

**Institutional Effectiveness Report  
2020-2021**

**Program:** Nursing BSN

**College and Department:** Whitson-Hester School of Nursing

**Contact:** Barbara Jared, Director

**Mission:** The mission of the Whitson-Hester School of Nursing (WHSON) is a focused commitment on meeting the health care needs of the diverse population of the Upper Cumberland Region of Tennessee. The goal of the nursing program is to prepare 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 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.

**Program Goals:**

- PG 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 Commission on Collegiate Nursing Education (CCNE).
  - b. The Whitson-Hester School of Nursing will demonstrate ongoing full approval of the Tennessee State Board of Nursing.
- PG 2: The WH-SON program will maintain strong graduation rates.
- PG 3: Graduates of the Whitson-Hester School of Nursing will be licensed to practice nursing.

**Student Learning Outcomes:**

By graduation, the undergraduate will demonstrate proficiency in the following areas:

SLO 1: Students of the Whitson-Hester School of Nursing will graduate with the ability to synthesize nursing knowledge into evidence-based practice.

Intended Outcomes / Objectives:

By graduation, the undergraduate will demonstrate proficiency in the following areas:

1. Integrate knowledge and theories from the natural and social sciences, liberal arts, humanities, and nursing to develop a generalist professional nursing practice (LO-1)
2. Provide professional nursing care, which includes health teaching and health promotion to individuals, families, groups, and communities throughout the life span along a continuum of health, illness, and/or disability within various health care settings (LO-2)
3. Identify and apply knowledge of basic organizational and systems leadership for safe and high-quality patient care (LO-3)
4. Evaluate and utilize theory and research-based knowledge in nursing practice for beginning scholarship for evidence-based practice (LO-4)
5. Demonstrate professional nursing practice through critical thinking, clinical judgment, therapeutic nursing intervention and communication utilizing information management and patient care technology within the practice of the baccalaureate generalist (LO-5)
6. Demonstrate basic knowledge of healthcare policy, finance, and regulatory environments, including local, national, and global trends (LO-6)
7. Develop collaborative relationships and inter-professional communication with health care professionals and the health care consumer to promote and advance positive patient health care outcomes founded on evidence-based practice (LO-7)
8. Utilize evidence-based practice for health promotion, risk reduction, disease prevention, and illness management of individuals, families, groups and communities (LO-8)
9. Demonstrate quality nursing practice based on professional values, incorporating ethical, moral and legal standards, and human diversity (LO-9)

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

#### **Assessment Methods:**

##### *PG 1: Compliance with National Accreditation Agencies and the TN State Board of Nursing*

###### 1. CCNE Accreditation and Approval of the Tennessee State Board of Nursing

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 annual approves schools of nursing meeting board standards. Schools not meeting standards are investigated and the board is authorized to place the school on conditional approval or close the program if standards are not met.”  
<http://health.state.tn.us/boards/Nursing/index.htm>.

Assessment data relative to CCNE accreditation and TN State Board of Nursing approval is reviewed by the Dean of the WH-SON and disseminated to the WH-SON Faculty Organization for discussion and input. The Dean of the WH-SON is an Ex-officio member of the WH-SON Faculty Organization. Faculties receive copies of completed accreditation reports. Faculty Organization meets monthly during the academic year. The annual report to the TN State Board of Nursing is accessible to faculty when requested.

Benchmark: The WHSON will maintain continuous accreditation status.

*PG 2: Graduation rates from the WHSON program will meet or exceed university rates*

1. WHSON and University Graduation Rates

Provides a comparison between the WH-SON graduates and the rest of the university. This assessment can identify changes in student retention and attrition compared to the institution. WHSON and University graduation rates comparisons are reviewed annually by the Dean of the WH-SON and shared with faculty during Faculty Organization meetings.

