

Institutional Effectiveness 2023-2024

Program: Nursing MSN

College and Department: Whitson Hester School of Nursing Master of Science in Nursing Program

Contact: Sarah Davidson and Dr. Barbara Jared

Mission:

The mission of the Whitson-Hester School of Nursing (WHSON) is to be a passionately engaged community of highly qualified educators, scholars, and graduates serving the health care needs of a diverse society while providing leadership in the advancement of the profession. The vision of the WHSON will create an environment that builds on our tradition of commitment to the highest standards of excellence in teaching, research, service and nursing practice.

The University mission was approved by the Tennessee Tech Board of Trustees on June 26, 2018 as follows, "Tennessee's technological university creates, advances, and applies knowledge to expand opportunity and economic competitiveness. As a STEM-infused, comprehensive institution, Tennessee Tech delivers enduring education, impactful research, and collaborative service." Through the department's mission, there is a commonality to quality of instruction. The WHSON has played a significant role in the University's commitment to meet the economic needs of the region. The mission of the WHSON further reflects the mission of the University through the preparation of "graduates with a commitment to life-long success as nursing leaders in rural and urban areas who are committed to professional nursing standards, open to the changes occurring in a global health care system, and motivated to improve the health status of individuals, groups and communities." The mission and goals are reviewed and revised by the nursing faculty to reflect current trends in nursing and healthcare.

Attach Curriculum Map (Educational Programs Only):

Attached Files: See Appendix 1

Program Outcome 1: The Whitson-Hester School of Nursing will maintain compliance with required agencies

Define Outcome:

The Whitson-Hester School of Nursing will maintain compliance with required agencies.

1. The Whitson-Hester School of Nursing will demonstrate continuous accreditation through the Commission on Collegiate Nursing Education (CCNE).
2. The Whitson-Hester School of Nursing will demonstrate continuous full approval of the Tennessee State Board of Nursing.

Assessment Methods:

The Commission on Collegiate Nursing Education (CCNE) – CCNE is “an autonomous accrediting agency, officially recognized by the U.S. Secretary of Education as a national accreditation agency. The Commission ensures the quality and integrity of baccalaureate, graduate, and residency programs in nursing. CCNE serves the public interest by assessing and identifying programs that engage in effective educational practices. CCNE is a voluntary, self-regulatory process, which supports and encourages continuing self-assessment of nursing programs and supports continuing growth and improvement of collegiate professional education and post-baccalaureate nurse residency programs.” <http://www.aacn.nche.edu/ccne-accreditation/about/mission-values-history>.

The Tennessee State Board of Nursing – the TN State Board of Nursing’s mission and responsibilities “center around three broad functions – licensure, education, and practice. The board prescribes the minimum curriculum for all nursing programs on ground, online, distance, or via other electronic means and annually approves schools of nursing meeting board standards.

Criteria for Success (Thresholds for Assessment Methods):

The WHSON will maintain continuous accreditation status with TBON and CCNE. Schools not meeting TBON standards are investigated, and the board is authorized to place the school on conditional approval or close the program if standards are not met.

Link to 'Tech Tomorrow' Strategic Plan:

3.A Efficiency and Effectiveness, 4.B Programs, Certificates, and Training

Results and Analysis:

Tennessee Tech University’s Whitson-Hester School of Nursing (TTU WHSON) was a partner in the TN eCampus Master of Science Nursing program along with the Schools or Colleges of Nursing at Austin Peay State University, Tennessee State University, and the University of Memphis. In the Fall 2017, Middle Tennessee State University and East Tennessee State University, two members of the original consortium, left the consortium to seek accreditation as independent MSN programs at their respective universities. All course work is online, with the exception of the clinical practicum experiences. During this transition in the TN eCampus consortium TTU made the decision to move toward an independent MSN at TTU and began the process of leaving the TN eCampus consortium over a two-year period. The last TTU students to graduate from the TN eCampus consortium was in the summer of 2020. The TN eCampus consortium was accredited by Accreditation Commission for Education in Nursing (ACEN) for the duration of the consortium.

The TTU MSN program began admission of MSN students in the Fall of 2018 and offered the following concentrations: Family Nurse Practitioner (FNP), Nursing Education, and Nursing Administration. The TTU MSN program gained CCNE initial accreditation in September 2019 and

continues to be accredited. In the Spring of 2021, the Psychiatric Mental Health Nurse Practitioner was approved BY WHSON, TTU, THEC in May 2021. A substantive change report was filed with the accrediting body and students were admitted to this concentration Fall 2021.

