DELTA STATE UNIVERSITY

Unit Strategic Plan and Annual Report -- Calendar Year 2010

\_X\_ Academic Unit \_\_\_\_ Administrative/Support Unit

1. **Unit Title:**

**School/College or University Division:** Robert E. Smith School of Nursing

 **Unit Administrator**: Lizabeth Carlson

**Program 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.

**II.** **Educational Program Learning Outcome Assessment Plan** ***(Academics)*/User Outcomes Assessment Plan *(Non-Academics)***

Learner Outcomes identified for the major. For User Outcomes (primarily non-academic units) use TABLE II.

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| **TABLE I – Student Learning Outcomes** |
| A. Learner Outcome*What should a graduate in the* *\_\_\_\_\_(fill in major here)\_\_\_\_\_\_\_\_* *major know, value, or be able to do at graduation and beyond?* | B. Data Collection & Analysis*1. What assessment tools and/or methods will you use to determine achievement of the learning outcome? 2. Describe how the data from these tools and/or methods will be/have been collected.* *3.Explain the procedure to analyze the data.* | C. Results of Evaluation*What were the findings of the analysis?*  | D. Use of Evaluation Results*1.List any specific recommendations.**2. Describe changes in curriculum, courses, or procedures that are proposed or were made/ are being made as a result of the program learning outcome assessment process.* |
| BSN 1st write NCLEX-RN pass rate | Annual Report from the National Council of State Boards of Nursing to Schools of Nursing (SON) re 1st write of NCLEX-RN pass rates. The NCLEX-RN is a licensure exam.  | NCLEX 1st write pass rate 2002 2003 2004 2005 2006 2007 2008 2009 2010

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 89% | 94% | 78% | 75% | 85% | 72% | 82.86% | 96.65% | 96.29% |

 | 2009 1st write NCLEX-RN results exceeded the IHL accreditation standards.  |
| Specific baccalaureate program (student learning) outcomes (PO) (based on Commission on Collegiate Nursing Education [CCNE] accreditation criteria):1. Apply nursing, natural and behavioral science concepts to the practice of nursing (clinical concepts or CC). GE #5.
2. Deliver care to the client system using critical thinking (CT), Therapeutic communication (TC), therapeutic nursing interventions (TNI), and cultural awareness/human diversity (CA) within the nursing process (NP) and standards of care (SOC-legal/ethical considerations). GE #1, #2, #5, #7 & #10
3. Practice leadership as a self-directed professional who is accountable to self, society, and the evolving nursing profession. GE # 5
4. Participate in/apply research to enhance health care delivery (evidence based practice). GE #3& #4
5. Improve health care delivery through interdisciplinary collaboration, coordination, and consultation (safe, effective, care environment or SECE). GE # 9
6. Provide nursing care that assists the client to achieve well-being (Physiological integrity or PI) while respecting individual health care beliefs (Psychosocial Integrity or PsI). GE #8
 | The SON Master Plan for Evaluation (MPE) is based on CCNE criteria for accreditation and continues to be used for program evaluation (Appendix E). HESI testing continues to be used to evaluate student competency on each of six (6) different program outcomesHESI exit testing report of results downloaded from online exit exam (X3) testing during the last semester of the program.Anonymous annual end of program surveys conducted with pencil and scantron sheets in classrooms, scantrons run by faculty secretary and reported as aggregate data by the Program Effectiveness Committee (PEC) to the SON Faculty Organization during monthly meetings as appropriate. Anonymous annual employer/advisory council pencil and paper surveys distributed at the DSU spring health care professions career fair and at the annual fall SON open house. Surveys are distributed and collected by the SON resource assistant and tabulated by the PEC committee. Aggregate results are reported as compiled to the SON Faculty Organization during monthly meetings as appropriate.  | DSU SON mean HESI score (national percentile rank)2006 2007 2008 2009 2010Exam 1: Exam 1: Exam 1: Exam 1: Exam 1: 757 (23.42) 771 (30.79) 850 (55.11) 877(49.13) 967 (83.23)Exam 2: Exam 2: Exam 2: Exam 2: Exam 2:864 (50.88) 815 (42.56) 864 (58.97) 879 (49.13) 888 (63.84)Exam 3: Exam 3: Exam 3: Exam 3: Exam 3:854 (48.01) 816 (42.85) 854 (55.97) 884 (67.38) 900 (67.27) 1. Clinical Concepts Mean 2006 Mean 2007 Mean 2008 Mean 2009 Mean 2010Exam 1: 770 Exam 1: 802.3 Exam1: 819 Exam 1: 943.1 Exam 1: 961Exam 2: 845 Exam 2: 856.6 Exam 2: 904.5 Exam 2: 896.6 Exam 2: 891Exam 3: 833 Exam 3: 727.07 Exam 3: 878.2 Exam 3: 950.9 Exam 3: 9022. Mean 2006 Mean 2007 Mean 2008 Mean 2009 Mean 2010Exam 1: Exam 1: Exam 1: Exam 1: Exam 1: CT = 755 CT = 771 CT = 852 CT = 879 CT = 964TC=788 TC = 717 TC = 823 TC = 794 TC =979TNI=761 TNI = 783 TNI = 857 TNI = 891 TNI =968CA= 594 CA = 443 CA = 1041 CA = 1096 CA =863NP=1032 NP = 781.2 NP = 859.8 NP = 878 NP =968.6SOC=716 SOC = 750 SOC = 873 SOC = 828 SOC = 828Exam 2: Exam 2: Exam 2: Exam 2: Exam 2:CT = 879 CT = 808 CT = 864 CT = 885 CT =889TC = 873 TC = 829 TC = 799 TC = 813 TC =986TNI = 876 TNI = 803 TNI = 860 TNI = 903 TNI =882CA = 819 CA = 998 CA = 562 CA = 1111 CA =1093NP = 884 NP = 819.4 NP = 843.4 NP = 899.6 NP=909.2SOC = 871 SOC = 840 SOC = 882 SON = 896 SOC=920Exam 3: Exam 3: Exam 3: Exam 3: Exam 3:CT = 844 CT = 815 CT = 855 CT = 887 CT=900TC = 850 TC = 575 TC = 842 TC = 799 TC=998TNI = 855 TNI = 869 TNI = 863.4 TNI = 896 TNI=894CA = 720 CA = 811 CA = 863 CA = 1103 CA=699NP = 847 NP = 828.6 NP = 1145 NP = 908 NP=900.4SOC = 867 SOC = 741 SOC = 842 SOC = 886 SOC=9453. Mean 2006 Mean 2007 Mean 2008 Mean 2009 Mean 2010LeadershipExam 1=734 Exam 1=781 Exam 1=816 Exam 1=902 Exam 1=948Exam 2 =909 Exam 2=716 Exam 2=869 Exam 2=896 Exam 2=868Exam 3=848 Exam 3=751 Exam 3=853 Exam 3=908 Exam 3=9254. Mean 2006 Mean 2007 Mean 2008 Mean 2009 Mean 2010Scholarship for Evidence Based PracticeExam 1=311 Exam 1=521 Exam 1=225 Exam 1=898 Exam 1=942Exam 2=NT\* Exam 2=998 Exam 2=NT Exam2=910 Exam, 2=902Exam 3=NT\* Exam 3=387 Exam 3=595 Exam 3=909 Exam 3=889\*Not tested5. Mean 2006 Mean 2007 Mean 2008 Mean 2009 Mean 2010SECEExam 1=805 Exam 1=765 Exam 1=900 Exam 1=842 Exam 1=908Exam 2=890 Exam 2=701 Exam 2=853 Exam 2=856 Exam, 2=871Exam 3=880 Exam 3=847 Exam 3=849 Exam 3=846 Exam 4=9006. Mean 2006 Mean 2007 Mean 2008 Mean 2009 Mean 2010Exam 1: Exam 1: Exam 1: Exam 1: Exam 1:PI=747 PI=715 PI=838 PI=893 PI=954PsI=639 PsI=773 PsI=849 PsI=809 PsI=985Exam 2: Exam 2: Exam 2 : Exam 2: Exam 2:PI=875 PI=859 PI=884 PI=904 PI=865PsI=924 PsI=846 PsI=791 PsI=872 PsI=895 Exam 3: Exam 3: Exam 3: Exam 3: Exam 3:PI=838 PI=872 PI=857 PI=929 PI=923PsI=878 PsI=648 PsI=843 PsI=793 PsI=914BSN:The data from 10 BSN students provided information that demonstrated they generally felt confident about program outcomes and were generally satisfied with courses, instructions, and resources. All (100%) of the students would recommend the program to a friend or colleague and felt the environment was conducive to learning. Preparation for licensure, faculty and staff support, quality of courses, and skills and simulation lab equipment and supplies are listed among the top strengths of the program. Seventy percent (70%) of the respondents identified a supportive Dean as a strength. However, 30% reported supportive Dean as needs improvement, as well as quality of courses and library holdings.RN-BSN:The data from 20 RN-BSN students provided information that demonstrated they felt confident about their preparation for professional nursing practice as a generalist as well as for continuous learning and advanced study.75% of the students would recommend the program to a friend or colleague. Supportive Chair of Academic Programs, faculty support, online format, and flexible classes were among the top overall strengths reported for this program. However, 30-45% of respondents reported needs for improvement were flexible classes and faculty, teaching expertise, quality of courses, online format.BSN End of program surveysMean 2006 Mean 2007 Mean 2008 Mean 2009 Mean 2010 PO 1:= 3.9 PO 1:=4.1 PO 1 =4.4 PO 1: =4.1 PO 1:=4.6PO 2 =3.33 PO 2 =4.2 PO2 =3.9 PO 2:=4.2 PO 2:=4.7PO 3 =4.0 PO 3:=4.2 PO3 =3.8 PO 3:=4.2 PO 3:=4.7PO 4 =3.5 PO 4 =4.2 PO4:=3.5 PO 4:=4.2 PO 4:=4.7PO 5 =3.4 PO 5:=4.0 PO5:=3.9 PO 5 =3.9 PO 5:=4.7PO 6 =3.9 PO 6 =4.1 PO6 =4.1 PO 6:=4.1 PO 6:=4.6Q1 under additional information on the surveys-Would you recommend DSU’s BSN program to a friend? 2006 2007 2008 2009 2010Yes=92% Yes=90% Yes=16% Yes=73.5% Yes=100%No response=8% No=10% No=84% No=26.5% No=0%Two (2) surveys were completed by advisory council and employers in 2010.1. Agencies surveyed included hospitals, outpatient facilities, home health care agencies, and private physician offices/clinics. All results 100%) were from hospitals,
2. Titles/positions of those surveyed ranged from CNO to the category of ‘other’ (i.e. Associate Director, Nurse Recruiters, Administrative Assistants, Marketing Coordinator, Kaplan Instructor, Home Care Coordinator, Nurse Director, Employee Relations Director, and Staffing Consultant). All (100%) of those surveyed held positions in the ‘other’ category (COO and Scholarship Chair).
3. Assessment of agency size inferred from the number of nurses employed show the following: 100% employ between 31 to 50 nurses.
4. Numbers of RN vacancies indicated all (100%) of those responding had less than 10 vacancies
5. 100% of the agencies surveyed reported their highest vacancy area were in Acute and Long Term Care.
6. Only one agency responded to the question “number of DSU graduates.” This agency reported that they employed 8 DSU nursing graduates.
7. According to survey results, the strengths of the DSU School of Nursing are as follows:
	* + - Quality Students
			- High academic and practical standards
			- Flexibility
			- Instructors/Staff with caring attitudes
8. The majority of respondents offered no recommendations for the DSU SON program. The only recommendation listed:

