

Master of Science in Nursing  
Alumni Survey Report  
2005



**THE UNIVERSITY *of* TEXAS**  

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**HEALTH SCIENCE CENTER AT HOUSTON**

Office of Outcomes Assessment and Biostatistical Services

## Executive Summary

### Findings:

#### Graduate Program Assessment

Satisfaction with the various dimensions of the graduate program; core, role, and clinical courses and the Preceptorship, is uniformly high with all dimensions receiving ratings of satisfied/very satisfied from at least 90% of respondents in the overall sample. This level of satisfaction demonstrates stability over time with each dimension receiving a rating of satisfied/very satisfied from over 90% of each of the graduating year cohorts, with one exception. The exception relates to core courses which received a rating of satisfied/very satisfied from 78.9% of the 2004 graduating year cohort.

#### Current Employment Performance

Satisfaction with the various dimension of employment performance is uniformly high, with all questions receiving a rating of satisfied/very satisfied from over 90% of the overall sample and demonstrate stability across graduating year cohorts.

#### Post-Graduate Activities

A majority of the overall sample (60.7%) report having participated in research projects. A minority (18.9%) report having published articles, books chapters or book reviews since graduation. A majority (64%) report having given presentations, speeches or papers on nursing topic since graduation. Finally, a minority (9.9%) report having published their master's thesis.

#### Recommending the MSN Program

A strong majority (96.3%) would recommend the MSN program to colleagues.

#### Post-Graduate Employment

A strong majority of the overall sample (85.8%) report full-time employment in nursing while slightly over 5% report being no longer employed in the nursing field.

The most frequently reported employment setting is the hospital with 52.8% of the overall sample, followed by "other" (18.9%) and private doctor's office (11.3%). Those selecting the "other" category and providing a written response cite the insurance industry, home nursing, and the US military as employment settings.

Working in a medically underserved area is reported by 31.4% of the overall sample.

Slightly more than half of respondents (53.2%) report working in the Houston metropolitan area. A substantial number (27.7%) of respondent report working elsewhere in the USA.

The most frequently reported current nursing role is Nurse Practitioner (49.5% of the overall sample) followed by Nurse Anesthesia (23.8%). No other nursing role was reported by more than 10% of the overall sample.

The most frequently reported area of clinical practice is Neonatology (22.9% of the overall sample) followed by Adult Care (15.2%) and Acute Care (13.3%) No other area of clinical practice was reported by more than 10% of the overall sample.

A substantial majority of the overall sample (79.3%) report that their current position requires a master's degree.

Mean time in current position is 6.9 years for the 1994 cohort, 3.6 for the 1999 cohort and 1.5 for the 2004 cohort.

A substantial majority (83%) of the overall sample report full-time annual incomes in excess of \$65,000. Further, 57.5% of the overall sample report incomes in excess of \$75,000.

### **Participation in Professional Organizations**

The most frequently reported type of professional organization is the specialty organization (29.9%). Those respondents citing this category and providing a written response (n = 69) report the American Association of Nurse Anesthetists (26%), the National Association of Pediatric Nurse Practitioners (11.5%) and the American Association of Nurse Practitioners (8.6%).

### **Doctoral Education**

A majority of respondents do not plan to enroll in the a doctoral program in the future (71.8%). Respondents who report either attending, planning to attend, or already attended a doctoral program report a school in Texas as their choice (81.1%).

### **Graduate Studies at UT-SON**

The most frequently reported areas of specialization during graduate study were Nurse Practitioner (52.3%), followed by Nurses Anesthesia (23.9%) and Clinical Nurse Specialist (13.8%).

The most frequently cited clinical majors are Nurses Anesthesia (23.6%), Acute Care (12.7%) and Women's Health Care (10.9%).

A majority (54.5%) report having completed the MSN/MPH program.

## Demographics

Gender	1994		1999		2004		Total	
	Count	%	Count	%	Count	%	Count	%
Female	54	94.7%	22	73.3%	20	87.0%	96	87.3%
Male	3	5.3%	8	26.7%	3	13.0%	14	12.7%
Total	57		30		23		110	

Ethnicity	1994		1999		2004		Total	
	Count	%	Count	%	Count	%	Count	%
AMERICAN INDIAN/NATIVE AMERICAN	0	0.0%	0	0.0%	0	0.0%	0	0.0%
BLACK/AFRICAN-AMERICAN	1	1.8%	2	6.9%	1	4.5%	4	3.7%
HISPANIC AMERICAN	2	3.6%	4	13.8%	0	0.0%	6	5.6%
ORIENTAL/ASIAN-AMERICAN	1	1.8%	3	10.3%	3	13.6%	7	6.5%
WHITE/CAUCASIAN	52	92.9%	20	69.0%	17	77.3%	89	83.2%
OTHER	0	0.0%	0	0.0%	1	4.5%	1	0.9%
Total	56		29		22		107	

Age	1994	1999	2004
Mean	49	42	37
Median	47	43	37
Min-Max	38 - 62	33 - 53	28 - 55
N	57	29	23

$F = 28.5; p = <0.01$

## Sample and Methodology

The Master of Science in Nursing graduating classes of 1994, 1999 and 2004 were selected for the 2005 version of the MSN Alumni Survey. These classes represent alumni ten, five and one year since graduation. The first mailing, (cover letter and survey instrument) took place on April 11, 2005. This was followed by a reminder postcard on April 18, 2005. A third mailing, (reminder letter and a survey instrument) took place on May 2, 2005. The fourth and final mailing, (cover letter and survey instrument) took place on May 23, 2005.

The table below summarizes the alumni population response rate, adjusted for surveys returned as undeliverable.

Year	Mailed	Returned Undeliverable	Adjusted	Completed Returned	Response Rate
1994	154	9	145	58	40.0%
1994	93	14	79	34	43.0%
2004	57	3	54	23	42.6%
Total	304	26	278	115	41.4%

## **Employer Survey**

### **Employee Performance and Knowledge**

Of the nine questions relating to the performance and knowledge of MSN graduates, 8 received ratings of the descriptive/very descriptive from over 90% of employer respondents. The single exception is seen in the question relating to functioning effectively as an administrator in the health care system, which received a rating of descriptive/very descriptive from 81% of the employer respondents.

