APPLICATION FOR SUBSTANTIVE CHANGE INVOLVING A NEW UNDERGRADUATE OR GRADUATE PROGRAM
(Major, Minor, or Degree Program)

I. Submitted by Department  School of Nursing

II. Title of Proposal: Proposal to Implement New Track in MSN Program: MSN-Certified Registered Nurse Anesthetist Track

III. Approval Signatures

1. Chair, Proposing Dept./School ___________________________ Date ___________________________ 
2. Dean of Proposing Dept./School ___________________________ Date 9/14/04 ___________________________ 
3. SACOS Liaison Officer ___________________________ Date 9/14/04 ___________________________ 
4. Chair, Univ. Curriculum Committee ___________________________ Date 9/20/04 ___________________________ 
5. The Greater Faculty ___________________________ Date 9/4/2004 ___________________________ 
6. Provost ___________________________ Date 10-04-04 ___________________________ 
7. President ___________________________ Date ___________________________ 
8. Chair, Board of Trustees ___________________________ Date ___________________________

IV. Summary. Carefully summarize your proposal. Explain the rationale for the proposed program. This rationale must include the results of assessments used by the department or school to evaluate this proposed change; include both program outcomes and student outcomes which are relevant to the proposed change. Attach additional pages if needed.

Rationale: The School of Nursing began preparing advanced practice nurses in 2000 following the November, 1999 approval of the Graduate Faculty to implement a Masters of Science in Nursing program. Two tracks have been offered since implementation, the Nurse Educator and Nurse Administrator tracks.

In 2003 representatives of West Tennessee Health Care and The Jackson Clinic approached the university about the need for local preparation of Certified Registered Nurse Anesthetists. A feasibility study was launched and included representatives of these institutions along with Professor Cindy Fish representing nursing, Dr. Jim Huggins representing the sciences and Dr. Carla Sanderson representing the administration.

Summary of Findings: MSN-CRNA Feasibility Study

The shortage of CRNAs is impacting the ability to deliver safe and comprehensive care to a significant portion of the US population. The factors associated with the shortage mirror those associated with the nursing workforce shortage in general. Information on the nursing shortage in general can be found at: http://bhpr.hrsa.gov/healthworkforce/rnproject/report.htm www.aacn.nche.edu/News/shortageresource.htm.

Specific to the workforce of CRNAs, the average age of the working CRNA is climbing (in 2000 more than 40% of CRNAs were age 50 or over, 38% of the 28,000 working CRNAs were determined to be eligible for retirement by 2005). At the same time, there is significant advancement in surgical, invasive diagnostic, and pain management procedures, coupled with advancing age and declining health of the Baby Boomer generation requiring those procedures. A final contributing factor to the CRNA shortage is the filled-to-capacity status of CRNA educational programs throughout the nation. 2001 data suggests that each program nation-wide was unable to accept 23 qualified students. The job vacancy rates in 2001 average 3.5
open positions for CRNAs nationally, a 250% increase since 1997. The most recent shortfall data was projected in 2001 indicating a projected shortfall of 7000 CRNAs by 2005. Because of decreased enrollments in nursing programs in general during the 1990s and the subsequent decrease in the pool of nurses eligible for CRNA certification, the workforce shortfall is expected to rise until at least the year 2020 (American Association of Nurse Anesthetists (AANA) White Paper, *Shortage of Certified Registered Nurse Anesthetists Continues to Limit Access to Healthcare*).

CRNAs administer 65% of the anesthetics given annually in the US and are the primary providers in urban underserved areas and in the armed forces. CRNAs administer 90-95% of anesthetics given locally (data provided by West Tennessee Health Care) and are often the sole anesthesia providers in two-thirds of all rural hospitals. This fact alone provides a compelling reason for institutions located in less urban, more rural settings to address CRNA educational programming needs. Just as community college nursing education became necessary to meet health care demands in the rural US in the 1950s and 1960s, baccalaureate and higher degree nursing programs more rural in location must also offer advanced practice programs such as CRNA programs to meet the nation’s health care needs. Hospitals such as West Tennessee Health Care (WTHC) will better meet their CRNA workforce needs by partnering with institutions that are local, facilitating the study and hands-on training of their own nurses who will not have to leave the area, possibly for good, for further study.

