



COMMITTEE ON ACADEMIC PLANNING AND REVIEW

14-15 CAPR 24
Thursday, May 21, 2015

TO: The Academic Senate
FROM: The Committee on Academic Planning Review (CAPR)
SUBJECT: 14-15 CAPR 24: Proposal for new Nursing M.S. degree program
PURPOSE: For Action by the Academic Senate
ACTION REQUESTED: That the Academic Senate approve the attached proposal for a new Nursing M.S. degree program

BACKGROUND:

At its meeting on May 21, 2015, CAPR welcomed Nursing and Health Sciences Chair Lynn Van Hofwegen to discuss the department's request for approval of a new Nursing M.S. degree program.

The proposed Master of Science in Nursing program is designed to go into effect with the change to semesters in 2018. The program is proposed as a 30-33 unit, four semester program is designed to prepare nurses from our local diverse, multicultural community to be effective nurse educators, leaders and administrators in a variety of organizational, academic or clinical settings. The proposed program would also provide quality graduate nursing education in an accessible and flexible delivery approach of mixed online, hybrid and on-ground courses.

This cohort based program would help fill a need in the East Bay where no public masters in nursing program exists. Based on presented research, it is estimated that 30% of the nursing workforce will retire in the next 10 years creating an opportunity for those earning this graduate degree. Based on an anticipated 25 students to start the program, a 1.5 FTE teaching increase is requested in addition to a .5 FTE for administrative work.

The proposal is presented now so it can begin the approval process both at CSU East Bay, but also through the Chancellor's office in advance of the Fall 2018 anticipated start date of this program.

The proposal was passed by CAPR unanimously.

Academic Master Plan and Resource Implication Form

Please provide a brief (3 to 5 pages) Summary of the proposal, justifying adding projections to the Academic Plan or significant modifications thereof. These questions should be answered for New Degrees/Options/Minors/Certificates/Credentials/SSMPPs and for proposed significant Modifications to Degrees/Options/Minors/ Certificates/Credentials/SSMPPs. Discontinuances will use the discontinuance form, unless it is part of a significant modification, in which case it may be included in this summary.

- **Department and/or Degree Program**

CSUEB Department of Nursing and Health Sciences

- **Action Requested**

Approval of New Degree Program – Master’s of Science in Nursing

- **Requested Catalog Date**

Fall 2018

(Semester Program)

Summaries should include the following elements, which are the criteria by which proposed changes to the Academic Master Plan are evaluated:

- **A brief summary of the purpose and characteristics of the proposed degree program (or proposed modification/option/ minor/etc).**

The proposed CSUEB Master’s in Nursing Program (MSN program) seeks to 1) prepare nurses from our diverse, multicultural community to be effective nurse educators, leaders and administrators in a variety of organizational, academic or clinical settings and to 2) provide quality graduate nursing education in an accessible and flexible delivery approach of mixed online, hybrid and on-ground courses. The program will be designed as a 30-33 unit 4 semester program. The program will build on baccalaureate education in nursing and provide a potential pathway to doctoral education. The Master’s in Nursing Program will provide two practice options: 1) nursing education and 2) nursing leadership and administration.

The CSUEB MSN degree program will include six core curriculum courses required for all students who are enrolled in either the nursing education or the nursing leadership and administration options. A cluster of five courses specific to nursing education will be required for students who are enrolled in the nursing education option and a separate cluster of five courses specific to nursing leadership and administration will be required for students in this option. All students will complete a comprehensive exam/thesis as a culminating experience. (See attached MSN Program Roadmap) The mixed online, hybrid and on-ground class format will increase accessibility to students, many of whom we anticipate to be currently employed in the nursing workforce. This multi-modal delivery format, and the anticipated program affordability, will provide opportunity for graduate nursing education to our diverse community. This opportunity for accessible, affordable graduate nursing education program has the potential to benefit our community, and the profession of nursing, through increasing diversity in the nursing workforce of educators, nursing leaders and administrators.