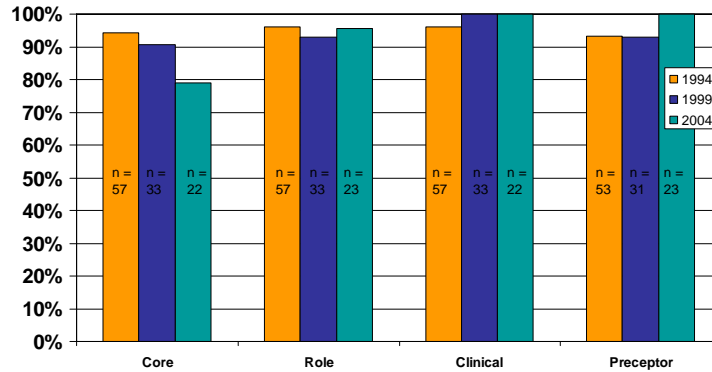
### **Employment Environment**

A majority of employers (59.6%) report having 1 to 20 master's prepared nurses working in there are or hospital. A larger majority (82.3%) report having from 1 to 20 master prepared nurses working immediately with the MSN graduate.

## Graduate Program Assessment

### Satisfaction with graduate program in preparing for current position

Percentage Answering Satisfied/Very Satisfied



#### Core Courses

This component of the graduate program receives a rating of satisfied/very satisfied from 90.4% of respondents. However, for the 2004 graduating year cohort, 78.9% of respondents rate themselves as satisfied/very satisfied. There are no significant differences in satisfaction with this item with regard to age, gender, ethnicity or year of graduation.

#### Role Courses

This component of the graduate program receives a rating of satisfied/very satisfied from 95.1% of respondents. There are no significant differences in satisfaction with this item with regard to age, gender, ethnicity or year of graduation.

#### Clinical Courses

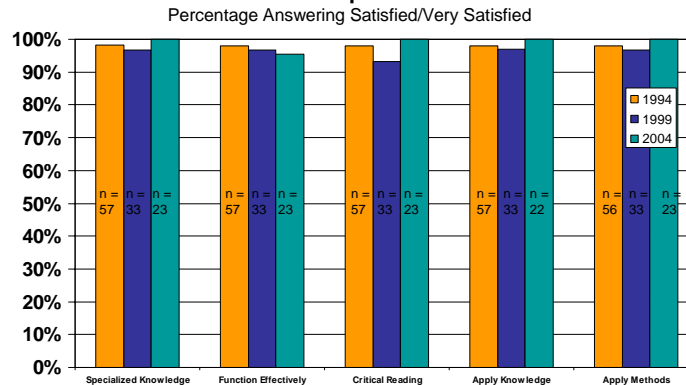
This component of the graduate program receives a rating of satisfied/very satisfied from 99.1% of respondents. There are no significant differences in satisfaction with this item with regard to age, gender, ethnicity or year of graduation.

#### Preceptorship

This component of the graduate program receives a rating of satisfied/very satisfied from 94.8% of respondents. There are no significant differences in satisfaction with this item with regard to age, gender, ethnicity or year of graduation.

## Current Employment Performance

### Satisfaction with preparation to perform in current position



#### **Demonstrate Specialized Knowledge**

This aspect of preparation by the graduate program receives a rating of satisfied/very satisfied from 98.2% of respondents. There are no significant differences in satisfaction with this item with regard to age, gender, ethnicity or year of graduation.

#### **Function Effectively in Chosen Role**

This aspect of preparation by the graduate program receives a rating of satisfied/very satisfied from 97.2% of respondents. There are no significant differences in satisfaction with this item with regard to age, gender, ethnicity or year of graduation.

#### **Critically read Selected Nursing Research in your Practice Area**

This aspect of preparation by the graduate program receives a rating of satisfied/very satisfied from 97.1% of respondents. There are no significant differences in satisfaction with this item with regard to age, gender, ethnicity or year of graduation.

#### **Apply Scientific Knowledge to Current Practice**

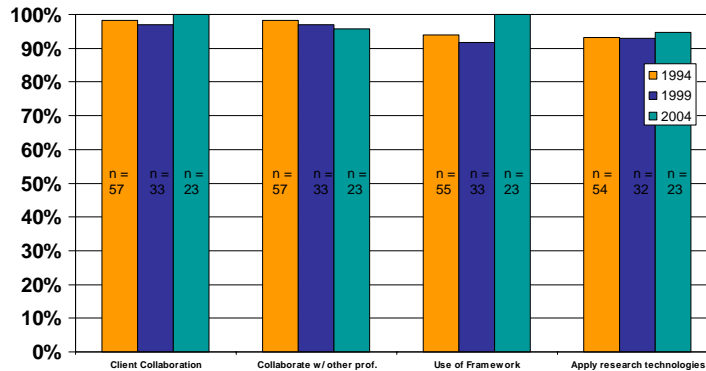
This aspect of preparation by the graduate program receives a rating of satisfied/very satisfied from 98.1% of respondents. There are no significant differences in satisfaction with this item with regard to age, gender, ethnicity or year of graduation.

#### **Apply Scientific Methods of Inquiry in the Performance of your Current Role**

This aspect of preparation by the graduate program receives a rating of satisfied/very satisfied from 98% of respondents. There are no significant differences in satisfaction with this item with regard to age, gender, ethnicity or year of graduation.

## Satisfaction with preparation to perform in current position

Percentage Answering Satisfied/Very Satisfied



### **Collaborate with Clients to Achieve the Goal of Optimal Health Care**

This aspect of preparation by the graduate program receives a rating of satisfied/very satisfied from 98.2% of respondents. There are no significant differences in satisfaction with this item with regard to age, gender, ethnicity or year of graduation.

### **Collaborate with other Health Care Professionals in Providing Quality Health Care**

This aspect of preparation by the graduate program receives a rating of satisfied/very satisfied from 97.3% of respondents. There are no significant differences in satisfaction with this item with regard to age, gender, ethnicity or year of graduation.

