### **Institutional Effectiveness Report Template**

Name of Program:	Doctor of Nursing Practice (MSN to DNP)
Year:	2020-2021
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### **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

- 1. MSN to DNP students will demonstrate leadership and integrity in an advanced practice role utilizing scientific and theoretical knowledge to identify a Project Improvement to be carried out over the course of the educational endeavor.
- 2. MSN to DNP students will appraise current interdisciplinary evidence to identify gaps in nursing knowledge and formulate research question based on the tenets of evidence-based practice and utilize this information in a Project Improvement.
- 3. MSN to DNP students will apply advanced concepts in science, health policy, finance, and nursing knowledge to implement health promotion and disease prevention in the Improvement Project.
- 4. MSN to DNP students will provide holistic patient-centered care in an advanced practice role thereby utilizing theoretical knowledge and provide process improvement in Improvement Projects and successfully complete 500 clinical hours.

# Student Learning Outcomes (SLOs): (Derived from the AACN's The Essentials of Doctoral Education for Advanced Nursing Practice)

- 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 service 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 Doctoral Education for Advanced Nursing Practice, 2006).

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

- An advanced practice nursing direct care focus
  - Nurse practitioner (NP)
  - Certified nurse midwife (CNM)
  - o Certified registered nurse anesthetist (CRNA)
  - Clinical nurse specialist (CNS)
- An aggregate/systems/organizational focus
  - o Organizational and professional leadership
  - Management
  - Health policy
  - o Nursing/health informatics

### **Assessment Methods with links to the DNP Essentials**

AACN DNP Essential	FMU End-of-	Type of	DNP Assessment	Baseline
	Program	Assessmen	Method	Benchmark
	Student	t		Target
	Learning			
	Outcome			
	(SLO)			
Essential I: Scientific	Applies nursing	Direct	The DNP project will	Baseline:
Underpinnings for practice	and		identify a specific process	100% of
prepares the DNP graduate to:	interprofessiona		improvement needed for a	students
<ol> <li>Integrate nursing</li> </ol>	1 scientific and		population of patients or	demonstrated
science with knowledge	theoretical		healthcare system and	a grade of 77
from ethics, the	knowledge to		includes a graded section	or above on
biophysical,	improve		related to an	the DNP
psychosocial,	healthcare		interprofessional literature	Theory
analytical, and	services to		review and an applied	Scholarly
organizational sciences	patients,		theoretical background.	paper
as the basis for the	families, and			utilizing
highest level of nursing	populations		DNP Project outline	underpinning
practice	with an		section(s) that apply:	s for practice
2. Use science-based	emphasis on			and all areas
theories and concepts	rural		Clinical Issue and	identified
to:	populations.		Significance to	with the listed
3. Determine the nature			Healthcare	components
and significance of			The problem or issue to be	for the project
health and health care			addressed should be	improvement
delivery phenomena.			introduced with the	process in
4. Describe the actions			significance summarized	each course
and advanced strategies			in theoretical scholarly	and area
to enhance, alleviate,			paper in DNP 800 & DNP	identified.
and ameliorate health			801).	

and healthcare delivery phenomena as appropriate; and 5. Evaluate outcomes. 6. Develop and evaluates new practice approaches based on nursing theories and theories from other disciplines.	Heat landarship	Direct	Describe the role of culture in the project (DNP 802).  Theoretical Framework     Describe the theoretical framework for the DNP project (ie PDSA cycles, theory being utilized) (DNP 800 & DNP 801).  The DNP students'.	Benchmark: 90% of students will achieve a minimum grade of 77% on the Theory Paper in each course identified.  Rationale: The majority of the students in the MSN to DNP will graduate within the year-long program and the expectation is that the majority will complete the program successfully.  Target: 90% of the students will achieve a minimum grade of 77 on the Scholarly Paper.
Essential II: Organizational and Systems Leadership for Quality Improvement and Systems Thinking prepares the DNP graduate to:  1. Develop and evaluate care delivery approaches that meet current and future needs of patient populations based on scientific findings in nursing and other clinical sciences as well as	Uses leadership skills and competencies in healthcare systems to improve healthcare services to patients, families, and populations with an emphasis on	Direct	The DNP students' projects will demonstrate process improvement for a population or healthcare system to improve services by demonstrating leadership skills and competencies in the healthcare systems with the process improvement project.  Demonstrates in DNP 802:	Baseline: 100% of students demonstrated a grade of 77 or above on the DNP Scholarly Project Improvement Paper utilizing underpinning s for practice

organizational, political, and economic sciences Ensure accountability for quality health care and patient safety for populations with whom they work a. Use advanced communicatio skills/processe s to lead quality improvement and patient safety initiatives in health care systems b. Employ principles of business, finance, economics, and health policy to develop and implement for practicelevel and/or system-wide

rural populations.

- How does the project effect healthcare policy locally, nationally, or globally?
- How does a Doctoral prepared nurse lead change? (Completed in DNP 801).

and all areas identified with the listed components for the project improvement process in each course and area identified.

Benchmark: 90% of students will achieve a minimum grade of 77% on the DNP Scholarly Project Improvement Paper in each course identified.

The majority of the students in the MSN to DNP will graduate within the year-long program and the that the majority will complete the program successfully.

Target: 90% of the students will achieve a minimum grade of 77 on the Scholarly Project Improvement Scholarly Paper.