In 2023, the WHSON proposed an MSN concentration in Adult Gerontology Acute Care Nurse Practitioner. This concentration was approved in the WHSON, the University and was added to the THEC registry of classes. The first students were admitted to the AGACNP concentration in the Spring of 2023.

TTU WHSON continues to hold continuous accreditation and full approval of the Tennessee State Board of Nursing without deficiencies. The Continuous Improvement Process Report (CIPR) was submitted in December 2022. The CCNE accreditation site visit took place on September 27-29, 2023. All standards were met with no compliance issues. The next accreditation site visit is due in 2034.

Use of Results to Improve Outcomes:

The accrediting body, CCNE, has adopted the new American Association of Colleges of Nursing (AACN) Essentials to take effect in 2025. These changes will require review and revision of all programs in the WH-SON. These Essentials will move nursing toward a competency-based education model. As per our goal from the last IE report, we have initiated the curriculum review and began the process of curricular change. Below are the plans to adopt the new AACN Essentials:

Plans for Continued compliance with PO1:

- Essentials Champion for each concentration will lead and mentor clinical coordinators and clinical instructors in the transition to competency-based education to meet the new essentials, including submission of revised clinical syllabi to the WHSON Curriculum Committee. This will be a 2-year process.
- Ongoing review of the WH-SON Program Evaluation Plan
- Anticipated Tennessee Board of Nursing report and site visit within the next 3 years.

Program Outcome 2: Graduates of the Whitson-Hester School of Nursing MSN will pass certification where applicable

Define Outcome:

Graduates of the Whitson-Hester School of Nursing MSN will pass certification where applicable.

Assessment Methods:

The Nursing Education and Nursing Administration concentrations do not require national certification for the role and are not licensed as Advance Practice Nurses (APN) by the state of TN. However, NUED graduates are prepared to sit for the national Certified Nurse Educator. Both the Family Nurse Practitioner (FNP) and the Psychiatric Mental Health Nurse Practitioner (PMHNP) concentrations require both national certification and state licensure as an APN prior to eligibility for APN clinical practice.

Criteria for Success (Thresholds for Assessment Methods):

90% of MSN graduates of the FNP or PMHNP concentrations will be successful on their appropriate national certification exam in the most recent year.

Link to 'Tech Tomorrow' Strategic Plan:

3.A Efficiency and Effectiveness

Results and Analysis:

The MSN program certification pass rates take time to track. The certifying bodies provide documentation of pass rates for the program but do not specify student names. In addition, some graduates take both certifying examinations making it challenging to calculate the pass rate accurately. Students are encouraged to communicate their certification results with their advisor. The below table represents the certification pass rates for WHSON.

	2021	2022	2023
TTU Combined National 1st Time Pass Rate from ANCC & AANP	100% (34/34)	89% (40/45)	98% (30/31)
ANCC National 1st Time Pass Rate	87%	86%	86%
AANP National 1st Time Pass Rate	84%	89%	84%

Note: These numbers reflect the FNP and PMHNP graduates only. The first cohort of AGACNP students have not graduated yet.

Use of Results to Improve Outcomes:

- The PMHNP concentration graduated 8 students in December 2023 and 92% of those students passed the certification exam on the first attempt. The student who was unsuccessful passed on the second attempt. These results reinforced the importance of the NURS 6911 Transition to Certification and Practice course. The WHSON will continue to require this course in the last semester for every PMHNP student.
- The first cohort of PMHNP students expressed concerns related to NURS 6710 (their first PMHNP specific didactic course) as to content (Fall 2022). The faculty met with the

students and made significant revisions in NURS 6710. The second cohort who took NURS 6710 (Fall 2023) expressed satisfaction with the course content.

- The FNP cohorts were 100% in their certification attempt reinforcing the importance of the NURS 6910 course for all FNP students. The WHSON will continue to require this course in the last semester of the FNP concentration.
- The AGACNP concentration admitted its first students in Spring 2024. The Graduate faculty identified 3 parameters to promote success on the certification exam for these students. These will be evaluated after the first graduating cohort:
- All AGACNP students will successfully “Pass” their G-HESI
- All AGACNP students will earn a grade of “B” or higher in their certification review course-NURS 6018
- All students will earn a grade of “Pass” in their Internship in Advanced Practice course-NURS 5616

Program Outcome 3: The Whitson Hester School of Nursing will maintain strong graduation rates in the MSN program

Define Outcome:

The Whitson Hester School of Nursing will maintain strong graduation rates in the MSN program.

