

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

**REVISED
AGENDA ITEM: 8 – F (2)
DATE: June 21-22, 2023**

SUBJECT

New Program Request – NSU – BSN in Nursing

CONTROLLING STATUTE, RULE, OR POLICY

BOR Policy 2:23 – New Programs, Program Modifications, Curricular Requests, and Inactivation/Termination

BACKGROUND / DISCUSSION

Northern State University (NSU) requests authorization to offer a BSN in Nursing. The BSN in Nursing would provide students with the knowledge, skills, and disposition for entry into registered nursing practice. The BSN would be a new degree for NSU.

The Intent to Plan request was approved by the Executive Director, and included as an informational item at the May 2023 Board meeting.

IMPACT AND RECOMMENDATION

A summary of the program proposals has been included as Attachment I. Additional information on this proposal is available from the Board office by request.

ATTACHMENTS

Attachment I – New Program Request Summary – NSU – BSN in Nursing

DRAFT MOTION 20230621_8-F(2):

I move to authorize NSU to offer a BSN in Nursing, as presented.

**Full Proposal – BSN Nursing
Northern State University**

BOR Recommendation: The Executive Director and BOR Academic Affairs support expanding Nursing education opportunities in northeastern South Dakota. The goal of this program will be to increase the number of nurses in South Dakota while expanding opportunities for students enrolled at Northern State University.

Program Description:

Northern State University's Bachelor of Science in Nursing (BSN) provides students with the knowledge, skills, and disposition for entry into registered nursing practice. Northern's BSN program readies students through foundational courses taught by faculty in allied health and the liberal arts with didactic and clinical courses taught by nursing faculty. Graduates of Northern's BSN are prepared to practice as generalists who provide safe and effective patient-centered nursing care. Students in Northern's BSN are educated to engage in healthcare with special emphases in telehealth and gerontology.

Strategic Impact –

NSU Strategic Impact: Northern State University (Northern) is a regional comprehensive university that offers programs in the liberal arts, education, business, fine arts, and professional programs to meet workforce needs, primarily in northeastern South Dakota. This is in keeping with key components of Northern's mission: "Northern State University will provide diverse academic, civic, social and cultural opportunities that prepare students through the liberal arts, professional education, and E-learning for their future endeavors, while also enriching the local and regional community." Providing degree programs, including the BSN, that are centered on allied health and patient care, Northern ensures that its students are inherently engaged in civic and social opportunities. Additionally, Northern is responding to the growing demand for flexible learning and leveraging the institution's mission and its expertise in E-learning by offering a nursing program through HyFlex delivery, including all nursing didactic courses. Students in the BSN program will have access to all didactic courses face-to-face, synchronously online, and asynchronously online.

Offering the BSN on-campus and through HyFlex delivery serves the current and ongoing need for a robust nursing program in northeastern South Dakota. Presentation College (PC), which graduated 60% of nurses currently employed by Avera St. Luke's Hospital and 40% of nurses currently employed by Sanford-Aberdeen Hospital, is closing in summer 2023. Approximately 17% (151) of new nursing students statewide in 2021 were enrolled in PC's nursing program. The closure of PC will immediately impact the training and availability of nurses in northeastern South Dakota, which is already experiencing a nursing shortage. With the closure of PC's campus-based nursing program, there will be no face-to-face, standard 4-year nursing program delivered in northeastern South Dakota. Northern's BSN will meet the nursing shortage in the region by taking up the mantle left vacant by the loss of PC and producing qualified nurses who are prepared to succeed in their licensing exams and serve the healthcare needs of northeastern South Dakota.

Northern's BSN provides a traditional 4-year nursing program where students can utilize Northern's state-of-the-art facilities and services throughout their college career and choose the path to a career in nursing that works best for them. Northern's BSN provides the option of an integrated career ladder with tiered training/certification and includes a curriculum designed to

meet the standards of workforce needs, including a telehealth certificate and an emphasis on gerontology. Northern will have a regular course rotation of foundational liberal arts courses and nursing didactic and clinical courses to enable two paths to the BSN:

1. Traditional BSN stand-alone program
2. LPN to BSN bridge program

Northern plans to partner with Southeast Technical College so that they will locate their LPN program on Northern's campus. This will allow us, as a partnership, to provide an additional nursing career ladder component on campus. Combined with NSU's BSN and LPN to BSN bridge, this will provide a comprehensive nursing career ladder on Northern's campus for the northeastern South Dakota region. Northern State University and Southeast Technical College have an existing partnership for the delivery of academic programs at the Huron Community Campus and this new collaboration will build on that partnership.

