

Mission, Vision, Purposes, Philosophy, Frameworks, and Expected Program Outcomes

The **mission, vision, purposes, philosophy, and expected outcomes** of the JoAnn McGrath School of Nursing and Health Professions (JMSNHP) undergraduate and graduate nursing programs are congruent with, and parallel to, the mission and purposes of Alverno College. They are also consistent with educational and clinical standards, guidelines, and competencies of the profession for the preparation of baccalaureate, master’s, and doctorally-prepared nurses.

Our mission, vision, purposes, philosophy, and expected program outcomes are reviewed every five years or more frequently as deemed necessary by the institution and/or the JMSNHP faculty. The achievement of expected outcomes is reviewed annually. Changes in the mission, vision, purposes, philosophy, expected program outcomes, and policy, etc., are made evident in student handbooks published on the Alverno College website, and by way of postings to JMSNHP online new boards, course syllabi, or memoranda from JMSNHP leadership delivered to constituents via email, as appropriate.

Our vision is to develop professionals with global influence through innovative education, and faculty are committed to realizing this vision.

Alignment of the Missions of Alverno College and the JMSNHP:

Mission of Alverno College	Mission of the JMSNHP
<p>Alverno College prepares women for lives of personal and professional distinction and meaningful engagement with the world. Alverno extends this mission by offering graduate and adult programs to women and men.</p> <p>Inspired by its Catholic, Franciscan and liberal arts heritage, the College intentionally creates an inclusive community that engages students in active and collaborative learning and fosters academic excellence.</p>	<p>The mission of the JMSNHP at Alverno College is to prepare proficient, devoted professionals who are grounded in science to promote the well-being of diverse populations in global communities.</p> <p>Our essential focus is to design student learning opportunities to guide the education of unique individuals, highlighting personal and professional development of practitioners who are prepared for leadership and life-long learning.</p>

We believe that by engaging our students in Alverno’s ability-based education processes, they will be inspired to envision new health care practices and models of care within the global context, and in doing so, they will influence a variety of systems in multiple ways to promote better health care outcomes for all while achieving professional distinction.

As a faculty, we believe that ability and performance-based education is ideal for the preparation of nurses across the spectrum of professional development. Our nursing faculty purposefully use the College-wide eight abilities, which reflect contemporary professional life requirements, as a framework for the Alverno College Baccalaureate of Science in Nursing (BSN) degree, Direct Entry Master of Science in Nursing (DEMSN) degree, advanced practice Master of Science in Nursing (MSN) degree and Post-Graduate Certificate, and Doctor of Nursing Practice (DNP) degree programs. We believe that by engaging our students in Alverno’s ability-based education processes, they will be inspired to envision new health care practices and models of care within the global context, and that in doing so, they will influence a variety of systems in multiple ways to promote better health outcomes for all while achieving professional distinction.

Purposes of Alverno College and the JMSNHP Undergraduate and Graduate Nursing Programs:

Purposes of Alverno College:

- Creating a curriculum: Designed by Alverno faculty, the sole purpose of the curriculum is meeting students' educational goals through a philosophy and program of education. The curriculum is abilities-based and focused on student outcomes integrated in the liberal arts approach. It is rooted in Catholic tradition and designed to foster leadership and service in the community. It is flexible, to accommodate students' educational goals and diverse responsibilities. It is affordable, to accommodate students' varied economic circumstances.
- Creating a community of learning: The personal and professional development of students requires an environment of expectations for all- faculty, staff, and students. Alverno has built a community of learning in which all functions of the College support students in meeting explicit expectations. Alverno faculty, staff and students are committed to stating and achieving goals for the benefit of the community in which they serve.
- Creating ties to the community: The College continues to develop and foster relationships with business, nonprofit organizations, and professionals in various industries. These relationships help the College to understand and meet the needs of a changing workplace, effectively preparing students not only for career entry, but to become leaders.
- Creating relationships with higher education: The ever-changing nature of higher education demands innovations, development and flexibility. It is the mission of Alverno faculty and staff to be dedicated to the development of undergraduate and graduate education, and to be receptive to the evaluation of teaching methods and scholarly and research activities.

Purposes of JMSNHP Undergraduate Nursing Programs: To provide direction for the School as well as a means of evaluating the level of attainment of its goals at any given time. The purposes are consistent with those of the College.

Purposes of JMSNHP Graduate Nursing Program: To provide advanced programs of study in nursing and opportunities for personal development that enable graduates to maximize their scope of practice to positively impact the health of individuals, families, and communities; improve healthcare quality and accessibility, especially to vulnerable populations; and advance the nursing profession. In doing so, graduate nursing faculty provide direction for the School consistent with the purposes of the College.

All JMSNHP Program Offerings Operate Under the Same Philosophy

The faculty of the Alverno College JMSNHP believes the focus of our work is the learner's personal and professional development. We prepare a professional who is compassionate, ethical, proactive, proficient, and dedicated to lifelong learning in our diverse and ever-changing global communities.

