

# 2020/2021

Indiana University

By Mary P. Bourke PhD



## [MSN EVALUATION REPORT: MSN]

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

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## Assessment Report: MSN Program

### 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. The faculty member reports student attainment of course learning outcomes to the associate dean and the MSN Committee and suggestions for course improvement. The committee may accept the recommendations 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 procedure provides a consistent method for faculty to evaluate how they met course-learning outcomes and thereby measure teaching effectiveness. While student evaluations are important, SNAHP feels it is essential to include data other than student evaluations in the assessment of teaching effectiveness.

Focus group data are collected and reported to the MSN committee for recommendations, possible intervention, and/or information. For example, the associate dean visits every MSN class to inquire about student progress and address any problems or concerns, evaluating program effectiveness and solving 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 consists of 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 the 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 the area of professional practice. See figure 1. for the concept map of SNAHP MSN Assessment Plan.

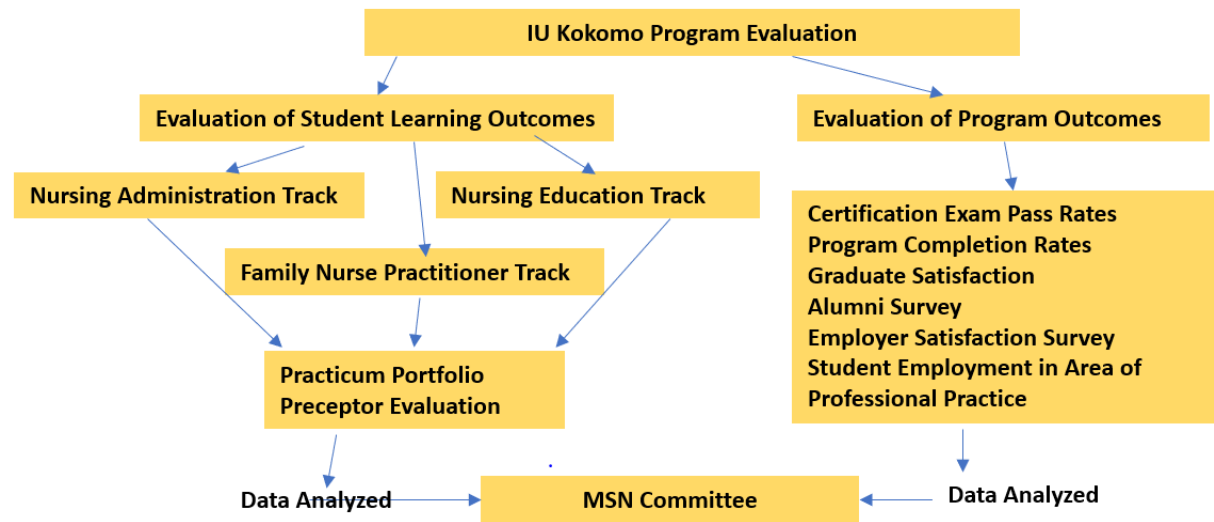


Figure 1. Concept Map of IUKSON MSN Assessment Plan

### Practicum Portfolio

The MSN program uses the portfolio to validate those 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 the overall evaluation of the portfolio, which addresses the appearance, completeness, and quality of the materials included. The portfolio is a required assignment of their practicum course scheduled for 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 to meet student learning outcomes for T679 Nursing Education Practicum and L579 Nursing Administration Practicum. The Family Nurse Practitioner preceptor evaluations are based on NONPF criteria.

## 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 3.0 (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 (FNP), 2) program completion rates, 3) graduate satisfaction survey, 4) alumni survey, 5) employer satisfaction survey, and 6) student employment in the area of professional practice.

#### 1. **Certification Exam Pass Rates**

Certification exam pass rates pertain to FNP only. Benchmark: Certification exam pass rates pertain to FNP only. Eighty percent or more who take a certifying examination appropriate for the FNP pass on the first attempt.

#### 2. **Program Completion Rates**

Sixty percent of the MSN students who attend class on the first day of the first course in the program will complete the program exactly on time (in six semesters for Nursing Education and Nursing Administration: in seven semesters for FNP).

Eighty percent of the MSN students who attend class on the first day of the first course in the program will complete the program within 150 % of the exact program length (in six semesters for Nursing Education and Nursing Administration and nine semesters for FNP).

#### 3. **Graduate Satisfaction**

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. The Family Nurse Practitioner preceptor evaluations are based on NONPF criteria.

4. **Employer Satisfaction**

SNAHP will survey employers of MSN graduates regarding graduate preparation for their work setting, overall satisfaction, and the quality of their performance as employees. In addition, employers will be surveyed at the annual advisory council meeting of all hospital and nursing program representatives. Benchmark: 80% or more of employers will express satisfaction with the program.

5. **Student Role-related Professional Practice**

Our program outcome goal is that 60% of graduates seeking employment will be involved in role-related professional practice or doctoral education at one-year post-graduation. Data is collected from the Alumni Survey.