Benchmark:

1. A minimum of 70% of BSN students (BSN and ABSN) will complete Upper Division Nursing in 6 semesters or less.
2. Post Licensure (RNBSN) Program Completion Rate for full-time students: 70% of full time RN-BSN students will graduate within 4.5 semesters, beginning with enrollment in the first nursing (NURS) course.
3. Post Licensure (RNBSN) Program Completion Rate: for part-time students 70% of part time RN-BSN students will graduate within 9 semesters, beginning with enrollment in the first nursing (NURS) course.

*PG 3: Graduates of the Whitson-Hester School of Nursing will be licensed to practice nursing.*

1. NCLEX-RN Pass Rates

BSN graduates cannot practice nursing without initial licensure. The National Council of State Boards of Nursing (NCSBN) is an independent, not-for-profit organization serving as the “vehicle through which boards of nursing act and counsel together on matters of common interest.” NCSBN was created to “guard the safety of the public” through member boards seeking to “ensure that nurses entering the workforce have the necessary knowledge and skills to practice.” To meet this goal, NCSBN develops “psychometrically sound and legally defensible nurse licensure examinations consistent with current nursing practice.” Specific to the WH-SON nursing program, our BSN graduates are eligible to test for the NCLEX-RN licensure examination upon graduation from the program and completion of a criminal background check. Utilizing

current changes in U.S. health care delivery and nursing practice and the acuity level of patient care, the NCSBN Board of Deans evaluate the NCLEX-RN passing standards every three years, adjusting the difficulty level of the exam. Therefore, it is the preferred comparison benchmark for the WH-SON versus comparison to peer Tennessee institutions. The NCLEX-RN is completed through Computerized Adaptive Testing, with a minimum of 75 questions up to 265 questions answered based on the graduate's ability to answer questions reflective of varying cognitive levels with emphasis placed on application or higher levels of cognitive ability described by Bloom's taxonomy for the cognitive domain. Graduates will receive a pass/fail if they have met the passing standards set by NCSBN. [www.ncsbn.org/181.htm](http://www.ncsbn.org/181.htm).

Assessment data relative to NCLEX-RN pass rates is reviewed by the Dean and disseminated to the WH-SON Faculty Organization. As the NCLEX-RN passing standards change along with changes to the NCLEX-RN test blueprint, the blueprint is reviewed by individual Course Administrators as well as the WH-SON Curriculum Committee for gaps in content, concepts, etc. with necessary course and/or curriculum revisions when warranted. Three faculty of the WH-SON attend national updates on the NCLEX-RN and then in turn disseminate current information to the Faculty Organization.

CCNE, the WHSON accrediting body, requires an NCLEX pass rate of 80% or higher, the TN Board of Nursing requires a pass rate of 85% and the WHSON set their benchmark at 95%.

Benchmark: BSN graduates will maintain a first time NCLEX pass rate of 95% or greater.

*SLO 1: Students of the Whitson-Hester School of Nursing will graduate with the ability to synthesize nursing knowledge into evidence-based practice.*

1. HESI RN Exit Exams

HESI Exams – Health Education Systems, Inc. (HESI) is a testing company specializing in producing valid and reliable tests for nursing schools. They offer custom, specialty and exit exams. HESI exams are computerized based and timed, comparable to the delivery format of the NCLEX-RN. In addition, the exam questions are modeled after the NCLEX-RN test blueprint and can be utilized as a predictor for NCLEX-RN success. Each type of exam can provide individual student evaluation as well as class aggregate evaluation data.

Benchmark: Scores on the HESI RN Exit Exam will be equal to or higher than the national average in each category as reflected in the 9 Program Objectives

**Results:**

*PG 1: Compliance with National Accreditation Agencies and the TN State Board of Nursing*

Commission on Collegiate Nursing Education (CCNE) Accreditation - In 2009, the WH-SON completed a self-study in preparation for an onsite evaluation by its accrediting agency, the Commission on Collegiate Nursing Education (CCNE). At the October 2010 meeting of CCNE, the agency determined that the School met all four of its accreditation standards with no compliance concerns. CCNE accreditation standards include an assessment of compliance with University mission and standards. Consequently, CCNE granted full accreditation of the School's baccalaureate degree program in nursing, retroactive from February 5, 2009, when the on-site

evaluation took place, until December 31, 2019. Submission of the Continuous Improvement Performance Report (CIPR) was sent to CCNE on December 1, 2014 and full approval on July 8, 2015.

