



Cover Memo for Proposed Admission and/or Standards Change (MTSU)

On-campus memo:

TO: Admission and Standards Committee

FROM: Jenny Sauls, Ph.D., RN Director CBHS- School of Nursing
(Department Chair or Program Coordinator)* (College, Program or Department)*

Contact Person: Richard C. Meeks DNP, RN EMAIL richard.meeks@mtsu.edu

RE: Admissions Policy- Deletion of the work experience credit- Traditional BSN program
(Specify issue[s] being submitted to the committee.)

DATE: March 1, 2016

Level or area to which change(s) would apply:

- University College School Department Program
Other?

Program(s) and/or student population(s) affected: Traditional BSN program

(Note that an Impact Data Form must be submitted along with the proposal.)

This change would fall into the following classification(s) (check all that apply):

- Proposed change in GPA for admission
Proposed change in GPA for retention
Proposed change in GPA for graduation
Proposed change in test or pre-requisite requirements for admission
Proposed change in other requirements for admission
Proposed change in policies or requirements for placement
Proposed change in policies or requirements for retention
Proposed change in policies or requirements for graduation
Proposed change in grading scale
Proposed change to academic program requirements
Proposed standards for a new program
Other

Description of Change Proposed:

(Attach separate sheet as needed.)

Deletion of the work experience credit from the traditional BSN admissions process.

Rationale/justification for change (Please ensure that all aspects and ramifications of the change are addressed. Attach separate sheet as needed.):

See attached.

Dissemination of information:

The following colleges, program or departments may be affected by this decision:

School of Nursing only

I certify that I (or my representative) have consulted with each college or program that may be affected by the proposed changes.

Proposer's signature Paul C Meeks

March 1, 2016

Date

Other permissions sought: *If this change is connected to curriculum or program development, have the appropriate forms been submitted to the general education, curriculum or graduate committees? If a proposal will/may impact enrollment in specific courses or programs, have concerned departments or programs been consulted? Please include dates of submission and/or approval as relevant.*

Approved via SON faculty, CBHS Dean and University Curriculum Committee 2/26/16

Other signatures needed for approval of proposal:

Jenny Sauls
Department Chair or Program Coordinator*

01-12-16

Date of initial proposal

Paul C Meeks
College Dean *

3/2/16
Date of college approval

Chair Admission and Standards Committee

Date approved by ASC

Vice-President for Student Affairs / Vice-
Provost for Enrollment & Academic Services

Date approved by VPSA

Provost

Date approved by Provost

President

Date approved

* Note: When the proposal does not come from an academic unit, replace titles as needed. If a proposal comes directly from a dean or higher, the first signature may be omitted.



TENNESSEE BOARD OF REGENTS
Academic Proposal Form for All New Programs

COVER PAGE

This form is submitted with all proposals requiring Board approval to the TBR Vice Chancellor for Academic Affairs. The COVER PAGE may be submitted as a PDF. All other forms should be submitted as MSWord documents.

Please remember to submit only one proposal with related support documents per e-mail.

Sponsoring Institution(s): Middle Tennessee State University

Proposal Statement: The attached proposal is requested in order to remove the work experience credit from the traditional BSN application process.

Degree Designation [or] Type of Certificate:

Bachelor of Science in Nursing

Formal Degree Abbreviation

Title of Proposed Program to be established or impacted

Proposed Degree [or] Certificate CIP & SOC Codes: NA

Concentrations: (if applicable)

Proposed CIP & SOC Codes: NA

Anticipated Delivery Site(s): Murfreesboro, Tennessee

Proposed Implementation Date: Fall 2016

Cooperative/Collaborative Partners: None

For more information, contact: Dr. Jenny Sauls, Director / 615-898-2437
Name Telephone-

Institutional Approval: _____ / _____
Signature of President (required) Date

The Cover Page documents the President's support and that the proposal has been reviewed and approved through the established institutional processes. Collaborative programs require the President's signature from all participating institutions.



