

**School of Nursing  
Master of Science in Nursing**

**Director Larry B. Rankin, Ph.D.**



**Status on Cohorts (completion of coursework 2008):**

At the present, 38 students are taking classes and completing requirements for the MSN program. In May of 2008, we had 5 MSN students from Cohort 5 (n=9) participate in commencement exercises having completed requirements, except for the summer courses (Clinical Capstone hours and Project/Thesis). One student has since completed all requirements in December and will participate in graduation exercises this May with the other 3 individuals from this group. All students except 5 from all previous cohorts have completed all requirements. Our 6<sup>th</sup> cohort of students, our smallest since the inception of the program is completing program requirements to graduate in May or in the following semester. Our 7<sup>th</sup> group of MSN students (n=14) are completing coursework and clinical requirements with our 1<sup>st</sup> RN-MSN cohort (n=16) which began taking classes in January 2009 when we began our RN entry into the MSN program.

Of the 19 graduates from the previous cohorts listed above, 11 are practicing in faculty, advanced practice nursing and CNS roles in San Diego County, Southern California and Washington State in various health care facilities and schools of nursing. Three of our latest graduates have applied for and been accepted into doctoral programs of nursing and one student from our 2<sup>nd</sup> cohort is defending her doctoral dissertation this semester at the University of San Diego.

**Enrollment and Demographics for Cohort 4:**

Started with 10 in Fall 2005

2 have had to go part-time and have resumed project/thesis and clinical components and should finish in May 2009.

BSN Mean GPA: 3.34

Gender: 10 Females

Academic Preparation: BSN

Tuition Remission: 0

Active Duty Navy: 0

Naval Reserve: 0

Army Reserve: 0

Caucasian/White: 8

Asian/Pacific Islander: 0

Hispanic: 2

African American/Black: 1

#### **Enrollment and Demographics for Cohort 5:**

9 students are enrolled for fall classes, 2006

2 students have completed GED courses

BSN Mean GPA: 3.52

Age: 28-54

Gender: 8 Females, 1 Male

Academic Preparation: BSN and Master's

PLNU Alumni: 2

Tuition Remission: 0

Active Duty Nurse: 1

Naval Reserve: 0

Army Reserve: 0

Caucasian: 7

Asian/Pacific Islander: 0

African-American/Black: 1

Hispanic: 1

#### **Enrollment and Demographics for Cohort 6:**

3 students enrolled for fall classes, 2007

Gender: 3 Females

Academic Preparation: BSN

PLNU Alumni: 1

Tuition Remission: 0

Active Duty Nurse: 0

Naval Reserve: 0

Army Reserve: 0

Caucasian: 1

Asian/Pacific Islander: 1

African-American/Black: 1

Hispanic: 0

**Enrollment and Demographics for Cohort 7:**

13 students are enrolled for fall classes, 2008

2 students have completed GED courses

Gender: 12 Females, 1 Male

Academic Preparation: BSN

PLNU Alumni: 4

Tuition Remission: 0

Active Duty Nurse: 1

Naval Reserve: 0

Army Reserve: 1

Caucasian: 8

Asian/Pacific Islander: 1

African-American/Black: 3

Hispanic: 0

**Enrollment and Demographics for Cohort 8 (January admission):**

16 students are enrolled for Spring classes, 2009

2 students have completed Masters coursework and are enrolled in our Post-MSN certificate program

Gender: 14 Females, 2 Males

Academic Preparation: ADN, Diploma and Master's level preparation

PLNU Alumni: 2

Tuition Remission: 0

Active Duty Nurse: 1

Naval Reserve: 0

Army Reserve: 0

Caucasian: 14

Asian/Pacific Islander: 0

African-American/Black: 2

Hispanic: 2

Five individuals have begun submitting application materials for Fall semester enrollment into MSN courses. We also have 2 individuals considering Fall admission based on results of their current NAVY Duty under Instruction (DUINS) application which should be in April 2009.

