriate)

NURS 310-

- 96% of Students earned >80% on quizzes (range A to D+)
- 100 % of students earned > 80% on the poster presentations (range A to A-)
- 100% of students attended the LGBTQ+ guest speaker presentation.

NURS 320

- 100% of Students earned >80% on tests (A to B-) and all discussion boards (A to A-)

NURS 410

- 100% of students earned a satisfactory or better as indicated in their clinical evaluation tool (CET) and visited sites including, The Eddy Visiting Nurse and Rehab Association of Albany County, Schenectady County Department of Health, Albany Medical Center COVID-19 Tent, South Colonie School District, Hoosick Falls School District, and the Interfaith Partnership for the Homeless in Albany County.

Learning Outcome Met? (Based on Criteria)

Yes

5. Use of Results (Discussing/ using results)

Course Reports:

- NURS 310
- NURS 320
- NURS 410

Assessment

1. Major/Program Student Learning Outcomes

Student will be able to...

Engage in effective communication with clients, communities, health care providers and inter-professional teams with mutual respect to improve health outcomes.

2. Phase

Check all that apply

- Planning/ determining procedure
- Planning/ Redesigning based on past assessment
- Collecting/ analyzing assessment data
- Discussing/ using result
- Determining if Changes had an Impact on Student Learning
- Objective not assessed this year

3. Assessment Procedures (Planning/ determining)

Method: (ex. tests, presentations, research paper, describe the assessment course and student sample when it is applicable, etc.)

Clinical experiences and lecture content in NURS 410 and NURS 415

When does assessment occur?

End of each term of clinical course

How often does assessment occur?

Each Semester

Criteria (How do you know students are achieving learning outcome?)

90% of students will effectively engage in interpersonal communication and inter professional teams with mutual respect.

As evidenced by:

Clinical experiences and lecture content in NURS 410 and NURS 415 where 100% of students will have a satisfactory or better for this outcome on the CET.

4. Assessment Results (Collecting/ analyzing, please identify the sample size and course number when appropriate)

NURS 410-n= 39 students worked alongside professionals in various agency settings, as well as with individuals within the community to develop targeted interventions to address a mutually identified health need. These experiences are dependent on effective communication with a variety of stakeholders. 100% students had a satisfactory or better for this outcome on the CET.

NURS 415- n=40 students had experience with various nurse leaders in our community. During these experiences, they engaged in interprofessional communication and overall care of the community (*based upon location) to improve health outcomes. 100% students had a satisfactory or better for this outcome on the CET.

Learning Outcome Met? (Based on Criteria)

Yes

5. Use of Results (Discussing/ using results)

See Course Reports for 410 and 415.

Assessment

1. Major/Program Student Learning Outcomes

Student will be able to...

Critically evaluate and integrate evidence-based nursing practice (EBNP) in the delivery of optimal patient care.

2. Phase

Check all that apply

- Planning/ determining procedure
- Planning/ Redesigning based on past assessment

- Collecting/ analyzing assessment data
- Discussing/ using result
- Determining if Changes had an Impact on Student Learning
- Objective not assessed this year

3. Assessment Procedures (Planning/ determining)

Method: (ex. tests, presentations, research paper, describe the assessment course and student sample when it is applicable, etc.)

NURS 300 examinations evaluate student learning in multiple ways of knowing and Evidence informed holistic nursing practice

NURS 305 discussion boards, tests, paper/poster presentation of PICOT questions/gap analysis;

NURS 415- EBNP paper/poster presentation, Nurse Leader Interview, student reflection log

When does assessment occur?

End of term of each course

How often does assessment occur?

Each semester course is run

Criteria (How do you know students are achieving learning outcome?)

90% of students will attain a grade of "B" or better on papers/quizzes that show critical evaluation of and integration of EBNP into their practice

As Evidenced by:

NURS 300

-90% of students will achieve a "B" or better on quiz #1.

-A grade of 80% or better on Discussion Board Portfolios

NURS 305

-90 % of students will achieve a "B" or better on the Scholarly Paper gap analysis between observed and best practice.

NURS 415

-90% of students will attain a grade of "B" or better their Leadership Interview which evaluates EBNP from the leadership perspective.

-90% of students will attain a grade of "B" o better on their EBNP Scholarly Paper.

4. Assessment Results (Collecting/ analyzing, please identify the sample size and course number when appropriate)

NURS 300- (n= 50)

100% of students earned >80% on I Quiz 1.100% students achieved an 80% or higher score on Quiz #1 (range 81-100).

NURS 305 (n=44)

- 93% of students earned a B or better on the Scholarly Paper with a range of A to F.

Section criteria met

NURS 415-(n=40)

98% of NURS 415 students earned greater than 80% on the Nurse Leader Interview (range A to D)

95% of NURS 415 students earned greater than 80% on EBNP paper (range A to D).

Learning Outcome Met? (Based on Criteria)

Yes

5. Use of Results (Discussing/ using results)

Course Report

NURS 300

NURS 305

NURS 415

Assessment

1. Major/Program Student Learning Outcomes

Student will be able to...

