

**Delta State University
School of Nursing
Annual Report
2001-2002**

**Submitted to:
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Vice President for Academic Affairs**

**Prepared by:
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I. Unit Title: School of Nursing

Unit Administrator:

Maureen A. Gruich (Propst), 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.

Last Review:05.06.02

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 the spiritual, cultural, psychological, physical and societal components, which interact with the environment. The state of health is influenced by the perception of the client and society. Nursing facilitates the health status of the client through interacting with client systems, assisting in the movement toward an optimum level of functioning or peaceful death.

Last Review:05.06.02

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. Apply 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; 04/30/00; Review:05.06.02

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; 04/30/00; 05/02/00; Review:05.06.02

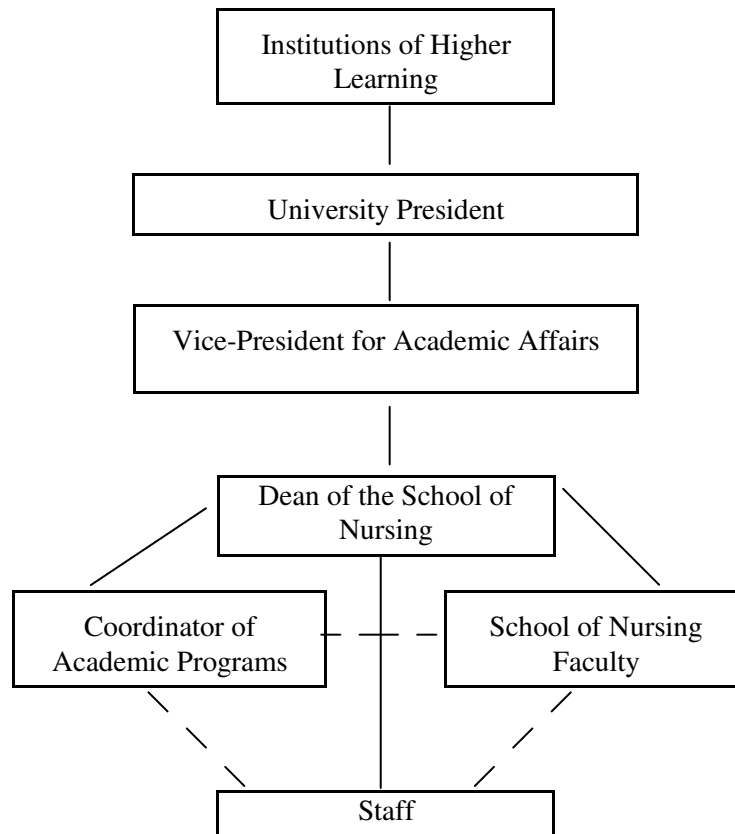
Accreditation

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, 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.

Structure & Governance

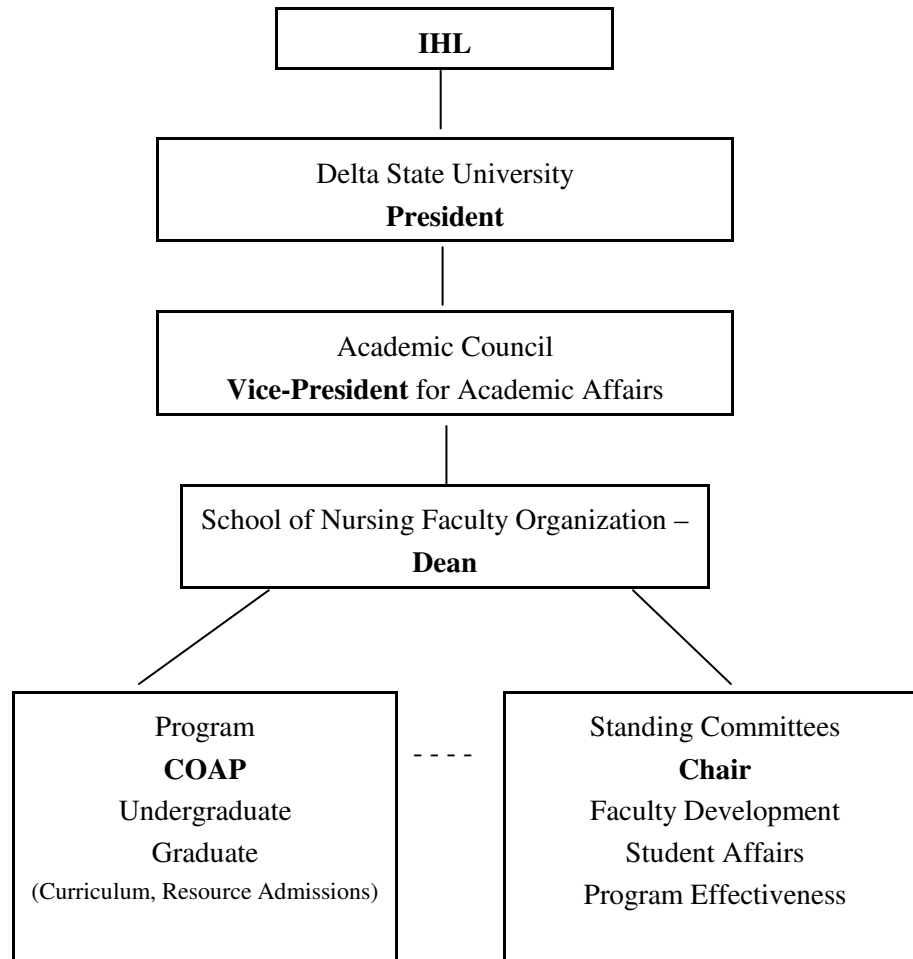
The organizational structure of the School consists of the Dean, the Coordinator of Academic Programs (COAP), the Faculty; and the Staff (see Figure 1). The chain of command follows from the Dean to the Vice-President for Academic Affairs, the President, and then to the Mississippi State Board of Institutions of Higher Learning (IHL). 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. The functions of the 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. 2000/01 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: SONs 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 Proposed Strategic Plan 2001-2005, December 1999, 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 IIF: 2000-2001 School of Nursing Enrollment by Program		
Program	Fall 2001 9(N = 80)	Spring 2002 (N = 86)
Undergraduate (BSN)		
Junior (continuing/new admits)	23	43 (24/19)
Senior (generic/RN completion)	32 (27/5)	32 (27/5)
Totals	55	75
Graduate (MSN)		
Administrator (continuing/new admits)	1 (1/0)	1 (1/0)
Educator (continuing/new admits)	1 (1/0)	1 (1/0)
Practitioner (continuing/new admits)	23 (9/14)	9 (9/0)
Totals	25	11

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 edited and revised (Table IIG.2) in Spring 2002 (Table IIG.2).

Table IIG-1. The School of Nursing's (SON) congruency with the University's Goals & Eight Key Performance Areas¹			
DSU Goals (2001/02 Bulletin, pp. 8-9)	Strategic Planning Key Performance Areas (DSU Proposed Strategic Plan, December 1999¹)	School of Nursing Goals 2001-02	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 VIII. Facilities	2. Increase access to both the graduate and undergraduate nursing programs.	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 VI. Public Relations VIII. Facilities	3. Expand physical facility to accommodate distance-learning students.	4
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 faculty members' professional/clinical development.	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. Expand the research base of the faculty members to improve health care in the Delta region and the state of Mississippi.	2

¹ DSU Proposed Strategic Plan 2001-2005, December 1999, pp.20-68.

Table IIG-2. SON Goals FY03		
DSU Strategic Plan (1999)	SON FY02	SON FY 03
III. Academics 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. Continue to develop and maintain high quality graduate and undergraduate curricula, which are sensitive to community health care needs.
III. Academics IV. Technology V. Community & Tradition Building VI. Public Relations VII. Resource Management VIII. Facilities	2. Increase access to both the graduate and undergraduate nursing programs.	2. To continue to explore and to evaluate alternative methods of curricula delivery.
I. Students & Support Services IV. Technology V. Community & Tradition Building VI. Public Relations VII. Resource Management	2. Increase access to both the graduate and undergraduate nursing programs.	3. To continue to recruit & retain students qualified students.
Human Resources IV. Technology V. Community & Tradition Building VI. Public Relations VII. Resource Management VIII. Facilities	3. Expand physical facility to accommodate distance-learning students.	deleted
II. Human Resources IV. Technology V. Community & Tradition Building VII. Resource Management	4. Support faculty members' professional/clinical development.	4. Support and enhance the professional development for faculty and staff members.
II. Human Resources IV. Technology V. Community & Tradition Building VI. Public Relations VII. Resource Management VIII. Facilities	5. Expand the research base of the faculty members to improve health care in the Delta region and the state of Mississippi.	5. Support and enhance the research base of the faculty members to improve health care in the Delta region and the state of Mississippi.

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: 2001-2002 Full-Time Faculty & Staff and Part-time Adjunct Faculty Rosters	
Full-Time Faculty	
Maureen A. Gruich, PhD, RN	Dean & Professor, Tenured
Debra F. Allen, MSN, RN, CNA.....	Instructor
Vicki L. Bingham, MSN, RN.....	Assistant Professor
Lizabeth Carlson, DSN(c), MSN, RN C.....	Assistant Professor
Dora M. Christian, MS, RN C.....	Instructor
Lisa E. Julius, MSN, RN, C.....	Instructor
Dana T. Lamar, EdD, RN, C.....	Professor, Tenured
Janette McCrory, MSN, RN.....	Instructor
Marion H. Raines, MS, RN,	Assistant Professor
Kathryn L. Riffle, PhD, RN, FNPC ¹	Professor
D. Louise Seals, EdD, RN.....	Assistant Professor, Tenured
Evelyn F. Smith, MSN, RN, FNPC ²	Assistant Professor
Part-Time Faculty	
Bevaline Black, MSN, FNPc.....	Instructor
Rebecca H. Cagle, DSN, FNPc.....	Instructor
Catherine Hays, MSN, RN.....	Instructor
Teresa Polk, MSN, FNPc.....	Instructor
Barbara J. Powell, PhD, RN	Instructor
Full-Time Staff	
Carla Lewis	Secretary to the Dean
Judy Haney	Faculty Secretary
Cheryl Oleis.....	Resource Assistant

¹ Retired, May 2002
² Revised, December 2001

Legend (Table IIIB. . .)
<p>AANP--American Academy of Nurse Practitioner ANA--American Nurses' Association 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 ONWR--Office of Nursing Workforce Redevelopment SNA--Student Nurses' (DSU) Association SON--School of Nursing STTI--Sigma Theta Tau International Honor Society for Nurses</p>

