



ACADEMIC PROGRAM PROPOSAL FORM

(Revised: May 2019)

DIRECTIONS: Use this form when proposing a new major or primary field of study, new emphasis (BAS only), or new degree or certificate (30+ credits) program. For more detail on the NSHE program approval process, see the last page of this form.

DATE SUBMITTED: 04/22/2020

INSTITUTION: Truckee Meadows Community College

REQUEST TYPE:
☒ New Degree
☐ New Major or Primary Field of Study
☐ New Emphasis (BAS only)

Date of AAC Approval:
06-10-20

Date of Board Approval:

DEGREE: Check applicable box

- | | |
|---|--|
| <input type="checkbox"/> Certificate: 30+ Credits | <input type="checkbox"/> Associate of Arts (AA) |
| <input type="checkbox"/> Associate of Science (AS) | <input type="checkbox"/> AA/AS |
| <input type="checkbox"/> Associate of Applied Science (AAS) | <input type="checkbox"/> Bachelor of Applied Science (BAS) |
| <input type="checkbox"/> Bachelor of Arts (BA) | <input type="checkbox"/> Bachelor of Science (BS) |
| <input type="checkbox"/> Master of Science (MS) | <input type="checkbox"/> Master of Arts (MA) |
| <input type="checkbox"/> Doctor of Philosophy (Ph.D.) | <input checked="" type="checkbox"/> Other or Named Degree: <u>RN-BSN</u> |

MAJOR OR PRIMARY FIELD OF STUDY (i.e. Animal Science): Nursing

INCLUDED IN LAST NSHE PLANNING REPORT: ☒ Yes ☐ No

(Website for NSHE Planning Reports: <https://www.nevada.edu/ir/page.php?p=planning>)

TOTAL NUMBER OF CREDITS TO PROGRAM COMPLETION: 120

PROPOSED SEMESTER/TERM OF IMPLEMENTATION: Summer 2021

Action requested (specify full program title):

Approval of Registered Nurse to Bachelor of Science in Nursing (RN-BSN)

A. Brief description and purpose of proposed program. For proposed certificates (30+ credits), provide any existing degree or program under which the certificate falls.

The RN-BSN is a professional degree completion program designed for students wishing to continue their nursing education after completion of an associate degree in nursing. The RN-BSN degree will meet the needs of nurses wishing to advance their degrees. The TMCC RN-BSN will be aligned with the TMCC Associate Degree in Nursing.

The requirements of Title 4, Chapter 14, Section 9 have been met. This proposal was discussed at the Council of Presidents on January 15, 2020, and it was recommended that the program be presented

to the Health Sciences System Committee (HSSC) as an information item. The proposal was presented at the March 5, 2020, HSSC meeting prior to discussion and approval by the Academic Affairs Council on June 10, 2020.

B. Provide a list and description of institutionally approved expected student learning outcomes

Program Outcome 1. Synthesize knowledge of organizational and systems leadership and application of the nursing process to provide quality care and patient safety in the global environment.

Program Outcome 2. Evaluate current research to lead the interdisciplinary team in the provision of evidence-based nursing practice to improve application of the nursing process to improve individual and population health.

Program Outcome 3. Evaluate information management systems and patient care technologies to recommend improvements, mitigate error and support decision making and application of the nursing process for the delivery of quality nursing care.

Program Outcome 4. Synthesize professional nursing standards and application of the nursing process to communicate, guide, and evaluate the nursing practice of self and others.

C. Provide an institutionally approved plan for assessing student learning outcomes

Assessment of the degree and courses will be accomplished using guidelines established by the TMCC Assessment & Planning Office. The program will be assessed using the Program/Unit Review process, and nursing courses assessed every semester using course assessment process established at TMCC.

The data gathered will be shared with the faculty and incorporated into the program assessment protocol for evaluation of rigor and relevance to students, and the healthcare community. The assessment data will be shared with the Nursing advisory committee, faculty, and Dean on an annual basis. Input from students, graduates, and employers will be utilized to modify the program content and structure to drive changes to the degree in an effort to remain relevant to the community.

- The end of program student learning outcomes and course objectives will be derived from the organizing structure of the curriculum. The curriculum foundation will be based on the quality and safety education for nurses (QSEN) competencies, baccalaureate essentials and the nursing concepts that weave together to form the curriculum.
- Assessment of the end of program student learning outcomes will be based on discussion boards, written assignments, projects, and feedback from nursing capstone mentors.
- Student surveys will be conducted to determine relevance, strengths, and opportunities for improvement.
- All data gathered will be evaluated to ensure program goals are being met and meet the needs of the students and the healthcare industry.