An ability-based curriculum underlies the art and science of nursing education. Founded on the liberal arts, the curriculum integrates human connection, science, and technology to promote health and intervene holistically to human responses. Through innovative learning experiences, we assist the learner to cultivate, apply, and transfer comprehensive knowledge, skills, and abilities that lead to reflective practice.

Alverno faculty and staff believe education goes way beyond knowing to being able to do what one knows. Sensitive to unique learning needs, nursing faculty commit to performance-based, multidisciplinary educational practice including public criteria, feedback, and self-assessment. Developmental and varied experiences contribute to learning and increasing professional competence.

The teaching/learning process is a collaborative partnership among learners, educators, health care systems, and the broader community. Educators and learners are mutually responsible to take ownership of, and actively engage in, learning experiences. Curricula continually evolve to incorporate current theory, research science, standards, and evidence-based practices.

As accomplished educators, learners, researchers, practitioners, and socialized professionals, Alverno faculty serve as role models of lifelong learning. Our goal is to promote a process of teaching and learning that provides guidance to students in the development of career goals and advancement of nursing.

Expected Program Outcomes

Alverno College upholds the principle that educators are responsible for making learning more available by articulating outcomes and making them public. At Alverno, the **outcomes are defined as abilities** that involve the whole person, are teachable, can be assessed, transfer across settings, and are continually re-evaluated and re-defined. These abilities are: 1) *Communication*, 2) *Analysis*, 3) *Problem-Solving*, 4) *Valuing in Decision-Making*, 5) *Social Interaction*, 6) *Developing a Global Perspective*, 7) *Effective Citizenship*, and 8) *Aesthetic Engagement*. Our BSN (baccalaureate and RN-BSN), DEMSN, advanced-practice MSN (*AGPCNP, AGACNP, Dual AGPCNP/AGACNP, CNS, FNP, NNP, and PMHNP*) and DNP degree program outcomes and Post-Graduate Certificate (*AGPCNP, AGACNP, CNS, FNP, NNP, and PMHNP*) program outcomes incorporate each of the Alverno Abilities as shown in the table below.

Key Linkages between the Alverno Abilities and BSN, DEMSN, MSN, and DNP Program Outcomes:

Alverno College Institutional Outcomes: <i>The Abilities</i>	BSN Program Outcomes	DEMSN Program Outcomes	Advanced Practice MSN Degree and Post-Graduate Certificate Program Outcomes	DNP Program Outcomes
<p>1. Communication makes meaning of the world by connecting people, ideas, books, media, and technology.</p> <p>2. Analysis develops critical and independent thinking.</p> <p>3. Problem-Solving helps define problems and integrate resources to reach decisions, make recommendations or implement action plans.</p> <p>4. Valuing in Decision-Making approaches moral issues by understanding the dimensions of</p>	<p><i>The BSN and RN-BSN degree program graduate:</i></p> <p>1. Communicates and collaborates effectively and professionally using a variety of modes. (<i>Communication, Social Interaction</i>)</p> <p>2. Applies leadership concepts and skills grounded in professional standards to support innovation and adaptation in evolving health care systems (<i>Analysis,</i></p>	<p><i>The DEMSN degree program graduate:</i></p> <p>1. Exhibits mastery of communication skills in multiple modes to build crucial inter-professional team relationships that promote collaboration to ensure safe and effective outcomes. (<i>Communication, Analysis, Valuing in Decision-Making, Social Interaction</i>)</p> <p>2. Provides holistic, patient-focused, evidence-based care. (<i>Problem-Solving, Valuing in Decision-Making,</i></p>	<p><i>In the role of the advanced practice nurse, the MSN degree program graduate and post-master's certificate program graduate:</i></p> <p>1. Exhibits mastery of communication skills in multiple modes to build crucial inter-professional team relationships that promote collaboration to ensure safe and effective outcomes. (<i>Communication, Analysis, Valuing in Decision-Making, Social Interaction</i>)</p>	<p><i>The DNP degree program graduate:</i></p> <p>1. Applies advanced communication and leadership skills with interprofessional health care teams to create and evaluate health care delivery systems. (<i>Communication, Analysis, Valuing in Decision-Making, Social Interaction, Effective Citizenship</i>)</p> <p>2. Applies scientific evidence, theories, and practice methods to</p>