Actions Subject to the 30 Day Review Process
or Signature of the Vice Chancellor

Please refer to TBR Policy 2:01:01:00, TBR Guideline A-010, and THEC Policy A1:0 and A1:1 before developing a proposal.

INSTRUCTIONS: Please respond to each question. If the question is not applicable, please use "NA" and include a brief explanation of why the question is not applicable to the proposed action. The form will expand to allow space as needed and must be submitted to the TBR Vice Chancellor for Academic Affairs or Vice Chancellor of Community Colleges as appropriate an MSWord document.

INSTITUTION: Middle Tennessee State University

PROPOSAL: Deletion of work experience credit from the traditional BSN admission process.

PROPOSED EFFECTIVE DATE: To begin Fall 2016

PURPOSE: The mission and purpose of Middle Tennessee State University (MTSU) is to prepare graduates through signature programs. The University generates, preserves and disseminates knowledge and innovation and uses scholarship to enhance teaching and public service. The University is committed to prepare students to thrive in their chosen professions and changing global society.

The mission of the MTSU School of Nursing is to provide excellence in nursing education by preparing individuals to meet the dynamic and complex health care needs of society. Through robust academic programs, the School of Nursing demonstrates its commitment to the art and science of nursing. For the reasons stated below, the School of Nursing faculty have determined the work experience credit outlined in the traditional BSN admissions criteria is not an adequate determinate of overall success in the program and post-graduation licensure examination (NCLEX).

NEED/RATIONALE:

As stated above, the overarching goal of the School of Nursing is to prepare graduates to pass the national licensure exam (NCLEX) post-graduation and become licensed as a Registered Nurse (RN).

Currently, NCLEX examination scores are declining. The most recent composite report dated September 30, 2015 documented a 72.73% first time exam pass rate. Out of 25 first time exam takers, 16 graduates passed and 8 graduates failed. Realistically, these results are unacceptable and does not reflect the School of Nursing goal of greater than 90% pass rate for graduates.

A review of the most recent cohort (Spring 2016) accepted to the program documented

- 22 out of 64 students accepted received credit for work experience.
- Twelve of the 22 student would not have been accepted to the program without the credit.
- Of the 12, 3 students would have been on the alternate list and 9 students would have scored in the non-competitive range.

A review of student failures in the Health Assessment (NURS 3030) course for Fall 2015 revealed

- 14 students failed the course (grade of 74 or lower)
- 8 students that failed received credit for work experience upon admission
- Of the 8 students, 6 were not competitive and (1) on alternate list without the credit

IMPACT: The impact of the deletion of work experience credit from the admissions process in the traditional BSN program will be positive. Hopefully, this deletion will assimilate students better prepared to be successful in the program, and on the state licensure exam post-graduation.

PLANS FOR ACCREDITATION: NA- This change will not require a review or notification of accreditation bodies.

The following two items require the completion of separate forms as indicated below. Do not complete the remainder of this document.

_____ Name Change for Existing Program or Academic Unit (USE NAME CHANGE FORM ONLY ON TBR ACADEMIC AFFAIRS WEBSITE)

_____ Establish an Off-Campus Site/Off Campus Center. (USE THEC OFF-CAMPUS SITE/CENTER APPROVAL FORM(S) ONLY ON TBR ACADEMIC AFFAIRS WEBSITE)

Note: In keeping with the THEC Policies, the **THEC Off-Campus Site /Center Approval Forms** must be submitted for review. No announcements may be made regarding opening new site or center until the THEC approval is granted per THEC Policy 1.0.60B

Type of Change (Check all those that apply):

_____ Change of degree designation for an existing academic program or concentration per written recommendation of a disciplinary accreditation body or to more accurately represent the title to the workplace. Documentation must accompany the change request.

_____ Change of degree designation for an existing academic program or concentration when the change involves a significant curriculum shift in redefining the program's purpose.

