

**Lander University  
MSN Assessment Plan**

**Licensed registered nurses graduating from Lander University with a Master of Science in nursing should be prepared to:**

**Program Outcomes**

1. Effect change through advocacy for the profession, interdisciplinary health care team and the client.
2. Communicate effectively to achieve quality client outcomes and lateral integration of care for a cohort of clients.
3. Actively pursue lifelong learning as the CNL role, needs of clients, and the health care system evolve.
4. Delegate and utilize the nursing team resources and provide leadership when partnering with the inter-professional health care team.
5. Identify clinical and fiscally responsible outcomes that improve safe, quality, client-centered care.
6. Use information systems and technology at the point of care to improve health care outcomes.
7. Participate in systems review by evaluating client safety risks to improve quality of client care.
8. Assume accountability for health care outcomes, recognizing systems influences on a specific group of clients.
9. Utilize information to design, implement and evaluate client plans of care.
10. Synthesize evidence to evaluate and achieve optimal client and care environment outcomes.
11. Use appropriate teaching/learning principles, strategies, and technology to facilitate the learning of clients, groups, and the other health care professionals.
12. Take the AACN Clinical Nurse Leader (CNL®) certification examination to obtain the CNL® designation.

**Program Outcomes to be reviewed each academic year by MSN Committee. In table, document date review occurred and where review is documented.**

Academic Year	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Date										
Documented										

**Curriculum Review:** Each course in the MSN-CNL curriculum will be reviewed by MSN Committee for content, relevancy, placement in curriculum, and effective teaching strategies using the following schedule. Course Design Maps will be updated with each course review. MSN Committee Minutes and NFO Minutes will reflect course review and recommendations.

Fall Odd Years	Spring Even Years	Fall Even Years	Spring Odd Years
NUR 600	NUR 613	NUR 635	NUR 651
NUR 611	NUR 620	NUR 640	NUR 660
NUR 612	NUR 630	NUR 645	NUR 675

Means of Assessment	Program Outcomes Addressed	Frequency of Measurement	Results	Date of Analyses	Documentation	Recommendation Following Analyses	Documentation of Implementation of Recommendations	Evaluation of changes and Recommendations
<b>Formative Outcomes</b>								
Course-specific selected behaviors	1,10,11	At completion of NUR 600			Course Report NUR 600 MSN Committee Minutes	NFO Minutes		
Course-specific selected behaviors	6,7,8,11	At completion of NUR 611			Course Report NUR 611 MSN Committee Minutes	NFO Minutes		
Course-specific selected behaviors	1,6,8	At completion of NUR 612			Course Report NUR 612 MSN Committee Minutes	NFO Minutes		
Course-specific selected behaviors	8	At completion of NUR 613			Course Report NUR 613 MSN Committee Minutes	NFO Minutes		
Course-specific selected behaviors	1,4,5,6	At completion of NUR 620			Course Report NUR 620 MSN Committee Minutes	NFO Minutes		
Course-specific selected behaviors	1,2,6,7,8,9,11	At completion of NUR 630			Course Report NUR 630 MSN Committee Minutes	NFO Minutes		
Course-specific selected behaviors	1,2,5,7,9	At completion of NUR 635			Course Report NUR 635 MSN Committee Minutes	NFO Minutes		

Means of Assessment	Program Outcomes Addressed	Frequency of Measurement	Results	Date of Analyses	Documentation	Recommendation Following Analyses	Documentation of Implementation of Recommendations	Evaluation of changes and Recommendations
Course-specific selected behaviors	1,2,4,5,6,7,8,9,10	At completion of NUR 640			Course Report NUR 640 MSN Committee Minutes	NFO Minutes		
Course-specific selected behaviors	1,4,8,9,11	At completion of NUR 645			Course Report NUR 645 MSN Committee Minutes	NFO Minutes		
Course-specific selected behaviors	3,8,10	At completion of NUR 651			Course Report NUR 651 MSN Committee Minutes	NFO Minutes		
Course-specific selected behaviors	1,2,3,4,5,8	At completion of NUR 660			Course Report NUR 660 MSN Committee Minutes	NFO Minutes		
Course-specific selected behaviors	1,2,4,5,7,8,9,10,11	At completion of NUR 675			Course Report NUR 675 MSN Committee Minutes	NFO Minutes		
Practicum Evaluation	5,6,7	At completion of NUR 635			Course Report NUR 645 MSN Committee Minutes	NFO Minutes		
Practicum Evaluation	1,2,4,9,11	At completion of NUR 645			Course Report NUR 645 MSN Committee Minutes	NFO Minutes		
Practicum Evaluation	1-12	At completion of NUR 675			Course Report NUR 675 MSN Committee Minutes	NFO Minutes		

Means of Assessment	Frequency	Program Outcomes Addressed	Expected Student Outcome	Results	Documentation of Analyses incl. Date	Recommendations Including Documentation	Evaluation of Change
<b>Summative Outcomes</b>							
CNL Self-Assessment Examination	During NUR 675	1-12	Students must pass at a score predictive of success on CNL Certification exam				
Outcome 1: Graduation Rate	Annually	1-12	80% of cohort will graduate with an MSN within 5 years				
Outcome 2: CNL Certification Examination Success Rate	Following Graduation	1-12	75% of graduates seeking certification receive credential				
Outcome 3: Employment in an Expanded Role	1 year after graduation of each cohort	1-12	80% of LU MSN graduates who seek employment in an expanded role will be employed in an expanded role within 1 year of graduation				

Student/Alumni/Community of Interest Feedback							
Means of Assessment	Frequency	Date of Assessment	N=	Response Rate	Date of Analysis	Recommendations after Analysis	Documentation and Follow-up
Program Exit Survey	After each graduation						
Alumni Survey @ 1 year	One year after each graduation						
Alumni Survey @ 5 years	Five years after graduation of each cohort						
Nursing Advisory Board	Each Semester						
Employer Survey	Annually in December						

Narrative Summary of Annual Assessment and Recommendations for Program Improvement		
Academic Year	Completed by:	Date:
Review of Program Outcomes		
Course Reviews		
Formative Outcomes: Course specific		
Practicum Evaluations		
Aggregate Student Outcomes		
Feedback from Students/Alumni/ Community of Interest		
Recommendations for Program Improvement		