

EXIT, ONE-YEAR, AND THREE-YEAR SURVEYS

SURVEY REPORT

Master of Science in Nursing Program



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GENERAL INFORMATION

Presented in this report are results from three surveys – Exit Survey, One Year Alumni survey, and Three Year Alumni survey.

A brief description of each of the surveys is presented below.

Exit Survey: The exit survey collects information regarding graduates' current employment status, future educational plans, achievement of and Excelsior's impact on career and educational goals, satisfaction with College faculty and services, and perceptions of their abilities overall and by concentration. A set of open-ended items at the end of the survey collects information on program strengths and suggestions for change.

One Year Survey: The one year survey collects information on alumni's current educational and employment status, professional affiliations, future educational plans, achievement of and Excelsior's impact on career and educational goals, preparation for practice, and perceptions of their abilities overall and by concentration. It also addresses activities following graduation such as changes in employment and other professional activities. Open-ended items on the survey collect information on program strengths and recommendations for improvement.

Three Year Survey: The three year survey collects information regarding the graduates' employment status, achievement of and Excelsior's impact on career and educational goals, preparation for practice, and perceptions of their abilities overall and by concentration. It also addresses activities following graduation such as enrollment in educational programs, certifications, professional organizational activities, and presentations made. A set of open-ended items at the end of the survey collects information on program strengths and provides an imaginary scenario to which the graduate indicates what he/she might say to a friend about the Master's in Nursing program.

January 2013

SECTION 1: Exit Survey

Respondents to the survey graduated between April and October 2012; data collection was completed in November 2012.

Sample

The Exit Survey was sent to 82 Master of Science in Nursing graduates. Forty-nine graduates responded, resulting in a response rate of 59.8%. Of the responding graduates, seven completed the Clinical Systems Management track, seven completed the Nursing Informatics track, and 14 completed the Nursing Education track, and the remaining 21 respondents completed the program under the new single set of program outcomes. Respondents to the survey graduated between April and October 2012; data collection was completed in November 2012. Data for most items are reported together for all 49 responding graduates. In some instances, respondents may have skipped an item; thus, percentages represent the proportion of individuals responding to an item choice out of the total number of individuals answering the item. Program outcomes and open-ended comments are reported by concentration.

Gender (N=49)

- Female = 83.7%
- Male = 16.3%

Ethnicity (N=49)

- White = 77.6%
- Black or African American = 16.3%
- Asian =4.1 %
- Asian, Pacific Islander = 2.0%

Employment and Professional Affiliations

How many years have you worked as an RN? (N = 49)

- Less than 5 = 12.2%
- 5 to < 10 = 26.5%
- 10 to < 15 = 12.2%
- 15 to < 20 = 14.3%
- 20 to 30 = 20.4%
- More than 30 = 14.3%

Are you currently employed? (N = 49)

- Yes, full time = 83.7%
- Yes, part time/per diem = 12.2%
- No, but seeking employment = 4.1%

How many years have you worked in your current position? (N = 47)

- Less than 5 = 48.9%
- 5 to < 10 = 36.2%
- 10 to < 15 = 8.5%
- 15 to < 20 = 2.1%
- 20 to < 30 = 4.3%

Are you currently working in the field of nursing? (N = 47)

- Yes, as a nurse = 87.2%
- No, but I work in a health care related field = 12.8%

What is the title of your current position? (N = 47)

- Educator = 29.8%
- Staff nurse = 23.4%
- Manager = 12.8%
- Supervisor = 8.5%
- Nurse informaticist = 4.3 %
- Administrator = 2.1%
- Clinical specialist = 2.1%
- Other = 17.0%

Respondents indicating "other" provided their specific titles/roles: ACNO/Director, Patient Care Services; educator; clinical coordinator; clinical data analyst; clinical product analyst; librarian; nurse care coordinator; nurse executive director; and school RN.

Which of the settings below best describes your current place of work? (N = 47)

- Hospital inpatient service = 27.7%
- Nursing education = 23.4%
- Ambulatory services = 17.0%
- Home health agency = 12.8%
- Long term care = 6.4%
- HMO = 2.1%
- Public health department = 2.1%
- School nurse service = 2.1%
- Other = 6.4%

Of the 13 respondents indicating "hospital inpatient service," 12 specified further: Critical care, ER, float, hospital emergency department, ICU, NICU, OR, Perioperative and perenatal services, psychiatric (n=3), and VA.

Three respondents indicating "other" specified further: nursing education and mental health; clinical practice consultant; and LTC/Home care/Hospice Software Vendor

Where do you currently work? (N = 47)

- Urban area = 51.1%
- Suburban area = 36.2%
- Rural area = 12.8%

Are you currently a member of any of the professional organizations listed below? (N =28) (item discontinued in September 2012 and replaced with the subsequent item)

- State nurses association = 35.7%
- District nurses association = 3.6%
- Professional specialty org = 46.4%
- Other = 25.0%

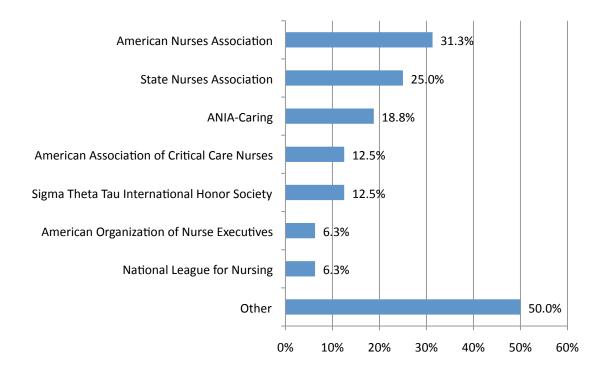
Thirteen of the 28 individuals indicating membership in a "professional specialty organization" identified the organizations: AACN (n=4), AHA, ANIA-CARING, AONE, AORN, ASPAN, AWHOON, international honor nursing, NLN (n=2), Sigma Theta Tau (n=2), and TAYNE.

Are you a member of any professional organizations? (N = 21) (beginning in October 2012 this item replaces the previous item)

- Yes = 76.2%
- No = 23.8%

Please identify the nursing organization (N = 16)

Percentages are based on the number of respondents who indicated 'Yes' to membership in professional organizations.



Eight respondents indicated "other" organizations including: American Holistic Nurses, American Psychiatric Nurses Association, AHNA, ACHE, AORN, AR nurses association, ENA, HIMSS, ISPN, local AACN, NNSDO, NYS Nurses School Association, UNYSNOO, urology, and WOCN Society

Future Educational Plans

Are you planning or considering enrollment in any educational programs since completing your Excelsior College degree? (N = 48)

- No = 39.6%
- Yes, a certificate program = 20.8%
- Yes, post graduate courses = 4.2%
- Yes, a doctoral program = 22.9%
- Yes, other = 12.5%

Seven respondents further specified type of program, including: A certificate program, post graduate courses, doctoral program; and post graduate courses; doctorate; FNP; MSEd; nurse practitioner; and post graduate courses and doctoral program.

Respondents specified the following foci/majors: Administration, ARNP, DNP (n=2), EdD, Education (n=2), Education/Nursing, Family Nurse Practitioner, FNP/DNP, healthcare science or health education, holistic health, Leadership, Master's, Master's in Nursing Ed, Nephrology (n=2), Nurse Management, Nursing Education (n=2), Ph.D. (n=2), possible NP program, post-master's, psychology/traumatology, teaching, and undecided (n=2).

