

2017

Indiana University

By Mary P. Bourke PhD



[ASSESSMENT EXIT REPORT: MSN]

The following report contains a summary of assessment data and recommendations.

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Assessment Report: MSN Program 2016

Assessment Plan

Formative Evaluation of Program Learning Outcomes and Program Elements

The systematic assessment plan for the IUKSON master's programs emphasizes formative and summative assessment of course student learning outcomes, program student learning outcomes, program outcomes, and includes Accreditation Commission for Education in Nursing (ACEN) standards.

Faculty are required to provide evidence of meeting course learning outcomes/competencies through assessment and evaluation of student artifacts mapped to course student learning outcomes and competencies. Evaluation of learning outcomes from each course is based on best practices such as rubrics, portfolios, and self-reflection. Student attainment of course learning outcomes is reported by the faculty member to the assistant dean and the MSN Committee along with suggestions for course improvement. The committee may accept the suggestions or make additional changes to the course. This information is also reported by faculty in their annual report to show growth towards excellence in teaching. This provides a consistent method for faculty to evaluate how they met course-learning outcomes and thereby measure teaching effectiveness. While student evaluations are important, the IUKSON feels it is important for evaluation of teaching effectiveness to include data other than student evaluations.

Focus group data are collected and reported to the MSN committee for recommendations, possible intervention, and/or information. For example, the Assistant Dean visits every MSN class to inquire about student progress and address any problems or concerns; with the intention of, evaluating program effectiveness and to solve problems in a timely manner.

Summative Evaluation Components

The IUKSON MSN Assessment Plan also includes evaluation of student learning outcomes and program student learning outcomes. The evaluation of student learning outcomes includes the following: 1) Practicum Portfolio, 2) Preceptor Evaluation, and 3) *AONE Nurse Executive Competencies Assessment Tool* for nursing administration pre/post and Nurse Educator Assessment Tool pre-/post-. For the evaluation of program

student learning outcomes, data will be collected from the following: 1) program completion rates, 2) graduate satisfaction survey, 3) employer satisfaction survey and 4) student employment in area of professional practice. See figure 1. for concept map of IUKSON MSN Assessment Plan.

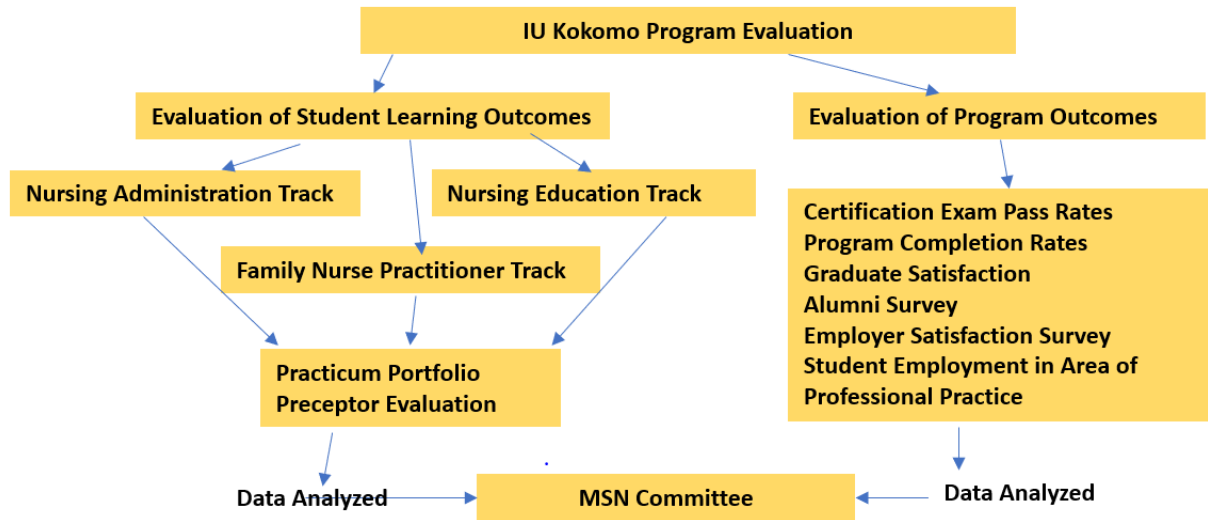


Figure 1. Concept Map of IUKSON MSN Assessment Plan

Practicum Portfolio

The portfolio is a mechanism used by the MSN program to validate that graduating students have acquired the knowledge and skills as articulated through course student learning outcomes/competencies. Acquisition of knowledge and skills may be demonstrated through course related assignments and/or methods occurring outside the classroom setting such as Quality Improvement projects. Assignments are collected in e-format, and a grading rubric is provided for overall evaluation of the portfolio, which addresses appearance, completeness, and quality of the materials included. The portfolio is a required assignment of their practicum course scheduled their last semester. Every portfolio is evaluated relative to how well the student demonstrates that he/she met program student learning outcomes. After student portfolios are evaluated for their practicum and assigned a grade, a random sample of portfolios are evaluated for summative evaluation of program learning outcomes and data aggregated and reported to the MSN Committee.

