Assessment Plan
Radiologic Technology

March 1, 2011
Fulton Montgomery Community College

Vision, Mission, Values

Vision
The vision of FMCC is to be Fulton and Montgomery Counties’ preferred resource for post-secondary education, a potent catalyst for economic development and a vital center for cultural enrichment.

Mission
Fulton Montgomery Community College is Fulton and Montgomery Counties’ partner for quality education, accessible transfer and career programs, economic development, and cultural and intellectual enrichment.

Core Values
Our mission is guided by the following core values We value:

- Quality education and teaching
- Excellence and Integrity
- Student learning
- Accessibility
- Caring, personalized service
- Dedicated personnel
- Diversity
**Fulton Montgomery Community College**

**Radiologic Technology Program**

**Mission:**

The Radiologic Technology Program of Fulton Montgomery Community College dedicates itself to the education of diagnostic radiologic technologists. Radiologic technologists will be professionally competent and licensed to practice in the various modalities of medical imaging. By providing the highest level of education in a radiology curriculum and partnering with local healthcare facilities for clinical experience, the students are assured of a successful career. Radiologic technologists will be committed to their profession by continuing education, by fulfilling the employment needs of the community and by promoting quality care for all patients. This program of study provides the student with the essential qualifications to obtain an A.A.S. degree in Radiologic Technology. Graduates will be eligible for the American Registry of Radiologic Technologists certification examination. Successful results will qualify graduates for New York State licensure to practice radiologic technology.

**Guiding Principles:**

- Provide quality education through an approved curriculum, qualified faculty, and a unique learning environment that utilizes competencies to develop professional expertise in the two-year program
- Fulfill the need for diagnostic radiologic technologists for the community
- Promote a standard of professionalism by seeking continuing education and career development.
- Provide quality care for all patients.
**Program Objectives:**

1. Develop clinical competency in the performance of basic radiologic procedures
2. Develop knowledge and understanding necessary to successfully pass the credentialing/licensure examination
3. Demonstrate communication, problem solving and critical thinking skills
4. Deliver quality diagnostic radiographs/images utilizing the essentials of radiation protection
5. Establish a role as a medical imaging professional. Develop moral, ethical and legal principles of professionalism

The assessment of the Radiologic Technology Program rests in two distinct areas: **Assessment of the Academic Program Effectiveness Outcomes** and **Assessment of the Course Learning Outcomes linked to Program Level Objectives**.

**Assessment of the Academic Program Effectiveness Outcomes**

The program outcomes for the Radiologic Technology program at Fulton Montgomery Community College are the program effectiveness goals and outcomes established by the Joint Commission for Education in Radiologic Technology (JRCERT). JRCERT is an accrediting agency for radiologic technology programs. Although FMCC is accredited by Middle States, JRCERT accreditation may be required in the future. As such JRCERT accreditation is a goal for any radiologic technology program. The JRCERT Program Effectiveness Goal is listed along with outcomes and appropriate evaluation tools.

**Program Effectiveness Goal:** The program will graduate entry-level technologists

**Program Effectiveness Outcomes:**

1. Students will complete the program within 24 months.
   Tool: Retention Rates
2. Graduates will indicate that they are satisfied with their educational program.
   Tool: Graduate Satisfaction Survey
3. Employers will indicate that they are satisfied with the graduate’s performance
   Tool: Employer Satisfaction Survey
4. Students will pass the ARRT certification exam on the first attempt  
   Tool: ARRT Pass Rates

5. Graduates seeking employment will be employed within 6 months of graduation.  
   Tool: Employment Rate

**Assessment Activities:**

The purpose this assessment report is to reveal strengths and weakness of the Radiologic Technology program. Depending on outcomes, additional revenues may be needed to support changes in curriculum or other measures deemed necessary for improvement of the program.

Assessment of the Radiologic Technology Program, rests in 5 areas. These include: Successful Attainment of ARRT Registration, Student Employment, Student Satisfaction, Employer Satisfaction and Retention Rates. Each of these is evaluated in the body of this report under Program Effectiveness.

**Limitations of this Study**

In 2004 Fulton, Montgomery and Schenectady county hospitals suffered a severe shortage of qualified radiologic technologists. Workforce shortages resulted in a change in the quality of care that each facility was able to offer the community. The healthcare facilities resorted to hiring ‘locum tenens’ technologists, which placed an extreme financial burden on these small area hospitals.

