

Institutional Effectiveness
2022-2023

Program: Nursing MSN

College and Department: Whitson Hester School of Nursing Master of Science in Nursing Program

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Mission:

The mission of the Whitson-Hester School of Nursing (WHSON) is to be a passionately engaged community of highly qualified educators, scholars, and graduates serving the health care needs of a diverse society while providing leadership in the advancement of the profession. The vision of the WHSON will create an environment that builds on our tradition of commitment to the highest standards of excellence in teaching, research, service and nursing practice.

The University mission was approved by the Tennessee Tech Board of Trustees on June 26, 2018 as follows, "Tennessee's technological university creates, advances, and applies knowledge to expand opportunity and economic competitiveness. As a STEM-infused, comprehensive institution, Tennessee Tech delivers enduring education, impactful research, and collaborative service." Through the department's mission, there is a commonality to quality of instruction. The WHSON has played a significant role in the University's commitment to meet the economic needs of the region. The mission of the WHSON further reflects the mission of the University through the preparation of "graduates with a commitment to life-long success as nursing leaders in rural and urban areas who are committed to professional nursing standards, open to the changes occurring in a global health care system, and motivated to improve the health status of individuals, groups and communities." The mission and goals are reviewed and revised by the nursing faculty to reflect current trends in nursing and healthcare.

Attach Curriculum Map (Educational Programs Only): *See Appendix 1.

**PROGRAM OUTCOME 1: THE WHITSON-HESTER SCHOOL OF NURSING WILL MAINTAIN
COMPLIANCE WITH REQUIRED AGENCIES**

Define Outcome:

The Whitson-Hester School of Nursing will maintain compliance with required agencies.

1. The Whitson-Hester School of Nursing will demonstrate continuous accreditation through the Commission on Collegiate Nursing Education (CCNE).
2. The Whitson-Hester School of Nursing will demonstrate continuous full approval of the Tennessee State Board of Nursing.

Assessment Methods:

The Commission on Collegiate Nursing Education (CCNE) – CCNE is “an autonomous accrediting agency, officially recognized by the U.S. Secretary of Education as a national accreditation

agency. The Commission ensures the quality and integrity of baccalaureate, graduate, and residency programs in nursing. CCNE serves the public interest by assessing and identifying programs that engage in effective educational practices. CCNE is a voluntary, self-regulatory process, which supports and encourages continuing self-assessment of nursing programs and supports continuing growth and improvement of collegiate professional education and post-baccalaureate nurse residency programs.” <http://www.aacn.nche.edu/ccne-accreditation/about/mission-values-history>.

The Tennessee State Board of Nursing – the TN State Board of Nursing’s mission and responsibilities “center around three broad functions – licensure, education, and practice. The board prescribes the minimum curriculum for all nursing programs on ground, online, distance, or via other electronic means and annually approves schools of nursing meeting board standards.

Criteria for Success (Thresholds for Assessment Methods):

The WHSON will maintain continuous accreditation status with TBON and CCNE. Schools not meeting TBON standards are investigated, and the board is authorized to place the school on conditional approval or close the program if standards are not met.

Results and Analysis:

WHSON Master of Science in Nursing (MSN) is an online program, with the exception of the clinical practicum experiences. The TTU MSN program began admission of MSN students in the Fall of 2018 and offered the following concentrations: Family Nurse Practitioner (FNP), Nursing Education, and Nursing Administration. The TTU MSN program gained CCNE initial accreditation in September 2019 and continues to be accredited. In the Spring of 2021, the Psychiatric Mental Health Nurse Practitioner was approved BY WHSON, TTU, and THEC in May 2021. A substantive change report was filed with the accrediting body and students were admitted to this concentration Fall 2021. The first graduating class of the PMHNP concentration will graduate in December 2023.

The benchmark was met as TTU WHSON continues to hold continuous accreditation and full approval of the Tennessee State Board of Nursing without deficiencies. The Continuous Improvement Process Report (CIPR) was submitted to CCNE in December 2022. The accreditation site visit will take place in September 2023.