UT campuses in Memphis, Knoxville and Chattanooga all offer strong graduate level CRNA programs, as does Middle Tennessee School of Anesthesia (MTSA). Consultation with program directors at UTC and MTSA reveals support for Union’s program with offers from each to assist in program implementation. In addition, a strong mentoring partnership with Texas Wesleyan University has been developed.

Hospital partnerships are a vital aspect of CRNA programming. In addition to the lead partner relationship between Union and WTHC, partnerships with the health care communities of Paris, Corinth and Tupelo are being pursued. Further, partnerships with Baptist and Methodist Hospitals in Memphis are highly desirable given our campus in Germantown.

Upon review of these findings, and through close consultation with the Commission on Accreditation of the American Association of Nurse Anesthetists and Texas Wesleyan University’s CRNA program director, the Feasibility Study made a recommendation that the university pursue program development and approval for an MSN-CRNA program.

In early summer, 2004 the university began conversations with a School of Nursing dean applicant, Dr. Tim Smith. Dr. Smith holds a PhD in Nursing and is a CRNA. On August 30, 2004 Dr. Smith accepted appointment to become the School of Nursing dean, effective January 1, 2005. His oversight has been key to the development of this proposal.

V. Description of Programs. For the proposed new major, minor, or program, please complete the following table listing the courses in the proposed major, minor, or program. (Replace the included examples with your proposal. Add rows to the table as needed.) Complete Item XIX for each new course. For courses that are part of a new program proposal, there is no need to complete a separate form for each course.

<table>
<thead>
<tr>
<th>Course</th>
<th>Credit</th>
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<tbody>
<tr>
<td>Core Courses (previously approved, required of all MSN tracks):</td>
<td></td>
</tr>
<tr>
<td>NUR 513 Advanced Concepts I (Informatics and Theory)</td>
<td>2</td>
</tr>
<tr>
<td>NUR 530 Research Methods</td>
<td>2</td>
</tr>
<tr>
<td>Course Description</td>
<td>Credits</td>
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<td>--------------------------------------------------------------</td>
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<tr>
<td>NUR 514 Statistics for Health Sciences</td>
<td>3</td>
</tr>
<tr>
<td>NUR 553 Advanced Concepts II (Wellness and Culture)</td>
<td>3</td>
</tr>
<tr>
<td>NUR 573 Advanced Concepts III (Health Policy and Bioethics)</td>
<td>3</td>
</tr>
<tr>
<td>NUR 696 Thesis or Scholarly Project</td>
<td>3</td>
</tr>
</tbody>
</table>

Proposed CRNA Courses (*class with clinical component, 3:1 credit hour ratio; **practicum, 4:1 credit hour ratio; ***residency, 45:1 credit hour ratio):

<table>
<thead>
<tr>
<th>Course Description</th>
<th>Credits</th>
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<tbody>
<tr>
<td>NUR XXX Introduction to Role of Nurse Anesthesia</td>
<td>2</td>
</tr>
<tr>
<td>NUR XXX Basic Principles of Anesthesia I</td>
<td>3</td>
</tr>
<tr>
<td>NUR XXX Basic Principles of Anesthesia II</td>
<td>3</td>
</tr>
<tr>
<td>NUR XXX Anesthesia Pharmacology I</td>
<td>3</td>
</tr>
<tr>
<td>NUR XXX Anesthesia Pharmacology II</td>
<td>3</td>
</tr>
<tr>
<td>NUR XXX Chemical and Physical Principles of Anesthesia Practice</td>
<td>3</td>
</tr>
<tr>
<td>NUR XXX Advanced Physical Diagnosis: Assessment and Evaluation</td>
<td>3*</td>
</tr>
<tr>
<td>NUR XXX Master's Clinical Practicum IA</td>
<td>2**</td>
</tr>
<tr>
<td>NUR XXX Master's Clinical Practicum IB</td>
<td>4**</td>
</tr>
<tr>
<td>NUR XXX Obstetrical Anesthesia: Pathophysiology and Perspectives of Anesthetic Care</td>
<td>2</td>
</tr>
<tr>
<td>NUR XXX Pediatric Anesthesia: Pathophysiology and Perspectives of Anesthetic Care</td>
<td>2</td>
</tr>
<tr>
<td>NUR XXX Cardiovascular/Pulmonary Anesthesia: Pathophysiology and Perspectives of Anesthetic Care</td>
<td>3</td>
</tr>
<tr>
<td>NUR XXX Neurosurgical Anesthesia: Pathophysiology and Perspectives of Anesthetic Care</td>
<td>2</td>
</tr>
<tr>
<td>NUR XXX Master's Clinical Practicum II</td>
<td>8**</td>
</tr>
<tr>
<td>NUR XXX Nurse Anesthesia Clinical Residency</td>
<td>4***</td>
</tr>
<tr>
<td>NUR XXX Professional Aspects of Nurse Anesthesia</td>
<td>2</td>
</tr>
</tbody>
</table>

