

Mission

The mission of the Lamar University JoAnne Gay Dishman School of Nursing is to educate undergraduate and graduate students to become qualified, competent, professional nurses who are prepared for practice. The school provides quality nursing education relevant to a changing profession, society, and healthcare environment. Collaboration between faculty and students promotes excellence in health care delivery to diverse populations. A spirit of caring, continual inquiry, creativity and integrity is promoted through teaching, scholarship, leadership, and service.

Academic Year 2025-2026

MSN in Nursing Administration Learning Outcomes

1. End of Program Student Learning Outcome #1 **MET**

1. Analyze issues in the context of healthcare policy and finance, including economic, legal, and political factors, to address the healthcare needs of a diverse society.

MEASURES	RESULTS	ACTIONS
EPSLO #1 Synthesis Paper Score Synthesis Paper Direct - Assignment <i>Evidence-Based Practice II: MSNC 5396</i> Target 100% Students will score 75% or higher as determined by the grading rubric	MET Summary 100% of students scored 75% or greater for this outcome. Average outcome score for 2025-2026 is 97.56%. MSN EPSLO Admin Assignment data 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time.
Post Graduate Student Survey Post-Graduate Surveys are sent to each cohort 9-12 months after graduation. Indirect - Survey Target Assessment cycle average will be 75% or greater attainment on each EPSLO on the Post-graduation Survey (somewhat agree or strongly agree).	MET Summary 100% of graduated students surveyed indicated "somewhat agree" or "strongly agree" on EPSLO attainment; Response rate 19.05% MSN EPSLO Survey Data 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time. Program Evaluation Committee to explore methods to improve response rates.
MSNC 5319 Health Policy Brief Score MSNC 5319 Health Policy Brief scores are collected each Fall and Spring. Direct - Assignment <i>Adv Nsg Issues & Health Policy: MSNC 5319</i> Target The average of the assessment cycle cohort is 75% or higher on the MSNC 5319 Health Policy Brief using a standardized rubric	MET Summary The signature assignment average of the assessment cycle cohort is 97.57% MSN EPSLO Admin Assignment data 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time.

Conclusion

Actual performance met or exceeded the target.

2. End of Program Student Learning Outcome #2 **MET**

2. Analyze strategies to improve healthcare outcomes equitably across the health continuum for diverse populations in a global setting.

MEASURES	RESULTS	ACTIONS
EPSLO #2 Synthesis Paper Score Synthesis Paper Direct - Assignment <i>Evidence-Based Practice II: MSNC 5396</i> Target 100% Students will score 75% or higher as determined by the grading rubric	MET Summary 100% of students scored 75% or greater for this outcome. Average outcome score for 2025-2026 is 97.28%. MSN EPSLO Admin Assignment data 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time.
Post-Graduate Survey Post-Graduate Surveys are sent to each cohort 9-12 months after graduation. Indirect - Survey Target Assessment cycle average will be 75% or greater attainment on each EPSLO on the Post-graduation Survey (somewhat agree or strongly agree).	MET Summary 100% of graduated students surveyed indicated "somewhat agree" or "strongly agree" on EPSLO attainment; Response rate 19.05% MSN EPSLO Survey Data 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time. Program Evaluation Committee to explore methods to improve response rates.
MSNC 5319 Policy Formulation Project Score MSNC 5319 Policy Formulation Project scores are collected each Fall and Spring Direct - Assignment <i>Adv Nsg Issues & Health Policy: MSNC 5319</i> Target The average of the assessment cycle cohort is 75% or higher on the MSNC 5319 Policy Formulation Project using a standardized rubric.	MET Summary The signature assignment average of the assessment cycle cohort is 96.89% MSN EPSLO Admin Assignment data 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time.

Conclusion

Actual performance met or exceeded the target.

3. End of Program Student Learning Outcome #3 **MET**

3. Utilize research methods, evidence-based practice, and informatics to investigate problems, evaluate outcome data, promote changes, promote safety and health outcomes, and improve nursing practice.

