



THE STATE EDUCATION DEPARTMENT / THE UNIVERSITY OF THE STATE OF NEW YORK / ALBANY, NY 12234

TO: The Honorable the Members of the Board of Regents
FROM: Douglas E. Lentivech

SUBJECT: Phillips Beth Israel School of Nursing: Bachelor of Science Degree in Nursing

DATE: January 6, 2014

AUTHORIZATION(S):

SUMMARY

Issue for Consent Agenda

Should the Board of Regents approve a proposed master plan amendment for the Phillips Beth Israel School of Nursing (PBISN) to offer a nursing program leading to the Bachelor of Science (B.S.) degree?

Reason(s) for Consideration

Required by State statute.

Proposed Handling

This question will come before the full Board at its January 2014 meeting where it will be voted on and action taken.

Procedural History

Approval of a master plan amendment by the Board of Regents is required by Section 237 of the Education Law. This would be the institution's initial authorization to award a baccalaureate level degree which makes a master plan amendment necessary.

Background Information

Phillips Beth Israel School of Nursing (PBISN), located in New York City at Beth Israel Medical Center, is a single purpose educational institution that currently grants an Associate in Applied Science (A.A.S.) in Nursing. PBISN has been in existence for nearly one hundred years and was first registered in 1904 with the Board of Regents. Degree authorization for the A.A.S. degree was granted in 1978. In 2012, the Regents granted institutional accreditation without conditions through January 2017.

The currently registered nursing program is jointly registered with Pace University for the Liberal Arts and Science courses which are offered onsite. The school seeks authority to offer the Nursing program at the baccalaureate level, and proposes a completion program for licensed registered professional nurses leading to a B.S. degree (RN-BS). It is the school's intention to develop a Liberal Arts and Science department to offer the required upper-division liberal arts and science courses for the RN-BS program.

Purpose of the Program and the Relationship to the Mission: The School's Board of Trustees approved the 2012-2017 strategic plan in February 2012 and identified the goal for establishing an RN-BS nursing program. The mission statement for the A.A.S program and the proposed RN-BS program are congruent and address the health care needs of society and the essential competencies of nursing. The RN-BS program expands the mission by placing a greater emphasis on inter-disciplinary collaboration, nursing research, leadership, specialized clinical expertise and culturally competent community nursing. The parent organization, Beth Israel Medical Center, is committed to the same core values to provide the highest quality patient care, maintain the highest professional standards, and support the training of healthcare workers.

The purpose of the RN-BS program is to provide registered nurses educated at the associate or diploma level with an opportunity to advance their professional education. The goal of the program is in alignment with the mission of PBISN and will prepare graduates to utilize the knowledge and skills necessary to problem-solve, think critically and collaborate as necessary with healthcare providers in managing the care of patients; be responsible for their own personal and professional growth; provide high quality, culturally sensitive and compassionate care in a variety of health care settings; be flexible, accountable and maintain the highest moral and ethical standards of the profession; and become knowledgeable and involved global citizens.

Admissions Requirements: Prospective students for the RN-BS nursing program must meet the following admission requirements:

- Be a graduate of an approved and accredited nursing program and hold an Associate in Science, Associate in Applied Science, or diploma in nursing.
- Have an unencumbered license and current registration to practice as a registered professional nurse (RN) in New York State.
- Minimum overall grade point average of 2.5 on a 4.0 scale.

- Grade of C or higher in all science and mathematics courses; C+ in previous nursing courses.
- Completion of all prerequisite courses: English Composition, Anatomy and Physiology I, Anatomy and Physiology II, Microbiology, Introduction to Sociology, General Psychology, Developmental Psychology, Nutrition and Ethics.
- A resume outlining health care experience/community service/employment experience.

Curriculum: The program leading to a B.S. degree will be a cumulative 122 credits, including 60 credits in the Liberal Arts and Sciences (approximately 30 from the associate degree program), and 62 credits in the major (30 from the associate degree nursing program). The upper-division program offers students coursework in Nursing Research, Professional Communications, Nursing Leadership and Management with Practicum, Advanced Health Assessment, Information Literacy and Technology, Applied Ethics, Specialty Clinical Theory and Practice, and Community Nursing with Practicum. A variety of liberal arts and science courses support the curriculum including statistics, public speaking, genetics, geopolitics of healthcare, group dynamics, abnormal psychology, pharmacology, pathophysiology and Spanish for Healthcare providers. The program will be offered in full-time and part-time formats. The full-time program is four semesters in length; the part-time program plan extends the course of study to six semesters. There are 180 clinical hours distributed throughout the program in the areas of acute care nursing practice, community health, leadership and in a capstone project. Sufficient appropriate clinical contracts exist for acute care, leadership and community learning experiences.