Portfolio Criteria

The following are **the criteria for evaluating the portfolio**, along with the rubric for evaluation.

Criteria

The benchmark for evaluating the portfolio is “three or above.” That is, the mean of the ranking scores for each MSN competency is three or above based on all the students. The mean of the ranking score for the aggregate of students in the MSN program is also three or above.

For Each Competency, the following rubric is used:

4=**Excellence** Evident in meeting MSN Competency

Evaluator easily finds evidence that is presented professionally *and*

Evidence presented shows that student has mastered the competency in a manner that suggests the best practice/exemplary practice; *or*

Demonstrates high level of integration of knowledge, unusually strong insight.

3=**Satisfactory Performance** Evident in meeting MSN Competency

Evaluator easily finds evidence that is presented professionally; *and*

Evidence presented shows that the student has mastered the competency in a complete manner; *or* Demonstrates good integration of knowledge, insight.

2=**Just Below Satisfactory Performance** Evident in meeting MSN Competency

Evaluator finds evidence only after searching the portfolio; *or*

Evaluator finds that evidence is not presented in a professional manner; *or*

Evidence presented shows some areas that are lacking with regard to achievement of the competency.

1=**Unsatisfactory Performance** Evident in Meeting BSN Outcome

Evaluator is unable to find evidence pertinent to the competency; *or*

Evidence presented does not show that the student addressed the competency in a relevant/reasonable manner (lacks attention to basic aspects of competency); *or*

Evidence presented is found to be unsafe, unethical, or fraudulent.

4=**Excellence Evident**

3=**Satisfactory Performance**

2=**Just Below Satisfactory.**

1=**Unsatisfactory Performance**

Rater assigns a numeric value to each category.

2. Preceptor Evaluation

Preceptors will evaluate students at the end of their practicum experience using separate instruments mapped to competencies for each track. The preceptor works with the student so that attainment of student learning outcomes is met for T679 Nursing Education Practicum and L579 Nursing Administration Practicum.

3. AONE Nurse Executive Competencies Assessment Tool pre-/post- for nursing administration and Nurse Educator Competencies Assessment Tool pre-/post- for nursing education.

The AONE competency and nurse educator competency assessment tools will be used to measure student perception of their level of competency at the end of their program. Current benchmarks for the nurse educator competencies assessment tool are set at an achievement mean of 2.0 (competent) or more in all areas by the end of the program. Current benchmarks for the nursing executive competencies assessment tool are set at an achievement mean of 3.0 (competent) or more in all areas by the end of the program. After pre-/post- data is analyzed per student to inform student perception of their competency, data will be aggregated and combined with portfolio aggregated data and the preceptor aggregated data. This is the third data set used to form the triangulation that strengthens evaluation results of program student learning outcomes.

Evaluation of Program Outcomes

As stated previously, the evaluation of program outcomes include data collected from the following: 1) certification exam pass rates, 2) program completion rates, 3) graduate satisfaction survey, 4) alumni survey, 5) employer satisfaction survey and 6) student employment in area of professional practice. As a new program data availability is limited.

1. Certification Exam Pass Rates

Certification exam pass rates pertains to FNP only.

2. Program Completion Rates

Eighty percent of students will graduate from their program within 1½ times the length of the program.

3. Graduate Satisfaction

Near the close of the last semester, students will complete a **self-report instrument** via Skyfactor formerly Educational Benchmarking, Inc. (EBI) in which they **rate their own abilities in each of the student learning outcome areas**. This scale will include several items related to MSN Essentials competencies and program student learning outcomes. Evaluation is measured on a seven point Likert scale, with **1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional**. Since an important part of professional development is identifying one's own strengths and weaknesses and because our students engage in self-rating across the curriculum, this is an appropriate measure. However, being self-report, there is an issue of validity. Therefore, when possible, this measure is considered with other measures. Currently our **benchmark goal is set at 4.0 or more** in all areas.

4. Alumni Survey

One-year post graduation, MSN alumni will be sent a link to a **self-report instrument** via Skyfactor, similar to the graduate survey though somewhat shorter, that includes self-report items for every program student learning outcome. Currently our **benchmark goal is set at 4.0 or more** in all areas.

5. Employer Satisfaction

IUKSON will survey employers of MSN graduates regarding graduate preparation for their work setting, overall satisfaction, and the quality of their performance as employees. Anecdotal data is collected at the annual advisory council meeting of all hospital and nursing program representatives.

6. Student Role-related Professional Practice

It is our program outcome goal that 80% of graduates seeking employment will be involved in role related professional practice at one year post-graduation. Data will be collected from the Alumni Survey.

Program Elements

Additional data may be collected to evaluate program elements per Chen’s Theory. Various additional surveys and focus group data are collected and reported to the MSN committee for recommendations, possible changes, and implementation. For example, the assistant dean visits every class on a weekly basis to talk with students about problems or concerns in order to evaluate program effectiveness and to solve problems in a timely manner. Another example, One year into the program a survey was given that measured students' perception of the MSN culture. Prior to beginning the MSN program, faculty defined the graduate culture to serve as a guide to enhance the IUKSON program mission.

