

School of Nursing MSN Program Assessment Report 2024

SU-Pueblo School of Nursing

Systematic Program Evaluation MSN Program Fall 2023 – Summer 2024

Plan				Implementation		
EOPSLO	Expected Level of Achievement	Frequency of Assessment	Assessment Method/s	Results of Data Collection	Analysis of Data	Actions for Development, Maintenance or Revision
<p>EOPSLO 1- Integrate Evidenced-Based Practice Ethical Decision Making & Technology into Advanced Nursing Practice</p>	<p>Direct Measure Direct Measure 100% of NP & Nurse Educator students will score 84% or better (16.7 points out of 20) on the evidence-based practice section of the Oral Comprehensive Exam (OCE). *Post Master Certificate students are not required to do an OCE.</p>	<p>Collection Collection: Annually Spring Analysis: Annually Fall</p>	<p>In the OCE, in the semester prior to graduation, comprehensive exam chairs use the Master's OCE Evaluation Rubric and send ratings to the graduate nursing program coordinator who compiles results. The EBP section consists of 4 domains; EBP Interpretation, Advocacy, Theoretical Framework, and Leadership.</p>	<p>2023-2024 Aggregated N=20, n=20 100 % scored higher than 84% (16.7 out of 20) Disaggregated Emphasis Specific: -MSN NE N=5, n=5, 100% -AGACNP – n/a -AGACNP/FNP N=10, n=10 100% -PMHNP N=5, n=5, 100%</p> <p>2022 - 2023 Aggregated N=20, n=20 100 % scored higher than 84% (16.7 out of 20) Disaggregated Emphasis Specific: -MSN NE N=3, n=3, 100% -AGACNP – n/a -AGACNP/FNP N=10, n=10 100% -PMHNP N=7, n=7, 100%</p>	<p>Student learning outcome met.</p>	<p>Continuing with current measurement</p>

