Texas A&M University-Corpus Christi

Detailed Assessment Report
2007-2008 MSN Nursing

**Mission/Purpose**

The mission of the College of Nursing and Health Sciences is to educate the health care providers of today and leaders of tomorrow through the provision of excellent educational programs in the professions of nursing and the health sciences. The College identifies, attracts, and graduates students of high potential, especially those from groups who have been historically under represented in Texas health care. This mission is enhanced through faculty contributions to community service, leadership, practice, and research. These responsibilities are fostered within an interdisciplinary college by promoting a sense of community and caring, and through a system of shared governance.

**Goals**

**G 1: Cultivate base and specialized abilities**

To develop within the student the knowledge and skills necessary for beginning professional and advanced nursing practice, cultivating basic and specialized abilities needed to successfully pursue a career.

**G 2: Promote 'Nursing as Care' Concept**

To promote the concept of nursing as caring and facilitate attainment of a care delivery system sensitive to multicultural communities and their health values.

**G 3: Discovery of Nursing Knowledge**

To offer individuals the opportunity to increase the breadth and depth of the theoretical base for nursing practice, enhance and expand competence, prepare for role specialization and contribute to the discovery of new nursing knowledge.

**G 4: Cultivating a Pro Learning Environment**

To provide an educational environment of respect within which students may evolve as broadly educated, responsible and accountable professionals dedicated to the principles of lifelong learning.

**G 5: Foundation for Graduate Education**

To build a foundation for graduate education.

**G 6: Community Service / Leadership**

To serve the community as nursing experts, leaders and consultants in professional organizations, health promoters, providers of health care policy information and advocates of ethical distribution and usage of resources.
**Student Learning Outcomes, with Any Associations and Related Measures, Achievement Targets, Findings, and Action Plans**

**O 1: Analyze, interpret, utilize research & theories**
Critically analyze, interpret and utilize appropriate knowledge, research and theories to meet the health care needs of diverse urban and rural client populations.

**Associations:**
Commission on Collegiate Nursing Education; 2006-2007 Unit Plan

**Strategic Plans:**
Texas A&M-Corpus Christi
1.1 Provide excellent academic programs & instruction.

**Related Measures:**

**M 1: Clinical lab and class performance**
All students must demonstrate satisfactory performance in a course to progress to subsequent courses. Students can earn no more than 2 Cs to graduate from the MSN program. Grades are earned in a course through a combination of assignments designed to assess students knowledge through a variety of methods. Students must complete clinical requirements satisfactorily to earn a grade in courses with clinical laboratories. These assignments are designed to assess student knowledge of research, theories, cultural values, and beliefs as they impact the delivery of healthcare across a variety of settings. FNP students must implement care that is appropriate to the patient situation. Leadership students must design projects that will meet the needs of the organization in which they work. Characteristics of the environment must be assessed to assure the fit between care or organizational structure. The ability to develop appropriate plans must be demonstrated in written assignments throughout MSN program. Students will be asked to use current empirical literature to establish best practice. Clinical laboratory experiences require the application of this competency to select correct patient and program interventions.

**Source of Evidence:** Academic Direct Measure

**Achievement Target:**
95% students completing course earn grade of A or B in courses.

**Findings (2007-2008) - Achievement Target: Met**

Of the 917 grades earned Fall 2007-Summer 2008, 27 were below B. Grades below B include W. The performance rate in this period was 97% satisfactory performance. The B represents satisfactory performance in clinical laboratory because students cannot pass a course if they get unsatisfactory clinical evaluations.

Withdrawals continue to effect performance on this measure. 5% of the grades recorded for Fall 2007-Summer 2008 were Ws. These Ws do not represent unique students. A review of the withdrawals indicates at least half of the students who withdrew in a semester withdrew from all courses in which they were enrolled. Several of these students enrolled in the next semester and subsequently withdrew without completing courses again.

**Findings (2006-2007) - Achievement Target: Partially Met**

94% students earned A or B in courses each of the three semesters (2006-2007). 5-7 students enrolled each semester withdrew from the program; 15-17 students earned below B each semester.

**M 2: Employer Survey**

Employer satisfaction survey

Source of Evidence: Academic Direct Measure

**Achievement Target:**

95% of the preceptor evaluations demonstrate students apply research and theories in the implementation of patient or organization interventions. At least 50% of students are offered employment in agencies/institutions where they complete their clinical laboratory experiences. 85% employers report positive experiences from hiring graduates.

**Findings (2007-2008) - Achievement Target: Partially Met**

Preceptor evaluations of students are used in calculating course grades when a course has a clinical laboratory requirement. All students in clinical laboratory courses earned a satisfactory performance rating from their preceptors. All students passed the courses associated with the clinical experiences with a B or better. At least 1/3 of the FNP students reported job offers from clinical preceptors. Other students had committed to jobs before selecting their preceptors.

Employers have not been surveyed at this time.

**Findings (2006-2007) - Achievement Target: Not Met**

Unable to collect data at this time because no formal tracking system for monitoring student employment after graduation is currently in place in the CONHS.

**Related Action Plans:**

**Student Employment Follow-up/Employer Satisfaction**

1. Expand employment data collection to include all graduates. Currently graduates receiving financial assistance from AENT program
are required to inform Graduate Nursing Department about post-
graduation employment. 2. Develop Employer survey to assess 
satisfaction with graduate work performance. 
For more information, see the Action Plan Details section of this report.

