

**MEMORANDUM**

**To:** Board of Regents

**From:** Board Office

**Subject:** Proposal for a Master's in Nursing and Healthcare Practice in the College of Nursing at the University of Iowa

**Date:** June 10, 2002

**Recommended Action:** Approve the University of Iowa's proposal to establish a Master's in Nursing and Healthcare Practice in the College of Nursing.

**Executive Summary:** The University of Iowa is requesting approval for a Master's in Nursing and Healthcare Practice in the College of Nursing.

**Nursing Shortage** According to state and national data, there is a severe nursing shortage, especially in hospital nursing, in the state and in the country that shows no signs of abating. The proposed program is expected to generate 64-72 professional nurses each year.

**Special Initiative** The College of Nursing proposes a special initiative to expand the nursing workforce in the state of Iowa by enabling individuals who possess undergraduate and/or graduate degrees in other fields and who have taken the necessary prerequisites to earn a professional master's degree in nursing in 15 months. The Master's in Nursing and Healthcare Practice will likely increase the production of highly qualified, entry-level nurses in a shorter period of time. This program of study combines coursework with practical experience, followed by a comprehensive internship at the University of Iowa Hospitals and Clinics.

**Not Duplicative** There are a number of basic nursing programs as well as graduate programs in nursing throughout the state. However, currently, no other professional nursing master's program exists in Iowa. To date, there is only one other professional master's degree program in the United States at DePaul University in Chicago.

**Interinstitutional and Board Office Review** The Interinstitutional Committee on Educational Coordination (ICEC) and the Board Office have reviewed this request and are recommending approval.

**Submission to ICCPHSE** No objections were raised when this proposal was submitted to the Iowa Coordinating Council for Post-High School Education (ICCPHSE).

**Link to Strategic Plan:**

This effort is part of the institutional activities which help the Board of Regents achieve its objective to improve access to the Regent institutions as stated in its Strategic Plan:

KRA 2.0.0.0 Provide access to educational, research, and service opportunities within the missions of the Regent institutions.

Objective 2.2.2.0 Evaluate annually and, where appropriate, make recommendations to meet relevant educational and service needs of the state.

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**Background:**

As a result of advances in medical science that have extended life spans, many individuals live with chronic illnesses that require comprehensive health care management. Furthermore, the health problems that result from global migration and socio-economic dislocations continue to increase. These and other trends have resulted in an increased need for qualified nurses who can engage in sophisticated health management and clinical decision-making.

However, the availability of nurses is becoming increasingly strained – the average age of registered nurses is 44 years and applications to collegiate-based nursing programs have decreased by 25% in four years.

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**Analysis:**

The Master's in Nursing and Healthcare Practice will prepare post-baccalaureate degree students for beginning careers in health care and for eligibility to take the national licensing exam in nursing (NCLEX).

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**Cost**

The costs for the proposed program are projected to be \$78,374 for the first year, \$280,337 for the second year, and \$510,760 for the third year. The additional resources that are needed are for faculty, teaching assistants, brochures, ads, mailings, travel, and, eventually, staff to support the operations and recruitment of the program. The resources for this program will be provided by the tuition and fees generated from students enrolled in the program.

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**Regent Program Review Questions**

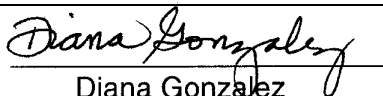
Attached is a copy of the University's responses to the Regent New Program Review Questions (pgs. 3-10).

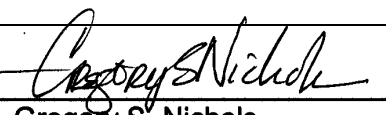
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**Recommendation**

Approve the University of Iowa's proposal to establish a Master's in Nursing and Healthcare Practice in the College of Nursing.

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Diana Gonzalez  
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Approved:   
Gregory S. Nichols

**All new or expanded programs being submitted to the Board of Regents should include, along with the complete original institution internal approval documents, a complete response to the following program review questions. For proposed minors, questions 3 and 4 may be omitted, but additional resource needs should be reported.**

## **THE UNIVERSITY OF IOWA**

### **COLLEGE OF NURSING**

#### **New Program**

#### **Master's in Nursing and Healthcare**

##### **1. Need**

- a. How will this proposed program further the educational and curriculum needs of the students in this discipline?**

Nurse educators face a rapidly changing health care setting, shifting student and patient demographics, an explosion of technology, and the globalization of health care. Major socioeconomic factors and professional issues unique to nursing are also driving transformations that are taking place in nursing and nursing education. Added to these issues is the current nursing shortage, creating pressure to produce nurses at a faster rate. Thus, extraordinary challenges and opportunities are available to the nursing profession and to academic institutions responsible for preparing the next generation of nurses. The proposed new program will address these issues.

