

**School of Nursing**  
**Master of Science in Nursing**  
**Director Larry B. Rankin, Ph.D.**



**Status on Cohorts (completion of coursework 2009-2010):**

- There are 62 students taking classes and completing requirements for the MSN and Post MSN Certification programs.
- In May of 2009, we had 4 MSN students from Cohort 6 (n=3) and Cohort 5 (n=1) participate in commencement exercises having completed requirements, except for the summer courses (Clinical Capstone hours and Project/Thesis).
- In May 2010 graduation, Cohort 7 (n=3) students will participate along with an additional cohort 5 (n=1) student who was a part-time student.
- All students except 3 from all previous cohorts have completed all requirements.
- Our 8<sup>th</sup> group of students (n=23) are completing coursework and clinical requirements along with our RN to MSN students (cohort 8.5 (n=13)) and early BSN entry cohort 9 (n=8) which began taking classes in January 2010.
- Of the 4 graduates from the previous cohorts listed above, 4 are practicing in faculty, advanced practice nursing and CNS roles in San Diego County.
- Three of our graduates have applied for and been accepted into doctoral programs of nursing.

Enrollment & Demographics for Cohorts MSN, Annual Year End Report, 2009-2010						
	Cohort # 4 10 students enrolled in Fall 2005	Cohort # 5 8 students enrolled in Fall 2006	Cohort # 6 3 students enrolled in Fall 2008	Cohort # 7 12 students enrolled in 2009	Cohort # 8 23 students enrolled in Fall 2009 and Spring 2010	Cohort # 9 21 enrolled in Fall 2009 and Jan 2010
<b>BSN Mean: GPA</b>	3.34	3.52				
<b>Age</b>		28-54				

<b>Gender</b>	10 Females	8 Females, 1 male	3 Females	11 Females, 1 Male	23 Female, 2 Male	18 Female, 5 Male
<b>Academic Preparation</b>	BSN	BSN & Masters	BSN	BSN	ADN, Diploma, BSN and Master's level prep.	Academic prep., ADN, Diploma, BSN and Master's level prep.
<b>PLNU Alumni</b>		2	1	4	2	2
<b>Tuition Remission</b>	0	0	0	0	0	0
<b>Active Duty Nurse</b>	0	1	0	1	0	0
<b>Naval Reserve</b>	0	0	0	0	0	0
<b>Army Reserve</b>	0	0	0	1	0	0
<b>Caucasian/White</b>	8	7	1	8	18	12
<b>Asian/Pacific Islander</b>	0	0	1	2	5	8
<b>Hispanic</b>	2	1	0	0	1	3
<b>African American</b>	1	1	1	2	1	1

**Notes:**

**Cohort 4:** Final two part-time students finished degree requirements in July 09

**Cohort 5:** 1 Post MSN Certification student; 5 students have completed their degree requirements; 3 have defended thesis and completed clinical hours; and Post MSN Certification student completed program

**Cohort 6:** 1 has complete all degree requirements; 1 has defended thesis and just completed clinical hours; and 1 is currently working on thesis (should be complete by

**Cohort 8:** 2 students have completed Masters Course work and are enrolled in our Post-MSN Certificate program

**Cohort 9:** 2 students have completed Masters Course work and are enrolled in our Post-MSN certificate program

**Cohort 10:** Nine individuals have begun submitting application materials for summer 2010 semester enrollment into MSN courses. One has been accepted for fall 2010 enrollment.

**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. We received our final report from our CCNE accreditation visit in the spring of 2009, confirming that the School of Nursing met all criteria for each of the 4 standards. The SON was granted a 10-year re-accreditation. Of note in the report by the commission were comments on our environment of continuous quality improvement.
3. Our annual Scholarly Day continues this year on May 3, 2010 is 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 are planning activities in Crill Auditorium this year. We invite the campus and community again to this event.
4. Project/Thesis- Each graduating student completes an independent project or thesis in their requirements for program completion.
5. On May 1,2009 we had 10 students that were inducted into Sigma Theta Tau International, and 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.
6. On February 24, 2010 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.  
On April 27, 2010, the SON will host its 3<sup>rd</sup> Annual Advanced Practice Nursing (APN) Celebration including the Advanced Practice Nursing Awards which honors advanced practice nurses in the San Diego community. Nominations are invited to honor those nurses in the areas of Nursing Education – Academic or Clinical, Clinical Nurse Specialist – Family Health, Clinical Nurse Specialist – Gerontology, Clinical Nurse Specialist – Medical/Surgical, and Clinical Nurse Specialist – Mental Health
7. 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.
8. Exit Interviews continue to be conducted on each student at completion of coursework. This continues to be a data source to aid in adapting programs to meet the changing needs of students in an ever-changing healthcare environment.