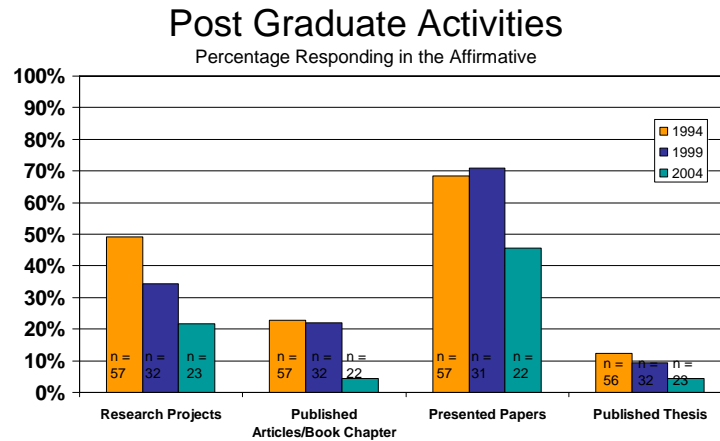
### **Use a Framework for Nursing Practice**

This aspect of preparation by the graduate program receives a rating of satisfied/very satisfied from 94.3% of respondents. There are no significant differences in satisfaction with this item with regard to age, gender, ethnicity or year of graduation.

### **Apply Basic research Technologies including Statistics and Computer Skills**

This aspect of preparation by the graduate program receives a rating of satisfied/very satisfied from 93.4% of respondents. There are no significant differences in satisfaction with this item with regard to age, gender, ethnicity or year of graduation.

## Post-Graduate Activities



### Participated in Research Projects

Participation in this post graduate activity is reported by 60.7% of respondents. Respondents in earlier cohorts tend to report participation in research projects more frequently than respondents from later cohorts ( $p = 0.05$ ). There are no statistically significant differences with regard to this item for gender, ethnicity or median age.

### Published Articles, Book Chapters or Book Reviews since Graduation

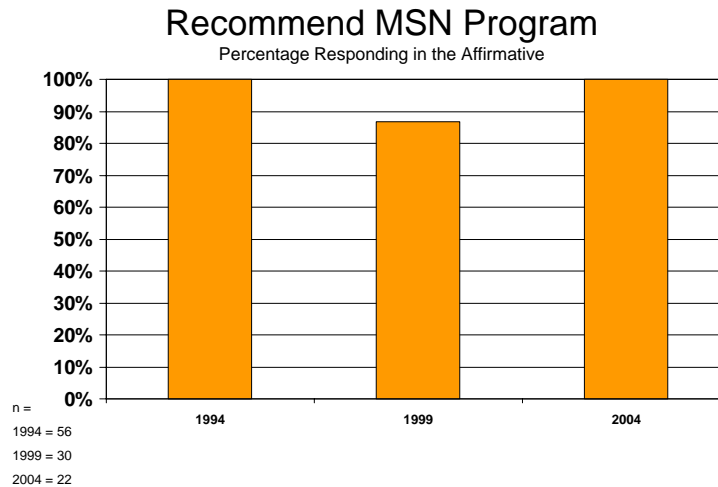
Participation in this post graduate activity is reported by 18.9% of respondents. There are no statistically significant differences with regard to this item for gender, ethnicity or median age.

### Given Presentations, Speeches or Papers on Nursing Topics since Graduation

Participation in this post graduate activity is reported by 64% of respondents. There are no statistically significant differences with regard to this item for gender, ethnicity or median age.

### Published Master's Thesis

Participation in this post graduate activity is reported by 9.9% of respondents. There are no statistically significant differences with regard to this item for gender, ethnicity or median age.



### **Recommend the Master of Science in Nursing Program to Colleagues**

A substantial majority of respondents (96.3%) would recommend the UT School of Nursing master of Science in Nursing Program to their colleagues. There are no statistically significant differences with regard to this item for gender, ethnicity or median age.

**Are there any areas that were not included in the graduate program which should be in order for you to better practice in your current role? (Text Response: Numbers refer to the internal survey id number).**

- # 5 Billing...Documentation & Coding. For those master's prepared individuals who move from a salary RN position to a productivity based practice find the new one extremely difficult & frustrating leading to job dissatisfaction.
- # 6 The education enabled me to do so much more for patients in a variety of areas leading to more research in several areas. I am sorry that my health caused me to leave employment although I have/kept my license and current nursing so that if I get well I might be able to go back to work.
- #12 When I went, (1993) the computer & statistical analysis /design classes were very poor. Hopefully then have improved.
- #18 More acute care/hospital experience; great lacking of NP role. More clinic setting/research. Primary prevention in a clinical setting.
- #31 Comprehensive EKG and basic 12-lead interpretations not all nurses have this skill. Wound management, suturing, casting family practice is often the urgent care setting.

- #37 Being an administrator in the field, I was not exposed or prepared for non-clinical aspects of my roll which is key for management. Need- budget management – basic principles in oncology registry data management – strategic planning.
- #44 The only area I felt unprepared when beginning to practice was knowing how to code properly. We received a small amount when doing clinical's, but to be reimbursed it's imperative to understand coding. The NP practice guide by Buppert has been a good resource. An area that could be beneficial would be a lab on endometrial biopsy & LCHD even if we could not do it on real models.
- #45 More anatomy & physiology (1year). No more foundations of nursing (not useful)
- #46 For the clinical nurse specialist a management/consulting course would be helpful.
- #47 Since I was originally in the oncology NP program, which was later to be "unrecognized" by TXBNE, I had to do adult Preceptorship hours for 500 hrs. I feel that the courses I took for oncology I, II & III were not really a waste of time for me, but rather, should have been geared more towards adult I, II & III (more intensive). I only had the adult primary care & adult seminar (total 3 hours) until it was changed to 6 hrs the first semester. The change had been done by the school. I was caught in the interim. I just feel that the didactic part for adult was lacking.
- #68 Great Graduate experiences- I could not have asked for more. I was well prepared for the FNP Role. XXXXXX was my faculty advisor and she is a wonderful role model.
- #74 Hospital rounds-need to be included in the Adult/Family/Geriatric NP programs because 99% of us end up doing rounds on occasion or regularly.
- #91 Computers-It would have been great to have the option of taking a computer class as an elective. I did not realize that I would need to utilize different software for my job. Microbiology-I took in class my undergraduate education what seemed like 500 years ago! A mini refresher course would have been good. We have to read & understand so many culture results. I enjoyed the program and loved our PNP Instructors. Even one year after graduation & 9 months into my new job. I felt the program prepared me very well for my job. Thank you.
- #93 I answered uncertain to how well the program prepared me for my current position and my chosen role because I currently work in a highly specialized area. The program @ UTHSC-Houston provided me an excellent general education a family nurse practitioner.
- #98 I received my masters in nurse anesthesia through the army program and therefore did not physically attend any classes at UT Houston. One professor came and taught one class but other than that I did not have any classes from this school.

