

NURSING

Type of program you would like to see: Describe.

This would be a new program offered at the BSN and MSN level. The degrees would be 1) a Bachelor of Science in Nursing for Registered Nurses holding an Associates of Science in Nursing degree (ASN) or an Associate Degree in Nursing (ADN)(post-licensure) and 2) a Masters of Science in Nursing - a direct entry program for students who have degrees in areas other than nursing and are seeking to become a Registered Nurse (pre-licensure).

The BSN program is being developed for Registered Nurse who currently has an associate degree in nursing. The curriculum will accommodate the adult learner by offering the program online. This degree will assist the State in meeting the new requirements that associate degree nurses obtain a BSN.

The direct-entry MSN is being proposed in order to add to the pool of Registered Nurses in the State as well as provide a pool of nurses that can make a contribution as nurse educators, clinical nurse practitioners, or family nurse practitioners.

Recommended enrollment:

- Online ASN/ADN to BSN: 45
- Direct-entry MSN: 30

Evidence of student demand for the program both locally and regionally

There are more qualified applicants than spaces available in pre-licensure nursing programs. In fall 2006, the pool of qualified applicants exceeded program capacity by 750 spaces (<http://www.wcnursing.org/master-plan-for-nursing-education/WCN%20MP%204.2.08.pdf>)

Evidence for market demand for graduates of this type of program: e.g. how will it benefit the region and State?

In the following table are the employment projections for nurses in the State of Washington over the next seven years. In the WCN Master Plan for Nursing Education in Washington State (<http://www.wcnursing.org/master-plan-for-nursing-education/WCN%20MP%204.2.08.pdf>), they predict the RN shortfall to be

about 25,000 RNs by 2020 and predict that we will need to increase the RN graduation rates by 400 each year to meet this demand. Additionally, in its October 2007 meeting of the Council on Nursing Education in Washington State, two of the three recommendations passed directly impact the delivery of BSN degrees in the state. They have recommended that every ADN program have a formal progression agreement with at least one private or public Washington-approved BSN program by 2012; and, that every newly –licensed RN have or obtain a BSN within 5 years of initial licensing beginning in July, 2020. These regulations point to the demand for the ASN/ADN to BSN option and also point to the benefit of offering pre-licensure BSN or MSN programs. In 2008, there were 1900 new RN graduates (800 BSN; 1100 ASN/ADN) and this need is projected to grow.

Health Profession	2009 Employment	2016 Employment projection	% Change	Projected Average Annual Growth Rate (2011-16)	Projected Average Annual Openings (2011-16)
Registered Nurses	54,650	61,910	13.3%	2.3%	2,118

<http://workforceexplorer.com>

Legislative action needed if any

No legislative action will be needed at the present time. In the future, WWU may consider seeking legislative action to offer the clinical doctorate in nurse practitioner which is a recent development in professional nursing education.

HECBoard and Nursing Care Quality Assurance Commission approval

(<http://www.doh.wa.gov/hsqa/professions/nursing/NursingPrograms.htm>) will be required for two new degrees (BSN & MSN). Additionally, accreditation will be sought from the American Association of Colleges of Nursing (<http://www.aacn.nche.edu/Accreditation/>).

List new courses (estimated) needed to achieve the program goals

ASN/ADN-BSN Coursework:

The ASN/ADN-BSN coursework

All of the courses in the nursing aspect of the curriculum will be new courses, taught specifically for the nursing student. The ASN/ADN to BSN student will need to meet the requirements for the bachelor's degree at WWU. To do this, prerequisite courses taken for the ASN/ADN degree will be transferred into WWU and additional general education courses will also be required. If the student already has a bachelor's degree, only the nursing courses will be required.

If a student is missing specific nursing prerequisites or general university courses, these will need to be taken at WWU. This could impact humanities, English, Comparative, Gender, and Multicultural Studies offerings, math, and possibly communication, biology, sociology, and chemistry.

