

Indiana University School of Nursing – Program Assessment & Review Report for 2014-15

# **Indiana University School of Nursing Program Assessment and Review Report**

## **2014-15**

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## Master of Science in Nursing (MSN)

The primary methods of measurement of student achievement of program objectives is completed through clinical course evaluations, preceptor evaluations of student performance in the clinical practice sites, MSN alumni surveys (only seven [7] surveys returned) , and EBI exit survey. Staying current with policies, standards, and regulatory requirements is achieved through support of faculty for their own clinical practice, as well as support for professional conference attendance and update.

The MSN Program includes 9 different majors or tracks including 5 Nurse Practitioner (NP), 2 Clinical Nurse Specialist (CNS; the CNS Peds track re-opened in 2012), 1 Nurse Educator, and 1 Nurse Leadership and Health Systems tracks. The 9 MSN program outcomes listed below are informed by national and professional standards and guidelines for nurses prepared at the masters level and addressed across tracks through a set of core courses, and within individual tracks through specialty content. MSN program faculty have recently completed review of the current core set of courses for alignment with most current standards and guidelines, and the application of these standards and guidelines to current healthcare environment demands for workforce competencies. A set of recommendations were submitted to the faculty for review in August, 2014 and an implementation plan is in development.

The average rating for course evaluation items for each MSN program track are as follows:

Core Courses*	4.03
Adult/Gero NP - Acute Care	4.62
Adult/Gero NP - Primary Care	4.15
Adult/Gero CNS	4.42
Pediatric CNS	4.07
Family NP	4.21
Pediatric NP	4.17
Psych NP	4.49
Leadership	4.20
Education	4.60

\*N502, N504, R500, R505, R590, J692 Physical Assessment, J692 Pathophysiology, J692 Pharmacology

The MSN Program reflected very good ratings on most individual Factors within the survey, and the EBI Exit Surveys for Overall Program Effectiveness indicated the program was equal in ratings to our select 6 institutions and all institutions.

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<p>All MSN APRN NP and CNS students are eligible to sit for Certification exams for their specialty practice upon completion of the MSN program. The exams test for MSN program outcomes which are based on all accreditation, education essentials and professional standards for specialty practices, and measure student learning outcomes from the curriculum developed and based on those essentials and standards.</p> <p>MSN Education and Leadership curriculum, and targeted learning outcomes, are based on educator competencies of the National League for Nursing, and the American Organization of Nurse Executives.</p>	<p>Students in the MSN Program Tracks that prepare Advanced Practice Registered Nurses (APRNs) are eligible to sit for certification exams in their specialty post-graduation. Certification pass rates for MSN program graduates sitting for the exams:</p> <table style="margin-left: 40px;"> <tr> <td>Adult Health CNS</td> <td style="text-align: right;">100%</td> </tr> <tr> <td>Psychiatric NP</td> <td style="text-align: right;">69%</td> </tr> <tr> <td>Family NP</td> <td style="text-align: right;">86%</td> </tr> <tr> <td>Adult/Geriatric-Primary</td> <td style="text-align: right;">93%</td> </tr> <tr> <td>Adult/Geriatric-Acute</td> <td style="text-align: right;">100%</td> </tr> <tr> <td>Pediatric NP</td> <td style="text-align: right;">100%</td> </tr> </table>	Adult Health CNS	100%	Psychiatric NP	69%	Family NP	86%	Adult/Geriatric-Primary	93%	Adult/Geriatric-Acute	100%	Pediatric NP	100%	<p>All pass rates were acceptable for six of the seven APRN tracks. Psychiatric Mental Health NP track faculty has reviewed the exam components to evaluate where areas of the curriculum need enhancements and have made revisions. They continue to monitor. This program track was changed from a CNS to NP track 3 three years ago and adjustments were needed.</p>
Adult Health CNS	100%													
Psychiatric NP	69%													
Family NP	86%													
Adult/Geriatric-Primary	93%													
Adult/Geriatric-Acute	100%													
Pediatric NP	100%													

<p><b>MSN Program Outcome 1: The IUSON MSN Graduate will: <i>Model excellence in nursing leadership to improve nursing practice within a complex health care system.</i></b></p>		
<p><b>Related PGL: <i>Demonstrates the knowledge and skills needed to meet disciplinary standards of performance.</i></b></p>		
Assessment Method (& brief definition)	Assessment Findings	Actions Taken Based on Findings
<p>Clinical course evaluations and end of program certification pass rates</p>	<p>Student leadership within complex systems is measured through individual course learning objectives and majority of students meet course requirements in this area. Some of the program tracks include a system project focus for change where the students take responsibility for leading change.</p> <p>The average rating for course evaluation items for each MSN program track are as follows:</p>	<p>Continuing dialogue by faculty across Program tracks continues with a goal to identify more specific core leadership competencies, teaching/learning strategies and outcomes given the current healthcare environment and implications for preparation of our graduates for work in a changing environment and workforce needs. Decisions regarding the faculty task force recommendations for the MSN Core</p>