- effective plans practice initiatives that will improve the quality of care delivery.
- Develop and/or monitor budgets for practice initiatives
- d. Analyze the costeffectiveness of practice initiatives accounting for risk and improvement in healthcare outcomes
- Demonstrate sensitivity to diverse organizational

Rationale: expectation is

cultures and populations, including patients and providers.  3. Develop and/or evaluate effective strategies for managing the ethical dilemmas inherent in patient care, the health care organization, and research				
Essential III: Clinical	Synthesizes and	Direct	The DNP project will be	Baseline:
Scholarship and Analytical	disseminates		evidence-based. The	100% of
Methods for Evidence-based	evidence-based		project will include a list	students
Practice, the DNP graduate	practices to		and appraisal of current	demonstrated
will be prepared to:	improve		best evidence and a	a grade of 77
1. Use analytic methods to	healthcare		synthetization of findings	or above on
critically appraise existing literature and	services to patients,		and the appropriate application to the	the DNP Scholarly
other evidence to	families, and		population or system	Project
determine and	populations		being affected.	Improvement
implement the best	with an		being affected.	Paper
evidence for practice.	emphasis on		DNP Project outline	utilizing
2. Design and implement	rural		section(s) that apply:	underpinning
processes to evaluate	populations.			s for practice
outcomes of practice,			Evidence Review &	and all areas
practice patterns, and			Synthesis	identified
systems of care within a			Evaluate relevant	with the listed
practice setting, health			research and	components
care organization, or			current scientific	for the project
community against national benchmarks to			work that relates	improvement
determine variances in			to the purpose of	process in each course
practice outcomes and			the project. Use only state of the	and area
population trends.			science data from	identified.
3. Design, direct, and			literature to	identified.
evaluate quality			highlight the	Benchmark:
improvement			scope and	90% of
methodologies to			magnitude of the	students will
promote safe, timely,			problem/issue.	achieve a
effective, efficient,			Critical appraisal	minimum
equitable, and patient-			of relevant	grade of 77%
centered care.			research means	on the DNP
4. Apply relevant findings			addressing	Scholarly
to develop practice guidelines and improve			consistencies and	Project Improvement
practice and the practice			inconsistencies in findings,	Paper in each
environment.			analyzing	course
5. Use information			opposing and	identified.
technology and research			supporting	
methods appropriately			viewpoints,	Rationale:
to:			evaluating	The majority
a. collect			quality of	of the
appropriate			literature cited,	students in

and accurate data to generate evidence for nursing practice

- b. inform and guide the design of data bases that generate meaningful evidence for nursing practice
- c. analyze data from practice design evidencebased interventions
- d. predict and analyze outcomes
- e. examine patterns of behavior and outcomes
- f. identify gaps in evidence for practice
- 6. Function as a practice specialist/consultant in collaborative knowledge-generating research.
- 7. Disseminate findings from evidence-based practice and research to improve healthcare outcomes

identifying gaps, study limitations, and how the project will address this area. Synthesize the findings from research related to the practice problem as identified in the review of the literature. This is a focused brief evidence appraisal (including evidence table if appropriate). This section includes key evidence that requires review of the most current literature found in primary sources.

- Summarize the link between the relevant literature and the project idea.
- Current evidence-based literature must be evaluated with a focus on each individual process improvement project.

### **Clinical Question**

The clinical question should be in Population Intervention Comparison Outcome Time (PICOT) format.

(Completed in DNP 801).

## Protection of Human Participants

 Discuss how human subjects the MSN to
DNP will
graduate
within the
year-long
program and
the
expectation is
that the
majority will
complete the
program
successfully.

Target: 90% of the students will achieve a minimum grade of 77 on the DNP Scholarly Project Improvement Paper.

			will be protected	
			during the DNP	
			project. Identify	
			how information	
			will be collected,	
			stored and	
			secured.	
			<ul> <li>The DNP Project</li> </ul>	
			Chair will assist	
			in the IRB	
			document needed	
			in the submission	
			to the Francis	
			Marion	
			University	
			(FMU)	
			Institutional	
			Review Board	
			(IRB) and what	
			type of	
			application is	
			being submitted	
			(i.e. expedited).	
			The DNP Project	
			Chair must	
			submit the	
			application to the	
			Francis Marion	
			University IRB.	
			• The student will	
			then be required	
			to submit an IRB	
			application to the	
			IRB at the site	
			where the project	
			will take place (if	
			applicable).	
			(Completed in 804)	
Essential IV: Information	Utilizes	Direct	The DNP student will be	Baseline:
Systems/Technology and	information	Direct	evaluated on the	100% of
Patient Care Technology for	systems and		utilization of information	students
the Improvement and	technology to		systems by the following	demonstrated
Transformation of Health	improve		methods: 1) demonstrates	a grade of 77
Care, the DNP program	healthcare		adeptness in library	or above on
prepares the graduate to:	services to		searches for the DNP	the DNP
1. Design, select, use, and	patients,		project, 2) accesses	Scholarly
evaluate programs that	families, and		electronic data needed to	Project
evaluate and monitor	populations		complete the DNP project,	Improvement
outcomes of care, care	with an		and	Paper
systems, and quality	emphasis on		3) practitioner students	utilizing
improvement including	rural		will record appropriate	underpinning
consumer use of health	populations.		and complete patient data	s for practice
care information	r -r		in the electronic patient	and all areas
systems.			data base electronically.	identified
2. Analyze and				with the listed
communicate critical			Setting/Sample	components
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elements necessary to		Setting where the project	for the project
the selection, use and		takes place.	improvement
evaluation of health		What is the target	process in
care information		population?	each course
systems and patient care		What healthcare	and area
technology.		providers are	identified.
3. Demonstrate the		involved?	identifica.
conceptual ability and			Benchmark:
		What technology	90% of
technical skills to		is needed to	
develop and execute an		enhance the	students will
evaluation plan		project?	Students will
involving data		(Completed in DNP 800,	achieve a
extraction from practice		801, and DNP 803)	minimum
information systems			grade of 77%
and databases.			on the DNP
4. Provide leadership in			Scholarly
the evaluation and			Project
resolution of ethical and			Improvement
legal issues within			Paper in each
healthcare systems			course
relating to the use of			identified.
information,			
information technology,			Rationale:
communication			The majority
networks, and patient			of the
care technology.			students in
5. Evaluate consumer			the MSN to
health information			DNP will
sources for accuracy,			graduate
timeliness, and			within the
appropriateness			year-long
			program and
			the
			expectation is
			that the
			majority will
			complete the
			program
			successfully.
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			Torget: 000
			Target: 90%
			of the
			students will
			achieve a
			minimum
			grade of 77
			on the DNP
			Scholarly
			Project
			Improvement
			Paper.
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Essential V: Health Care	Demonstrates	The DNP project goal is to	Baseline:
Policy for Advocacy in Health	leadership and	establish a positive	100% of
	advocacy in		students

