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## NEW PROGRAM PROPOSAL FOR ROUTINE REVIEW

**Sponsoring Institution:**

Bachelor of Science in Nursing

**Program Title:** \_\_\_\_\_

**Degree/Certificate:** BSN-Bachelor of Science in Nursing      **If other, please list:** Not Applicable (NA)

**Options:** NA

**Delivery Site(s):** In and around Columbia Missouri: Stephens College, Boone Hospital, Health Dep

**CIP Classification:** 51.3801

*\*CIP Code can be cross-referenced with programs offered in your region on [MDHE's program inventory](#).  
Click here for link to NCES CIP site.*

**Implementation Date** 08/25/2020 *please use MM/YY date format.*

**Is this a new off-site location?** No  Yes

**If yes, is the new off-site location within your institution's current CBHE-approved service region?** Yes

*\*If no, public institutions should consult the comprehensive review process.*

**Is this a collaborative program?** Yes  No  *If yes, please complete the collaborative programs form on page 6.*

**CERTIFICATIONS:**

- The program is within the institution's CBHE approved mission. *(public institutions only)*
- The program will be offered within the institution's CBHE approved service region. *(public institutions only)*
- The program builds upon existing programs and faculty expertise.
- The program does not unnecessarily duplicate an existing program in the geographically applicable area.
- The program can be launched with minimal expense and falls within the institution's current operating budget. *(public institutions only)*

**AUTHORIZATION:**

Dr. Leslie Willey, VPAA

| Name/Title of Institutional Officer | Signature | Date |
|-------------------------------------|-----------|------|
|-------------------------------------|-----------|------|

## PROGRAM CHARACTERISTICS AND PERFORMANCE GOALS

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Although the following guidelines may not be applicable to the proposed program, please carefully consider the elements in each area and respond as completely as possible in the format below. Qualifications of performance goals should be included wherever possible.

*If you need more than one line of text to answer questions 1–5, please attach a Word .doc.*

### 1. Student Preparation

- Any special admissions procedures or student qualifications required for this program which exceed regular university admissions, standards, e.g., ACT score, completion of core curriculum, portfolio, personal interview, etc. Please note if no special preparation will be required.

See admission criteria attached.

- Characteristics of a specific population to be served, if applicable.

See characteristics attached.

### 2. Faculty Characteristics

- Any special requirements (degree status, training, etc.) for assignment of teaching for this degree/certificate.

Faculty requirements are attached.

- Estimated percentage of credit hours that will be assigned to full time faculty. Please use the term “full time faculty” (and not FTE) in your descriptions here.

Faculty work policy is attached.

- Expectations for professional activities, special student contact, teaching/learning innovation.

See faculty work policy about professional activities and teaching/learning innovation.

### 3. Enrollment Projections

- Student FTE majoring in program by the end of five years.

We plan for 72 FTE students in nursing at the end of 5 years.

- Percent of full time and part time enrollment by the end of five years.

We expect 80% of students will be full time and 20% or less will be part time.

**STUDENT ENROLLMENT PROJECTIONS**

| <b>YEAR</b>      | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> |
|------------------|----------|----------|----------|----------|----------|
| <b>FULL TIME</b> | 24       | 46       | 68       | 68       | 68       |
| <b>PART TIME</b> | 0        | 2        | 4        | 4        | 4        |
| <b>TOTAL</b>     | 24       | 48       | 72       | 72       | 72       |

**4. Student and Program Outcomes**

- Number of graduates per annum at three and five years after implementation.

Projected: year 3, graduate 22-24 students; year 5, graduate 22-24 students

- Special skills specific to the program.

Basic nursing general skills for acute and public health care; CPR, infection control safe

- Proportion of students who will achieve licensing, certification, or registration.

Greater than 90% (100 % desired)

- Performance on national and/or local assessments, e.g. percent of students scoring above the 50<sup>th</sup> percentile on normed tests; percent of students achieving minimal cut-scores on criterion-referenced tests. Include expected results on assessments of general education and on exit assessments in a particular discipline as well as the name of any nationally recognized assessments used.

NCLEX prediction exam > 85% pass prediction; > 90% first time pass rate predicted

- Placement rates in related fields, in other fields, unemployed.

100 % placement rate within 1 year of graduation

- Transfer rates, continuous study.

10% of graduates may continue directly to graduate school

**5. Program Accreditation**

- Institutional plans for accreditation, if applicable, including accrediting agency and timeline. If there are no plans to seek specialized accreditation, please provide a rationale

Specialized accreditation will be sought through Commission on Collegiate Nursing Education (CCNE)