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	<table border="1" style="width: 100%;"> <tr> <td style="text-align: left;">Core Courses*</td> <td style="text-align: center;">4.03</td> </tr> <tr> <td style="text-align: left;">Adult/Gero NP - Acute Care</td> <td style="text-align: center;">4.62</td> </tr> <tr> <td style="text-align: left;">Adult/Gero NP - Primary Care</td> <td style="text-align: center;">4.15</td> </tr> <tr> <td style="text-align: left;">Adult/Gero CNS</td> <td style="text-align: center;">4.42</td> </tr> <tr> <td style="text-align: left;">Pediatric CNS</td> <td style="text-align: center;">4.07</td> </tr> <tr> <td style="text-align: left;">Family NP</td> <td style="text-align: center;">4.21</td> </tr> <tr> <td style="text-align: left;">Pediatric NP</td> <td style="text-align: center;">4.17</td> </tr> <tr> <td style="text-align: left;">Psych NP</td> <td style="text-align: center;">4.49</td> </tr> <tr> <td style="text-align: left;">Leadership</td> <td style="text-align: center;">4.20</td> </tr> <tr> <td style="text-align: left;">Education</td> <td style="text-align: center;">4.60</td> </tr> </table> <p style="font-size: small;">*N502, N504, R500, R505, R590, J692 Physical Assessment, J692 Pathophysiology, J692 Pharmacology</p>	Core Courses*	4.03	Adult/Gero NP - Acute Care	4.62	Adult/Gero NP - Primary Care	4.15	Adult/Gero CNS	4.42	Pediatric CNS	4.07	Family NP	4.21	Pediatric NP	4.17	Psych NP	4.49	Leadership	4.20	Education	4.60	<p>Curriculum were made at end May 2014 and an implementation plan is being developed to start in spring 2016. Roll-out of the new final core curriculum is planned for fall 2017.</p>
Core Courses*	4.03																					
Adult/Gero NP - Acute Care	4.62																					
Adult/Gero NP - Primary Care	4.15																					
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<p>Preceptor evaluations of student performance</p>	<p>Student clinical Preceptors complete formative and summative evaluations on each MSN student. The majority of preceptor feedback by end of the students' clinical experiences continues to be very positive regarding student demonstration of leadership behaviors in clinical practice.</p>	<p>Faculty follow up on preceptor evaluation feedback and intervene when necessary before conclusion of clinical experiences and incorporate into clinical course final grade determination.</p>																				
<p>EBI Exit Survey – <i>all EBI items were scored on a 1-7 scale with 1 being Not At All and 7 being Extremely; the #s reported here are the % of students responding with either 6 or 7.</i></p>	<p>61.3% of students felt that their MSN program prepared them to meet this outcome.</p>	<p>Ratings to be shared with Faculty for opportunities for improvement. Ratings below 75% need work and will be targeted during curriculum work. New core curriculum task force recommendations address this area.</p>																				
<p>MSN Alumni Survey (7)</p>	<p>71.4% strongly agreed/agreed that the MSN program prepared them to practice according to this outcome.</p>																					

**MSN Program Outcome 2: The IUSON MSN Graduate will: Conduct advanced nursing practice within ethical-legal guidelines, professional policies and regulations, and standards of practice associated with a specialty area of practice.**

