

**MSN Program
Systematic Plan for Evaluation
2022 Report
Years 2019-2022**

**MSN Nurse Educator Standard 6: SPE Evaluation
2022 Report**

Program evaluation demonstrates that students have achieved each end-of-program student learning outcome and each program outcome. There are School of Nursing (SON) program outcomes and End of Program student learning outcomes:

Annie Taylor Dee SON Program Outcomes

- Outcome #1: 80% of School of Nursing graduates will complete the program on time
- Outcome #2: 80% of School of Nursing graduates seeking employment will be involved in role-related professional practice within 12 months of graduation, as reported on the *SON Alumni Survey*
- Outcome #3: 85% of those students who take certification exams will pass on the first attempt in the same 12-month period.

SON Outcomes will be measured annually through the following methods:

- Program Completion Rates
- MSN Employment rates and graduate satisfaction 12 months after graduation (alumni survey)
- MSN students do not have certification exams

MSN Nurse Educator Role-Specific Competencies are listed in the table below:

The Graduate End of Program Student Learning Outcomes will be measured annually through the following methods:

- Refer to Course Maps (Standard 4) for alignment of Course outcomes/units and assignments to SON/End of Program Student Learning Outcomes.
 - 90% of students will meet signature assignment rubric guidelines at 90% on EPSLOs and RSCs for aggregate coursework (**Signature Assignments**)
 - 90% of students performing in the final residency experience will achieve a 3.0 or higher out of a 5.0 scale (student performance meets standards) as evaluated by the faculty on the MSN Faculty and Preceptor Assessment of Student Residency Tool. (Measures RSCs 1-6).
 - 80% of students who respond will rate their overall satisfaction related to the achievement of SON End of Program Student Learning Outcomes at or above a 3.0/5.0 (**End of Program Evaluation Survey**)

Systematic plan for program (SPE) evaluation tool reports aggregated data, analysis of data, and program responses to the evaluation data with reference to ongoing program development, maintenance, or revision will be completed maintained and annually by May of each year.

MSN Nurse Educator	
End-of-Program Student Learning Outcomes (EPSLO) and Role-Specific Competencies (RSC)	
PLAN	IMPLEMENTATION

Assessment Method(s) and Expected Level(s) of Achievement	Component	Data Collection and Assessment Frequency	Results of Data Collection Including actual level(s) of achievement	Analysis and Actions For Program Development, Maintenance, or Revision
MSN EPSLO #1: Patient-Centered Care Lead collaborative patient care environments that promote the development of nursing expertise.				
MSN ED RSC #1: Patient-Centered Care Design contemporary program outcomes and curricula that prepare graduates to function effectively in the healthcare environment with a focus on the patient.				
<u>End of Program Survey:</u> Student assessment of an average score of at least 3.0/5.0 on a 5-point Likert scale.	Question #14 EPSLO Question #20 RSC	At end of program	(See Student End of Program Evaluation Table below for reporting of data) <ul style="list-style-type: none"> • Table 14 • Table 20 	Data will be reviewed and reassessed annually during faculty meetings.
<u>Signature Assignments:</u> Expected Level of Achievement (ELA): 90% of students will meet SA and/or RSC assignment (s) and will be completed with at least 90% of total points achieved on the assignment grading rubric to meet the designated EPSLO/RSC.	Previous EPSLO NRSRG 6700 Nurse Educator Reflective Journal New EPSLO Data moving signature assignments to the EOP integration Spring 2022. NRSRG 6520 Course Map		Fall 2019 100% (12/12) Fall 2020 100% (23/23) Summer 2021 100% (17/17) Fall 2021 100% (17/17)	Signature Assignments (SA) and ELA's are discussed at the end of the semester during course level meetings and are reflected on the end of course meeting minutes. Faculty met and identified that most students were meeting the ELA of 85% on the SA which was not giving us data for where students were not meeting ELAs and program EPSLOS. Faculty wanted more meaningful data to

				improve course and SA and to catch students who were not meeting EPSLOs. The ELA was increased to 90% beginning 2021-2022. Faculty follow up in October 2022 when the SPE is presented and discussed.
MSN EPSLO #2: Teamwork and Collaboration				
Apply evidence-based strategies to advance interprofessional partnerships that support intentional collaboration across professions with care team members, communities, and other stakeholders.				
MSN ED RSC #2: Teamwork and Collaboration				
Collaborates with other professions to maintain a climate of mutual learning, respect, and shared values.				
<u>End of Program Survey:</u> Student assessment of an average score of at least 3.0/5.0 on a 5-point Likert scale.	Question #15 EPSLO Question #21 RSC	At end of program	(See Student End of Program Evaluation Table below for reporting of data) • Table 15 • Table 21	Data will be reviewed and reassessed annually during faculty meetings.
<u>Signature Assignments:</u> Expected Level of Achievement (ELA): 90% of students will meet SA and/or RSC assignment (s) and will be completed with at least 90% of total points achieved on the assignment grading rubric to meet the designated EPSLO/RSC.	Previous EPSLO NRSRG 6140 Community Health Program Development	After Specified Course and at end of program	New class began fall 2020 Fall 2020 91% (11/12) Summer 2021 100% (23/23)	Signature Assignments (SA) and ELA's are discussed at the end of the semester during course level meetings and are reflected on the end of course meeting minutes.
	New EPSLO Data moving signature assignments to the EOP integration Spring 2022. NRSRG 6170 Simulation Preparation		Fall 2021 100% (17/17)	Faculty follow up in October 2022 when the SPE is presented and discussed.
MSN EPSLO #3: Evidenced-based Practice				
Engage in the synthesis, translation, and application of evidence to improve health and transform healthcare.				