Table IIIB: Faculty Activities & Accomplishments	
Faculty	2001-2002 Activities & Accomplishments
<p>Debra F. Allen, MSN, RN, CNA Instructor in Nursing</p>	<p>Served as Faculty Advisor to DSU Student Nurses' Association Attended American Nurses' Association (ANA) Delegate Assembly in Washington, DC and a delegate for Mississippi Nurses' Association Attended Mississippi Nurses' Association (MNA) Convention in Biloxi, MS as District #21 Delegate, and Chairman of the Nominations Committee Selected by the MNA Board of Directors to serve as Co-Consultant for Mississippi Association of Student Nurses and their board of directors Served as Treasurer for DSU Pi Xi Chapter, Sigma Theta Tau International Honor Society of Nursing Attended Sigma Theta Tau International Convention in Indianapolia, IN as delegate for DSU Pi Xi Chapter Attended MNA Nursing Summit and was elected as 2002-2004 1st alternate delegate for ANA</p>
	<p>Accepted into PhD program at University of Alabama at Birmingham beginning Fall 2001</p>

Table IIIB: Faculty Activities & Accomplishments	
Faculty	2001-2002 Activities & Accomplishments
Vicki L. Bingham, MSN, RN Assistant Professor	Received Mississippi Association of Student Nurses' Advisor of the Year Award 2001 Selected as H.E.A.D.W.A.E. Outstanding Faculty Honoree, 2001 Who's Who Among American University Teachers
Rebecca Cagle, RN, CS, DSN, FNP Part-time Faculty	Family Nurse Practitioner Track Manager, May 14, 2002
Lizabeth Carlson, DSN(c), MSN, RN C Assistant Professor	Who's Who Among America's Teachers, 2002 Served as Expert Witness in a mock trial in a Labor and Delivery Documentation Workshop at Central Mississippi Medical Center, March 26, 2002 Distributor of Association of Women's Health, Obstetrics & Neonatal Nurses (AWHONN) "Help Yourself – Health Benefits of Soy" booklet to students and faculty at DSU, April 2002
Dora M. Christian, MSN, RN Instructor	Accepted into University of Southern Mississippi school for advance practice for clinical nurse specialist, post-master's psychiatric nurse practitioner
Lisa E. Julius, MSN, RN, C Instructor	Received recertification from American Nurses' Credentialing Center (ANCC) as a Board Certified Pediatric Registered Nurse through November, 2006 Submission of Professional Nursing Learning Environment and Career Advancement, Hearin Foundation (funding \$158,000.00 denied) Submission of King's Daughters and Sons Circle Number Two, Inc, Grant to update DSU School of Nursing Skills Laboratory (pending funding \$18,600.00) Co-presented "Integrating Online Courses into Nursing Curriculum" at Institutions of Higher Learning Creating Futures Through Technology Conference, Tupelo, MS, February 4-5, 2002
Dana T. Lamar, EdD, RN Professor, Tenured	Technical Representative "Quentin N. Burdick Rural Health Interdisciplinary Program" Meharry Medical College Health Resources & Services Administration, Grant Number 5D36 HP 120050-08.
Janette S. McCrory, MSN, RN,C Instructor	Co-presented "Integrating Online Courses into Nursing Curriculum" at Institutions of Higher Learning Creating Futures Through Technology Conference, Tupelo, MS, February 4-5, 2002
Maureen A. Gruich (Propst), PhD, RN Dean, Professor, Tenured	Delta Area Health Education Center--Executive Board Member; Greater Delta Health And Human Services Network--Member; Mississippi Delta State Rural Development Network--Advisory Board; Delta Health Initiative--DSU Contact Person for the Delta Health Alliance
Barbara J. Powell, PhD, RN Part-time Faculty	Delta Health Education Partnership Grant Coordinator
Marion Raines, MS, RN,CS Assistant Professor	Doctoral student, College of Education, DSU.
Kathryn L. Riffle, PhD, FNPC	Family Nurse Practitioner Track Manager, Retired, May 13, 2002

Table IIIB: Faculty Activities & Accomplishments	
Faculty	2001-2002 Activities & Accomplishments
Professor	
D. Louise Seals, MS, Med, RN Assistant Professor, Tenured	Received doctoral degree from DSU May 2002 and promotion to Associate Professor of Nursing, July 1, 2002.
Evelyn F. Smith, MSN, FNPC Assistant Professor	Resigned, December 31, 2001.

Table IIIC-1 Identifies new position(s).

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

Table IIIC-2 Identifies open position(s).

Table IIIC-2: Open Position(s) with justification	
Position	Justification
Faculty Four Lines	Positions to remain in SON budget. Will need two positions for adjunct (part-time) faculty to maintain program needs. Two positions will be filled with the removal of enrollment suspension for the graduate program.

Table IIID displays the faculty status for promotion and tenure

Faculty	Rank	Tenure	Eligibility
Debra F. Allen, MSN, RN	Instructor	---	n/a
Vicki L. Bingham, MSN, RN,	Assistant (1997)	---	w/ transition ¹ 2001 – 2005
Lizabeth Carlson, MSN, RNC	Assistant (1998)	---	(2004/05)
Dora Christian, MS, RN	Instructor	---	n/a
Lisa E. Julius, MSN, RN	Instructor	---	n/a
Dana T. Lamar, EdD, RN	Professor (2001)	Tenured, 2001	---
Janette McCrory, MSN, RN	Instructor	---	n/a
Maureen A. Gruich, PhD, RN	Professor	Tenured, 2000	---
Marion H. Raines, MS, RNC	Assistant (1994)	---	w/ transition ¹ 2001 - 2005

Kathryn L. Riffle, PhD, FNPC	Professor (1995)	---	Retired, May 2002
D. Louise Seals, MS, MEd	Associate (2002)	Tenured, 1996	---
Evelyn F. Smith, MSN, FNPC	Assistant (1994)	---	Resigned, December 2001

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 evolvement 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

A continued pattern of poor writing skills noted throughout the program.

b. Graduate Program

The FNP curriculum corresponds to the national pattern (report of Kathryn L. Riffle, Nurse Practitioner Track Manager, (Appendix A: MSN Program Report).

1F. Use of Results:

a. Undergraduate Program

A new one hour course: NUR300 Writing for Professional Nursing was developed for the first semester. The course will be offered as pre and co requisite to continue to assist with a less intense first semester (Junior1) plan of study.

b. Graduate Program

Maintain curriculum and continue to assess and compare to national trends and societal needs.

2A. Unit Goal:

Increase access to both the graduate and undergraduate nursing programs.

[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:

On-line efforts have increased accompanied with favorable student evaluations that affirm the use of nontraditional methods to support

asynchronous learning options.

Enrollment is down in the generic undergraduate which reflects the national trend over the last 4 years. The national trend has begun to see an increase which reflects the current applicant pool for the 2003 undergraduate spring admission.

Enrollment is up in the RN-BSN completion track which has doubled its class as compared to summer 2001. The track is based now at the Greenville Higher Education Center and course strategies are predominantly asynchronous.

Classes are currently not offered at the Clarksdale center as the classrooms are traditional-style only. It is anticipated that the SON will have increased efforts in the Clarksdale community. Eight registered nurse managers at NWRMC sought to get their BSN degrees but corporate time lengths from NWRMC did not permit the SON to be a viable option. (The nurses had a one year deadline and SON's prerequisite requirements precluded their enrollment in our program.)

The initial graduate program enrollment (fall 2001) was up 155% but the new class loss 36% from fall to spring semesters as a result of transfers to another program in the state with a different clinical focus, and several students who were discussed from unsuccessful course outcomes. Graduate applicant pool was minimal. Inquiries have increased in frequency with the news of suspended enrollment.

State legislature budget cuts are severe, with DSU anticipating a 2.2 million dollar cut.

2F. Use of Evaluation Results:

Will continue to integrate and increase the SON's use of nontraditional classroom settings.

Approximately one-third of every undergraduate required course and the majority of electives have web-enhanced teaching/learning strategies.

The Faculty will revisit the plan of study for the RN-BSN track to consider other patterns and possibilities for future nurses to enroll in nursing courses and continue with remaining liberal arts courses.

DHEP is in the seventh year of activity, and completing the fifth year of implementation, as a result the Family Nurse Practitioner Track will be completely on-line by September 2002. In addition, other graduate courses are web-enhanced teaching/learning strategies.

In light of budget constraints and potential small enrollments, DSU administration moved to suspend graduate enrollment for fall 2002. The graduate program has both full and part-time students that will matriculate through to December 2003. It is anticipated that a new full-time enrollment will be open for fall 2004. Two graduate faculty positions are unfilled. The current program is maintained with part-time faculty and other adjuncts as needed.

3A. Unit Goal:

Expand physical facility to accommodate distance learning 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, focus session and survey form for the Advisory Council.

3E. Actual Results of Evaluation:

Students report satisfaction with on-line course strategies. Students have less required traditional time in classrooms. The pre-requisite courses in nursing (300, 301) are available on-line each term.

3F. Use of Evaluation Results:

Continue with on-line strategies. 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 under construction in the Ewing Building. Whereby access has increased and as noted above--the graduate program has suspended enrollment, the SON will continue to refine alternate teaching strategies to broaden the perimeter of access. 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 faculty members' professional/clinical development.
[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 family 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 enured 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 continued with newly appointed director of the teaching/learning center, Dr. Larry Lambert. One faculty has achieved terminal degree, another continues as a doctoral candidate with plans for graduation in FY03; two faculty members are enrolled in doctoral programs; three faculty have plans to begin doctoral studies in FY03; two faculty working on postmasters in a clinical specialty.

4F. Use of Evaluation Results:

Continue to support faculty in accommodating their personal professional coursework and maintaining excellence in program provisions for the SON.

5A. Unit Goal:

Expand 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:

Faculty teaching loads and responsibilities have curtailed significant productivity in formal scholarly activity. In keeping with the tenure policy, faculty in the tenure track have accelerated their career goals to enroll in doctoral studies. Several faculty are serving on advisory committees and grant application teams; two grants have been submitted for skills laboratory needs; and future core involvement in the Delta Health Initiative is anticipated.

5F. Use of Evaluation Results:

The University has established a Grants and Contracts Office to assist in scholarship activities. All information from this office is forwarded to the SON's Resource Assistant who maintains the resource book for faculty in the workroom. 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... (...faculty, and staff).

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:

In the Class of 2001, 22 (92 %) of the 24 graduates passed the exam on the first write. The other two students passed the exam on second write yielding a 100% pass rate

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.

Thirty BSN graduates (May 2001): 83% (n=25) are employed in the state of Mississippi and 17% (n=5) are employed out of the state.

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 serves 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 Graduate Admission Committee reviews 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:

Eight MSN graduates (December 2001): 88% (n=7) are employed in the state of Mississippi. One graduate is either in Mississippi or Tennessee, data to follow. Of the eight, two have been confirmed to have passed certification as a practitioner.

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:

There were 7 FNP graduates in 2000 of which 5 (88%) passed the exam on first attempt. There were 10 FNP graduates in 2001 of which only 2 have reported taking the exam and both passed (100%) on first write.