The Master's in Nursing and Healthcare Practice will prepare post-bachelors' degree students for beginning careers in health care and eligibility to sit for the national licensing exam in nursing (NCLEX). This is not the graduate Master's degree such as the Master of Arts (M.A.) degree or Master of Science (M.S.) degree that requires mastery of methodologies and practices of research and scholarship of the discipline. Rather, the Professional Master's degree provides knowledge, perspectives, and skills required for professional practice. This is consistent with the policy statement of the Council of Graduate Schools (1996): "Master's degree programs fall into one of two general categories. 1) Research or discipline-oriented programs designed to prepare students for scholarly or research activity directed toward the acquisition of new knowledge. 2) Practice-oriented or professional programs designed to prepare students for professional practice directed mainly toward the application or transmission of existing knowledge" (p. 4).

The current College of Nursing baccalaureate program does not meet the special needs of second-degree students. They are forced to spend 5-6 semesters to complete the undergraduate program. This is wasted time not only for the student but also for the health care system that needs new graduates. This accelerated program would provide a way to attract more second-degree students and offer them a more challenging program in keeping with older students, credit for their previous education, and a speedier graduation rate. As such it will provide a sophisticated and intensive program of study that builds on, rather than repeats, an undergraduate degree in another field.

Finally, the program provides an excellent career migration for graduating seniors with baccalaureate degrees from a variety of fields, particularly psychology, biology and the social sciences, in which career options at the bachelor's level are limited.

Several advantages exist for providing this type of program:

- 1) The nursing profession and health care will benefit from more mature and competitive graduates who are more likely to remain in Iowa.
- 2) The program is consistent with the movement toward differentiated practice that is based on education, and with current discussions being held among education and practice leaders in nursing at the national level.
- 3) Applicants who already have degrees in other fields comprise the fastest growing applicant pool to nursing programs nationwide that is expected to exceed that of the traditional high school graduates within the next ten years. Several nursing programs already have identified this target group and developed programs leading to a second bachelor's. The University of Iowa College of Nursing would be one of the first to offer an entry-level professional master's for bachelor's prepared applicants.
- 4) The program will provide the basic foundation necessary to pursue advanced degrees in nursing, i.e., academic masters in nursing administration and advanced practice and subsequently, doctoral education in nursing.
- 5) Health care agencies need and can only benefit from more sophisticated health care providers who can work in a complex environment.

**b. How does it further the educational and curriculum needs of other units in the college or university?**

This program will interface well with all other educational programs in the College of Nursing. It will promote preparation for and progression to advanced nursing degrees. Students in this program will also be in some courses with regular baccalaureate students where discussions and courses will be greatly enhanced by a variety of backgrounds and experiences.

This program will permit even a greater interface with other units in the University. It will provide for increased dialogue, particularly with the College of Liberal Arts and Sciences, relative to the opportunity for students progressing toward a baccalaureate degree in a variety of fields to enter this accelerated program. Students will have advanced information about courses that serve as prerequisites to admission. In addition, there may be opportunities for shared courses between the two colleges.

2. a. **What programs in this field of study are available in other colleges and universities in Iowa?**

The following are the types and numbers of nursing education programs available in other colleges and universities in Iowa:

**Graduate Programs in Nursing**

Doctoral (1): The University of Iowa College of Nursing

Masters (5): The University of Iowa College of Nursing; Allen College; Drake University; Clarke College; Graceland University

**Advanced Practice Programs in Nursing**

Post-Masters Certificate (5): The University of Iowa College of Nursing; Drake University; Clarke College; Allen College; Graceland University

**Basic Nursing Programs**

Baccalaureate (14): The University of Iowa College of Nursing; Coe College; Mount Mercy College; Allen College; Grandview College; Luther College; Briar Cliff University; Iowa Wesleyan College; St. Ambrose University; Clarke College; Morningside College; Mercy College of Health Sciences; Graceland University

**NOTE: Currently no other Master's in Nursing and Healthcare Program exists in Iowa.**

b. **With what representatives of these programs have you consulted in developing this proposal? Provide a summary of the reactions of each institution consulted. (The complete text of responses should be included.)**

Dean Melanie Dreher presented the Master's program at the November 8th meeting of the Iowa Association of Colleges of Nursing (IACN). The Deans of the baccalaureate and higher degree nursing programs comprise the membership of this organization. Dean Dreher explained this innovative educational program, provided handouts which thoroughly explained the program (rationale, prerequisites, curriculum, course descriptions) and engaged in a lengthy dialogue about the merits of such a program. The group unanimously voiced support for the program and asked that updates be given at future meetings. In addition, several Deans expressed interest in the possibility of such a program for their own institutions. They indicated that they would be carefully following the progress of this program at The University of Iowa College of Nursing.