# Care, the DNP program prepares the graduate to:

- 1. Critically analyze health policy proposals, health policies, and related issues from the perspective of consumers, nursing, other health professions, and other stakeholders in policy and public forums.
- 2. Demonstrate leadership in the development and implementation of institutional, local, state, federal, and/or international health policy.
- 3. Influence policy makers through active participation on committees, boards, or task forces at the institutional, local, state, regional, national, and/or international levels to improve health care delivery and outcomes.
- Educate others, including policy makers at all levels, regarding nursing, health policy, and patient care outcomes.
- 5. Advocate for the nursing profession within the policy and healthcare communities.
- Develop, evaluate, and provide leadership for health care policy that shapes health care financing, regulation, and delivery.
- 7. Advocate for social justice, equity, and ethical policies within all healthcare arenas.

facilitating
positive
healthcare
change to
improve
healthcare
services to
patients,
families, and
populations
with an
emphasis on
rural
populations.

healthcare change for a population or system.

# **DNP Project outline** section(s) that apply:

### **Purpose**

- This is the overall goal(s) of the project.
- How does the project effect healthcare policy locally, nationally, or globally?
- How does a doctoral-prepared nurse lead change as a leader and advocate?

(Completed in DNP 802)

demonstrated a grade of 77 or above on the DNP Scholarly Project Improvement Paper utilizing underpinning s for practice and all areas identified with the listed components for the project improvement process in each course and area identified.

# Benchmark: 90% of students will Students will achieve a minimum grade of 77% on the in each course DNP Scholarly Project Improvement Paper identified.

### **Rationale:**

The majority of the students in the MSN to DNP will graduate within the year-long program and the expectation is that the majority will complete the program successfully.

				of the students will achieve a minimum grade of 77 on the Scholarly DNP Scholarly Project Improvement Paper.
Collaboration for Improving Patient and Population Health Outcomes, the DNP program prepares the graduate to:  1. Employ effective communication and collaborative skills in the development and implementation of practice models, peer review, practice guidelines, health policy, standards of care, and/or other scholarly products.  2. Lead interprofessional teams in the analysis of complex practice and organizational issues.  3. Employ consultative and leadership skills with interprofessional and interprofessional teams to create change in health care and complex healthcare delivery systems.	Employs effective interprofessiona l communication and collaboration to improve healthcare services to patients, families, and populations with an emphasis on rural populations.	Direct	The DNP student will demonstrate interprofessional communication and collaboration in skills during their practicum hours by making the appropriate referrals for patients and securing services that meet patient needs. Secondly, the DNP project will demonstrate interprofessional communication and collaboration during the development stages as the student demonstrates leadership in process improvement.  DNP Project outline section(s) that apply:  Study Design/Methods The Steps of the project with a scholarly paper consisting of items a-c). (Completed in 805).	Baseline: 100% of students demonstrated a grade of 77 or above on the DNP Scholarly Project Improvement Paper utilizing underpinning s for practice and all areas identified with the listed components for the project improvement process in each course and area identified.  Benchmark: 90% of students will Students will Students will achieve a minimum grade of 77% on the DNP Scholarly Project Improvement Paper in each course identified.  Rationale: The majority of the

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Essential VII: Clinical Prevention and Population Health for Improving the Nation's Health, the DNP program prepares the	Implement systems changes that advocate healthcare prevention to	Direct	The DNP project will have a healthcare prevention component integrated into the project to address the chronic	students in the MSN to DNP will graduate within the year-long program and the expectation is that the majority will complete the program successfully.  Target: 90% of the students will achieve a minimum grade of 77 on the DNP Scholarly Project Improvement Paper.  Baseline: 100% of students demonstrated a grade of 77
graduate to:  1. Analyze epidemiological,	improve healthcare services to		healthcare needs of the population being affected.	or above on the DNP Scholarly
biostatistical,	patients,		DNP Project outline	Project
environmental, and	families, and		section(s) that apply:	Improvement
other appropriate	populations			Paper
scientific data related to	with an		Data collection and	utilizing
individual, aggregate,	emphasis on		project implementation	underpinning
and population health.	rural		(Completed in 807).	s for practice
2. Synthesize concepts,	populations.		Evaluation/D-4-	and all areas
including psychosocial dimensions and cultural			Evaluation/Data Analysis	identified with the listed
diversity, related to			Analysis Describe the analytical	components
clinical prevention and			approach to evaluate the	for the project
population health in			outcomes of the project.	improvement
developing,			If statistics are being used,	process in
implementing, and			explain the procedures	each course
evaluating interventions			including what was done	and area
to address health promotion/ disease			and why the specific	identified.
promotion/ disease prevention efforts,			analysis was selected.	Benchmark:
improve health			(Completed in 807/808).	90% of
status/access patterns,			(23mpietes in 007/000).	students will
and/or address gaps in				Students will
care of individuals,				achieve a