 * + - * More clinical/hands on work

Employer/advisory council surveysMean 2006 Mean 2007 Mean 2008 Mean 2009 Mean 2010PO 1 = 4.5 PO 1:= 4.5 PO 1:=4.4 PO 1:=3.5 PO 1:=4.0PO 2:= 4.7 PO 2:=4.8 PO 2:=4.8 PO 2:=3.5 PO 2:=5.0PO 3:= 4.8 PO 3:=4.8 PO 3:=4.8 PO 3:=3.5 PO 3:=5.0PO 4:= 3.4 PO 4:=4.0 PO 4:=4.1 PO 4:=3.5 PO 4:=1.0PO 5:= 3.5 PO 5:=3.9 PO 5:=4.0 PO 5:=3.5 PO 5:=4.0PO 6:= 4.0 PO 6:=4.2 PO 6:=4.2 PO 6:=3.5 PO 6:=5.0 | UG syllabi continue to be reviewed by course faculty and HESI specialty exams given as the final exam for each course in which there is a HESI. The percentage of the grade for each course varies depending on the level of nursing course, with higher level courses having a greater weight for the HESI. Remediation continues to be required for each student who has a score below 900 on each specialty HESI exam. With NUR 408 requiring at least one score of 900 to pass the course and the letter grade earned is calculated by the HESI Exit Exams counting for 95% of the course grade, with each HESI Exit Exam being 31.66%. MedsPublishing (an online nursing academic enhancement program) continues to be available to all students as well as live HESI NCLEX-RN review for senior students. Students were also given an additional opportunity to obtain the minimum 900 score by being offered a fourth (4) HESI exit exam. All senior nursing students earned at least one 900 on the HESI exit exam and graduated.We will continue to obtain feedback from BSN students, alumni and employers and monitor ratings and recommendations for improvement; revise curriculum as needed. Continue to monitor national education, practice (NCLEX) and MS IHL standards for BSN programs and revise curriculum as needed. |
| Master of Science in Nursing (MSN) Family Nurse Practitioner AACN Certification Exam pass rates(No results yet for Nurse Educator or Nurse Administrator certification due to certification exam eligibility requirements of two years of full-time work experience and first cohort(s) graduated in 2007). | Student self-report FNP certification results | FNP Certification pass rate2002 2003 2004 2005 2006 2007 2008 2009 2010

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 100% | 100% | 100% | 100% | 100% | 100% | 100% | 95% | 100% |

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| MSN Program Outcomes (PO) based on Commission on Collegiate Nursing Education (CCNE) accreditation criteria:1. Incorporate theories and research in development and implementation of evidence based practice.
2. Incorporate information technology in the enhancement of health care.
3. Apply principles of leadership to promote effective change in the healthcare delivery system.
4. Demonstrate competency in practice through application of advanced nursing knowledge and skills.

 5. Demonstrate an appreciation of human diversity in the delivery of appropriate, individualized health care.  | MSN comprehensive exam. Exam at end of program with content based on program outcomes, each exam was blind graded by two (2) MSN faculty members (each exam was assigned a code number to ensure student anonymity) Anonymous annual end of program surveys (N =7) measuring program outcomes conducted with pencil and scantron sheets in classrooms, scantrons run by faculty secretary and reported as aggregate data by the Program Effectiveness Committee (PEC) to the SON Faculty Organization during monthly meetings as appropriate. MSN Annual employer/advisory council pencil and paper surveys distributed at the DSU spring health care professions career fair and at the annual fall SON open house. Surveys are distributed and collected by the SON resource assistant and tabulated by the PEC committee. Aggregate results are reported as compiled to the SON Faculty Organization during monthly meetings as appropriate.  | MSN Final Exam pass rate2006 2007 2008 2009 201088% (15/17) 100% (14/14) 100% (29/29) 100% (8/8) 100% (13/13)MSN:The data from 32 MSN students provided information that demonstrated they generally felt confident about their preparation for functioning in an advanced practice role, continuous learning, and doctoral study. Over sixty percent of the students would recommend the program to a friend or colleague. Flexible classes and faculty, supportive chair of academic programs, supportive dean, online format, and faculty support were among the top overall strengths reported for this program. Some greatest needs for improvement were reported as teaching expertise, faculty support, preparation for certification, library holdings, and online format. End of program surveysMean 2006 2007 2008 2009 2010 PO 1 =4.3 PO 1:=4.5 PO 1:=4.5 PO 1:=4.2 PO 1:=5.0PO2 = .1 PO 2:=4.5 PO 2:=4.4 PO 2:=4.0 PO2:=5.0PO3:=4.1 PO 3:=4.5 PO 3:=4.6 PO 3:=4.0 PO3:=5.0PO4:=4.3 PO 4:=4.0 PO4:=4.6 PO 4:=4.0 PO4:=5.0PO5:=4.2 PO 5:=4.5 PO 5:=4.6 PO 5:=4.0 PO 5:=5.0Q1 under additional information on the surveys-Would you recommend DSU’s MSN program to a friend? (New item 2009)2009 2010Yes=61% Yes=100%No=03% No=0%Uncertain=36% Uncertain=Not marked=0% Not marked=Employer/advisory council surveysMean 2006 2007 2008 2009 2010 PO 1:=3.75 PO 1:=4.0 PO 1:=4.0 PO 1:=3.3 PO 1:=5.0PO2:= 4.0 PO 2:=4.0 PO 2:=4.0 PO 2:=3.3 PO2:=5.0PO3:=4.7 PO 3:=4.8 PO 3:=3.0 PO 3:=3.5 PO 3:=4.0PO4:=3.6 PO 4:=3.5 PO 4:=4.0 PO 4:=3.5 PO 4:=5.0PO5:=3.6 PO 5:=3.75 PO 5:=4.5 PO 5:=3.5 PO 5:=5.0 | Prepare self study for CCNE Accreditation visit Summer 2010; continue to prepare for CCNE accreditation site visit October 6-8, 2010. Continue to obtain feedback from graduate students, alumni and employers and monitor ratings and recommendations for improvement. Continue to monitor national education and practice standards for MSN programs for family nurse practitioner (FNP), nurse administers (NA) and nurse educators (NE) and revise curriculum as needed. |

**III. Goals**

**-- For the Current Year**

A. **Goal # 1:** The School of Nursing will continue to develop and maintain high quality graduate and undergraduate curricula that are sensitive to health care needs of the multicultural society.

* 1. Collect data related to program effectiveness annually
	2. Recruit and retain qualified nursing faculty
	3. Participate in educational consortium agreements
	4. Incorporate innovative technology into the curriculum

Rationale: The Profession of Nursing is in continual evolvement to determine the art and science background and skills necessary to provide caring to all persons throughout the lifespan.

**1. SP Goal # 1:** Increase Student Learning: (DSU will ensure through high-quality programs that graduates are well prepared for successful careers, meaningful work in a global society, and engaged citizenship) **QEP Goal # 4:** Student engagement in free-flowing, multi-directional communication with faculty and other students will increase. Communication related to current performance and its relationship to long-term student achievement and academic career decisions will improve through the use of departmental review boards.

**2. Evaluation Procedures:**

Utilization of the comprehensive RESSON MPE (Appendix D) which includes the *Community of Interest* (COI): 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 three year follow-up for graduates of both programs and survey form for the Advisory Council. Response to CCNE site visit, accreditation documents and standing committee annual report (Appendices A-C).

**3. Actual Results of the Evaluation:**

a. Undergraduate Program—Continue to assess curriculum, compare to national trends and COI needs and revise as necessary.

Refer to MPE (Appendix D). CCNE accreditation visit took place October 6-8, 2010 (Appendices A and B).

b. Graduate Program—Continue to assess curriculum and compare to national trends and societal needs. Accreditation standards and guidelines reviewed and compared to SON curriculum and revisions made (CCNE & NONPF). CCNE accreditation visit took place October 6-8, 2010 (Appendices A and B). Refer to MPE (Appendix D)

**4. Use of Evaluation Results:**

a. Undergraduate and Graduate Programs

Details in MPE (Appendix D)

B. **Goal # 2:** The School of Nursing will increase enrollment and graduation rates.

* 1. Enhance marketing and recruitment plan
	2. Develop a student retention plan
	3. Enhance physical learning environment
	4. Evaluate and maintain current support resources

Rationale: Use of distance learning technology will enable the SON to have an impact on learning that stretches beyond the traditional classroom with walls and will help ensure we maintain a competitive marketing edge with other state nursing programs.

1. **Institutional Goal(s) supported by this goal:**

**SP Goal # \_2\_:** Develop an engaged, diverse, high-quality student population: (Delta State will attract, retain, and graduate an engaged and success-oriented student population) **QEP Goal # \_2\_:** DSU will increase the use of technology and web-based communication in classroom activities and assignments.

**2. Evaluation Procedures:**

Feedback through the comprehensive SON MPE--in particular: student course evaluations and enrollment data.