Career and Educational Goals

How much have you achieved or not achieved each goal, and how much did Excelsior College impact or not impact your achievement? (Achievement N = 44-48; Impact N = 43-48)

Statement	Achievement* Mean (<i>SD</i>)	EC Impact** Mean (SD)
Update knowledge and skills	6.37 (0.73)	6.34 (1.07)
Personal enrichment	6.27 (0.92)	6.35 (1.02)
Meet requirements for current position	5.88 (1.81)	5.37 (1.99)
Discover new job opportunities	5.45 <i>(1.70)</i>	4.85 (2.16)
Transition to a new job	5.17 (2.09)	5.02 (2.14)
Meet requirements for certification	5.14 (2.13)	5.40 (2.01)
Career advancement	4.98 (1.77)	5.19 (1.82)

^{*}Likert scale: Achievement: 1=Not achieved, 7=Completely achieved;

^{**}Likert scale: Excelsior College Impact: 1=No impact, 7=Great impact

Excelsior College Faculty and Services

How much do you agree or disagree with the following statements about your experience with Excelsior College? (N = 47-49)

Statement	Agreement* Mean (SD)
The faculty and student interaction online was scholarly and thought provoking.	6.43 (1.14)
The faculty facilitators were knowledgeable in their fields related to course objectives.	6.33 (1.12)
The feedback on my performance was timely and helpful.	6.29 (1.18)
The academic advisement services were timely and helpful.	6.27 (1.01)
The technical support services were timely and helpful.	6.23 (1.13)
The advertising, recruitment and admissions information was adequate and accurate in representing the program, requirements and services available.	6.20 (1.31)
The faculty facilitators were available and accessible.	6.15 <i>(1.27)</i>
The amount of faculty facilitators' interaction during courses was appropriate.	6.15 (1.37)
Access to the online library was user friendly.	6.08 (1.22)
The technology used in courses was user friendly.	5.90 <i>(1.09)</i>
Overall, the program prepared me to function as a contemporary member of an executive level health care team.	6.53 <i>(0.77)</i>

^{*}Likert scale: Agreement: 1=Strongly disagree, 7=Strongly agree

Graduate Abilities and Preparation for Practice

How well or poorly do the statements below describe you? (N = 28)

Statement	Mean* (SD)
I practice nursing within a legal and ethical framework.	6.71 (0.46)
I can access and use health care technology effectively.	6.68 (0.55)
I exhibit ethical behavior in all professional contacts with clients, peers and society.	6.64 (0.49)
I use critical thinking and decision making skills to identify problems and seek interventions.	6.64 (0.49)
I can distinguish between credible and non-credible sources of information.	6.57 <i>(0.63)</i>
I am sensitive to differing values/beliefs of clients.	6.54 <i>(0.88)</i>
I can assess the role of the physical environment on the health of populations.	6.46 (0.64)
I can analyze and synthesize complex patterns of data to develop judgments.	6.43 (0.57)
I can apply principles, theories and concepts from the sciences and humanities in practice.	6.43 (0.63)
I can distinguish statements of fact from value judgments.	6.43 <i>(0.69)</i>
I can implement team building strategies that create partnerships and collaboration.	6.43 (0.74)
I can analyze an issue or problem from more than one perspective.	6.39 (0.79)
I can readily provide a rationale in support of a judgment.	6.36 (0.68)
I can attend to unique behavioral or emotional patterns to anticipate problems.	6.36 (0.68)
I am not afraid to question judgments made by others.	6.36 (0.87)
I can generate reasonable hypotheses based on the analysis and synthesis of information.	6.25 (0.89)
I develop organizational strategies that address the needs of diverse client populations.	6.18 (1.12)
I can generate alternative solutions for problems.	6.18 (0.82)
I can utilize advanced analytic problem solving strategies in complex situations at the organizational level.	6.18 (1.02)
I can access information from multiple data sources to identify unique human responses.	6.11 (0.92)

^{*}Likert scale: 1=Very poorly, 7=Very well

Program-Specific Outcomes

Prior to October 2012, graduates were surveyed regarding specific concentration outcomes. Beginning in October 2012, graduates are surveyed regarding a single set of MSN outcomes. The following tables summarize responses to survey items regarding specific program outcomes.

Clinical Systems Management: How well or poorly do the statements below describe you? (N = 7)

Statement	Mean* (SD)
I am able to assume a leadership role in developing systems that provide care for diverse populations.	6.86 <i>(0.38)</i>
I use appropriate means of communication with members of the health care team.	6.86 <i>(0.38)</i>
I collaborate with members of the health care team to develop interdisciplinary plans.	6.86 <i>(0.38)</i>
I communicate effectively with multiple stakeholders about professional and health care system issues.	6.86 <i>(0.38)</i>
I use multiple strategies to evaluate health care decisions in various settings.	6.71 <i>(0.49)</i>
I can take responsibility for life-long learning.	6.71 <i>(0.49)</i>
I can articulate my role as a clinical systems manager within the philosophical, ethical and theoretical framework of nursing science.	6.71 (0.49)
I can implement the advanced role of the nurse as clinical systems manager according to the scope and standards of professional practice.	6.71 (0.49)
I am able to apply skills needed in the use and management of information systems.	6.71 <i>(0.49)</i>
I can use data driven outcomes to improve the care of clients.	6.71 <i>(0.49)</i>
I apply the principles of performance improvement and systems thinking to practice.	6.57 <i>(0.54)</i>
I can communicate the role of an advanced practice nurse as a clinical systems manager within a health care network.	6.57 <i>(0.54)</i>
I can apply principles, theories and concepts from the sciences and humanities in the practice of nursing administration.	6.57 <i>(0.54)</i>
I can develop approaches to health care delivery that address the ethical and legal requirements of diverse populations.	6.57 <i>(0.54)</i>
I can create culturally sensitive and responsive environments of care.	6.57 <i>(0.79)</i>
I use data to make decisions in determining effective distribution of fiscal and human resources.	6.43 <i>(0.54)</i>
I am able to use the research process to enhance cost-effective quality care.	6.43 <i>(0.79)</i>

^{*}Likert scale: 1=Very poorly, 7=Very well

Nursing Education: How well or poorly do the statements below describe you? (N = 13-14)

Statement	Mean* (SD)
I can take responsibility for life-long learning.	6.71 <i>(0.47)</i>
I communicate effectively with multiple stakeholders about professional and educational system issues.	6.64 (0.50)
I can create an educational environment that facilitates student learning and achieves desired outcomes.	6.57 <i>(0.51)</i>
I am able to assume a leadership role in the educational organization to implement change.	6.57 <i>(0.65)</i>
I am able to use the research process to develop evidence-based practice.	6.46 <i>(0.88)</i>
I use analytical skills to appraise the contextual environment of nursing education in order to inform decision making.	6.43 (0.51)
I can implement the advanced role of nurse educator according to the scope and standards of professional practice.	6.43 (0.51)
I can develop approaches to the educational environment that address the ethical and legal requirements of diverse populations.	6.38 <i>(0.65)</i>
I use multiple strategies to evaluate learning in various settings.	6.36 <i>(0.84)</i>
I can articulate my role as a nursing educator within the philosophical, ethical, and theoretical framework of nursing science.	6.21 (0.70)
I can apply skills from multiple disciplines in designing curricula and formatting program outcomes.	6.23 <i>(0.73)</i>
I collaborate with diverse constituencies to pursue education related goals.	6.07 <i>(0.83)</i>

