

Comprehensive Program Review Report

Academic Program Name: MSN

School: Health and Natural Sciences

Department: Nursing

CPR Review Schedule AY24-25

Provosts Response:

The MSN Adult Gerontology Acute Care Nurse Practitioner program continues to meet a high standard of quality, productivity, and alignment with MGA's mission. As indicated in the 2025 Comprehensive Program Review, the program maintains strong graduation, certification, and employment outcomes—most notably a 100% board certification pass rate and job placement in recent years. The curriculum supports advanced nursing practice through evidence-based instruction, clinical application, and scholarly development, and it prepares students to lead in acute care environments across the state and nation.

To ensure the continued success of this high-performing program, the Academic Affairs supports ongoing investment in the teaching and learning infrastructure necessary for graduate-level clinical preparation, with benefits to the undergraduate programs. As the workforce demand for acute care nurse practitioners grows, so does the need to maintain a strong pedagogical and clinical foundation. The Office of Academic Affairs encourages ongoing annual evaluation of instructional support needs and stands ready to work collaboratively with program and school leadership to strengthen academic delivery and student success.

Categorical Summation

Check any of the following to categorically describe action(s) the institution will take concerning this program.

☐ Program MEETS Institution's Criteria

X Program is critical to the institutional mission and will be retained.

☐ Program is critical to the institutional mission and is growing or a high demand field and thus will be enhanced.

☐ Program PARTIALLY MEETS Institution's Criteria and will be re-evaluated in

☐ Program DOES NOT MEET Institution's Criteria

☐ Program will be placed on a 1 year monitoring status.

☐ Program will undergo substantive curricular revisions.

☐ Program will be deactivated.

☐ Program will be voluntarily terminated.

☐ Other (identify/add text):

Provost or VPAA Signature:

Date:



9/8/25



Comprehensive Program Review

AY 2024 – 2025

Institution: Middle Georgia State University

Academic Program: Masters the Adult Gerontological Acute Care Nurse Practitioner Program

College or School: School of Health and Natural Sciences

Department: Nursing

CIP Code: 51.3803

Date of Last Internal Review: 3/2/2020

Faculty Completing Report: Kendra Russell

Current Date: 2/1/2025

5 Year Enrollment by Campus and Graduation Trends (*data available in Deans and Chairs Dashboard*)

Enrollment

Campus	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024	5 YR Growth	Fall 2020 compared to Fall 2024 only
Online	53	52	35	36	50	-	Enrollment is about the same
Total	53	52	35	36	50	-	

Graduates

- For data consistency, the fiscal year is in which the degree was awarded. For examples, academic year 2020 includes degrees conferred in Summer 2019, Fall 2019, and Spring 2020. (*data available in Deans and Chairs Dashboard*)

AY 2020	AY 2021	AY 2022	AY 2023	AY 2024	5 YR Growth	AY2020 compared to AY2024 only
22	20	21	14	9	-	Graduating fewer students due to drop in enrollment for 22

The enrollment for the program is reaching the 2020 enrollment numbers. The largest growth in graduate study enrollment has been with the post master's certificate which is not included in this report. It is expected that these AGAC program numbers will climb as hospitals across the state implement mandates on required credentials for advance practice in hospitals.

Program purpose and mission

The purpose of Middle Georgia State University Master of Science in Nursing Program is to equip students with the advanced skills and knowledge necessary to deliver care in acute healthcare environments including emergency rooms, intensive care units, trauma units, and in advanced diagnostic areas.

The mission is to prepare advanced practice nurses to provide care to the entire adult to older adult age population and across the continuum of care, particularly those with acute care needs.

Alignment of program mission with department, school, and institutional mission

The fully online, five semester MSN Adult Gerontology Acute Care Nurse Practitioner (AGACNP) program, prepares nurses to provide care to a broad population base (young adult to geriatric populations) in a variety of acute/sub-acute care settings. The curriculum content focuses on health promotion, health maintenance, differential diagnosis, disease management, and the use and prescription of pharmacologic and non-pharmacologic interventions. Learning activities are designed to promote the transference of Lean Management skills and Six Sigma principles into the advanced practice nursing and healthcare environment. Graduates will possess the *skills to provide and manage* advanced nursing care for the adult patient in acute healthcare environments including emergency rooms, intensive care units, trauma units, and in advanced diagnostic areas.

