



**OFF-SITE DELIVERY OF AN EXISTING PROGRAM**  
**(FORM SO)**

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**Sponsoring Institution(s):** Central Methodist University

**Program Title:** See Below

**Degree/Certificate:** RN to BSN

**Institution Granting Degree:** Central Methodist University

**Delivery Sites:** Parkland Health Center-CMU, 1101 W. Liberty Street, Farmington, MO 63640

**CIP Code:** BSNC BSN Completion Program 51.3899

**Mode of Program Delivery:** Hybrid and Online

**Implementation Date:** October 2017

**Cooperative Partners:** None

**AUTHORIZATION**

Dr. Rita Gulstad, Provost

August 30, 2017

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Name/Title of Institutional Officer

Signature

Date

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Dr. Deborah DeGan-Dixon, Associate Dean

660/264-0025

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Person to Contact for More Information

Telephone



## STUDENT ENROLLMENT PROJECTIONS

(FORM SE)

Year	2017-18	2018-19	2019-20	2020-21	2021-22
Cohort 1	5 (EXFA17- Oct start)	5 (EXSP19 end)			
Cohort 2		5 (EXFA18 start)	5 (EXSP20 end)		
Cohort 3			5 (EXFA19 start)	5 (EXSP21 end)	
Cohort 4				5 (EXFA20 start)	5 (EXSP22 end)
Total	5	10	10	10	5

**Please provide a rationale regarding how student enrollment projections were calculated:**

Number of students with RN at Parkland Health Center, Farmington, MO. Cohort enrollment could be 5-10.

### RATIONALE FOR THE PROGRAM

In 1984, Bonne Terre Hospital became affiliated with Christian Health Services Corporation in St. Louis, and then in 1992, Bonne Terre Hospital merged with Farmington Community Medical Center (formerly called Farmington Community Hospital) to become Parkland Health Center (PHC). The following year, Christian Health Services, Barnes Hospital and Jewish Hospital announced the merger of their operations and the new entity became known as the BJC Health System -- now BJC HealthCare. PHC continues to the present day as part of BJC Healthcare. The agreement to transition ownership of Mineral Area Regional Medical Center (MARMC) became final May 1, 2015, between BJC HealthCare of St. Louis, Missouri, and Capella Healthcare of Franklin, Tennessee. PHC defines its community as St. Francois County. Based on the 2015 census estimate, St. Francois County has a population of 66,520, which includes 1.1 percent of Missouri's total population (US Department of Commerce).

In the Patient Protection and Affordable Care Act, passed in March 2010, non-profit hospitals were mandated to conduct a community health needs assessment every three years, adopt an implementation plan to meet the community health needs identified in the CHNA and make both reports widely available to the public. As part of the mandate, hospitals must define their community. The hospital conducted the community health needs assessment in 2016.



PHC conducted a focus group to solicit feedback from community stakeholders, including public health experts and those with a special interest in the health needs of residents located in St. Francois County. The secondary data was gathered using Healthy Community Institute, Healthy People 2020, the State of Missouri and the United States census. The findings from the focus group were analyzed and presented to PHC internal community health needs assessment team that was formed after the focus group. The internal team is comprised of PHC clinical and non-clinical staff for reviewing and analyzing the focus group findings. Although stakeholders did not dismiss the importance of the needs PHC chose to address in the first implementation plan in 2013 (Smoking Education, Obesity, Diabetes, Access to Services and Health Literacy), several felt the issue of mental health services has become more pressing in the last several years. In addition, there has also been a rise in prescription drug abuse (codeine, morphine, oxycodone, hydrocodone), which has led to an increased heroin use and associated deaths. The focus groups questioned how addressing risk factors would be more economical than waiting until an issue becomes more severe or debilitating and require extensive resources. Stakeholders also acknowledged that access to services takes many forms. They recognized the importance of breaking down the need into access to insurance coverage separately from access to transportation.