S4F. Use of Evaluation Results:

The excellent pass rate supports the curriculum. Data will be collected to establish a benchmark for the practitioner program. Analysis will be conducted to determine which variables correlate with success and which variables are predictors of success. 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:

In 2001: retention for the graduating BSN program: 86%; the graduating MSN program: 74%.

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

Justifications for Budget Increase Requests April 26, 2002 FY03			
Organization: 1501	Nursing		
Code/Position #	Request	Priority	Justification
1200 / 1042 & 1043	Freeze positions w/ appropriate fringe monies (\$141,996.00 or 13% of SON budget)	1	To meet legislature budget cuts
1200 / 1025 & 1098	Retain allotted budget of 45,000 & 40,000	1	Salary required to maintain adjunct faculty to meet program needs
75 530	Rental of Office Equipment-- \$7,188 Increase \$1,603.00	2	Student Copier
75 820	Dues—\$7,180 Increase \$1,510.00 Subject to increase AACN* 2,710 CCNE 2,100 D&D 60 NLNAC 2,020 NLN 850 NSNA 250 SREB 700 [dropped NONPF]	2	Some previously paid by Academic Affairs & increases* are anticipated.

Justifications for Budget Increase Requests April 26, 2002 FY03			
Organization: 1501	Nursing		
Code/Position #	Request	Priority	Justification
Physical Facility			
<p>Windows: Replace current windows with units that can open to assist in year round air conditioning. Phase One: Center west, south, and north windows. Phase Two: Remaining windows</p> <p>Entrance:</p> <ol style="list-style-type: none"> 1. Install canopies at the west and south entrances. 2. Security System with Cameras <p>Classrooms:</p> <p>Place ceiling fans in each classroom to support energy efficiency and provide individual room air control.</p> <p>Grounds:</p> <ol style="list-style-type: none"> 1. Design and bed-in first track of the walking parcour on the northwest corner. 2. Add three benches to the property 			

**Appendix A: Annual Program Reports 2001-2002
BSN Program**

Meetings: Total 10: 9/10/01; 10/8/01; 11/26/01; 12/10/01; 12/14/01; 1/14/02; 1/11/02; 3/25/02; 4/8/02; 5/9/02

CURRICULUM FUNCTIONS:

- 9/10/02 .Online course development cost discussed
 .Student poor writing quality discussed
 .cHayes (doctoral student) to review study and test taking skills with JR II students this semester
 .NUR 492 Growth and Development at GHEC not offered: No students enrolled.
 . Plan of Study required for all students. Advisor responsibility.
 .Dr. Larry Lambert, director of “The Learning Center” (TLC) will assist faculty with WebCT course development and evaluation.
- 10/8/01 .DECISION: NUR 312 Pathophysiology credit hour increase from 2hr to 3hr credit
 .DSU BULLETIN CHANGES for 2002-2004:
 .Nondegree seeking students may enroll in the following courses with permission of the instructor (NUR 310 Computers in Nursing; NUR 311 Physical Assessment; NUR 492 Special Topics) Each non-degree student will seek advisement from the instructor and the COAP each semester of enrollment.
 .Deadline for application to the School of Nursing Generic BSN Program is October 1st.
- 11/26/01 .DECISION: Develop NUR 300 Writing for Professional Nursing Course (1 credit hr) to begin Spring semester 2002.
 New course to address writing problems of students. Also to introduce APA format.
- 12/14/01 .DECISION: Faculty will use new WebCT template for course development beginning Summer 2002.
 .Meharry MCRIT Grant: BSN students may be eligible to receive stipends for clinical rotation hours at Delta Health Center during Community Health Nursing Fall 2002.
 .DECISION: Unsuccessful NUR 305 student approved by faculty to enroll in NUR 309 Research in Spring 2002.
 .DECISION: Student unsuccessful in NUR 304 (Pharmacology) approved by faculty to enroll in NUR 300 (Writing for Nursing) and NUR 302 (Fundamentals) during Spring 2002.
 .DECISION: NUR 300 Writing for Nursing course approved. New course.
- 1/14/02 .DECISION: Format for written formal papers approved. To be used by all UG faculty for consistency.
 .Faculty encouraged to integrate MS Competency Model into course objectives.
 .Online Course Offerings: RN-BSN Completion Program offers NUR 404(Issues), NUR 407(Directed Study), and NUR 402 (Management) offer theoretical portions totally online. BSN generic Program offers WebCT enhanced courses (NUR 306

Nursing of Adult Health) (NUR 402 Management) (NUR 404 Issues and Trends) (NUR 406 Preceptorship) (NUR 309 Research)(NUR 302 Fundamentals) (NUR 303 Physical Assessment) (NUR 300 Writing for Professional Nursing)

- 2/11/02 .DECISION: Seven (7) students with unsuccessful grades in NUR 302 will be allowed to continue attending the theory (only) portion of NUR 302 Fundamentals. They will not be allowed to complete course quizzes, participate in presentations, or attend clinicals or skill lab.
.DISCUSSION: Administration considering offering NUR 302 Fundamentals Summer 2002 for those students needing to repeat course.
.UG Faculty will develop a Math Module to be mastered by applicants before admission to program.
.DECISION: Students with positive/non-negative results on substance testing will have clinical experiences affected by testing results.
- 2/11/02 .DECISION: Spring 2002 seniors will complete the Watson-Glaser exit testing comparing scores to their entrance scores.
- 4/8/02 .DECISION: Faculty will make a CD copy of all WebCT online courses and submit these CDs to Judy Haney, faculty secretary, for secured storage. Copies must be submitted by 5/13/02.
.DECISION: Copy of Fall course syllabus, assignments, textbook submitted to Judy Haney by 5/12/02 to meet student request for Fall 2002 course preparation.

ADMISSION FUNCTIONS:

- 9/10/02 .DECISION: ERI Nurse Entrance Test (NET) be given as part of the UG admission process
.Ad hoc committee selected to study high risk UG student population and to recommend policies and procedures to assist these students.
- 10/8/01 .Faculty (3) selected to review BSN applicant files on 10/11/01
.Criteria Scoring and weighting of interviews and writing skills discussed
.DECISION: Continue with interview process and use NET testing
.DECISION: Use more reflective sample of student's view of nursing for position paper written during interview process.
- 11/26/01 .Twenty-one (21) Generic BSN students accepted and returned intention letters
.BSN Generic Orientation 12/1/01 8am-4:30pm JR and ST class advisors will select students to assist with orientation.
- 12/17/01 .School of Nursing Orientation Policies and Procedures Approved by consensus.
- 1/14/02 .Student files reviewed for possible summer 2002 admission.
.Advisor to maintain current plan of study form for each advisee.

.Advisor to update prerequisite plan of study for each student advised.
.NET results for new admits indicated several very low scores. Several prejunior high school scores on reading and math. Majority of these JR I students are “group” learners while very few are grouped as “solitary” learners.

- 2/11/02 .DECISION: Routine urine drug screening is to be added to the preadmission Health and Physical forms. Students with positive tests are to be counseled prior to their admission to the School of Nursing.
- 3/25/02 .DECISION: Deadline for RN-BSN admission extended to await possible applicants from Greenwood-Leflore Hospital and Northwest MS Regional Medical Center.
.Discussion: WIA scholarship monies are available for RNs completing their BSN.
- 4/8/02 .DECISION: RN-BSN admission approved: Full Admission=2; Provisional Admission=7. Provisional Admission is pending successful completion of all prerequisite requirements by August 10, 2001. Students not completing all requirements will not be allowed to progress in the program for Fall 2002.

RESOURCE FUNCTIONS:

- 12/14/01 .Library books ordered by faculty. \$2100.00
.Library Liaison Faculty are ISeals and ICarlson
- 2/11/02 .Additional book orders are due prior to Spring Break

RECRUITMENT:

- 12/14/01 .Greenwood/Leflore Hospital scholarship money to be awarded to four (4) SON full-time RN-BSN completion program students. \$500.00 per student.

See Student Affairs Annual Report for comprehensive annual recruitment summary.

End of BSN Program Annual Report.

MSN Program

Meetings: Total Meetings=8; Dates: 8/20/01; 9/17/01; 10/15/01; 11/01; 12/14/01; 2/18/02; 3/18/02; 4/1/02;

CURRICULUM FUNCTIONS:

- 8/20/01 .DECISION: MSN students enrolled in WebCT online courses will meet the last Thursday of each month on campus.
.DECISION: rCagle will introduce new students to WebCT applications 8/23/02.
.DECISION: Non-degree seeking students may enroll in only six hours before being admitted to the MSN program.

- .DECISION: Graduate students must maintain a 3.0 GPA during the initial semester of graduate work in the MSN program. This is consistent with MSN degree Bulletin information
.FNP faculty to meet each third Monday following the graduate program meeting. FNP faculty meeting to be led by Track Manager kRiffle. MSN program content mapping will be accomplished during these meetings.
- 9/17/02 .DECISION: Concensus to support GRE Writing Assessment testing in lieu of CAAP. Note: AAP is not routinely offered at DSU.
.DHEP offers several new courses on line that DSU School of Nursing can use.
.Written Comprehensive Examination (WCE) will be administered 11/15/01.
.Must have cohort of eight (8) students to offer Nurse Educator and Nurse Administrator track courses.
.DECISION: All MSN courses must be developed for online distribution by Fall 2002
- 10/15/02 .DECISION: Faculty will meet 10/24/02 to develop draft of Comp Exam.
.DECISION: Approved NUR 690 Thesis and NUR 687 Research Project Plan of Study by consensus.
.DECISION: MSN completing students to present at 11/8/01 Annual Research Day.
- 11/20/02 .Review of student Comprehensive Examination Grading. One student not successful. Faculty approved offering student chance to rewrite comp exam Spring 2002.
- 2/18/02 .DECISION: Comprehensive Examination date for spring 3/21/02
.DECISION: Students writing comp exam may use computer or hand write
.DECISION: kRiffle to prepare exam for FNP student. bPowell to prepare comp exam for Nurse Educator student. dLamar to assist with writing research, issues, health/wellness, and theory items.
.DECISION: NUR 602 (Physical Assessment), NUR 605 (Pharmacology), NUR 608 (FNP I), NUR 609 (FNP II), NUR 610 (FNP III), NUR 620 (Role) will need to be offered to part-time students in FNP role track.
.DISCUSSION: Meharry (MCRIT) Grant. NUR 608 (FNP-I) clinical rotations to Delta Health Center submitted by kRiffle to lReid, FNP-C at DHC.
- ANNOUNCEMENT: Dr. Kathryn Riffle, MSN Track Manager, will retire at end of spring 2002 semester.
- 3/18/02 .Meharry Grant (MCRIT): Two students have successfully completed DHC clinical rotation with positive student feedback.
.DECISION: Comprehensive Examination for Spring 2002 approved NONPF and AACN Report: kRiffle, FNP Track Manager to write report detailing MSN program changes since 1998.
- 4/1/02 .DECISION: MSN candidates writing spring 2002 comp exams were successful.
.DECISION: CD copies of all online courses are to be submitted to Judy Haney by 5/13/02 for secure storage.