**Related PGL: Meet all ethical standards established for the discipline.**

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Assessment Method (& brief definition)	Assessment Findings	Actions Taken Based on Findings
Clinical course evaluations and end program certification pass rates	<p>Students practice according to ethical-legal guidelines, professional policies and regulations, and standards of practice is measured through individual course learning objectives and majority of students meet course requirements in this area.</p> <p>*See course evaluation ratings above. Ethical-legal aspects of nursing practice are threaded throughout course competencies and assignments. Student successful course completion demonstrates attainment of this outcome.</p>	<p>Faculty address individual student performance demonstrating deficiencies in this area through feedback on assignments, class discussions, and case studies. Faculty are supported for attendance at national professional conferences to stay current on changes in policies, regulations, and specialty standards.</p>
Preceptor evaluations of student performance	<p>Student clinical Preceptors complete formative and summative evaluations on each MSN student. The majority of preceptor feedback by end of the students' clinical experiences is very positive regarding student demonstration of clinical practice that reflects ethical-legal guidelines, professional policies and regulations, and standards of specialty practice.</p>	<p>Faculty follow up on preceptor evaluation feedback and intervene when necessary before conclusion of clinical experiences and incorporate into clinical course final grade determination.</p>
EBI Exit Survey - <i>all EBI items were scored on a 1-7 scale with 1 being Not At All and 7 being Extremely; the #s reported here are the % of students responding with either 6 or 7.</i>	<p>57.6% of students felt that their MSN program prepared them to meet this outcome.</p>	<p>This item on EBI Survey will be reviewed and discussed to identify differences with MSN Alumni Survey.</p>
MSN Alumni Survey (7)	<p>85.7% strongly agreed/agreed that the MSN program prepared them to practice according to this outcome.</p>	
<p><b>MSN Program Outcome 3: The IUSON MSN Graduate will: <i>Synthesize knowledge from nursing as well as biological, behavioral, social, administrative, educational, and communication science from application to a chosen domain of advanced practice nursing.</i></b></p> <p><b>Related PGL: <i>Demonstrate the knowledge and skills needed to meet disciplinary standards of performance.</i></b></p>		
Assessment Method (& brief definition)	Assessment Findings	Actions Taken Based on Findings
Clinical course evaluations and end program certification pass rates	<p>Students practice, completion of course assignments and participation in course</p>	<p>Faculty address individual student performance demonstrating deficiencies in</p>

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	<p>discussion reflects synthesis of knowledge from multiple domains and disciplines as needed, is measured through individual course learning objectives and majority of students meet course requirements in this area.</p> <p>*See course evaluation ratings above.</p>	<p>this area through feedback on assignments, class discussions, and case studies.</p>
Preceptor evaluation of student performance	<p>Student clinical Preceptors complete formative and summative evaluations on each MSN student. The majority of preceptor feedback by end of the students' clinical experiences is very positive regarding student demonstration of clinical practice that reflects synthesis of knowledge from multiple domains and disciplines as needed as appropriate.</p>	<p>Faculty follow up on preceptor evaluation feedback and intervene when necessary before conclusion of clinical experiences and incorporate into clinical course final grade determination.</p>
Thesis/Project	<p>Some program tracks require completion of a thesis or project. Other program tracks require completion of an evidenced-based literature synthesis and critique in an area of practice. All students completed a project or thesis.</p>	
EBI Exit survey - <i>all EBI items were scored on a 1-7 scale with 1 being Not At All and 7 being Extremely; the #s reported here are the % of students responding with either 6 or 7.</i>	<p>56.0% of students felt that their MSN program prepared them to meet this outcome.</p>	<p>Ratings to be shared with Faculty for opportunities for improvement. Ratings below 75% need work and will be targeted during curriculum work. New core curriculum recommendations address aspects of this outcome.</p>
MSN Alumni Survey (7)	<p>71.4% strongly agreed/agreed that the MSN program prepared them to practice according to this outcome.</p>	

**MSN Program Outcome 4: The IUSON MSN Graduate will: Demonstrate scholarly inquiry and reflection that exemplifies critical, creative, and systems thinking to advance the practice of nursing.**

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Related PGL: <b>Think critically and creatively to improve practice in the field of nursing.</b>		
Assessment Method (& brief definition)	Assessment Findings	Actions Taken Based on Findings
Preceptor evaluations	Student clinical Preceptors complete formative and summative evaluations on each MSN student. The majority of preceptor feedback by end of the students' clinical experiences is very positive regarding student demonstration of clinical practice that reflects critical, creative, and systems thinking.	Faculty follow-up on preceptor evaluation feedback and intervene when necessary before conclusion of clinical experiences and incorporate into clinical course final grade determination.
Thesis/project	Some program tracks require completion of a thesis or project. Other program tracks require completion of an evidenced-based literature synthesis and critique in an area of practice. All students completed project or theses.	
EBI Exit Survey - <i>all EBI items were scored on a 1-7 scale with 1 being Not At All and 7 being Extremely; the #s reported here are the % of students responding with either 6 or 7.</i>	56.4% of students felt that their MSN program prepared them to meet this outcome.	New core curriculum recommendations address this outcome.
MSN Alumni Survey (7)	85.7% strongly agreed/agreed that the MSN program prepared them to practice according to this outcome.	

