

DATE: July 17, 2003

SUBJECT: University of Memphis, Masters of Science in Nursing

ACTION RECOMMENDED: Approval

BACKGROUND INFORMATION: Approximately one-half of the nursing faculty in Tennessee will be retiring within five years. In 1999, the Tennessee Nurses' Association House of Delegates passed a unanimous resolution requesting the development of graduate education in nursing at all Board of Regents universities that currently have baccalaureate nursing programs. In 2002, the Southern Regional Education Board (SREB) sent out a "red alert" of concerns for the worsening nursing faculty shortage in the southern states. The Commission held a forum that year to address the statewide issues that impact the nursing workforce.

The University of Memphis has been preparing for the proposed graduate program for several years by building the doctoral-prepared faculty, library resources, labs, equipment and clinical training sites. The proposed program has three concentrations, one of which will address the shortage of nurse educators in associate degree programs and increase the pool of master's prepared nurses available to pursue doctoral study. Additional concentrations that are proposed include Nursing Administration and Advanced Practice Nursing. The proposed M.S.N. will improve availability of health care, accessibility to graduate study in nursing, prepare nurses for graduate study, and advance the profession of nursing.

PROPOSED START-UP DATE: Upon approval

Commission staff reviewed this program proposal according to the academic standards adopted by the Commission on November 14, 2002. Each relevant standard is referenced below.

1.1.20A MISSION: The proposed program is consistent with the role and score of the university mission "to provide a stimulating academic environment for its students in an urban setting." The university, "through its research, teaching and outreach roles responds to individual needs, such as the support of health care and preventive health services."

1.1.20B CURRICULUM: The proposed program requires the completion of 36 to 47 semester hours. Twenty-nine (29) new courses were developed to complete the curriculum. The design of the curriculum is consistent with current trends that are prominent in nursing education, composed of theory/research core, nursing core, and advanced concentrations.

<u>Course Name</u>	<u>Credit Hours</u>
Major Field Core	15
Concentrations	21-29
Thesis (optional)	<u>3</u>
	39-47

1.1.20C ACADEMIC STANDARDS: Students applying to the program must meet the College's general requirements for admission, retention, and graduation as stated in the catalog. The Graduate Record Examination is not required if students have successfully completed the NCLEX (nursing licensing examination).

1.1.20D FACULTY: There are twelve (12) full-time faculty with earned doctoral degrees. All members of the faculty will apply for graduate faculty status upon approval of the proposed program. Additionally, there are seven masters prepared clinical faculty who will apply for affiliate status so they may teach clinical courses in the M.S.N.

1.1.20E LIBRARY RESOURCES: Library resources are adequate to support the proposed program.

1.1.20F ADMINISTRATION/ORGANIZATION: Dr. Toni Bargagliotti is the dean of the Loewenberg School of Nursing. Upon approval, a director will be appointed. The Associate Dean for Academic Programs will be accountable for the curriculum, staffing, and scheduling of the program.

1.1.20G SUPPORT RESOURCES: The School of Nursing has agreements with approximately twenty (20) external affiliations with hospitals, clinics and medical centers to provide clinical experiences for students.

1.1.20H FACILITIES/EQUIPMENT: Educational facilities and equipment are adequate to support the proposed program.

1.1.20I STUDENT AND EMPLOYER NEED AND DEMAND: The shortage of registered nurses in Memphis, the state of Tennessee, and across the nation continues to grow at an alarming rate. The American Hospital Association (2002) reported that 84 percent of all hospital chief executive officers indicated their greatest workforce shortage is of registered nurses. The U.S. Bureau of Labor (2002) anticipates a national shortage of one million registered nurses in the next six years. There have been shortages in the past; however, unlike previous cycles, this time the shortage is complicated by an aging nursing workforce, high degree of nursing dissatisfaction, and an accelerating demand for care by a large, aging population. The Tennessee Department of Health (2000) data concerning the number of master's prepared nurses by county identify a geographic disparity.

During interviews with seniors currently enrolled in the B.S.N. at the University of Memphis, most, if not all, expressed strong interest in the proposed M.S.N. According to the School of Nursing Dean and faculty, the most frequently asked question is "When will the U of M get a nursing graduate program?" Eight-five percent of all

graduates of the U of M undergraduate program in nursing have earned master's degrees from other institutions within four years.

1.1.20J NO UNNECESSARY DUPLICATION: There is a well documented shortage of nurses with master's degrees trained to teach in associate degree programs. There are no public institutions in West Tennessee that offer the M.S.N. with classroom instruction and no programs in Tennessee offer a nursing educator focus. Union University and the University of Pennsylvania offer the MSN in Shelby County, at considerable expense to students.

1.1.20K COOPERATING INSTITUTIONS: The School of Nursing will explore collaborative opportunities with The University of Tennessee Health Science Center.

1.1.20L DESEGREGATION: The creation of the proposed program will not impede the state's efforts to achieve racial diversity.

1.1.20M ASSESSMENT/EVALUATION AND ACCREDITATION: The proposed M.S.N. will seek accreditation by the National League for Nursing Accreditation Commission and the Collegiate Commission for Nursing. Accreditation will be sought on a timeframe that will ensure accreditation prior to graduating the first class of students. The undergraduate program (B.S.N.) is approved by the Tennessee Board of Nursing (TBN) and fully accredited and upon approval, the M.S.N will receive approval from the TBN.

1.1.20N GRADUATE PROGRAMS: The proposed program is based on the principles set forth by the Tennessee Council of Graduate Schools.

1.1.20O EXTERNAL JUDGMENT: On May 6-7, 2003, an external review was conducted by Dr. Eileen Zungolo, Dean of Nursing at Duquesne University in Pittsburgh, PA. In her final report, she commented that she "has no hesitation to endorse the full support for the proposed M.S.N, because the university has the intellectual resources, the commitment of faculty and the university administration, strong nursing leadership, and an enthusiastic nursing community. The curriculum design is broad based and consistent with other program designs across the country." Dr. Zungolo is the current president of the National League for Nursing Accreditation Commission and was selected by THEC and TBR staff.

1.1.20P COST/BENEFIT: The benefits of having a master's program to address the shortages of nursing faculty have well been documented. Half of the nursing faculty in Tennessee will be retiring within five years. Operating cost associated with the number of graduate students can be absorbed within the present budget. No additional costs are anticipated. The University of Memphis has been preparing for the proposed graduate program for several years. The LeBonheur HealthCare Foundation has endowed \$1 million in support of the proposed M.S.N.

Estimated enrollment and productivity:

Student Projections	FTE Enrollment	Graduates
Year 1	30	0
Year 2	40	20
Year 3	40	30
Year 4	40	30
Year 5	40	30

1.1.30 1.1.30 POST APPROVAL MONITORING: An annual performance review of the proposed program will be conducted for the first five years following approval. The review will be based on goals established in the approved program proposal. At the end of this period, campus, governing board, and Commission staff will perform a summative evaluation. The goals will include, but not be limited to enrollment and graduation numbers, program cost, progress toward accreditation, library acquisitions, student performance, and other goals set by the institution and agreed to by governing board and Commission staff. As a result of this evaluation, if the program is deficient, the Commission may recommend to the governing board that the program be terminated. Copies of such recommendation will be forwarded to the Education Committees of the General Assembly. The Commission may also choose to extend this period if additional time is needed and is requested by the governing board.