

# Academic Program Workspace

**Nursing (M.S.)**

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## General Information (Academic Program Workspace)

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## General Program Information

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### NAME OF DEPARTMENT CHAIR

Dr. Kris Hendrickx

### NAME OF PERSON SUBMITTING REPORT

Dr. Mary Jane Rivard

### SPECIALIZED ACCREDITATION IF APPLICABLE (NAME OF ACCREDITING AGENCY, STATUS OF ACCREDITATION, DATE OF NEXT ACCREDITATION)

Commission on Collegiate Nursing Education (CCNE)

### LICENSURES OR CERTIFICATES OFFERED IF APPLICABLE (EX. RN, SECONDARY EDUCATION, PROFESSIONAL PILOT, ETC. )

APRN licensure eligibility

National certification eligibility for FNP, AGPCNP, PMHNP

### PERCENTAGE OF DEGREE OFFERED ONLINE (100% ONLINE, ONLINE WITH SOME CAMPUS VISITS, OR NOT ONLINE)

100% Online with some optional campus visits

### DO YOU OFFER 50% OR MORE OF YOUR COURSES LEADING TO YOUR DEGREE(S) AT ADDITIONAL LOCATIONS?

No

# Standing Requirements

## MISSION STATEMENT

The mission of the College of Nursing & Professional Disciplines is to prepare future leaders, to advance human well-being and improve quality of life for diverse populations, with an emphasis on rural communities in North Dakota, the region and beyond, through the provision of high-quality innovative inter-professional education, research and service.

## OUTCOMES

### Nursing (M.S.) Outcome Set

#### 1: Knowledge integration

Integrate knowledge from science, humanities, theory and research into evidence-based advanced nursing practice. (Essential I & IV)

##### Mapping

*No Mapping*

#### 2: Organizational and systems leadership

Utilize knowledge of organizational and systems leadership (II), quality improvement (III) health care technologies (V), and policy (VI) to ensure high quality patient care. (Essentials II, III, V, and VI)

##### Mapping

*No Mapping*

#### 3: Inter-professional leadership teams

Participate as members and leaders of inter-professional health care teams (VII).

##### Mapping

*No Mapping*

#### 4: Population health

Apply advanced nursing skills in order to plan, manage, and coordinate culturally appropriate health care for patient populations (VIII & IX)

##### Mapping

*No Mapping*

## CURRICULUM MAP

*There are no curriculum maps*

## **Assessment Map (When are outcomes measured? Upload map)**

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**ASSESSMENT MAP OF WHEN OUTCOMES ARE MEASURED (UPLOAD TABLE DETAILING WHAT OUTCOMES ARE MEASURED EACH YEAR)**

## 2019-2020 Assessment Cycle

### ASSESSMENT REPORT

#### Mission Statement

The mission of the College of Nursing & Professional Disciplines is to prepare future leaders, to advance human well-being and improve quality of life for diverse populations, with an emphasis on rural communities in North Dakota, the region and beyond, through the provision of high-quality innovative inter-professional education, research and service.

#### Measures

##### Nursing (M.S.) Outcome Set

###### Outcome

###### Outcome: 1: Knowledge integration

Integrate knowledge from science, humanities, theory and research into evidence-based advanced nursing practice. (Essential I & IV)

###### Measure: 1a) Knowledge Integration

*Course level Direct - Student Artifact*

|  |  |
|--|--|
| <b>Details/Description:</b>            | Students will demonstrate an appropriate level of background knowledge in the sciences and humanities in preparation for advanced nursing practice. (Essential I)                                    |
| <b>Target:</b>                         | 95% of students within the FNP, AGPCNP, and PMHNP tracks will successfully complete either an Independent Project (NURS 997) or Thesis (NURS 998) that includes an evidence-based literature review. |
| <b>Implementation Plan (timeline):</b> | Annually   |

###### Measure: 1b) Specialty specific predictor exam

*Other level Direct - Exam*

|  |   |
|--|---|
| <b>Details/Description:</b>            | Students within all tracks will be able to integrate appropriate information from the nursing and health sciences literature into practice to provide current evidence-based care. (FNP, AGPCNP and PMHNP Tracks) (Essential I) |
| <b>Target:</b>                         | 95% of students within the FNP, AGPCNP, and PMHNP tracks will achieve a score that is predictive of success on the appropriate national specialty predictor exam.   |
| <b>Implementation Plan (timeline):</b> | Annually  |

