FORM A
Board of Regents, State of Iowa

REQUEST TO IMPLEMENT A NEW BACCALAUREATE, MASTERS, DOCTORAL, OR PROFESSIONAL DEGREE PROGRAM

THE PURPOSE OF ACADEMIC PROGRAM PLANNING: Planning a new academic degree program provides an opportunity for a Regent university to demonstrate need and demand as well as the university's ability to offer a quality program that is not unnecessarily duplicative of other similar programs offered by colleges and universities in Iowa.

Institution: _**Iowa State University** _____

CIP Discipline Specialty Title: **Masters of Science in Nursing** _____

CIP Discipline Specialty Number (six digits): _____

Level: B _____ M ____**X**_____ D _____ P _____

Title of Proposed Program: **Masters of Science in Nursing** _____

Degree Abbreviation (e.g., B.S., B.A., M.A., Ph.D.): __**MSN**_____

Mode(s) of Delivery (check all that apply): On-campus (face-to-face) ___ Off-campus (face-to-face) ___ Online __**X**___ Hybrid _____ Other ____

Approximate date to establish degree: Month __**August**_____ Year __**2024**_____

Contact person: (name, telephone, and e-mail): **Dawn Bowker 515-294-6080 dmbowker@iastate.edu**

College that will administer new program: **College of Human Sciences** _____

Please provide the following information (use additional pages as needed). Do not use acronyms without defining them.

1. Describe the proposed new degree program, including the following:

a. A brief description of the program. If this is currently being offered as a track, provide justification for a standalone program.

- The proposed Masters of Science in Nursing (MSN) program will provide nurses a means to achieve higher levels of education and training through an improved education system that promotes seamless academic progression from their BSN to MSN. The proposed online 16-month MSN program will offer two tracks, Organizational Leadership and Population Health. The focus of the two tracks meets the needs of nursing education and advancing clinical practice.
- A post-graduate certificate in nursing education will improve nurse educator recruitment, preparation, development, training, and retention. This 12-credit online post graduate certificate is designed to address the nursing faculty shortage.
- With the existing RN-to-BSN program, the proposed MSN program, and the post graduate certificate in nursing education will provide a progressive career path that offers a clear sequence of education course work and/or training credentials recognized by employers, state, and national accreditation bodies.
- Both MSN tracks (Organizational Leadership and Population Health) and the post graduate certificate will be a didactic based program offered fully online.

b. A statement of academic objectives;

Masters in Nursing Science (MSN) Program Outcomes:

1. Synthesize knowledge, current and emerging evidence, and systematic nursing approaches to inform education, practice, clinical judgment, and research.

   Domain: Knowledge for Nursing Practice

   QSEN: Teamwork/Collaboration, EBP

2. Develop strategies incorporating holistic person-centered care that fosters mutuality, active participation, and empowerment to facilitate the person as a full partner and the source of control in team-based care.

   Domain: Person-Centered Care

   QSEN: Person-Centered Care, Teamwork/Collaboration

3. Incorporate principles of population health in the healthcare delivery continuum to evaluate needs and interventions to improve equitable health outcomes for individuals, families, aggregates, and communities.

   Domain: Population Health

   QSEN: Person-Centered Care, Teamwork/Collaboration, QI

4. Synthesize nursing knowledge to improve health and transform healthcare to advance the scholarship of nursing, integrating best evidence into nursing practice and promoting ethical conduct in scholarly activities.

   Domain: Scholarship for Nursing Practice

   QSEN: Person-Centered Care, Teamwork/Collaboration, QI, EBP

5. Apply quality improvement principles in care delivery that contribute to a culture of patient, provider, and work environment safety.

   Domain: Quality and Safety

   QSEN: Person-Centered Care, Teamwork/Collaboration, Safety, QI

6. Evaluate interprofessional partnerships, collaboration among care team members, patients, families, communities, and other stakeholders to optimize care, enhance the healthcare experience, and strengthen outcomes.

   Domain: Interprofessional Partnerships

   QSEN: Person-Centered Care, Teamwork/Collaboration, QI

7. Formulate innovative strategies addressing the complex healthcare system including systems-based practice, organizational structures, and healthcare economics.

   Domain: Systems-Based Practice

   QSEN: Person-Centered Care, Informatics, QI, EBP

8. Evaluate information and communication technologies to address how standardized data advances practice, processes, regulatory standards, and policies affecting quality care from an individual to systems level.