D. Contribution and relationship of program objectives to

i. NSHE Master Plan / Strategic Goals

The TMCC RN-BSN will contribute to:

a. Access – *Increase participation in postsecondary education*

The TMCC online RN-BSN will serve nursing graduates who currently work in the healthcare field. The online flexibility will allow graduates to continue their work while

completing their baccalaureate degree. The RN-BSN will allow students to build on their existing knowledge.

b. Success – *Increase student success*

- The RN-BSN will create opportunity for students to advance their degree in a dynamic online environment completing coursework in 8-week blocks.

c. Close the Achievement Gap – *Close the achievement gap among underserved populations*

- The tuition and fee structure at the community college, the online course offerings, and the ability to advance their education while remaining employed during this degree will afford accessibility to a great number of students including those from lower-income backgrounds.
- Only 20% of our current ADN graduates are pursuing bachelor's level training, which is a significant gap compared to the national recommendations of 80%; this proposal is designed to reduce this gap.

d. Workforce – *Collaboratively address the challenges of the workforce and industry education needs of Nevada*

- The RN-BSN will promote access to higher education and will strengthen relationships with local healthcare facilities. The degree will contribute to a more educated and trained Nevada nursing workforce.
- A shortage of registered nurses is projected to spread across the country between 2009 and 2030 and is predicted to be most intense in the South and West of the United States, which includes Nevada.
- The TMCC RN-BSN will provide affordable access to quality higher education and increase the educational level of those in the nursing workforce.
- The TMCC RN-BSN is consistent with the move toward economically viable programs that utilize existing resources and faculty expertise within the institution.

e. Research – *Co-develop solutions to the critical issues facing 21st century Nevada and raise the overall research profile*

Nevada is currently one of the fastest growing states in the nation. With a high level of growth come exponential issues with municipal infrastructure, housing, workforce, education and environmental impacts, as well as social impacts of an increase in a culturally diverse population.

- The Institute of Medicine (IOM) recommended 80% of all nurses nationally should be at the bachelor-level by 2020. This will help improve patient outcomes overall.
- In 2018, 318 students graduated from Northern Nevada schools with a nursing degree. Of these, only 37% earned a BSN and passed the NCLEX-RN. All other students earned ADNs (Nevada State Board of Nursing, 2019).
- The TMCC RN-BSN will be offered in a dynamic online format keeping students engaged in coursework moving rapidly to completion.

ii. Institutional mission and core themes

Truckee Meadows Community College promotes student success, academic excellence and access to lifelong learning by supporting high-quality education and services within our diverse community. The college has recently added and continues to be committed to selected bachelor's degrees to fulfill specific workforce needs, encourages students to continue their education, and ultimately creates upward mobility within the workplace. This is in alignment with the Institute of Medicine's vision for 80% BSN nurses by 2020. The TMCC RN-BSN has been a part of the NSHE Planning Report since 2018.

Core Theme I: Student Success

- Objective 1: Improve successful completion of students' educational goals, including graduation, transfer, and CTEL completion.
 - The RN-BSN will offer students the opportunity to continue their education and then move on to graduate degrees within NSHE.
- Objective 3: Provide Student engagement opportunities that build interpersonal, intrapersonal, and practical skills.
 - The RN-BSN will be delivered in an online format with qualified faculty committed to providing a diverse and timely curriculum. Online curriculum resources will engage students with their peers and faculty. The curriculum will focus on leadership and increase opportunities for higher levels of educational experience.

Core Theme II: Academic Excellence

- Objective 1: Maintain and improve the quality of course, general education, and program offerings through systematic assessment and review.
 - Program courses and offerings will be data driven with assessment of need and effectiveness with each cohort.
- Objective 2: Offer high-quality programs that meet the workforce educational needs of our community.
 - The RN-BSN will focus on advancing the education of our graduates to increase quality of care and meet the IOM demand.
- Objective 3: Create a learning environment that promotes academic growth for a diverse student population.
 - The RN-BSN presents the opportunity for students to continue their education while working and is designed to respect cultural differences and enable the student to maintain family or other life obligations.
- Objective 4: Nurture and celebrate a culture of intellect and professional growth among faculty and staff.
 - The RN-BSN will allow current nursing faculty to expand their knowledge and use of skills as well as encourage other faculty to seek more advanced degrees.

Core Theme III: Access to Lifelong Learning

- Objective 1: Function as an Open Access institution.
- Objective 2: Cultivate a welcoming, safe, and inclusive environment.
- Objective 3: Encourage alumni to be persistent in their engagement with the institution.
 - Encourage past, current and future associate degree students to continue their education with TMCC.

Core Theme IV: Stewardship of Resources

- Objective 1: Optimize state-funded revenue
 - The RN-BSN will be delivered in an online format requiring no additional funding.
- Objective 2: Maintain and grow non-state-funded revenue streams
- Objective 3: Maintain or improve the effectiveness and efficiency of College operations

iii. Campus strategic plan and/or academic master plan

The RN-BSN degree will address the college mission by creating a pathway for graduates of an Associate program to advance within the profession by completion of a bachelor's degree. The RN-BSN will provide students with additional knowledge and a focus on leadership to meet the growing demands of healthcare.

iv. Other programs in the institution

The new TMCC RN-BSN program will align with the current TMCC Associate of Science Nursing degree. Students may be accepted into and begin the RN-BSN program during their second year of the ADN program.

v. Other related programs in the System

Other schools in the system that offer the RN-BSN include College of Southern Nevada, Great Basin College, Nevada State College, University of Nevada, Las Vegas, and University of Nevada, Reno. This proposal will expand options for students and will help to address the state-wide shortage in bachelor's level trained nurses.