- #99 Specific Psychopharmacologic course. Diagnostic course specific/ psychiatric nursing: commonly used. Lab work to be ordered, assessed & criterion for specific psychiatric disorders & currently recommended treatment. The course content covered this minimally but most advanced practice works involves diagnosis & treatment & this should be emphasized in the program.
- #111 Pharmacology mandatory - took later on – not needed in present role – used a lot in former role.

## Post-Graduate Employment

<b>Currently employed</b>									
	1994		1999		2004		Total		
	Count	%	Count	%	Count	%	Count	%	
Yes, Full Time	48	84.2%	30	90.9%	19	82.6%	97	85.8%	
Yes, Part-Time	4	7.0%	3	9.1%	3	13.0%	10	8.8%	
Not Employed	5	8.8%	0	0.0%	1	4.3%	6	5.3%	
<b>Total</b>	<b>57</b>		<b>33</b>		<b>23</b>		<b>113</b>		

A substantial majority (85.8%) report full-time employment. There are no statistically significant differences in full-time employment with regard to year of graduation, gender, ethnicity or median age.

<b>Current employment setting</b>									
	1994		1999		2004		Total		
	Count	%	Count	%	Count	%	Count	%	
Community Health Agency	2	3.9%	0	0.0%	2	9.1%	4	3.8%	
Doctor's Office	3	5.9%	3	9.1%	6	27.3%	12	11.3%	
School Nursing	1	2.0%	0	0.0%	0	0.0%	1	0.9%	
Hospital	28	54.9%	17	51.5%	11	50.0%	56	52.8%	
Nursing Home	3	5.9%	1	3.0%	1	4.5%	5	4.7%	
Occupational Health	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Private Duty	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
School Of Nursing	3	5.9%	4	12.1%	1	4.5%	8	7.5%	
Outside Nursing Field	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Other (Specify):	11	21.6%	8	24.2%	1	4.5%	20	18.9%	
<b>Total</b>	<b>51</b>		<b>33</b>		<b>22</b>		<b>106</b>		

The most frequently reported employment setting is the hospital, reported by 52.8% of the overall sample. The second most frequently reported is the private doctor's office, reported by 11.3% of the overall sample. There are no other named employment settings reported by more than 10% of the overall sample. The category "other" is selected by 18.9% of the overall sample. Those that selected this response option and included a written response mention a variety of settings including: the insurance industry, home nursing visits, a private practice diabetes education center and the US military. Finally, those reporting a hospital as their current employment setting also tend to report incomes at or above the median reported income (77.3%) more frequently than their counterparts in all other employment settings (39.6%) ( $p = 0.01$ ).

<b>Work in a medically under served geographic location</b>									
	1994		1999		2004		Total		
	Count	%	Count	%	Count	%	Count	%	
Yes	14	27.5%	9	28.1%	10	45.5%	33	31.4%	
No	32	62.7%	21	65.6%	10	45.5%	63	60.0%	
I Don't Know	5	9.8%	2	6.3%	2	9.1%	9	8.6%	
Not Applicable	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
<b>Total</b>	<b>51</b>		<b>32</b>		<b>22</b>		<b>105</b>		

Slightly less than a third (31.4%) of respondents report working in a medically underserved area. There are no significant differences for working in a medically underserved area with regard to gender, ethnicity, year of graduation or median age. However, 24.1% of respondents who report their current employment setting as a hospital also report working in a medically underserved area compared to 47.6% of those reporting all other employment settings ( $p = 0.01$ ). There are no significant differences in income by working in a medically underserved area.

<b>What ZIP CODE do you work in?</b>									
	1994		1999		2004		Total		
	Count	%	Count	%	Count	%	Count	%	
Houston Metro Area	22	51.2%	15	48.4%	13	65.0%	50	53.2%	
Elsewhere in Texas	7	16.3%	6	19.4%	5	25.0%	18	19.1%	
Elsewhere in the USA	14	32.6%	10	32.3%	2	10.0%	26	27.7%	
<b>Total</b>	<b>43</b>		<b>31</b>		<b>20</b>		<b>94</b>		

Slightly more than half of respondents report working in the Houston metropolitan area. A substantial number (27.7%) of respondent report working elsewhere in the USA.

<b>Current Role</b>									
	1994		1999		2004		Total		
	Count	%	Count	%	Count	%	Count	%	
Nurse Practitioner	15	30.0%	19	57.6%	18	81.8%	52	49.5%	
Nurse Anesthesia	15	30.0%	9	27.3%	1	4.5%	25	23.8%	
Education	7	14.0%	2	6.1%	1	4.5%	10	9.5%	
Administration	8	16.0%	1	3.0%	0	0.0%	9	8.6%	
Other	4	8.0%	2	6.1%	1	4.5%	7	6.7%	
Clinical Nurse Specialist	1	2.0%	0	0.0%	1	4.5%	2	1.9%	
Clinical Research Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
<b>Total</b>	<b>50</b>		<b>33</b>		<b>22</b>		<b>105</b>		

Nurse practitioners comprise nearly half of the respondents in the overall sample (49.5%), followed by nurse anesthetist with 23.8% and all other reported roles with 26.6%. Testing for income differences among these three groups reveals that 100% of respondents selecting nurse anesthesia as their current role report incomes at or above the median reported income. This compares to 46.1% of nurse practitioners and 53.8% of all other current roles reported. Also, 61.5% of male respondents report as nurse anesthetists compared to 17.2% of female

respondents ( $p = 0.01$ ). Finally, nurse practitioners comprise 81.8% of the class of 2004 compared to 1999 (57.6%) and 1994 (30%).