The mission of Northern's College of Arts and Sciences as stated in its 2021-2023 strategic plan is "to provide students with challenging educational experiences grounded in the liberal arts and natural sciences that develop the capacity to make an impact as critical thinkers, communicators, collaborators, and creators." As part of this mission, faculty have a vision "to become a community of teacher-scholars dedicated to quality student-centered education, scholarship, and service that fosters professional, personal, and civic success." Faculty in the College of Arts and Sciences are nationally and internationally recognized for their scholarship in global contexts and in the medical fields. For example, Northern's College of Arts and Sciences faculty include Fulbright, National Endowment for Humanities (NEH), and Howard Hughes Medical Institute (HHMI) scholars, and regularly receive grant funding to engage in scholarly research in topics relevant to global health. Northern State University houses a state-of-the-art cadaver lab solely dedicated to undergraduate students.

The BSN degree meets academic priorities established in the mission of the College of Arts and Sciences and combines the expertise of Northern faculty in allied health and liberal arts. With degree options in biology, chemistry, biochemistry, biotechnology, mathematics, government, global language and culture, history, and social sciences, the College of Arts and Sciences is highly qualified to provide the foundational courses necessary for formalized training in nursing. The specialized didactic and clinical nursing courses will be taught by nursing faculty. Northern State University's Center for Excellence in Teaching and Learning partners with the faculty in the Millicent Atkins School of Education's master's in Instructional Design in E-learning to provide graduate certification in HyFlex pedagogy. Northern's nursing faculty will be trained in HyFlex pedagogy to deliver didactic and clinical courses in three modalities: face-to-face, synchronously online, and asynchronously online.

Industry partners, including Primrose Retirement Communities, Avera Health, and Sanford Health, have implored Northern to address the nursing shortage in our region. Drawing from Northern's already established partnerships with industry leaders in northeastern South Dakota, our existing collaborations with Avera St. Luke's, Sanford-Aberdeen, and Primrose, and data and research from the SD Board of Nursing and Department of Health, Northern will establish and offer a BSN program on the Northern campus. With two hospitals in Aberdeen that provide healthcare to communities within a 75-mile radius, a continual shortage of nurses in the area, and the closure of Presentation College, Northern State University must become the provider of the BSN in northeastern South Dakota.

BOR Strategic Impact: The mission of the South Dakota Board of Regents (SDBOR) includes providing an excellent and accessible university system that enriches the intellectual, economic, and civic life of the state, its residents, and its communities. In pursuit of this mission, the SDBOR identifies major goals including the growth of degree production that catalyzes economic development. In particular, the SDBOR encourages its institutions to develop programs that align with future state workforce needs (nursing and health care) and increase public/private partnerships in key industry sectors (through collaborations with hospitals, clinics, and nursing homes) to enhance and promote economic development. More specifically, Northern's BSN program supports the goals of the SDBOR Strategic Plan in terms of Access and Affordability; Academic Excellence, Student Outcomes, and Educational Attainment; Workforce Development and Economic Development; and Financial Health Competitiveness as described below.

Program Summary:

The classification of this program will be 51.3801 [Registered Nursing/Registered Nurse]. This program is proposed to be both an on-campus and HyFlex program delivered through face-to-face, synchronous online, and asynchronous online courses. The university anticipates students entering this program will LPNs pursuing their RN/BSN as well as students new to the university interested in going directly into an RN/BSN program.

Duplication and Competition:

South Dakota State University and the University of South Dakota offer nursing programs within the SDBOR system. South Dakota State University (SDSU) offers –degrees in Bachelor of Science in Nursing (BSN) (Brookings main campus, Rapid City, and Sioux Falls); accelerated BSN (Aberdeen, Rapid City, and Sioux Falls); and registered nurse (RN) to BSN (online). University of South Dakota (USD) offers degrees in BSN (Vermillion main campus and Sioux Falls); Licensed Practical Nursing (LPN) to BSN (Vermillion main campus and Sioux Falls); and RN to BSN (online).

