

# KENT STATE UNIVERSITY CERTIFICATION OF CURRICULUM PROPOSAL

Preparation Date **12-Dec-16** Curriculum Bulletin \_\_\_\_\_

Effective Date **Fall 2017** Approved by EPC \_\_\_\_\_

Department **Nursing**  
 College **NU - Nursing**  
 Degree **BSN - Bachelor of Science in Nursing**  
 Program Name **Bachelor of Science in Nursing for Registered Nurses** Program Banner Code \_\_\_\_\_  
 Concentration(s) \_\_\_\_\_ Concentration(s) Banner Code(s) \_\_\_\_\_  
 Proposal **Establish program**

**Description of proposal:**

**Kent State University proposes establishing an online-only Bachelor of Science in Nursing (BSN) degree program for students who are practicing registered nurses. Presently, this program is a concentration within the BSN Nursing major. With this establishment, Kent State will offer two majors under the BSN degree: the on-ground Nursing major for students, many of whom are entering the nursing profession for the first time ("traditional" path), and the online Nursing for Registered Nurses major for students with an active RN license who wish to advance their nursing career ("RN to BSN" path).**

Does proposed revision change program's total credit hours?  Yes  No  
 Current total credit hours: **120** Proposed total credit hours **120**

Describe impact on other programs, policies or procedures (e.g., duplication issues; enrollment and staffing considerations; need; audience; prerequisites; teacher education licensure):

**Kent State began offering the BSN for Registered Nurses concentration in 2009. In 2010, the program was approved to be offered fully online through the Kent Campus and, later, hybrid online/on-ground on all regional campuses (Ashtabula, East Liverpool, Geauga, Salem, Stark, Trumbull, Tuscarawas). The BSN for Registered Nurses concentration has an average enrollment of 267 students a semester. In fall 2016, 258 students were declared in the concentration (15th day enrollment census).**

**As the program has evolved, so, too, has its criteria, including admission and curriculum, leading to a program that has become distinct from the traditional nursing program. While both the traditional and RN-to-BSN programs require the same competencies and outcomes to prepare graduates to care for patients and educator/management positions, they serve different populations with different needs, education and skill sets. In addition, as a concentration, the RN-to-BSN program is less visible to prospective students who are not looking for a traditional nursing program. Therefore, two separate degree programs will allow faculty to better serve their students without the constraints of one program being a subset of another.**

Units consulted (other departments, programs or campuses affected by this proposal):

**Regional campus deans**

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**REQUIRED ENDORSEMENTS**

*Stacey Mather*

Department Chair / School Director

12/12/2016

*Barbara Boone*

Campus Dean (for Regional Campuses proposals)

12/12/2016



**Board of Regents**

University System of Ohio

**John R. Kasich**, Governor

**John Carey**, Chancellor

Request for Approval

Submitted by  
Kent State University

Establishment of a  
Nursing for Registered Nurses Major  
Within the Bachelor of Science  
in Nursing Degree

Date of Submission  
(after Board of Trustees approval)

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## REQUEST

**Date of submission:** *Date to come (after Board of Trustees approval)*

**Name of institution:** Kent State University

**Degree program title:** Nursing for Registered Nurses major within the Bachelor of Science in Nursing degree

**Primary institutional contact for the request**

**Name:** Therese E. Tillett  
**Title:** Executive Director, Curriculum Services  
Office of the Provost  
**Phone:** 330-672-8558  
**E-mail:** ttillet1@kent.edu

**Program's delivery sites:** online only

**Date that the request was approved by the institution's governing board:**

Approved by the Kent State University Board of Trustees on [date]

**Proposed start date:** Fall 2017 pending approval from Higher Learning Commission

**Institution's programs:** Degree programs at the associate, bachelor's, master's, and doctoral levels; undergraduate and graduate certificates

**Educator Preparation Programs**

Leads to licensure: No  
Leads to endorsement: No

## SECTION 1: INTRODUCTION

### 1.1 Summary of the request

Kent State University proposes establishing an online-only Bachelor of Science in Nursing (BSN) degree to serve as a completer program for students who are practicing registered nurses. Presently, this program is a concentration within the Nursing major. With this establishment, Kent State will offer two majors for the BSN degree: (1) on-ground Nursing major for students who are entering the nursing profession for the first time (aka "traditional" path) and (2) online Nursing for Registered Nurses major for students with an active RN license who wish to advance their nursing career (aka "RN-to-BSN" path).

Kent State began offering the RN-to-BSN concentration within the BSN degree in 2009. In 2010, the program was approved to be offered fully online through the Kent Campus and, later, hybrid online/on-ground on all regional campuses (Ashtabula, East Liverpool, Geauga, Salem, Stark, Trumbull, Tuscarawas). In fall 2016, 258 students were declared in the concentration. In the past six years, the program has graduated 491 students.<sup>1</sup>

<sup>1</sup> Kent State Office of Institutional Research (2017). Student enrollment (15<sup>th</sup> day census) and degree awarded.

## SECTION 2: ACCREDITATION

### 2.1 Regional accreditation

Original accreditation: 1915  
Date of last review: 2014 - 2015  
Date of next review: 2022 - 2023

### 2.2 Results of the last accreditation review

Kent State University's accreditation was reaffirmed by the Higher Learning Commission on 26-27 January 2015.<sup>2</sup>

### 2.3 Notification of appropriate agencies

*Provide a statement indicating that the appropriate agencies (e.g., regional accreditors, specialized accreditors, state agencies) have been notified of the institution's request for authorization of the new program. Provide documentation of the notification as an appendix item.*

Kent State's College of Nursing is accredited by the American Association of Colleges of Nursing's Commission on Collegiate Nursing Education. Elevating a concentration to a major with no curriculum changes does not require accreditation notification.

Notification to the Higher Learning Commission will occur after the Ohio Department of Higher Education has approved the program.

## SECTION 3: LEADERSHIP—INSTITUTION

### 3.1 Mission statement

We transform lives and communities through the power of discovery, learning and creative expression in an inclusive environment. ([www.kent.edu/kent/mission](http://www.kent.edu/kent/mission))

### 3.2 Organizational structure

The Kent State academic and administrative organizational structures can be found at [www.kent.edu/president/organizational-chart](http://www.kent.edu/president/organizational-chart).

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<sup>2</sup> Correspondence from HLC President Barbara Gellman-Danley (February 4, 2015). Retrieved from <http://hlcommission.org/download/ActionLetters/Kent%20State%20University%20AQIP%20Reaffirmation%20Action%20Letter%201-27-15.pdf>.

## SECTION 4: ACADEMIC LEADERSHIP—PROGRAM

### 4.1 Organizational structure

***Describe the organizational structure of the proposed program. In your response, indicate the unit that the program will be housed within and how that unit fits within the context of the overall institutional structure. Further, describe the reporting hierarchy of the administration, faculty and staff for the proposed program.***

The proposed online major will be administered by the College of Nursing, one of 10 degree-granting colleges of Kent State University. The college comprises 37 full-time faculty and 12 staff and administrators across the university's eight campuses, overseeing the BSN, MSN, PhD and Doctor of Nursing Practice degrees, in addition to numerous post-master's certificates. The college's dean reports to the university's senior vice president for academic affairs and provost.