E. Evaluation of need for the program

i. The need for the program and the data that provides evidence of that need

Very few TMCC Nursing graduates are completing RN to BSN degrees and very few are attending NSHE programs. Fifty-five TMCC Nursing graduates completed an RN to BSN from 2013-2018. Thirty of these completers earned their degrees at private or out-of-state institutions, 19 completed at UNR and 6 completed at Nevada State College. That is only 25 students completing at NSHE institutions over 5 years. More than 25 students started in these programs, but many did not finish. These ADN graduates are joining a statewide workforce where only 55% of current RNs are prepared at the bachelor's level or higher. We want to increase the educational attainment of TMCC nursing grads through an efficient, comfortable, and affordable pathway to keep them on track to complete their BSN without disrupting their current employment.

The TMCC RN to BSN program will increase options for students. Most TMCC students stay close to home, with fewer than 5% of TMCC graduates settling outside of Nevada. Our Nursing students are diverse and this program will increase the diversity of educational options in our state. The foundation is faculty support, connecting with students even while they are working on their ADNs, and building on established relationships so students have the confidence to take the next step in their education and understand the importance of doing so.

ii. Student population to be served

All of the current, past and future associate degree nursing students.

iii. Procedures used in arriving at the decision to offer the program

TMCC is responding to the national call by the IOM to increase the number of bachelor's prepared nurses in the profession. At some point the BSN may be the entry to practice and the TMCC RN-BSN will be an affordable, dynamic option for students wishing to continue their practice while increasing their education level.

iv. Organizational arrangements required within the institution to accommodate the program

This program will be offered online with no impact to the facility.

v. The timetable, with dates, for implementation steps

The program will begin summer 2021. Admission will be open to students who have already completed their associate degree and have a valid, current nursing license as well as current program students who have successfully completed their first year of the ADN nursing program.

vi. If this or a similar program already exists within the System, what is the justification for this addition

The TMCC RN-BSN program will focus on serving current, past and future associate degree students in an environment where they will be comfortable and are familiar with the college and the nursing faculty. Students will have the option to enroll during their final year of the associate degree nursing program. This dynamic option will allow students to complete the BSN much quicker than waiting until their associate degree graduation. The associate degree program is a concept-based curriculum and this concept focus is carried into the RN-BSN curriculum. In addition to the mandated requirements for bachelor's level coursework in nursing, including research and community health, the unique disciplinary focus of the proposed degree is developing leadership in nursing.

vii. Evidence of employment opportunities for graduates (state and national). Include information on institutional review of the need for the program based on data from the Nevada P-20 Workforce Research Data System

(https://www.nevada.edu/ir/strategic_plan.php?metric=spm4&mid=workforce_demand), including the supply/demand reports at <http://npwr.nv.gov/reports/student-completion-and-workforce-part-ii/>.

According to the data our Institutional Research Office collected on in-demand occupations, nursing is in great demand. There is a need for approximately 50% more registered nurses within the state than presently licensed, with over 1,000 positions needed.

In 2018, 318 students graduated from Northern Nevada schools with a nursing degree. Of these, only 37% earned a BSN and passed the NCLEX-RN. All other students earned ADNs (Nevada State Board of Nursing, 2019).

F. Detailed curriculum proposal

i. Representative course of study by year (options, courses to be used with/without modification; new courses to be developed)

Associate degree and general education requirements: 69-72 credits

Associate degree and general education requirement met upon completion of ADN programs

Associates - 1st semester

BIOL 190/190L: Introduction to Cell and Molecular Biology/Lab (Fast Track) (4 units)

BIOL 251: General Microbiology (Fast Track) (4 units)

ENG 101: Composition I (3 units)

MATH 126: Pre-calculus I (3 units)

Associates - 2nd semester

BIOL 223: Human Anatomy & Physiology I (Fast Track) (4 units)

BIOL 224: Human Anatomy & Physiology II (FastTrack) (4 units)

PSY 101: General Psychology (3 units)

ENG 102: Composition II (3 units)

Associates - 3rd semester

NURS 138: Nursing Care 1 (7 units)

NURS 142: Fundamentals of Pharmacology (2 units)

NURS 212: Cultural Aspects of Nursing Care (TMCC Diversity) (3 units)

Associates - 4th semester

NURS 170: Nursing Care 2 (7 units)

NURS 209: Principles of Pathophysiology (3 units)

Associates - 5th semester

Humanities (3 units)

NURS 202: Nursing Care 3 (7 units)

NURS 102: Professional Behaviors (2 units)

Associates - 6th semester

NURS 274: Nursing Care 4 (7 units)

