

Academic Program Assessment Report

Assessment is a term commonly used to encompass the process of gathering and using evidence to guide improvements.

SACSCOC requires that an institution "identifies expected outcomes, assesses the extent to which it achieves these outcomes, and provides evidence of seeking improvement based on analysis of the results".

Academic Program

Clinical Nurse Leader, M.S.N.

Submission Year

2019-2020

Ex. If the report you are submitting is due October 1, 2019, choose 2019-2020.

Assessment Coordinator Name

Holisa C Wharton

Enter Assessment Coordinator Email

hwharton@lander.edu

If more than one coordinator, please choose one for emails to be sent to.

Program Goal

Goal

Goal 1

Program Goals are broad and overarching statements about the skills, knowledge, and dispositions students are expected to gain by the end of their course of study (big picture). They support the Institution's Mission/Goals.

Every Academic Program must include one goal on Program Productivity data for the South Carolina Commission on Higher Education. Information pertaining to this goal was sent by the Director of Institutional Effectiveness.

To comply with Program Productivity as defined by the South Carolina Commission of Higher Education

Pillar of Success Supported

- High-Demand, Market-Driven Programs
- Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students
- Robust Student Experience
- Graduates Who Are Gainfully Employed or Admitted to Graduate School
- Advancement Activities Leveraged to Further the University's Mission
- Engaged and Supportive Alumni
- Financially Stable and Operationally Efficient
- Facilities Positioned for Growth and Efficient Utilization
- Employer of Choice
- Highly-Valued Community Partner

Choose the Pillar of Success that your goal best aligns with.

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

Major Enrollment

Timeframe for this Outcome

2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

Using a five-year rolling average, the number of students enrolled in the major for Master degree programs is greater than or equal to 6.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Not Applicable

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Using a five-year rolling average, the number of students enrolled in the major for Master degree programs is less than 6.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Enrollment and Graduation data extracted from Banner

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Frequency of Assessment

Annually

Data Collected for this Timeframe (Results)

7.8

Score (Met=3, Partially Met=2, Not Met=1)

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

3

Comments/Narrative

The MSN-CNL major made significant gains in enrollment as indicated by a 5 year rolling average of 7.8 which is largely due to an increase in enrollment from 2 in fall 2014 to 18 in fall 2018. This increase in enrollment is the result of an academic-practice partnership with a local hospital.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Funding for marketing, recruiting, and scholarships for graduate students are needed to sustain the enrollment of the MSN-CNL program. Funding is also needed for staff to support the program. Marketing and recruiting should target baccalaureate nurses working in an agencies that utilizes the CNL role or are willing to offer advance role for graduate of program.

Include estimate of cost.

Explanation of How Resources Will Be Used

Lander University has invested in a new role of Nursing Online and Graduate Program Enrollment Navigator to recruit and assist students to navigate the admission process and help the Dean of Nursing identify potential Academic-Practice Partners. Students employed by an Academic-Practice Partner are more likely to complete program and be hired into advance role after graduation.

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

Completions (Degrees Awarded)

Timeframe for this Outcome

2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

Using a five-year rolling average, the number of degrees awarded for a Master's degree is greater than or equal to 3.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Not Applicable

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Using a five-year rolling average, the number of degrees awarded for a Master's degree is less than 3.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Enrollment and Graduation data extracted from Banner

Frequency of Assessment

Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Data Collected for this Timeframe (Results)

3

Score (Met=3, Partially Met=2, Not Met=1)

3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

The completions (degrees awarded) meet the required 3. Significant revisions have been made in course design and curriculum to ensure students are receiving content to meet the Master's Essentials and CNL Competencies. Over the 5 years of the program 16 of 25 (64%) students receive tuition support from their employer. 12 of the 17 (71%) that received tuition support graduated.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Practice partners that offer tuition assistance are needed to support program.

Include estimate of cost.