Program course offerings will be offered through a coordinated schedule by all of Kent State campuses. This strategy increases access of the program and courses to students, increases the pool of expert faculty to teach the courses and shares the expense and revenue among the campuses.

***Provide the title of the lead administrator for the proposed program and a brief description of the individual's duties and responsibilities. Include this individual's CV/resume as an appendix item.***

Lead administrator of the program is Associate College Dean Tracey M. Motter, DNP, RN. Dr. Motter is responsible for organization of the program across the university's campus system, quality course development and delivery, faculty assignments, financial stability and program reporting and accreditation. She supervises the program's academic advisor and assists with course scheduling and student and faculty concerns. See Appendix A for Dr. Motter's curriculum vitae.

Dr. Motter was one of the first faculty members at the College of Nursing to begin teaching online courses in the undergraduate program. She has been instrumental in developing both online and hybrid online/on-ground nursing courses.

***Describe any councils, committees or other organizations that support the development and maintenance of the proposed program. In your response, describe the individuals (by position) that comprise these entities, the terms of their appointment and the frequency of their meetings.***

The College of Nursing's Baccalaureate Curriculum Committee is responsible for all curriculum development and revisions for the program. Members comprise tenured nursing faculty, regional campus representatives and non-tenured faculty teaching in the BSN degree. Members are elected for a two-year term and meet monthly throughout the academic year.

The College Advisory Committee approves all changes to the program presented by the Baccalaureate Curriculum Committee. Members comprise all tenured and tenure-track faculty in the College of Nursing and meet monthly throughout the academic year.

## 4.2 Program development

***Describe how the proposed program aligns with the institution's mission.***

The proposed Nursing for Registered Nurses major aligns with the College of Nursing's mission to "discover, create, apply and share knowledge, as well as to foster ethical and humanitarian values in the service of Ohio and the global community."<sup>3</sup> The program prepares professional registered nurses to become leaders in the nursing profession and provide culturally competent care to patients in a variety of settings.

***Indicate whether the proposed program was developed to align with the standards of a specialized accreditation agency. If so, indicate whether the institution plans to pursue specialized accreditation for the proposed program and provide a timeline for achieving such accreditation. If the program is already accredited, indicate the date that accreditation was achieved and provide information on the next required review.***

The curriculum meets the American Association of Colleges of Nursing's essentials standards for the bachelor's degree.<sup>4</sup> The program is certified by the Ohio Board of Nursing. The college has been accredited by the Commission on Collegiate Nursing Education since 1998; the next accreditation review of the college's BSN degree is scheduled for 2018. In addition, the Kent State University College of Nursing has been designated, since 2013, as a Center of Excellence in Nursing Education by the National League for Nursing.<sup>5</sup>

***Indicate whether the institution performed a needs assessment/market analysis to determine a need for the program. If so, briefly describe the results of those findings.***

The need to offer a complete BSN degree for registered nurses is expected to increase in the near future. Although a hospital/school diploma or associate degree is the minimal education level required to become a registered nurse, the BSN degree is the primary pathway to professional nursing, as compared to technical-level practice. To meet the more complex demands of today's healthcare environment, the National Advisory Council on Nurse Education and Practice has recommended that at least two-thirds of the basic nurse workforce hold a baccalaureate or higher in nursing.<sup>6</sup> The National Academy of Medicine (formerly the Institute of Medicine) has called for an increase in the proportion of nurses with a bachelor's degree, from 50 to 80 percent, by 2020.<sup>7</sup>

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<sup>3</sup> Kent State University (2017). College of Nursing mission, goals and program outcomes. Retrieved from [www.kent.edu/nursing/mission-vision-core-values-and-strategic-goals](http://www.kent.edu/nursing/mission-vision-core-values-and-strategic-goals).

<sup>4</sup> American Association of Colleges of Nursing (20 October 2008). The Essentials of Baccalaureate Education for Professional Nursing Practice. Retrieved from [www.aacn.nche.edu/education-resources/BaccEssentials08.pdf](http://www.aacn.nche.edu/education-resources/BaccEssentials08.pdf).

<sup>5</sup> National League for Nursing (2017). Centers of Excellence Listing. Retrieved from [www.nln.org/recognition-programs/centers-of-excellence-in-nursing-education/centers-of-excellence-listing](http://www.nln.org/recognition-programs/centers-of-excellence-in-nursing-education/centers-of-excellence-listing).

<sup>6</sup> National Advisory Council on Nurse Education and Practice (October 1996). Report to the secretary of the Department of Health and Human Services on the basic registered nurse workforce. Washington, DC: U.S. Department of Health and Human Services, Division of Nursing.

<sup>7</sup> Institute of Medicine (October 5, 2010). The future of nursing: leading change, advancing health. Washington, DC: National Academy of Sciences. Retrieved from [www.nationalacademies.org/hmd/Reports/2010/The-Future-of-Nursing-Leading-Change-Advancing-Health.aspx](http://www.nationalacademies.org/hmd/Reports/2010/The-Future-of-Nursing-Leading-Change-Advancing-Health.aspx).

In addition, employment opportunities are becoming more limited for registered nurses without a BSN degree. In a 2016 survey of 576 nursing schools offering baccalaureate and graduate programs, respondents indicated that 54 percent of hospitals and other healthcare settings are requiring new hires to have a bachelor's degree in nursing (up 6.6 percentage points since 2015), while 98 percent of employers are expressing a strong preference for BSN degree graduates.<sup>8</sup>

Most large hospital systems in Ohio are designated by the American Nurses Credentialing Center as “magnet,” which is highest level of recognition that an organization can receive for quality nursing care. Hospitals and other healthcare agencies seeking magnet status are required to have all their registered nurses hold a bachelor's degree in nursing. Agencies in Northeast Ohio with magnet status include the Cleveland Clinic, Aultman Hospital, MetroHealth System, Summa Health System, Akron General Medical Center, University Hospitals of Cleveland and Mercy Health–St. Elizabeth Youngstown Hospital.

Registered nurses are seeking the BSN degree in increasing numbers. In 2010, 22,531 registered nurses with a diploma or associate degree graduated from BSN degree programs.<sup>9</sup> A 2015 Ohio workforce data report<sup>10</sup> found that more than half of registered nurses work in a hospital setting; however, only 32 percent of the current RN workforce in Ohio have earned a BSN degree.

Job opportunities continue to be strong for nurses. According to OhioMeansJobs.com, nursing is the most in-demand occupation in the state currently.<sup>11</sup> The Ohio Department of Job and Family Services cites filling registered nursing positions as the “biggest employment challenge.”<sup>12</sup> As reported by Ohio Action Coalition, more nurses work in Northeast Ohio than in any other region of Ohio.<sup>13</sup> Kent State's College of Nursing has graduated more than 40 percent of the nursing workforce in Northeast Ohio.<sup>14</sup>

### 4.3 Collaboration with other Ohio institutions

***Indicate whether any University System of Ohio institution within a 30-mile radius of your institution offers the proposed program. If so, list the institutions that offer the proposed program and provide a rationale for offering an additional program at this site.***

As the program will be offered online only and will appeal to students who do not seek a specific location, comparison of program sites is not applicable in this situation.