MEASURES	RESULTS	ACTIONS
EPSLO #3 Synthesis Paper Score Synthesis Paper Direct - Assignment <i>Evidence-Based Practice II: MSNC 5396</i> Target 100% Students will score 75% or higher as determined by the grading rubric	MET Summary 100% of students scored 75% or greater for this outcome. Average outcome score for 2025-2026 is 95.33%. MSN EPSLO Admin Assignment data 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time.
Post-Graduate Survey Post-Graduate Surveys are sent to each cohort 9-12 months after graduation. Indirect - Survey Target Assessment cycle average will be 75% or greater attainment on each EPSLO on the Post-graduation Survey (somewhat agree or strongly agree).	MET Summary 100% of graduated students surveyed indicated "somewhat agree" or "strongly agree" on EPSLO attainment; Response rate 19.05% MSN EPSLO Survey Data 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time. Program Evaluation Committee to explore methods to improve response rates.
MSNC 5311 Prospectus Paper Score MSNC 5311 Prospectus Paper scores are collected each Fall and Spring. Direct - Assignment <i>Nursing Research: MSNC 5311</i> Target The average of the assessment cycle cohort is 75% or higher on the MSNC 5311 Prospectus Paper using a standardized rubric	MET Summary The signature assignment average of the assessment cycle cohort is 93.26% MSN EPSLO Survey Data 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time.

Conclusion

Actual performance met or exceeded the target.

4. End of Program Student Learning Outcome #4 **MET**

4. Translate current and emerging evidence from nursing theoretical frameworks and other sciences to guide decision-making that demonstrates best practices.

MEASURES	RESULTS	ACTIONS
EPSLO #4 Synthesis Paper Score Synthesis Paper Direct - Assignment <i>Evidence-Based Practice II: MSNC 5396</i> Target 100% Students will score 75% or higher as determined by the grading rubric	MET Summary 100% of students scored 75% or greater for this outcome. Average outcome score for 2025-2026 is 96.11%. MSN EPSLO Admin Assignment data 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time.
Post-Graduate Survey Post-Graduate Surveys are sent to each cohort 9-12 months after graduation. Indirect - Survey Target Assessment cycle average will be 75% or greater attainment on each EPSLO on the Post-graduation Survey (somewhat agree or strongly agree).	MET Summary 100% of responding graduates reported both meeting professional and/or personal goal attainment (strongly agree/ agree) and reported a change in position, a promotion, or a pay increase since graduation. MSN EPSLO Survey Data 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time. Program Evaluation Committee to explore methods to improve response rates.
MSNC 5396 Final Paper Score MSNC 5396 Final Paper scores are collected each Fall and Spring Direct - Assignment <i>Evidence-Based Practice II: MSNC 5396</i> Target The average of the assessment cycle cohort is 75% or higher on the MSNC 5396 Final Paper using a standardized rubric	MET Summary The signature assignment average of the assessment cycle cohort is 93.95% MSN EPSLO Admin Assignment data 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time.

Conclusion

Actual performance met or exceeded the target.

5. End of Program Student Learning Outcome #5 **MET**

5. Demonstrate advanced nursing practice roles from professional, organizational, and personal perspectives with an ethical and legal framework.

MEASURES	RESULTS	ACTIONS
EPSLO #5 Synthesis Paper Score Synthesis Paper Direct - Assignment <i>Evidence-Based Practice II: MSNC 5396</i> Target 100% Students will score 75% or higher as determined by the grading rubric	MET Summary 100% of students scored 75% or greater for this outcome. Average outcome score for 2025-2026 is 96.11% MSN EPSLO Admin Assignment data 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time.
Post-Graduate Survey Post-Graduate Surveys are sent to each cohort 9-12 months after graduation. Indirect - Survey Target Assessment cycle average will be 75% or greater attainment on each EPSLO on the Post-graduation Survey (somewhat agree or strongly agree).	MET Summary 100% of graduated students surveyed indicated "somewhat agree" or "strongly agree" on EPSLO attainment; Response rate 19.05% MSN EPSLO Survey Data 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time. Program Evaluation Committee to explore methods to improve response rates.
MSNA 5321 Strategic Planning Paper Score MSNE 5321 Strategic Planning Paper are collected each Fall and Spring Direct - Assignment <i>Strategic Plan in Health Deliv: MSNA 5321</i> Target The average of the assessment cycle cohort is 75% or higher on the MSNE 5321 Strategic Planning Paper using a standardized rubric.	MET Summary The signature assignment average of the assessment cycle cohort is 96.60% MSN EPSLO Admin Assignment data 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time.

Conclusion

Actual performance met or exceeded the target.

6. End of Program Student Learning Outcome #6 **MET**

6. Communicate effectively using multiple modalities with diverse individuals, groups, and populations in a global health care environment.