^{*}Likert scale: 1=Very poorly, 7=Very well

Nursing Informatics: How well or poorly do the statements below describe you? (N = 7)

Statement	Mean* (SD)
I can take responsibility for life-long learning.	7.00 (0.00)
I can develop approaches to the healthcare environment that address the ethical and legal requirements of diverse populations.	6.86 <i>(0.38)</i>
I am able to assume a leadership role in the healthcare organization to implement change.	6.86 <i>(0.38)</i>
I communicate effectively with multiple stakeholders about professional and health care system issues.	6.86 <i>(0.38)</i>
I can create an environment that facilitates the use of the data, information and knowledge continuum.	6.86 <i>(0.38)</i>
I can articulate my role as a nurse informaticist within the philosophical, ethical and theoretical framework of nursing science.	6.86 <i>(0.38)</i>
I can implement the advanced role of nurse informaticist according to the scope and standards of professional practice.	6.71 <i>(0.49)</i>
I am able to use the research process to develop evidence-based practice.	6.71 <i>(0.49)</i>
I use analytical skills to appraise the contextual environment of nursing informaticist in order to inform decision making.	6.57 <i>(0.79)</i>
I can apply skills from multiple disciplines in data analysis and project management.	6.57 <i>(0.54)</i>
I use multiple strategies to evaluate information system development in various settings.	6.43 (1.51)
I collaborate with diverse constituencies to pursue informatics related goals.	6.14 (1.86)

^{*}Likert scale: 1=Very poorly, 7=Very well

Master of Science in Nursing: How well or poorly do the statements below describe your abilities? (N = 20-21) [beginning with September 2012 graduates]

Statement	Mean* (SD)
Integrates nursing's scope of practice, professional standards, and specialty knowledge to implement the role of the master's prepared nurse across healthcare settings.	6.52 <i>(0.75)</i>
Applies concepts and theoretical frameworks to guide thinking, improve performance, analyze policy, and allocate resources.	6.52 <i>(0.68)</i>
Integrates principles and concepts of leadership in professional practice environments.	6.50 <i>(0.76)</i>
Develops approaches to the delivery of healthcare that addresses the ethical, legal, cultural, social and policy needs of diverse stakeholders and populations.	6.48 <i>(0.68)</i>
Uses effective communication strategies with multiple stakeholders to achieve desired outcomes.	6.43 <i>(0.75)</i>
Translates research evidence to promote safe, cost-effective, quality practice.	6.38 <i>(0.74)</i>
Establishes collaborative partnerships with diverse constituencies and interprofessional teams to address needs and influence change.	6.38 (0.81)
Designs strategies using information technology to inform decisions and improve	6.29 (0.90)

outcomes.

^{*}Likert scale: 1=Very poorly, 7=Very well

Open-Ended Items

What do you consider to be the strengths of your Excelsior College Master's degree program?

Clinical Systems Management (N = 7)

- Clearly stated expectations, excellent instructors (Nelson), strong structure
- Faculty support, advising is the best, quick response to resolve issues, they are very supportive.
- Great professors and able to encourage student to achieve career goals.
- I had to work hard and rather autonomously for my degree. No one handed it to me. No one forced me to show up for class or gave me tardies. I strongly believe that a self-driven program reaps larger and longer rewards because it builds a foundation for life-long, self-directed education.
- Teacher student interaction
- The online and capstone discussions and shared experience.
- The quality of the faculty.

Nursing Informatics (N = 7)

- 1. Online format; 2. Practicum
- Excellent instructors
- It is comprehensive and integrates with the education and clinical systems tracks so the student gains insight into those areas as well. I enjoyed being in classes with students in other tracks to hear their perspectives. I feel the program has definitely prepared me for real-world experiences. There are so few informatics programs right now and even fewer that are distance-based. It is wonderful that Excelsior is a leader in distance-based informatics courses and its degree program.
- Meeting so many people from so many places.
- Rigorous curriculum, stimulating discussions with peers.
- The faculty. Working within groups.
- The nursing courses helped me become a well minded practitioner. The role development class prepared my CV for life. The flexibility was excellent. The price was excellent. Many of the facilitators were truly engaged.

Nursing Education (N = 12)

- Able to manage work with studies.
- Being able to access the course at all different times. Very interactive. Teachers were supportive. Positive outlook in classes. Everyone wanted to see the class succeed.
- Enables students who cannot attend traditional programs (i.e. classroom based) due to personal or career constraints, to pursue graduate study. *Invaluable*

- Giving people opportunity to learn and grow non-discriminatory environment, equal opportunity for all. Payment plan. Encouraged to all "start to finish" did it for me.
- I felt the faculty were so knowledgeable and professional. It was an amazing experience.
- My strengths would be my final project. I never thought I could create such a dynamic and structured program. This process fulfilled what I needed as a fundamental platform for my nursing education efforts.
- Online. The instructors are very knowledgeable and helpful.
- Strong studies.
- The facilitators were a strength they questioned and kept one on track.
- The faculty and the flexibility of the program are strengths.
- This degree has opened my mind in the way of thinking. And I know more doors will be open in my way.
- Viewpoints from many places nationally. Interacting with other professionals.

Master of Science revised program (N = 15)

- Overall updating of current nursing attitudes and research, along with ability to voice opinions in a non-threatening atmosphere with good discussions at times with students/facilitators from all different areas within nursing.
- Able to do it on-line with a family and job.
- Academic advisors were friendly and approachable.
- Excelsior College uses the most advanced technology to further nursing online education.
- Faculty and advisors.
- Great staff/student interaction. Challenging and enriching classes. Advisors very friendly and helpful. Program tracks easy to understand and enrollment in classes was never a problem.
- Greater understanding incorporating nursing into the overall healthcare system and understanding of various complexities in the nursing entrepreneurship/business.
- Knowledge base and practical application of knowledge into real time experience.
- The collaboration with a wide range of students was excellent. I was constantly amazed by the
 wide range of student talent in each course. I feel like my view of nursing as a profession has
 been uplifted by the coursework itself and my view of myself as a professional has been
 strengthened.
- The courses are very flexible and are able to be completed while working full time.
- The curriculum and the facilitators.
- The flexibility for learning.
- The online classes were complimentary to my work-school-family life balance. The instructors were knowledgeable about their fields.
- The program is online and available 24x7.
- Understanding and effective utilization of self motivation and determination both with the entire process and through adversity created by lack of appropriate/therapeutic interaction between facilitator and students.

What changes (additions or subtractions) would you recommend that Excelsior College make to the Master's program?

Clinical Systems Management (N = 6)

- I have been a student since 1999 and have seen many very good advances. I am pleased with the program overall, however, more 8 wk classes might be helpful.
- Look into virtual capstone as this was very expensive for me as a single mother.
- Maintain onsite capstone retreat to go to Albany. It is a great experience personally interacting to my classmates that I've known for a while.
- Many have already, or are currently, being addressed. This latest version of Blackboard was a real stinker!
- None.
- Organize capstone course on BlackBoard in sequence and make available needed instructional resources prior to posting course assignments.