Explanation of How Resources Will Be Used

Not Applicable

Goal Summary

Goal Summary/Comments

The MSN program meets the goals related to enrollment and graduation, but the program is less than 10 years old and sustained enrollment is not yet established. Tuition support and career advancement are strong motivators for graduate student success.

Analyze your results and show you are seeking improvement. If this is a goal you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence

of improvement or clarification of why improvement has not been accomplished.

Changes Made/Proposed Related to Goal

Lander University has invested in a new role of Nursing Online and Graduate Program Enrollment Navigator to recruit and assist students to navigate the admission process and help the Dean of Nursing identify potential Academic-Practice Partners. The Dean will work to establish additional practice partners willing to offer tuition support and hire MSN graduates in advance roles.

Describe changes that will be made in response to assessment results. Essential to "close the loop".

Upload Rubrics/Other Files

MSN Student Tracking.xlsx

Please upload any rubrics or other documents used for this goal.

Goal 2

Program Goals are broad and overarching statements about the skills, knowledge, and dispositions students are expected to gain by the end of their course of study (big picture). They support the Institution's Mission/Goals.

Every Academic Program must include one goal on Program Productivity data for the South Carolina Commission on Higher Education. Information pertaining to this goal was sent by the Director of Institutional Effectiveness.

Educate professional nurses for current and future practice to meet healthcare needs, and to advance professionally.

Pillar of Success Supported

- High-Demand, Market-Driven Programs
- Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students
- Robust Student Experience
- Graduates Who Are Gainfully Employed or Admitted to Graduate School
- Advancement Activities Leveraged to Further the University's Mission
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Choose the Pillar of Success that your goal best aligns with.

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge,

skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

Graduation Percentage

Timeframe for this Outcome

2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

Greater than 80% of each cohort entering the MSN-CNL graduated with an MSN within 5 years.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Greater than 80% of each cohort entering the MSN-CNL program is projected to graduate with an MSN within 5 years.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Less than 80% of each cohort entering the MSN-CNL program graduated with an MSN within 5 years.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

MSN Student Tracking Data

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Frequency of Assessment

Annually

Data Collected for this Timeframe (Results)

12/18= 67%

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Score (Met=3, Partially Met=2, Not Met=1)

1

Comments/Narrative

Twelve of the eighteen (67%) students enrolled in spring 2017 and fall 2018 graduated within five years of starting the program. Two students withdrew stating the program did not fit their career goals. One student withdrew to accept a promotion. One student withdrew due to family illness. Two students withdrew after leaving a practice partner and no longer able to afford tuition.

5 year graduation rate:

S2014-S2019 - 2/2 = 100%

S2015-S2020 - 0/1 = 0%

S2016-S2021- 1/1= 100%

S2017-S2022- 0/1 = 0%

F2017- F2022- 12/18 = 67%

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Lander's MSN program is entering it's 6 year. The program has not established sustained strong enrollment. Higher enrollment numbers are needed to improve graduation rate. Tuition support and career advancement opportunities are strong motivators for program enrollment and completion.

Lander University has invested in a new role of Nursing Online and Graduate Program Enrollment Navigator to recruit and assist students to navigate the admission process and help the Dean of Nursing identify potential Academic-Practice Partners. The Dean will work to establish additional practice partners willing to offer tuition support and hire MSN graduates in advance roles. The Dean has also named a program coordinator for the MSN program and given this individual release time to administer program and advise students with the goal of enrolling at least 5 new students fall 2020.

Include estimate of cost.

Explanation of How Resources Will Be Used

Not Applicable

Outcome 2

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Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

First-time Clinical Nurse Leader Certification Exam Pass Rate

Timeframe for this Outcome

2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

Greater than 75% of graduates seeking certification will receive CNL credential.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Not Applicable

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Less than 75% of graduates seek certification will receive CNL credential.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Clinical Nurse Leader (CNL) Certification Exam Report

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Frequency of Assessment

Periodically (after graduation)

Data Collected for this Timeframe (Results)

11/11- 100%

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

The CNL Certification Exam first-time pass rate goal of 75% was exceeded. Graduates of the MSN program are prepared for but not required to take the CNL Certification exam. Lander's MSN program earned a 100% pass rate for the S2019 graduating class and has a 92% pass rate for the program. The national pass rate for the CNL exam is 70%.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Not Applicable

Include estimate of cost.