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<sup>8</sup> American Association of Colleges of Nursing (November 2016). Employment of new nurse graduates and employer preferences for baccalaureate-prepared nurses. Retrieved from [www.aacn.nche.edu/leading-initiatives/research-data/employment16.pdf](http://www.aacn.nche.edu/leading-initiatives/research-data/employment16.pdf).

<sup>9</sup> American Association of Colleges of Nursing (2011). 2010-2011 Enrollment and graduations in baccalaureate and graduate programs in nursing. Washington, DC

<sup>10</sup> Ohio Board of Nursing (October 2015). Ohio workforce data summary report: Registered nurse. Retrieved from [www.nursing.ohio.gov/Workforce.htm](http://www.nursing.ohio.gov/Workforce.htm).

<sup>11</sup> Ohio Department of Job and Family Services (December 2016). All in-demand occupations. Retrieved from <http://omj.ohio.gov/OMJResources/State-AllOpenings.stm>.

<sup>12</sup> Ohio Department of Job and Family Services (2008). Ohio health care employment labor market trends and challenges. Retrieved from <http://ohiolmi.com/research/publications/2008HealthCare.pdf>.

<sup>13</sup> Ohio Action Coalition (2015). The RN & APRN workforce in Ohio: An overview of 2013 licensure renewal data. Retrieved from [www.aacn.nche.edu/media-relations/nursing-shortage-resources/Ohio-APRN-RN-Data.pdf](http://www.aacn.nche.edu/media-relations/nursing-shortage-resources/Ohio-APRN-RN-Data.pdf).

<sup>14</sup> Kent State University (2017). About the College of Nursing. Retrieved from [www.kent.edu/nursing/about](http://www.kent.edu/nursing/about).



## SECTION 5: STUDENT SERVICES

### 5.1 Admissions policies and procedures

***Describe the admissions requirements for the program. In your response, highlight any differences between the admission requirements for the program and for the institution as a whole.***

Admission criteria for the RN-to-BSN program is selective. Applicants must have a current, active RN license and have earned diploma or associate degree with a minimum 2.000 GPA. To progress to the program's nursing sequences, students must complete (or have completed equivalent) required biology and chemistry science courses (BSCI 21010 Anatomy and Physiology I, BSCI 21020 Anatomy and Physiology II and CHEM 10055 Molecules for Life) with a minimum 2.000 GPA.

Admitted students to the online program must complete an online student orientation module. This orientation program includes four modules:

1. The Student Handbook module provides information on policies to progress through and graduate from the program and instructions for scheduling an advising appointment.
2. The resource module includes information on transfer credits, the graduation planning system (GPS) used to keep students on track to graduate, the quarterly nursing newsletter and clinical compliance requirements.
3. The technology support module helps student navigate an online course by providing information on computer software requirements, university email and Kent State's learning management system, Blackboard.
4. The financial aid module provides information for students applying for financial aid and scholarships. The module includes videos from the Kent State's Bursar's Office.

***Describe the transfer credit policies for the proposed program, including the use of credit transfer review committees and the maximum number of hours that can be transferred into the program. In your response, specifically address the credit that may be transferred according to the Board of Regents' Transfer Assurance Guide (TAG) and Career Technical Credit Transfer (CT<sup>2</sup>) initiatives; and other types of transfer credit awarded toward major program requirements (e.g., AP, life experience, CLEP, portfolio).***

Kent State's Credit Transfer Office reviews and applies transfer coursework where appropriate as determined by state policies and faculty review. Kent State's residence policy requires that transfer students complete a minimum 30 semester hours (including 9 semester hours of upper-division coursework in the major) at Kent State to be awarded a Kent State bachelor's degree.

The majority of courses in the Kent Core (general education requirements) are approved as Ohio Transfer Module courses. Kent State major courses are aligned with the Transfer Assurance Guide (TAG) and in progress with the Career Technical Assurance Guide (CTAG). Credit earned through military service, Advanced Placement (AP), International Baccalaureate (IB), College Level Examination Program (CLEP) and Kent State's Credit-by-Exam, among others, is awarded for general education requirements and electives.

## 5.2 Student administrative services

***Indicate whether the student administrative services (e.g., admissions, financial aid, registrar) currently available at the institution are adequate to support the program. If new or expanded services will be needed, describe the need and provide a timeline for acquiring/implementing such services.***

As this program is existing and has been offered online for several years, student administrative services are adequate. The university has the capacity to absorb any projected growth.

## 5.3 Student academic services

***Indicate whether the student academic services (e.g., career services, counseling, tutoring, ADA) currently available at the institution are adequate to support the program. If new or expanded services will be needed, describe the need and provide a timeline for acquiring/implementing such services.***

As this program is existing and has been offered online for several years, student academic services are adequate. Currently, advising services includes one full-time academic advisor and one part-time graduate assistant. Student advising is required for all students before beginning nursing courses and when registering for the final semester to ensure they are on track to graduate. Students are encouraged to schedule an academic advising appointment at any time throughout the program. The academic advisor meets online, by phone or in person with students. The graduate assistant assists with students' registration and other clerical needs. This level of staff is sufficient to meet the needs of current enrollment in the RN-to-BSN program. If enrollment increases, the College of Nursing has the capacity to hire another full- or part-time academic advisor.

The online courses follow a template developed to meet Quality Matters standards and are accessible to students with disabilities. The College of Nursing employs a full-time instructional designer who is certified to apply the Quality Matters rubric to online courses. The college works closely with the Kent State's Office of Student's Accessibility Services to assure all students have access to the online courses.

# SECTION 6: CURRICULUM

## 6.1 Introduction

***Provide a brief description of the proposed program as it would appear in the institution's catalog.***

The Bachelor of Science in Nursing degree in Nursing for Registered Nurses is for registered nurses (RN) with a diploma or associate degree who are seeking an accredited bachelor's degree in nursing. The complete program is offered fully online for part- and full-time students. Expert faculty and administrators work closely with students to equip them to meet the future challenges of professional nursing and influence the future of health care.

## 6.2 Program goals and objectives

*Describe the goals and objectives of the proposed program. In your response, indicate how these are operationalized in the curriculum.*

### Program Goals:

1. Prepare students with a quality education that affords them the opportunity to achieve career success through licensure, certification or other professional distinction.
2. Cultivate an environment of collaboration, excellence, discovery, creativity and for learning, scholarship and professional development.
3. Provide leadership in the community and to the profession.
4. Engage with the world beyond our campuses.

### Program Objectives:

1. Acquire competencies based on professional standards to assume the role of the professional nurse and for career advancement, including graduate studies.
2. Apply the nursing process in providing evidence-based, culturally sensitive care to promote health and adaptation of individuals, families, groups and communities.

The program's curriculum meets the American Association Colleges of Nursing's "essentials of baccalaureate education for professional nursing" standards. The curriculum includes system-based quality improvement strategies and experiences that involve collaboration with other healthcare professionals. Students learn and apply evidence-based practice to their nursing care and complete a quality improvement proposal in the clinical area.