The MSN degree program at CSUEB is being developed as a response to the need in the East Bay for public graduate nursing education, as limited public graduate nursing education is available in the East Bay. As healthcare is rapidly changing, and nursing knowledge and practice is in a tremendous climate of growth and development, the Institute of Medicine report (2010) and the nursing profession through professional organizations are calling for expanded educational preparation for nurses. The two program options, the MSN in Education and the MSN in Leadership and Administration, will both address this need. The MSN in Education will provide nurses with essential knowledge and skills to meet the need for educators as clinical instructors and faculty for future nurses. The MSN in Leadership and Administration will provide nurses with the knowledge and skills needed to provide leadership to improve healthcare in our community and in healthcare organizations. CSUEB Nursing is uniquely positioned to meet the need for graduate nursing education in the East Bay. CSUEB nursing has a strong record of education of nurses at the pre-licensure baccalaureate level and has a robust program of RN-BSN education, providing the pathway to a baccalaureate following an Associate Degree from our partner community colleges. The MSN degree program at CSUEB would provide a needed opportunity for a continuing pathway for both the pre-licensure baccalaureate nursing students and the RN-BSN students to pursue graduate education in nursing. The development of the MSN degree program at CSUEB would meet this need for advanced education of nurses in the community.

- **How the program fits into the campus mission and strategic plan**

The CSUEB MSN degree program is congruent with the university mission to provide “academically rich, culturally relevant learning experiences to a diverse student population” which “prepares students to apply their education to meaningful lifework, and to be socially responsible contributors to society.” The MSN degree program would be uniquely placed to contribute to the further development of the diverse undergraduate nursing student population and provide opportunity for students for meaningful life work and development as leaders in nursing. The development of the MSN degree program at CSUEB would contribute to the growth and development of the university by expanding graduate program options and enrollment. The graduates of the MSN program will be well prepared to contribute significantly to the healthcare needs of our community and beyond. The profession of nursing in the East Bay would be enhanced by accessible graduate nursing education providing more nurses with higher educational standing and leadership potential. The development of the graduate nursing degree would further develop university partnerships with agencies and services in our community, particularly health service providers and enhance the contribution of the university to our community.

The MSN Program will address the need for nursing educators, leaders and administrators. Nursing education in the East Bay area, in California and nationally, has been limited by lack of qualified nursing instructors who are prepared at the graduate level. While the shortage of nurses in the East Bay area has eased for the short term, long term shortages are still predicted due to the age of the nursing workforce and anticipated retirement of nurses in the next 10 years. Further increasing the need for nurses is the increased healthcare needs of the aging population. Nurse educators are needed as faculty to prepare the nursing workforce for this anticipated shortage. Nurses with advanced degrees in nursing leadership and administration are needed to address the anticipated shortage of nurses prepared for mid-level administration and leadership positions. The development of a graduate nursing degree program would address these specific community needs in the nursing workforce.

The proposed program is congruent with the university strategic plan to provide seamless education with our community college partners and will provide a pathway from the community college Associate Degree Nursing programs to Bachelor's in Nursing Degree to Master's in Nursing degree. Consistent with the campus academic plan, the proposed MSN program hybrid format will provide flexibility in delivery for working students.

- **Whether the program is offered through**

- state support or

- special sessions

- **How does the request relate/compare to other CSU/UC/private universities?**

In the East Bay area of Alameda County and Contra Costa County, no public university Master's Degree in Nursing programs are currently offered. Graduate nursing degree programs are offered at other CSU campuses not in the East Bay including Sacramento State, San Francisco State, San Jose State and Sonoma State. Programs offered include:

- Sacramento State – School Nursing, and Advanced Clinical Education
- San Francisco State - Clinical nurse specialists, Family Nurse Practitioners, Nursing Administration, Community Public Health Nursing and entry level MSN
- San Jose State - Nurse Educator, Nurse Administrator, and Nurse Informaticist.
- Sonoma State - Family Nurse Practitioner

Public university graduate programs are also offered at UCSF in San Francisco which offers multiple graduate nursing programs. However, UCSF is located in San Francisco, not the East Bay area of Alameda County or Contra Costa County.

Several private universities in the local area offer graduate nursing degree programs including:

- Dominican University in Marin County – Clinical Nurse Specialist, Public Health Nurse
- Holy Names in Oakland - Family Nurse Practitioner and MSN/MBA
- Samuel Merritt in Oakland - FNP, DNP, CRNA, Case Management,
- University of San Francisco in San Francisco – multiple graduate program options

The CSUEB MSN degree program will provide a public locally based education opportunity directly available to working nurses in the East Bay at an affordable cost. While private graduate programs in nursing are available, no public programs are located in the East Bay region which services a growing population. Cost analysis indicates the annual tuition cost for private university graduate nursing education in the East Bay ranges from \$30,000-\$60,000 as compared to an estimated \$8,000 at CSUEB. The CSUEB MSN degree program is needed in the East Bay community to provide an economically affordable opportunity for advanced nursing education.