Use of Results to Improve Outcomes:

The WHSON will seek re-accreditation for the BSN, MSN and Post-Graduate Certificate programs in September 2023. In the self-study process for this accreditation visit, all programs, curriculum, policies and procedures are being reviewed and updated as needed. Student evaluation of courses, preceptors, faculty and clinical sites are being reviewed and that information utilized to ensure the programs meet all accreditation, licensure and certification requirements.

**PROGRAM OUTCOME 2: GRADUATES OF THE WHITSON-HESTER SCHOOL OF NURSING MSN
WILL PASS CERTIFICATION WHERE APPLICABLE**

Define Outcome:

Graduates of the Whitson-Hester School of Nursing MSN will pass certification where applicable.

Assessment Methods:

The Nursing Education and Nursing Administration concentrations do not require national certification for the role and are not licensed as Advance Practice Nurses (APN) by the state of TN. However, NUED graduates are prepared to sit for the national Certified Nurse Educator. Both the Family Nurse Practitioner (FNP) and the Psychiatric Mental Health Nurse Practitioner (PMHNP) concentrations require both national certification and state licensure as an APN prior to eligibility for APN clinical practice.

Criteria for Success (Thresholds for Assessment Methods):

90% of MSN graduates of the FNP or PMHNP concentrations will be successful on their appropriate national certification exam in the most recent year.

Results and Analysis:

The MSN program certification pass rates take time to track. The certifying bodies provide documentation of pass rates for the program but do not specify student names. In addition, some graduates take both certifying examinations making it challenging to calculate the pass rate accurately. The WHSON does extensive follow-up to ascertain correct certification rates. All FNP students in their final course (NURS 6910) provide faculty with a post-graduation email address and phone number to assist with communication after graduation. Students are encouraged to communicate their certification results with their advisor. In addition, staff verify APRN licensure with the appropriate Boards of Nursing. This combined process of documentation from the certifying bodies, the faculty advisors and verification of APRN licensure the WHSON can establish an accurate certification rate for all test takers; both first-time and repeaters who pass for the most recent calendar year.

The below table represents the certification pass rates for WHSON for FNP's.

	2021	2022
TTU Combined National 1 st Time Pass Rate from ANCC & AANP	100% (34/34)	89% (40/45)
WHSON Student Pass Rate-all attempts *	100%	100% (41/41 takers) Missing 4

ANCC National 1 st Time Pass Rate	87%	86%
AANP National 1 st Time Pass Rate	84%	89%

***The “WHSON Student Pass Rate-all attempts most recent year” is verified with student and with licensure with their respective Boards of Nursing.**

Use of Results to Improve Outcomes:

The FNP graduates are successful in their certification attempts making them eligible to practice as Advance Practice Nurses. The students are supported in their preparation for certification with the completion of the NURS 6910 course, being assigned a faculty FNP mentor to coach them in certification preparation and development of a post-graduation plan for certification. These interventions have proven successful, and we will continue to evaluate and adjust as indicated.

The first PMHNP students will graduate in December 2023 and sit or certification in 2024.

Only one NUED student has sat for certification as a Certified Nurse Educator, and she was successful in her attempt.

PROGRAM OUTCOME 3: THE WHITSON HESTER SCHOOL OF NURSING WILL MAINTAIN STRONG GRADUATION RATES IN THE MSN PROGRAM

Define Outcome:

The Whitson Hester School of Nursing will maintain strong graduation rates in the MSN program.

Assessment Methods:

Cohorts are identified by admission semester and year. In the event a student must repeat a semester or decreases hours per semester, they are still identified as a member of their admitting cohort. The total number of students that graduate/complete within the expected time (6 years) is divided by the number of students admitted to the program. Students are excluded who have identified factors such as family obligations, relocations, financial barriers, and decisions to change major or transfer to another institution of higher education.

