Institutional Effectiveness
2018-2019

Program: Nursing TN eCampus MSN

College and Department: Whitson-Hester School of Nursing

Contact: Kim Hanna

Mission/Vision: The mission of the TN eCampus Master of Science in Nursing program is to use technology to improve access to high-quality, affordable, student centered graduate nursing education opportunities through cooperation with other universities. The vision of the TN eCampus Master of Science in Nursing program is a better life for Tennesseans through excellence in graduate nursing education. The program offers concentrations in Nursing Education, Nursing Administration, Nursing Informatics, and Family Nurse Practitioner (having the highest enrollment). Additionally, the program offers post-master's certificates (PMC) in the four aforementioned concentrations.
The purposes of the TN eCampus Master of Science in Nursing program are to:

- Increase access to graduate nursing education, especially for nurses aspiring to teach in entry-level nursing programs, manage professional practice work settings, and practice as advanced clinicians in a changing healthcare delivery system.

- Maximize the effective use of technology for delivery of graduate-level instruction. Distance delivery through the use of technology will increase access to graduate education, especially in remote areas of the state and for practicing nurses for whom time flexibility is a critical resource.

- Provide student access to web-based courses and degree programs. Web-based courses will reach populations not currently enrolled in graduate education, and will also permit students who are currently enrolled in on-campus courses to take additional courses, thus completing the program sooner.

- Encourage and support collaboration among TN eCampus institutions. Course development and delivery will be cost-effective because courses will be developed by one institution and used by all.

Program Goals:

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

    a. The Whitson-Hester School of Nursing will demonstrate ongoing accreditation through the Accreditation Commission for Education in Nursing (ACEN).

    b. The Whitson-Hester School of Nursing will demonstrate ongoing full approval of the Tennessee State Board of Nursing.

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

3. MSN students will graduate the program in a timely manner.

4. Provide students with a strong group of academic faculty.

Student Learning Outcomes:

1. MSN students will synthesize nursing knowledge into evidence-based practice.

2. Practice advanced nursing roles in collaborative relationships across disciplines, managing health care within legal, ethical, and professional standards.

3. Promote positive changes in safe health care delivery, health policies, and nursing practice through quality improvement and safety standards.

4. Concentration specific outcomes

    a. FNP - Demonstrate competency in providing primary care across the life span to individuals, families, groups, and communities.

    b. Nursing Administration - Demonstrate advanced level nursing administration competencies in healthcare delivery systems, policies, and practice.

    c. Nursing Education - Demonstrate nurse educator competencies in didactic and clinical settings, with a working knowledge of organizational structure and role responsibility.

A departmentally developed curriculum map can be found in Appendix 1 that shows the connections between courses and student learning outcomes.

Assessment Methods:

1. *ACEN Accreditation and the TN State Board of Nursing:* Self-study and on-site evaluations by ACEN provide an opportunity to examine closely all aspects of the academic program, including program quality relative to: 1) Mission and administrative Capacity; 2) Faculty and staff; 3) Student policies, development, and services; 4) Curriculum; 5) Resources; and 6) Student learning. Nationwide certification examination pass rates, evaluation of outcomes for congruence with similar on-ground programs, and percentages of students who obtain jobs serve to evaluate quality.

2. *ANCC and AANP National Certifications:* The Family Nurse Practitioner (FNP) certification examination is an entry-level competency-based examination that tests clinical knowledge in family/individual across the life span (prenatal, pediatric, adolescent, adult, older adult, and elderly primary care). 90% of graduates should pass on their first attempt.

3. *TN eCampus Graduation and Retention Rates:* Graduation rates defined by TN eCampus are 150% of the prescribed program length. Six years for FNP; Five and one/half for other concentrations.

4. *TN eCampus Aggregate Faculty Outcomes:* Aggregate Faculty Outcomes Consistent with and Contributed to the Achievement of programs, Mission, Goals and Expected Outcomes. In 2018 the WHSON revised the faculty outcomes to be more objectively measured.

    - 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: 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.
- 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, such as: workshop or conference attendance, earning CEUs, enroll in educational program of study, earn new or additional certification
- To demonstrate teaching effectiveness, the aggregate score on the Summary of Teaching Effectiveness from the Student IDEAS Evaluations will be at least 3.0 in these areas:
    - Summary Evaluation
    - Progress on Relevant Objectives
    - Overall Rating

5. Graduate Student Learning Outcomes Metrics

Core SLOs	**Metric**	**Benchmark**
Synthesize nursing knowledge into evidence-based practice	State of the Science paper	85% (grade book)
Practice advanced nursing roles in collaborative relationships across disciplines, managing health care within legal, ethical, and professional standards.	Fleming Clinical Evaluation Tool	85%
	Ethical Dilemma Paper	85%
Promote positive changes in safe health care delivery, health policies, and nursing practice through quality improvement and safety standards	Healthcare Safety Presentation	85%
	Applying Policy to Practice Paper	85%