**Assessment Plan Components:**

1. Program's professional, educational and spiritual emphases continue to be centered on the five curricular outcomes:
  - Critical Thinking
  - Therapeutic Nursing Interventions
  - Communication
  - Service
  - Spirituality

2. Our annual Scholarly Day continues this year on April 27, 2009 as an opportunity for students to display their portfolios and a poster representing their project or thesis. We had good attendance last year from the campus community in Colt Forum and invite the campus and community again to this event.
3. Project/Thesis- Each graduating student completes an independent project or thesis in their requirements for program completion.
4. On May 1, 3 of our graduate students were inducted into Sigma Theta Tau International, Zeta Mu Chapter-At-Large. This is the international honor society for nursing. Students that were eligible had to have a GPA of 3.5 and have completed a certain portion of their graduate program.
5. On March 18, 2009, we will again have our annual Advisory Board Breakfast for members of our community advisory committee. This committee works to advise and assist the School of Nursing in staying current with the needs of students and health care agencies where our students are and will be employed after they complete our program. Last year we again received compliments on our program from the committee on the program and received suggestions to broaden and expand our curriculum in the future. The School of Nursing proposal for our present RN-entry level into Master's education was reviewed and celebrated by our advisory committee. .
6. Faculty evaluation and assessment of teaching continue to be conducted at the end of each course. The internal evaluation tool is administered to assess the faculty and course by curricular outcomes. Additionally, we utilize the standardized formal evaluation tools IDEA or SIR.

### **Recruitment:**

Various methods of recruitment are ongoing with the assistance of our Graduate Nursing Program Assistant, Marilyn Watts, the Marketing department, Graduate Studies Committee, ITS and the office of Graduate Admissions. The following methods to date have been used this year:

- AllNursingSchools.com- site via email with inquiries averaging 15 from eligible individuals out of approximately 100 each month
- Last year we had 4 School of Nursing Open Houses. We are planning more Open Houses in March and April and June.
- Radio Advertisement
- Articles in the Nursing Alumni Association of Point Loma newsletter
- Article in the Zeta Mu newsletter
- Word of mouth and professional contacts
- **Graduate Nursing Admissions Professionals Conference (GNAP)-April 14 & 15, 2009-**

- Ideas continue to be implemented including new brochure announcing our new entry into the MSN program where we went to nursing administrators in the local hospitals providing information regarding the MSN program.
- Last year we initiated our 1<sup>st</sup> “*Celebration of the Advanced Practice Nurse* awards. We honored advanced practitioners in the community who have significantly increased awareness of Advanced Practice Nursing. This year on May 4, 2009 the School of Nursing is hosting our 2<sup>nd</sup> annual *Celebrating Advanced Practice Nursing* event at the main campus. These events are open to the public and we invite all healthcare agencies and schools of nursing to the day events. Patricia Benner, PhD, RN, internationally known nurse theorist, who is also a former Pasadena College graduate will be this year’s Keynote speaker.
- Visits to the schools for their education fairs
- Visits to the hospitals for their education fairs
- Cultivation of own alumni after graduation- Current students in the Trends class are being encouraged to continue with GED classes in the School of Education while they gain a year of experience.
- This past year we were allowed to reconfigure office space so that there is a greater visibility of the School of Nursing on the 3<sup>rd</sup> floor at Mission Valley. While we are still working on signage the expansion of offices assists prospective, new and returning students.
- This past year the School of Nursing has initial space for our graduate Simulation Laboratory where we have a high fidelity manikin available for student clinical experiences that allow graduate students to learn to educate undergraduate student utilizing this technology. The Board of Nursing allows and encourages up to 25% of student learning in this format with the increasing difficulty of clinical space in hospitals.
- This past year the School of Nursing was also blessed to have faculty office space for student advising. This is increasingly important as we grow and the advising increases with increased student completing thesis requirements.

### **Challenges with Recruitment:**

- We continue to need a dedicated admissions/recruiting resource to assist in planning and carrying out recruitment strategies aimed at marketing our unique programs to the surrounding Southern California communities. Although in past years advertised in the July special edition the San Diego Union Tribune, Tribute to Nurses, we have not gained significant numbers of applicants from this outreach.
- The Informational Technology Systems department has been working with us to strategize appropriate and successful methods of advertising on our web pages.
- Cultivation time is approximately 3 years from moving from thinking about going back to school to actually applying
- Traditional forms of advertising such as Open Houses or the Web Pages have not proven to be as effective in recruiting nurses working in the local hospitals. Our most effective tool has been relationship building among the school, and nurses in the community through faculty and our “nursing colleagues” in the hospitals with the staff nurses.