**3. Actual Results of Evaluation:**

BSN

1. On-line and use of technology efforts will continue and be enhanced as appropriate for course learning activities.

2. Forty-four (44) students were sent letters of acceptance, 36 accepted and 32 started the program of study fall 2010.

3. Admissions to the pre-licensure BSN nursing program decreased by 20% over 2009 admissions (from 45 to 36) for fall 2010.

RN-BSN

1. Students continue to be extremely positive regarding course delivery; the combination of limited, optional in-class time & online is a good balance and facilitates academic progress while employed.

2. Enrollment decreased by 31% from summer 2009-summer 2010 (from 26 to 18).

MSN

1. On-line efforts will continue as appropriate for course learning activities.

2. Enrollment has remained stable, 22 students (all NP students) were sent acceptance letters for fall 2010 and 20 actually enrolled. There were not enough applicants for either the Nurse Administrator or Nurse Educator options for this year.

 **4. Use of Evaluation Results:**

 BSN

1. Will continue to integrate and increase the SON’s use of nontraditional classroom settings and online delivery of course content. Plan to explore addition of streaming video of lectures to online format, pending server space.

2. Pool of applicants (70) exceeds the junior I class maximum of 35.

3. Explore alternate sources of funding for faculty positions and to increase physical plant space to accommodate more students to maintain mandated IHL faculty student ratios while increasing admissions.

4. Continue with recruitment efforts (High School Ads, sponsor of MORA golf tournament and MNF functions, Kids Kollege summer nurse camp; & pre-nursing enrichment camp to target future generations of potential nurses.

5. With hire of additional full-time faculty, number of part-time/adjunct faculty needed has stabilized at four (4).

RN-BSN

1. First day classes continue to be held on campus with subsequent optional meetings in Greenville & Clarksdale as applicable.

2. Maintain recruitment efforts.

MSN

1. Continue with online strategies and seek continued feedback.

2. Grant applications have doubled from 2 to 4 during 2009 (Delta Health Alliance, Delta AHEC, HRSA HCOF and HRSA Graduate Nurse Traineeship) to increase student and faculty numbers, student retention, and facility expansion funding. Continue to explore alternate sources of funding for faculty positions to maintain mandated accreditation agency faculty BSN and FNP student ratios while increasing admissions.

RN-BSN

1. First day classes will continue to be held on campus with subsequent optional meetings in Greenville & Clarksdale as applicable.

2. Intensification of recruitment efforts.

MSN

1. Continue with online strategies and seek continued feedback.

2. Four (4) grant applications are in process (Delta Health Alliance, Delta AHEC, HRSA HCOF and HRSA Graduate Nurse Traineeship) to increase student and faculty numbers, student retention, and facility expansion funding. Plan to continue to explore alternate sources of funding for faculty positions to maintain mandated accreditation agency faculty student FNP ratios while increasing/maintaining admissions.

C. **Goal # 3:** The School of Nursing will continue to maintain community support.

a. Maintain active participation with the community of interest (COI)

1. Maintain relationships with all donors
2. **Institutional Goal(s) supported by this goal:**

**SP Goal # 5:** Improve the quality of life for all constituents: (Improving its image and impact, DSU will increase and enhance outreach, service, and partnership initiatives, in the region and beyond) **QEP Goal # \_\_:**

**2. Evaluation Procedures:**

Use of the comprehensive RESSON Master Plan for Evaluation. Evaluation forms for students: course, course instructor, clinical instructor, preceptor clinical; end of program satisfaction, employer satisfaction, one and three year follow-up for graduates, and the annual survey from the RESSON Advisory Council. Standing committee annual reports (Appendix E). The grant funded Student Navigator position was continued during 2010. Pre and Post evaluation forms completed by student nurses validate need for this type of support service.

**3. Actual Results of Evaluation:**

The BSN class of 2010 had an overall retention rate of 92.86% (52/56) which compares to a 2009 rate of 91.5% (43/45). Students submitted favorable evaluations with Student Navigator services. Students also submitted favorable evaluations with on-line /hybrid courses. Students have less required traditional time in classrooms.

 **4. Use of Evaluation Results:**

Continue with on-line strategies as appropriate. Explore innovative (and traditional) solutions to expanding faculty numbers and the physical building (the new computer lab was completed summer of 2010, construction started December 2010 on new classroom and faculty office wings). Continue to incorporate classrooms without walls. Use of Turning Technologies was initiated spring 2009 and continues to be well received by the students. Incorporation of NSST and NPSTE as well as WIMBA was initiated spring 2009 as well; positive feedback continues to be received from students and faculty members. Prepare faculty to utilize simulation mannequins more fully. All three (3) classrooms continue to be ‘smart’ classrooms (Rooms 101, 129, 130). Recruitment efforts will image both the budget situation and nontraditional funding sources to support increasing faculty and student numbers and the physical plant (classrooms).

D. **Goal # 4:** The School of Nursing will strive to increase university outreach, service, and partnership initiatives to benefit the citizens of the region.

* 1. Support evidence-based research initiatives to improve healthcare in the Delta region
	2. Participate in service-learning activities
	3. Provide continuing education initiatives
	4. Seek funding partnerships
	5. Faculty practice policy

Rationale: National accreditation requires faculty practice, particularly for nurse practitioners. Faculty practice insures that nursing faculty members maintain competence and provide an opportunity for university and community service. Educators and practitioners would have an additional avenue to maintain their skills and provide for students learning. Faculty practice also offers opportunities for health care related research. In addition, the profession of nursing recognizes the doctorate as the terminal degree. With the master’s program, doctoral prepared faculty members are needed which will fulfill the SACS guidelines that the majority of graduate faculty are to have the terminal degree in their field.

1. **Institutional Goal(s) supported by this goal:**

**SP Goals # 4 & 5:** Enhance institutional effectiveness: (DSU will improve and community effectively it’s financial, physical, and resource capacities, demonstrating efficiencies in programs and services) Improve the quality of life for all constituents. (Improving its image and impact, DSU will increase and enhance outreach, service, and partnership initiatives, in the region and beyond) **QEP Goal # 3:** DSU students will gain knowledge and practice in a variety of communication skills by having these skills reinforced in all courses.

1. **Evaluation Procedures:**

Faculty educational plans, faculty practice documentation, annual evaluations (including faculty activity records (FAR) or merit (MAD) evaluations), productivity, professional portfolios, survey by Faculty Development Committee.

**3. Actual Results of Evaluation:**

The Faculty Development Committee continues to offer continuing education opportunities for nursing faculty that meets MS IHL requirements of at least 10 contact hours annually. All nursing faculty members participate in practice one day a week as per the faculty practice policy. In addition, WebCT development/implementation continues with assistance from the TLC Faculty Institutes. One faculty member completed a doctoral program (DNP); and another FT faculty member continues a DNP program of study. One faculty member with a terminal degree completed a Post Master’s Psych/Mental Health NP program. The COAP continues to screen applicants for potential new faculty members. Faculty members are encouraged to pursue a doctoral degree in nursing and the advent of the Doctor of Nursing Practice (DNP) programs are offering another opportunity for nursing faculty to obtain an additional advanced/terminal degree in their discipline. All faculty members but one (1) were evaluated according to the DSU faculty activity record (FAR). One faculty member requested evaluation using the Meritorious Achievement Document (MAD) rating instead of the FAR.

**4. Use of Evaluation Results:**

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

**E. Goal #5:** Support and enhance the research base of the faculty members to improve health care in the Delta region and the state of Mississippi. [SON Priority #2]

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

 **1. Institutional Goal(s) supported by this goal:**

**SP Goal # 3:** Assure high-quality, diverse, engaged faculty and staff: (Delta State will attract, retain, and support an engaged and highly-trained workforce) **QEP Goal # \_\_:**

**2. Evaluation Procedure(s):**

Faculty portfolio, curriculum vitae, faculty practice documentation, annual and merit evaluations, Faculty Benchmark Worksheet, communication from faculty, reports to the Faculty Organization Meetings.

1. **Actual Results of Evaluation:**

Each faculty member has engaged in appropriate scholarly activities (peer reviewed professional presentations or publications) or has submitted a written plan with specific annual goals and a status report on accomplishment of such goals for the previous year. Each nursing faculty member also documents regular faculty practice per the faculty practice policy. In addition, the SON participated in the eighth year of The Delta Health Initiative of the Delta Health Alliance. Approximately $36,000,000 over the past year (2010) was granted through HRSA in conjunction with other partners in the Alliance to continue a strong community based curriculum and address health care needs (including addressing the nursing shortage, which is currently ~13% in this region as compared to ~8% in the US) in the Delta. Three other grant applications was funded (a DHA Team Sugar Free grant to the Delta AHEC, housed in the RE Smith SON, a MS AHEC grant to the Delta AHEC, and a HRSA HCOF construction grant). Faculty members have the opportunity to participate in submitting results for publication and/or presentation. In addition, 21% (3/14) of the nursing faculty members and 25% (1/4) of the nursing staff are members of a minority population.

 **4. Use of Evaluation Results:**

The outcomes of scholarly productivity justify the time and revenue support that assist faculty to accomplish career goals and enhance classroom and clinical teaching. They also promote the University's mission and excellent reputation. All faculty members (instructors and faculty on the tenure track) will continue to incorporate and document (Faculty Benchmark Worksheet) scholarly activities as a focus of the requirements of University faculty (teaching, service, & scholarship).

**F. Goal #6:** 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 do 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 at various campus and community events, including the annual Delta Health & Wellness Day.

 **1. Institutional Goal(s) supported by this goal:**

**SP Goal # 5:** Improve the quality of life for all constituents: (Improving its image and impact, DSU will increase and enhance outreach, service, and partnership initiatives, in the region and beyond) **QEP Goal # \_\_\_:**

**2. Evaluation procedures:**

Students, faculty and staff members participate in blood pressure checks, health teaching and recruitment at the DSU Benefits Fair, the Rice Luncheon, Octoberfest, Crossties and at multiple other events that are documented by faculty and the SON resource assistant. T\Students are will continue to be assigned to Colleges and Departments and activity areas at the Delta Health & Wellness Day. A needs assessment will continue to be completed. Blood pressures will be checked in the fall and spring semesters and documented on a form developed for that purpose. In addition, specific months will continue to 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 members will speak with department/division representatives to assess student activities and benefits of the program. 1 & 3 year follow-up and employer and advisory council data helps to track graduate locations.