**MSN Program Outcome 5: The IUSON MSN Graduate will: **Frame problems, design interventions, specify outcomes, and measure achievement of outcomes while balancing human, fiscal, and material resources to achieve quality health outcomes.****

**Related PGL: **Demonstrates the knowledge and skills needed to meet disciplinary standards of performance.****

Assessment Method (& brief definition)	Assessment Findings	Actions Taken Based on Findings
Clinical course evaluations and end of program certification pass rates	Student practice according to is measured through individual course learning objectives and majority of students meet course requirements in the following area: Frame problems, design interventions, specify outcomes, and measure achievement of outcomes while balancing human, fiscal, and	Faculty address individual student performance demonstrating deficiencies in this area through feedback on assignments, class discussions, and case studies.

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	material resources to achieve quality health outcomes.  *See course evaluation ratings above.	
Preceptor evaluation of student performance	Student clinical Preceptors complete formative and summative evaluations on each MSN student. The majority of preceptor feedback by end of the students' clinical experiences is very positive regarding student demonstration of the following: Frame problems, design interventions, specify outcomes, and measure achievement of outcomes while balancing human, fiscal, and material resources to achieve quality health outcomes.	Faculty follow-up on preceptor evaluation feedback and intervene when necessary before conclusion of clinical experiences and incorporate into clinical course final grade determination.
Thesis/project	Some program tracks require completion of a thesis or project. Other program tracks require completion of an evidenced-based literature synthesis and critique in an area of practice. All students completed a project or thesis.	
EBI Exit Survey - <i>all EBI items were scored on a 1-7 scale with 1 being Not At All and 7 being Extremely; the #s reported here are the % of students responding with either 6 or 7.</i>	54.9% of students felt that their MSN program prepared them to meet this outcome.	Ratings to be shared with Faculty for opportunities for improvement. Ratings below 75% need work and will be targeted during curriculum work. New core curriculum recommendations address aspects of this outcome.
MSN Alumni Survey (7)	57.1% strongly agreed/agreed that the MSN program prepared them to practice according to this outcome.	This outcome aligns with the EBI data and will be evaluated critically by faculty for areas in the curriculum needing improvement. The proposed new core will address this.

**MSN Program Outcome 6: The IUSON MSN Graduate will: Use information technology and knowledge-based resources to manage and transform data that inform clinical practice.**

**Related PGL: Communicate effectively to improve practice in the field of nursing.**

Assessment Method (& brief definition)	Assessment Findings	Actions Taken Based on Findings
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Clinical course evaluations and end of program certification pass rates	Student practice using information technology and knowledge-based resources to manage and transform data that inform clinical practice, and is measured through individual course learning objectives and majority of students meet course requirements in this area.  *See course evaluation ratings above.	Faculty address individual student performance demonstrating deficiencies in this area through feedback on assignments, class discussions, and case studies.
Thesis/project	Some program tracks require completion of a thesis or project. Other program tracks require completion of an evidenced-based literature synthesis and critique in an area of practice. All students completed a project or thesis.	
EBI Exit Survey	52.1% of students felt that their MSN program prepared them to meet this outcome.	Ratings to be shared with Faculty for opportunities for improvement. Ratings below 75% need work and will be targeted during curriculum work. New core curriculum recommendations address this outcome.
MSN Alumni Survey (7)	85.7% strongly agreed/agreed that the MSN program prepared them to practice according to this outcome.	

**MSN Program Outcome 7: The IUSON MSN Graduate will: Systematically apply evidence from research findings to answer clinical questions, solve clinical problems, and develop innovative nursing interventions and health policies for selected patient populations.**

**Related PGL: Think critically and creatively to improve practice in the field of nursing.**

Assessment Method (& brief definition)	Assessment Findings	Actions Taken Based on Findings
Clinical course evaluations and end of program certification pass rates	Student practice according to best evidence and use to solve clinical problems, and is measured through individual course learning objectives and majority of students meet course requirements in this area.  *See course evaluation ratings above.	Faculty address individual student performance demonstrating deficiencies in this area through feedback on assignments, class discussions, and case studies.

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Preceptor evaluation of student performance	Student clinical Preceptors complete formative and summative evaluations on each MSN student. The majority of preceptor feedback by end of the students' clinical experiences is very positive regarding student demonstration of the following: application of best evidence to solve practice problems.	Faculty follow-up on preceptor evaluation feedback and intervene when necessary before conclusion of clinical experiences and incorporate into clinical course final grade determination.
EBI Exit Survey - <i>all EBI items were scored on a 1-7 scale with 1 being Not At All and 7 being Extremely; the #s reported here are the % of students responding with either 6 or 7.</i>	53.6% of students felt that their MSN program prepared them to meet this outcome.	Ratings to be shared with Faculty for opportunities for improvement. Ratings below 75% need work and will be targeted during curriculum work. New core curriculum recommendations address this outcome.
MSN Alumni Survey	42.9% strongly agreed/agreed that the MSN program prepared them to practice according to this outcome.	This outcome aligns with the EBI data and will be evaluated critically by faculty for areas in the curriculum needing improvement. The proposed new core will address this.