### **Program Elements**

Additional data may be collected to evaluate program elements per Chen's Theory. For example, additional surveys and focus group data are collected and reported to the MSN committee for recommendations, possible changes, and implementation. For example, the associate dean visits class during the semester to talk with students about problems or concerns to evaluate program effectiveness and solve issues promptly. Another example, one year into the program, a survey was given that measured students' perception of the MSN culture. Before beginning the MSN program, faculty defined the graduate culture to guide and enhance the SNAHP program mission.

#### **Characteristics of the MSN Graduating Class of December 2020/2021 Reported 2021**

December 2020 graduates

Heba Al Anazi, Muna Albalawi, Saif Almutairi, Ibtisam Alruwaili, Sheila Briner, Kaitlin Carter, Jenica Hartman, Shima Hawsawi, Patricia Julius, Austin Keen, Amal Mobarki, Samantha Murphy, and Margaret Sposato

May 2021 Graduates

Nancy Anderson, Jocelyn Azbell, Raymond Candelaria, Denese Davis, Rachel Irwin, Mildred Mukorombindo, Leigha Murphy, Ashley O'Shields, Alisha Perryman, Kristina Roberson, Cheryl Shively, and Caroline Toke

Characteristics of the class include the following: 4 males and 25 females 2 African/American and 1 Asian

### Program Completion Rates

Track	Length of Program	Semester started	Semester Graduated	# of students in track	% of students graduated on time
Administration	6 semesters	Spring 2019	Fall 2020	6	100%
Education	6 semesters	Spring 2019	Fall 2020	8	87.5%
Family Nurse Practitioner	7 semesters	Spring 2019	Spring 2021	13	92.3%

**For the class of 2020/2021, The MSN graduates reported their age range as follows:**

Range	Percentage
21-25	1
26-30	3
31-40	6
41-50	3
51 and older	4

### Employment Status

Years	Number
Internship	1
Less than 1 year	0
1 to 2 years	2
3 to 5 years	4
5 years or more	10

**Satisfaction with MSN program: Satisfaction Survey via Qualtrics.**

Criteria: 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional. Our benchmark is 5.5 or higher.

**The results are as follows:**

#### **Quality of Faculty and Instruction**

<b>Question</b>	<b>Satisfaction</b>
How satisfied are you with: Faculty oversight of classroom experiences	5.53
How satisfied are you with: Faculty oversight of clinical experiences	FNP 4.6
How satisfied are you with: Accessibility of faculty outside of class	6.18
How satisfied are you with: Preceptor availability	FNP 5.5 Adm & Educ 6.29



How satisfied are you with: Effectiveness of preceptors	FNP 6.4 Adm & Educ 6.29
How satisfied are you with: Responsiveness of faculty to your concerns	6.24

<b>Question</b>	<b>Satisfaction</b>
Satisfaction with the faculty's ability to: Relate concepts to clinical situations	6.13
Satisfaction with the faculty's ability to: Draw on experience of students	6.13
Satisfaction with the faculty's ability to: Engage students in discussions	6.53
Satisfaction with the faculty's ability to: Lecture effectively	5.76
Satisfaction with the faculty's ability to: Interact with students one-on-one	5.94
Satisfaction with the faculty's ability to: - Act as effective role models	5.63

**Comments:**

**What did you like best about the MSN program?**

I liked this program because it's highly advanced. This program increased my critical thinking skills and decision making. it helps me to think outside the box and be more qualified in teaching for diverse teaching setting.

The instructors knowing who I was and having good rapport with them, the availability of the instructors for questions and feedback, feeling that every course and class session were relevant to my major

The chunking of the final paper

My instructors really cared about me and the work I have done. Great to collaborate with other exceptional RNs

Excellent preparation for a career in nursing education.

working with different people

The approachability of educators to converse about studies or ideas.

**How can we improve the MSN program for future students?**

Increased diversity of the classroom will expand the program learning outcomes.

No suggestions at this time- It was a great program!

Research Methods in particular should be revised, as well as how the final research proposal for the program is divided up across classes. It was not in sync, led to confusion.

At this moment with COVID I believe IU is constrained and no improvements can be made until after its alleviation.

After COVID19 we were encouraged to find our own clinical sites. I found that the clinical sites I found on my own and already had connections with helped me learn the most. I think in the future students should be encouraged to find their own sites if they have connections.

Integrate application of pharmacology in a meaningful way for students.

It was so very rigorous.