**3. Actual Results of Evaluation:**

Students, faculty and staff members participated in more than 75 health/recruitment events during 2009, a number equal to those from 2008. The University and regional community continue to provide positive responses and sincere thanks for the activities and information. Recipients of this health assessment and information can make informed decisions regarding further health care needs.

|  |
| --- |
| Table IA2BSN Graduate Employment |
| Program Graduates (Year) | Employed in Mississippi  n (%) | Employed Elsewhere (%) |
| 27 BSN19 RN-BSNTotal = 46 (2010) | 24 (89%) 19 (100%)43 (93%) | 03 (11%)0 (0%) 03 (07%) |

1. **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 the *Pulse (*the biannual SON newsletter)*, Post It Notes*, the DSU e-news flyer, individual information centers in departments and through campus e-mail. Graduates working in the Delta serve as an excellent recruitment avenue for future classes. An increase in new BSN nurses will complement the current nurse workforce throughout the Delta.

**Graduate Program**

**A. Goal #1: The graduate program will prepare students in the advanced practice role of administrator, educator or practitioner to help increase the number of master’s prepared nurses working in the Delta area.**

Rationale: Master’s prepared administrators, educators and primary care practitioners are in demand in nursing. The School provides avenues for this preparation to help diminish the shortage of master’s prepared nurses in the Delta area. These nurses become nurse administrators/managers in health care facilities, faculty in schools of nursing or client educators in health care agencies and primary health care providers in clinic and hospital settings as nurse practitioners. These nurses assist in the provision of improved health care and consequently, improved quality of life to Delta area residents.

1. **SP Goal #1 & 2:** Increase student learning: (DSU will ensure through high-quality programs that graduates are well prepared for successful careers, meaningful work in a global society, and engaged citizenship.) Develop an engaged, diverse, high-quality student population: (Delta State will attract, retain, and graduate an engaged and success-oriented student population.) **QEP Goal # 4:** Student engagement in free-flowing, multi-directional communication with faculty and other students will increase. Communication related to current performance and its relationship to long-term student achievement and academic career decisions will improve through the use of departmental review boards.
2. **Evaluation procedures:**

Surveys from the Mississippi Deans & Directors Council, the Mississippi State Board of Nursing, and the Mississippi Office of Nursing Workforce provide data for statewide nursing needs. The University’s Registrar Office provides the data of adequate numbers of qualified nurses. The COAP and graduate program faculty review and consider applicants for admission. The graduates are contacted for employment data and information is systematically retrieved from the graduates at one and three years’ post graduation.

**3. Results of Evaluation:**

|  |
| --- |
| Table IA3: MSN Graduate Employment |
| Program Graduates n (Year ) | Employed in Mississippin (%) | Employed elsewheren (%) |
| 10 (2010) | 8 (80%) | 2 (20%) |

**4. 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. Through the HRSA Advanced Nurse Traineeship grant, currently funded for 4 years, it has been possible to offer partial tuition scholarship support to graduate nursing students to facilitate pursuit of a full-time plan of study since fall 2005. The current need from healthcare agencies and educational entities (Associate Degree nursing programs) is for nurse educators and primary care providers. Intensive, comprehensive recruitment and scholarship funding efforts continue.

**B. Goal #2: 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. The National League of Nursing (NLN) now offers (since fall 2005) a Nurse Educator certification exam; two (2) 2008 graduates from the nurse educator track expressed plans to take the Nurse Educator certification exam in 2010 after the two years of required FT teaching experience.

1. **SP Goal # 1:** Increase student learning: (DSU will ensure through high-quality programs that graduates are well prepared for successful careers, meaningful work in a global society, and engaged citizenship.) **QEP Goal # 4:** Student engagement in free-flowing, multi-directional communication with faculty and other students will increase. Communication related to current performance and its relationship to long-term student achievement and academic career decisions will improve through the use of departmental review boards.

**2. Data Collection and Analysis:**

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.

**3. Results of Evaluation:**

| Table IA4: FNP AACN Certification Results |
| --- |
| Year | FNP Students graduatedN | wrote/passedn (%) | Unsuccessfuln (%) | Pendingn |
| 2001 | 8 | 7/6 (86%) | 1 (14%) | 0 |
| 2002 | 8 | 8/7 (88%) | 1 (12%) | 0 |
| 2004  | No new graduates during 2004 | (revised two year curriculum) |  |  |
| 2003 | 5 | 5 (100%) | 0 | 0 |
| 2005 | 9 | 9 (100%) | 0 | 0 |
| 2006 | 14 | 14 (100%)  | 0 | 0 |
| 2007 | 15 | 15 (100%) | 0 | 0 |
| 2008 | 19 | 19 (100%) | 0 | 0 |
| 2009 | 19 |  19 (100%) | 0 | 0 |
| 2010 | 13 | 13 (100%) | 0 | 0 |

| Table S4E: Nurse Educator (NE) Certification Results |
| --- |
| Year | NE Students graduatedN | wrote/passedn (%) | Unsuccessfuln (%) | Pendingn |
| 2006 | 1 | 1 (100%) | 0 | 0 |
| 2007 | 2 | - | - | Data not available at this time |
| 2008 | 4 | - | - | Not yet qualified to take exam (2 years FT teaching experience required) |
| 2009 | 6 | 0 | 0 | Not yet qualified to take exam (2 years FT teaching experience required) |
| 2010 | 0 | 0 | 0 | No reports received from any 2008 NE graduates having taken the NE certification exam |

 **4. Use of Evaluation Results:**

The certification pass rate supports the curriculum. The School will continue to use both internal data from their graduates and external data from the NLN, the Commission for Collegiate Nursing Education (CCNE), and the National Organization of Nurse Practitioner Faculty (NONPF) for curriculum revisions.

**School of Nursing Undergraduate & Graduate**

**A. Goal #1: The programs of the School will maintain high retention rates of their highly qualified students.**

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, continue advanced study in graduate or professional school and complete certification requirements as available.

2. Attract and retain qualified and diverse students, faculty, and staff.

Rationale: By keeping a high retention rate, both programs will continue to graduate full class cohorts: approximately 52 nurses at the professional RN entry level and 13 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.

1. **1. SP Goal #2:** Develop an engaged, diverse, high-quality student population: (Delta State will attract, retain, and graduate an engaged and success-oriented student population.) **QEP Goal # 4:** Student engagement in free-flowing, multi-directional communication with faculty and other students will increase. Communication related to current performance and its relationship to long-term student achievement and academic career decisions will improve through the use of departmental review boards.

**2. Data Collection and Analysis:**

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

1. **Results of Evaluation:**

|  Table IA5: Graduation Rates |
| --- |
| Program Graduates  |  (admitted/graduated) |
| BSN (2005)BSN (2006)BSN (2007)BSN (2008)BSN (2009)BSN (2010) | 86% (34/28)80% (39/31)94% (54/51)93% (58/54)92% (47/43)93% (56/52) |
| MSN (2005)MSN (2006)MSN (2007)MSN (2008)MSN (2009)MSN (2010) | 100% (10/10)100% (24/24)100% (17/17)100% (30/30)100% (33/33)100% (13/13)  |

**4. 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 and aim for a benchmark retention rate of 80% or better. The two-week nursing enrichment camp (K-NEC) that was funded by the Dreyfus foundation and initiated summer 2004 continues to be offered during July of each year. This camp focuses on study, test taking and time management skills and ID of areas of weakness in reading, writing and math with strategies identified to strengthen these areas. The Student Navigator will continue to be available for assessment and support of campers and admitted students. Faculty support and academic resources continue to be offered to all nursing students as needed.

**For Coming Year(s) (2011)**

A. **Goal # 1:** The School of Nursing will continue to develop and maintain high quality graduate and undergraduate curricula that are sensitive to health care needs of the multicultural society.

* 1. Collect data related to program effectiveness annually
	2. Recruit and retain qualified nursing faculty
	3. Participate in educational consortium agreements
	4. Incorporate innovative technology into the curriculum

Rationale: The Profession of Nursing is in continual evolvement to determine the art and science background and skills necessary to provide caring to all persons throughout the lifespan.

**1. SP Goals # 1& 3:** Increase student learning: (DSU will ensure through high-quality programs that graduates are well prepared for successful careers, meaningful work in a global society, and engaged citizenship.) Assure high-quality, diverse, engaged faculty and staff: (Delta State will attract, retain, and support an engaged and highly-trained workforce.) **QEP Goal # 4:** Student engagement in free-flowing, multi-directional communication with faculty and other students will increase. Communication related to current performance and its relationship to long-term student achievement and academic career decisions will improve through the use of departmental review boards.

**2. Evaluation Procedures:**

Utilization of the comprehensive SON MPE which includes the *Community of Interest* (COI): 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 three year follow-up for graduates of both programs and survey form for the Advisory Council.

**3. Expected Results of the Evaluation:**

a. Undergraduate Program—Continued assessment of the curriculum with comparison to national trends and COI needs and revise as necessary.

b. Graduate Program—Continued assessment of the curriculum with comparison to national trends and societal needs. Accreditation standards and guidelines reviewed and compared to SON curriculum and revisions made

**4. Expected Use of Evaluation Results:**

a. Undergraduate and Graduate Programs

Details will be documented in nursing standing committee annual reports and the MPE.

B. **Goal # 2:** The School of Nursing will maintain/increase enrollment and graduation rates.

* 1. Enhance marketing and recruitment plan
	2. Continue with and refine as needed, the student retention plan
	3. Enhance physical learning environment
	4. Evaluate and maintain current support resources

Rationale: Use of distance learning technology will enable the SON to have an impact on learning that stretches beyond the traditional classroom with walls and will help ensure we maintain a competitive marketing edge with other state nursing programs.

1. **Institutional Goal(s) supported by this goal:**

**SP Goal # 2:** Develop an engaged, diverse, high-quality student population: (Delta State will attract, retain, and graduate an engaged and success-oriented student population.) **QEP Goal # 2:** DSU will increase the use of technology and web-based communication in classroom activities and assignments.

**2. Evaluation Procedures:**

Feedback through the comprehensive SON MPE--in particular: student course evaluations and enrollment data.

