

**Graduate Program  
Outcomes  
Department of  
Nursing**

The Graduate Program in the Department of Nursing appreciates the time and work that the visitation team expended in preparing their periodic review. In response to the suggestions of the team, the Graduate Program has attempted to formulate outcomes and assessments that reflect our mission and the mission of the University.

The mission of the Department of Nursing at California State University, Fresno is to offer quality nursing education to undergraduate and graduate nursing students that prepares nurses with clinical decision-making skills based on theory and research. Additionally, the department seeks to establish an academic foundation for Advanced Practice Nursing and Doctoral preparation. As life-long learners, graduates are prepared for delivering quality health care to diverse populations across environments. Graduates will lead, supervise, delegate, manage, evaluate care outcomes, and demonstrate the ability to act as consumer advocates in promoting wellness and facilitating change.

The purpose of the Master of Science in Nursing program is to prepare nurses for advanced practice in the functional roles of primary care nurse practitioner, clinical nurse specialist, and nurse educator. Each graduate of the master's in nursing program must demonstrate advanced knowledge and skill in physical diagnosis, psychosocial assessment, and management of health-illness needs in complex client and community systems. The program provides a foundation for doctoral study in nursing.

The Mission Statement of the Department of Nursing is consistent with the California State University, Fresno Mission Statement and with the College of Health and Human Services Mission Statement. The curriculum supports the further development of critical thinking and the understanding of human and cultural diversity. There is a focus on the health problems and issues within the San Joaquin Valley. The program design fosters active learning through the use of clinical preceptors, case studies, and workshops. The Graduate Program strengthens University collaboration with many health care institutions and providers, and further strengthens the BSN program by providing an atmosphere of advanced practice nursing, clinical research, and scholarly inquiry. Undergraduate students are encouraged to participate in scholarly activities of the graduate program and to apply for advanced graduate study.

The Graduate Program Outcomes and curriculum are organized around the Nurse Practitioner Primary Care Competencies developed by the National Organization of Nurse Practitioner Faculties (NONPF) and the American Association of Colleges of Nursing (AACN). These competencies have been identified as necessary for safe and comprehensive practice as a nurse practitioner.

### **Program Objectives/Outcomes**

The program objectives provide the guideline for the development of each set of course objectives. Upon completion of the Nurse Practitioner Program, the graduate shall demonstrate:

1. comprehensive knowledge of common conditions encountered in the ambulatory care setting.
2. competency in the management of patient health/illness status
3. competency in establishing a therapeutic nurse/patient relationship and in the teaching and coaching function
4. competency in the professional role through the management and negotiation of health care delivery systems and by monitoring and ensuring the quality of health care practice
5. competency in providing culturally–sensitive care
6. critical thinking and diagnostic reasoning skills in clinical decision-making.

### **Assessment Activities:**

#### **Direct Measures of Student Learning**

1. Midterm and Final Examinations
2. Written Clinical Case Study Assignment
3. DxR online Clinician Case Studies
4. Objective Standardized Clinical Encounters
5. National Certifying Examination
6. Final Practicum Evaluation
7. Final Preceptor Evaluation of Student

#### **Indirect Measures of Student Learning**

8. Exit Evaluation
9. Alumni Evaluation
10. Employer Survey

Outcome	Assessment	Goal	Action/Result
<p>1. Graduates of the NP program will gain a comprehensive knowledge of common conditions encountered in the outpatient setting (NONPF &amp; AACN, 2002)</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Midterm and Final Examinations</li> <li><input type="checkbox"/> Clinical Case Study Assignment</li> <li><input type="checkbox"/> DxR online Clinician Case Studies</li> <li><input type="checkbox"/> Objective Structured Clinical Examination</li> <li><input type="checkbox"/> Final site visit during last semester of program (Practicum Evaluation Form, see attached): History taking, Physical examination, &amp; Assessment/diagnosis</li> <li><input type="checkbox"/> Preceptor evaluation during last semester of program (Preceptor Evaluation of Student, see attached) <ul style="list-style-type: none"> <li>~Knows basic pathophysiology &amp; course of disease</li> <li>~Demonstrates knowledge of differential diagnoses</li> <li>~Appropriate health care maintenance</li> </ul> </li> <li><input type="checkbox"/> Passage of AANP, ACNP, or PCNB National Certifying Examination</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> 100% of students attain grade of 80% or better on all examinations</li> <li><input type="checkbox"/> 100% of students receive grade of <math>\geq</math> 80%</li> <li><input type="checkbox"/> All students receive grade of <math>\geq</math>70%</li> <li><input type="checkbox"/> 100% of students receive grade of <math>\geq</math>80%</li> <li><input type="checkbox"/> 100% of students to demonstrate advanced, above average, or appropriate performance on these items</li> <li><input type="checkbox"/> 80% of students rated as consistently or often meeting these items</li> <li><input type="checkbox"/> 90% of students to pass national certifying exam on first attempt</li> </ul>	<p>Results are analyzed annually by the Graduate Nursing Curriculum Committee and presented to the faculty for interpretation and recommendations. The Graduate Coordinator receives a report of the certifying examination outcomes from the previous year. In the fall, decisions are made (if goals are not achieved) as to what strategies should be implemented to improve the outcome. Strategies to support maintenance or improvement are implemented the next academic year. The Employer Survey will be updated this year and sent out in early spring.</p> <p>Any student not meeting goals during the program will be remediated individually by didactic faculty or clinically in faculty practice.</p>