WH-SON completed the self-study process for re-accreditation in December 2018. The self-study process affords the program the opportunity to identify its strengths, its performance with respect to student achievement, and areas for improvement, as well as its plans to address continuous improvement. The CCNE re-accreditation Site Visit took place February 20-22nd, 2019. The CCNE Site Visitors found that the WH-SON BSN program met all four required standards. The accreditation was final in Fall of 2019.

Full approval of the Tennessee State Board of Nursing without deficiencies. The most recent on-site visit occurred in Spring 2017 for the Baccalaureate Degree Program with a report due in December of each year.

The Continuous Improvement Process Report (CIPR) will be due on December 21, 2022. The BSN and MSN accreditation visit will take place in Fall 2024.

Benchmark is met with continuous CCNE accreditation and ongoing TN State Board of Nursing approval.

*PG 2: Graduation rates from the WHSON program will meet or exceed university rates.*

The upper division program is organized for completion in 5 semesters (BSN) and 4 semesters (ABSN); the rates are based on completion within 6 semesters to account for students who may have to repeat a course. Cohorts are identified by admission semester and year. In the case that a student must repeat a semester, they are still identified as a member of their admitting cohort. 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. The completion rate for the most recent calendar year is above 70%.

Benchmark is met for graduation rates for the pre-licensure BSN and ABSN and the post-licensure RNBSN tracks.

**Pre-Licensure Graduation Rate**

	Admitted 2015		Admitted 2016		Admitted 2017		Admitted 2018	
<b>Traditional BSN</b>	Spring %	Fall %	Spring %	Fall %	Spring %	Fall %	Spring %	Fall %
Rate by Semester	98% (57/58)	93% (54/58)	97% (60/62)	96% (46/48)	95% (57/60)	88% (42/48)	100% (61/61)	94% (49/52)
Number of Exclusions	2	3	3	10	5	7	6	13
Graduation Rate by Calendar Year	2017: 95%		2018: 96%		2019: 92%		2020: 97%	

**ABSN Pre-Licensure Graduation Rate**

	<b>Admitted 2014</b>	<b>Admitted 2017</b>	<b>Admitted 2019</b>
<b>Accelerated BSN</b>	Summer 2014	Fall 2017	Summer 2019 **
Rate	17/17	36/38	Admitted: 28
Number of Exclusions	3	1	
Graduation Rate by Calendar Year	2015: 100%	2018: 95%	

*\*\*The Summer 2019 ABSN cohort has one student repeating courses at the time of reporting and the graduation rate cannot be calculated.*

**Post-Licensure Rate**

**RN-BSN Program Completion Rate**

Whitson-Hester School of Nursing RN-BSN completion rates are determined by marking the start date of the first nursing course and the completion date of the last nursing course in the program calculated at 150% of the full-time and part-time program length to account for students who may need to repeat a course. Students are excluded who have identified factors such as family obligations, relocations, financial barriers, and decision to change major or transfer to another institution of higher education.

1. Program Completion Rate: 70% of full time RN-BSN students will graduate within 4.5 semesters, beginning with enrollment in the first nursing (NURS) course.
2. Program Completion Rate: 70% of part time RN-BSN students will graduate within 9 semesters, beginning with enrollment in the first nursing (NURS) course.

**Post-Licensure Graduation Rate (RNBSN)**

RN-BSN	Admitted 2017			Admitted 2018			Admitted 2019		
	Spring%	Summer%	Fall%	Spring%	Summer%	Fall%	Spring%	Summer%	Fall%
Rate by Semester	100% (3/3)	100% (2/2)	0	100% (3/3)	0	0	100% (2/2)	50% (2/4)	0
Number of Exclusions	1	0	0	2	2	0	0	0	1
Graduation Rate by Calendar Year	Completion Rate 100%			Completion Rate: 100%			Completion Rate: 75%		

*PG 3: Graduates of the Whitson-Hester School of Nursing will be licensed to practice nursing.*

**NCLEX Pass Rates**

The NCLEX-RN pass rate for each campus/site and track is 95% or higher for first-time takers for the most recent calendar year.