**3. Anticipated Results of Evaluation:**

1. On-line efforts will continue as appropriate for course learning activities.

2. Maintained/increased enrollment in BSN and MSN programs

 **4. Expected use of Evaluation Results:**

 1. Continue with online strategies and seek continued feedback.

2. Continue to seek grant funding (Delta Health Alliance grant and Delta AHEC) to increase student and faculty numbers, student retention, and facility expansion funding. Plan to continue to explore alternate sources of funding for faculty positions to maintain mandated accreditation agency faculty student FNP ratios while maintaining/increasing admissions.

C. **Goal # 3:** The School of Nursing will continue to maintain community support.

a. Maintain active participation with the community of interest (COI)

1. Maintain relationships with all donors
2. **Institutional Goal(s) supported by this goal:**

**SP Goal # 4&5:** Enhance institutional effectiveness: (DSU will improve and communicate effectively its financial, physical, and resource capacities, demonstrating efficiencies in programs and services.) Improve the quality of life for all constituents: (Improving its image and impact, DSU will increase and enhance outreach, service, and partnership initiatives, in the region and beyond.) **QEP Goal # \_\_:**

**2. Evaluation Procedures:**

Use of the comprehensive SON Master Plan for Evaluation. Evaluation forms for students: course, course instructor, clinical instructor, preceptor clinical; end of program satisfaction, employer satisfaction, one and three year follow-up for graduates, survey from for the Advisory Council. Continue with evaluation of grant funded Student Navigator position.

**3. Expected Results of Evaluation:**

Retention of MSN students of at least 80%. Students will continue to submit favorable evaluations with Student Navigator services and with on-line programs of study.

 **4. Anticipated Use of Evaluation Results:**

Continue with on-line strategies as appropriate. Explore innovative (and traditional) solutions to expanding faculty numbers and the physical building (expansion of classrooms 129 & 130 were completed summer 2008, expansion/addition of the clinical/simulation lab was completed spring 2009, New 50 station computer lab completed spring 2010, and three additional classrooms and additional faculty office space construction was started December 16, 2010). Continue to incorporate classrooms without walls. Explore use of streaming video for online delivery of class lecture as server space allows. Prepare faculty to utilize simulation mannequins more full. All three (3) classrooms are ‘smart’ classrooms (Rooms 101, 129, 130). Recruitment efforts will image both the budget situation and nontraditional funding sources to support increasing faculty and student numbers and the physical plant (classrooms).

D. **Goal # 4:** The School of Nursing will strive to increase university outreach, service, and partnership initiatives to benefit the citizens of the region.

* 1. Support evidence-based research initiatives to improve healthcare in the Delta region
	2. Participate in service-learning activities
	3. Provide continuing education initiatives
	4. Seek funding partnerships

Rationale: National accreditation requires faculty practice, particularly for nurse practitioners. The plan would insure that faculty maintain competence and provide an opportunity for university and community service. Educators and practitioners would have an additional avenue to maintain their skills and provide for students learning. Faculty practice also offers opportunities for health care related research. In addition, the profession of nursing recognizes the doctorate as the terminal degree. With the master’s program, doctoral prepared faculty members are needed which will fulfill the SACS guidelines that the majority of graduate faculty are to have the terminal degree in their field.

1. **Institutional Goal(s) supported by this goal:**

**SP Goals # 4&5:** Enhance institutional effectiveness: (DSU will improve and communicate effectively its financial, physical, and resource capacities, demonstrating efficiencies in programs and services.) Improve the quality of life for all constituents: (Improving its image and impact, DSU will increase and enhance outreach, service, and partnership initiatives, in the region and beyond). **QEP Goal # 3:** DSU students will gain knowledge and practice in a variety of communication skills by having these skills reinforced in all courses.

1. **Evaluation Procedures:**

Faculty educational plans, annual evaluations (including merit evaluations), productivity, professional portfolios, survey by Faculty Development Committee, faculty benchmark aggregate data as reported in MPE (Appendix D).

1. **Expected Results of Evaluation:**

The Faculty Development Committee will continue to offer continuing education opportunities for nursing faculty that meets MS IHL requirements of at least 10 contact hours annually. In addition, CE6 template implementation will continue with assistance from the TLC Faculty Institutes. The COAP will continue to screen applicants for potential new faculty members. Faculty members will continue to be encouraged to pursue a doctoral degree in nursing as the advent of the Doctor of Nursing Practice (DNP) programs offers another opportunity for nursing faculty to obtain an additional advanced/terminal degree in their discipline. All faculty members will continue to be evaluated according to the DSU merit document.

1. **Anticipated use of Evaluation Results:**
2. Continue to support faculty as appropriate to accommodate their IHL requirements and personal professional coursework while maintaining excellence in program provisions for the SON.

**E. Goal #5: Support and enhance the research base of the faculty members to improve health care in the Delta region and the state of Mississippi. [SON Priority #2]**

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

 **1. Institutional Goal(s) supported by this goal:**

**SP Goals # 3&5:** Assure high-quality, diverse, engaged faculty and staff: (Delta State will attract, retain, and support an engaged and highly-trained workforce.) Improving the quality of life for all constituents: (Improving its image and impact, DSU will increase and enhance outreach, service, and partnership initiatives, in the region and beyond.). **QEP Goal # \_\_:**

**2. Evaluation Procedure(s):**

Faculty portfolio, curriculum vitae, faculty practice documents, annual and merit evaluations, communication from faculty, reports to the Faculty Organization Meetings, Faculty benchmark reports in MPE.

**3. Expected Results of Evaluation:**

Each faculty member will continue to engage in appropriate scholarly activities (peer reviewed professional presentations or publications) as documented in faculty benchmark reports, or will submit a written plan with specific annual goals and a status report on accomplishment of such goals for the previous year. Faculty members will have opportunities to participate in submitting results for publication and/or presentation. Faculty members will continue to document faculty practice in faculty benchmark reports.

1. **Anticipated Use of Evaluation Results:**

The outcomes of scholarly productivity will justify the time and revenue support that assist faculty to accomplish career goals and enhance classroom and clinical teaching. They will also promote the University's mission and excellent reputation. All faculty members (instructors and faculty on the tenure track) will continue to incorporate scholarly activities as a focus of the requirements of University faculty (teaching, service, & scholarship). Regular faculty practice will continue to ensure competent and knowledgeable nursing faculty members.

**F. Goal #6:** 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 do 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 at various campus and community events, including the annual Delta Health & Wellness Day.

 **1. Institutional Goal(s) supported by this goal:**

**SP Goal # 5:** Improve the quality of life for all constituents: (Improving its image and impact, DSU will increase and enhance outreach, service, and partnership initiatives, in the region and beyond.) **QEP Goal # \_\_\_:**

**2. Evaluation procedures:**

Students, faculty and staff members will continue participate in blood pressure checks, health teaching and recruitment at the DSU Benefits Fair, the Rice Luncheon, Octoberfest, Crossties and at multiple other events that are documented by faculty and the SON resource assistant. MSN Students will continue to conduct community health fairs and will also continue to be assigned to activity areas at the Delta Health & Wellness Day. A needs assessment will continue to be completed. Blood pressures will be checked in the fall and spring semesters and documented on a form developed for that purpose. In addition, specific months will continue to focus on selected health issues (i.e., October is Breast-Cancer Awareness Month). 1 & 3 year follow-up and employer and advisory council data helps to track graduate locations.

1. **Expected Results of Evaluation:**

Students, faculty and staff members will continue to participate in health/recruitment events during 2011. The University and regional community will continue to provide positive responses for the activities and information. Recipients of this health assessment and information will be able to make informed decisions regarding further health care needs.

1. **Anticipated Use of Evaluation Results:**

Based upon feedback, additional health information will be provided. Additional assessments will also be considered and implemented when feasible. Communication will continue to be facilitated through the use of the *Pulse (*the biannual SON newsletter)*, Post It Notes*, the DSU e-news flyer, and the individual information centers in departments and through campus e-mail. Graduates working in the Delta will continue to serve as an excellent recruitment avenue for future classes.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| A. **Goal**  | **Institutional Goal**  | **Baseline** **(AY 2007-08)** | **Year 1****(08-09)** | **Year 2****(09-10)** | **Year 3****(10-11)** | **Year 4****(11-12)** | **Year 5****(12-13)** | **Year 6** **(13-14)** |
| A. to increase numberof RN-BSN majors 20% in 5 years | SP 2  | 15 | 11 | 18 |  |  |  |  |
| B. to double the size of the simulation /skills laboratory (with 5 additional stations) | SP 1 | Current skills lab has 5 stations | Skills lab expansion underway-projected completion projected for August 2009. | Simulation/skills lab complete with a total of 09 stations as compared to 05. |  |  |  |  |
| C. to increase the percentage of DSU nursing faculty receiving NLN nurse educator certification by 20% | SP 1 | DSU SON currently has one (1) Certified Nurse Educator (CNE) | One (1) additional SON faculty member attained CNE certification in 2008 for a total of two (2) CNE certified nursing faculty members.  | No nursing faculty members took the CNE exam during 2009-2010. |  |  |  |  |

1. **Data and 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 multicultural society as either a generalist at the Baccalaureate level or in an advanced practice role at the Master’s level. The program will prepare graduates to pursue advanced study. Revised 02/16/09…last Reviewed 05/03/10 |
|  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 nurturing, skillful act of being with another to promote optimum health and derives its mission from societal needs.Society is the organizing framework composed of family, group, and community that is governed by morals, ethics and laws. We believe that each person is a unique individual who possesses the right to informed choices in the attainment of health care services.Health is a dynamic state of being influenced by spiritual, cultural, psychological, physical and societal components, which interact with the environment. State of health is influenced by perceptions of the client and society. Nursing seeks to facilitate the health status of the client through interacting with client systems, assisting in the movement toward an optimum level of functioning or peaceful death. Revised 5/14/07……last Reviewed 05/03/10  |

|  |
| --- |
|  Table IIC: **Outcomes** for the **BSN** Program (2010) |
| 1. Apply nursing, natural, and behavioral science concepts to the practice of nursing.
2. Utilize the nursing process and standards of care to deliver safe, comprehensive nursing care in a collaborative environment.
3. Practice as a self-directed nursing leader who is accountable to self, society, and the evolving nursing profession.
4. Utilize research in the delivery of health care.
5. Advocate for improvement in healthcare through participation in professional and political processes.
6. Provide individualized nursing care that focuses on health promotion and disease and injury prevention.
7. Apply information and patient care technology to improve healthcare delivery from an interdisciplinary approach.
 |

|  |
| --- |
|  Table IID: **Outcomes** for the **MSN** Program (2010) |
| 1. Incorporate theories and research in the development and implementation of evidence based practice.
2. Incorporate information technology in the enhancement of health care.
3. Apply principles of leadership to promote effective change in the healthcare delivery system.
4. Demonstrate competency in practice through advanced nursing knowledge and skills.
5. Demonstrate an appreciation of human diversity in the delivery of appropriate, individualized health care.
 |

**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, and the Commission on Collegiate Nursing Education (CCNE). CCNE is the only accrediting body devoted exclusively to the evaluation of baccalaureate and graduate degree programs in nursing. Currently more than 850 baccalaureate and master’s degree programs in nursing (78%) are accredited by CCNE (<http://www.aacn.nche.edu/accreditation/pdf/CCNEHistory.pdf>, 2009). The last CCNE and IHL accreditation visits for the whole program was October 2010. Both BSN and MSN programs received full accreditation for the maximum of ten years with the next reaccreditation visit projected for 2020.