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aggregates, or				minimum
populations.				grade of 77%
3. Evaluate care delivery				on the DNP
models and/or strategies				Scholarly
using concepts related				Project
to community,				Improvement
environmental and				Paper in each
occupational health, and				course
cultural and				identified.
socioeconomic				
dimensions of health.				Rationale:
				The majority
				of the
				students in
				the MSN to
				DNP will
				graduate
				within the
				year-long
				program and
				the
				expectation is
				that the
				majority will
				complete the
				program
				successfully.
				Target: 90%
				Target. 70 /0
				of the
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				of the students will
				of the students will achieve a
				of the students will achieve a minimum
				of the students will achieve a minimum grade of 77
				of the students will achieve a minimum grade of 77 on the DNP
				of the students will achieve a minimum grade of 77 on the DNP Scholarly
				of the students will achieve a minimum grade of 77 on the DNP Scholarly Project
Essential VIII: Advanced	Deliver	Direct	The DNP project	of the students will achieve a minimum grade of 77 on the DNP Scholarly Project Improvement Paper.  Baseline:
<b>Nursing Practice, the DNP</b>	advanced	Direct	completion will	of the students will achieve a minimum grade of 77 on the DNP Scholarly Project Improvement Paper.  Baseline: 100% of
Nursing Practice, the DNP program prepares the	advanced practice care in	Direct	completion will demonstrate the students'	of the students will achieve a minimum grade of 77 on the DNP Scholarly Project Improvement Paper.  Baseline: 100% of students
Nursing Practice, the DNP program prepares the graduate to:	advanced practice care in complex	Direct	completion will demonstrate the students' ability to understand a	of the students will achieve a minimum grade of 77 on the DNP Scholarly Project Improvement Paper.  Baseline: 100% of students demonstrated
Nursing Practice, the DNP program prepares the graduate to:  1. Conduct a	advanced practice care in complex situations and	Direct	completion will demonstrate the students' ability to understand a comprehensive system	of the students will achieve a minimum grade of 77 on the DNP Scholarly Project Improvement Paper.  Baseline: 100% of students demonstrated a grade of 77
Nursing Practice, the DNP program prepares the graduate to:  1. Conduct a comprehensive and	advanced practice care in complex situations and systems to	Direct	completion will demonstrate the students' ability to understand a comprehensive system assessment, complete a	of the students will achieve a minimum grade of 77 on the DNP Scholarly Project Improvement Paper.  Baseline: 100% of students demonstrated a grade of 77 or above on
Nursing Practice, the DNP program prepares the graduate to:  1. Conduct a comprehensive and systematic assessment	advanced practice care in complex situations and systems to improve	Direct	completion will demonstrate the students' ability to understand a comprehensive system assessment, complete a planning process, and	of the students will achieve a minimum grade of 77 on the DNP Scholarly Project Improvement Paper.  Baseline: 100% of students demonstrated a grade of 77 or above on the DNP
Nursing Practice, the DNP program prepares the graduate to:  1. Conduct a comprehensive and systematic assessment of health and illness	advanced practice care in complex situations and systems to improve healthcare	Direct	completion will demonstrate the students' ability to understand a comprehensive system assessment, complete a planning process, and implement and evaluate	of the students will achieve a minimum grade of 77 on the DNP Scholarly Project Improvement Paper.  Baseline: 100% of students demonstrated a grade of 77 or above on the DNP Scholarly
Nursing Practice, the DNP program prepares the graduate to:  1. Conduct a comprehensive and systematic assessment of health and illness parameters in complex	advanced practice care in complex situations and systems to improve healthcare services to	Direct	completion will demonstrate the students' ability to understand a comprehensive system assessment, complete a planning process, and implement and evaluate the data for program	of the students will achieve a minimum grade of 77 on the DNP Scholarly Project Improvement Paper.  Baseline: 100% of students demonstrated a grade of 77 or above on the DNP Scholarly Project
Nursing Practice, the DNP program prepares the graduate to:  1. Conduct a comprehensive and systematic assessment of health and illness parameters in complex situations, incorporating	advanced practice care in complex situations and systems to improve healthcare services to patients,	Direct	completion will demonstrate the students' ability to understand a comprehensive system assessment, complete a planning process, and implement and evaluate	of the students will achieve a minimum grade of 77 on the DNP Scholarly Project Improvement Paper.  Baseline: 100% of students demonstrated a grade of 77 or above on the DNP Scholarly Project Improvement
Nursing Practice, the DNP program prepares the graduate to:  1. Conduct a comprehensive and systematic assessment of health and illness parameters in complex situations, incorporating diverse and culturally	advanced practice care in complex situations and systems to improve healthcare services to patients, families, and	Direct	completion will demonstrate the students' ability to understand a comprehensive system assessment, complete a planning process, and implement and evaluate the data for program improvements.	of the students will achieve a minimum grade of 77 on the DNP Scholarly Project Improvement Paper.  Baseline: 100% of students demonstrated a grade of 77 or above on the DNP Scholarly Project Improvement Paper
Nursing Practice, the DNP program prepares the graduate to:  1. Conduct a comprehensive and systematic assessment of health and illness parameters in complex situations, incorporating diverse and culturally sensitive approaches.	advanced practice care in complex situations and systems to improve healthcare services to patients, families, and populations	Direct	completion will demonstrate the students' ability to understand a comprehensive system assessment, complete a planning process, and implement and evaluate the data for program improvements.  DNP Project outline	of the students will achieve a minimum grade of 77 on the DNP Scholarly Project Improvement Paper.  Baseline: 100% of students demonstrated a grade of 77 or above on the DNP Scholarly Project Improvement Paper utilizing
Nursing Practice, the DNP program prepares the graduate to:  1. Conduct a comprehensive and systematic assessment of health and illness parameters in complex situations, incorporating diverse and culturally sensitive approaches. 2. Design, implement, and	advanced practice care in complex situations and systems to improve healthcare services to patients, families, and populations with an	Direct	completion will demonstrate the students' ability to understand a comprehensive system assessment, complete a planning process, and implement and evaluate the data for program improvements.	of the students will achieve a minimum grade of 77 on the DNP Scholarly Project Improvement Paper.  Baseline: 100% of students demonstrated a grade of 77 or above on the DNP Scholarly Project Improvement Paper utilizing underpinning
Nursing Practice, the DNP program prepares the graduate to:  1. Conduct a comprehensive and systematic assessment of health and illness parameters in complex situations, incorporating diverse and culturally sensitive approaches.  2. Design, implement, and evaluate therapeutic	advanced practice care in complex situations and systems to improve healthcare services to patients, families, and populations with an emphasis on	Direct	completion will demonstrate the students' ability to understand a comprehensive system assessment, complete a planning process, and implement and evaluate the data for program improvements.  DNP Project outline section(s) that apply:	of the students will achieve a minimum grade of 77 on the DNP Scholarly Project Improvement Paper.  Baseline: 100% of students demonstrated a grade of 77 or above on the DNP Scholarly Project Improvement Paper utilizing underpinning s for practice
Nursing Practice, the DNP program prepares the graduate to:  1. Conduct a comprehensive and systematic assessment of health and illness parameters in complex situations, incorporating diverse and culturally sensitive approaches.  2. Design, implement, and evaluate therapeutic interventions based on	advanced practice care in complex situations and systems to improve healthcare services to patients, families, and populations with an emphasis on rural	Direct	completion will demonstrate the students' ability to understand a comprehensive system assessment, complete a planning process, and implement and evaluate the data for program improvements.  DNP Project outline section(s) that apply:  Results/Outcomes	of the students will achieve a minimum grade of 77 on the DNP Scholarly Project Improvement Paper.  Baseline: 100% of students demonstrated a grade of 77 or above on the DNP Scholarly Project Improvement Paper utilizing underpinning s for practice and all areas
Nursing Practice, the DNP program prepares the graduate to:  1. Conduct a comprehensive and systematic assessment of health and illness parameters in complex situations, incorporating diverse and culturally sensitive approaches.  2. Design, implement, and evaluate therapeutic interventions based on nursing science and	advanced practice care in complex situations and systems to improve healthcare services to patients, families, and populations with an emphasis on rural populations	Direct	completion will demonstrate the students' ability to understand a comprehensive system assessment, complete a planning process, and implement and evaluate the data for program improvements.  DNP Project outline section(s) that apply:  Results/Outcomes What are the results	of the students will achieve a minimum grade of 77 on the DNP Scholarly Project Improvement Paper.  Baseline: 100% of students demonstrated a grade of 77 or above on the DNP Scholarly Project Improvement Paper utilizing underpinning s for practice and all areas identified
Nursing Practice, the DNP program prepares the graduate to:  1. Conduct a	advanced practice care in complex situations and systems to improve healthcare services to patients, families, and populations with an emphasis on rural	Direct	completion will demonstrate the students' ability to understand a comprehensive system assessment, complete a planning process, and implement and evaluate the data for program improvements.  DNP Project outline section(s) that apply:  Results/Outcomes	of the students will achieve a minimum grade of 77 on the DNP Scholarly Project Improvement Paper.  Baseline: 100% of students demonstrated a grade of 77 or above on the DNP Scholarly Project Improvement Paper utilizing underpinning s for practice and all areas