MSN ED RSC #3: Evidenced-based Practice				
Employ education principles, scholarship, and teaching modalities to lead the translation of evidence into nursing practice				
End of Program Survey: Student assessment of an average score of at least 3.0/5.0 on a 5-point Likert scale.	Question #16 Question #22	At end of program	(See Student End of Program Evaluation Table below for reporting of data) • Table 16 • Table 22	Data will be reviewed and reassessed annually during faculty meetings.
<u>Signature Assignments:</u> Expected Level of Achievement (ELA): 90% of students will meet SA and/or RSC assignment (s) and will be completed with at least 90% of total points achieved on the assignment grading rubric to meet the designated EPSLO/RSC.	Previous EPSLO NRSNG 6803 Integrating Scholarship into Practice, Final Project Paper	After Specified Course and at end of program	Spring 2019 100% (12/12) Spring 2020 100% (23/23) Summer 2021 100% (17/17)	Signature Assignments (SA) and ELA's are discussed at the end of the semester during course level meetings and are reflected on the end of course meeting minutes.
	New EPSLO Data moving signature assignments to the EOP integration Spring 2022. NRSNG 6802 MSN Nursing Scholarly Paper		Spring 2022 100% (22/22)	Faculty follow up in October 2022 when the SPE is presented and discussed.
MSN EPSLO #4: Quality Improvement				
Employ established and emerging principles of safety and improvement science to enhance quality and minimize risk of harm to patients and healthcare providers				
MSN ED RSC #4: Quality Improvement				
Incorporates quality improvement strategies in the development and evaluation of educational programs.				
End of Program Survey: Student assessment of an average score of at least 3.0/5.0 on a 5-point Likert scale.	Question #17 Question #23	At end of program	(See Student End of Program Evaluation Table below for reporting of data) • Table 17 • Table 23	Data will be reviewed and reassessed annually during faculty meetings.
<u>Signature Assignments:</u> Expected Level of Achievement (ELA): 90% of students will meet SA and/or RSC assignment (s) and will be completed with at least 90% of	NRSNG 6560 Teaching Portfolio Previous EPSLO	After Specified Course and at end of program	Spring 2019 100% (12/12) Summer 2020 100% (23/23) Summer 2021 100% (17/17)	Signature Assignments (SA) and ELA's are discussed at the end of the semester

total points achieved on the assignment grading rubric to meet the designated EPSLO/RSC.				during course level meetings and are reflected on the end of course meeting minutes.
	New EPSLO Data moving signature assignments to the EOP integration Spring 2022. NRSNG 6560 Teacher ePortfolio		Spring 2022 100% (22/22)	Faculty follow up in October 2022 when the SPE is presented and discussed.

MSN EPSLO #5: Patient Safety
Utilize national safety resources to establish a culture of patient, provider, and work environment safety to lead team-based change initiatives

MSN ED RSC #5: Patient Safety
Develop educational programs and curricula that incorporate national safety guidelines and resources to improve patient, provide, and work environment safety.

<u>End of Program Survey:</u> Student assessment of an average score of at least 3.0/5.0 on a 5-point Likert scale.	Question #18 Question #24	At end of program	(See Student End of Program Evaluation Table below for reporting of data) • Table 18 • Table 24	Data will be reviewed and reassessed annually during faculty meetings.
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Signature Assignments: Expected Level of Achievement (ELA): 90% of students will meet SA and/or RSC assignment (s) and will be completed with at least 90% of total points achieved on the assignment grading rubric to meet the designated EPSLO/RSC.	Previous EPSLO NRSNG 6255 Quality and Safety Analysis	After Specified Course and at end of program	Spring 2019 91% (11/12) Summer 2020 95% (22/23) Summer 2021 100% (17/17)	Signature Assignments (SA) and ELA's are discussed at the end of the semester during course level meetings and are reflected on the end of course meeting minutes. Faculty follow up in October 2022 when the SPE is presented and discussed.
	New EPSLO Data moving signature assignments to the EOP integration Spring 2022. NRSNG 6150 Creation of Pain and Sensory Case Study		Spring 2022 100% (22/22)	

MSN EPSLO #6: Informatics

Manage systems-based processes and technologies that leverage information to improve the delivery of safe, high-quality healthcare in accordance with ethical, legal, and regulatory standards				
MSN ED RSC #6: Informatics				
Utilizes information technology to support educational practice and incorporate the use of informatics to improve quality healthcare and innovative teaching.				
<u>End of Program Survey:</u> Student assessment of an average score of at least 3.0/5.0 on a 5-point Likert scale.	Question #19 Question #25	At end of program	(See Student End of Program Evaluation Table below for reporting of data) • Table 19 • Table 25	Data will be reviewed and reassessed annually during faculty meetings.
	Previous EPSLO NRSRG 6180 Knowledge Development in Healthcare	After Specified Course and at end of program	Fall 2019 100% (9/9) Spring 2020 100% (23/23) Spring 2021 100% (17/17)	Signature Assignments (SA) and ELA's are discussed at the end of the semester during course level meetings and are reflected on the end of course meeting minutes.
	New EPSLO Data moving signature assignments to the EOP integration Spring 2022. NRSRG 6180 Knowledge Development of Informatics and Healthcare Technologies		Summer 2022 (In Progress)	Faculty follow up in October 2022 when the SPE is presented and discussed.
MSN Role Specific Competencies 1-6				
90% of students performing in the final residency experience will meet student performance meets standards as evaluated by the faculty on the MSN Faculty and Preceptor Assessment of Student Residency Tool. (Measures RSCs 1-6)	Students are tracked individually to determine completion. NRSRG 6700 Nurse Educator Residency NRSRG 6400 Nurse Executive Residency	Final semester of the Program	2019 Educator 100% 12/12 Executive 82% 9/11 2020 Educator 100% 23/23 Executive 100% 11/11 2021 Educator 100% 17/17 Executive 100% 14/14 2022	The residency evaluation of students by faculty and preceptor was reviewed and updated during Graduate Faculty meeting in 2021 to ensure that the measurement