Frequent discussions were also held with administrators and faculty of the College of Nursing, the clinical directors at The University of Iowa Hospitals and Clinics, The University of Iowa central administration, the executive director of the Iowa Nurses Association, and the Iowa Board of Nursing. In all instances, enthusiastic comments and support for moving ahead with the program were received.

A statement of intent to implement a Master's Program that leads to a degree in nursing and eligibility to apply for RN licensure in Iowa by examination was presented to the Iowa Board of Nursing on September 21, 2001. The Board accepted the statement of intent and suggested several areas in which clarification needed to occur. At the February 28, 2002 meeting of the Board of Nursing the Master's was presented in its entirety. The board unanimously granted interim approval to the Master's Degree Program in Nursing and Healthcare Practice for implementation in January 2003. "Interim approval shall continue until the board reviews the program following graduation of the first class and submission of NCLEX results." This interim approval status is typical of all approved new programs. (See Appendix A: Letter from the Iowa Board of Nursing)

- c. In what ways is this proposed program similar to those mentioned in 2a? In what ways is it different or does it have a different emphasis? (In describing program similarities and differences, consider such factors as curriculum, prospective student groups to be served, and career or other types of goals to be emphasized.)**

This program is similar to those mentioned in 2a in that it leads to initial RN licensure by examination. Consequently, the curriculum provides all necessary theory and clinical practice required by the State of Iowa and necessary for successful passage of the NCLEX exam.

The program differs in several ways, as previously indicated:

Enables individuals who possess undergraduate and/or graduate degrees in other fields to earn a professional master's degree in nursing in 15 months.

Provides a sophisticated and intensive program of study that builds on, rather than repeats, an undergraduate degree in another field.

Students must be full time.

Courses in the humanities, physical, social and behavioral sciences serve as the foundation and support of the nursing major.

Provides comprehensive clinical exposure by engaging students in nursing practice during all shifts, weekends, and holidays, on a work-study basis.

Provides a career migration for graduating seniors with baccalaureate degrees from a variety of fields.

- d. How does the proposed program supplement the current programs available? (In some instances, this question should go beyond how the program will supplement others within the state. If the justification for the program involves special regional or national needs, a description of existing programs within the region or the nation and the relation of the proposed program to these should be provided.)**

In 1999 the American Association of Colleges of Nursing (AACN) established a task force on nursing education and regulation to explore the feasibility of post-bachelors entry into professional practice, consistent with other health professions. While it has not completed

its deliberations, the task force membership has been regularly appraised of the progress of what is becoming known as the "Iowa Model." The leadership of AACN has given its full endorsement to the Iowa Professional Masters, its rationale and curriculum, and are extremely enthusiastic about its possibilities not only for stemming the current nursing shortage, but for its long term value in reconfiguring the nursing profession to make it an attractive career option for college graduates. Thus far De Paul College has moved forward and opened such a program. It is our understanding that Iowa would be second; the University of Missouri and the University of San Francisco are in the planning stages as is Grandview College in Des Moines.

- e. Has the possibility of some kind of inter-institutional program or other cooperative effort been explored? What are the results of this study? (Consider not only the possibility of a formally established inter-institutional program, but also how special resources at other institutions might be used on a cooperative basis in implementing the proposed program solely at your institution.)**

The program will be implemented with the support and collaboration of The University of Iowa Hospitals and Clinics where students will complete their fourth semester internships on a full time basis. This internship will prepare students for leadership roles in the clinical management of patients and families.

- f. Please list the Iowa institutions in which articulation agreements are being developed for the proposed program (NOTE: This applies only to community college degree programs which may transfer students to this program.) N/A**
- g. Please provide the Classification of Instructional Program (CIP) Code for the proposed program.**

51.1699

**3. Please estimate the enrollment in this program for the next five years as follows:**

	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
<b>a. Undergraduate</b>					
Majors	16	32	48	64	80
Nonmajors					
<b>b. Graduate</b>					
Majors					
Nonmajors					

**c. On what basis were these estimates made?**

If approved and supported, the first class of 16 students will be admitted in January 2003. Given the national trends in enrollment, it is anticipated that admissions to this program will increase each year by 16 until a goal of 64 students per year is achieved in year four. We anticipate that this program is likely to take some of the pressure off the basic degree applicant pool as well, since the post bachelor's degree applicants compete so favorably in the existing applicant pools and many qualified basic applicants are turned down. With

the institution of this program, it will be possible to maintain the enrollment in the basic program while increasing the admissions to the Professional Master's Program. Ultimately, the popularity of this program may result in a shifting of the applicant pool enrollment from the basic program to the Professional Master's program. If this becomes the case, enrollment in the Professional Master's program will increase and compensate for the possibly decreasing admission to the bachelor's program, holding enrollment steady.