<u>Nursing Informatics</u> (N = 6)

- I would add more definition to the roles of nurse informaticist in role development. The theory class is too much for the underuse and could be put into several of the classes rather than on its own.
- I would like to see a more planned/organized capstone process. Often, in the beginning, it felt like I was lost and alone coming up with a project and preceptor and in talking with other students they voiced the same concerns. Just a little more guidance and support in those early days of the capstone. I would like more feedback from instructors/facilitators. Some were EXCELLENT! While others rarely participated, or participated when convenient for them. Same with grades. In one particular class, the department head had to give me my grade and the facilitator later looked at my project for that course and said she would have failed it. (I received an A from the department head). I think using more of the Adobe classroom or Microsoft Link in classes would be very beneficial especially when used with webcams.
- More interaction with the faculty.
- None.
- Take the capstone out!!! The presentations are too nerve racking.
- The time between the end of formal curriculum, beginning of the capstone project, beginning of the capstone discussion, and the end of the capstone culminating in the retreat was very lengthy. I believe this period could be reduced by starting the discussion with the beginning of the project, and the retreat could be held immediately (last week) of the discussion. There was a lot of overlap in the courses in the informatics track. I would have preferred a "real" project management experience in the coursework instead of self-generating a scenario to provide solutions to that was very frustrating to me!!

Nursing Education (N = 9)

- I think that the face to face capstone is better than doing it in an online environment. I will be sad to see it change.
- I would like to see 8 week courses. I enjoyed the seminar (?) experience so not sure if I would rather of had a virtual presentation
- Keep the capstone. It has been wonderful meeting everyone in person. Although it is an online degree it has been very clear that the capstone requires travel. I have enjoyed all the presentations. Wish we could have seen the entire nursing ed groups' presentations.
- More resources to assest with finding appropriate capstone placements.
- My recommendation: explain the project thoroughly for the students what to expect, how to go about it, what type of information needed, before the capstone.
- None. They are very good.
- Personally I would like to see more involvement in clinical setting. Due to distance learning, I understand this is a hard process, however creating an additional clinical requirement would be beneficial (i.e. Community Health Issues).
- The capstone information should be more specific before starting time.
- The capstone retreat was very exciting, especially meeting instructors and peers on a face to face level. It was worth the expenses.

<u>Master of Science revised program</u> (N = 15)

- Capstone course is too long, and makes graduates too frustrated.
- Each course differed in the amount of facilitation the professor provided. In some courses, I felt that there was not enough guidance and input from the facilitator. The facilitator was somewhat "invisible" and I felt like I was groping. This should be more standardized.
- Informatics degree needs more computer related classes especially on data mining, analysis, statistics, HER software knowledge. These are areas that Nurse informaticists need as they move into management positions that look for stronger computer program understanding along with their clinical expertise. Another way to accomplish may be to have a certificate program with the business or technology departments to get this accomplished.
- Serious review of Capstone Instructors. Find an alternate method of preceptorship as it was nearly impossible to find someone willing to engage in that role. Larger class sizes. Better availability of instructors prior to the official start of the course to be available to answer questions related to project during the timeframe when 20% should be completed. Using Adobe prior to Capstone. Strong emphasis on utilizing the strongest, most personable, and capable facilitators during the Capstone as it is not a time to have inept individuals leading students. More specific instructions and expectations that are not left to interpretation.
- The 15wk semester classes were quite long. Some other programs offering 8-10wk classes, which are more suitable for the working adult.
- To add Advance Practice Nurse certification options i.e. CNS (clinical nurse specialist), CNL (clinical nurse leader), etc.
- With this being the first time doing the retreat virtually, I would recommend having more opportunities to practice in that setting. This would not only help students become more

comfortable interacting in that fashion but could also identify and eliminate some of the technological glitches we encountered.

- Didn't think the Capstone course was worth the expense. Didn't need it.
- I really enjoyed the program the way it is!
- Improved online retreat program.
- In my opinion NONE.
- More focus on connecting learning to practice with greater resources for job placement.
- No comment.
- None.
- Simplify the newest learning platform. There was a lot of duplication in areas of team communication.

SECTION 2: One Year Alumni Survey

Respondents to the survey graduated in August 2011; data collection was completed in November 2012.

Sample

The One Year Alumni Survey was sent to 50 Master of Science in Nursing (MSN) graduates. Sixteen graduates responded, resulting in a 32% response rate. Respondents to the survey graduated in August 2011; data collection was completed in November 2012. Three of the respondents completed the Clinical Systems Management concentration, four completed the Nursing Informatics concentration, and nine completed the Nursing Education concentration. Frequency distributions are provided in place of means and standard deviations where there are fewer than five respondents.

Gender (N = 16)

- Female = 93.8 % (n=15)
- Male = 6.3 % (n= 1)

Ethnicity (N = 16)

- White = 93.8% (n= 15)
- Black or African American = 6.3% (n= 1)

Employment and Professional Affiliations

How many years have you worked as an RN? (N = 16)

- 5 to < 10 = 25% (n= 4)
- 10 to < 15 = 12.5% (n= 2)
- 15 to < 20 = 6.3% (n= 1)
- 20 to < 30 = 18.8% (n= 3)
- More than 30 = 37.5% (n= 6)

Are you currently employed? (N = 16)

- Yes, full time = 87.5% (n= 14)
- Yes, part time/per diem = 12.5% (n= 2)

How many years have you worked in your current (or most recent) position? (N = 16)

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• Less than 5 = 87.5% (n= 14)
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- 5 to < 10 = 6.3% (n= 1)
- 10 to < 15 = 6.3% (n= 1)

Are you currently working in the field of nursing? (N = 16)

- Yes, as a nurse = 87.5% (n= 14)
- No, but I work in a health care related field = 6.3% (n= 1)
- No, and I work in a non-health care related field = 6.3% (n= 1)

What is the title of your current position? (N = 16)

- Educator = 31.3% (n= 5)
- Manager = 12.5% (n= 2)
- Nursing informaticist = 12.5% (n= 2)
- Staff nurse = 12.5% (n= 2)
- Administrator = 6.3% (n= 1)
- Supervisor = 6.3% (n= 1)
- Other = 18.8% (n= 3)

The three respondents indicating "other" provided their specific titles/roles: Associate Director, Clinical Analyst, MDS Coordinator.

Which of the settings below best describes your current place of work? (N = 16)

- Hospital inpatient service = 37.5% (n= 6)
- Nursing education = 37.5% (n= 6)
- Ambulatory services = 12.5% (n= 2)
- Long term care = 6.3% (n= 1)
- Other = 6.3% (n= 1)

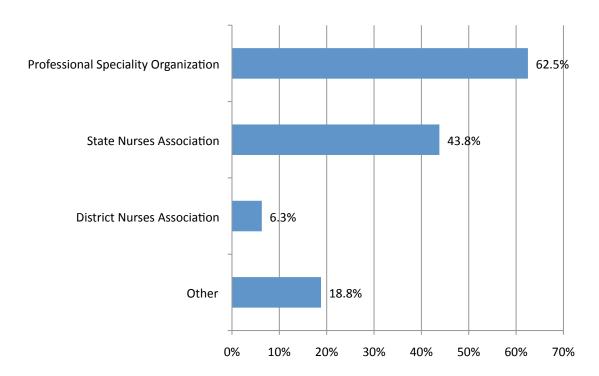
Respondents indicating employment in "hospital inpatient service" specified further: acute care, ER, ICU, Industry, Nursing Administration, Pediatric, Pediatric Medical Center

The individual indicating employment in an "other" setting did not specify further.