	2016	2017	2018	2019	2020
<b>TTU WHSON Graduates</b>	95% 108 graduates 5 failures (S16/F15)	95% 108 graduates 5 failures (Sp17/F16)	99% 115 graduates 1 failure (F17/S18)	96% 126 graduates 5 failures (F18/Sp19)	99% 139 graduates 1 failure (F19/S2020)
<b>National Average, First Attempt, U.S. Educated, BSN</b>	84.57%	87.11%	88.29%	88.18%	87.53%

Benchmark is met for first time NCLEX pass rates and exceeds the national average.

*SLO 1: Students of the Whitson-Hester School of Nursing will graduate with the ability to synthesize nursing knowledge into evidence-based practice.*

The HESI exam scores provide a reflection of student progression on identified learning outcomes throughout the students’ time in the nursing program. HESI Exam Categories include the AACN Essentials of Baccalaureate Nursing Education, Nursing Process, Client Needs, NLN Education Competences, and QSEN. Aggregate student outcomes for the HESI RN Exit Exam and the Mid-curricular Exam are provided for curriculum and course revisions.

Benchmark met with Composite HESI RN Exit scores greater than the National Mean Score. All objectives are met except for Objective 5, 7, and 9.

*Composite HESI RN Exit Exam*

February 2019		October 2019		February 2020		September 2020		February 2021	
TTU Mean Score	HESI National Mean Score	TTU Mean Score	HESI National Mean Score	TTU Mean Score	HESI National Mean Score	TTU Mean Score	HESI National Mean Score	TTU Mean Score	HESI National Mean Score
896	855	857	856	924	856	894	856	881	856

1. Integrate knowledge and theories from the natural and social sciences, liberal arts, humanities, and nursing to develop a generalist professional nursing practice (LO-1)

	HESI Category	Feb. 2017	Oct. 2017	Feb. 2018	Oct. 2018	Feb. 2019	Oct. 2019	Feb. 2020	Sept 2020	April 2021	National Score (April 2021)
LO-1	Liberal Education for EBP	896	916	956	875	850	821	926	907	869	836

- Provide professional nursing care, which includes health teaching and health promotion to individuals, families, groups, and communities throughout the life span along a continuum of health, illness, and/or disability within various health care settings (LO-2)

	HESI Category	Feb. 2017	Oct. 2017	Feb. 2018	Oct. 2018	Feb. 2019	Oct. 2019	Feb. 2020	Feb 2020	April 2021	National Score (April 2021)
LO-2	Provider of Care	911	907	957	889	896	867	927	901	847	840
	BSN Nsg Practice	899	898	948	891	895	867	925	895	852	842

- Identify and apply knowledge of basic organizational and systems leadership for safe and high-quality patient care (LO-3)

	HESI Category	Feb. 2017	Oct. 2017	Feb. 2018	Oct. 2018	Feb. 2019	Oct. 2019	Feb. 2020	Sept 2020	April 2021	National Score (April 2021)
LO-3	Leader for Quality Care & Pt Safety	892	900	951	906	918	854	933	904	859	840

- Evaluate and utilize theory and research-based knowledge in nursing practice for beginning scholarship for evidence-based practice (LO-4)

	HESI Category	Feb. 2017	Oct. 2017	Feb. 2018	Oct. 2018	Feb. 2019	Oct. 2019	Feb. 2020	Sept 2020	April 2021	National Score (April 2021)
LO-4	Scholarship for EBP	932	916	962	918	878	887	911	925	845	840

5. Demonstrate professional nursing practice through critical thinking, clinical judgment, therapeutic nursing intervention and communication utilizing information management and patient care technology within the practice of the baccalaureate generalist (LO-5)

