

**Delta State University
School of Nursing
Annual Report
2002-2003**

**Submitted to:
Richard S. Myers, PhD
Interim Vice President for Academic Affairs**

**Prepared by:
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Dean, Professor of Nursing**

May 2003

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I. Unit Title: School of Nursing

Unit Administrator:

Maureen A. Gruich, Ph.D., R.N., Dean, Professor of Nursing

II. Data & Information for Department:

Overview

The School of Nursing (SON) is conceptualized as a faculty of the whole with primary assignment to either the graduate or undergraduate programs. This framework fosters maximum utilization of faculty preparation and expertise, and promotes exceptional learning opportunities for all students.

In concurrence with a comprehensive evaluation model that addresses all components of the organization, the School mission statement, philosophy, by-laws, and program outcomes are reviewed annually. The current documents are presented in Tables IIA-D.

Table IIA: Delta State University School of Nursing Mission
The mission of the Delta State University School of Nursing is to prepare students for professional nursing practice in a multi cultural society as either a generalist at the Baccalaureate level or as an advanced practitioner of nursing at the Masters level. The program will prepare graduates to pursue advanced study.
Revised 9/26/99; Reviewed May.2003

Table IIB. Delta State University School of Nursing Philosophy
The philosophy of the faculty of the Delta State University School of Nursing is consistent with the goals and mission of the University. The faculty believes research and theoretical and systematic methods of critical thinking foster the development of the nursing profession.. Nursing embodies the art and science of caring which is the nurturant, skillful act of being with another to promote optimum health and derives its mission from societal needs.
Society is the organizing framework composed of family, group, and community that is governed by morals, ethics and laws. We believe that each person is a unique individual who possesses the right to informed choices in the attainment of health care services.
Health is a dynamic state of being influenced by spiritual, cultural, psychological, physical and societal components, which interact with the environment. State of health is influenced by perceptions of the client and society. Nursing seeks to facilitate the health status of the client through interacting with client systems, assisting in the movement toward an optimum level of functioning or peaceful death.
Revised 9/26/97...May.2003

Table IIC: Outcomes for the BSN Program	
1.	Apply nursing, natural, and behavioral science concepts to the practice of nursing.
2.	Deliver care to the client system using critical thinking, appropriate communication, and therapeutic nursing interventions within the nursing process.
3.	Practice leadership as a self-directed professional accountable to self, society, and to the evolving nursing profession.
4.	Participate in research findings to improve nursing care.
5.	Improve health care delivery through interdisciplinary collaboration, coordination, and consultation.
6.	Provide nursing care that assists the client to achieve optimal well being, while respecting health care beliefs.
Revised 9/26/97...04.17.03	

Table IID: Outcomes for the MSN Program	
1.	Evaluate research through participation to improve access, equity, and quality of nursing practice.
2.	Analyze the impact of policy trends on the health care delivery system, formulating strategies for influencing change.
3.	Incorporate theories and research in the development and implementation of programs that promote health and wellness.
4.	Synthesize leadership skills to effect change within the profession and the health care delivery system
5.	Demonstrate competency in practice through application of advanced nursing knowledge and skills.
Revised 2/25/97...Review 06.19.03	

Accreditation

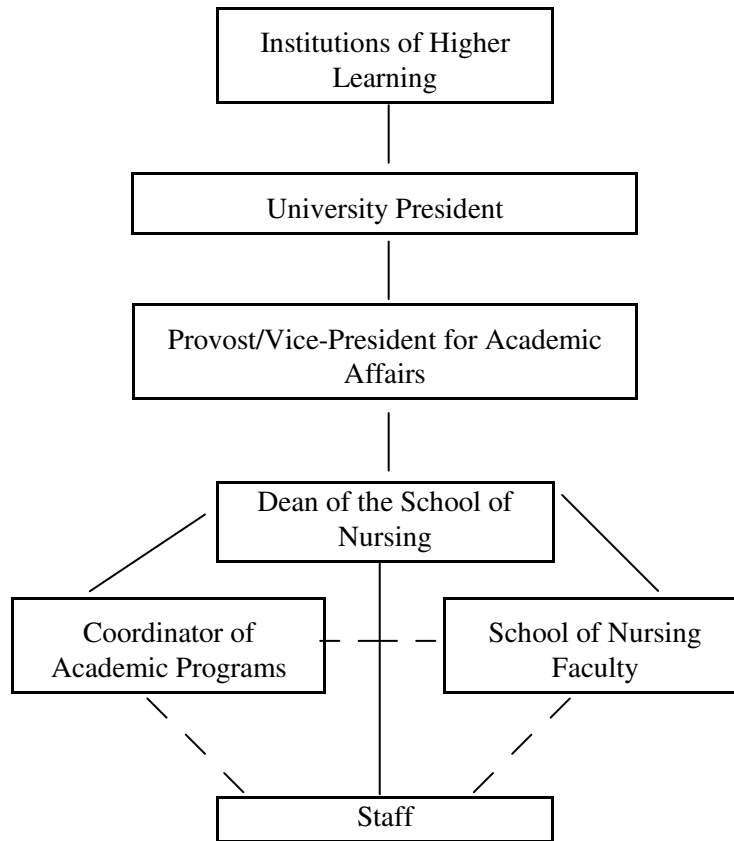
The School has state, regional, and national accreditation recognition by the Mississippi State Board of Institutions of Higher Learning, the Southern Association of Colleges and Schools, the National League for Nursing Accreditation Commission (NLNAC), and the Commission on Collegiate Nursing Education (CCNE). The last accreditation visit was October 2000. The School is the first program in the state of Mississippi to receive CCNE accreditation review. The graduate program received initial accreditation from NLNAC for October 1998 to October 2003 and initial accreditation from CCNE from October 2000 to October 2005. The SON will not seek continuing accreditation for the graduate program with NLNAC. A decision regarding the undergraduate program and NLNAC accreditation will be made in Spring 2006, the time to schedule a re-affirmation visit for Fall 2006.

Structure & Governance

The organizational structure of the School consists of the Dean, the Coordinator of Academic Programs (COAP), the Faculty; and the Staff (see Figure 1). The chain of command follows from the Dean to the Provost/Vice-President for Academic Affairs, the President, and then to the Mississippi State Board of Institutions of Higher Learning (IHL). The President gave the title of Provost to the VPAA for clarification of authority and activity in structure and governance. The Provost chairs cabinet in lieu of the President when the president is off campus.

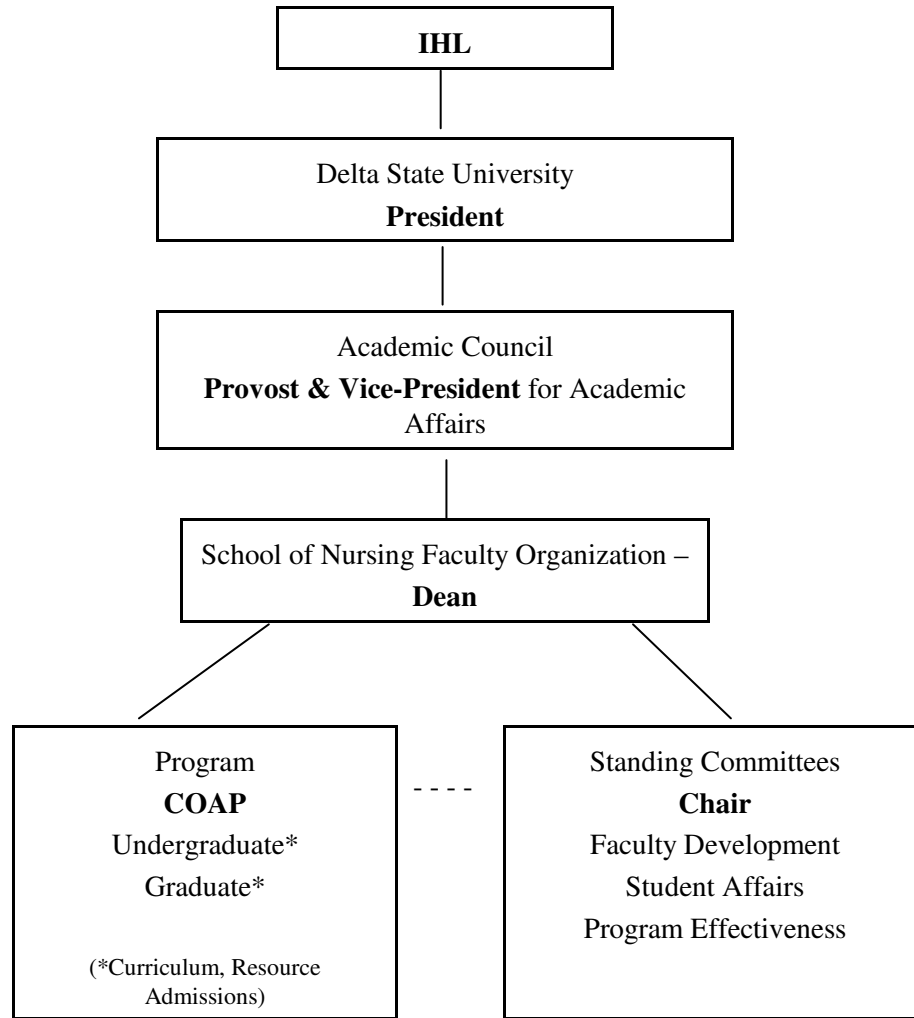
The Dean chairs the Faculty Organization meetings, which is comprised of the total faculty. The COAP, as chair, coordinates the two academic programs-- undergraduate and graduate. Activities in curriculum, admissions, and resources are functions of the two programs (undergraduate and graduate). The COAP chairs the two program groups. In addition to the Faculty Organization body, the faculty operates within three standing committees: Faculty Development, Student Affairs, and Program Effectiveness (see Figure 2). The correlation between the SON's governance structure and DSU Key Performance Areas are shown in Table IIE. Ad hoc committees are formed as needed. The DSU Faculty & Staff Handbook, the SON Faculty Handbook, and Roberts Rules of Order provide guidelines for governance. 2002/03 annual program and standing committee reports are presented at the end of the spring semester (see Appendices A -D).

Figure 1
DSU School of Nursing to IHL Organizational Structure



_____ Lines of Authority
----- Working Interaction

Figure 2
DSU School of Nursing to IHL: Program & Committee Organizational Structure



_____ Lines of Authority
 - - - - - Working Interaction

Table IIE: SON Governance Structure Examples of Correlation with DSU Eight Key Performance Areas ¹	
Programs (Undergraduate & Graduate)	III. Academics IV. Technology V. Community & Tradition Building VII. Resource Management
Standing Committees	
Faculty Development	II. Human Resources III. Academics IV. Technology
Student Affairs	I. Students & Support Services
Performance Effectiveness	VI. Public Relations
Ad hoc Committee	
Environment (Healing Gardens)	VIII. Facilities
Pinning	I. Students & Support Services V. Community & Tradition Building VI. Public Relations
Delta State University Governance Structures	
University Wellness Committee Center	I-VII as appropriate
Faculty Senate & Committees	I-VII as appropriate

¹ DSU Strategic Plan 2001-2005, pp.20-68.

Purpose

In keeping with the purposes of Delta State University, the School combines study in the liberal arts, life sciences, and behavioral sciences with the study of nursing to offer the Bachelor of Science and the Master’s of Science in Nursing Degrees. The School is committed to the preparation of professional registered nurses who will assist in meeting the health care needs of the people of the Delta and of Mississippi (see Table IIF for School enrollment). In addition, the School provides a foundation that supports graduate/post-graduate work beyond the baccalaureate or master’s level. Through the program of advanced placement for students, who are registered nurses on admission, the School offers opportunities for educational mobility thus further increasing the number of professional nurses in the Delta region. Through the graduate program the School prepares registered nurses to function in advanced practice nursing roles as administrators, educators, or practitioners. The School also offers post-master’s work for nurses desiring further education in one of two role preparations--educator and practitioner.

Table III: 2000-2001 School of Nursing Enrollment by Program		
Program	Fall 2002 (N = 50)	Spring 2003 (N = 63)
Undergraduate (BSN)		
Junior (continuing/new admits)	10	29 (10/19)
Senior (generic/RN completion)	27 (17/10)	27 (17/10)
Totals	37	56
Graduate (MSN)		
Administrator (continuing/new admits)	0	0
Educator (continuing/new admits)	1 (0/1 ¹)	1 (1/0)
Practitioner (continuing/new admits)	12 (9/3 ¹)	6 (5/1 ²)
Totals	13	7

¹ Delta Health Initiative grant funding to support a graduate faculty position enabled nondegree seeking students to proceed with full admission status. MSN admissions were placed on hold, December 2001 for Fall 2002.

² Postmaster's

The faculty receive direction from their five year goals (Table IIG.1) The goals are appropriate as they promote the University’s mission and are supported by the University’s goals (DSU 2001/02 Bulletin, pp 8-9). The SON annual goals were reviewed and reaffirmed with changes (04.28.03) (Table IIG.2). The Health Education Project (Delta Health Initiative) first year grant’s six objectives have direct correlation with the SON’s goals (Table IIG.3).

Table IIG-1. The School of Nursing Goals’ (SON) Congruency with the University's Goals & Eight Key Performance Areas¹

DSU Goals (2002/04 Bulletin, pp. 11-12)	Strategic Planning Key Performance Areas (DSU Strategic Plan 2001-2005, pp. 20-68)	School of Nursing Goals 2002-03	SON Priority
1. Review and update undergraduate and graduate programs to adequately address basic skills, knowledge, and competencies necessary for students to be properly prepared in their chosen fields, to complete licensure requirements, enter the work force, and/or continue advanced study in graduate or professional school.	I. Students & Support Services III. Academics IV. Technology V. Community & Tradition Building VI. Public Relations	1. Continue to develop and maintain high quality graduate and undergraduate curricula, which are sensitive to community health care needs.	1
11. Provide the resources, facilities and the physical environment which contribute to the intellectual, cultural, ethical, physical, and social growth and development of the student and of the surrounding community.	I. Students & Support Services III. Academics IV. Technology VI. Public Relations VIII. Facilities	2. To continue to explore and to evaluate alternative methods of curricula delivery.	3
11. Provide the resources, facilities and the physical environment which contribute to the intellectual, cultural, ethical, physical, and social growth and development of the student and of the surrounding community.	I. Students & Support Services III. Academics IV. Technology VIII. Facilities	3. To continue to recruit and retain qualified students	1
3. Promote faculty development through a comprehensive program designed to strengthen the faculty in teaching, service, and research.	I. Students & Support Services III. Academics IV. Technology VI. Public Relations VIII. Facilities IV. Technology VII. Resource Management VIII. Facilities	4. Support and enhance the professional development for faculty and staff members.	1
8. Enhance educational experiences at all levels by encouraging student and faculty research and other creative works.	I. Students & Support Services II. Human Resources V. Community & Tradition Building VII. Resource Management	5. Support and enhance the research base of the faculty members to improve health care in the Delta region and the state of Mississippi.	2

Table IIG-2. The Delta Health Initiative, Health Education Project's Congruency with the University's Goals & Eight Key Performance Areas, & SON Annual Goals.				
DSU Goals (2002/04 Bulletin, pp. 11-12)	Strategic Planning Key Performance Areas (DSU Strategic Plan 2001-2005, pp. 20-68)	School of Nursing Goals 2002-03	SON Priority	Delta Health Initiative: Health Education Project (Year One—09/2002 – extension, 09/2004)
1. Review and update undergraduate and graduate programs to adequately address basic skills, knowledge, and competencies necessary for students to be properly prepared in their chosen fields, to complete licensure requirements, enter the work force, and/or continue advanced study in graduate or professional school.	I. Students & Support Services III. Academics IV. Technology V. Community & Tradition Building VI. Public Relations	1. Continue to develop and maintain high quality graduate and undergraduate curricula, which are sensitive to community health care needs.	1	2. Complete the implementation of the School telehealth joint venture with Delta Area Health Education Center (Delta-AHEC) 5. Provide suitable teaching/learning materials for prevention and management of hypertension, diabetes mellitus and STIs. 6. Increase the publication of routine articles promoting healthful living by Delta area media.
11. Provide the resources, facilities and the physical environment which contribute to the intellectual, cultural, ethical, physical, and social growth and development of the student and of the surrounding community.	I. Students & Support Services III. Academics IV. Technology VIII. Facilities	2. To continue to explore and to evaluate alternative methods of curricula delivery.	3	2. Complete the implementation of the School telehealth joint venture with Delta Area Health Education Center (Delta-AHEC) 3. Broaden clinical experiences to include more community experiences at Delta healthcare agencies. 5. Provide suitable teaching/learning materials for prevention and management of hypertension, diabetes mellitus and STIs 6. Increase the publication of routine articles promoting healthful living by Delta area media. 6. Increase the publication of routine

Table IIG-2. The Delta Health Initiative, Health Education Project's Congruency with the University's Goals & Eight Key Performance Areas, & SON Annual Goals.				
DSU Goals (2002/04 Bulletin, pp. 11-12)	Strategic Planning Key Performance Areas (DSU Strategic Plan 2001-2005, pp. 20-68)	School of Nursing Goals 2002-03	SON Priority	Delta Health Initiative: Health Education Project (Year One—09/2002 – extension, 09/2004)
				articles promoting healthful living by Delta area media.
11. Provide the resources, facilities and the physical environment which contribute to the intellectual, cultural, ethical, physical, and social growth and development of the student and of the surrounding community.	I. Students & Support Services III. Academics IV. Technology VI. Public Relations VIII. Facilities	3. To continue to recruit and retain qualified students	1	1. Increase the number of graduates from BSN and MSN Programs who will remain to serve in the Delta. 3. Broaden clinical experiences to include more community experiences at Delta healthcare agencies.
3. Promote faculty development through a comprehensive program designed to strengthen the faculty in teaching, service, and research.	I. Students & Support Services III. Academics IV. Technology VI. Public Relations VIII. Facilities IV. Technology VII. Resource Management VIII. Facilities	4. Support and enhance the professional development for faculty and staff members.	1	4. BSN and MSN students will research the correlation of factors impacting the diet of Delta area residents of different cultures to the incidence, prevention and management of hypertension and diabetes mellitus and will also investigate the correlation of drug and alcohol abuse to sexually transmitted diseases. 6. Increase the publication of routine articles promoting healthful living by Delta area media.
8. Enhance educational experiences at all levels by encouraging student and faculty research and other creative works.	I. Students & Support Services II. Human Resources V. Community & Tradition Building VII. Resource Management	5. Support and enhance the research base of the faculty members to improve health care in the Delta region and the state of Mississippi.	2	3. Broaden clinical experiences to include more community experiences at Delta healthcare agencies. 4. BSN and MSN students will research the correlation of factors impacting the diet of Delta area residents of different cultures to the

Table IIG-2. The Delta Health Initiative, Health Education Project's Congruency with the University's Goals & Eight Key Performance Areas, & SON Annual Goals.				
DSU Goals (2002/04 Bulletin, pp. 11-12)	Strategic Planning Key Performance Areas (DSU Strategic Plan 2001-2005, pp. 20-68)	School of Nursing Goals 2002-03	SON Priority	Delta Health Initiative: Health Education Project (Year One—09/2002 – extension, 09/2004)
				<p>incidence, prevention and management of hypertension and diabetes mellitus and will also investigate the correlation of drug and alcohol abuse to sexually transmitted diseases.</p> <p>5. Provide suitable teaching/learning materials for prevention and management of hypertension, diabetes mellitus and STIs</p> <p>6. Increase the publication of routine articles promoting healthful living by Delta area media.</p>

III. Personnel

An excellent complement of full-time faculty, staff, and part-time adjunct faculty (see Table IIIA) enable the School to fulfill the mission and insure that students achieve program outcomes. The faculty have been recognized this past year with noteworthy activities and accomplishments (see Table IIIB).