With these community needs in mind, PHC committed itself to developing quality RN nurses to the BSN level (Parkland Health Center). PHC recognizes that nurses, who are knowledgeable on evidence-based practices and the latest clinical developments, will provide better care to patients and help the hospital meet the needs of the community. Similarly, nurses recognize that professional development or advanced degrees ensures expert and safe care to patients, expands knowledge in the field, and contributes to career growth. Nurses are required to continue their education or participate in professional development for re-licensure and certification (Missouri Department of Health and Senior Services).

With an existing collaboration between BJC HealthCare and Central Methodist University (CMU), BJC HealthCare will provide the same opportunities for nurse development to employees of PHC. BJC HealthCare offers employees professional development opportunities through its BJC Institute for Learning and Development (BILD). The BILD program allows employees to learn about and access learning and development opportunities, in order to grow his/her career at BJC. BILD contains a collection of courses, programs and partnerships; and strives to fill gaps in the learning opportunities available to employees and leaders across BJC. CMU's College of Graduate and Extended Studies (CGES) offers degree completion programs in cooperation with various community colleges and partners around the state of Missouri and surrounding states, including the RN to BSN cohort model at BJC HealthCare hospitals. Therefore, PHC employees have access to BILD programs and can integrate with other BJC HealthCare cohorts via Polycom teleconferences and CMU's online learning system. Hospital will provide computers. Hospital expressed interest.

The cohort model allows employees to attend class, and move through the program together. This model provides employees a unique perspective, plus growth and understanding of the



hospital employer and hospital employees. With this model, BJC HealthCare pays the colleges and universities upfront for courses to eliminate the need for upfront expenses.

CMU's CGES emphasizes convenience, quality day and evening, online and hybrid classes, and affordable tuition. Financial aid is available for degree-seeking students who qualify. Staff in the St. Louis and Fayette areas help students enroll in transfer-friendly programs. Classes are kept small with individual attention from professors. Non-degree students can choose classes for professional enrichment or personal growth. CMU is pleased to work with BJC HealthCare to provide quality, accessible and affordable learning opportunities and services for RN-BSN undergraduate students at PHC.

### **Market Demand**

CMU, in partnership with PHC, strives to meet the needs of Missouri and the St. Louis area. Therefore, the primary factor in determining the expansion of sites is to correspond partnership programming with the hospital.

According to the Bureau of Labor Statistics, employment of registered nurses is projected to grow 16 percent from 2014 to 2024, much faster than the average for all occupations. Growth will occur as the demand for healthcare services increase due to the aging population, given that older people typically have more medical problems. Nurses are needed to educate and care for patients with various chronic conditions, such as arthritis, dementia, diabetes, and obesity. In addition, the number of individuals who have access to health insurance is expected to continue to increase because of federal health insurance reform. People who previously were uninsured or found treatment to be cost prohibitive will obtain health insurance and have access to primary and preventive care services. More nurses are needed to care for these patients in offices of physicians, clinics, and other ambulatory care settings. Generally, registered nurses with a Bachelor of Science degree in nursing (BSN) will have better job prospects than those without one. Employers also may prefer candidates who have some related work experience (U.S. Bureau of Labor Statistics).

Missouri Economic Research and Information Center (MERIC) lists registered nurses as the highest top job outlook in the state; and one of the top occupations with the greatest number of openings for the St. Louis region. MERIC's data for the southeast region lists family and general practitioners, physicians and surgeons, nurse anesthetist, and other medical occupations as top occupations for this area. Furthermore, 81.1% of St. Francois County population (25 years or older), and 90.4% of St. Louis County, have a high school diploma; whereas, only 14.1% of St. Francois County population (25 years or older), and 38.5% of St. Louis County, have a bachelor's degree or higher (Missouri Economic Research and Information Center).