**MSN Program Outcome 8: The IUSON MSN Graduate will: **Demonstrate collaborative practice and interpret nursing science within an interdisciplinary context.****

**Related PGL: **Demonstrates the knowledge and skills needed to meet disciplinary standards of performance.****

Assessment Method (& brief definition)	Assessment Findings	Actions Taken Based on Findings
Clinical course evaluations and end of program certification pass rates	Students demonstrate collaborative practice and interpret nursing science within an interdisciplinary context in clinical courses and are measured through individual course learning objectives and majority of students meet course requirements in this area.  *See course evaluation ratings above.	Faculty address individual student performance demonstrating deficiencies in this area through feedback on assignments, class discussions, and case studies.
Preceptor evaluation of student performance	Student clinical Preceptors complete formative and summative evaluations on each MSN student. The majority of preceptor feedback by end of the students' clinical experiences is very positive regarding student demonstration of collaborative practice and	Faculty follow-up on preceptor evaluation feedback and intervene when necessary before conclusion of clinical experiences and incorporate into clinical course final grade determination.

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	interpretation of nursing science within an interdisciplinary context.	
EBI Exit Survey <i>-all EBI items were scored on a 1-7 scale with 1 being Not At All and 7 being Extremely; the #s reported here are the % of students responding with either 6 or 7.</i>	58.9% of students felt that their MSN program prepared them to meet this outcome.	Ratings to be shared with Faculty for opportunities for improvement. Ratings below 75% need work and will be targeted during curriculum work. Increasing emphasis on interprofessional experiences being applied to clinical experiences.
MSN Alumni Survey	42.9% strongly agreed/agreed that the MSN program prepared them to practice according to this outcome.	This outcome aligns with the EBI data and will be evaluated critically by faculty for areas in the curriculum needing improvement. The proposed new core will address this.

<p><b>MSN Program Outcome 9: The IUSON MSN Graduate will: <b>Articulate the effects of culture, diversity, values, and globalization in the design, delivery, and evaluation of health services.</b></b></p> <p><b>Related PGL: Meet all ethical standards established for the discipline.</b></p>		
<b>Assessment Method (&amp; brief definition)</b>	<b>Assessment Findings</b>	<b>Actions Taken Based on Findings</b>
Clinical course evaluations and end of program certification pass rates	<p>Students articulate the effects of culture, diversity, values, and globalization in the design, delivery, and evaluation of health services and are measured through individual course learning objectives and majority of students meet course requirements in this area.</p> <p>*See course evaluation ratings above.</p>	Faculty address individual student performance demonstrating deficiencies in this area through feedback on assignments, class discussions, and case studies.
Preceptor evaluation of student performance	Student clinical Preceptors complete formative and summative evaluations on each MSN student. The majority of preceptor feedback by end of the students' clinical experiences is very positive regarding student demonstration of articulating the effects of culture, diversity, values, and globalization in the design, delivery, and evaluation of health services.	Faculty follow-up on preceptor evaluation feedback and intervene when necessary before conclusion of clinical experiences and incorporate into clinical course final grade determination.

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EBI Exit Survey <i>-all EBI items were scored on a 1-7 scale with 1 being Not At All and 7 being Extremely; the #s reported here are the % of students responding with either 6 or 7.</i>	62.2% of students felt that their MSN program prepared them to meet this outcome.	Ratings to be shared with Faculty for opportunities for improvement. Ratings below 75% need work and will be targeted during curriculum work. Core curriculum recommendations address some aspects of this.
MSN Alumni Survey	57.1% strongly agreed/agreed that the MSN program prepared them to practice according to this outcome.	This outcome aligns with the EBI data and will be evaluated critically by faculty for areas in the curriculum needing improvement. The proposed new core will address this.

<b>MSN Program Outcome 10: The IUSON MSN Graduate will: Engage in life-long learning activities that contribute to professional development as well as to the advancement of nursing.</b>		
<b>Related PGL: Think critically and creatively to improve practice in the field of nursing.</b>		
Assessment Method (& brief definition)	Assessment Findings	Actions Taken Based on Findings
EBI Exit Survey <i>-all EBI items were scored on a 1-7 scale with 1 being Not At All and 7 being Extremely; the #s reported here are the % of students responding with either 6 or 7.</i>	52.5% of students felt that their MSN program prepared them to meet this outcome.	Ratings to be shared with Faculty for opportunities for improvement. Ratings below 75% need work and will be targeted during curriculum work. Core curriculum recommendations address some aspects of this.
MSN Alumni Survey	71.4% strongly agreed/agreed that the MSN program prepared them to practice according to this outcome.	