The focus of the course assignments is the health and wellness of individuals, families, group, and communities. Students complete a leadership course and a community health needs assessment. Based on the outcomes of the community assessment, students complete a health promotion project. From those experiences, students learn the strategies to become a leader as a bedside nurse and to affect healthcare policies.

## 6.3 Course offerings/descriptions

*Complete the following table to indicate the courses that comprise the program.*

Course	Cr hrs	OTM TAG	New/existing	Delivery
<b>Major Requirements (42 credit hours) minimum c grade required in all courses</b>				
BSCI 20021 Basic Microbiology or BSCI 30171 General Microbiology	3-4		existing existing	online/on-ground on-ground *
BSCI 30050 Human Genetics or BSCI 30156 Elements of Genetics	3		existing existing	online/on-ground/hybrid on-ground *
NURS 35040 Complementary and Integrative Health <sup>1</sup> or NURS 45030 Professional Literacy: Skills to Career Advancement <sup>1</sup>	3		existing existing	online online
NURS 40075 Information and Patient Care Technology for Healthcare Professionals	3		existing	online/hybrid

Course	Cr hrs	OTM TAG	New/existing	Delivery
NURS 40873 Introduction to Evidence-Based Practice for Registered Nurses	3		new **	online/hybrid
NURS 41000 Concepts and Issues for Professional Nursing Practice	3		existing	online/hybrid
NURS 42000 Leadership and Management for Professional Nursing Practice	3		existing	online/on-ground/hybrid
NURS 43001 Health Promotion <sup>2</sup>	3		existing	online/hybrid
NURS 44000 Population-Based Nursing for Professional Nursing Practice	3		existing	online/on-ground/hybrid
NURS 45000 Health Maintenance and Restoration for Professional Nursing Practice	3		existing	online/on-ground/hybrid
NURS 46000 Health Care Policy	3		existing	online/hybrid
NURS 47001 Capstone for Professional Nursing Practice <sup>2</sup>	3		existing	online
NUTR 23511 Science of Human Nutrition	3	TAG	existing	online/on-ground/hybrid
Statistics Elective, choose from the following: MATH 10041 Introductory Statistics NURS 31010 Application of Statistical Findings for Evidence-Based Practice in Nursing PH 30002 Introductory Biostatistics PSYC 21621 Quantitative Methods in Psychology	3-4		existing existing existing existing	online/on-ground online online/on-ground online/on-ground/hybrid
<b>General Education (Kent Core) /Additional Requirements (78 credit hours)</b>				
BSCI 21010 Anatomy and Physiology I (min C grade) <sup>3</sup>	4		existing	on-ground
BSCI 21020 Anatomy and Physiology II (min C grade) <sup>3</sup>	4		existing	on-ground
CHEM 10050 Fundamentals of Chemistry or CHEM 10055 Molecules for Life or CHEM 10060 General Chemistry I (min C grade)	3	TAG	existing existing existing	online/on-ground online/on-ground on-ground *
PSYC 11762 General Psychology	3	OTM TAG	existing	online
SOC 12050 Introduction to Sociology	3	OTM TAG	existing	online/on-ground
US 10097 Destination Kent State: First Year Experience	1		existing	online/on-ground
Kent Core Composition	6	OTM	existing	online/on-ground
Kent Core Mathematics/Critical Reasoning (min C grade)	3	OTM	existing	online/on-ground
Kent Core Humanities and Fine Arts	9	OTM	existing	online/on-ground
Kent Core Additional	3	OTM	existing	online/on-ground
General Electives <sup>4</sup>	39		existing	online/on-ground

1. With permission of the undergraduate program director, another upper-division nursing or health care course may be substituted for NURS 35040 or NURS 45030.
2. Students who have completed NURS 43000 may use it to substitute for NURS 43001. However, they must take NURS 47000, which will substitute for NURS 47001.
3. Registered nurses with an associate degree or diploma are expected to have completed anatomy and physiology coursework before beginning their studies in the BSN degree. If there are any deficiencies in this area, students must take the appropriate course(s) at Kent State (either online or on-ground depending on the course) or at another university or college to fulfill this requirement. Students who have successfully completed ATTR 25057 (or EXSC 25057) and ATTR 25058 (or EXSC 25058) with a minimum C grade may use those courses in place of BSCI 21010 and BSCI 21020.
4. General electives include credit hours earned from an associate degree or nursing diploma. Total credit hours depends on earning 120 credit hours, including 39 upper-division credit hours.

\* These on-ground-only courses are listed in the program to accommodate transfer courses that articulate as equivalent.

\*\* NURS 40873 is a new course that complements an existing course that all nursing students completed. With the new course, RN students and traditional students will take separate courses.

***Provide number, name and description of each course in the proposed program as it would appear in the course catalog. Submit syllabi for new courses as appendix items.***

Courses listed below are major courses and count in the major GPA for graduation. See Appendix B for syllabus for NURS 40873.

**BSCI 20021 Basic Microbiology** 3 Credit Hours  
Principles of microorganisms having a direct relationship on the health and well-being of humans. This course may not be used to fulfill requirements in the following programs: BA Biology, BS Biology, BS Botany, BS Environmental and Conservation Biology, BS Medical Technology, BS Biotechnology, BS Zoology, and Biological Sciences minor.  
Prerequisite: BSCI 20019; or BSCI 21010; or BSCI 10005; or BSCI 11010; or ATTR 25057; or EXSC 25057; and CHEM 10050 or CHEM 10052 or CHEM 10055 or CHEM 10060.  
Schedule Type: Lecture  
Contact Hours: 3 lecture  
Grade Mode: Standard Letter

**BSCI 30050 Human Genetics** 3 Credit Hours  
Modern concepts of genetics applicable to the human including examination of genetically related diseases and their societal implications. This course may not be used to fulfill requirements in the following programs: BA Biology, BS Biology, BS Botany, BS Environmental and Conservation Biology, BS Medical Technology, BS Biotechnology, BS Zoology and Biological Sciences minor.  
Prerequisite: 8 credits of biology [BSCI] courses; and 3 credits of chemistry [CHEM] courses.  
Schedule Type: Lecture  
Contact Hours: 3 lecture  
Grade Mode: Standard Letter

**BSCI 30156 Elements of Genetics** 3 Credit Hours  
Principles of organic mechanisms for expression and transmission of traits as studied in molecules, cells, organisms and populations.  
Prerequisite: BSCI 10110 and 10120 with minimum C- grades; and MATH 10772 or MATH 10775 or MATH11009 or MATH 11010 or MATH 12001 or MATH 12002 or MATH 12021.  
Schedule Type: Lecture  
Contact Hours: 3 lecture  
Grade Mode: Standard Letter

**BSCI 30171 General Microbiology** 4 Credit Hours  
Fundamental principles of microbiology and of organisms including their structure, physiology, genetics, pathogenicity, classification, mechanisms of cultivation and control.  
Prerequisite: BSCI 10110 with a minimum grade of C-; and BSCI 30140; and CHEM 10060, 10061, 10062 and 10063.  
Schedule Type: Laboratory  
Contact Hours: 3 lecture, 1 lab  
Grade Mode: Standard Letter