###### Measure: 1c) End of Program Survey of students

*Program level Indirect - Survey*

|                             |  |
|-----------------------------|--|
| <b>Details/Description:</b> | Respondents will indicate how well the University of North Dakota Master of Science program met Program Outcome #1 . The question reads: "Please rate how well the |
|-----------------------------|--|

|  |  |
|--|--|
| <b>Target:</b>                         | University of North Dakota Master of Science (MS) program prepared you to integrate knowledge from science, humanities, theory, and research into evidence-based advanced nursing practice."<br>Respondents will indicate a mean rating of 8 or higher (0-10 scale) to the Program Outcome #1 question on the End of Program Survey. |
| <b>Implementation Plan (timeline):</b> | Fall and Spring semesters.   |

**Measure:** 1d) Alumni Survey  
*Program level Indirect - Survey*

|  |   |
|--|---|
| <b>Details/Description:</b>            | Respondents will rate how well the University of North Dakota Master of Science program met Program Outcome #1 . The question reads: "Please rate how well the University of North Dakota Master of Science (MS) program prepared you to integrate knowledge from science, humanities, theory, and research into evidence-based advanced nursing practice." |
| <b>Target:</b>                         | Respondents will indicate a mean rating of 8 or higher (0-10 scale) to the Program Outcome #1 question on the End of Program Survey.  |
| <b>Implementation Plan (timeline):</b> | Fall and Spring semesters.  |

**Outcome: 2: Organizational and systems leadership**

Utilize knowledge of organizational and systems leadership (II), quality improvement (III) health care technologies (V), and policy (VI) to ensure high quality patient care. (Essentials II, III, V, and VI)

**Measure:** 2a) Leadership, technology and policy  
*Course level Direct - Student Artifact*

|  |  |
|--|--|
| <b>Details/Description:</b>            | Students will demonstrate competency in:<br>1. organizational and systems leadership (Essential II);<br>2. measuring and meeting quality improvement and safety standards (Essential III);<br>and,<br>3. using a range of healthcare technologies and databases to coordinate care and communicate relevant information (Essential V).<br><br>Students will advocate for positive changes to the local and broad policies that impact the wellbeing of their clients (Essential VI). |
| <b>Target:</b>                         | 95% or greater of NE, AGPCNP, FNP, and PMHNP students achieve the “meets” or “exceeds” level on FINAL Advanced Practicum Course summative evaluation related to Quality Improvement and Safety; and Informatics and Healthcare Technologies. (TBD by Track) (AGPCNP, FNP, and PMHNP - NURS 597; NE - NURS 568)   |
| <b>Implementation Plan (timeline):</b> | Annually   |



**Measure:** 2b) End of Program Survey

*Program level Indirect - Survey*

**Details/Description:** Respondents will rate how well the University of North Dakota Master of Science program met Program Outcome #2 . The question reads: "Please rate how well the University of North Dakota Master of Science (MS) program prepared you to utilize knowledge of organizational systems leadership, quality improvement, health care technologies, and policy to ensure high quality patient care."

**Target:** Respondents will indicate a mean rating of 8 or higher (0-10 scale) to the Program Outcome #2 question on the End of Program Survey.

**Implementation Plan (timeline):** Fall and Spring semesters.

**Measure:** 2c) Alumni Survey

*Program level Indirect - Survey*

**Details/Description:** Respondents will rate how well the University of North Dakota Master of Science program met Program Outcome #2 . The question reads: "Please rate how well the University of North Dakota Master of Science (MS) program prepared you to utilize knowledge of organizational systems leadership, quality improvement, health care technologies, and policy to ensure high quality patient care."

**Target:** Respondents will indicate a mean rating of 8 or higher (0-10 scale) to the Program Outcome #2 question on the End of Program Survey.

**Implementation Plan (timeline):** Fall and Spring semesters.

**Outcome: 3: Inter-professional leadership teams**

Participate as members and leaders of inter-professional health care teams (VII).

**Measure:** 3a) Inter-professional team collaboration

*Course level Direct - Student Artifact*

**Details/Description:** Students contribute to optimal client care by communicating and collaborating with inter-professional teams (Essential VII).