	HESI Category	Feb. 2017	Oct. 2017	Feb. 2018	Oct. 2018	Feb. 2019	Oct. 2019	Feb. 2020	Sept 2020	April 2021	National Score (April 2021)
LO-5	Clinical Judgment t Clin Decision Critical Thinking	912	899	945	900	893	856	924	890	852	838
	Nursing Intervention	915	908	952	900	891	866	923	895	852	838
	Comm	847	874	921	831	764	435	906	802	630	811
	Pt Care Techn & Inf Mngmt	882	873	985	962	943	990	1071	1001	789	853

6. Demonstrate basic knowledge of healthcare policy, finance, and regulatory environments, including local, national, and global trends (LO-6)

	HESI Category	Feb. 2017	Oct. 2017	Feb. 2018	Oct. 2018	Feb. 2019	Oct. 2019	Feb. 2020	Sept 2020	April 2021	National Score (April 2021)
LO-6	Healthcare Policy	840	1015	1053	964	922	906	984	918	963	846

7. Develop collaborative relationships and interprofessional communication with health care professionals and the health care consumer to promote and advance positive patient health care outcomes founded on evidence-based practice (LO-7)

	HESI Category	Feb. 2017	Oct. 2017	Feb. 2018	Oct. 2018	Feb. 2019	Oct. 2019	Feb. 2020	Sept 2020	April 2021	National Score (April 2021)
LO-7	Design r/ Manager/ Coord of Care	858	880	892	955	909	850	930	867	884	837
	Interprof Comm	795	890	893	889	785	787	889	796	817	825

8. Utilize evidence-based practice for health promotion, risk reduction, disease prevention, and illness management of individuals, families, groups and communities (LO-8)

	HESI Category	Feb. 2017	Oct. 2017	Feb. 2018	Oct. 2018	Feb. 2019	Oct. 2019	Feb. 2020	Sept 2020	April 2021	National Score (April 2021)
LO-8	Clinical Prevention & Pop Hlth	884	889	940	882	890	841	929	913	855	840

9. Demonstrate quality nursing practice based on professional values, incorporating ethical, moral and legal standards, and human diversity (LO-9)

	HESI Category	Feb. 2017	Oct. 2017	Feb. 2018	Oct. 2018	Feb. 2019	Oct. 2019	Feb. 2020	Sept 2020	April 2021	National Score (Feb. 2020)
LO-9	Prof & Prof Values	707	860	873	907	886	988	834	784	691	857

**Modification for Improvement:**

PG2: The WH-SON program will maintain strong graduation rates.

Benchmark:

1. A minimum of 70% of BSN students (BSN and ABSN) will complete Upper Division Nursing in 6 semesters or less.
2. Post Licensure (RNBSN) Program Completion Rate for full-time students: 70% of full time RN-BSN students will graduate within 4.5 semesters, beginning with enrollment in the first nursing (NURS) course.
3. Post Licensure (RNBSN) Program Completion Rate: for part-time students 70% of part time RN-BSN students will graduate within 9 semesters, beginning with enrollment in the first nursing (NURS) course.

Program Goal 2 related to graduation rates was met for all three tracks of the BSN program. However, the Post-Licensure RNBSN group decreased to 75% completion rate in 2019. The WHSON Admissions and Credits Committee will review the Admissions process and discuss progression issues in this track. We do anticipate ongoing issues with completion with this population of students as they are licensed as Registered Nurses and have been impacted with increased work loads secondary to COVID 19. Many of these students have been required to work under forced overtime decreasing the time allowed for school work.

*PG3: Graduates of the Whitson-Hester School of Nursing will be licensed to practice nursing.*

Benchmark: BSN graduates will maintain a first time NCLEX pass rate of 95% or greater.

This program goal continues to be met with exceptional NCLEX pass rates exceeding the national average and exceeding the requirements of the TN Board of Nursing and the internal benchmark set by the WHSON. However, in 2023 the test plan for NCLEX will have a dramatic shift and a new exam: NextGen will begin. The students we admitted into Upper Division Nursing in Fall 2021 will be the first group to sit for this NextGen NCLEX exam.