_____ Change/Add degree designation for existing programs

_____ Consolidate an existing academic program

_____ Consolidate existing academic programs regardless of degree designations for Performance Funding purposes only

_____ Conversion of an existing ground program to a fully on-line program (Indicate with or without maintaining the existing ground program)

_____ Curriculum modifications which increase or decrease total hours required for a degree.

_____ Substantive Curriculum Modification (i.e., 9 or more SCH at the community college, 18 or more SCH undergraduate, 9 or more at graduate, or 50% or more certificate) in an existing academic program. Provide a side-by-side comparison of the existing and proposed curriculum.

The proposed program requires completion of ___ SCH distributed as follows:

<u>Curriculum Component</u>	<u>SCH Required</u>
General Education	
Major Field Core (required of all students in program)	
Concentration (courses specific to the concentration)	
Electives (may be guided or general electives)	
Other (specify, i.e.)	

TOTAL SCH:

No. of new courses: _____ with _____ credit hours

No. of SCH impacted by the revision since last TBR action _____

_____ Establish a certificate less than 24 SCH (Provide the curriculum, justify the demand for the requested certificate and any alignment with other existing programs or certificates. Any new costs require the completion of the THEC FP.)

_____ Establish a new concentration or MINOR (**Justify the demand and show side-by-side comparison of proposed curriculum along with the curriculum for any other concentrations or minors within the existing degree.** Any new costs require the completion of the THEC FP.) (Minors may be approved by the Vice Chancellor for Academic Affairs or referred to the Board.)

_____ Establish a free standing degree program from an existing concentration with a steady enrollment and graduation rate for a period of at least three years may request to be recognized as a freestanding degree if the establishment of the concentration as a degree does not compromise the remaining degree and does not require new faculty resources.

Provide documentation of enrollment and graduation data for the existing concentration. If there are multiple concentrations within the existing, provide enrollment and graduation data for all concentrations within the degree to demonstrate that becoming freestanding will not endanger other concentrations within the existing degree.

_____ Establish a free standing degree program from an existing concentration **for more accurate Representation of title to the workplace**. Provide letters of support from the workplace to demonstrate more accurate representation as a freestanding degree. (See TBR policy 2:01:01:00 II (m) for performance funding implications.)

_____ Establish a new academic unit or reorganization (Specify department, division, college, school, campus sponsored centers not seeking Center of Excellence/Emphasis status through the THEC, centers within existing academic units, institutes, bureaus, campus, etc.) (Attach a current and proposed organizational chart.) Specify if the requested action results in a net gain of an academic unit (i.e., department, on-campus center, institute, bureau, division, school, or college). **The THEC has established additional requirements which must be attached to this request which may be located at http://www.tn.gov/thec/Divisions/AcademicAffairs/academic_programs/THEC%20Administrative%20Units%20Form%20Feb%2027%202015.pdf. This action will be reviewed with Executive signature action by the THEC.**

_____ Establish an articulation agreement between institutions

_____ Extend an existing **degree** program to be delivered 100% at an off-campus location. (Extension to 100% off-campus delivery requires additional action if the location of delivery is to be converted from a "site" to a "center.")

_____ Inactivation of an existing program or concentration (If a program is not reactivated within a period of three years, the program will automatically be terminated and removed from the Academic Inventory by December of that year.)

_____ Reactivation of a program that was placed on inactivation within the past 3 years
Date of inactivation: _____ Date of proposed reactivation: _____

_____ Termination with or without phase-out of an existing program or concentration

Policy Revision: Admission/Progression/Graduation (institutional or program specific)
(Attach the current and proposed policy as a side-by-side comparison)

_____ Other _____

3. Indicate Program, Certificate and Concentration Change as Reflected in the Academic Program

Inventory:

Before the Proposed Change (List as it now appears on the official Academic Program Inventory at THEC)			After the Proposed Change (List as it should appear on the official Academic Program Inventory at THEC, once approved.)		
Title of Old Program or Certificate Option (Include all existing concentrations before revision.)	Degree	CIP Code	Title of New Program Certificate, or Concentrations existing after revision is approved.	Degree	CIP Code
NA					

4. *Attach a copy of the "before and after" curriculum or organizational chart, as applicable, and a rationale for the proposed change. For policy changes, include the current and proposed policy. Whenever possible a side-by-side comparison is preferred.