**MATH 10041 Introductory Statistics** 4 Credit Hours  
An introduction to statistical thinking and statistical methods. Emphasis is on statistical literacy, conceptual understanding and active learning in the classroom.  
Prerequisite: Minimum 22 math ACT score; or minimum 520 math SAT score; or minimum 35 ALEKS math assessment score; or minimum C grade in MATH 00022; or any higher-level MATH course.  
Schedule Type: Emporium  
Contact Hours: 4 lecture  
Grade Mode: Standard Letter  
Attributes: Kent Core Mathematics and Critical Reasoning

**NURS 31010 Application of Statistical Findings for Evidence-Based Practice in Nursing** 3 Credit Hours  
This is a three credit course focusing on an introduction to statistical techniques with an emphasis on application in the health care setting.  
Prerequisite: none.  
Schedule Type: Lecture  
Contact Hours: 3 lecture  
Grade Mode: Standard Letter

**NURS 35040 Complementary and Integrative**

**NURS 42000 Leadership and Management for**

**Health 3 Credit Hours**

(Repeatable for credit) Explores and critically analyzes complementary and integrative health therapies, products, and supplements primarily being used in the United States through the review of evidenced based research and case studies.

Synthesizing the exploration of complementary and integrative health practices that are often used in conjunction with traditional Western medicine, students examine the evolving Integrative Health, which has also been called Integrative Medicine, or Complementary and Alternative Medicine.

Prerequisite: none.

Schedule Type: Lecture

Contact Hours: 3 lecture

Grade Mode: Standard Letter

**NURS 40075 Information and Patient Care Technology for Healthcare Professionals**

3 Credit Hours

(Cross-listed with RSPC 40075). Focuses on the use of information management and information systems, technology and the human technology interface utilized in healthcare. Students taking this course must be registered nurses.

Prerequisite: nursing (NURS) major.

Schedule Type: Lecture

Contact Hours: 3 lecture

Grade Mode: Standard Letter

**NURS 40873 Introduction to Evidence-Based Practice for Registered Nurses**

3 Credit Hours

This course introduces the student to the process of identifying quality research studies and applying the findings to nursing practice to improve patient outcomes.

Prerequisite: NURS 41000

Corequisite: NURS 41000

Schedule Type: Lecture

Contact Hours: 3 lecture, 0 lab

Grade Mode: Standard Letter

**NURS 41000 Concepts and Issues for Professional Nursing Practice**

3 Credit Hours

Focuses on nursing concepts and theory, nursing process and the history of nursing as it relates to the development of professional nursing and the role of the professional nurse. Students taking this course must be registered nurses.

Prerequisite: nursing (NURS) major.

Schedule Type: Lecture

Contact Hours: 3 lecture

Grade Mode: Standard Letter

**NURS 45030 Professional Literacy: Skills to Career Advancement**

3 Credit Hours

**Professional Nursing Practice**

3 Credit Hours

Allows the registered nurse (RN) to utilize personal and professional knowledge and experiences in the study of leadership and management. Facilitates discovery of how nursing and leadership theories define and enhance practice. Assists the RN in analyzing the relationship between nursing, the professional nurse's leadership/management roles, and the articulation between nursing research and practice. Students taking the course must be registered nurses.

Prerequisite: nursing (NURS) major.

Schedule Type: Lecture

Contact Hours: 3 lecture

Grade Mode: Standard Letter

**NURS 43001 Health Promotion**

3 Credit Hours

This course utilizes the nursing process to explore health promotion and disease prevention across the lifespan and healthcare settings. Theories and models are used to understand health behaviors. The course includes the role of the nurse; national health objectives; health literacy; education; counseling; transcultural considerations; factors affecting health promotion; and specific health promotion strategies. Students taking the course must be registered nurses.

Prerequisite: nursing (NURS) major.

Schedule Type: Clinic

Contact Hours: 2 lecture, 3 other

Grade Mode: Standard Letter

Attributes: Experiential Learning Requirement

**NURS 44000 Population-Based Nursing for Professional Nursing Practice**

3 Credit Hours

Focuses on concepts of population-based nursing practice with emphasis on improving the health of communities and populations. Students taking the course must be registered nurses.

Prerequisite: nursing (NURS) major.

Schedule Type: Clinic

Contact Hours: 2 lecture, 6 other

Grade Mode: Standard Letter

**NURS 45000 Health Maintenance and Restoration for Professional Nursing Practice**

3 Credit Hours

Focuses on issues related to health maintenance and restoration for individuals and families experiencing illness.

Prerequisite: nursing (NURS) major.

Schedule Type: Lecture

Contact Hours: 3 lecture

**NUTR 23511 Science of Human Nutrition**

3 Credit Hours

Explores career and professional growth through processes such as writing, publishing, presenting and portfolio development.

Prerequisite: none.

Schedule Type: Lecture

Contact Hours: 3 lecture

Grade Mode: Standard Letter

**NURS 46000 Health Care Policy** 3 Credit Hours

Examines the organizational and societal context in which health care is delivered. Existing health care policy and delivery systems are examined, including historical perspectives, legislation, professional disciplines, organizations, health networks, forms of care delivery, consumer needs and economics and funding. The ability of the current health care system to serve all segments of the U.S. population is examined in depth as well as future forms of health care delivery. Global perspectives are also studied.

Prerequisite: junior level standing.

Schedule Type: Lecture

Contact Hours: 3 lecture

Grade Mode: Standard Letter

**NURS 47001 Capstone for Professional Nursing Practice** 3 Credit Hours

Allows RNs to apply previously learned nursing theory and clinical knowledge with their baccalaureate education in the identification and implementation of a scholarly nursing project. This project utilizes, but is not limited to, previously learned knowledge of leadership skills, principles of teaching learning, health care policy, change process, group process, team building, collaboration, healthcare policy and delivery systems, quality improvement, evidence-based care, diversity, nursing roles, information technology and systems, population-based care and ethical legal issues. Students taking this course must be registered nurses.

Prerequisite: NURS 40075 and NURS 41000.

Pre/corequisite: NURS 40085, NURS 42000, NURS 43001, NURS 44000, NURS 45000 and NURS 46000; and nursing (NURS) major.

Schedule Type: Lecture

Contact Hours: 3 lecture

Grade Mode: Standard Letter

Attributes: Writing Intensive Course

Grade Mode: Standard Letter

Basic concepts and principles in the science of human nutrition, energy balance and weight control, individual nutrient needs, diet selection, nutrition related metabolism and physiological functions, nutritional diseases and current human nutrition controversies.

Prerequisite: None.

Schedule Type: Lecture

Contact Hours: 3 lecture

Grade Mode: Standard Letter

Attributes: Kent Core Basic Sciences, TAG Health

**PH 30002 Introductory Biostatistics** 3 Credit Hours

An introduction to statistical methodology in the field of public health. Students learn the statistical skills to read scientific articles, understand the statistical methods used and interpret the results on their own.

Prerequisite: any Kent Core Mathematics and Critical Reasoning course.

Schedule Type: Lecture

Contact Hours: 3 lecture

Grade Mode: Standard Letter

**PSYC 21621 Quantitative Methods in Psychology I** 3 Credit Hours

Application of quantitative, statistical methods in psychological research. Descriptive and inferential methods (includes ANOVA, t-test and correlation).