In anticipation of these changes and the need for our faculty to begin writing exam questions to meet the NextGen test plan we have supported two faculty to attend faculty development workshops related to this topic. One of those faculty (Dr. Hurley) teaches the Licensure Prep course for the graduating seniors and the second faculty (Dr. Geist) was chosen by the National League for Nursing Assessment Services Division Content Review Committee.

As part of her role with the NLN, Dr. Geist began faculty development within the WHSON in the Summer 2021 to prepare faculty for use of the clinical decision-making model in exam writing for the new exam. She will continue to provide 1-2 faculty development sessions for the WHSON each semester through 2023. Additionally, she will meet in small groups of faculties who are currently teaching the 2023 graduating class. For example, Fall 2021 she met with all faculty teaching at the sophomore 2 level in adjusting a percentage of their exams introducing the new types of exam questions. In spring 2022 she will meet with all faculty teaching the junior students, and continue through to graduation.

*SLO 2: Students of the Whitson-Hester School of Nursing will graduate with the ability to synthesize nursing knowledge into evidence-based practice.*

Benchmark: Scores on the HESI RN Exit Exam will be equal to or higher than the national average in each category as reflected in the 9 Program Objectives

Segments of the HESI RN Exit Exam fell below the benchmark in Objectives 5, 7 and 9 in the following content areas:

Objective #5

Communication

Patient Care Techniques and Infection Management

Objective #7

Interprofessional Communication

Objective #9

Professionalism

Professional Values

These scores were all identified in the graduating class of May 2021. Anecdotally, these students spent 80% of their Upper Division course work during COVID 19 with increased content delivered on line and adjustments to clinical experiences. These content areas will be reviewed by the WHSON Curriculum Committee and recommendations made to the WHSON Faculty Organization. In addition, the WHSON faculty are completing a comprehensive curriculum review of the BSN and MSN programs during fall semester 2021.

In addition, to the above modifications the AACN has adopted new Essentials for Nursing Education in 2021 to be instituted over the next 3 years. These essentials will require a comprehensive curricular review and revisions over the next 3 years. That process will begin fall 2021 as the WHSON has initiated a comprehensive curriculum review of the BSN and MSN programs.

## **Appendices**

1. Curriculum Map

**Appendix 1: Curriculum Map**

Required Courses and Experiences	WHSON BSN Program Objectives								
	LO1	LO2	LO3	LO4	LO5	LO6	LO7	LO8	LO9
NURS 2300	I		I	I	I				
NURS 3240	R	I	R	R	I	I	R	I	M
NURS 3250	R	I	R	M	R	R	R	I	R
NURS 3260	I	R	I	R	R	I	R	R	R
NURS 3261	M	R	M	M	R	M	R	R	R
NURS 3270	R	R	R	R	R	I	R	I	I
NURS 3271	M	R	M	M	R	M	R	R	R
NURS 3280	R	R	R	M	M	M	R	R	M
NURS 3290	M	R	R	I	R	R	R	R	M
NURS 3350	R	R	R	M	R	R	R	R	M
NURS 3361	M	R	M	M	R	M	M	M	R
NURS 3370	R	I	R	M	R	M	I	R	R
NURS 3371	R	R	M	M	M	M	M	R	M
NURS 3390	M	R	R	R	R	R	R	R	M
NURS 4000	R	R	M	I	R	I	I	R	R
NURS 4001	R	R	R	I	M	M	R	M	R
NURS 4100	M	R	R	I	R	R	R	R	R
NURS 4101	R	I	R	M	M	M	M	M	M
NURS 4230	R	R	R	M	R	M	R	R	R
NURS 4300	R	R	R	R	R	M	R	R	M
NURS 4430	R	R	R	R	M	M	R	M	R
NURS 4431	M	M	M	M	R	M	M	M	R
NURS 4450	R	R	R	M	M	M	R	R	R
NURS 4451	M	M	M	M	R	M	M	M	R
NURS 4460	M	A		M				M	R
NURS 4800	R	R	R	R	I	R	R	R	I
Other: Exit Exam RNExit		A		A A					