

**New Program Proposal  
Master of Science in Nursing/Nurse Educator  
Francis Marion University**

**Summary**

Francis Marion University requests approval to offer a program leading to the Master of Science in Nursing/Nurse Educator degree to be implemented in January 2013. The proposed program is to be offered through blended instruction on campus.

The Program Planning Summary was submitted to the Commission on May 12, 2011, and reviewed and voted upon favorably without substantive comment by the Advisory Committee on Academic Programs on October 13, 2011. The Francis Marion University Board of Trustees approved the proposal on March 4, 2012, and the full proposal was received by the Commission on May 15, 2012.

According to the proposal, the proposed program will address the serious issue of the declining number of educators teaching nursing students by increasing the number of Master's prepared nurses with the advanced knowledge, skills, and abilities needed to bring expert nursing education to the state's colleges and universities and health care organizations. The proposal further notes that the proposed program will prepare nurse educators in the essential competencies of nursing education by providing courses in pedagogy, curriculum, and evaluation, and will also address the learning needs of today's diverse learners by providing graduate courses from the University's School of Education. As a result, graduates of the proposed program will receive instruction in teaching/learning theory, teaching diverse learners, classroom management, curriculum design, evaluative strategies, program development, learning outcomes, clinical and simulation experiences, and the use of evidence-based educational practice.

According to the *Occupational Outlook Handbook* of the Bureau of Labor Statistics, the employment of nurses is expected to increase by 22% from 2010-2020, which is greater than the average for all occupations. However, the proposal cites a 2009 report of the American Association of Colleges of Nursing which states that nursing schools in the U.S. turned away 50,000 qualified applicants to baccalaureate and graduate nursing programs in 2008 due to a shortage of nurse educators. The proposal also cites a survey on vacant nursing faculty positions for the 2009-2010 academic year, which showed that 17 % of the respondents had faculty vacancies and another 21% had no vacancies, but needed more faculty (56% of 554 surveyed responded). The proposal also references a 2011 report by the National League for Nursing that states that between 2006 and 2009, the percentage of full-time nurse educators over the age of 60 grew from 9% to 16% and that overall 57% of part-time and 76% of full-time faculty were over the age of 45 years in 2009.

The proposal also identifies another concern as the lack of diversity among nursing faculty and states the University is in a demographic area that will lend itself to the recruitment of African American students in nursing education. The proposal also notes that the proposed program is identified as the top priority of the Pee Dee Health Education Partnership, a consortium that includes Francis Marion University, the University of South Carolina, McLeod Health, and Carolinas Hospital System. In addition, the proposal also cites an institutional survey of nurses in the Pee Dee region which showed that of one hundred eighty respondents, 72% stated that they wanted to pursue a Master of Science in Nursing. The categories of study

preferred by the survey participants were nurse practitioner, nurse educator, and clinical nurse expert.

Presently, Clemson University, the University of South Carolina (USC), and the Medical University of South Carolina (MUSC) offer Master of Science in Nursing (MSN) programs similar to the proposed program. However, the proposal states that these programs are inaccessible to nurses living and working in the region because of the travel distances involved. The proposal also notes that while proprietary institutions such as the University of Phoenix, South University, and Walden University offer online MSN degrees, these programs can be very expensive and rely on students to find local preceptors to provide them with hands-on experience.

The proposal states that the institution anticipates enrolling 12 new students (6 FTE) in the proposed program the first year, and increasing enrollment to approximately 24 students (36 FTE) by the third year and thereafter. If enrollment and program completion projections are met, the proposed program will meet the Commission's productivity standards.

Admission to the proposed program will require that students meet the graduate admissions requirements of the University and possess a current license to practice nursing in South Carolina or other National Council of State Boards of Nursing (NCSBN) Nurse Licensure Compact state; pass a criminal background check and drug screen; have appropriate Immunizations; and earn American Heart Association CPR certification at the health care provider level prior to the start of classes.

The proposed program consists of 36 graduate credit hours, including 12 credit hours of nursing core courses, 19 credit hours of direct care core courses, and 24 hours in functional area (nurse educator) content. The program also includes 270 practicum hours with both academic and clinical nurse educators. The proposal also notes that the proposed program will prepare students for doctoral programs in nursing. Five new courses will be added to the institution's course catalog, including: APRN 604 Teaching and Learning in Nursing; APRN 605 Curriculum Development and Program Evaluation; APRN 708 Academic Practicum; APRN 709 Clinical Practicum; and APRN 710 Education Capstone Seminar.