The mission aligns with the department, school, and university's mission listed below and similarities are noted in italics.

Department of Nursing

The mission of the MGA Nursing Programs is to provide quality *evidence-based education* which prepares students to become *competent professional nurses and leaders*.

School of Health and Natural Sciences

The mission of the School of Health and Natural Sciences to deliver *quality* curricula and programs which incorporate *evidence-based* practice and real-life application which prepare students to be *competent professionals* and leaders *within our community and beyond*.

Middle Georgia University

Middle Georgia State University *educates*, and graduates inspired, lifelong learners whose scholarship and *careers enhance the region and the state*.

Program age, tracks, concentrations, etc.

The Department of Nursing has one graduate program with two program options, AGACNP and the post master's certificate. The program received Accrediting Commission for Education in Nursing's (ACEN) approval to offer a Post-Master's Certificate (PMC) in Adult Gerontology Acute Care Fall 2021. The most recent accreditation decision made by the ACEN Board of Commissioners for the Master of Science in Nursing program is Initial Accreditation. View the public information disclosed by the ACEN regarding this program at <http://www.acenursing.us/accreditedprograms/programSearch.htm>

The program is offered on-line with asynchronous delivery. There are three specialty courses for the adult gerontological acute care concentration with 630 clinical hours. These courses are offered as a part of the AGACNP curriculum. Since fall of 2021, there have been two coordinators. Dr. Kim Johnson served as interim graduate coordinator for the program in 2021 and Dr. Kerry Garrett was hired as the graduate coordinator in 2022.

The nursing program reviews benchmarks of progress annually with the assessment of end of program learning outcomes, program completion, job placement, and certification pass rates. The following tables highlight program completion, employment, and certification rates for the three most recent years.

Master's Program Completion Rate (Five semesters to complete)

Enrollment Year	Completion Rate
2020	68.7% (22/32)
2021	46% (7/14)
2022	57% (8/12)

The AGAC master's program is only offered full-time. Students may need to withdraw or reduce courses based on work and family demands. Some students have withdrawn due to personal illness or relocation out of the state. Over three years, more than half of students who enter the program complete on time in five semesters (67%).

Job Placement

Enrollment Year	Employment Rate
2020	63.6% (7/11)
2021	80% (4/5)
2022	89%% (17/19)

Our graduates have employment offers by the time of graduation, and most of them are employed within 12 mths of completing the program. We have had issues with having the most accurate information for graduates with reliance on surveys for feedback. We are continuing to explore multiple methods to retrieve employment data for our graduates.

Certification Pass Rate

Graduation Year	Certification Rate
2020	81.8% (18/22)
2021	100% (7/7)
2022	100% (9/9)

Our students complete a certification test preparation during their last semester. Students have two certification options to take to achieve certification. Most students pass on the first attempt and have the option of retesting if necessary. The certification pass rates have been strong for the past two years.

Plans for Action

Currently, our program requires 630 clinical hours which provides students a buffer when meeting the nurse practitioner credentialing agencies requirement of 500 clinical hours to sit for the certification exam. ACEN has a published statement requiring accredited programs to increase direct care hours to 750. Secondary to NONPH (Nursing Organization of Nurse Practitioner Faculties), all programs must have a plan to make changes by Fall 2025. With increasing pressure to increase practice hours, the certification boards are monitoring examinees and are expected to make a recommendation soon.

To address NONPH's mandate for additional clinical hours, the MSN program has proposed to increase clinical hours to 855 (765 are direct and 90 are indirect) to be implemented in Summer 2025. The hours must be increased prior to our next accreditation visit in 2030. This increase in hours required a change in total credit hours from 43 to 45. The priority over the next four years is building a simulation program and increasing skill development. The program has applied for HRSA grant funding for equipment as advanced practice care equipment and maintenance is costly and is more than the operating budget allows. Although the grants have been approved, none have been funded to date. To continue to be competitive in this market, our students must receive comparable skill training and development.