### **Societal Need**

According to the Missouri Department of Health and Senior Services, Office of Primary Care and Rural Health, nursing supports society in the protection, promotion, and optimization of health and abilities, prevention of injury and illness and the alleviation of suffering through the diagnosis and treatment of human response and advocacy in the care of individuals, families,



communities, and populations. Furthermore, nurses participate in a wide variety of health care settings and hold a wide variety of positions related to the provision, coordination, and administration of patient care, education of patients and the public about various health conditions, and conductance of health related research (Missouri Department of Health and Senior Services).

The expansion of educational opportunities, as proposed, will assist the state of Missouri in achieving its vision of *Preparing Missourians to Succeed: A Blueprint for Higher Education*. Missouri's "blueprint" focuses on five goals prevalent in this proposal: increasing the proportion of working-adults postsecondary credential **attainment**, providing **affordable** postsecondary degrees or certificates, producing graduates with high-**quality** degrees and certificates, promoting a greater **investment** in culture of higher education through **partnerships** (Missouri Department of Higher Education).

### **Methodology**

Missouri Department of Health and Senior Services. *Missouri's Nursing Workforce-2015*.

Jefferson City, MO: Missouri Department of Health and Senior Services, Office of Primary Care and Rural Health, 2015. Document.

Missouri Department of Higher Education. *Missouri Department of Higher Education*.

December 2016.

Missouri Economic Research and Information Center. *St. Louis Region Data*. Jefferson City, MO: Missouri Department of Economic Development, March 2017. Document. 5 December 2016.

Parkland Health Center. "Community Health Needs Assessment." 22 August 2017. *Parkland Health Center*.

U.S. Bureau of Labor Statistics. *Registered Nurses*. Washington, D.C., 2016-2017. Occupational Outlook Handbook.



## **COLLABORATIVE PROGRAMS**

### **(FORM CL)**

#### **DUPLICATION AND COLLABORATION**

There are currently no other RN-BSN programs offered in a hybrid-online/on-ground format at Parkland Health Center in Farmington. Furthermore, this program is open to PHC employees only, and development of the program is at the request of PHC.

#### **FORM PS**

Not Required.

#### **FORM FP**

Not Required.



## **PROGRAM CHARACTERISTICS AND PERFORMANCE GOALS**

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### **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.

General: Special admissions procedures or student qualifications for degree completion programs at CMU sites require a completion of 60 hours or more from an accredited college; or associates degree; and at least a 2.0 GPA in transferrable courses, and receipt of all official transcripts from all colleges attended.

Students with less than a 2.0 grade point average may be considered for admission on a provisional basis. The degree-completion programs in nursing (RN-BSN) have additional, specific requirements.

Nursing: Students must meet the admission requirements of the University; have an associate's degree in Nursing from a regionally accredited institution (40 Nursing credits from the ADN will be applied toward the BSN; general education credits will also transfer where applicable); have minimum GPA of 2.0 overall; receipt of official transcripts from all regionally and nationally accredited colleges and universities attended; and have current RN license in an approved state; and one year work experience within the previous 3 years.

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

Employees of Parkland Health/BJC HealthCare, and those eligible for tuition paid benefits.

### **Faculty Characteristics**

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

Faculty must meet CMU and HLC faculty qualification requirements.

- 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.

Courses will be offered at the hospital location via Polycom teleconferencing with BJC St. Peter, Mo location and via online courses. The RN-BSN program utilizes (US Department of Commerce) both full-time and part-time instructors; therefore, exact percentages are unknown at this time.

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



No special expectations for professional activities; however, all faculty are required to conduct themselves in a professional manner, follow CMU faculty handbook policy and procedures, and follow all faculty expectations.

### **Enrollment Projections**

- Student FTE majoring in program by the end of five years.  
10
- Percent of full time and part time enrollment by the end of five years.  
100% full-time

### **Student and Program Outcomes**

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

Year 3-10 graduates; Year 5-20 graduates.

