

## **Institutional Effectiveness Report Template**

<b>Name of Program:</b>	<b>MSN/FNP</b>
<b>Year:</b>	<b>2020-2021</b>
<b>Name of Preparer:</b>	<b>Deborah L. Hopla</b>

### **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 defined as 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
<b>Essential I: Background for Practice from Sciences and Humanities</b>	The MSN Advanced Practice Registered Nurse (APRN) graduate in the	Direct	The MSN project will identify a specific project improvement needed for a population of patients or healthcare	<b>Baseline:</b> 100% of students demonstrated a grade of 77 or above on the MSN

	<p>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.</p>		<p>system and includes a graded section related to an interprofessional literature review and an applied theoretical background. Students will utilize the science and humanities to provide holistic, evidence-based practice in the setting identified as in need. (Completed in APRN 705 and APRN 706)</p>	<p>Scholarly Project Improvement final paper utilizing underpinnings for practice and all areas identified with the listed components for the project improvement process in each course and area identified.</p> <p><b>Benchmark:</b> 100% of students will achieve a minimum grade of 77% on the Final Project Improvement Paper.</p> <p><b>Rationale:</b> Since these are graduating MSN/FNP students, the expectation is that the majority of them will successfully met the target.</p> <p><b>Target:</b> 90% of the students will achieve a minimum grade of 77 on the final Scholarly Paper.</p>
--	---	--	---	---

				Target met by 36 students.
<b>Essential II: Organizational and Systems Leadership</b>	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)	<p><b>Baseline:</b> 100% of students demonstrated a grade of 77 or above on the MSN Scholarly Project Improvement final paper utilizing organizational and systems leadership for practice and all areas identified with the listed components for the project improvement process in each course and area identified.</p> <p><b>Benchmark:</b> 100% of students will achieve a minimum grade of 77% on the MSN Scholarly Project Improvement Paper in each course identified.</p> <p><b>Rationale:</b> Since these are graduating MSN/FNP students, the</p>

				<p>expectation is that the majority of them will successfully met the target.</p> <p><b>Target:</b> 90% of the students will achieve a minimum grade of 77 on the MSN Project Improvement Scholarly Paper.</p> <p>Target met by 36 students.</p>
<p><b>Essential III: Quality Improvement and Safety</b></p>	<p>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.</p>	<p>Direct</p>	<p>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)</p>	<p><b>Baseline:</b> 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.</p> <p><b>Benchmark:</b> 100% of students will achieve a</p>

				<p>minimum grade of 77% on the Final Project Improvement Paper.</p> <p><b>Rationale:</b> Since these are graduating MSN/FNP students, the expectation is that the majority of them will successfully met the target.</p> <p><b>Target:</b> 90% of the students will achieve a minimum grade of 77 on the final MSN Scholarly Project Improvement.</p> <p>Target met by 36 students.</p>
<p><b>Essential IV: Translating and Integrating Scholarship into Practice</b></p>	<p>The MSN APRN graduate will be prepared to deliver competent, compassionate care to diverse populations across the lifespan.</p>	<p>Direct</p>	<p>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 practice in the setting</p>	<p><b>Baseline:</b> 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 with the listed</p>

			<p>identified as in need. (Completed in APRN 705 and APRN 706)</p>	<p>components for the project improvement process in each course and area identified.</p> <p><b>Benchmark:</b> 100% of students will achieve a minimum grade of 77% on the MSN Scholarly Project Improvement Final Project Improvement Paper.</p> <p><b>Rationale:</b> Since these are graduating MSN/FNP students, the expectation is that the majority of them will successfully met the target.</p> <p><b>Target:</b> 90% of the students will achieve a minimum grade of 77 on the MSN Scholarly Project Improvement Final Scholarly Paper.</p> <p>Target met by 36 students.</p>
<b>Essential V: Informatics and</b>	The MSN APRN graduate	Direct	The MSN project will identify a	<b>Baseline:</b> 100% of students

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



				<p><b>Target:</b> 90% of the students will achieve a minimum grade of 77 on the MSN Scholarly Project Improvement Final Scholarly Paper.</p> <p>Target met by 36 students.</p>
<p><b>Essential VI: Health Policy and Advocacy</b></p>	<p>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.</p>	<p>Direct</p>	<p>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)</p>	<p><b>Baseline:</b> 100% of students demonstrated a grade of 77 or above on the MSN Scholarly Project Improvement final paper utilizing advocacy and health policy for the needed areas identified with the listed components for the project improvement process in each course and area identified.</p> <p><b>Benchmark:</b> 100% of students will achieve a minimum grade of 77% on the MSN Scholarly Project Improvement Final Project.</p>