Trends in the Market Force

With the evolving changes in healthcare and the need for more healthcare providers who specialize in the treatment of complex and chronic care conditions, the demand for more adult gerontological acute care nurse practitioners has grown (Elgart, 2019). Hospitals require nurse practitioners be credentialed appropriately for the patient population they are caring for no matter the setting. More and more hospitals are requiring the AGAC credential for advanced practice nurses to practice. This trend across the state will increase the need for this credential. According to Elgart, based on the US (United States) Department of Labor estimates that the demand for nurse practitioners will grow by 36% based on the trends of an aging population, improved disease detections, and physician shortages. Middle Georgia State University is in areas already identified as Health Professional Shortage Area (HRSA, no date). The AGACNP option aligns with the USG's and MGA's Strategic plan. Key goals and priorities are highlighted below.

USG (University System of Georgia) Strategic Plan

Community Impact Goal

University System of Georgia institutions will connect and collaborate with the communities and regions in which they serve to drive innovation and create opportunities for continued economic and quality of life impact.

Student Career Development

USG institutions will implement, embed, and utilize Steppingblocks or another career planning tool to promote student success, fostering credential completion, long-term student success, and community impact through clear connections to in-demand careers in Georgia and beyond. This initiative will provide students with the best resources to be able to choose degree programs that lead to careers or graduate school in the state of Georgia.

MGA Strategic Plan

MGA's Strategic Plan 2023-2028 Middle Georgia's Path to Excellence identifies Strategy 1 as *Champion Student Success* with Priority 3 as *expand enrollment and graduations with increase graduate enrollment by 8% as a target goal*.

- The field of employment for AGACNPs has experienced a 9% growth with as little of 8,110 nurse practitioners across four specialties employed in Georgia. Mercer offers the same degree while

Georgia State offer the credential in adult health. Several programs offer the AGAC credential at the DNP level. For comparison, we have listed both Mercer and Georgia State below.

Using IPEDS data, list the supply of graduates in the program and related programs in the service area:

Similar or Related Degrees/Programs	CIP Code	Supply* (Graduates/Completers)	Competitor Institutions**
Adult Health Nursing	51.3803	18 (2022)	Mercer
Adult Health Nursing	51.3803	9 (2023)	Georgia State University

Labor Market/Career Placement Outlook/Salary:

The labor market experienced about 9% growth and the future earning potential is strong.

Occupation	O*Net ¹	Current Employment	% Growth	Average Salary (O-Net data)	Future Earnings Potential (O-Net data)
Nurse Practitioner	(Outlook)	292,500	9% 29,000	\$126,260	\$148, 710

¹National Center for O*NET Development. *O*NET OnLine*. Retrieved [include date] from <https://www.onetonline.org/>

The job market and demand are very promising for nurses completing the AGAC nurse practitioner program. The program coordinator actively recruits students via virtual information sessions. The program will explore additional recruitment activities starting in the fall. Nurses with the AGAC credential and masters degree can earn competitive salaries and are meeting the healthcare shortage needs with the decreasing number of physicians.

IEB's Comprehensive Program Review Rubric and Evaluation

Date Reviewed: 4/25/25

Program Reviewed: Masters in Adult Gerontological Acute Care Nurse Practitioner

Contextual Notes: Summarize any demographic or environmental factors described in the introduction that might significantly impact assessment of the program

Enrollment dropped in 2022 and 2023 and impacted subsequent graduation rates but seems to be recovering in 2024.