Fine Arts (3 units)

RN-BSN 1st semester - 7th total semester (Summer)

*NURS 354: Transition to Baccalaureate Nursing Practice (2 credits)

RN-BSN 2nd semester - 8th total semester

NURS 330: Biostatistics (3 credits)

*NURS 394: Holistic Assessment in Professional Nursing (3 credits)

*NURS 395: Research & Evidence-Based Practice in Professional Nursing (4 credits)

*NURS 396: Dimensions of Professional Nursing (4 credits)

RN-BSN 3rd semester - 9th total semester

*NURS 478: Quality and Safety Education for Professional Nursing Practice (3 credits)

*NURS 479: Evolving Concepts in Nursing Leadership and Management (4 credits)

*NURS 480: Enhancing Clinical Judgment (3 credits)

*NURS 482: Population Care Theory (3 credits)

RN-BSN 4th semester - 10th total semester (Summer)

*NURS 489: Information Management and Healthcare Technology (3 credits)

*NURS 492: Population Care Capstone (5 credits)

*** Indicates a new course that will have to be developed. Proposed course descriptions are provided in the appendix.**

ii. Program entrance requirements

- If applying during completion of associate degree in nursing: Successful completion of the first year of an associate degree in nursing program.
- If applying after completion of associate degree program: Student will be required to have an associate degree in nursing from a regionally accredited institution, and an active and unencumbered nursing license.

iii. Program completion requirements (credit hours, grade point average; subject matter distribution, preprogram requirements)

120 credit hours.

iv. Accreditation consideration (organization (if any) which accredits program, requirements for accreditation, plan for attaining accreditation - include costs and time frame)

The TMCC RN-BSN will be required to seek and obtain accreditation from a national nursing accreditation body. The program will seek accreditation from the Accreditation Commission for Education in Nursing (ACEN) who currently accredits TMCC's AS Nursing. TMCC will need approval from Northwest Commission on Colleges and Universities.

- v. **For certificates only:** Name of any state, national and/or industry recognized certification(s) or licensing examination(s) for which certificate prepares the student, if applicable
N/A

G. Method of Delivery (for the purpose of state authorization [NC-SARA])

- i. **How will this academic program be delivered when the program begins?**

(mark all that apply)

☐ 100% face-to-face courses

☐ Hybrid (some online courses, some face-to-face courses)

x ☒ 100% online courses

- ii. **Learning Placements**

Does the academic program have learning placements (e.g. internships, externships, clinical placements, student teaching, etc.) that *may take place outside the state of Nevada*?

x ☒ Yes

☐ No.

Clinical and/or community contracts will be needed if students conduct their Population Care Capstone course (NURS 492) with organizations outside of our current agreements, which could include outside the state of Nevada.

H. Institutional Review Process

- i. **Date of Faculty Review (may include additional information, as needed)**

04/24/2020 TMCC Curriculum Review Committee and 05/01/2020 TMCC Faculty Senate

- ii. **Describe the process for review and approval by the appropriate academic policy body of the institution**

All curriculum changes are reviewed internally by TMCC's Curriculum Review Committee, a standing committee of the Faculty Senate, and then sent to the Faculty Senate for ratification.

I. Readiness to begin program

- i. **List the educational and professional qualifications of the faculty relative to their individual teaching assignments**

Jody Covert, MSN, RN – Currently working on DNP. Expected completion fall 2020. Professor Covert has been teaching at TMCC since 2005 and has served as the director of the program since 2012. Member of the RN-BSN curriculum writing committee. Expertise in Pediatrics and Oncology.

Patricia Durham-Taylor PhD – Dr. Taylor has been teaching at TMCC since 1984. Board Certified Psychiatric-Mental Health Nurse Practitioner.

Cate Edlebeck EdD, RN – Certified Effective Instruction (ACUE). Dr. Edlebeck has been teaching at TMCC since 2017 but has almost 20 years teaching experience in other institutions. Member of RN-BSN curriculum writing committee. Expertise in maternal-child health.

Ellen House, DNSc, MN – ANCC Board Certified in Perinatal Nursing, NLN Certified Nurse Educator. Dr. House has been teaching at TMCC since 1995. Member of RN-BSN curriculum writing committee. Certified Nurse Educator.

Kara Potter, FNP, RN- Currently working on PhD. Expected completion fall 2020. Instructor Potter has been teaching at TMCC since January 2017. Member of RN-BSN curriculum writing committee. Certified Nurse Educator and Certified Healthcare Simulation Educator.

ii. List the anticipated sources or plans to secure qualified faculty and staff

Current Nursing faculty are qualified, however, due to teaching loads it will be necessary to increase the number of part-time faculty in the current associate degree program to teach clinical only.

iii. Contribution of new program to department's existing programs (both graduate and undergraduate) and contribution to existing programs throughout the college or university

This program will continue the pathway for former, current and future students of TMCC Associate Degree nursing program as well as other associate degree nursing students in the state to advance their education after completion of the RN-BSN program. This program will also be available to all graduates of regionally approved associate degree nursing programs in the state of Nevada as well as all other states.

iv. Recommendations from prior program review and/or accreditation review teams

The need for the program was re-emphasized by the Academic Standard Committee during Nursing's Program/Unit Review.