<b>Current area of clinical practice</b>	1994		1999		2004		Total	
	Count	%	Count	%	Count	%	Count	%
Neonatology	14	28.0%	9	27.3%	1	4.5%	24	22.9%
Adult Care	6	12.0%	6	18.2%	4	18.2%	16	15.2%
Acute Care	11	22.0%	2	6.1%	1	4.5%	14	13.3%
Psychiatric/Mental Health	8	16.0%	1	3.0%	1	4.5%	10	9.5%
Oncology	1	2.0%	2	6.1%	6	27.3%	9	8.6%
Emergency Care	1	2.0%	4	12.1%	3	13.6%	8	7.6%
Gerontology	3	6.0%	1	3.0%	2	9.1%	6	5.7%
Pediatric	1	2.0%	4	12.1%	1	4.5%	6	5.7%
Nurse Anesthesia	4	8.0%	0	0.0%	1	4.5%	5	4.8%
Family	0	0.0%	3	9.1%	1	4.5%	4	3.8%
High-Risk Perinatal	1	2.0%	1	3.0%	1	4.5%	3	2.9%
Women's Health Care	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>50</b>		<b>33</b>		<b>22</b>		<b>105</b>	

The most frequently reported area of clinical practice is Neonatology, accounting for 22.9% of the overall sample. This is followed by Adult Care (15.2%) and Acute Care (13.3%).

<b>Master's degree required for current position</b>	1994		1999		2004		Total	
	Count	%	Count	%	Count	%	Count	%
Yes	36	65.5%	31	93.9%	21	91.3%	88	79.3%
Uncertain	1	1.8%	1	3.0%	1	4.3%	3	2.7%
No	18	32.7%	1	3.0%	1	4.3%	20	18.0%
<b>Total</b>	<b>55</b>		<b>33</b>		<b>23</b>		<b>111</b>	

A substantial majority of respondents (79.3%) report that their current position requires a master's degree. Younger respondents (92.2%) report that their current position requires a master's degree more frequently than older respondents (69.2%) ( $p = 0.01$ ). There is no statistically significant difference in income level by master's degree requirement.

<b>Time in Current Position</b>	1994	1999	2004
Mean	6.9	3.6	1.5
Median	6	4.25	1
Min-Max	0-25	0.5-8	0-10
N	58	34	23

The length of time in their current position, in years, is related to year of graduation with earlier cohorts reporting more time in position than later cohorts ( $p = <0.01$ ).

Full Time Annual Income	1994		1999		2004		Total	
	Count	%	Count	%	Count	%	Count	%
1. \$25,000 - \$29,000	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2. \$30,000 - \$34,999	0	0.0%	1	2.9%	0	0.0%	1	0.9%
3. \$35,000 - \$39,999	0	0.0%	1	2.9%	1	4.8%	2	1.9%
4. \$40,000 - \$44,999	1	2.0%	0	0.0%	0	0.0%	1	0.9%
5. \$45,000 - \$49,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
6. \$50,000 - \$54,999	4	7.8%	0	0.0%	0	0.0%	4	3.8%
7. \$55,000 - \$59,999	2	3.9%	0	0.0%	1	4.8%	3	2.8%
8. \$60,000 - \$64,999	2	3.9%	3	8.8%	2	9.5%	7	6.6%
9. \$65,000 - \$69,999	4	7.8%	6	17.6%	7	33.3%	17	16.0%
10. \$70,000 - \$74,999	7	13.7%	2	5.9%	1	4.8%	10	9.4%
11. \$75,000+	31	60.8%	21	61.8%	9	42.9%	61	57.5%
Total	51		34		21		106	

The majority of respondents in the overall sample (57.5%) report a full-time annual income at or above \$75,000. Dichotomizing the sample into those who report incomes at or above this amount and those reporting incomes below \$75,000 and testing reveals that 100% of nurse anesthetists, 46.1% of nurse practitioners and 53.8% of all other reported current roles report annual full-time incomes at or above the \$75,000 level. In terms of employment setting, 77.3% of respondents reporting their primary employment setting as a hospital also report salaries at or above \$75,000 compared to 39.6% of respondents reporting all other employment settings ( $p < 0.01$ ). Finally, there were no statistically significant differences in income with regard to gender, ethnicity or year of graduation.

## Participation in Professional Organizations

Professional Organization (All Years)	High Involvement		Medium Involvement		Low Involvement		Total Responses	
	Count	%	Count	%	Count	%	Count	%
	American Nurses Association (ANA)	4	11.4%	4	6.7%	13	9.4%	21
Texas Nurses Association (TNA)	1	2.9%	8	13.3%	7	5.0%	16	6.8%
National League for Nursing (NLN)	0	0.0%	1	1.7%	4	2.9%	5	2.1%
Texas League for Nursing (TLN)	1	2.9%	0	0.0%	8	5.8%	9	3.8%
Sigma Theta Tau	3	8.6%	5	8.3%	38	27.3%	46	19.7%
Specialty Organizations	12	34.3%	22	36.7%	36	25.9%	70	29.9%
Specialty Organizations	5	14.3%	6	10.0%	14	10.1%	25	10.7%
Specialty Organizations	3	8.6%	6	10.0%	3	2.2%	12	5.1%
OTHER State Organizations:	4	11.4%	4	6.7%	8	5.8%	16	6.8%
OTHER State Organizations:	0	0.0%	0	0.0%	0	0.0%	0	0.0%
OTHER Organizations:	2	5.7%	4	6.7%	7	5.0%	13	5.6%
OTHER Organizations:	0	0.0%	0	0.0%	1	0.7%	1	0.4%
<b>Total</b>	<b>35</b>		<b>60</b>		<b>139</b>		<b>234</b>	

The most frequently reported type of professional organization is the specialty organization. Those respondents citing this category and providing a written response (n = 69) report the American Association of Nurse Anesthetists (26%), the National Association of Pediatric Nurse Practitioners (11.5%) and the American Association of Nurse Practitioners (8.6%).

