

ASSESSMENT PLAN – MSN Program

Program / Department: Master of Science in Nursing (MSN) / Nursing

Department Mission

The Department of Nursing adheres to the mission of the University and the College of Health Sciences, which is to provide access to higher education for residents of the region, and the state and beyond.

The mission of the Department of Nursing is to provide educational experiences that empower learners promote competence in the area of professional nursing, strengthen the capacity for employment in a variety of clinical practice settings within the healthcare community, and develop a sense of civic responsibility.

Through high quality and creative instruction, faculty strives to provide an environment that is conducive to learning, stimulates intellectual inquiry, and encourages personal and professional growth. Faculty creates an environment that fosters scholarship, and a desire for lifelong learning.

The Nursing faculty is sensitive to the unique characteristics of learners as these relate to issues of access, retention and graduation. The faculty strives to prepare graduates who are able to function as compassionate, caring professionals. By providing a high quality program, faculty endeavors to prepare leaders to meet the changing and comprehensive health needs of the community. Both faculty and learners attempt to create and strengthen community linkages in order to develop collaborative research and service projects that will enhance the health status of the community.

Department Effectiveness Outcomes (DEOs)

The Department of Nursing will:

1. Increase* by 12% the number of new students enrolled; effective Fall 2010.
2. Increase* by 2% the number of graduates produced; effective from fall 2010.
3. Increase* by 2% the retention rate of the students enrolled in the professional nursing program.
4. Increase* by 2% the two and half year completion rate of the students admitted into the professional nursing program.
5. Increase* by 2% the number of refereed publications by faculty and staff; effective fall 2009.
6. Increase* by 2% the number of students providing service in the community; effective fall 2010.

***2009 is the baseline data**

Goal	2009 (Baseline Data)	2010	% Change*	2011	% Change*
Number of Students Enrolled	N/A	N/A	Program started 2011	4	N/A
Number of Graduates Produced	N/A	N/A	Program started 2011	NA	NA
Fall to Fall Semester Retention Rate	N/A	N/A	Program started 2011	N/A	N/A
Two and Half year Completion rate	N/A	N/A	Program started 2011	N/A	N/A
Number of Refereed Publications	N/A	N/A	Program started 2011	1	N/A
Number of Students Enrolled in the Service Learning course	N/A	N/A	Program started 2011	N/A**	N/A

*This is compared to 2009 data ** Service Learning is not part of the MSN program.

The MSN program is a new program with 4 students enrolled in 2011. There are presently no comparison data to monitor department effectiveness outcomes.

Student Learning Outcomes:

The graduates of the Master of Science in Nursing (MSN) program will be able to:

1. Critically examine and synthesize theories, advanced knowledge, and current research findings for nursing, other health care disciplines and health care organizations.
2. Demonstrate competence in improving the delivery of nursing and health care by influencing social and health policy development.
3. Demonstrate the capacity to plan, merge, implement, and evaluate health promotion and disease prevention programs.
4. Design and evaluate systems that support evidence-based standards of nursing practice in education and in a variety of health care settings.
5. Integrate research-based problem solving and decision making when designing nursing care modalities.
6. Apply research and instructional skills in program evaluation and administration.
7. Demonstrate professional growth that contributes to the advancement of the nursing profession.

Student Learning Outcomes	Assessment Instruments	Measure	Benchmark
1. Critically examine and synthesize theories, advanced knowledge, and current research findings for nursing, other health care disciplines and health care organizations Taxonomy level 6	Certification Exams	Direct	80% of first time candidates for certification exam will pass. (Accreditation requirement)
	Exit Survey	Indirect	80% of graduates will express satisfaction with the program. (Accreditation requirement)
	Capstone Project / Research	Direct	80% will successfully complete the Capstone project/Research on time (per syllabus) (Department requirement)
2. Demonstrate competence in improving the delivery of nursing and health care by influencing social and health policy development Taxonomy level 5	Term Papers	Direct	80% will successfully complete the term paper on time (per syllabus) (Department requirement)
	Employers' Survey	Indirect	80% of employers of the graduates will express satisfaction with the program. (Accreditation requirement)
3. Demonstrate the capacity to plan, merge, implement, and evaluate health promotion and disease prevention programs Taxonomy level 5	Capstone Project / Research	Direct	80% will successfully complete the Capstone project/Research on time (per syllabus) (Department requirement)

4. Design and evaluate systems that support evidence-based standards of nursing practice in education and in a variety of health care settings Taxonomy level 6	Capstone Project / Research	Direct	80% will successfully complete the Capstone project/Research on time (per syllabus) (Department requirement)
	Exit Survey	Indirect	80% of graduates will express satisfaction with the program. (Accreditation requirement)
5. Integrate research-based problem solving and decision making when designing nursing care modalities Taxonomy level 5	Term Papers	Direct	80% will successfully complete the term paper on time (per syllabus) (Department requirement)
	Exit Survey	Indirect	80% of graduates will express satisfaction with the program. (Accreditation requirement)
	Capstone Project / Research	Direct	80% will successfully complete the Capstone project/Research on time (per syllabus) (Department requirement)
6. Apply research and instructional skills in program evaluation and administration. Taxonomy level 3	Clinical Evaluation	Direct	80% of students will successfully complete clinical attachment. (Department requirement)
	Term Papers	Direct	80% will successfully complete the term paper on time (per syllabus) (Department requirement)
7. Demonstrate professional growth that contributes to the advancement of the nursing profession. Taxonomy level 5	Alumni Survey	Indirect	80% of graduates will express satisfaction with the program. (Accreditation requirement)
	Employers' Survey	Indirect	80% of employers of the graduates will express satisfaction with the program. (Accreditation requirement)

Measurement Tools

The department collects extensive data when assessing student learning. Both process and outcome assessment tools are employed. Performance on the term papers, capstone project/research, clinical evaluation and certification examinations serve as direct measures. Data from indirect methods include exit surveys, alumni surveys and surveys of employers of graduates are also collected.

Alumni Survey

This survey is administered to graduates of the program on regular basis. The survey includes questions related to: adequacy of the nursing curriculum, employment, professional activities, and continuing education.

Employer Survey

This survey is administered to employers of graduates of the nursing program. This is a short survey with 3 point Likert-type questions that measures the adequacy of the nursing program in preparing the graduates for the professional role.

Clinical Evaluation

This is a tool that measure students' performance in the clinical setting taking into consideration the achievement of the student learning outcomes and department effectiveness outcomes. This tool is utilized in clinical courses.

Exit Survey

This survey is administered to students after they have successfully completed their program of study. The survey includes three major areas: adequacy of the curriculum, faculty, and resources. The survey includes both rating scale and open-ended response items. The rating is based on 5 point Likert scale.