The CSUEB MSN degree program will have potential to attract a diverse multicultural student population from the East Bay as is reflected in the undergraduate student body and will enhance accessibility to leadership in nursing and nursing education for this diverse multicultural population. The anticipated multimodal format of delivery will increase accessibility for working students and distance students. This graduate program will provide seamless academic progression from RN to BSN

to MS in Nursing within the CSUEB system providing service and opportunity to the immediate community as well as students from outside this geographic community.

- **Anticipated student demand year 1_25 students__;** **year 3_ 30 Students__;** **year 5__40 students__;** **year 10__50 students__**

The anticipated student demand is based on the needs assessment conducted in Fall 2014. A needs assessment survey was distributed to current students, alumni of the past five years, and key community stakeholders including advisory board members and area nursing leaders. Over 1000 surveys were distributed, with a return of 427 students and alumni and 64 community stakeholders (return rate of approximately 50%). Of the student and alumni respondents, 92.5% (395) indicated interest in attending a CSUEB graduate program. Of the key community stakeholders 91% (58) indicated colleagues and employees would be interested in attending CSUEB Master's in Nursing Degree Program. This overwhelmingly positive response indicates the need for public graduate nursing education in the East Bay, and specifically interest in a graduate program offered by CSUEB.

In addition to local need and interest, national nursing initiatives are directed toward increasing the numbers of nurses with advanced degrees to meet the healthcare needs of the future (IOM 2010). The need for advanced education for nurses will increase in the next 10 years, as will the need for nurse educators to prepare nurses for the need.

- **Estimated workforce demands and employment opportunities for graduates**

The workforce demands and employment opportunities are projected to be exceptionally strong for Nurse Educators and Nurse Administrators nationally as well as in California, and specifically the East Bay metro area. Additionally, the workforce demands for Registered Nurses are projected to be exceptionally strong, further supporting the need for nurse educators to provide education for future Registered Nurses. As the workforce demands for Registered Nurses increases, the need for nurse educators with MSN degrees to serve as faculty and clinical instructors will increase. Expansion of the Registered Nurse workforce needs will require an increase in nurse administrators and leaders for supervision in the workplace. The labor reports predict a "much faster than average" growth rate for both nurse educators and healthcare managers. (Data specific to nurse administrators or managers were not available but can be considered as included in and congruent with the projections for healthcare managers).

Nurse Educators

Median wage: (2013) \$ 65,940 annually

Employment: 63,000 employees

Projected growth: (2012-2022) Much faster than average (22% or higher)

Projected job openings: 36,900 employees

(U.S. Department of Labor, 2014)

<http://www.onetonline.org/link/summary/25-1072.00>

Healthcare managers:

Median wage: (2013) \$43.72 hourly; \$90,940 annually

Employment (2013): 316,000

Projected growth: (2012-2022) Much faster than average (22% or higher)

Projected job openings: (2012-2022) 149,900

(U.S. Department of Labor, 2014)

<http://www.onetonline.org/link/summary/25-1072.00>

California Registered Nurses

Median wage: (2013) \$43.06 hourly, \$89,570 annually

Employment (2013) 251,800

Projected growth: (2013) Much faster than average (21.6%)

Projected job openings: 54,300 new jobs, total of 306,100.

(EDD Healthcare in CA, 2014)

http://www.labormarketinfo.edd.ca.gov/Health_Care_in_California.html

- **Other relevant societal needs**

National healthcare initiatives are creating a need for advanced preparation for nurses. The IOM report of 2010 detailed the need for increasing the numbers of nurses with advanced preparation. Statewide initiatives have been working to respond to this national mandate. The implementation of the Affordable Care Act is expected to expand the role of nurses and create need for advanced education.