## Doctoral Education

Pursuit of Doctoral Degree	1994		1999		2004		Total	
	Count	%	Count	%	Count	%	Count	%
Degree Awarded	1	1.8%	1	2.9%	0	0.0%	2	1.8%
Currently Enrolled	1	1.8%	2	5.9%	0	0.0%	3	2.7%
Admitted To A Doctoral Program	1	1.8%	2	5.9%	0	0.0%	3	2.7%
Taken Courses, But Not Enrolled	4	7.3%	0	0.0%	0	0.0%	4	3.6%
Plan To Enroll In The Future	6	10.9%	7	20.6%	6	28.6%	19	17.3%
Do Not Plan To Enroll	42	76.4%	22	64.7%	15	71.4%	79	71.8%
<b>Total</b>	<b>55</b>		<b>34</b>		<b>21</b>		<b>110</b>	<b>100.0%</b>

A majority of respondents do not plan to enroll in the a doctoral program in the future (71.8%). Respondents who report either attending, planning to attend, or already attended a doctoral program report a school in Texas as their choice (81.1%).

Degree Types	1994		1999		2004		Total	
	Count	%	Count	%	Count	%	Count	%
D.D.S.	0	0.0%	0	0.0%	0	0.0%	0	0.0%
D.N./N.D.	1	9.1%	1	9.1%	1	25.0%	3	11.5%
D.N.S./D.S.N.	5	45.5%	4	36.4%	2	50.0%	11	42.3%
Dr. Ph.	1	9.1%	0	0.0%	0	0.0%	1	3.8%
EdD	0	0.0%	0	0.0%	0	0.0%	0	0.0%
JD	0	0.0%	0	0.0%	0	0.0%	0	0.0%
MD	1	9.1%	0	0.0%	0	0.0%	1	3.8%
Ph.D.	3	27.3%	4	36.4%	0	0.0%	7	26.9%
Other	0	0.0%	2	18.2%	1	25.0%	3	11.5%
<b>Total</b>	<b>11</b>		<b>11</b>		<b>4</b>		<b>26</b>	

Respondents in the overall sample report either pursuing or having received and DNS degree (42.5%), a PhD degree (26.9%) or a DN degree (11.5%).

## As a Graduate Student at the School of Nursing

Area of Specialization	1994		1999		2004		Total	
	Count	%	Count	%	Count	%	Count	%
Administration	5	9.1%	0	0.0%	0	0.0%	5	4.6%
Clinical Nurse Specialist (CNS)	12	21.8%	2	6.1%	1	4.8%	15	13.8%
Clinical Research Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Education	6	10.9%	0	0.0%	0	0.0%	6	5.5%
Nurse Anesthetist	15	27.3%	10	30.3%	1	4.8%	26	23.9%
Nurse Practitioner (NP)	17	30.9%	21	63.6%	19	90.5%	57	52.3%
Total	55		33		21		109	

The two principal areas of specialization reported are Nurse Anesthetist (23.9%) and Nurse Practitioner (52.3%). Combined these top specializations comprise slightly over 3/4 of the of the overall sample (76.2%). Comparing the area of specialization pursued while in graduate training to the respondent's current employment role (please refer to page 14) reveals a strong positive correlation among the two ( $r = 0.83$ ;  $p = <0.01$ ).

Clinical Major	1994		1999		2004		Total	
	Count	%	Count	%	Count	%	Count	%
Acute Care	10	17.9%	4	12.1%	0	0.0%	14	12.7%
Adult	1	1.8%	3	9.1%	4	19.0%	8	7.3%
Emergency Care	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Family	1	1.8%	4	12.1%	2	9.5%	7	6.4%
Gerontology	0	0.0%	4	12.1%	3	14.3%	7	6.4%
High-Risk Perinatal	8	14.3%	1	3.0%	1	4.8%	10	9.1%
Neonatology	1	1.8%	1	3.0%	1	4.8%	3	2.7%
Nurse Anesthesia	15	26.8%	10	30.3%	1	4.8%	26	23.6%
Oncology	3	5.4%	1	3.0%	0	0.0%	4	3.6%
Pediatric	1	1.8%	2	6.1%	8	38.1%	11	10.0%
Psychiatric/Mental Health	3	5.4%	2	6.1%	0	0.0%	5	4.5%
Women's Health Care	10	17.9%	1	3.0%	1	4.8%	12	10.9%
Other	3	5.4%	0	0.0%	0	0.0%	3	2.7%
Total	56		33		21		110	

The clinical major pursued while in graduate training, as reported by at least 10% of respondents are: Nurse Anesthesia (23.6%), Acute Care (12.7%), Women's Health Care (10.9%) and Pediatric (10%). Comparing the clinical major pursued while in graduate training to the area of current clinical practice (please refer to page 15) also reveals a strong positive correlation among the two ( $r = 0.79$ ;  $p = <0.01$ ).

**Completion of MSN/MPH program**

	1994		1999		2004		Total	
	Count	%	Count	%	Count	%	Count	%
Yes	34	59.6%	16	47.1%	11	52.4%	61	54.5%
No	23	40.4%	18	52.9%	10	47.6%	51	45.5%
Total	57		34		21		112	

Completion of the MSN/MPH program is reported by slightly over half of the overall sample (54.5%). Completion of the coordinated program is unrelated to gender, ethnicity or year of graduation. It also appears to be unrelated to annual full time salary ( $p = 0.74$ ). However, those respondents reporting their current role as nurse anesthetists tend to report completing the coordinated program (83.3%) more frequently than those reporting their current role as nurse practitioners (43.1%) or all other current roles (51.8%) ( $p = <0.01$ ).