3. Develop and sustain therapeutic relationships and partnerships with patients (individual, families or groups) and other professionals to facilitate optimal care and patient outcomes.

- 4. Demonstrate advanced levels of clinical judgment, systems thinking, and accountability in designing, delivering, and evaluating evidence-based care to improve patient outcomes.
- 5. Guide, mentor, and support other nurses to achieve excellence in nursing practice.
- Educate and guide individuals and groups through complex health and situational transitions.
- 7. Use conceptual and analytical skills in evaluating the links among practice, organizational, population, fiscal, and policy issues (AACN, The Essentials of Doctoral Education for Advanced Nursing Practice, October 2006).

the AACN
Essentials of
Doctoral
Education for
Advanced
Nursing
Practice, 2006).

Describe the analytical approach to evaluate the outcome.
If statistics are being used,

If statistics are being used, explain the procedures including what was done and why the specific analysis was selected. (Completed in 807/808).

### Results/Outcomes

(Completed in 808).

- What are the results / outcomes of your project?
- Strengths and Limitations of the project?
- Implications for Practice?
- Suggestions for future projects/research ?

Develop skills in manuscript development, grant writing, presentations, and public speaking (DNP 806) components for the project improvement process in each course and area identified.

Benchmark: 90% of students will Students will achieve a minimum grade of 77% on the DNP Scholarly Project Improvement Paper in each course identified.

Rationale: The majority of the students in the MSN to DNP will graduate within the year-long program and the expectation is that the majority will complete the program successfully.

Target: 90% of the students will achieve a minimum grade of 77 on the DNP Scholarly Project Improvement Paper.