M 3: National certification examination

National certification is required for FNP practice. Leadership students can 
choose to sit for examination as evidence of expertise.

Source of Evidence: Certification or licensure exam, national or state

Achievement Target:
85% pass rate within the Texas Board of Nursing time frame for FNP 
designation as Advanced Practice.

Findings (2007-2008) - Achievement Target: Met

Pass rate on certification examinations is determined through 
student self-report and monitoring the Texas Board of Nursing 
Advanced Practice Nurse designations per graduate. The 
certifying agencies consider this information confidential and 
will only report percentage rates when inquiries are made. 
There has been concern about the accuracy of the reports 
because there is no way to verify the students reported in an 
institution's rate were indeed students at the reporting 
institution. Therefore the College of Nursing and Health 
Sciences tracks pass rates independently. It is not possible to 
determine the success of students who do not report their 
results to the College of Nursing and Health Sciences or leave 
Texas. The pass rate on the Family Nurse Practitioner 
certification examination for Spring 2008 graduates was 93% 
(28 passed out of 30). The pass rate for the Spring 2007 is 
100% with 1 student not reporting. No students in the 
leadership in nursing systems specialty area of study have 
reported sitting for a national certification examination.

Findings (2007-2008) - Achievement Target: Met

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student self-report and monitoring the Texas Board of Nursing 
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(28 passed out of 30). The pass rate for the Spring 2007 is 
100% with 1 student not reporting. No students in the
leadership in nursing systems specialty area of study have reported sitting for a national certification examination.

Findings (2006-2007) - Achievement Target: Met
Students eligible for the Clinical Nurse Specialist and Family Nurse Practitioner specialty areas of study are required to earn national certification to practice at the Master’s level. Leadership in Nursing Systems students are not required to sit for certification although they are encouraged to complete the exam. To practice in Texas as Advanced Practice Nurses, RNs must earn their certification within 2 years of completing their coursework. 2006 FNP graduates earning certification = 100%; 2007 CNS graduates earning certification= 50% (1/2); 2007 FNP graduates earning certification (within 6 months of graduation)= 76% (20/27). No report= 6% (may not have completed exam as of this report).

M 4: Employment positions upon graduation
Graduates are expected to take positions in advanced roles to include teaching, practice, research, and management upon completion of their respective areas of study. Appointments to advanced practice roles in nursing.

Source of Evidence: Job placement data, esp. for career/tech areas

Achievement Target:
95% of graduates receive APN designation for clinical areas of practice. 20% of graduates accept positions in HPSA or MUA regions

Findings (2007-2008) - Achievement Target: Met
93% of eligible graduates have currently received designation as APNs. Two of the thirty students have not completed the certification examination required for designation. The national pass rate on certification examinations is 85% so we have exceeded national standards. 22% of graduates have accepted positions in medically underserved or health professional shortage areas.

M 5: Standing with state boards of nursing.
Standing with state boards of nursing.

Source of Evidence: Academic Indirect Indicator

Achievement Target:
95% graduates retain unencumbered license.

Findings (2007-2008) - Achievement Target: Met
All graduates currently have unencumbered licenses; 93% of eligible graduates earned APN designation in Texas.

Findings (2006-2007) - Achievement Target: Met
No unacceptable incidents occurred in clinical laboratory courses. All APN designated graduates from 2006-2007 have unencumbered licenses.

M 7: Capstone Course
Students must earn a B in capstone to receive credit for course. Course work includes clinical laboratory and seminar activities.

Source of Evidence: Capstone course assignments measuring mastery

Achievement Target:
Student earns a minimum grade of B in course work that requires the analysis, interpretation and use of research and theories to complete required activities. The capstone course requires the application of all principles learned in the specialty area of study.
Findings (2007-2008) - Achievement Target: Met

All Family Nurse Practitioner students enrolled in NURS 5746-Integrated Care Spring 2007 earned a B or better in this capstone course.

All Leadership in Nursing Administration students enrolled in NURS 5469-Patterns of Care Delivery earned a B or better in this capstone course. One student withdrew because of health reasons.

O 2: Plan for delivery of culturally acceptable care
Collaboratively plan for the delivery of culturally acceptable health care within the context of client social structure and world views.

Associations:

Strategic Plans:
Texas A&M-Corpus Christi
1.1 Provide excellent academic programs & instruction.

Related Measures:

M 1: Clinical lab and class performance

All students must demonstrate satisfactory performance in a course to progress to subsequent courses. Students can earn no more than 2 Cs to graduate from the MSN program. Grades are earned in a course through a combination of assignments designed to assess students knowledge through a variety of methods. Students must complete clinical requirements satisfactorily to earn a grade in courses with clinical laboratories. These assignments are designed to assess student knowledge of research, theories, cultural values, and beliefs as they impact the delivery of healthcare across a variety of settings. FNP students must implement care that is appropriate to the patient situation. Leadership students must design projects that will meet the needs of the organization in which they work. Characteristics of the environment must be assessed to assure the fit between care or organizational structure. The ability to develop appropriate plans must be demonstrated in written assignments throughout MSN program. Students will be asked to use current empirical literature to establish best practice. Clinical laboratory experiences require the application of this competency to select correct patient and program interventions.
Achievement Target:
95 % students completing course earn grade of A or B in courses.