   Domain: Information and Healthcare Technologies

   QSEN: Teamwork/Collaboration, Informatics, Safety, QI, EBP

9. Validate professionalism as a continuous process of socialization that cultivates professional identity evidenced by accountability, participatory nursing care, collaborative disposition, comportment, and mentorship in the development of others.

    Domain: Professionalism

    QSEN: Teamwork/Collaboration, QI, EBP

10. Demonstrate a commitment to personal health and well-being; a spirit of inquiry that fosters flexibility and professional maturity; and attributes and skills critical to nursing leadership and practice environments.

    Domain: Personal, Professional, and Leadership Development

    QSEN: Teamwork/Collaboration, QI, EBP

c. What the need for the program is and how the need for the program was determined;

- Registered nurses (RN) are one of the fastest growing groups of health professionals with projected growth of 7 percent from 2019 to 2029 (American Association of Colleges of Nursing [AACN], 2022a). To keep up with this growth, more nursing faculty will be needed to replace retiring baby boomer faculty to sustain and enhance education capacity and quality as demand for more nurses grows over the next decade. In 2017, more than half of all nurses were age 50 or older, and almost 30% were age 60 or older (AACN, 2022a).
- The U.S. is facing a persistent nursing faculty shortage. The shortage of nursing faculty contributes to the loss of qualified nursing talent. The AACN practice guidelines Longitudinal data compiled by AACN (2022a), estimate that up to one-third of the rapidly aging nurse faculty workforce will retire by 2025.
- According to a Special Survey on Vacant Faculty Positions released by AACN in October 2022, a total of 2,166 full-time faculty vacancies were identified in a survey of 909 nursing schools with baccalaureate and/or graduate programs across the country (84.4% response rate). Besides the vacancies, schools cited the need to create an additional 128 faculty positions to accommodate student demand. The data show a national nurse faculty vacancy rate of 8.8%. Most of the vacancies (84.9%) were faculty positions requiring advanced nursing degrees.
- The AACN has called for all clinical preceptors supporting prelicensure programs minimally have earned an MSN.
- The AACN and Accreditation Commission for Education in Nursing (ACEN) assert nurse faculty have the appropriate experiential and academic credentials to align with the content they are teaching. The clinical preceptor requirement, experience and specific academic preparation further contribute to the nurse faculty shortage.
- The AACN 2021 survey data indicates 91,938 qualified nursing applications were not accepted into nursing programs citing an insufficient number of qualified faculty, clinical sites, classroom space, clinical preceptors and budget constraints (AACN, 2022a). Of the qualified nursing applications, 9,574 were applying to MSN programs (Blakewell-Sachs et al, 2022).
- McFadden et al (2022) reported 62% of respondents (n=580 schools of nursing) identified finding faculty with the right specialty mix was cited by 62% of respondents as a top issue related to recruiting nursing faculty.
- Guidelines from the AACN Essentials for nursing education state, all graduates of an advanced-level nursing education program are prepared for practice in four advanced

nursing specialties: informatics, nursing administration/practice leadership, public health/population health, or health policy. The prosed MSN program will offer two of the four tracks recommended by AACN (AACN, 2021).

- Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression (Institute of Medicine [IOM], 2010).
- The MSN degree provides career credentials recognized by employers.

Workforce conversations with community partners played a key role in determining the need for an MSN program.

- Mary Greeley Medical Center: Cory Geffre, VP, CNO; Amy Stark, Director of Nursing Professional Practice
- Story County Medical Center: MaryJane Hunt, Vice President Patient Care
- Boone County Hospital: Laura Krieger, Assistant Administrator Nursing
- UnityPoint Health Grinnell Hospital: Laura Juel, VP of Nursing and Clinical Services
- Iowa State Board of Nursing: Jimmy Reyes, Associate Director Nursing Practice and Education
- Accreditation Commission for Education in Nursing (ACEN), Nell Ard, Director of Nursing Education and Accreditation
- Internal conversations with faculty leadership at Iowa State University

d. The relationship of the proposed new program to the institutional mission and how the program fits into the institution's and college's strategic plan;

