Mission / Purpose

The mission of the Byrdine F. Lewis School of Nursing is to create a premier multicultural learning community that produces leaders, clinicians, scholars and researchers who exemplify nursing excellence and enhance health care delivery in Georgia and beyond.

Goals

G 1: Integration of Knowledge
To integrate knowledge of self, science, and the humanities in advanced practice nursing.

G 2: Legal and Ethical Issues in Advanced Nursing
Incorporate knowledge of legal and ethical issues in advanced practice nursing.

G 3: Theory as a Basis for Advanced Practice Nursing
Evaluate concepts and theories in nursing as a basis for advanced practice nursing.

G 4: Advanced Practice Nursing in Specializations
Demonstrate behaviors consistent with the selected advanced practice role.

G 5: Assessment of Factors Affecting Healthcare
Analyze the influence of socio-political, economic, and ecological forces on nursing practice, health, healthcare delivery, and healthcare providers.

G 6: Activities for Improvement of Health
Initiate activities that promote nursing and the improvement of health and healthcare.

G 7: Integrating Knowledge into Practice
Integrate knowledge of self, science, and the humanities in advanced practice nursing.

G 8: Collaboration in the Provision of Healthcare
Collaborate with individuals, families, communities and others for the purpose of providing nursing care and promoting health and wellness.

Student Learning Outcomes/Objectives

SLO 1: Professional Commitment (G: 1, 4, 7) (M: 1, 9, 10, 11)
At end-of-program, 80% of the masters students will indicate that they met/exceeded the program objective of exhibiting an understanding of the value of professional commitment as reported on the end-of-program survey.
Relevant Associations: Commission on Collegiate Nursing Education (CCNE) National Organization of Nurse Practitioners; American Nurses Credentialling Center (Clinical Nurse Specialists and Nurse Practitioner Certification in Adult Health, Psychiatric Mental Health); National Certification Board of Pediatric Nurse Practitioners; National Certification Corporation for Obstetric, Gynecologic, and Neonatal Nursing Specialties

SLO 2: Legal and Professional Issues in Advanced Practice Nursing (G: 2) (M: 1, 2, 12)
100% of the master's students will demonstrate evidence of ethical and legal practice as demonstrated by evaluation of clinical practicum experiences.

SLO 3: Theory as a Basis for Nursing Practice (G: 3, 4, 7) (M: 3)
80% of the students will report that they evaluated concepts and theories in nursing in advanced practice nursing as evidenced by end-of-program survey results.

SLO 4: Demonstrate Behaviors in Specialization (G: 4, 8)
At end-of-program, 100% of the students will indicate that they met/exceeded the program objective of demonstrating behaviors consistent with their selected advanced practice nursing role.

SLO 5: Analysis of Various Approached to APN Practice (G: 4, 6, 7, 8) (M: 1, 2, 4)
At end-of-program, 80% of the master's students will meet/exceeded the program objective of analyzing various approaches in nursing practice.

SLO 6: Collaboration in Provision of Care (G: 4, 8) (M: 6)
At end-of-program, 90% of the students will indicate that they met/exceeded the program objective of collaborating with the client, family, community, and others.

SLO 7: Participation in Research (G: 7) (M: 7)
At the end-of-program, 80% students will indicate that they are prepared to engage in research to support and improve nursing practice.

SLO 8: Integration of Knowledge (Self, Science, Etc.) (G: 1, 7) (M: 8, 12)
At end-of-program, 80% of the students will indicate that they met/exceeded the program objective for integrating knowledge of self, science, and the humanities in their advanced nursing practice experiences.

SLO 9: Demonstration of Caring Nursing Practice (G: 4) (M: 2, 4, 6, 9)
At end-of-program, 90% students will indicate that they met/exceeded the program objective of demonstrating caring in nursing practice.

SLO 9: Practice in Specialty Area (G: 4) (M: 9)
Graduates (90%) of the master's program will be practicing in their area of specialization by one year post-graduation.
SLO 10: Scholarly Productivity (G: 1) (M: 7, 10)
Alumni survey results will be involved scholarly activities [participation in research (25%); publications (15%); presentations at professional meetings (50%)] by 5-years post-graduation.

SLO 11: Professional Membership (G: 1, 5, 6) (M: 11)
Alumni survey results (1-, 3-, and 5-year graduates) will report membership in professional nursing organizations (80%).