Northern is a regional comprehensive university charged with meeting the workforce needs of northeastern South Dakota. Through the BSN degree, Northern will responsibly, efficiently, and affordably meet the needs of the region with industry partnership and support.

SDSU and USD each offer face-to-face BSN programs and USD offers a face-to-face LPN to BSN program. This mode of delivery is location-based, which is limiting for individuals in remote and rural communities in northeastern South Dakota who are interested in pursuing a career in nursing or in progressing upward from an LPN.

To understand the statistics in South Dakota, Integrated Postsecondary Education Data System (IPEDS) for 2021-2022 reporting shows that the state produced a total of 667 BSN Nursing degrees.

Regental Universities¹:

University	Conferred Degrees Nursing	Total Number of UG Conferrals (All University)
South Dakota State University	336	1927
University of South Dakota	163	1193

¹ Integrated Postsecondary Education Data System (IPEDS) for 2021-2022

Private SD Universities²:

University	Conferred Degrees Nursing	Total Number of UG Conferrals (All University)
Augustana University	80	413
Dakota Wesleyan University	40	153
Mount Marty College	25	112
University of Sioux Falls	74	349

Total Sum of SD Peer Findings:

University	Conferred Degrees Nursing	Total Number of UG Conferrals (All University)
Total	732	4147

As reported in IPEDs, for 2021-2022 there were 718 BSN degrees out of a total of 4147 undergraduate degree conferrals by these SD institutions (17% of all degrees conferred by these institutions were BSN degrees). The demand/need for BSNs exceeds the degrees conferred.

Workforce Outlook/State Need:

According to the “Occupational Outlook Handbook” created by the Bureau of Labor Statistics, jobs available as registered nurses are projected to grow 6 percent from 2021 to 2031 (<https://www.bls.gov/ooh/healthcare/registered-nurses.htm#tab-6>), which is aligned with growth in similar occupations. Over the next ten years, approximately 203,200 registered nurse positions are projected each year, resulting from workers who transfer to different occupations or exit the labor force, such as retiring. Interestingly, during the Great Recession, the number of employed nurses saw an uptick (nearly 7% increase) while other careers saw a downtick (nearly 5% decrease) in employment (<https://www.bls.gov/opub/mlr/2017/article/nursing-and-the-great-recession.htm>). Thus, the employment outlook in the United States is positive for registered nurses. The Bureau of Labor Statistics notes that jobs for registered nurses will continue to grow at least 12% by 2028, much faster than the average for all occupations (<https://www.bls.gov/ooh/healthcare/registered-nurses.htm>). The demand for nurses continues to increase, as does the need for broadly trained nurses.

South Dakota is projected to have the third-highest shortfall in registered nurses in the nation by 2030 behind only Alaska and South Carolina. The Bureau of Labor Statistics notes that jobs for registered nurses will continue to grow at least 12% by 2028, much faster than the average for all occupations (<https://www.bls.gov/ooh/healthcare/registered-nurses.htm>). The demand for nurses continues to increase, as does the need for broadly trained nurses.

All levels of nurses are needed in South Dakota. Slightly over 3 million registered nurses work in the United States, and demand for registered nurses is expected to grow over 5% in the next five years; however, 900,000 registered nurses are projected to leave the profession during this same time frame.

² Integrated Postsecondary Education Data System (IPEDS) for 2021-2022

<https://www.mercer.us/content/dam/mercer/assets/content-images/north-america/united-states/us-healthcare-news/us-2021-healthcare-labor-market-whitepaper.pdf>.

Competitor University Peers³:

University	Conferred Degrees (BSN)	Total Number of UG Conferrals (All University)
University of Jamestown (ND)	16	161
Augustana University	80	413
University of Sioux Falls	74	349
Truman State University	50	913

On average, seven students matriculate from Northern's biology program into SDSU's accelerated nursing program per year. This indicates a level of interest from Northern students who choose nursing despite Northern not currently offering a nursing degree. Additionally, in 2021, Northern's Office of Admissions received more than 50 inquiries for the BSN, despite Northern not offering a nursing program.