				<p><b>Rationale:</b> Since these are graduating MSN/FNP students, the expectation is that the majority of them will successfully met the target</p> <p><b>Target:</b> 90% of the students will achieve a minimum grade of 77 on the MSN Scholarly Project Improvement Final Scholarly Paper.</p> <p>Target met by 36 students.</p>
<p><b>Essential VII: Interprofessional Collaboration for Improving Patient and Population Health Outcomes</b></p>	<p>The MSN APRN graduate will be prepared to demonstrate leadership skill in communicating and collaborating with the interprofessional healthcare team.</p>		<p>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. Students will utilize knowledge about population health and healthcare outcomes to provide</p>	<p><b>Baseline:</b> 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 for practice in all areas identified with the listed components for</p>

			<p>holistic, evidence-based practice in the setting identified as in need. (Completed in APRN 705 and APRN 706)</p>	<p>the project improvement process in each course and area identified.</p> <p><b>Benchmark:</b> 100% of students will achieve a minimum grade of 77% on the MSN Scholarly Project Improvement Final Project Improvement Paper.</p> <p><b>Rationale:</b> Since these are graduating MSN/FNP students, the expectation is that the majority of them will successfully met the target</p> <p><b>Target:</b> 90% of the students will achieve a minimum grade of 77 on the MSN Scholarly Project Improvement Final Scholarly Paper.</p> <p>Target met by 36 students.</p>
<b>Essential VIII:</b>	The MSN APRN graduate	Direct	The MSN project will identify a	<b>Baseline:</b> 100% of students

<p><b>Clinical Prevention and Population Health for Improving Health</b></p>	<p>will be prepared to deliver competent, compassionate care to diverse populations across the lifespan.</p>		<p>specific project improvement needed for a population of patients or healthcare system and includes a graded section related to prevention and the United States Preventative Task Force (USPTF) information as it pertains to the population identified. Students will utilize the USPTF to provide holistic, evidence-based practice in the setting identified as in need. (Completed in APRN 705 and APRN 706)</p>	<p>demonstrated a grade of 77 or above on the MSN Scholarly Project Improvement Final paper utilizing prevention and population health for improving health from the USPTF in advanced practice and all areas identified with the listed components for the project improvement process in each course and area identified.</p> <p><b>Benchmark:</b> 100% of students will achieve a minimum grade of 77% on the MSN Scholarly Project Improvement Final Project Paper.</p> <p><b>Rationale:</b> Since these are graduating MSN/FNP students, the expectation is that the majority of them will</p>
--	--	--	---	---

				<p>successfully met the target.</p> <p><b>Target:</b> 90% of the students will achieve a minimum grade of 77 on the MSN Scholarly Project Improvement Final Paper.</p> <p>Target met by 36 students.</p>
<p><b>Essential IX: Master's-Level Nursing Practice</b></p>	<p>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.</p>	<p>Direct</p>	<p>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 collaborative practice, literature review for evidence and an applied theoretical background. Students will utilize the science and humanities to provide advanced nursing practice in a holistic, evidence-based practice in the setting identified as in need. (Completed in APRN 705 and APRN 706)</p>	<p><b>Baseline:</b> 100% of students demonstrated a grade of 77 or above on the MSN Scholarly Project Improvement final paper utilizing all master's level course work for providing advanced practice in all areas identified with the listed components for the project improvement process in each course and area identified.</p> <p><b>Benchmark:</b> 100% of students will achieve a minimum grade of 77% on the</p>

				<p>MSN Scholarly Project Improvement Final Paper.</p> <p><b>Rationale:</b> Since these are graduating MSN/FNP students, the expectation is that the majority of them will successfully met the target.</p> <p><b>Target:</b> 90% of the students will achieve a minimum grade of 77 on the MSN Scholarly Project Improvement Final Scholarly Paper.</p> <p>Target met by 36 students.</p>
--	--	--	--	---