## Evaluation Results for MSN Graduates

### Indiana University Kokomo School of Nursing

#### MSN Program Results

2016-2021

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																																								
<b>Program Outcome</b>  1: Model excellence in nursing leadership to improve nursing practice within a complex health care system.	Grad Survey (SR)  MSN Essentials (SR)      Portfolio (P)       Preceptor Evaluation (OR)	Month prior to graduation.       Completion of Practicum       Completion of Practicum	<b>Graduate Survey &amp; MSN Essentials via QUALTRICS</b> 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 5.5 or higher  <b>Portfolio:</b> 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.	<b>Graduate Survey Mean</b>  <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse; text-align: center;"> <tr> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> <tr> <td>6.47</td> <td>5.17</td> <td>*7.0</td> <td>5.70</td> <td>5.79</td> <td>5.93</td> </tr> </table>  <b>Portfolio Average for Program Outcome 1</b>  <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse; text-align: center;"> <tr> <th></th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> <tr> <td><b>Education</b></td> <td>3.9</td> <td>3.6</td> <td>3.67</td> <td>3.56</td> <td>4</td> <td>3.86</td> </tr> <tr> <td><b>Administration</b></td> <td>3.6</td> <td>3.4</td> <td>4</td> <td>4</td> <td>4</td> <td>4</td> </tr> <tr> <td><b>FNP</b></td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>3.65</td> <td>3.75</td> </tr> </table>  <b>Preceptor Evaluation=100% Met expectations.</b>	2016	2017	2018	2019	2020	2021	6.47	5.17	*7.0	5.70	5.79	5.93		2016	2017	2018	2019	2020	2021	<b>Education</b>	3.9	3.6	3.67	3.56	4	3.86	<b>Administration</b>	3.6	3.4	4	4	4	4	<b>FNP</b>	N/A	N/A	N/A	N/A	3.65	3.75
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<p><b>Program Outcome</b></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>Portfolio (P)</p> <p>Preceptor Evaluation (OR)</p>	<p>Month prior to graduation.</p> <p>Completion of Practicum</p> <p>Completion of Practicum</p>	<p><b>Graduate Survey &amp; MSN Essentials via QUALTRICS</b>                      1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional                      Benchmark 5.5 or higher</p> <p><b>Portfolio:</b>                      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><b>Graduate Survey Mean</b></p> <table border="1"> <tr> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> <tr> <td>6.4</td> <td>5.33</td> <td>*6.67</td> <td>5.60</td> <td>5.79</td> <td>6.00</td> </tr> </table> <p><b>Portfolio Average for Program Outcome 2</b></p> <table border="1"> <tr> <th></th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> <tr> <td><b>Education</b></td> <td>4.0</td> <td>4.0</td> <td>3.67</td> <td>3.64</td> <td>3.57</td> <td>3.86</td> </tr> <tr> <td><b>Administration</b></td> <td>3.94</td> <td>4.0</td> <td>4</td> <td>3.67</td> <td>4</td> <td>4</td> </tr> <tr> <td><b>FNP</b></td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>3.42</td> <td>3.5</td> </tr> </table> <p><b>Preceptor Evaluation=100% Met expectations.</b></p>	2016	2017	2018	2019	2020	2021	6.4	5.33	*6.67	5.60	5.79	6.00		2016	2017	2018	2019	2020	2021	<b>Education</b>	4.0	4.0	3.67	3.64	3.57	3.86	<b>Administration</b>	3.94	4.0	4	3.67	4	4	<b>FNP</b>	N/A	N/A	N/A	N/A	3.42	3.5
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<p><b>Program Outcome</b></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>AANP and/or ANCC Content Report</p> <p>Portfolio (P)</p> <p>Preceptor Evaluation (OR)</p>	<p>Month prior to graduation.</p> <p>Post-Graduation</p> <p>Completion of Practicum</p> <p>Completion of Practicum</p>	<p><b>Graduate Survey &amp; MSN Essentials via QUALTRICS</b> 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 5.5 or higher</p> <p><b>Portfolio:</b> 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><b>Graduate Survey Mean</b></p> <table border="1"> <tr> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> <tr> <td>6.2</td> <td>5.17</td> <td>*6.67</td> <td>5.56</td> <td>5.77</td> <td>5.87</td> </tr> </table> <p><b>Content Specific Pass Rates</b></p> <table border="1"> <thead> <tr> <th>Year Graduated</th> <th>Assessment National Average</th> <th>Assessment IUK</th> <th>Diagnosis National Average</th> <th>Diagnosis IUK</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>37</td> <td>37</td> <td>25</td> <td>24</td> </tr> <tr> <td>2020</td> <td>37</td> <td>38</td> <td>25</td> <td>24</td> </tr> <tr> <td><b>Planning National Average</b></td> <td><b>Planning IUK</b></td> <td><b>Evaluation National Average</b></td> <td><b>Evaluation IUK</b></td> <td></td> </tr> <tr> <td>23</td> <td>25</td> <td>18</td> <td>19</td> <td></td> </tr> <tr> <td>23</td> <td>25</td> <td>17</td> <td>17</td> <td></td> </tr> </tbody> </table> <p><b>Portfolio Average for Program Outcome 3</b></p> <table border="1"> <thead> <tr> <th></th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td><b>Education</b></td> <td>3.99</td> <td>2.6</td> <td>3.67</td> <td>3.56</td> <td>3.86</td> <td>4</td> </tr> <tr> <td><b>Administration</b></td> <td>3.73</td> <td>4.0</td> <td>4</td> <td>3.67</td> <td>4</td> <td>4</td> </tr> <tr> <td><b>FNP</b></td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>3.5</td> <td>3.63</td> </tr> </tbody> </table> <p><b>Preceptor Evaluation=100% Met expectations.</b></p>	2016	2017	2018	2019	2020	2021	6.2	5.17	*6.67	5.56	5.77	5.87	Year Graduated	Assessment National Average	Assessment IUK	Diagnosis National Average	Diagnosis IUK	2019	37	37	25	24	2020	37	38	25	24	<b>Planning National Average</b>	<b>Planning IUK</b>	<b>Evaluation National Average</b>	<b>Evaluation IUK</b>		23	25	18	19		23	25	17	17			2016	2017	2018	2019	2020	2021	<b>Education</b>	3.99	2.6	3.67	3.56	3.86	4	<b>Administration</b>	3.73	4.0	4	3.67	4	4	<b>FNP</b>	N/A	N/A	N/A	N/A	3.5	3.63