SLO 12: Influences of Socio-political Forces on Healthcare (G: 4, 5, 6) (M: 8, 12)
At the end-of-program, 80% of the students will indicate that they met/exceeded the program objective of analyzing the influence of socio-political forces on health, healthcare delivery, and healthcare providers.

Measures, Targets, and Findings

M 1: Analyze Various Approaches to Nursing Practice (O: 1, 2, 5)
At end-of-program, 80% of students will indicate that they met/exceeded the objective of analyzing various approaches to nursing practice.

Source of Evidence: Student course evaluations on learning gains made

Target for O1: Professional Commitment
At end-of-program, 80% of the masters students will indicate that they met/exceeded the program objective of exhibiting an understanding of the value of professional commitment as reported on the end-of program survey.

Findings 2012-2013 - Target: Met
At end-of-program 100% (69/69) of the masters students indicated that they met/exceeded this target.

Target for O2: Legal and Professional Issues in Advanced Practice Nursing
By end-of-program 90% of the master's students enrolled in clinical courses will demonstrate evidence of ethical and legal practice in the clinical setting as determined by successful completion of the clinical courses and end of program evaluation data..

Findings 2012-2013 - Target: Met
96% of master's students indicated they met/exceeded this objective.

Target for O5: Analysis of Various Approached to APN Practice
In the end of program evaluation, 80% of the students will indicate that they met or exceeded the objective of analyzing a variety of approaches used in the practice of nursing.

Findings 2012-2013 - Target: Partially Met
At the end of program 79% (55/70) of students indicated that they met/exceeded this target.
M 2: Legal and Professional Issues in Practice (O: 2, 5, 9)
100% of the students enrolled in clinical courses demonstrated evidence of ethical practice as evidenced by the successful completion of the clinical practice portion of the courses.

Source of Evidence: Performance (recital, exhibit, science project)

Target for O2: Legal and Professional Issues in Advanced Practice Nursing
100% of the students enrolled in the clinical courses demonstrated evidence of ethical and legal practice in the clinical setting as determined by successful completion of the clinical courses.

Findings 2012-2013 - Target: Met
100% of the students enrolled in the clinical courses demonstrated evidence of ethical and legal practice in the clinical setting as determined by successful completion of the clinical courses. In addition, according to end-of-program survey 96% of students indicated that they are able to make ethical decisions related to patient care.

Target for O5: Analysis of Various Approached to APN Practice
See measure 1, target/finding 5.

Target for O9: Demonstration of Caring Nursing Practice
The end of program evaluation will indicate that 85% of the students will report that they met/exceeded the objective of demonstrating caring in nursing practice.

Findings 2012-2013 - Target: Met
91% of graduating students reported that they met/exceeded this objective.

M 3: Theory as a Basis of Nursing Practice (O: 3)
At the end of the program, 85% of the students will indicate that they met/exceeded the program objective that they will evaluated concepts and theories in nursing as a basis for advanced nursing practice.

Source of Evidence: Student course evaluations on learning gains made

Target for O3: Theory as a Basis for Nursing Practice
85% of the graduating students will report that they met/exceeded the objective of evaluating concepts and theories related to advanced practice nursing.

Findings 2012-2013 - Target: Met
91% of graduating students reported that they met/exceeded this objective.

M 4: Demonstration of Caring in Nursing Practice (O: 5, 9)
At end-of-program, 90% of the students will indicate they they met/exceeded the objective that they demonstrated caring in nursing practice.

Source of Evidence: Student course evaluations on learning gains made

Target for O5: Analysis of Various Approached to APN Practice
See Measure 1, target/objective 5
Target for **O9: Demonstration of Caring Nursing Practice**
At the end-of-program, 90% of graduating students will indicate that they met/exceeded the program objective of demonstrating caring in nursing practice.

**Findings 2012-2013 - Target: Met**
100% (69/69) of graduating students indicates that they met/exceeded this objective.

**M 6: Collaboration in Provision of Care (O: 6, 9)**
At end-of-program, 90% of graduating students will indicate that they met/exceeded the program objective of collaborating with the client, family, community, and others for the purpose of improving health. Benchmark not met consistently for the current and past cycles; action plan under development

Source of Evidence: Student course evaluations on learning gains made

**Target for O6: Collaboration in Provision of Care**
90% of graduating students will indicate that they met/exceeded the program objective of collaborating with the client, family, community, and others.