Criteria for Success (Thresholds for Assessment Methods):

MSN students will graduate within 6 years of admission.

Results and Analysis:

MSN students have 6 years to complete their program of study and currently the WHSON has one cohort (2018) that has completed. Most students complete the program in 2.5 years or 7 semesters. However, the COVID-19 pandemic impacted the ability of many students to

complete in this time frame. March 2020 brought restrictions to student attendance in clinical practica that extended through much of the Summer of 2020. The WHSON assigned “Incomplete” grades for these students and worked diligently with them to complete those hours in late Summer 2020 and into F20. However, the other factor impacting completion was the overwhelming need for nurses at the bedside during the pandemic. Many students decreased their course load or withdrew from courses secondary to mandatory overtime in their jobs and/or acceptance of travel positions. For many graduate students this extended their graduate education by 1-1.5 years. Even with these obstacles the MSN students are on track to complete prior to the 6-year limit.

The Psychiatric Mental Health Nurse Practitioner concentration (admitted Fall 2021) and the PMHNP Post-Graduate Certificate program (admitted Fall 2022) are not represented in this table as the first cohort are not scheduled to graduate until December 2023.

Master of Science in Nursing (MSN) Completion Rates						
Enrollment Year	Number Enrolled (Spring and Fall)	Student Withdrawals (excluded from calculation)	Student Failures	Current Students Enrolled	Student Completion	Rate
Fall 2018 (Program Start)	30 (27 NUFP, 1 NUAD, 2NUED)	4 (3 NUFP, 1 NUAD)	0	0	26 (24 NUFP, 2 NUED)	100%
2019	50 (45 NUFP, 4 NUED, 1 NUAD)	10 (8 NUFP, 2 NUED)	4 (NUFP)	1 (NUFP)	35 (32 NUFP, 2 NUED, 1 NUAD)	**Due to the enrollment of 1 student in Fall 2023 the completion rate cannot be calculated at this time.
2020	55 (53 NUFP, 2 NUED)	8 (7 NUFP, 1 NUED)	3 (3 NUFP)	8 (8 NUFP)	36 (35 NUFP, 1 NUED)	**Due to the enrollment of 8 students, the completion rate cannot be calculated at this time.

Use of Results to Improve Outcomes:

PROGRAM OUTCOME 4: ALL FACULTY TEACHING IN THE MSN PROGRAM WILL MAINTAIN CONTINUOUS GRADUATE STATUS AND WILL BE EXPERIENTIALLY AND ACADEMICALLY QUALIFIED FOR THE COURSES THEY TEACH.

Define Outcome:

All faculty teaching in the MSN program will maintain continuous graduate status and will be experientially and academically qualified for the courses they teach.

Assessment Methods:

Aggregate Faculty Outcomes are consistent with and contributed to the achievement of programs, mission, goals and expected outcomes in the WHSON.

Criteria for Success (Thresholds for Assessment Methods):

- 90% of tenured/tenure track faculty hold a terminal degree.
- 100% of adjunct faculty members hold a master’s degree in nursing or higher.
- 75% of tenured/tenure track faculty demonstrate at least two scholarly contributions from the following areas each year
- 100% of full-time faculty maintain college/university/community service contributions consistent with designated rank.
- 100% of full-time faculty who require national certification for teaching advanced practice nursing maintain certification in their specialty
- 100% of full-time faculty engage in at least one professional development activity each year.

