Institutional Effectiveness Report Template

Name of Program:	MSN/FNP
Year:	2021-2022
Name of Preparer:	Deborah L. Hopla

Program Mission Statement:

The Mission of the Department of Nursing is: "The FMU Nursing Program prepares graduates to function competently as caring, professional nurses in a variety of healthcare settings. The program endeavors to instill in students the value of lifelong learning." (https://www.fmarion.edu/healthsciences/nursing/)

Program Learning Outcomes (PLOs):

- 1. The MSN Advanced Practice Registered Nurse (APRN) graduate in the Family Nurse Practitioner (FNP) program will be prepared to utilize knowledge obtained through education courses from physical, bio-psycho-social, and advanced nursing courses in providing holistic advanced practice nursing care in a variety of settings.
- 2. The MSN APRN/FNP graduate will be prepared to deliver competent, compassionate care to diverse populations across the lifespan.
- 3. The MSN APRN/FNP graduate will be prepared to utilize healthcare technology and knowledge of healthcare policies to provide safe, cost-effective patient care to individuals, families, and populations.
- 4. The MSN APRN/FNP graduate will be prepared to demonstrate leadership skill in communicating and collaborating with the interprofessional healthcare team.

Student Learning Outcomes (SLOs):

The MSN to FNP Advanced practice program in nursing prepares the graduate to:

- 1. Applies nursing and interprofessional scientific and theoretical knowledge to improve healthcare services to patients, families, and populations with an emphasis on rural populations.
- 2. Uses leadership skills and competencies in healthcare systems to improve healthcare services to patients, families, and populations with an emphasis on rural populations.
- 3. Synthesizes and disseminates evidence-based practices to improve healthcare services to patients, families, and populations with an emphasis on rural populations.
- 4. Utilizes information systems and technology to improve healthcare services to patients, families, and populations with an emphasis on rural populations.

- 5. Demonstrates leadership and advocacy in facilitating positive healthcare change to improve healthcare services to patients, families, and populations with an emphasis on rural populations.
- 6. Employs effective interprofessional communication and collaboration to improve healthcare services to patients, families, and populations with an emphasis on rural populations.
- 7. Implement systems changes that advocate healthcare prevention to improve healthcare services to patients, families, and populations with an emphasis on rural populations.
- 8. Deliver advanced practice care in complex situations and systems to improve healthcare services to patients, families, and populations with an emphasis on rural populations (Adapted from the AACN *Essentials of Master's Education for Advanced Nursing Practice*, 2006).

The MSN/FNP program is a specialized program, as MSN/FNP graduates assume specific roles in the nursing workforce. While all MSN programs incorporate the MSN Essentials, further preparation falls into one of the two categories:

An advanced practice nursing direct care focus

- Nurse practitioner (NP)
- Certified nurse midwife (CNM)
- Clinical nurse specialist (CNS)

An aggregate/systems/organizational focus

- Organizational and professional leadership
- Management
- Health policy Nursing/health informatics

Assessment Methods:

1. Applies nursing and interprofessional scientific and theoretical knowledge to improve healthcare services to patients, families, and populations with an emphasis on rural populations. Typhon requirements for all students in the clinical arena. This Direct and Indirect method allowed students to demonstrate integrity and leadership skills.

Assessment Method utilizing AACN Master's Essentials	FMU End-of- program Student Learning Outcome (SLO)	Type of Assessment	MSN Assessment Method	Baseline Benchmark Target
Essential I:	The MSN	Direct	The MSN project	Baseline: 100%
Background for	Advanced		will identify a	of students
Practice from	Practice		specific project	demonstrated a
Sciences and	Registered		improvement needed	grade of 77 or
Humanities	Nurse (APRN)		for a population of	