Findings (2007-2008) - Achievement Target: Met
Of the 917 grades earned Fall 2007- Summer 2008, 27 were below B. Grades below B include W. The performance rate in this period was 97% satisfactory performance. The B represents satisfactory performance in clinical laboratory because students cannot pass a course if they get unsatisfactory clinical evaluations. Withdrawals continue to effect performance on this measure. 5% of the grades recorded for Fall 2007-Summer 2008 were Ws. These Ws do not represent unique students. A review of the withdrawals indicates at least half of the students who withdrew in a semester withdrew from all courses in which they were enrolled. Several of these students enrolled in the next semester and subsequently withdrew without completing courses again.

Findings (2006-2007) - Achievement Target: Partially Met
94% students earned A or B in courses each of the three semesters (2006-2007). 5-7 students enrolled each semester withdrew from the program; 15-17 students earned below B each semester.

M 2: Employer Survey
Employer satisfaction survey

Achievement Target:
95% of the preceptor evaluations demonstrate students apply research and theories in the implementation of patient or organization interventions. At least 50% of students are offered employment in agencies/institutions where they complete their clinical laboratory experiences. 85% employers report positive experiences from hiring graduates.

Findings (2007-2008) - Achievement Target: Partially Met
Preceptor evaluations of students are used in calculating course grades when a course has a clinical laboratory requirement. All students in clinical laboratory courses earned a satisfactory performance rating from their preceptors. All students passed the courses associated with the clinical experiences with a B or better. At least 1/3 of the FNP students reported job offers from clinical preceptors. Other students had committed to jobs before selecting their preceptors. Employers have not been surveyed at this time. See action plan for Measure 2 under Objective 1.

Findings (2006-2007) - Achievement Target: Not Met
Unable to collect data at this time because no formal tracking system for monitoring student employment after graduation is currently in place in the CONHS.

M 7: Capstone Course
Students must earn a B in capstone to receive credit for course. Course work includes clinical laboratory and seminar activities.

Source of Evidence: Capstone course assignments measuring mastery

**Achievement Target:**

Student earns a minimum grade of B in course work that requires the implementation of culturally appropriate care for patients or the design of organizational structures that support the delivery of culturally appropriate care. The capstone course requires the application of all principles learned in the specialty area of study.

**Findings (2007-2008) - Achievement Target: Met**

All Family Nurse Practitioner students enrolled in NURS 5746-Integrated Care Spring 2007 earned a B or better in this capstone course.

All Leadership in Nursing Administration students enrolled in NURS 5469-Patterns of Care Delivery earned a B or better in this capstone course. One student withdrew because of health reasons.

**O 3: Leadership, mgmt, and teaching skills**

Employ leadership, management and teaching skills to foster change and continual improvement in health care in order to meet changing societal and environmental needs.

**Associations:**


**Strategic Plans:**

Texas A&M-Corpus Christi

1.1 Provide excellent academic programs & instruction.

**Related Measures:**

**M 1: Clinical lab and class performance**

All students must demonstrate satisfactory performance in a course to progress to subsequent courses. Students can earn no more than 2 Cs to graduate from the MSN program. Grades are earned in a course through a combination of assignments designed to assess students knowledge through a variety of methods. Students must complete clinical requirements satisfactorily to earn a grade in courses with clinical laboratories. These assignments are designed to assess student knowledge of research, theories, cultural values, and beliefs as they impact the delivery of healthcare across a variety of settings. FNP students must implement care that is appropriate to the patient situation. Leadership students must design projects that will meet the needs of the organization in which they work. Characteristics of the environment must be assessed to assure
the fit between care or organizational structure. The ability to develop appropriate plans must be demonstrated in written assignments throughout MSN program. Students will be asked to use current empirical literature to establish best practice. Clinical laboratory experiences require the application of this competency to select correct patient and program interventions.

Source of Evidence: Academic Direct Measure

**Achievement Target:**
95% students completing course earn grade of A or B in courses.

**Findings (2007-2008) - Achievement Target: Met**
Of the 917 grades earned Fall 2007- Summer 2008, 27 were below B. Grades below B include W. The performance rate in this period was 97% satisfactory performance. The B represents satisfactory performance in clinical laboratory because students cannot pass a course if they get unsatisfactory clinical evaluations. Withdrawals continue to effect performance on this measure. 5% of the grades recorded for Fall 2007-Summer 2008 were Ws. These Ws do not represent unique students. A review of the withdrawals indicates at least half of the students who withdrew in a semester withdrew from all courses in which they were enrolled. Several of these students enrolled in the next semester and subsequently withdrew without completing courses again.

**Findings (2006-2007) - Achievement Target: Partially Met**
94% students earned A or B in courses each of the three semesters (2006-2007). 5-7 students enrolled each semester withdrew from the program; 15-17 students earned below B each semester.

**M 2: Employer Survey**
Employer satisfaction survey

Source of Evidence: Academic Direct Measure

**Achievement Target:**
95% of the preceptor evaluations demonstrate students apply research and theories in the implementation of patient or organization interventions. At least 50% of students are offered employment in agencies/institutions where they complete their clinical laboratory experiences. 85% employers report positive experiences from hiring graduates.

**Findings (2007-2008) - Achievement Target: Partially Met**
Preceptor evaluations of students are used in calculating course grades when a course has a clinical laboratory requirement. All students in clinical laboratory courses earned a satisfactory performance rating from their preceptors. All students passed the courses associated with the clinical experiences with a B or better. At least 1/3 of the FNP students reported job offers from clinical preceptors. Other students had committed to jobs
before selecting their preceptors. Employers have not been surveyed at this time. See action plan for Measure 2 under Objective 1.