Results and Analysis:

PO 4 RESULTS: Faculty Aggregate Calendar Year 2022

Outcome	Achievement Levels	Results
Teaching	<p>90% of tenured/tenure track faculty hold a terminal degree. All other full-time faculty hold a minimum of a Master’s degree in nursing.</p> <p>100% of adjunct faculty members hold a master’s degree in nursing or higher.</p> <p>To demonstrate teaching effectiveness, the aggregate score on the Summary of Teaching Effectiveness from the Student IDEAS Evaluations will be at least 3.0</p> <ol style="list-style-type: none"> 1. Summary Evaluation 1. Progress on Relevant Objectives 	<p>Goal Met:</p> <p>94% of tenured/tenure track faculty hold a terminal degree (15/16) and all other faculty hold a minimum of an MSN. 100% of Adjunct faculty hold a minimum of an MSN and all lab assistants hold a minimum of a BSN</p> <p>IDEA: Goal Met</p> <p>All scores exceed the benchmark of 3.0. In addition, all scores are</p>

		<p>higher than the IDEA Average Score.</p> <p>Summary Evaluation: Spring 2022: 4.3 Summer 2022: 4.5 Fall 2022: 4.3</p> <p>Progress on Relevant Obj: Spring 2022: 4.2 Summer 2022: 4.4 Fall 2022: 4.2</p>
Scholarship	75% of tenured/tenure track faculty demonstrate at least two scholarly contributions from the following areas each year: manuscript or chapter submission; peer-reviewed publication; application for external/internal funding; achievement of external/internal funding; active IRB; state, national, or international presentation; review for professional journal; review for grant proposal.	<p>Goal: Met</p> <p>94% (15/16) of tenured/tenure track faculty demonstrated a minimum of 2 scholarly contributions in 2022.</p>
Service and Leadership	100% of full-time faculty maintain college/university/community service contributions consistent with designated rank.	<p>Goal: Met</p> <p>100% of full-time faculty are involved in service and multiple faculty hold leadership roles in their service</p>
Practice	100% of full-time faculty who require national certification for teaching advanced practice nursing maintain certification in their specialty	<p>Goal Met:</p> <p>100% of the faculty who teach in the APRN concentrations meet the requirements for national certification in their respective fields.</p>
Professional Development	100% of full-time faculty engage in at least one professional development activity each year, such as: workshop or conference attendance, earning CEUs, enroll in educational program of study, earn new or additional certification	<p>Goal: Met*</p> <p>100% of full-time faculty participated in at least one professional development activity in 2022.</p>

*1 full-time faculty was not counted in this aggregate secondary to being on leave AY 22-23.

Use of Results to Improve Outcomes:

All 5 parameters of the faculty aggregate goals were met. 100% of faculty teaching in the graduate program maintained continuous graduate faculty status. 100% of graduate faculty

teaching didactic courses hold a doctorate, including adjunct faculty. 100% of graduate faculty teaching clinical courses hold a minimum of a MSN in nursing and all hold the requisite certification and licensure for their specialty. All faculty maintain currency in clinical practice to meet their certification requirements.

The WHSON supports faculty in their teaching role with attendance at conferences and participation in CITL and CAFE opportunities. Faculty are encouraged to see peer review of their teaching. The WHSON also supports faculty in scholarly efforts. The Tolbert Fund provides “seed” funds for starting scholarly projects and have led to external funding, development of a new ABSN curriculum, development of a Disaster Management course, and establishing a practice partnership with Jackson County Head Start to name a few. In 2022, Dean Hanna provided financial support to hire an expert in the Scholarship of Teaching and Learning to conduct a class at TTU and encouraged faculty to attend to develop their scholarly work. This led to multiple publications, IRB approvals, grant applications, and abstract submissions for presentations.

STUDENT LEARNING OUTCOME 1: MSN STUDENTS WILL SYNTHESIZE NURSING KNOWLEDGE INTO EVIDENCE-BASED PRACTICE

Define Outcome:

MSN students will synthesize nursing knowledge into evidence-based practice. (All MSN concentrations).

(SLOs) are measurable statements that express what a student will know, do, or think at the end of the learning experience. They are consistent with standards of professional practice, the American Association of Colleges of Nursing (AACN) 2011 Master’s Essentials of Master’s Education in Nursing and TTU MSN Program Learning Outcomes PLOs.

Assessment Methods:

The SLOs are developed and approved by faculty who are experts in their field and are reviewed annually to assess program effectiveness and guide programmatic improvements.