Assessment Methods:

Cohorts are identified by admission semester and year. In the event a student must repeat a semester or decreases hours per semester, they are still identified as a member of their admitting cohort. The total number of students that graduate/complete within the expected time (6 years) is divided by the number of students admitted to the program. Students are excluded who have identified factors such as family obligations, relocations, financial barriers, and decisions to change major or transfer to another institution of higher education.

Criteria for Success (Thresholds for Assessment Methods):

MSN students will graduate within 6 years of admission.

Link to 'Tech Tomorrow' Strategic Plan:

Results and Analysis:

Most students complete the program in 2.5 years or seven semesters. Most students complete the program in 2.5 years or seven semesters; however, due to the Covid-19 pandemic, students reduced hours or withdrew. Even with these obstacles, the MSN students are on track to

complete before the 6-year limit. The table below provides the current status of MSN students in the WHSON.

Master of Science in Nursing (MSN) Completion Rates

Enrollment Year	Number Enrolled (Spring and Fall)	Student Withdrawals (excluded from calculation)	Student Failures	Current Students Enrolled	Student Completion	Rate
Fall 2018 (Program Start)	30 (27 NUF, 1 NUAD, 2 NUED)	4 (3 NUF, 1 NUAD)	0	0	26 (24 NUF, 2 NUED)	100%
2019	50 (45 NUF, 4 NUED, 1 NUAD)	10 (8 NUF, 2 NUED)	4 (NUF)	0	36 (32 NUF, 2 NUED, 1 NUAD)	90%
2020	55 (53 NUF, 2 NUED)	9 (8 NUF, 1 NUED)	3 (3 NUF)	1 (1 NUF)	42 (41 NUF, 1 NUED)	**Due to the enrollment of 1 student, the completion rate cannot be calculated at this time.
2021	43 (32 NUF, 6 PMHNP, 4 NUED, 1 NUAD)	17 (14 NUF, 1 NUED, 1 NUAD, 1 PMHNP)	0	2 (2 NUF)	24 (16 NUF, 5 PMHNP, 3 NUED)	** Due to the enrollment of 2 students, the completion rate cannot be calculated at this time.

NUFP: Family Nurse Practitioner, NUAD: Nursing Administration, NUED: Nursing Education, PMHNP: Psychiatric Mental Health Nurse Practitioner

Use of Results to Improve Outcomes:

- In the summer of 2024, there was an increase of grades of “C” in the summer term. The WHSON Graduate Committee will review the sequencing of the MSN curriculum to ensure appropriate placement of courses for optimal graduation.
- The PMHNP MSN concentration is the fastest growing MSN concentration in the WHSON. This concentration is only admitted once per year in the fall semester. Students must complete all the 3 “P’s” (Adv. Health Assessment, Adv. Pathophysiology, Adv. Pharmacology) before they can enroll in their first clinical course. Students making a “C” in any of those courses are delayed in starting the clinical portion of the program. With only one entry point and all PMHNP concentration courses being taught only once per year, these students are delayed a whole year if they must repeat a course. This could have a negative impact on program completion. In the 2024-2025 academic year the WHSON Graduate Committee will consider the feasibility of two admission points for the PMHNP concentration.

Program Outcome 4: All faculty teaching in the MSN program will maintain continuous graduate status and will be experientially and academically qualified for the courses they teach.

Define Outcome:

All faculty teaching in the MSN program will maintain continuous graduate status and will be experientially and academically qualified for the courses they teach.

Assessment Methods:

Aggregate Faculty Outcomes are consistent with and contributed to the achievement of programs, mission, goals and expected outcomes in the WHSON.

Review of faculty outcomes in Annual Evaluation and annual report
ATP (Search as subcommittee) and Dean review current faculty pool and compare to matrix

Criteria for Success (Thresholds for Assessment Methods):

- 90% of tenured/tenure track faculty hold a terminal degree.
- 100% of adjunct faculty members hold a master’s degree in nursing or higher.
- 75% of tenured/tenure track faculty demonstrate at least two scholarly contributions from the following areas each year
- 100% of full-time faculty maintain college/university/community service contributions consistent with designated rank.
- 100% of full-time faculty who require national certification for teaching advanced practice nursing maintain certification in their specialty

- 100% of full-time faculty engage in at least one professional development activity each year.