Concentration specific SLOs

FNP SLO		
Demonstrate competency in providing primary care across the life span to individuals, families, groups, and communities.	Practicum Standardized Exit Exam	Predictive score as defined by the standardized exam (as reported by testing agency)
	Final Fleming Evaluation Tool Score	85% (grade book)
Nursing Administration SLO		
Demonstrate advanced level nursing administration competencies in healthcare delivery systems, policies, and practice.	Final Clinical Evaluation Tool	85%
	Environmental Assessment and Analysis Assignment	85%
Nursing Education SLO		
Demonstrate nurse educator competencies in didactic and clinical settings, with a working knowledge of organizational structure and role responsibility.	Nurse Educator Final Evaluation Tool	85%
Nursing Informatics SLO		
Apply Nursing Informatics knowledge and skills required to manage technology in healthcare systems.	Clinical project	85%

Results:

Program Goal 1: The Whitson-Hester School of Nursing will maintain compliance with required agencies.

a. *The Whitson-Hester School of Nursing will demonstrate ongoing accreditation through the Accreditation Commission for Education in Nursing (ACEN).*

b. *The Whitson-Hester School of Nursing will demonstrate ongoing full approval of the Tennessee State Board of Nursing.*

Tennessee Tech University's Whitson-Hester School of Nursing (TTU WHSON) is a current partner in the TN eCampus Master of Science Nursing program along with the Schools or Colleges of Nursing at Austin Peay State University, Tennessee State University, and the University of Memphis. In the Fall 2017, Middle Tennessee State University and East Tennessee State University, two members of the original consortium, left the consortium and are currently seeking accreditation as independent MSN programs at their respective universities. All course work is online, with the exception of the clinical practicum experiences. This program offers the following concentrations: Family Nurse Practitioner (FNP), Nursing Education, and Nursing Administration and is accredited by ACEN. In light of the potential effects with

these schools leaving the TN eCampus MSN program, TTU WHSON will "teach-out' students in the TN eCampus and the school has an independent TTU Whitson-Hester School of Nursing MSN program.

TTU MSN program started Fall 2018 and offers the following concentrations: Family Nurse Practitioner (FNP), Nursing Education, and Nursing Administration. The TTU WHSON MSN program adheres to the curriculum and online course delivery of the current TN eCampus MSN program but all courses are taught solely by TTU faculty to exclusively TTU MSN students. TTU MSN program is seeking CCNE initial accreditation in September 2019.

Program Goal 2: Graduates of the Whitson-Hester School of Nursing MSN will pass certification.

In 2018, the TN eCampus (TTU Whitson-Hester School of Nursing-Home Students) FNP combined certification pass rate for first-time exam takers matched the AANP National first-time pass rate at 85%. The TTU ANCC Pass Rate fell just below at 85% of the national pass rate at 86%.

	2014	**2015**	**2016**	**2017**	**2018**
TTU Combined National 1st Time Pass Rate	80.1% (21/26)	79% (35/44)	84% (27/32)	77.14% (27/35)	85% (28/33)
ANCC National 1st Time Pass Rate	79.4%	74.1%	81.6%	85.71%	86%
AANP National 1st Time Pass Rate	87.5%	81.6%	81.65%	79%	85%

Program Goal 3: MSN students will graduate the program in a timely manner.

Determining the 2018 graduation rate based on the TN eCampus definition resulted in a graduation rate of 79% based on students admitted in the calendar year 2012 having six years to complete the program.

63 students admitted in 2012 (Spring, Summer & Fall).

50 students graduated within 150% of the projected program length.

10 students withdrew from program on good standing.

3 students were not successful.

Program Goal 4: Provide students with a strong group of academic faculty.

Actual Faculty Outcomes congruent with Expected Faculty Outcomes, Roles, and Evaluation of Faculty Performance.