5. Intended implementation date for program change: NA

6. For terminations, date phase-out period will end: NA

(If the phase-out period is greater than 1 year for certificates or 3 years for any other program, explain why more time is needed.)

7. If any new costs are anticipated, attach the THEC Financial Projections Form.

None

8. Describe the anticipated impact for students, personnel, fiscal resources, and other clientele.

None

Middle Tennessee State University
School of Nursing

Admissions Criteria Proposal- Current Criteria Spring 2016

1. Tentatively or fully admitted to MTSU
2. Inclusive (institutional and transfer) GPA of 2.8 on a 4.0 scale posted by the application deadline
3. Minimum score of 75 on standardized entrance exam
4. Complete and submit all application materials by the posted deadline including:
 - a. Completed School of Nursing application
 - b. Copy of standardized entrance exam score report
 - c. Documentation of work experience by:
 - i. Pay stubs accompanied by a signed letter of verification describing type of work experience (on letterhead)
 - ii. Signed letter of verification from manager or supervisor (on letterhead)
 - d. Official undergraduate college transcripts from all universities attended
5. Complete all General Education and required pre-nursing courses as outlined by the MTSU Undergraduate Catalog
 - a. Earn a passing grade ("C", an "S", or a "P") in all General Education and required pre-nursing courses.
 - b. Or receive written approval for substitution/waiver of a course
6. All eligible applicants must be interviewed
7. Students will be selected for admission according to the admission criteria via a calculated score:
 - a. Overall GPA
 - b. Standardized entrance exam score
 - c. Interview score
 - d. Credit for work experience (if applicable)
8. A number of student admitted is limited based on availability of faculty and clinical sites. A list of alternates eligible for admission will be established based on composite scores. At least 80% of the total number of students enrolled must be Tennessee residents.
9. Students who are not admitted to the Upper-Division nursing program, must reapply to be considered in subsequent semesters.
10. Accepted students must confirm acceptance of admission into the Upper-Division program and complete degree requirements within 4 years of beginning the Upper-Division nursing courses

Highlighted items above are proposed deletions

Middle Tennessee State University
School of Nursing

Admissions Criteria Proposal-Proposed Criteria (Begin Fall 2016)

1. Tentatively or fully admitted to MTSU
2. Inclusive (institutional and transfer) GPA of 2.8 on a 4.0 scale posted by the application deadline
3. Minimum score of 75 on standardized entrance exam
4. Complete and submit all application materials by the posted deadline including:
 - a. Completed School of Nursing application
 - b. Copy of standardized entrance exam score report
 - c. Official undergraduate college transcripts from all universities attended
5. Complete all General Education and required pre-nursing courses as outlined by the MTSU Undergraduate Catalog
 - a. Earn a passing grade ("C", an "S", or a "P") in all General Education and required pre-nursing courses.
 - b. Or receive written approval for substitution/waiver of a course
 - c. Or receive credit by examination for General Education course requirements as determined by MTSU
6. Students will be selected for admission according to the admission criteria via a calculated score:
 - a. Overall GPA
 - b. Standardized entrance exam score
7. A number of student admitted is limited based on availability of faculty and clinical sites. A list of alternates eligible for admission will be established based on composite scores. At least 80% of the total number of students enrolled must be Tennessee residents.
8. Students who are not admitted to the Upper-Division nursing program, must reapply to be considered in subsequent semesters.
9. Accepted students must confirm acceptance of admission into the Upper-Division program and complete degree requirements within 4 years of beginning the Upper-Division nursing courses

Master Catalog Change Form Undergraduate

Department Nursing (BH-NURS) Subject NURS Course No. _____

Full title of course _____
(100 characters only)

Credit hours _____ Contact hours, if different _____ Course taught with: Standard Grading Pass/Fail

