

# **YORK UNIVERSITY**

Final Assessment Report - Executive Summary

**Nursing, MScN & MScN Primary Health Care  
Nurse Practitioner (PHCNP)**

**Faculty of Health**

**Cyclical Program Review – 2013 to 2020**

This Final Assessment Report (FAR) provides a synthesis of the cyclical review of the programs listed below.

**Program(s) Reviewed**

MScN

MScN-Primary Health Care Nurse Practitioner (PHCNP)

**Reviewers appointed by the Vice-Provost Academic**

Dr. Nancy Carter, Assistant Dean, Associate Professor, Graduate Nursing Program, School of Nursing, Faculty of Health Sciences, McMaster University

Dr. Judith Scanlan, Associate Professor, College of Nursing, Faculty of Health Sciences, University of Manitoba

Dr. Joel Katz, Professor, Canada Research Chair, Department of Psychology, Faculty of Health, York University

**Cyclical Program Review Key Milestones**

Cyclical Program Review launch: September 16, 2020

Self-study submitted to Vice-Provost Academic: October 27-28, 2021

Date of the Site Visit: March 25, 2022

Review Report received: May 30, 2022

Program Response received: July 15, 2022

Dean's Response received: July 29, 2022

Implementation Plan and FAR received by Joint Sub-Committee on Quality Assurance, November 2023.



Submitted by Lyndon Martin, Vice-Provost Academic, York University

This review was conducted under the York University Quality Assurance Protocol, August 2020.

## **SITE VISIT: March 25, 2022**

The virtual site visit for the graduate programs in Nursing at York University included meetings with the following individuals and groups:

- Vice-Provost Academic, Lyndon Martin
- Dean and AVP Graduate, Thomas Loebel
- Interim Dean, Susan Murtha
- Director of the School of Nursing (SON), Shahirose Premji
- Graduate Program Director, Jacqueline Choiniere
- Nurse Practitioner Coordinator, Mavoy Bertram
- Clinical Partnership Development and Practicum Coordinator, Nurse Practitioner Program, Rebecca Metcalfe
- Full-time faculty members
- Nurse Practitioner Clinical Faculty (part-time)
- Students in the MScN and MScN-PHCNP programs
- Administrative staff
- Learning Technologies Manager, Rob Finlayson
- York Libraries Associate Dean, Research and Open Scholarship, Jack Leon, and Ilo-Katryn Maimets, Health and Science Librarian.

## **OUTCOME:**

The Joint Sub-Committee on Quality Assurance received the Program and Decanal responses to the recommendations and has approved an implementation plan.

A report on the progress of the initiatives undertaken in response to recommendations in general and as specified in the implementation plan will be provided in the Follow-up Report which will be due 18 months after the review of this report by the York University Joint Sub-Committee on Quality Assurance (in May 2025).

The next Cyclical Program Review will begin in the Fall of 2028 with a site visit expected in the Fall of 2029 or Winter of 2030.

## **PROGRAM DESCRIPTION:**

In 2005 the first students were admitted to the Master of Science in Nursing (MScN) at York University. The program describes its focus as follows:

“At its inception, the program integrated human science and relational principles with theoretical knowledge on transformational and organizational leadership, caring and narrative pedagogies, global and local health policies, and human health experiences. The core of this comprehensive perspective remains, but in response to recommendations during the 2012-2013 Cyclical Review, and strong faculty support, we have broadened beyond specifying Human Science as the primary,

philosophical/theoretical core of the program, and instead recognize it as one of many, relevant philosophical/theoretical perspectives. “

The MScN - Primary Health Care Nurse Practitioner (PHCNP) program was established in 2007 and offers both a part-time and full-time option for students. The program is one of nine universities belonging to the PHCNP consortium that has a mission, described in the self-study document, to “contribute to quality health care for Ontarians by educating and preparing Registered Nurses across Ontario for advanced practice as Nurse Practitioners and leaders in Primary Health Care, in English or French, through a student focused, blended teaching and learning model.” A common, provincial-level curriculum of seven courses, developed in French and English, covers the full range of PHCNP competencies at the entry-to-practice level as required by the nursing regulatory body (the College of Nurses of Ontario).

The School of Nursing approved a new vision, mission and core values document in September 2020, for both the undergraduate and graduate nursing programs, that underscores the core values of Relational Practice, Transformational Leadership, and Diversity.

Based on a review of the self-study report, materials, meetings with students, faculty and administration, and their experience in other Canadian graduate nursing programs, the reviewers made the following recommendations.

## IMPLEMENTATION PLAN

The chart below lays out the implementation plan approved by the Joint Sub-Committee at its meeting in November 2023.