## Respondent Demographics

Gender	1994		1999		2004		Total	
	Count	%	Count	%	Count	%	Count	%
Female	54	94.7%	22	73.3%	20	87.0%	96	87.3%
Male	3	5.3%	8	26.7%	3	13.0%	14	12.7%
Total	57		30		23		110	

Ethnicity	1994		1999		2004		Total	
	Count	%	Count	%	Count	%	Count	%
American Indian/Native American	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Black/African-American	1	1.8%	2	6.9%	1	4.5%	4	3.7%
Hispanic American	2	3.6%	4	13.8%	0	0.0%	6	5.6%
Oriental/Asian-American	1	1.8%	3	10.3%	3	13.6%	7	6.5%
White/Caucasian	52	92.9%	20	69.0%	17	77.3%	89	83.2%
Other	0	0.0%	0	0.0%	1	4.5%	1	0.9%
Total	56		29		22		107	

Age	1994	1999	2004
Mean	49	42	37
Median	47	43	37
Min-Max	38 - 62	33 - 53	28 - 55
N	57	29	23

$F = 28.5; p = <0.01$

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**SON MSN Alumni Survey  
General Comments 2005**

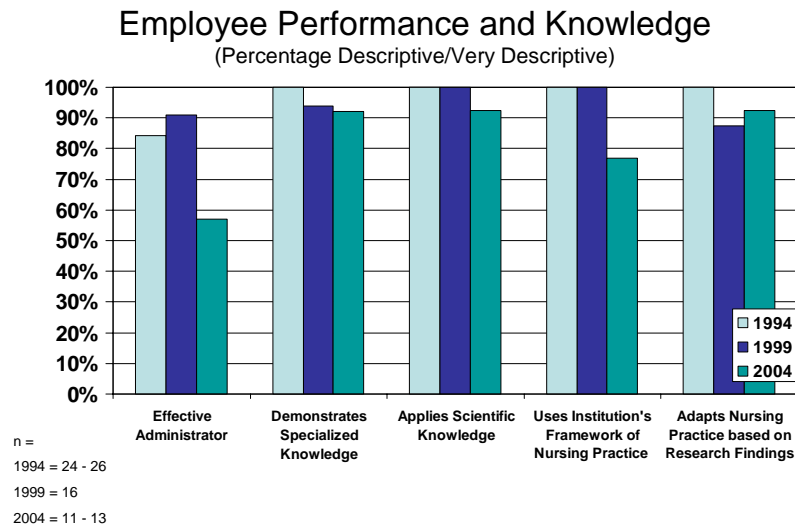
- #8 Combine the nurse anesthesia program with the medical school (UT) as Baylor does. I think this would save \$ & provide a great education.
- #14 I received the best graduate nursing education at UTHSC-H. The XXX graduates I have taught and worked with are not functional, disinterested and lazy. Thanks UT! You're the best!
- #19 Honestly felt that I was "processed" through a mass production program. I always thought that graduate students were cream of the crop- but just felt I was one of thousands. If I hadn't had the great fortune to work with a great & patient physician before graduation- not sure I would be a competent practitioner.
- #35 My present job does not require a MSN but I feel the knowledge I gained has been helpful over the years. My present job is an excellent but for my family situation 2/4 young children.
- #53 I feel the program certainly developed & prepared me for beginning research, however I have not had the opportunity for cont' growth. I do feel the program I was in lacked: 1. flexibility for working individuals. 2. consistent strong leadership with in that program. 3. supportive collegial environment. 4. a program that very well may benefit being designed around a medical model vs. cns model. I must say that my limited interaction with the program now seems to be more positive w/respect to the class room & clinical experience. Dr. XXXX is a shining star!
- #57 I feel an inpatient, hospital based clinical component would have been very helpful.
- #59 I'm completing post graduate courses May 2005 to be eligible to write certification exam for FNP (University of Texas -Pan American).
- #63 I did not give my employer your form because I work as a contract nurse & I go to different hospitals. Sorry I do not believe my doing this survey is or will be helpful.
- #66 #25, I have expanded my role in my position at the medical school. To a combination of 3 & 6, doing both on about 50-50 time during the work day.
- #74 Need less Research/Theory and more Clinical. I never use Research/Theory, it was a waste of my time, I needed more pathology hospital rounds, patient assessment, how to negotiate a contract, how to write prescriptions dealing with insurance/CPT codes/lcd-9 codes, etc. Also, need to have a casting lecture (to fix fractions)
- #79 I went through the U.S. Army Academy of Health Sciences/UT Houston Program-the first year a MSN degree in Nurse Anesthesia was awarded.

- #80 UT is the best graduate nursing education ever! I have 2 MSN(s), both from UTHSC-H. I am not impressed at all with XXX Anesthesia Graduates or students: they are very lazy and have no work ethic. In contrast, I have observed UT graduates are motivated independent and hard-working. Thanks, UT, for the wonderful preparation I have received for my career as a CRNA and critical care MSN.
- #84 Very disappointed when XXXXX was lost to the program as with as decreased involvement of XXXXX; both excellent mentors and instructors. Trade lacked focus and clear cut guidelines; little follow up with clinical experiences – never had an onsite visit (although) were scheduled when last clinical was not in Houston; Houston has many resources and is a great place to learn multiple clinics, settings.
- #86 I attended the U.S. Army Graduate Program in anesthesia nursing affiliated with UTHSC-H.
- #100 Graduated from UT Houston/US Army Program in Anesthesia Nursing- Phase II in Denver.
- #103 Currently working in acute care setting. Acute care curricula was not available at the time & completed my manner. It would be helpful.
- #108 I would like to see UT Houston offer the Doctorate Nurse Practitioner Program in the near future.

I left a CVS position 3 years ago due to family circumstances. I currently work as a staff nurse due to family matters. Therefore it is hard to answer some of these questions as it pertains to my education. I certainly do not need this level of education for the job description I'm doing now.

## **Master of Science in Nursing Employer Survey**

## Employee Performance and Knowledge



### **Functions Effectively as an Administrator in the Health Care System**

This question receives a rating of Descriptive/Very Descriptive from 81% of the overall sample of employers. However, 57% of employers rate the graduates from the class of 2004 as descriptive/very descriptive on this particular survey item.

### **Demonstrates Specialized Knowledge in Clinical Area of Practice**

This question receives a rating of Descriptive/Very Descriptive from 96.3% of the overall sample of employers. Graduates from all three graduating year cohorts receive ratings of Descriptive/Very descriptive from over 90% of employer respondents.