- Iowa State Online, launched in January 2023, is a unit within the Center for Excellence of Learning and Teaching (CELT) with commitment to: 1) consistent and high-quality instruction; 2) enhancing instructor experience developing, supporting, and delivering high-quality online courses and programs; and 3) providing a seamless, high-quality online learning experience for all learners. CELT's mission is to partner with educators to advance student-centered learning.
- With more than 40 employees including instructional designers, media production specialists, marketing expertise, data analytics, and student support services, CELT and Iowa State Online execute the most up-to-date pedagogical approaches in online learning. Iowa State's robust Learning Management System, Canvas, provides a consistent, secure, and user-friendly platform for instructors and learners alike. A central IT unit on campus is also available to provide just in time help to both learners and instructors while mitigating future barriers.
- Iowa State University Strategic Plan identifies four statements of aspirations:
    1. To be the most student-centric leading research university:

       The MSN and the post graduate certificate meet the success factors of being accessible through an online format and affordable public institution. The MSN and post-graduate certificate course work is innovative and evidenced based. Nursing is a high impact career that employs evidence-based decisions daily.

    2. To be the university that cultivates a diverse, equitable, and inclusive environment where students, faculty, and staff flourish

As a land grant institution, Iowa State University's foundation cultivates diversity, equity and inclusion. An online MSN and post graduate certificate will have a favorable impact on recruitment and retention. The same inclusive environment of our RN-to-BSN program is evident by a 92% retention rate for full- and part-time students will be applied to the MSN and post-graduate certificate programs. The contemporary curriculum in the MSN and post-graduate certificate programs include experiences where students can complete their practicum hours in their local community or global domestic and international environments.

3. To be the university that fosters lifelong learning

   The success factors include expanding online learning across Iowa and continued learning by graduates. The seamless progression from the ADN to BSN, MSN and post graduate certificate demonstrates not only continued learning by graduates but can introduce new students in the pipelines at multiple entry points. Community practice partners can engage in preceptor and mentorship roles to support new skills and foster the next generation of nursing leaders.

4. To be the university that creates opportunities and forges new frontiers

   The MSN is an innovative curriculum that includes online immersion simulations and interactive case studies. The translational research foundation of the program will positively impact patient outcomes and organizational excellence.

5. To be the trusted partner for proactive and innovative solutions

   Our MSN program and post graduate certificate programs will reach across the state and beyond. The MSN program has identified 25 clinical partnerships across Iowa.

e. The relationship of the proposed new program to other existing programs at the institution; describe how the proposed program will enhance other programs at the university. Will the proposed program duplicate existing programs at the university?

- The proposed program is designed to be a stand-alone Masters in Nursing Science degree option.
- The proposed program will enhance the nursing options and progression of nursing education at Iowa State University. Currently, Iowa State offers an RN-to-BSN program.
- The continuity of proposed nursing program will offer seamless progression for associate degree prepared nurses to continue their nursing education through their MSN at Iowa State University.

f. Special features or conditions that make the institution a desirable, unique, or appropriate place to initiate such a degree program.

- As a public institution, we are an affordable of option for students.
- As a land grant institution, we were built on three revolutionary ideas:
  1. College should be open to everyone. Iowa State University has embraced the land grant mantra of access, practical education and shared knowledge. Iowa State offers affordable tuition and is committed to diversity, equity and inclusion.
  2. Teach practical subjects including but not limited to science. The MSN is a graduate degree in the science of nursing.

3. Knowledge should be shared far beyond the borders of campus. The proposed program is 100% online, are well positioned to serve in-state and out-of-state students.

g. Describe the personnel, facilities, and equipment necessary to establish and maintain a high-quality program. Include any reallocations from other programs or areas of the university.

Iowa State University is committed to the one-time investment of $129,000 for content experts to develop a contemporary relevant MSN curriculum[1]. Additional costs include initial and continuing accreditation fees, faculty. The MSN program will work closely with CELT to design and deliver a high-quality on-line program and learner experience for students.

To sustain the program, $185,000 will need to be generated annually from tuition, fees and endowed gifts.

Program staffing needs include:

- Increase the allocation of administrative responsibilities with the current Director of Nursing Education for program accreditation, assessment and evaluation
- A full-time doctorally prepared nursing faculty with academic and experiential knowledge to support the program, manage practicums and teach 6 credits per semester
- Nursing content experts to develop curriculum aligning with course and program outcomes
- Nursing contract faculty with experiential knowledge and academic preparation in the specific courses of which they will teach
- Physical resources with equipment and electronic to effectively meet online demands
- IT support for the program
- Part-time academic advisor to support MSN student navigation

h. **Refer to budget proposal update** (Attachment 1: MSN Budget_2 Tracks)

i. How does student demand for the proposed program justify its development? What are the anticipated sources of students to enroll in this new program?