	Recommendation	Action	Responsible for Follow-up	Timeline
1.	That student communication and engagement with faculty members be enhanced through specific actions below.	<i>See 1a - 1e below.</i>		
1a.	Hold virtual orientation sessions that include staff and faculty.	The program should continue with existing orientation sessions. Orientation materials should be made readily available to students online throughout their time in the program.	Graduate Program Director	Materials for next orientation sessions in 2023 and ongoing to be made available to students.
1b.	Hold synchronous class sessions at the start, mid-, and end-of-term points for all classes.	The program should continue offering synchronous sessions throughout the term and encourage this practice in courses not currently doing so. Encourage faculty to work with educational developers to consider how to enhance online student engagement.	Graduate Program Director, Faculty members, educational developers	Synchronous sessions to be offered for Fall 2023 and ongoing
1c.	Post and hold live office hours.	The program should continue posting and holding live office hours in addition to those held by appointment and encourage	Graduate Program Director, faculty members	In place for Fall 2023 and ongoing

		adoption by faculty members not currently doing so.		
1d.	Assignment of faculty advisors for all students with requirement for initial meetings prior to start of the program; as well as ongoing communication between faculty advisors and students throughout the program.	Advisors should hold once-per-term meetings with students, and the program should consider other ways to engage graduate students. Piloting and evaluation of these initiatives can provide additional insights.	Graduate Program Director, faculty members, educational developers	In place for academic year 2023-2024
1e.	That regular communication come from the program through “town hall” type meetings.	The program should continue with its meetings and make available recordings for those students who can’t attend.	Graduate Program Director, Graduate Program Assistant	In place for next meeting in 2023
2.	That a review of program requirements and course offerings be undertaken.	<i>See 2a – 2f below.</i>		
2a.	That a purposeful strategy to respond to the Truth and Reconciliation Commission (TRC) be undertaken and that concepts about Indigenous health be incorporated throughout the curriculum.	The program should continue the hiring process for an Indigenous scholar and enhance program curriculum with concepts and content related to Indigenous health.	Director School of Nursing, Graduate Program Director, faculty members	Hiring process is ongoing. Curricular work in place for Fall 2023 and Winter 2024.
2b.	That intensive research-focused courses for NP students be reviewed and changes made to better	The program should review the research courses in the PHCNP program to ensure an applied focus and consider alternatives to	Director School of Nursing, Graduate Program Director,	Review to be completed by end of 2023 and proposals for changes to be made in time for 2024-2025.

	reflect the PHCNP practice.	its current requirements (e.g., research/statistical courses offered by other units or as electives, faculty mentorship in lieu of required courses, etc.)	Associate Dean Learning Teaching & Academic programs, Associate Dean Research & Innovation, faculty members	
2c.	That a capstone requirement be added to the course-based MScN program	The program already includes a capstone requirement which will be discussed at the graduate retreat in Fall 2022.	Director School of Nursing, Graduate Program Director, faculty members	Discussed in Fall 2022 - complete
2d.	That a leadership course be incorporated into the MScN program.	The program already offers a leadership course and incorporates leadership concepts in many electives. Students considering leadership positions should be made aware of courses and other networking opportunities.	Director, School of Nursing, Graduate Program Director	Increase awareness for Fall 2023 and ongoing
2e.	That students be encouraged to take electives from other units.	Students should be encouraged to consider electives outside of the School to reduce the number of low-enrolment nursing electives. For popular courses outside nursing, the program should investigate with the relevant GPDs whether offering the electives online is an option.	Graduate Program Director	Fall 2023 and ongoing
2f.	That class sizes be increased so sections and courses offered can be reduced.	The program should consider ways to maximize enrolments in a smaller number of courses and/or sections and how to support	Director School of Nursing, Graduate Program Director,	Planning underway in Summer/Fall 2023 and ongoing.

		faculty with increased enrolments.	Associate Dean Learning, Teaching, Academic Programs, educational developers, Faculty members	
3.	That strategies be developed to increase research productivity of faculty and students.	<i>See 3a – 3c below.</i>		
3a.	That courses and sections offered be reduced and resources be redirected to research development.	<i>See 2f, 3b and 3c.</i>	<i>See 2f, 3b and 3c.</i>	Discussions and planning underway in Summer/Fall 2023 and ongoing.
3b.	That a “research culture” within the School be developed.	The School should continue its participation in research-related committees and explore additional external opportunities. The School should also consider formalizing mentor/mentee support for new faculty and recruiting more full-time students into the thesis stream.	Director School of Nursing, Graduate Program Director, Associate Dean Research & Innovation, faculty members	Exploration underway in Summer/Fall 2023.
3c.	That goals for recruitment and retention of full-time thesis students be set.	The program should continue to engage with recruitment and retention strategies for thesis students and review the stream requirements.	Director School of Nursing, Graduate Program Director, Associate Dean Research & Innovation, faculty members	Explore and implement new approaches in Summer/Fall 2023, and ongoing