Characteristics of the MSN Graduating Class of December 2016 Reported 2017

For the class of 2016, 15 started the program, 1 had to suspend their program of study, 3 are part time, 1 will graduate August 2017, and 10 graduated December 2016. Graduates identified the following BSN programs prior to admission: 25% BSN & 75% RN to BSN.

In addition, 87.5% of students completed their MSN as a full-time student and 12.5%-part time. Also, 50% indicated that they were employed in their major area of study, 37.5% are newly employed in their major area, and 12.5% indicated other.

For the class of 2016, The MSN graduates reported their age range as follows:

Range	Percentage
26-30	25%
31-40	12.5%
41-50	37.5%
51 or older	25%

All MSN graduates reported sex as female. They identified race as 25% African American and 75% White.

Employment Status

Years	Percent
1 to 2 years	12.5%
3 to 5 years	25%
5 years or more	62.5%

Skyfactor started in 2016 therefore we have two years of data to report.

Satisfaction with MSN program: Satisfaction Survey via Skyfactor Educational Benchmarking, Inc.

Criteria: 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional. Our Benchmark is 4 or higher.

The results are as follows:

Quality of Faculty and Instruction

2016	2017
6.75	6.6

Quality of Availability of Curriculum

2016	2017
6.55	6.31

Administration and Academic Advising

2016	2017
6.77	6.50

Quality of Support Services

2016	2017
6.82	6.58

Overall Satisfaction

2016	2017
6.35	6.67

Overall Learning

2016	2017
6.50	6.67

Overall Program Effectiveness

2016	2017
6.33	6.52

Comments:

What did you like best about the MSN program?

Flexibility to be able to work and balance family life as well.

The quality and convenience of the location of the program, offered very up to date and innovative instruction within courses.

Convenience of one day a week.

Liked having a classroom setting for part of the course.

How can we improve the MSN program?

Education track students to have more time to have active learning within the practicum and more hours teaching in the didactic.

Earlier instruction on the portfolio.

Evaluation Results for December 2016 MSN Graduates

Indiana University Kokomo School of Nursing

MSN Program Results

December 2016 Reported 2017

OUTCOME ASSESSMENT AREA (ORGANIZED BY STUDENT LEARNING OUTCOME)	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN IS THE MEASURE TAKEN?	BENCHMARKS AND MEASUREMENT COMMENTS FOR EACH TOOL IN PROGRAM EVALUATION:	DATA FROM GRADUATING CLASS																								
<p>Program Outcome</p> <p>1: Model excellence in nursing leadership to improve nursing practice within a complex health care system.</p>	<p>Grad Survey (SR)</p> <p>MSN Essentials (SR)</p> <p>Alum Survey (SR): 1 year</p> <p>Portfolio (P)</p> <p>Preceptor Evaluation (OR)</p>	<p>Month prior to graduation.</p> <p>Mailed at 1-year post grad.</p> <p>Completion of Practicum</p> <p>Completion of Practicum</p>	<p>Graduate Survey & MSN Essentials via EBI 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 4 or higher</p> <p>Alumni Survey: 1=strongly disagree, 2=Disagree, 3=Agree, 4=strongly Agree. Benchmark: means at 3.00 or more on all three measures. N/A indicates return rate too low to calculate.</p> <p>Portfolio: Please note: for evaluating the portfolio: Our benchmark is at “3” or more: the mean of all ratings across MSN students is 3 or more for each individual competency, and that the overall mean (of all the scores) for every individual student (100%) in the MSN program is “3” or more.</p>	<p>Graduate Survey Mean = 6.4</p> <p>MSN Essentials</p> <table border="1" style="margin-left: 20px;"> <tr> <th>2015</th> <th>2016</th> <th>2017</th> </tr> <tr> <td>3.85</td> <td>6.47</td> <td>5.17</td> </tr> </table> <p>Alumni Survey</p> <table border="1" style="margin-left: 20px;"> <tr> <th>2015</th> <th>2016</th> <th>2017</th> </tr> <tr> <td>3.5</td> <td>6.47</td> <td>N/A</td> </tr> </table> <p>Portfolio Average for Program Outcome 1</p> <table border="1" style="margin-left: 20px;"> <tr> <td></td> <th>*2015</th> <th>2016</th> <th>2017</th> </tr> <tr> <th>Education</th> <td>3.96</td> <td>3.9</td> <td>3.6</td> </tr> <tr> <th>Administration</th> <td>3.96</td> <td>3.6</td> <td>3.4</td> </tr> </table> <p><small>*Education and Administration were not separated.</small></p> <p>Preceptor Evaluation=100% Met expectations.</p>	2015	2016	2017	3.85	6.47	5.17	2015	2016	2017	3.5	6.47	N/A		*2015	2016	2017	Education	3.96	3.9	3.6	Administration	3.96	3.6	3.4
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MSN Program Results