Table IIIA: 2002-2003 Full-Time, Part-Time, & Adjunct Faculty Members & Staff Roster	
Full-Time Faculty	
Maureen A. Gruich, PhD, RN	Dean & Professor, Tenured
Debra F. Allen, MSN, RN, CNA	Instructor
Vicki L. Bingham ¹ , MSN, RN	Assistant Professor
Lizabeth Carlson, DSN, RN BC.....	Assistant Professor
Dora M. Christian ² , MS, RN	Instructor
Lisa E. Julius-Oswalt, MSN, RN, BC	Instructor
Dana T. Lamar ³ , EdD, RN,	Professor, Tenured
Janette McCrory, MSN, RN, BC.....	Instructor
Marion H. Raines, MS, RN,	Assistant Professor
D. Louise Seals, EdD, RN.....	Assistant Professor, Tenured
Part-Time Faculty	
Rebecca H. Cagle, DSN, FNP BC.....	Instructor
Barbara J. Powell, PhD, RN BC	Instructor
Adjunct Faculty	
Bevaline Black, MSN, FNP BC.....	Instructor
Catherine Hays, MSN, RN.....	Instructor
Teresa Polk, MSN, FNP, BC.....	Instructor
Full-Time Staff	
Carla Lewis	Secretary to the Dean
Judy Haney.....	Secretary to the Faculty
Cheryl Oleis.....	Resource Assistant

¹ Coordinator of Academic Programs, effective June 1, 2003

² Will Retire June 2003

³ Will Retire, May 2003

Legend (Table IIIB. . .)
<p>AANP—American Academy of Nurse Practitioner ANA—American Nurses’ Association BC—Board Certified DSU—Delta State University MNA—Mississippi Nurses’ Association MASN--Mississippi Association of Student Nurses MS-Mississippi NCLEX—National Council on Nurse Licensure Exam NLNAC—National League for Nursing Accreditation Commission NONPF—National Organization of Nurse Practitioner Faculty ONW—Office of Nursing Workforce SNA—Student Nurses' (DSU) Association SON—School of Nursing STTI—Sigma Theta Tau International Honor Society of Nursing</p>

Table IIIB: Faculty Activities & Accomplishments	
Faculty	2002-2003 Activities & Accomplishments
Debra F. Allen, MSN, RN, CNA Instructor in Nursing	Mississippi Board of Nursing Board Member—Governor Appointment Member of Board of Nursing Practice Committee Co-Chair of Academic Honor’s Day Committee Inducted into MS Association of Student Nurses Hall of Fame DSU Student Nurses’ Association Faculty Advisor MS Nurses Association/MS Association of Student Nurses State Consultant Treasurer of Pi Xi Chapter of Sigma Theta Tau International Honor Society of Nursing President of MS Nurses Association District #21 MS Nurses Association Workplace Advocacy Taskforce Delegate for MS Nurses Association to American Nurses Association
Vicki L. Bingham, MSN, RN Assistant Professor	Continues in doctoral coursework Graduate Student Poster Award 2003, Southern Nursing Research Society Conference (an received honorable mention) Doctoral Fellow, SON, UAB, Summer 2003
Rebecca Cagle, RN, CS, DSN, FNP Part-time Faculty	Change from adjunct/part-time to full-time (FTE 1.0) with rank of professor, tenured for FY04
Lizabeth Carlson, DSN, RN BC	Doctorate of science in nursing degree completed, Louisiana State University.

Table IIIB: Faculty Activities & Accomplishments	
Faculty	2002-2003 Activities & Accomplishments
Associate Professor	Promotion to Associate Professor of Nursing; Continues as Pi Xi Chapter Chair of Sigma Theta Tau International Honor Society of Nursing Pennington, C., PI (2003). [Delta Health Initiative: Rural Health Outreach, Continuing Congressional Special Project, 93.912A; <i>Delta State University—Health Education Project—M.A. Gruich, B.J. Powell, & L. Carlson (\$213,775.00)</i> ; Mississippi State University; Mississippi Valley State University, & University of Mississippi at the Medical Center. Department of Health & Human Services, Public Health Service, Centers for Disease Control & Prevention, September 2003-August 2004. <i>Submitted (\$1,155,000.00)</i>
Dora M. Christian, MSN, RN Instructor	Anticipates retirement, June 30, 2003.
Lisa E. Julius-Oswalt, MSN, RN, BC Instructor	Wrote the manuscript for Skills Lab Check Lists to accompany Fundamentals of Nursing textbook with contributions to the Fundamentals Textbook as well. Thompson Delmar Learning – due for publication August 2003; Presenter for the United Family Life Center Childhood Diabetes
Dana T. Lamar, EdD, RN Professor, Tenured	Granted the honor of professor emeritus Garrett, R.G., PI (2002) “Quentin N. Burdick Rural Health Interdisciplinary Program, Meharry Medical College, Nashville, TN; <i>Delta State University—M.A. Gruich & D.T. Lamar. October 1, 2002-September 30, 2003. Funded (\$9,256.00)</i> Anticipates retirement, May 30, 2003.
Janette S. McCrory, MSN, RN, BC Instructor	Selected as “Technology Champion” for DSU, 2002-2003
Maureen A. Gruich, PhD, RN Dean, Professor, Tenured	Grants: Garrett, R.G., PI (2002) “Quentin N. Burdick Rural Health Interdisciplinary Program, Meharry Medical College, Nashville, TN; <i>Delta State University—M.A. Gruich & D.T. Lamar. October 1, 2002-September 30, 2003. Funded (\$9,256.00)</i> Pennington, C., PI (2002). [Delta Health Initiative; <i>Delta State University—M.A. Gruich & B.J. Powell (\$210,080.00)</i> ; Mississippi State University; & University of Mississippi at the Medical Center. Department of Health & Human Services, Public Health Service, Centers for Disease Control & Prevention, August 2002-August 2003. Funded (\$988,987.00) Pennington, C., PI (2003). [Delta Health Initiative: Rural Health Outreach, Continuing Congressional Special Project, 93.912A; <i>Delta State University—Health Education Project—M.A. Gruich, B.J. Powell, & L. Carlson (\$213,775.00)</i> ; Mississippi State University; Mississippi Valley State University, & University of Mississippi at the Medical Center. Department of Health & Human Services, Public Health Service, Centers for Disease Control & Prevention, September 2003-August 2004. <i>Submitted (\$1,155,000.00)</i>

Table IIIB: Faculty Activities & Accomplishments	
Faculty	2002-2003 Activities & Accomplishments
Barbara J. Powell, PhD, RN Part-time Faculty	Change from adjunct/part-time to permanent part-time (FTE 0.4) with rank of professor for FY04. Grants: Pennington, C., PI (2002). [Delta Health Initiative; <i>Delta State University—M.A. Gruich & B.J.Powell (\$210,080.00)</i> ; Mississippi State University; & University of Mississippi at the Medical Center. Department of Health & Human Services, Public Health Service, Centers for Disease Control & Prevention, August 2002-August 2003. Funded (\$988,987.00); Pennington, C., PI (2003). [Delta Health Initiative: Rural Health Outreach, Continuing Congressional Special Project, 93.912A; <i>Delta State University—Health Education Project—M.A. Gruich, B.J. Powell, & L.Carlson (\$213,775.00)</i> ; Mississippi State University; Mississippi Valley State University, & University of Mississippi at the Medical Center. Department of Health & Human Services, Public Health Service, Centers for Disease Control & Prevention, September 2003-August 2004. <i>Submitted (\$1,155,000.00)</i>
Marion Raines, MS, RN Assistant Professor	Continues in doctoral studies, anticipates doctoral candidacy, Fall 2003.
D. Louise Seals, MS, Med, RN Assistant Professor, Tenured	Doctorate in education, Delta State University Promotion to Associate Professor of Nursing SAC's self study key committee member Submitted two HRSA Grants Cultural Diversity Task Force Survey tool development—SASTI, Cultural Diversity Task Force Advisory Council Assessment, Employer's Survey Diabetes Mellitus Liaison with UMC & Bolivar Medical Center Co-authored with Dr. Jerry L. Young – Bullying and Victimization in Middle School Students: Prevalence and Relationship to Self-Esteem and Depression—accepted for publication by <u>Adolescence Journal</u> Selected as presenter at up-coming American Psychiatric Nursing Association meeting in Atlanta, GA (Oct. 7-12, 2003): The Dance of Anger between Middle School Bullies and Their Victims – a seminar/presentation on the prevalence and types of bullying behaviors that occur in middle school students, and how this behavior related to depression and self-esteem in the population; Networked with several key black leaders in community to learn methods of developing influence

Table IIC-1: New Positions(s) with justification	
Position	Justification
none	n/a

Table IIC-2: Open Position(s) with justification	
Position	Justification
Faculty Three Lines	Monies in all three lines combined to support adjunct faculty needs. Monies could support 1.0 FTE assistant professor or 1.0 FTE instructors

Table IID displays the faculty status for promotion and tenure			
Faculty	Rank	Tenure	Eligibility
Debra F. Allen, MSN, RN, CNA	Instructor	---	n/a
Vicki L. Bingham, MSN, RN,	Assistant (1997)	---	in transition ¹ 2001 – 2005
Lizabeth Carlson, DNS, RN, BC	Assistant (1998)	---	(2004/05)
Dora Christian, MS, RN	Instructor	---	n/a
Lisa E. Julius-Oswalt, MSN, RN, BC	Instructor	---	n/a
Dana T. Lamar, EdD, RN	Professor Emeritus (2003)	Tenured, 2001	---
Janette McCrory, MSN, RN, BC	Instructor	---	n/a
Maureen A. Gruich, PhD, RN	Professor	Tenured, 2000	---
Marion H. Raines, MS, RN	Assistant (1994)	---	in transition ¹ 2001 - 2005
D. Louise Seals, MS, MEd	Associate (2002)	Tenured, 1996	---

¹Transition phase option due to revised tenure policy, May 2000)

IV. Degree Program Addition /Deletions

No degree program additions or deletions at present.

V. Goals Outcomes Assessment

The School's goals outcomes assessment is accomplished through the enactment of the Master Plan for Evaluation (MPE, see Appendix E).

School of Nursing Goals

1A. Unit Goal

Continue to develop and maintain high quality graduate and undergraduate curricula which are sensitive to community health care needs. [SON Priority #1 shared with Unit Goal #4]

Rationale: The Profession of Nursing is in continual evolution to discern the art and science necessary to provide for caring to all persons throughout the lifespan.

1B. Institutional Goal which was supported by this goal:

1. Review and update undergraduate and graduate programs to adequately address basic skills, knowledge, and competencies necessary for students to be properly prepared in their chosen fields, to complete licensure requirements, enter the work force, and/or continue advanced study in graduate or professional school.

1C. Expected Results:

Continued evaluation will directly impact the organizing framework and plan of study.

1D. Evaluation Procedures:

Utilization of the comprehensive SON Master Plan for Evaluation (MPE) which includes, students, faculty, agencies, alumni, and the Advisory Council. Evaluation forms for students: course, course instructor, clinical instructor, preceptor clinical; end of program satisfaction, employer satisfaction, one and five year follow-up for graduates, focus session and survey form for the Advisory Council.

1E. Actual Results of the Evaluation:

a. Undergraduate Program—Continue to assess curriculum and compare to national trends and societal needs.

- 1) Heavy content in Junior 1 semester.
- 2) Data continues to indicate that number of pre-requisite courses and once a year admission has negative impact on RN-BSN enrollment.
- 3) RN-BSN transition course, NUR358 requires an edit to best reflect the needs of the RN student over the past five years.
- 4) New BSN students continue to demonstrate difficulty (some severe) with program mathematical expectations & A & P base knowledge.
- 5) NUR301 Faculty report difficulties with student performing with total online course.
- 6) Enactment of the Delta Health Initiative (DHI, refer to grant & note objectives Table II-G2)
- 7) Students enrolling in NUR300 prior to program enrollment. Course intended for bona fide nursing student to interface *within* the first semester. Course is not intended to teach writing but to support building scholarly writing within the profession.

b. Graduate Program—Continue to assess curriculum and compare to national trends and societal needs. Standards and guidelines reviewed and compared to the SON (CCNE & NONPF). Results did not warrant changes.

1F. Use of Results:

a. Undergraduate Program

- 1) Reviewing possible option of requiring CNA as pre-requisite to program (feasibility options: location, costs, curriculum implications, reporting pending for Fall 2003).
- 2) Open enrollment facilitated with distance education teaching strategies and more than half of pre-requisites converted to co-requisite option (14 of 16 courses).
- 3) NUR358 total credit hours decreased from 6 to 4 to accommodate content load.
- 4) Detailed Math Prep materials collated and applied and A&P review modules used with direct correlation with decreased attrition rate and better student preparation, respectively..
- 5) Faculty assess that the NUR301 online course needs to move to web-enhanced with increased faculty student interaction within traditional classroom setting.
- 6) DHI enactment has increased the deliberate incorporation of community-based learning experiences.
- 7) NUR300 to remain within first semester of generic program.

b. Graduate Program—continue with current plans of study for practitioner, educator, & administrator.

2A. Unit Goal:

**To continue to explore and to evaluate alternative methods of curricula delivery.
[SON Priority #3]**

Rationale: The SON will have an impact on learning that stretches beyond the traditional classroom with walls. We will maintain a competitive marketing edge with other state nursing programs.

2B. Institutional Goal which was supported by this goal:

11. Provide the resources, facilities and the physical environment which contribute to the intellectual, cultural, ethical, physical, and social growth and development of the student and of the surrounding community.

2C. Expected Results:

Planning & development will continue to incorporate nontraditional methods of learning. The SON will have an increased enrollment and presence on-line, and in Greenville and Clarksdale.

2D. Evaluation Procedures:

Feedback through the comprehensive SON Master Plan for Evaluation (MPE--in particular: student course evaluations and enrollment data.

2E. Actual Results of Evaluation:

BSN

1. On-line efforts will continue as appropriate for course learning activities.
2. Whereas the 2003 applicant pool was up, 20 students were admitted (19 enrolled). The new generic undergraduate class is 2/3s the goal.

RN-BSN

1. First day of classes continue with logistical issues with student services, etc.
2. Extremely positive feedback received from Maya 2003 graduates (n = 10).
3. No new RN-BSN students were admitted for Summer 2003, however approximately 20 may comprise the Fall 2003 class. Currently there are 8 students in Clarksdale taking pre-requisite courses and are an additional 10-12 from other areas in the region are anticipated.

MSN

1. On-line efforts will continue as appropriate for course learning activities.
2. Five nondegree seeking students admitted to join the remaining part-time students for a cohort of seven. Fourteen students anticipate summer enrollment in a pre-requisite courses to begin in Fall 2003.
3. Interest continues and appears to have been increased with the suspension of graduate enrollment. The SON announced late spring the re-opening of the program.

2F. Use of Evaluation Results:

BSN

1. Will continue to integrate and increase the SON's use of nontraditional classroom settings.
2. Secretary to the Faculty reports increased interest with hopes of admitting for Fall 2003.
3. Continue with recruitment efforts. Move to adopt schools/entities to provide personal recruitment within classes or to groups.

RN-BSN

1. First day classes will be held on campus with subsequent sections in Greenville & Clarksdale.
2. Continue with recruitment efforts.

MSN

1. Continue with online strategies and seek continued feedback.
2. Support students for December 2003 degree completion.
3. Planning for new Fall 2003 class.

3A. Unit Goal:

To continue to recruit & retain qualified students.

[SON Priority #4]

Rationale: Continue to anticipate expanding our capacity to teach and serve through distance learning modalities.

3B. Institutional Goal which was supported by this goal:

11. Provide the resources, facilities and the physical environment which contribute to the intellectual, cultural, ethical, physical, and social growth and development of the student and of the surrounding community.

3C. Expected Results:

Increase numbers of students taking classes from a distance.

3D. Evaluation Procedures:

Use of the comprehensive SON Master Plan for Evaluation (MPE). Evaluation forms for students: course, course instructor, clinical instructor, preceptor clinical; end of program satisfaction, employer satisfaction, one and five year follow-up for graduates, survey from for the Advisory Council.

3E. Actual Results of Evaluation:

Students report very favorable evaluations with on-line course strategies. Students have less required traditional time in classrooms.

3F. Use of Evaluation Results:

Continue with on-line strategies as appropriate. The concept of expanding the physical building has been changed to incorporate classrooms without walls. Further technological advances will be enhanced in the multimedia interactive classroom in the Teaching Learning Center (Ewing Building). A 'smart classroom' will be assembled this summer. Grants funds will be used to help transpose remaining three classrooms for ability to use cutting edge technology. The former DE classroom has reverted back to the SON for its use. The recruitment efforts will image the budget situation and feasibility of numbers, faculty, etc to support a full-time enrollment for future graduate students.

4A. Unit Goal:

Support and enhance the professional development for faculty and staff members.

[SON shared Priority #1]

Rationale: National trends indicate the need for a faculty practice plan. The plan would insure that health care be provided by the faculty and revenue be generated for the faculty development. Educators and practitioners would have an additional avenue to maintain their skills and provide for students learning. In addition, the profession of nursing recognizes the doctorate as the terminal degree. With the master's program, doctoral prepared faculty are needed which will fulfill the SACS guidelines that graduate faculty have the terminal degree in their field.