	<ul style="list-style-type: none"> <li><input type="checkbox"/> Elogs patient tracking system</li>   <li><input type="checkbox"/> Culminating experience</li>   <li><input type="checkbox"/> Exit Evaluation The program provided me with knowledge about common conditions encountered in the outpatient setting.</li>   <li><input type="checkbox"/> Alumni Evaluation The program provided me with knowledge about common conditions encountered in the outpatient setting.</li>   <li><input type="checkbox"/> Employer Survey ~Knows basic pathophysiology &amp; course of disease ~Demonstrates knowledge of differential diagnoses ~Appropriate health care maintenance</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> 100% of students will have at least 665 clinical hours with at the minimum 40 hours of experience in each of the following: pediatrics, obstetrics, and gynecology</li>   <li><input type="checkbox"/> 100% of students shall complete a comprehensive examination, thesis or project demonstrating comprehensive knowledge of a common condition</li>   <li><input type="checkbox"/> 80% or responses will fall in the neutral to strongly agree range for the item</li>   <li><input type="checkbox"/> 90% or responses will fall in the neutral to strongly agree range for the item</li>   <li><input type="checkbox"/> 90% of graduates rated as consistently or often meeting these items</li> </ul>	
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Outcome	Assessment	Goal	Action/results
<p>2. Graduates of the NP program will demonstrate competence in the management of patient health/illness status (NONPF &amp; AACN, 2002)</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Midterm and Final Examinations</li> <li><input type="checkbox"/> Clinical Case Study Assignment</li> <li><input type="checkbox"/> DxR online Clinician Case Studies</li> <li><input type="checkbox"/> Objective Structured Clinical Examination</li> <li><input type="checkbox"/> Final site visit during last semester of program ~Management Plan</li> <li><input type="checkbox"/> Preceptor evaluation during last semester of program ~Asks appropriate questions of patients ~Performs appropriate examination ~Assesses problems correctly ~Develops pertinent treatment plans ~Uses consultation effectively ~Demonstrates appropriate clinical judgment</li> <li><input type="checkbox"/> Passage of AANP, ACNP, or PCNB National Certifying Examination</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> 100% of students attain grade of 80% or better on all examinations</li> <li><input type="checkbox"/> 100% of students receive grade of <math>\geq</math> 80%</li> <li><input type="checkbox"/> All students receive grade of <math>\geq</math>70%</li> <li><input type="checkbox"/> 100% of students receive grade of <math>\geq</math>80%</li> <li><input type="checkbox"/> 100% of students demonstrate advanced, above average or appropriate Performance in these items on site visit evaluation</li> <li><input type="checkbox"/> 80% of students rated as consistently or often meeting these items</li> <li><input type="checkbox"/> 90% of students to pass national certifying examination on first attempt</li> </ul>	<p>as above</p>