December 2016 Reported 2017

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<p>Program Outcome</p> <p>2: Conduct advanced nursing practice within ethical-legal guidelines, professional policies and regulations, and standards of practice associated with a specialty area of practice. Previous</p>	<p>Grad Survey (SR)</p> <p>Alum Survey (SR): 1 year</p> <p>Portfolio (P)</p> <p>Preceptor Evaluation (OR)</p>	<p>Month prior to graduation.</p> <p>Mailed at 1-year post grad.</p> <p>Completion of Practicum</p> <p>Completion of Practicum</p>	<p>Graduate Survey & MSN Essentials via EBI 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 4 or higher</p> <p>Alumni Survey: 1=strongly disagree, 2=Disagree, 3=Agree, 4=strongly Agree.</p> <p>Portfolio: Please note: for evaluating the portfolio: Our benchmark is at “3” or more: the mean of all ratings across MSN students is 3 or more for each individual competency, and that the overall mean (of all the scores) for every individual student (100%) in the MSN program is “3” or more.</p>	<p>Graduate Survey Mean</p> <table border="1" data-bbox="1339 560 1585 625"> <tr><th>2015</th><th>2016</th><th>2017</th></tr> <tr><td>3.67</td><td>6.4</td><td>5.33</td></tr> </table> <p>Alumni Survey</p> <table border="1" data-bbox="1339 738 1585 803"> <tr><th>2015</th><th>2016</th><th>2017</th></tr> <tr><td>4.0</td><td>3.7</td><td>N/A</td></tr> </table> <p>Portfolio Average for Program Outcome 2</p> <table border="1" data-bbox="1339 901 1795 998"> <tr><th></th><th>*2015</th><th>2016</th><th>2017</th></tr> <tr><td>Education</td><td>3.87</td><td>4.0</td><td>4.0</td></tr> <tr><td>Administration</td><td>3.87</td><td>3.94</td><td>4.0</td></tr> </table> <p>*Education and Administration were not separated.</p> <p>Preceptor Evaluation=100% Met expectations.</p>	2015	2016	2017	3.67	6.4	5.33	2015	2016	2017	4.0	3.7	N/A		*2015	2016	2017	Education	3.87	4.0	4.0	Administration	3.87	3.94	4.0
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MSN Program Results

December 2016 Reported 2017

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<p>Program Outcome</p> <p>3.Synthesize knowledge from nursing as well as biological, behavioral, social, administrative, educational, and communication sciences for application to a chosen domain of advanced practice nursing.</p>	<p>Grad Survey (SR)</p> <p>Alum Survey (SR): 1 year</p> <p>Portfolio (P)</p> <p>Preceptor Evaluation (OR)</p>	<p>Month prior to graduation.</p> <p>Mailed at 1-year post grad.</p> <p>Completion of Practicum</p> <p>Completion of Practicum</p>	<p>Graduate Survey & MSN Essentials via EBI 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 4 or higher</p> <p>Alumni Survey: 1=strongly disagree, 2=Disagree, 3=Agree, 4=strongly Agree. Benchmark: means at 3.00 or more on all three measures.</p> <p>Portfolio: Please note: for evaluating the portfolio: Our benchmark is at “3” or more: the mean of all ratings across MSN students is 3 or more for each individual competency, and that the overall mean (of all the scores) for every individual student (100%) in the MSN program is “3” or more.</p>	<p>Graduate Survey Mean=6.20</p> <table border="1" data-bbox="1339 560 1585 625"> <tr> <th>2015</th> <th>2016</th> <th>2017</th> </tr> <tr> <td>3.78</td> <td>6.2</td> <td>5.17</td> </tr> </table> <p>Alumni Survey</p> <table border="1" data-bbox="1339 714 1585 779"> <tr> <th>2015</th> <th>2016</th> <th>2017</th> </tr> <tr> <td>3.5</td> <td>3.67</td> <td>N/A</td> </tr> </table> <p>Portfolio Average for Program Outcome 3</p> <table border="1" data-bbox="1339 966 1801 1063"> <tr> <th></th> <th>*2015</th> <th>2016</th> <th>2017</th> </tr> <tr> <td>Education</td> <td>3.96</td> <td>3.99</td> <td>2.6</td> </tr> <tr> <td>Administration</td> <td>3.96</td> <td>3.73</td> <td>4.0</td> </tr> </table> <p><small>*Education and Administration were not separated.</small></p> <p>Preceptor Evaluation=100% Met expectations.</p>	2015	2016	2017	3.78	6.2	5.17	2015	2016	2017	3.5	3.67	N/A		*2015	2016	2017	Education	3.96	3.99	2.6	Administration	3.96	3.73	4.0
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MSN Program Results