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### **Doctor of Nursing Practice (DNP)**

The Doctor of Nursing Program (DNP) admitted the 5th cohort of students this fall since implementation of the program. The DNP Program Evaluation included in this report reflects the HRSA grant-funded time and effort capacity available to the faculty who were involved in the development and implementation of the program from the start. The report demonstrates clearly the indicators, measures and measurement sources, timelines, outcomes, evaluation and actions to be taken given the latest results. Having a well-developed plan with clearly indicated measures and time-line has served the faculty teaching in that program very well.

The format is different from the MSN and PhD program formats at this point in time while we further evaluate how the DNP format is working, and also continue development of more comprehensive and operational MSN and PhD plans. The goal is to achieve a consistent formatting and operational display of our evaluation plans over time.

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## Doctor of Philosophy in Nursing Science (PhD)

The PhD program currently has 45 students; 33 Indiana residents, 12 from out of state, and 1 international students. Seven new PhD students were admitted and started the program in May, 2015. Our T-32 grant received renewal this past year, as well as the awarding of a Star supplement to fast-track BSN to PhD students through the program. An RWJ Grant application for student support in a new program of study that would have students complete their program in three years was also awarded and two post-masters students receive that funding. Two students completed their two years as partially funded Jonas Scholars. Two additional PhD students were awarded Jonas scholarships for 2014-2016. Our average time to completion of the PhD program 5 years. Ten PhD students defended dissertations successfully since August, 2015. Several students have been successful in funding from local foundations, as well as the NIH F31 grant mechanism.

PhD Program Outcome 1: The IUSON PhD Graduate will: <b>Synthesize knowledge from nursing as well as from the biological and behavioral sciences to investigate health phenomena relevant to the discipline of nursing.</b>		
Related PGL: <b>Demonstrate the knowledge and skills necessary to identify and conduct original research, scholarship or other creative endeavors appropriate to the field.</b>		
Assessment Method (& brief definition)	Assessment Findings	Actions Taken Based on Findings
Self-assessment of program outcomes	All students completing self-assessment before candidacy exam demonstrated the outcome.	
Dissertation Defense	Seven dissertations defended-successfully and graduations.	
Alumni Survey	PhD alumni survey conducted in spring 2015. Ten recent PhD graduates completed the survey related to end-of-program ratings on attainment of program outcomes and competencies. Graduate ratings of the extent to which the program prepared them to reach the five program outcomes ranged from 3.4 to 3.9 (M=3.7) on a 0 to 4 scale. Graduate ratings of the extent to which the program prepared them to reach the 20 PhD program competencies ranged from 2.8 to 3.9 (M=3.7) on a 0 to 4 scale.	Alumni Survey results currently being reviewed by faculty for action steps where indicated.  The 2.8 rating was the competency related to their preparation for teaching next generation of nurses and is being evaluated, with other ratings by the faculty.

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PhD Program Outcome 2: The IUSON PhD Graduate will: <b>Utilize analytical and empirical methods to extend nursing knowledge and scholarship.</b>		
Related PGL: <b>Conduct research in an ethical and responsible manner.</b>		
Assessment Method (& brief definition)	Assessment Findings	Actions Taken Based on Findings
Self-assessment of program outcomes	All students completing self-assessment before candidacy exam demonstrated the outcome.	
Dissertation Defense	Seven dissertations defended-successfully and graduations	
Alumni survey	PhD alumni survey conducted in spring 2015. Ten recent PhD graduates completed the survey related to end-of-program ratings on attainment of program outcomes and competencies. Graduate ratings of the extent to which the program prepared them to reach the five program outcomes ranged from 3.4 to 3.9 (M=3.7) on a 0 to 4 scale. Graduate ratings of the extent to which the program prepared them to reach the 20 PhD program competencies ranged from 2.8 to 3.9 (M=3.7) on a 0 to 4 scale.	Alumni Survey results currently being reviewed by faculty for action steps where indicated.  The 2.8 rating was the competency related to their preparation for teaching next generation of nurses and is being evaluated, with other ratings by the faculty.