**Assessment Results** linking the DNP Essentials with the SLOs

AACN DNP Essential Benchmark Assessment Results

### Essential I: Scientific Underpinnings for practice prepares the DNP graduate to:

- 1. Integrate nursing science with knowledge from ethics, the biophysical, psychosocial, analytical, and organizational sciences as the basis for the highest level of nursing practice
- 2. Use science-based theories and concepts to:
  - a. Determine the nature and significance of health and health care delivery phenomena
  - b. Describe the actions and advanced strategies to enhance, alleviate, and ameliorate health and healthcare delivery phenomena as appropriate; and
  - c. Evaluate outcomes
- 3. Develop and evaluates new practice approaches based on nursing theories and theories from other disciplines.

90% of students will demonstrate at a grade of 77% or above.

Essential 1 which corresponds to the end-of-program SLOs #1-3 was completed by two students in MSN/DNP for DNP 800 and DNP 801 at a grade of 77% or above. The benchmark was met at 100%.

Essential II: Organizational and Systems Leadership for Quality Improvement and Systems Thinking prepares the DNP graduate to:

- 1. Develop and evaluate care delivery approaches that meet current and future needs of patient populations based on scientific findings in nursing and other clinical sciences as well as organizational, political, and economic sciences
- 2. Ensure accountability for quality health care and patient safety for populations with whom they work
  - a. Use advanced communication skills/processes to lead quality improvement and patient safety initiatives in health care systems
  - b. Employ principles of business, finance, economics, and health policy to develop and implement effective plans for practice-level and/or system-wide practice initiatives that

90% of students will demonstrate at a grade of 77% or above.

Essential 2 which corresponds to the end-of-program SLOs #1-3 was completed by two students in MSN/DNP for DNP 801 at a grade of 77% or above. The benchmark was met at 100%.

'11 '		
will improve		
the quality of		
care delivery.		
c. Develop and/or		
monitor		
budgets for		
practice		
initiatives		
d. Analyze the		
cost-		
effectiveness		
of practice		
initiatives		
accounting for		
risk and		
improvement		
in health care		
outcomes		
e. Demonstrate		
sensitivity to		
diverse		
organizational		
cultures and		
populations,		
including		
patients and		
providers		
3. Develop and/or		
evaluate effective		
strategies for		
managing the ethical		
dilemmas inherent in		
patient care, the health		
care organization, and		
research		
Essential III: Clinical	90% of students will	Essential 3 which
Scholarship and Analytical	demonstrate at a grade of	corresponds to the end-of-
Methods for Evidence-based	77% or above.	program SLO #1-3 were
Practice, the DNP graduate		completed by two students in
will be prepared to:		MSN/DNP, DNP 801 at a
1. Use analytic methods		grade of 77% or above. The
to critically appraise		benchmark was met at 100%.
existing literature and		
other evidence to		
determine and		
•	•	

- implement the best evidence for practice. 2. Design and implement processes to evaluate outcomes of practice, practice patterns, and systems of care within a practice setting, health care organization, or community against national benchmarks to determine variances in practice outcomes and population trends. 3. Design, direct, and evaluate quality improvement methodologies to promote safe, timely, effective, efficient, equitable, and patientcentered care. 4. Apply relevant findings to develop practice guidelines and improve practice and
  - improve practice and the practice environment.

    5. Use information technology and
  - 5. Use information technology and research methods appropriately to:
    - a. collect appropriate and accurate data to generate evidence for nursing practice
    - b. inform and guide the design of data bases that generate

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meaningful		
evidence for		
nursing		
practice		
c. analyze data		
from practice		
design		
evidence-based		
interventions		
d. predict and		
analyze		
outcomes		
e. examine		
patterns of		
behavior and		
outcomes		
f. identify gaps in		
evidence for		
practice		
6. Function as a practice		
specialist/consultant in		
collaborative		
knowledge-generating		
research.		
7. Disseminate findings		
from evidence-based		
practice and research		
to improve healthcare		
outcomes		
<b>Essential IV: Information</b>	90% of students will	Essential 4 which
Systems/Technology and	demonstrate at a grade of	corresponds to the end-of-
Patient Care Technology for	77% or above.	program SLO #1-3 were
the Improvement and		completed by two MSN/DNP
Transformation of Health		students in DNP 801 at a
Care, the DNP program		grade of 77% or above. The
prepares the graduate to:		benchmark was met at 100%.
1. Design, select, use,		
and evaluate programs		
that evaluate and		
monitor outcomes of		
care, care systems, and		
quality improvement		
including consumer		
use of health care		
information systems.		

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2.	•		
	communicate critical		
	elements necessary to		
	the selection, use and		
	evaluation of health		
	care information		
	systems and patient		
	care technology.		
3.	Demonstrate the		
	conceptual ability and		
	technical skills to		
	develop and execute		
	an evaluation plan		
	involving data		
	extraction from		
	practice information		
	systems and databases.		
4.	Provide leadership in		
	the evaluation and		
	resolution of ethical		
	and legal issues within		
	healthcare systems		
	relating to the use of		
	information,		
	information		
	technology,		
	communication		
	networks, and patient		
	care technology.		
5.			
	health information		
	sources for accuracy,		
	timeliness, and		
	appropriateness		
	tial V: Health Care	90% of students will	Essential 5 which
	for Advocacy in	demonstrate at a grade of	corresponds to the end-of-
	h Care, the DNP	77% or above.	program SLO #1-3 were
_	am prepares the		completed by two students in
U	ate to:		MSN/DNP for DNP 802 at a
1.	Critically analyze		grade of 77% or above. The
	health policy		benchmark was met at 100%.
	proposals, health		
	policies, and related		
	issues from the		
	perspective of		
	consumers, nursing,		

- other health professions, and other stakeholders in policy and public forums.
- 2. Demonstrate leadership in the development and implementation of institutional, local, state, federal, and/or international health policy.
- 3. Influence policy makers through active
- 4. participation on committees, boards, or task forces at the institutional, local, state, regional, national, and/or international levels to improve health care delivery and outcomes.
- 5. Educate others, including policy makers at all levels, regarding nursing, health policy, and patient care outcomes.
- 6. Advocate for the nursing profession within the policy and healthcare communities.
- 7. Develop, evaluate, and provide leadership for health care policy that shapes health care financing, regulation, and delivery.
- 8. Advocate for social justice, equity, and ethical policies within all healthcare arenas.