Proposed Required Biology Courses to be Presented by Biology Department:

<table>
<thead>
<tr>
<th>Course Description</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIO XXX Advanced Anatomy and Physiology I and II</td>
<td>6</td>
</tr>
<tr>
<td>BIO XXX Advanced Human Gross Anatomy</td>
<td>3</td>
</tr>
</tbody>
</table>

Total MSN-CRNA Program Hours: 74
VI. **Itemize Program Admission Requirements.** Attach additional page(s) if needed.

1. Eligible for Registered Nurse Licensure in the State of Tennessee;
2. Official transcripts indicating completion of a Bachelor of Science in Nursing degree;
3. Grade point average 3.0 or higher;
4. One year of critical care experience;
5. Official GRE test scores;
6. Evidence of writing skills to include:
   a) statement of philosophy of nursing that integrates faith into the discipline of nursing
   b) statement of professional career goals;
7. Interview;
8. Three letters of professional/academic reference specifying the applicant’s capabilities for graduate study;
9. Completed application and application fee of $25.00;
10. Upon acceptance, $1000 non-refundable fee applied toward tuition.

VII. **Teacher Licensure.** Does this proposed change involve a state teacher licensure major or endorsement field? If yes, please attach the approval form from the Teacher Education Committee.

NA

VIII. **Curriculum Map.** For undergraduate programs, attach a four-year curriculum map showing how a student in this program could graduate within four years.

A curriculum model is attached.

IX. **Faculty and Staff.** Summarize current faculty and staff available to teach/support the proposed program. Do current faculty meet SACS criteria to provide instruction associated with the proposed program? Yes X_; No ____. If the answer if No, explain the justification for current faculty who do not meet SACS criteria.

Current faculty members are available and meet the SACS criteria for teaching core MSN courses.

Also, what additional faculty and staff will or may be needed to support the proposed program? When are these additional faculty and staff projected to be hired in the Union’s planning documents?

One full-time program director/faculty member and one full-time assistant program director/faculty member will be appointed to teach the proposed new courses in the MSN-CRNA program. Additional faculty, either one full-time or several adjuncts, will also be identified. These faculty will be hired prior to program implementation either fall, 2005 or winter, 2006.

X. **Resources.** Summarize existing resources (e.g., office, library, classroom, laboratory space and equipment, media, and computer) available to support the proposed program. Explain the extent to which existing resources meet SACS requirements.

Existing office and laboratory/equipment resources are insufficient to meet MSN-CRNA program needs. A dedicated clinical laboratory with anesthesia simulation is needed along with library resources to support the program.
Also, what additional resources will or may be needed to support the proposed program? Provide dollar estimates for all additional resources. When are these additional resources projected to be funded in the Union’s planning documents?

The following is a detailed budget proposal with budget assumptions for an MSN-CRNA program. This budget is based on plans for the new science building to house the School of Nursing as a separate and additional floor to include the CRNA program.

In the summer of 2004 West Tennessee Healthcare gave Union $1 million for the development of the CRNA program, with a pledge of an additional $1.5 million over the next three years. This gift will be used to support space and capital equipment needs. Ongoing annual partnerships are being sought to secure the success of the CRNA program though the budget is based on sufficient revenue to cover operating expenses.

Thus, the program is planned as a self-supporting program where tuition revenue is sufficient to support the operating expenses of the program.

Budget Assumptions:
15-20 students admitted each fall semester
8 semester curriculum, 73 credit hours
$50,000 + program tuition and fees per student
First year start-up costs of $300,000 for on-campus Campus Laboratory with patient simulators and anesthesia machines, using loaned space from West Tennessee Health Care for program start-up until new space is secured.