**Target:** 95% or greater of NE, AGPCNP, FNP, and PMHNP students achieve the "meets" or "exceeds" level on FINAL Advanced Practicum Course summative evaluation related to inter-professional communication and collaboration. (TBD by Track) (AGPCNP, FNP, and PMHNP - NURS 597; NE - NURS 568)

**Implementation Plan (timeline):** Annually

**Measure:** 3b) End of Program Survey

*Program level Indirect - Survey*

**Details/Description:** Respondents will rate how well the University of North Dakota Master of Science

|  |  |
|--|--|
|  | program met Program Outcome #3 . The question reads: "Please rate how well the University of North Dakota Master of Science (MS) program prepared you to participate as members and leaders of interprofessional health care teams." |
| <b>Target:</b>                         | Respondents will indicate a mean rating of 8 or higher (0-10 scale) to the Program Outcome #3 question on the End of Program Survey.   |
| <b>Implementation Plan (timeline):</b> | Fall and Spring semesters.   |

**Measure:** 3c) Alumni Survey  
*Program level Indirect - Survey*

|  |  |
|--|--|
| <b>Details/Description:</b>            | Respondents will rate how well the University of North Dakota Master of Science program met Program Outcome #3 . The question reads: "Please rate how well the University of North Dakota Master of Science (MS) program prepared you to participate as members and leaders of interprofessional health care teams." |
| <b>Target:</b>                         | Respondents will indicate a mean rating of 8 or higher (0-10 scale) to the Program Outcome #3 question on the End of Program Survey.   |
| <b>Implementation Plan (timeline):</b> | Fall and Spring semesters.   |

**Outcome: 4: Population health**

Apply advanced nursing skills in order to plan, manage, and coordinate culturally appropriate health care for patient populations (VIII & IX)

**Measure:** 4a) Cultural competency training  
*Other level Direct - Other*

|  |  |
|--|--|
| <b>Details/Description:</b>            | Students are able to plan, manage and coordinate culturally appropriate, preventive care for individuals, families, and aggregates (Essential VIII). |
| <b>Target:</b>                         | 95% of students FNP, AGPCNP, NE, and PMHNP will complete the cultural competency training prior to beginning coursework in track.                    |
| <b>Implementation Plan (timeline):</b> | Annually   |

**Measure:** 4b) Certification  
*Other level Direct - Exam*

|  |  |
|--|--|
| <b>Details/Description:</b>            | Students will appropriately apply advanced nursing skills to direct and indirect care of clients (Essential IX). |
| <b>Target:</b>                         | 80% of students will pass the national board certification exam for their specialty on the first attempt.        |
| <b>Implementation Plan (timeline):</b> | Annually   |

**Measure:** 4c) End of Program Survey of students

*Program level Indirect - Survey*

**Details/Description:** Respondents will indicate how well the University of North Dakota Master of Science program met Program Outcome #4 . The question reads: "Please rate how well the University of North Dakota Master of Science (MS) program prepared you to apply advanced nursing skills in order to plan, manage and coordinate culturally appropriate health care for patient populations."  
Respondents will indicate program would be recommended to others.

**Target:** Respondents will indicate a mean rating of 8 or higher (0-10 scale) to the Program Outcome #4 question on the End of Program Survey, and 95% would recommend the program to others.

**Implementation Plan (timeline):** Fall and Spring semesters.

**Measure:** 4d) Alumni Survey

*Program level Indirect - Survey*

**Details/Description:** Respondents will indicate how well the University of North Dakota Master of Science program met Program Outcome #4 . The question reads: "Please rate how well the University of North Dakota Master of Science (MS) program prepared you to apply advanced nursing skills in order to plan, manage and coordinate culturally appropriate health care for patient populations."  
Respondents will indicate program would be recommended to others.

**Target:** Respondents will indicate a mean rating of 8 or higher (0-10 scale) to the Program Outcome #4 question on the End of Program Survey, and 95% would recommend the program to others.

**Implementation Plan (timeline):** Fall and Spring semesters.

## ASSESSMENT FINDINGS

### Finding per Measure

#### Nursing (M.S.) Outcome Set

Outcome

**Outcome: 1: Knowledge integration**

Integrate knowledge from science, humanities, theory and research into evidence-based advanced nursing practice. (Essential I & IV)

**Measure:** 1a) Knowledge Integration

*Course level Direct - Student Artifact*

**Details/Description:** Students will demonstrate an appropriate level of background knowledge in the sciences and humanities in preparation for advanced nursing practice. (Essential I)

|  |  |
|--|--|
| <b>Target:</b>                         | 95% of students within the FNP, AGPCNP, and PMHNP tracks will successfully complete either an Independent Project (NURS 997) or Thesis (NURS 998) that includes an evidence-based literature review. |
| <b>Implementation Plan (timeline):</b> | Annually   |