Assessment Results linking the AACN MSN Essentials with the SLOs

AACN MSN Essential	Benchmark	Assessment Results
<p><b>Essential I: Background for Practice from Sciences and Humanities</b> Recognizes that the master's-prepared nurse integrates scientific findings from nursing, biopsychosocial fields, genetics, public health, quality improvement, and organizational sciences for the continued improvement of</p>	<p><b>Benchmark:</b> 100% of students will achieve a minimum grade of 77% on the Final Project Improvement Paper. Acompleted in APRN 705 and APRN 706.</p>	<p>Essential I 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. The benchmark was met at 100% by 36 students.</p>

nursing care across diverse settings.		
<p><b>-Essential II: Organizational and Systems Leadership</b> 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.</p>	<p><b>Benchmark:</b> 100% of students will achieve a minimum grade of 77% on the Final Project Improvement Paper. Completed in APRN 705 and APRN 706.</p>	<p>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 36 students.</p>
<p><b>Essential III: Quality Improvement and Safety</b> 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.</p>	<p><b>Benchmark:</b> 100% of students will achieve a minimum grade of 77% on the Final Project Improvement Paper. Completed in APRN 705 and APRN 706.</p>	<p>Essential III corresponds to the end-of-program SLOs # 1,3,7 &amp;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 36 students.</p>
<p><b>Essential IV: Translating and Integrating Scholarship into Practice</b> 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.</p>	<p><b>Benchmark:</b> 100% of students will achieve a minimum grade of 77% on the Final Project Improvement Paper. Completed in APRN 705 and APRN 706.</p>	<p>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 36 students.</p>
<p><b>Essential V: Informatics and Healthcare Technologies</b> 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.</p>	<p><b>Benchmark:</b> 100% of students will achieve a minimum grade of 77% on the Final Project Improvement Paper. Completed in APRN 705 and APRN 706.</p>	<p>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 36 students.</p>

<p><b>Essential VI: Health Policy and Advocacy</b> 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.</p>	<p><b>Benchmark:</b> 100% of students will achieve a minimum grade of 77% on the Final Project Improvement Paper. Completed in APRN 706.</p>	<p>Essential VI corresponds to the end-of-program SLOs #3 was completed by students in MSN/FNP in APRN at a grade of 77% or above. The benchmark was met at 100% by 36 students.</p>
<p><b>Essential VII: Interprofessional Collaboration for Improving Patient and Population Health Outcomes</b> 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.</p>	<p><b>Benchmark:</b> 100% of students will achieve a minimum grade of 77% on the Final Project Improvement Paper. Completed in APRN 706.</p>	<p>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 36 students.</p>
<p><b>Essential VIII: Clinical Prevention and Population Health for Improving Health</b> 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.</p>	<p><b>Benchmark:</b> 100% of students will achieve a minimum grade of 77% on the Final Project Improvement Paper. Completed in APRN 705 and APRN 706.</p>	<p>Essential VIII corresponds to the end-of-program SLOs #7 &amp; 8 was completed by students in MSN/FNP in APRN at a grade of 77% or above. The benchmark was met at 100% by 36 students.</p>
<p><b>Essential IX: Master's-Level Nursing Practice</b> Recognizes that nursing practice, at the master's level,</p>	<p><b>Benchmark:</b> 100% of students will achieve a minimum grade of 77% on</p>	<p>Essential IX corresponds to the end-of-program SLOs #1-8 was completed by students</p>



<p>is broadly defined as any form of nursing intervention that influences healthcare outcomes for individuals, populations, or systems. Master's-level nursing 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.</p>	<p>the Final Project Improvement Paper. Completed in APRN 706.</p>	<p>in MSN/FNP in APRN at a grade of 77% or above. The benchmark was met at 100% by 36 students.</p>
---	--	---

- Note: Indirect assessment of the SLOs are made by contacting the alumni six months and a year after graduation with an employee and student survey.
- There were thirty-six graduates in December from the MSN-FNP program.
- There will be one additional graduate in May that took an incomplete due to illness.

### **Action Items:**

1. Self-reporting of national certification exams makes following pass rates difficult. Encourage students to self-report by emphasizing the importance throughout the program. A WIKI will be housed 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 with employment. 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. Relying on students to self-report is not ideal.
2. Continue to update OSCEs to meet current evidence-based practice. Utilize new telehealth information and develop some 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).
3. Faculty remain in clinical practice that teach clinical courses.
4. FMU has supplied students and faculty with UpToDate resources that can be accessed from smartphones ensuring 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 populations where the student are performing clinical experience.
6. Continue to seek student input from the student representatives by adding a student representative from each program discipline. Changes are made to program 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. New information from the AACN and the National Organization of Nurse Practitioner Faculties (NONPF) and the National Task Force (NTF) are due out next year. This will require faculty to examine all aspects of the program to meet accreditation requirements.

**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, 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 handle 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>