J. Resource Analysis

i. Proposed source of funds (enrollment-generated state funds, reallocation of existing funds, grants, other state funds)

The primary source of funds for this proposed degree is enrollment-generated state funds.

ii. Each new program approved must be reviewed for adequate full-time equivalent (FTE) to support the program in the fifth year. Indicate if enrollments represent 1) students formally admitted to the program, 2) declared majors in the program, or 3) course enrollments in the program.

a. (1) Full-time equivalent (FTE) enrollment in the Fall semester of the first, third, and fifth year.

1st Fall semester 14 FTE

3rd Fall semester 28 FTE

5th Fall semester 56 FTE

(2) Explain the methodology/assumptions used in determining projected FTE figures.

FTE is calculated as the number of credits in Fall semester multiplied by the number of students taking those credits and divided by 15. There are 14 credits in the program in the Fall semester.

b. (1) Unduplicated headcount in the Fall semester of the first, third, and fifth year.

1st Fall semester 15

3rd Fall semester 30

5th Fall semester 60

(2) Explain the methodology/assumptions used in determining projected headcount figures.

In 1st Fall semester a cohort of 15 students will be enrolled, then by 3rd Fall semester the cohort size will increase to 30 students enrolled, and then by 5th Fall semester the program will be at the planned maximum capacity of 60 students enrolled.

iii. Budget Projections – Complete and attach the Five-Year Program Cost Estimate and Resource Requirements Table.

Please see attached.

K. Facilities and equipment required

i. Existing facilities: type of space required, number of assignable square feet, space utilization assumptions, special requirements, modifications, effect on present programs

No additional facilities are necessary at this time.

ii. Additional facilities required: number of assignable square feet, description of space required, special requirements, time sequence assumed for securing required space

This program will not need any additional resources and will be delivered in an online format.

iii. Existing and additional equipment required

No equipment is needed as all courses will be delivered in an online format.

L. Describe the adequacy and availability of library and information resources

The library resources are available as database and printed resources accessible through the TMCC Library at the Pennington Health Science Center.

M. Student services

i. Describe the capacity of student support services to accommodate the program. Include a description of admissions, financial aid, advising, library, tutoring, and others specific to the program proposal

The program will use existing support services. Representatives from these support areas sit on the TMCC Curriculum Review Committee, and were involved in the evaluation and approval of the proposal. TMCC Academic Advising and Financial Aid will be impacted by eligible students seeking to apply and obtain financial aid.

ii. Describe the implications of the program for services to the rest of the student body

This proposed program provides an opportunity for TMCC AS Nursing students to attain additional education, and the rest of the TMCC student body will not be impacted.

N. Consultant Reports – If a consultant was hired to assist in the development of the program, please complete subsections A through C. A copy of the consultant’s final report must be on record at the requesting institution.

i. Names, qualifications and affiliations of consultant(s) used

N/A

ii. Consultant’s summary comments and recommendations

N/A

iii. Summary of proposer’s response to consultants

N/A

O. Articulation Agreements

i. Articulation agreements were successfully completed with the following NSHE institutions. (Attach copies of agreements)

The program will pursue articulation agreements for the 2021-22 catalog.

ii. Articulation agreements have not yet been established with the following NSHE institutions. (Indicate status)

The program will pursue articulation agreements with NSHE ADN programs and with NSHE graduate programs in nursing to afford students with as many options for continuing and advancing their education as possible.

iii. Articulation agreements are not applicable for the following institutions. (Indicate reasons)

N/A

P. Summary Statement

At the present time fewer than 20% of TMCC ADN graduates go on to complete bachelor’s level training. The TMCC RN-BSN was developed to address this problem and provide an affordable option for students to continue their education in an environment where they have already been successful. Only 55% of current RN’s in Nevada are prepared at the bachelor’s level or higher. Bachelor’s level training improves patient outcomes and lowers healthcare costs. This proposal will help increase the level of care in our community.

NSHE Academic Program Proposal - Five-Year Program Cost Estimate and Resource Requirements

Enter N/A if the information is not applicable to the program proposal

Program Resource Requirements. Indicate all resources needed including the planned FTE enrollment, projected revenues, and estimated expenditures for the first, third and fifth fiscal years of the program. Include reallocation of existing personnel and resources and anticipated or requested new resources. Third and fifth year estimates should be in dollars adjusted for inflation. If the program is contract related, explain the fiscal sources and the year-to-year commitment from the contracting agency(ies) or party(ies). Note: This form reflects the NWCCU's Substantive Change Budget Worksheet as of 8/28/17.