- There is a nursing faculty shortage and a minimum of an MSN is now required for both academic and clinical instruction. The requirement for masters prepared clinical faculty in Baccalaureate of Science in Nursing (BSN) programs is a new mandate that will further contribute to the faculty shortage and limit enrollment in BSN programs.
- The proposed MSN will focus on two specialty areas, population health and organizational leadership. Each of the MSN tracks are 37-credits including 270 clinical hours. Population health, leadership and research are content differentiating associate degree nursing (ADN) education from BSN education. The Iowa State University MSN program will provide academic and experiential knowledge in these specialty areas.
- Future faculty pursuing a master's degree are advised to specialize in a clinical area within the discipline, not the process of teaching (AACN, 2022c). Individuals pursuing full-time faculty roles should have additional preparation in the art and science of teaching (i.e., pedagogy, curriculum development, student assessment) to better convey their clinical mastery to nursing students (AACN, 2022c). To meet this critical

need, Iowa State University will be offering a 12-credit post-graduate certificate in nursing education to meet the significant need for academically prepared nurse educators.

2. Estimate the number of majors and non-majors' students that are projected to be enrolled in the program during the first seven years of the program.

a. Graduate:

MSN 2-Track combined enrollment. Fall 2024 Start.

	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7
Majors	12	26	26	26	26	26	26
Non-Majors							

3. Describe the state and/or national workforce need and/or demand for graduates of the proposed program currently and in the foreseeable future (provide the sources of data used to estimate workforce need and demand).

- AACN recognize efforts to expand the nurse supply will fall short unless action is taken to address the prevalent nurse faculty shortage (AACN, 2022a).
- U.S. nursing schools turned away 91,938 qualified applications from baccalaureate and graduate nursing programs in 2021 due to an insufficient number of faculty, clinical sites, classroom space, clinical preceptors, and budget constraints. Most nursing schools responding to the survey pointed to faculty shortages as a top reason for not accepting all qualified applicants into their programs (AACN, 2022a).
- In 2021, 9,574 qualified nursing applicants were not accepted to a master's programs due to pervasive nurse faculty shortages (AACN, 2022a).
- In 2021, 8% of full-time nurse educator positions were vacant in the United States, making it the highest since 2013 (AACN, 2022a, McFadden et al., 2022).
- Further constraints from accreditation standards in nursing now mandate that all nursing faculty must be master's prepared and teach what they are experientially and academically prepared to teach.
- The U.S. Bureau of Labor Statistics projects there will be over 200,000 job openings for registered nurses every year through 2030 as nurses retire and patient demand increases. Employment of nurses is projected to grow by 6% each year from 2021-2031(AACN, 2022a).
- In March of 2019, the American Association of Colleges of Nurses (AACN) endorsed a new position statement highlighting the need for nursing to move toward a highly educated nursing workforce and in 2020, only 14.9% of the nation's nurses held a master's degree (AACN, 2022a).
- In 2020, the Iowa Board of Nursing (IBON) reported a total of 5,731 nursing students enrolled in undergraduate and graduate programs. Thirteen percent of the total students in Iowa were enrolled in a master's program furthering the need for support within the state (IBON, 2021).

4. The dean's office in the academic college proposing the new program is required to contact the corresponding dean's offices at the other two Regents universities (if there is

no corresponding college, consider related programs in other colleges or contact the Provost's office for guidance). In some cases, such as for an interdisciplinary program, more than one college at the other universities may need to be contacted. Please summarize how this cross-institutional outreach was completed:

a. Date that Form A was sent to dean's offices at the other two Regents universities.