Findings (2006-2007) - Achievement Target: Not Met
Unable to collect data at this time because no formal tracking system for monitoring student employment after graduation is currently in place in the CONHS.

M 4: Employment positions upon graduation
Graduates are expected to take positions in advanced roles to include teaching, practice, research, and management upon completion of their respective areas of study. Appointments to advanced practice roles in nursing.

Source of Evidence: Job placement data, esp. for career/tech areas

Achievement Target:
95% of graduates receive APN designation for clinical areas of practice. 20% of graduates accept positions in HPSA or MUA regions

Findings (2007-2008) - Achievement Target: Met
93% of eligible graduates have currently received designation as APNs. Two of the thirty students have not completed the certification examination required for designation. The national pass rate on certification examinations is 85% so we have exceeded national standards. 22% of graduates have accepted positions in medically underserved or health professional shortage areas.

M 7: Capstone Course
Students must earn a B in capstone to receive credit for course. Course work includes clinical laboratory and seminar activities.

Source of Evidence: Capstone course assignments measuring mastery

Achievement Target:
Student earns a minimum grade of B in activities that require demonstration of leadership skills in the implementation of appropriate care or the design of organizational structures and processes that support the effective delivery of care. The capstone course requires the application of all principles learned in the specialty area of study.

Findings (2007-2008) - Achievement Target: Met
All Family Nurse Practitioner students enrolled in NURS 5746-Integrated Care Spring 2007 earned a B or better in this capstone course.

All Leadership in Nursing Administration students enrolled in NURS 5469-Patterns of Care Delivery earned a B or better in this capstone course.
One student withdrew because of health reasons

O 4: Integrate theory & research into practice
Evaluate theory and research findings for integration into professional nursing practice.

Associations:

Strategic Plans:
1.1 Provide excellent academic programs & instruction.

**Related Measures:**

**M 1: Clinical lab and class performance**

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Source of Evidence: Academic Direct Measure

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**M 2: Employer Survey**

Employer satisfaction survey

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Unable to collect data at this time because no formal tracking system for monitoring student employment after graduation is currently in place in the CONHS.

**M 3: National certification examination**

National certification is required for FNP practice. Leadership students can chose to sit for examination as evidence of expertise.

Source of Evidence: Certification or licensure exam, national or state

**Achievement Target:**

85% pass rate within the Texas Board of Nursing time frame for FNP designation as Advanced Practice Nurses.

**Findings (2007-2008) - Achievement Target: Met**

Pass rate on certification examinations is determined through student self-report and monitoring the Texas Board of Nursing Advanced Practice Nurse designations per graduate. The certifying agencies consider this information confidential and will only report percentage rates when inquiries are made. There has been concern about the accuracy of the reports because there is no way to verify the students reported in an institution’s rate were indeed students at the reporting institution. Therefore the College of Nursing and Health Sciences tracks pass rates independently. It is not possible to determine the success of students who do not report their results to the College of Nursing and Health Sciences or leave
Texas. The pass rate on the Family Nurse Practitioner certification examination for Spring 2008 graduates was 93% (28 passed out of 30). The pass rate for the Spring 2007 is 100% with 1 student not reporting. No students in the leadership in nursing systems specialty area of study have reported sitting for a national certification examination.

**Findings (2006-2007) - Achievement Target: Met**

Students eligible for the Clinical Nurse Specialist and Family Nurse Practitioner specialty areas of study are required to earn national certification to practice at the Master’s level. Leadership in Nursing Systems students are not required to sit for certification although they are encouraged to complete the exam. To practice in Texas as Advanced Practice Nurses, RNs must earn their certification within 2 years of completing their coursework. 2006 FNP graduates earning certification = 100%; 2007 CNS graduates earning certification= 50% (1/2); 2007 FNP graduates earning certification (within 6 months of graduation) = 76% (20/27). No report= 6% (may not have completed exam as of this report).

**M 7: Capstone Course**

Students must earn a B in capstone to receive credit for course. Course work includes clinical laboratory and seminar activities.

**Source of Evidence:** Capstone course assignments measuring mastery

**Achievement Target:**

Student earns a minimum grade of B in course work that requires the application of evidence-based interventions. The capstone course requires the application of all principles learned in the specialty area of study.

**O 5: Competence and accountability**

Develop competence and accountability in an advanced practice nursing role.

**Strategic Plans:**

Texas A&M-Corpus Christi

1.1 Provide excellent academic programs & instruction.

**Related Measures:**

**M 1: Clinical lab and class performance**

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**M 2: Employer Survey**
Employer satisfaction survey

Source of Evidence: Academic Direct Measure

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Unable to collect data at this time because no formal tracking system for monitoring student employment after graduation is currently in place in the CONHS.

**M 3: National certification examination**

National certification is required for FNP practice. Leadership students can chose to sit for examination as evidence of expertise.

Source of Evidence: Certification or licensure exam, national or state

**Achievement Target:**
85% pass rate within the Texas Board of Nursing time frame for FNP designation as Advanced Practice Nurses of students earn board certification when required for practice within 2 years of graduation.