<p>EOPSLO 1- Integrate Evidenced-Based Practice Ethical Decision Making & Technology into Advanced Nursing Practice</p>	<p>Direct Measure: 100% of NP and nurse educator students will score 'competent' or 'proficient' on the Analytic Rubric for the oral comprehensive exam. EOPSLO 1 *Post Master Certificate students are not required to do an OCE.</p>	<p>Collection: Annually Spring Analysis: Annually Fall</p>	<p>Direct Measure In the OCE in the semester prior to graduation, comprehensive exam chairs use the Master's OCE Analytic Rubric and send ratings to the graduate nursing program coordinator who compiles results</p>	<p>2023-2024 Aggregated N=20, n=20 100 % scored higher than 84% (16.7 out of 20) Disaggregated Emphasis Specific: -MSN NE N=5, n=5, 100% -AGACNP – n/a -AGACNP/FNP N=10, n=10 100% -PMHNP N=5, n=5, 100%</p> <p>2022 - 2023 Aggregated N=20, n=20 100 % scored higher than 84% (16.7 out of 20) Disaggregated Emphasis Specific: NED *MSN NE N=3, n=3, 100% -AGACNP – n/a -AGACNP/FNP N=10, n=10 100% -PMHNP N=7, n=7, 100%</p>	<p>Student learning outcome met.</p>	<p>Continuing with current measurement</p>
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<p>EOPSLO 1- Integrate Evidenced-Based Practice Ethical Decision Making & Technology into Advanced Nursing Practice</p>	<p>Direct Measure Indirect Measure: 80% of respondents* will rate AACN/ Benchworks Master's Level Nursing Exit Assessment items, Masters Essential IV: Translating and Integrating Scholarship into Practice (EOPSLO 1) as 4 or better (7-point scale),*</p>	<p>Collection Annually Fall Analysis: Annually Fall</p>	<p>Method At end of program, associate dean opens exit surveys for students' use, collects data, and shares with faculty.</p>	<p>2023 – 2024 End-of-Program Aggregated Results: N=5 students, n=5. 100% rated Essential IV 4 or greater (7-point scale) 2022-2023 End-of-Program Aggregated Results: N=5 students, n=4. 80% rated Essential IV 4 or greater (7-point scale)</p>	<p>Goal met but student participation is low, which limits the use of the data results to make meaningful decisions. Use of data is also limited because EBI does not disaggregate data results by program.</p>	<p>To better analyze the data, we will request EBI to disaggregate the data by program. The Graduate nursing program Director will attend EBI data training. Starting Fall 2024 graduating students will be educated on the importance of completing the Exit Survey in the final semester before graduation to improve student participation</p>
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<p>EOPSLO 2- EOPSLO-2 Utilize Interprofessional Collaboration to Provide Safe, Quality, Patient- Centered Care.</p>	<p>Direct Measure Direct Measure: 100% of NP and nurse educator students will score 'competent' or 'proficient' on the Analytic Rubric for the oral comprehensive exam.*Post- Master Certificate to not complete</p>	<p>Collection Annually Fall Analysis: Start Annually Fall 2022</p>	<p>Method In the OCE in the semester prior to graduation, comprehensive exam chairs use the Master's OCE Analytic Rubric and send ratings to the graduate nursing program coordinator who compiles results.</p>	<p>2023-2024 Aggregated N=20, n=20 100 % scored higher than 84% (16.7 out of 20) Disaggregated Emphasis Specific: -MSN NE N=5, n=5, 100% -AGACNP – n/a -AGACNP/FNP N=10, n=10 100% -PMHNP N=5, n=5, 100%</p> <p>2022 - 2023 Aggregated N=20, n=20 100 % scored higher than 84% (16.7 out of 20) Disaggregated Emphasis Specific: -MSN NE N=3, n=3, 100% -AGACNP – n/a -AGACNP/FNP N=10, n=10 100% -PMHNP N=7, n=7, 100%</p>	<p>Goal met</p>	<p>Continue to monitor</p>
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<p>EOPSLO-2 Utilize Interprofessional Collaboration to Provide Safe, Quality, Patient- Centered Care.</p>	<p>Direct Measure Indirect Measure 80% of respondents will rate AACN/Benchworks Master's Level Nursing Exit Assessment items, Masters Essentials VII: Interprofessional Collaboration for Improving Patient and Population Health (EOPSLOs 2) as 4 or better (7-point scale), * includes PMCs</p>	<p>Collection Collection Graduates Annually Summer Analysis: Annually Fall</p>	<p>Method At end of the program, associate dean opens exit survey for students' use, collects data, and shares with faculty.</p>	<p>2023-2024 End-of-Program Aggregated Results: N=5 students, n=5, 100% rated Essential VII 4 or greater (7-point scale)</p> <p>2022-2023 End-of-Program Aggregated Results: N=5 students, n=4, 80% rated Essential VII 4 or greater (7-point scale)</p>	<p>Goal met but student participation is low, which limits the use of the data results to make impactable decisions.</p> <p>Use of data is also limited because EBI does not disaggregate data results by program</p>	<p>To better analyze the data, we will request EBI to disaggregate the data by program.</p> <p>The Graduate nursing program Director will attend EBI data training.</p> <p>Starting Fall 2024 graduating students will be educated on the importance of completing the Exit Survey in the final semester before graduation to improve student participation</p>
<p>EOPSLO-3 Explore Quality Improvement Initiatives that Affect Delivery of Advanced Nursing Practice and Health Care Services.</p>	<p>Direct Measure 100% of NP students will score 'competent' or 'proficient' on the Analytic Rubric for the oral comprehensive exam.*Post Master Certificate students are not required to do an OCE.</p>	<p>Collection: Annually Spring Analysis: Annually Fall</p>	<p>Method In the OCE in the semester prior to graduation, comprehensive exam chairs use the Master's OCE Analytic Rubric and send ratings to the graduate nursing program coordinator who compiles results</p>	<p>2023-2024 Aggregated N=20, n=20 100 % scored higher than 84% (16.7 out of 20) Disaggregated Emphasis Specific: - MSN NE N=5, n=5, 100% -AGACNP – n/a -AGACNP/FNP N=10, n=10 100% -PMHNP N=5, n=5, 100%</p> <p>2022 - 2023 Aggregated N=20, n=20 100 % scored higher than 84% (16.7 out of 20) Disaggregated Emphasis Specific: -MSN NE N=3, n=3, 100% -AGACNP – n/a -AGACNP/FNP N=10, n=10 100% -PMHNP N=7, n=7, 100%</p>	<p>Goal met</p>	<p>Continue to monitor</p>