Operating Expenses:
Salary and Benefits for:
  Program Director/Faculty Member
  Assistant Director/Faculty Member
  Clerical Staff Member
Salary for:
  .5 FTE Biology Faculty Member
  Classroom and Clinical Adjuncts
Program Expenses:
  Office Supplies
  Printing and Copying
  Travel
Accreditation Expenses
  Postage
  Telephone

XI. Program Outcomes. List the program outcomes/student learning outcomes for the proposed program. All outcomes must be stated in measurable terms. Relate these outcomes to current Vision and Values document. (Attach additional pages if needed.)

The graduate of the master’s nursing program will be able to:
1. Incorporate theory and research in advanced practice nursing.
2. Assume leadership roles in nursing education, nursing administration or nursing anesthesia to promote health and well being of persons in an intercultural world.
3. Integrate knowledge of healthcare economics and policy into the delivery of cost effective, ethically responsible nursing care.
4. Manage information using technology to influence nursing practice.
5. Demonstrate competency in the selected nursing practice.

XII. **Assessment Procedures.** List the revised assessment procedures which will be used to evaluate each program outcome/student learning outcome. Each outcome must have at least one assessment procedure. (Attach additional pages if needed.)

Successful completion of a thesis or scholarly project evaluated by faculty (1).
Successful completion of seminar/practicum (1,2,3,4).
Exit interviews with students (1,3,4).
Alumni surveys will be conducted to assess students’ scholarly achievements (1,2,3,4,5).
Focus groups with employers will be conducted to assess knowledge and skills of graduates (1,2,3,4,5).
Master evaluation plan (1,2,3,4,5).
Council on Certification of Nurse Anesthesia pass rates.
Job placement rates.

XIII. **Use of Assessment Results.** Explain how the results of the above assessments will be used to improve future program and student performances. (Attach additional pages if needed.)

Results will be considered as a part of the master evaluation plan and revisions in courses and the overall curriculum will be made accordingly.

XIV. **Timetable.** Explain the timetable to begin the proposed program. Does this agree with the timetables in current *Vision and Values* document?

- **Summer, 2003**  Meeting with West Tennessee Healthcare and The Jackson Clinic
- **Fall, 2003**  MSN-CRNA Feasibility Study Team Named
- **March, 2004**  Attended AANA Workshop on CRNA Program Implementation
- **April, 2004**  Visited Texas Wesleyan University’s CRNA program
- **May-present, 2004**  Feasibility Team Recommends Proposed Program
- **August, 2004**  Trustees Hear Program Proposal
- **September, 2004**  Exploration of Healthcare Partnerships
- **October, 2004**  Appointment of School of Nursing dean, Tim Smith, CRNA, PhD
- **November, 2004**  MSN-CRNA Curriculum Development
- **September, 2004**  School of Nursing Approves Curriculum
- **October, 2004**  Final Board of Trustee Program Approval, Pending Approval of the Greater Faculty
- **November, 2004**  Program Presented to Greater Faculty
- **December, 2004**  Pending Approval, Begin Self-Study, Commission on Accreditation

(Timeline from this point on will depend on establishment of clinical contracts and Commission on Accreditation oversight; program implementation is planned for fall, 2005 or winter, 2006)

XV. **Department Discussions.** Has the proposed program been openly and thoroughly discussed by all full-time faculty in the department/school which is proposing the program?
Does the majority of the department support this proposal?  **Yes.**

**XVI. Other Departments.** Has the proposed program been openly and thoroughly discussed with faculty/chairs/deans in other departments/schools which will be affected by this change?

_____  No; please explain:

_____  Yes; explain the format and nature of the discussion:

Support from the Department of Biology is needed for three vital courses. Drs. McMillin and Huggins have heard the request for support and are processing the need for three graduate level biology courses.

Please note any concerns expressed by the other department(s)

_____  No; please explain:

List all departments/schools where the proposed program has been discussed.

**Department of Biology**

**XVII. Other Curricular Implications.** Do the proposed program have implications for other aspects of Union’s curriculum, e.g. General Core Requirements, Specific Core Requirements? If yes please explain and justify changes.

No.

**XVIII. Contact Person.** What person should be contacted for further information about this major, minor, or program?

Interim School of Nursing Dean Tharon Kirk