1. ASN/ADN Nursing Prerequisites (All courses required even if not taken as a prerequisite for the associate degree in nursing):

- Intro to Biology
- Anatomy and Physiology I & II
- Chemistry (two courses)
- Microbiology
- Intro to Psychology
- Developmental psychology
- Statistics
- Principles of sociology
- Nutrition
- Communication

2. Other General Education Requirements (Waived if student has an undergraduate degree):

- English 101
- 12 credits in Humanities
- 2 courses in Comparative, Gender, Multicultural
- One course at the level of college algebra, precalculus, mathematical statistics, or higher; or an approved computer programming course; or both finite math and symbolic logic.

3. BSN Curriculum:

Sample course titles in the post-licensure BSN:

- Health assessment
- Theories and concepts in professional nursing
- Nursing research and statistics
- Pathophysiology
- Leadership in acute care settings
- Theory and practice in community health settings
- Adult Health
- Mental Health
- Ethics/issues in health care
- Diversity
- Complex nursing situations
- Gerontological nursing
- Health care informatics
- Nursing perspectives

Direct-entry MSN Coursework:

The direct-entry coursework for the MSN must address all of the competencies for licensure as a Registered Nurse as well as offer additional coursework and specialization areas. All of the courses in the direct entry MSN program will be new courses, taught specifically for the nursing student. There may be some courses of interest to other programs on campus but access will be limited.

1. MSN Nursing Prerequisites:
 - Bachelor's degree
 - Courses:
 - Intro to Biology
 - Anatomy and Physiology I & II
 - Chemistry (two courses)
 - Microbiology
 - Intro to Psychology
 - Developmental psychology
 - Statistics
 - Principles of sociology
 - Nutrition
 - Communication
 - Certified Nurse Assistant License with accompanying direct patient care work experience

2. Sample Course titles in the pre-licensure section of the MSN:
 - Nursing Competencies: Basic Skills
 - Health Assessment Theory & Clinical
 - Professional Foundations
 - Adult Health Theory & Clinical
 - Pharmacology & Therapeutic Modalities
 - Pathophysiology
 - Childbearing Families Theory & Clinical (childbearing & childrearing)
 - Children & Adolescents Theory & Clinical
 - Mental Health Theory & Clinical
 - Family & Community Nursing
 - Partnerships in Community Health
 - Illness Care
 - Health Care Systems
 - Legal & Ethical Issues in Clinical Practice
 - Cultural and Social Issues in Health Care
 - Gerontology
 - Research and Scholarly Inquiry

3. Sample course titles in the Concentration Area of the MSN

- Critical Thinking in Nursing
 - Evidence Based Practice and Nursing Inquiry
 - Relational Leadership in Nursing
 - Program planning and evaluation
 - Leadership & Management in Nursing
 - Evaluation and Outcomes Management
4. Courses will also be developed depending on the specializations offered in the MSN program. Examples of specializations are family nurse practitioner, clinical nurse leaders, nurse educators, and care and outcome managers.

Classroom & lab needs – do they exist now, is there sufficient availability or do we need new?

Possible new labs might include:

- Basic care nursing skills lab
 - Beds, adult and pediatric manikins and other practice modules
 - Mounted video equipment for recording and training
 - Wall units for oxygen, suction, blood pressure, eye and ear assessment, etc
 - Medication preparation area
 - Mobile medication cart, wound dressing cart, crash cart, laundry cart
- Other lab spaces:
 - Critical Care Lab
 - Clinical Lab with Maternity focus
 - Simulated operating suite
 - Pediatric care unit
 - Neonatal intensive care unit
 - Community/home health lab
- Simulation lab
 - Beds
 - Patient simulators
 - SimMan, SimBaby, Birth simulator, ALS simulator, etc.
- Health Assessment Lab
 - Examination tables
- Computer lab:
 - Simulated clinical care scenarios
 - Examples: arrhythmia, fetal monitoring, nutrition assessment, pharmacology, IV training, dosage calculation programs, NCLEX-RN practice exams