4B. Institutional Goal which was supported by this goal:

3. Promote faculty development through a comprehensive program designed to strengthen the faculty in teaching, service, and research.

4C. Expected Results:

Faculty will continue to provide excellence in the teaching arena in addition to furthering their own professional development and enhancement. Faculty will move towards the ultimate tenured full-professor rank.

4D. Evaluation Procedures:

Faculty educational plans, evaluations, productivity, professional portfolios, survey by Faculty Development Committee.

4E. Actual Results of Evaluation:

WebCT development/implementation continues with the assistance from the TLC. Another faculty member has achieved the terminal degree; two faculty members continue in doctoral programs; two part-time faculty, have applied and received appointments as full-time faculty—one has the terminal degree and one is a doctoral candidate; three faculty members have plans to begin doctoral or postmaster's studies in FY04.

4F. Use of Evaluation Results:

Continue to support faculty as appropriate to accommodate their personal professional coursework while maintaining excellence in program provisions for the SON.

5A. Unit Goal:

Support and enhance the research base of the faculty members to improve health care in the Delta region and the state of Mississippi.
[SON Priority #2]

Rationale: Teaching and research are inseparably linked. Faculty need funds to support their efforts in conducting and disseminating finding.

5B. Institutional Goal which was supported by this goal:

8. Enhance educational experiences at all levels by encouraging student and faculty research and other creative works.

5C. Expected Results:

The School will have evidence of scholarly activity and report efforts in applying for assistance.

5D. Evaluation Procedure(s):

Faculty portfolio, curriculum vitae, annual evaluations, communication from faculty, reports to the Faculty Organization Meetings.

5E. Actual Results of Evaluation:

The SON participated in the first year of The Delta Health Initiative. Approximately \$200,000 was granted through the CDC in conjunction with other partners in the Alliance to begin a stronger community based curriculum. A second grant has been submitted to sustain the work that is now entitled: Health Education Project.

5F. Use of Evaluation Results:

The outcomes of scholarly productivity support and justify the time and revenue that assists faculty to accomplish career goals which will enhance classroom and clinical teaching and promote the University's mission and excellent reputation. Faculty will continue to incorporate scholarly activities as a focus of the tripartite expectations of University faculty (teaching, service, & scholarship).

VI. Student(s) Outcomes

Major: Nursing Degree: BSN or MSN

Student achievement is affirmed by the successful outcomes of state boards for the undergraduates and certification for the nurse practitioners. Employer satisfaction is reported from the employers of the RN-BSN completion and graduate nurse educator students.

Undergraduate Program

S1A. Student Goal

The baccalaureate graduates will have a 100% pass rate for the NCLEX on first attempt

Rationale: The *NCLEX* measures minimum safety in regards to having a license to practice as a registered nurse. The pass rate on first try will have significant impact on public reputation and reflection of both the School (and the University) and the graduates.

S1B. Institutional Goal(s):

1. Review and update undergraduate and graduate programs to adequately address basic skills, knowledge, and competencies necessary for students to be properly prepared in their chosen fields, to complete licensure requirements, enter the work force, and/or continue advanced study in graduate or professional school.
2. Attract and retain qualified and diverse students.

S1C. Expected Results:

It is expected that all of the graduates will pass the *NCLEX* and become licensed to enter the professional career of nursing.

S1D. Evaluation Procedure

Each student takes the *NCLEX* computerized exam at a different time. The exam results are submitted to the Mississippi Board of Nursing which in turn forwards the information to the School. Anonymity is insured and aggregate data that specifies pass/fail is reported to all programs of nursing in the state.

S1E. Actual Results of Evaluation:

Table S1E: NCLEX Results				
Year	BSN Students	Pass 1 st write (%)	Success on 2 nd write	Pending
2002	27	89% (24 / 27)	100% (3 / 3)	0

S1F. Use of Evaluation Results:

Faculty review outcome data to confirm, maintain, or consider changes in the curriculum to support all students' preparation to enter the profession of nursing. One and five year follow-up surveys provide information to be used in conjunction with *NCLEX* data to structure a template of success for our students, thus provide nurses that are prepared to offer substantive contributions to health care.

S2A. Student Goal:

The students will provide the University community with the opportunity to know the benefits of healthy living through a Wellness Program and provide the Delta region with exceptional BSN nurses.

Rationale: The benefits of healthy living does not warrant a rationale. This project provides for the students the example and involvement of future nurses in a community service activity. The students perform health assessment and education activities to promote healthy living.

S2B. Institutional Goals:

11. Provide the resources, facilities and the physical environment which contribute to the intellectual, cultural, ethical, physical, and social growth and development of the student and of the surrounding community.

S2C. Expected Results:

All University departments will be provided with the information and health assessment skills through this project. An information center has been established in each department and general and specifically requested information is provided as needed.

The nursing shortage has dealt a harsh blow to the health agencies in the state. The graduates will increase the numbers of BSN nurses practicing in the Delta region.

S2D. Evaluation Procedures:

Students are assigned to Colleges and Departments. A needs assessment is requested. Blood pressures are checked in the fall and spring semesters. Specific months focus on selected health issues (i.e., October is Breast-Cancer Awareness Month) and information is provided at the designated information center for that College or Department. Course faculty speak with department/division representative to assess the students activities and benefits of the program. 1 & 5 year follow-up and employer and advisory council data helps to track graduate locations.

S2E. Actual Results of Evaluation:

The University community continues to provide positive responses and sincere thanks for the activities and information. Recipients of this health assessment and information can make informed decisions regarding further health care needs.

Table S2E: BSN Graduate Employment		
Program Graduates (Year)	Employed in Mississippi n (%)	Employed Elsewhere (%)
27 BSN (May 2002)	24 (89%)	3 (11%)

S2F. Use of Evaluation Results:

Based upon feedback, additional health information has been provided. Additional assessments are also considered and implemented when feasible. Communication is facilitated through the use of *Campus Update*, the DSU news flyer, the individual information centers in departments, and through e-mail. Graduates working in the Delta serve as an excellent recruitment avenue for future classes. An increase and new BSN nurses will complement the current nurses throughout the Delta.

Graduate Program**S3A. Student Goal:**

The graduate program will prepare students in the advanced practice role of educator or practitioner to help increase the number of master's prepared nurses working in the Delta area.

Rationale: Master's prepared educators and primary care practitioners are in demand in nursing. The School provides avenues for this preparation to help diminish the dearth of master's prepared nurses in the Delta area. These nurses become faculty in schools of nursing, nurse practitioners, and client educators in health care agencies. These nurses assist in the provision of improved health care to Delta area residents and thus improved quality of life for Delta residents.

S3B. Institutional Goals

1. Review and update undergraduate and graduate programs to adequately address basic skills, knowledge, and competencies necessary for students to be properly prepared in their chosen fields, to complete licensure requirements, enter the work force, and/or continue advanced study in graduate or professional school.
2. Attract and retain qualified and diverse students... (...faculty, and staff).
7. Strengthen the cooperative relationship with business, industry, community groups, government, and other educational institutions.
8. Enhance educational experiences at all levels by encouraging student... (and faculty) research and other creative work.

S3C. Expected Results:

An adequate pool of local baccalaureate nurses will apply to the School. A majority of the graduates will remain and work in the Delta area.

S3D. Evaluation Procedures:

Surveys from the Mississippi Deans & Directors Council, the Mississippi State Board of Nursing, and the Mississippi Office of Nursing Workforce (A grant from The Robert Wood Johnson Foundation) provides data for statewide nursing needs. The University's Registrar Office provides the data of adequate numbers of qualified nurses. The COAP and graduate program faculty review and considers applicants to admission. The graduates are contacted for employment data and information is systematically retrieved from the graduates at one and five years post graduation.

S3E. Actual Results of Evaluation:

Table S3E: MSN Graduate Employment		
Program Graduates (Year)	Employed in Mississippi n (%)	Employed Elsewhere (%)
7 MSN (Dec 2002)	6 (86%)	1 (14%)

S3F. Use of Evaluation Results:

The School will continue to focus recruitment in the approximate counties to promote retention of these nurses staying in the Delta area. Continued recruitment will be conducted for graduate nurses interested in taking the nurse educator-specific courses as a post-master’s student which can be optional during the suspension time pending enrollment and faculty availability (mGruich, dLamar, bPowell). The current need from healthcare agencies is the need, the immediate need, for front-line, bedside care, nurses. Intensive, comprehensive recruitment efforts continue.

S4A. Student Goal:

All Family Nurse Practitioner (FNP) graduates will pass (on first attempt) the American Nursing Credentialing Center (ANCC) exam for certification..

Rationale: Per the Mississippi Laws and Regulations, FNP graduates must be certified by the ANCC to have the privilege to function in the advanced practice role.

S4B. Institutional Goals:

1. Review and update undergraduate and graduate programs to adequately address basic skills, knowledge, and competencies necessary for students to be properly prepared in their chosen fields, to complete licensure requirements, enter the work force, and/or continue advanced study in graduate or professional school.
2. Attract and retain qualified and diverse students... (...faculty, and staff).

S4C. Expected Results:

All FNP graduates will attain certification at the first attempt. This accomplishment will permit the employment and role acquisition to address the health care needs in the Delta region.

S4D. Evaluation Procedures:

Currently the notification of certification is by self-report or through an access telephone system at the Mississippi Board of Nursing. This number is public domain via a software service Certification can be electronically received through the telephone with the nurse’s social security number. To date, all successful students call their results in to the School.

S4E. Actual Results of Evaluation:

Table S4E: FNP Certification Results				
Year	FNP Students	Pass 1 st write (%)	Unsuccessful Attempt	Pending
2001	8	6 (86%)	1 (14%)	1
2002	8	6 (100%)	0	2

S4F. Use of Evaluation Results:

The first write pass rate supports the curriculum. The School will use both internal data from their graduates and external data from the National Organization of Nurse Practitioner Faculty (NONPF) for curriculum revisions.

School of Nursing Undergraduate & Graduate

S5A. Student Goal:

The programs of the School will maintain high retention rates of their highly qualified students.

Rationale: By keeping a high retention rate, both programs will continue to graduate full class cohorts: approximately 20 nurses at the professional entry level and 20 at the advanced practice level to help meet the health needs of the Delta region. High retention rates are more cost-effective for the taxpayers' dollar that is invested in the School and in the University.

S5B. Institutional Goals:

1. Review and update undergraduate and graduate programs to adequately address basic skills, knowledge, and competencies necessary for students to be properly prepared in their chosen fields, to complete licensure requirements, enter the work force, and/or continue advanced study in graduate or professional school.
2. Attract and retain qualified and diverse students... (...faculty, and staff).

S5C. Expected Results:

A high retention rate of 90% or greater.

S5D. Evaluation Procedures:

Computation of data base: entering, continuing, returning, and completing students.

S5E. Actual Results of Evaluation:

Table S5E: Retention Rates	
Program Graduates (Year)	Retention % (retained/admitted)
BSN	68% 23 / 34
MSN	54% 7 / 13

S5F. Use of Evaluation Results:

Retention rates validate the admission standards. Continue to maintain the quality indicators of success for applicants and the resources within the School that support the students and the programs. The faculty will continue to work closely with the students through advisement to insure that the retention rates remain high and approach a minimum of 90%. The Cultural Diversity Task Force is exploring a part-time option with scholarship funding to support students at risk.

VII. Unit Budget Plan

Table VII: Justification for Budget Increase & Corporate Items Spring 2003 FY04			
Organization: 1501	Nursing		
Code/Position #	Request	Priority	Justification
237, 239, 1042, 1043, & 1098	Transfer funds	1	Accommodate filling two positions vacant by retirement and keep funds to maintain adjunct faculty to meet program needs.
236	\$11,000.00	1.	Compensation for COAP, 12 months position, in keeping with DSU Department Chairs
1025	Transfer funds		In anticipation of budget cut by December 2003

Table VII: Justification for Budget Increase & Corporate Items Spring 2003 FY04	
Corporate Items, Special Request, April 2003	
1. Skills lab: (\$17,800)	<ul style="list-style-type: none"> a. 4 hospital beds \$3,700.00 each (\$14,800.00) b. Door in existing wall to create an adjoining room to double the size of the current skills lab (\$3,000.00, estimate by A.C.Prewitt & Emmett Morris, April 11, 2003)
2. Door in existing wall to create an adjoining room to double the size of the current skills lab (\$3,000.00, estimate by A.C.Prewitt & Emmett Morris, April 11, 2003)	
3. Canopies on the West & South entrance....like the laundry! These are needed for safety at the entrances to our building. Requested since 1998. (Estimate provided next Monday, April 14, 2003, by John Abide/ Cleveland Lumber). (\$1200 or \$600/entrance estimate by John Abide/ Cleveland Lumber).	
4. Classroom (\$55,000.00)	<p style="padding-left: 40px;">Convert attic space into additional classroom (\$55,000.00, estimate by A.C.Prewitt & Emmett Morris, April 11, 2003).</p>

Appendix A: Annual Program Reports 2002-2003

Undergraduate Program

1. Committee Composition:
Debra Allen, MSN; Vicki Bingham, MSN; Lizabeth Carlson, MSN, DSN(c);
Dora Christian, MS; Dana Lamar, MSN, EdD; Janette McCrory, MSN; Lisa Oswalt, MSN; Marion Raines, MS; Louise Seals, MS, EdD.

Part-time Faculty: Rebecca Cagle, MSN, PhD; Barbara Powell, MSN, PhD.

2. Number and Dates of Committee Meetings (12)

August 26, 2002	September 9, 2002	October 14, 2002	November 18, 2002
December 9, 2002	December 13, 2002	January 13, 2003	February 10, 2003
March 17, 2003	April 7, 2003	April 14, 2003	May 12, 2003

3. See evidence attached.

Submitted by: Dana T. Lamar, Professor of Nursing, Coordinator of Academic Programs

Undergraduate Curriculum

Committee composed of all full time and part time faculty teaching within undergraduate program (dallen, vbingham, lcarlson, dchristian, loswalt, mraines, jmccrory, bpowell, dlamar [chair]).

Monthly Undergraduate Program Meetings at which time the curriculum function of the UG Program is part of the agenda.

August 26, 2002

- Math computation deficiencies of prenursing and nursing students discussed with possible recommendation of requiring students to purchase a basic math computation workbook for review prior to enrollment in NUR 302.
- Anatomy and Physiology Review Module discussed. To review module developed by mRaines for possible NUR 312 remediation and preparation use.

September 9, 2002

- Recommendation to Faculty Organization:
 1. NUR 303 Physical Assessment:
Current: NUR 303, 3 hour credit theory course
UG Program Recommendation: NUR 303 3 credit hour course with 2 hours didactic and 1 clinical hour credit (3 hours clinical per week).
Recommended change in didactic/clinical hours will become effective Spring 2003 semester. Consensus of UG Program Faculty. For rationale see UG minutes 9.9.02.
 2. NUR 358 Transition to Professional Nursing
Current: NUR 358, 6 hour didactic course

UG Program Recommendation: NUR 358 be reduced to a 4 hour credit didactic course. Two hours gained from this reduction would become additional elective credit hours raising the required elective hours from 3 to 5 hours. For rationale see UG minutes 9.9.02.

October 14, 2002

- Math Preparation Policies/Procedures: Faculty approved math prep book for newly admitted students Spring 2003. Students assessed with math computation deficiencies will be referred to their academic faculty advisors for assistance when low math scores are identified.
- Community-based curriculum content: To increase and/or maintain c-based theoretical concepts and clinical opportunities. Faculty to submit information related to c-based concepts to bPowell, DHI coordinator.

November 18, 2002

- Recommendations to Faculty Organization:
 1. NUR 404 Advances in Nursing Practice 2 credit hours and NUR 407 Directed Study 5 credit hours as RN-BSN Completion Program Capstone courses to be taken during the final semester of residence at Delta State University.
 2. NUR 309 Nursing Research should be completed during the first or second semester of the RN-BSN Program of study.
 3. Twelve month completion for RN-BSN courses only if student begins full time POS during Summer I term.
 4. Prerequisite courses: These courses will continue as prerequisite courses to be successfully completed prior to the student entering the RN-BSN Completion Program. BIO 230 and BIO 231 (Anatomy and Physiology I & II); BIO 317 (Microbiology); CHE 101 and CHE 103 (General Chemistry/Lecture and Lab); CIS 205 (Microcomputer Applications); ENG 101 and ENG 102 (English Composition I & II); FCS 345 (Nutrition); MAT 104 (College Algebra); MAT 300 (Statistics – can be BIO 419, GBA 200, or PSY 200 also). Prerequisite courses not listed above in #4 may be taken as co-requisite courses by the RN-BSN student. (See UG Program minutes)

December 9, 2002

- Limit times prenursing student may attempt to pass a prerequisite course for application to the BSN program. Tabled for faculty review and discussion.
- Assess student level of on-line skills for each potential class to assist in making decisions related to need for and number of required on-site class sessions.
- RN-BSN program (beginning Spring 2003 semester) only NUR 310 Computers in Nursing, NUR 311 Comprehensive Health Assessment, and NUR 358 Transition to Professional Nursing will be offered on-line each term to include summer terms. Remainder of courses will be offered on-line during Fall and Spring semesters.
- NUR 301 Survey of Nursing: Course presently has major on-line WebCT component. bPowell recommends more structured environment. More classroom contact hours for NUR 301.

December 13, 2002

- Recommended to Faculty Organization the following:
 1. Applicants to the BSN program are limited to two opportunities to successfully complete prerequisite courses.
 2. Support Junior II student, M.M. who was unsuccessful in NUR 305 (Nursing of the Adult Client I) Fall 2002 in request to enroll in NUR 309 Nursing Research during Spring 2003 semester.

January 13, 2003

- Cultural Competence: IORs encouraged to expand cultural competency content within existing courses where appropriate.

February 10, 2003

- Faculty review of course offerings at GHEC and non-GHEC.
- DHI: Students in NUR 404, NUR 404 (RN) and NUR 607 will participate in development of health education materials in collaboration with DHI efforts.

March 17, 2003

- NUR 300 Writing for Professional Nursing Placement: Retain as curriculum course
- NUR 300 Writing for Professional Nursing Enrollment: Restrict to admitted students.

April 7, 2003

- On-line procedures and policies for on-line courses. Table until Fall 2003 in order to review newly developed DSU P/P for on-line course delivery.