### **Applies Scientific Knowledge to Current Practice**

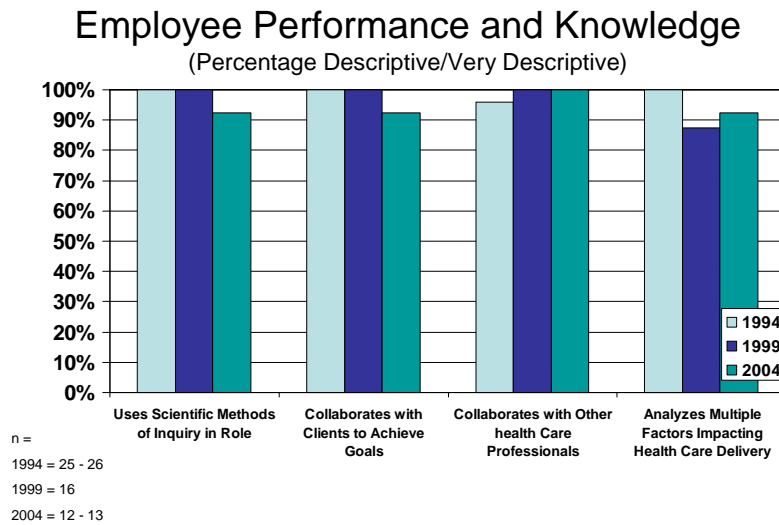
This question receives a rating of Descriptive/Very Descriptive from 98.2% of the overall sample of employers. Graduates from all three graduating year cohorts receive ratings of Descriptive/Very descriptive from over 90% of employer respondents.

### **Uses the Institution's Framework for Nursing Practice and/or Teaching**

This question receives a rating of Descriptive/Very Descriptive from 94.1% of the overall sample of employers. However, 76.9% of employers rate the graduates from the class of 2004 as descriptive/very descriptive on this particular survey item.

### **Adapts his/her Practice/teaching Methods Based on Research Findings**

This question receives a rating of Descriptive/Very Descriptive from 94.5% of the overall sample of employers. However, 87.5% of employers rate the graduates from the class of 1999 as descriptive/very descriptive on this particular survey item.



#### **Uses Scientific Methods of Inquiry in the Performance of His/her Role**

This question receives a rating of Descriptive/Very Descriptive from 98.1% of the overall sample of employers. Graduates from all three graduating year cohorts receive ratings of Descriptive/Very descriptive from over 90% of employer respondents.

#### **Collaborates with Clients to Achieve Goal of Professional Health Care**

This question receives a rating of Descriptive/Very Descriptive from 98.1% of the overall sample of employers. Graduates from all three graduating year cohorts receive ratings of Descriptive/Very descriptive from over 90% of employer respondents.

#### **Collaborates with Other Health Care Professionals in Achieving Quality Health Care**

This question receives a rating of Descriptive/Very Descriptive from 98.1% of the overall sample of employers. Graduates from all three graduating year cohorts receive ratings of Descriptive/Very descriptive from over 90% of employer respondents.

#### **Analyzes the Multiple factors impacting the Delivery of Health Care of a Specific Client Population**

This question receives a rating of Descriptive/Very Descriptive from 94.3% of the overall sample of employers. However, 87.5% of employers rate the graduates from the class of 1999 as descriptive/very descriptive on this particular survey item.

## Employment Environment

### Number of Master's Prepared Nurses Employed in Area/Hospital

	1 - 10		11 - 20		21 - 40		41 - 60		Don't Know		Total
	Count	%	Count	%	Count	%	Count	%	Count	%	Count
1994	15	62.5%	1	4.2%	3	12.5%	3	12.5%	2	8.3%	24
1999	5	33.3%	3	20.0%	3	20.0%	1	6.7%	3	20.0%	15
2004	5	38.5%	2	15.4%	2	15.4%	3	23.1%	1	7.7%	13
Total	25	48.1%	6	11.5%	8	15.4%	7	13.5%	6	11.5%	52

The majority of employers (59.6) report between 1 and 20 Master prepared nurses working in their area or hospital.

### Number of Master's Prepared Nurses Immediately Working with Our Graduate

	1 - 10		11 - 20		21 - 40		41 - 60		Don't Know		Total
	Count	%	Count	%	Count	%	Count	%	Count	%	Count
1994	18	75.0%	2	8.3%	1	4.2%	1	4.2%	2	8.3%	24
1999	11	73.3%	1	6.7%	1	6.7%	0	0.0%	2	13.3%	15
2004	10	83.3%	0	0.0%	2	16.7%	0	0.0%	0	0.0%	12
Total	39	76.5%	3	5.9%	4	7.8%	1	2.0%	4	7.8%	51

A larger majority (82.3%) of employers report having between 1 and 20 master prepared nurses working immediately with the UT MSN graduate.

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**SON Employer Comment MSN 2005**

**Question 3. Are there other areas which you consider should be included in graduate nursing education in order to practice in a setting such as yours?**

Dealing with difficult patients/staff members. Population based health care decision making.  
Cost/benefit case analysis.

Billing, productivity accountability, being a revenue generating employee & managing expectation of the change of environment from “salaried employee” to revenue generating.

No, unless you want to include a course regarding healthcare in 3<sup>rd</sup> world environment, or touch on military medicine.

More skills in interdisciplinary collaboration, charge management self assessment, polarity management.

More acute care practice/clinical/billing/coding/ltc settings  
Oncology, public health issues

Please encourage your students to teach!

More clinical experience

Very well trained

Fpnp-get ped down to pre-school teaching

Strong business focus-joint msn/mba/risk mgt/legal

Management/human resources management/regulatory

Some inpatient training

Perhaps more educational course work related to staff development/education

**General Comments**

Mary is an excellent, can do, will do employee!

Excellent nurse. provides high quality care to veterans

An excellent educator & skill clinician

Kim is doing a great job for us

Obtained msn in nursing @UT. Admin. courses very weak  
Excellent employee! very well prepared. a pleasure to work with

The np I hired is great

Paige is a very effective individual. she has a broad knowledge base.

Kim is an exceptional clinician & patient advocate. her work is exemplary.