Link to 'Tech Tomorrow' Strategic Plan:

2.D Diverse Faculty and Staff

Results and Analysis:

Whitson Hester School of Nursing

Faculty Aggregate: Calendar Year 2023

Outcome	Achievement Levels	Results
Teaching	<p>100% of tenured/tenure track faculty hold a terminal degree. All other full-time faculty hold a minimum of a master’s degree in nursing. 100% of adjunct faculty members hold a master’s degree in nursing or higher.</p> <p>To demonstrate teaching effectiveness, the aggregate score on the Summary of Teaching Effectiveness from the Student IDEAS Evaluations will be at least 3.0</p> <p>1.Summary Evaluation</p> <p>2.Progress on Relevant Objectives</p>	<p>Goal Met:</p> <p>100% of tenured/tenure track faculty hold a terminal degree and all other faculty hold a minimum of an MSN. 100% of Adjunct faculty hold a minimum of an MSN and all lab assistants hold a minimum of a BSN</p> <p>IDEA: Goal Met</p> <p>All scores exceed the benchmark of 3.0. In addition, all scores are higher than the IDEA Average Score.</p> <p>Summary Evaluation:</p> <p>Spring 2023: 4.3</p> <p>Summer 2023: 4.3</p> <p>Fall 2023: 4.3</p> <p>Progress on Relevant Obj:</p>

		<p>Spring 2023: 4.2</p> <p>Summer 2023: 4.2</p> <p>Fall 2023: 4.2</p>
Scholarship	75% of tenured/tenure track faculty demonstrate at least two scholarly contributions from the following areas each year: manuscript or chapter submission; peer-reviewed publication; application for external/internal funding; achievement of external/internal funding; active IRB; state, national, or international presentation; review for professional journal; review for grant proposal.	<p>Goal: Met</p> <p>86% (12/14)** of tenured/tenure track faculty demonstrated a minimum of 2 scholarly contributions in 2023.</p> <p><i>**2 TT faculty excluded as they were new TT Fall 2023 and no scholarly work is expected 1st semester.</i></p>
Service and Leadership	100% of full-time faculty maintain college/university/community service contributions consistent with designated rank.	<p>Goal: Met</p> <p>100% of full-time faculty are involved in service and multiple faculty hold leadership roles in their service</p>
Practice	100% of full-time faculty who require national certification for teaching advanced practice nursing maintain certification in their specialty	<p>Goal Met:</p> <p>100% of the faculty who teach in the APRN concentrations meet the requirements for national certification in their respective fields.</p>
Professional Development	100% of full-time faculty engage in at least one professional development activity each year, such as: workshop or conference attendance, earning CEUs, enroll in educational program of study, earn new or additional certification	<p>Goal: Met*</p> <p>100% of full-time faculty participated in at least one</p>

		professional development activity in 2023.
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Use of Results to Improve Outcomes:

- The PMHNP is the fastest growing concentration in the MSN program. Consideration is being given to increasing the enrollment in this concentration and to increasing the entry points to the concentration. However, the WHSON only has one permanent faculty with the qualifications to teach this concentration. In the 2024-2025 Academic Year the WHSON will designate one of the vacant faculty positions for a PMHNP faculty. The search will begin Fall 2024.
- Adjunct PMHNP faculty are difficult to recruit secondary to both the local, state and national shortage of PMH providers and the competitive salaries in this specialty. The WHSON will continue to recruit PMHNP adjunct faculty to assist with the clinical courses for this concentration.
- The WHSON will identify additional (current) faculty to share the academic advisement for the PMHNP students.

Student Learning Outcome 1: MSN students will synthesize nursing knowledge into evidence-based practice

Define Outcome:

MSN students will synthesize nursing knowledge into evidence-based practice. (All MSN concentrations).

(SLOs) are measurable statements that express what a student will know, do, or think at the end of the learning experience. They are consistent with standards of professional practice, the American Association of Colleges of Nursing (AACN) 2011 Master’s Essentials of Master’s Education in Nursing and TTU MSN Program Learning Outcomes PLOs.

Assessment Methods:

The SLOs are developed and approved by faculty who are experts in their field and are reviewed annually to assess program effectiveness and guide programmatic improvements.

