

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 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 continuous accreditation through - the Commission on Collegiate Nursing Education (CCNE).*
- b. The Whitson-Hester School of Nursing will demonstrate continuous full approval of the Tennessee State Board of Nursing.*

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

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

PG 4: All faculty teaching in the MSN program will maintain continuous graduate status and will be experientially and academically qualified for the courses they teach.

Student Learning Outcomes:

(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 TTU MSN Program Learning Outcomes PLOs. The SLOs are developed and approved by faculty who are experts in their field and are reviewed annually to assess program effectiveness and guide programmatic improvements.

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

SLO 2 Concentration specific outcomes

- a. Nursing Administration - Demonstrate advanced level nursing administration competencies in healthcare delivery systems, policies, and practice.*
- b. Nursing Education - Demonstrate nurse educator competencies in didactic and clinical settings, with a working knowledge of organizational structure and role responsibility.*
- c. Family Nurse Practitioner - Demonstrate competency in providing primary care across the life span to individuals, families, groups, and communities.*
- d. Psychiatric Mental Health Nurse Practitioner- Demonstrate competency in providing mental health care with individuals, families, populations, and systems.*

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: The Whitson-Hester School of Nursing will maintain compliance with required agencies.

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 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:

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

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

SLO 1 MSN students will synthesize nursing knowledge into evidence-based practice. (All MSN concentrations)

Benchmark:

- **All NUED and NUAD concentrations will score 84% or higher on their culminating “State of the Science” paper in the NURS 6990 “Scholarly Synthesis” capstone course.**
- **All FNP and PMHNP concentration students will earn a grade of “Pass” in their Final Preceptorship courses (NURS 6616 and NURS 6911 respectively).**

SLO 2: Concentration specific outcomes

- a. Nursing Administration - Demonstrate advanced level nursing administration competencies in healthcare delivery systems, policies, and practice.

Benchmark: Students earn a minimum of an 84% on both the final “Clinical Evaluation Tool” and the “Environmental Assessment and Analysis Assignment” in the NURS 6309 Nursing Administration Practicum course.

- b. Nursing Education - Demonstrate nurse educator competencies in didactic and clinical settings, with a working knowledge of organizational structure and role responsibility.

Benchmark: Students earn a minimum of 84% on the “Nursing Education Final Evaluation Tool” in the NURS 6209 Nursing Education Practicum course.

- c. Family Nurse Practitioner - Demonstrate competency in providing primary care across the life span to individuals, families, groups, and communities.

Benchmark: Students earn a grade of “Pass” on the final “Faculty Evaluation of Student Performance” in the NURS 6616 Final FNP Preceptorship course.

- d. Psychiatric Mental Health Nurse Practitioner- Demonstrate competency in providing mental health care with individuals, families, populations, and systems.

Benchmark: Students earn a grade of “Pass” on the final “Faculty Evaluation of Student Performance” in the NURS 6611 Final PMHNP Preceptorship course.

Results:

PG 1: The Whitson-Hester School of Nursing will maintain compliance with required agencies.

- a. The Whitson-Hester School of Nursing will demonstrate continuous 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.*

Tennessee Tech University's Whitson-Hester School of Nursing (TTU WHSON) was a partner in the TN eCampus Master of Science Nursing program along with the Schools or Colleges of Nursing at Austin Peay State University, Tennessee State University, and the University of Memphis. In the Fall 2017, Middle Tennessee State University and East Tennessee State University, two members of the original consortium, left the consortium to seek accreditation as independent MSN programs at their respective universities. All course work is online, with the exception of the clinical practicum experiences. During this transition in the TN eCampus consortium TTU made the decision to move toward an independent MSN at TTU and began the process of leaving the TN eCampus consortium over a two-year period. The last TTU students to graduate from the TN eCampus consortium was in the summer of 2020. The TN eCampus consortium was accredited by Accreditation Commission for Education in Nursing (ACEN) for the duration of the consortium.

The TTU MSN program began admission of MSN students in the Fall of 2018 and offered the following concentrations: Family Nurse Practitioner (FNP), Nursing Education, and Nursing Administration. The TTU MSN program gained CCNE initial accreditation in September 2019 and continues to be accredited. In the Spring of 2021, the Psychiatric Mental Health Nurse Practitioner was approved and students were admitted to this concentration Fall 2021.

The benchmark was met as TTU WHSON continues to hold continuous accreditation and full approval of the Tennessee State Board of Nursing without deficiencies.

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

The TTU WHSON MSN program graduated their first students in December 2020. Secondary to consistently lower than desired certification rates for the FNP graduates in the TN eCampus consortium program the WHSON FNP faculty proposed a revised FNP curriculum for the FNP concentration courses with a goal of strengthening their primary care content and clinical experiences.

These changes more closely mirror the National Task Force guidelines for Family Nurse Practitioners which is focused on primary care rather than specialization in any particular field. Combining content in FNP III for Pediatrics and Women's Health and changing the clinical practicum to a primary care focus better aligned with the recommended guidelines. In an effort to increase success with certification post-graduation the WHSON dropped the Scholarly Synthesis course in the FNP Concentration and added NURS

6910: Role Transition to Certification and Practice with an emphasis on clinical reasoning and standardized testing.

