

**Institutional Effectiveness
2020-2021**

Program: Nursing MSN

College and Department: Whitson-Hester School of Nursing

Contact: Dr. Barbara Jared, Director

Mission/Vision:

The mission of the Whitson-Hester School of Nursing (WHSON) is to be a passionately engaged community of highly qualified educators, scholars, and graduates serving the health care needs of a diverse society while providing leadership in the advancement of the profession. The vision of the WHSON will create an environment that builds on our tradition of commitment to the highest standards of excellence in teaching, research, service and nursing practice.

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

:

(SLOs) are measurable statements that express what a student will know, do, or think at the end of the learning experience. They are consistent with standards of professional practice, the American

Association of Colleges of Nursing (ACCN) 2011 Master's Essentials of Master's Education in Nursing and

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 and Tn Board of Nursing approval.

PG 2: Graduates of the Whitson-Hester School of Nursing MSN will pass certification where applicable.

The Nursing Education and Nursing Administration concentrations do not require national certification for the role and are not licensed as Advance Practice Nurses (APN) by the state of TN. However, both the Family Nurse Practitioner (FNP) and the Psychiatric Mental Health Nurse Practitioner (PMHNP) concentrations require both national certification and state licensure as an APN prior to eligibility for APN clinical practice.

Benchmark: 90% of MSN graduates of the FNP or PMHNP concentrations will be successful on their appropriate national certification exam on their first attempt.

PG3 The Whitson Hester School of Nursing will maintain strong graduation rates in the MSN program.

Cohorts are identified by admission semester and year. In the event a student must repeat a semester or decreases hours per semester, they are still identified as a member of their admitting cohort. The total number of students that graduate/complete within the expected time (6 years) is divided by the number of students admitted to the program. 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.

Benchmark: MSN students will graduate within 6 years of admission.

PG4 All faculty teaching in the MSN program will maintain continuous graduate status and will be experientially and academically qualified for the courses they teach.

Aggregate Faculty Outcomes are consistent with and contributed to the achievement of programs, mission, goals and expected outcomes in the WHSON.

Benchmark:

- x 90% of tenured/tenure track faculty hold a terminal degree.
- x 100% of adjunct faculty members hold a master's degree in nursing or higher.
- x 75% of tenured/tenure track faculty demonstrate at least two scholarly contributions from the following areas each year
- x 100% of full-time faculty maintain college/university/community service contributions consistent with designated rank.
- x 100% of full-time faculty who require national certification for teaching advanced practice nursing maintain certification in their specialty

- x 100% of full-time faculty engage in at least one professional development activity each year.

SLO 1

Results:

PG 1: The Whitson-

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standardized testing.

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graduate a faculty member to assist them in developing a post-graduation plan for

PG 3. The Whitson Hester School of Nursing will maintain strong graduation rates in the MSN program.

The TTU MSN program admitted its first students in the Fall 2018 and had its first graduates in December 2020. Since we are still within the 6-year time frame to meet the benchmark limited evaluative data is available. However, the table below provides the current status of MSN students in the WHSON.

Cohort Data

| Enrollment Semester | Number Enrolled | Student Withdrawals | Student Failures | Current Enrollment | Student Completion |
|----------------------------|-----------------------------|----------------------------|-------------------------|---------------------------|---------------------------|
| Fall 2018 | 30 (27 NUFP, 1NUAD, 2 NUED) | 4 (3 NUFP, NUAD) | 0 | 4 | 22 (20 NUFP, 2 NUED) |
| Spring 2019 | 18 (17 NUFP, 1 NUAD) | 4 (4 NUFP) | 1 (NUFP) | 4 | 9 (8NUFP, 1 NUAD) |
| Summer 2019 | 5 (5 NUFP) | 1 (NUFP) | 0 | 3 | 1 (NUFP) |
| Fall 2019 | 27 (23 NUFP, 4NUED) | 6 (3 NUED, 3NUFP) | 2 (2 NUFP) | 18 | 1 (NUED) |