April 14, 2003

- Cultural Competence: Faculty write cultural competence found in BSN courses. Several courses will have expanded content in this area.
- RN-BSN Validation Credit: Approved RN validation credit for NUR 301 (2 credit hours). Rationale in minutes.

Undergraduate Admissions

Committee composed of all full time and part time faculty teaching within undergraduate program (dallen, vbingham, lcarlson, dchristian, loswalt, mraines, jmccrory, bpowell, dlamar [chair]).

Monthly Undergraduate Program Meetings at which time the admission function of the UG Program is part of the agenda.

August 26, 2002

- Certified Nursing Assistant Requirement. UG Program AD Hoc Committee of lSeals and mRaines to investigate benefits and barriers to requiring Certified Nursing Assistant status for future BSN applicants.

September 9, 2002

- NLN Entrance Test: will be administered to all eligible students who have applied for admission to the BSN generic program at DSU School of Nursing. Several dates and times will be scheduled. Test results to be used to identify risk factors for success. Advisors will use test scores to identify those students who may be encouraged to select a part-time plan of study.

October 14, 2002

- IHL Admission standards: DSU School of Nursing standards in the past have been for rigorous than IHL. Consensus of the group was to be aware of IHL standards but continue to strive for applicant attainment of at least a 21 ACT score.
- Admission Policy Revision:
 1. RN-BSN Completion Program Prerequisite Courses: Students be allowed to enter the program prior to completion of all prerequisite courses. 7 supported; 1 abstained.

2. RN-BSN Course Scheduling/Sequencing: Students will be eligible for admission any semester.
3. BSN generic student Fall orientation date: December 7, 2002, 8:00 am – 11:30 am.

November 18, 2002

- Recommend 27 students be admitted to BSN Generic Program Spring 2003.
- Students with an unsuccessful grade in NUR 300 and/or 301 be allowed to repeat the course and take NUR 312 as a part-time plan of study. Part-time students MAY be allowed to also register for a NUR 492 Stress Management course.
- Student with an unsuccessful grade in NUR 300 and/or NUR 301 will retake the course(s) and retain prenursing status and will be required to reapply for admission to the School of Nursing.
- Steve Watson, Director of Enrollment Management at DSU guest at UG Program meeting to discuss recruitment measures. Suggested data base to help manage recruitment and admissions.

December 9, 2002

- Twenty-four of twenty-six admitted students were present for Orientation 12.7.02. One student has declined admission to attend an AND program.
- Only one admitted student has made a passing score on A&P Assessment Tool. A remediation A&P Module was distributed to students for their use in reviewing during the holiday interim period.
- CPR and WebCT review opportunity was offered for all students following the orientation session. Several students attended CPR.
- No students reported needing a WebCT review session.

December 13, 2002

- No admissions committee discussion.

January 6, 2003

- Registration for Spring 2003. Advisement: Five new admits advised to consider part-time POS. Only one student elected part-time POS.
- January 7, 2003, first class day. 18 new FT admits.

January 13, 2003

- CCEC RN-BSN Cohort: mGruich, dLamar, lSeals, and jMcCrary met with Associate Degree RNs at Northwest Mississippi Regional Medical Center in Clarksdale, MS to discuss possible admission to RN-BSN completion program. Six interested RNs. Follow-up to assess transcripts and needed prerequisite courses. To contact DSU Continuing Education for support courses.
- One student dropped NUR 302 Fundamentals of Nursing for a total of 17 full time students.

February 10, 2003

- Certified Nursing Assistant requirement for BSN generic applicants: IOswalt and mRaines to seek information and report to UG Program in March.
- NWMRMC cohort need to complete CHE 101, 103; MAT 104, 200 prior to beginning BSN completion program. DSU Continuing Education Department will support providing courses for Clarksdale. Target date for entry into BSN program should be late summer or early Fall 2003.

February 24, 2003

- Consider addition of Varicella vaccination to health requirement for SON applicants.

February 26, 2003

- Total full time students 15. Two students unsuccessful on clinical skills. Policy and procedures followed. These two students may attend lecture portions of NUR 302 (Fundamentals) for remainder of semester.

March 17, 2003

- Review of RN-BSN applicant files for summer admission begun.
- Certified Nursing Assistant requirement: Decision – Do not require CAN completion for application requirement until Fall 2005 at earliest.
- Clarksdale cohort now enrolled in CHE 101, 103. Need MAT 104 during Spring 2003 stressed to Continuing Education.

April 7, 2003

- RN-BSN Completion Track application review: Twelve (12) files available for review. Only one eligible for summer admission. Possible 7 eligible for Fall if prerequisite courses are successfully completed. Four (4) files very incomplete.
- Orientation for RN-BSN student(s) planned for May 27, 2003. If only one student may request that student join Fall cohort.

April 14, 2003

- Coahoma County Higher Education Center [CCHEC] RN-BSN students will enroll in MAT 104 this spring and MAT 300 this summer. Dr. Clifton Wingard of DSU Math Department teaching courses.
- Critical Thinking Testing of students or applicants. Faculty prefer to administer the NLN Nurse Entrance test (NET) to applicants as part of the admission decision making process.

Undergraduate Resources

Committee composed of all full time and part time faculty teaching within undergraduate program (dallen, vbingham, lcarlson, dchristian, loswalt, mraines, jmccrory, bpowell, dlamar [chair]).

Monthly Undergraduate Program Meetings at which time the resource function of the UG Program is part of the agenda.

August 26, 2002

- WebCT: Several faculty had difficulty managing their WebCT courses. University contact persons for assistance with WebCT course management are Joan Stiles and Dr. Larry Lambert.

September 9, 2002

- Resource Committee: No related discussion. No report.

October 14, 2002

- LCD not working correctly. Will need to request LCD from the AV department.

- Building temperature. Too cold. Reported discussion to cLewis.
- Library billing to faculty. Many errors with some faculty not owing any bills and library has placed “hold” on the faculty use of Banner and other on-line usage. ICarlson will speak with library director, Terry Latour.
- All faculty should backup their on-line WebCT courses by “burning” a CD and giving to jHaney.

November 11, 2002

- AV equipment must be reserved 6 months in advance. There is only one lap top available for the entire campus. This was an issue for the Annual Research Day held November 7, 2002.
- Building Safety was discussed. Lighting around the building needs checking. James Marquis is working on getting all lights operational.

December 9, 2002

- Committee reports deferred until 12.13.02 meeting.

December 13, 2002

- Evaluation Tools have been revised December 2002 for compatibility with Scantron. Faculty will be unable to review course evaluations until Spring semester. Discussion followed related to having to defer evaluations and some course recommendations until next semester. Some would prefer to “wrap up” courses immediately after completion of course. It was thought that Scantron analysis would save time and not extend the time it takes to complete evaluation process.

January 13, 2003

- Library funding for SON: \$2200.00 available this semester.

February 10, 2003

- Faculty set date to meet in DSU W. B. Roberts Library to review and make recommendations to library committee for outdated boo/material removal. Date set was 2/17/03.

February 17, 2003

- Faculty met at DSU Library to review nursing books and reference material on shelves. Recommended removal of approximately 900 outdated books for library committee review. Left historical books, first and latest edition. Removed from shelves books with outdated materials that students should not use as resources. ICarlson and ISeals obtained library procedures for this process.

March 17, 2003

- SON library book requisition monies for Spring 2003. Books ordered from MAJORS suggested booklist for nursing. \$400.00 allotment.

April 7, 2003

- Library funding: All budgeted monies for library acquisitions have been spent as of March 15, 2003.
- Ad Hoc Technology Committee report: Committee met 4/7/03 and drafted Technology Needs Request for Dr. M. A-M Roberts, Chief Information and Planning Officer at DSU.

April 14, 2003

- Final Technology Needs Request filed with Dr. M. A-M Roberts, Chief Information and Planning Officer/DSU.
- GHEC and CCHC resource lists are in progress. Will be added to Faculty Handbook for reference and update.
- Library Request: Of hundreds of books recommended for removal from shelves at Roberts-Laforge Library, the library committee retained only 60 of the books for continued use.

End of Undergraduate Program Annual Report

Graduate Program

1. Committee Composition:
 Maureen Gruich, MN, PhD; Dana Lamar, MSN, EdD
 Part-time Faculty: Rebecca Cagle, MSN, PhD; Barbara Powell, MSN, PhD

2. Number and Dates of Committee Meetings (9)

August 27, 2002	September 16, 2002	October 21, 2002	November 7, 2002
December 12, 2002	February 10, 2003	March 20, 2003	April 16, 2003
May 12, 2003			

3. See evidence attached

Submitted by: Dana T. Lamar, Professor of Nursing, Coordinator of Academic Programs

Graduate Curriculum

Committee composed of all full time and part time faculty teaching within the graduate program (mgruich, dlamar, rcagle, bpowell)

Graduate Program Meetings at which time the curriculum function of the UG Program is part of the agenda.

August 27, 2002

- Allow nondegree seeking students to enroll in NUR 602 Health Assessment (a clinical course) as “exception”. Rationale: Current nondegree students are seeking application to DSU SON NUR 608 (FNP-I) for Spring 2003 if hold on admission is lifted.

September 16, 2002

- Community-based content/clinical: Faculty will document past, present and future planned community-based clinical experiences. Faculty will document courses containing community-based content.

- Retain comprehensive examination structure previously used. Consensus that this structure satisfactorily examines program content and encourages synthesis of knowledge and experience.

October 21, 2002

- On-Line Courses: Need SON online policies and procedures. bPowell and rCagle will work with UG faculty and university in development.

February 10, 2003

- Community-based clinical experiences: School of Nursing has list of all FNP clinical agencies and preceptors which are considered “community-based”.

March 20, 2003

- Faculty to review course topical outline content, course sequence, course credit hour, and recommend revisions.

April 16, 2003

- NUR 607 (Health/Wellness 2 credit hours) moved from Spring I semester to Fall II semester for Adult Health Educator Track.
- NUR 607 (Health/Wellness 2 credit hours) moved from Spring II semester to Fall II semester for FNP Track.

May 12, 2003

- On-Line Course policies and procedures on hold related to “in progress” on-line policy and procedures development at university level.
- MSN courses continue to utilize WebCT server for course delivery. All courses have major on-line components. Several courses are totally on-line.

Graduate Admissions

Committee composed of all full time and part time faculty teaching within the Graduate Program (mGruich, dLamar, rCagle, bPowell)
Graduate Program Meetings at which time the Admissions function is part of the agenda.

August 27, 2002

- MSN admission remains “on hold”.
- Nondegree students are enrolled in NUR 601, NUR 602, NUR 603, NUR 606. Exception has been made to allow students to take NUR 602, a clinical course. One degree seeking student is part-time and several students may be allowed to enter courses provided for this part-time FNP track student. Nondegree students counseled no guarantee of continued study in DSU-MSN degree program.

November 7, 2002

- Nondegree students enrolled in MSN courses seek admission to program Spring 2003 to take courses already scheduled for part-time completing student. Recommend to Faculty Organization that nondegree students currently enrolled in MSN courses Fall 2002 and meet admission requirements be offered admission status to program.

December 12, 2002

- Nondegree seeking MSN students notified that if prerequisite requirements for courses have been met and they are successful in Fall 2002 courses, they will be allowed to continue toward MSN degree as admitted students Spring 2003. The move to a 2 year curriculum will not apply to these students.

February 10, 2003

- Admission for additional students to MSN programs at DSU continues in an on-hold status. The School of Nursing is receiving many requests from potential students. Additional students may continue to enroll in courses as a nondegree seeking student.

March 20, 2003

- Admission to MSN Program remains “on hold”. Recruitment for cohort of student actively continues.

May 12, 2003

- Admission “hold” has been lifted. Thirty-two (32) students who have requested information related to the MSN program have been sent packets containing application materials and curriculum outlines.

Graduate Resource

Committee composed of all full time and part time faculty teaching within the Graduate Program (mGruich, dLamar, rCagle, bPowell).

Graduate Program meetings at which time Resource function is part of the agenda.

August 27, 2002

- Need for review of current library holding relevant to MSN identified.

September 16, 2002

- lSeals, library liaison faculty will seek information related to DSU Library guidelines for review and recommend removal of library books and other materials.

February 10, 2003

- Date set for faculty to review and make recommendations to library related to MSN books and materials (February 17, 2003 to meet at library).

March 20, 2003

- February 17, 2003, faculty met and recommended removal of approximately 900 books from library shelves. These books were outdated and many contained misinformation as they were not current. Book orders have been completed for library allocations.

End of Graduate Program Annual Report

Appendix B: Faculty Development Committee Annual Report 2002-2003

Committee Members:

Janette McCrory, Chair

Dora Christian

Rebecca Cagle

Elizabeth Williams (Undergraduate Student Representative)

By Laws Functions:

1. Conduct annual assessment related to faculty continuing education or other course work.

Outcomes: Faculty Development Surveys indicated the highest priority need for CPR update, Advanced SPSS, Spanish, and Grant Writing.

2. Plan and/or recommend continuing education, inservice programs for faculty development.

Outcomes:

4hr CPR for Healthcare Workers by dAllen

6hr Survival Spanish for Healthcare Workers by Gloria Wright

4hr DSU School of Nursing Research Day

3. Develop networking system for faculty to disseminate information gained at continuing education, inservice, and other learning experiences.

Outcomes: jMcCrory presented information on DSU Technology Champions Initiative and dChristian presented information on AACN Annual Conference.

4. Serve as an advisory group to administration in planning expenditure of funds for faculty development and travel.

Outcomes: During academic year 2002-2003, the Dean has provided adequate funds for faculty development and travel (dChristian; CEUs for CPR & Spanish Workshop).

5. Recruit and retain minority faculty members and offer continuing education opportunities to enhance faculty's understanding of the contribution of minority faculty to nursing and nursing education.

Outcomes: Provided a fall and spring cultural event with minority speakers (Louise Reid – Opportunities in Healthcare; Dr. Teresa Leonard – Cultural Diversity)

Annual Goals:

1. To enable faculty to obtain all of the required IHL 10 contact hours per year through offerings of the faculty development committee.

Outcome: CPR for Healthcare Workers by dAllen
6hr Survival Spanish for Healthcare Workers by Gloria Wright
4hr DSU School of Nursing Research Day

2. To offer quality continuing education both to the faculty and the regional nursing community.

Outcome: 10 hours of continuing education made available to faculty and 4 hours available to the community (Research Day).

3. To offer a Fall and Spring event to recognize commemoratives for the month. Beginning Spring 2002, the School of Nursing will recognize Black History Month by selecting an appropriate speaker to present to the faculty, staff, students, and other interested members of the community.

Outcome: Louise Reid, FNP presented in the fall on "Opportunities in Healthcare" and Dr. Teresa Leonard presented in the spring "Cultural Diversity."

Dates of Meetings:

08-26-02; 09-09-02; 10-07-02; 11-04-02; 12-02-02; 02-10-03; 03-20-03; 04-07-03; 04-14-03

Outcomes:

1. Surveyed the faculty as to their preferences for faculty development topics. CPR, Advanced SPSS, Grant Writing, and Spanish was the highest faculty interest.
2. The faculty development committee, with the cooperation of the Dean, offered CPR for Healthcare Workers to faculty and Survival Spanish for Healthcare Workers to faculty and students. Both workshops received high or excellent evaluations.
3. The faculty development committee invited a speaker to the School of Nursing in November for the Fall Cultural Event (Louise Reid) and in February (Dr. Teresa Leonard) to commemorate Black History Month.
4. The faculty development committee made revisions to the Faculty Handbook for the 2002-2003 academic year.

End of FacDev Annual Report

Appendix C: Student Affairs Committee Annual Report 2002-2003

1. Committee Composition

Chair: Debra Allen
 Members: Marion Raines
 Libby Carlson
 Barbara Powell

Student Representatives:

Ex-Officio: Dana Lamar

2. Number and Date of Committee Meetings

A. Student Affairs Committee Meetings: 8

B. Dates of Meetings:

August 26, 2002	September 21, 2002	October - no meeting	November 4, 2002
February 3, 2003	March 3, 2003	April 7, 2003	April 28, 2003

3. Functions:

- a. Annually review and make recommendations for changes as needed in the School of Nursing Student Handbook.
- b. Facilitate student participation in SON, University, professional, and community functions.
- c. Facilitate development of criteria for scholarships, awards, and honors designated for students.
- d. Recommend to DSU Foundation possible community donors for SON support.
- e. Assure availability of information on scholarships and other financial assistance for nursing students.
- f. Identify national, state, and local scholarships for financial assistance to School of Nursing students.
- g. Annually evaluates and made recommendations to SON Recruitment Plan

4. Major or Significant Committee Accomplishments

- a. Find more scholarship funding for SON Students
- b. Recommended students for scholarships/loans and awards and SON Student selected for Eliza Pillars Scholarship (statewide application process)
- c. Scholarship reception held after DSU Foundation Scholarship luncheon with positive comments by attendees
- d. Presented student fundraising items for approval
- e. Provided education materials to counselors on needs of student for nursing education.
- d. Recruitment plan and report

5. 2002-2003 Goals/Evaluation

A. Continue to update the SON Webpage monthly and revise annually.
 Reconstructed during the summer and updated as able. Many parts still under construction. Now will plan for putting handbook on Website.

B. To continue to set-up database on potential students for recruitment into SON>

Database still not functioning as planned. Will need to set plan to utilize list of names form enrollment management. Have requested emails.

Appendix C Table: Recruitment Report 2002/2003

Date	SON Representative	Event/Location	Focus Group	Numbers	Comments
August, 2002	Cheryl Oleis Linda Cockrell (G.A.)	Vicksburg Area Job Fair	Generics through general public and ADNs through attending agencies	---	This got the DSU Nursing Program name into the Vicksburg area. Great response from agencies. Good recruit tool depending on budget/funding – would sacrifice this first over other recruiting areas if needed.
September 2002	Cheryl Oleis Lisa J. Oswalt	Delta Focus Delta State University	High School Students/Parents	125-150 attendees 5-6 nursing focus	Very successful; However it is a small/focused university wide event
October, 2002	Cheryl Oleis Linda Cockrell (G.A.)	Career Day at Vicksburg and Warren Central High Schools	High School Students/Parents	***	***Event date was changed to early September without notice given to us; will contact school in August 2003 for verification of date of next Career Day
October, 2002 2-day event	Linda Cockrell (DSU Grad. Assist.)	IHL College Fair	High School Students/Parents	5,000 attendees 300 general focus 30 serious focus	Intent is to promote initial interest and desire to find out more; Need materials for approx. 50 serious inquiries Nurse in uniform draws more initial interest (need to promote both male and female nurse in future events)
October, 2002	Cheryl Oleis	Hinds C. C. Allied Health Job Fair Jackson, MS	ADN students and exhibiting agencies	200	In addition to focused contact with ADN students, these events are excellent contact with health care agencies from across the state. This Job Fair grows larger each time we attend (more agencies to reach!).
October, 2002	Debbie Allen	MNA Convention Convention Center Biloxi, MS	ADN students and exhibiting agencies	---	Unremarkable—typical traffic from students.
November, 2002	DSU recruiting representatives	MCA Conference, Biloxi	High School Students through school counselors	---	Sent information with DSU recruitment.