.DISCUSSION: DHEP meeting in Tunica April 4-5.

ADMISSION FUNCTIONS:

9/17/02 .DECISION: All MSN students must have approved Plan of Study filed by 9/27/02.
.DECISION: Recruitment Plans: Follow up on "Green Blitz" mail outs to students.

2/18/02 .DISCUSSION: Admissions for DSU School of Nursing MSN Program is suspended for spring 2002 and possibly for spring 2003. Sufficient cohort of student must be recruited to resume admission to program. Nondegree students seeking MSN certification for FNP

RESOURCE FUNCTIONS:

9/17/02 Serial holdings are now housed in the Dean's Conference Room
12.14.02 Library book requests submitted for fall 2001 academic semester
2.11.02 Library book requests submitted for spring 2002 academic semester

End of MSN Program Annual Report.

Appendix B: Faculty Development Committee Annual Report 2001-2002

I. Membership: Chair: Janette McCrory

Members: Dora Christian; Kathryn Riffle; Misty Moore (Graduate Student Representative)

II. By Laws Functions:

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

Outcomes: Online course development, SPSS, and bioterrorism for the highest faculty interest.

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

Outcomes: 18 hour Advanced WebCT (6 sessions) ; 4 hour SPSS v.11 (2 sessions)

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

Outcomes: Due to budget constraints, faculty have not attended/or attended minimal conferences. Faculty encouraged to leave conferences notebook in copy room, but reports at program or faculty organization meeting would be more beneficial.

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

Outcomes: The Dean approved to provide the cost of the continuing education credits for WebCT and SPSS for all faculty.

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: Cultural Diversity Task Force created (dChristian, Chair; members: dAllen, lCarlson, & lSeals.)

III. Annual Goals & Outcomes

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

Outcome: 18 hour Advanced WebCT (6 sessions); 4 hour SPSS v.11 (2 sessions)

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

Outcome: 18 hour Advanced WebCT (6 sessions); 4 hour SPSS v.11 (2 sessions)

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: Dr. Linda Moore, Assistant Professor in the Department of Public Health at Jackson State University, was guest speaker for the School of Nursing's salute to Black History Month.

IV. Dates of Meetings: 10-01-01; 11-05-01; 02-18-02; 03-18-02; 03-25-02; 04-01-02

V. Major Accomplishments

1. Surveyed the faculty as to their preferences for faculty development topics. Online course development, SPSS, and bioterrorism for the highest faculty interest.
2. The faculty development committee, with the cooperation of the Dean, developed a series of six faculty development workshops focusing on Advanced WebCT course development and management and two faculty development workshops focusing on SPSS v.11. Dr. Lambert, Director of the Teaching and Learning Center, presented the Advanced WebCT workshops and Dr. Jane Weare, Research and Statistics Professor, presented the SPSS workshop. Dr. Lambert and Dr. Weare are faculty at Delta State University. Both workshops received high or excellent evaluations with a suggestion to repeat the SPSS workshop annually and provide more advanced SPSS workshop in the future.
3. The faculty development committee invited a speaker to the School of Nursing in February to commemorate Black History Month and will continue to plan a Fall and Spring event each year.
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 2001-2002

I. Committee Composition: Chair: Debra Allen

Members: Marion Raines, Libby Carlson, Barbara Powell(ex-officio) & Dana Lamar (ex-officio)

Student Representatives: Elizabeth Williams (junior), Betty Fellner (senior), Amy Prentiss (msn)

II. By-Law Functionf of the Committee

- 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

III. Goals/Evaluation of Goals

1. Increase participation on all SON committee.

Eval: Students were selected from both programs for SON standing committees and met as schedule permitted

2. Continue to update the SON WebPages monthly and revise annually.

Eval: Anticipate completion of the project in May/June.

3. Seek cost effective means of obtaining nursing pins.

Eval: Recognition Company of LA. Contacted representative came to the school himself to take orders. Students were pleased with price.

4. Implement the policy and procedures for recruitment by the resource assistant to assist in more effectively recruiting students.

Eval: Policy and Procedure for Recruitment for the Resource Assistant was followed. Database still not functioning as planned. ITS not completed their process.

5. Plan a spring "kickoff" for students.

Eval: Unable to accomplish this goal due to due to other obligation.

IV. Number and Date of Committee Meetings

- A. Student Affair Committee Meetings: 8

- B. Dates of Meetings: August 26, 2001; September 21, 2001; October - no meeting; November 4, 2001; November 25,2001; February 3, 2002; March 3, 2002; March 25,2002; April 22, 2002.

V. Major or Significant Committee Accomplishments

- a. Student Handbook revision to implement smoke-free block and add table of contents
- b. Recommended students for scholarships/loans and awards and SON Student selected for Eliza Pillars Scholarship (statewide application process)
- c. Recruitment plan and report

Recruitment Report 2001/2002				
Date	Event Name & Location	Representative(s)	Focus Group	Numbers Reached
09/12-14 Wed.-Fri.	Health Department Convention MS Gulf Coast	Janette McCrory		
Comments:				
09/15 Saturday	DSU Delta Focus Cleveland, MS	Cheryl Oleis	High School Students	-----
Comments: <i>Event was cancelled</i>				
10/23	IHL College Fair Jackson, MS		High School Students	u/k
Comments: Information sent with university personnel to be displayed at university booth.				
10/26 Friday	MNA Convention Biloxi, MS	Debbie Allen Maureen G. Propst	ADN students & Exhibiting Agencies	
Comments:				
01/24	DSU SON Health Care Day Cleveland, MS	All	Exhibiting Agencies	30
Comments: Used this event on our campus to get information out the attending agencies about our RN-BSN completion program and master's programs. Agencies showed great interest and were very receptive to program information.				
02/07	Health Education Job Fair Meridian Community College	Cheryl Oleis	ADN students & Exhibiting Agencies	Approx. 60
Comments:: Excellent response from a select few students. Set-up was in the hallways of the nursing building. It was very difficult to figure out who was ADN due to the fact that students squeezed through the hallways (very awkward & crowded) on the way to and from class in regular class clothes. There was no way to I.D. the ADNs. Excellent response from agencies. Able to make contact with numerous agencies unaware of us and our programs (mostly coastal agencies). This alone was worth the trip. Agencies who had attended our flooded Health Care Day were in great humor about it and commented again				

Recruitment Report 2001/2002				
Date	Event Name & Location	Representative(s)	Focus Group	Numbers Reached
and again on how impressed they were with our students.				
02/28 Thursday	Hinds Community College Allied Health Center Jackson, MS	Cheryl Oleis	ADN students & Exhibiting Agencies	Approx. 100
Comments: Great response from students. Exhibiting agencies were still talking to one another in regards to the quality of our DSU SON students and about the recent Health Care Day that took place on DSU's campus. Exhibiting agency personnel very interested in our RN-BSN program as well. Did as much recruiting with them as was done with the Hinds ADN students.				
03/03 Wednesday	Mississippi Delta C.C. Moorhead, MS	Cheryl Oleis Debbie Allen	ADN students & Exhibiting Agencies	Approx. 150
Comments: Good response from students. Excited to learn about on-line aspects of our program. One good contact made with one of the biology instructors from MDCC. Made contact with several MDCC instructors – were able to let them know some of the highlights of our program for use in advising their students regarding furthering their education.				
03/19	State Job Fair – Jackson, MS	Cheryl Oleis	Agencies	5
Comments: Low number of exhibitors. Made good connection with several key people at the Hinds exhibit about their ADNs. Traveled with Career Services Department.				
03/22 Friday	M-OADN Convention Biloxi, MS	Cheryl Oleis Debbie Allen	ADN students & Exhibiting Agencies	300 + (out of 700)
Comments: This was N-OADN's 50 th year celebration. Celebration aspects – especially location and size of facilities used (casino) – seemed to greatly interfere with reaching attendees of this event. Attendees were much more focused on the entertainment available. Have had much better response and reached larger numbers at this event in the past. All things considered, we did reach a fair number of ADN students. But even those students weren't real focused on the details of RN-BSN completion program – which is quite unusual. Look forward to a smaller scale event next year.				
04/04 Thursday	Northeast Community College Career Fair Booneville, MS	Cheryl Oleis	ADN students & Exhibiting Agencies	Approx. 100
Comments: Great response from students who attended. Felt we missed a number of them, though, due to location of event. Need to make a point next year of contacting their nursing department and making some type of appearance <i>there</i> while in town for the career fair. Perhaps make arrangements to spend the day before or the day after (or even just the remainder of <i>that</i> day) in a classroom in the nursing building. Good contact with some of the nursing faculty as well as the agencies that attended. Things went extremely well for it to be our first time to this event. Definitely worth returning.				

Recruitment Report 2001/2002				
Date	Event Name & Location	Representative(s)	Focus Group	Numbers Reached
04/05 - Friday	Career Fair West Bolivar High School	Cheryl Oleis	High School	Approx. 200
Comments: Set up was “exhibitor” format in school gym. Table size and surrounding space was adequate. Student interest was fair. A student nurse representative would better serve the purpose of this type of fair. The university itself also had a table. Would work well to be set up next to and work hand-in-hand with them during future exhibits.				
04/12 – Friday	Benoit High School	Cheryl Oleis	High School	Approx. 125
Comments: Agencies were set up in separate classrooms. Students were brought in small groups (by grade). Small group sessions worked out very well. Fair response and interest from students.				
4/17 Wednesday	W Bolivar Middle School Rosedale, MS	Cheryl Oleis	7 th & 8 th	Approx. 100 total
Comments: Fair response; Need a handout with this age group in mind that focuses on NURSING rather than using current brochures; Perhaps student nurses [in uniform] could attend this type of fair as part of SNA.				
4/18 Thursday	Holmes Comm. College Grenada, MS	Lizabeth Carlson	ADNs	Approx. 100
Comments: The faculty member attending, Lizabeth Carlson, was extremely pleased with the results of this trip. She indicated that she had a great response from the students – many sought out classmates to bring over to the DSU SON booth. The nursing department’s director and numerous faculty were also drawn to the booth to find out more based on comments they were hearing from their students about the incredible on-line aspects of our RN-BSN completion program.				
4/18&19 Thursday & Friday	Warren Central High School Vicksburg, MS	Cheryl Oleis; Students: MSN Linda Cockrell & BSN Amanda (Mac) Cook	H.S. Grades 9 th -12 th	Over 200 (Broken into small groups)
Comments: Small group sessions worked out very well. Great one on one time with students; Went in focused on H.S. students; Became aware that a number of teachers were considering a second degree upon retirement.				
5/3 & 4	Eliza Pillars Convention Gulfport, MS	Maureen A. Gruich Leonia Johnson	ADNs BSNs	
Comments:				
5/16/02	Moorhead Middle School Moorhead, MS	Cheryl Oleis	7 th and 8 th Grades	150
Comments: Same as WBMSFair response; Need a handout with this age group in mind that focuses on NURSING rather than using current brochures; Perhaps student nurses [in uniform] could attend this type of fair as part of SNA.				