Findings for 1a) Knowledge Integration

|                             |  |
|-----------------------------|--|
| <b>Summary of Findings:</b> | 100% of students successfully completed an Independent Project that included an evidence-based literature review.<br>Fall 2019 students:<br>CRNA: 15<br>NE: 7<br>Spring 2020 students:<br>AGNP: 8<br>FNP: 37<br>NE: 1<br>PMHNP: 24 |
| <b>Results :</b>            | Target Achievement: Exceeded   |
| <b>Action Plan:</b>         | Continue monitoring for continuation of success.   |

**Measure:** 1b) Specialty specific predictor exam  
*Other level Direct - Exam*

|  |   |
|--|---|
| <b>Details/Description:</b>            | Students within all tracks will be able to integrate appropriate information from the nursing and health sciences literature into practice to provide current evidence-based care. (FNP, AGPCNP and PMHNP Tracks) (Essential I) |
| <b>Target:</b>                         | 95% of students within the FNP, AGPCNP, and PMHNP tracks will achieve a score that is predictive of success on the appropriate national specialty predictor exam.   |
| <b>Implementation Plan (timeline):</b> | Annually  |

Findings for 1b) Specialty specific predictor exam

|                             |  |
|-----------------------------|--|
| <b>Summary of Findings:</b> | CRNA: 80% (12/15) of students achieved a score predictive of success. Predictive score is 400.<br>AGNP: 87.5% (7/8) of students achieved a score predictive of success. Predictive score is 67%.<br>FNP: 76% (28/37) of students achieved a score predictive of success. Predictive score is 70%.<br>PMHNP (Met): 92% (23/25) of students achieved a score predictive of success. Predictive score is 70%. |
|-----------------------------|--|

**Results :** Target Achievement: Not Met

**Action Plan:** All are up from AY 2018-2019 although still not met. See responses below. Continue to monitor to assess if results affected by pandemic.

CRNA: Assessment Committee notes that result is higher than last year (53%). CRNA Program faculty met with each student to discuss predictor exam results and develop a study plan. Class of 2019 NBCRNA NCE results are pending. Assessment Committee recommends that Grad Council discuss this result.

5/5 Update: Class of 2019 NCE first time pass rate on was 100%.

AGNP: 1 out of 8 did not reach the recommended percentage of 67% on the exam. The student who did not reach the benchmark received a 65% on the exam. The exam was taken on April 7th, 2020. On March 13th, changes were made in the nation as a result of COVID-19. I believe the student who received a 65% was not able to study or concentrate on the exam as they normally would have because of extenuating life circumstances.

FNP: Nine students of 37 scored less than 70%. Of these all were above the "unlikely to pass" cutoff of 60%. Overall Cohort score average= 74% National average = 68%. This outcome is not significantly different than previous years.

**Measure:** 1c) End of Program Survey of students

*Program level Indirect - Survey*

**Details/Description:** Respondents will indicate how well the University of North Dakota Master of Science program met Program Outcome #1 . The question reads: "Please rate how well the University of North Dakota Master of Science (MS) program prepared you to integrate knowledge from science, humanities, theory, and research into evidence-based advanced nursing practice."

**Target:** Respondents will indicate a mean rating of 8 or higher (0-10 scale) to the Program Outcome #1 question on the End of Program Survey.

**Implementation Plan (timeline):** Fall and Spring semesters.

**Findings for 1c) End of Program Survey of students**

**Summary of Findings:** Fall 2019: 100% response rate - with a mean of 9.47  
Spring 2020: 53% response rate - with a mean of 7.73 improved from previous year.  
Overall annual mean 8.20

**Results :** Target Achievement: Met

**Action Plan:** Continue to monitor results. Results near target will continue to assess and

identify ways to improve responses.