l		
graduate in the	patients or healthcare	above on the
Family Nurse	system and includes	MSN
Practitioner	a graded section	Scholarly
(FNP) program	related to an	Project
will be prepared	interprofessional	Improvement
to utilize	literature review and	final paper
knowledge	an applied theoretical	utilizing
obtained through	background.	underpinnings
education	Students will utilize	for practice and
courses from	the science and	all areas
physical, bio-	humanities to	identified with
psycho-social,	provide holistic,	the listed
and advanced	evidence-based	components for
nursing courses	practice in the setting	the project
in providing	identified as in need.	improvement
holistic	(Completed in	process in each
advanced	APRN 705 and	course and area
practice nursing	APRN 706)	identified.
care in a variety	,	
of settings.		Benchmark:
U		100% of
		students will
		achieve a
		minimum grade
		of 77% on the
		Final Project
		Improvement
		Paper.
		i aper.
		Rationale:
		Since these are
		graduating MSN/FNP
		students, the
		,
		expectation is
		that the majority
		of them will
		successfully met
		the target.
		\mathbf{T}_{a}
		Target: 90% of
		the students will
		achieve a
		minimum grade
		of 77 on the

				final Scholarly Paper.
Essential II: Organizational and Systems Leadership	The MSN APRN graduate will be prepared to demonstrate leadership skill in communicating and collaborating with the interprofessional healthcare team.	Direct	The MSN project will identify a specific project improvement needed for a population of patients or healthcare system and includes a graded section related to the organization and systems by demonstrating leadership and providing holistic, evidence-based practice in the setting identified as in need. (Completed in APRN 705 and APRN 706)	Target met.Baseline:100%of studentsdemonstrated agrade of 77 orabove on theMSNScholarlyProjectImprovementfinal paperutilizingorganizationaland systemsleadership forpractice and allareas identifiedwith the listedcomponents forthe projectimprovementprocess in eachcourse and areaidentified.Benchmark:100% ofstudents willStudents willStudents willScholarlyProjectImprovementprojectImprovementPaper in eachcourseidentified.

Essential III: Quality Improvement and Safety	The MSN Advanced Practice Registered Nurse (APRN) graduate in the Family Nurse Practitioner (FNP) program will be prepared to utilize knowledge obtained through education courses from physical, bio- psycho-social, and advanced nursing courses in providing holistic advanced practice nursing care in a variety of settings.	Direct	The MSN project will identify a specific project improvement needed for a population of patients or healthcare system and demonstrates quality improvement and safety within the organization by providing holistic, evidence-based advanced practice in the setting identified as in needing improvement. (Completed in APRN 705 and APRN 706)	MSN/FNP students, the expectation is that the majority of them will successfully met the target. Target: 90% of the students will achieve a minimum grade of 77 on the MSN Project Improvement Scholarly Paper. Target met. Baseline: 100% of students demonstrated a grade of 77 or above on the MSN Scholarly Project Improvement final paper utilizing quality systems and systems leadership for practice and all areas identified with the listed components for the project improvement process in each course and area identified.
				100% of students will

				achieve a minimum grade of 77% on the Final Project Improvement Paper. Rationale: Since these are graduating MSN/FNP students, the expectation is that the majority of them will successfully met the target. Target: 90% of the students will achieve a minimum grade of 77 on the final MSN Scholarly Project Improvement.
				Target met.
Essential IV: Translating and Integrating Scholarship into Practice	The MSN APRN graduate will be prepared to deliver competent, compassionate care to diverse populations across the lifespan.	Direct	The MSN project will identify a specific project improvement needed for a population of patients or healthcare system and includes an applied theoretical background and translation of integration of scholarship into practice. Students will utilize education by providing holistic, evidence-based	Baseline: 100% of students demonstrated a grade of 77 or above on the MSN Scholarly Project Improvement final paper utilizing translation and integration of scholarship into practice and all areas identified

