

Master's of Science in Nursing-Administration and Education Tracks

Annual Program Report

Year:	2021-2022
Program:	MSN Nursing
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Summary of Continuous Improvement Efforts since Last Report

Provide a brief description of how assessment results have been used for program improvement. Point to a specific example of how an assessment provided the program with data it could use for improvement and what that improvement was, if possible, also show evidence of the improvement. You may look at data from the two previous academic years to support this case.

Respond here:

For the 2021-2022 academic year, the program outcome for MSN students was that 70% will graduate within 36 months. This goal was met (75%) in 2019-2020. In Fall 2020, 25% of MSNA and 50% MSNE students graduated within the established time frame. In Spring 2021 83% of MSNA and 50% MSNE students graduated within the time frame.

The actions taken based upon 2020-2021 data showed an improvement in program graduation rates within 36 months for 2021-2022. Graduate faculty examined the data and made the following changes for improvement:

- Evidence-based project implementation was eliminated. This decision was made based upon the fact that few MSN programs in the United States require full project implementation and due to the fact that during this time frame, the pandemic was in full swing, and hospitals and other practicum sites were not allowing students in and/or were not allowing projects at that time.
- Due to the difficulty of obtaining practicum hours spread equally over the semester, we allowed students to “front load” or “back load” practicum hours as possible as we adjusted to changing policies of hospitals and other organizations in terms of letting students complete practicum hours. Additionally, alternate activities were planned, including simulated activities.
- In January 2021, we submitted and ultimately received, a \$607,000 HRSA Nurse Faculty Loan Program to assist MSNE students complete their MSN without a significant financial burden.

Program Highlights Since Last Report

Identify and briefly discuss any programmatic curriculum changes made since the last report (e.g. new courses, course changes, SLO changes, course deletions).

Respond here: The Graduate Faculty began revising the MSN curriculum based on newly published guidelines from the American Association of Colleges of Nursing's *Essentials for Nursing Education*. These changes were submitted to, and approved by, the Board of Regents for Fall 2022 implementation.

Table 1. Assessment Results and Analyses for Current Cycle.

STAGE 1: PLAN				STAGE 2: DO		STAGE 3: STUDY
Departmental Student Learning Goal	Program Student Learning Outcome	Assessment	Assessment Method/Location	Benchmark Expectations	Data Results	Actions/Goals Based on Data Results* What do the data tell you? How will you use this data? How were data from the last cycle used to make changes during this cycle, and What were the results of those changes?
The MSN program demonstrates evidence of students' achievement in completing the nursing program. Achievement is measured through timely completion of the five end of program SLOs in the expected time frame.	70% of students will graduate within 1 ½ times the length of the program (36 months). This measurement and percentage is required as a condition of our continuing accreditation through the Accreditation Commission for Education in Nursing (ACEN).	Data readily available on time students took to complete degree.	Student Affairs	70% of students graduate within 36 months Due to ACEN changes, our goal was changed to 40% of students graduate within 24 months.	Fall 2021: MSNA 50% (4 of 8) MSNE 33% (2 of 6) Spring 2022: MSNA 50% (4 of 8) MSNE 17% (1 of 6)	ACEN changed completion rates to 100% of time frame (24 months). This resulted in a decrease in achievement. The graduate faculty decreased that goal to 40% in 2022. This brought us to a rate of 39% completion which is close to the 40% goal.
The MSN program will prepare graduates for employment in role-related professional practice at six to twelve months post-graduation.	Role-related professional practice refers to employment in nursing leadership or nursing education. This measurement and percentage is required as a condition of our continuing accreditation through the Accreditation Commission for Education in Nursing (ACEN).	This information is obtained through surveys sent to MSN graduates 6-9 months post-graduation.	Departmental surveys	80% of graduates obtain a role-related job within 9 months of graduation.	Consistently 100% met of those who respond to the survey.	ACEN is changing this metric to include role-related professional practice and/or enrolling in advanced degree programs or certification.

<p>The MSN graduate will achieve end of program SLOs.</p>	<p>90% of MSN graduates are expected to respond “agree” or “strongly agree) to each end of program SLO. All MSN graduates are expected to achieve EOP SLOs by a combined score of 75% or higher on the culminating Synthesis Project. These measurements and percentages are required as a condition of our continuing accreditation through the Accreditation Commission for Education in Nursing (ACEN).</p>	<p>This information is obtained through surveys sent to MSN graduates 6-9 months post-graduation and in their last evidence-based practice course in the culminating Synthesis Project using a standardized rubric.</p>	<p>Departmental surveys MSNC 5396</p>	<p>90% of MSN graduates are expected to respond “agree” or “strongly agree) to each end of program SLO. All MSN graduates are expected to achieve EOP SLOs by a combined score of 75% or higher on the culminating Synthesis Project.</p>	<p>Fall 2021: SLO1: 88% SLO2: 100% SLO3: 100% SLO4: 88% SLO5: 100%</p> <p>Spring 2022: SLO1: 88% SLO2: 100% SLO3: 100% SLO4: 88% SLO5: 100%</p>	<p>Effective Fall 2022, MSN program will have 7 EOP SLO instead of 5. This is to be in line with new AACN Essentials for Nursing Education.</p>
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Table 2. Continuous Improvement Results Since Last Report

Stage 4: ACT		
Actions/Goals Based on Data Results <i>*Copy last cycle's actions/goals and report on progress toward continuous improvement on those here.</i>	Status <i>C=Complete P=Progressing N=No Action Taken</i>	Discussion of Status <i>If C, describe efforts that led to accomplishment of actions/goals. If P, provide update on progress made toward accomplishing actions/goals and what tasks remain If N, discuss why action toward accomplishing actions/goals has been delayed and what work will be initiated toward accomplishment.</i>
40% of MSN students will graduate within 24 months.	Progressing	<p>Currently at 39%</p> <p>Evidence-based project implementation was eliminated. This decision was made based upon the fact that few MSN programs in the United States require full project implementation and due to the fact that during this time frame, the pandemic was in full swing, and hospitals and other practicum sites were not allowing students in and/or were not allowing projects at that time.</p> <p>Due to the difficulty of obtaining practicum hours spread equally over the semester, we allowed students to “front load” or “back load” practicum hours as possible as we adjusted to changing policies of hospitals and other organizations in terms of letting students complete practicum hours. Additionally, alternate activities were planned, including simulated activities.</p> <p>In January 2021, we submitted and ultimately received, a \$607,000 HRSA Nurse Faculty Loan Program to assist MSNE students complete their MSN without a significant financial burden.</p>
80% of graduates obtain a role-related job or will seek higher education or attain certification within 9 months of graduation.	Progressing	Previously, we have only obtained employment information. We will now be also collecting information related to educational advancement and certification.

<p>90% of MSN graduates are expected to respond “agree” or “strongly agree) to each end of program SLO.</p> <p>All MSN graduates are expected to achieve EOP SLOs by a combined score of 75% or higher on the culminating Synthesis Project.</p>	Complete	Will continue to monitor as we have changed to 7 EOP SLOs in Fall 2022
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