			<p>Educator 100% 22/22 Executive 100% 16/16</p> <p>See table 1.4 for further data</p>	<p>instrument was reflecting the new MSN/RSC EPSLOs (AACN) guidelines.</p>
Assessment Method(s) and Expected Level(s) of Achievement	Component	Data Collection and Assessment Frequency	Results of Data Collection Including actual level(s) of achievement	Analysis and Actions For Program Development, Maintenance, or Revision
Program Completion Rate				
80% of School of Nursing students will graduate from their programs on time.	SON Alumni Survey	12 months following completion of program	2021-2022 80% n=16/20 See table 1.1 & 1.2 for further data	Data will be reviewed and reassessed annually. Program completion rates are based on on-time completion rates. For 2021-2022 aggregated and disaggregated on-time completion rates met the 80% ELA completion rates. It was noted that program completion rates for the MSN have trended downward for the last 2-years. Faculty discussed that Covid-19 had an impact. Educator completion rates are slightly lower than executive. Plan to monitor with Program Director

				and discuss annually with faculty.
Job Placement Rate				
80% of School of Nursing graduates seeking employment will be involved in role related professional practice within 12 months of graduation as reported on the <i>SON Alumni Survey</i>	MSN Nurse Educator Alumni Survey	Sent 12 months following completion of program	2021-2022 25% n=2 See table 1.3 for further data	Data will be reviewed and reassessed annually. Low Alumni response rate may not reflect accurate employment rates. Plan for 2021-2022 to increase Alumni survey response rates. 2021-A new survey was created reducing the number of questions from 11 to 3, student home email is now being collected.
MSN Graduate Satisfaction				
80% of graduates responding to survey will report satisfaction at or above 3.0 or higher on a Likert scale regarding satisfaction with being prepared to function in the role of the MSN Nurse Educator 12 months following graduation	End of Program Evaluation		2021-2022 4.7 n=15 See MSN Executive/MSN Educator Student End of Program Evaluation Table Question #1	Data will be reviewed and reassessed annually. The new block program of study has successfully graduated two cohorts of students in August 2021 and April 2022. The overall program satisfaction is 4.80/5.0 exceeding semester satisfaction rates.

**MSN Nurse Executive Standard 6: SPE Evaluation
2021-2022**

Program evaluation demonstrates that students have achieved each end-of-program student learning outcome and each program outcome. There are School of Nursing (SON) program outcomes and End of Program student learning outcomes:

Annie Taylor Dee SON Program Outcomes

- Outcome #1: 80% of School of Nursing graduates will complete the program on time
- Outcome #2: 80% of School of Nursing graduates seeking employment will be involved in role-related professional practice within 12 months of graduation, as reported on the *SON Alumni Survey*
- Outcome #3: 85% of those students who take certification exams will pass on the first attempt in the same 12-month period.

SON Outcomes will be measured annually through the following methods:

- Program Completion Rates
- MSN Employment rates and graduate satisfaction 12 months after graduation (alumni survey)
- MSN students do not have certification exams

MSN Nurse Educator Role-Specific Competencies are listed in table below:

The Graduate End of Program Student Learning Outcomes will be measured annually through the following methods:

- Refer to Course Maps (Standard 4) for alignment of Course outcomes/units and assignments to SON/End of Program Student Learning Outcomes.
 - 90% of students will meet signature assignment rubric guidelines at 90% on EPSLOs and RSCs for aggregate coursework (**Signature Assignments**)
 - 90% of students performing in the final residency experience will achieve a 3.0 or higher out of a 5.0 scale (student performance meets standards) as evaluated by the faculty on the MSN Educator/Executive Residency Evaluation Tool. Measures RSCs 1-6.
 - 80% of students who respond will rate their overall satisfaction related to achievement of SON End of Program Student Learning Outcomes at or above a 3.0/5.0 (**End of Program Evaluation Survey**)

Systematic plan for program (SPE) evaluation tool reports aggregated data, analysis of data, and program responses to the evaluation data with reference to ongoing program development, maintenance, or revision will be completed maintained and annually by May of each year.

MSN Nurse Executive				
End-of-Program Student Learning Outcomes (EPSLO) and Role-Specific Competencies (RSC)				
PLAN			IMPLEMENTATION	
Assessment Method(s) and Expected Level(s) of Achievement	Component	Data Collection and Assessment Frequency	Results of Data Collection Including actual level(s) of achievement	Analysis and Actions

				For Program Development, Maintenance, or Revision
MSN EPSLO #1: Patient-Centered Care				
Lead collaborative patient care environments that promote the development of nursing expertise.				
MSN ED RSC #1: Patient-Centered Care				
Design contemporary program outcomes and curricula that prepare graduates to function effectively in the healthcare environment with a focus on the patient.				
<u>End of Program Survey:</u> Student assessment of an average score of at least 3.0/5.0 on a 5-point Likert scale.	Question #14 Question #20	At end of program	(See Student End of Program Evaluation Table below for reporting of data) • Table 14 • Table 20	Data will be reviewed and reassessed annually during faculty meetings.
<u>Signature Assignments:</u> Expected Level of Achievement (ELA): 90% of students will meet SA and/or RSC assignment (s) and will be completed with at least 90% of total points achieved on the assignment grading rubric to meet the designated EPSLO/RSC.	NRSG 6400 Nurse Executive Residency Evaluation		Fall 2019 100% (9/9) Fall 2020 100% (11/11) Summer 2021 100% (14/14) Spring 2022 100% (16/16)	Signature Assignments (SA) and ELA's are discussed at the end of the semester during course level meetings and are reflected on the end of course meeting minutes. Faculty met and identified that most students were meeting the ELA of 85% on the SA which was not giving us data for where students were not meeting ELAs and program EPSLOS. Faculty wanted more meaningful data to improve course and SA and to catch

				students who were not meeting EPSLOs. The ELA was increased to 90% beginning 2021-2022. Faculty follow up in October 2022 when the SPE is presented and discussed.
MSN EPSLO #2: Teamwork and Collaboration				
Apply evidence-based strategies to advance interprofessional partnerships that support intentional collaboration across professions with care team members, communities, and other stakeholders.				
MSN ED RSC #2: Teamwork and Collaboration				
Collaborates with other professions to maintain a climate of mutual learning, respect, and shared values.				
<u>End of Program Survey:</u> Student assessment of an average score of at least 3.0/5.0 on a 5-point Likert scale.	Question #15 Question #21	At end of program	(See Student End of Program Evaluation Table below for reporting of data) • Table 15 • Table 21	Data will be reviewed and reassessed annually during faculty meetings.
<u>Signature Assignments:</u> Expected Level of Achievement (ELA): 90% of students will meet SA and/or RSC assignment (s) and will be completed with at least 90% of total points achieved on the assignment grading rubric to meet the designated EPSLO/RSC.	NRS6140 Community Health Program Development	After Specified Course and at end of program	Fall 2019 100% (9/9) Fall 2020 100% (11/11) Summer 2021 100% (14/14) Spring 2022 100% (16/16)	Signature Assignments (SA) and ELA's are discussed at the end of the semester during course level meetings and are reflected on the end of course meeting minutes. Faculty follow up in October 2022 when the SPE is presented and discussed.
MSN EPSLO #3: Evidenced-based Practice				
Engage in the synthesis, translation, and application of evidence to improve health and transform healthcare.				
MSN ED RSC #3: Evidenced-based Practice				