	<ul style="list-style-type: none"> <li>□ Employer Survey (6 months after graduation) <ul style="list-style-type: none"> <li>~Asks appropriate questions of patients</li> <li>~Performs appropriate examination</li> <li>~Assesses problems correctly</li> <li>~Develops pertinent treatment plans</li> <li>~Uses consultation effectively</li> <li>~Demonstrates appropriate clinical judgment</li> </ul> </li>   <li>□ Exit evaluation <ul style="list-style-type: none"> <li>~The learning experiences in the program prepared me to develop appropriate management plans with measurable outcomes.</li>   <li>~The learning experiences in the program prepared me to provide advanced practice primary health care to individuals, families, groups, and communities in a variety of roles and settings</li> </ul> </li>   <li>□ Alumni survey (1 year after grad.) <ul style="list-style-type: none"> <li>~The learning experiences in the program prepared me to develop appropriate management plans with measurable outcomes.</li> <li>~The learning experiences in the program prepared me to provide advanced practice primary health care to individuals, families, groups, and communities in a variety of roles and settings</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>□ 90% of students rated as consistently or often meeting these items</li>   <li>□ 80% or responses will fall in the neutral to strongly agree range for the items</li>   <li>□ 90% or responses will fall in the neutral to strongly agree range for the items</li> </ul>	
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Outcome	Assessment	Goal	Action/Result
<p>3. Graduates of the NP program shall demonstrate competence in establishing a therapeutic nurse/patient relationship and in the teaching-coaching function of a Nurse Practitioner (NONPF &amp; AACN, 2002).</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Final site visit during last semester of program <ul style="list-style-type: none"> <li>~Communication skills</li> <li>~Patient Education/Anticipatory Guidance</li> </ul> </li>   <li><input type="checkbox"/> Preceptor Evaluation last semester <ul style="list-style-type: none"> <li>~Has general patient acceptance/rapport</li> <li>~Shows empathy/support</li> <li>~Demonstrates appropriate interviewing skills</li> <li>~Demonstrates good patient education skills</li> <li>~Presents cases in systematic organized manner</li> </ul> </li>   <li><input type="checkbox"/> Exit Evaluation <ul style="list-style-type: none"> <li>~The learning experiences in the program helped me to communicate effectively with patients and families</li>   <li>~The learning experiences in the program helped me to effectively teach-coach patients and families.</li> </ul> </li>   <li><input type="checkbox"/> Alumni Evaluation <ul style="list-style-type: none"> <li>~The learning experiences in the program helped me to</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> 100% of students demonstrate advanced, above average or appropriate performance in these items on site visit evaluation</li>   <li><input type="checkbox"/> 80% of students rated as consistently or often meeting these items</li>   <li><input type="checkbox"/> 80% of responses will fall into the neutral to strongly agree range for each of the items</li>   <li><input type="checkbox"/> 90% of responses will fall into the neutral to strongly agree range for each of the items</li> </ul>	<p>as above</p>

	<p>communicate effectively with patients and families</p> <p>~The learning experiences in the program helped me to effectively teach-coach patients and families.</p> <ul style="list-style-type: none"> <li>□ Employer survey (6 months after graduation) <ul style="list-style-type: none"> <li>~Has general patient acceptance/rapport</li> <li>~Shows empathy/support</li> <li>~Demonstrates appropriate interviewing skills</li> <li>~Demonstrates good patient education skills</li> <li>~Presents cases in systematic organized manner</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>□ 90% of students rated as consistently or often meeting these items</li> </ul>	
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Outcome	Assessment	Goal	Action/results
<p>4. Graduates of the NP program shall demonstrate competence in the professional role:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Managing &amp; negotiating health care delivery systems.</li> <li><input type="checkbox"/> Monitoring &amp; ensuring quality of their health care practice</li> </ul> <p>(NONPF &amp; AACN, 2002)</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Final Site Visit during last semester of program <ul style="list-style-type: none"> <li>~Documentation</li> <li>~Consultation &amp; Referral</li> <li>~Follow-up</li> <li>~Presents self in professional manner</li> </ul> </li> <li><input type="checkbox"/> Final Preceptor Evaluation during last semester of program <ul style="list-style-type: none"> <li>~Records findings in logical order</li> <li>~Records encounters with reasonable completeness</li> <li>~Writes legibly</li> <li>~Presents acceptable appearance</li> <li>~Arrives at agency punctually</li> <li>~Demonstrates efficient/appropriate use of time</li> <li>~Assumes responsibility and initiative</li> <li>~Develops good working relationship with staff</li> <li>~Uses consultation effectively</li> </ul> </li> <li><input type="checkbox"/> Passage of AANP, ACNP, or PCNB National Certifying Examination</li> <li><input type="checkbox"/> Exit Evaluation <ul style="list-style-type: none"> <li>~The learning experience in the program prepared me to be an advocate for patients as needed.</li> <li>~The learning experience in the program prepared me to implement an ongoing plan for</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> 100% of students to demonstrate advanced, above average, or appropriate performance on these items</li> <li><input type="checkbox"/> 80% of students rated as consistently or often meeting these items</li> <li><input type="checkbox"/> 90% of students will pass the national certifying examination on the first attempt</li> <li><input type="checkbox"/> 80% of responses will fall in the neutral to strongly agree range for each of these items</li> </ul>	<p>as above</p>