Improve the quality and safety of healthcare systems through the knowledge and application of evidence-based nursing practice.

2. Phase

Check all that apply

- Planning/ determining procedure
- Planning/ Redesigning based on past assessment
- Collecting/ analyzing assessment data
- Discussing/ using result
- Determining if Changes had an Impact on Student Learning
- Objective not assessed this year

3. Assessment Procedures (Planning/ determining)

Method: (ex. tests, presentations, research paper, describe the assessment course and student sample when it is applicable, etc.)

NURS-305 paper/poster presentation of PICOT questions/gap analysis; ;

NURS 310 Health Promotion Poster and paper assignment using evidence based concepts of Health Literacy.

NURS 415- Leadership Nurse Interview paper/presentation

When does assessment occur?

End of each term of course

How often does assessment occur?

Each semester course runs

Criteria (How do you know students are achieving learning outcome?)

90 % of students will be able to improve the quality and safety of healthcare systems through knowledge and application of EBNP

As evidenced by:

NURS-305

Students will achieve a "B" or better on the Scholarly Paper gap analysis between observed and best practice.

NURS 310

Students will achieve a "B" or better on Health Promotion Poster and paper assignment using evidence based concepts of Health Literacy.

NURS 415-

Students will achieve a "B" or better on Leadership Nurse Interview

4. Assessment Results (Collecting/ analyzing, please identify the sample size and course number when appropriate)

NURS 305 - Students successfully conducted a literature review. 95% of students earned a B or better on the literature review with a range of A-C+. Section criteria met

NURS 310: All students achieved 80% or greater on evidence-based concepts of health literacy Poster and Paper (range 85-100 with a mean of 91.5)

NURS 415 96% of students achieved 80% or greater on evidence-based concepts in the Nurse Leader Interview paper. Nurse leader interview grades ranged from A to F.

Learning Outcome Met? (Based on Criteria)

Yes

5. Use of Results (Discussing/ using results)

See course reports above

Assessment

1. Major/Program Student Learning Outcomes

Student will be able to...

Demonstrate civic responsibility by engaging in professional and community service activities.

2. Phase

Check all that apply

- Planning/ determining procedure
- Planning/ Redesigning based on past assessment
- Collecting/ analyzing assessment data
- Discussing/ using result
- Determining if Changes had an Impact on Student Learning
- Objective not assessed this year

3. Assessment Procedures (Planning/ determining)

Method: (ex. tests, presentations, research paper, describe the assessment course and student sample when it is applicable, etc.)

NURS 315- Service to Vets (reflection paper); NURS 410- tests, paper/presentation, student reflection log

When does assessment occur?

End of term of each course

How often does assessment occur?

each semester course runs

Criteria (How do you know students are achieving learning outcome?)

100 % of students will demonstrate responsibility by engaging in professional and community service.

-As evidenced by:

NURS 315

100% of students will attend community service and Students will achieve a "B" or better on community service to Vets (reflection paper);

NURS 410-

100% of Students will take part in community service and achieve a "B" or better on community paper/presentation, and complete student reflection journals.

NURS 415-

100% of Students reflect on a Vulnerable/Underserved Population and will complete their clinical. journal entry and link to clinical learning outcomes

4. Assessment Results (Collecting/ analyzing, please identify the sample size and course number when appropriate)

NURS 315:

Students had two opportunities to attend Albany Housing Coalition for homeless veterans and provide health and medication counseling/ education. Their reflection papers demonstrated integration of caring and understanding of this outcome.

NEED DATA HERE

n=? (X% of students earned an 80% or better on the service reflection papers with a range of X-X)

NURS 415 service to the vulnerable population was successfully completed with 100% participation.

NURS 410 Community Assessment deliverables (windshield assessment, Logic Model, SWOT analysis, and Plan) reflect the provision of patient centered care to diverse and vulnerable groups. Individual student summary reports reflect integration of these concepts.

- 100% of students in NURS 410 (n=39) students achieved >80% on the group Community Project (88-100%range.)

-100% of students demonstrated responsibility by engaging in community activities.

NURS 415

- 100% of students completed the Clinical Vulnerable Population Reflection Journal in NURS 415.

Learning Outcome Met? (Based on Criteria)

Yes



5. Use of Results (Discussing/ using results)

Course Reports:

NURS 315

NURS 410

NURS 415

Package History

Date	User	Action
6/29/2023 2:33:13 PM	Lisa Lally	Submitted 'Student Learning Assessment Report'
6/29/2023 2:34:10 PM	Institutional Effectiveness	Received
6/29/2023 2:34:10 PM	Tom Giarla	Received
6/29/2023 2:34:11 PM	School of Science - Dean	Received
6/29/2023 2:34:11 PM	School of Science - Asst. Dean	Received
6/29/2023 2:34:11 PM	Provost and Senior Vice President	Received
6/29/2023 3:08:14 PM	Margaret Madden	Decision Approved