### 6. Program Structure

A. Total credits required for graduation: 120

B. Residency requirements, if any: Full time enrollment for six semesters

C. General education: Total credits: 34 General Education Credits, listing attached.

*Courses (specific courses OR distribution area and credits)*

| Course Number | Credits | Course Title                                |
|---------------|---------|---|
| BHS 220       | 3       | Principles of Public Health                 |
| BHS 426       | 3       | Epidemiology and Health Disparities         |
| BIO 112       | 3       | Inquiry-based Learning in the Life Sciences |
| MAT 207       | 3       | Statistics                                  |
| ENG           | 1       | Research Writing                            |
| FYE           | 3       | First-year=experience: Cultural Pluralism   |
| Select        | 3       | Arts  |
| Select        | 3       | Composition                                 |
| Select        | 3       | Literature                                  |
| Select        | 3       | History                                     |
| Select        | 3       | Woman Focused                               |
| Select        | 3       | Intercultural                               |
|               |         |   |
|               |         |   |
|               |         |   |
| Total         | 34      |   |

D. Major requirements: Total credits: 89 credits (60 Nursing, 29 required for major). See attachment for list.

| Course Number | Credits | Course Title |
|---------------|---------|--------------|
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- E. Free elective credits: 0 credits  
(sum of C, D, and E should equal A)
- F. Requirements for thesis, internship or other capstone experience: Capstone in NUR455 Practicum VI (180hrs)
- G. Any unique features such as interdepartmental cooperation: Not at this time

**7. Need/Demand**

Student demand

Market demand

Societal need

I hereby certify that the institution has conducted research on the feasibility of the proposal and it is likely the program will be successful.

***On July 1, 2011, the Coordinating Board for Higher Education began provisionally approving all new programs with a subsequent review and consideration for full approval after five years.***

## COLLABORATIVE PROGRAMS

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**Sponsoring Institution One:** Not applicable

**Sponsoring Institution Two:** \_\_\_\_\_

**Other Collaborative Institutions:** \_\_\_\_\_

**Length of Agreement:** \_\_\_\_\_

*If you need more than two lines of text to answer questions 1–5, please attach a word .doc.*

1. Which institution (s) will have degree-granting authority?

2. Which institution (s) will have the authority for faculty hiring, course assignment, evaluation and reappointment decisions?

3. What agreements exist to ensure that faculty from all participating institutions will be involved in decisions about the curriculum, admissions standards, exit requirements?

4. Which institution(s) will be responsible for academic and student-support services, e.g., registration, advising, library, academic assistance, financial aid, etc.?

5. What agreements exist to ensure that the academic calendars of the participating institutions have been aligned as needed?

### Question 1. Student Preparation

- Admission Criteria

Applications are completed through the Stephens College Admissions application. Candidates must meet the college general admission requirements and the following:

Highschool Students:

1. Three units of high school science including biology and chemistry;
2. Three units of high school mathematics including algebra;
3. College Entrance Examination Board Scholastic Aptitude Test (SAT) or the American College Testing Program (ACT);
  - a. SAT: Greater than 1060 (out of 1600) or
  - b. ACT: greater than 21 (out of 36)
4. Application essay indicating experience with healthcare and nursing; and
5. Criminal background check

- Population Served

This program primarily targets high school graduates seeking direct entry into a women's college for the study of nursing. The opportunity to offer nursing serves both student interest in nursing and the high demand for nurses in the workforce that is projected to continue into the next decade ([Bureau of Labor Statistics', Employment Projections 2016-2026](#)).

There is a very high demand for nurses both nationally and within the state of Missouri. The Bureau of Labor Statistics anticipates the national job growth of registered nurses (RNs) to increase by 15%, much faster than average, through 2026 (2018). Missouri hospitals currently report a 13.3 % vacancy rate for RNs (4985 positions), the highest vacancy rate for all hospital professions (Williams 2018). The nursing shortage is dire enough that Missouri Governor Mike Parson has said, "We need to address the shortage of qualified nurses in Missouri, and the *first* [emphasis added] step is to add more capacity to the programs providing nursing education" (Department of Insurance, Financial Institutions and Professional Registration 2019). We believe a crucial *second* step is to develop programs to help alleviate the shortage.

Missouri Governor Mike Parson has also identified workforce development as a top priority for the state. Addressing the current nursing shortage is a key opportunity not only for improving the delivery of quality health care to Missourians but also expanding economic opportunities for the prospective nurses. The mean salary for RNs in the Columbia, MO area is \$68,210 per year (Bureau of Labor Statistics 2018). Graduates of our proposed program will both fulfil current and growing need in Missouri with qualified medical professionals and raise the economic standing of their communities.

There are several other nursing programs at the bachelor's level in the central Missouri area; these include Sinclair School of Nursing, Columbia College, Lincoln University and Central Methodist University. The proposed program may compete with existing ones for student applicants, however, every year a significant number of qualified applicants are currently denied spaces at these programs. At the University of Missouri alone, historically approximately only 35-45% of qualified students are accepted into clinical coursework (Curators of the University of Missouri, 2019). Although the Missouri State Board of nursing has recently approved the expansion of spots, it will still leave 36-96

qualified applicants able to seek alternative educational opportunities. Rather than having them seek education outside of Missouri, this program would be able to meet this need without impacting the other local programs, which already fill each semester.