**Measure:** 1d) Alumni Survey  
*Program level Indirect - Survey*

|  |   |
|--|---|
| <b>Details/Description:</b>            | Respondents will rate how well the University of North Dakota Master of Science program met Program Outcome #1 . The question reads: "Please rate how well the University of North Dakota Master of Science (MS) program prepared you to integrate knowledge from science, humanities, theory, and research into evidence-based advanced nursing practice." |
| <b>Target:</b>                         | Respondents will indicate a mean rating of 8 or higher (0-10 scale) to the Program Outcome #1 question on the End of Program Survey.  |
| <b>Implementation Plan (timeline):</b> | Fall and Spring semesters.  |

Findings for 1d) Alumni Survey

|                             |   |
|-----------------------------|---|
| <b>Summary of Findings:</b> | Fall 2109: 60% response rate - with a mean of 9.33<br>Spring 2020: 27% response rate - with a mean of 7.55 improved from previous year.<br>Overall annual mean of 8.07. |
| <b>Results :</b>            | Target Achievement: Met   |
| <b>Action Plan:</b>         | Continue to monitor results. Those near target will continue to be assessed and identify ways to improve responses.   |

**Outcome: 2: Organizational and systems leadership**

Utilize knowledge of organizational and systems leadership (II), quality improvement (III) health care technologies (V), and policy (VI) to ensure high quality patient care. (Essentials II, III, V, and VI)

**Measure:** 2a) Leadership, technology and policy  
*Course level Direct - Student Artifact*

|                             |  |
|-----------------------------|--|
| <b>Details/Description:</b> | Students will demonstrate competency in:<br>1. organizational and systems leadership (Essential II);<br>2. measuring and meeting quality improvement and safety standards (Essential III);<br>and,<br>3. using a range of healthcare technologies and databases to coordinate care and communicate relevant information (Essential V). |
|-----------------------------|--|

|  |  |
|--|--|
| <b>Target:</b>                         | Students will advocate for positive changes to the local and broad policies that impact the wellbeing of their clients (Essential VI).<br>95% or greater of NE, AGPCNP, FNP, and PMHNP students achieve the “meets” or “exceeds” level on FINAL Advanced Practicum Course summative evaluation related to Quality Improvement and Safety; and Informatics and Healthcare Technologies. (TBD by Track) (AGPCNP, FNP, and PMHNP - NURS 597; NE - NURS 568) |
| <b>Implementation Plan (timeline):</b> | Annually   |

Findings for 2a) Leadership, technology and policy

|                             |   |
|-----------------------------|---|
| <b>Summary of Findings:</b> | <p>Quality Improvement and Safety:</p> <p>Fall 2019:<br/>CRNA - 100%</p> <p>Spring 2020:<br/>AGNP - 100%<br/>FNP - 100%<br/>NE - 100 %<br/>PMHNP - 100%</p> <p>Informatics and Healthcare Technologies:</p> <p>Fall 2019:<br/>CRNA - 100%<br/>Spring 2020:<br/>AGNP - 100%<br/>FNP - 97.3%<br/>NE - 100 %<br/>PMHNP - 95%</p> |
| <b>Results :</b>            | Target Achievement: Exceeded  |
| <b>Action Plan:</b>         | Monitor to assure continued success.  |

**Measure:** 2b) End of Program Survey  
*Program level Indirect - Survey*

|  |  |
|--|--|
| <b>Details/Description:</b>            | Respondents will rate how well the University of North Dakota Master of Science program met Program Outcome #2 . The question reads: "Please rate how well the University of North Dakota Master of Science (MS) program prepared you to utilize knowledge of organizational systems leadership, quality improvement, health care technologies, and policy to ensure high quality patient care." |
| <b>Target:</b>                         | Respondents will indicate a mean rating of 8 or higher (0-10 scale) to the Program Outcome #2 question on the End of Program Survey.   |
| <b>Implementation Plan (timeline):</b> | Fall and Spring semesters.   |

### Findings for 2b) End of Program Survey

|                             |  |
|-----------------------------|--|
| <b>Summary of Findings:</b> | Fall 2019: Mean rating of 9.40<br>Spring 2020: Mean rating of 7.8 (improvement shown from previous year)<br>Overall annual mean rating of 8.23           |
| <b>Results :</b>            | Target Achievement: Met  |
| <b>Action Plan:</b>         | Monitor fall 2019 results for continued success.<br>Results from spring 2020 near target will continue to assess and identify ways to improve responses. |

### Measure: 2c) Alumni Survey Program level Indirect - Survey

|  |  |
|--|--|
| <b>Details/Description:</b>            | Respondents will rate how well the University of North Dakota Master of Science program met Program Outcome #2 . The question reads: "Please rate how well the University of North Dakota Master of Science (MS) program prepared you to utilize knowledge of organizational systems leadership, quality improvement, health care technologies, and policy to ensure high quality patient care." |
| <b>Target:</b>                         | Respondents will indicate a mean rating of 8 or higher (0-10 scale) to the Program Outcome #2 question on the End of Program Survey.   |
| <b>Implementation Plan (timeline):</b> | Fall and Spring semesters.   |