Area of Focus	Exemplary Area	Satisfactory Area	Area of Concern	No Evidence	Notes
Enrollment	<i>This program has significantly positive enrollment trends and robust credit hour production</i>	<i>This program has stable or moderately positive enrollment trends and healthy credit hour production</i>	<i>This program has negative enrollment trends and weak credit hour production</i>		
Graduation Trends USG benchmark: Bachelor's Degrees: 10 graduates/year Graduate, Associate's or Certificates: 5 graduates/year Programs falling under these benchmarks are	<i>Three year rolling average greatly exceeds USG minimum benchmark for degrees conferred</i>	<i>Three year rolling average meets or exceeds USG minimum benchmark for degrees conferred</i>			

IEB's Comprehensive Program Review Rubric and Evaluation

designated as "low performing"					
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Program Strengths of Note:

Impressive job placement and certification rate for the years indicated. The program is clearly addressing the acute regional need for Adult Gerontological care.

Areas of Concern:

Report should acknowledge more clearly the drop in enrollment in 2022 and 2023. The completion/graduation rate seems low for a master's program. Why is there no completion, job placement, or certification data available for 2023-2024? Does the program lack adequate equipment? Reference for 2019 for market trends should be updated if that data is available.

Other Comments:

Comprehensive Program Review Report

Academic Program Name: Master of Science in the Adult Gerontological Acute Care Nurse Practitioner Program

College or School: School of Health & Natural Sciences

Department: Nursing

Date of Last Internal Review: 3/2/2020

Outcome of Previous Program Review (brief narrative statement, if applicable): N/A

Current Date: 6/2/2025

Executive Summary: *Provide a summary related to the academic program's **quality, viability, and productivity of efforts in teaching and learning, scholarship, and service** as appropriate to the institution's mission. If this is the initial review of the program address how the program is/is not meeting the enrollment and credit hour projects contained in the original program proposal.*

The MSN Adult Gerontology Acute Care Nurse Practitioner Program degree program maintains a high level of quality, viability, and productivity as indicated in the most recent Comprehensive Program Review report in 2025. The outcomes in completion rates, successful national pass rates for certification as Adult Gerontological Acute Care Nurse Practitioner designation, and job employment rates are impressive. The curriculum of this program is in alignment with the aspects of teaching and learning, scholarship, and service. Students in this program are receiving the proper pedagogical concepts that are associated with evidence-based training for nursing leaders and practitioners.

In reference to the area of concern that addresses a drop of enrollment in 2022 and 2023, this decrease may have been attributed to the change in leadership and transition of MSN program coordinators during this time. Dr. Kerry Garrett came on board as the new MSN Program Coordinator in March of 2022.

In reference to the concern about the completion/ graduation rate being low for a master's program, the enrollment consists of two cohorts, and the completion data is the graduates from one cohort. The numbers and rates are typical based on the size of the admitted cohort and are comparable to similar programs as listed in the CPR.

Concerning the completion, job placement, and certification data, see below:

Program Completion	
2023	50% (11/22)
Job Placement	
2023	100% (12/12)
Certification Pass Rates	
2023	100% 13/13
2024	100% 9/9

See responses below in reference to other concerns.

Does the program lack adequate equipment? Yes, the program needs additional equipment to support advanced skills required in the field. The equipment needs include an ultrasound to complete guided point of care ultrasounds. Since the report, we have purchased a central line and chest tube insertion trainers.

Reference for 2019 for market trends should be updated if that data is available. The author referenced (2019) has not published any updates. However, data from the Bureau of Labor Statistics (2025), reports a growth rate of 40% for advanced care nursing fields. Updated data was provided in the table which shows a 9% growth rate for this field.

Categorical Summation

Check any of the following to categorically describe action(s) the institution will take concerning this program. *Include a statement of plans for action based on the overall categorical summation contained in this section.*

XX Program MEETS Institution's Criteria (also indicate 1 subcategory below)

XX Program is critical to the institutional mission and will be retained.

☐ Program is critical to the institutional mission and is growing or a high demand field and thus will be enhanced.

Required statement of plans for action: _____

☐ Program DOES NOT MEET Institution's Criteria (also indicate 1 subcategory below)

☐ Program will be placed on a monitoring status.


☐ Program will undergo substantive curricular revisions.

☐ Program will be deactivated.

☐ Program will be voluntarily terminated.

☐ Other (identify/add text):

Required statement of plans for action: _____

Academic Dean Signature: 

Dean of Graduate Studies Signature (when applicable):



Date: 6/2/2025