Week of December 12, 2022

b. Date and format (email, telephone, video, in-person) of discussions between the dean's offices, and names/titles of those who participated.

i. A meeting is being scheduled with Dr. Julie Zerwic, Dean of the College of Nursing at the University of Iowa. The discussion will include ISU representatives, Dr. Laura Jolly, Dean College of Human Sciences, Dr. Lorraine Lanningham-Foster, Department Chair of Food Science and Human Nutrition, and Dr. Dawn Bowker, Director of Nursing Education.

ii. Conversations were held with Dr. Nancy Kertz, Executive Director of Nursing and Chief Academic Nurse Administrator and Dr. Jose Herrera, Provost and EVPAA at the University of Northern Iowa. Dr. Dawn Bowker participated in this discussion on Wednesday, Ocotber 26, 2022

c. Summary of feedback received from the other two Regents universities, including any concerns raised. Where relevant, describe current or planned collaborations related to the program.

i. Dr. Nancy Kertz and Dr. Jose Herrera indicated support for the MSN program and stated interest in UNI nursing faculty completing the post graduate certificate in nursing education

d. Was the proposal modified to reflect these discussions? If so, describe.

i. The discussions did not suggest modifications to the proposal.

5. List other public and private institutions of higher education in Iowa currently operating programs similar to the proposed new degree program. (For comparison purposes, use a broad definitional framework, e.g., such identification should not be limited to programs with the same title, the same degree designation, having the same curriculum emphasis, or purporting to meet exactly the same needs as the proposed program.)

If the same or similar program exists at another institution of higher education in Iowa (other than those Regent universities noted above), respond to the following questions:

a. **Describe collaboration efforts with other institutions**.

The Iowa State University MSN program is on the Iowa Association of Colleges of Nursing agenda for their January meeting. The agenda item will include the post graduate certificate in nursing education addressing the challenge of recruiting qualified nursing faculty and collaboration of nursing programs to seek post graduate certificates for their faculty demonstrating the specialty knowledge of nursing clinical and academic faculty.

b. With what representatives of these programs has there been consultation in developing the program proposal? Provide a summary of the response of each institution consulted.

All of the institutions consulted were supportive of the MSN program.

- Mary Greeley Medical Center: Cory Geffre, VP, CNO; Amy Stark, Director of Nursing Professional Practice
- Story County Medical Center: MaryJane Hunt, Vice President Patient Care

- Boone County Hospital: Laura Krieger, Assistant Administrator Nursing
- UnityPoint Health Grinnell Hospital: Laura Juel, VP of Nursing and Clinical Services
- Iowa State Board of Nursing: Jimmy Reyes, Associate Director Nursing Practice and Education
- Accreditation Commission for Education in Nursing (ACEN), Nell Ard, Director of Nursing Education and Accreditation

c. Has the possibility of an inter-institutional program or other cooperative effort been explored?

Yes. There have been conversations with UNI leadership regarding partnerships for their nursing faculty to complete the post graduate certificate in nursing education. All colleges and universities can utilize the MSN and post graduate certificate programs to credential nursing faculty and positively impact the nursing faculty crisis.

d. Are the other programs similar to the proposed program at comparable quality and cost?

- According to the Iowa Board of Nursing web site, there are four private programs and the University of Iowa who offer a variety of MSN programs. There are clinical and academic focused programs. Clinical focused include nurse practitioner programs, clinical nurse leader, and forensics programs. Other MSN programs are health advocacy, informatics and an ADN-MSN bridge program, these are noncompetitors to the proposed MSN program at Iowa State University.
- There are two private institutions and one public institution who offer comparative MSN programs to the MSN Organizational Leadership track. Allen College offers a Leadership MSN and Mount Mercy University offers an Administration MSN and the University of Iowa offers a Nursing Systems Administration MSN.
- There are no comparative programs for the Population Health MSN track. Allen College previously offered an MSN in Public and Community Health, however, at this time, they are not accepting application for this MSN program.
- According to posted graduate tuition and fees, the 2022-2023 graduate tuition (without fees), the private MSN programs were $25,344- $34,960. The University of Iowa Systems Leadership MSN tuition is $31,410 (2.5-year program; annual graduate tuition $12,564/year). Iowa State University MSN program graduate tuition for experiential programs for full-time enrollment is $6,194 per semester ($24,776).

https://nursing.iowa.gov/msn-nursing-education-programs

The table below represents all MSN prograsm in Iowa. The shaded areas represent other comparable quality programs

School/University	Campus Location	MSN Programs Offered
Allen College	Waterloo	MSN Education MSN Leadership MSN Public and Community Health
Briar Cliff	Waterloo	MSN Family Nurse Practitioner (NP) MSN Adult/Gerontology NP MSN Psych Mental Health NP
Morningside College	Sioux City	MSN Clinical Nurse Leader MSN Family Primary Care NP MSN Adult /Gerontology NP
Mount Mercy University	Cedar Rapids	MSN Education MSN Clinical Nurse Leader MSN Health Advocacy MSN Administration MSN Forensic Nursing MSN Informatics
University of Iowa	Iowa City	MSN Clinical Nurse Leader MSN Nursing Systems Administration MSN Bridge Program

6. If there are plans to offer the program off campus, online, or a blended modality, briefly describe these plans, including potential sites and possible methods of delivery instruction. Will off-campus delivery require additional HLC or other accreditor approval?