### Findings for 2c) Alumni Survey

|                             |  |
|-----------------------------|--|
| <b>Summary of Findings:</b> | Fall 2019: Mean rating of 9.33<br>Spring 2020: Mean rating of 7.41 (improvement shown from previous year)<br>Overall annual mean of 7.97 |
| <b>Results :</b>            | Target Achievement: Met  |
| <b>Action Plan:</b>         | Negligible difference but will continue to monitor to assure spring scores continue to increase.   |

### Outcome: 3: Inter-professional leadership teams

Participate as members and leaders of inter-professional health care teams (VII).



**Measure:** 3a) Inter-professional team collaboration

*Course level Direct - Student Artifact*

|  |   |
|--|---|
| <b>Details/Description:</b>            | Students contribute to optimal client care by communicating and collaborating with inter-professional teams (Essential VII).  |
| <b>Target:</b>                         | 95% or greater of NE, AGPCNP, FNP, and PMHNP students achieve the “meets” or “exceeds” level on FINAL Advanced Practicum Course summative evaluation related to inter-professional communication and collaboration. (TBD by Track) (AGPCNP, FNP, and PMHNP - NURS 597; NE - NURS 568) |
| <b>Implementation Plan (timeline):</b> | Annually  |

Findings for 3a) Inter-professional team collaboration

|                             |   |
|-----------------------------|---|
| <b>Summary of Findings:</b> | Fall 2019:<br>CRNA - 100%<br>Spring 2020:<br>AGNP - 100%<br>FNP - 99.1%<br>NE - 100%<br>PMHNP - 95% |
| <b>Results :</b>            | Target Achievement: Exceeded  |
| <b>Action Plan:</b>         | Monitor to assure continued success.  |

**Measure:** 3b) End of Program Survey

*Program level Indirect - Survey*

|  |  |
|--|--|
| <b>Details/Description:</b>            | Respondents will rate how well the University of North Dakota Master of Science program met Program Outcome #3 . The question reads: "Please rate how well the University of North Dakota Master of Science (MS) program prepared you to participate as members and leaders of interprofessional health care teams." |
| <b>Target:</b>                         | Respondents will indicate a mean rating of 8 or higher (0-10 scale) to the Program Outcome #3 question on the End of Program Survey.   |
| <b>Implementation Plan (timeline):</b> | Fall and Spring semesters.   |

Findings for 3b) End of Program Survey

|                             |   |
|-----------------------------|---|
| <b>Summary of Findings:</b> | Fall 2019: Mean rating of 9.60.<br>Spring 2020: Mean rating of 7.90. Improved from previous year.<br>Overall annual mean of 8.35. |
| <b>Results :</b>            | Target Achievement: Met   |

**Action Plan:** Monitor scores for fall semester to assure continued success.

**Measure:** 3c) Alumni Survey  
*Program level Indirect - Survey*

**Details/Description:** Respondents will rate how well the University of North Dakota Master of Science program met Program Outcome #3 . The question reads: "Please rate how well the University of North Dakota Master of Science (MS) program prepared you to participate as members and leaders of interprofessional health care teams."  
**Target:** Respondents will indicate a mean rating of 8 or higher (0-10 scale) to the Program Outcome #3 question on the End of Program Survey.  
**Implementation Plan (timeline):** Fall and Spring semesters.

Findings for 3c) Alumni Survey

**Summary of Findings:** Fall 2019: Mean rating of 9.56  
Spring 2020: Mean rating of 7.59  
Overall annual mean rating of 8.16

**Results :** Target Achievement: Met

**Action Plan:** Overall mean rating meets benchmark. Will monitor spring results to assure improvement of scores.

**Outcome: 4: Population health**

Apply advanced nursing skills in order to plan, manage, and coordinate culturally appropriate health care for patient populations (VIII & IX)

**Measure:** 4a) Cultural competency training  
*Other level Direct - Other*

**Details/Description:** Students are able to plan, manage and coordinate culturally appropriate, preventive care for individuals, families, and aggregates (Essential VIII).  
**Target:** 95% of students FNP, AGPCNP, NE, and PMHNP will complete the cultural competency training prior to beginning coursework in track.  
**Implementation Plan (timeline):** Annually

