Nursing Leadership & Management in Health Systems | 2016-2017 Assessment Plan

1. Please review last year's assessment results (2015-2016) 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?

   Assessment Report 2015/2016 areas identified in which to monitor improvement included:
   • <u>Quality/Safety content incorporation throughout the curriculum</u> – In N770 Practicum I: Leadership Practices - Quality and Safety (Q/S) in Health Systems course revised and taught in Fall 2016, students completed a Q/S Initiative Checklist for an established Q/S initiative in their practicum sites. In the new N790 Leadership Project course also offered in Fall 2016, students completed this same checklist for their capstone Q/S improvement project.
   • <u>Students to identify specific Q/S activities in practicum</u> – Curricular revision of the N770 Practicum I: Leadership Practices - Quality and Safety in Health Systems for Fall 2016 included specific Q/S practicum activities for students to complete, some of which were recommended by the Nursing Advisory Committee meeting in April 2016. These activities were recorded in their practicum logs, such as: as a leader, examining financial implications; the evidence-base at the micro-, meso-, and macro- levels; and the goals and metrics of Q/S programs in practicum settings.

   • <u>Discussion with Nursing Advisory Committee</u> – see bullet above

   • <u>Continue to monitor Graduate Survey data</u> – Graduate survey data is collected only every other year (2015, 2017, 2019, etc.), due to course periodicity. Data collected from Summer 2017 graduates will include assessment Q/S content mastery.

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

   Outcomes for the MSN Program are reviewed regularly as part of Collegiate Commission of Nursing Education (CCNE) accreditation review processes. The outcomes were designed with the inaugural program (10/21/13) and will be reviewed with curricular crosswalk this academic year.

   a. Please provide brief indications of the kinds of assessment that <u>might</u> be used to assess each outcome.

      The MSN program regularly assesses the congruency of its course content and the program outcomes. See the attached crosswalk of the graduate courses and the program outcomes which they address, which 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 in Spring 2017. Assessment techniques

include course quizzes, papers, literature searches, master's professional project (capstone), interviews, practicum activities, etc.

b. Please compare your Learning Outcomes to the University's main learning objectives. Which programmatic outcomes match university mission outcomes?

The university student learning objectives focus on interdisciplinarity and diversity, as does MSN outcome 7 and 8. MSN outcome 10 reflects the university student learning objective for environmental sustainability. The university student learning outcomes focused on critical thinking and problem-solving are threaded in all nursing graduate (and undergraduate) courses, as these are core requisite skills for nursing practice. For example, the Quality Improvement (QI) capstone project requires problem solving and critical thinking skills as MSN students use practicum site data to recognize an area of improvement needed and employ problem-solving and critical thinking skills in the design, implementation and analysis of an evidence based QI project related to this need.

3. Which outcome will you assess this year (2016-2017)?

MSN Program Outcome 5: Utilize informatics and health care technologies to enhance care and outcomes of nursing.

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

Data will be collected and analyzed from:

• MSN students' opinions about achievement of this outcome opined during the annual MSN Student teleconference to be held in Spring 2017.

• N760 Informatics in Health Systems course, the Lesson 5 group and individual assignment which asks MSN students to write a proposal which applies the evidence from the literature and their decision as to which Web 2.0 tools would be of value to the health care organization, staff, patient, family, community, etc. and identifies the related leadership factors to consider with implementation of such informatics/health care technology tools.

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

• All MSN students in the annual student teleconference meeting

• MSN students who have completed or are currently enrolled in the N760 Informatics in Health Systems course.

Congruence of the MSN Outcomes with the American Association of Colleges of Nursing [AACN] Essentials of Masters Education and the American Organization of Nurse Executives [AONE] Competencies)

UWGB MSN Program Outcomes	MSN Essentials	AONE Competencies	UWGB MSN course
1. Integrate knowledge of sciences and humanities as a basis for leadership and nursing practice.	1. Background in Sciences & Humanities		All MSN courses
2. Apply concepts of organizational and systems leadership in decision making in the health care environment.	2. Organizational and Systems Leadership	2. Knowledge of Health Care Environment 3.Leadership	NURS 741, 737, 770, 772, 774
3. Enact a nurse leader role in safety and quality improvement in the health care environment.	3. QI and Safety	2. Knowledge of Health Care Environment 4.Professionalism	NURS 770, 772, 774, 780
4. Apply research evidence in nursing leadership and practice to enhance care and improve outcomes of nursing.	4. Translating and Integrating Scholarship into Practice	2. Knowledge of Health Care Environment	NURS 734, NURS 770
5. Utilize informatics and health care technologies to enhance care and outcomes of nursing.	5.Informatics and Healthcare	2. Knowledge of Health Care Environment	NURS 760
6. Intervene at the systems level through policy, fiscal management, and advocacy to influence the health care environment.	6. Health Policy and Advocacy	2. Knowledge of Health Care Environment 5. Business Skills	NURS 780, 745
7. Communicate and collaborate as a member and leader of interprofessional teams to optimize health care delivery.	7.Interprofessional collaboration for Improving Patient and Population Health	1.Communication and Relationship Building 2. Knowledge of Health Care Environment 5. Business skills	NURS 750, 770, 772, 774
8. Analyze the role of nurse leader to reduce health disparities and promote population health.	8. Clinical Prevention and Population Health for Improving Health		NURS 755
9. Evaluate personal growth as a professional nurse leader.	------	4. Professionalism	NURS 737, 741, 770, 772, 774
10. Influence health care outcomes through master's level nursing practice, cognizant of environmental sustainability.	9. MSN level nursing practice	2. Knowledge of Health Care Environment	NURS 785