Faculty in the NURS 6910 course initiated an advisor support process assigning each graduate a faculty member to assist them in developing a post-graduation plan for certification and practice. Faculty continue to communicate with the graduate until certification is complete and employment is secured.

As a result of the advisor support the WHSON was able to closely follow and communicate with the 22 December 2020 FNP graduates. All 22 of those graduates self-reported success on their first attempt on the FNP certification exam. However, the WHSON will not receive official results from the certifying bodies until 2021. Data for certification results for the PMHNP program is not available as it is a new concentration without graduates at this time.

Below are the certification rates for the TTU graduates in the TN eCampus consortium. This will be the last time TTU will report on this consortium.

TTU TN eCampus Nurse Practitioners Certification Pass Rates

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
TTU Combined National 1st Time Pass Rate	100% (11/11)	66.6% (4/6)	93% (14/15)	80.1% (21/26)	79% (35/44)	84% (27/32)	77.14% (27/35)	85% (28/33)	93% (27/29)	90% (19/21)
ANCC National 1st Time Pass Rate	87.3%	86%	83.4%	79.4%	74.1%	81.6%	85.71%	86%	87%	89%
AANP National 1st Time Pass Rate	89%	87%	88%	87.5%	81.6%	81.65%	79%	85%	86%	85%

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)
Spring 2020	20 (19 NUFP, 1 NUED)	2 (1 NUFP, 1 NUED)	0	17	1 (NUFP)
Fall 2020	35 (34 NUFP, 1 NUED)	4 (4 NUFP)	0	31	0
Spring 2021	16 (13 NUFP, 3 NUED)	3 (3 NUFP)	0	13	0

PG4. 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. All benchmarks for the Aggregate Faculty Outcomes were met. In addition, all faculty (full-time and adjunct) were academically and experientially qualified to teach in their assigned concentration.

The benchmark was met.

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>
<p>100% of full-time faculty who require national certification for teaching advanced practice nursing maintain certification in their specialty</p>	<p align="center">YES</p>	<p align="center">MET 100%</p>
<p>100% of full-time faculty engage in at least one professional development activity each year, such as: workshop or conference attendance, earning CEUs, enroll in educational program of study, earn new or additional certification</p>	<p align="center">YES</p>	<p align="center">MET 100%</p>

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
Nursing Administration (NUAD)	State of the Science paper	84%	100
Nursing Education (NUED)	State of the Science Paper	84%	100
Family Nurse Practitioner (FNP)	Final Preceptorship (NURS 6616)	Pass	100
Psychiatric Mental Health Nurse Practitioner (PMHNP)	Final Preceptorship (NURS 6911)	Pass	No data available, no graduates to date

SLO 2: Concentration specific outcomes

- a. Family Nurse Practitioner - Demonstrate competency in providing primary care across the life span to individuals, families, groups, and communities.

Benchmark: Students earn a grade of “Pass” on the final “Faculty Evaluation of Student Performance” in the NURS 6616 Final FNP Preceptorship course.

- b. Nursing Administration - Demonstrate advanced level nursing administration competencies in healthcare delivery systems, policies, and practice.

Benchmark: Students earn a minimum of an 84% on both the final “Clinical Evaluation Tool” and the “Environmental Assessment and Analysis Assignment” in the NURS 6309 Nursing Administration Practicum course.

- c. Nursing Education - Demonstrate nurse educator competencies in didactic and clinical settings, with a working knowledge of organizational structure and role responsibility.

Benchmark: Students earn a minimum of 84% on the “Nursing Education Final Evaluation Tool” in the NURS 6209 Nursing Education Practicum course.

- d. Psychiatric Mental Health Nurse Practitioner- Demonstrate competency in providing mental health care with individuals, families, populations, and systems.

Benchmark: Students earn a grade of “Pass” on the final “Faculty Evaluation of Student Performance” in the NURS 6611 Final PMHNP Preceptorship course.

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 (NURS 6309)	84%	100%
		Environmental Assessment and Analysis Assignment (NURS 6309)	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 (NURS 6209)	84%	100%
FNP	Demonstrate competency in providing primary care across the life span to individuals, families, groups, and communities.	Faculty Evaluation of Student Performance (NURS 6910)	Pass	100%
PMHNP	Demonstrate competency in providing mental health care with individuals, families, populations, and systems.	Faculty Evaluation of Student Performance (NURS 6911)	Pass	No data. No graduates to date.

The benchmark for concentration specific outcomes was met with the exception of the PMHNP concentration (too early to measure).

Modification for Improvement:

PG 1: The Whitson-Hester School of Nursing will maintain compliance with required agencies.

The Continuous Improvement Process Report (CIPR), the mid-cycle accreditation report, will be due on December 1, 2022. The next BSN and MSN accreditation visit will take place in Fall 2024.

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.

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

Unofficial, student self-reporting related to the FNP certification exam has been positive to date with 100% reporting passing the first time. However, we will wait for the “official” report to be provided from the accrediting body later in 2021.