Employ education principles, scholarship, and teaching modalities to lead the translation of evidence into nursing practice				
End of Program Survey: Student assessment of an average score of at least 3.0/5.0 on a 5-point Likert scale.	Question #16 Question #22	At end of program	(See Student End of Program Evaluation Table below for reporting of data) • Table 16 • Table 22	Data will be reviewed and reassessed annually during faculty meetings.
<u>Signature Assignments:</u> Expected Level of Achievement (ELA): 90% of students will meet SA and/or RSC assignment (s) and will be completed with at least 90% of total points achieved on the assignment grading rubric to meet the designated EPSLO/RSC.	NRSRG 6803 Integrating Scholarship into Practice, Final Project Paper	After Specified Course and at end of program	Fall 2019 100% (9/9) Fall 2020 100% (11/11) Summer 2021 100% (14/14) Spring 2022 100% (16/16)	Signature Assignments (SA) and ELA's are discussed at the end of the semester during course level meetings and are reflected on the end of course meeting minutes. Faculty follow up in October 2022 when the SPE is presented and discussed.
MSN EPSLO #4: Quality Improvement				
Employ established and emerging principles of safety and improvement science to enhance quality and minimize risk of harm to patients and healthcare providers				
MSN ED RSC #4: Quality Improvement				
Incorporates quality improvement strategies in the development and evaluation of educational programs.				
End of Program Survey: Student assessment of an average score of at least 3.0/5.0 on a 5-point Likert scale.	Question #17 Question #23	At end of program	(See Student End of Program Evaluation Table below for reporting of data) • Table 17 • Table 23	Data will be Data will be reviewed and reassessed annually during faculty meetings.

<p><u>Signature Assignments:</u> Expected Level of Achievement (ELA): 90% of students will meet SA and/or RSC assignment (s) and will be completed with at least 90% of total points achieved on the assignment grading rubric to meet the designated EPSLO/RSC.</p>	<p>NRSRG 6300 Patient Safety and Risk Issues in Patient Care Delivery Portfolio</p>	<p>After Specified Course and at end of program</p>	<p>Fall 2019 100% (9/9) Fall 2020 100% (11/11) Summer 2021 100% (14/14) Spring 2022 100% (16/16)</p>	<p>Signature Assignments (SA) and ELA's are discussed at the end of the semester during course level meetings and are reflected on the end of course meeting minutes.</p> <p>Faculty follow up in October 2022 when the SPE is presented and discussed.</p>
<p>MSN EPSLO #5: Patient Safety Utilize national safety resources to establish a culture of patient, provider, and work environment safety to lead team-based change initiatives</p>				
<p>MSN ED RSC #5: Patient Safety Develop educational programs and curricula that incorporate national safety guidelines and resources to improve patient, provide, and work environment safety.</p>				
<p><u>End of Program Survey:</u> Student assessment of an average score of at least 3.0/5.0 on a 5-point Likert scale.</p>	<p>Question #18 Question #24</p>	<p>At end of program</p>	<p>(See Student End of Program Evaluation Table below for reporting of data)</p> <ul style="list-style-type: none"> • Table 18 • Table 24 	<p>Data will be reviewed and reassessed annually during faculty meetings.</p>
<p><u>Signature Assignments:</u> Expected Level of Achievement (ELA): 90% of students will meet SA and/or RSC assignment (s) and will be</p>	<p>NRSRG 6255 Quality and Safety Analysis</p>	<p>After Specified Course and at end of program</p>	<p>Fall 2019 100% (9/9) Fall 2020 100% (11/11) Summer 2021 100% (14/14) Spring 2022 100% (16/16)</p>	<p>Signature Assignments (SA) and ELA's are discussed at the end of the semester</p>

completed with at least 90% of total points achieved on the assignment grading rubric to meet the designated EPSLO/RSC.	NRSRG 6150 Creation of Pain and Sensory Case Study		Summer 2021 <ul style="list-style-type: none"> • 10982 – 91% (10/11) • 10910 – 91% (10/11) Spring 2021– N/A Fall 2020 – N/A	during course level meetings and are reflected on the end of course meeting minutes. Faculty follow up in October 2022 when the SPE is presented and discussed.
MSN EPSLO #6: Informatics				
Manage systems-based processes and technologies that leverage information to improve the delivery of safe, high-quality healthcare in accordance with ethical, legal, and regulatory standards				
MSN ED RSC #6: Informatics				
Utilizes information technology to support educational practice and incorporate the use of informatics to improve quality healthcare and innovative teaching.				
<u>End of Program Survey:</u> Student assessment of an average score of at least 3.0/5.0 on a 5-point Likert scale.	Question #19 Question #25	At end of program	(See Student End of Program Evaluation Table below for reporting of data) <ul style="list-style-type: none"> • Table 19 • Table 25 	Data will be reviewed and reassessed annually during faculty meetings.
<u>Signature Assignments:</u> Expected Level of Achievement (ELA): 90% of students will meet SA and/or RSC assignment (s) and will be completed with at least 90% of total points achieved on the assignment grading rubric to meet the designated EPSLO/RSC.	NRSRG 6180 Knowledge Development in Healthcare	After Specified Course and at end of program	Fall 2019 100% (9/9) Fall 2020 100% (11/11) Summer 2021 100% (14/14) Spring 2022 100% (16/16)	Signature Assignments (SA) and ELA's are discussed at the end of the semester during course level meetings and are reflected on the end of course meeting minutes. Faculty follow up in October 2022 when the SPE is presented and discussed.

