5-15-2017

RN to BSN Program- Requiring PRO 258 Applied Statistics for Nurses and NUR 495 Senior Nursing Seminar to be Part of Major

The College at Brockport, College Senate

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TO: Dr. Heidi Macpherson, College President
FROM: The College Senate: 03/20/17

RE: I. Formal Resolution (Act of Determination)
II. Recommendation (Urging the Fitness of)
III. Other, For Your Information (Notice, Request, Report, etc.)

SUBJ: RN to BSN Program- Requiring PRO 258 Applied Statistics for Nurses and NUR 495 Senior Nursing Seminar to be Part of Major (#2016-17UC)

Signed: ___________________________ Date: ____________
(Sharon Lubkemann Allen, 2016-17 College Senate President)

Please fill out the bottom portion and follow the distribution instructions at the end of this page.

TO: Dr. Sharon Lubkemann Allen, College Senate President
FROM: Dr. Heidi Macpherson, College President

RE: I. Decision and Action Taken on Formal Resolution (circle choice)
   a. Accepted
      Implementation Effective Date**: September 1, 2017
      **Implementation of resolution requires final approval from SUNY- State Education Department. YES NO
   b. Deferred for discussion with the Faculty Senate on __/__/__
   c. Unacceptable for the reasons contained in the attached explanation

II, III. Response to Recommendation or Other/FYI
   a. Received and acknowledged __/__/__
   b. Comment:

Signed: ___________________________ Date: ____________
(Dr. Heidi Macpherson, President, The College at Brockport)

DISTRIBUTION:
The Department of Nursing would like to add two courses as required courses within the RN to BSN Major. Adding these two courses does not add time to degree. The first course is PRO 258 Applied Statistics for Nurses (name change). The evolution of the nursing profession has resulted in the need for all professional nurses to be able to understand and complete data analysis while ensuring that the concepts are applied in an appropriate clinical situation. PRO 258 has been a recommended class for RN to BSN students and the majority of students have already been taking this class. We are now asking that the class be required for all RN to BSN students who is currently working as an RN.

The second course is NUR 495 Senior Nursing Seminar. This course is a required course in the RN to BSN major. Adding these two courses will add time to degree and will allow enhancement of critical thinking in applying best evidence to patient care.

All RN to BSN students are transfer students. These changes will not add time to degree and will allow enhancement of critical thinking in applying best evidence to patient care.
## 2. Side-by-side comparison of current to proposed program

<table>
<thead>
<tr>
<th>Current RN to BSN Completion Program</th>
<th>Proposed RN to BSN Completion Program with PRO 258 as requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>PRO 306 Orientation to RN to BSN Program</td>
<td>1 credits</td>
</tr>
<tr>
<td>PRO 258 Applied Statistics for Nursing (required for those who did not have stats class in their Associate degree program and recommended for all others)</td>
<td>3 credits</td>
</tr>
<tr>
<td>PRO 310 Research</td>
<td>3 credits</td>
</tr>
<tr>
<td>* NUR 328 Math for Safe Medication Administration</td>
<td>1 credit</td>
</tr>
<tr>
<td>NUR 321 Pharmacology</td>
<td>3 credits</td>
</tr>
<tr>
<td>NUR 344 Health Assessment Class</td>
<td>2 credits</td>
</tr>
<tr>
<td>NUR 345 Health Assessment Clinical</td>
<td>1 credits</td>
</tr>
<tr>
<td>PRO 451 Issues in Leadership and Management</td>
<td>3 credits</td>
</tr>
<tr>
<td>NUR 471 Community Based Epidemiology</td>
<td>3 credits</td>
</tr>
<tr>
<td>NUR 472 Epidemiology Clinical</td>
<td>2 credits</td>
</tr>
<tr>
<td>NUR 473 Seminar I (program culmination)</td>
<td>3 credits</td>
</tr>
<tr>
<td>NUR 475 Seminar II (program culmination)</td>
<td>3 credits</td>
</tr>
<tr>
<td>NUR 495 Senior Nursing Seminar (waived for those who are currently employed as an RN)</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>25-28 credits</strong></td>
</tr>
<tr>
<td><strong>Courses met by RN-NCLEX licensure</strong></td>
<td><strong>32 credits</strong></td>
</tr>
<tr>
<td><strong>Total Credits within the program</strong></td>
<td><strong>57-60 credits</strong></td>
</tr>
</tbody>
</table>
All students are required to complete at least 30 credits at Brockport, including at least 15 credits in the nursing major to satisfy the college residency requirement. Transfer credit and challenge exams do not count towards the residency requirement. Students meet this requirement by taking free electives.