<p>EOPSLO 3 Explore Quality Improvement Initiatives that Affect Delivery of Advanced Nursing Practice and Health Care Services</p>	<p>Direct Measure Indirect Measure 80% of respondents will rate AACN/Benchworks Master's Level Nursing Exit Assessment items, Masters Essentials VII: Interprofessional Collaboration for Improving Patient and Population Health (EOPSLOs 2) as 4 or better (7-point scale), * includes PMCs</p>	<p>Collection Collection Graduates Annually Summer Analysis: Annually Fall</p>	<p>Method At end of program, associate dean opens exit survey for students' use, collects data, and shares with faculty.</p>	<p>2023-2024 End-of-Program Aggregated Results: N=5 students, n=5, 100% rated Essential VII 4 or greater (7-point scale)</p> <p>2022-2023 End-of-Program Aggregated Results: N=5 students, n=4, 80% rated Essential VII 4 or greater (7-point scale)</p>	<p>Goal met but student participation is low, which limits the use of the data results to make impactable decisions.</p> <p>Use of data is also limited because EBI does not disaggregate data results by program</p>	<p>To better analyze the data, we will request EBI to disaggregate the data by program.</p> <p>The Graduate nursing program Director will attend EBI data training.</p> <p>Starting Fall 2024 graduating students will be educated on the importance of completing the Exit Survey in the final semester before graduation to improve student participation</p>
<p>Summative Assessment of All End-of-Program EOPSLOs 1, 2, 3</p>	<p>Direct Measure: All students will score 75% or better on standardized core content multiple-choice final exam questions.*</p>	<p>Collection Annually Summer Analysis: Annually Fall</p>	<p>Method Instructors in NSG 583, 645, 654, and 665 add 40 standardized multiple-choice questions as part of a cumulative final exam in ExamSoft, collect data, and send to graduate nursing program coordinator.</p>	<p>2023 -2024 PMHNP NSG 654 Fall 2023 N=7, n=2, 28% AGACNP/FNP Fall 2023 N=0, n=0 0% NED 583 summer 24 N=6, n=4, 70%</p> <p>2022 - 2023 PHMNP NSG 654 FALL 22 N=10, n=10, 100% NED 583 summer 23 N=3, n=3, 100% AGACNP/FNP N=0, n=0 0%</p>	<p>Goal not met for PHMNP in Dec 2023 graduates. The new PMHNP instructor misunderstood the number of questions needed, administered twice as many hence the low 28% pass rate.</p> <p>The new Faculty for NSG 665 and NSG 645 missed out on collecting the data.</p> <p>Goals met for PHMNP and NED. For AGACNP/FNP Summer 2022 faculty did not know the data was needed. Failed to capture specific programs.</p>	<p>Data collection review was completed by the Graduate program Director. Faculty verbalized understanding and data collection spreadsheet was provided to be able to enter data in fall 2024.</p> <p>The new instructor verbalizes understanding.</p> <p>Data collection was reviewed during graduate Faculty meetings. The AGACNP/FNP Faculty verbalizes understanding of measurement and data collection.</p>

Summative Assessment of All End-of-Program EOPSLOs 1, 2, 3	Direct Measure: The average score of all students will score 75% or better on standardized role-specific multiple-choice final exam questions.	Collection Annually Summer Analysis: Annually Fall	Method Instructors in NSG 583, 645, 654, and 665, administer 50 written standardized question as part of a multiple-choice cumulative final exam on role-specific professional competencies using ExamSoft, collect data, and send to graduate nursing program coordinator.	<p>2023 -2024 PMHNP NSG 654 Fall 2023 N=7, n=2, 28% AGACNP/FNP Fall 2023 N=0, n=0 0% NED 583 summer 24 N=6, n=4, 70%</p> <p>2022 – 2023 PHMNP NSG 654 FALL 22 N=10, n=10, 100% NED 583 summer 23 N=3, n=3, 100% AGACNP/FNP N=0, n=0 0%</p>	<p>Goal not met for PHMNP in Dec 2023 graduates. The new PMHNP instructor misunderstood the number of questions needed, administered twice as many hence the low 28% pass rate. The new Faculty for NSG 665 and NSG 645 missed out on collecting the data.</p> <p>Goals met for PHMNP and NED. For AGACNP/FNP Summer 2022 faculty did not know the data was needed. Failed to capture specific programs.</p>	<p>Data collection review was completed by the Graduate program Director. Faculty verbalized understanding and data collection spreadsheet was provided to be able to enter data in fall 2024. The new instructor verbalizes understanding.</p> <p>Data collection was reviewed during graduate Faculty meetings. The AGACNP/FNP Faculty verbalizes understanding of measurement and data collection.</p>