Criteria for Success (Thresholds for Assessment Methods):

- All NUED and NUAD concentrations will score 84% or higher on their culminating “State of the Science” paper in the NURS 6990 “Scholarly Synthesis” capstone course.
- All FNP and PMHNP concentration students will earn a grade of “Pass” in their Final Preceptorship courses (NURS 6616 and NURS 6911 respectively).

Results and Analysis:

100% of Nursing Education (NUED) students earned a score above 84% on their State of the Science final paper.

100% of FNP students earned a grade of “Pass” in their Final Preceptorship course (NURS 6616).

The Nursing Administration (NUAD) concentration did not have graduates in 2022.

The PMHNP will graduate its first students in December 2023.

Use of Results to Improve Outcomes:

The NUED students are well prepared for the final NURS 6990 course and the culminating project of a State of the Science Paper. They are required to complete this course in their last semester ensuring they have completed the writing heavy courses of NURS Theory and that they have learned to develop a research question in Advanced Nursing Research. They have also completed their concentration specific specialty courses and clinical practice giving them a broad view of the specialty. Students are urged to consider publication of their manuscript when they complete the course.

FNP students are required to complete all of their clinical practice experiences and their residency simulation labs prior to enrolling in the final preceptorship course NURS 6616. They are well prepared for a more independent practice at this time.

STUDENT LEARNING OUTCOME 2: CONCENTRATION SPECIFIC OUTCOMES

Define Outcome:

Concentration specific outcomes for Nursing Administration, Nursing Education, Family Nurse Practitioner and Psychiatric Mental Health Nurse Practitioner.

Assessment Methods:

- a. **Nursing Administration-** Demonstrate advanced level nursing administration competencies in healthcare delivery systems, policies, and practice.
- b. **Nursing Education-** Demonstrate nurse educator competencies in didactic and clinical settings, with a working knowledge of organizational structure and role responsibility.
- c. **Family Nurse Practitioner -** Demonstrate competency in providing primary care across the life span to individuals, families, groups, and communities.
- d. **Psychiatric Mental Health Nurse Practitioner-** Demonstrate competency in providing mental health care with individuals, families, populations, and systems.

Criteria for Success (Thresholds for Assessment Methods):

- Nursing Administration (NUAD)
 - Students earn a minimum of an 84% on both the final “Clinical Evaluation Tool” and the “Environmental Assessment and Analysis Assignment” in the NURS 6309 Nursing Administration Practicum course
- Nursing Education (NUED)
 - Students earn a minimum of 84% on the “Nursing Education Final Evaluation Tool” in the NURS 6209 Nursing Education Practicum course.
- Family Nurse Practitioner (FNP)

- Students earn a grade of “Pass” on the final “Faculty Evaluation of Student Performance” in the NURS 6616 Final FNP Preceptorship course
- Psychiatric Mental Health Nurse Practitioner (PMHNP)
 - Students earn a grade of “Pass” on the final “Faculty Evaluation of Student Performance” in the NURS 6911 Final PMHNP Preceptorship course

Results and Analysis:

There were no NUAD students graduating in the AY 2022-2023.

100% of the NUED students earned a minimum of 84% on the “Nursing Education Final Evaluation Tool” in the NURS 6209 Nursing Education Practicum course.

100% of FNP students earned a grade of “Pass” on the final “Faculty Evaluation of Student Performance” in the NURS 6616 Final FNP Preceptorship course.

There were no PMHNP graduates in the AY 2022-2023. The first cohort will enroll in NURS 6911 Final PMHNP Preceptorship course in Fall 2023.

Use of Results to Improve Outcomes:

Students in each concentration have completed all didactic course work and all of their clinical practice courses prior to enrolling in their final preceptorship course. They are prepared for more independent practice and are preparing for graduation.

Faculty continually evaluate clinical sites and preceptors and stay abreast of current trends in their specialties and keep courses current to clinical practice.