MSN Role Specific Competencies 1-6				
90% of students performing in the final residency experience will meet student performance meets standards as evaluated by the faculty on the MSN Faculty and Preceptor Assessment of Student Residency Tool. (Measures RSCs 1-6)	Students are tracked individually to determine completion. NRSRG 6700 Nurse Educator Residency NRSRG 6400 Nurse Executive Residency	Final semester of the Program	2019 Educator 100% 12/12 Executive 82% 9/11 2020 Educator 100% 23/23 Executive 100% 11/11 2021 Educator 100% 17/17 Executive 100% 14/14 2022 Educator 100% 22/22 Executive 100% 16/16	The residency evaluation of students by faculty and preceptor was reviewed and updated during Graduate Faculty meeting in 2021 to ensure that the measurement instrument was reflecting the new MSN/RSC EPSLOs (AACN) guidelines.
Assessment Method(s) and Expected Level(s) of Achievement	Component	Data Collection and Assessment Frequency	Results of Data Collection Including actual level(s) of achievement	Analysis and Actions For Program Development, Maintenance, or Revision
Program Completion Rate				
80% of School of Nursing students will graduate from their programs on time.	Students are tracked individually to determine completion.	Assessed with each graduating cohort	2021-2022- 82% (14/17) See Data Table 1.1 and 1.2 for further data	Data will be reviewed and reassessed annually. Program completion rates are based on on-time completion rates. For 2021-2022 aggregated and disaggregated on-time completion

				rates met the 80% ELA completion rates. It was noted that program completion rates for the MSN have trended downward for the last 2-years. Faculty discussed that Covid-19 had an impact. Educator completion rates are slightly lower than executive. Plan to monitor with Program Director and discuss annually with faculty.
Job Placement Rate				
80% of School of Nursing graduates seeking employment will be involved in role related professional practice within 12 months of graduation as reported on the <i>SON Alumni Survey</i>	SON Alumni Survey	Sent 12 months following completion of program	2020-2021- 25% n=2 See Data Table 1.3 for further data	Data will be reviewed and reassessed annually. Low Alumni response rate may not reflect accurate employment rates. Plan for 2021-2022 to increase Alumni survey response rates. 2021-A new survey was created reducing the number of questions from 11 to 3, student home email is now being collected.
MSN Graduate Satisfaction				
80% of graduates responding to survey will report satisfaction at or above 3.0 or higher on a	MSN Nurse Executive Alumni Survey	Sent 12 months following	2021-2022 4.8 n=13 See MSN Executive/MSN Educator Student End of	Data will be reviewed and reassessed annually.

Likert scale regarding satisfaction with being prepared to function in the role of the MSN Nurse Educator 12 months following graduation		completion of program	Program Evaluation Table Question #1	The new block program of study has successfully graduated two cohorts of students in August 2021 and April 2022. The overall program satisfaction is 4.80/5.0 exceeding semester satisfaction rates.
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Weber State University
ANNIE TAYLOR DEE
School of Nursing
MSN Nurse Educator and MSN Nurse Executive Combined Data Tables
Student End of Program Evaluation
2021-2022

MSN Executive/MSN Educator Student End of Program Evaluation
ELA 3.0/5.0
Range = 1(poor) - 5(excellent)
(N) = Respondents

Question 1: Overall program of learning provided by MSN program		
Year	Executive Concentration	Education Concentration
Spring 2022	4.86 (13)	4.74 (15)
Fall 2021	No Graduates	No Graduates

Summer 2021	4.33 (6)	4.89 (16)
Fall 2020	4.50 (10)	4.87 (10)

Question 2: Overall preparation and performance of nursing faculty		
Year	Executive Concentration	Education Concentration
Spring 2022	4.86 (13)	4.68 (15)
Fall 2021	No Graduates	No Graduates
Summer 2021	4.00 (6)	4.89 (16)
Fall 2020	4.40 (10)	4.70 (10)

Question 3: Faculty support throughout the program of study		
Year/Semester	Executive Concentration	Education Concentration
Spring 2022	4.93 (13)	4.68 (15)

Fall 2021	No Graduates	No Graduates
Summer 2021	4.67 (6)	4.94 (16)
Fall 2020	4.50 (10)	4.79 (10)

Question 4: The length of the program provided adequate time to learn and achieve program outcomes		
Year/Semester	Executive Concentration	Education Concentration
Spring 2022	4.93 (13)	4.68 (15)
Fall 2021	No Graduates	No Graduates
Summer 2021	4.67 (6)	4.72 (16)
Fall 2020	4.50 (10)	4.79 (10)

Question 5: The residency as the culminating component of the master's curriculum		
Year/Semester	Executive Concentration	Education Concentration

Spring 2022	4.77 (13)	4.68 (15)
Fall 2021	No Graduates	No Graduates
Summer 2021	4.67 (6)	4.89 (16)
Fall 2020	4.60 (10)	4.87 (10)

Question 6: The curriculum incorporated cultural and ethnic diversity concepts		
Year/Semester	Executive Concentration	Education Concentration
Spring 2022	4.77 (13)	4.59 (15)
Fall 2021	No Graduates	No Graduates
Summer 2021	3.83 (6)	4.83 (16)
Fall 2020	4.50 (10)	4.71 (10)

Question 7: Library resources

Year/Semester	Executive Concentration	Education Concentration
Spring 2022	4.70 (13)	4.46 (15)
Fall 2021	No Graduates	No Graduates
Summer 2021	3.83 (6)	4.80 (15)
Fall 2020	4.50 (10)	4.46 (10)

Question 8: Technology enhanced learning resources (such as Canvas)		
Year/Semester	Executive Concentration	Education Concentration
Spring 2022	4.67 (12)	4.61 (15)
Fall 2021	No Graduates	No Graduates
Summer 2021	3.83 (6)	4.83 (16)
Fall 2020	4.40	4.70

	(10)	(10)
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Question 9: Technical support for online resources		
Year/Semester	Executive Concentration	Education Concentration
Spring 2022	4.42 (12)	4.27 (15)
Fall 2021	No Graduates	No Graduates
Summer 2021	4.00 (6)	4.64 (16)
Fall 2020	4.40 (10)	4.67 (10)

Question 10: Student Health & Counseling Center		
Year/Semester	Executive Concentration	Education Concentration
Spring 2022	4.39 (13)	4.00 (14)
Fall 2021	No Graduates	No Graduates
Summer 2021	3.00 (6)	4.56 (16)