<p>personal decisions and accepting responsibility for the consequences.</p> <p>5. Social Interaction facilitates results in group efforts by eliciting the views of others to help formulate conclusions.</p> <p>6. Developing a Global Perspective requires understanding of and respect for the economic, social, and biological interdependence of global life.</p> <p>7. Effective Citizenship involves making informed choices and developing strategies for collaborative involvement in community issues.</p> <p>8. Aesthetic Engagement: Integrates the intuitive dimensions of participation in the arts with broader social, cultural, and theoretical frameworks.</p>	<p><i>Problem-Solving, Effective Citizenship)</i></p> <p>2. Integrates theories and evidence-based practice using multiple ways of thinking to promote, restore, and maintain optimum health of diverse individuals, families, communities, systems, and global populations. <i>(Problem-Solving, Valuing in Decision-Making, Developing a Global Perspective, Effective Citizenship, Aesthetic Engagement)</i></p> <p>3. Integrates a global perspective with an understanding of self and others within the shared environment to promote health and well-being. <i>(Developing a Global Perspective, Social Interaction, Aesthetic Engagement)</i></p> <p>5. Promotes a culture of quality, safety, and inclusiveness through mindful practice of continuous quality improvement <i>(Problem-Solving, Social Interaction)</i></p>	<p><i>Social Interaction, Aesthetic Engagement)</i></p> <p>3. Evaluates and applies informatics using current and evolving technology to facilitate and enhance optimal clinical care and organizational decision-making. <i>(Analysis, Problem-Solving, Effective Citizenship)</i></p> <p>4. Skillfully engages in collaborative and trans-disciplinary leadership to (re)construct strategies for innovative and transformative change in complex health care settings. <i>(Social Interaction, Problem-Solving)</i></p> <p>5. Synthesizes current and emerging science and theory to design ethical and cost-effective approaches to care that consider the uniqueness of individuals, families, communities and populations. <i>(Analysis, Valuing in Decision-Making, Aesthetic Engagement)</i></p>	<p>2. Provides holistic, patient-focused, evidence-based care. <i>(Problem-Solving, Valuing in Decision-Making, Social Interaction, Aesthetic Engagement)</i></p> <p>3. Evaluates and applies informatics using current and evolving technology to facilitate and enhance optimal clinical care and organizational decision-making. <i>(Analysis, Problem-Solving, Effective Citizenship)</i></p> <p>4. Skillfully engages in collaborative and trans-disciplinary leadership to (re)construct strategies for innovative and transformative change in complex health care settings. <i>(Social Interaction, Problem-Solving)</i></p> <p>5. Synthesizes current and emerging science and theory to design ethical and cost-effective approaches to care that consider the uniqueness of</p>	<p>develop and evaluate health care models to improve health care delivery. <i>(Analysis, Problem-Solving, Effective Citizenship)</i></p> <p>3. Leads in the vision, development, implementation, and evaluation of patient-centered care delivery approaches that ensure ethical stewardship, accountability, quality, and patient safety. <i>(Problem-Solving, Valuing in Decision-Making, Social Interaction, Effective Citizenship, Aesthetic Engagement).</i></p> <p>4. Critically analyzes and translates evidence-based research into practice to optimize health care outcomes and reduce disparities. <i>(Analysis, Problem-Solving, Valuing in Decision-Making, Developing a Global Perspective)</i></p> <p>5. Demonstrate leadership in the selection, use, evaluation, and design of information systems/technology for improvement and transformation of health</p>
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Key Professional Standards and Guidelines Undergird JMSNHP Program Curricula and Inform Program Outcomes (as appropriate)

- *Standards for Accreditation of Baccalaureate and Graduate Nursing Programs* (Commission on Collegiate Nursing Education [CCNE], 2018)
- *The Essentials of Baccalaureate Education for Professional Nursing Practice* (AACN (2008)
- *The Essentials of Master’s Education in Nursing* (American Association of Colleges of Nursing [AACN], 2011)
- *The Essentials of Doctoral Education for Advance Nursing Practice* (AACN, 2006)
- *Criteria for Evaluation of Nurse Practitioner Programs* (National Task Force on Quality Nurse Practitioner Education [NTF], 2016)
- *Nurse Practitioner Core Competencies Content* (National Organization of Nurse Practitioner Faculties [NONPF], 2017)
- *Standards of Practice for Nurse Practitioners* (American Association of Nurse Practitioners [AANP], 2019)

Metrics

Critical linkages between program outcomes, CCNE Essentials, and course outcomes are made explicit in all course syllabi. Likewise, course outcomes are linked to explicit course learning objectives and assessments in course syllabi. Students’ achievement of course learning objectives, and thereby course outcomes, is measured by way of NCLEX or APRN board certification exam-style objective assessments (as appropriate) and/or criterion-referenced assessments of student performance developed in accordance with guidelines set forth by the Alverno College Assessment Committee. In addition to demonstrating the Alverno Abilities at advanced levels, expected program outcomes include that our graduates successfully complete the NCLEX (BSN, RN-BSN, DEMSN programs) or relevant national board certification examinations (advanced practice MSN and post-graduate certificate programs) at annual rates that meet or exceed the expectations set forth by relevant external accrediting, licensing, and credentialing agencies (e.g., AACN/CCNE, WI State Board of Nursing, etc.).

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