

A. Rationale for Creation of Master of Science in Nursing for the Registered Nurse (BSN/MSN) in Health Services Administration

Within nursing education, three types of basic education can lead to a licensed registered nurse. These types are a diploma in nursing usually from a hospital-based school, an associate's degree in nursing from a community college or technical school, and a baccalaureate degree from a 4-year college or university. The University of Delaware offers a 4-year baccalaureate degree in nursing. For nurses who are already licensed and practicing but who have either a diploma or associate's degree in nursing, the University of Delaware offers an RN to BSN program. This program of study is extremely popular based upon its use of online education. Nurses who wish to advance within the profession are able to do so after having earned either a baccalaureate or master's degree in nursing.

Based upon annual assessments of the RN to BSN students, more than half report that they plan to pursue graduate education. Some of these nurses have already been accepted into graduate nursing programs pending the completion of their University of Delaware RN-BSN program. The needs of these students, however, are for a highly flexible program that can be completed along with maintaining their full-time nursing career. A survey of our RN to BSN students indicated students would prefer to remain at the University of Delaware instead of seeking other university programs.

A national trend of the past 12-15 years has been to create programs of study into which nurses who are seasoned practitioners can pursue a graduate degree for advanced nursing practice. More than 120 RN to MSN program options exist across the nation. The School of Nursing currently offers an RN to MSN with a clinical practice focus in Adult Health, Psychiatric/Mental Health and Pediatrics.

The School of Nursing proposes to add to its offerings an RN to MSN with a concentration in Health Services Administration (HSAD) program of study in a distance format so that nurses from the region as well as across the nation may have access to advancing their graduate education. No other colleges in the State of Delaware offer a Master of Science in Nursing for the Registered Nurse (BSN/MSN). The program requires no additional course development. All courses are already present within the RN to BSN, RN-MSN, or traditional MSN programs currently offered by the School of Nursing.

This program will increase the ease of completing graduate work and eliminate areas of content overlap between the BSN and MSN programs. In addition, the Master of Science in Nursing for the Registered Nurse (BSN/MSN) in Health Services Administration program will allow nurses to increase their expertise and offer more advanced practice skills to the clients in their community. This type of education will help prepare nurses to meet the Nation's health needs during a period of intense shortage of nursing manpower.

B. Summary of Program

The current Master of Science in Nursing for the Registered Nurse (BSN/MSN) program of study offers clinical nurse specialist education. Clinical nurse specialists (CNS) are advanced practice nurses who function at a higher level with complex nursing care than the baccalaureate prepared nurse. The traditional BSN degree can be completed with 120 course credits; the traditional MSN program is completed in 34 credits for CNS and 37 credits for the MSN with a concentration in Health Services Administration. The Master of Science in Nursing for the Registered Nurse (BSN/MSN) in Health Services Administration will admit licensed registered nurses into a course of study that can be completed with 137-138 credits. This program will decrease the overall time to complete individual degree requirements for a

single baccalaureate degree and master’s degree. The degrees of BSN and MSN will be awarded concurrently.

Students will state early their intent to pursue the Master of Science in Nursing for the Registered Nurse (BSN/MSN) with a concentration in Health Services Administration option and apply for admission to this program. Once a student selects the Master of Science in Nursing for the Registered Nurse (BSN/MSN) with a concentration in Health Services Administration option, all policies related to the current MSN program of study within the School of Nursing will be used for student admission, progression, and completion. (See graduate nursing handbook.)

In addition to the standard policies within the School of Nursing, students in the Master of Science in Nursing for the Registered Nurse (BSN/MSN) with a concentration in Health Services Administration program of study may decide to complete only the BSN program. For students who are unable to achieve and maintain the required grade point average, these students would be moved into the RN to BSN program. In doing so, course substitutions for the already completed coursework will be made. Students, however, are not eligible to return to the Master of Science in Nursing for the Registered Nurse (BSN/MSN) with a concentration in Health Services Administration program of study after they have changed their program or have received their BSN degree. (These students, however, would be able to enroll in the School of Nursing’s MSN program as a traditional student.)

C. Supporting Information

Overlapping content areas of RN to BSN and RN to MSN in health services administration programs of study:

NURS 345: Conceptual Foundations for Nursing Practice	NURS 604: Advanced Practice Roles for Healthcare Providers
NURS 312: Pathophysiology	NURS 621: Advanced Pathophysiology
NURS 350: Wellness and Health Assessment	NURS 620: Advanced Health Assessment
NURS 362: Research Concepts in HealthCare	NURS 609: Nursing Science: Theory and Research
NURS 443: BRN Role Practicum (Clinical Course)	First Administration Core Course
STAT 200: Basic Statistical Practice	EDUC 665: Elementary Statistics

Impact upon Non-Nursing Units

This program affects two non-nursing courses options. The choice of one course from Communications (610, 642, or 656) and the choice of one course from UAPP (837 or 685) has already been offered in a distance format for the health services administration graduate course of study; plans continue to offer this course via distance in the immediate future. These course offerings have been negotiated with the respective departments for support of this relatively new specialty track. EDUC 665: Elementary Statistics is not affected by the changes and is already listed in the catalog as the course is part of the program.