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<p><b>Program Outcome</b></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>Portfolio (P)</p> <p>Preceptor Evaluation (OR)</p>	<p>Month prior to graduation.</p> <p>Completion of Practicum</p> <p>Completion of Practicum</p>	<p><b>Graduate Survey &amp; MSN Essentials via QUALTRICS</b> 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 5.5 or higher</p> <p><b>Portfolio:</b> 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><b>Graduate Survey Mean</b></p> <table border="1"> <tr> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> <tr> <td>6.5</td> <td>5.17</td> <td>*6.67</td> <td>5.50</td> <td>5.64</td> <td>5.93</td> </tr> </table> <p><b>Portfolio Average for Program Outcome 4</b></p> <table border="1"> <tr> <th></th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> <tr> <td><b>Education</b></td> <td>4.0</td> <td>4.0</td> <td>3.56</td> <td>3.89</td> <td>3.71</td> <td>4</td> </tr> <tr> <td><b>Administration</b></td> <td>3.60</td> <td>4.0</td> <td>4</td> <td>3.67</td> <td>4</td> <td>4</td> </tr> <tr> <td><b>FNP</b></td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>3.5</td> <td>3.75</td> </tr> </table> <p><b>Preceptor Evaluation=100% Met expectations.</b></p>	2016	2017	2018	2019	2020	2021	6.5	5.17	*6.67	5.50	5.64	5.93		2016	2017	2018	2019	2020	2021	<b>Education</b>	4.0	4.0	3.56	3.89	3.71	4	<b>Administration</b>	3.60	4.0	4	3.67	4	4	<b>FNP</b>	N/A	N/A	N/A	N/A	3.5	3.75
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<p><b>Program Outcome</b></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>Portfolio (P)</p> <p>AANP and/or ANCC Certification Exam</p> <p>Preceptor Evaluation (OR)</p>	<p>Month prior to graduation.</p> <p>Completion of Practicum</p> <p>Post-Graduation</p> <p>Completion of Practicum</p> <p>Completion of Practicum</p>	<p><b>Graduate Survey &amp; MSN Essentials via QUALTRICS</b> 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 5.5 or higher</p> <p><b>Portfolio:</b> 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><b>Graduate Survey Mean</b></p> <table border="1"> <thead> <tr> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>6.52</td> <td>4.67</td> <td>*6.33</td> <td>5.70</td> <td>5.57</td> <td>5.93</td> </tr> </tbody> </table> <p><b>Portfolio Average for Program Outcome 5 =</b></p> <table border="1"> <thead> <tr> <th></th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td><b>Education</b></td> <td>4.0</td> <td>4.0</td> <td>3.67</td> <td>3.33</td> <td>3.29</td> <td>4</td> </tr> <tr> <td><b>Administration</b></td> <td>3.95</td> <td>4.0</td> <td>4</td> <td>3.67</td> <td>4</td> <td>4</td> </tr> <tr> <td><b>FNP</b></td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>2.96</td> <td>3.5</td> </tr> </tbody> </table> <p><b>Pass Rates</b></p> <table border="1"> <thead> <tr> <th>Year</th> <th>IUK Pass Rate</th> <th>AANP National Certification Pass Rates</th> <th>Number of IUK Students Taking the Certification Exam</th> <th>Number of IUK Students Passing the Certification Exam</th> <th>Number of IUK Students Passing the Certification on 2<sup>nd</sup> Try.</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>92</td> <td>85</td> <td>12</td> <td>11</td> <td>N/A</td> </tr> <tr> <td>2020</td> <td>91</td> <td>85</td> <td>11</td> <td>10</td> <td>N/A</td> </tr> </tbody> </table> <p><b>Preceptor Evaluation=100% Met expectations</b></p>	2016	2017	2018	2019	2020	2021	6.52	4.67	*6.33	5.70	5.57	5.93		2016	2017	2018	2019	2020	2021	<b>Education</b>	4.0	4.0	3.67	3.33	3.29	4	<b>Administration</b>	3.95	4.0	4	3.67	4	4	<b>FNP</b>	N/A	N/A	N/A	N/A	2.96	3.5	Year	IUK Pass Rate	AANP National Certification Pass Rates	Number of IUK Students Taking the Certification Exam	Number of IUK Students Passing the Certification Exam	Number of IUK Students Passing the Certification on 2 <sup>nd</sup> Try.	2019	92	85	12	11	N/A	2020	91	85	11	10	N/A
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<p><b>Program Outcome</b></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>Portfolio (P)</p> <p><b>FNP HESI Exam</b></p> <p><b>FNP Certification Pass Rate</b></p> <p>Preceptor Evaluation (OR)</p>	<p>Month prior to graduation.</p> <p>Completion of Practicum</p> <p>Completed December during 6<sup>th</sup> semester</p> <p>Completion of Program</p> <p>Completion of Practicum</p>	<p><b>Graduate Survey &amp; MSN Essentials via QUALTRICS</b> 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 5.5 or higher</p> <p><b>Portfolio:</b> 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><b>Pass Rate:</b> Eighty percent or more who take a certifying examination appropriate for the FNP pass on the first attempt.</p>	<p><b>Graduate Survey Mean</b></p> <table border="1"> <thead> <tr> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>6.30</td> <td>5.50</td> <td>*6.67</td> <td>5.50</td> <td>5.64</td> <td>5.4</td> </tr> </tbody> </table> <p><b>Portfolio Average for Program Outcome 6</b></p> <table border="1"> <thead> <tr> <th></th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td><b>Education</b></td> <td>3.99</td> <td>3.0</td> <td>3.56</td> <td>3.56</td> <td>3.71</td> <td>4</td> </tr> <tr> <td><b>Administration</b></td> <td>3.95</td> <td>4.0</td> <td>4</td> <td>3.67</td> <td>4</td> <td>4</td> </tr> <tr> <td><b>FNP</b></td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>3.35</td> <td>3.38</td> </tr> </tbody> </table> <p><b>See Appendix B for FNP HESI exam analysis.</b></p> <p><b>Preceptor Evaluation=100% Met expectations.</b></p>	2016	2017	2018	2019	2020	2021	6.30	5.50	*6.67	5.50	5.64	5.4		2016	2017	2018	2019	2020	2021	<b>Education</b>	3.99	3.0	3.56	3.56	3.71	4	<b>Administration</b>	3.95	4.0	4	3.67	4	4	<b>FNP</b>	N/A	N/A	N/A	N/A	3.35	3.38