- Minimal university-sponsored scholarships at the graduate level. There are grants and scholarships available for nurse educators, but they usually require some form of university matching funds.

### **Program Highlights:**

Our newest RN-MSN entry option approved by the University last year has been the greatest change in our School of Nursing and the local nursing community. Approximately 60-70% of nurses in Southern California are ADN and Diploma prepared, but have had limited ability for upward career mobility. Opportunities for their advancement increase only with appropriate quality programs such as our approved MSN curriculum.

In February 2008 our Provost authorized an external research examining the analysis of the labor market for registered nurses in the San Diego Metropolitan Statistical Area. In the final report the researchers noted that even though BSN graduates continue to increase, the greatest number of nurses in the workforce continue to enter and practice at the ADN initial training for a majority of nurses. They noted that with the nursing shortage continuing should make ADN programs extremely popular among entry-level RNs for the foreseeable future. They noted that several factors including the aging workforce, rising costs of healthcare and economics as they projected that RN jobs will continue to grow to 26.4 percent out to 2014, faster than total employment growth (2008 The Hanover Research Council). They also noted the continuing problem of limited capacity in undergraduate program enrollment as a contributing factor in our US nursing shortage. Our program's emphasis on preparing nurse educators to meet the needs of schools of nursing and health care agencies allows PLNU to remain a leader in addressing this national issue.

### **Other significant highlights:**

- We continue to gain students in our post-Master's certificate programs.
- Exit interviews continue to be beneficial in gaining more insight into program development/enhancement and curriculum redesign in future years.
- Our RN-MSN student orientation for the latest cohort of students was held on Saturday, January 24, 2009 providing the new cohort with and orientation to the Church of the Nazarene, Point Loma Nazarene University standards and tenets, resource information and some realistic information for success in the program. Students met with their advisors and begin program planning with information on course progression and clinical requirements.
- We continue to have MSN students working either at the HPC or with faculty in the undergraduate program.
- The rigor of the thesis/projects continues to be very rewarding. This year one of our graduates and his advisors submitted his work for publication and is awaiting confirmation by publishers. Some of the topics for student projects/theses include: *The Effect of ACT- SMART on Nurses' Perceived Level of Confidence toward Managing the Aggressive and Violent Patient, Development of a Clinical Nurse Specialist Residency Program, An Inpatient Mental Health Unit Transition to a Short Stay Model, An Historical Study of the Development of Advance Directives: Their Impact on Patient Care and Nursing Practice, and a Proposed Nursing Education Module to Increase Their Utilization, The Lived Experience of the Labor*

*and Delivery Nurse Assisting a Family in Prenatal Loss, The Effect of a Unit-Based Palliative Care Program on End-of-Life Variable Among Children with Cancer, The Lived Experience of African-American women with type 2 Diabetes attempting Dietary Modification and Effects of Social Support of the Physical and Mental Health of Wounded Service Members Returning from Iraq among others*

- Applicants continue to be motivated, goal-oriented and well-prepared for graduate work.
- 

**Program Challenges:-Challenges with Recruitment:**

- Our greatest need in the MSN program continues to be in Marketing and recruiting. Although we are well known at the undergraduate level, our strategies need to expand to inform audiences of the opportunities for nurses in advanced practice roles in addressing the significant issues surrounding the national and local nursing shortage.
  - We continue to need a dedicated admissions/recruiting resource to assist in planning and carrying out recruitment strategies aimed at marketing our unique programs to the surrounding Southern California communities. Although in past years advertised in the July special edition the San Diego Union Tribune, Tribute to Nurses, we have not gained significant numbers of applicants from this outreach.
  - The Informational Technology Systems department has been working with us to strategize appropriate and successful methods of advertising on our web pages.
-