Systematic Program Evaluation MSN Program

Plan				Implementation		
Program Outcomes	Expected Level of Achievement	Frequency of Assessment	Assessment Method/s	Results of Data Collection	Analysis of Data	Actions for Development, Maintenance or Revision
Program completion rate	70% of graduates will complete their program on time starting from enrollment day one of the first class of their nursing option	Bi-annually Fall and Spring		<p>2023-2024</p> <p>Aggregated data N=24, n=21, 88%</p> <p>Disaggregated data emphasis Specific.</p> <ul style="list-style-type: none"> - MSN NE N=6, n=5, 83% - MS NML N=4, n=2, 50% -AGACNP – n/a -AGACNP/FNP N=10, n=10, 100% -PMHNP N=4, n=4, 100% <p>2022-2023</p> <p>Aggregated data N=23, n=20, 87%</p> <p>Disaggregated data emphasis Specific;</p> <ul style="list-style-type: none"> - MSN NE N=3, n=3, 100% - MS NML N=0, n=0 -AGACNP – n/a -AGACNP/FNP N=13, n=10 77% -PMHNP N=7, n=7, 100% 	Goal was met for all programs except for NML program	NML programs had low enrollment in the previous year making it a challenge to statistically have meaningful data for decision. To boost program enrollment, we have teamed up with CSUP School of Business to create a Dual MS NML & MBA program to start Fall of 2026. We are currently marketing this Dual program to attract nurses to the NML program.
Licensure examination pass rate	80% of the of graduates will pass national certification exam for the first time	Annually		<p>2023</p> <p>Aggregated data N=38, n=33, 87%</p> <p>Disaggregated data emphasis Specific.</p> <ul style="list-style-type: none"> -AGACNP N = 14, n = 13, 93% -FNP N=15, n=12 80% -PMHNP N=9, n=8, 89% <p>2022</p> <p>Aggregated data N=32, n=28, 88%</p> <p>Disaggregated data emphasis Specific.</p> <ul style="list-style-type: none"> -AGACNP N = 19, n = 15, 80% -FNP N = 7, n=7, 100% -PMHNP N=6, n=6, 100% 	Goal met	Continue to monitor
Job Placement	Indirect Measure 80% of the MSN graduates will be employed in role-related professional practice within one year.	Collection: Annually Jan-April Analysis: Annually Fall	Coordinator will email graduates link to survey specific to satisfaction with NP preparation and practice/ position in area of specialty/ role-related and employer contact information. Emails will be sent 6 months after graduation repeating at 9 months to non-	<p>2023 (Dec 2023 graduates)</p> <p>Aggregated for Entire Program MSN NP Students surveyed N=18 Student response N=8 Graduates employed in role related with in 1 yr n = 8 Job placement rate 100%</p> <p>2022</p> <p>Aggregated for Entire Program MSN NP Emphases</p> <p>Disaggregated by Program</p> <ul style="list-style-type: none"> AGACNP-N= , n=, % AGACNP/ FNP N= , n=, % PMHNP N= , n=, % 	Goal met	Continue to monitor
					No data	Unable to access account for data after the person responsible left the school of nursing. We have new administration assistant on place to responsible for collecting this data going forward

			respondents. Coordinator compiles data and shares with faculty for analysis and decision-making			
Satisfaction with NP Preparation	80% of the MSN Graduate respondents will express overall satisfaction or higher on a 5-point Likert with their emphasis specific NP preparation practice within one year.	Collection: Annually Jan-April Analysis: Annually Fall	Method Coordinator will email graduates link to survey specific to satisfaction with NP preparation and practice/ position in area of specialty/ role-related and employer contact information. Emails will be sent 6 months after graduation repeating at 9 months to non-respondents. Coordinator compiles data and shares with faculty for analysis and decision-making	2023 2022	Data collection is in progress No data	Unable to access account for data after the responsible person left the school of nursing. We have new administration assistant on place to responsible for collecting this data going forward
Employer Practice Satisfaction	Indirect Measure 80% of employers will express satisfaction or higher on a 5-point Likert scale with student practice preparation for all MSN graduates.	Collection: Annually Jan-April Analysis: Annually Fall	Method Job Placement and satisfaction respondents identify their employer contact information. Coordinator emails employer satisfaction survey to employer. A follow-up telephone call to non-respondents within one year of graduation. Coordinator compiles data for faculty analysis and decision-making.	2023 2022	Data collection in progress No data	Unable to access account for data after the responsible person left the school of nursing. We have new administration assistant on place to responsible for collecting this data going forward