MEASURES	RESULTS	ACTIONS
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EPSLO #6 Synthesis Paper Score Synthesis Paper Direct - Assignment Target 100% Students will score 75% or higher as determined by the grading rubric	MET Summary 100% of students scored 75% or greater for this outcome. Average outcome score for 2025-2026 is 97.67%. MSN EPSLO Admin Assignment data 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time.
Post-Graduate Survey Post-Graduate Surveys are sent to each cohort 9-12 months after graduation. Indirect - Survey Target Assessment cycle average will be 75% or greater attainment on each EPSLO on the Post-graduation Survey (somewhat agree or strongly agree).	MET Summary 100% of graduated students surveyed indicated "somewhat agree" or "strongly agree" on EPSLO attainment; Response rate 19.05% MSN EPSLO Survey Data 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time. Program Evaluation Committee to explore methods to improve response rates.
MSNA 5344 Proposal for Program Score MSNA 5344 Proposal for Program scores are collected each Fall and Spring. Direct - Assignment <i>Pop Health Adv Nursing Roles: MSNA 5344</i> Target The average of the assessment cycle cohort is 75% or higher on the MSNA 5344 Proposal for Program using a standardized rubric.	MET Summary The signature assignment average of the assessment cycle cohort is 86.69% MSN EPSLO Admin Assignment data 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time.

Conclusion

Actual performance met or exceeded the target.

7. End of Program Student Learning Outcome #7 **MET**

7. Contribute to system-level planning, decision-making, and evaluation for disasters and public health emergencies.

MEASURES	RESULTS	ACTIONS
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EPSLO #7 Synthesis Paper Score Synthesis Paper Direct - Assignment <i>Evidence-Based Practice II: MSNC 5396</i> Target 100% Students will score 75% or higher as determined by the grading rubric	MET Summary 100% of students scored 75% or greater for this outcome. Average outcome score for 2025-2026 is 97.67%. MSN EPSLO Admin Assignment data 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time.
Post-Graduate Survey Post-Graduate Surveys are sent to each cohort 9-12 months after graduation. Indirect - Survey Target Assessment cycle average will be 75% or greater attainment on each EPSLO on the Post-graduation Survey (somewhat agree or strongly agree).	MET Summary 100% of graduated students surveyed indicated "somewhat agree" or "strongly agree" on EPSLO attainment; Response rate 19.05% MSN EPSLO Survey Data 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time. Program Evaluation Committee to explore methods to improve response rates.
MSNA 5344 Discussion Board Score MSNA 5344 Discussion Board scores are collected each Fall and Spring Direct - Assignment <i>Pop Health Adv Nursing Roles: MSNA 5344</i> Target The average of the assessment cycle cohort is 75% or higher on the MSNA 5344 Discussion Board using a standardized rubric.	MET Summary The signature assignment average of the assessment cycle cohort is 98.70% MSN EPSLO Admin Assignment data 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time.

Conclusion

Actual performance met or exceeded the target.

MSN in Nursing Administration NonLearning Outcomes

Program Completion Rate **MET**

Program completion within 100% of the time of the published program length.

MSN program length: Four (4) full-term semesters (2 years)

MEASURES	RESULTS	ACTIONS
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Program Completion Rate Data is collected at the end of each semester (Fall, Spring, & Summer as available) Indirect - Completion Rates Target 15% or more of the students entering the BSN program will earn the MSN degree within 100% of the time of the published program length.	MET Summary On time completion rate for Fall 2025-Spring 2026 graduating cohorts: 50% MSN Program Completion Rates 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time.
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Conclusion

Actual performance met or exceeded the target.

Job Placement Rates **MET**

Post-graduation surveys are sent out via email, text, or personal contact. Post-graduate surveys are sent out 9-12 months after graduation (Fall & Spring). Job placement is defined as reports degree-related employment or career advancement (new position, promotion, or pay increase) or meeting professional and/or personal goal attainment.

MEASURES	RESULTS	ACTIONS
Job Placement Rates 80% of those seeking employment will be involved in role-related professional practice 9-12 months post-graduation. This may include a change in position, certification, or other professional growth, including advancing education. Indirect - Survey Target 80%	MET Summary 100% of responding graduates reported being employed in a role in which they are educationally prepared, met professional and/or personal goal attainment, or reported a change in position, a promotion, or a pay increase since graduation. Response rate 19.05% MSN Job Placement Rates 2025-2026.xlsx Analysis Actual performance met or exceeded the target.	Maintain Assessment Strategy Maintain current assessment strategy and monitor trending over time. Program Evaluation Committee to explore methods to improve response rates.

Conclusion

Actual performance met or exceeded the target.