Data for certification for the PMHNP program is not available as we do not expect the first graduates until Fall 2023. We will plan to initiate an advisement plan for those students in their final semester to assist them with post-graduation plans for certification.

While Nursing Education students (NUED) are not required to be certified to practice as Nurse Educators, WHSON faculty revised the NUED curriculum in 2021 to include NURS 6212 “Preparation for Certification” to prepare students to sit for the Certified Nurse Educator certification exam. The first students to graduate under that program of study will be 2023.

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

While all MSN students are on track to meet the benchmark of graduation within 6 years of admission, two issues have been identified that has impacted students graduating within the scheduled 7 semesters in the FNP concentration.

1. COVID-19 drastically hindered FNP students from completing their practica courses in a timely manner in Spring and Summer 2020 as all health care facilities closed their doors to nursing students and 90% of our MSN FNP students received a grade of “I” or incomplete in their practica courses. However, by summer 2020 the FNP Concentration Coordinator in conjunction with the Graduate Programs Coordinator and the Director developed a plan to assist these students to get on track to graduate on time (in the 7th semester). The WHSON was successful in that 95% of those students graduated within the 7 semesters they had planned when admitted. In this process FNP students are now encouraged to begin planning for clinical placement when they are admitted into the program, and are required to submit those requests at least a semester prior to enrolling in a practica course.
2. NURS 6615: Pediatrics and Women’s Health Practicum created unanticipated delays for several students as both Pediatrics and Women’s Health specialties are limited and COVID-19 increased these issues as these are vulnerable populations. FNP faculty evaluated the course and assessed available clinical affiliates to meet the objectives of the course. The FNP concentration requires practice in the primary care setting seeing a range of clients from prenatal to birth, pediatrics, all ages of adults until end of life. NURS 6615 was limiting the clinical practicum to pediatrics and women’s health, rather than focusing on all age groups. Faculty proposed NURS 6615 course name be changed to

“Primary Care of the Family: Practicum and changed the course description to reflect an increased emphasis on primary care of the family and care across the lifespan. This change complies with the National Task Force, FNP certifying agencies, accreditation and the TN Board of Nursing and was approved by the TTU Graduate Studies Executive Committee in Spring 2021.

This change increases the availability of clinical sites for students and preventing delays in progression related to clinical placement.

All SLO’s were met but the WHSON plans the following over the next 3 years to insure ongoing improvement in the program:

- CCNE midcycle report (CIPR) due December 2022 requiring a review of the MSN program
- American Association of Colleges of Nursing (AACN) adopted new Essentials of Nursing Education in Spring 2021 with a planned implementation over a 3-year time frame. WHSON will begin AY 2021-2022 making curricular changes to meet the new essentials.
- Fall 2021 faculty comprehensive review of both the BSN and MSN curriculum with consideration of the AACN Essentials of Nursing Education changes.
- Dean and/or Director and/or the Graduate Programs Coordinator will participate in education sessions related to the National Task Force on Quality Nurse Practitioner Education as changes are anticipated over the next two years.

Appendices

1. Curriculum Map

Appendix 1: Curriculum Map

Required Courses and Experiences	<p align="center">WHSON MSN Program Objectives</p>						
	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 practice)	Manage the healthcare of clients within legal, ethical and professional standards	Improve the health of clients among diverse population groups	Promote positive changes in healthcare delivery, health policies and nursing practice
NURS 6000	I		I	I	I		
NURS 6001	R	I	R	R	I	I	R
NURS 6002	R	I	R	R	R	R	R
NURS 6003	I	R	I	R	R	I	R
NURS 6101	M	R	M	M	R	M	R
NURS 6102	R	R	R	R	R	I	R
NURS 6103	M	R	M	R	R	R	R
NURS 6104	R	R	R	M	M	M	R
NURS 6204	I	R	R	R		R	R
NURS 6205	I	R	R	R	R	R	R
NURS 6207	M	M	R	M	R	M	M
NURS 6209	M	M	M	M	R	M	M
NURS 6301	I	I	R	R	R	R	R
NURS 6302	R	R	R	R	R	R	R

NURS 6303	R	M	R	R	R	R	R
NURS 6304	R	M	M	I	R	I	I
NURS 6305	M	M	R	R	M	R	R
NURS 6307	M	R	R	R	R	R	R
NURS 6309	M	R	R	M	M	M	M
NURS 6610	R	R	R	R	R	R	R
NURS 6611	R	R	R	M	M	M	M
NURS 6612	R	R	R	R	R	R	R
NURS 6613	R	R	R	M	M	M	M
NURS 6614	R	R	R	R	R	R	R
NURS 6615	R	R	R	M	M	M	M
NURS 6616	R	R	R	M	M	M	M
NURS 6910	R	R	R	R	I	R	R
NURS 6990	M	M	M	R	R	R	M
Other: Exit Exam		A		A			
NURS 6210	I	R	R	R			R
NURS 6211	R	M	M	R	R	R	M
NURS 6212	M	R	M	R			M