Appendix C Table: Recruitment Report 2002/2003

Date	SON Representative	Event/Location	Focus Group	Numbers	Comments
November, 2002	Cheryl Oleis	NWCC Career Day, Senatobia, MS	ADN students	---	Event was good; location/schedules prevented some students from attending; As mentioned in other comment sections....would like to begin more direct contact with junior/community colleges (see those comments).
December, 2002	Cheryl Oleis Janette McCrory	Greenwood Leflore Hospital Greenwood, MS	ADN employees (as well as prospects for generic program)	30	Located in hospital this time. Much easier for staff to drop by this time. Time frame of event conflicts some with shifts. Would like to be available to more shifts even if it means a longer day. As well, the shortage is so bad that those at the hospital have their hands full and find it difficult to get to us. Suggest packets prepared to leave in the nurse break rooms on each floor. If one or two faculty could attend along with me, that would free two people to go floor to floor and be available to for 2-3 minute conversations with the nurses on duty/break, etc.
January, 2003	Cheryl Oleis SON Students	DSU Health Care Day Cleveland, MS	ADNs of Attending Exhibiting Agencies	30+ health care agencies	This event was changed to include all health career programs on campus. Turn out of agencies was EXCELLENT – we have outgrown the state room. Since event has grown, will need to give greater focus to getting info to agencies (so many, less time to talk to them) – will need to have “packets” prepared for them that include a brief note/letter regarding material being sent back with them.
February, 2003	Cheryl Oleis	Meridian Community College Job Fair Meridian, MS	ADN students		A trip for this event alone is not proving to be worth the time/money spent.....set up is always in the hallways of the school and we are literally talking to students on their way to and from class. However, planning ahead and incorporating visits to area secondary schools along the way and in the area will more than justify the time/expense. Event must be attended for PR reasons because recruiting wise we can't afford not to have our name out there. Perhaps,

Appendix C Table: Recruitment Report 2002/2003

Date	SON Representative	Event/Location	Focus Group	Numbers	Comments
					preparing and leaving packets specifically for upcoming graduates might be a good way to reach them. Right now, most of them have schedules that may or may not even bring them through the halls during the fair.
February, 2003	Cheryl Oleis	Middle, Junior and High Schools in the Meridian area	Middle, Junior and High School students	3 schools	Used the opportunity while I was in this part of the state for MCC to leave information at three schools in the area. Response was GREAT. I feel this is something that needs to become a regular part of any trip. With the cost factors being a little extra time on the road and very little additional gas. I believe we will see quickly see very obvious results if this is incorporated into the recruitment travel schedule beginning next year. Information regarding DSU's Delta Focus and Spring Preview days will need to be taken and distributed during these visits along with the nursing information.
February, 2003	Maureen A. Gruich And SON faculty	United Family Life Center	All programs	----	While not a huge response area for recruitment, this is a very important PR aspect for the school; Faculty are already there presenting for the health care fair so recruitment materials are taken as an all around promotion of the school/university. General interest is noted from the public with some more direct interest seen from attending agencies.
March, 2003	Cheryl Oleis	Hinds Community College Allied Health Job Fair	ADN students	100+ attended	Even larger than the fall fair. Fair contact with students; good contact with attending agencies. Need more direct focus on jc/cc campuses by being available all day one day and through more direct contact with instructors dean/advisement offices.
March, 2003	Dora Christian	Humphrey's High School Belzoni, MS	Middle/High School students/parents	30	Event went well overall. This was the second year of it. This event is part of a partnership between the school and area hospital. Dora strongly recommended a more effective display (larger display

Appendix C Table: Recruitment Report 2002/2003

Date	SON Representative	Event/Location	Focus Group	Numbers	Comments
					board, etc.) –A request for new display items is addressed in the summary area of this report.
March, 2003	Cheryl Oleis Louise Seals	Spring Preview Day DSU	High School students and parents	Approx. 150 attended 5 general interest 4 serious interest (most already applying to DSU)	Day went well. Will be checking with recruitment and the SON dean regarding a building tour during on this day. I feel this would be very effective. A few minutes in the hall is just not enough when these people have traveled to the campus for information – nursing is just too in depth to wrap up in a five minute conversation in the hall. Perhaps two (or more) people from the department could take a DSU van and do a tour or (even better) perhaps one or two from our department could ride on the bus/van during a campus tour to answer questions / discuss nursing. One other suggestion would be a “breakfast” at our building (?).
March, 2003	Cheryl Oleis	M-OADN Convention Biloxi, MS	AND students Attending Agencies	-----	This is the second year in a row that this has been held at the casinos on the gulf coast. Responses both years were considerably different than in years past...the casinos/coast are too much of a distraction to justify the time and expense in attending this event if it keeps returning to this location. If this is the case, money would be better spent in more time at the individual junior/community colleges and in supplying something to go in the attendees bags at the convention.
April, 2003	Cheryl Oleis Debbie Allen Louise Seals, Janette McCrory Several DSU Students	Minority Health Fair Greenville Mall Greenville, MS	All programs	Approx. 12 regarding programs [much larger count for bp check]	Focus of this was bp checks; but since table was already set up...it was used as a tool to get the word out about our programs as well; This event was also used as a tool to provide information to attending health care agencies for their employees regarding our programs (esp. online ones) Good PR.
April,	Dora Christian	Eliza Pillars	ADNs	---	Dora reported that she had a wonderful response to

Appendix C Table: Recruitment Report 2002/2003

Date	SON Representative	Event/Location	Focus Group	Numbers	Comments
2003		Convention MS Gulf Coast			our programs at this event. – in regards to both reputation of the programs and in request for information about them. [Once again, a DSU graduate received this scholarship]

Summary

Progress is continuing to be made in getting the entire state familiar with not only our nursing programs, but our university as a whole. Efforts are underway for a number of new recruiting efforts/ideas for the SON. Those are mentioned more in depth in the following:

Community Colleges – ADN graduates:

Continue to receive positive feedback regarding online RN-BSN program at exhibit sites
Specifically:

- online aspect (infrequency of travel required)
- changes of some pre-requisite courses to co-requisite
- increase of admission to include every semester instead of once a year

Job fair environment does not promote/allow quality time to get in depth with a student about the online program as well has the fact that the students move through in two years but faculty remain there year after year has resulted in a “long-term” recruitment focus.

- Continue getting our information into the hands of the *instructors* in the community colleges.
- Touching base with these same instructors year after year.
- At the end of the 2003 spring semester, COAP recommended that we get our information (personally) into the hands of the dean’s/advisement offices of the junior/community colleges not only for advisement of those wanting to continue their education after graduation there, but for those who are at a two year institution as a stepping stone into a four year institution.
 - o This was initiated with through a visit in which DSU SON information (brochures, etc.) was left with the appropriate dean’s office on the Raymond campus of Hinds CC.
 - o 2003-04 intent - personal visit to be made to the appropriate offices at each junior/community college throughout the state of MS and several of the border states community college campuses.

Congratulatory postcards mailed to December and May ADN graduates of MS community colleges.

- Tracking form to be created regarding postcard mail outs and to be included as part of the annual report for 2003-04 (the form will have several uses, most importantly....it will be an efficient way to follow up with community colleges who do not respond to our request for a list of graduates.
- ADN grad lists will be incorporated into new recruitment database for the purpose of graduate mail outs as well as follow up contact and report information.

Elementary and Secondary Schools:

Impromptu visits were made to area middle/secondary schools while in the southeastern part of the state for a community college career fair.

- For 2003-04, will “schedule” visits via postcards will be sent out to area schools/hospitals, etc. notifying them that DSU SON will be in their area for an event at a community college (etc.) – cards will advise them that we will be stopping by to leave information with them and to visit/answer questions, etc. Card will also for a reply back regarding any specific information/requests they may have in regards to our visit (especially from science and career teachers).

Plan to work in conjunction with DSU’s SNA to arrange involvement of our student nurses in area school career fairs.

- Student schedule conflicts have prevented this in the past; this still seems to be the an excellent resource for going into area schools. With fairs now becoming an annual event in some area schools, and thus the ability to provide more of a notice, it should be possible to initiate this in the 2003-04 year.

Will be working in 2003-04 to develop recruitment strategy regarding area schools

Strategy to include:

- targeting science and career classes
- becoming a resource to the schools

- developing field trip opportunities to the SON
- working with faculty to involve students in career days and health fairs at area schools

Awareness of some high school activities taking place on our university campus (swim meets, etc.).

- Resulted in request that the resource assistant to the SON be placed on the “events” calendar mail out list in order to pursue potential recruiting opportunities (especially of high school students) that will be taking place on our campus.
- Test Run through the manning of an SON exhibit booth at the 2002 North Half Swim Meet resulted in distribution of 20-25 SON brochures and nursing literature.
- Intend to pursue this route of recruitment in 2003-04 by reviewing calendar received and scheduling a booth style exhibit at events which strong academic students would be likely attendees (i.e. swim meets).

Through inquiries with our university enrollment/recruitment department, I am now receiving a listing of their recruiters potential travel plans.

- This will allow planning of some recruitment travel around their promotion of the university.
- Developing strategy to incorporate this into recruitment plans beginning fall of 2003.

Health Care Agencies:

Arriving early and leaving almost last at recruitment events provides an effective time to approach the recruitment *representatives from health care agencies* about the exciting advantages to our RN-BSN completion program and MSN programs.

- Important to continue this in upcoming years.
- Provides opportunity for verbal feedback from agencies regarding our online programs and the quality of our graduates from all of our programs.

In 2003-04, plans are to incorporate the same visitation plan to health care agencies along routes to recruitment events as mentioned in the school section above. This personal touch is going to be the key in increasing our enrollment and in making DSU Nursing a household name throughout the state.

SON Website:

Summer, 2002 was spent working with Michael Castle of ITS on the creation of a new web site for the School of Nursing. Thanks to his support, the site has been properly set up according to the guidelines program/department sites should follow (i.e. the lead in page to the site, etc.) and proves to be an easily readable and maneuverable site.

- Initial goal of getting the structure of the site in place, but left some pages “under construction” in order to have the site as a whole up and running in the time frame desired.
- Under construction pages are near ready to post to the web, with only fine tuning / proofing type items to bea realistic goal for completion being the beginning of June, 2003. At that time the site will be complete with enhancements being added on a semester basis (new pictures, the addition of useful links as we come across them, etc.). Upgrades will be done on a weekly to bi-weekly basis with any “critical” changes being done immediately.
- Beginning fall, 2003, a focus of all recruitment activities will point to the site as a source of answers to questions regarding our programs.
- As more efforts are made to get “into” the secondary schools throughout the state....this site will prove invaluable as is both a recruitment tool for us and a nursing career resource for teachers to use.

SON Materials & Display Items:

New plastic “business” cards w/ tip information on the back has been an excellent recruitment tool – people will keep this & place in a wallet or purse instead of discarding it with a stack of paper cards from various agencies.

A request was made for new recruitment display items. With the increase in our recruiting efforts over the past two years, conflicts for need of the display were beginning to occur. As well, routine use of the display has left it tattered and worn – not the image we want to project.

- Recommended for purchase were: One medium and one large size table top recruitment display, one table cover, carrying cases for all.

SON Recruitment Database:

Database software has been purchased and installed spring semester 2003.

- Creation and testing of recruitment database which will allow detailed tracking of recruitment events, potential students, etc. is underway.
- Full use of this database should begin July, 2003 for the new school year. Anticipated use for the database includes tracking, detailed reports, mail-out listings, etc.

*End of recruitment report.
End of StdAff Annual Report*

Appendix D: Program Effectiveness Committee Annual Report 2002-2003

I. The Program Effectiveness Committee met a total of 8 times during this academic year.

II. Membership

- | | |
|--------------|-------------------------|
| Lseals,chair | Student Representatives |
| loswalt | Kweir |
| vbingham | Npayne |

III. Functions of the Committee

1. Coordinate evaluation of student academic functions.
2. Coordinate evaluation of program outcomes for students and graduates.
3. Recommend and/or revise evaluation tools for data collection.
4. Provide data for accreditation and other reports.

IV. Meeting Dates for 2002-03

- | | | | |
|--------------|-------------|-------------|----------|
| August 28 | October 30 | December 2 | March 26 |
| September 16 | November 26 | February 17 | April 7 |

V. Summary of Goals, progress, and outcomes for 2002-03

PEC 2002-2003				
Function	Goal	Progress/ action/ Plan	Outcome/Results	
Coordinate evaluation of student academic functions	Goal 1 Continue and refine the SON evaluation process	Computer generated Scantron program used fall 02-03 for all student evaluations of course, instructors, and clinical instruction.	Implemented Dec 02, May 03	Continue and monitor progress.
	1.1 semi-annual Course, instructor, clinical evaluations	Faculty input yielded that time requirements to get evaluations done was inconvenient for both faculty and students. Results provided the input needed to add other faculty to the list of those approved to use the program.	May 03 jMccrory added to list of those able to run program	Monitor Progress
	1.2 Annual program satisfaction surveys	Annual survey of graduating BSN and RN/BSN	Results will be	Present to

PEC 2002-2003				
Function	Goal	Progress/ action/ Plan	Outcome/Results	
	1.3 1-5 year alumni surveys	students was conducted during the last week of April 2003. 1-5 Year MSN surveys were mailed in February. RN/BSN and BSN surveys were sent out in April.	compiled Spring 03 Results will be compiled Spring 03	faculty in fall 03 Present results in fall 03
Coordinate evaluation of program outcomes for students and graduates.	Goals 1. Revise annual employer survey form to facilitate more comprehensive assessment of the SON graduates, and the extent that the SON is contributing to nursing practice. 2. Utilize input from the SON Advisory council in assessment of community needs 3. Monitor critical thinking outcomes 4. Review compliance with 5 year Goals and present to Fac Org.	<p>A revised form was developed and piloted by distribution for feedback by employers attending the SON Advisory Council Meeting May 8. Seven employers of graduates participated with no major suggestions for improvement.</p> <p>The Advisory Council Survey developed by Dean Gruich was distributed to members of the SON Advisory Council.</p> <p>The Watson Glaser Critical Thinking Test was used to post test the graduating class of 03. The graduating class of 04 (Jr3) and 05 Jr1 received the ERI CT as pretest.</p>	<p>Feedback indicated no problems identified with the form.</p> <p>Feedback to be compiled.</p> <p>Pre and post test scores of the 03 class will be compared spring 03</p> <p>Outcomes revised and correlated with DHI goals</p>	<p>Mail out surveys in the Spring of 03 Report findings Fall 03</p> <p>Findings presented Fall 03</p> <p>Report submitted Fall 03 in first Fact Org Meeting Fall 03</p> <p>Fall 03</p>
Recommend and/or revise evaluation tools for data collection.	Goal: 1. Monitor development of uniform guidelines for faculty teaching, research, and service to aid in the developmental process of compiling professional portfolios.	Portfolio Guidelines University generated portfolio guidelines were developed in Spring 01, and utilized to evaluate candidates for promotion by the SON Tenure and Promotions Committee. Spring 03, a format for portfolio development was	No significant suggestions or problems reported by Chair of Tenure and Promotions Committee. Additional guidelines	Evaluate with

PEC 2002-2003				
Function	Goal	Progress/ action/ Plan	Outcome/Results	
	<p>2. Revise 1-5 year survey forms</p> <p>3. Complete the SON position description statements</p> <p>4. Complete a Peer evaluation form for SON faculty.</p>	<p>approved August 2002. This formed was used by two mid-tenure review applicants.</p> <p>MSN 1-5 year Graduate Survey completed and revised, and approved.</p> <p>BSN 1-5 year Survey was revised and a new RN/BSN form listing RN/BSN specific courses were approved.</p> <p>The SON position description statements were revised and presented in the cBk for revision and edits were made x 3. (See attached Position Descriptions) Implement use of forms</p> <p>A peer Evaluation Form was developed and edited x 2. The University Evaluation Committee's Format was approved by Faculty Org.</p>	<p>for portfolio development</p> <p>Forms were mailed by Faculty Secretary in March.</p> <p>BSN and RN/BSN Surveys mailed in April.</p> <p>Approved in Fac Org April 28,2003 To be implement in 03-04</p> <p>Peer Evaluation Survey placed in format recommended by University Evaluation Committee</p>	<p>Chair of Tenure and Promotions Committee and report.</p> <p>Survey fac for satisfaction with results 04</p> <p>Submit in Fac Org for approval in fall 04</p>
Provide data for accreditation and other reports.	Goal: 1. Participate in the in the SAC's Accreditation process	DSU is participating in pilot study of accreditation process via electronic format. In the fall of 02 Dean Myers organized a steering committee and directed SON to participate as members of the University Committees. Faculty members volunteered to serve on several subcommittees. Initial data was submitted in February- March 03. Materials will be linked to PDF files by ITS Web Master.	SAC's consultant visited in Spring 03. The SAC's process continues with faculty submitting data as requested by various committees.	Continue to volunteer and support SAC's process. Site visit in spring 04.
Review Bylaws, Mission, Philosophy, 5 year Goals, Program Outcomes, policies, and procedures and revise MPE as	Review Bylaws, Mission, Philosophy, 5 year Goals, Program Outcomes and revise MPE as necessary	Progress: Mission, philosophy, outcomes, Bylaws, and MPE were submitted to faculty during March and April 03 by placed in the SON Communication Book. Editorial changes were made in the philosophy changing "being" to "well being". No	Continue to review annually	Review Spring 04

PEC 2002-2003				
Function	Goal	Progress/ action/ Plan	Outcome/Results	
necessary		<p>changes were suggested in regard to Mission. As a result of findings from 1-5 year surveys and employer's surveys, outcome # 4 was changed.</p> <p>The 5 year goals were reviewed with no changes.</p> <p>In Progress:</p> <p>Policies and Procedures for the PEC Committee are being revised for submission to the Dean and COAP prior to committee assignment changes in fall 03.</p>	<p>Review progress annually</p> <p>Revise as needed</p>	<p>Spring 04</p> <p>Fall 03</p>

VI. Suggested goals for 03-04 are as follows:

1. Continue monitoring and evaluating above goals 1-4.
5. Investigate assessment methods to determine patterns of recruitment and retention in the SON.
6. Develop tracking methods for obtaining data regarding employers of MSN graduates
7. Revise Peer Evaluation Form in format accepted by DSU Evaluation Committee and develop guidelines for implementation

Timeline for task accomplishment for academic year and designated member responsible.