Summary

The recruitment year as a whole was a good one. Progress is being made in getting the entire state familiar with not only our nursing programs, but our university as a whole.

Community Colleges – ADN graduates: As our RN-BSN completion program has gone on-line, people who normally would not have even considered it, due to their location in the state and the travel involved, are now taking interest in the program. There has been a point made to focus getting our information into the hands of the *instructors in the community colleges*. They are the ones advising the ADN students and will prove very helpful in directing motivated students to our completion program – but only if they have the information they need to do so. As well, this is a “long-term” recruitment issue, in that students move through within two years, but most of the faculty will be there year after year.

Elementary and Secondary Schools: Next year’s activities will include the Mississippi Counselor’s Convention. This opportunity will be used to get our nursing program information deep into the public schools throughout the state by getting to know and sending information back with *public school counselors*. A small packet containing our BSN brochure, a flyer (as described below), a DSU bulletin and/or brochure and a brief letter directed to school counselors would be a good start to getting our nursing program information into the Mississippi Public Schools through the counselor convention next fall (2003). The letter should include useful websites such as discovernursing.com, www.deltastate.edu, etc. The development of a flyer or brochure tailored specifically for the junior high and high school levels would prove to be a great tool in recruiting at these levels. Our current brochures are very professional looking items directed at the high school junior or graduating senior, college student and/or working nurse. The flyer/brochure tailored to the elementary and secondary students should be focused on the following:

1. The variety of jobs and benefits available to someone who chooses nursing as a profession.
2. What students should be doing in school to better prepare themselves for nursing school and the nursing profession as a whole.
3. Expanding the students’ knowledge and breaking the common myths of who a nurse is and what a nurse does.

The SON became involved in a number of local school career days as well a couple of distant ones. The need for a flyer/brochure directed to this type of student derived from this increasing number of requests and opportunities to become involved in the elementary and secondary schools.

Health Care Agencies: Last year a real need and opportunity was noticed with the exhibiting agencies that we see again and again throughout the year as we recruit. A point has been made to specifically go after and heavily recruit through the representatives sent out by these agencies. Arriving early and leaving almost last at recruitment events has proven to be 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. The agencies have been very responsive to this approach. It is a goal for next year to have a prepared “packet” of sorts to distribute to these agencies. [Such as several brochures, a university u/g and graduate bulletin, applications, business card(s), etc. in something like the newly ordered inexpensive portfolios printed with the SON name on them.] A general letter that is addressed specifically to health care agencies would be a good way to top the packet off. The letter will need to include information about the new WIN JOB Center funding available to RNs to obtain their BSN. By next school year, the job center should have brochures about this funding available to place in the packets as well. The letter itself can specify how the funding relates to our RN-BSN completion program, as well as list numerous highlights of our program.

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

Appendix D: Program Effectiveness Committee Annual Report 2001-2002

- I. Membership: Chair: Louise Seals
Members: Lisa Julius, Vicki Bingham (1/12-5/31), Evelyn Smith (8/26-12/19)
Student Representation: Kelly Weir, undergraduate; Darlene Bradford, RN-BSN; Deborah Thompson, graduate.
- II. By-Law 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.
- III. Summary of Goals and progress 2001-02
- A. Goal: To continue to develop the SON evaluation process to incorporate the use of the Scantron to facilitate timely evaluation for courses, instruction, and clinical facilities.
- Progress: In the fall of 01, the program for use of the Scantron was developed and piloted for fall 01 evaluations. An error in data organization required a program upgrade in the spring of 02. Lisa Julius and Judy Haney were trained to run the revised program. Spring 02 evaluations were completed using this program. Preliminary results indicate further refinement will be required prior to utilization in fall 02.
- Plan: Continue to evaluate the results of the revised process for speed and usability in the fall of 02-03
- B. Goal: Complete the SON position description statements.
- Progress: An on-line survey of SON policies and procedures was conducted, and the results indicated that use of the University criteria stated in the tenure and promotions policy was suitable until further data could be compiled.
- C. Goal: Investigate the development of uniform guidelines for faculty to aid in development and presentation of professional portfolios.
- Progress: Collaboration between the DSU Tenure and Promotions Committee guidelines and the SON resulted in the development of a general guide that was used in the spring of 01. This document was refined and presented to the faculty in the

spring of 02. These guidelines were reviewed by the PEC committee and appeared comprehensive.

- D. Goal: Develop forms to gain input from the SON Advisory Council and employers to evaluate program outcomes.

Progress: A survey using a ranking of items was developed by the committee. Communication with the Dean resulted in the use of a survey tool with open ended items. Surveys were mailed to all representatives and a 33% return rate was obtained. Results were compiled and presented to faculty.

- E. Goal: Develop a timeline for SON's plan to participate in the SAC's Accreditation process

Progress: An information gathering telephone meeting was conducted with Dean Myers. Co-chairs for the university committee have been formed and further work on this project was to be delayed until results from a Sac's workshop on May 26th was available. A draft of the tentative timeline for the SON's SAC's report was distributed to faculty on May 02.

Plan: Assignments and dates will be distributed to faculty in fall 01.

- F. Goal: Review Bylaws, Mission, Philosophy, Outcomes and revise MPE as necessary

Progress: Mission, philosophy, outcomes, Bylaws, and MPE were submitted to faculty during March and April 02 by placed in the SON Communication Book. No changes were suggested in regard to Mission, Philosophy, and outcomes: Feedback was received and revisions made in Bylaws and MPE.

- IV Dates of Meetings: PEC met a total of 8 times during this academic year: 2001: August 27, September 16, October 29, November 25
2002: January 28, February 25, March 25, April 29

V Major Accomplishments

1. Completed program for using Scantron for evaluations
2. Guidelines for professional portfolio development reviewed
3. Reviewed mission, philosophy, outcomes, structure and governance policies
4. Developed tentative timeline for SON participation in SAC's data collection and report
5. Worked with Dean of SON to compile results of a survey of members of SON Advisory Council.
6. Reviewed descriptions of requirements for ranks outlined by University Tenure and Promotions Committee.

End of PEC Annual Report

**Appendix E: Master Plan for Evaluation Annual Report
Academic Year Review
2001-02**

<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
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
DSU	Delta State University
FacDev	Faculty Development Committee
FacOrg	Faculty Organization
GP	Graduate Program
HB	Handbook
IHL	Board of Trustees of State Institutions of Higher Learning
IOR	Instructor of Record
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
RA	Resource Assistant
SON	School of Nursing
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

**Master Plan for Evaluation
Table II: Structure & Governance**

	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
A	Mission of SON consistent with University (DSU)	Annually	PEC	Faculty review of mission for consistency with University mission	Consistent with University mission statement	FacOrg	No action.
B	Mission based on professional nursing standards	Annually	COAP	Review of IHL, CCNE, NLNAC, & NONPF guidelines	Consistent with guidelines (Attachment II.B.1 & II.B.2)	FacOrg	No action.
C	Philosophy statement consistent with the missions of the University & SON	Annually	PEC	Faculty review for consistency with the University & SON mission and SON strategic plan	SON philosophy, mission, & strategic plan are consistent with the mission of DSU.	FacOrg	No action.
D	School policies & practices are available to every faculty, staff, and student and show a commitment to cultural diversity and individual student learning needs	Annually	COAP [UGP] [GP] FacDev StdAff CDTF	1. Admission standards Student demographics 2. Review retention & attrition patterns 3. Faculty & Student Handbooks [Policies & Procedures]	1. Cultural Diversity: No formal mechanism to address cultural diversity. (Attachment II.D.1) 2. Student learning needs: No formal plan for students who are believed to be at risk. 3. High Risk plan in progress. 4. Faculty and student handbooks review and printing was incomplete for the 2001-02 academic year.	FacOrg	1. A Cultural Diversity Task Force (CDTF) has been created: dChristian, Chair. Members: dAllen & lCarlson to track cultural diversity concept through all SON elements/ components. 2. Programs will explore and draft a “part-time” admission & plan of study with scholarship funding to preclude the competition of full-time employment against study time. 3. High Risk enrollment management committee formed to begin plans for alternate plan of study for at risk or high risk students Sept.10, 2001. Place on Fall

Master Plan for Evaluation
Table II: Structure & Governance

	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
							<p>agenda for action.</p> <p>DSU has a university-wide <i>Enrollment Management Working Committee</i>. SON will seek representation to facilitate coordination of the SON and DSU efforts.</p> <p>4. Faculty and student handbooks reviewed and edited by FDC and STC respectively and ready for printing</p>
E	Participation in administrative governance	Annually	Faculty COAP Staff Dean	<p>1. DSU structure & governance model</p> <p>2. Committee member composition for all levels of DSU governance & structure</p>	<p>1. Faculty serve on various University and Faculty Senate Committee (Attachemtn II.E.)</p> <p>2. Dean mGrulich: Academic Council, Presidents’ Council, AAHE Summer Teaching Academy (technology project).</p>	Fac Org Faculty-Senate VPAA	<p>1. No action</p> <p>2. New Faculty Senator: Dr. D. Louise Seals (FY03 & 04)</p>
F	Strategic planning	Annually	FacOrg	Strategic Planning/Annual Goals	Reviewed & edited	VPAA	Annual FacOrg Meeting, May 6, 2002. Five year goals are renamed to fiscal year goals (Attachment II.F.1 & 2)
G	Fiscal, personnel, & physical resources sufficient to meet the goals of the SON.	Annually	COAP Dean	Annual budget, personnel, physical resources	<p>1. Unable to determine consistent budget process at University level.</p> <p>2. Budget constraints impede SON from meeting goals with suspension of enrollment in</p>	VPAA	1. Budget process was reviewed and a process was drafted insure faculty, chair, and dean active participation—pending approval

Master Plan for Evaluation
Table II: Structure & Governance

	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
					MSN program.		2.Faculty lines frozen but not eliminated for future admission plans. May seek external funds.

End of Table II

Master Plan for Evaluation
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	Consistent and appropriate for mission, philosophy, and other national entity documents.	FacOrg	03/25/03 Approved UGP program outcomes reviewed with no recommended changes. Approved FacOrg 05/06/02.
B	MSN Program Outcomes	Fall	COAP GP	SON's mission & philosophy , 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	Consistent and appropriate for mission, philosophy, NONPF guidelines, and other national entity documents. (Attachment III.B)	FacOrg	04/02/01 Outcomes reviewed by Grad faculty with no recommended changes. Approved FacOrg 05/06/02 Current admission to Grad program suspended Spring, 2002. Anticipate admitting full-time cohort Fall 2004 or sooner pending budget support.

