

# Program: Nursing Leadership & Management in Health Systems

## Academic Program Assessment Plan (2017-2018)

1. Please review last year's assessment results (2016-2017) as well as the Academic Program Assessment Report with the faculty in your program. How does your program plan to take these results into consideration in future programmatic planning?

a) The MSN program has ten outcomes. Outcomes will be reviewed as follows:

### Expected Program Outcomes and Annual Academic Assessment Plan UW- Green Bay

MSN OUTCOME	YEAR ASSESSED
3. Enact a nurse leader role in safety and quality improvement in the health care environment.	2015/2016
5. Utilize informatics and health care technologies to enhance care and outcomes of nursing.	2016/2017
9. Evaluate personal growth as a professional nurse leader.	2017/2018

Outcome number 5 was assessed last academic year. The NUFO subcommittee, the Curriculum Development Committee, reviewed all MSN courses in 2016/2017, offering suggestions for where and how informatics (MSN program outcome # 5.) could be integrated better in the curriculum. During the 12/11/17 and 1/29/18 MSN faculty meetings, faculty reviewed the 2016/2017 assessment results and suggested ways in informatics was already in MSN courses. Discussion ensued of where nursing informatics could be better threaded through the curriculum to ensure graduates have a solid foundation in informatics, understanding it is more than technology, but rather an integration of nursing science, computer science and information science to manage and communicate data, information, knowledge and wisdom in practice. Faculty agreed to include informatics and suggested changes before the next revision/offering of these courses:

- N745: Economics and Policy in Health Systems (to be taught next in Spring 2020)
- N750 Human Resources in Health Systems (to be taught next in Summer 2018)
- N770 Practicum I (to be taught next in Fall 2018)

b) The MSN program graduates students every other year in August (2013, 2015, 2017, 2019, etc.) The NUFO subcommittee, Assessment and Evaluation Committee, will continue to monitor Graduate Survey data related to outcome number 5 and informatics. Data collected from Summer 2017 graduates will be reviewed and reported.

2. Please review your program's Learning Outcomes. Do any of them need to be updated or clarified?

Nursing accreditation standards through the Commission of Collegiate Nursing Education (CCNE) require under standard IB requires the MSN program outcomes to be reviewed and revised periodically to reflect professional nursing standards and guidelines and the needs and expectations of the community of interest (COI). The MSN faculty, students, Advisory Committee as part of the COI will complete periodic review the program outcomes in Spring 2018 for any updates or clarifications.

- a. Please provide brief indications of the kinds of assessment (e.g. course exams, term papers, course projects, senior seminar, senior interview, etc.) that might be used to assess each outcome. (The purpose here is to see that your program has considered ways it might measure each outcome.)

The MSN program regularly assesses the congruency of its course content and the program outcomes for CCNE accreditation standards as noted above. The crosswalk of graduate courses and the program outcomes in which they are addressed, was drafted 11/3/14 in the program's inaugural year and updated 3/3/16. Revision in graduate courses this year will drive another re-assessment of the program outcomes and course crosswalk table, originally scheduled for Spring 2017, but to be completed in 3/9/18 MSN Faculty meeting. Assessment techniques in MSN courses of the program outcomes include course quizzes, papers, literature searches, master's professional project (capstone), interviews, interactive discussions, budget creation, practicum activities, case studies, etc.

- b. Please compare your Learning Outcomes to the University's main learning objectives: interdisciplinary, problem-focused education; critical thinking; diversity; environmental sustainability; and engaged citizenship. (These objectives were identified in the MLLO Project, which may be found here: <http://www.uwgb.edu/MLLO/>.) Which programmatic outcomes match university mission outcomes?

The CCNE accreditation standard IA requires the MSN program outcomes, mission, and goals be congruent with the parent institution. Continually assessed, the MSN program aligns with the university's objectives as follows:

PROBLEM-FOCUSED EDUCATION – MSN outcome 2: Apply concepts of organizational and systems leadership in decision making in the health care environment.

INTERDISCIPLINARY – MSN outcome 7: Communicate and collaborate as a member and leader of interprofessional teams to optimize health care delivery.

DIVERSITY - MSN outcome 8: Analyze the role of nurse leader to reduce health disparities and promote population health.

SUSTAINABLE ENVIRONMENTAL - MSN outcome 10: Influence health care outcomes through master's-level nursing practice, cognizant of environmental sustainability.

3. Which outcome will you assess this year (2017-2018)?

Outcome 9. Evaluate personal growth as a professional nurse leader.

4. Which technique will you use to assess this outcome?

Course papers, journals, student interviews of perceptions and experiences

5. Which course or group of students will you assess on the outcome chosen above and when?

Students enrolled in the N747 Leadership in Health Systems course will be the group of students assessed. These students complete regular journals assessing their growth in nursing leadership and emotional intelligence, an important aspect of nursing leadership.

OUTCOME	AONE COMPETENCY (Nurse Leadership Professional Guideline)	COURSES
9. Evaluate personal growth as a professional nurse leader.	4. Professionalism	NURS 737, 741, 770, 772, 774 JOURNAL ASSIGNMENT

This is the current MSN program crosswalk, which will be updated in Spring 2019.