[practice in the setting -	with the listed
			practice in the setting	with the listed
			identified as in need.	components for
			(Completed in	the project
			APRN 705 and	improvement
			APRN 706)	process in each
				course and area
				identified.
				Benchmark:
				100% of
				students will
				achieve a
				minimum grade
				of 77% on the
				MSN Scholarly
				Project
				•
				Improvement Final Project
				Final Project
				Improvement
				Paper.
				Rationale:
				Since these are
				graduating
				MSN/FNP
				students, the
				expectation is
				that the majority
				of them will
				successfully met
				the target.
				Target: 90% of
				the students will
				achieve a
				minimum grade
				of 77 on the
				MSN Scholarly
				Project
				Improvement
				Final Scholarly
				Paper.
				-
				Target met.
Essential V:	The MSN	Direct	The MSN project	Baseline: 100%
Informatics and	APRN graduate		will identify a	of students

Healthcare	will be propered	spacific project	demonstrated a
	will be prepared	specific project	
Technologies	to utilize	improvement needed	grade of 77 or
	healthcare	for a population of	above on the
	technology and	patients or healthcare	MSN
	knowledge of	system and includes	Scholarly
	healthcare	healthcare	Project
	policies to	informatics and	Improvement
	provide safe,	healthcare	final paper
	cost-effective	technology. Students	utilizing
	patient care to	will utilize	informatics and
	individuals,	technology to	healthcare
	families, and	provide holistic,	technology for
	populations.	evidence-based	practice and all
	populations.	practice in the setting	areas identified
		identified as in need.	with the listed
		(Completed in	components for
		APRN 705 and	-
			the project
		APRN 706)	improvement
			process in each
			course and area
			identified.
			Benchmark:
			90% of students
			will achieve a
			minimum grade
			of 77% on the
			MSN Scholarly
			Project
			Improvement
			Final Project
			Improvement
			Paper.
			Rationale:
			Since these are
			graduating
			MSN/FNP
			students, the
			,
			expectation is
			that the majority
			of them will
			successfully met
			the target.

				Target: 90% of the students will achieve a minimum grade of 77 on the MSN Scholarly Project Improvement Final Scholarly Paper. Target met.
Essential VI: Health Policy and Advocacy	The MSN/APRN graduate will be prepared to utilize healthcare technology and knowledge of healthcare policies to provide safe, cost-effective patient care to individuals, families, and populations.	Direct	The MSN project will identify a specific project improvement needed for a population of patients or healthcare system and includes the need for any healthcare policy changes and/or advocacy needs within the project. Students will utilize the project to provide holistic, evidence- based practice in the setting identified as in need. (Completed in APRN 705 and APRN 706)	Baseline:100%of studentsdemonstrated agrade of 77 orabove on theMSNScholarlyProjectImprovementfinal paperutilizingadvocacy andhealth policy forthe needed areasidentified withthe listedcomponents forthe projectimprovementprocess in eachcourse and areaidentified.Benchmark:100% ofstudents willachieve aminimum gradeof 77% on theMSN ScholarlyProjectImprovementFinal Project.

			Rationale: Since these are graduating MSN/FNP students, the expectation is that the majority of them will successfully met the target Target: 90% of the students will
			achieve a minimum grade of 77 on the MSN Scholarly Project Improvement Final Scholarly Paper. Target met.
Essential VII: Interprofessional Collaboration for Improving Patient and Population Health Outcomes	The MSN APRN graduate will be prepared to demonstrate leadership skill in communicating and collaborating with the interprofessional healthcare team.	The MSN project will identify a specific project improvement needed for a population of patients or healthcare system and includes a graded section related to an interprofessional collaboration and an applied need for patient and population healthcare outcomes.	Baseline: 100% of students demonstrated a grade of 77 or above on the MSN Scholarly Project Improvement by utilizing interprofessional collaboration for improving patient and population health outcomes
		Students will utilize knowledge about population health and healthcare outcomes to provide holistic, evidence- based practice in the	for practice in all areas identified with the listed components for the project improvement