#### Findings for 4a) Cultural competency training

|                             |  |
|-----------------------------|--|
| <b>Summary of Findings:</b> | 100% of students in fall and spring semesters completed training prior to completing coursework. |
| <b>Results :</b>            | Target Achievement: Exceeded   |
| <b>Action Plan:</b>         | Monitor to assure continued success.   |

#### Measure: 4b) Certification

*Other level Direct - Exam*

|  |  |
|--|--|
| <b>Details/Description:</b>            | Students will appropriately apply advanced nursing skills to direct and indirect care of clients (Essential IX). |
| <b>Target:</b>                         | 80% of students will pass the national board certification exam for their specialty on the first attempt.        |
| <b>Implementation Plan (timeline):</b> | Annually   |

#### Findings for 4b) Certification

|                             |   |
|-----------------------------|---|
| <b>Summary of Findings:</b> | Fall 2019:<br>CRNA - 100% passed NBCRNA NCE on first attempt.<br>Spring 2019:<br>AGNP, FNP and PMHNP Tracks: Took exam in Spring semester.<br>Results avail Feb 2021. |
| <b>Results :</b>            | Target Achievement: Exceeded  |
| <b>Action Plan:</b>         | Monitor certification results.  |

#### Measure: 4c) End of Program Survey of students

*Program level Indirect - Survey*

|                             |  |
|-----------------------------|--|
| <b>Details/Description:</b> | Respondents will indicate how well the University of North Dakota Master of Science program met Program Outcome #4 . The question reads: "Please rate how well the University of North Dakota Master of Science (MS) program prepared you to apply advanced nursing skills in order to plan, manage and coordinate culturally appropriate health care for patient populations."<br>Respondents will indicate program would be recommended to others. |
| <b>Target:</b>              | Respondents will indicate a mean rating of 8 or higher (0-10 scale) to the Program Outcome #4 question on the End of Program Survey, and 95% would recommend   |

the program to others.

**Implementation Plan (timeline):** Fall and Spring semesters.

Findings for 4c) End of Program Survey of students

**Summary of Findings:** Fall 2019: Mean rating of 9.53 with 100% of students indicating they would recommend program to others.  
Spring 2020: Mean rating of 8.10 with 82% of students indicating they would recommend program to others.  
Overall annual mean rating of 8.48 with 87% of students indicating they would recommend program to others.

**Results :** Target Achievement: Not Met

**Action Plan:** Mean ratings met.  
Reviewed program to improve recommendation scores.

**Measure:** 4d) Alumni Survey  
*Program level Indirect - Survey*

**Details/Description:** Respondents will indicate how well the University of North Dakota Master of Science program met Program Outcome #4 . The question reads: "Please rate how well the University of North Dakota Master of Science (MS) program prepared you to apply advanced nursing skills in order to plan, manage and coordinate culturally appropriate health care for patient populations."  
Respondents will indicate program would be recommended to others.

**Target:** Respondents will indicate a mean rating of 8 or higher (0-10 scale) to the Program Outcome #4 question on the End of Program Survey, and 95% would recommend the program to others.

**Implementation Plan (timeline):** Fall and Spring semesters.

Findings for 4d) Alumni Survey

**Summary of Findings:** Fall 2019: Mean rating of 9.56 with 100% of students indicating they would recommend program to others.  
Spring 2020: Mean rating of 7.73with 84.2% of students indicating they would recommend program to others.  
Overall annual mean rating of 8.26 with 88.8% of students indicating they would recommend program to others.

**Results :** Target Achievement: Not Met

**Action Plan:** Mean ratings met.  
Reviewed program to improve recommendation scores.

## Overall Reflection

With the exception of Program Outcome #1, benchmark 1b, all of the curricular benchmarks are being met at this point. End of Program and Alumni related benchmarks are also being met. The Assessment Committee recommends that Graduate Council reviews the data on the above tracking tool and also the data from the End of Program and Alumni Survey Reports that are available to all faculty and staff on the Shared drive.

The Assessment Committee asks that the Graduate Council develop action items for benchmarks that are not met and record these action items in the Council minutes. Please share these action items with the Assessment Committee to help us ensure that we are closing the loop on recommendations and/or actions taken.

Meeting was held with track directors to review data and identify actions to improve End of Program and Alumni surveys.