



# Nursing | 2015-2016 Assessment Report

1. Please give a brief overview of the assessment data you collected this year.

The below outcome was selected for 2015/16. This was the initial look at this outcome for the university assessment plan process.

<p><b>Student Learning Outcome</b></p>	<p><b>Program Outcome #5: Examine how healthcare policies, including financial and regulatory, influence healthcare systems and nursing practice.</b></p>
<p><b>Evidence/ Findings</b></p>	<p><b>Peer review of finance content threaded through BSN curriculum</b></p> <p>Peer review by 4 faculty members of content in 5 nursing courses that address financial content (course content coverage and description of assigned student work):</p> <ul style="list-style-type: none"> <li>*NURS 407 Foundations of Professional Nursing Practice</li> <li>*NURS 454 Community Health Nursing Theory</li> <li>*NURS 455 Community Health Nursing</li> <li>*NURS 447 Leadership and Management</li> <li>*NURS 490 Synthesis for Nursing Practice</li> </ul> <p>See below Addendum 1 Content Coverage of Outcome #5 in the BSN curriculum.</p> <p><b>Mean student scores on assignments in course assignments</b></p> <ul style="list-style-type: none"> <li>• <u>455 CH Nursing</u>: Mean scores in lesson 12 (public health finance assignment) = 90.8% (3 sections in spring 2016)</li> <li>• <u>447 Leadership</u>: Mean scores on lesson 5 (financial mgmt. and budgeting) = 90.19% (std deviation of 6.86%) (1 section in spring 2016)</li> <li>• <u>490 Synthesis</u>: Mean score in lesson 7 (Part 3 PH/DM project- description of method to finance proposed program) = 95% (2 section in spring 2016)</li> <li>• <u>407 Foundations</u>: Mean score on final quiz (4 Exam questions) = 80.55% (3 sections in fall 2015)</li> <li>• <u>407 Foundations</u>: Faculty subjective evaluation of student work on lesson 6 Economics &amp; Watson assignment (2 sections in spring 2016):</li> </ul> <p><i>"I see your discussion and peer reply about how a nursing theory such as Watson's can reduce costs. In general, theory based practice improves quality of care and demonstrates the unique value and contribution of nursing to patient care. I have read over 30 of these</i></p>

discussions by now in grading the other section of this course. I am so impressed with what students are saying. In general:

- *Watson's theory contains several Caritas Processes that if enacted by nurses' help people prevent illness, increase wellness and improve health.*
- *Patients experience faster recoveries and are less likely to be financial burdens to the health care system.*
- *Theory based practice reduces burnout because nurses take pride in their unique contribution and feel empowered by the effectiveness of caring interventions (burn-out is costly to re-train new staff)*
- *A caring based practice also increases patient satisfaction while reducing complaints and readmissions and that saves \$."*

**End of Program Evaluation Data:**

- **Graduate Survey data** – graduate rating of satisfaction with achievement of program outcome #5 (5 point Likert scale with 5= extensive & 1 = none); Program benchmark = 3.75
  - Class of 2015: mean = 4.06
- **Alumni Survey data** (1 year)– Alumni rating of satisfaction with achievement of program outcome #5
  - a. Class of 2015: mean = 3.93
- **Employer Survey Data**- Program outcome #5 (5 point Likert scale with 5= extensive & 1 = none); Program benchmark = 3.75
  - Class of 2015: mean = 3.72

**Nursing Advisory Committee feedback at Meetings in May 2014 & April 2016**

**May 2014**- An Advisory Committee member recommended more knowledge of the impact of finance on healthcare as opposed to doing a budget.