Task	Contact erson(s)	Resources	Target Dates
Scanning course individual course, instructor, evaluations	Loswalt	Scantron Program developed spring 02 Jhane secretary-run program Colweus – obtaining forms for faculty	December 02, May 03
Mission, philosophy, outcomes	loswalt	COAP cBk	Review fall 02 and revise 03 Also addressed in MPE
1-5 year surveys	lseals	cBk Revise old forms and present to faculty	Fall 02 MSN Spring 03 BSN RN/BSN
SON job descriptions	vbingham	University policies Policies from other BSN programs Rough draft of policy from 01	Present to UG and G prog then Fac org Sp 03
Critical thinking measures	lseals	Review CT tools WG completed	Spring 03 Present findings to faculty fall 03
SAC's participtaion	lseals	Time line for SON -articulation with Dr. Myers, University Chair	Fall 03, Spring 04
MPE	loswalt	Assignments for committees to review portions and compile data	Begin Jan 03
Advisory Council	lseals	Annual survey of members of the council	Fall 03 Results compiled and presented
Employer's survey	Lseals, loswalt	Results from 02 survey Use of internet resources Web page	Spring 03

**Appendix E: Master Plan for Evaluation Annual Report
Delta State University School of Nursing 2002 – 2003 Academic Year Review**

<i>Master Plan for Evaluation</i>	
Table I: Legend	
AC	Academic Council
AACN	American Association of Colleges of Nursing
ANA	American Nurses' Association
A/V	Audio/Visual
BSN	Bachelor of Science in Nursing or Undergraduate Program
cBk	Communication Book
CCEC	Coahoma Community Education Center
CE	Continuing Education
CIPO	Chief Information and Planning Officer
COAP	Coordinator of Academic Programs
CCNE	Commission on Colleges of Nursing Education
CDTF	Cultural Diversity Task Force
DHI	Delta Health Initiative
DSU	Delta State University
ERI	Educational Resources Incorporated
FacDev	Faculty Development Committee
FacOrg	Faculty Organization
FT	Full Time
GP	Graduate Program
HB	Handbook
IHL	Board of Trustees of State Institutions of Higher Learning
IOR	Instructor of Record
IRC	Instructional Resources Center
MS	Mississippi
MSN	Master of Science in Nursing or Graduate Program
NLN	National League for Nursing
NONPF	National Organization of Nurse Practitioner Faculty
ONW	Office of Nursing Workforce
PEC	Program Effectiveness Committee
POS	Plan of Study
PT	Part Time
RA	Resource Assistant
SON	School of Nursing
STTI Pi Xi	Sigma Theta Tau International Pi Xi Chapter
StdAff	Student Affairs Committee
TLC	Teaching/Learning Center
TNI	Therapeutic Nursing Intervention(s)
UGP	Undergraduate Program
VPAA	Vice President for Academic Affairs
WGCTA	Watson Glaser Critical Thinking Appraisal

<i>Master Plan for Evaluation</i>							
Table II: Structure & Governance							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
					<p>Total 7 students; 7 White</p> <p>2.4 <u>Part-time plan of study</u> provided. Any identified "at risk" new JR I student encouraged to enroll PT POS. Most enrolled FT. Increased collaboration among instructors, student advisor, COAP, and students.</p> <p>3. High Risk plan development in progress</p> <p>4. Faculty and Student Handbooks reviewed-recommendation for revision and addition provided to SON Faculty Development and Student Affairs committee chairs.</p> <p>5. Spring, 2002 Attrition r/t low math scores on Math Calculations test significant NUR 302.</p> <p>6. Spring 2003 retention improved: JR I admits credit</p> <ul style="list-style-type: none"> • Math review plan and policy implementation, • A & P review modules • faculty advisement. <p>7. <u>RN-BSN admission barriers</u> examined. Prereq requirements appeared major barrier. Reviewed and rec. several prereq to coreqs 10/14/02.</p> <p>Also RNs need additional funding.</p> <ul style="list-style-type: none"> • WIA issues • Greenwood Leflore funds helpful. • Kings Daughter's Circle # 2 grants and scholarships. • Nurse Education Loan Repayment Program 		<p>2.4 Numerous Jr. I students were advised of need for enrollment in PT POS – 1 student entered on PT POS; 1 student placed in PT POS following unsuccessful Math Application scores.</p> <p>3. Data collection in progress.</p> <p>4. Faculty & Student Handbooks revised Spring, 2003</p> <p>5. NUR 302 Math Applications Policy developed and implemented Spring, 2003 to reduce attrition due to math deficiencies.</p> <p>6. N312 Pathophysiology A & P review modules developed and implemented with a pre and post-test comparison implemented Spring, 2003.</p> <p>7. RN-BSN admissions:</p> <ul style="list-style-type: none"> • Collecting data to support pre-requisite changes. • Continue to seek additional funding sources for RN-BSN students from federal, regional, state, and local organizations.

<i>Master Plan for Evaluation</i>							
Table II: Structure & Governance							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
					8. No WIA funding for generic students. 9. No database available for student recruitment purposes.		8. Seek WIA funding for generic students.. 9. DSU has a university-wide <i>Enrollment Management Working Committee</i> . SON will continue to seek representation to facilitate coordination of the SON and DSU efforts.
E	Participation in administrative governance	Annually	Faculty COAP Staff Dean	DSU structure & governance model Committee member composition for all levels of DSU governance & structure	1. Faculty continue to self-select or request to serve as needed, insuring rotation of responsibilities. 1.2 2002 - 2004 Faculty Senate: Senator: L. Seals Senate Proxy: L. Carlson 1.3 Dean mGruich: Academic Council, Presidential Local Advisory Search Committee 2. Changes in University Structure and Governance 2002 –03 term.	Fac Org Faculty-Senate Provost Interim VPAA	1. Faculty provided w/ option to serve on various University and Faculty Senate Committees. 2.1 VPAA role expanded to include Provost, Fall 2002: VPAA jThornell remains in this dual role. 2.2 Spring 2003, President dPotter resigned - IHL Board President. College Board named Provost jThornell Interim President. 2.3 Dean, rMyers (retiring 2003) of College of Arts & Sciences (COAS) named interim VPAA. 2.4 New COAS Dean, cParker assumed duties April 1, 2003.
F	Strategic planning	Annually	FacOrg	Strategic Planning/Annual Goals	Reviewed (04/28/03)	VPAA	Recommendations added to include DHI and community based activities to FY 2001 – 05 Strategic Plan.
G	Fiscal, personnel, & physical resources sufficient to meet the goals of the SON.	Annually	COAP Dean	Annual budget, personnel, physical resources	1. Unable to determine consistent budget process at University level. 2. Budget constraints impede SON from meeting goals with suspension of enrollment in MSN program.	Provost/ VPAA	1. Petition in budget hearings that SON cannot withstand another 5% cut. Budget process reviewed. Requests submitted. 2.Redistributed remaining funds among the unfilled lines. Continue to seek external funds.

<i>Master Plan for Evaluation</i>							
Table II: Structure & Governance							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
					3. Two retirees 2003. 4. External DHI funding received 2002- 03 5. External MCRIT funding received 2002. 6. Two faculty lines lost due to state budget cuts		3.. Dr. Rebecca Cagle position change form 0.6 to 1.0 FTE effective 2003/04. C. Hayes MSN converted from adjunct faculty line to 1.0 FTE 2003/04. 4. Request to continue DHI funds into 2003/04 to assist w/ faculty salaries & other unused monies. 5. Await MCRIT action. 6. Assess number of MSN students seeking admission Fall, 2003 to determine action.

End of Table II

<i>Master Plan for Evaluation</i>							
Table III: Academic Programs							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
A	BSN Program Outcomes	Fall	COAP UGP	SON's mission & philosophy AACN essential documents for baccalaureate education ONW's Mississippi Competency Model	1. Consistent with mission, philosophy, and other national entity documents. 2. AACN encourages increased Community-based curricula 3. BSN Program outcome # 4 was rated low on 1 and 5 year program follow up evaluations. 4. Spring 2003: Students are not familiar with the Miss. Competency Model.	FacOrg	1.Fall, 2002: Mission, philosophy, and program outcomes reviewed. 2. 2002 – 2003 Academic Year community based activities increased in UG and grad courses to reflect AACN changes. 3. 04/07/03 UG program outcomes reviewed with rec. change to outcome # 4 – “Participate in research to enhance health care delivery.” Approved FacOrg 4/07/03 4. Content r/t Miss. Competency Model integrated into NUR 404 (R) and NUR 404 (G).
				SON's mission & philosophy ,	1. Consistent with mission,		1. Fall, 2002 MSN Outcomes eviewed

<i>Master Plan for Evaluation</i>							
Table III: Academic Programs							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
B	MSN Program Outcomes	Fall	COAP GP	and appropriate for NONPF guidelines for nurse practitioner AACN essential documents for master's education AACN Joint Position on Education for Nurses in Administrative Roles ANA Scope & Standards for Nurse Administration NONPF Guidelines ONW's Mississippi Competency Model	philosophy, and other national entity documents. 2. AACN community based guidelines already present in MSN courses. 3. NONPF Guidelines reviewed by rCagle Fall 2002. 4. Spring, 2003: Students not familiar with Miss. Competency Model.	FacOrg	by Grad faculty with no recommended changes. To be completed Summer 2003 with a report pending beginning Fall, 2003. 2. Reviewed – no action 3. MSN FNP curriculum consistent with NONPF guidelines 4. Spring, 2003: MSN NUR 607 Health Wellness students reviewed the Miss. Competency Model.
ADMISSIONS							
A	Admission standards, criteria, preferences	BSN (generic) October RN-BSN (each semester) MSN (April) & as needed	COAP [UGP & GP]	Within the functions of programs, the faculty will review: completed files, incomplete files, student petitions for readmission.	1. Admission function remains within scope of UG Program . Evidence in MPE. 2. DSU SON admissions process and enactment is in keeping with the IHL standards		1. 1 Fall, 2002 RN- BSN admission policies for pre-requisite courses revised 10/14/02. 1.2 04/07/2003 BSN (G) students only allowed to take prerequisite courses twice for successful completion in order to apply for SON. 2. Current admission to Grad program suspended Spring, 2002. Anticipate admitting full-time cohort Fall, 2003.
CURRICULUM							
A	SON prerequisite & elective courses	Curriculum revisions	COAP UGP GP	Maintain compliance with DSU general education requirements and national trends	1. <u>BSN – Generic</u> NUR 301 Survey of Nursing not effective as an online course – more structure needed. 2. <u>RN-BSN</u> 1. To help decrease barriers to	FacOrg AC	1. Approved 12/09/02 NUR 301 Begin more classroom instruction beginning Spring, 2003. 2.

<i>Master Plan for Evaluation</i>							
Table III: Academic Programs							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
					<p>admission of RN-BSN students select formerly prereq courses are not corequisite courses. Attachment and UG minutes 10/14/02</p> <p>2. NUR 492 credit hours increased from 3 to 5 reflecting decrease in credit hours in NUR 358 9/9/02</p>		<p>Collect data related to co-requisite course sequencing</p> <p>2. Provide additional opportunities for NUR 492 elective credit hours for RN-BSN students 2003.</p>
B	Professional nursing standards for nursing care, health system trends, & health care needs of society.	Every 2 years or as needed (2002, 2004, 2006...)	COAP UGP GP	Review of curriculum for incorporation of professional nursing standards, emerging trends, & health needs of society.	Compliance within programs maintained according to standards reviewed.	FacOrg	Reviewed - No action taken.
C	BSN Curriculum	End of regular term & as needed	COAP UGP	Review curriculum components, implementation, & evaluation data.	<p>1. Spring 2002, Summer 2002, and Fall 2002 courses evaluated with no major recommendations for curriculum change.</p> <p><u>BSN-Generic</u> 1. Students enrolled in NUR 300 Professional Writing. Improvement in writing noted for these students.</p> <p>2. NUR 302 Prenursing math module, Math Application Policy, and text assignments contributed to decrease in attrition rate in NUR 302 Fundamentals Spring, 2003.</p> <p>3. NUR 303 (G) Physical assessment, inconsistent with N311 (R). Also NUR 303 students show deficiency in physical assessment skills.</p> <p>4. NUR 312 Pre-nursing A & P module assignment contributed to decrease in attrition rate in NUR 312</p>	FacOrg AC	<p>1. Reviewed - No action</p> <p><u>BSN - Generic</u> 1. NUR 300 Reviewed – plan to continue.</p> <p>2. NUR 302 Prenursing Math Policy implemented Spring, 2003. Plan to continue.</p> <p>3. 9/9/02 NUR 303: Revised NUR 303 to 2 hr theory and 1 hr clinical.</p> <p>4. NUR 312 Prenursing A & P Module implemented Spring 2003: Plan to continue.</p>

<i>Master Plan for Evaluation</i>							
Table III: Academic Programs							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
		January 5yr MSN: Jan			<p>educator; 1 student CRNA program 2002 – 100% (3/3) 4 students have not taken ANCC certification exam</p> <p>3. Advisory Council Survey report pending</p> <p>4. Employer surveys: Employer surveys are mailed out annually in the spring; annual feedback remains limited.</p> <p>5. Program Satisfaction surveys administered at graduation with a mean score of 3.5 on a 4 point scale.</p>		<p>3. Advisory Council report pending – Fall, 2003 – PEC chair.</p> <p>4. PEC in the process of developing an new employer survey with the plan to be distributed during Advisory Council luncheon May, 2003.</p> <p>5. Reviewed – No action</p>

<i>Master Plan for Evaluation</i>							
Table III: Academic Programs							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
ACADEMIC RESOURCES							
F	Academic advisement	Throughout year & as needed	Faculty Staff COAP	Student Records Plan of Study Faculty Advisement Check-list	<ol style="list-style-type: none"> 1. Enrollment management plan for the University is designed but not fully operational at this time. 2. Advisement for DSU pre-nursing and nursing students is documented. 3. Plan of Study forms needed revision related to changes in RN-BSN and BSN generic course credits and sequencing of requisite courses. 4. Student interaction forms completed and filed. 5. Staff members offer definitive information regarding acceptable courses to meet the pre-requisite requirements. This specific information is provided when faculty are unavailable (in clinical, off campus). 	Dean	<ol style="list-style-type: none"> 1. Dialogue continues with Steve Watson. Search for adequate data base continues. 2. Students are counseled by faculty advisor at time of registration & as needed. No action. 3. Plan of Study: Revised by COAP and in use 10/14/02. 4. Reviewed - No Action 5. Reviewed - No Action
G	Technology & technological support	Each term & as needed	Students Faculty Director of TLC Faculty representation on select University Tech-	<p>Student & faculty input and evaluation of current technology needs and support services from the University.</p> <p>ITS Advisory Committee</p> <p>Dr. M. Roberts – Technology Needs Assessment, Spring, 2003</p>	<ol style="list-style-type: none"> 1. Fall 2002 – Spring, 2003 - Use of Scantron for evaluation. Process is slowing faculty recommendations for courses at semester end. 2.1 Active University upgrade policy for SON computers, software, etc. 2.2 Technology Needs Assessment 	Dean COAP	<ol style="list-style-type: none"> 1. Spring, 2002-2003: Scantron analysis of course evaluations continues with problem solving. Evaluations to be completed prior to the week of the final exam in each course to facilitate running of evaluations by staff & course completion (Unanimous acclamation, 05/05/03 Faculty). 2.1 Computer upgrades follow pending University rotation. 2.2 Technology Needs Evaluation

<i>Master Plan for Evaluation</i>							
Table III: Academic Programs							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
			nology Committee		<p>completed, Spring, 2003</p> <p>2.3 GHEC Technology Needs Assessment completed Spring, 2003.</p> <p>3. Faculty participates in technology skill enhancement.</p> <p>4. Most DSU SON courses have a web-based component.</p> <p>5. The Learning Center with Dr. Larry Lambert and Joan Stiles offer WebCT support. Also provide faculty development courses related to online course construction, implementation, and evaluation.</p>		<p>Form completed for Dr. M. Roberts 04/07/03 Ad Hoc Committee Tech jMcCrorry, IOswalt, & cOleis with report to UG program regarding same.</p> <p>2.3 GHEC computers upgraded to Microsoft Office XP and Windows XP Spring, 2003.</p> <p>3. 1jMcCrorry serves as SON WebCT consultant</p> <p>3.2 2002 – 03 jMcCrorry WebCT Technology Champion</p> <p>3.3 2003 IOswalt serves as the Technology Liaison for the School of Nursing</p> <p>4. ITS and WebCT – continuous updates. Evaluate outcomes with Web-based instruction. Determine success and recommend any changes to promote student success.</p> <p>5. Encourage faculty participation.</p>
H	Clinical Skills Lab Facilities	End of each term and annually students	Designated UG & G Faculty & Resource Assistant	<p>Skills Lab evaluation tool</p> <p>Interviews with faculty members</p> <p>Review of equipment, supplies & learning resource holdings & replacement plans</p>	<p>1. Current skills lab can accommodate 8 work stations (6 beds, 2 gurneys). Size and stations lend to crowding and multiple practice times to accommodate students.</p> <p>2. Presently students in clinical</p>	FacOrg	<p>1.1 Plan to meet needs with improved scheduling and seek input from students during the term of study</p> <p>1.2 Anticipation expansion of the current skills lab(into current computer lab).</p> <p>2. All fees assessed have been spent</p>

<i>Master Plan for Evaluation</i>							
Table III: Academic Programs							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
					<p>courses (NUR 302-\$200; NUR 303-\$50; NUR 305-\$100; NUR 306-\$50; NUR 401-\$65; NUR 405-\$50) are being assessed clinical lab fees.</p> <p>3. Have clinical lab needs at the GHEC and CCEC sites.</p>		<p>for the student skills lab which includes: 1) replacing of disposable supplies; 2) models; 3) charts See skills lab inventory.</p> <p>3. Assess clinical skills resource needs for two off-campus sites.</p>
I	Clinical Agencies	Each term	Faculty Students COAP	Student evaluation of clinical agencies & faculty evaluation of same.	Appropriate learning experiences in all courses community-based emphasis added.	FacOrg	<p>Maintain all current contracts and add:</p> <ul style="list-style-type: none"> .Natchez Regional Medical Center .River Oaks Hospital .Delta Cardiology Clinic (Contract file-Dean's office)

End of Table III.