The MSN and post graduate certificate in nursing education will be offered 100% online. Both programs will require approval from the Iowa Board of Nursing and Accreditation Commission for Education in Nursing.

7. Will the proposed program apply for programmatic accreditation? When?
Yes, Fall 2024

8. For undergraduate programs: Will articulation agreements be developed for the proposed program? With whom?
N/A

9. Describe any opportunities for experiential learning (e.g. internships, clinicals, research, community engagement/service learning).

- Each MSN track will require 270 preceptor hours.
- The post graduate certificate will require 135 preceptor hours.
- The proposed MSN program has identified 25 community partners in critical access, rural, and inner-city acute care facilities, long term care and retirement communities, pediatric respite care facilities, public health departments, outpatient clinics, and community outreach organizations.
- The experiential hours will include immersion opportunities in Thailand and Cambodia and in the Pine Ridge Indian Reservation in South Dakota.

10. From where will the financial resources to cover the costs for the proposed program come (list all that apply, e.g., department reallocation, college reallocation, grants, new to the university)?
Financial resources for the MSN and post graduate certificate program will be supported by The College of Human Sciences and FS HN Department re allocation[1].

References

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Footnotes

[1]The Iowa State Nursing Program is currently preparing an application for a Department of Labor Nursing Expansion Grant. The purpose of the DOL Nursing Expansion grant is to increase nursing instructors and educators, and to expand and diversify the pipeline of nursing professionals who can fill quality jobs to boost the nation's healthcare system while advancing equity. The grant expects availability of up to $80 million dollars in funding for 15-25 grants. 65% of the available funding is for projects that will focus on increasing the number of nursing instructors and educators by connecting and recruiting experienced nurses existing nurses into advanced post-secondary credentialing necessary for nursing faculty, with emphasis on those from historically marginalized or underrepresented populations. If awarded, the MSN program and the post graduate certificate in nursing education will be financed through the grant.

Appendix 1

Name of Academic Program:		Master of Science in Nursing: 2 Tracks Population Health & Organizational Leadership
Student Level:		Graduate
(Ugrad $347-$1214, Grad $564-$1705):	⓪	$688
Total credits required to complete the program		37
Estimated Credits/Semester:		9
Tuition Rate/Semester:		$ 6,194

		Spring/Summer	Fa 2025	Sp 2026	Su 2026	Fa 2026	Sp 2027	Su 2027	Fa 2027	Total
Projected Enrollment			12	12	12	12R/14N	14	14	14R/14N	104
Tuition Rate/Student	❶		6,194	6,194	6,194	6,194	6,194	6,194	6,194	
Total Tuition Assessed		$ -	$ 74,329	$ 74,329	$ 74,329	$ 161,046	$ 86,717	$ 86,717	$ 173,434	$ 730,900
Less non-collection estimate		-	(208)	(208)	(208)	(451)	(243)	(243)	(486)	(2,047)
Projected Revenue		$ -	$ 74,121	$ 74,121	$ 74,121	$ 160,595	$ 86,474	$ 86,474	$ 172,948	$ 728,854
Projected Expenses:										
Tenure/Tenure-Eligible										-
Non Tenure Eligible	❷	n=1 PhD (12 mo)	30,667	30,667	30,667	30,667	30,667	30,667	30,667	214,669
Faculty Administrator										-
Post doctorate										
Graduate Student										-
Merit										-
Professional/Scientific										
Contract faculty	❸		12,000	9,000	36,000	66,000	9,000	36,000	66,000	234,000
Content Experts	❹	129,000								
Salary Subtotal			$ 42,667	$ 39,667	$ 66,667	$ 96,667	$ 39,667	$ 66,667	$ 96,667	448,669
Benefits		-	8,065	8,065	8,065	8,065	8,065	8,065	8,065	56,458
Equipment										-
Financial Aid										-
IT Services										-
Infrastructure										-
Maintenance and Repair										-
Services										-
Supplies										-
Travel										-
Initial Accreditation Fees	❺		5,975							5,975
Annual Accreditation Fee	❻					2,400			2,400	4,800
Projected Expenses		$ -	$ 56,707	$ 47,732	$ 74,732	$ 107,132	$ 47,732	$ 74,732	$ 107,132	515,902
Profit/(Loss)		$ -	$ 17,413	$ 26,388	$ (612)	$ 53,462	$ 38,742	$ 11,742	$ 65,816	$ 212,952