Presentation College nursing graduates account for a large proportion of nurses employed by Avera St. Luke's (more than 60%) and Sanford-Aberdeen (more than 40%) and students enrolled in PC's nursing program accounted for 17% of nursing students statewide in 2021. This is indicative of student interest and the need for a nursing program in northeastern South Dakota. With the closure of Presentation College, South Dakota is lacking a nursing program that can meet the rural healthcare needs of northeastern South Dakota. Northern's BSN will fill this need.

Student Learning Outcomes:

Upon completion of the BSN in Nursing, students will be able to:

1. Apply leadership concepts, ethical reasoning, and decision-making in the provision of high-quality nursing care, healthcare team coordination, and oversight and accountability for care delivery in a variety of settings (Leadership and Ethics).
2. Access, analyze, and interpret information and demonstrate skills in using patient care technologies, information systems, and communication devices that support safe, effective nursing practice (Informed Solutions).
3. Use a systematic and holistic approach to integrate knowledge from the discipline of nursing and the liberal arts to analyze and evaluate data and research to continually evaluate and improve current practices and to implement evidence-based practice across the lifespans of patients and within a variety of health care settings (Data Exploration).
4. Incorporate effective communication skills, theories, and techniques and demonstrate collaboration with colleagues to contribute the nursing perspective to interprofessional teams to optimize patient outcomes (Communication and Collaboration).

³ IPEDS

5. Develop an assessment and intervention plan based on current data/information to promote high-quality health care at all levels and provide patient-centered, empathetic, and coordinated care that contributes to safe and high-quality outcomes (Passionate Understanding).

Projected Enrollment:

ESTIMATES	FISCAL YEARS*					
	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
	FY24	FY25	FY26	FY27	FY28	FY29
Students new to the university	--	25	40	50	50	50
Students from other university programs						
Students off-campus or distance continuing students			18	54	93	109
Total students in the program (fall)	--	25	58	104	143	159
Program credit hours (major Courses)**		225	414	1028	1818	2185
Graduates					23	32
<i>*Do not include current fiscal year.</i>						
<i>**This is the total number of credit hours generated by students in the program in the required or elective program courses. Use the same numbers in Appendix B – Budget.</i>						

Projected Revenue/Expenses:

FINANCIAL HEALTH SUMMARY						
	1st	2nd	3rd	4th	5th	6th
	FY24	FY25	FY26	FY27	FY28	FY29
TUITION & FEE REVENUES	-	73,835	135,857	337,346	596,590	717,024
PROGRAM EXPENSES	1,032,039	838,130	845,630	1,017,614	1,225,645	1,225,645
NET (T&F REVENUES LESS PROGRAM EXPENSES)	(1,032,039)	(764,295)	(709,773)	(680,268)	(629,055)	(508,621)
OTHER SUPPORTING REVENUES	695,000	-	-	-	-	-
NET AFTER OTHER SUPPORTING REVENUES	(337,039)	(764,295)	(709,773)	(680,268)	(629,055)	(508,621)



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At Sanford Health, workforce is a priority for the organization. Working on short- and long-term solutions to address the health care workforce pipeline needs of our state is necessary. Through the creation of a nursing program at Northern State University we advance the efforts needed to begin tackling the gaps within the industry.

Eric Hilmoe

Vice President of Operations, Sanford Health Network



I am writing to show my support for the consideration of a new, local onsite nursing program at Northern State University.

Northern and Avera are long-term partners in this region. Avera depends on a skilled and compassionate workforce to care for our patients and Northern has been a great collaborator in this endeavor.

Avera St. Luke's acts as a hub for health care, serving patients in a large service area and many surrounding counties. In order to fulfill our mission, we need a strong workforce.

Nursing is a critical need for the Avera workforce. Across Avera, there are currently over 500 nursing positions available. In some of

our rural areas, there simply are not trained people to recruit for health care positions due to the limited population. Currently, we have over 40 open nursing positions at Avera St. Luke's. On average, Avera St. Luke's might hire 20 nurses per year, but lose 10 to 12. In more recent years, we have lost higher numbers than that and we project this will continue as baby boomers retire.

As shared previously, we would be an excellent place for clinical rotations, internships, etc. In addition to acute care, we have many specialties that would give students a wide range of experiences including long-term care, mental health, obstetrics, emergency care, oncology, orthopedics, cardiology, urology, etc.

You have our support, and if there is anything I can do to help please let me know.

Dan Bjerknes

Regional President & CEO | Avera St. Luke's