Where do you currently work? (N = 15)

- Suburban = 46.7% (n= 7)
- Urban = 33.3% (n= 5)
- Rural = 20% (n= 3)

Are you currently a member of any of the professional organizations listed below? (N = 16)



All 10 individuals indicating membership in a "professional specialty organization" identified the organization(s): AACN (n=2), ANA (n=2), ANIA (n=2), ENA (n=2), ACFEI, ANPD, APIC, ARNA, IAFN, NNSDO, Radiation Oncology, STTI, TAVNE

The "other" organizations specified by three respondents included: HIMSS (n=2), Sigma Theta Tau

Educational Activity since Graduation and Future Plans

Have you enrolled in any educational programs since completing your Excelsior College degree? (N = 16)

- No = 87.5% (n= 14)
- Yes, a certificate program = 12.5% (n=2)

Do you have plans to seek additional education? (N = 16)

- Yes = 43.8% (n=7)
- No = 56.3% (n=9)

Career and Educational Goals

How much have you achieved or not achieved each goal, and how much did Excelsior College impact or not impact your achievement? (N = 16)

Statement	Achievement* Mean (SD)	EC Impact** Mean (<i>SD</i>)
Update knowledge and skills	6.44 (0.63)	6.56 (0.51)
Personal enrichment	6.25 <i>(0.86)</i>	6.19 <i>(1.56)</i>
Meet requirements for current position	6.38 (1.03)	6.13 (2.03)
Discover new job opportunities	4.94 (1.91)	5.00 (2.22)
Transition to a new job	4.44 (2.39)	4.13 (2.68)
Career advancement	4.31 (2.49)	4.88 (2.60)
Meet requirements for certification	3.80 (2.54)	4.19 (2.51)

^{*}Likert scale: Achievement: 1=Not achieved, 7=Completely achieved;

^{**}Likert scale: Excelsior College Impact: 1=No impact, 7=Great impact

Graduate Abilities and Preparation for Practice

How well or poorly do the statements below describe you? (N=15-16)

Statement	Mean* (SD)
I practice within a legal and ethical framework.	6.88 <i>(0.34)</i>
I exhibit ethical behavior in all professional contacts with clients, peers and society.	6.88 <i>(0.34)</i>
I use critical thinking and decision making skills to identify problems and seek interventions.	6.87 <i>(0.35)</i>
I can analyze an issue or problem from more than one perspective.	6.81 (0.40)
I am sensitive to differing values/beliefs of clients.	6.56 (1.03)
I can readily provide a rationale in support of judgment.	6.56 (1.03)
I can distinguish between credible and non-credible sources of information.	6.50 <i>(0.73)</i>
I can generate alternative solutions for problems.	6.50 (1.03)
I can implement team building strategies that create partnerships and collaboration.	6.44 <i>(0.73)</i>
I can apply principles, theories, and concepts from the sciences and humanities in practice.	6.44 (0.81)
I can distinguish statements of fact from value judgments.	6.38 (0.81)
I can analyze and synthesize complex patterns of data to develop judgments.	6.38 (0.81)
I am not afraid to question judgments made by others.	6.38 (1.31)
I can attend to unique behavioral or emotional patterns to anticipate problems.	6.38 <i>(0.89)</i>
I can access and use health care technology effectively.	6.38 (0.96)
I can generate reasonable hypotheses based on the analysis and synthesis of information.	6.25 <i>(0.78)</i>
I can utilize advanced analytic problem solving strategies in complex situations at the organizational level.	6.25 <i>(0.86)</i>
I can assess the role of the physical environment on the health of populations.	6.19 (1.33)
I develop organizational strategies that address the needs of diverse client populations.	6.13 (1.19)
I can access information from multiple data sources to identify unique human responses.	6.07 (1.03)

^{*}Likert scale: 1=Very poorly, 7=Very well

Program-Specific Outcomes

Clinical Systems Management: How well or poorly do the statements below describe you? (N = 3) (Ratings are given in frequencies, because sample size is less than 5.)

Statement	Likert ratings*						
Statement	1	2	3	4	5	6	7
I can implement the advanced role of the nurse as clinical systems manager according to the scope and standards of professional practice.						х	XX
I am able to apply skills needed in the use and management of information systems.						Х	xx
I use data to make decisions in determining effective distribution of fiscal and human resources.					х		xx
I apply the principles of performance improvement and systems thinking to practice.						Х	xx
I communicate effectively with multiple stakeholders about professional and health care system issues.						Х	xx
I am able to use the research process to enhance costeffective, quality care.							xxx
I can apply principles, theories and concepts from the sciences and humanities in the practice of nursing administration.						х	XX
I can use data driven outcomes to improve the care of clients.						Х	хх
I collaborate with members of the health care team to develop interdisciplinary plans.							xxx
I use appropriate means of communication with members of the health care team.						Х	xx
I can communicate the role of an advanced practice nurse as a clinical systems manager within a health care network.							xxx
I can articulate my role as a clinical systems manager within the philosophical, ethical and theoretical framework of nursing science.						х	XX
I can take responsibility for life-long learning.							XXX
I can develop approaches to health care delivery that address the ethical and legal requirements of diverse populations.							xxx
I can create culturally sensitive and responsive environments of care.							XXX
I use multiple strategies to evaluate health care decision in various settings.						Х	XX

I am able to assume a leadership role in developing systems		V		vv
that provide care for diverse populations.		_ ^		^^

^{*}Likert scale: 1=Very poorly, 7=Very well

Nursing Education: How well or poorly do the statements below describe you? (N = 9)

Statement	Mean* (SD)
I can take responsibility for life-long learning.	6.78 (0.44)
I use analytical skills to appraise the contextual environment of nursing education in order to inform decision making.	6.33 (0.71)
I use multiple strategies to evaluate learning in various settings.	6.22 <i>(0.97)</i>
I am able to use the research process to develop evidence-based practice.	6.22 (1.09)
I communicate effectively with multiple stakeholders about professional and educational system issues.	6.22 (1.30)
I can develop approaches to the educational environment that address the ethical and legal requirements of diverse populations.	6.11 (1.05)
I am able to assume a leadership role in the educational organization to implement change.	6.11 (1.27)
I can implement the advanced role of the nurse educator according to the scope and standards of professional practice.	6.00 (1.32)
I can articulate my role as a nurse educator within the philosophical, ethical and theoretical framework of nursing science.	5.78 (1.48)
I can create an educational environment that facilitates student learning and achieves desired outcomes.	5.78 (1.64)
I collaborate with diverse constituencies to pursue education-related goals.	5.67 (1.66)
I can apply skills from multiple disciplines in designing curricula and formatting program outcomes.	5.56 (1.88)

^{*}Likert scale: 1=Very poorly, 7=Very well

Nursing Informatics: How well or poorly do the statements below describe you? (N=4)

(Ratings are given in frequencies, because sample size is less than 5.)