Eggandial VI.	90% of students will	Essential 6 which
Essential VI:		
Interprofessional	demonstrate at a grade of	corresponds to the end-of-
Collaboration for	77% or above	program SLO #1-3 and
Improving Patient and		Essential 6 which
Population Health		corresponds to DNP 807 and
Outcomes, the DNP		DNP 808 at a grade of 77%
program prepares the		or above. The benchmark
graduate to:		was met by two students at
1. Employ effective		100%.
communication and		
collaborative skills in		
the development and		
implementation of		
practice models, peer		
review, practice		
guidelines, health		
policy, standards of		
care, and/or other		
scholarly products.		
2. Lead interprofessional		
teams in the analysis		
of complex practice		
and organizational		
issues.		
3. Employ consultative		
and leadership skills		
with interprofessional		
and interprofessional		
teams to create change		
in health care and		
complex healthcare		
delivery systems.		
Essential VII: Clinical	90% of students will	Essential 7 which
Prevention and Population	demonstrate at a grade of	corresponds to the end-of-
Health for Improving the	77% or above	program SLO #7 was
Nation's Health, the DNP		Essential 4 which
program prepares the		corresponds to the end-of-
graduate to:		program SLO #1-3 and
1. Analyze		corresponds to DNP 807 and
epidemiological,		DNP 808 at a grade of 77%
biostatistical,		or above. The benchmark
environmental, and		was met by two students at
other appropriate		100%.
scientific data related		
to individual,		

	1	1
aggregate, and		
population health.		
2. Synthesize concepts,		
including psychosocial		
dimensions and		
cultural diversity,		
related to clinical		
prevention and		
population health in		
developing,		
implementing, and		
evaluating		
interventions to		
address health		
promotion/ disease		
prevention efforts,		
improve health		
status/access patterns,		
and/or address gaps in		
care of individuals,		
aggregates, or		
populations.		
3. Evaluate care delivery		
models and/or		
strategies using		
concepts related to		
community,		
environmental and		
occupational health,		
and cultural and		
socioeconomic		
dimensions of health.		
Essential VIII: Advanced	Monitor for results.	Essential 8 which
Nursing Practice, the DNP		corresponds to the end-of-
program prepares the		program SLO #7 was
graduate to:		Essential 4 which
1. Conduct a		corresponds to the end-of-
comprehensive and		program SLO #2 was DNP
systematic assessment		806, DNP at a grade of 77%
of health and illness		or above. The benchmark
parameters in complex		was met by two students at
situations,		100%.
· ·		100 /0.
incorporating diverse		
and culturally		
sensitive approaches.		

- 2. Design, implement, and evaluate therapeutic interventions based on nursing science and other sciences.
- 3. Develop and sustain therapeutic relationships and partnerships with patients (individual, family or group) and other professionals to facilitate optimal care and patient outcomes.
- 4. Demonstrate advanced levels of clinical judgment, systems thinking, and accountability in designing, delivering, and evaluating evidence-based care to improve patient outcomes.
- 5. Guide, mentor, and support other nurses to achieve excellence in nursing practice.
- 6. Educate and guide individuals and groups through complex health and situational transitions.
- 7. Use conceptual and analytical skills in evaluating the links among practice, organizational, population, fiscal, and policy issues (AACN, The Essentials of Doctoral Education for Advanced Nursing Practice, October 2006).

End-Of-Program Student Learning Outcomes					
PLAN IMPLEMENTATION					IENTATION
Component	Assessment Method	Expected Level of Achievement	Frequency of Assessment	Results of Data Collection, including Actual LOAs	Analysis & Actions for Program Development, Maintenance, or Revision
	-	DNP		-	•
Applies nursing and interprofessional scientific and theoretical knowledge to improve healthcare services to patients, families, and populations with an emphasis on rural populations.	b) DNP 807 Poster Presentation  Indirect Assessment: c) Alumni Evaluation of EOPSLOs Survey	100% of students must achieve 77% or higher on the Project Paper.  100% of students must achieve 77% or higher on the Poster Presentation.	With each graduating class  With each graduating class	a) Project Paper 100% b) Poster Presentation 100% c) Results pending	Continued implementation of QI modules in DNP 800 and DNP 801.
		80% of graduates agree or strongly agree with achievement of the EOPSLO from the previous inquiry.	Annually		
EOPSLO #2 Uses leadership skills and competencies in healthcare systems to improve healthcare services to patients, families, and populations with an emphasis on rural populations.	Direct Assessment: a) DNP 808 Project Paper b) DNP 807 Poster Presentation	100% of students must achieve 77% or higher or the Project Paper. 100% of students must achieve 77% or higher on the Poster Presentation.	With each graduating class  With each graduating class  Annually	a) Project Paper 100% b) Poster Presentation 100% c) Results pending	BSN – DNP site approval letter required in DNP 803 (semester 3)  MSN – DNP site approval letter required in DNP 800 (semester 1) Revision: Frequent meetings to assess and revise problems as needed to streamline assignments