Expense considerations should include those directly related to instructional design and support, course delivery, student success, and administration.

0. Graduate tuition devided by 9 credits
1. Graduate (Experiential) Tuition $6194
2. FT Faculty to support program/manage practicums/teach 6 credits per semester
3. Contract faculty to teach program ($3000 per credit) *See MSN Enrollment Map for breakdown of numbers
4. Content experts curriculum development (14 courses; 43 credits /$3000 per credit) (not included in total budget)
5. Initial Accreditation Fees: Candidacy, site visit, and initial candidacy fees are one time only
6. Annual accreditation fee ($1,200 per program (track))

Proposed curriculum for FT students only. Program will include practicum experiences.

IOWA STATE UNIVERSITY
Nursing

Masters in Nursing: 2 Track

(*Population Health & Organizational Leadership*)

Core Classes

Fall	Spring
Translational Nursing Research (4)	Healthcare Informatics and Communication(3)
Advanced Practice Theory and Application (3)	Healthcare Policy, Organization, & Finance (3)
Professional Role Development and Leadership in Advanced Practice Nursing (3)	Population Health: Society, Health, and Social Justice (3)
10 credits	*9 credits*

Organizational Leadership

Summer	Fall
Healthcare Finance & Economic Impact (4)	Strategic Leadership in a Dynamic and Complex Healthcare Environment (4)
Healthcare Quality & Safety (2)	Leadership Innovation Symposium (2)
Managing and Leading in Healthcare, Practicum 1 135 cl hrs (3)	Organizational and Systems Leadership, Practicum 2 135 cl hrs (3)
9 credits	*9 credits*
	270 total clinical hrs

OR

Population Health

Summer	Fall
The Complexities of Social Determinants of Health (3)	Global Health Perspectives (3)
Population Health Data: Analysis & Interpretation (3)	Population Health Capstone (3)
Culture Care: Expanding Our Peripheral Vision, Practicum 1 135 cl hrs (3)	Considerations in Transcultural Nursing, Practicum 2 135 cl hrs (3)
9 credits	*9 credits*
	270 total clinical hrs

Academic Program Approval Voting Record

This document is to be appended as the last page of the proposal for any new or revised academic program to record the successive votes of approval as the proposal moves through its required review and approval steps. Consult Faculty Handbook Section 10.8 or the Faculty Senate Curriculum Committee website for information regarding Committee review and voting requirements for each action.

Curricular Action: (check appropriate boxes below)

1. □X **New Program** □ Name Change □ Discontinuation □ Concurrent Degree for:
2. □ Undergraduate Major □**X Graduate Major**□ Undergraduate Minor □ Graduate Minor□ Undergraduate Certificate □ Graduate Certificate □ Other: _
3. Name of Proposed Change: ___Masters of Science in Nursing_____
4. Name of Contact Person: _Dawn Bowker/Lorraine Lanningham-Foster e-mail address: ___dmbowker@iastate.edu /lmlf@iastate.edu_
5. Primary College: _Human Sciences Secondary College: Agriculture and Life Sciences
6. Involved Department(s): _____FSHN_____

Voting record for this curricular action:

Voting Body	Votes			Date of Vote
	For	Against	Abstain	
Dept. or Program Committee				
FSHN Faculty	22	2	0	11/30/2022
College Curriculum Committee				
Agriculture and Life Sciences	12	0	0	12/5/2022
College Approval Vote				
Agriculture and Life Sciences	67	3	1	12/19/2022
Human Sciences	71	20	0	1/9/2023
Graduate Council				
Faculty Senate Curriculum Committee				
Faculty Senate Academic Affairs Council				
Faculty Senate				