<i>Master Plan for Evaluation</i>							
Table IV: Faculty							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
A	Appropriate academic & experiential qualifications for the area of teaching	Annually	COAP	Appointment & promotion Teaching schedule	<p>1. COAP makes appropriate assignments based upon faculty qualifications for teaching. (Curriculum Vitae - Teaching Assignment files available).</p> <p>2. Position Descriptions complete</p>	Dean	<p>1. No action</p> <p>2. Approved as distributed by PEC 04/03.</p>
B	Adequate number & mix (to cover areas needed) of faculty	Annually	COAP	Student enrollment and curricula needs Assessment of curricula & faculty numbers required & resources	<p>1. Faculty meet IHL standards of appropriate preparation and ratio.</p> <p>2. dLamar Ed.D retiring: CHN, Peds, Research, Wellness</p> <p>3. dChristian, MSN retiring: Psych, Management</p>	Dean	<p>1. No Action</p> <p>2 & 3. Have advertised and replaced two FTE faculty lines.</p>

<i>Master Plan for Evaluation</i>							
Table IV: Faculty							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
					4. Two faculty lines lost to budget cuts 5. GHEC continuing and CCEC new site for RN-BSN offerings will place added teaching and travel requirements on faculty.		4 & 5. Continue to seek funding.
C	Maintenance of nursing knowledge & expertise in area of teaching & clinical practice	Annually	PEC Faculty	Nursing experiences Continuing education Certification IHL report Faculty Needs Assessment	1. Faculty participation in activities to maintain knowledge in area of expertise such as clinical practice, scholarship activities, service to community related to practice and/or continuing education activities 2. WebCT training available. 3. Determined need for healthcare Spanish language skills. 4. CPR-BLS recertification needed by faculty bi-annually	Dean	1. No action 2. No action 3. Healthcare Spanish terminology workshop provided for faculty development spring 2003. Continue language skill development. 4. Provided in 11/18/02
D	Teaching workload	Annually	COAP	Faculty Preparation/Expertise Previous Assignments Requests	1. Faculty workload summary. Maintain IHL and accreditation standards 2. Adjunct Faculty needed to assist with courses in 2002-2003.	Dean	1. Ongoing review of teaching assignments. 2. Adjunct faculty to meet program needs: bBlack, bPowell, rCagle, tPolk and cHayes
E	Teaching effectiveness	Annually	Faculty COAP	Faculty submission of self-evaluation of teaching effectiveness & faculty recommendations Portfolio Outline & Suggested Evidence Table (Attachment IV.E.1, & 2)	1. Faculty evaluated according to faculty evaluation plan for SON each semester and annually by the Dean 2. Peer evaluation tool in progress. 3. New university teaching self-evaluation tool adopted.	Dean	1. Annual Faculty evaluations (Faculty evaluations for 2002 – 2003 w/ COAP in April 2003 and w/ Dean May 2003) 2. PEC continues to design peer evaluation according to university format. 3. Implementation of university teaching self-evaluation tool (A/C

<i>Master Plan for Evaluation</i>							
Table IV: Faculty							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
					4. Faculty evaluations adhere to portfolio guidelines for evidence.		February 25, 2003) 4. No action
F	Participation in scholarship	Annually	Faculty	Biannual (every six months)update of faculty Curriculum Vitae Faculty submission of summary of scholarship activities to Dean at annual evaluation SON annual report Faculty Portfolio Placed on Standard Agenda for FacOrg (Attachment IV.F)	1. Curriculum vitae updated according to Portfolio guidelines. 2. Increased activity of scholarship activities/outcomes .DHI/CDC grant, \$200,000 for the SON, August, 2002. .Cultural Diversity grant, \$250,000, December, 2002(HRSA-not funded). .Basic Nursing Education grant, \$250,000, December, 2002(HRSA-not funded).	Dean	1. Continue bi-annual update. 2. Grant activities in progress with bi-monthly and/or weekly updates (see DHI/CDC file bPowell office).
G	Participation in professional service activities (University, profession & community)	Annually	Faculty	Biannual update of faculty Curriculum Vitae Faculty submission of summary of service activities to Dean at annual evaluation Faculty Portfolio SON annual report	Service documented in curriculum vitae.	Dean	Faculty demonstrates active participation.
H	Promotion	Annually	Tenure & Promotion Committee	University Policy in effect. Faculty Status briefed during annual evaluation by Dean	1.Adhere to University Tenure/Promotion policy. 2.Three faculty enrolled in doctoral programs (ICarlson, mRaines, vBingham)	Dean VPAA	1. No action 2. N/A
I	Tenure	Formative: at 3 & 5, yrs Summative 7 yrs	COAP Dean SON Tenure Committee	Tenure review according to tenure policy Portfolio guidelines	Currently we have 3 tenured faculty (Dean mGruich, dSeals, dLamar).	Provost/ VPAA Dean	N/A
J	Post Tenure Review	Evidence of overall	Tenure &	Post-Tenure review according to the policy	Currently no post-tenure review in progress.	Univer- sity	N/A

<i>Master Plan for Evaluation</i>							
Table IV: Faculty							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
		unsatisfactory performance for 2 consecutive years.	Promotion Committee	(2002)		Tenure Committee	

End of Table IV.

<i>Master Plan for Evaluation</i>							
Table V: Students							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
A	Student Recruitment	Continuous/Ongoing/Annually	Dean COAP UGP GP Resource Assistant StdAff	<p>DSU Enrollment Management Plan (in planning process)</p> <p>SON Recruitment Plan & Database (proposed to be within the DSU Enrollment plan)</p> <p>IHL Annual Report Self-study reports</p> <p>Strategic plan</p> <p>Results of exhibitors (email to cOleis 5/16/02)</p> <p>DSU Enrollment Management Plan (continues in planning process)</p> <p>IHL Annual Report, Self-study reports & strategic plan</p> <p>Recruitment plan & StdAff Annual Report (scholarship section)</p>	<p>1. Currently qualified applicants are recruited for all SON programs</p> <p>2. Twenty generic students admitted Spring 2003 (down approx. 33% for second consecutive year). Numbers of qualified applicants remains down. Admitted students adhering to IHL</p>	FacOrg	<p>1.1 Active recruitment plan continues.</p> <p>1.2 Continue to seek financial aid and scholarship opportunities for all students.</p> <p>1.3 Assess the SON recruitment plan & continue the ongoing evaluation & determine its placement within the DSU Enrollment Management Plan to avoid any duplication. Continue to emphasize "direct" marketing to the specific potential student (in their home!).</p> <p>1.4 SON purchased data base to track applicants Implementation of media campaign for recruitment of students in all SON programs. Individual letters to alumni and STTI Pi Xi members.</p> <p>2. N/A</p>

<i>Master Plan for Evaluation</i>							
Table V: Students							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
					<p>guidelines that allow acceptance of student with ACT<21 if GPA is 2.5 or higher.</p> <p>3.1 Admitted 10 RN-BSN students(Summer, 2002) GHEC. The RN-BSN increased to ten over the maximum of six (1998-2002). Workforce Investment Act of 1995 (WIA) note: Most RN-BSN students are not eligible.</p> <p>3.2 1 RN-BSN admitted Spring, 2003</p> <p>3.3 Currently RN-BSN applicants pending file completion.</p> <p>4.1 Number of pre-requisite courses in RN-BSN track identified as barrier to admission 10/14/02.</p> <p>4.2 Annual admission was also identified as a barrier for RN-BSN admission.</p> <p>5. CCEC cohort of RN-BSN students identified. Students needed pre-requisite courses.</p> <p>6. Number of RN-BSN applicants decreased.</p> <p>7.1 The MSN continues with enrollment less than twenty. Regular admission held Fall 2002 per University administrative directives & budget constraints. At present 7 students enrolled in program. (2 post-master's students</p>		<p>3. Continues recruitment plan.</p> <p>4.1 Several pre-requisites courses changed to co-requisite status.</p> <p>4.2 Rolling admission adopted.</p> <p>5. DSU provided pre-requisite courses. SON instrumental in supporting progression.</p> <p>6. Continue to assess barriers and seek active assistance from student enrollment program and the SON Advisory Council. Will collaborate with Delta AHEC to reach high school science students.</p> <p>7.1 Continue to seek cohort of students for MSN program to justify opening admission Fall 2003 or Spring 2004.</p> <p>7.2 Reviewing applicant files and admission in process. Faculty hired:</p>

<i>Master Plan for Evaluation</i>							
Table V: Students							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
					<p>[FNP]); (5 master's students [4 FNP, 1 Adult Educator] degree seeking students)</p> <p>7.2 Administration supports hiring faculty to fill vacant positions related to retiring faculty and admitting students to the MSN program Fall, 2003.</p> <p>8. April 2003: Student Population 17 JR I (15 full-time and 2 part-time) 10 JR III (8 full-time and 2 part-time) 17 Generic Seniors (all full-time) 11 RN-BSN (2 RN-BSN part-time) 7 MSN</p> <hr/> <p>62 Total SON Students</p> <p>9. Recruitment plan in place and continues to be utilized. University enrollment management lists has not been received monthly.</p> <p>10. DSU SON Web page still under "construction"</p>		<p>rCagle and cHayes</p> <p>8. N/A</p> <p>9.1 This has been brought to the attention of the Director of Enrollment Management for correction. 9.2 Student Affairs will develop a plan to utilize the list.</p> <p>10. Provide current and accurate information for recruitment and alumni on SON Web Page. This needs immediate attention.</p>
B	Cultural Diversity	Each term	COAP	Program enrollment	<p>1. The Delta is approximately 68% minority. National stats for males are 14%.</p> <p style="text-align: center;"><u>2002</u> BSN n = 46 36 Caucasian 9 African American</p>	FacOrg	1.Continue strong recruitment efforts of minority students.

<i>Master Plan for Evaluation</i>							
Table V: Students							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
					<p>1 Asian Pacific 39 Female 7 Male</p> <p>RN-BSN n = 10 9 Caucasian 1 African American 8 Female 2 Male</p> <p>MSN n = 13 13 Caucasian 0 African American 13 Female 0 Male</p> <p>SON: 84 % Caucasian 16 % Minority 87 % Female 13 % Male</p> <p>2. Cultural Diversity Task Force (CDTF), 2002 to:</p> <p>2.1 increased awareness of cultural differences 2.2 need to assess the cultural diversity content within the curriculum 2.3 Identified the need for the formation of an advisory council</p>		<p>2.1 Louise Reid, Fall 2002, Dr. Teresa Leonard, Spring 2003 and Gloria Wright, Spanish workshop, Spring 2003 Plan to continue annual events in fall and spring</p> <p>2.2 All courses assessed for cultural diversity content 01/13/03 2.3 Formation of an advisory council to provide input and attend Advisory Council meeting. Members include Latino, Native American, Asian American, & African American. Both male and female representation.</p>

<i>Master Plan for Evaluation</i>							
Table V: Students							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
C	Student progression & retention	Each term	COAP UGP GP Faculty (IOR) Std Advisor	Advisement Interaction Form Progression Review (Pgm) Retention rates Graduation data	<p><u>1. Retention rate:</u> 1998:BSN- 97%; RN-BSN- 80% ; MSN-90% 1999:BSN- 81%; RN-BSN--100%; MSN-87% 2000:BSN- 97%; RN-BSN--100%; MSN-100% 2001:BSN-94%; RN-BSN---83%; MSN-74% 2002: BSN-98%; RN-BSN---91%; MSN-100%</p> <p><u>Attrition rate 2002</u> BSN: 2% n = 1 (1 W/F) RN-BSN: 1% n = 1 (1 W/F) MSN: 0%</p> <p>2. Formal exit interview forms established.</p> <p>3. Math aptitude policy developed and implemented spring 2003. Attrition rate decreased.</p> <p>4. A & P module developed and administered spring 2003.</p>	FacOrg	<p>1. Continue to collect data and monitor patterns</p> <p>2. Pilot exit interview forms in Fall 2003.</p> <p>3. Continue enforcement of math policy</p> <p>4. Continue use of A & P module</p>
D	Achievement of program outcomes	Each Semester & as directed (by instrument: e.g., annually or 1 or 5 years post graduation)	COAP UGP GP	Curriculum design: All course objectives are cross referenced with the program outcomes. Clinical evaluations Examination results – standardized exams Thesis Research projects	<p>1. NCLEX % pass on first write, official report: (number pass/total) 1998 – 96% (23/24) 1999 – 97% (28/29) 2000 – 84% (16/19) 2001 - 92% (22/24) 2002- 88% (24/27)</p> <p>ANCC % pass first write, self report 1998 – 88% (15/17) 1999 – 75% (9/12) 2000 – 88% (5/ 7) 2001 – 100% (2/2)</p>	FacOrg	1. No action

<i>Master Plan for Evaluation</i>							
Table V: Students							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
				Student self evaluations Graduate (BSN&MSN Program Outcomes) assessed in the last semester of study Program satisfaction evaluation NCLEX results ANCC exam results Survey of employers (annually) 1 & 5 yr SON Alumni Survey Graduation Day Survey	2001 – 75% (6/8) 1 student in NE track; 1 student enrolled in CRNA program 2002 – 100% (3/3) 4 students have not taken ANCC FNP certification exam 2. Student feedback, alumni, employers, & Advisory Council validate overall effectiveness of programs 3. All SON evaluation tools formatted for web use March 2002. 4. Annual Graduation Day Surveys results showed no significant changes. Satisfaction continues to be high. (See program office files)		2. No action – continue to monitor. 3. Place on SON WebCT courses. 4. No action – continue to monitor.
E	SON Alumni Employment patterns Personal & professional development	1 yr Post graduation Survey: BSN- Feb MSN-Sep or Feb 5 yr Post-graduation Survey BSN-Jan MSN-Jan	PEC	Survey of SON alumni	1. 1 and 5 year surveys sent out annually (spring) to graduates. Twenty-four 1 year and twenty-nine 5 year surveys were mailed in May 2002 and will be compiled and presented in Program Committee fall 02. 2. SON Alumni continue to rank pre-requisite preparation for the program below 4 in both generic and RN-BSN programs. 3. Students seek advice from faculty regarding personal & professional development. Students provide feedback that confirms this supportive role from faculty.	FacOrg	1. 58% response from graduates from 1 year graduates from 2001. 38% response rate for 5 year surveys. Results positive of the program outcomes with the exception of UG outcome # 4. 2. PEC will continue to monitor changes in pre-requisite and general education requirements. 3. Faculty Advisement

<i>Master Plan for Evaluation</i>							
Table V: Students							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
F	SON policies & procedures	Continuous & ongoing	COAP Faculty Std Affr	New student orientation Student Handbook Student meetings with advisors Student Course Syllabi End of Program Survey	1. Web CT Template edited and revised to include policies and procedures specific for each course March 2003. 2.1 Annual SON Student Handbook revised by St. Affairs. 2.2 Need to improve access to SON Student Handbook. 3. A copy of the handbook is at each faculty and staff member's desk/office. 4. Advisement tool documents faculty advisement of students.	FacOrg	1. Implement & monitor use beginning Summer 2003 for all SON courses. 2.1 Reviewed & updated. 2.2 Place SON student handbook online. (Student Affairs Committee) 3. Faculty secretary to ensure all faculty maintain current copies of SON Student and Faculty Handbooks in their offices. 4. No action – continue use.

End of Table V.

<i>Master Plan for Evaluation</i>							
Table VI: Resources							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
A	Fiscal resources	Annually	Dean	Budget process allocations	1. 17.4% overall cut from FY02 – FY03. SON may incur another 2-5% cut by January 2004. The two faculty positions frozen during FY02 lost 96% funding. 2. Budget sufficient to support SON programs with limited additional funding for clinical travel & physical improvements due to fiscal mid-year budget constraints	Provost/ VPAA	1. Budget negotiations to hold SON budget at present funding. Future faculty loss will jeopardize program viability. 2. Use adjunct faculty in remaining two faculty positions to meet program needs.
B	Sufficient number & mix of SON personnel to support	Annually & Each term	Dean COAP	Review of SON personnel salaries Review of personnel	1. Two faculty members: dLamar and dChristian, retiring end of FY03.	Provost/ VPAA	1.1 Dr. Rebecca Cagle position change from 0.6 FTE to 1.0 FTE.