Can be taken multiple times without calculating as repeat? No Yes How many times _____ Total Hours _____

CIP code ([go to http://nces.ed.gov/ipeds/cipcode/resources.aspx?y=55](http://nces.ed.gov/ipeds/cipcode/resources.aspx?y=55)) _____ Fees (if applicable) _____
(must be approved by TBR)

Schedule type Instructional Method

EFFECTIVE TERM: Fall 2016

New course Abbreviated Title: _____
(30 characters only)

Prescribed requirement (lower division courses only): Writing Reading Math

Course title change Previous Abbreviated Title: _____

Course prefix/number change Previous course prefix/number: _____

Credit hours change Previous credit hours: _____

Grading system change

Change course to inactive status

Change course to active status

Cross-listing of existing course Cross-list with: _____

Other course changes

*Deletion of work experience Cred.t.
catalog changes attached on next
page*

Course prerequisites/co-requisites/restrictions: _____
(A course cannot require departmental permission AND prerequisites/restrictions)

Memo Notes for RaiderNet: _____
(i.e. At least junior classification, pass/fail grade only)

Does this change require a new catalog description? No Yes (attach new catalog description, if required)

APPROVED _____ Date _____
Vice Provost for Academic Affairs

Print Form

Reset Form

FOR RECORDS OFFICE USE ONLY					
Course	Equivalents	Beg	End	Attributes:	UCC Approved: _____
1. _____				1. _____	Records Entered: _____
2. _____				2. _____	
3. _____				3. _____	
4. _____				4. _____	
5. _____				5. _____	

Current Catalog

Admission and Progression in the Upper-division Nursing Curriculum

1. Updated information and application forms must be on file in the School of Nursing by published application deadlines.
2. Transcript validation of all prerequisite courses must be on file in the MTSU Records Office and in the School of Nursing by published application deadlines.
3. Student must have completed BIOL 2010/BIOL 2011 with a grade of C (2.00) or better before making application to upper-division nursing.
4. Applicants must have no grade less than a C (2.00) in any prerequisite and General Education course **by the end of Summer Term (for those entering in Fall Semester), or by the end of Fall Semester (for those entering in Spring Semester)**.
5. Scores from a standardized examination and an interview, along with the cumulative college grade point average will be used to calculate a composite score and to rank candidates for progression to the upper division. To be considered for admission to upper-division nursing, a minimum GPA of 2.80 is required.
6. Add 1/2 point to composite score for any student who can provide documented evidence of clinical experience providing direct patient care for a period of at least 380 hours within the two years prior to making application to upper-division nursing.
7. Students must attain a minimum grade of C (2.00) in all theory courses as well as a "pass" in each corresponding lab/clinical course.
8. Comprehensive assessment tools and/or standardized exams are administered throughout the curriculum.
9. Students will be asked to present evidence of physical and/or mental health prior to or at any time during their enrollment in the nursing courses. Students must be physically, emotionally, and cognitively able to meet the criteria required for clinical skills. Students must be able to perform clinical skills without physical or psychological threat to themselves or others. Students who have chronic health problems which are controlled and which do not put themselves or others in danger are eligible to be considered for admission.
10. Faculty reserves the right to determine each student's eligibility to participate in clinical rotations based upon satisfactory preparation, meeting School of Nursing and clinical agency's policies, and performance at a safe level of practice. If any of these are not satisfactory, faculty may give a student an unsatisfactory grade and ask a student to leave the clinical agency for the day.
11. Students with infectious diseases will not be permitted to participate in clinical experiences. Causes for clinical absences must be cleared with the instructor and reported to the clinical agency before the clinical experience is to begin. Unexcused absences will be counted as unsatisfactory clinical performance.
12. Students will be dismissed from the Nursing major if they
 - a. commit a breach of ethics or gross professional negligence, or
 - b. use mind-altering drugs or alcohol when engaged in any nursing activity in or outside of class, or
 - c. fail to progress due to unsuccessful attainment of requirements. Students who fail to progress will be readmitted on a space-available basis. **Only one readmission for failure to progress will be allowed.** Students admitted from other nursing programs in which a grade of D (less than 2.00) was made in nursing will not be readmitted after one failure.
 - d. violate the student honor code.
13. If a student fails a nursing course at MTSU, he/she **must** repeat that course at MTSU.