RN to BSN Program Course Sequence (FT)

<table>
<thead>
<tr>
<th>Semester #1</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>PRO 306 Orientation to RN to BSN Program (Required before any nursing courses)</td>
<td>1</td>
</tr>
<tr>
<td>PRO 258 Statistics for Nurses (first 7 weeks of program to be completed before research PRO 310)</td>
<td>3</td>
</tr>
<tr>
<td>PRO 310 Research (pre requisite to NUR 471, 472, 473, 475)</td>
<td>3</td>
</tr>
<tr>
<td>NUR 344 Health Assessment Class</td>
<td>2</td>
</tr>
<tr>
<td>NUR 345 Health Assessment Clinical</td>
<td>1</td>
</tr>
<tr>
<td>NUR 321 Pharmacology</td>
<td>3</td>
</tr>
<tr>
<td><strong>Total Semester Credits</strong></td>
<td><strong>13</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Semester #2</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>PRO 451 Contemporary Issues and Leadership</td>
<td>3</td>
</tr>
<tr>
<td>NUR 471 Epidemiology</td>
<td>3</td>
</tr>
<tr>
<td>NUR 472 Epidemiology Clinical</td>
<td>2</td>
</tr>
<tr>
<td>NUR 473 Seminar I (program culmination)</td>
<td>3</td>
</tr>
<tr>
<td>NUR 475 Seminar II (program culmination)</td>
<td>3</td>
</tr>
<tr>
<td>NUR 495 Senior Nursing Seminar (if not currently employed as an RN) or free elective</td>
<td>3</td>
</tr>
<tr>
<td><strong>Total Semester Credits</strong></td>
<td><strong>17</strong></td>
</tr>
</tbody>
</table>
2. Brief rational for change

PRO 258 Applied Statistics for Nurses (name change)
An introductory statistics course has been required for the RN to BSN program since the inception of the program. Most students entering the major have already completed a statistics class within their Associate’s Degree Program. If they have not, then they have been taking PRO 258 Statistics for Nurses. Even those who have completed a stats class have been advised to take PRO 258 to further enhance their skills and because it would assist them in meeting the 30 credit requirement.

The evolution of the nursing profession has resulted in the need for all professional nurses to be able to understand and complete evidence based reviews and quality improvement analyses. PRO 258 is designed to bridge the gap between understanding statistics and statistical concepts are applying these concepts in an appropriate clinical situation. PRO 258 fits into the cumulative nature of nursing statistics/research in the RN-BSN curriculum and meets professional nursing standards. PRO 258 is geared for practicing nurses to further enhance patient care.

NUR 495 Senior Nursing Seminar
Numerous studies have demonstrated the relationship between higher levels of nursing education and improved patient outcomes (Aiken, et al., 2014). Research has demonstrated that all else being equal, the odds of 30-day mortality and failure to rescue were reduced 5% with every 10% increase in BS-prepared nurses. More recently, a prospective, longitudinal found that patients cared for by BS-prepared nurses experienced significant reductions in length of inpatient stay, decreases in hospital-acquired pressure ulcers (HAPUs), and reductions in cardiac mortality. In a survey of graduates, the National Council of State Board of Nursing found BS-prepared nurses report less difficulty in managing complex patients and incorporate critical thinking in their daily practice. As a result of this evidence, many institutions have hiring preference of BS-prepared nurses over associate degree prepared nurses. In other parts of the country, associate degree nurses are not able to gain employment after graduating from that program. More ADN nurses are entering directly into RN to BSN completion program, without having the benefit of the clinical experience gained from employment.

The RN to BSN program at The College at Brockport has had about five students enter and graduate from this program who have not ever been or currently employed as a Registered Nurse. The faculty have offered these students the experience of NUR 495, which has proved to be an excellent experience to recap the clinical experiences from the ADN program and apply the knowledge gained in our RN to BSN program. The faculty are anticipating that this phenomenon will continue and that more RNs will enter and complete the program at The College at Brockport before they are gainfully employed as a registered nurse. Across the nation, more associate degree prepared nurses are entering RN to BSN programs directly after graduation.

NUR 495 Senior Nursing Seminar is a required course for all traditional nursing students. The course description of this course is as follows:

NUR 495 is a concentrated clinical course that includes 128 hours with an experienced RN from a local hospital or agency. This course provides the student with the opportunity to choose a select setting of their interest in order to further develop their clinical experience and assist in the transition to professional practice.

We wish to make NUR 495 Senior Nursing Seminar a required course for nurses in the RN to BSN program. This will insure these graduates to have recent clinical practice with a practicing RN and will insure safety for patient care. NUR 495 Senior Nursing Seminar will be waived for any RN to BSN students who are currently employed as a Registered Nurse. Employers view the completion of this recent capstone experience as an excellent segue into starting a new position. Candidates who have completed this course maintain the clinical skills from their Associates degree program and attain a stronger clinical skills set and are viewed as stronger applicants for employment.

References
### 3. Description of any new courses

**PRO 258 Applied Statistics for Nurses (name change)**

 Prepares the professional nurse for the selection and application of statistical analysis techniques and the evaluation of the results derived from this analysis. Students will learn various entry-level statistical techniques and analyze them within published clinical research. Designed for the adult learner and involves extensive independent learning and mastery of material. PRO 258 is designed to educate practicing nurses in the application of evidenced based care within their professional practice.

**NUR 495 Senior Nursing Seminar**

 A concentrated clinical course that includes 128 hours with an experienced RN from a local hospital or agency. This course provides the student with the opportunity to choose a select setting of their interest in order to further develop their clinical experience and assist in the transition to professional practice.