December 2016 Reported 2017

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<p>Program Outcome</p> <p>4.Demonstrate scholarly inquiry and reflection that exemplifies critical, creative, and systems thinking to advance the practice of nursing.</p>	<p>Grad Survey (SR)</p> <p>Alum Survey (SR): 1 year</p> <p>Portfolio (P)</p> <p>Preceptor Evaluation (OR)</p>	<p>Month prior to graduation.</p> <p>Mailed at 1-year post grad.</p> <p>Completion of Practicum</p> <p>Completion of Practicum</p>	<p>Graduate Survey & MSN Essentials via EBI 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 4 or higher</p> <p>Alumni Survey: 1=strongly disagree, 2=Disagree, 3=Agree, 4=strongly Agree. Benchmark: means at 3.00 or more on all three measures.</p> <p>Portfolio: Please note: for evaluating the portfolio: Our benchmark is at “3” or more: the mean of all ratings across MSN students is 3 or more for each individual competency, and that the overall mean (of all the scores) for every individual student (100%) in the MSN program is “3” or more.</p>	<p>Graduate Survey Mean=6.5</p> <table border="1" data-bbox="1339 560 1585 625"> <tr><th>2015</th><th>2016</th><th>2017</th></tr> <tr><td>3.89</td><td>6.5</td><td>5.17</td></tr> </table> <p>Alumni Survey</p> <table border="1" data-bbox="1339 714 1585 779"> <tr><th>2015</th><th>2016</th><th>2017</th></tr> <tr><td>4.0</td><td>3.67</td><td>N/A</td></tr> </table> <p>Portfolio Average for Program Outcome 4</p> <table border="1" data-bbox="1339 966 1801 1063"> <tr><th></th><th>*2015</th><th>2016</th><th>2017</th></tr> <tr><td>Education</td><td>4.0</td><td>4.0</td><td>4.0</td></tr> <tr><td>Administration</td><td>4.0</td><td>3.60</td><td>4.0</td></tr> </table> <p><small>*Education and Administration were not separated.</small></p> <p>Preceptor Evaluation=100% Met expectations.</p>	2015	2016	2017	3.89	6.5	5.17	2015	2016	2017	4.0	3.67	N/A		*2015	2016	2017	Education	4.0	4.0	4.0	Administration	4.0	3.60	4.0
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MSN Program Results

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<p>Program Outcome</p> <p>5.Frame problems, design interventions, specify outcomes, and measure achievement of outcomes while balancing human, fiscal, and material resources to achieve quality health outcomes.</p>	<p>Grad Survey (SR)</p> <p>Alum Survey (SR): 1 year</p> <p>Portfolio (P)</p> <p>Preceptor Evaluation (OR)</p>	<p>Month prior to graduation.</p> <p>Mailed at 1-year post grad.</p> <p>Completion of Practicum</p> <p>Completion of Practicum</p>	<p>Graduate Survey & MSN Essentials via EBI 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 4 or higher</p> <p>Alumni Survey: 1=strongly disagree, 2=Disagree, 3=Agree, 4=strongly Agree. Benchmark: means at 3.00 or more on all three measures.</p> <p>Portfolio: Please note: for evaluating the portfolio: Our benchmark is at “3” or more: the mean of all ratings across MSN students is 3 or more for each individual competency, and that the overall mean (of all the scores) for every individual student (100%) in the MSN program is “3” or more.</p>	<p>Graduate Survey Mean 6.52</p> <table border="1" data-bbox="1339 597 1585 662"> <tr><th>2015</th><th>2016</th><th>2017</th></tr> <tr><td>3.78</td><td>6.52</td><td>4.67</td></tr> </table> <p>Alumni Survey=3.67</p> <table border="1" data-bbox="1339 751 1585 816"> <tr><th>2015</th><th>2016</th><th>2017</th></tr> <tr><td>4.0</td><td>3.67</td><td>N/A</td></tr> </table> <p>Portfolio Average for Program Outcome 5 = Education = 4.0 Administration=3.95</p> <table border="1" data-bbox="1339 1060 1801 1157"> <tr><th></th><th>*2015</th><th>2016</th><th>2017</th></tr> <tr><td>Education</td><td>3.85</td><td>4.0</td><td>4.0</td></tr> <tr><td>Administration</td><td>3.85</td><td>3.95</td><td>4.0</td></tr> </table> <p>*Education and Administration were not separated.</p> <p>Preceptor Evaluation=100% Met expectations</p>	2015	2016	2017	3.78	6.52	4.67	2015	2016	2017	4.0	3.67	N/A		*2015	2016	2017	Education	3.85	4.0	4.0	Administration	3.85	3.95	4.0
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MSN Program Results