Prerequisite: PSYC 11762.

Schedule Type: Lecture

Contact Hours: 3 lecture

Grade Mode: Standard Letter

## 6.4 Program sequence

As this is a completer degree for RNs with an associate degree or diploma, students will transfer in college-level credit hours (at minimum, 33 credit hours) that will be applied toward the degree as general elective credit to meet the minimum 120 credit hours to graduate.

<b>Semester 1</b>	<b>Hours</b>	<b>Semester 2</b>	<b>Hours</b>
BSCI 21010 Anatomy and Physiology I	4	BSCI 21020 Anatomy and Physiology II	4
CHEM 10050 Fundamentals of Chemistry or CHEM 10055 Molecules for Life or CHEM 10060 General Chemistry I	3	BSCI 20021 Basic Microbiology or BSCI 30171 General Microbiology	3-4
PSYC 11762 General Psychology	3	SOC 12050 Introduction to Sociology	3
US 10097 Destination Kent State: First Year Experience	1	Kent Core Requirement	3
Kent Core Requirement	3		<u>13</u>
	<u>14</u>		
<b>Semester 3</b>	<b>Hours</b>	<b>Semester 4</b>	<b>Hours</b>
Kent Core Requirement	3	BSCI 30050 Human Genetics	3
Kent Core Requirement	3	or BSCI 30156 Elements of Genetics	
Kent Core Requirement	3	NUTR 23511 Science of Human Nutrition	3
Kent Core Requirement	3	Statistics Elective	3-4
General Elective	3	Kent Core Requirement	3
	<u>15</u>		<u>12</u>
<b>Semester 5</b>	<b>Hours</b>	<b>Semester 6</b>	<b>Hours</b>
NURS 40075 Information and Patient Care Technology for Healthcare Professionals	3	NURS 35040 Complementary and Integrative Health	3
NURS 41000 Concepts and Issues for Professional Nursing Practice	3	or NURS 45030 Professional Literacy: Skills to Career Advancement	
NURS 42000 Leadership and Management for Professional Nursing Practice	3	NURS 44000 Population-Based Nursing for Professional Nursing Practice	3
NURS 43001 Health Promotion	3	NURS 45000 Health Maintenance and Restoration for Professional Nursing Practice	3
	<u>12</u>	NURS 46000 Health Care Policy	3
		General Elective	3
			<u>15</u>
<b>Semester 7</b>	<b>Hours</b>		
NURS 40873 Introduction to Evidence- Based Practice for Registered Nurses	3		
NURS 47001 Capstone for Professional Nursing Practice	3		
	<u>6</u>		

**6.5 Alternative delivery options (please check all that apply):**

- More than 50% of the program will be offered using a fully online delivery model
- More than 50% of the program will be offered using a hybrid/blended delivery model
- More than 50% of the program will be offered using a flexible or accelerated delivery model

**6.6 Off-site program components (please check all that apply):**



- Co-op/Internship/Externship     Student Teaching     Other  
 Field Placement     Clinical Practicum

***If one or more of the items is checked, please provide a brief description of the off-site component(s).***

Students are required to complete one clinical experience while enrolled in NURS 43001 Health Promotion in Professional Nursing. Students complete a community health assessment, develop a nursing intervention that addresses the community healthcare need, and provide health education to a group of individuals within the community. Students are assigned a preceptor or mentor at the agency where they complete the clinical experience. The experience is supervised by a Kent State faculty member, who communicate with the preceptor/mentor via phone, email and skype. Faculty assign the student's grade based on preceptor/mentor input.

## SECTION 7: ASSESSMENT AND EVALUATION

### 7.1 Program assessment

***Describe the policies and procedures in place to assess and evaluate the proposed program. In your response, include the following: name of the unit/position responsible for directing assessment efforts; description of any committees or groups that assist the unit; description of the measurements used; frequency of data collection; frequency of data sharing; and how the results are used to inform the institution and the program.***

The evaluation plan for the proposed Nursing for Registered Nurses major is the same as the existing program and includes course, faculty and program evaluation.

- **Courses Evaluation:** During the final week of the course delivery, students are provided an online link to the Student's Survey of Instruction. Specific questions about courses' delivery, content, expectations and organization are included. At the end of each semester, the college associate dean reviews all course evaluations. Faculty receive collated results during the following semester. Course issues are shared with the College of Nursing's Baccalaureate Curriculum Committee to determine next steps to revise or adapt the course.
- **Faculty Evaluations:** The Student's Survey of Instruction includes questions specific to the instructor characteristics in the course—examples are faculty's responsiveness to students, knowledge of the subject matter, feedback on assignments and ability to motivate the student to learn. The answers to those questions are used for faculty evaluation. The college associate dean reviews all course evaluations at the end of each semester and shares any concerns with the college dean. Faculty who are of concern are then counseled or removed from teaching the course. Faculty receive survey results during the following semester. Faculty include the survey results in their three-year reappointment files for the Reappointment, Promotion and Tenure committee to review.
- **Program Evaluation:** The College of Nursing surveys students in their final month of the degree program using outside vendor Sky Factor. The Sky Factor survey asks questions based on the goals and objectives of the BSN degree, as well as the students' perception of their experience. Sky Factor results are reviewed by the college's associate dean, assistant dean of student services and Baccalaureate Curriculum Committee each fall semester.

### 7.2 Measuring student success

***Describe the policies and procedures in place to measure individual student success in the proposed program. In your response, include the following: name of the unit/position responsible for directing these efforts; description of any committees or groups that assist the unit; description of the measurements used; frequency of data collection; frequency of data sharing; how the results are used to inform the student as they progress through the program; and initiatives used to track student success after program completion.***

Student success is tracked by the program's academic advisor and college associate dean. Individual student grades and course progression is monitored by the academic advisor after every seven-week course. Students who are unsuccessful in a course are advised on their options to repeat the course and provided resources to assist with success in the program. Graduation rates are monitored by the academic advisor, the associate dean and the assistant dean of student services. Graduation rates are also monitored by the university to track six-year graduation rates. Six months after graduation, a survey is sent to all graduates to assess their employment status. This information is monitored by the college's associate and assistant deans and reported to the Commission on Collegiate Nursing Education for the college's accreditation review.

## SECTION 8: FACULTY

### 8.1 Faculty appointment policies

***Describe the faculty designations available (e.g., professor, associate professor, adjunct, instructor, clinical) for the proposed program's faculty. In your response, define/describe the differences between the designations.***

Faculty teaching in the program include tenured, tenure-track, and non-tenured faculty. According to Kent State's collective bargaining agreement, designations and definitions are the following:

- Associate Lecturer, Lecturer and Senior Lecturer. These ranks are reserved for full-time non-tenure-track faculty members who have not earned a terminal degree in their discipline, but whose professional experience and demonstrated performance warrant these ranks.
- Assistant Professor. A faculty member will not be considered for advancement to this rank until either completion of three years as an instructor and possession of at least the master's degree, or until the academic credentials minimally required for initial appointment at the assistant professor's level are achieved.
- Associate Professor. This is one of the two senior ranks in academia; accordingly, a faculty member must possess the terminal degree in his/her discipline before promotion consideration. In exceptional cases, this rule may be modified with the approval of the unit's promotion committee and the provost. A faculty member will usually not be considered for advancement to this rank until completion of five years as an assistant professor, but in extraordinary cases may be considered after completion of fewer years as an assistant professor. A non-tenured faculty member applying for promotion to the rank of associate professor must also undergo a successful tenure review.