College/University: TMCC				Program: RN-BSN			
I. PLANNED STUDENT ENROLLMENT							
Note: Enrollment numbers (A + B) for each fiscal year should match the FTE/Headcount numbers in the Academic Program Proposal Form (Sect. I.ii.).	FY 1: FY 22		FY 3: FY 24		FY 5: FY 26		
	FTE	Headcount	FTE	Headcount	FTE	Headcount	
A. New enrollments to the Institution	14	15	28	30	56	60	
B. Enrollments from Existing Programs	N/A	N/A	N/A	N/A	N/A	N/A	
II. REVENUE							
		FY 1: FY 22		FY 3: FY 24		FY 5: FY 26	
		On-going	One-time	On-going	One-time	On-going	One-time
1. New Appropriated Funding Request	N/A	N/A	N/A	N/A	N/A	N/A	
2. Institution Funds	\$73,260	N/A	\$3,592	N/A	-\$1,910	N/A	
3. Federal (e.g. grant, appropriation)	N/A	N/A	N/A	N/A	N/A	N/A	
4. New Tuition Revenues (registaration fee) from Increased Enrollments*	\$99,900	N/A	\$199,800	N/A	\$399,600	N/A	
5. Other Student Fees (associated with the program)*	7,238	N/A	14,475	N/A	28,950	N/A	
6. Other (i.e., Gifts)	N/A	N/A	N/A	N/A	N/A	N/A	
Total Revenue	\$180,398	\$0	\$217,867	\$0	\$426,640	\$0	
Note: Total Revenue (Section I) should match Total Expenditures (Section III)							

NSHE Academic Program Proposal - Five-Year Program Cost Estimate and Resource Requirements

Enter N/A if the information is not applicable to the program proposal

III. EXPENDITURES		FY 1: FY 22		FY 3: FY 24		FY 5: FY 26	
		On-going	One-time	On-going	One-time	On-going	One-time
A. Personnel Costs							
1. FTE (Total FTE for all personnel types)		1.5	0	1.5	0	3	0
Faculty		1.5	N/A	1.5	N/A	3	N/A
Adjunct Faculty		N/A	N/A	N/A	N/A	N/A	N/A
Grad Assts		N/A	N/A	N/A	N/A	N/A	N/A
Research Personnel		N/A	N/A	N/A	N/A	N/A	N/A
Directors/Administrators		N/A	N/A	N/A	N/A	N/A	N/A
Administrative Support Personnel		N/A	N/A	N/A	N/A	N/A	N/A
Other: _____		N/A	N/A	N/A	N/A	N/A	N/A
		Expenditures for personnel type below must reflect FTE levels in Section A.1.					
2. Faculty		\$141,445	N/A	\$141,445	N/A	\$282,891	N/A
3. Adjunct Faculty		N/A	N/A	N/A	N/A	N/A	N/A
4. Graduate Assistants		N/A	N/A	N/A	N/A	N/A	N/A
5. Research Personnel		N/A	N/A	N/A	N/A	N/A	N/A
6. Directors/Administrators		N/A	N/A	N/A	N/A	N/A	N/A
7. Administrative Support Personnel		N/A	N/A	N/A	N/A	N/A	N/A
8. Fringe Benefits		\$38,953	N/A	\$38,953	N/A	\$68,812	N/A
9. Other: Additional ADN program instruction		N/A	N/A	\$37,469	N/A	\$74,937	N/A
Total Personnel Costs		\$180,398	\$0	\$217,867	\$0	\$426,640	\$0

NSHE Academic Program Proposal - Five-Year Program Cost Estimate and Resource Requirements

Enter N/A if the information is not applicable to the program proposal

		FY 1: FY 22		FY 3: FY 24		FY 5: FY 26	
		On-going	One-time	On-going	One-time	On-going	One-time
B. Operating Expenditures							
1. Travel		N/A	N/A	N/A	N/A	N/A	N/A
2. Professional Services		N/A	N/A	N/A	N/A	N/A	N/A
3. Other Services		N/A	N/A	N/A	N/A	N/A	N/A
4. Communications		N/A	N/A	N/A	N/A	N/A	N/A
5. Materials and Supplies		N/A	N/A	N/A	N/A	N/A	N/A
6. Rentals		N/A	N/A	N/A	N/A	N/A	N/A
7. Marketing materials and Advertising		N/A	N/A	N/A	N/A	N/A	N/A
8. Miscellaneous		N/A	N/A	N/A	N/A	N/A	N/A
Total Operating Expenditures		\$0	\$0	\$0	\$0	\$0	\$0

NSHE Academic Program Proposal - Five-Year Program Cost Estimate and Resource Requirements

Enter N/A if the information is not applicable to the program proposal

		FY 1: FY 22		FY 3: FY 24		FY 5: FY 26	
		On-going	One-time	On-going	One-time	On-going	One-time
C. Capital Outlay							
1. Library Resources		N/A	N/A	N/A	N/A	N/A	N/A
2. Equipment		N/A	N/A	N/A	N/A	N/A	N/A
Total Capital Outlay		\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES (IIIA + IIIB + IIIC):		\$180,398	\$0	\$217,867	\$0	\$426,640	\$0
Note: Total Expenditures (Section IIIA-C total) should match Total Revenue (Section I)							

Budget Notes (optional):

New Tuition Revenues based on NSHE Predictable Pricing Program 4 year Fee schedule for year 2021-22, which is \$180 per upper division credit.