**Structure & Governance**

The organizational structure of the School consists of the Dean, the Chair of Academic Programs (COAP), the Faculty; and the Staff (see Figure 1). The chain of command follows from the Dean to the Provost/Vice-President for Academic Affairs, the President, and then to the Mississippi State Board of Institutions of Higher Learning (IHL).

The Dean chairs the Faculty Organization meetings, which is comprised of the total faculty. The COAP co-chairs the Faculty Organization meeting and is Ex Officio of the three faculty standing committees; Faculty Development, Student Affairs, and Program Effectiveness (see Figure 2). Activities in curriculum, admissions, and resources are functions of all the faculty members (undergraduate and graduate). A nurse practitioner faculty member with a doctoral degree is named the nurse practitioner director in keeping with national guidelines. This faculty member oversees all curriculum matters and is liaison to the COAP. The correlation between the SON's governance structure and DSU Key Performance Areas are shown in Table IIE. President John M. Hilpert, the University’s Seventh President (September 2003) identified eleven guiding principles. The third column demonstrates the SON’s correlation with the new President’s directives. 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. 2010 annual standing committee reports are presented at the end of the fall semester (Appendix E).



**Figure 2**

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

**BOARD OF TRUSTEES**

**INSTITUTIONS OF HIGHER LEARNING**

**PRESIDENT**

Provost and Vice President for Academic Affairs

to the President

School of Nursing Faculty Organization

 **Dean**

Standing Committees

**COAP**

Faculty Development

Student Affairs

Program Effectiveness

Undergraduate Program

Graduate Program

Program

**COAP**

Undergraduate\*

BSN & RN-BSN

Graduate\*

Administrator, Educator & Practitioner\*\*

(\*Curriculum, Resource Admissions)

(\*\*FNP Track Director oversees all NP curricular matters)

\_\_\_\_\_\_\_ Lines of Authority

 \_ \_ \_ \_ \_ Working Interaction

Comparative Data (enrollment, CHP, majors, graduation rates, etc):

**Comparative Data (enrollment, CHP, majors, graduation rates, etc):**

|  |
| --- |
| **ENROLLMENT BY MAJOR** |
|   | **Spring 2008** |  | **Summer 2008** |  | **Fall 2008** |
| **UG** | **GR** | **UG** | **GR** | **UG** | **GR** |
| **Nursing** | **117** | **79** | **73** | **23** | **194** | **51** |
|  |  |  |
|  |  |  |
|  |
| **ENROLLMENT BY MAJOR** |
|   | **Spring 2009** |  | **Summer 2009** |  | **Fall 2009** |
| **UG** | **GR** |  | **UG** | **GR** | **UG** | **GR** |
| **Nursing** | **183** | **55** | **14** | **15** | **105** | **46** |
|  |  |
|

|  |
| --- |
| **ENROLLMENT BY MAJOR** |
|   | **Spring 2010** |  | **Summer 2010** |  | **Fall 2010** |
| **UG** | **GR** | **UG** | **GR** | **UG** | **GR** |
| **Nursing** | **99** | **52** | **29** | **6** | **1322** | **544** |

 |
|  |

|  |
| --- |
| **CREDIT HOUR PRODUCTION** |
|    | **Spring 2008** |  | **Summer 2008** |  | **Fall 2008** |
| **UG** | **GR** | **UG** | **GR** | **UG** | **G** |
| **NUR** | **887** | **689** | **301** | **72** | **821** | **494** |
| **CREDIT HOUR PRODUCTION** |
|    | **Spring 2009** |  | **Summer 2009** |  | **Fall 2009** |
| **UG** | **GR** | **UG** | **GR** | **UG** | **G** |
| **NUR** | **835** | **431** | **270** | **98** | **1175** | **477** |
| **CREDIT HOUR PRODUCTION** |
|    | **Spring 2010** |  | **Summer 2010** |  | **Fall 2010** |
| **UG** | **GR** | **UG** | **GR** | **UG** | **G** |
| **NUR** | **1138** | **552** | **217** | **94** | **1322** | **695** |

**2010 Nursing Graduates**

**Nursing**

**BSN 52**

**MSN 13**

**Total 65**

|  **Graduation Rates** |
| --- |
| Program Graduates  |  (admitted/graduated) |
| BSN (2005)BSN (2006)BSN (2007)BSN (2008)BSN (2009)BSN (2010) | 86% (34/28)80% (39/31)94% (54/51)93% (58/54)92% (47/4393% (56/52) |
| MSN (2005)MSN (2006)MSN (2007)MSN (2008)MSN (2009)MSN (2010) | 100% (10/10)100% (24/24)100% (17/17)100% (30/30)100% (33/33)100% (13/13) |

Diversity Compliance Initiatives and Progress:

**PLAN OF COMPLIANCE**

1. Describe the special efforts made in 2010 to employ, train, and promote members of “other races.”\* (The term “other race” is defined as indicated within the footnote below.)

The **School of Nursing** had a composite of 14 full-time faculty members in spring and fall 2010 Three (3) of the full-time faculty (21%) in 2010 were African-American. In addition, the SON part-time staff member the “Student Navigator” is also African American (staff = 25% minority). Recruitment efforts continue to target a national pool with specific online advertisements to Minority Nurse, an AACN list serve of deans of school of nursing in liberal arts and small colleges and universities and the National Student Nurses’ Association broadcast email for faculty positions. Approximately 24% (n = 12) of the School of Nursing’s Advisory Council members (N = 50) are African-American.

1. Describe faculty exchange arrangement between “other race” institutions and indicate the number of faculty members involved.

There were no faculty exchange arrangements during 2010.

1. Describe the special efforts made to assist incumbent “other race” personnel to upgrade credentials for promotions to higher ranked positions. Indicate the number of employees involved.

One African American faculty member completed a Doctor of Nursing Practice (DNP) program at the University of Alabama at Birmingham (UAB). Another is on track to graduate from UAB with a DNP May 2011. Both were assisted with tuition, books and fees via reimbursement.

1. Identify distinguished professorships of “other race” personnel brought to the campus in 2010.

John Darnell, (Hernando, MS) presented a workshop titled “Survival Spanish in Health Care” fall, 2010. This was a repeat performance for every year since 2004. The School of Nursing plans to have this continuing education workshop at the RESSON.

1. Describe the cooperative programs involving both faculty and students between “other race” institutions and indicate the number of persons involved.

Mississippi Valley State University –Continues as a partner in the Delta Health Alliance. The SON is available to participate in recruitment and health care spots during their career days.

The School of Nursing houses and directs the Delta Area Health Education Center (director is Shelby Polk, nursing faculty), which is working to network the multiple agencies existing to serve the predominant needs of the Delta experienced by the poor, the indigent, and the minority races. The School of Nursing received grant funding from the DHA for “Team Sugar Free” presentations during 2010 (six Bolivar County elementary schools) and summer 2010 (Rock Your Health Kids Kollege and KNEC).

In addition, the Dean of the School of Nursing serves on the advisory (CRAFT) board of the Cleveland School District Allied Health Program. The School of Nursing has donated books to the Allied Health Program, assisted with fund raising ideas and the DSU Student Nurse Association has initiated “adopting” the Allied Health Program by partnering members with Allied Health students.

1. Identify new programs approved in 2010 which will have potential of attracting “other race” students and faculty members.

The SON Delta Health Alliance project to increase numbers of nurses in the Delta has continued to place the SON in the community spotlight. The SON is active in regional Health Fairs and summer camps (Rock Your Health with Kids Kollege and KNEC) combined with recruitment efforts and special events that target youth/new DSU college students for future nursing careers. These efforts have met with great success.

Rock Your Health Kids Kollege (June 7-11, 2010) had 18 attendees with 67% white and 33% other ethnicities (6 African American.

1. Identify and describe efforts and accomplishments in strengthening existing programs and thereby attracting “other race” students and faculty members.

BSN – Continue with SUPPORT, SMART and READY projects to help prepare students to be successful in nursing school. Continue with a part-time admission option for at-risk students. Continue with the support lab and director position (Student Navigator) to assist students with successful resolution of both personal and academic issues. Initiate an Enrichment Specialist (grant funded) to assist identified nursing students with challenges on national standardized nursing exams.

RN-BSN – 2010 enrollment increased in the RN-BSN program (25 compared to 11-15 in previous years). The online classes with on-campus meetings in Greenville and Clarksdale have increased the opportunities for AD-RN nurses to advance up the professional career ladder. Historically the associate degree programs have a higher percentage of minority students, thus DSU SON recruitment in this pool has increased minority nurses with a baccalaureate degree. Plans for 2011 are to continue recruitment efforts to maintain/increase admissions to this program for future cohorts with at least 20 RN-BSN students.

MSN – The Robert E. Smith SON offers the only BSN and MSN programs in the Delta region thus affording minorities the opportunity for regional access to graduate nursing education.

\* Since the majority of Delta State University’s faculty, staff and students are classified as “White,” the term “other race,” as used above, is to be defined as including those individuals classified by the U.S. Census Bureau as American Indian, Alaskan Native, Asian, Black or African American, Native Hawaiian, or other Pacific Islander.