PhD Program Outcome 3: The IUSON PhD Graduate will: <b>Conduct and communicate research that advances the body of scientific nursing knowledge.</b>		
Related PGL: <b>Communicate effectively high level information from their field of study.</b>		
Assessment Method (& brief definition)	Assessment Findings	Actions Taken Based on Findings
Publications	Sixteen PhD student manuscripts as primary or co-author published, in review, or recently submitted this year.	
Presentations	Nineteen PhD student presentations to regional and/or national professional organizations/groups	

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Alumni Survey	<p>PhD alumni survey conducted in spring 2015. Ten recent PhD graduates completed the survey related to end-of-program ratings on attainment of program outcomes and competencies. Graduate ratings of the extent to which the program prepared them to reach the five program outcomes ranged from 3.4 to 3.9 (M=3.7) on a 0 to 4 scale. Graduate ratings of the extent to which the program prepared them to reach the 20 PhD program competencies ranged from 2.8 to 3.9 (M=3.7) on a 0 to 4 scale.</p>	<p>Alumni Survey currently being reviewed and revised for item appropriateness.</p> <p>The 2.8 rating was the competency related to their preparation for teaching next generation of nurses and is being evaluated, with other ratings by the faculty.</p>
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<p>PhD Program Outcome 4: The IUSON PhD Graduate will: <b>Defend the social significance of the expanded knowledge base of nursing.</b></p>		
<p>Related PGL: <b>Communicate effectively high level information from their field of study.</b></p>		
Assessment Method (& brief definition)	Assessment Findings	Actions Taken Based on Findings
Publications	Sixteen PhD student manuscripts as primary or co-author published, in review, or recently submitted this year.	
Presentations	Nineteen PhD student presentations to regional and/or national professional organizations/groups	
Alumni Survey	<p>PhD alumni survey conducted in spring 2015. Ten recent PhD graduates completed the survey related to end-of-program ratings on attainment of program outcomes and competencies. Graduate ratings of the extent to which the program prepared them to reach the five program outcomes ranged from 3.4 to 3.9 (M=3.7) on a 0 to 4 scale. Graduate ratings of the extent to which the program prepared them to reach the 20 PhD program competencies ranged from 2.8 to 3.9 (M=3.7) on a 0 to 4 scale.</p>	<p>Alumni Survey results currently being reviewed by faculty for action steps where indicated.</p> <p>The 2.8 rating was the competency related to their preparation for teaching next generation of nurses and is being evaluated, with other ratings by the faculty.</p>



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PhD Program Outcome 5: The IUSON PhD Graduate will: <b>Interpret nursing science within an interdisciplinary context.</b>		
Related PGL: <b>Think critically and creatively to solve problems in their field of study.</b>		
Assessment Method (& brief definition)	Assessment Findings	Actions Taken Based on Findings
Self-assessment of program outcomes	All students completing self-assessment before candidacy exam demonstrated the outcome.	
Dissertation Defense	Seven dissertations defended-successfully and graduations.	
Alumni Survey	PhD alumni survey conducted in spring 2015. Ten recent PhD graduates completed the survey related to end-of-program ratings on attainment of program outcomes and competencies. Graduate ratings of the extent to which the program prepared them to reach the five program outcomes ranged from 3.4 to 3.9 (M=3.7) on a 0 to 4 scale. Graduate ratings of the extent to which the program prepared them to reach the 20 PhD program competencies ranged from 2.8 to 3.9 (M=3.7) on a 0 to 4 scale.	Alumni Survey results currently being reviewed by faculty for action steps where indicated.  The 2.8 rating was the competency related to their preparation for teaching next generation of nurses and is being evaluated, with other ratings by the faculty.

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## IUSON DNP PROGRAM STUDENT OUTCOMES 2014-15

<p>4D. Employment rates demonstrate program effectiveness.</p>	<p>Goal for DNP Program's contribution to IUPUI's mission is that... 85% of positions secured by respondent students are in Indiana &amp; &gt;=50% of positions secured by respondent students are in underserved counties in Indiana. 50% of respondent DNP graduates will have secured advanced practice employment consistent with a DNP degree at time of graduation.  Alumni results demonstrate career advancement.</p>	<p>EBI 2015 results: 100% of students (n = 4) report they are employed in roles consistent with DNP degree.  100% will stay in IN; 100% plan to work in underserved IN counties (Marion).</p>		<p><u>Actions:</u>  <u>Continue to monitor EBI &amp; alumni results annually.</u></p>
<p>4E. Program outcomes demonstrate program effectiveness.</p>	<p>85% of curricular assessment artifacts scored as meeting program standards; suggested improvements are also collected and acted upon by designated DNP faculty, or administrative/faculty bodies.  85% of DNP graduates are moderately to very satisfied with the attainment of program outcomes consistent with their advanced practice role.</p>	<p>Curricular assessment suspended in Fall'13 due to anticipated curricular redesign.  Meek/Hollingsworth sat on IU-wide committee to select new ePortfolio system; selected TaskStream &amp; contract complete on 8/8/14.  EBI 5/15: (N = 4) results: Overall Program Effectiveness (M- 6.56 SD 0.41)  100% of students ranked learning outcome factors from moderately to extremely satisfied.</p>		<p><u>Actions:</u>  <u>Complete build of curricular assessment in summer 2015.</u> <u>Restart curricular assessment in 10/26/15.</u>  <u>Continue to monitor EBI results.</u></p>