<i>Master Plan for Evaluation</i>							
Table VI: Resources							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
	programs			allocations	<p>2. Assign COAP role to faculty applicant.</p> <p>3. Delta Health Initiative (grant from the Centers for Disease Control) [DHI/CDC] grant supported faculty salary and enabled nondegree students changed to regular admission.</p> <p>4. Sufficient to support SON personnel with the hold on graduate admissions</p> <p>5. Two percent salary increase effective 1/03</p>		<p>1.2 Catherine Hayes, EdD(c) position changed from 0.19 FTE to 1.0 FTE.</p> <p>2. vBingham, new COAP</p> <p>3. Will seek extension on grant funding w/ Dr. Cagle's hire effect FY04.</p> <p>4. Held due to budget constraints.</p> <p>5.N/A</p>
C	Physical resources 1. SON 2. Off campus	Annually	Dean COAP	<p>Review of existing space as it relates to census and courses.</p> <p>Assess and convey needs to off campus coordinator</p>	<p>1. The University Distance Learning Classroom was relocated to Ewing. Rm 108 now available for SON regular schedule. Individual PCs or use of internet not available in 3 classrooms.</p> <p>2. Met with Paul Bouler (GHEC) to set up faculty office with computer unit, telephone, and access to other amenities: copy/fax. Accommodations made available if we initiate the need.</p>	Provost VPAA Site coordinator	<p>1. Rm 108 added to jHaney's schedule for room assignment options. Use other locations on DSU as needed.</p> <p>2. Pending faculty report of outcomes.</p>
D	Library resources & facilities	Annually in Fall & as requested	Library Liaison Faculty COAP	<p>Input requested from Library Services. Liaison seeks requests.</p> <p>Student evaluation of library (program evaluations)</p> <p>Nov and Mar are our deadlines for ordering materials in our allotted monies.</p>	<p>1. Update holdings within the library as funds are allocated for SON. Library allocations was (\$2,240). May be an additional \$6,420 available.</p>	Library Representative FacOrg	<p>1.1 2/17/03 Faculty culled over 1000 outdated books and library materials. Only 60+ will return to the shelves following library review of SON request.</p> <p>1.2 Book order request submitted to Library liaison as requested to meet the Library deadline. March 14, 2003 ordered 50 library books all funds spent.</p>

<i>Master Plan for Evaluation</i>							
Table VI: Resources							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
				<p>Library liaison report to faculty regarding current nursing related materials annually or as indicated (as funds are made available).</p> <p>Survey of faculty & students</p> <p>Review requests & purchases</p>	<p>2. 2/17/03. Guidelines followed. Approximately 1000 books removed.</p> <p>3. ISeals and ICarlson serve as SON library liaison faculty 2002-2003.</p> <p>4. Implementation of faculty resource notification to be completed annually to address library and/or other resource needs.</p> <p>5. No found faculty library evaluation tool. Not distributed for faculty response in several years.</p> <p>6. GHEC and CCEC sites. Library status needs to be determined. (In past, faculty have carried with them the course requirement readings and ancillary materials).</p>		<p>1.3 May 05, 2003 order was sent in for tapes and books.</p> <p>2. Will ask Library for an historical section to keep SON 'classics' (to be determined by SON review).</p> <p>3. No Action – maintain library liaison representative.</p> <p>4. Book order requests for new library holdings presented to faculty each fall with report on ordering from Library liaison.</p> <p>5. Lack of faculty library evaluation input relayed to ISeals and ICarlson who will check status with the university library.</p> <p>6. Will complete a needs assessment this year. 05/09/03 GHEC book order placed for 25 books and 3 video presentations (\$2000.00 available for GHEC Spring, 2003)</p>
E	Other resources: Institutional Resource Center (IRC) resources (in Library); A/V; TLC	Annually & as needed	Library liaison UGP GP	Review of equipment , software, & other holdings	<p>1. Ongoing purchases for resources based on faculty needs & requests allocated as funding is provided.</p> <p>2. Inventory for IRC, A/V, and TLC: A list of current holdings is available in the IRC and is updated annually to include new purchases.</p> <p>3. SON faculty have not assessed IRC holdings in several years. Need to assess and make recommendations for removal of outdated and/or unused materials.</p>	FacOrg	<p>1. Update inventory of IRC and other A/V holding for placement in Faculty Handbook as an appendix</p> <p>2. Continue to assess and justify need and request funds.</p> <p>3. Currently reviewing IRC holdings for ordering of new materials.</p>

<i>Master Plan for Evaluation</i>							
Table VI: Resources							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
F	Salaries to recruit & retain qualified faculty & support staff & administration	Annually	Dean	Annual report of nursing salaries 2002/03. DSU in process to implement Compensation Task Force Report March 2002. (See report, in dean's conference room)	<p>1. Legislature approved a 2% increase with 1 % awarded January 2003. The additional 1% will be awarded in the next fiscal year 2004.</p> <p>2. SON salary comparison to AACN [comparableregion/institution/academic year salary, rounded to nearest percent];Last year's outcomes have increased in percentage approximations to the national comparison with the 2% raise. AACN 2002-2003 data not available, 03.31.03.</p> <p>3. SON salaries (w/ terminal degrees calculated) Professor (FNP): 90.4 % Associate 91.6 % Assistant: 107 % Instructor 115 % COAP 110 % Dean w/in 25-50 percentile</p>	Provost/VPAA	Continue to monitor and request budget adjustments for associate and professor ranks.

End of Table VI.

<i>Master Plan for Evaluation</i>							
Table VII: Essential Concepts							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
Critical Thinking							
A	BSN Program	Annually	PEC	<p>Watson Glaser Critical Thinking Appraisal</p> <p>Faculty assessment of holistic use/ application of and synthesis of the nursing process as students move from dependence to autonomous application of the nursing process.</p> <p>Course activities</p> <p>Course evaluations</p> <p>ERI</p> <p>Final Exams</p>	<p>1. Course activities support the evidence of critical thinking. Evidenced in student files</p> <p>2. Contract with ERI until Spring 2005. Entering Junior I were given the critical thinking ERI.</p> <p>3. Spring 2003: WGCTA administered to <i>graduating</i> BSN students to complete the post assessment.[Last U/G students to receive the WGCTA].</p> <p>4. NLN Pre-entry Examination determined to be most appropriate for the DSU SON</p>	FacOrg	<p>1. Continue to monitor course activities.</p> <p>2. Will continue to use the ERI.</p> <p>3. No Action.</p> <p>4. Continue to use NLN Pre-entry . Re-evaluate annually.</p>
B	MSN Program	Annually	PEC	<p>Comprehensive Exams</p> <p>Research project &/or Thesis</p> <p>Course activities</p> <p>Course evaluations</p>	<p>1. Course activities support the evidence of critical thinking. Evidenced in student files</p> <p>2. Critical thinking is evident within the organizing framework.</p>	FacOrg	<p>1. Continue to monitor course activities.</p> <p>2. No Action.</p>

<i>Master Plan for Evaluation</i>							
Table VII: Essential Concepts							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
Communication Abilities							
C	BSN Program	Annually	Faculty GP & COAP PEC	Course activities End of program & Alumni Program satisfaction surveys Course evaluations	1.Oral and written communication patterns continue to be deficient for 2002-2003. 2.NUR 300 Writing course has had positive impact on writing for JR I and JR III. Emphasis placed on progressive writing throughout the UGP (see student files).	UGP FacOrg	1. Continue to require opportunities for oral and written communication within courses 2. No action
D	MSN Program	Annually	Faculty UGP & COAP PEC	ourse activities Course evaluations Program satisfaction surveys	1. Oral and written communication ability issues continue. Strong concern for approximately 35% of students. 2. Emphasis placed on improving writing and oral communication skills throughout the GP.	GP FacOrg	1. Course evaluations reviewed each semester to validate communication skills 2. Continue to develop improvements in communication abilities through course assignments
E	Campus-wide	Annually	SON, Faculty & Staff (representatives on DSU committees, etc)	Group (FacOrg, Program, Staff, Committee) minutes Bulletin Boards. Campus Pipeline. Mailboxes. Email. Delta Statement. Campus Connection (initiated Fall 2002). & cBk	1. There are a variety of methods being utilized to communicate across the university and within the SON 2. Dean reorganized cBk to increase efficiency. Spring 2003. 3. E-mail concerns continue 2002-2003. ITS working on e-mail problems	FacOrg	1. Continue to utilize 2. No Action 3. Continue to report problems

<i>Master Plan for Evaluation</i>							
Table VII: Essential Concepts							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
Therapeutic Nursing Interventions							
F	BSN Program	Annually	COAP IORs	MS Competency Model., NLN-DRT scores, NUR 406 logs, Clinical evaluations, Nursing Care Plans, Survey of Alumni, & Survey of Employ.ers	1.Students continue to apply MS Competency Model and its relation to TNIs. 2. TNI are evidenced in courses from objectives, requirements and evaluation..	FacOrg	1. Continue to integrate concepts of the MS Competency Model. 2. Continue to monitor
G	MSN Program	Annually	COAP IORs	MS Competency Model, Clinical evaluations, Comprehensive Final Exams, ANCC certification exam, AANP certification exam, Survey of Alumni, & Survey of Employers	1.Students continue to apply MS Competency Model and its relation to TNIs. 2. TNI are evidenced in courses from objectives, requirements and evaluation. 3. ANCC certification exams, AANP examinations, and comprehensive final exams added to methods of measure for evaluation of MSN students' ability to carry out therapeutic nursing interventions.	FacOrg	1. Continue to integrate concepts of the MS Competency Model. 2. Continue to monitor 3. Continue to monitor.
CARING							
H	BSN Program	Each semester	COAP UGP	Clinical evaluations, NUR 406 logs, Course evaluations, Survey of Alumni, & Survey of Employers	Emphasize caring as core essential to all aspects of the nursing profession & in course requirements & program outcomes.	FacOrg	Caring concepts tracked and monitored in all UG courses.
I	MSN Program	Each semester	COAP GP	Clinical evaluations, Course evaluations, Survey of Alumni, & Survey of Employers	Emphasize caring as core essential to all aspects of the nursing profession & in course requirements & program outcomes.	FacOrg	Caring concepts tracked and monitored in all Grad courses.

End of Table VII.

<i>Master Plan for Evaluation</i>						
Table VIII: Outcomes Data						
Area of Evaluation	Time Frame	Data Collector Organizer	Method/Measure	Findings	Recipient of Report	Actions
PROGRAM SATISFACTION						
A BSN Program	Annually	UGP PEC	Advisory Council Program satisfaction survey in final semester Alumni & Employer survey	<p>1. Program satisfaction ratings reviewed in program meetings, curriculum evaluation, and faculty evaluation settings. Change results from input from students, agencies, faculty, alumni, advisory council.</p> <p>2. Advisory Council summary report 2002 report provided Fall 2002</p> <p>3. Program satisfaction surveys from Spring 2002 showed continued support from the graduating classes.</p> <p>4. Alumni & Employer survey Report Fall, 2002: All results indicate satisfaction from 1 and 5 year graduates (P.O. # 4 revised to better clarify research role in UG program)</p> <p>5. Employers continue to rate programs satisfactory (100% returns in Spring 2002).</p>	FacOrg	<p>1. No action – continue to monitor.</p> <p>2. Advisory Council Spring, 2003 report for program action pending report from PEC – Fall, 2003.</p> <p>3. Program satisfaction surveys will be tabulated by the PEC committee and presented to FacOrg beginning Fall, 2003 as an annual report.</p> <p>4.1 Ask CIPO about need for <i>operational</i> data base to track graduates (& applicants).</p> <p>4.2 Dean to work with Michael Castle to update our DSU Webpage.</p> <p>5.1 Support RA to become the SON Webmaster. 5.2 Revisions to UG Program Outcome # 4 5.3 Revised and edited the generic RN-BSN and MSN survey. 5.4 Continue to utilize surveys annually and provide faculty with feedback.</p>

<i>Master Plan for Evaluation</i>							
Table VIII: Outcomes Data							
	Area of Evaluation	Time Frame	Data Collector Organizer	Method/Measure	Findings	Recipient of Report	Actions
B	MSN Program	Annually	GP PEC	Advisory Council Program satisfaction survey in final semester Alumni & Employer survey	<p>1. Program satisfaction ratings reviewed in program meetings, curriculum evaluation, and faculty evaluation settings. Change results from input from students, agencies, faculty, alumni, advisory council.</p> <p>2. Advisory Council summary report 2002 presented to FacOrg by the PEC Fall, 2002.</p> <p>3. Program satisfaction from Spring 2002 show continued support for SON programs.</p> <p>4. Limited ability to contact employers of MSN graduates due to variety of settings and locations.</p>	FacOrg	<p>1. Continue to monitor.</p> <p>2. PEC to present finding from Advisory Council Spring, 2003 for program action Fall, 2003</p> <p>3. Program satisfaction surveys completed and data from 2003 will be compiled and presented to FacOrg by PEC beginning Fall, 2003 as an annual report.</p> <p>4. 1 Ask CIPO about need for <i>operational</i> data base to track graduates (& applicants.</p> <p>4.2 Dean to work with Michael Castle to update our DSU Webpage</p> <p>4.3 Support RA to become the SON Webmaster.</p> <p>4.4 PEC to seek new means of contacting former graduates and their employers to evaluate</p>

<i>Master Plan for Evaluation</i>							
Table VIII: Outcomes Data							
	Area of Evaluation	Time Frame	Data Collector Organizer	Method/Measure	Findings	Recipient of Report	Actions
PATTERNS OF EMPLOYMENT							
C	BSN Program	Annually	UGP PEC	Student Self-report Personal contact Other informal contact methods between faculty and former students Alumni Surveys Employer Surveys	<p>2000: 100% Employed full time Setting: acute, ambulatory, home health, public health, operating room & neonatal Role: staff or charge nurse Clinical area: adult medical, surgical, critical care, home health, public health, emergency room, operating room, neonatal, pediatrics</p> <p>2001: 83% Employed full time Setting: acute, ambulatory, home health, public health, & operating room care Role: staff, head, charge, or school nurse, physician coordinator/preceptor Clinical area: adult medical, surgical, critical care, community health, emergency room & home health</p> <p>2002: data collection in progress</p>	FacOrg	<p>Will work towards data base access & entry via the Web.</p> <p>2001 Results: 20 out of 24 graduates from 2001 are currently employed full time. 4 are not working by choice. 2 are currently enrolled in advanced practice degree programs. Out of 24 graduates, 2 have already obtained advanced practice degrees.</p> <p>Surveys of 2002 graduates mailed March, 2003.</p>

<i>Master Plan for Evaluation</i>							
Table VIII: Outcomes Data							
	Area of Evaluation	Time Frame	Data Collector Organizer	Method/Measure	Findings	Recipient of Report	Actions
D	MSN Program	Annually	GP PEC	<p>Student Self-report Personal contact; Other informal contact methods between faculty and former students</p> <p>Alumni Surveys</p> <p>Employer Surveys</p>	<p>2000: Employed in Role Prep (Dec 1999 grads only) Educator – none Practitioner – 86% (6/7) [Staff RN – 14% (1/ 7)]</p> <p>2001: Employed in Role Prep (10 graduates) Educator – 100% (1/1) Practitioner – 75% (6/8) [Staff RN 25% (2/8)] [1 enrolled in CRNA program]</p> <p>2002: Employed in Role Prep (7 graduates) Educator – none Practitioner - 43% (3/7) Staff RN – 57% (4/7) *Results not confirmed for all graduates eligible for FNP certification as of 05/13/03</p>	FacOrg	PEC to consider additional routes of data collection. Will work towards data access & entry via the Web.

<i>Master Plan for Evaluation</i>							
Table VIII: Outcomes Data							
	Area of Evaluation	Time Frame	Data Collector Organizer	Method/Measure	Findings	Recipient of Report	Actions
FACULTY ATTAINMENT OF CREDENTIALS (1999 – 2003)							
E	Faculty	Annually	Dean COAP	Faculty Profile records Curriculum vitae Faculty evaluations	<p>All SON Full-Time and adjunct faculty have Master’s degrees.</p> <p><u>Recertification:</u> jMcCrary – Community Health Nurse (ANCC) through 11/07 lOswalt – Pediatric Nurse (ANCC) through 11/06 lCarlson – Inpatient Obstetric Nurse (NCC)</p> <p><u>Certification:</u> rCagle – Psych Mental Health NP dChristian – Staff Development & Continuing Education (ANCC) through 11/03</p> <p><u>Post-master’s:</u> dChristian—PsychMental Health NP—in progress.</p> <p><u>Terminal degree:</u> lSeals – earned doctorate (DSU) (May 11, 2002). lCarlson – earned doctorate (LSUNO) (May, 2003) mRaines – enrolled in doctoral studies (DSU) vBingham—enrolled in doctoral studies (UAB)</p> <p>dAllen, lOswalt, jMcCrary planning to enroll in doctoral studies in 2003/04.</p>	Dean VPAA	Data to substantiate appointment, promotion, tenure, retention & assignment

<i>Master Plan for Evaluation</i>		
Table IX: Mission, Essential Concepts and Concepts Definitions		
School of Nursing Mission	Essential Concepts	Definition
<p>The mission of the Delta State University School of Nursing is to prepare students for professional nursing practice at the Baccalaureate level and Master’s level. The programs prepare graduates to pursue advanced study</p>	Caring	“The authentic, purposeful, nurturant, lived experience of being with another.”
	Critical Thinking	Critical thinking is the intellectually disciplined process of actively & skillfully conceptualizing, applying, analyzing, synthesizing, and/or evaluating information gathered from or generated by observation, experience, reflection, reasoning, or communication, as a guide to belief and action (Scriven & Paul, 1993)
	Communication Abilities	Communication is a dynamic interactive process, which encompasses both verbal & nonverbal behaviors. The ability to communicate involves reception & interpretation of information for clarity & individualized understanding.
	Therapeutic Nursing Interventions	Therapeutic nursing interventions are those caring behaviors that assist in meeting the health needs of clients across the lifespan.
	Outcome Data	Definition
	Attainment of Credentials	Attainment of credentials refers to the faculty attainment of credentials relevant to the SON’s mission. Examples include acquisition of the master’s degree, enrollment in doctoral programs, attaining terminal degrees, certification in desired areas, post-doctoral studies, receipt of awards or honors, & recognition of scholarly achievements.
	Patterns of Employment	Patterns of employment refers to the tracking of graduates’ employment status, including retention, career patterns, types of positions, work settings, and satisfaction with educational preparation. The evaluation takes place post-graduation at one (1) and five (5) years for all students <u>graduating from the program</u> .
	Program Satisfaction	Program satisfaction is defined as evaluation of both programs by students during the last course of the program of study. The SON alumni are surveyed at one (1) and five (5) years post-graduation. Employers of SON graduates are surveyed annually for satisfaction with program graduates

Table X. Evaluation Calendar for Programs

Evaluation Area	Semester	Annually	
		Fall	Spring
FACULTY EVALUATIONS BY:			
Self	X		
Students	X		
COAP			X
Dean			X
COURSE/CLINICAL EVALUATIONS BY:			
Students	X		
Faculty	X		
CLINICAL AGENCIES BY:			
Students	X		
Faculty	X		
SKILLS LAB BY:			
Students			X
Faculty			X
PHYSICAL RESOURCES & BUDGETARY NEEDS BY DEAN:			
Faculty			X
VPAA			X
PROGRAMS BY:			
Students: Program Satisfaction			
UG		*RN-BSN	BSN *RN-BSN
RN-BSN * Program survey is during the final semester of study.			
MSN * Program survey is during the final semester of study.		*MSN	*MSN
Students 1 year post graduation:			
UG			X (Feb)
RN-BSN		X RN-BSN*	X (Feb)*
MSN		X (Sept)*	X (Feb)*
Students: 5 year post graduation			
BSN			X (Jan)
RN-BSN			X (Jan)
MSN			X (Jan)
LIBRARY SERVICES BY:			
Students			X
Faculty		Faculty evaluate library services via feedback to Library liaison in Faculty Org meeting - No formal evaluation tool for Faculty Library Evaluation.	
GRADUATES BY:			
Employers		X	
Advisory Council			X
STRATEGIC PLANNING:			
School of Nursing Mission Statement		X	
School of Nursing Philosophy		X	
School of Nursing Program Outcomes			X
School of Nursing Bylaws			X

*September Evaluations for December RN-BSN or MSN graduates

*February Evaluations for May RN-BSN or MSN graduates