**Findings (2007-2008) - Achievement Target: Met**
Pass rate on certification examinations is determined through student self-report and monitoring the Texas Board of Nursing Advanced Practice Nurse designations per graduate. The certifying agencies consider this information confidential and will only report percentage rates when inquiries are made. There has been concern about the accuracy of the reports because there is no way to verify the students reported in an institution's rate were indeed students at the reporting institution. Therefore the College of Nursing and Health Sciences tracks pass rates independently. It is not possible to determine the success of students who do not report their results to the College of Nursing and Health Sciences or leave Texas. The pass rate on the Family Nurse Practitioner certification examination for Spring 2008 graduates was 93% (28 passed out of 30). The pass rate for the Spring 2007 is 100% with 1 student not reporting. No students in the leadership in nursing systems specialty area of study have reported sitting for a national certification examination.

**Findings (2006-2007) - Achievement Target: Met**
Students eligible for the Clinical Nurse Specialist and Family Nurse Practitioner specialty areas of study are required to earn national certification to practice at the Master’s level. Leadership in Nursing Systems students are not required to sit for certification although they are encouraged to complete the exam. To practice in Texas as Advanced Practice Nurses, RNs must earn their certification within 2 years of completing their coursework. 2006 FNP graduates earning certification = 100%; 2007 CNS graduates earning certification= 50% (1/2); 2007 FNP graduates earning certification (within 6 months of graduation)= 76% (20/27). No report= 6% (may not have completed exam as of this report)
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Graduates are expected to take positions in advanced roles to include teaching, practice, research, and management upon completion of their respective areas of study. Appointments to advanced practice roles in nursing.

Source of Evidence: Job placement data, esp. for career/tech areas

Achievement Target:
95% of graduates receive APN designation for clinical areas of practice. 20% of graduates accept positions in HPSA or MUA regions

Findings (2007-2008) - Achievement Target: Met
93% of eligible graduates have currently received designation as APNs. Two of the thirty students have not completed the certification examination required for designation. The national pass rate on certification examinations is 85% so we have exceeded national standards. 22% of graduates have accepted positions in medically underserved or health professional shortage areas.

M 5: Standing with state boards of nursing.
Standing with state boards of nursing.

Source of Evidence: Academic Indirect Indicator

Achievement Target:
95% graduates retain unencumbered license.

Findings (2007-2008) - Achievement Target: Met
All graduates currently have unencumbered licenses; 93% of eligible graduates earned APN designation in Texas.

Findings (2006-2007) - Achievement Target: Met
No unacceptable incidents occurred in clinical laboratory courses. All APN designated graduates from 2006-2007 have unencumbered licenses.

M 7: Capstone Course
Students must earn a B in capstone to receive credit for course. Course work includes clinical laboratory and seminar activities.

Source of Evidence: Capstone course assignments measuring mastery

Achievement Target:
The FNP student earns a minimum grade of B in activities that require demonstration of skills consistent with the competencies outlined by the National Organization of Nurse Practitioner Faculties as minimal level behaviors required for effective advanced clinical practice. The Leadership in Nursing Systems student demonstrates skills consistent with behaviors required for executive leadership roles as outlined by the American Organization of Nurse Executives. These competencies are measured in the clinical laboratory and didactic classroom. Competencies are represented in clinical evaluation forms and course objectives.

Findings (2007-2008) - Achievement Target: Met
All Family Nurse Practitioner students enrolled in NURS 5746-Integrated Care Spring 2007 earned a B or better in this capstone course.

All Leadership in Nursing Administration students enrolled in NURS 5469-
Patterns of Care Delivery earned a B or better in this capstone course. One student withdrew because of health reasons.

O 6: Care & respect in diverse health care delivery
Model caring, sensitivity, and respect in the delivery of health care to culturally diverse populations.

Strategic Plans:
Texas A&M-Corpus Christi
1.1 Provide excellent academic programs & instruction.

Related Measures:

M 1: Clinical lab and class performance
All students must demonstrate satisfactory performance in a course to progress to subsequent courses. Students can earn no more than 2 Cs to graduate from the MSN program. Grades are earned in a course through a combination of assignments designed to assess students knowledge through a variety of methods. Students must complete clinical requirements satisfactorily to earn a grade in courses with clinical laboratories. These assignments are designed to assess student knowledge of research, theories, cultural values, and beliefs as they impact the delivery of healthcare across a variety of settings. FNP students must implement care that is appropriate to the patient situation. Leadership students must design projects that will meet the needs of the organization in which they work. Characteristics of the environment must be assessed to assure the fit between care or organizational structure. The ability to develop appropriate plans must be demonstrated in written assignments throughout MSN program. Students will be asked to use current empirical literature to establish best practice. Clinical laboratory experiences require the application of this competency to select correct patient and program interventions.

Source of Evidence: Academic Direct Measure

Achievement Target: 95 % students completing course earn grade of A or B in courses.

Findings (2007-2008) - Achievement Target: Met
Of the 917 grades earned Fall 2007- Summer 2008, 27 were below B. Grades below B include W. The performance rate in this period was 97%
satisfactory performance. The B represents satisfactory performance in clinical laboratory because students cannot pass a course if they get unsatisfactory clinical evaluations. Withdrawals continue to effect performance on this measure. 5% of the grades recorded for Fall 2007-Summer 2008 were Ws. These Ws do not represent unique students. A review of the withdrawals indicates at least half of the students who withdrew in a semester withdrew from all courses in which they were enrolled. Several of these students enrolled in the next semester and subsequently withdrew without completing courses again.