<p align="center"><i>Master Plan for Evaluation</i> Table III: Academic Programs</p>							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
				ANA Scope & Standards for Nurse Administration NONPF Guidelines ONW's Mississippi Competency Model			
ADMISSIONS							
A	Admission standards, criteria, preferences	BSN (generic) October RN-BSN (March) 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. The Academic Programs section of the MPE did not specifically address admissions 2. DSU SON admissions process and enactment is in keeping with the IHL standards		1.The admissions section of Table III: Academic Programs has been added to the MPE 2. No action
CURRICULUM							
A	SON prerequisite & elective courses	Curriculum revisions	COAP UGP GP	Maintain compliance with DSU general education requirements and national trends	Continued compliance. Students continue to demonstrate a weakness in writing skills.	FacOrg AC	Curriculum change with new required course NUR300 Professional Writing (UGP minutes 11.26.01)
B	Professional nursing standards for nursing care, health system trends, & health care needs of society.	Every 2 years or as indicated or needed (2000, 2002, 2004, 2006...)	COAP UGP GP	Review of curriculum for incorporation of professional nursing standards, emerging trends, & health needs of society. Review of Standards from:	Compliance within programs maintained according to standards reviewed. Specific components of curriculum revised to reflect ongoing trends & current data.	FacOrg	No action taken.

<p align="center"><i>Master Plan for Evaluation</i> Table III: Academic Programs</p>							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
				<p>National entity documents as identified in Table IIIA&B</p> <p>Mississippi State Department of Health Annual Report</p> <p>DSU SON Advisory Council</p>			
C	BSN Curriculum	End of regular term & as needed	COAP UGP	Review curriculum components, implementation, & evaluation data.	<p>1. NUR 301 - Survey of Nursing moved as a recruitment tool for pre-nursing students (original purpose to recruit students in program as noted in meetings).</p> <p>2. NUR 312 Pathophysiology increased in hours from student recommendations from course evaluations</p> <p>3. Identified writing deficiency in admission writing samples.</p> <p>Students continue to demonstrate a need in developing writing proficiency and throughout the curriculum with writing deficiencies</p> <p>4. High failure in math</p>	FacOrg AC	<p>1. NUR 301 placed as a prerequisite course to nursing program – course will be taught online each semester. (UGP minutes: 10/08/01)</p> <p>2. Additionally, NUR 312 Pathophysiology increased in semester hr from a 2 to 3 hr course (see minutes UG Program 10/29/01).</p> <p>3. Creation of 1 hour Writing for Professional Nursing course (with additional time created from move of NUR 301). Course to be review of APA and formal writing (see minutes UG program 10/29/01).</p>

<p align="center">Master Plan for Evaluation Table III: Academic Programs</p>							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
					proficiency for skills check-off.		4. "Math Skills" to be placed on UGP agenda, fall 2002.
D	MSN Curriculum	End of regular term & as needed	COAP GP	Review curriculum components, implementation, & evaluation data.	<p>Faculty time needed for professional development (pursue and obtain a terminal degree).</p> <p>Other employment remains a strong competitor for student summer enrollment.</p> <p>Overall student numbers are down</p> <p>Higher student numbers required for classes to 'make' (undergraduate: n = 12; graduate: n = 8)</p>	FacOrg AC	Full-time plan of study changed from 16 months to 24 or 4 regular terms
E	Graduates Performance	<p>End of program satisfaction survey</p> <p>1 & 5 year graduate survey</p> <p>1 yr BSN: February</p>	PEC COAP	<p>Program Satisfaction survey (at completion of program)</p> <p>NCLEX performance</p> <p>ANCC performance Advisory Council</p> <p>Alumni Survey</p> <p>Employer Survey (after one year)</p>	<p>BSN:</p> <p>NCLEX Pass rates on first write; official report only counts IN state-</p> <p>1998 – 96% (23/24)</p> <p>1999 – 97% (28/29)</p> <p>2000 – 84% (16/19)</p> <p>2001 – 92% (22/24)</p> <p>[2001: all first time writes = 23/24 95% includes 1 out of state NCLEX]</p> <p>ANCC Pass rates on first write; self report –</p> <p>1998 – 88% (15/17)</p>	FacOrg	<p>No action.</p> <p>Continue to monitor outcomes.</p> <p>StdAff & Resource Assistant to review marketing strategies & propose revised recruitment/publicity action.</p> <p>PEC is exploring the development of alternative methods of obtaining data from employers due to continued lack of feedback</p>

<p align="center">Master Plan for Evaluation Table III: Academic Programs</p>							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
		<p>1 yr MSN: September or February</p> <p>5 yr BSN: January</p> <p>5yr MSN: Jan</p>			<p>1999 – 75% (9 /12) 2000 – 88% (15/17) 2001 – 10 eligible – 1 confirmation</p> <p>Advisory Council Survey report reviewed 05/06/02. PEC Chair Dr. Seals discussed 2 key areas: 1) SON marketing, 2) high school mentoring programs.</p> <p>Feedback from students, employers, alumni, and Advisory Council validate overall effectiveness of SON Programs</p> <p>Employer surveys: Employer surveys are mailed out annually in the spring semester. No surveys were received back Spring 2001. Ten surveys were mailed May 2002, pending returns. . .</p>		<p>from annual surveys. Will continue to monitor.</p> <p>Employer surveys summary to be provided in Fall 2002</p>
ACADEMIC RESOURCES							
F	Academic advisement	Through out year & as needed	Faculty Staff COAP	<p>Student Records</p> <p>Plan of Study</p> <p>Faculty Advisement Check-list</p>	<p>1. Enrollment management plan for the University is designed but not fully operational at this time.</p> <p>2. Advisement for DSU pre-nursing and nursing students is</p>	Dean	<p>1. Inquiries to Dr. Steve Watson/Debbie Heslop revealed: current software is unable to provide the services needed to implement the plan. The ability to service the plan</p>

<p align="center">Master Plan for Evaluation Table III: Academic Programs</p>						
Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
				<p>documented.</p> <p>Plan of study placed in faculty handbook so all faculty familiar with tool and student requirements.</p> <p>As individual needs are identified, faculty (IOR, advisor, or COAP as is appropriate) document the data, interaction, and action plan on the student interaction form and appropriate action is identified and followed through. OR</p> <p>Students identified at academic risk are counseled by their advisor. An interaction form is complete with recommendations for improvement. See student files.</p> <p>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).</p>		<p>2. Students are counseled by a faculty advisor and/or course faculty on course status and advised of enrollment options (including part-time status) and academic status.</p> <p>Other options for at risk or identified high risk students is still in progress within the Student Affairs committee. This includes a Part-time plan of study developed by the Ad Hoc committee.</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
G	Technology & technological support	Each term & as needed	Students Faculty Director of TLC Faculty representation on select University technology committee	Student & faculty input and evaluation of current technology needs and support services from the University. Summer 2001AAHE Academy ITS Advisory Committee	1.Spring 2001: Purchase of Scantron and printer to enhance test grading and evaluation process with computerized scanning and analysis. Fall 2001 semester, initial use of Scantron for test item grading with minimal difficulties. 2. All university programs have a cyclical method for replacement and or upgrading of technology needs. 3. Recommendations from Summer Academy 2002 Task Force: three (3) Subcommittees 4. Julius & jMcCrary serve as ITS advisory committee members.	Dean COAP	1. Spring, 2002: Scantron programmed for all School of Nursing evaluation tools with errors in coding – limited validity of some course evaluations noted. Dr. J. Ibrahim, consultant, to resolve errors as denoted by faculty. 2. SON set for computer upgrade FY 2002. Computer upgrade through the USDA RUS (DHEP) grant to enable all students and faculty primarily in the graduate program to access materials via the internet and email to enable asynchronous learning. All computers in Computer lab in SON have been updated with Windows XP and central laser printer. Internet access and SPSS software added to all computers at faculty request. Spring 2002: 25 – 30% of each required course is web-enhanced in the generic BSN

<p align="center"><i>Master Plan for Evaluation</i> Table III: Academic Programs</p>							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
							<p>program. Totally online UG BSN courses: NUR 300, NUR 301, NUR 492: Stress Management, NUR 492: G&D, and NUR 492: Evidenced Based Practice</p> <p>RN-BSN and MSN curriculum totally online.</p> <p>Electives may be exclusive on on-line strategy.</p> <p>3. Pending Cabinet Approval</p> <p>4. IJulius & jMccrory represented DSU and SON at IHL seminar on technology advancement, "Integrating Online Courses into Nursing Curriculum", Tupelo, MS; February 4-5, 2002</p>
H	Library Resources & Facilities	Fall & as requested	Library Liaison Faculty COAP	Faculty and student evaluation of library (program evaluations)	1. Update holdings within the library as funds are allocated for SON 2. Need to determine process of identifying library liaison.	FacOrg	1. Book order request submitted to Library liaison as requested to meet the Library deadline. 2. ICarlson joined ISeals, who has served in this capacity throughout her tenure at the SON) to serve as library liaisons (2001-02) ICarlson &

<p align="center">Master Plan for Evaluation Table III: Academic Programs</p>							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
							<p>ISeals to continue to serve as library liaisons 2002 - 03. Clarified that selection of liaison is contained with SON Program policy. Liasion will serve 2 year term.</p>
I	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. Creation of a new evaluation tool (FacOrg, 04.30.01) for all students in individual courses using Skills Lab to evaluate within a course. Students continue to ask for increase in access time (scheduling) in the lab</p> <p>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. Budget for lab will cover needs at minimum at best.</p>	FacOrg	<p>1. Plan to meet needs with improved scheduling and seek input from students during the term of study.</p> <p>Initiation of on-line student sign up for skills check-off practice sessions and check-off demonstrations in lieu of posted sign up sheets.</p> <p>Beginning Spring, 2002, students will be allowed to take all skills lab tests on-line using Respondus formatted testing items.</p> <p>2. Need to continue to replenish outdated and/or malfunctioning equipment</p> <p>Hearin Foundation Grant (IJulius, mRiaines) seeking additional funding for skills lab equipment and supplies Pending approval/funding - \$158,000.00 & King's</p>

<p align="center"><i>Master Plan for Evaluation</i> Table III: Academic Programs</p>							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
							Daughters and Sons Circle No. 2 (Julius, dAllen) Pending approval/funding - \$52,000.00
J	Clinical Agencies	Each term	Faculty Students COAP	Student evaluation of clinical agencies & faculty evaluation of same.	Appropriate learning experiences in all courses.	FacOrg	Maintain all current contracts and add: Greenwood Leflore ospital's Learning Resource Center-Greenwood DeSoto County School Systems River Region Medical Center- Vicksburg Memorial Hospital - Gulfport Mr. T. Edward Hill, administrator, personally requested DSU students at the Golden Age Nursing Home . Grenada Lake Medical Center—same request

End of Table III.