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<p>Program Outcome</p> <p>6. Use information technology and knowledge-based resources to manage and transform data that inform clinical practice.</p>	<p>Grad Survey (SR)</p> <p>Alum Survey (SR): 1 year</p> <p>Portfolio (P)</p> <p>Preceptor Evaluation (OR)</p>	<p>Month prior to graduation.</p> <p>Mailed at 1-year postgraduate.</p> <p>Completion of Practicum</p> <p>Completion of Practicum</p>	<p>Graduate Survey & MSN Essentials via EBI 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 4 or higher</p> <p>Alumni Survey: 1=strongly disagree, 2=Disagree, 3=Agree, 4=strongly Agree. Benchmark: means at 3.00 or more on all three measures.</p> <p>Portfolio: Please note: for evaluating the portfolio: Our benchmark is at “3” or more: the mean of all ratings across MSN students is 3 or more for each individual competency, and that the overall mean (of all the scores) for every individual student (100%) in the MSN program is “3” or more.</p>	<p>Graduate Survey Mean=6.30</p> <table border="1" data-bbox="1339 558 1583 623"> <tr> <th>2015</th> <th>2016</th> <th>2017</th> </tr> <tr> <td>3.89</td> <td>6.30</td> <td>5.50</td> </tr> </table> <p>Alumni Survey</p> <table border="1" data-bbox="1339 743 1583 808"> <tr> <th>2015</th> <th>2016</th> <th>2017</th> </tr> <tr> <td>4.0</td> <td>3.67</td> <td>N/A</td> </tr> </table> <p>Portfolio Average for Program Outcome 6</p> <table border="1" data-bbox="1339 964 1801 1062"> <tr> <th></th> <th>*2015</th> <th>2016</th> <th>2017</th> </tr> <tr> <td>Education</td> <td>3.84</td> <td>3.99</td> <td>3.0</td> </tr> <tr> <td>Administration</td> <td>3.84</td> <td>3.95</td> <td>4.0</td> </tr> </table> <p><small>*Education and Administration were not separated.</small></p> <p>Preceptor Evaluation=100% Met expectations.</p>	2015	2016	2017	3.89	6.30	5.50	2015	2016	2017	4.0	3.67	N/A		*2015	2016	2017	Education	3.84	3.99	3.0	Administration	3.84	3.95	4.0
2015	2016	2017																										
3.89	6.30	5.50																										
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<p>Program Outcome</p> <p>7. Systematically apply evidence from research findings to answer clinical questions, solve clinical problems, and develop innovative nursing interventions and health policies for selected patient populations.</p>	<p>Grad Survey (SR)</p> <p>Alum Survey (SR): 1 year</p> <p>Diversity Survey</p> <p>Portfolio (P)</p> <p>Preceptor Evaluation (OR)</p>	<p>Month prior to graduation.</p> <p>Mailed at 1-year post grad. Month prior to graduation.</p> <p>Completion of Practicum</p> <p>Completion of Practicum</p>	<p>Graduate Survey & MSN Essentials via EBI 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 4 or higher</p> <p>Diversity Survey & Alumni Survey 1=strongly disagree, 2=Disagree, 3=Agree, 4=strongly Agree. Benchmark: means at 3.00 or more</p> <p>Portfolio: Please note: for evaluating the portfolio: Our benchmark is at “3” or more: the mean of all ratings across MSN students is 3 or more for each individual competency, and that the overall mean (of all the scores) for every individual student (100%) in the MSN program is “3” or more.</p>	<p>New Program Outcome (See Appendix A)</p> <p>Graduate Survey Mean</p> <table border="1"> <tr><td>2017</td></tr> <tr><td>4.83</td></tr> </table> <p>Alumni Survey</p> <table border="1"> <tr><td>2017</td></tr> <tr><td>N/A</td></tr> </table> <p>Portfolio Average for Program Outcome 8</p> <table border="1"> <tr><td></td><td>2017</td></tr> <tr><td>Education</td><td>3.20</td></tr> <tr><td>Administration</td><td>3.4</td></tr> </table> <p>Preceptor Evaluation=100% Met expectations.</p>	2017	4.83	2017	N/A		2017	Education	3.20	Administration	3.4
2017														
4.83														
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<p>Program Outcome</p> <p>8.Demonstrate collaborative practice and interpret nursing science within an interdisciplinary context.</p>	<p>Grad Survey (SR)</p> <p>Alum Survey (SR): 1 year</p> <p>Portfolio (P)</p> <p>Preceptor Evaluation (OR)</p>	<p>Month prior to graduation.</p> <p>Mailed at 1-year post grad.</p> <p>Completion of Practicum</p> <p>Completion of Practicum</p>	<p>Graduate Survey & MSN Essentials via EBI 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 4 or higher</p> <p>Alumni Survey: 1=strongly disagree, 2=Disagree, 3=Agree, 4=strongly Agree. Benchmark: means at 3.00 or more on all three measures.</p> <p>Portfolio: Please note: for evaluating the portfolio: Our benchmark is at “3” or more: the mean of all ratings across MSN students is 3 or more for each individual competency, and that the overall mean (of all the scores) for every individual student (100%) in the MSN program is “3” or more.</p>	<p>New Program Outcome (See Appendix A)</p> <p>Graduate Survey Mean</p> <table border="1" data-bbox="1346 591 1425 656"> <tr><td>2017</td></tr> <tr><td>5.0</td></tr> </table> <p>Alumni Survey=3.33</p> <table border="1" data-bbox="1346 808 1425 873"> <tr><td>2017</td></tr> <tr><td>N/A</td></tr> </table> <p>Portfolio Average for Program Outcome 8</p> <table border="1" data-bbox="1346 1053 1627 1151"> <tr><td></td><td>2017</td></tr> <tr><td>Education</td><td>3.20</td></tr> <tr><td>Administration</td><td>4.0</td></tr> </table> <p><small>*Education and Administration were not separated.</small></p> <p>Preceptor Evaluation=100% Met expectations.</p>	2017	5.0	2017	N/A		2017	Education	3.20	Administration	4.0
2017														
5.0														
2017														
N/A														
	2017													
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<p>Program Outcome</p> <p>9. Articulate the effects of culture, diversity, values, and globalization in the design, delivery, and evaluation of health services.</p>	<p>Grad Survey (SR)</p> <p>Alum Survey (SR): 1 year</p> <p>Portfolio (P)</p> <p>Preceptor Evaluation (OR)</p>	<p>Month prior to graduation.</p> <p>Mailed at 1-year post grad.</p> <p>Completion of Practicum</p> <p>Completion of Practicum</p>	<p>Graduate Survey & MSN Essentials via EBI 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 4 or higher</p> <p>Alumni Survey: 1=strongly disagree, 2=Disagree, 3=Agree, 4=strongly Agree. Benchmark: means at 3.00 or more on all three measures.</p> <p>Portfolio: Please note: for evaluating the portfolio: Our benchmark is at “3” or more: the mean of all ratings across MSN students is 3 or more for each individual competency, and that the overall mean (of all the scores) for every individual student (100%) in the MSN program is “3” or more.</p>	<p>Program Outcome 9 aligns with previous Program Outcome 7. (See Appendix A)</p> <p>Graduate Survey Mean=6.40</p> <table border="1"> <tr><th>2015</th><th>2016</th><th>2017</th></tr> <tr><td>3.78</td><td>6.40</td><td>5.0</td></tr> </table> <p>Alumni Survey=3.67</p> <table border="1"> <tr><th>2015</th><th>2016</th><th>2017</th></tr> <tr><td>4.0</td><td>3.67</td><td>N/A</td></tr> </table> <p>Diversity Survey:</p> <table border="1"> <tr><th>2015</th><th>2016</th><th>2017</th></tr> <tr><td>3.72</td><td>3.2</td><td>3.45</td></tr> </table> <p>Portfolio Average for Program Outcome 7</p> <table border="1"> <tr><th></th><th>*2015</th><th>2016</th><th>2017</th></tr> <tr><td>Education</td><td>3.56</td><td>4.0</td><td>3.20</td></tr> <tr><td>Administration</td><td>3.56</td><td>4.0</td><td>4.0</td></tr> </table> <p><small>*Education and Administration were not separated.</small></p> <p>Preceptor Evaluation=100% Met expectations.</p>	2015	2016	2017	3.78	6.40	5.0	2015	2016	2017	4.0	3.67	N/A	2015	2016	2017	3.72	3.2	3.45		*2015	2016	2017	Education	3.56	4.0	3.20	Administration	3.56	4.0	4.0
2015	2016	2017																																
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<p>Program Outcome</p> <p>10. Engage in lifelong learning activities that contribute to professional development as well as to the advancement of nursing.</p>	<p>Grad Survey (SR)</p> <p>Alum Survey (SR): 1 year</p> <p>Portfolio (P)</p> <p>Preceptor Evaluation (OR)</p>	<p>Month prior to graduation.</p> <p>Mailed at 1-year post grad.</p> <p>Completion of Practicum</p> <p>Completion of Practicum</p>	<p>Graduate Survey & MSN Essentials via EBI 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 4 or higher</p> <p>Alumni Survey: 1=strongly disagree, 2=Disagree, 3=Agree, 4=strongly Agree. Benchmark: means at 3.00 or more on all three measures.</p> <p>Portfolio: Please note: for evaluating the portfolio: Our benchmark is at “3” or more: the mean of all ratings across MSN students is 3 or more for each individual competency, and that the overall mean (of all the scores) for every individual student (100%) in the MSN program is “3” or more.</p>	<p>Program Outcome 9 aligns with previous Program Outcome 8. (See Appendix A)</p> <p>Graduate Survey Mean=6.40</p> <table border="1"> <tr><th>2015</th><th>2016</th><th>2017</th></tr> <tr><td>4.0</td><td>6.40</td><td>5.17</td></tr> </table> <p>Alumni Survey=3.33</p> <table border="1"> <tr><th>2015</th><th>2016</th><th>2017</th></tr> <tr><td>4.0</td><td>3.3</td><td>N/A</td></tr> </table> <p>Portfolio Average for Program Outcome 8</p> <table border="1"> <tr><th></th><th>*2015</th><th>2016</th><th>2017</th></tr> <tr><td>Education</td><td>3.81</td><td>3.92</td><td>3.40</td></tr> <tr><td>Administration</td><td>3.81</td><td>3.70</td><td>4.0</td></tr> </table> <p>*Education and Administration were not separated.</p> <p>Preceptor Evaluation=100% Met expectations.</p>	2015	2016	2017	4.0	6.40	5.17	2015	2016	2017	4.0	3.3	N/A		*2015	2016	2017	Education	3.81	3.92	3.40	Administration	3.81	3.70	4.0
2015	2016	2017																										
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Executive Summary of Student Performance for Each Outcome with Faculty Interpretation