Explanation of How Resources Will Be Used

Not Applicable

Outcome 3

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

Employment in expanded role

Timeframe for this Outcome

2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

80% of MSN graduates who seek employment in an expanded role will be employed in an expanded role within 1 year of graduation

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Not Applicable

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Less than 80% of MSN graduates who seek employment in an expanded role will be employed in an expanded role within 1 year of graduation

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

MSN Student Tracking Data and Alumni Survey

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Frequency of Assessment

1 and 5 years after graduation

Data Collected for this Timeframe (Results)

100%

Score (Met=3, Partially Met=2, Not Met=1)

3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

The goal was met with 100% of graduates seeking employment in an advance role working in an advance role a year after graduation. Eleven of the thirteen graduates seeking employment in an advance role have been hired and are working in an advance role. Ten of the eleven are working in advance roles in the acute care setting and one is working in an advance role in an academic setting. One of the graduates is working in his family's hardware business and not employed as a registered nurse and the we are unable to determine the current role of one graduate.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Not Applicable

Include estimate of cost.

Explanation of How Resources Will Be Used

Not Applicable

Outcome 4

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Effect change through advocacy for the profession, interdisciplinary health care team and the client

Timeframe for this Outcome

2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

100% of students in class will earn a grade of B or higher on assessment

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Not Applicable

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Less than 100% of students in class will earn a grade of B or higher on assessment

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Grade on Concept Analysis Paper
Grade on Personal Theoretical Application Paper

Frequency of Assessment

Each semester in NUR 600

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Data Collected for this Timeframe (Results)

N=4

Score (Met=3, Partially Met=2, Not Met=1)

3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

The goal of 100% of students earning a grade of B or higher on the assessment was met. Faculty continue to monitor the appropriateness of assignments to meet the MSN Essentials and CNL Competencies.

Students must earn a final grade of B in in each course to progress to next semester. Due to the small class size professors are available to assist students and advise them in how to improve and earn desired grade. Students that do not adhere to faculty advisement or do not submit assignments have failed MSN courses.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Not Applicable

Include estimate of cost.

Explanation of How Resources Will Be Used

Not Applicable

Outcome 5

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Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Communicate effectively to achieve quality client outcomes and lateral integration of care for a cohort of clients

Timeframe for this Outcome

2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

100% of students in class will earn a grade of B or higher on assessment

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Not Applicable

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Less than 100% of students in class will earn a grade of B or higher on assessment

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Grade recorded in Black Board for Health Promotion/ Education Project

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Frequency of Assessment

Each semester in NUR 630

Data Collected for this Timeframe (Results)

N= 4

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

The goal of 100% of students earning a grade of B or higher on the assessment was met. Faculty continue to monitor the appropriateness of assignments to meet the MSN Essentials and CNL Competencies.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Not Applicable

Include estimate of cost.

Explanation of How Resources Will Be Used

Not Applicable

Outcome 6

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Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Delegate and utilize the nursing team resources and provide leadership when partnering with the inter-professional health care team.

Timeframe for this Outcome

2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

100% of students in class will earn a grade of B or higher on assessment

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Not Applicable

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Less than 100% of student in class will earn a grade of B or higher on assessment

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Grade recorded in Black Board for Microsystem Workbook

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Frequency of Assessment

Each semester in NUR 645

Data Collected for this Timeframe (Results)

N= 4, 100% earned a B or higher on Microsystem Workbook Assignment

If this is a new outcome and no data has been

Score (Met=3, Partially Met=2, Not Met=1)

3

collected, you should explain when data will be available for entry.