EOPSLO #3	Direct Assessment:	100% of students	With each	2020	and address redundancy.  DNP project guidelines and accompanying forms under tab on the Graduate Nursing Site for completion.
Synthesizes and disseminates evidence-based practices to improve healthcare services to patients, families, and populations with an emphasis on rural populations.	a) DNP 808 Project Paper  b) DNP 807 Poster Presentation  Indirect Assessment: c) Alumni Evaluation of EOPSLOs Survey	must achieve 77% or higher on the Project Paper.  100% of students must achieve 77% or higher on the Poster Presentation.  80% of graduates agree or strongly agree with achievement of the EOPSLO	graduating class  With each graduating class  Annually	a) Project Paper 100% b) Poster Presentation 100% c) Results pending	DNP ad hoc committee to meet each semester to review student progress, student project/site issues, and PICOT questions.  Revisions: Frequent meetings with course coordinators and the student chairs to assess and revise problems as needed to streamline assignments and address redundancy.  Increased Rigor of scientific writing and expectations for APA 7th edition formatting.  Course instructor and DNP project chair to coordinate to review evidence-based

					synthesis and PICOT question.  Faculty chairs will be assigned with the incoming classes by the Director.
EOPSLO #4 Utilizes information systems and technology to improve healthcare services to patients, families, and populations with an emphasis on rural populations.	Direct Assessment: a) DNP 808 Project Paper b) DNP 807 Poster Presentation Indirect Assessment: c) Alumni Evaluation of EOPSLOs Survey	100% of students must achieve 77% or higher on the Project Paper.  100% of students must achieve 77% or higher on the Poster Presentation.  80% of graduates agree or strongly agree with achievement of the EOPSLO	With each graduating class  With each graduating class  Annually	a) Project Paper 100% b) Poster Presentation 100% c) Results pending	DNP breakout sessions held during MSN orientation. Blackboard student graduate site merged MSN and DNP program tabs allow students easier access to forms and information.
EOPSLO #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.	Direct Assessment: a) DNP 808 Project Paper b) DNP 807 Poster Presentation Indirect Assessment: c) Alumni Evaluation of EOPSLOs Survey	100% of students must achieve 77% or higher on the Project Paper.  100% of students must achieve 77% or higher on the Poster Presentation.  80% of graduates agree or strongly agree with achievement of the EOPSLO	With each graduating class  With each graduating class  Annually	a) Project Paper 100% b) Poster Presentation 100% c) Results pending	The DNP Poster Presentation was held virtually due to the global pandemic. All Nursing faculty were in attendance as the graduating students presented the posters and work on their individual projects.
EOPSLO #6 Employs effective interprofessional communication and collaboration to improve healthcare services to patients, families, and populations with an	Direct Assessment: a) DNP 808 Project Paper b) DNP 807 Poster Presentation	100% of students must achieve 77% or higher on the Project Paper. 100% of students must achieve 77% or higher on	With each graduating class  With each graduating class	a) Project Paper 100% b) Poster Presentation 100% c) Results pending	2020 IRB process is working well with the streamlined form to the IRB Committee.

emphasis on rural populations.	Indirect Assessment: c) Alumni Evaluation of EOPSLOs Survey	the Poster Presentation.  80% of graduates agree or strongly agree with achievement of the EOPSLO	Annually		The Chair of the IRB Committee has informed us that a faculty member can submit all expedited IRBs to her committee with the titles and having been cleared by the nursing faculty
EOPSLO #7 Implement systems changes that advocate healthcare prevention to improve healthcare services to patients, families, and populations with an emphasis on rural populations.	b) DNP 808 Project Paper  b) DNP 807 Poster Presentation  Indirect Assessment: c) Alumni Evaluation of EOPSLOs Survey	100% of students must achieve 77% or higher on the Project Paper.  100% of students must achieve 77% or higher on the Poster Presentation.  80% of graduates agree or strongly agree with achievement of the EOPSLO	With each graduating class  With each graduating class  Annually	a) Project Paper 100% b) Poster Presentation 100% c) Results pending	Students are encouraged to implement changes that advocate for and improve healthcare services to patients, families, and populations. Rural health focus is important as 46/46 counties in South Carolina are currently underserved.

### **Action Items:**

- Will continue to have a breakout session for MSN/DNP students to orient students to the specific demands of a fast-paced doctoral program.
- Encourage Part-time attendance if needed.
- Advisors will be assigned by the Director of the MSN/DNP program as advisor chairs during the admission process. Every attempt will be made to link students to advisors with expertise in the project area of interest.
- With the new AACN Essentials changing to Domains there will be curriculum changes coming after the NTF information is published.

### **Executive Summary of Report (one-page maximum)**

The mission statement for the Department of Nursing is consistent and pertains to all levels of nursing students (BSN, MSN, and DNP). The themes of the program learning outcomes are consistent with doctoral nursing competencies and skills and are congruent with the end-of-program student learning outcomes being formulated form the Essential of Doctoral Education published by the American Academy of Colleges of Nursing (AACN, 2006). The program

assessment methods are directly related to the program learning outcomes and the end-of-program SLOs. The end-of-program SLOs assessment is an evidence-based practice project that is completed for a clinical nursing quality improvement project.

Each course in the MSN/DNP program concentrates on a specific part of the project. The benchmark was set through analysis of the other graduate programs at FMU School of Health Sciences and attainment was based on the first MSN/DNP cohort. The MSN/DNP program began in December of 2018 with seven graduates. The second cohort graduated three students in December 2019. The third cohort graduated two students in December 2020. Currently there are seven MSN/DNP students set to graduate in Summer Semester 2021. One MSN/DNP is off track and will not graduate until 2022.

### **Appendix**

- American Academy of Colleges of Nursing (2006).
- Francis Marion Graduate Student Handbook (current edition available online).