Although the area healthcare facilities competed in many ways a strategy was developed that ultimately resulted in the conception of the Radiologic Technology program at Fulton Montgomery Community College. Since the first graduating class of Radiologic Technologists in 2006, FMCC has provided qualified health care workers in each of the area hospitals.

Program evaluations incorporate program requirements of the JRCERT (Joint Review Committee on Education in Radiologic Technology), an accrediting agency. Course evaluations include Radiologic Technology Program outcomes.

This assessment of FMCC’s Radiologic Technology program is limited by the short time that the program has been in existence. Statistics has been gathered beginning in 2006, and are designed to be averaged over a five-year period. In addition, small graduating class sizes (n=10, 10, 14, 12, 14) create statistical aberrations.

Cynthia Close, Program Director

Radiologic Technology

Submitted March 1, 2011
Program Effectiveness

Mission Statement

The program will graduate entry-level technologists

- complete program in 24 months
- graduate indication of satisfaction
- employer indication of satisfaction
- students will pass ARRT on first attempt
- students seeking employment will find a job within 6 months of graduation

Retention Rate
Graduate Satisfaction Survey
Employer Satisfaction Survey
ARRT Pass Rate
Employment Rate
Fulton Montgomery Community College

Program Effectiveness Outcomes

Program Effectiveness Goal: The Radiologic Technology Program will graduate entry-level technologists

Outcome #1: Students will complete the program within 24 months
    Tool: Retention Rates

Outcome #2: Graduates will indicate that they are satisfied with their educational program
    Tool: Graduate Satisfaction Survey

Outcome #3: Employers will indicate that they are satisfied with the graduate’s performance
    Tool: Employer Satisfaction Survey

Outcome #4: Students will pass the ARRT certification exam on the first attempt
    Tool: ARRT Pass Rates

Outcome #5: Graduates seeking employment will be employed within 6 months of graduation
    Tool: Employment Rate

Data Collection starts with the Class of 2006
### Outcome #1
**Tool:** Retention Rates  
**Benchmark:** 80% of entering freshmen will complete the program

### Outcome #2
**Tool:** Graduate Satisfaction Survey  
**Benchmark:** 90% of received graduate surveys will indicate that they are satisfied with their

### Outcome #3
**Tool:** Employer Satisfaction Survey  
**Benchmark:** 90% of received employer surveys will indicate that graduate employees perform at

### Outcome #4
**Tool:** ARRT Pass Rates  
**Benchmark:** Averaged over 5 years 90% of graduates will pass the ARRT exam on the first attempt

### Outcome #5
**Tool:** Employment Rate  
**Benchmark:** 85% of graduates actively seeking a job will find employment within 6 months of
Retention Rates

Benchmark: 80% of entering freshmen will complete the program.

<table>
<thead>
<tr>
<th>Year</th>
<th>%</th>
<th>Analysis/Action</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>83.3</td>
<td>No Action Required</td>
<td></td>
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<tr>
<td>2007</td>
<td>83.3</td>
<td>No Action Required</td>
<td></td>
</tr>
<tr>
<td>2008</td>
<td>87.5</td>
<td>No Action Required</td>
<td></td>
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<tr>
<td>2009</td>
<td>61.1</td>
<td></td>
<td></td>
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<tr>
<td>2010</td>
<td>73.6</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2011</td>
<td></td>
<td>Add RAD231</td>
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<tr>
<td>2012</td>
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<tr>
<td>2013</td>
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</table>

Mean: 77.76

Retention rate indicates that students accepted into the program will complete the program. Reasons for leaving are identified as: Health, Financial, Personal, Academic, Expelled.

Although personal reasons forwithdrawal are varied, students need to feel excited about the Radiologic Technology Program in order to feel committed. The addition of a new faculty member in 2008 may impact the level of excitement hence commitment to the program.

Of 19 students, 5 did not finish the Program. The addition of RAD231 may alleviate personal stress issues associated with "work overload" during the first freshman semester.
Graduate Satisfaction Survey
90% of received graduate surveys will indicate that they are satisfied with their educational program

<table>
<thead>
<tr>
<th>Target:</th>
<th>Analysis/Action Plan:</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>100%</td>
</tr>
<tr>
<td>2007</td>
<td>100% No Action Required</td>
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<tr>
<td>2008</td>
<td>90% No Action Required</td>
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<tr>
<td>2009</td>
<td>100% No Action Required</td>
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<tr>
<td>2010</td>
<td>100% No Action Required</td>
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<tr>
<td>2011</td>
<td>100% No Action Required</td>
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<tr>
<td>2012</td>
<td></td>
</tr>
<tr>
<td>2013</td>
<td></td>
</tr>
<tr>
<td>Mean:</td>
<td>0.98</td>
</tr>
</tbody>
</table>

Student evaluation of the Radiologic Technology Program is completed voluntarily at the end of the last semester. Questions include topics such as: textbook, syllabus and course content evaluation, admissions criteria, instructor/lecture evaluation, lab evaluation, suggestions for improvement and change.