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<b>Program Outcome</b>  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.	Grad Survey (SR)	Month prior to graduation.	<b>Graduate Survey &amp; MSN Essentials via QUALTRICS</b> 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 5.5 or higher  <b>Portfolio:</b> 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 style="color: red; text-align: center;"><b>New Program Outcome for 2018 (See Appendix A)</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr><th colspan="5">Graduate Survey Mean</th></tr> <tr> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> <tr> <td>4.83</td> <td>*6.67</td> <td>5.40</td> <td>5.43</td> <td>5.73</td> </tr> </table>  <p style="text-align: center;"><b>Portfolio Average for Program Outcome 8</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <th></th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> <tr> <td><b>Education</b></td> <td>3.20</td> <td>3.78</td> <td>3.67</td> <td>3.93</td> <td>4</td> </tr> <tr> <td><b>Administration</b></td> <td>3.4</td> <td>3.5</td> <td>3.33</td> <td>4</td> <td>4</td> </tr> <tr> <td><b>FNP</b></td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>3.04</td> <td>3.75</td> </tr> </table>  <b>Preceptor Evaluation=100% Met expectations.</b>	Graduate Survey Mean					2017	2018	2019	2020	2021	4.83	*6.67	5.40	5.43	5.73		2017	2018	2019	2020	2021	<b>Education</b>	3.20	3.78	3.67	3.93	4	<b>Administration</b>	3.4	3.5	3.33	4	4	<b>FNP</b>	N/A	N/A	N/A	3.04	3.75
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<p><b>Program Outcome</b></p> <p>8. Demonstrate collaborative practice and interpret nursing science within an interdisciplinary context.</p>	<p>Grad Survey (SR)</p> <p>Portfolio (P)</p> <p>Preceptor Evaluation (OR)</p>	<p>Month prior to graduation.</p> <p>Completion of Practicum</p> <p>Completion of Practicum</p>	<p><b>Graduate Survey &amp; MSN Essentials via QUALTRICS</b> 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 5.5 or higher</p> <p><b>Portfolio:</b> 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><b>New Program Outcome for 2018 (See Appendix A)</b></p> <p><b>Graduate Survey Mean</b></p> <table border="1" data-bbox="1339 589 1745 656"> <thead> <tr> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>5.0</td> <td>6.67</td> <td>5.60</td> <td>5.57</td> <td>5.93</td> </tr> </tbody> </table> <p><b>Portfolio Average for Program Outcome 8</b></p> <table border="1" data-bbox="1339 808 1948 935"> <thead> <tr> <th></th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Education</td> <td>3.20</td> <td>3.78</td> <td>3.22</td> <td>4</td> <td>4</td> </tr> <tr> <td>Administration</td> <td>4.0</td> <td>3.5</td> <td>3.67</td> <td>4</td> <td>4</td> </tr> <tr> <td>FNP</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>3.38</td> <td>3.63</td> </tr> </tbody> </table> <p><b>Preceptor Evaluation=100% Met expectations.</b></p>	2017	2018	2019	2020	2021	5.0	6.67	5.60	5.57	5.93		2017	2018	2019	2020	2021	Education	3.20	3.78	3.22	4	4	Administration	4.0	3.5	3.67	4	4	FNP	N/A	N/A	N/A	3.38	3.63
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<p><b>Program Outcome</b></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>Diversity Survey</p> <p>Portfolio (P)</p> <p>Preceptor Evaluation (OR)</p>	<p>Month prior to graduation.</p> <p>Completion of Practicum</p> <p>Completion of Practicum</p> <p>Completion of Practicum</p>	<p><b>Graduate Survey &amp; MSN Essentials via QUALTRICS</b>                      1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional                      Benchmark 5.5 or higher</p> <p><b>Diversity Survey:</b>                      1=strongly disagree, 2=Disagree, 3=Agree, 4=strongly Agree.                      Benchmark: means at 3.00 or more on all three measures.</p> <p><b>Portfolio:</b>                      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><b>Program Outcome 9 aligns with previous Program Outcome 7. (See Appendix A)</b></p> <p><b>Graduate Survey Mean</b></p> <table border="1"> <tr> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> <tr> <td>6.40</td> <td>5.0</td> <td>*6.67</td> <td>6.0</td> <td>5.93</td> <td>5.93</td> </tr> </table> <p><b>Diversity Survey:</b></p> <table border="1"> <tr> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> <tr> <td>3.2</td> <td>3.45</td> <td>3.43</td> <td>3.55</td> <td>3.59</td> <td>3.61</td> </tr> </table> <p><b>Portfolio Average for Program Outcome 7</b></p> <table border="1"> <tr> <th></th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> <tr> <td><b>Education</b></td> <td>4.0</td> <td>3.20</td> <td>3.67</td> <td>3.78</td> <td>4</td> <td>4</td> </tr> <tr> <td><b>Administration</b></td> <td>4.0</td> <td>4.0</td> <td>4</td> <td>3.67</td> <td>4</td> <td>4</td> </tr> <tr> <td><b>FNP</b></td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>3.04</td> <td>3.88</td> </tr> </table> <p><b>Preceptor Evaluation=100% Met expectations.</b></p>	2016	2017	2018	2019	2020	2021	6.40	5.0	*6.67	6.0	5.93	5.93	2016	2017	2018	2019	2020	2021	3.2	3.45	3.43	3.55	3.59	3.61		2016	2017	2018	2019	2020	2021	<b>Education</b>	4.0	3.20	3.67	3.78	4	4	<b>Administration</b>	4.0	4.0	4	3.67	4	4	<b>FNP</b>	N/A	N/A	N/A	N/A	3.04	3.88
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2016-2021