The proposal also states that the proposed program will seek accreditation from the National League for Nursing (NLN) Accrediting Commission and will apply for candidacy during the semester that produces the first graduates. The curriculum for the proposed program is based on the NLN's *Core Competencies for Graduates of Master's Programs* and graduates will be fully qualified for becoming credentialed as a Certified Nurse Educator by the NLN after two years of teaching.

The proposal states that the University plans to hire two new faculty and one administrative assistant for the proposed program. The proposal states that no physical plant or significant equipment needs are anticipated for the proposed program because the Dr. Frank B. Lee nursing education building will provide adequate space for the proposed program and the nursing building is equipped with state of the art audiovisual equipment and a simulation laboratory. According to the proposal, library resources are sufficient because the library currently houses a collection of 9,079 volumes representing 7,534 titles in the Medicine/Nursing subject area; as a result, the budget includes \$1,000 a year for library resources. In addition, students have access to materials through the Partnership Among South Carolina Academic Libraries (PASCAL). For example, as noted in the proposal, through PASCAL beginning in January 2010, Ovid Lippincott online was made accessible to faculty and students.

Costs and sources of financing identified by the institution for the proposed program are shown in the following table.

<b>ESTIMATED COSTS BY YEAR</b>						
<b>CATEGORY</b>	<b>1<sup>st</sup></b>	<b>2<sup>nd</sup></b>	<b>3<sup>rd</sup></b>	<b>4<sup>th</sup></b>	<b>5<sup>th</sup></b>	<b>TOTALS</b>
Program Administration						
Faculty Salaries		\$75,000	\$152,250	\$156,817.50	\$161,52.03	\$535,589.50
Graduate Assistants						
Clerical/Support Personnel		\$33,750	\$34,761.50	\$35,805.38	\$36,879.54	\$141,197.41
Supplies and Materials	\$2,500	\$5,000	\$5,000	\$5,000	\$5,000	\$22,500
Library Resources	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$5,000
Equipment						
Facilities						
Other (Marketing)						
<b>TOTALS</b>	<b>\$3,500</b>	<b>\$114,750</b>	<b>\$193,012.50</b>	<b>\$198,622.88</b>	<b>\$204,401.56</b>	<b>\$714,286.94</b>
<b>SOURCES OF FINANCING BY YEAR</b>						
Tuition Funding	\$237,978	\$245,117.34	\$252,470.86	\$260,044.99	\$267,846.34	\$1,263,457.52
Program-Specific Fees	\$6,246	\$6,433.38	\$6,626.38	\$6,825.17	\$7,029.93	\$33,160.86
State Funding						
Reallocation of Existing Funds						
Federal Funding						
Other Funding						
<b>TOTALS</b>	<b>\$244,224</b>	<b>\$251,550.72</b>	<b>\$259,097.24</b>	<b>\$266,870.16</b>	<b>\$274,876.26</b>	<b>\$1,296,618.38</b>

These data show that if the institution meets the projected student enrollments and contains costs as they are shown in the proposal, the proposed program will be able to cover costs beginning in the first year and thereafter. In response to a staff inquiry about the costs and sources of financing of the program, especially given the resources needed to support a nursing program, University representatives stated that that the proposed program will share courses, faculty, and other resources with the recently approved MSN/Family Nurse Practitioner program. The proposed program will also draw on the existing resources of the FMU School of Education, which will offer three graduate Education courses that are part of the MSN/Nurse Educator curriculum.

In summary, Francis Marion University requests approval to offer the program leading to the Master of Science in Nursing/Nurse Educator degree. The proposed program will increase the number of nurse educators who possess the knowledge, skills, and abilities needed to provide high quality instruction in the Pee Dee region and the state.

### **Recommendation**

The staff recommends that the Committee on Academic Affairs and Licensing commend favorably to the Commission the program leading to the Master of Science in Nursing/Nurse Educator degree at Francis Marion University, to be implemented in January 2013, provided that no additional “unique cost” or other special state funding be required or requested.