Statement		Likert ratings*						
Statement	1	2	3	4	5	6	7	
I can implement the advanced role of nurse informaticist according to the scope and standards of professional practice.						хх	XX	
I use analytical skills to appraise the contextual environment of nursing informatics in order to inform decision making.						xx	XX	
I can create an environment that facilitates the use of the data, information and knowledge continuum.						х	XX	
I communicate effectively with multiple stakeholders about professional and healthcare system issues.						xxx	Х	
I am able to use the research process to develop evidence-based practice.						х	xxx	
I can apply skills from multiple disciplines in data analysis and project management.						xx	xx	
I collaborate with diverse constituencies to pursue informatics-related goals.						х	xxx	
I can articulate my role as a nurse informaticist within the philosophical, ethical, and theoretical framework of nursing science.						хх	xx	
I can take responsibility for life-long learning.						Х	XXX	
I can develop approaches to the healthcare environment that address the ethical and legal requirements of diverse populations.						xx	XX	
I use multiple strategies to evaluate information system development in various settings.						xx	XX	
I am able to assume a leadership role in the healthcare organization to implement change.						XX	XX	

^{*}Likert scale: 1=Very poorly, 7=Very well

Activities since Graduation

Are you working for the same organization as when you graduated? (N=16)

- Yes = 62.5% (n= 10)
- Not working for the same organization = 37.5% (n= 6)

If there has been a change in your employment since you graduated, which of the following does the change represent? (N=15)

- Promotion = 40% (n=6)
- Lateral move = 33.3% (n=5)
- No change = 26.7% (n=4)

What certification(s) for specialty practice or other certification(s) do you currently hold? Please indicate the certification, type of certification, and the certifying organization. (N=12)

- ANCC Informatics Nurse
- · ANCC board certified in psychiatric nursing
- APIC Association for Professionals in Infection Control
- CFN from FNA
- CCRN from AACN, CNML from AACN
- CEN ENA, CFN ACFEI
- I recently passed the certification exam for ambulatory care speciality. Many of my stufy habits and critical thinking skills were as a result of Excelsior educational program
- None (n=2)
- Registered Nurse, Massachusetts License/Registered Respiratory Therapist, Massachusetts License /
- Nurse Executive
- OCN and Radiation Oncology

What professional organization(s) or activities have you participated in since graduation? Please indicate the name of the organization, your role within the organization, and your length of involvement with the organization. (N=9)

- AACN: member for 2 years
- ANA giving money to them for the political advancement of nursing
- ANA, RTOG, HIMSS
- ANCC psychiatric certification test development
- ANIA member for 6 years. Presented poster at last national conference.
- ANPD-joined in Jan 2012
- I joined the honor nursing society to obtain information and networking.
- NNSDO Strategic Alliance committee member national level. Presented poster resulting from
 my Capstone project at Nurse Management Congress and locally a podium at the UAMS Nurse
 Research Day. Currently writing an article for NNSDO about integration of national nursing staff
 development scope and standards.
- TAVNE

Have you produced any of the following scholarly works or publications since graduation?

Of the 16 survey respondents, the number indicating publication of each type appear below:

- Nursing journals = 1
- Health care journals = 1
- Other = 2

Two individuals specified producing the following "other" works: Poster presentation to ANIA, and a website article.

Four respondents provided the following information on their publications:

- A Day in the Life of an Air Force Flight Nurse, July 2012"
- Critical Care Nurse Quarterly, Vol. 35, No.4, pp 1-10: The Effect of a Family Support Intervention on Physician, Nurse and Family Perceptions of Care in the Surgical, Neurological, and Medical Intensive Care Units. (publishing in progress)"
- Journal for Nurses in Staff Development (NNSDO) editorial column on scope and standards. In draft phase, due to publish January 2013.
- Integrating multidisciplinary clinical practice into electronic medical record optimization

Have you given formal presentations to any of the following groups since graduation (professional nursing group, healthcare related group, consumer group, or other)?

Professional nursing group (N=5)

- ANIA , April 12-14, 2011
- Fellow nurses: part of my capstone presentation was to fellow nurses
- October 2011 Nurse Management Congress

Healthcare related group (N=2)

• Specific information was not provided

Other (N=2)

- American Public Health Association
- At work

What non-professional organizations or activities have you participated in since graduation? Please identify your role within the organization and your length of involvement with the organization. (N=3)

- Parish Health Ministries Health Council Chairman, 2 months
- Albany County Medical Reserve Corp.; Nurse for Cycling the Erie Canal bicycle tour
- I became an instructor for Neonatal resusitatio program in June of 2012. I was chosen to participate in this due to my MSN from Excelsior

What awards, honors, or grants have you received since graduation? Please give the date.

• There were no responses to this survey item.

Satisfaction with Excelsior College

Is the education you received at Excelsior College relevant to your current goals? (N = 16)

- Yes, highly relevant = 87.5% (n= 14)
- Yes, somewhat relevant =6.3 % (n= 1)
- No, not relevant = 6.3% (n= 1)

How satisfied are you that Excelsior College helped you meet your program outcomes? (N = 16)

- Very satisfied = 87.5% (n= 14)
- Somewhat satisfied = 6.3% (n= 1)
- Very dissatisfied = 6.3% (n= 1)

Would you recommend Excelsior College to others? (N = 15)

• Yes = 100%

Describe your overall satisfaction with your experiences at Excelsior College. (N = 16)

- Very satisfied = 87.5% (n= 14)
- Somewhat satisfied = 6.3% (n= 1)
- Very dissatisfied = 6.3% (n= 1)

Open-Ended Items

What do you consider to be the strengths of your Excelsior College Master's degree program?

Clinical Systems Management (N=3)

Diverse and broad range of professional nurse expertise and experience of instructors from round
the nation with real practice experience. The flexibility of the program and pace with 15 week
courses complimented by busy work and personal life while allowing me to achieve the advanced
degree.

- Leadership development for advanced practice
- Quality of instructors and classes

Nursing Informatics (N=3)

- Distance but structured assignments and very clear goals
- Independent thinking as it relates to Nursing Informatics/Credibility in the practice field/advocate for nurses
- Potential for career expansion outside my current organization.

Nursing Education (N=4)

- Nursing Leadership
- The opening of my mind.
- The strength is the perseverance I developed from the completion of the MSN program. I learned so very much about my strengths and my confidence during the program. At the end of the program, I felt I could accomplish much due to my critical thinking skills and confidence gained.
- Well respected. A nonprofit, NLN-accredited school.

What changes (additions or subtractions) would you recommend that Excelsior College make to the Master's program?