Equipment needs

Possible new equipment might include:

- Patient beds
- Patient simulators
- Examination tables
- Computer workstations with specialized nursing
- Video monitoring equipment
- Measuring equipment (blood pressure, etc)
- Metabolic cart, pulmonary measurement, pulse oximetry
- Wall measuring units
- Manikins
- Practice modules
- Mobile medication cart, wound dressing cart, crash cart, laundry cart
- Safety equipment
 - Assistive devices: to assist both therapists and patients with mobility assistance requirements (Wheelchairs, rolling walkers, canes, crutches), fitting all populations: pediatric, geriatric, bariatric
 - Transfer devices for use with transferring patients (bariatric or otherwise) to maintain the safety of the therapists
 - Rehab positioners, motorized lifts & slings, standard lifts, lift and gait belts
 - First aid kits, personal protection (masks, gloves, eye guards), disinfectants
 - Laundry facilities (to allow proper hygiene while using shared devices)

Support/staff needs

9 FTEF

4 STEF

Admissions

Clinical site coordinators

Staff support

FTEF needed, both for your program and other service departments

The two proposed programs were specifically selected because of their potential to minimally influence resources in other departments.

- The ASN/ADN to BSN students will be coming to WWU with their nursing prerequisites completed and should have at least Intro to Biology, Anatomy and Physiology I & II, Chemistry (two courses), Microbiology, Intro to Psychology, Developmental Psychology, Statistics, Nutrition, and Communication. If we establish a list of required prerequisites that is different from this typical nursing prerequisite list, it will impact other departments. And, if a student is coming from a program where a prerequisite is missing, they would have to take that prerequisite at WWU.
 - The ASN/ADN will be impacting other departments as students complete general education credits for the BSN degree.
 - All of the nursing courses are specialized and will not impact other departments.
- The direct-entry MSN students will be entering the program from any WWU major or from other universities. They will be accepted into the nursing program after they have completed a degree and a required set of prerequisites. There will be no impact on departments where students are preparing for entry into the nursing program and are taking the prerequisites as a part of their WWU degree. There could be some impact if students are seeking entry to the nursing program from degrees where they cannot get the prerequisites, thus they would be seeking access to these classes on their own. Finally, students might come back to WWU as post-baccalaureate students in order to complete prerequisites for the entry into the nursing profession. All nursing prerequisites are obtainable at the community college level creating another avenue to solve a possible access issue at WWU.

Off-campus needs if any

The nursing curriculum is typically a stand alone curriculum that can be located on or off-campus. The benefit of being located off-campus would be the opportunity to offer clinic services to the community, similar to what is currently offered in Psychology (counseling) and Communication, Sciences and Disorders (Speech & Hearing clinic). There is significant potential for space collaboration with Whatcom Community College, Bellingham Technical College, and St. Joseph Hospital.

Possible timelines from a given start date

Proposed Timeline = four years

1. Year One: Hire the Program Director
2. Year Two: Hire the Faculty and begin approval process with HEC Board and state agencies
3. Year Three: Develop the Curricula
4. Year Four: 1st class enters

Challenges or obstacles to establishment of your proposed program

What are they?

- Space
- Use of distance learning
- Shortage of nursing faculty
 - Minimum requirement for teaching in an RN program is a master's degree
 - 75% of the current nursing faculty population are expected to retire by 2019 (<http://www.wcnursing.org/master-plan-for-nursing-education/WCN%20MP%204.2.08.pdf>)
- Establishing clinical sites
- High student to nurse faculty ratio in pre-licensure RN programs

What might be done to deal with them?

- Regional coordination of clinical sites and student placement

Authors:

- Lorraine Brilla, Professor, PEHR
- Kathleen Knutzen, Professor, PEHR

Other Information Contributors:

- Connie Rockstad, Nursing Program Coordinator, Whatcom Community College
- Linda Tieman, Executive Director, Washington Center for Nursing