**Findings 2012-2013 - Target: Met**
99% of students indicated that they met/exceeded this program objective.

**Target for O9: Demonstration of Caring Nursing Practice**
See Measure 6, target/objective 9

**M 7: Participation in Research (O: 7, 10)**
At the end-of-program, 80% of graduating students will indicate that they were prepared to engage in research to support and improve nursing practice.

Source of Evidence: Alumni survey or tracking of alumni achievements

**Target for O7: Participation in Research**
At the end-of-program, 80% of graduating students will indicate that they were prepared to engage in research to support and improve nursing practice.

**Findings 2012-2013 - Target: Not Met**
78.6% (55/70) graduating students indicated that they were prepared to engage in research to support and improve nursing practice. In addition, only 68%(47/69) report understanding basis principles of statistical testing. On the other hand 90% (63/70) indicate they were prepared to evaluate the need for change to improve practice; 94.3% indicated they are prepared to implement evidence-based practice.

**Target for O10: Scholarly Productivity**
Alumni survey results will be involved in scholarly activities [participation in research (25%); publications (15%); presentations at professional meetings (50%)] by 5 years post-graduation.

**Findings 2012-2013 - Target: Not Reported This Cycle**
Not-reported this cycle.
**M 8: Integration of Knowledge (Self, Sciences, Etc.) (O: 8, 12)**

At end-of-program, 80% of the students will indicate that they met/exceeded the program objective for integrating knowledge of self, science, and the humanities in their advanced nursing practice experiences.

Source of Evidence: Student course evaluations on learning gains made

**Target for O8: Integration of Knowledge (Self, Science, Etc.)**

At end-of-program, 80% of the students will indicate that they met/exceeded the program objective for integrating knowledge of self, science, and the humanities in their advanced nursing practice experiences

**Findings 2012-2013 - Target: Met**

98.6% of the students indicated that they met/exceed this program objective.

**Target for O12: Influences of Socio-political Forces on Healthcare**

At the end-of-program, 80% of the students will indicate that they met/exceeded the program objective of analyzing the influence of socio-political forces on health, healthcare delivery, and healthcare providers. Benchmarks not meet; action plan under development.

**Findings 2012-2013 - Target: Met**

92.8% (65/70) students indicated that they met/exceeded this program objective.

**M 9: Practice in Specialty Area (O: 1, 9, 9)**

We have previously reported alumni data. Next cycle pending. Interpretation and recommendations will follow.

Source of Evidence: Alumni survey or tracking of alumni achievements

**Target for O1: Professional Commitment**

At end-of-program, 80% of the masters students will indicate that they met/exceeded the program objective of exhibiting an understanding of the value of professional commitment as reported on the end-of-program survey

**Findings 2012-2013 - Target: Met**

See data from Measure 1, objective/target 1

**Target for O9: Demonstration of Caring Nursing Practice**

The end of program evaluation will indicate that 85% of the students will report that they met/exceeded the objective of demonstrating caring in nursing practice.

**Findings 2012-2013 - Target: Met**

See Measure 2, objective/target 9

**Target for O9: Practice in Specialty Area**

Graduates (90%) of the master's program will be practicing in their area of specialization by one year post-graduation
Findings 2012-2013 - Target: Not Reported This Cycle
Not measured this cycle.

M 10: Scholarly Productivity (O: 1, 10)
We have previously reported alumni data. Next cycle pending. Interpretation and recommendations will follow.
Source of Evidence: Alumni survey or tracking of alumni achievements

Target for O1: Professional Commitment
At end-of-program, 80% of the masters students will indicate that they met/exceeded the program objective of exhibiting an understanding of the value of professional commitment as reported on the end-of program survey

Findings 2012-2013 - Target: Met
See Measure 9, objective/target 1.

Target for O10: Scholarly Productivity
Alumni survey results will be involved in scholarly activities [participation in research (25%); publications (15%); presentations at professional meetings (50%)] by 5 years post-graduation.

Findings 2012-2013 - Target: Not Reported This Cycle
See Measure 7, objective/target 10

M 11: Professional Membership (O: 1, 11)
We have previously reported alumni data. Next cycle pending. Interpretation and recommendations will follow.
Source of Evidence: Alumni survey or tracking of alumni achievements

Target for O1: Professional Commitment
At end-of-program, 80% of the masters students will indicate that they met/exceeded the program objective of exhibiting an understanding of the value of professional commitment as reported on the end-of program survey

Target for O11: Professional Membership
Alumni survey results (1-, 3-, and 5-year graduates) will report membership in professional nursing organizations (80%).