setting identified as process i in need. course at (Completed in identified APRN 705 and APRN 706) Benchm	nd area
(Completed in identified APRN 705 and	
APRN 705 and	1.
APRN 706) Benchm	
	ark:
100% of	
students	will
achieve	1
minimur	
of 77% of	-
MSN Sc	
Project	lioially
Improve	mont
Final Pro	
	•
Improve	ncin
Paper.	
Rationa	
Since the	
graduatii	-
MSN/FN	
students,	
expectati	
that the r	
of them y	
successf	•
the targe	t
Target:	90% of
the stude	nts will
achieve	ì
minimur	n grade
of 77 on	0
MSN Sc	
Project	5
Improve	ment
Final Sci	
Paper.	
Target m	let.
Essential VIII: The MSN Direct The MSN project Baseline	
Clinical APRN graduate will identify a of studer	its
Prevention andwill be preparedspecific projectdemonst	rated a
Population to deliverimprovement neededgrade of	77 or
Health for competent, for a population of above or	
compassionate patients or healthcare MSN	

Improving	care to diverse	system and includes	Scholarly
		•	•
Health	populations	a graded section	Project
	across the	related to prevention	Improvement
	lifespan.	and the United States	Final paper
		Preventative Task	utilizing
		Force (USPTF)	prevention and
		information as it	population
		pertains to the	health for
		population identified.	improving
		Students will utilize	health from the
		the USPTF to	USPTF in
		provide holistic,	advanced
		evidence-based	practice and all
		practice in the setting	areas identified
		identified as in need.	with the listed
		(Completed in	components for
		APRN 705 and	the project
		APRN 706)	improvement
		$\operatorname{AI}\operatorname{KIV}(00)$	-
			process in each
			course and area
			identified.
			Benchmark: 100% of students will achieve a minimum grade of 77% on the MSN Scholarly Project Improvement Final Project Paper. Rationale: Since these are graduating MSN/FNP students, the expectation is that the majority of them will successfully met
			of them will

				Target: 90% of
				the students will
				achieve a
				minimum grade
				of 77 on the
				MSN Scholarly
				Project
				Improvement
				Final Paper.
				Target met.
Essential IX:	The MSN	Direct	The MSN project	Baseline: 100%
Master's-Level	Advanced		will identify a	of students
Nursing Practice	Practice		specific project	demonstrated a
	Registered		improvement needed	grade of 77 or
	Nurse (APRN)		for a population of	above on the
	graduate in the		patients or healthcare	MSN
	Family Nurse		system and includes	Scholarly
	Practitioner		a graded section	Project
	(FNP) program		related to an	Improvement
	will be prepared		interprofessional	final paper
	to utilize		collaborative	utilizing all
	knowledge		practice, literature	master's level
	obtained through		review for evidence	course work for
	education		and an applied	providing
	courses from		theoretical	advanced
	physical, bio-		background.	practice in all
	psycho-social,		Students will utilize	areas identified
	and advanced		the science and	with the listed
	nursing courses		humanities to	components for
	in providing		provide advanced	the project
	holistic		nursing practice in a	improvement
	advanced		holistic, evidence-	process in each
	practice nursing		based practice in the	course and area
	care in a variety		setting identified as	identified.
	of settings.		in need.	
			(Completed in	Benchmark:
			APRN 705 and	100% of
			APRN 706)	students will
				achieve a
				minimum grade
				of 77% on the
				MSN Scholarly
				Project
				Improvement
				Final Paper.

		Rationale: Since these are graduating MSN/FNP students, the expectation is that the majority of them will successfully met the target. Target: 90% of the students will achieve a minimum grade of 77 on the MSN Scholarly
		minimum grade of 77 on the MSN
		Improvement Final Scholarly Paper. Target met.

Assessment Results linking the AACN MSN Essentials with the SLOs

AACN MSN Essential	Benchmark	Assessment Results
Essential I: Background for	Benchmark: 100% of	Essential I correspond to the
Practice from Sciences and	students will achieve a	end-of-program SLOs #1-8
Humanities	minimum grade of 77% on	was completed by students in
Recognizes that the master's-	the Final Project	MSN/FNP in APRN at a
prepared nurse integrates	Improvement Paper.	grade of 77% or above.
scientific findings from	Completed in APRN 705 and	The benchmark was met at
nursing, biopsychosocial	APRN 706.	100% by students in 2021.
fields, genetics, public health,		The 2022 students are
quality improvement, and		pending.
organizational sciences for		
the continued improvement of		
nursing care across diverse		
settings.		