Clinical Systems Management (N=2)

- Doctoral program for nursing
- Would like to see development of NP program

Nursing Informatics (N=3)

- Lower the amount of group projects or adjust the grading method of group projects. It is very frustration to have one non-contributing member of a team get the same grade as the remaining members who did all the work. The primary problem with this in my opinion is that is weakens the value of an institution's degree if someone who doesn't do the work gets the same diploma as those who accomplished all the requirements.
- None (n=2)

Nursing Education (N=4)

- Add some videos to supplement textbooks.
- In place of the final weekend create an online cap to the degree.
- None
- None I thought it was great

SECTION 3: Three Year Alumni Survey

Sample

The Three year Alumni Survey was sent to 52 Master of Science in Nursing graduates, who completed the program between August 2009 and December 2009. Eight individuals responded, resulting in a response rate of 15.4%. Data collection was completed in November 2012. Five of the respondents completed the Clinical Systems Management concentration, one completed the Nursing Informatics concentration, and two completed the Nursing Education concentration. Data is not provided for the Nursing Informatics concentration as there is only one respondent.

Gender (N = 8)

- Female = 75.0% (n=6)
- Male = 25.0% (n=2)

Ethnicity (N = 8)

- White = 87.5% (n=7)
- Native Hawaiian or Other Pacific Islander = 12.5% (n=1)

Employment

How many years have you worked as an RN? (N = 8)

- 5 to < 10 = 12.5% (n=1)
- 15 to < 20 = 12.5% (n=1)
- 20 to < 30 = 37.5% (n=3)
- More than 30 = 37.5% (n=3)

Are you currently employed? (N = 8)

- Yes, full time = 87.5% (n=7)
- Yes, part time/per diem = 12.5% (n=1)

How many years have you worked in your current position? (N = 8)

- Less than 5 years = 62.5% (n=5)
- 5 to < 10 = 25.0% (n=2)
- 15 to < 20 = 12.5% (n=1)

Are you currently working in the field of nursing? (N = 8)

• Yes, as a nurse = 100% (n=8)

What is the title of your current position? (N = 8)

- Educator = 25.0% (n=2)
- Clinical specialist = 12.5% (n=1)
- Manager = 12.5% (n=1)
- Nurse informaticist = 12.5% (n=1)
- Other =37.5 % (n=3)

"Other" positions were further specified as: Consultant (n=2) and Associate Dean.

Which of the settings best describes your current place of work? (N =8)

- Hospital inpatient service = 50.0% (n=4)
- Nursing education = 25.0% (n=2)
- Long term care = 12.5% (n=1)
- Other = 12.5% (n=1)

The hospital inpatient settings were further specified as: Behavioral health, psychiatry, surgical services.

The "other" setting specified was emergency department.

Where do you currently work? (N = 8)

- Urban area = 50.0% (n=4)
- Rural area = 25.0% (n=2)
- Suburban area = 25.0% (n=2)

Are you working for the same organization as when you graduated? (N =8)

- Yes = 50.0% (n=4)
- Not working for the same organization = 50.0% (n=4)

If there has been a change in your employment since you graduated, which of the following does the change represent? (N = 8)

- Promotion = 37.5% (n=3)
- Lateral move = 37.5% (n=3)

• No change = 25.0% (n=2)

Career and Educational Goals

How much have you achieved or not achieved each goal, and how much did Excelsior College impact or not impact your achievement? (N = 8)

Statement	Achievement* Mean (SD)	Impact** Mean (SD)
Meet requirements for current position	6.75 (0.46)	6.33 (1.03)
Update knowledge and skills	6.38 (0.74)	6.29 <i>(0.76)</i>
Personal enrichment	5.75 <i>(0.71)</i>	6.14 (1.22)
Transition to a new job	5.63 (2.00)	5.14 (1.95)
Meet requirements for certification	5.00 <i>(2.67)</i>	3.57 <i>(2.57)</i>
Discover new job opportunities	4.88 (1.81)	4.71 (2.14)
Career advancement	4.75 (1.83)	5.14 (2.04)

^{*}Likert scale: Achievement: 1=Not achieved, 7=Completely achieved;

^{**}Likert scale: Excelsior College Impact: 1=No impact, 7=Great impact

Graduate Abilities and Preparation for Practice

How well or poorly do the statements below describe you? (N = 7-8)

Statement	Mean* (SD)
I use critical thinking and decision making skills to identify problems and seek interventions.	6.88 (0.35)
I can distinguish between credible and non-credible sources of information.	6.88 <i>(0.35)</i>
I practice within a legal and ethical framework.	6.75 <i>(0.46)</i>
I exhibit ethical behavior in all professional contacts with clients, peers and society.	6.75 <i>(0.46)</i>
I can implement team building strategies that create partnerships and collaboration.	6.63 <i>(0.52)</i>
I can generate alternative solutions for problems.	6.62 <i>(0.52)</i>
I am sensitive to differing values/beliefs of clients.	6.62 <i>(0.52)</i>
I can attend to unique behavior or emotional patterns to anticipate problems.	6.62 (0.52)
I can assess the role of the physical environment on the health of populations.	6.62 (0.52)
I can apply principles, theories and concepts from the sciences and humanities in practice.	6.57 (0.54)
I can analyze an issue or problem from more than one perspective.	6.50 <i>(0.54)</i>
I can readily provide a rationale in support of a judgment.	6.50 <i>(0.54)</i>
I develop organizational strategies that address the needs of diverse client populations.	6.50 <i>(0.54)</i>
I can distinguish statements of fact from value judgments.	6.50 <i>(0.54)</i>
I can analyze and synthesize complex patterns of data to develop judgments.	6.50 <i>(0.76)</i>
I am not afraid to question judgments made by others.	6.38 (0.74)
I can generate reasonable hypotheses based on the analysis and synthesis of information.	6.25 (0.71)
I can access information from multiple data sources to identify unique human responses.	6.25 <i>(0.71)</i>
I can access and use health care technology effectively.	6.25 (1.04)
I can utilize advanced analytic problem solving strategies in complex situations at the organizational level.	6.13 (0.64)

^{*}Likert scale: 1=Very poorly, 7=Very well

Program-Specific Outcomes

Clinical Systems Management: How well or poorly do the statements below describe you? (N = 5)

Statement	Mean* (SD)
I collaborate with members of the health care team to develop interdisciplinary plans.	6.80 <i>(0.45)</i>
I use multiple strategies to evaluate health care decisions in various settings.	6.80 <i>(0.45)</i>
I can take responsibility for life-long learning.	6.60 (0.55)
I use appropriate means of communication with members of the health care team.	6.60 <i>(0.55)</i>
I can articulate my role as a clinical systems manager within the philosophical, ethical and theoretical framework of nursing science.	6.60 <i>(0.55)</i>
I am able to assume a leadership role in developing systems that provide care for diverse populations.	6.60 <i>(0.55)</i>
I apply the principles of performance improvement and systems thinking to practice.	6.60 <i>(0.55)</i>
I can use data driven outcomes to improve the care of clients.	6.60 (0.55)
I can create culturally sensitive and responsive environments of care.	6.60 (0.55)
I can develop approaches to health care delivery that address the ethical and legal requirements of diverse populations.	6.60 <i>(0.55)</i>
I can communicate the role of an advanced practice nurse as clinical systems manager within a health care network.	6.60 <i>(0.55)</i>
I communicate effectively with multiple stakeholders about professional and health care system issues.	6.60 <i>(0.55)</i>
I can apply principles, theories and concepts from the sciences and humanities in the practice of nursing administration.	6.60 <i>(0.55)</i>
I can implement the advanced role of the nurse as clinical systems manager according to the scope and standards of professional practice.	6.60 <i>(0.55)</i>
I am able to use the research process to enhance cost-effective, quality care.	6.40 <i>(0.55)</i>
I use data to make decisions in determining effective distribution of fiscal and human resources.	6.40 <i>(0.89)</i>
I am able to apply skills needed in the use and management of information systems.	6.20 (1.30)

^{*}Likert scale: 1=Very poorly, 7=Very well

Nursing Education: How well or poorly do the statements below describe you? (N=2)

(Ratings are given in frequencies because sample size is less than 5.)