PROGRAM STUDENT LEARNING OUTCOMES	OVERALL COMPARISON WITH BENCHMARK: MET, SIGNIFICANTLY EXCEEDED, OR AREA FOR IMPROVEMENT	POTENTIAL AREAS FOR ACTION* *THE NEW PROGRAM STUDENT LEARNING OUTCOMES WERE IMPLEMENTED AUGUST 2015 THUS REFLECTED IN THE 2016 EVALUATION REPORT.
1. Model excellence in nursing leadership to improve nursing practice within a complex health care system.	SIGNIFICANTLY EXCEEDED	
2. Conduct advanced nursing practice within ethical-legal guidelines, professional policies and regulations, and standards of practice associated with a specialty area of practice.	SIGNIFICANTLY EXCEEDED	
3. Synthesize knowledge from nursing as well as biological, behavioral, social, administrative, educational, and communication sciences for application to a chosen domain of advanced practice nursing.	SIGNIFICANTLY EXCEEDED	
4. Demonstrate scholarly inquiry and reflection that exemplifies critical, creative, and systems thinking to advance the practice of nursing.	SIGNIFICANTLY EXCEEDED	
5. Frame problems, design interventions, specify outcomes, and measure achievement of outcomes while balancing human, fiscal, and material resources to achieve quality health outcomes.	SIGNIFICANTLY EXCEEDED	
6. Use information technology and knowledge-based resources to manage and transform data that inform clinical practice.	SIGNIFICANTLY EXCEEDED	
7. Systematically apply evidence from research findings to answer clinical questions, solve clinical problems, and develop innovative nursing interventions and health policies for selected patient populations.	SIGNIFICANTLY EXCEEDED	
8. Demonstrate collaborative practice and interpret nursing science within an interdisciplinary context.	SIGNIFICANTLY EXCEEDED	
9. Articulate the effects of culture, diversity, values, and globalization in the design, delivery, and evaluation of health services.	SIGNIFICANTLY EXCEEDED	
10. Engage in lifelong learning activities that contribute to professional development as well as to the advancement of nursing.	SIGNIFICANTLY EXCEEDED	