Other Student Fees based on \$20 Application and current fees for Health & Sports, Student Association, and Technology, which is a total of \$12.50 per credit.

The program includes all online credits, so there are no Differential Fees, no Lab Fees, and no equipment costs.

There are no Marketing costs because students will be recruited from current and recent TMCC ADN program students.

Faculty Costs based on average salary of the Nursing faculty currently teaching in the ADN program who have the credentials to teach the RN-BSN courses (\$94,297 plus 25% fringe), and the Faculty FTE required to cover the RN-BSN teaching load.

The teaching effort dedicated to the new RN-BSN will be backfilled in the ADN program with Adjunct/Part-time Faculty, costing approximately \$59,000 per year to cover clinical courses (costs incurred by the existing ADN program and not on this sheet).

The difference between the Revenues and Expenditures in Years 3 and 5 results in net Revenue, which is accounted for as Personnel Costs toward additional instruction in the Associate's Degree in Nursing Program (in Other Personnel Costs). The RN-BSN program will generate revenue towards the funding of additional spots in the limited-entry ADN program (by funding more faculty), thereby increasing the number of entry-to-practice RN's training in the community.

July 20, 2020

Board of Regents
2601 Enterprise Road
Reno, NV 89512

Dear Regents:

Thank you for the opportunity to present testimony today. Renown Health fully supports the Truckee Meadows Community College (TMCC) proposal to add a degree program for Registered Nurses (RN) to attain a Bachelor of Science in Nursing (BSN). Our community is in crisis as it relates to the availability and education of registered nurses to care for the sick and injured. The COVID-19 pandemic has only exacerbated this and increased the urgent need for more qualified nurses.

The need for more nurses in our community cannot be overstated. Nevada has 796.6 registered nurses per 100,000 population compared to the United States average of 999.6 registered nurses per 100,000. A deficit of 200 nurses per 100,000 population ranks Nevada as the **2nd worst state in per capita nurses**. In Washoe County, the number of licensed nurses has actually decreased by 300 nurses since 2018 for the first time in 10 years. According to the 2019 *Nevada Health Workforce Chart Book* and the *Nevada Rural and Frontier Health Data Book*, **Washoe County would need to increase the current number of nurses by 20% in order to meet national per capita averages**. For rural and frontier counties, it would require a staggering 82% increase.

An associate's degree is the first step to a long and productive nursing career. While our current Associate Degree Nurses (ADN's) are doing an outstanding job of providing care and support to our community, it is only natural that that they would continue their education - for the benefit of their patients, as well as to meet rapidly evolving industry standards. This was an important path for my own career as the graduate of a hospital-based, school of nursing. TMCC's proposed program would provide a very accessible pathway to the BSN. As an added benefit, it will also provide a financial mechanism to allow for expansion of the current ADN program to accommodate more students. In combination, this serves to significantly enhance the pipeline of crucially needed, highly skilled health care professionals for our organization and the greater Northern Nevada community.

As a physician and former nurse, I am sensitive to the burden of responsibility and the increased likelihood of burn-out that our nurses face in light of these shortages. The addition of an RN to BSN program at TMCC is a necessary step in alleviating these burdens by allowing current ADNs to advance their careers, expanding the workforce pipeline, and providing the highest quality care for Nevada's patients, families and communities. Thank you for your consideration and please feel free to reach out to me if I can be of further assistance.

Sincerely,



Anthony D. Slonim, MD, DrPH
Professor, Medicine, Pediatrics and Public Health
University of Nevada, Reno School of Medicine



Saint Mary's Regional
Medical Center

July 15, 2020

Chancellor Thom Reilly
Board of Regents
2601 Enterprise Road
Reno, Nevada 89512

Re: TMCC Proposed RN to BSN Program

Dear Chancellor Reilly:

As the CEO of Saint Mary's, I understand the critical need for well trained nurses in our region and offer my full support to Truckee Meadows Community College (TMCC) in it's proposed RN to BSN program.

There are many challenges facing our community involving the number of registered nurses and their level of training. TMCC's RN to BSN program will focus on upskilling their ADN graduates, continuing their educational path at the institution where they have already been successful. Associates degree trained RN's provide outstanding care in our community; however, bachelor level training is becoming the industry standard and this advanced training has been shown to result in better care, lower costs, and better patient outcomes.