Graduate Satisfaction Survey
ARRT Pass Rates

Benchmark: Averaged over 5 years 90% of graduates will pass the ARRT exam on the first attempt.

<table>
<thead>
<tr>
<th>Year</th>
<th>Target</th>
<th>Analysis/Action Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>100%</td>
<td>No Action Required</td>
</tr>
<tr>
<td>2007</td>
<td>90%</td>
<td>No Action Required</td>
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<tr>
<td>2008</td>
<td>100%</td>
<td>No Action Required</td>
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<tr>
<td>2009</td>
<td>100%</td>
<td>No Action Required</td>
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<tr>
<td>2010</td>
<td>100%</td>
<td>No Action Required</td>
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<td>2011</td>
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<td>2012</td>
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<tr>
<td>2013</td>
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</tbody>
</table>

Mean: 0.98
Employment Rate

Benchmark: 85% of graduates actively seeking a job will find employment within 6 months of graduation

<table>
<thead>
<tr>
<th>Year</th>
<th>Employment Rate</th>
<th>Analysis/Action Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>100%</td>
<td>No Action Required</td>
</tr>
<tr>
<td>2007</td>
<td>88%</td>
<td>No Action Required</td>
</tr>
<tr>
<td>2008</td>
<td>100%</td>
<td>No Action Required</td>
</tr>
<tr>
<td>2009</td>
<td>90%</td>
<td>Downturn in economy use marketing schemes, RT 299 (CT) added</td>
</tr>
<tr>
<td>2010</td>
<td>100%</td>
<td>Clinical Mammography added</td>
</tr>
<tr>
<td>2011</td>
<td></td>
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<tr>
<td>2012</td>
<td></td>
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<tr>
<td>2013</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mean</td>
<td></td>
<td>0.96</td>
</tr>
</tbody>
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Upon completion of the program, graduates may choose to seek full-time/part-time employment or may choose to continue their education in a related modality. Graduates may work as a radiologic technologist while continuing their education.

![Graph of Employment Rate]

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*Note: The graph shows the employment rate from 2006 to 2013.*
Employer Satisfaction Survey

Benchmark: 90% of received employer surveys will indicate that graduate employees perform at an average or above average level

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<td>No action required</td>
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<tr>
<td>2007</td>
<td>100%</td>
<td>No action required</td>
</tr>
<tr>
<td>2008</td>
<td>90%</td>
<td>No action required</td>
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<tr>
<td>2009</td>
<td>100%</td>
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Mean: 0.98

Employer satisfaction surveys asked local employers to rate the FMCC graduates of the Radiologic Technology Program using Program Objectives. Criteria included topics such as: performance of radiologic procedures, critical thinking and communication, professionalism, radiation safety and clinical competency.

![Graph showing years from 2006 to 2013 with employer satisfaction survey results.]
SUMMARY

Program Effectiveness Outcomes

Assessment of the Academic Program Effectiveness Outcomes

The program outcomes for the Radiologic Technology program at Fulton Montgomery Community College are the program effectiveness goals and outcomes established by the Joint Commission for Education in Radiologic Technology (JRCERT). JRCERT is an accrediting agency for radiologic technology programs. Although FMCC is accredited by Middle States, JRCERT accreditation may be required in the future. As such JRCERT accreditation is a goal for any radiologic technology program. The JRCERT Program Effectiveness Goal is listed along with outcomes and appropriate evaluation tools.

Academic program effectiveness outcomes are designed to be averaged over 5 years. The assessment of the Radiologic Technology Program at Fulton Montgomery Community College has completed the fifth year of data collection. Five-year averages of data will be used to address the benchmarks, explain deviations and describe actions if required.