Fall 2020	4.30 (10)	4.00 (10)
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Question 11: Student academic advisement		
Year/Semester	Executive Concentration	Education Concentration
Spring 2022	4.55 (13)	4.42 (15)
Fall 2021	No Graduates	No Graduates
Summer 2021	3.67 (6)	4.72 (16)
Fall 2020	4.30 (10)	4.37 (10)

Question 12: Career Counseling and Placement		
Year/Semester	Executive Concentration	Education Concentration
Spring 2022	4.55 (13)	4.03 (15)
Fall 2021	No Graduates	No Graduates

Summer 2021	3.33 (6)	4.50 (15)
Fall 2020	4.30 (10)	3.46 (10)

Question 13: Financial Aid Services		
Year/Semester	Executive Concentration	Education Concentration
Spring 2022	4.39 (13)	4.50 (14)
Fall 2021	No Graduates	No Graduates
Summer 2021	3.17 (6)	4.28 (16)
Fall 2020	3.90 (10)	3.79 (10)

Question 14: Patient-centered Care EPSLO: Create and direct collaborative patient care environments that promote the development of nursing expertise that includes the patient perspective		
Year/Semester	Executive Concentration	Education Concentration

Spring 2022	4.83 (12)	4.61 (15)
Fall 2021	No Graduates	No Graduates
Summer 2021	4.67 (6)	4.78 (16)
Fall 2020	4.50 (10)	4.87 (10)

Question 15: Teamwork and Collaboration EPSLO: Apply advanced communication strategies to support high-functioning interdisciplinary teams that support high quality, safe patient care		
Year/Semester	Executive Concentration	Education Concentration
Spring 2022	4.85 (13)	4.67 (15)
Fall 2021	No Graduates	No Graduates
Summer 2021	4.33 (6)	4.89 (16)
Fall 2020	4.60 (10)	4.87 (10)

Question 16: Evidence-based Practice EPSLO: Evaluate available evidence, expert opinion, and patient preferences to determine best practice. Evaluate the feasibility and appropriate evaluation methods for planned EBP interventions

Year/Semester	Executive Concentration	Education Concentration
Spring 2022	4.85 (13)	4.67 (15)
Fall 2021	No Graduates	No Graduates
Summer 2021	4.67 (6)	5.00 (16)
Fall 2020	4.40 (10)	4.87 (10)

Question 17: Quality Improvement EPSLO: Promote development of policies and processes based on identification of best practice that improve the quality and safety of nursing care provided by health care

Year/Semester	Executive Concentration	Education Concentration
Spring 2022	4.85 (13)	4.67 (15)

Fall 2021	No Graduates	No Graduates
Summer 2021	4.67 (6)	4.94 (16)
Fall 2020	4.40 (10)	4.70 (10)

Question 18: Patient Safety EPSLO: Incorporate patient safety principles into the development of comprehensive patient safety goals and safety education for nurses		
Year/Semester	Executive Concentration	Education Concentration
Spring 2022	4.92 (13)	4.67 (15)
Fall 2021	No Graduates	No Graduates
Summer 2021	4.67 (6)	4.83 (16)
Fall 2020	4.30 (10)	4.87 (10)

Question 19: Informatics EPSLO: Formulate policies, processes, and/or educational plans that leverage information technology to optimize information management, reduce errors, and support clinical decision-making

Year/Semester	Executive Concentration	Education Concentration
Spring 2022	4.85 (13)	4.61 (15)
Fall 2021	No Graduates	No Graduates
Summer 2021	4.33 (6)	4.89 (16)
Fall 2020	4.20 (10)	4.87 (10)

Question 20: Patient-centered Care RSC: Design level-appropriate contemporary program outcomes and curricula that prepare graduates to function effectively in the healthcare environment with a focus on the patient

Year/Semester	Executive Concentration	Education Concentration
Spring 2022	4.85 (13)	4.61 (15)

Fall 2021	No Graduates	No Graduates
Summer 2021	4.67 (6)	4.83 (16)
Fall 2020	Question added in new survey	Question added in new survey

Question 21: Teamwork and Collaboration RSC: Participates in interdisciplinary efforts to contribute to the professional standing of nursing and address the healthcare education needs in local, national, and international arenas		
Year/Semester	Executive Concentration	Education Concentration
Spring 2022	4.85 (13)	4.67 (15)
Fall 2021	No Graduates	No Graduates
Summer 2021	4.33 (6)	4.89 (16)
Fall 2020	Question added in new survey	Question added in new survey

Question 22: Evidence-based Practice RSC: Uses evidence to support best practices in teaching andragogy as well as the development of educational experiences

Year/Semester	Executive Concentration	Education Concentration
Spring 2022	4.85 (13)	4.67 (4.89)
Fall 2021	No Graduates	No Graduates
Summer 2021	4.67 (6)	5.00 (16)
Fall 2020	Question added in new survey	Question added in new survey

Question 23: Quality Improvement RSC: Incorporates quality improvement strategies in the development and evaluation of educational programs

Year/Semester	Executive Concentration	Education Concentration
Spring 2022	4.85 (13)	4.67 (15)
Fall 2021	No Graduates	No Graduates

Summer 2021	5.00 (6)	5.00 (16)
Fall 2020	Question added in new survey	Question added in new survey

Question 24: Patient Safety RSC: Incorporates national patient safety resources that promote patient and provider safety in the practice arena		
Year/Semester	Executive Concentration	Education Concentration
Spring 2022	4.92 (13)	4.73 (14)
Fall 2021	No Graduates	No Graduates
Summer 2021	4.67 (6)	4.89 (16)
Fall 2020	Question added in new survey	Question added in new survey

Question 25: Informatics RSC: Utilizes information technology to support educational practice and incorporates the use of informatics to improve quality healthcare and innovative teaching.

Year/Semester	Executive Concentration	Education Concentration
Spring 2022	4.85 (13)	4.60 (15)
Fall 2021	No Graduates	No Graduates
Summer 2021	4.33 (6)	4.83 (16)
Fall 2020	Question added in new survey	Question added in new survey

Previous EPSLO Data Table

MSN Program
 Student Performance on
 End of Program Student Learning Outcomes (EPSLOs)
 Signature Assignments
 &
 Role Specific Competencies (RSC)

Expected Level of Achievement (ELA): 90% of students will meet SA and/or RSC assignment (s) and will be completed with at least 85% of total points achieved on the assignment grading rubric to meet the designated EPSLO/RSC.