Economic Development initiatives and/or impact:

School of Nursing

Forty-six (46) students successfully completed the Bachelor of Science in nursing program in 2010. Currently, 93% (43/46) of these students are employed within the state. These graduates are employed in various health care agencies, ranging from inpatient hospital care to community home health. All of the graduates were employed immediately after graduation and are receiving a salary of approximately $56,635/year per graduate ($2,435,305.00 in total wages from the health care industry).

Approximately 450 undergraduate students at the University have selected a pre-nursing plan of study to prepare for admission into the generic nursing program. Intensive and extensive recruitment efforts have been launched by the School and throughout the nation. Schools of Nursing continue to turn away thousands of qualified nursing applicants. According to AACN's report on [*2010-2011 Enrollment and Graduations in Baccalaureate and Graduate Programs in Nursing*](http://www.aacn.nche.edu/IDS/index.htm), U.S. nursing schools turned away 67,563 qualified applicants to baccalaureate and graduate nursing programs in 2010 due to an insufficient number of faculty, clinical sites, classroom space, clinical preceptors, and budget constraints. Three-fifths (62%) of the nursing schools responding to the 2010 survey pointed to faculty shortages as a reason for not accepting all qualified applicants into nursing programs. The spring 2010 applicant pool for the DSU SON pre-licensure BSN program was comparable to the numbers for Spring 2009 (approximately 70 applicants with 44 qualified applicants; 44 qualified applicants were accepted to start the program of nursing fall 2010, 36 accepted admission and 32 actually started the program). The spring 2010 applicant pool for the RN-BSN program included 25 qualified applicants, 21 were accepted to start the program of nursing summer 2010, and 18 actually started the program. For the MSN program, there were 28 students qualified to start the program of nursing (also fall 2010), 22 were accepted, and 20 actually started the program.

The School’s mission and strategic plan supports the University’s mission and goals. The School contributes to the economic and health status in the Delta region and the state of Mississippi. The need for baccalaureate nurses at the professional entry level in an increasingly complex health care system is well substantiated. In addition, employers are starting to require that RNs in management positions obtain a BSN degree or risk demotion or job loss. The Delta State University nursing graduates are in demand at the local, state, regional, and national levels.

The Master of Science in Nursing (MSN) program had thirteen (13) students to graduate in May 2010. There were also 65 non-degree seeking students enrolled in prerequisite MSN courses spring 2010. The estimated salary for Master’s Prepared Nurses (all options) is $84,183/year. For the 2010 graduates this would approximate to $1,094,379.00 generated in annual wages.

Fall 2010 MSN enrollment consisted of 44 Nurse Practitioner students, three (3) Nurse Educators, nine (9) Nurse Administrators, and 22 Non-degree seeking students. The nursing profession provides a rich resource, Delta State nursing graduates, to the people of Mississippi. Nurses are essential contributors to health care in an increasingly complex system. Economically, this educational investment will have a long-term proactive impact in the Delta. These graduates are prepared to work in a variety of settings with clients of cultural diversity. Baccalaureate nurses are prepared as generalists. Master’s prepared nurses are educated to work as administrator, educators, or practitioners. Among the many roles, Delta State graduates are prepared to function in community health agencies where family planning, health promotion, and disease prevention services, including immunizations, are provided to the public.

When health care is remote or too costly, the morbidity of chronic and acute diseases will continue to be ever present in increasing statistics, thus an excess of state dollars will continue to go to Medicaid and Welfare payments. Healthy Mississippians who are employable are contributors to the overall economic infrastructure and promote the interests of our state.

**ONE‑YEAR ECONOMIC DEVELOPMENT PLAN (July 1, 2010-June 30, 2011)**

The School of Nursing plans to:

* Increase enrollment for both undergraduate and graduate programs.
* Maintain online and off-campus (Greenville [GHEC] and Clarksdale [CCHEC]) access for RN-BSN program
* Maintain online access for MSN and explore feasibility of off-campus class meetings (Greenville [GHEC and Clarksdale (CCHEC).
* Take the first steps for IHL approval of a DNP program at the RESSON
* Seek external funding to assist in easing budget constraints.

**FIVE‑YEAR ECONOMIC DEVELOPMENT PLAN** (**July 1, 2008- June 30, 2013)**

The School of Nursing plans to:

* Increase BSN enrollment by admitting students each regular term and per limitations set by IHL standard.
* Continue to seek external funding for more facility expansion (three additional classrooms and additional faculty offices) and additional faculty members to accommodate future increased enrollment.
* Promote graduates to work within the Delta region: scholarships/incentives.
* Continue the process for IHL approval for a DNP program at DSU and obtain approval from SACS for first class admission summer 2012 or summer 2013.
* Move to doctoral prepared faculty and increase grant/external funds to enhance the advancement of nursing science.

 The anticipated research productivity will provide economic gain to the state through Delta State and through the outcomes of nursing research on health care changes particularly in the areas of rural healthcare access and delivery.

Grants, Contracts, Partnerships, Other Accomplishments:

**Grants:**

 Bingham, V. (2010). HRSA Graduate Nurse Traineeship Grant. Submitted November, 2010. Funded ($23,072.00).

Carlson, L. (2010). Delta Health Alliance Project 9 “Addressing the Nursing Shortage in the Yazoo-Mississippi Delta.” Funded ($2,200,000).

Carlson, L. (2010). Delta Health Alliance “Beacon BLUES Electronic Medical Records.” Funded ($29,245.00).

Carlson, L. (2010). MECSAPN MSN Consortium Grant. Funded ($62,000).

Carlson, L. (2010). HRSA HCOF Construction Grant. Funded ($742,500.00).

Polk, S. (2009). Delta Health Alliance/Delta AHEC/Delta State University “Team Sugar Free 2”, Funded ($20,000.00).

Polk, S. (2010). Delta AHEC $71,955.00

Service Leaning Data (List of Projects, number of students involved, total service learning hours, accomplishments, etc):

The RESSON had no service learning hours that met a strict definition of the same. However, RESSON faculty, staff and students did log 31,373.5 clinical and volunteer hours for AY 2010.. According to the website <http://www.independentsector.org/programs/research/volunteer_time.html>, volunteer hours during FY 2010 were worth $20.85/hr. This translates to $654,137.48 in added value to DSU, Cleveland and the Delta region.

Strategic Plan Data on faculty professional development, scholarly contributions and number of service activities:

**2010 RESSON Faculty Benchmark Analysis**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | DESCRIPTION | MET | NOT MET | COMMENT | RECOMMENDATION |
| 1 | 100% of nursing faculty will attain at least 10 CE units annually | X100% |  | * 14/14 faculty met or exceeded 10 contact hours during 2010
* Total contact hours = 350.76
* Average contact hours per faculty = 25.05
 | 1. 100% of nursing faculty will attain a minimum of 10 contact hours (IHL standard)
 |
| 2 | 80% of nursing faculty will attain a mean score of 3.0 or above on all faculty/course/clinical evaluations each semester |  | X71.42% | * 10/14 faculty met or exceeded 3.0 on all faculty/course/clinical evaluations during spring, summer, fall semesters in 2010
 | 1. Clarify whether evaluations are DSU or RESSON
* Recommendation: All faculty report on RESSON evaluations
 |
| 3 | 40% of nursing faculty will incorporate simulation activities into the Clinical/Practicum courses in which they teach | X71.42% |  | * 10/14 faculty incorporated simulation activities into one or more clinical/practicum courses in which they teach
 | 1. Clarify: Did faculty conduct the activity or just taught in the course where simulation was incorporated?
* Recommendation: Include on the benchmark only if faculty assisted with/conducted the activity during their assigned section of the course
 |
| 4 | 40% of nursing faculty will present research findings at conferences at the state, regional, or national level |  | X35.71% | * 5/14 faculty presented during 2010
* 1 International
* 5 National
* 4 Regional
* 3 State
 | 1. Clarify: Presentations type - research findings, peer-reviewed, etc.
* Recommendation: Reword benchmark based on DSU tenure policy
* Identify type of presentations in benchmark – poster, oral, etc.
* Clarify: If faculty present at non-peer reviewed events where does this go in the portfolio and annual evaluation?
 |
| 5 | 10% of faculty will submit or be published in a peer reviewed journal/book as an author, reviewer, or editor |  | X0% | * 1/14 faculty was published in a non-peer reviewed journal
 | 1. Clarify: Base this benchmark from tenure policy also. Does submitting for publication count as scholarship or does the article have to be published?
2. Clarify: If faculty publish in a non-peer reviewed journal/book/etc where does this go in the portfolio and annual evaluation?
 |
| 6 | 10% of nursing faculty will submit a grant or serve as a grant reviewer | X28.57% |  | * 4/14 faculty submitted or was awarded a grant and/or was a grant reviewer
* 6 grants submitted
* 5 grants awarded for a total of $159,551
* 2 grants reviewed
 | 1. Clarify: If a grant is submitted but not awarded does this meet the benchmark?
2. Clarify: What is considered a grant review? Does it have to be peer-reviewed?
 |
| 7 | 60% of faculty will participate in community services | X78.57% |  | * 11/14 faculty participated in community services during 2010
* Faculty participated in a total of 45 events during 2010
 |  |
| 8 | 60% of faculty will engage in faculty practice to maintain nursing competency | X71.42% |  | * 10/14 faculty engaged in practice during 2010
 | 1. Clarify: Does faculty have to report total hours practiced during the year? How much practice maintains competency?
* NPs are required to practice a minimum of 1500 hours during the 5 year certification period (minimum 300 hrs/year or 6 hours/week)
 |

Committees reporting to unit (Committee records archived in the Dean’s office):

 Nursing Faculty Organization Committee

**V.** **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 members have been recognized this past year with noteworthy activities and accomplishments.

| **Table VA: 2010 Full-Time, Part-Time, & Adjunct Faculty Members & Staff Roster** |
| --- |
| **Full-Time Faculty**Lizabeth L. Carlson, DNS, RNC1 Dean & Professor, TenuredDebra F. Allen, MSN, RN ..InstructorVicki L. Bingham, PhD, RN Chair of Academic Programs, Associate Professor, TenuredLacey Blessitt, MSN, RN ………………………………………………………………………InstructorJeni Bond, MSN, RN……………………………………………………………………………InstructorCarie Caesar, MSN, RN………………………………………………………………………...InstructorCatherine Hays, EdD, RN…….............…....................... Associate Professor, TenuredAddie Herrod, MSN, RN, BC…………………………………………………………………..InstructorMonica Jones, DNP(c), RN, BC………………………………………………………………..InstructorDonna Koestler, MSN, RN…………………………………………………………………….InstructorShelby Polk DNP, RN, BC……………………………………………………….….Assistant ProfessorMichelle Tippitt, MSN, RN, BC………………………………………………………………..Instructor D. Louise Seals, EdD, RN, CNE Associate Professor, TenuredBetty Sylvest, DNS, RN, CNE……………………………………………………....Associate ProfessorCarleen Thompson, DNP, RN, BC ……………………………………………….…Assistant Professor |
| **Adjunct Faculty**Jean Grantham, MSN, RN, BC…………………………………………………………………Instructor |
| **Full-Time Staff**Carla Lewis Secretary to the DeanJudy Haney Secretary to the FacultyCheryl Oleis …Resource AssistantDeidra Byas…………………………………………………………………………....Student Navigator |

Noteworthy activities and accomplishments:

**Student Accomplishments:**

SNA Student members we*re* active in many service projects this year for which they received the MASN Awards for Most Community Projects, 38 in all, and for the Best Community Project, “Komen on the Green”. Rebecca Mobley served as DSU SNA President 2010-2011. One DSU Students were elected to the Mississippi Student Nurses Association Board: Carla Neely- Nominations and Elections Committee, North Representative.