**d. What are the anticipated sources of these students? (For example, persons currently enrolled in other programs within the institution; persons currently attending other institutions, in state or out of state; persons not currently enrolled in institutions of higher education.)**

Students will be drawn from in state and out-of-state due to the attractiveness of the program for those with baccalaureate degrees. They will include students from The University of Iowa who will receive their initial degrees in other departments. Approximately 75 inquiries from potential students have been received. This is remarkable in that no formal announcement or marketing has occurred.

**4. Please provide any available data or information on employment opportunities available to graduates of this program in Iowa and nationally. (Such information is available from U.S. government labor sources as well as many professional associations.)**

The growing nursing shortage will soon reach critical proportions. Today, facilities are having problems meeting patient care needs. A fundamental shift has occurred in the Registered Nurse (RN) workforce over the last two decades. As occupational opportunities for young women have expanded, and the working conditions for nurses have deteriorated, the number of young people entering nursing has declined. The Bureau of Labor Statistics estimates that there will be openings for more than one million nursing positions between now and 2010. At the same time, the aging of the U.S. population—led by the retirement of the baby boom generation—is expected to cause an increase in demand for nursing services. Already the nursing shortage has been tied to changes in patient care, causing emergency department overcrowding, diversions, increased wait times for surgery, discontinued patient care programs or reduced service hours, delayed discharges, and canceled surgeries. Patient care will continue to suffer as the shortage worsens. Current projections show that the number of RNs per capita will fall 20 percent below requirements by the year 2020—in part because young people are not entering the nursing profession in the numbers they once were. In addition, an increasing number of nurses are leaving the profession as a result of serious problems in the workplace, including the use of mandatory overtime. The shortage is also being fueled by the rapid aging of the RN workforce.

There is no doubt that graduates of this program will find employment opportunities available in Iowa as well as nationally.



**5. Are there accreditation standards for this program? (Please provide a copy of the accreditation standards.)**

**a. What is the accreditation organization?**

All academic programs in the College of Nursing are subject to periodic review by the following organizations:

- 1) The Commission on Collegiate Nursing Education (CCNE). All undergraduate and graduate nursing programs were reviewed by this body in March 1999. Accreditation was granted for a term of 10 years, extending to December 21, 2009. As part of the accreditation process, a continuous improvement progress report will be due on June 20, 2003.
- 2) The Iowa Board of Nursing. At the February 28, 2002 meeting of the Board of Nursing, the Professional Master's in Nursing & Healthcare Practice was given interim approval. This interim approval status is typical of all approved new programs.

**b. What accreditation timetable is anticipated?**

This program will follow the exact timetable of all College of Nursing academic programs. Accreditation review process will not occur again until 2009. The College of Nursing has just undergone a review and site visit by the Iowa Board of Nursing. This type of review will not occur again until 2008.

**6. Does the proposed program meet minimum national standards for the program, e.g., Council of Graduate Schools or other such bodies?**

The proposed program meets all minimum national standards as identified by the Iowa Board of Nursing and the CCNE accrediting body.

**7. Please report any reactions of the Iowa Coordinating Council for Post-High School Education.**

This program has been submitted to the Iowa Coordinating Council for Post-High School Education; no objections were raised.

Additional Resource Needs

- 1. Please estimate the probable marginal increases in expenditures that may be necessary as a result of the adoption of this program for the next three years.**

Estimated (incremental) costs

	First Year	Second Year	Third Year
<b>a. Faculty</b>	\$63,334	\$200,557	\$337,780
<b>b. Graduate Assistants</b>	0	0	38,000
<b>c. General Expense</b>	4,800	4,100	4,100
<b>d. Equipment</b>	0	0	0
<b>e. Library Resources</b>	0	0	0
<b>f. New Space Needs</b> (Estimate amount and cost of new and/or remodeled space.)	0	0	0
<b>g. Computer use</b>	0	0	0
<b>h. Other resources</b>			
Student Financial Aid	10,240	49,280	78,080
P & S Staff	0	26,400	52,800
<b>TOTAL</b>	<b>\$78,374</b>	<b>\$280,337</b>	<b>\$510,760</b>

- 3. Describe the nature and justification for the additional resource needs.**

This program is designed to be self-supporting. As a self-supporting program, the additional resources that are needed are funds to pay for faculty, teaching assistants, brochures, ads, mailings, travel, and eventually staff to support the operations and recruitment of the program.

- 4. How is it anticipated that the additional resource needs will be provided? (For programs planning to use external grants, what would be the effect of the grant termination?)**

The resources for this program will be provided for with the tuition and surcharge that will be generated from students enrolled in this program.