Comments/Narrative

Students are required to complete the Dartmouth Microsystem Workbook as a part of the practicum education experience. One of the first assignments in the notebook is to Assemble a "Lead Team" to represent all disciplines and roles in your unit. Include MDs, RNs, NPs, CNSs, clinical support staff, clerical staff, patients and families along with any other professionals who are regularly in the unit providing care and service.

Must dos:

- Lead Team should meet weekly to maintain focus, make plans and oversee improvement work
- Effective meeting skills should be used in the weekly meetings
- Monthly ALL staff meetings should be held to engage and inform all members of the unit
- Explore creative ways to communicate and stay engaged with all staff on all shifts and all days of the week Use email, newsletters, listservs, paper, verbal, visual displays, communication boards and buddy systems
- Remember true innovation is achieved through active engagement of the patient and family with the Lead Team

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Not Applicable

Include estimate of cost.

Explanation of How Resources Will Be Used

Not Applicable

Outcome 7

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Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

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Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Identify clinical and fiscally responsible outcomes that improve safe, quality, client-centered care.

Timeframe for this Outcome

2018-2019

*Ex. Academic Year 2017-2018***Performance Target for "Met"**

100% of students in class will earn a grade of B or higher on assessment

*The anticipated level of achievement for this Outcome to be considered "Met".***Performance Target for "Partially Met"**

Not Applicable

*The anticipated level of achievement for this Outcome to be considered "Partially Met".***Performance Target for "Not Met"**

Less than 100% of students in class earned a grade of B or higher in assessment

*The anticipated level of achievement for this Outcome to be considered "Not Met".***Assessment Measure Used**

Grade recorded in Black Board for PowerPoint Presentation on Waste

*Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).***Frequency of Assessment**

Each semester in NUR 620

Data Collected for this Timeframe (Results)

N=4 100% earned a grade of B or higher

*If this is a new outcome and no data has been collected, you should explain when data will be available for entry.***Score (Met=3, Partially Met=2, Not Met=1)**

3

Comments/Narrative

The goal of 100% of students earning a grade of B or higher on the assessment was met. Faculty continue to monitor the appropriateness of assignments to meet the MSN Essentials and CNL Competencies.

In the Waste Presentation Assignment students must assess and describe WASTE in their microsystem, recommend cost saving strategy and explain what would be necessary to implement change, explain how their selected strategy increase value by reducing costs but improving outcomes, and cite evidence to justify their position.

*Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.***Resources Needed to Meet/Sustain Results**

Not Applicable

*Include estimate of cost.***Explanation of How Resources Will Be Used**

Not Applicable

Outcome 8

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Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Use information systems and technology at the point of care to improve health care outcomes

Timeframe for this Outcome

2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

100% of students in class will earn a grade of B or higher on assessment

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Not Applicable

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Less than 100% of students in class earned a grade of B or higher in assessment

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Technology in Healthcare Paper as recorded in Black Board

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Frequency of Assessment

Each semester in NUR 611

Data Collected for this Timeframe (Results)

N=4
B=3
F=1

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Score (Met=3, Partially Met=2, Not Met=1)

1

Comments/Narrative

There were 4 students in the class. Three students earned a B or higher on the assignment and one student failed the assignment. Therefore the goal of having a 100% of students earn a B or higher was not met. Faculty continue to monitor the appropriateness of assignments to meet the MSN Essentials and CNL Competencies.

Students were instructed to: Write a scholarly paper describing the use of electronic medical records in performing advanced patient assessments. In addition students were to address the following: Identify the driving factors for the widespread implementation of electronic medical records in health care, discuss the benefits and disadvantages of electronic medical records, list some of the ethical and legal concerns related to use of electronic medical records, and discuss the economic implications of the use of information technology from the perspective of the patient and administration.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Not Applicable

Include estimate of cost.

Explanation of How Resources Will Be Used

Not Applicable

Outcome 9

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Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Participate in systems review by evaluating client safety risks to improve quality of client care.