- Special skills specific to the program.
  1. Develop skills employers seek while taking classes such as Professional Nursing Practice, Data Analysis for Allied Health, Business Concepts in Health Care/Case Management, End-of-Life Care, Gerontology, Hospice, Home Health, and Rural Health.
  2. Participate in hands-on learning through coursework and clinical experiences.
  3. Become a candidate for management and leadership positions who is highly desired for your clinical skills and who stands apart due to your compassion and dedication.
  4. Receive the preparation needed to earn an advanced degree.
- Proportion of students who will achieve licensing, certification, or registration.

N/A. This program is designed for students who have already acquired an RN.

- Performance on national and/or local assessments, e.g., percent of students scoring above the 50th 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.

96.66% of students successfully achieved course-level assessment thresholds in the BSN-General program; 100% students achieved a score of 850 or greater on the HESI-Exit Exam (maximum of 3 attempts) in the ABSN program; and 100% of ABSN and 100% of BSN-G students achieved a grade of B or higher on their Senior Thesis (capstone course).

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



97% of May 2015 graduates are employed, serving in the military, or pursuing an advanced degree. This number is based on student reporting through *Career Outcomes*-Office of Career Development.

100% of May 2016 nursing graduates, who reported, are employed in the nursing industry, with an average annual salary of \$53,900, and an average bonus of \$3,000. These figures are based on a 2016 CMU-College of Graduate and Extended Studies Survey.

- Transfer rates, continuous study.

N/A with degree completion

### **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.

Programs at off-campus sites are accredited with institutional accreditation (HLC). In addition, the Commission of Collegiate Nursing Education (CCNE) accredits CMU's nursing programs.

The Missouri State Board of Nursing, Missouri Division of Professional Registration, approves all Missouri programs leading to first time licensure as a Licensed Practical Nurse (LPN) or a Registered Nurse (RN). CMU's BSN-General degree (Fayette) is an approved program with the State Board of Nursing.

### **Alumni and Employer Survey**

- Expected satisfaction rates for alumni, including timing and method of surveys.

Each year, CMU's Office of Alumni Relations and Office of Career Development conduct surveys of recent graduates. Over 94% of CMU's graduates were satisfied with the knowledge and skills gained in preparation for employment in their chosen occupation. Various programs throughout CMU survey graduates/alumni to determine alumni perceptions of the academic program, the satisfaction of program outcomes, and the adequacy of academic program support services. Results of these surveys show a high satisfaction rate of CMU's alumni. At this time, CMU conducts exit surveys to the graduates of the professional education and nursing programs. And while the survey is a requirement for professional accreditation or program licensure only, the University shares this information as a commitment to transparency and providing consumers, employers, and stakeholders information about CMU's programs and services.

These surveys are usually distributed via the internet to all graduates with valid email addresses. The survey collects information regarding the graduates' current employment status, future or current educational plans, and achievement of specific goals. While the survey collects information specific to employment status, data also indicate high satisfaction with the



academic program, with employment preparation, and with the resources provided while at CMU.

- Expected satisfaction rates for employers, including timing and method of surveys.

Various programs throughout CMU assess program outcomes through an EMPLOYER SURVEY (post-graduate). In addition, employers assess student learning via internship and practicum performance, and via employer evaluations included in program curriculum.

### **Institutional Characteristics**

- Characteristics demonstrating why your institution is particularly well-equipped to support the program.

CMU prepares students to make a difference in the world by emphasizing academic and professional excellence, ethical leadership, and social responsibility. In addition to its 30+ academic programs at the Fayette campus, College of Liberal Arts and Sciences, CMU offers undergraduate and graduate programs around Missouri through its College of Graduate and Extended Studies. Programs of distinction include health professions (athletic training, nursing, premedicine), teacher education, criminal justice, and business and accounting.

In addition, CMU is also known for its extended studies and partnerships. CMU is in partnership with every community college in Missouri, and offers programming at 12 locations within Missouri community colleges, and within five hospital partners.