Criteria for Success (Thresholds for Assessment Methods):

- All NUED and NUAD concentrations will score 84% or higher on their culminating “State of the Science” paper in the NURS 6990 “Scholarly Synthesis” capstone course.
- All FNP and PMHNP concentration students will earn a grade of “Pass” in their Final Preceptorship courses (NURS 6616 and NURS 6911 respectively).
 - All AGACNP concentration students will meet the following parameters:
 - All AGACNP students will successfully “Pass” their G-HESI

- All AGACNP students will earn a grade of “B” or higher in their certification review course-NURS 6018
- All students will earn a grade of “Pass” in their Internship in Advanced Practice course-NURS 5616

Link to 'Tech Tomorrow' Strategic Plan:

2.B Research, Scholar, Intellect, and Creativity

Results and Analysis:

All MSN students met the benchmarks as outlined according to concentration.

Use of Results to Improve Outcomes:

- Ongoing evaluation of the NURS 6990 capstone course for NUED and NUAD students for appropriateness
- Ongoing comparison of the outcomes of the Final Preceptorship Courses (PMHNP and FNP) with certification rates.
- Ongoing comparison of the outcomes of the Final Preceptorship Courses (PMHNP and FNP) with employment rates.
- The Criteria for Success will be evaluated with the first graduating cohort in the AGACNP concentration.

Student Learning Outcome 2: Concentration specific outcomes

Define Outcome:

Concentration specific outcomes for Nursing Administration, Nursing Education, Family Nurse Practitioner and Psychiatric Mental Health Nurse Practitioner.

Assessment Methods:

a. **Nursing Administration**- Demonstrate advanced level nursing administration competencies in healthcare delivery systems, policies, and practice.

b. **Nursing Education**- Demonstrate nurse educator competencies in didactic and clinical settings, with a working knowledge of organizational structure and role responsibility.

c. **Family Nurse Practitioner** - Demonstrate competency in providing primary care across the life span to individuals, families, groups, and communities.

d. **Psychiatric Mental Health Nurse Practitioner**- Demonstrate competency in providing mental health care with individuals, families, populations, and systems.

Criteria for Success (Thresholds for Assessment Methods):

- NUAD: Students earn a minimum of an 84% on both the final “Clinical Evaluation Tool” and the “Environmental Assessment and Analysis Assignment” in the NURS 6309 Nursing Administration Practicum course
- NUED: Students earn a minimum of 84% on the “Nursing Education Final Evaluation Tool” in the NURS 6209 Nursing Education Practicum course.
- FNP: Students earn a grade of “Pass” on the final “Faculty Evaluation of Student Performance” in the NURS 6616 Final FNP Preceptorship course
- PMHNP: Students earn a grade of “Pass” on the final “Faculty Evaluation of Student Performance” in the NURS 6911 Final PMHNP Preceptorship course
- AGACNP: Students will successfully “Pass” their G-HESI and certification review course by successfully completing both and students will earn a grade of “Pass” in their “Internship in Advanced Practice” (NURS 5616)

Link to 'Tech Tomorrow' Strategic Plan:

2.B Research, Scholar, Intellect, and Creativity

Results and Analysis:

All MSN students in the NUAD, NUED, FNP and PMHNP concentration successfully met the benchmarks for their specific student learning outcomes. The AGACNP concentration students have not graduated their first cohort.

Each specific concentration criteria for success ensures students are “work” ready at graduation for their specific concentration. All concentrations have a final, precepted clinical practicum that is a culmination of their program of study.

Use of Results to Improve Outcomes:

- The WHSON will meet a minimum of once per year with clinical partners/affiliates and seek feedback related to graduate preparedness for the workforce.
- The outcomes for each concentration cohort are evaluated after graduation and compared to the following:
 - Certification rates where applicable
 - Employment rate
 - Graduation rate

Summative Evaluation:

The evaluation methods are appropriate for the MSN program. However, significant changes are on the horizon requiring curricular changes, evaluation of those changes and ongoing revision based on evaluation results. The new concentration will also need additional evaluation with the graduation of the first cohort. Areas to address in 2024-2025:

- The new AACN Essentials for Nursing Education will be implemented in the 2025-2026. This process will start Fall 2024 as the WHSON Graduate Committee and the

Concentration Coordinators work closely with the WHSON curriculum committee to implement these curricular changes.