**Findings (2006-2007) - Achievement Target: Partially Met**
94% students earned A or B in courses each of the three semesters (2006-2007). 5-7 students enrolled each semester withdrew from the program; 15-17 students earned below B each semester.

**M 2: Employer Survey**
Employer satisfaction survey

**Source of Evidence: Academic Direct Measure**

**Achievement Target:**
95% of the preceptor evaluations demonstrate students apply research and theories in the implementation of patient or organization interventions. At least 50% of students are offered employment in agencies/institutions where they complete their clinical laboratory experiences. 85% employers report positive experiences from hiring graduates.

**Findings (2007-2008) - Achievement Target: Partially Met**
Preceptor evaluations of students are used in calculating course grades when a course has a clinical laboratory requirement. All students in clinical laboratory courses earned a satisfactory performance rating from their preceptors. All students passed the courses associated with the clinical experiences with a B or better. At least 1/3 of the FNP students reported job offers from clinical preceptors. Other students had committed to jobs before selecting their preceptors.

Employers have not been surveyed at this time. See action plan for Measure 2 under Objective 1.

**Findings (2006-2007) - Achievement Target: Not Met**
Unable to collect data at this time because no formal tracking system for monitoring student employment after graduation is currently in place in the CONHS.

**M 4: Employment positions upon graduation**
Graduates are expected to take positions in advanced roles to include teaching, practice, research, and management upon completion of their respective areas of study. Appointments to advanced practice roles in nursing.

**Source of Evidence: Job placement data, esp. for career/tech areas**

**Achievement Target:**
95% of graduates receive APN designation for clinical areas of practice. 20% of graduates accept positions in HPSA or MUA regions

**Findings (2007-2008) - Achievement Target: Met**
93% of eligible graduates have currently received designation as APNs. Two of the thirty students have not completed the certification examination required for designation. The national pass rate on certification examinations is 85% so we have exceeded national standards. 22% of graduates have accepted positions in medically underserved or health professional shortage areas.
M 7: Capstone Course

Students must earn a B in capstone to receive credit for course. Course work includes clinical laboratory and seminar activities.

Source of Evidence: Capstone course assignments measuring mastery

Achievement Target:

The FNP student earns a minimum grade of B in activities that require demonstration of cultural competence through the implementation of skills outlined by the National Organization of Nurse Practitioner Faculties as minimal level behaviors required for effective advanced clinical practice. The Leadership in Nursing Systems student demonstrates cultural competence through the design and management of projects appropriate to the population served by an organization as outlined by the American Organization of Nurse Executives. These skills are measured in the clinical laboratory and didactic classroom.

Findings (2007-2008) - Achievement Target: Met

All Family Nurse Practitioner students enrolled in NURS 5746-Integrated Care Spring 2007 earned a B or better in this capstone course.

All Leadership in Nursing Administration students enrolled in NURS 5469-Patterns of Care Delivery earned a B or better in this capstone course.

O 7: Commitment to advancement of profession

Value commitment to the advancement of the profession and discipline of nursing

Strategic Plans:

Texas A&M-Corpus Christi
1.1 Provide excellent academic programs & instruction.

Related Measures:

M 1: Clinical lab and class performance

All students must demonstrate satisfactory performance in a course to progress to subsequent courses. Students can earn no more than 2 Cs to graduate from the MSN program. Grades are earned in a course through a combination of assignments designed to assess students knowledge through a variety of methods. Students must complete clinical requirements satisfactorily to earn a grade in courses with clinical laboratories. These assignments are designed to assess student knowledge of research, theories, cultural values, and beliefs as they impact the delivery of healthcare across a variety of settings. FNP students must implement care that is appropriate to the patient situation. Leadership students must design projects that will meet the needs of the organization in which they work. Characteristics of the environment must be assessed to assure the fit between care or organizational structure. The ability to develop
appropriate plans must be demonstrated in written assignments throughout MSN program. Students will be asked to use current empirical literature to establish best practice. Clinical laboratory experiences require the application of this competency to select correct patient and program interventions.

Source of Evidence: Academic Direct Measure

**Achievement Target:**
95% students completing course earn grade of A or B in courses.

**Findings (2007-2008) - Achievement Target: Met**
Of the 917 grades earned Fall 2007-Summer 2008, 27 were below B. Grades below B include W. The performance rate in this period was 97% satisfactory performance. The B represents satisfactory performance in clinical laboratory because students cannot pass a course if they get unsatisfactory clinical evaluations. Withdrawals continue to effect performance on this measure. 5% of the grades recorded for Fall 2007-Summer 2008 were Ws. These Ws do not represent unique students. A review of the withdrawals indicates at least half of the students who withdrew in a semester withdrew from all courses in which they were enrolled. Several of these students enrolled in the next semester and subsequently withdrew without completing courses again.

**Findings (2006-2007) - Achievement Target: Partially Met**
94% students earned A or B in courses each of the three semesters (2006-2007). 5-7 students enrolled each semester withdrew from the program; 15-17 students earned below B each semester.

**M 2: Employer Survey**
Employer satisfaction survey

Source of Evidence: Academic Direct Measure

**Achievement Target:**
95% of the preceptor evaluations demonstrate students apply research and theories in the implementation of patient or organization interventions. At least 50% of students are offered employment in agencies/institutions where they complete their clinical laboratory experiences. 85% employers report positive experiences from hiring graduates.