Statement		Likert ratings*							
	1	2	3	4	5	6	7		
I can implement the advanced role of nurse educator according to the scope and standards of professional practice.						XX			
I use analytical skills to appraise the contextual environment of nursing education in order to inform decision making.						Х	Х		
I can create an educational environment that facilitates student learning and achieves desired outcomes.						XX			
I communicate effectively with multiple stakeholders about professional and educational system issues.					Х	Х			
I am able to use the research process to develop evidence-based practice.						Х	Х		
I can apply skills from multiple disciplines in designing curricula and formatting program outcomes.						XX			
I collaborate with diverse constituencies to pursue education related goals.						Х	Х		
I can articulate my role as a nurse educator within the philosophical, ethical, and theoretical framework of nursing science.							XX		
I can take responsibility for life-long learning.							XX		
I can develop approaches to the educational environment that address the ethical and legal requirements of diverse populations.							xx		
I use multiple strategies to evaluate learning in various settings.							XX		
I am able to assume a leadership role in the educational organization to implement change.					Х	Х			

^{*}Likert scale: 1=Very poorly, 7=Very well

Activities since Graduation

Have you enrolled in any educational programs since completing your Excelsior College degree? (N =8)

- No = 75.0% (n=6)
- Yes, a certificate program = 12.5% (n=1)
- Yes, a doctoral program = 12.5% (n=1)

Respondents did not specify the type of program that they enrolled in.

What certification(s) for specialty practice or other certification(s) do you currently hold? Please indicate the certification, type of certification, and the certifying organization. (N = 6)

- ANCC Nursing Informatics, Nurse Executive-Advanced, Psychiatric and Mental Health; NAHQ – Certified Practitioner in Healthcare Quality
- Psychiatric and Mental Health Nurse, also Nursing Case Management
- ANCC PMH Nurse; AONE CNML
- Board Certification in Emergency Nursing
- CEN through Emergency Nurses Association
- CNE Certified Nurse Educator NLN

Have you produced any of the following scholarly works or publications since graduation?

Of the eight survey respondents, the number indicating publication of each type appears below

- Nursing journals = 3
- Books = 2
- Health care journals = 1
- Monograph = 1
- Formal paper = 2
- Other = 2

The two specifying 'other' indicated poster presentation and presentations.

List of publications:

- Pajarillo, E. (2012). Distance education offers a wealth of formats and options. American Nurse Today 7(6). Retrieved from http://www.americannursetoday.com/assets/0/434/436/440/9138/9140/9156/9192/900cccd6-174b-4362-8dff-241b78f392cb.pdf/
- Pajarillo, E. J.Y. (2008). A conceptual model of Nursing Information Behavior (NIB). Saarbrucken, Germany: VDM Verlag Dr. Muller Aktiengesellschaft & Co.
- Understanding Utilization Management, Nursing Now, (2009)
- Journal of American Psychiatric Nurses Association 1/2011
- Lean Thinking Your Way to an Successful EMR
- Sheehy's Manual of Emergency Care 2012
- Emergency Triage Toolbelt 2012

Please list the areas of expertise in which you offer consultation services. Since you graduated how much time have you spent consulting? (N = 5)

Respondents indicated the following amounts of time spent consulting: twice, part-time, average 25 hours per week, 9 months, and full-time since 5/12.

The following areas of consulting expertise were indicated: EMR, Lean Process Improvement, Research, Leadership, Career Trajectory, Informatics, Behavioral health clinical and leadership, nurse leadership development and emergency triage, and nursing serv.

Have you given any formal presentations to any of the following groups since graduation? Please identify the group and give the date of the presentation. (Individuals may have specified more than one presentation.)

Professional nursing group	(N=4)
 Paper Presentation – "Nursing Informatics & its Role in Leadership," NY State Nurses Association (NYSNA) Leadership Academy, Latham, NY 	2/ 2012
 Paper Presentation – "Leadership, Career Trajectory and Professional Portfolios," NY State Nurses Association (NYSNA) Leadership Academy, 	10/2011
Latham, NY	0/2044
 Paper Presentation – "Applications of Nursing Informatics," University of the Philippines Nursing Association International Lecture Series, Lake Forest, CA 	8/2011
 Paper Presentation – "Offering Distance Education (Hybrid Format) Courses in the MSN Program of a University in Long Island, NY: An Exploratory Study," 	8/2011
UPNAAI 32 nd Annual Conference, Sheraton Delfina Hotel, Sta. Monica, CA.	
Michigan cardiac rehab nurses	11/2010
 New Jersey Emergency Nurses Association 	2010
TN Nurses Association	2010
Healthcare related group	(N=1)
Multiple hospital groups	
Consumer related group	(N=1)
 Presentation not specified 	
Other presentations	(N=1)
Informatics Group	

What non-professional or community organizations or activities have you participated in since graduation? Please identify your role within the organization and your length of involvement with the organization. (N = 2)

Nonprofit-Double Creek (president)
 5 years

• Alzheimer's Association (volunteer)

What awards, honors, or grants have you received since graduation? Please give the date.

There were no responses to this item.

Open-Ended Items

What do you consider to be the strengths of your Excelsior College Master's degree program? (N=7)

Clinical Systems Management (N=4)

- Assistance given by everyone at Excelsior
- Exceptional faculty.
- It has opened more doors that I ever thought possible. Thank you.
- Qualified instructors, organized class structure and strong communication with students.

Nursing Informatics (N=1)

 Exposure to actual online education, practicum and the caliber of the discussion among students.

Nursing Education (N=2)

- Improving critical thinking and decision making skills.
- Prepared me well for a career in nursing education (academia).

Imagine a close friend is thinking about enrolling in the Master's in Nursing Program at Excelsior College. What would you say to your friend about the program? (N=7)

Clinical Systems Management (N=4)

- Faculty are exceptional, cost is reasonable, content is right on target for your needs.
- I have recommended the program to others based on the quality of the program and the value.
- Strong program that is very organized and you will gain exposure to students all over the world. The flexibility will allow you to meet your goals while maintaining your family life.
- This is a great school which makes on-line learning easily accessible. The school has great tech, administrative, and scholarly support.

Nursing Informatics (N=1)

 You should explore EC programs. Their programs are strong in content and the learning process is rigorous. It is also designated as a Center for Nursing Excellence in Nursing Education from the National League for Nursing.

Nursing Education (N=2)

• It's workable! No fast paced courses which allows time to absorb material. You will have control of your schedule & can go full or part time. Do not expect it to be easy because it is online. It is probably harder because of all the discussion essays that are applied every week. However, in the end, the research & discussing will provide in depth learning experiences & higher level of critical thinking & analysis.

• Gain professional knowledge and a creative way of learning.