Using Assessment for Program Improvement

As evidenced by the portfolio and various evaluation methods all MSN Program student learning outcomes significantly exceeded expectations. Each year, advisory board members are surveyed regarding changes in health care and their perception of curriculum revisions that would be beneficial to our graduates are discussed with MSN committee members to promote an education/practice partnership.

The committee will continue to evaluate courses per faculty evaluation of “meeting course student learning outcomes” and make changes as recommended or approved by the committee.

Dissemination of Results:

This report will be distributed to all regular MSN faculty members prior to MSN Committee Meeting for discussion, possible curriculum revisions and subsequent recommendations for changes. A final report will be submitted for review to the IU Kokomo School of Nursing CNF committee. In addition, at an advisory board meeting in 2017 we will share a short report of these findings. Also, for dissemination to all stakeholders, we put a copy of the report (PDF) on the IU Kokomo School of Nursing website.

2016 December Graduates: Lydia Capps, Jennifer Gale, Melinda Himelick, April Keesling, Amy Lennon, Jackie Orndorff, Tressia Puller, Felita Wash-White, Karri Woodard, Margaret Yeisley and August graduate: Michael Hulse.

Appendix A

Program student learning outcomes were updated to reflect the MSN Essentials and to be consistent with Indiana University Schools of Nursing statewide. The table below shows how prior program student learning outcomes align to the new Indiana University Kokomo School of Nursing MSN program student learning outcomes.

New Program Student Learning Outcomes	Old Program Student Learning Outcomes
1. Model excellence in nursing leadership to improve nursing practice within a complex health care system.	1. Model excellence in nursing leadership to improve nursing practice within the healthcare system.
2. Conduct advanced nursing practice within ethical-legal guidelines, professional policies and regulations, and standards of practice associated with a specialty area of practice.	2. Function within an ethical-legal framework.
3. Synthesize knowledge from nursing as well as biological, behavioral, social, administrative, educational, and communication sciences for application to a chosen domain of advanced practice nursing.	3. Synthesize knowledge from nursing, biological, behavioral, social, administrative, educational, and communication sciences for application to area of specialty.
4. Demonstrate scholarly inquiry and reflection that exemplifies critical, creative, and systems thinking to advance the practice of nursing.	4. Demonstrate scholarly inquiry and reflection that exemplifies clinical reasoning, critical, creative, and systems thinking.
5. Frame problems, design interventions, specify outcomes, and measure achievement of outcomes while balancing human, fiscal, and material resources to achieve quality health outcomes.	5. Frame problems, design interventions, specify outcomes, and maintain quality while balancing human, fiscal, and material resources.
6. Use information technology and knowledge-based resources to manage and transform data that inform clinical practice.	6. Use information technology and knowledge-based resources to inform practice.
7. Systematically apply evidence from research findings to answer clinical questions, solve clinical problems, and develop innovative nursing interventions and health policies for selected patient populations.	N/A
8. Demonstrate collaborative practice and interpret nursing science within an interdisciplinary context.	N/A
9. Articulate the effects of culture, diversity, values, and globalization in the design, delivery, and evaluation of health services.	7. Articulate the effects of culture, diversity, values, and globalization in the design, delivery, and evaluation of health services.
10. Engage in lifelong learning activities that contribute to professional development as well as to the advancement of nursing.	8. Engage in lifelong learning activities that contribute to the professional nursing development and advancement of the nursing profession.