## Question 2. Faculty Characteristics

- Faculty Requirements

Nursing Faculty Education and Experience:

Essential:

1. Current active licensure to practice professional nursing in Missouri and has never been disciplined in any jurisdiction.
2. MS in Nursing from an Accredited College or University that includes a clinical component.
3. Experience teaching at the collegiate or university level.
4. Ability and clinical experience across more than one specialty area.
5. Record of clinical experience, more than 3 years.
6. Ability to flex teaching style to a wide-variety of learners.
7. Excellent collaborative and interpersonal communication skills.

Highly Desired:

1. DNP or PhD in Nursing from an Accredited College or University.
2. Doctoral research experience.
3. Experience teaching baccalaureate level nursing, prelicensure.
4. Experience with accreditation and program assessment.
5. Experience in engaging undergraduate students in research opportunities.

- Faculty Workload

FT faculty teach Fall and spring semesters 24 credit hours annually (Tenure, Tenure-track). Twelve-month positions are assigned 30 credit hours annually. Faculty are expected to meet faculty roles as defined in Stephens College *Faculty Personnel Policies*.

- Mastery of Subject
- Teaching excellence
- Scholarship
- Service to college and profession
- Continuing development

A general summary of the duties associated with the role include:

1. Serve as principal faculty in the Nursing program teaching duties based on background and experience in class, clinical, laboratory, and simulation settings.
2. Academic advisement to Nursing students
3. Develop and teach undergraduate Nursing courses
4. Oversee the clinical, laboratory, and simulation learning experiences
5. Develop and pursue a research and scholarly agenda engaging students
6. Provide service to the college and profession
7. Assist in development and evaluation of curricula and programs
8. Provide academic advisement to nursing students

Workload calculations includes:



1. Theory sections: 1:1 credit hour to workload hour
2. Direct laboratory or clinical instruction: 1:2 work load hours
3. Supervising faculty of record (i.e., supervising clinical adjuncts) 1:1
4. Course Coordinator: One (1) credit hour for courses with multiple sections of non-permanent faculty (i.e., three clinical sections, or multiple lab sections).

**Question 3-5. Answered in the Form.**

**Question 6. Program Structure**

C. General Education Courses

Required Courses in General Education and the Nursing Major

| Course Number   | Credit Hours | Course Title                                | General Education Category     |
|---|--------------|---|--------------------------------|
| BHS 220   | 3            | Principles of Public Health                 | Sophomore Global Studies       |
| BHS 426   | 3            | Epidemiology and Health Disparities         | Global Ethics                  |
| BIO 112   | 3            | Inquiry-based Learning in the Life Sciences | Science                        |
| MAT 207   | 3            | Statistics                                  | Quantitative                   |
| ENG 209   | 1            | Research Writing                            | Research Writing               |
| FYE 1001  | 3            | First-year-experience: Cultural Pluralism   | 1 <sup>st</sup> yr. Experience |
| Select  | 3            | Composition                                 | Composition                    |
| Select  | 3            |   | Arts                           |
| Select  | 3            |   | Literature                     |
| Select  | 3            |   | History                        |
| Select  | 3            |   | Woman focused                  |
| Select  | 3            |   | Intercultural                  |
|   | = 34         |   |                                |
| Courses that meet both general education and program requirements |              |   |                                |

D. Major Requirements

| Course Number | Credit Hours | Course Title                         |
|---------------|--------------|--------------------------------------|
| BHS 225       | 3            | Nutrition                            |
| BHS 330       | 3            | Pathophysiology                      |
| BIO 181       | 3            | Principles of Biology                |
| BIO 320       | 4            | Anatomy and Physiology, I            |
| BIO 321       | 4            | Anatomy and Physiology, II           |
| CHM 111       | 3            | General Chemistry                    |
| EDU 114       | 3            | Lifespan Development                 |
| NUR 110       | 1            | Introduction to Professional Nursing |
| NUR 230       | 1            | Nursing Science                      |
| NUR 250       | 4            | Health Assessment and Nursing Skills |
| NUR 255       | 3            | Practicum I                          |
| NUR 310       | 3            | Care of Adults I                     |
| NUR 315       | 2            | Practicum II                         |
| NUR 330       | 4            | Pharmacology                         |
| NUR 332       | 3            | Mental Health Care                   |
| NUR 334       | 3            | Care of Adults II                    |
| NUR 335       | 3            | Practicum III                        |

|         |      |                                       |
|---------|------|---------------------------------------|
| NUR 350 | 3    | Care of Children                      |
| NUR 352 | 3    | Care of Childbearing Women & Families |
| NUR 354 | 2    | Nursing Seminar                       |
| NUR 355 | 5    | Practicum IV                          |
| NUR 410 | 2    | Healthcare Policy and Advocacy        |
| NUR 412 | 2    | Leadership                            |
| NUR 414 | 2    | Quality and Safety                    |
| NUR 415 | 4    | Practicum V                           |
| NUR 416 | 2    | Critical Care                         |
| NUR 450 | 2    | Senior Seminar                        |
| NUR 454 | 2    | Global Health                         |
| NUR 455 | 4    | Practicum VI & Capstone               |
| PSY 111 | 3    | General Psychology                    |
|         | = 86 |                                       |

General Education      34 credits  
Nursing Major Courses 86  
Total                            120 credits