Timeframe for this Outcome

2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

100% of students in class will earn a grade of B or higher on assessment

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Not Applicable

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Less than 100% of students in class earned a grade of B or higher in assessment

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Microsystem Workbook as grades are recorded in Black Board

Frequency of Assessment

Each semester in NUR 635

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Data Collected for this Timeframe (Results)

N=4
A=2
C=2

Score (Met=3, Partially Met=2, Not Met=1)

1

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

The goal of 100% of students earning a grade of B or higher on the assessment was not met. Two students earned an A and two students earned a C. Faculty continue to monitor the appropriateness of assignments to meet the MSN Essentials and CNL Competencies.

An assignment in the Dartmouth Microsystem workbook is titled, Metrics That Matter. Students are told that measures are essential for microsystems to make and sustain improvements and to attain high performance. All clinical microsystems are awash with data but relatively few have rich information environments that feature daily, weekly and monthly use of Metrics That Matter (MTM). The key to doing this is to get started in a practical, doable way; and to build out your Metrics That Matter and their vital use over time.

The student must demonstrate that they have worked with their Lead Team to establish the need for metrics and their routine use as the metrics related to safety and quality of the microsystem. The student must build a balanced set of metrics to provide insight into what's working what's not working in their microsystem. Student must identify the data owner for each metric or develop methods to measure, build a data wall and use it routinely to display metric data, and finally use metrics to make needed improvement whenever possible. Students are encouraged to use technology within their microsystem to acquire metrics, present, and monitor metrics.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Not Applicable

Include estimate of cost.

Explanation of How Resources Will Be Used

Not Applicable

Outcome 10

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Assume accountability for health care outcomes, recognizing systems influences on a specific group of clients.

Timeframe for this Outcome

2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

100% of students in class will earn a grade of B or higher on assessment

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Not Applicable

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Less than 100% of students in class earned a grade of B or higher in assessment

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Vulnerable Population Assignment as grade is recorded in Black Board

Frequency of Assessment

Each semester in NUR 611

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex.

Capstone assignment).

Data Collected for this Timeframe (Results)

N=4
A-2
C-1
D-1

Score (Met=3, Partially Met=2, Not Met=1)

1

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

The goal of 100% of students earning a grade of B or higher on the assessment was not met. Two students earned an A, one student earned an C and one student earned a D. Faculty continue to monitor the appropriateness of assignments to meet the MSN Essentials and CNL Competencies.

Instructions to students: Use the rubric attached to address a population with vulnerability that you encounter in your practice. You could choose it based on its population characteristics of vulnerability, or based on the health concern that creates vulnerability (ex. Children with type 2 diabetes, adults in long-term care with immobility, post-op bariatric adults, etc.). You want to be specific to help you do a complete assessment.

This is a professional paper and should follow proper APA guidelines and English guidelines for style, grammar, and spelling. This will be posted in the Discussion board.

TIP: Once you have considered a population of interest, review the brochure on HP2020 to ensure you have a good fit with the guidelines. Be sure to navigate around on the HP2020 website to get all the information you need. There are topics that are broken down into objectives. There are tabs with interventions and resources for each topic area. This resource is rich with information you might need.

TIP: Every part of your assessment should be specific to your population. You don't have to include every piece of information you find, only those that you can tie into your assessment.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Not Applicable

Include estimate of cost.

Explanation of How Resources Will Be Used

Not Applicable

Outcome 11

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge,

skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Utilize information to design, implement and evaluate client plans of care.

Timeframe for this Outcome

2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

100% of students in class will earn a grade of B or higher on assessment

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Not Applicable

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Less than 100% of students in class earned a grade of B or higher in assessment

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Care Plan/ Case

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Frequency of Assessment

Each semester in NUR 640

Data Collected for this Timeframe (Results)

N=13

A= 13

Score (Met=3, Partially Met=2, Not Met=1)

3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

The goal of 100% of students earning a grade of B or higher on the assessment was met. Thirteen students earned an A.. Faculty continue to monitor the appropriateness of assignments to meet the MSN Essentials and CNL Competencies.