Locally and nationally, a shortage of nurse educators and administrators is evident. A MSN in education or leadership and administration will address this shortage. The nursing workforce is aging and reportedly more than 30% of the nursing workforce will reach retirement age in the next 10 years. Over half of the RNs hired between now and 2020 will be replacement for retiring nurses (California Dept of Labor, 2014). Nursing educators and administrators are needed to address the anticipated shortage in the nursing workforce.

- An assessment of the required/anticipated resources needed and a campus commitment to allocating those resources (or possible changes to current resources, including library collections). If no new resources are requested, provide justification/explanation.

The development of the MSN program will initially require the equivalent of 1.5 FTEs to teach the 48 semester units (18 core units and 30 specialty track units) which will be offered in the two year sequence and also to provide program coordination. The program will be structured in student cohorts with each course available one time per year. The department anticipates that faculty will teach in both the undergraduate and graduate programs. The current department nursing faculty include sufficient faculty with doctoral degrees and expertise to meet the needs of the proposed program. The equivalent of 1.5 FTE is needed in response to the added units. Administrative support equivalent to a .5 position would also be requested.

No additional resources are anticipated to be needed for facilities, library resources, equipment or technology.

- And, as applicable:
 - If the projection is a pilot program, also list the academic years during which the program will operate in pilot status. (Pilot programs are rarely (if ever) done at CSUEB. Contact the AVP, Academic Programs if you have questions about this).
 - If the projected program is now offered as an option, concentration, or emphasis, provide a brief rationale for elevation to a full degree program.
 - For new degree programs that are not commonly offered as a bachelor's or master's degree, please provide a compelling rationale explaining how the proposed subject area constitutes a

coherent, integrated degree program that has potential value to students and meets CSU requirements for an academic program at the undergraduate or graduate level. New bachelor's degrees should be as enduring as possible in content and title. Breadth is the hallmark of bachelor's degrees, and more narrow specialization occurs at the master's level.

- If a discontinuation is reported to us for the first time, please confirm that all campus and system-level policies regarding discontinuation have been followed.
- If it is interdisciplinary in nature, please note involvement by other departments and faculty.
- Consultation with other affected departments *prior* to submission to the college and posting to the Curriculum Sharepoint site. Indicate departments consulted and whether or not objections were raised. Describe objections or concerns.
- Additional comments or issues

Department Chair signature (indicating approval by the department faculty)

Chair: Lynn Van Hofwegen Date: 1/12/2015

Dean's signature (indicating approval by the college curriculum committee and acknowledgement of resource implications)

(Associate) Dean: Alan Monat Date: 1/23/2015



Proposed MSN Program in Nursing

Program Objectives: To prepare nurses from our diverse, multicultural community to be effective nurse educators or administrators in a variety of educational or clinical settings.

Track: Nursing Education

	Fall	Spring
1st Year MSN	*N620: Theoretical Foundations of Nursing Practice 3u *N621: Bioinformatics 3u *N622: Advanced Research Methodology 3u	*N623: Epidemiology of Health Promotion, Disease Prevention & Social Disparities 3u #N625: Advanced Health Assessment, Pathophysiology & Pharmacology 3u #N626: Advanced Health Assessment, Pathophysiology & Pharmacology 3u
2nd Year MSN	*N624: Advanced Nursing Issues Policy, Finance, Legal & Ethical 3u #N627: Curriculum Development & Evaluation 3u #N628: Instructional Methods In Nursing Education 3u	#N695: Practicum in Classroom & Clinical Instruction 3u *N691: Comprehensive Exam/Thesis 3u

Track: Nursing Leadership & Administration

	Fall	Spring
1st Year MSN	*N620: Theoretical Foundations of Nursing Practice 3u *N621: Bioinformatics 3u *N622: Advanced Research Methodology 3u	*N623: Epidemiology of Health Promotion, Disease Prevention & Social Disparities 3u #N630: Quality Assurance & Patient Safety 3u #631 Leadership Role, Influence and Change 3u
2nd Year MSN	*N6204: Advanced Nursing Issues Policy, Finance, Legal & Ethical 3u #N632: Organizational Systems & Finance Management 3u #N633: Leadership & Human Resources Management 3u	#N695: Practicum in Nursing Administration 3u *N691: Comprehensive Exam/Thesis 3u

*A Core Graduate Nursing Course

#A Graduate Nursing Course in Nursing Education Track or Nursing Leadership & Administration Track