**April 2016**- Advisory Committee asked for feedback specific to outcome #5 coverage in BSN curriculum

**Academic Partner Members:** Does the content coverage add to content coverage in the associate degree nursing program?

- "with adoption of the ACA, there is much reason to address finance in curricula, an awareness of HC reimbursement is important at the ADN level of education"
- "they cover in the ADN program basic information on the ACA and information about core measures, specifically outcome-based quality measures for specific disease processes"
- "Pam mentioned that they thread this idea by having students identify how they impact cost containment (students give examples) each term"

	<p><b>Practice Partner Members:</b> Does the content coverage seem sufficient for what BSN prepared employees should know about healthcare finance and economics?</p> <ul style="list-style-type: none"> <li>• “It is important for BSN nurses to have basic financial knowledge (e.g., budgets) and their efforts at her organization to educate leaders in areas such as how to read a financial statement, what revenue and expenses are, how to justify financially staffing decisions).”</li> <li>• “Need for nurses to have a basic understanding of what they can do to impact the organization bottom line.”</li> </ul> <p>Summary of advisory committee input: There was a general impression that content on healthcare finance is critical in the BSN curriculum in light of major changes to healthcare finance policy in the last 3 years. One Advisory Committee member will send a leader training outline for review by nursing faculty.</p>
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2. How will you use what you’ve learned from the data that was collected?

Based on chosen assignments and measures, student performance was above average with the exception of employer survey data on program outcome #5 (finance). Employer survey data for 2015 showed results for the program outcome on finance was below the benchmark of 3.75 (on a 1-5 scale). This is consistent with recommendations from the Nursing Advisory Committee (April 2016) suggesting that nurses, in general, be better prepared in healthcare finance.

**For 2016-2017, recommendations for continued work on this outcome:**

1. Recommend having a Brown Bag with faculty to share and discuss content coverage of finance in the BSN program (Addendum 1) in fall 2016.
2. Because of continual changes to healthcare finance (e.g., Affordable Care Act), there is a need to continue to provide updated and current content in this area. Specific improvements to curriculum recommended include:
  - Evaluate NURS 407 final exam questions and consider improvement based on text/data
  - Evaluate adding an additional week of content and study in NURS 490 on healthcare reimbursement/finance models (e.g., value based purchasing, capitated payment, bundled reimbursement).
3. Continue to assess program outcome #5 and monitoring of this outcome.

**Addendum 1 Content Coverage of Outcome #5 in the BSN curriculum**

The below table describes content coverage of this outcome relative to finance in the BSN program.

Course	Format	Detail
N407 Foundations of Professional Nursing Practice	Discussion  Quiz Questions	<p><b>Economics in Watson assignment</b></p> <p><b>Preparation</b></p> <ul style="list-style-type: none"> <li>• Blais and Hayes (2016) Readings on health care economics and cost containment pages 321 – 325.</li> <li>• Nickitas, D. M. &amp; Frederickson, K. (2015). Nursing knowledge and theory: Where is the economic value? [Editorial]. <i>Nursing Economics</i>, 33(4), 238-239.</li> </ul> <p><b>Assessment</b></p> <ul style="list-style-type: none"> <li>• <b>Discussion Question-</b> In what way can use of a nursing model such as Watson’s Human Caring theory increase cost effective quality health care?</li> <li>• <b>4 Final Questions testing knowledge of basic healthcare economics</b></li> </ul>
NURS 454 Community Health Nursing Theory	Discussion	<p><b>Preparation</b></p> <p>Nies &amp; McEwen (2014)</p> <ul style="list-style-type: none"> <li>• Chapter 10. The Health Care System &amp;</li> <li>• Chapter 11: Economics of Health Care</li> </ul> <p><b>Assessment</b></p> <p><b>Lesson 7. U.S. Health Economics and Policy</b></p> <p>From a list of choices, students may select a topic related to finance to address one of the Healthy People Indicators. Examples include access and reimbursement for healthcare, or healthcare cost containment.</p>
NURS 455 Community Health Nursing Practicum	Discussion  Dropbox Assignment	<p><b>Preparation</b></p> <ul style="list-style-type: none"> <li>• Public Health Finance Toolkit</li> <li>• Poverty PowerPoint based on book: Bridges out of Poverty</li> </ul> <p><b>Assessment</b></p> <ul style="list-style-type: none"> <li>• <b>Lesson 2</b> <ul style="list-style-type: none"> <li>○ Develop personal learning goals including one related to public health finance.</li> <li>○ Practicum Experiences: Students experience direct services and population-based programs funded via non-traditional models (e.g., grants, tax levy)</li> </ul> </li> </ul>