**Findings (2007-2008) - Achievement Target: Partially Met**
Preceptor evaluations of students are used in calculating course grades when a course has a clinical laboratory requirement. All students in clinical laboratory courses earned a satisfactory performance rating from their preceptors. All students passed the courses associated with the clinical experiences with a B or better. At least 1/3 of the FNP students reported job offers from clinical preceptors. Other students had committed to jobs before selecting their preceptors.
Employers have not been surveyed at this time. See action plan for Measure 2 under Objective 1.

**Findings (2006-2007) - Achievement Target: Not Met**
Unable to collect data at this time because no formal tracking system for monitoring student employment after graduation is currently in place in the CONHS.

**M 7: Capstone Course**
Students must earn a B in capstone to receive credit for course. Course work includes clinical laboratory and seminar activities.

Source of Evidence: Capstone course assignments measuring mastery

**Achievement Target:**
Student earns a minimum grade of B for relevant courses to include nursing research, science of nursing and specialty courses.

**Findings (2007-2008) - Achievement Target: Met**
All Family Nurse Practitioner students enrolled in NURS 5746-Integrated Care Spring 2007 earned a B or better in this capstone course.

All Leadership in Nursing Administration students enrolled in NURS 5469-Patterns of Care Delivery earned a B or better in this capstone course. One student withdrew because of health reasons.

**O 8: Operationalize principles in health care system**
Operationalize principles of ethical, legal, financial, and economic theories as applied to health care delivery systems.

**Strategic Plans:**
Texas A&M-Corpus Christi
1.1 Provide excellent academic programs & instruction.

**Related Measures:**

**M 1: Clinical lab and class performance**
All students must demonstrate satisfactory performance in a course to progress to subsequent courses. Students can earn no more than 2 Cs to graduate from the MSN program. Grades are earned in a course through a combination of assignments designed to assess students knowledge through a variety of methods. Students must complete clinical requirements satisfactorily to earn a grade in courses with clinical laboratories. These assignments are designed to assess student knowldege of research, theories, cultural values, and beliefs as they impact the delivery of healthcare across a variety of settings. FNP students must implement care that is appropriate to the patient situation. Leadership students must design projects that will meet the needs of the organization in which they
work. Characteristics of the environment must be assessed to assure the fit between care or organizational structure. The ability to develop appropriate plans must be demonstrated in written assignments throughout MSN program. Students will be asked to use current empirical literature to establish best practice. Clinical laboratory experiences require the application of this competency to select correct patient and program interventions.

Source of Evidence: Academic Direct Measure

**Achievement Target:**
95% students completing course earn grade of A or B in courses.

**Findings (2007-2008) - Achievement Target: Met**
Of the 917 grades earned Fall 2007- Summer 2008, 27 were below B. Grades below B include W. The performance rate in this period was 97% satisfactory performance. The B represents satisfactory performance in clinical laboratory because students cannot pass a course if they get unsatisfactory clinical evaluations. Withdrawals continue to effect performance on this measure. 5% of the grades recorded for Fall 2007-Summer 2008 were Ws. These Ws do not represent unique students. A review of the withdrawals indicates at least half of the students who withdrew in a semester withdrew from all courses in which they were enrolled. Several of these students enrolled in the next semester and subsequently withdrew without completing courses again.

**Findings (2006-2007) - Achievement Target: Partially Met**
94% students earned A or B in courses each of the three semesters (2006-2007). 5-7 students enrolled each semester withdrew from the program; 15-17 students earned below B each semester.

**M 2: Employer Survey**

Employer satisfaction survey

Source of Evidence: Academic Direct Measure

**Achievement Target:**
95% of the preceptor evaluations demonstrate students apply research and theories in the implementation of patient or organization interventions. At least 50% of students are offered employment in agencies/institutions where they complete their clinical laboratory experiences. 85% employers report positive experiences from hiring graduates.

**Findings (2007-2008) - Achievement Target: Partially Met**
Preceptor evaluations of students are used in calculating course grades when a course has a clinical laboratory requirement. All students in clinical laboratory courses earned a satisfactory performance rating from their preceptors. All students passed the courses associated with the clinical experiences with a B or better. At least 1/3 of the FNP students reported
job offers from clinical preceptors. Other students had committed to jobs before selecting their preceptors. Employers have not been surveyed at this time. See action plan for Measure 2 under Objective 1.

**Findings (2006-2007) - Achievement Target: Not Met**
Unable to collect data at this time because no formal tracking system for monitoring student employment after graduation is currently in place in the CONHS.

**Other Outcomes/Objectives, with Any Associations and Related Measures, Achievement Targets, Findings, and Action Plans**

**O 9: Faculty Scholarly Activity**
faculty will meet rank expectations for scholarly activities to include conduct of research, presentations or publications of research findings, and the scholarship of application in professional practice or consultation.

**Strategic Plans:**
Texas A&M-Corpus Christi
1.1 Provide excellent academic programs & instruction.
1.2 Achieve targeted national prominence.