The shortage of nurses in our community cannot be overstated. Nevada ranks as the 2nd worst state in per capita nurses. At the state level we need to add approximately 5,100 nurses to meet the national average per capita and the number of licensed nurses in Washoe County has decreased by 300 nurses since 2018. A key feature of the TMCC RN to BSN proposal is for the revenue generated by the RN-BSN to go toward creating additional Associates degree nursing spots, so that TMCC can increase the number of entry-to-practice RNs it produces for our community. This entrepreneurial approach to increasing the pipeline of health care professionals is needed, especially during this time, as other budgetary options are limited.

Saint Mary's stands as a partner with TMCC. We believe this proposal is a noble cause deserving of the approval of the Board of Regents. I believe this proposal will advance the careers of local nurses, improve outcomes for patients and result in higher quality healthcare in our community.

Sincerely,

A handwritten signature in blue ink, appearing to read "Tiffany Coury".

Tiffany Coury
Chief Executive Officer

Saint Mary's Regional Medical Center | 235 W. Sixth Street, Reno, NV 89503 | www.saintmarysreno.com

Member of Prime Healthcare



To Whom It May Concern:

This letter is in support of Truckee Meadows Community College (TMCC) forming a BSN program for the needs of our Northern Nevada market.

As a CEO for hospitals, the need for growth in nursing has never been felt more profoundly than now and into the foreseeable future. Healthcare needs and skilled compassionate professionals will be crucial to sustain healthcare and our growing economy.

I believe the following points are significant and imperative rationale for the support and creation of a BSN program at TMCC:

- The utilization of healthcare services will continue to grow due to the aging of the Boomers and Gen Xr's.
- Population growth currently experiencing in our region and expected to continue.
- Aging of the nursing work force
- I am overseeing the building of a large tertiary medical center that will need a continued partnership and resource of professionals to care for the most vulnerable patients in our region.
- Address the critical workforce nursing gap in our region and state.
- The COVID-19 pandemic has put a strain on resources and the nursing workforce.
- TMCC already facilitates a pipeline of critically needed allied health professionals to my organization. The addition of nursing students and professionals will enhance the value of the relationship.
- Associate Degree Nurses (ADNs) are "entry to practice" RNs and are needed in our community but Bachelor-level is becoming industry standard and is critical to excellent quality care.
- Nearly 60% of TMCC graduates complete their BSN at private institutions or out-of-state. This program will reduce the cost for continuing to the bachelor's level and keep graduates in Nevada.
- The BSN program will create a revenue stream that will allow for the expansion of TMCC Nursing at the RN/Associate Degree, increasing opportunities and strengthening the workforce pipeline. Particularly important right now as displaced workers are looking for opportunities to change careers.
- Our community and healthcare providers will benefit if TMCC has a viable pathway for upskilling nurses.

I am in full support of TMCC implementing a BSN program that will enhance our community, improve health, provide exceptional career paths for many and strengthen TMCC's educational offerings.

Sincerely,

Alan C. Olive
Chief Executive Officer
Northern Nevada Sierra Medical Center

March 2, 2020

Chancellor Thom Reilly
Board of Regents
2601 Enterprise Road
Reno, Nevada 89512

RE: TMCC Proposed RN to BSN Program

Dear Chancellor Thom Reilly:

The Nevada Hospital Association would like to offer our full support to Truckee Meadows Community College (TMCC) in its proposed RN to BSN program.

Current data on healthcare workforce supply indicates over the coming decade that Nevada's health care workforce falls well below the national averages for many of the key professions, including nursing, needed to ensure access to care. Between now and the end of the decade, these deficits will be compounded by an aging nursing workforce an aging baby boomer generation that faces a higher incidence of chronic disease, limited capacity of nursing schools, lack of nursing educators and an unprecedented shortage of primary care physicians. This shortage is on the cusp of becoming a crisis, one with worrying implications for patients and health care providers alike.

The Bureau of Labor Statistics expects the employment of registered nurses to grow by 15 percent between 2016 and 2026. Nevada's nursing workforce has also shown tremendous growth over the past decade, rising from 642 RNs per 100,000 population in 2008 to 724 RNs per 100,000 population in 2018. Although the nursing workforce has kept pace with the increasing population, the state still needs to add an estimated 5,134 nurses to meet the national average per capita.

Although the growth of registered nurses is good news, many experts expressed concern that neither the current workforce nor the projected growth levels will meet the level of staffing required to provide adequate care unless there are widespread changes related to the number of people coming into nursing to replace retiring baby boomer nurses. In addition, new nurses coming into the workforce will have far less experience and knowledge.

The retirement age of nursing faculty also impacts the nursing shortages in Nevada. Realizing only 55 percent of the registered nurse population is prepared at the baccalaureate degree level or higher, this will limit the ability to train the next generation of nurses.

The Nevada Hospital Association is committed to working with TMCC to support the progression of nursing education to feed our pipeline of nurses. We look forward to partnering with TMCC in developing a workforce to provide a healthy future for residents of northern Nevada. We encourage the Board of Regents' careful consideration of this worthy program.

Sincerely,



Marissa Brown, MHA, BSN
Workforce and Clinical Services Director
Nevada Hospital Association