### 4. Staffing Issues

No additional staff will be needed.

PRO 258: The department currently has three faculty members who have been teaching this course. Dr. Elizabeth Heavey will be the coordinator of this course and will insure that all sections are updated and are consistent.

NUR 495: No new staff will be needed to accommodate the number of students who will need this course.

### 5. Academic Administrative Commentary

See letters that follows.

### 6. Resources, facilities that may be needed to implement the program.

NONE
September 8, 2016

To Whom It May Concern:

Please accept this letter of support to change PRO 258 (name change) Statistics for Nurses from a suggested course to a required course for students in the RN to BSN Program as well as to add NUR 495 Senior Nursing Seminar as a required course for students in the RN to BSN Program. NUR 495 would be waived for students in this program whom are employed as a Registered Nurse.

**PRO 258:**
Nurses in today’s health care arena must engage in Evidence-Based Practice. The most common definition of Evidence-Based Practice (EBP) is from Dr. David Sackett. EBP is “the conscientious, explicit and judicious use of current best evidence in making decisions about the care of the individual patient. It means integrating individual clinical expertise with the best available external clinical evidence from systematic research” (Sackett D, 1996). To apply best evidence to patient care, nurses must have a working knowledge of both research and statistics.

The evolution of the nursing profession has resulted in the need for all professional nurses to be able to understand and complete evidence based reviews and quality improvement analyses. PRO 258 is designed to address this gap and help practicing nurses develop a basic understanding of statistics while ensuring that the statistical concepts are then applied in an appropriate clinical situation. PRO 258 fits into the cumulative nature of nursing statistics/research in the RN-BSN curriculum and meets professional nursing standards.

The quality and need of this course is represented in the document that follows this letter of support. This list provides examples of nursing programs which include an Applied Statistics for Nurses Class to meet professional standards.

**NUR 495:**
Research in health care has demonstrated that patient care outcomes are better when nurses in health care institutions are educated at the Bachelor of Science in Nursing (BSN) level when compared to the associate degree (ADN) level. As a result of this research, the Institute of Medicine (IOM) 2011 Report: The Future of Nursing: Leading Change, Advancing Health made the recommendation to increase the proportion of nurses with baccalaureate degree to 80% by 2020. In addition, the nation’s Magnet hospitals, which are recognized for nursing excellence and superior patient outcomes, have moved to require all nurse managers and nurse leaders to hold a baccalaureate or graduate degree in nursing by 2013. Settings applying for Magnet designation must also show what plans are in place to achieve the IOM recommendation of having an 80% baccalaureate prepared RN workforce by 2020. As a result of these recommendations among many others, health care institutions have hiring preferences for BSN prepared nurses over ADN prepared nurses. In many areas of the country, ADN prepared nurses are not being hired, and these nurses are directly entering BSN programs without obtaining any working experience as an RN.
The clinical in the RN to BSN program is quite different of that is traditional nursing programs. This clinical focuses on implementing quality improvement strategies, implementing new evidence-based nursing procedure or practice, working with inter-professional teams to evaluate new practices and implement recommended changes, thus all system related clinical rather than direct patient care clinical. Direct patient care clinical is completed as part of the associate degree program. Thus a student could enter the RN to BSN program who is not employed as an RN, complete this program in a year, and not have provided any direct patient care. Requiring NUR 495 for this select group of students would be greatly beneficial to the student and to the safety of patient care, as their clinical experiences would be enhanced and practiced and stay current.

We have trialed this with five students already in the RN to BSN program who were offered this experience as an option. These students evaluated this experience to be very positive in maintaining and enhancing the clinical skills, but also to utilize new concepts that they had learned in the RN to BSN program. An additional benefit was that most of the students who had this opportunity, were offered positions for employment as a result of completing NUR 495.

I greatly support the change of PRO 258 being a suggested course to a required course, and the addition of NUR 495 as a required course in the RN to BSN program. These changes do not add time to degree for students. NUR 495 will be waived for any student currently working as a Registered Nurse.

Sincerely,

Kathleen Peterson, PhD, RN, PCNP-BC
Professor and Chair
May 22, 2017

College Faculty Senate

Dear Faculty Senate,

My office is supportive of the Department of Nursing’s request to change PRO 258: Statistics for Nurses for those students in the RN-BSN program. Nursing, like all health-care professions, are relying on an educated workforce who can review and interpret best practices. PRO 258, with its focus on applicable statistics for nursing, will make these students better prepared to deal with the intense course work. In addition, it will provide them a valuable skill needed in their professional career and advances.

My office is also in support of the Department’s request to require NUR 495 for the RN-BSN program. This course will be waived for RN students who are employed as RNs. NUR 495 provides the foundations needed to help these students move from ‘student’ to ‘professional’. For those employed, such a transition has taken place. However, there are small numbers of students who choose not to work while completing their BSN. This course is critical to help those students make the necessary transitions into a professional role.

Sincerely,

[Signature]

Mark J. Kittleson, PhD, MCHES, FAAHB, FAAHE
Dean, School of Health & Human Performance
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