- The students admitted to the FNP concentration in Fall 2024 fall under the new policy requiring 750 clinical practicum hours for graduation. The majority of these students will start their clinical practicum in Fall 2025. However, students with transfer credit may start sooner. For those who start sooner we will evaluate the impact of the increased clinical hours as it relates to access to clinical sites, retention, rate of Incomplete grades, and graduation.
- The new NTF guidelines for all APRN concentrations changed their clinical limit from 6 students per clinical faculty to 6-8 per clinical faculty. The WHSON is implementing the new guidelines in Fall 2024. We will evaluate in a year assess the implications of increasing student: faculty ratio in the practicum courses.
- Review of the sequencing of the MSN concentrations in comparison to retention, grades (C,D,F), and completion.
- Review of the need for two entry points for the PMHNP concentration
- In 2022 the WHSON instituted a grading policy requiring all “C” grades to be repeated prior to progressing in the program. This Fall marks the second year of this policy. We will evaluate the following at the close of Fall 2024 semester:
 - Comparison of repeated courses 2022-2024 and courses prior to 2022
 - Comparison of NURS 6610 “C” grades (First FNP Specific course) prior to 2022 and 2022-2024
 - Comparison of those repeating one or more of the “3 P’s” (NURS 6101, 6102, 6103) and success in NURS 6610
 - Policy impact on completion/graduation
 - Policy impact on certification rates
 - Evaluation of the first graduating cohort of the AGACNP
 - Progression
 - Retention
 - Graduation

- Certification
- Employment

Assessment Plan Changes:

List of Appendices:

Appendix 1: Nursing MSN Curriculum Map

Appendix 1: Nursing MSN Curriculum Map

Required Courses and Experiences	WHSON MSN Program Objectives						
	Demonstrates knowledge and competencies in advanced nursing practice, nursing education and nursing	Integrate specialized knowledge and theories from nursing and related disciplines into	Use research to validate and refine knowledge relevant to advance	Practice advanced nursing roles in collaborative relationships across disciplines and in partnership with communities	Manage the healthcare of clients within legal, ethical and professional standards	Improve the health of clients among diverse population groups	Promote positive changes in healthcare delivery, health policies and nursing practice

	administrati on	advance d nursing roles	d nursing roles	(i.e., nursing education, nursing administrati on, and advanced clinical practice)			
NURS 6000	I		I	I	I		
NURS 6001	R	I	R	R	I	I	R
NURS 6002	R	I	R	R	R	R	R
NURS 6003	I	R	I	R	R	I	R
NURS 6101	M	R	M	M	R	M	R
NURS 6102	R	R	R	R	R	I	R
NURS 6103	M	R	M	R	R	R	R
NURS 6104	R	R	R	M	M	M	R
NURS 6204	I	R	R	R		R	R
NURS 6205	I	R	R	R	R	R	R
NURS 6207	M	M	R	M	R	M	M
NURS 6209	M	M	M	M	R	M	M
NURS 6301	I	I	R	R	R	R	R
NURS 6302	R	R	R	R	R	R	R
NURS 6303	R	M	R	R	R	R	R
NURS 6304	R	M	M	I	R	I	I
NURS 6305	M	M	R	R	M	R	R
NURS 6307	M	R	R	R	R	R	R
NURS 6309	M	R	R	M	M	M	M

NURS 6610	R	R	R	R	R	R	R
NURS 6611	R	R	R	M	M	M	M
NURS 6612	R	R	R	R	R	R	R
NURS 6613	R	R	R	M	M	M	M
NURS 6614	R	R	R	R	R	R	R
NURS 6615	R	R	R	M	M	M	M
NURS 6616	R	R	R	M	M	M	M
NURS 6910	R	R	R	R	I	R	R
NURS 6990	M	M	M	R	R	R	M
Other: Exit Exam		A		A			
NURS 6210	I	R	R	R			R
NURS 6211	R	M	M	R	R	R	M
NURS 6212	M	R	M	R			M
NURS 6710	R	R	R	R	R	R	R
NURS 6711	R	R	R	M	M	M	M
NURS 6712	R	R	R	R	R	R	R
NURS 6713	R	R	R	M	M	M	M
NURS 6714	R	R	R	R	R	R	R
NURS 6715	R	R	R	M	M	M	M
NURS 6716	R	R	R	M	M	M	M
NURS 6911	R	R	R	R	I	R	R

KEY:

I=Introduce

R-Reinforce

M-Mastery

A-Assessment Opportunity