<b>OUTCOME ASSESSMENT AREA (ORGANIZED BY STUDENT LEARNING OUTCOME)</b>	<b>PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK</b>	<b>WHEN IS THE MEASURE TAKEN?</b>	<b>BENCHMARKS AND MEASUREMENT COMMENTS FOR EACH TOOL IN PROGRAM EVALUATION:</b>	<b>DATA FROM GRADUATING CLASS</b>																																								
<p><b>Program Outcome</b></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>Portfolio (P)</p> <p>Preceptor Evaluation (OR)</p>	<p>Month prior to graduation.</p> <p>Completion of Practicum</p> <p>Completion of Practicum</p>	<p><b>Graduate Survey &amp; MSN Essentials via QUALTRICS</b> 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 5.5 or higher</p> <p><b>Portfolio:</b> 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><b>Program Outcome 9 aligns with previous Program Outcome 8. (See Appendix A)</b></p> <p><b>Graduate Survey Mean</b></p> <table border="1"> <tr> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> <tr> <td>6.40</td> <td>5.17</td> <td>*7.0</td> <td>6.20</td> <td>6.21</td> <td>5.87</td> </tr> </table> <p>*N=3</p> <p><b>Portfolio Average for Program Outcome 8</b></p> <table border="1"> <tr> <th></th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> <tr> <td><b>Education</b></td> <td>3.92</td> <td>3.40</td> <td>3.89</td> <td>3.89</td> <td>3.86</td> <td>4</td> </tr> <tr> <td><b>Administration</b></td> <td>3.70</td> <td>4.0</td> <td>4</td> <td>3.67</td> <td>4</td> <td>4</td> </tr> <tr> <td><b>FNP</b></td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>3.38</td> <td>3.88</td> </tr> </table> <p><b>Preceptor Evaluation=100% Met expectations.</b></p>	2016	2017	2018	2019	2020	2021	6.40	5.17	*7.0	6.20	6.21	5.87		2016	2017	2018	2019	2020	2021	<b>Education</b>	3.92	3.40	3.89	3.89	3.86	4	<b>Administration</b>	3.70	4.0	4	3.67	4	4	<b>FNP</b>	N/A	N/A	N/A	N/A	3.38	3.88
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## Executive Summary of Student Performance for Each Outcome with Faculty Interpretation