Up to five credits for experience will be offered to students who hold national certification for registered nurses in a specialty area such as: Certified Critical Care Nurse, Diabetes Educator, Certified Perioperative Nurse, Certified Neuroscience Registered Nurse. Credit will be awarded in lieu of NUR 401, Nursing in a Clinical Specialty, if a student can provide evidence of certification from a nationally recognized certification agency and 1000 hours of clinical experience in a specialty area.

Prospective Student Body and Projected Enrollment: The estimated first year enrollment for the RN- BSN program is approximately 30 students (20 full-time and 10 part-time) with gradual increments in new admissions to 90 new students enrolled in year five (50 full-time and 40 part-time). A total enrollment of approximately 200 students is expected by year five. It is anticipated that the student body will approximate the diversity of PBISN's current associate degree program, which is 49 percent ethnic minorities; 18 percent male; and average age of 28 years.

Faculty and Staff: The organizational structure for the School of Nursing includes a Dean, an Associate Dean for the A.A.S. nursing program, a Director for the RN-BS nursing program, and a Director of Liberal Arts and Sciences. The Director of the RN-BS nursing program will report directly to the Dean and has administrative responsibility for the B.S. nursing curriculum, program development and evaluation, the nursing faculty, and will teach one course per semester in the first two years. The Director of Liberal Arts and Sciences will report to the Dean and have administrative

responsibility over the Liberal Arts and Sciences faculty, course development, evaluation and will teach one course per semester in the first two years. After two years, both positions will be considered for transition to Assistant Dean with no teaching responsibilities. The current Dean has an earned doctorate and new faculty members in the Directors' positions will have earned doctorates in their respective disciplines. The Bylaws of the Faculty organization enlist the rights and responsibilities of the faculty members and establish a forum for faculty participation in the governance of the school.

The teaching faculty for the RN-BS program will hold a minimum of a Master of Science degree in the field of instruction. The school has proposed that sixty percent of the proposed cadre of faculty for the RN-BS program will have earned doctoral degrees.

The proposed budget includes provisions for adding two full-time Director positions, six part-time nursing faculty and 4 part-time Liberal Arts and Sciences faculty at the start of the program. Additional faculty will be hired based on enrollment.

Facilities, Equipment and Resources: The current facilities at PBISN provide room for the addition of the RN-BSN program. Classroom, lab, and office space are adequate to meet the needs of additional enrollment and faculty members. All classrooms have internet, audio-visual technology and are designed to allow for flexible setup. A high fidelity simulation lab and science lab have been added in anticipation of the RN-BSN program.

A full-time credentialed librarian will staff the Learning Resource Center/Library in the school of nursing. The Center accommodates 46 students and has 37 individual computer workstations. The students also have access to the Seymour J. Phillips Science Library that serves the Beth Israel Medical Center, which provides a current collection of materials in the health-related subjects. This library also provides computer workstations and is staffed by two full-time medical librarians. PBISN students have access to local libraries in each borough with their student IDs, including the Science, Industry and Business Library in Manhattan and the library at Pace University. An initial investment of \$20,000.00 will be used to expand current onsite holdings at the School of Nursing, and the program's budget for each successive year will include \$5000.00 for faculty identified needs.

Student Employment Prospects: According to United States Bureau of Labor Statistics, by 2020 employment of registered nurses is projected to be 26 percent greater than in 2010, which is faster than the average for all occupations. Growth will occur primarily because of technological advancements; an increased emphasis on preventative care; and the large, aging baby-boomer population who will demand more healthcare services as they experience longer and more active lives. Faster than average growth is expected in traditional hospital settings, as well as in non-hospital environments, such as physician's offices and home healthcare settings. Pending legislation, current hiring practice in the NYC area, and changing professional standards are predictive factors that will inevitably increase the number of nurses who seek RN completion programs. The RN-BS program at PBISN will provide students with the opportunity to obtain the necessary credential to meet marketplace and professional demands.

Department Review and Canvass Results: Department staff reviewed the application materials, including the financial information. In addition, a canvass was conducted of all institutions in the New York City. Two responses were received, one letter of support and one that offered no objection. The Department has determined that the proposed program meets the standards of registration as set forth in the Commissioner's Regulations.

Recommendation

It is recommended that the Board of Regents approve the amendment to the master plan for Phillips Beth Israel School of Nursing to confer the B.S. degree on qualified graduates of the Nursing program. This amendment would be effective until January 31, 2015, unless the Department registers the program prior to that date, in which case, the master plan amendment shall be without term.

Timetable for Implementation

If the Board of Regents approves the master plan amendment, the Department will register the proposed program.