Program Effectiveness Goal: The program will graduate entry-level technologists

Program Effectiveness Outcomes:

6. Students will complete the program within 24 months.
   Tool: Retention Rates

7. Graduates will indicate that they are satisfied with their educational program.
   Tool: Graduate Satisfaction Survey

8. Employers will indicate that they are satisfied with the graduate’s performance
   Tool: Employer Satisfaction Survey
9. Students will pass the ARRT certification exam on the first attempt  
   Tool: ARRT Pass Rates

10. Graduates seeking employment will be employed within 6 months of graduation.  
    Tool: Employment Rate

Program Effectiveness Outcomes:

1. Students will complete the program within 24 months.  
   Tool: Retention Rates

   Retention rate indicates that students accepted into the program will complete the program  
   within 24 months. Reasons for leaving are identified as: Health, Financial, Personal, Academic, or  
   Expelled. A detailed evaluation for classes 2006-2010 is included in the appendix of this  
   document.

   The benchmark: ‘80% of entering freshmen will complete the program’ is the criterion. Over five  
   years the mean retention rate is 79.78%, which does not meet the benchmark. For the Class of  
   2009 only 66.7% of admitted students completed the program. The most common reason for  
   withdrawal in this group was ‘personal’. Although personal reasons for withdrawal are varied,  
   students need to feel excited about the Radiologic Technology in order to feel committed. Vince  
   Carelli, past Program Director retired in 2008. Karlyn LaBate was added as freshman faculty. Ms.  
   LaBate’s expertise in CT scanning enabled the addition of RT 212 Cross-sectional Anatomy. This  
   course was used as a tool to enhance marketability of graduates by giving them advance  
   experience in an additional imaging modality. The intended goal was to increase student  
   interest in an additional field of medical imaging.

   For the Class of 2010, 83.3% of students completed the program. The most common reason for  
   withdrawal was ‘personal’. Of 18 students, 6 did not finish the program, of these, 3 were  
   readmitted. Of the original 2010 students, 3 did not finish the program. RT/RAD 231 Quality  
   Management was added in the Fall 2010. The addition of RT/RAD 231 may alleviate personal  
   stress issues associated with “work overload” during the first freshman semester.

2. Graduates will indicate that they are satisfied with their educational program.  
   Tool: Graduate Satisfaction Survey
Student evaluation of the Radiologic Technology Program is completed voluntarily at the end of the last semester. Questions include topics such as: textbook, syllabus and course content evaluation, admissions criteria, instructor/lecture evaluation, lab evaluation and suggestions for improvement and change. A detailed evaluation for classes 2006-2010 is included in the appendix of this document. A benchmark is established that 90% of received graduate surveys will indicate that they are satisfied with their educational program. Statistics reveal that the benchmark has been met or exceeded in years 2006-2010. No action is required.

3. Employers will indicate that they are satisfied with the graduate’s performance
   Tool: Employer Satisfaction Survey

   Employer satisfaction surveys asked employers to rate the FMCC graduates of the Radiologic Technology Program using Program Learning Objectives criteria. Criteria included topics such as: performance of radiologic procedures, critical thinking and communication, professionalism, radiation safety and clinical competency. A detailed evaluation for classes 2006-2010 is included in the appendix of this document.

   A benchmark is established that 90% of received employer surveys will indicate that graduate employees perform at an average or above average level. Statistics reveal that the benchmark has been met or exceeded in years 2006-2010. No action is required.

4. Students will pass the ARRT certification exam on the first attempt
   Tool: ARRT Pass Rates

   The ARRT exam is the national certifying examination that qualifies graduates for a New York State DOH license to practice radiologic technology. Successful completion of the ARRT exam is therefore mandatory. A benchmark is established that 90% of graduates will pass the ARRT examination on the first attempt. Statistics reveals that the benchmark has been met or exceeded in years 2006-2010. No action is required.

5. Graduates seeking employment will be employed within 6 months of graduation.
   Tool: Employment Rate

   Upon completion of the program, graduates may choose to seek full-time/part time employment or may choose to continue their education in a related modality. A detailed evaluation for classes 2006-2010 is included in the appendix of this document.

   Graduates may work as a radiologic technologist while continuing their education. A benchmark is established that 85% of graduates actively seeking a job will find employment within 6 months of graduation. Statistics reveals that the benchmark has been met or exceeded in years 2006-2010. No action is required.
**Employer Satisfaction Survey**

**Benchmark:** 90% of received employer surveys will indicate that graduate employees perform at an average or above average level

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**Mean:** 0.98

**Analysis:** Employer satisfaction surveys asked local employers to rate the FMCC graduates of the Radiologic Technology Program using Program Objectives. Criteria included topics such as: performance of radiologic procedures, critical thinking and communication, professionalism, radiation safety and clinical competency.