Findings 2012-2013 - Target: Not Reported This Cycle
Not reported

M 12: Influences of Socio-political Forces on Healthcare (O: 2, 8, 12)
At the end-of-program, 80% of the students will indicate that they met/exceeded the program objective of analyzing the influence of sociopolitical forces on health, healthcare delivery, and healthcare providers. Benchmarks not meet; action plan under development.
Source of Evidence: Student course evaluations on learning gains made
Target for O2: Legal and Professional Issues in Advanced Practice Nursing
100% of the students enrolled in clinical courses demonstrated evidence of ethical practice as evidenced by the successful completion of the clinical practice portion of the courses

Findings 2012-2013 - Target: Met
See Measure 2; Target and Findings 2.

Target for O8: Integration of Knowledge (Self, Science, Etc.)
At end-of-program, 80% of the students will indicate that they met/exceeded the program objective for integrating knowledge of self, science, and the humanities in their advanced nursing practice experiences

Findings 2012-2013 - Target: Met
See Measure 8; Target Findings 8

Target for O12: Influences of Socio-political Forces on Healthcare
At the end-of-program, 80% of the students will indicate that they met/exceeded the program objective of analyzing the influence of sociopolitical forces on health, healthcare delivery, and healthcare providers

Findings 2012-2013 - Target: Met
92.4 % (65/70) of the students indicated that they met/exceeded this program objective.

Details of Action Plans for This Cycle (by Established cycle, then alpha)

Action Plan Development Following Master's Program Evaluation
An action plan will be developed at the completion of the full evaluation of the master's program in December 2010.

Established in Cycle: 2008-2009
Implementation Status: Planned
Priority: High

Relationships (Measure | Outcome/Objective):
Measure: Practice in Specialty Area | Outcome/Objective: Practice in Specialty Area

Projected Completion Date: 11/2010
Responsible Person/Group: Associate Director for Academic Affairs; Faculty
Budget Amount Requested: $0.00 (no request)

Action Plan Development Following Master's Program Evaluation
We will be developing an action plan following the completion of the full evaluation of the master's program that should be completed in December 2010.

Established in Cycle: 2008-2009
Implementation Status: Planned
Priority: High
Projected Completion Date: 11/2010
Responsible Person/Group: Associate Director for Academic Affairs Faculty
Budget Amount Requested: $0.00 (no request)

Alumni data
Alumni data difficult to obtain; will continue in this effort. Reevaluate next cycle.

Established in Cycle: 2012-2013
Implementation Status: Planned
Priority: High

Relationships (Measure | Outcome/Objective):
  Measure: Scholarly Productivity | Outcome/Objective: Scholarly Productivity

Alumni data
Alumni data difficult to obtain; will continue in this effort. Reevaluate next cycle.

Established in Cycle: 2012-2013
Implementation Status: Planned
Priority: High

Relationships (Measure | Outcome/Objective):
  Measure: Participation in Research | Outcome/Objective: Scholarly Productivity

Alumni data
Alumni data difficult to obtain; will continue in this effort. Reevaluate next cycle.

Established in Cycle: 2012-2013
Implementation Status: Planned
Priority: High

Relationships (Measure | Outcome/Objective):
  Measure: Practice in Specialty Area | Outcome/Objective: Practice in Specialty Area

Alumni data
Alumni data is difficult to obtain after students graduate. Will continue in this effort. Re-eval in next cycle.

Established in Cycle: 2012-2013
Implementation Status: Planned
Priority: High

Relationships (Measure | Outcome/Objective):
  Measure: Professional Membership | Outcome/Objective: Professional Membership

Evaluate concepts and theories in nursing
Master's Program Coordinator, N7900 course administrator, and the master's program committee will continue to monitor this objective.

Established in Cycle: 2012-2013
Implementation Status: Planned
Priority: High

Relationships (Measure | Outcome/Objective):
  Measure: Theory as a Basis of Nursing Practice | Outcome/Objective: Theory as a Basis for
Nursing Practice

Responsible Person/Group: As above.

Prepared to engage in research activities
This objective and it's target are consistently not meet each year. Since there is no requirement for a thesis in the master's program and since the curriculum committee decided to remove all requirements for research projects, students do not get an opportunity to participate in research activities. Since curriculum nor program plans do not afford master's students this opportunity will not continue to measure here.