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	<p>100% of remaining 14 2011-13 DNP students' Program Committee's agree that graduates have attained the 7 DNP program outcomes as evidenced by course completion &amp; Committee approval of Inquiry Projects.</p>	<p>100% rated the following outcomes of the DNP program as extremely satisfied (Mean 6.25, SD 0.43) to</p> <ol style="list-style-type: none"> <li>1. Evaluate effective strategies for managing the ethical dilemmas inherent in the following: Patient care</li> <li>2. Evaluate effective strategies for managing the ethical dilemmas inherent in the following: Research</li> <li>3. Use analytic methods to critically appraise existing evidence to: Determine best practice</li> <li>4. Develop relationships with other professionals to facilitate optimal care</li> </ol> <p>100% rated the following outcomes of the DNP program as extremely satisfied (Mean 6.75, SD 0.43) to</p> <ol style="list-style-type: none"> <li>1. Use analytic methods to critically appraise existing evidence to: Implement best practice</li> <li>2. Design quality improvement methodologies</li> <li>3. Apply relevant findings to: Develop practice guidelines and improve practice and the practice environment</li> <li>4. Critically analyze health policy proposals</li> <li>5. Influence institutional policy makers to improve health care delivery and outcomes</li> <li>6. Advocate for the nursing profession within the policy and healthcare communities and for ethical policies within all healthcare arenas</li> <li>7. Demonstrate leadership in the: Development of health policy and implementation of health policy</li> </ol>		<p><u>Continue to support faculty advisement of 2011-13 students for successful completion of their Inquiry Projects.</u></p>
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		<p>8. Employ effective collaborative skills in the: Development of scholarly products (i.e. practice models, peer review, practice guidelines, health policy)</p> <p>9. Employ effective collaborative skills in the: Implementation of scholarly products, Lead inter-professional teams in the analysis of complex practice and organizational issues, Employ consultative and leadership skills with teams to create change in complex healthcare delivery systems, synthesize concepts related to population health in: Implementing interventions to improve care of populations, and Evaluate interventions to improve care of populations.</p> <p>10. Recommend this nursing school to a close friend</p> <p>11. Did your Nursing school fulfill your expectations, provide an accepting environment and positive academic experience and challenge/motivate you to do your best academic work?</p> <p>12. Was the information you learned applicable to your future career?</p> <p>100% rated the following outcomes of the DNP program as moderately to extremely satisfied (Mean 5.75, SD 1.09 to</p> <ol style="list-style-type: none"> <li>1. Design programs that measure outcomes of care</li> <li>2. Analyze critical elements necessary to the: Selection of the systems/technology, critical elements necessary to use and evaluate systems and technology.</li> <li>3. Evaluate evidence-based care to improve patient outcomes, deliver</li> </ol>		
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		<p>evidence-based care to improve patient outcomes, and design evidence-based care to improve patient outcomes</p> <p>100% rated the following outcomes of the DNP program as extremely satisfied (Mean 6.00, SD 1.22) to provide leadership in the resolution of</p> <ol style="list-style-type: none"> <li>1. Ethical issues relating to the use of information technology</li> <li>2. Legal issues relating to the use of information technology</li> <li>3. Use conceptual and analytical skills in evaluating the links among practice, organizational, population, fiscal, and policy issues</li> <li>4. Develop ongoing therapeutic partnerships with patients (individual, family or group) to facilitate optimal care</li> </ol> <p>100% rated the following outcomes of the DNP program as mod to extremely satisfied (Mean 5.50, SD 1.12)</p> <ol style="list-style-type: none"> <li>1. Support other nurses to achieve excellence in nursing practice and Educate individuals and groups through complex health and situational transitions</li> </ol> <p>100% rated the following outcomes of the DNP program as mod to extremely (Mean 5.0, SD 2.35)</p> <ol style="list-style-type: none"> <li>1. Conduct an effective assessment of health and illness parameters incorporating culturally sensitive approaches</li> </ol> <p>100% rated the value of the investment of the degree as good to excellent (Mean 5.25, SD 0.83)</p> <p>2015-15: 9 of 9 student Program Committees approved students' final</p>			
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		Inquiry Project papers as evidence of attainment of program outcomes			
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