	<p>professional development based on reflective self-assessment. ~I am competent in managing patients within the health care delivery system.</p> <ul style="list-style-type: none"> <li>□ Alumni Survey at 1 year ~The learning experience in the program prepared me to be an advocate for patients as needed. ~The learning experience in the program prepared me to implement an ongoing plan for professional development based on reflective self-assessment. ~I am competent in managing patients within the health care delivery system.</li> <li>□ Employer Survey (6 months after graduation) ~Records findings in logical order ~Records encounters with reasonable completeness ~Writes legibly ~Presents acceptable appearance ~Arrives at agency punctually ~Demonstrates efficient/appropriate use of time ~Assumes responsibility and initiative ~Develops good working relationship with staff</li> </ul>	<ul style="list-style-type: none"> <li>□ 90% of responses will fall in the neutral to strongly agree range for each of these items.</li> <li>□ 90% of students rated as consistently or often meeting these items</li> </ul>	
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Outcome	Assessment	Goal	Action/results
<p>5. Graduates of the NP program shall demonstrate culturally sensitive care (NONPF &amp; AACN, 2002).</p>	<ul style="list-style-type: none"> <li data-bbox="401 342 1236 472"> <input type="checkbox"/> Final site visit during last semester of program           <ul style="list-style-type: none"> <li>~History Taking</li> <li>~Interpersonal skills</li> <li>~Patient education and Anticipatory ~Guidance</li> </ul> </li>   <li data-bbox="401 578 1236 878"> <input type="checkbox"/> Preceptor evaluation during last semester of program           <ul style="list-style-type: none"> <li>~Asks appropriate questions of patients</li> <li>~Assess problems correctly (including psychosocial)</li> <li>~Develops pertinent treatment plans (including patient/family education)</li> <li>~Has general patient acceptance/rapport</li> <li>~Shows empathy/support</li> <li>~Demonstrates appropriate interviewing skills</li> <li>~Demonstrates good patient education skills</li> </ul> </li>   <li data-bbox="401 919 1236 1284"> <input type="checkbox"/> Exit Evaluation           <ul style="list-style-type: none"> <li>~The program prepared me to prevent personal biases from interfering with the delivery of quality care.</li> <li>~The program prepared me to provide culturally sensitive care to patients of different ages, genders, abilities, orientations, and ethnicities.</li> <li>~The program prepared me to assist patients of diverse cultures to access quality care.</li> <li>~The program prepared me to incorporate cultural preferences, values, health beliefs and behaviors into the management plan.</li> </ul> </li>   <li data-bbox="401 1325 1236 1416"> <input type="checkbox"/> Alumni Evaluation           <ul style="list-style-type: none"> <li>~The program prepared me to prevent personal biases from interfering with the delivery of quality care.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li data-bbox="1251 342 1598 602"> <input type="checkbox"/> 100% of students demonstrate advanced, above average or appropriate Performance in these items on site visit evaluation         </li>   <li data-bbox="1251 643 1598 773"> <input type="checkbox"/> 90% of students rated as consistently or often meeting these items         </li>   <li data-bbox="1251 1114 1598 1243"> <input type="checkbox"/> 80% or responses will fall in the neutral to strongly agree range for the items         </li> </ul>	<p>above</p>



Outcome	Assessment	Goal	Action/results
<p>6. Graduates of the Nurse Practitioner Program shall demonstrate critical thinking and diagnostic reasoning skills in clinical decision-making (NONPF &amp; AACN, 2002).</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Midterm and Final Examinations</li> <li><input type="checkbox"/> Clinical Case Study Assignment</li> <li><input type="checkbox"/> DxR online Clinician Case Studies</li> <li><input type="checkbox"/> Objective Structured Clinical Examination</li> <li><input type="checkbox"/> Exit Evaluation ~The program helped me to develop my critical thinking skills.</li> <li><input type="checkbox"/> Alumni Evaluation at one year post-graduation ~The program helped me to develop my critical thinking skills.</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> 100% of students attain grade of 80% or better on all examinations</li> <li><input type="checkbox"/> 100% of students receive grade of <math>\geq 80\%</math></li> <li><input type="checkbox"/> All students receive grade of <math>\geq 70\%</math></li> <li><input type="checkbox"/> 100% of students receive grade of <math>\geq 80\%</math></li> <li><input type="checkbox"/> 80% of responses will fall in the neutral to strongly agree range for the item</li> <li><input type="checkbox"/> 90% of responses will fall in the neutral to strongly agree range for the item.</li> </ul>	<p>As above</p>

**Timeline of assessment activities**

<b>Assessment Activity</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>
1. Written Midterm & Final Exams	X	X	X	X	X
2. DxR online Clinician Case Studies	X	X	X	X	X
3. Clinical Case Study Assignment	X	X	X	X	X
4. Objective Standardized Clinical Encounter	x	X	X	X	X
5. National Certifying Examination	X	X	X	X	X
6. Final Preceptor Evaluation of Student	X	X	X	X	X
7. Final Practicum Evaluation	X	X	X	X	X
8. Exit Evaluation	X	X	X	X	X
9. Alumni Evaluation		X		X	
10. Employer Survey			X		X

References

The National Organization of Nurse Practitioner Faculties & the American Association of Colleges of Nursing. (2002). *Nurse practitioner primary care competencies in specialty areas: Adult, family, gerontological, pediatric, and women's health*. Washington, DC: Department of Health and Human Services Health Resources and Services Administration Bureau of Health Professionals.