-Essential II: Organizational and Systems Leadership Recognizes that organizational and systems leadership are critical to the promotion of high quality and safe patient care. Leadership skills are needed that emphasize ethical and critical decision making , effective working relationships, and a systems-perspective.	Benchmark: 100% of students will achieve a minimum grade of 77% on the Final Project Improvement Paper. Completed in APRN 705 and APRN 706.	Essential II corresponds to the end-of-program SLOs #8 was completed by students in MSN/FNP in APRN at a grade of 77% or above. The benchmark was met at 100% by students in 2021. The 2022 students are pending.
Essential III: Quality Improvement and Safety Recognizes that a master's- prepared nurse must be articulate in the methods, tools, performance measures, and standards related to quality, as well as prepared to apply quality principles within an organization. Essential IV: Translating and Integrating Scholarship into Practice Recognizes that the master's- prepared nurse applies research outcomes within the practice setting, resolves practice problems, works as a change agent, and disseminates results.	 Benchmark: 100% of students will achieve a minimum grade of 77% on the Final Project Improvement Paper. Completed in APRN 705 and APRN 706. Benchmark: 100% of students will achieve a minimum grade of 77% on the Final Project Improvement Paper. Completed in APRN 705 and APRN 706. 	Essential III corresponds to the end-of-program SLOs # 1,3,7 & 8 and was completed by students in MSN/FNP in APRN at a grade of 77% or above. The benchmark was met at 100% by students in 2021. The 2022 students are pending. Essential IV corresponds to the end-of-program SLOs #8 was completed by students in MSN/FNP in APRN at a grade of 77% or above. The benchmark was met at 100% by students in 2021. The 2022 students are pending.
Essential V: Informatics and Healthcare Technologies Recognizes that the master's- prepared nurse uses patient- care technologies to deliver and enhance care and uses communication technologies to integrate and coordinate care. Essential VI: Health Policy	Benchmark: 100% of students will achieve a minimum grade of 77% on the Final Project Improvement Paper. Completed in APRN 705 and APRN 706. Benchmark: 100% of	Essential V corresponds to the end-of-program SLOs #4 was completed by students in MSN/FNP in APRN at a grade of 77% or above. The benchmark was met at 100% by students in 2021. The 2022 students are pending. Essential VI corresponds to
and Advocacy	students will achieve a	the end-of-program SLOs #3

Recognizes that the master's- prepared nurse is able to intervene at the system level through the policy development process and to employ advocacy strategies to influence health and health care.	minimum grade of 77% on the Final Project Improvement Paper. Completed in APRN 706.	was completed by students in MSN/FNP in APRN at a grade of 77% or above. The benchmark was met at 100% by students in 2021. The 2022 students are pending.
Essential VII: Interprofessional Collaboration for Improving Patient and Population Health Outcomes Recognizes that the master's- prepared nurse, as a member and leader of interprofessional teams, communicates, collaborates, and consults with other health professionals to manage and coordinate care.	Benchmark: 100% of students will achieve a minimum grade of 77% on the Final Project Improvement Paper. Completed in APRN 706.	Essential VII corresponds to the end-of-program SLOs #6 was completed by students in MSN/FNP in APRN at a grade of 77% or above. The benchmark was met at 100% by students in 2021. The 2022 students are pending.
Essential VIII: Clinical Prevention and Population Health for Improving Health Recognizes that the master's- prepared nurse applies and integrates broad, organizational, client- centered, and culturally appropriate concepts in the planning, delivery, management, and evaluation of evidence-based clinical prevention and population care and services to individuals, families, and aggregates/identified populations.	Benchmark: 100% of students will achieve a minimum grade of 77% on the Final Project Improvement Paper. Completed in APRN 705 and APRN 706.	Essential VIII corresponds to the end-of-program SLOs #7 & 8 was completed by students in MSN/FNP in APRN at a grade of 77% or above. The benchmark was met at 100% by students in 2021. The 2022 students are pending.
Essential IX: Master's- Level Nursing Practice Recognizes that nursing practice, at the master's level, is broadly defined as any form of nursing intervention	Benchmark: 100% of students will achieve a minimum grade of 77% on the Final Project Improvement Paper. Completed in APRN 706.	Essential IX corresponds to the end-of-program SLOs #1- 8 was completed by students in MSN/FNP in APRN at a grade of 77% or above.