No new nursing courses are being developed for this program. The Master of Science in Nursing for the Registered Nurse (BSN/MSN) with a concentration in Health Services Administration program is strictly a re-configuration of already existing courses.

Course Requirements & Sequencing
Master of Science in Nursing for the Registered Nurse (BSN/MSN)

Curriculum	Credits
Past nursing education and practice	30
Non-nursing prerequisites	60
NURS 335	1
NURS 604	3
NURS 619, or 635, 637, or 638	3
NURS 312, 670, or 621	3 or 4
NURS 442	3
Formal Matriculation into MSN Program (5 years to complete graduate degree)	
NURS 411/412	3
EDUC 665	3
NURS 620 or NURS 350	3
NURS 609	4
COMM 610, 642, or 656	3
For students wanting to exit with only BSN – Add NURS 450 (1 credit synthesis course). BSN requirements completed. (Total Credits =120)	
Remaining Core Administration courses 619, 635, 637, and 638	9
UAPP 837 or UAPP 685	3
NURS 664 Administration Practicum	3
NURS 687 or 868 Scholarly Project	3
RN to MSN HSAD Completed Total Credits =	137 or 138

Key to Course Numbers

NURS 312	Pathophysiology
NURS 335	Baccalaureate for the Registered Nurse Orientation
NURS 350	Wellness and Health Assessment
NURS 411	Topics in HealthCare Delivery (Nursing Elective)
NURS 442	Community Health Nursing
NURS 604	Advanced Nursing Roles for Healthcare Providers
NURS 609	Nursing Science: Theory & Research
NURS 620	Advanced Health Assessment
NURS 621	Advanced Pathophysiology
NURS 687	Nursing Science: Research Application
NURS 619	Financial Management in Health Services Organizations
NURS 635	Health Administration Theories
NURS 637	Health Planning Strategies
NURS 638	Health Services Evaluation
NURS 664	Health Services Administration Practicum
NURS 670	Advanced Psychopathology

Non-Nursing

EDUC 665	Elementary Statistics
COMM 610	Organizational Communication Theory
COMM 642	Topics in Organizational Administration
COMM 656	Communication in Organizations
UAPP 685	Personnel and Human Resource Issues: Current Topics

MASTER OF SCIENCE IN NURSING FOR THE REGISTERED NURSE (MSN/BSN)

The School of Nursing offers a separate program to allow registered nurses an opportunity to earn a Master of Science in Nursing concurrently with a Bachelor of Science in Nursing. The number of credits depends on the program and ranges from 134 -138. Licensed registered nurses who are graduates of associate degree or diploma programs may apply for admission to this program.

Students are admitted to the Baccalaureate Program for the Registered Nurse (BRN) program. Before enrollment in any nursing courses, students must meet the following criteria:

- Successful completion of RN licensure exam (30 credits nursing knowledge awarded)
- Completion of 60 pre-requisite non-nursing credits (See BRN program information, attached.)
- GPA of 3.0 or higher for non-nursing prerequisite courses
- Three satisfactory academic and/or professional references.
- Licensure as a registered nurse in Delaware, a compact state, or the state where clinical practice is to be arranged.
- An interview with faculty from the graduate program.
- One year of recent clinical or management experience.
- For international students, a minimum score of 600 for the paper test and 250 for the computer based test is required on the Test of English as a Foreign Language.

After completing the first 13 credits of the program and maintaining a GPA of 3.0, students formally matriculate into the MSN program. Students may decide to exit the RN to MSN program and pursue only the BSN. These students complete 120 program credits. After completing the BSN, re-entry into the RN to MSN program is not allowed. Students who exit with a BSN degree are eligible to pursue the traditional MSN degree.

**DEGREE: BACHELOR OF SCIENCE IN NURSING and MASTER OF SCIENCE IN NURSING
MAJOR: NURSING**

Credits

UNIVERSITY REQUIREMENTS

ENGL 110 Critical Reading and Writing (minimum grade C-)..... 3
Three credits in an approved course or courses stressing multicultural, ethnic, and/or gender-related content.

MAJOR REQUIREMENTS

24 credits, to include a minimum of one course in each of the..... 24
following five categories: (1) biology, (2) microbiology, (3) chemistry, (4) anatomy and physiology, and (5) nutrition.

English course (second English composition course).....3
Statistics (STAT 200)3
Psychology course.....3
Sociology course.....3
Lifespan development course.....3

Restricted elective chosen from the following.....3
Art, Art History, History, Philosophy, Music, Theatre, Comparative Literature, Black American Studies, Economics, Political Science, Women’s Studies, Foreign Languages and Literatures, Linguistics, and English.

Free Electives 15

RN to MSN CREDIT ALLOCATION

Validation of Basic Nursing Knowledge: 30
University and Major Requirements: 60
Nursing Courses: 44 - 48

TOTAL 134-138 Credits