Summative Evaluation:

The evaluation methods are adequate for the MSN program. However, multiple changes are anticipated in the upcoming year that will be addressed with these evaluation methods. These include:

- Adoption of the new AACN Essentials for Nursing Education that is making a shift to competency-based education and evaluation. The WHSON will begin curricular review and revision in late fall 2023 to start the process of incorporating these Essentials.
- The National Organization of Nurse Practitioner Faculty have established new standards for the NP (NTF, 2022). This will increase the number of clinical hours for NP’s to sit for certification to 750 patient contact hours (currently 500). The WHSON Graduate Committee will revise the current courses and clinical practice requirements to meet these new standards.
- The WHSON will begin a new MSN concentration in January 2024: Adult Gero Acute Care Nurse Practitioner.
- The WHSON instituted a new grading policy for MSN students starting with the incoming Fall 2022 class. This will require all “C” grades to be repeated before the student can

progress. We will evaluate the impact on retention and completion in the next calendar year.

Assessment Plan Changes:

Appendix 1: Nursing MSN Program Curriculum Map, All Concentrations

Required Courses and Experiences	WHSON MSN Program Objectives						
	Demonstrates knowledge and competencies in advanced nursing practice, nursing education and nursing administration	Integrate specialized knowledge and theories from nursing and related disciplines into advanced nursing roles	Use research to validate and refine knowledge relevant to advanced nursing roles	Practice advanced nursing roles in collaborative relationships across disciplines and in partnership with communities (i.e., nursing education, nursing administration, and advanced clinical practice)	Manage the healthcare of clients within legal, ethical and professional standards	Improve the health of clients among diverse population groups	Promote positive changes in healthcare delivery, health policies and nursing practice
NURS 6000	I		I	I	I		
NURS 6001	R	I	R	R	I	I	R
NURS 6002	R	I	R	R	R	R	R
NURS 6003	I	R	I	R	R	I	R
NURS 6101	M	R	M	M	R	M	R
NURS 6102	R	R	R	R	R	I	R
NURS 6103	M	R	M	R	R	R	R
NURS 6104	R	R	R	M	M	M	R
NURS 6204	I	R	R	R		R	R
NURS 6205	I	R	R	R	R	R	R
NURS 6207	M	M	R	M	R	M	M
NURS 6209	M	M	M	M	R	M	M
NURS 6301	I	I	R	R	R	R	R
NURS 6302	R	R	R	R	R	R	R
NURS 6303	R	M	R	R	R	R	R
NURS 6304	R	M	M	I	R	I	I
NURS 6305	M	M	R	R	M	R	R

Appendix 1: Nursing MSN Program Curriculum Map, All Concentrations, cont.

NURS 6307	M	R	R	R	R	R	R
NURS 6309	M	R	R	M	M	M	M
NURS 6610	R	R	R	R	R	R	R
NURS 6611	R	R	R	M	M	M	M
NURS 6612	R	R	R	R	R	R	R
NURS 6613	R	R	R	M	M	M	M
NURS 6614	R	R	R	R	R	R	R
NURS 6615	R	R	R	M	M	M	M
NURS 6616	R	R	R	M	M	M	M
NURS 6910	R	R	R	R	I	R	R
NURS 6990	M	M	M	R	R	R	M
Other: Exit Exam		A		A			
NURS 6210	I	R	R	R			R
NURS 6211	R	M	M	R	R	R	M
NURS 6212	M	R	M	R			M
NURS 6710	R	R	R	R	R	R	R
NURS 6711	R	R	R	M	M	M	M
NURS 6712	R	R	R	R	R	R	R
NURS 6713	R	R	R	M	M	M	M
NURS 6714	R	R	R	R	R	R	R
NURS 6715	R	R	R	M	M	M	M
NURS 6716	R	R	R	M	M	M	M
NURS 6911	R	R	R	R	I	R	R

KEY:

I=Introduce

R-Reinforce

M-Mastery

A-Assessment Opportunity