Admission and Standards Committee
IMPACT DATA FORM for PROPOSED CHANGES

Department or Program or University Office: CBHS - Nursing

Brief Statement of Proposed Change: Work Experience Credit- Deletion Date: March 1, 2016

1. Detailed discussion of how proposed changes may impact students, prospective students, university programs and/or other. *(Use as much space as you need below. You may refer to cover memo and its attachments as needed to avoid repetition.)*
See supporting documentation attached.

Proposed Effective Date Fall 2016

2. Identify the student population(s) that will be affected.
Pre-Nursing applicants

3. Are there plans to make this proposal retroactive? If so, please indicate when (specify the date) and identify student population(s) who will be affected. *(For example, "students admitted under the 2004 catalog or earlier.")*

None-- to be implemented Fall 2016

4. Discuss the specific impact on students. Provide enrollment and/or other relevant **data for the past three years**, including appropriate demographic data (e.g. male, female, minority, part-time, older students etc.) to illustrate the possible impact on specific groups. *(For example, for a proposal to raise the GPA for graduation, provide a breakdown of graduating student GPA by different demographic groups.)* Attach supporting documentation.

See supporting documentation attached.

PROPOSAL: Deletion of the interview from the traditional BSN admission process.

PROPOSED EFFECTIVE DATE: To begin Fall 2016

PURPOSE:

The mission of the MTSU School of Nursing is to provide excellence in nursing education by preparing individuals to meet the dynamic and complex health care needs of society. Through robust academic programs, the School of Nursing demonstrates its commitment to the art and science of nursing.

For the reasons stated below, the School of Nursing faculty have determined the interview outlined in the traditional BSN admissions criteria is not an adequate determinate of overall success in the program and post-graduation licensure examination (NCLEX).

IMPACT:

As stated above, the overarching goal of the School of Nursing is to prepare graduates to pass the National Licensure Exam (NCLEX) post-graduation and become licensed as a Registered Nurse (RN).

Currently, NCLEX examination scores are declining. Below are aggregate scores from years 2010 to 2014. Applicants are tested approximately four to six weeks after graduation. The School of Nursing offers two cohorts per year (Fall/Spring).

Year	Tested	Passed	% Passed
2010	50	44	88%
2011	113	106	93.80%
2012	109	102	93.50%
2013	162	122	75.30%
2014	145	121	83.40%

BSN NCLEX pass rates 2010-2014

Realistically, these results are unacceptable as aggregate scores do not reflect the School of Nursing goal of greater than 90% pass rate for graduates. Currently, the School of Nursing has been given a year extension on current state board accreditation. If NCLEX scores do not improve, accreditation and the program will be in jeopardy.

Below, you see applicants who have work experience credit, do not have a greater chance of passing the NCLEX. Data for 2010 and 2011 were not available for this analysis. Applicants admitted after 2014 are still enrolled in the program.

Year	Credit	Passed	% Passed
2012	13	8	62%
2013	24	9	37.50%
2014	34	23	67.60%

Graduates with work experience & passing NCLEX

A review of the most recent cohort (Spring 2016) accepted to the program documented

- 22 out of 64 students received credit for work experience
- Twelve out of the 22 students would not have been accepted to the program without the credit
- Of the 12, 3 students would not have been on the alternate list and 9 students would have scored in the non-competitive range (therefore not admitted).

Gender/ Ethnicity bias:

The deletion of the work experience credit will not affect admission of men or people from a non-Caucasian background. While the deletion of this admission standard will certainly change the order of applicants (based on composite score) and offer of admission, there is no bias in regards to gender and background.

PLANS FOR ACCREDITATION: NA- This change will not require a review or notification of accreditation bodies.