Established in Cycle: 2012-2013
Implementation Status: Planned
Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Participation in Research | Outcome/Objective: Participation in Research

Analysis Questions and Analysis Answers

ACADEMIC PROGRAM QUESTION 1:
What changes in the assessment process has your degree program made since last year's assessment report? (e.g. revised learning outcomes, measures, targets, etc.) Why were these changes made? What changes and improvements in the assessment process will you make in the coming academic year?

None were made since 2011-2012

ACADEMIC PROGRAM QUESTION 2: What is the impact of the data obtained from assessment findings on your educational degree program? What changes and improvements to your educational program will be made based on this year's assessment data? (e.g., revised curriculum, courses, sequence, etc.) If changes to curriculum or courses are made for other reasons, please explain.

We continue to not meet target for obtaining alumni data. Will bring this before the MPC meeting in Sept. as an item of discussion. Will report these items in Oct 2013 of suggestions on how to obtain this data.

Annual Report Section Responses

Most important accomplishments for year-- briefly describe the major things you accomplished over the past year.

In order to comply with advanced practice registered nurse regulatory model endorsed by the majority of nursing professional organizations, the master's program integrated addition content into two of the specialty tracks; the Adult Health Clinical Nurse Specialist/Nurse Practitioner (AH CNS/NP) track and the Psych Mental Health Family Nurse Practitioner (PMH NP) Track. For the AH CNS/NP gerontology content was integrated according to Adult-Gerontology CNS Competencies (2010) and Population Focused NP Competencies from the American Association of Colleges of Nursing. The PMH NP track complies with the Population Focused NP Competencies ((2013). The program also made sure we were in compliance with the Criteria for Evaluation of NP Programs (2008).
Challenges for Next Year--Briefly describe any special challenges (related to budget, personnel, increased standards, new projects, new expectations, etc.) that you will be facing during the next reporting cycle that might affect your department’s outcomes.

Plans are to separate the AH CNS/NP track within the next year. This will require a curriculum change to ensure we meet competencies, certification standards, and evaluation criteria from the various profession nursing organizations.

Modifications in Measurement Methods--If you modified any of the measures or methods you use in the measurement process, please note those here.

Master’s students do not have opportunities for research activities in their program plan (thesis, projects, etc.). This is a measure/objective we will look at revising or deleting altogether.

Modifications in Intended Outcomes--If you modified any of your intended outcomes since the previous reporting cycle, please note those here.

See above. Also were we have consistency met outcomes >95% over the past 5 years possibly look at other outcomes to measure

University-wide Committee Participation--Use this space to document any staff participation on University-wide committees (e.g., University Senate).

Reported elsewhere

Publications and Presentations--Note in this section any articles published or presentations made at professional conferences by staff.

Reported elsewhere.

International Activities--Note here any international activities of the department or its staff.

Graduate students are encouraged to be involved in medical mission trips. One SON part time faculty offers students clinical experiences in Haiti annually.

Contributions to Student Retention--Please discuss here any direct or indirect contributions your department has made to the retention, progression, or graduation of students.

Pharmacology and Pathophysiology courses have Graduate Teaching Assistants that provide reviews for the students. Study groups are encouraged. If students are unsuccessful at midterm, that meet with the course administrator (CA) and review their exams in hopes of identifying their problem. Faculty advisors are also notified of midterm failures and are available to students for assistance. Students are referred to the counseling center for assistance with testing issues. In clinical courses, faculty make site visits to determine student progression. If issues are identified, the CA and the preceptor develop a plan of action to assist the student in being successful. Additional clinical hours can be added to assist the student in being successful in the clinical component of the course. Clinical sites can be changed if needed to ensure successful completion of the clinical objectives. If students have difficulty completing course requirements (didactic or clinical) with valid reasons, they may be given additional time to complete assignments and may also be given an incomplete in a course until all requirements are completed. If students are unsuccessful in two courses, they have the option of applying for reinstatement or readmission. These are evaluated on an individual basis and students have been reinstated or readmitted and have been successful.

Service to the External Community--Note here any initiatives or activities of your department that impact the external community (e.g., providing assistance to needy populations).

The SON nursing collaborative composed mostly of certified nurse practitioners offer advanced practice nursing care to different community organizations such as Head State, homeless shelters. This health care includes school based health, primary care, and back to school physical exams. Graduate students are provided opportunities to assist in this collaborative effort. Also, the collaborative initiates an annual flu vaccines program for GSU.