See individual assignment rubrics for the ELA for each course noted in this table.

EPSLO/Course/Assignment	Faculty	Semester/Year	Percentage Passing	Number of Students	ELA
EPSLO/RSC #1 Patient-Centered Care 1. EPSLO/RSC: NRSB 6400 <i>Nurse Executive Reflective Journal #3</i>		Spring 2022 See New Table New Assignment Now Measures RSCs 1-6			85%
	Barra	Summer 2021 CRN 10840 CRN 10841	100%	14/14	
	Barra	Fall 2020 CRN 23105 CRN 23106	100%	11/11	
	Barra	Fall 2019	100%	9/9	
EPSLO/RSC #1 Patient-Centered Care <ul style="list-style-type: none"> EPSLO/RSC: NRSB 6700 <i>Nurse Educator Reflective Journal #3</i> 	Jeffrey	Spring 2022 See New Table New Assignment Now Measures RSCs 1-6			85%
	Jeffrey Sowerby Sowerby	Summer 2021 CRN 10911 CRN 11021 CRN 11034	100%	17/17	
	Sowerby	Fall 2020 CRN 23102 CRN 23103	100%	23/23	
	Neville Norton	Fall 2019	100%	12/12	
EPSLO/RSC #2 Teamwork and Collaboration <ul style="list-style-type: none"> EPSLO/RSC: NRSB 6140 	Cadman Wankier	Summer 2021 CRN 10896 CRN 10983	100% educators	23/23	85%
			100% Execs	11/11	

Nurse Educator/Executive Community Health Program Development	Cadman	New Class Began 2020 Fall 2020 CRN 23024 CRN 23033	91% Educators 100% Execs	11/12 9/9	
EPSLO/RSC #3 Evidence Based Practice <ul style="list-style-type: none"> EPSLO/RSC: NRSRG 6803 Integrating Scholarship into Practice, Final Project Nurse Educator/Executive project paper 	Baron Beynon Clark Leggett-Fife Quayle	Spring 2022 CRN 33615 CRN 36675 CRN 36802 CRN 37067 CRN 37083	100% Educ 100% Exec	22/22 16/16	85%
	Berghout Leggett-Fife Baron Baron Thornock	Summer 2021 CRN 24081 CRN 24069 CRN 24067 CRN 24071 CRN 24073	100% Edu 100% Exec	17/17 14/14	
	Leggett-Fife Baron NeVille-Norton	Spring 2020 CRN 31966 CRN 31967 CRN 32024	100% Edu 100% Exec	23/23 11/11	
	Cantwell Baron Baron NeVille-Norton Leggett-Fife	Spring 2019 CRN 32108 CRN 32109 CRN 32110 CRN 32112 CRN 32111	100% Edu 100% Execs	12/12 9/9	

EPSLO/RSC #4 Quality Improvement <ul style="list-style-type: none"> • EPSLO/RSC: NRSB 6300 <i>Nurse Executive Patient Safety and Risk Issues in Patient Care Delivery Portfolio</i> 	Gooder	Fall 2022 CRN 29691	100%	16/16	85%
	Gooder	Fall 2021 CRN 32051	100%	14/14	
	Bartlett	Summer 2020	100%	11/11	
EPSLO/RSC #4 Quality Improvement <ul style="list-style-type: none"> • EPSLO/RSC: NRSB 6560 <i>Nurse Educator Teaching Portfolio</i> 	Barra	Spring 2022 CRN 36663	100%	22/22	
	Barra	Summer 2021 CRN 10839	100%	17/17	
	Barra	Summer 2020 CRN 32963	100%	23/23	
	Barra	Spring 2019	100%	12/12	
EPSLO/RSC #5 Patient Safety <ul style="list-style-type: none"> • EPSLO/RSC: NRSB 6255 <i>Quality & Safety Analysis Nurse Executive/Educator Quality & Safety Analysis</i> 	Neville Norton Thornock	Summer 2021 CRN 10978	100% Educ	17/17	85%
		CRN 11047	100% Exec	14/14	
	Neville Norton	Summer 2020 CRN 23029	Educ 95%	22/23	
	Neville Norton	Spring 2019	91% edu 100% exec	11/11 11/12 9/9	
EPSLO/RSC #6 Informatics <ul style="list-style-type: none"> • EPSLO/RSC #6 	Trump	Summer 2022	New Assignment & Table		

6180 <i>Nurse Educators/Executive Knowledge Development in Healthcare</i>	Trump	Spring 2021 CRN 31698 CRN 32025	100% exec 100% educ	14/14 17/17	
	Trump	Spring 2020 CRN 31523 CRN 32991	100% exec 100% educ	11/11 23/23	
	Gee	Fall 2019	100% MSN (exec)	9/9	
2. RSCs 1-6 3. NRSRG 6400 <i>Nurse Executive Residency Clinical Evaluation</i>	Barra	Spring 2022 CRN 36618 CRN 36650	100%	16/16	85%
	Barra	Summer 2021 CRN 10840 CRN 10841	100%	14/14	
	Barra	Fall 2020	100%	11/11	
	Barra	Fall 2019	82%	9/11	
4. RSCs 1-6 5. NRSRG 6700 <i>Nurse Educator Residency Clinical Evaluation</i>	Jeffrey	Spring 2022	100%	22/22	
	Jeffrey Sowerby Sowerby	Summer 2021 CRN 10911 CRN 11021 CRN 11034	100%	17/17	
	Sowerby	Fall 2020	100%	23/23	
	Neville Norton	Fall 2019	100%	12/12	

New EPSLO Data Table

MSN Program Nurse Educator & Nurse Executive Emphases

End of Program Student Learning Outcomes (EPSLOs) & Role Specific Competencies (RSC) Signature Assignments.

Expected Level of Achievement (ELA): 90% of students will achieve at least a 90% of total points on the signature assignment grading rubrics to meet the designated EPSLO/RSC.
See individual assignment rubrics for each of the courses reported in this table.