Aggregate Faculty Outcomes-Current

Expected Faculty Outcomes for Full-time Faculty	**Aggregate Faculty Outcomes[1]**	**Actual Faculty Outcomes[2]**
90% of tenured/tenure track faculty hold a terminal degree. 100% of adjunct faculty members hold a master's degree in nursing or higher.	YES	MET 92.4% MET 100% Adjunct have MSN or higher
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.	YES	MET 84.6%
100% of full-time faculty maintain college/university/community service contributions consistent with designated rank.	YES	MET 100%
100% of full-time faculty who require national certification for teaching advanced practice nursing maintain certification in their specialty	YES	MET 100%
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	YES	MET 100%
To demonstrate teaching effectiveness, the aggregate score on the Summary of Teaching Effectiveness from the Student IDEAS Evaluations will be at least 3.0 in these areas: • Summary Evaluation • Progress on Relevant Objectives • Overall Rating	YES	MET AY 2018-2019 Summary Evaluation 4.2 Progression Relevant Objectives 4.1 Overall Evaluation 4.2

1 Aggregate Faculty Outcomes Consistent with and Contributed to the Achievement of programs, Mission, Goals and Expected Outcomes

2 Actual Faculty Outcomes Congruent with Expected Faculty Outcomes, Roles, and Evaluation of Faculty performance

Student Learning Outcomes 1-4

Student Learning Outcomes for TTU – August 2019

EPSLO 1- Synthesize nursing knowledge into evidence-based practice	Review of all grades achieved on the **Nurs 5990 State of the Science Paper** across each academic year	Academic year 2017-18: Total 118 students, 4 achieved less than 85%. ELA met. 96% achieved 85% or greater.
EPSLO 2 Practice advanced nursing roles in collaborative relationships across disciplines, managing health care within legal, ethical, and professional standards.	Review of all grades achieved on the **Nurs 5609 Fleming Clinical Evaluation Tool** across each academic year.	Academic Year 2017-2018: Total 113 students, 1 achieved less than 85%. ELA met 98% at 85% or greater
	Review of all grades achieved on the **Nurs 5003 Ethical Dilemma Paper** across each academic year.	Academic Year 2017-2018: 174 Total students, 22 achieved less than 85%. ELA met 87% at 85% or greater.
EPSLO 3 Promote positive changes in safe health care delivery, health policies, and nursing practice through quality improvement and safety standards	Review of all grades achieved on the **Nurs 5003 Healthcare Safety Presentation** across each academic year.	Academic Year 2017-2018: 174 Total students, 22 achieved less than 85%. ELA met 87% at 85% or greater.
	Review of all grades achieved on the **Nurs 5001 Applying Policy to Practice Paper** across each academic year.	Academic Year 2017-18: 174 Total students, 10 achieved less than 85%. ELA met 94% at 85% or greater.

Student Learning Outcomes by Concentration for TTU – August 2019

FNP - Demonstrate competency in providing primary care across the life span to individuals, families, groups, and communities.	a. Review of all grades achieved on the **Nurs 5609 Fleming Clinical Evaluation Tool** across each academic year.	Academic Year 2017-18: 113 Total students, 1 achieved less than 85%. ELA met. 99% at 85% or greater
	b. Review of all grades achieved on the **Nurs 5609 FNP HESI Exit Exam** across each academic year.	Academic Year 2017-18: 113 Total students, 39 achieved less than 750 mean. ELA not met. 65% at 750 or greater.
Administration - Demonstrates advanced level nursing administration competencies in healthcare delivery systems, policies, and practice.	a. Review of all grades achieved on the **Nurs 5309 Administration Clinical Evaluation Tool** across each academic year	Academic Year 2017-18: 4 Total students, 1 achieved less than 85%. ELA not met 75% at 85% or greater
	b. Review of all grades achieved on the **Nurs 5209 Education Clinical Evaluation Tool**	Academic year 2017-18: Total 4 students, 0 achieved less than 85%. ELA met. 100% achieved 85% or greater.
Education - Demonstrate nurse educator competencies in didactic and clinical settings, with a working knowledge of organizational structure and role responsibility	Review of all grades achieved on the **Nurs 5209 Education Clinical Evaluation Tool**	2018: Total 10 students, 0 achieved less than 85%. ELA met. 100% at 85% or greater

Modification for Improvement:

Program Goals 2: Graduates of the Whitson-Hester School of Nursing MSN will pass certification.

Lower than expected certification rates led to curricular changes when the TNTech program was implemented.

As the WHSON at TTU transitioned from TNeCampus MSN to the TTU MSN, the WHSON began the process of addressing the certification rates for the FNP concentration with a review of the curriculum and introduction of curricular changes to the FNP concentration. These changes more closely mirrored the National Task Force Guidelines for Family Nurse Practitioners with an increased focus on primary care rather than specialization in any particular field. The proposed plan included an FNP I and II didactic and clinical practicum, and combined the Women's Health and Pediatrics content into FNP III with a primary care focus. The Scholarly Synthesis course was dropped from the FNP concentration and a Role Transition to Certification and Practice was added with an emphasis on clinical reasoning and standardized testing. This proposal was approved by the TTU Graduate Studies Executive Committee

March, 2019 and became effective Fall 2019. The first FNP graduates from this program are slated for Fall 2020.

Appendices

1. Curriculum Map

Appendix 1: Curriculum Map

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
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