- **Full Professor.** As with associate professor, a faculty member must possess the terminal degree in his/her discipline before promotion consideration. In exceptional cases, this rule may be modified with the approval of the unit's promotion committee and the provost. A faculty member will usually not be considered for advancement to this rank until completion of five years as an associate professor, but in extraordinary cases may be considered after completion of fewer years as an associate professor. A non-tenured faculty member applying for promotion to the rank of full professor must also undergo a successful tenure review.

***Describe the credentialing requirements for faculty who will be teaching in the program (e.g., degree requirements, special certifications or licenses, experience).***

Faculty teaching in the program must possess a master's or doctoral in nursing (or similar field), completed two years of clinical practice and hold an unrestricted Ohio RN license. Online teaching experience is preferred.

***Describe the institution's load/overload policy for faculty teaching in the program.***

Full-time, non-tenure track nursing faculty teach 15 workload equivalents each semester. Full-time tenured/tenure-track nursing faculty teach 12 workload equivalents each semester. A 3-credit nursing course equals three workload equivalents. Assignments over the stated workload equivalents for faculty require overload pay at the rate determined by the collective bargaining agreement for each faculty type. See the Kent State University College of Nursing Handbook, 2015 in Appendix C for more information.

***Indicate whether the institution will need to identify additional faculty to begin the proposed program. If additional faculty members are needed, describe the appointment process and provide a timeline for hiring such individuals.***

As the enrollment increases, it is projected two part-time faculty members may be hired in year three after major implementation to teach one course each semester of the academic year. The hiring process will follow Kent State's procedures for part-time faculty in the College of Nursing.

## 8.2 Program faculty

***Provide number of existing faculty members available to teach in proposed program.***

Full time: 18

Less than full time: 2

***Provide an estimate of the number of faculty members to be added during the first two years of program operation.***

Full time: 0

Less than full time: 0

### 8.3 Expectations for professional development/scholarship

***Describe the institution’s general expectations for professional development/scholarship activities by the proposed program’s faculty. In your response, describe any differences in the expectations for tenure-track vs. non tenure-track faculty and for full-time vs. part-time faculty. Indicate the financial support provided for such activities. Include a faculty handbook outlining the expectations and documenting support as an appendix item.***

Faculty development for teaching in the online program will be the same for all faculty regardless of rank. Faculty must have experience teaching online or complete online teaching education provided by Kent State’s Office of Continuing and Distance Education. Educational sessions are available for new faculty to earn Quality Matters certification. These services are provided at no additional costs for all Kent State faculty, full and part time. In addition, full-time faculty in the College of Nursing are provided \$1,000 each year to attend a conference or educational symposium of their choice.

### 8.4 Faculty matrix

***Complete a faculty matrix for the proposed program. A faculty member must be identified for each course that is a required component of the curriculum. If a faculty member has not yet been identified for a course, indicate that as an “open position” and describe the necessary qualifications in the matrix. A copy of each faculty member’s CV must be included as an appendix item.***

The proposed major will be a combined effort from each of the eight Kent State campuses. Kent State’s College of Nursing has more than 20 faculty members who have taught in the current RN-to-BSN concentration and are available to teach in the proposed major. The following faculty on each campus have been identified to teach the nursing course requirements. See Appendix D for each nursing faculty member’s curriculum vitae.

\* Number of courses taught by the faculty member each semester at all campuses

Name of instructor	Title/ Campus	Hire	Degree, discipline institution, year	Years teach	Course faculty will teach	Load *
Marcy Caplin	Lecturer Kent	FT	PhD, Curriculum and Instruction, Kent State University, 2016 MSN, Yale University, 1983	27	NURS 41000 Concepts and Issues for Professional Nursing Practice NURS 45030 Professional Literacy: Skills to Career Advancement	4
Tamara Courey	Associate Professor Ashtabula	FT	DNP, Kent State University, 2014	8	NURS 42000 Leadership and Management for Professional Nursing Practice	2
Kimberly DePaul	Lecturer Trumbull	FT	MSN, Kent State University, 2013	4	NURS 46000 Health Care Policy	2
Joann Ferguson	Lecturer Geauga	FT	MS, Nursing Education, Walden University, 2008	7	NURS 43001 Health Promotion	4
Mariann Harding	Associate Professor Tuscarawas	FT	PhD, Nursing, West Virginia University, 2013	11	NURS 45000 Health Maintenance and Restoration for Professional Nursing Practice	4

Name of instructor	Title/ Campus	Hire	Degree, discipline institution, year	Years teach	Course faculty will teach	Load *
Sue Hritz	Associate Lecturer Kent	FT	MEd, Community Counseling, Malone University BSN, San Francisco State University, 1980	9	NURS 35040 Complementary and Integrative Health	4
Robin Mermer	Lecturer East Liverpool	FT	MSN, Kent State University, 2012	3	NURS 44000 Population- Based Nursing for Professional Nursing Practice	4
Ruth Ann Mullen	Lecturer Salem	FT	MS, Information Architecture and Knowledge Management, Kent State University, 2015 MSN, Franciscan University of Steubenville, 2009	16	NURS 40075 Information and Patient Care Technology for Healthcare Professionals	4
Tina Saunders	Senior Lecturer Kent	FT	MSN, Kent State University, 2004	10	NURS 47001 Capstone for Professional Nursing Practice <sup>3</sup>	2
Julie Senita	Associate Professor Ashtabula	FT	MSN, Gannon University, 1994	19	NURS 42000 Leadership and Management for Professional Nursing Practice	2
Debra Shelestak	Assistant Professor Stark	FT	PhD, Evaluation and Measurement, Kent State University, 2007 MSN, Kent State University, 1986	21	NURS 31010 Application of Statistical Findings for Evidence-Based Practice in Nursing NURS 40873 Introduction to Evidence-Based Practice for Registered Nurses	4
Lynne Walker	Lecturer Trumbull	FT	MSN, Kent State University, 2011	3	NURS 46000 Health Care Policy	2

**SECTION 9: LIBRARY RESOURCES AND INFORMATION LITERACY**

**9.1 Library resources**

*Describe the involvement of a professional librarian in the planning for the program (e.g., determining adequacy of current resources, working with faculty to determine the need for additional resources, setting the budget for additional library resources/services needed for the program).*

Kent State University’s College of Nursing collaborates with an assigned librarian to ensure necessary reference materials are available for nursing students. The nursing library provides personalized and classroom instruction services; provides reference services in person, by phone, e-mail, and chat; and supports collection development in nursing.

As the RN-to-BSN program is existing, no additional planning was needed.