**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 2 School of Nursing Open Houses. We are planning 2 more Open Houses in March and May.
- Radio Advertisement
- Articles in the Nursing Alumni Association of Point Loma newsletter

- Article in the Zeta Mu newsletter
- Word of mouth and professional contacts
- GNAP-April 6 - 7, 2010-Graduate national conference on recruitment and admissions.
- Ideas continue to be implemented including new brochures promoting our entries into the MSN program.
- In October, the School of Nursing entered into a partnership with Scripps Health to educate Scripps nurses. This has been a successful recruitment effort with 12 of our present enrollment from some of these nurses from Scripps.
- We have begun to introduce our MSN students to Livetext assessment tools in assessing student learning
- We are considering a proposal to assess the need for taking our MSN program to Bakersfield. This will depend on university leadership direction and resources from university officials.

#### **Challenges with Recruitment:**

- With the addition of Lauren Kaplan as a dedicated admissions/recruiting resource we have been aided in planning and carrying out recruitment strategies aimed at marketing our unique programs to the surrounding Southern California communities, but this need continues. As stated last year, 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.

#### **Program Highlights:**

Our newest RN-MSN entry option approved by the University last year continues to be 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. Other significant issues surrounding the RN-MSN entry option increased opportunities for gender and ethnic diversity in nursing education. Opportunities for advancement in healthcare for many minority and diverse healthcare workers increase only with appropriate quality programs such as our approved MSN curriculum. One important goal in healthcare is the mirroring of healthcare workers with the increased representation of diverse racial and ethnic patient populations in San Diego county, the state and nationally.

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 factor 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.

Another significant highlight has been our proposal for planned revisions in our School of Nursing (SON) Mission and Vision statements and Student Learning Objectives (SLOs) as stated below:

**Vision Statement**

*The School of Nursing's faculty and staff embrace as a covenant commitment to create a dynamic environment in which one will engage in the sacred work of nursing. This sacred work involves symbolically removing one's shoes in service of others. Take off your sandals for the place you are standing is holy ground. Exodus 3:5 NIV*

**Mission Statement**

*The Point Loma Nazarene University School of Nursing exists to support the university mission statement and to provide an interdisciplinary learning program of excellence. Graduates of the SON are distinctly identified by grace, truth and holiness as they are sent to fulfill their calling as a professional nurse. So He got up from the meal, took off His outer clothing, and wrapped a towel around His waist. After that, He poured water into a basin and began to wash His disciple's feet, drying them with a towel that was wrapped around Him. John 13: 4-5 NIV*

**Student Learning Objectives (SLOs)**

*The School of Nursing at PLNU exists to support the university Wesleyan mission and to provide an interdisciplinary learning program of excellence. Graduates of the SON are distinctly identified by grace, truth and holiness, serving others after the example of Christ, as they are sent to fulfill their calling as professional nurses.  
John 13: 4-5, 14-15*

**Inquiring Faithfully:** Knowledge, skill and behavior of the evidence-based practice of nursing which integrates growth in reasoning, analysis, decision-making and the application of theory with the goal of advocating for others and/or self. This includes holistic nursing skills and the nursing process.

**Communicating Faithfully:** A dynamic interactive process that is intrapersonal and interpersonal with the goal of advocating for others and/or self. Effective, culturally appropriate communication conveys information, thoughts, actions and feelings through the use of verbal and nonverbal skills.

**Leading Faithfully:** The foundational relationship with Christ and others as we embrace a willingness to serve others in the midst of life circumstances (e.g., illness, injustice, poverty). Role-modeling the need for "Sabbath Rest" as a means of personal renewal, and true care of the self, so that service to others is optimally achieved. Characteristics of a servant leader include: humility, courage, forgiveness, discernment.

**Following Faithfully:** Defined as claiming the challenge from Florence Nightingale that nursing is a "divine imposed duty of ordinary work", the nursing student integrates the ordinary work by complying with and adhering to regulatory and professional standards (e.g. ANA Code of Ethics, the California Board of Registered Nursing, Scope of Nursing Practice, SON Handbook). This includes taking responsibility, being accountable for all actions and treating others with respect and dignity.

***Caring Faithfully:*** A calling to the ministry of compassionate care for all people in response to God's grace, which aims to foster optimum health and bring comfort in suffering and death.

**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 16, 2010 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.
- In 2009 the SON initiated writing workshops to coincide with new student orientations to PLNU graduate nursing. This was initiated to increase our students' success in retention, completion of the program and increasing graduation rates.
- We continue to have MSN students working either at the HPC or with faculty in the undergraduate program to engage them in education learning the nursing education role earlier in their 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:  
*Somali-Bantu Refugee Women's Beliefs About Preventative Health Care and Experiences in Western Healthcare Settings in San Diego: Implications for Health Care Delivery, Development of an Intensive Care Unit Nurse Preceptor Program, The Implementation of Genetic Curriculum in the Undergraduate Baccalaureate Nursing Program, Development of a New Nurse Progressive Care Orientation Program.*
- Applicants continue to be motivated, goal-oriented and well-prepared for graduate work.
- On April 26, 2010 the School of Nursing is hosting our 3rd 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. This year the Keynote speaker is nationally known Clinical Nurse Specialist Ann Mayo, DNSc , RN, CNS..

**Program Challenges:**

- Clinical Placements for practicum hours will be an on-going issue as our enrollment increases and available spots for students' decreases.
- Faculty and student training in LiveText, adobe acrobat and other technologies