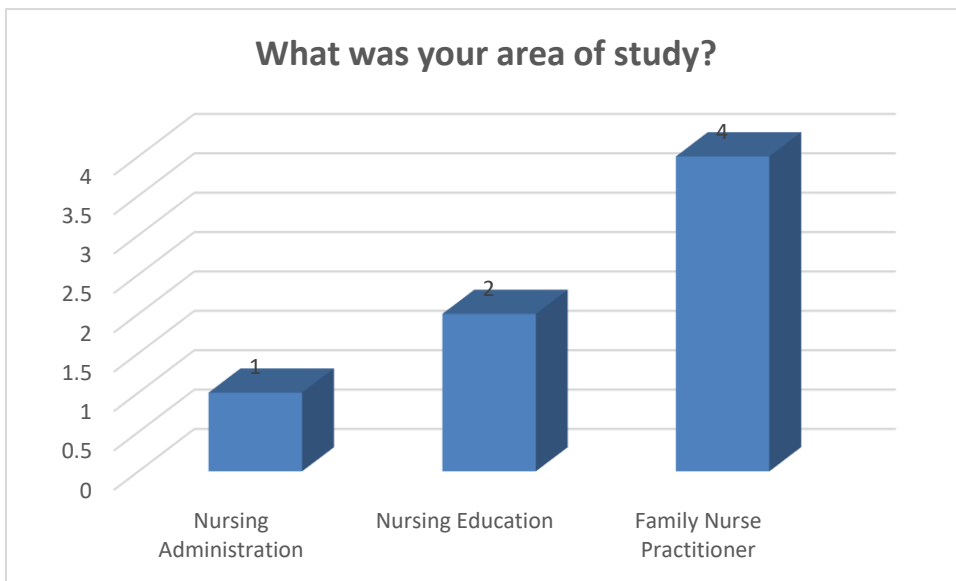
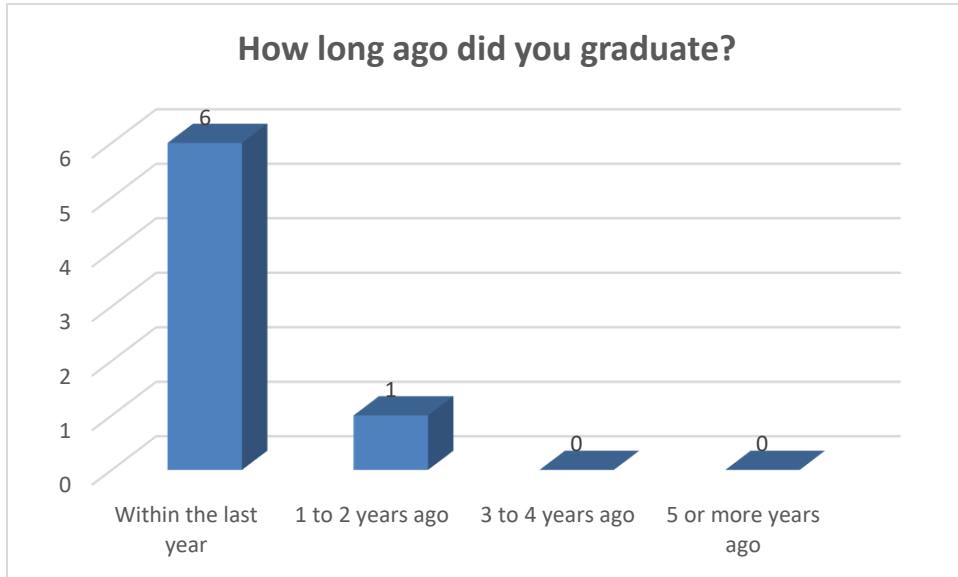
PROGRAM STUDENT LEARNING OUTCOMES	OVERALL COMPARISON WITH BENCHMARK: MET, SIGNIFICANTLY EXCEEDED, OR AREA FOR IMPROVEMENT	POTENTIAL AREAS FOR ACTION*  *THE NEW PROGRAM STUDENT LEARNING OUTCOMES WERE IMPLEMENTED IN AUGUST 2015, THUS REFLECTED IN THE 2016 EVALUATION REPORT.												
1. Model excellence 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.	Met program learning outcome.	<p><b>Graduate Survey Mean</b></p> <table border="1" data-bbox="1499 883 1997 948"> <thead> <tr> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>6.30</td> <td>5.50</td> <td>*6.67</td> <td>5.50</td> <td>5.64</td> <td>5.4</td> </tr> </tbody> </table> <p>For 2020/2021, program outcome 7 was .1 below expectations.</p> <p>Administration and Education have a separate semester-long course, "I630 Introduction of Informatics," and as a result, the FNP students' perception was 5.13/7.0 vs. Adm &amp; Educ 5.71/7.0. Therefore, the committee voted that I630 will no longer be offered as part of the curriculum for Adm &amp; Educ, and advanced informatics concepts will be added to all three tracks for consistency.</p>	2016	2017	2018	2019	2020	2021	6.30	5.50	*6.67	5.50	5.64	5.4
2016	2017	2018	2019	2020	2021									
6.30	5.50	*6.67	5.50	5.64	5.4									