Master Plan for Evaluation							
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	Faculty maintain appropriate qualifications for teaching. (Attachment IV.A) Faculty Profile & Teaching Assignments.	Dean	No action.
B	Adequate number & mix (to cover areas needed) of faculty	Annually	COAP	Student enrollment and curricula needs Assessment of curricula & faculty numbers required & resources	Faculty meet IHL standards of appropriate preparation and ratio to facilitate learning Resignation: eSmith, December 2001 Retirement: kRiffle, May 2002 (Attachment IV.B)	Dean	No action. Budget constraints and student applicant-ready for program—pool decrease precluded filling vacant faculty positions.
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	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 Determined need for WebCT continued training & SPSS software use.	Dean	All faculty provided with faculty development seminars on WebCT by Dr. Larry Lambert, Director of the Learning Center. All courses provided with template for syllabus creation and additional information on use of WebCT in course development and reviewing the SPSS software.
D	Teaching workload	Annually	COAP	Faculty Preparation/Expertise Previous Assignments Requests	Assignments (refer back to Attachment IV.B) Faculty workload summary Ongoing review of teaching workload Identified needs for adjunct faculty to complete assignments	Dean	Adjunct faculty to meet program needs: bBlack, bPowell, rCagle, and cHayes

**Master Plan for Evaluation
Table IV: Faculty**

	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
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)	Faculty evaluated according to faculty evaluation plan for SON each semester and annually by the Dean Peer evaluation is currently not a part of the evaluation process.	Dean	Faculty evaluations completed each semester with course evaluations with faculty recommendations. Faculty evaluations for 2001 – 2002 w/ COAP in April 2002 and w/ Dean May 2002 PEC will spearhead the design for an evaluation form to use for peer evaluation, Fall 2002.
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)	Portfolio guidelines are in draft form. Increased activity of scholarship activities/outcomes.	Dean	Continue portfolio guidelines development w/ faculty through cBk.
G	Participation in professional service activities (University & community)	Annually	Faculty	Biannual (every six months)update of faculty Curriculum Vitae Faculty submission of summary of service activities to Dean at	Portfolio guidelines are in draft form. Identified need to seek additional examples to differentiate professional and community service.	Dean	Continue portfolio guidelines development w/ faculty through cBk.

<p align="center">Master Plan for Evaluation Table IV: Faculty</p>							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
				annual evaluation SON annual report Faculty Portfolio	Faculty service activities abound		
H	Promotion	Annually	Tenure & Promotion Committee	New Promotion Policy in effect. Faculty Status briefed during annual evaluation by Dean	Portfolio guidelines are in draft. The terminal degree (doctorate) precludes promotion from instructor to assistant professor. Three faculty enrolled in doctoral programs (lCarlson, mRaines, vBingham)	Dean VPAA	Dr. D.Louise Seals received her doctoral degree, May 11, 2002 and will be promoted to Associate Professor with the FY03. Promotion is an action of a dual contract.
I	Tenure	Formative: at 3 & 5, yrs Summative 7 yrs	COAP Dean SON Tenure Committee	Tenure review according to tenure policy Portfolio guidelines are in draft.	Portfolio guidelines are in draft. 3 tenured faculty (Dean mGruich, dSeals, dLamar). Will need to secure an external reviewer for a third member of the SON tenure committee (Chair lSeals, member dLamar)	VPAA Dean	Continue portfolio guidelines development w/ faculty through cBk.
J	Post Tenure Review	Evidence of an overall unsatisfactory performance for 2 consecutive years.	Tenure & Promotion Committee	Post-Tenure review according to the policy (2002)	New policy. No findings.	University Tenure Committee	No action

End of Table IV.

**Master Plan for Evaluation
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 CEO 5/16/02)</p> <p>Assess</p>	<p>Qualified applicants are recruited for all SON programs</p> <p>The new generic class was down approximately one-third.</p> <p>The RN-BSN remains with less than six (from 1998-2002).</p> <p>The MSN remains with less than twenty (a pattern of List actual enrollment, post numbers.</p> <p>May 13, 2002 Jr1---15 (jf & tm) Jr3---20 Sr & RN—BSN grads 29 Sr (Agu 02) 1 RN---BSN 1(cc) MSN 9 MSN---Graduates (bc & dk) 2</p> <p>MSN enrollment suspended due to budget, and student pool.</p> <p>Recruitment plan has been in full enactment this years (StdAff Annual Report, recruitment plan here, pay note)</p>		<p>Implementation of media campaign for recruitment of students in all SON programs (three television spots, radio public service announcements)</p> <p>Spring 2002 campaign for eligible RN-BSN applicants with the <i>Workforce Investment Act of 1995</i> (WIA) to seek outside federal funding to aid eligible nurses to have opportunities for educational advancement.</p> <p>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>
B	Cultural Diversity	Each term	COAP	Program enrollemnt	<p><u>2001</u> BSN n = 80</p>	FacOrg	Formed the Cultural Diversity Task Force (CDTF) to work

**Master Plan for Evaluation
Table V: Students**

	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
					59 Caucasian 19 African American 1 Hispanic 1 International 69 Female 11 Male RN-BSN n = 6 4 Caucasian 2 African American 4 Female 2 Male MSN n = 27 23 Caucasian 4 African American 27 Female 0 Male SON: 86% Caucasian 24% Minority 85% fFemale 15% Male The Delta is approximately 68% minority. National stats for males are 14%.		on increasing qualified minority nurses and maintaining and increasing the male nurse census.
C	Student progression & retention	Each term	COAP UGP GP Faculty (IOR) Std Advisor	Advisement Interaction Form Progression Review (Pgm)	<u>1. Retention rate 2001:</u> 1998:BSN- 97%; RN-BSN-80% ; MSN-90% 1999:BSN- 81%; RN-BSN--100%; MSN-87% 2000:BSN- 97%; RN-BSN--100%; MSN-00%	FacOrg	1. Develop a spread sheet that tracts student data (demographics & other variables). Look to CDTF for surveillance.

**Master Plan for Evaluation
Table V: Students**

	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
				Retention rates Graduation data	2001:BSN-94%; RN-BSN---83%; MSN-74% <u>Attrition rate 2001</u> BSN: 6% n = 6 (4 W/F, 1 B/F) RN-BSN: 17% n = 1 (0 W/F, 1 B/F) MSN: 26% (7 students) 7 W/F 2. High failure rate, NUR302, math skills test, Spring 2002.		Begin formal exit interview forms (to be done by advisor/COAP)--all data will be in aggregate format, no ID, SS# or data to track) 2. Develop/use a math module for mastery prior to Spring 2003.
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 Student self evaluations Graduate (BSN&MSN Program Outcomes) assessed by faculty in the last semester of	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) ANCC % pass first write, self report 1998 – 88% (15/17) 1999 – 75% (9/12) 2000 – 88% (5/ 7) 2001 – 100% (2/2) 8 pending first write from the December 2001 graduation. Student feedback, alumni, employers, & Advisory Council validate overall effectiveness of programs Poor to nonexistent returns.	FacOrg	BSN/MSN Program outcomes assessment, May 2002. PEC reviewing evaluations instruments to streamline, downsize, make easierread & completeion Will use Advisory Council annual meeting for additional assessment. Place forms online. Employ telephone follow-up (PEC Annual report)

**Master Plan for Evaluation
Table V: Students**

	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
				study Program satisfaction evaluation NCLEX results ANCC exam results Survey of employers (annually) *Survey of SON alumni (1 & 5)			
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	One and 5 year surveys are sent out annually in the spring to graduates. No surveys were returned in the spring of 2001. Twenty-five 1 year and twenty-nine 5 year surveys were mailed in May 2002 and will be compiled and presented in Program Committee fall 02. Students seek advice from faculty regarding personal & professional development. Students provide feedback that confirms this supportive role from faculty.	FacOrg	Report pending

<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	<p>New student orientation</p> <p>Student Handbook</p> <p>Student meetings with advisors</p> <p>Student Course Syllabi</p> <p>End of Program Survey</p>	<p>Each student has access to a personal copies of syllabi.</p> <p>Student handbook was distributed, and reviewed, and student verification form (of receiving and having read the handbook) is on file in student record in the program office.</p> <p>A copy of the handbook is at each faculty and staff member's desk/office.</p>	FacOrg	No action.

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	<p>FY02: 5.6% mid-year cut/ FY03: DSU proposed to have a \$2.2 million cut. SON has a 10% cut planned with possible additional mid-year cut.</p> <p>Budget sufficient to support SON programs with limited additional funding for clinical travel & physical improvements due to fiscal mid-year budget constraints</p>	VPAA	<p>Two faculty positions (for the graduate program) not to be filled. Hold new Fall02 graduate program admissions.</p> <p>Use adjunct faculty in remaining two faculty positions to meet program needs. Budget adjustments to contractuales, commodities, and travel to keep within initial proposed 10% cut.</p>

**Master Plan for Evaluation
Table VI: Resources**

	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
B	Sufficient number & mix of SON personnel to support programs	Annually & Each term	Dean COAP	Review of SON personnel salaries Review of personnel allocations	Sufficient to support SON personnel with the hold on graduate admissions Governor froze positions in Fall 2001	VPAA	Held due to budget constraints.
C	Physical resources 1. SON 2. Off campus	Annually	Dean COAP	1. Review of existing space as it relates to census and courses. 2. Assess and convey needs to off campus coordinator	1. Individual PCs or use of internet not available in 3 classrooms. 2. Accommodations made available if we initiate the need.	1. VPAA 2. Site coordinator or	1. Use other locations on DSU. 2. Develop a resource/support item list for GHEC course offerings & place in faculty handbook.
D	Library resources	Annually	Library co-liaisons UGP GP	Input requested from Library Services. Liaison seeks requests. Nov and Mar are our deadlines for ordering materials in our allotted monies. Report of Library nursing related materials to faculty annually Survey of faculty & students Review requests & purchases	Need a guideline for culling texts. Culled texts occasionally are reshelved. Nursing holding in library continued to be updated and outdated materials culled as indicated and needed. Implementation of faculty resource notification to be completed annually to address library and/or other resource needs to be submitted to the faculty secretary, April 2001. 2. GHEC. Library status needs to be determined. (In past, faculty have carried with them the course requirement readings	Library Representative FacOrg	Current library co-liaisons: ISeals & ICarlson Library co-liaisons to coordinate the faculty as a group to review all nursing holdings. Will ask Library for an historical section to keep SON 'classics' (to be determined by SON review). 2. Co-liaisons will ask Dr. Terry Latour, Paul Boulter /Paul Starkey about holdings and if the GHEC budget can buy library materials, e.g., physical assessment tapes (NUR311).