		<ul style="list-style-type: none"> <li>• <b>Lesson 10 Poverty &amp; Health:</b> Discussion- students reflect on their observations regarding the relationship between poverty and health,</li> <li>• <b>Lesson 11Community Meetings-</b> After reviewing the content of the PH Finance Toolkit, students attend 2 community meetings (e.g., Board of Health) in which finance is discussed. They share the content and tenor of the meetings with their peers.</li> <li>• <b>Lesson 12 Public Program Finance Assignment</b> – students develop a PowerPoint describing a program that would fill a community need. Students identify possible sources of funding for the proposed program.</li> </ul>
N447 Leadership & Management	Discussion  Paper	<p><b>Preparation</b></p> <p>Marquis &amp; Huston</p> <ul style="list-style-type: none"> <li>• Chapter 10 From Volume to Value-based Reimbursement.</li> <li>• Chapter 17- Staffing needs and scheduling policies</li> <li>• Commentary (2) focused on reducing costs in healthcare institutions, the budget process, role of Director of Nursing Finance, and budget terminology</li> </ul> <p><b>Assessment</b></p> <ul style="list-style-type: none"> <li>• <b>Lesson 5- Financial Management and Budgeting.</b> Discuss how “nursing as a cost center rather than a revenue generator” requires nursing leadership to articulate the importance of nursing in order to obtain the financial support required to providing quality nursing care within an organization.</li> <li>• <b>Lessons 4, 7 &amp; 9 – Change Project (3 part project)</b> <ul style="list-style-type: none"> <li>○ The purpose of this assignment is to identify a patient care issue in the organization where you work that could be improved in order to increase the quality of care.</li> <li>○ <u>Phase 2</u> of the Change Project requires student to “discuss financial considerations and feasibility of the proposed change.”</li> </ul> </li> <li>• <b>Lesson 9- Staffing and Scheduling</b> <ul style="list-style-type: none"> <li>○ Describe one staffing policy that is designed to accommodate variations in patient census while maintaining cost-effectiveness (floating, on-call, mandatory overtime, and use of temps). Analyze this policy in terms of cost/benefit.</li> </ul> </li> </ul>
N490- Synthesis for Nursing Practice	Paper	<p><b>Preparation</b></p>

		<ul style="list-style-type: none"><li>• US Dept. of Health and Human Services, HHS.Gov. (2015). Key features of the Affordable Care Act Retrieved from <a href="http://www.hhs.gov/healthcare/facts/timeline/timeline-text.html">http://www.hhs.gov/healthcare/facts/timeline/timeline-text.html</a></li><li>• Altman, D. &amp; Frist, W.H. (2015). Medicare and Medicaid at 50 years: Perspectives of beneficiaries, healthcare professionals and institutions, and policy makers. JAMA, 314(4), 384-395.</li><li>• McCarty, T., Daly, F.N., &amp; Cooper, K. (2010). The 5 eras of healthcare finance: Wellness as a clinical model. American Health &amp; Drug Benefits, 3(2), S83-88.</li><li>• Thompson, P. (2014). Remember: Finance and nursing are on the same team. Healthcare Financial Management, 68(5), 136.</li></ul> <p><b>Assessment:</b></p> <ul style="list-style-type: none"><li>• <b>Population Health/Disease Management Program Paper Part 3. Funding &amp; Evaluation Plan for your PH/DM Program</b><ul style="list-style-type: none"><li>○ For this final part of the project, final part of the paper, you will describe how you will address the following elements:</li><li>○ Possible sources of program funding</li><li>○ How will you fund your program? Is this a billable service under Medicare, Medicaid, and Private Insurance? Are there grants available? What will be the highest cost in delivering your program (e.g., salaries, equipment, overhead)?</li></ul></li></ul>
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