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	

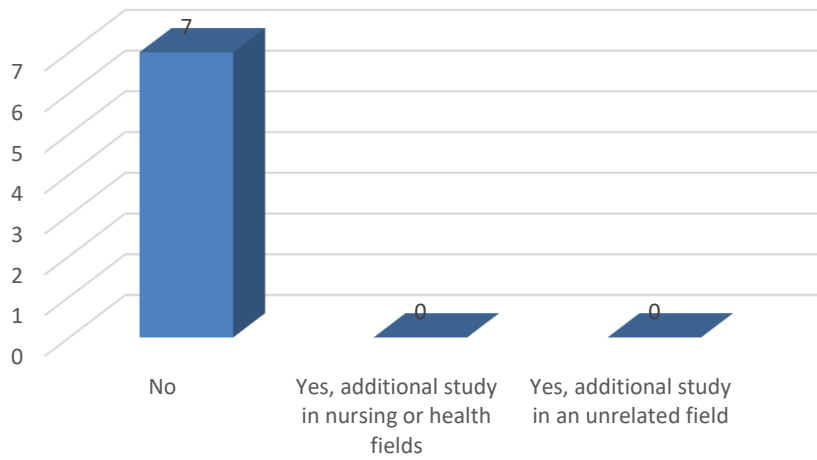
# Alumni Survey Report

## Alum Survey Sent from 6 months to 1 year

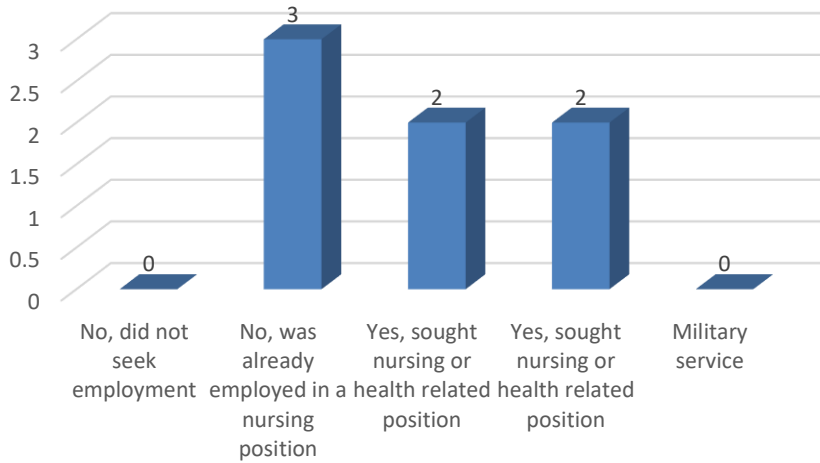
Seven Graduates participated in the survey. The results are as follows:



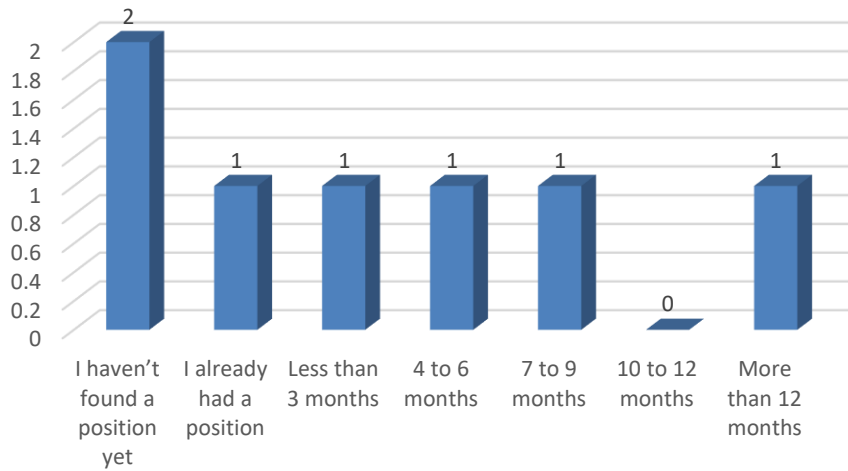
### Did you pursue additional education?



### Did you pursue employment upon graduation?



### What is your current employment status?



### What was the annual compensation (salary and bonus) of your first full-time position?