DSU SNA were honored to receive the MASN Student Nurse of the Year: Teresa Haynes ; MASN Dean of the Year: Lizabeth Carlson and MASN Faculty Advisor of the Year: Debra Allen.

SNA ran a healthy living kid’s zone for are 4th graders as part of the Delta Health and Wellness day, took BPs at the Rice Luncheon and provided a first aid station for the Pig pickin and Homecoming DSU Football games as well as the Crossties Festival. They participated in monthly health education display in DSU library with handouts. SNA worked with the B.E.E.P. Program during October breast health awareness blitz including “Komen on the Green”. Members collected coke can tops for the Ronald McDonald House at St. Jude and collected cans for recycling and sold them for fundraising monies. They also collected coats and blankets for the needy, sent two boxes to GIs in Operation Shoebox and sent 7 children Christmas boxes for Operation Christmas child.
They collected Art Supplies for the Sunshine House, Bingo gifts and prizes for the “Reflections” Adult Day Care project at Delta Regional Medical Center and they collected Preemie clothes for the NICU at DRMC.

Nine DSU Students attended the 2010 NSNA National Convention in Orlando, Fl and participated in the organization as delegates, presented a poster on “Contracting”, made donations for the silent auction and sold t-shirts.

Faculty Accomplishments:

**Debra Allen**

Professional Organizations

MNA District #21 Executive Committee

MNA District #21 Delegate to Convention

MNA Legislative Affairs Committee 2007-2011
MNA Nominations Committee Chair 2010-2011

Mississippi Nurses Foundation –Nightingale Awards Committee

Mississippi Nurses Foundation –Centennial Celebration Committee

Sigma Theta Tau International, Honor Society of Nursing, Pi Xi Chapter, President for 2009-2011, re-elected 2011-2013

National League of Nursing, member

OAK, Leadership Honor Society, member

University Involvement

Faculty Senate Proxy, 2007-2011, elected Senator for 2011-2013

Delta Health and Wellness Committee, 2008-2010

DSU Wellness Committee, 2009-2010

Distance Learning Committee, 2008-2010

GST Instructor, 2000-2011

Healthy Campus/Community Initiative Steering Committee 2009-present
GST 100 Redesign Taskforce 2009-2010
Diabetic Planning Initiative, 2010
Online Evaluation Taskforce 2010
Merit Pay Appeals Committee, 2010-2012
General Education Committee, 2010-2011

Awards

 MASN Faculty Advisor of the Year
Research & Scholarly Activities

Herron, L., Sylvest, B., Jones, M. M. & Allen, D.F. (2007) Student Mentoring Achieves Retention and Transition (S.M.A.R.T.) Poster Presentation at ROMEA Conference, Delta State University, October 2007 and at Region 8 Sigma Theta Tau, Birmingham, AL; October 2008 and Mosby’s Faculty Development Institute San Diego, CA, January ,2010.

Hayes, C., Andrews, K., Carter. S., Haynes, T., Newman, E. & Allen, D. (2010) Utilizing Contracting in Group Process with Baccalaureate and Master’s Students.

Poster Presentation at National Student Nursing Association Convention, Orlando, FL, April 2010; Region 8 Sigma Theta Tau International Conference, Hattiesburg, MS, October 2010. American Association of Colleges of Nursing Baccalaureate Education conference: Reform and Innovation: The Charge for Baccalaureate Nursing Education, November, 2010

Green, J.; Rhymes, J.; Seals, D.; Allen, D.; Andrews, K.; Carter, S.; Dickerson, M.; Haynes, T.; Taylor, J. (2010) “Pace: people active in community education.” PSBHN Seed Grant. ($1,800.00).

McKnight, B., England, D. & Allen, D. (2010). “Pink Promise Project” for Delta Cotton Belles, LLC. Delta Health Alliance. ($30,000.00).
School of Nursing Activities

Student Affairs Committee, responsible for Scholarship and Newsletter

Student Nurses Association, Faculty Advisor

Community Activities

Junior Auxiliary of Greenville, associate member

Delta Cotton Belles, Grant Chairman
Advisory/Craft Committee for the Cleveland Career Development and Technology Center, 2008-present

Delta Health and Wellness Day Committee member and Kid’s Corner Chair, 2007-present
DSU Student Nurses’ Association – 38 community service activities

**Vicki Bingham, PhD, RN**

University Service

Appointed to the DSU Faculty Grievance and Appeals policy committee

Became a member of the DSU Institutional Review Board (IRB) committee

Elected as Secretary to the Mississippi Council of Deans and Directors Board

Nominated as a member of the Mississippi Nurses Foundation Board

Elected Leadership Succession Chair for the PiXi Chapter of STII

Received access and training to fingerprint for Criminal Background Checks(CBC)

Received training in the following software: StudentMax Clinical Placement

All achieved a full 10 year accreditation status for BSN and MSN programs

Grants

HRSA Advanced Education Nursing Traineeship (AENT) grant for scholarship monies to graduate students in the amount of $575,600.00 [submitted December 22, 2010 & January 21, 2011 grant award pending].

Scholarly Activities

“S.U.P.P.O.R.T. – Support, Understanding Provided by Parents/Others Reality Training,” February 19, 2011 at the 25th Annual Conference of the Southern Nursing Research Society, Jacksonville, Florida.

**Lacey Blessitt**

Completed post-masters FNP program with 3.88 Graduate GPA

**Carie Cesare**

Successfully completed a trial run of a fully integrated on-line maternity-nursing course using WIMBA for the BSN students

**Jean Grantham**

President Elect of Mississippi Public Health Association 2011

**Catherine Hayes**

Successful nomination and selection of Lauren Boyd (graduate December 2010) for the Thad Cochran Congressional Fellowship

Publications and Scholarly Activities

 Presented at Sigma Theta Tau Regional Conference

 Presented at AACN National Conference

**Louise Seals**

Bullying Expertise

Expert reviewer for two data collection questionnaires for PhD candidates

Chair one MSN Project on Bullying in schools that have anti-bullying policies in place

Publications and Scholarly Activities

Poster Presentation at the American Psychiatric Nursing Association Convention in Lexington, KY, October 2010

Obtained ANCC Certification as Psychiatric Mental Health Nurse Practitioner in December 2010

Faculty Development

Completed 6 hours toward post master’s FNP certificate

University Service

Chair if University Tenure and Promotion Committee for 3rd time since receiving tenure at DSU

Chair RESSON Tenure and Promotion Committee

Other Professional Activities

Educational consultant for nursing staff at Solutions Mental Health Unit, Delta Regional Medical Center – Presented 3 educational programs for nursing and counseling staff on medications, documentation, and communication

**Carleen Thompson**

Presentations and other Scholarly Activities

Presented clinical project results on a hypertension education project with elderly African American Women at STTI PiXi chapter induction April 2010.

Professional Development

Earned DNS at UAB May 2010

Staff Accomplishments:

**Lizabeth Carlson**

Grants

 Carlson, L. (2010). Delta Health Alliance Project 9 “Addressing the Nursing Shortage in the Yazoo-Mississippi Delta.” Funded ($2,200,000).

Carlson, L. (2010). Delta Health Alliance “Beacon BLUES Electronic Medical Records.” Funded ($29,245.00).

Carlson, L. (2010). MECSAPN MSN Consortium Grant. Funded ($62,000).

Carlson, L. (2010). HRSA HCOF Construction Grant. Funded ($742,500.00).

Presentations and Other Scholarly Activities

Continues to be a Sentinel reader/research article rater for the MORE (McMaster Online Rating of Evidence) EBN (Evidence-Based Nursing) project, fall, 2006-present.

Service:

University

Academic Council member

Statewide Committees:

Vice Chair of the BHD Council of Mississippi Deans and Directors of Schools of Nursing, June, 2009-present

Member of the statewide nursing student retention committee 2009-present

Member of Research Committee of Mississippi Deans and Directors of Schools of Nursing, June, 2008-present

Vice President of Mississippi Nurses Association District 23, January 2007-present

National Service:

 State (Mississippi) Grassroots Liaison of AACN's Government Affairs Committee, August 1, 2007-present

Honors and Awards:

Mississippi Association of Student Nurses (MASN) “Dean of the Year” 2010-2011

Marquis Who’s Who of American Women (28th ed.), 2010-2011.

**Carla Lewis**

Honors and Awards

 Selected as Staff Member of the Month for November 2010

New position(s) requested, with justification:

 Director of the Delta AHEC requested. The Mississippi Area Health Education Center (MS AHEC) requires that a director be hired for each regional AHEC. The purpose for hiring a director for this MS AHEC grant funded position is to help with recruitment and retention of health care providers in the Mississippi Delta.

Recommended change of status:

 None

**VI. Degree Program Addition/Deletions and/or Major Curriculum Changes:**

 Changes made in the past year:

 National (CCNE) recommendations for accreditation fall 2010 (Appendix A).

 Recommended changes for the coming year(s):

 Submit documents required for IHL permission to plan a Doctor of Nursing Practice (DNP) program (due to IHL March 2011).