MSN EPSLO/ RSC	Course Number/ Emphasis	Assignment Name	Semeste r Year	ELA 90% or higher	# of students
EPSLO/RSC #1 Patient Centered Care	NRSG 6360 Nurse Execs	New Director Challenges	Spring 2022	100%	14/14
EPSLO/RSC #1 Patient Centered Care	NRSG 6520 Nurse Educators	Course Map	Fall 2021	100%	17/17

MSN EPSLO/ RSC	Course Number/ Emphasis	Assignment Name	Semeste r Year	ELA 90% or higher	# of students
EPLSO/ RSC #2 Teamwork & Collaboration	NRSG 6380 Nurse Execs	Workforce Development, Retention, and Competency Presentation	Spring 2022	100%	14/14
EPLSO/ RSC #2 Teamwork & Collaboration	NRSG 6170 Nurse Educators	Simulation Preparation	Fall 2021	100%	17/17

MSN EPSLO/ RSC	Course Number/ Emphasis	Assignment Name	Semeste r Year	ELA 90% or higher	# of students
EPSLO #3 Evidence-Based Practice	NRSNG 6802 Nurse Educators & Execs	MSN Scholarly Project Paper	Spring 2022	Educato r 100% (22/22) Execs 100% (16/16)	Educato r 22/22 Executi ve 16/16

MSN EPSLO/ RSC	Course Number/ Emphasis	Assignment Name	Semeste r Year	ELA 90% or higher	# of students
EPLSO/ RSC #4 Quality Improvement	NRSNG 6300 Nurse Execs	Case Study Part 2			
EPLSO/ RSC #4 Quality Improvement	NRSNG 6560 Nurse Educators	Teacher ePorfolio	Spring 2022	100%	22/22

MSN EPSLO/ RSC	Course Number/ Emphasis	Assignment Name	Semeste r Year	ELA 90% or higher	# of students
EPSLO #5 Patient Safety	NRSNG 6300 Nurse Execs	Case Study Part 2	Spring 2022	100%	16/16
EPSLO #5 Patient Safety	NRSNG 6150 Nurse Educators	Creation of pain and sensory case study	Spring 2022	100%	22/22

MSN EPSLO/ RSC	Course Number/ Emphasis	Assignment Name	Semeste r Year	ELA 90% or higher	# of students
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EPLSO #6 Informatics	NRSG 6180 Nurse Educators & Nurse Executives	Knowledge Development of Informatics and Healthcare Technologies			
	Nurse Educator		Summer 2022	In progress	
	Nurse Executive		Summer 2022	In progress	
	Nurse Educator		Fall 2021	100%	22/22
	Nurse Executive		Fall 2021	91%	10/11

MSN EPSLO/ RSC	Course Number/ Emphasis	Assignment Name	Semeste r Year	ELA 90% or higher	# of students
Role Specific Compentecies 1- 6	NRSG 6700 Nurse Educator Residency	Faculty- Preceptor Assessment	Spring 2022	100%	22/22

MSN EPSLO/ RSC	Course Number/ Emphasis	Assignment Name	Semeste r Year	ELA 90% or higher	# of students
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Role Specific Compentecies 1- 6	NRSG 6400 (Excecutive)	Faculty- Preceptor Assessment			
	Nurse Executive Residency		Spring 2022	100%	16/16

MSN EPSLO/ RSC	Course Number/ Emphasis	Assignment Name	Semeste r Year	ELA 90% or higher	# of students
Future Professionalism EPSLO/RSC (adding AACN 2021 recommendations)					
	NRSRG 6380	Nurse Executives			
	NRSRG 6560	Nurse Educators			

Table 1.1– MSN Nurse Educator and MSN Nurse Executive Completion Rates

MSN ELA: 80% of Nurse Educator students who began in their first nursing course of NRSRG 6255 and concluded with NRSRG 6700 graduate will complete the program on time. 80% of Nurse Executive students who began in their first nursing course of NRSRG 6120 and concluded with NRSRG 6400 will complete the program on time.

MSN Program Aggregated Data

Expected Level of Achievement	Year	Program Completion Rate
80% of MSN graduates will complete the program on time.	2021-2022 Block Program	81% (30/37)

	2020-2021 Block Program	89% (34/38)
	2019-2020 Semester Program	82% (29/35)

Table 1.2 MSN Program Completion Rate Disaggregated by Program Emphasis

Expected Level of Achievement 80% of graduates will complete the program on time	Year	Option #1	Option #2	Option #3	Option #4
		MSN-Edu	MSN-Exec	Post-Master's Certificate Educator	Post-Master's Certificate Executive
	2021-2022	80% (16/20)	82% (14/17)	No Enrollees	No Enrollees

	2020-2021	92% (23/25)	84% (11/13)	No Enrollees	No Enrollees
	2019-2020	92% (12/13)	88% (14/16)	100% n=1	100% n=2

Table 1.3 MSN Job Placement (Alumni Survey)

These numbers reflect the responses from an alumni survey that was emailed to students 10-12 months following graduation.

Year	# of Graduates	# Grads Contacted (report+job)	Placement Rate	Survey Response Rate
2023	30	Will be sent 10 months after graduation (Feb 2023)		
2022	34	34 (8)	25.00% (2/8)	23.53% (8/34)
2021	29	29 (4)	25.00% (1/4)	11.76% (4/29)

2020	24	24 (6)	83.33% (5/6)	30% (6/24)
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Are you employed in a nursing position that requires your current level of education (MSN)			
	Yes	No	No Answer
2022	25.00% (2/8)	62.50% (5/8)	12.50% (1/8)
2021	25.00% (1/4)	75.00% (3/4)	- -
2020	83.33% (5/6)	- -	16.67% (1/6)

1.4 Faculty Evaluation of Student Attainment of MSN Educator or Executive Residency RSCs 1-6

90% of students performing in the final residency experience will meet student performance meets standards as evaluated by the faculty on the MSN Faculty and Preceptor Assessment of Student Residency Tool. (Measures RSCs 1-6)				
Year	Course/CRN	Educator	Executive	Certificates
2022	37055 37054 36618 36658	100% (22/22)	100% 16/16	No Certificate Students
2021	10840 10841 11021 11034	100% (17/17)	100% (14/14)	No Certificate Students

2020	23102 23103 23105 23106	100% (23/23)	100% (11/11)	No Certificate Students
2019		100% (12/12)	82% (9/11)	No Certificate Students