

## Department Learning Outcomes Assessment Report

Assessment Cycle	2020-2021
Department	Nursing
Date of Departmental Approval	October 18, 2021
Name of Submitter	Debra Lee, Department Chair

1. The name of the program of study - This departmental report will address an issue within the Masters of Science in Nursing Program
2. The program-learning outcome (PLO) of interest - The MSN program-learning outcome (PLO) that was especially problematic establishes that students will “Demonstrate advanced knowledge and skills that build upon the undergraduate learning and equip the practitioner and clinician for all of the responsibility and accountability practices required in these advanced practice nurse roles.” (PLO#1)
3. A brief summary of the evidence used to identify the PLO as a challenge -  
Three realities emerged suggesting that success on the PLO was challenged: students continuing to work full time during their program, student withdrawals and postponements of their program of study, and students being put on probation during their program. The data captured to illustrate the latter two patterns are presented below. The pattern of students continuing to work full time has not been formally gathered; it exists as a long-term anecdotal understanding among the program faculty and leadership.  
Probationary status and withdrawals mean students do not persist to graduation, thus fail to meet this outcome. Reasons for attrition are gathered whenever possible. Consideration of data trends along with anecdotal understandings convinced us that creating a part-time program of study would appeal to some students from the very beginning and to those who begin as full time but find it overly challenging to balance responsibilities with the addition of graduate coursework.

<b>MSN Enrollment as full-time, part-time</b> (part-time program of study <i>officially</i> launched fall, 2019)		
<b>Class/year admitted</b>	<b>Full-time (% total)</b>	<b>Part-time (% total)</b>
16/2017	19 (95%)	1 (5%)
17/2018	8 (80%)	2 (20%)
18/2019	8 (57%)	6 (43%)
19/2020	9 (64%)	5 (36%)

<b>Number of MSN students on probation at any time in their program of study</b>	
<b>Class/year admitted</b>	<b># (% class enrollment)</b>
10/2011	4 (16%)
11/2012	3 (9%)
14/2015	4 (20%)
16/2017	7 (35%)
17/2018	1 (10%)
18/2019	2 (14%)
19/2020	0 (0%)

<b>Number of MSN student withdrawals, reasons</b>		
<b>Class/year admitted</b>	<b>#</b>	<b>Reasons</b>
10/2011	1	Academic failure
11/2012	1	Academic failure
14/2015	1	Personal health
16/2017	1	Personal health
17/2018	4	Academic failure; work/school/life conflict; chose different pt. population (2)
18/2019	2	Work/life balance conflict; family health (sat out one semester)
19/2020	0	0

4. The specific action steps taken to address the challenge - In fall of 2019, the option of a part-time program of study was first made available to students. At that time, other curricular revisions were implemented, including a restructure of the research project sequence, modification of two courses to an A-term/B-term format, consolidation of courses where content duplication was evident, and the addition of a statistics course tailored to advanced-practice nursing students (APRN).
5. An evaluation of whether or not the action has resulted in improvement to student learning with respect to the specific PLO identified as a challenge - There is reason to believe the addition of a part-time study option for MSN students will improve student retention and completion. Most notably, there was an immediate response in enrollment to the part-time option. Making a two-class comparison for the years preceding and subsequent to the curricular changes, the average percent of students on probation dropped from 27% to 12% (classes 14 & 16 and classes 17 & 18, respectively). In addition, there no students in class 19, admitted in fall of 2020, have been or are on probation.

6. The processes that are in place to maintain and monitor the effectiveness of the action steps - To foster greater efficiency and consistency of data gathering and analysis pertaining to this and other curricular actions implemented, a master database has been assembled from the separate class files. Going forward, it will be the sole repository for assessment data pertaining to student activity within the MSN program.
7. Ways in which the challenge has informed departmental strategic planning, budgeting, and/or expenditures - This challenge alerted us to the need to create systematic and centralized data capture for decision-making, strategic planning, and budgeting. We are in the process of streamlining our data files and processes with the goal of simplifying our holdings and making them readily accessible for use by our team.

Next, the three programs of study attended to in this assessment cycle, with reports included, are:

- 1) BSN
- 2) MSN - AGACNP
- 3) Graduate Certificate in Nursing Education