**Related Measures:**

**M 6: Annual Faculty Performance Evaluation**
Annual Faculty Performance Evaluation
Source of Evidence: Evaluations

**Achievement Target:**
95% compliance on the following: (9a) Assistant Professor Scholarship: Membership in honorary societies Leader of in-service and workshop presentations Development of case studies, pamphlets, syllabi, newsletters, and/or technical reports; (9b) Associate Professor Scholarship: Membership in honorary societies; consultation activity; uses professional expertise in presenting in-services and workshops; research and publication activity; grant-writing; participates in interdisciplinary committees; (9c) Full Professor Scholarship: Membership in honorary societies; consultation activities; in-service and workshop presentations; serves as professional advisor to local, state, and national organizations; research and publication activities, grant writing; presentations and/or papers at state and national organizations; leader in interdisciplinary activities 95% compliance on the following: (10a) Assistant Professor Service: College/University: serves on college-level committees; assists in recruitment activities Community: member in some community and professional organizations State/National: May represent College at state/regional meetings; (10b) Associate Professor Service: College/University: serves on committees at college and university level; shows willingness to participate in recruitment Community: maintains membership in some community and professional organizations; may have some leadership role in community and professional organizations; shares knowledge through program presentations, etc. State/National: represents college/university at state/national meetings; serves on state/national boards/committees; (10c) Full Professor Service: College/University: committee appointments at college and university level; provides leadership in committee work; sponsorship of college organizations; involved in recruitment activities Community: member of community and professional organizations;
officer in community & professional organizations; serves on community and professional committees; makes presentations to community and professional groups State/Nation: represents college/university at state/national meetings; serves on state/national boards and committees Faculty have Graduate Faculty Designation Faculty hold appropriate credentials for graduate specialty areas of study

**Findings (2007-2008) - Achievement Target: Met**

The faculty evaluation completed for this reporting period covered Jan 1, 2007-Dec 31, 2007. 100% of the 14 graduate faculty met performance expectations for rank for teaching quantity and quality. Three faculty were on medical leave (FMLA) for one of the three semesters but each of these faculty managed to meet teaching expectations associated with their leave requirements. Finally, 100% of the 14 graduate faculty met performance expectations for rank for scholarship. Of the 14 faculty, 73% exceeded rank expectations for scholarship. Rank expectations are available in the document repository.

**O 10: Faculty service**

Faculty will meet rank expectations for service to the department, college, university, or community.

**Strategic Plans:**

Texas A&M-Corpus Christi

1.1 Provide excellent academic programs & instruction.  
1.2 Achieve targeted national prominence.

**Related Measures:**

**M 6: Annual Faculty Performance Evaluation**

Annual Faculty Performance Evaluation

Source of Evidence: Evaluations

**Achievement Target:**

95% compliance on the following: (9a) Assistant Professor Scholarship: Membership in honorary societies Leader of in-service and workshop presentations Development of case studies, pamphlets, syllabi, newsletters, and/or technical reports; (9b) Associate Professor Scholarship: Membership in honorary societies; consultation activity; uses professional expertise in presenting in-services and workshops; research and publication activity; grant-writing; participates in interdisciplinary committees; (9c) Full Professor Scholarship: Membership in honorary societies; consultation activities; in-service and workshop presentations; serves as professional advisor to local, state, and national organizations; research and publication activities, grant writing; presentations and/or papers at state and national organizations; leader in interdisciplinary activities 95% compliance on the following: (10a) Assistant Professor Service: College/University: serves on college-level committees; assists in recruitment activities Community: member in some community and professional organizations State/National: May represent College at state/regional meetings; (10b) Associate Professor Service: College/University: serves on committees at college and university level; shows willingness to participate in recruitment Community: maintains membership in some community and professional organizations; may have
some leadership role in community and professional organizations; shares knowledge through program presentations, etc. State/National: represents college/university at state/national meetings; serves on state/national boards/committees; (10c) Full Professor Service: College/University: committee appointments at college and university level; provides leadership in committee work; sponsorship of college organizations; involved in recruitment activities Community: member of community and professional organizations, officer in community & professional organizations; serves on community and professional committees; makes presentations to community and professional groups State/Nation: represents college/university at state/national meetings; serves on state/national boards and committees Faculty have Graduate Faculty Designation Faculty hold appropriate credentials for graduate specialty areas of study

**Findings (2007-2008) - Achievement Target: Met**

100% of the graduate faculty met performance expectations for leadership. Of the 14 faculty, 80% exceeded rank expectations for service. Service activities require leadership in college, university, community and professional organizations. Expectations are attached in the rank descriptors.

**Details for Action Plans Established This Cycle**

**Professional Activity Monitoring**

Leadership in professional issues is an intrinsic characteristic of advanced practice nursing. Nurses use these positions to advocate for patients in establishing access to effective health care. The extent to which TAMUCC graduates participate in professional organizations indicates their socialization into the roles associated with graduate nursing education. This measure is an indicator the affective learning.

**Priority:** Medium

**Target Date:** 05/2009

Complete review of affective learning indicators

**Responsible Person/Group:** Graduate Nursing Faculty

**Additional Resources Needed:** none

**Student Employment Follow-up/Employer Satisfaction**

1. Expand employment data collection to include all graduates. Currently graduates receiving financial assistance from AENT program are required to inform Graduate Nursing Department about post-graduation employment. 2. Develop Employer survey to assess satisfaction with graduate work performance.

**Priority:** Medium

**Target Date:** 05/2010

Students surveys for post-graduation employment mailed; employer satisfaction survey completed.

**Responsible Person/Group:** Graduate Nursing Department Chair and Committee.

**Additional Resources Needed:** Data manager; materials