Aggregate Faculty Outcomes

| Expected Faculty Outcomes for Full-time Faculty | Aggregate Faculty Outcomes Consistent with & Contributed to the Achievement of programs, Mission, Goals & Expected Outcomes | Actual Faculty Outcomes Congruent with Expected Faculty Outcomes, Roles, and Evaluation of Faculty performance |
|---|---|--|
| <p>90% of tenured/tenure track faculty hold a terminal degree.</p> <p>100% of adjunct faculty members hold a master's degree in nursing or higher.</p> | <p align="center">YES</p> | <p align="center">MET 94.2%</p> <p align="center">MET 100% Adjunct have MSN or higher</p> |
| <p>75% of tenured/tenure track faculty demonstrate at least two scholarly contributions from the following areas each year: manuscript or chapter submission; peer-reviewed publication; application for external/internal funding; achievement of external/internal funding; active IRB; state, national, or international presentation; review for professional journal; review for grant proposal.</p> | <p align="center">YES</p> | <p align="center">MET 100%</p> |
| <p>100% of full-time faculty maintain college/university/community service contributions consistent with designated rank.</p> | <p align="center">YES</p> | <p align="center">MET 100%</p> |

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

SLO 1: Synthesize nursing knowledge into evidence-based practice

| Concentration | Metric | Benchmark | % Students Meeting Benchmark |
|---------------|--------|-----------|------------------------------|
|---------------|--------|-----------|------------------------------|

SLO 2: Concentration Specific Outcomes

| Concentration | SLO | Metric | Benchmark | Outcome: % students meeting benchmark |
|---------------|--|--|-----------|---------------------------------------|
| NUAD | Demonstrate advanced level nursing administration competencies in healthcare delivery systems, policies, and practice. | Clinical Evaluation Tool ~ E h Z ^ ò ì ï õ • | 84% | 100% |
| | | Environmental Assessment and Analysis Assignment ~ E h Z ^ ò ì ï õ • | 84% | 100% |
| NUED | Demonstrate nurse educator competencies in didactic and clinical settings, with a working knowledge of organizational structure and role responsibility. | Nursing Education Final Evaluation Tool ~ E h Z ^ ò ì ï õ • | 84% | 100% |
| FNP | Demonstrate competency in providing primary care across the life span to individuals, families, groups, and communities. | Faculty Evaluation of Student Performance ~ E h Z ^ ò ì ï õ • | Pass | 100% |
| PMHNP | Demonstrate competency in providing mental health care with individuals, families, populations, and systems. | Faculty Evaluation of Student Performance ~ E h Z ^ ò ì ï õ • | Pass | No data. No graduates to date. |

Appendix 1: Curriculum Map

| Z < μ] OE Courses and Experiences | WHSON MSN Program Objectives | | | |
|---|--|---|--|---|
| | Demonstrates knowledge and competencies in advanced nursing practice, nursing education and nursing administration | Integrate specialized knowledge and theories from nursing and related disciplines into advanced nursing roles | Use research to validate and refine knowledge relevant to advanced nursing roles | Practice advanced nursing roles in collaborative relationships across disciplines and in partnership with communities (i.e., nursing education, nursing administration, and advanced clinical |

| | | | | | | | |
|---------------------|---|---|---|---|---|---|---|
| E h Z ^ ò ì | Z | M | Z | Z | Z | Z | Z |
| E h Z 6304 | Z | M | M | I | Z | I | I |
| E h Z ^ ò ì | M | M | Z | Z | M | Z | Z |
| E h Z ^ ò ì | M | Z | Z | Z | Z | Z | Z |
| E h Z ^ ò ì | M | Z | Z | M | M | M | M |
| E h Z ^ ò ò | Z | Z | Z | Z | Z | Z | Z |
| E h Z ^ ò ò | Z | Z | Z | M | M | M | M |
| E h Z ^ ò ò | Z | Z | Z | Z | Z | Z | Z |
| E h Z ^ ò ò | Z | Z | Z | M | M | M | M |
| E h Z ^ ò ò | Z | Z | Z | M | M | M | M |
| E h Z ^ ò ò | Z | Z | Z | Z | I | Z | Z |
| E h Z ^ ò ò | M | M | M | Z | Z | Z | M |
| Other: Exit Exam | | A | | A | | | |
| E h Z ^ ò ì I | | Z | Z | | | | |