***Describe the library resources in place to support the proposed program (e.g., print, digital, collections, consortia, memberships).***

Nursing students attending Kent State University benefit from one of the largest library systems in Ohio, supporting a student body comprising more than 30,000 full-time and 10,000 part-time students. The library hosts nearly three million titles, with more than one million available electronically. Catalog titles related to nursing include more than 10,000 volumes (including more than 1,000 electronic titles).

University Libraries offers research databases on the nursing subject, including CINAHL, Cochrane Library, Health Source, Web of Science and Lippincott Williams & Wilkins (LWW) Nursing and Health Professions Premier Collection. Electronic collections available to nursing students include the R2 Digital Library, Access Medicine and Bates' Visual Guide to Physical Examination. Kent State's serial holdings sub-classified as nursing include more than 400 subscriptions.

University Libraries Collections Allocations for Nursing (12/7/2016)

Campus	Material Type	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017
Kent	Books	\$ 2,860.73	\$ 3,325.55	3,658.11	3,560.00
Kent	Standing Orders	\$ 260.00	\$ 260.00	\$ 260.00	\$ -
Kent	Serials	\$60,469.09	\$65,469.09	\$58,649.89	\$62,143.19
Regional	Books	\$ 5,686.92	\$ 6,255.61	\$ 6,881.17	\$ 2,400.00
Regional	Standing Orders	\$ -	\$ -	\$ -	\$ -
Regional	Serials	\$ 4,000.00	\$ 4,000.00	\$ 8,970.62	\$ 5,800.00
	<b>Total</b>	<b>\$73,276.74</b>	<b>\$79,310.25</b>	<b>\$78,419.79</b>	<b>\$73,903.19</b>

**9.2 Information literacy**

***Describe the institution's intent to incorporate library orientation and/or information literacy into the proposed program. In your response, describe any initiatives (e.g., seminars, workshops, orientations) that the institution uses or intends to use for faculty and students in the program.***

Kent State's University Libraries offer numerous online tutorials to assist students with using the library resources. Students complete the library orientation tutorial to learn how to search databases for professional nursing journals, avoid plagiarism and evaluate web sources while enrolled in their first nursing course. The library also offers online tutorials on writing using the American Psychological Association style (APA) used in all nursing courses.

**SECTION 10: BUDGET, RESOURCES and FACILITIES**

**10.1 Resources and facilities**

***Describe additional resources (e.g., classrooms, laboratories, technology) that will be needed to support the proposed program and provide a timeline for acquiring/ implementing such resources.***

As the proposed major will be delivered online only, no additional classroom space will be required. All full-time faculty are each provided a desk computer or laptop. Technology upgrades occur every three years per Kent State's faculty collective bargaining agreement. A full-time instructional designer in the College of Nursing assists with course development for online students.

## 10.2 Budget/financial planning

### Fiscal Impact Statement

	Year 1	Year 2	Year 3	Year 4
<b>I. Projected Enrollment</b>				
Headcount full time	30	40	50	50
Headcount part time	270	360	400	450
Full-time equivalent (FTE) enrollment	132	176	200	220
<b>II. Projected Program Income</b>				
Tuition (paid by student or sponsor)	\$1,584,000	\$2,112,000	\$2,400,000	\$2,640,000
Expected state subsidy	\$1,199,880	\$1,599,840	\$1,818,000	\$1,999,800
Externally funded stipends, as applicable	\$ -	\$ -	\$ -	\$ -
Other income	\$ -	\$ -	\$ -	\$ -
<b>Total Projected Program Income</b>	<b>\$2,783,880</b>	<b>\$3,711,840</b>	<b>\$4,218,000</b>	<b>\$4,639,800</b>
<b>III. Program Expenses</b>				
New personnel				
Instruction full time: 0	\$ -	\$ -	\$ -	\$ -
Instruction part time: 2	\$ -	\$ -	\$15,548	\$16,548
Non-instruction full time: 1	\$ -	\$ -	\$32,484	\$33,459
Non-instruction part time: 0	\$ -	\$ -	\$ -	\$ -
Current personnel				
Instruction full time: 18	\$90,000	\$	\$122,015	\$142,054
Instruction part time: 2	\$8,274	\$12,411	\$12,411	\$16,548
Non-instruction full time: 1	\$34,700	\$35,394	\$36,102	\$36,824
Non-instruction part time: 0				
Benefits for all personnel	\$48,128	\$63,580	\$76,010	\$84,803
New facilities/building/space renovation	\$ -	\$ -	\$ -	\$ -
Scholarship/stipend support	\$ -	\$ -	\$ -	\$ -
Additional library resources	\$ -	\$ -	\$ -	\$ -
Additional technology or equipment needs	\$ -	\$ -	\$1,000	\$ -
Other expenses (see table below)	\$1,525,111	\$2,033,481	\$2,310,774	\$2,541,851
<b>Total Projected Expenses</b>	<b>\$1,706,213</b>	<b>\$2,273,616</b>	<b>\$2,607,344</b>	<b>\$2,872,087</b>
<b>Total Program Net</b>	<b>\$1,077,667</b>	<b>\$1,438,224</b>	<b>\$1,610,656</b>	<b>\$1,767,713</b>

Other Expenses	Year 1	Year 2	Year 3	Year 4
Allocation of expenses covered by general fee	\$291,852	\$389,136	\$442,200	\$486,420
RCM tuition allocation to other colleges	\$1,233,259	\$1,644,345	\$1,868,574	\$2,055,431
<b>Total Other Expenses</b>	<b>\$,1525,111</b>	<b>\$2,033,481</b>	<b>\$2,310,774</b>	<b>\$2,541,851</b>

### Budget Narrative:

Kent State University's College of Nursing has the resources to elevate the RN-to-BSN concentration to a major. The revenue projected in the table assumes an increase in enrollment based on the growing need for registered nurses to earn a BSN degree to practice and enroll in graduate programs. The following assumptions are made for the table above:

- An average faculty salary of \$50,000 (plus benefits) was used to determine faculty expense.
- A three-percent increase in faculty salaries will occur each year.

- The College of Nursing's enrollment goal for this program is 500 students per year.
- Class sizes are projected to remain at a 30:1 student-to-faculty ratio.
- All required nursing courses are offered as accelerated, for seven weeks, except NURS 47001 Capstone for Professional Practice, which is offered for the full, 15-week semester.
- In year 3, as the enrollment increases, it is projected two part-time faculty may be hired to teach one course each semester of the academic year.
- Non-instructional new hire in year 3 will be a full-time academic advisor to meet student's needs in admission, progression and graduation.
- State subsidies will remain in effect.

## APPENDICES

<b>Appendix</b>	<b>Description</b>
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- |   |   |
|---|---|
| A | Curriculum Vitae for Associate Dean Tracey Motter |
| B | Syllabus for New Course NURS 40873                |
| D | Kent State University College of Nursing Handbook |
| D | Nursing Faculty Curriculum Vitae                  |

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Kent State University is committed to continual support of the delivery of the Bachelor of Science in Nursing degree, Nursing for Registered Nurses major. If Kent State decides in the future to close the program, the university will provide the necessary resources and means for matriculated students in the program to complete their degree.

Kent State University verifies that the information in the application is truthful and accurate.

Respectfully,

Todd A. Diacon, PhD  
Senior Vice President for Academic Affairs and Provost  
Kent State University