Students were assigned to groups and completed the following assignment via discussion board:
Select a cardiac diagnosis discussed in Chapter 9. Identify an appropriate plan of care including key nursing care, patient teaching and family involvement, and discharge planning.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Not Applicable

Include estimate of cost.

Explanation of How Resources Will Be Used

Not Applicable

Outcome 12

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Synthesize evidence to evaluate and achieve optimal client and care environment outcomes

Timeframe for this Outcome

2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

100% of students in class will earn a grade of B or higher on assessment

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Not Applicable

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Less than 100% of students in class earned a grade of B or higher in assessment

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Literature Review Paper grade recorded in Black Board

Frequency of Assessment

Each semester in NUR 651

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Data Collected for this Timeframe (Results)

N=4
A-3
B-1

Score (Met=3, Partially Met=2, Not Met=1)

3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

The goal of 100% of students earning a grade of B or higher on the assessment was met. Three students earned an A, one student earned a B. Faculty continue to monitor the appropriateness of assignments to meet the MSN Essentials and CNL Competencies.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Not Applicable

Include estimate of cost.

Explanation of How Resources Will Be Used

Not Applicable

Outcome 13

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Use appropriate teaching/learning principles, strategies, and technology to facilitate the learning of clients, groups, and the other health care professionals

Timeframe for this Outcome

2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

100% of students in class will earn a grade of B or higher on assessment

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Not Applicable

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Less than 100% of students in class will earn a grade of B or higher on assessment

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Health Promotion/Education Project

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Frequency of Assessment

Each semester in NUR 630

Data Collected for this Timeframe (Results)

N=4

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

The goal of 100% of students earning a grade of B or higher on the assessment was met. Three students earned an A, one student earned a B. Faculty continue to monitor the appropriateness of assignments to meet the MSN Essentials and CNL Competencies.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Not Applicable

Include estimate of cost.

Explanation of How Resources Will Be Used

Not Applicable

Outcome 14

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Actively pursue lifelong learning as the CNL role, needs of clients, and the health care system evolve

Timeframe for this Outcome

2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

100% of students in class earned a grade of B or higher in assessment

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Not Applicable

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Less than 100% of students in class earned a grade of B or higher in assessment

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Discussion Post related to Complex Adaptive Systems and Wheel of Life

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Frequency of Assessment

Each semester in NUR 660

Data Collected for this Timeframe (Results)

N=4
Complex Adaptive Systems: A-3, B-1
Wheel of Life: A-4

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

The goal of 100% of students earning a grade of B or higher on the assessment was met. Faculty continue to monitor the appropriateness of assignments to meet the MSN Essentials and CNL Competencies.

You have been introduced to the Complex Adaptive Systems Theory in earlier courses. Chapter 3 takes the discrete concepts of complexity science and expands into the broader context of complex adaptive systems with a focus on health care organization.

It is critical that you gain a working understanding of the terms highlighted in this chapter. Please note that I used term "working understanding- which means you have an understanding that will allow you to accurately and effectively apply knowledge in a new situation.

Therefore this week you will develop a scenario using your macrosystem and microsystem to illustrate working explanations of the following terms:

1. Emergence
2. Designed portion of an organization
3. Emergent portion of an organization
4. Shadow System
5. Trajectories
6. Bifurcations
7. Self-organization
8. Co-evolution
9. Wicked questions
10. Attractors

This chapter is a little more challenging than the previous 2 chapters, so take good notes and read the chapter multiple times if needed. I have also added a 10 minute YouTube video to the Module 1 folder that does a great job explaining some of the terms listed above.

This discussion post is graded and will be evaluated using the attached grading rubric.

Hello Class,

Welcome to unit 3. In this unit, we will extend our discussion of self-reflection, self-awareness, and focus on developing the traits of an effective complexity leader.