**Master Plan for Evaluation
Table VI: Resources**

	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
					and ancillary materials).		
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>Ongoing purchases for resources based on faculty needs & requests allocated as funding is provided.</p> <p>Inventory for IRC, A/V, and TLC: The IRC, housed on the first floor of Roberts Library, catalogues videotapes, CD ROMS, and Audio-programs. A list of current holdings is available in the IRC and is updated annually to include new purchases. Access to this information can be secured from the DSU web page library services site through IRC link. The IRC will provide hard copies of materials to departments who request this. All DSU SON faculty members were provided with a complete listing for review in the spring of 2000. The AV department of DSU was replaced by the Technology Learning Center in September 2001. The Media Supplies Services Coordinator provides a listing of A-V materials available for check out.</p>	FacOrg	Update inventory for Faculty HB Appendix

<p align="center">Master Plan for Evaluation Table VI: Resources</p>							
	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 2001/02 DSU Compensation Task Force (See report, in dean's conference room)	<p>No salary increases 2001-02, Legislature approved a 2% effective in January 2003 which converts to a 1% raise, the first raise in 3 years. The additional 1% will be accessed in the next fiscal year 2004. Academic Affairs found the monies within budgets to offer an additional 1% raise.</p> <p>SON salary comparison to AACN [comparable region/institution/academic year salary, rounded to nearest percent]: SON Professor: 87% of the AACN mean “ Assistant: 104% “ “ Instructor 109% “ “ Dean: 93% “</p>	VPAA	SON Means--compare to AACN (MASI Carnegie Classification). Instructor and assistant professor salary means are above AACN data. Professor and Deans are below at 87% and 93% respectively.

End of Table VI.

**Master Plan for Evaluation
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 therapeutic nursing interventions.</p> <p>Course Evaluations</p> <p>ERI</p> <p>Final Exams</p>	<p>There was no statistically significant difference in test scores or any of the groups tested (BSN, RN-BSN & MSN, Attachment VII.A)</p> <p>Course Evaluations support the evidence of critical thinking activities & outcomes.</p> <p>ERI: 50% scored above than the national average.</p> <p>The ERI will be discontinued and NLN tests used exclusively as the faculty determined a “higher application-synthesis level</p> <p>Evidenced in student files</p>	FacOrg	<p>PEC will explore other testing measurements for the graduate students.</p> <p>Spring 2002: WGCTA administered to <i>graduating</i> BSN students for completion of data comparison.</p> <p>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>NET's (pre-entry) data will be compared to the ERI for completion of the data on those students admitted prior to Spring 2003 (when NLN will be used exclusively).</p> <p>Will explore using the NLN instruments for critical thinking.</p>

**Master Plan for Evaluation
Table VII: Essential Concepts**

	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
B	MSN Program	Annually	PEC	Watson Glaser Critical Thinking Appraisal Course Evaluations Comprehensive Exams Research project &/or Thesis	MSN graduates were pre and post tested with WGCT with the last testing completed in the winter of 01. No significant findings resulted from this testing. WGCTA--Dec 2001 grads... (attachment VII.B)	FacOrg	PEC will explore other testing measurements for the graduate students.
Communication Abilities							
C	BSN Program	Annually	1. Faculty 2. GP & COAP 3.PEC	1. Course requirements (class & clinical) grading, clinical evaluations Course evaluations 2. End of program & Alumni Program satisfaction surveys	1. Feedback from students validate communication abilities 1. ,2. Findings presented within UGP program meetings & summary to FacOrg Use of suggestions from the DSU Writing Across the Curriculum Committee 3. Minimal data returned for substantive summary.	1. UGP 2. & 3. FacOrg	1. Course evaluations reviewed each semester to validate communication skills Place memos and encourage use of the DSU Writing Lab & APA online site. Emphasis placed on progressive writing throughout the UGP. 3. Annual surveys continue PEC move to placing all evaluation surveys online.

**Master Plan for Evaluation
Table VII: Essential Concepts**

	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
D	MSN Program	Annually	1. Faculty 2. UGP & COAP 3. PEC	1. Course requirements (class & clinical) grading, clinical evaluations Course evaluations Program satisfaction surveys	1. Feedback from students validate communication abilities 1., 2. Findings presented within GP program meetings & summary to FacOrg 3. Minimal data returned for substantive summary.	1. GP 2. & 3. FacOrg	1. Course evaluations reviewed each semester to validate communication skills Place memos and encourage use of the DSU Writing Lab & APA online site. Emphasis placed on progressive writing throughout the UGP. 3. Annual surveys continue PEC move to placing all evaluation surveys online.
E	School-wide	Annually	SON, Faculty & Staff (representatives on DSU committees, etc)	Group (FacOrg, Program, Staff, Committee) minutes Bulletin Boards Campus Pipeline Mailboxes Email Delta Statement cBK	Feedback from faculty, staff, and students validate effective communication abilities. E-mail enhanced with Jody Correro's (Director of Public Information) daily updates. Delta Statement circulation omitted to the SON cBk needed streamlining and additional organization to facilitate and maximize use.	FacOrg	RA distributes Delta Statement to the SON building. cBk re-organized w/ color coding and cover sheets with specs to facilitate and maximize use. RA culls dated material.

**Master Plan for Evaluation
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 Employers	Assessment of TNI as course requirement & program outcomes Not nominally addressed in end of year meetings—subsumed with inherent attributes in the role of professional nursing. TNI is evidenced in courses from objectives, requirements and evaluation..	FacOrg	Will identify TNI by name in annual report which is a culmination of each regular term (semester/session) and place the concept on the form: course recommendation form.

Master Plan for Evaluation
Table VII: Essential Concepts

	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
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	Assessment of TNI as course requirement & program outcomes. 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	Will specifically address (TNI) the evaluation of the concepts at end of each semester and place the concept on the form: course recommendation form.
CARING							
H	BSN Program	Each semester	COAP UGP	Clinical evaluations NUR 406 logs Course evaluations Survey of Alumni Survey of Employers	Assessment of caring as course requirement & program outcomes.	FacOrg	Continue to emphasize as core essential to all aspects of the nursing profession.

<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
I	MSN Program	Each semester	COAP GP	Clinical evaluations Course evaluations Survey of Alumni Survey of Employers	Assessment of caring as course requirement & program outcomes.	FacOrg	Continue to emphasize as core essential to all aspects of the nursing profession.

End of Table VII.

<p style="text-align: center;"><i>Master Plan for Evaluation</i> Table VIII: Outcomes Data</p>							
	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
PROGRAM SATISFACTION							
A	BSN Program	Annually	UGP PEC	1. Course Evaluations 2. Advisory Council 3. Program satisfaction survey in final semester 4. Alumni & Employer survey	1. Course evaluations individually reviewed in program meetings and more appropriate for curriculum evaluation. 2. Advisory Council summary report (Attachment VIII.A)) was very favorable, requested an increase in publicity, exposure, admissions, and graduates. Several comments to increase students' case load to ease transition into real world. 3. Program satisfaction from Spring 2001 & 2002 pending. 4. Alumni & Employer survey: continue to have less than 5 % return	FacOrg	1. Delete Course evaluations from this section. 2. Forward Advisory Council report for program action. 3. PEC report, Fall 2002. 4. Ask CIPO about need for <i>operational</i> data base to track graduates (& applicants). Dean to work with Michael Castle to update our DSU Webpage. Support RA to become the SON Webmaster. PEC to evaluate method of seeking employer feedback.

**Master Plan for Evaluation
Table VIII: Outcomes Data**

	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
B	MSN Program	Annually	GP PEC	1. Course Evaluations 2. Advisory Council 3. Program satisfaction survey in final semester 4. Alumni & Employer survey	1. Course evaluations individually reviewed in program meetings and more appropriate for curriculum evaluation. 2. Advisory Council report: (Attachment VIII.A.) 3. Program satisfaction from Spring 2001 results: 4. Alumni & Employer survey: continue to have less than 5 % return	FacOrg	1. Delete Course evaluations from this section. 2. Forward Advisory Council report for program action. 3. Program satisfaction, 2001 data: 4. Ask CIPO about need for <i>operational</i> data base to track graduates (& applicants). Dean to work with Michael Castle to update our DSU Webpage Support RA to become the SON Webmaster. PEC to evaluate method of seeking employer feedback, may consider telephone.

**Master Plan for Evaluation
Table VIII: Outcomes Data**

	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
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>1999: 100% 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>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: data collection in progress</p>	FacOrg	<p>All graduates employed.</p> <p>Will work towards data access & entry via the Web.</p>

**Master Plan for Evaluation
Table VIII: Outcomes Data**

	Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
D	MSN Program	Annually	GP PEC	Student Self-report Personal contact; Other informal contact methods between faculty and former students Alumni Surveys Employer Surveys	<p>1999: Employed in Role Prep (May & Dec 1998 graduate students) Educator – none Practitioner – 58% (7/12) [Staff RN – 17% (2/12)]</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 Educator – none Practitioner – in process graduates taking licensure exam, employment pending?</p>	FacOrg	PEC to consider additional routes of data collection. Will work towards data access & entry via the Web.

September 1998; revised: 04/09/01; 04/23/01; 05/06-09, 13/02

**Master Plan for Evaluation
Table VIII: Outcomes Data**

Area of Evaluation	Time Frame	Data Collector Analyzer	Method/Measure	Findings	Recipient of Report	Action
FACULTY ATTAINMENT OF CREDENTIALS (1998 – 2001)						
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> lCarlson—NCC Inpatient OB lJulius—ANCC Pediatrics</p> <p><u>Certification:</u> rCagle – Psych Mental Health NP</p> <p><u>Post-master’s:</u> dChristian—PsychMental Health NP—in progress.</p> <p><u>Terminal degree:</u> dlSeals – earned doctorate (DSU) (May 11, 2002). lCarlson – doctoral candidate (LSUNO), anticipates completion in Fall 2002. mRaines – enrolled in doctoral studies (DSU) vBingham—enrolled in doctoral studies (UAB)</p> <p>dAllen, lJulius, jMcCrary planning to enroll in doctoral studies in 2002/03.</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 graduating from the program.
	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—pending revisions by PEC, 2002/03

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 MSN		*MSN Program survey is during the final semester of study.	X (May) X (May)
Students 1 year post graduation: UG RN-BSN MSN		X (Sept)*	X (Feb) X (Feb) X (Feb)*
Students: 5 year post graduation BSN RN-BSN MSN			X (Jan) X (Jan) X (Jan)
LIBRARY SERVICES BY:			
Students			X
Faculty			
GRADUATES BY:			
Employers	Done @ Advisory Council in Spring semester		
Advisory Council			X
STRATEGIC PLANNING:			
School of Nursing Mission Statement			X (retreat)
School of Nursing Philosophy			X (retreat)
School of Nursing Program Outcomes			X (retreat)
School of Nursing Bylaws			X (retreat)

*September Evaluations for December MSN graduates

*February Evaluations for May MSN graduates

Approved: PEC Policies & Procedures – 09/11/00; 04/09/01 & 04/23/01(FacOrg)