that influences healthcare	The benchmark was met at
outcomes for individuals,	100% by students in 2021.
populations, or systems.	The 2022 students are
Master's-level nursing	pending.
graduates must have an	
advanced level of	
understanding of nursing and	
relevant sciences as well as	
the ability to integrate this	
knowledge into practice.	
Nursing practice	
interventions include both	
direct and indirect care	
components.	

- Note: Indirect assessment of the SLOs were made by contacting the alumni six months and a year after graduation with an employee and student survey. All indirect assessments met the Commission on Collegiate Nursing Education (CCNE) benchmark areas for satisfaction surveys about the program of study.
- There were twenty graduates in December from the MSN-FNP program in 2021.

Action Items:

1. Faculty encourage students to report pass rates and this information is added on the Faculty Black Board site to monitor pass rates. Gathering private emails before graduation and stay in contact to track success on boards and to follow employment. Faculty continue to monitor on social media as well as by emails. The barriers that exist is if only one or two students take a particular certification exam, they will not report the results. The two accreditation companies consist of The American Association of Nurse Practitioners (AANP) and The American Credentialing Association (ANCC). The reports from these two groups are reported to the EPI committee.

2. Continue to update OSCEs to meet current evidence-based practice. Utilize new telehealth information and develop OSCEs with current evidence-based practice. Utilizing telehealth integration into course work was done in cooperation with the Advanced Nursing Education Workforce (ANEW) grant with Medical University of South Carolina (MUSC). Modules with a pre-test and posttest was done and statistical information was provided to MUSC.

3. Faculty remain in clinical practice that teach clinical courses.

4. FMU has continued to provide students and faculty with the database called: UpToDate. This app is utilized in all clinical courses and reported in Typhon entries. This is a resources that can be accessed from smartphones to ensure current evidence-based guidelines are being followed.

5. Ensure quality improvement projects meet the ever-changing landscape of healthcare needs in the community. The faculty need to ensure the projects are meaningful to the community and are provided to populations where the student participates in clinical experience.

6. Continue to seek student input from the student representatives with the addition of a student representative from each program discipline. Changes are made to programs based on student input. Each year a new representative is appointed to the NGC with the contact information for the representative listed on the Student Graduate Nursing Site.

7. Current information from the American Colleges of Nursing (AACN) will require curriculum changes. The Domains from the previous AACN 2006 will be changed to The Essentials (2021) with a focus on Core Competencies for Professional Nursing Education. AACN now has a focus on core competencies and sub competencies. This will require a change in meeting SLOs. The National Task Force (NTF, 2021 6th edition) information was updated this year from the National Organization of Nurse Practitioner Faculties (NONPF). This current information will also require curriculum changes to meet accreditation requirements. CCNE information is pending the acceptance of the NTF information.

Executive Summary:

In looking at the end result of educating and producing a successful APRN that can meet the healthcare needs of the populations all benchmarks were met for each PLOs and SLOs. The APRN program is rigorous and must follow all accreditation rules from: The American Nurses Association (ANA), The National Organization of Nurse Practitioner Faculties (NONPF), The National Task Force (NTF), and the Essentials for Master's Prepared Advanced Practice Nurse. FMU prepares students to be life-long learners and participants in the healthcare arena as primary care providers and APRNs. With the MSN focus on families the MSN/FNP graduate from FMU is prepared to manage complex health care issues utilizing current evidence-based practice.

Appendix:

Francis Marion University Handbook

Nursing Graduate Learning Handbook

http://www.llr.state.sc.us/POL/Nursing/forms/RNtoAPRN.pdf