Alabama Commission on Higher Education

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Proposal for a New Degree Program

I. Information and Rationale

A. Primary Contact Information

Institution: Troy University

Contact: Dr. Mary Anne Templeton

Title: Associate Provost, Dean of the Graduate School

Email: mtempleton@troy.edu

Telephone: (334) 670-3189

B. Program Information

Date of Proposal Submission: 11/11/2024

Award Level: Master's Degree

Award Nomenclature (e.g., BS, MBA): MSN

Field of Study/Program Title: Accelerated Master of Science in Nursing

CIP Code (6-digit): 51.3801 – Registered Nursing/Registered Nurse

C. Administration of the Program

Name of Dean and College: Dr. LaGary Carter, College of Health Sciences

Name of Department/Division: School of Nursing

Name of Chairperson: Dr. Wade Forehand

D. Implementation Information

Proposed Program Implementation Date: 8/1/2025

Anticipated Date of Approval from Institutional Governing Board: 11/21/2024

Anticipated Date of ACHE Meeting to Vote on Proposal: 3/14/2025

SACSCOC Sub Change Requirement (Notification, Approval, or NA): Approval

Other Considerations for Timing and Approval (e.g., upcoming SACSCOC review): Review and approval by SACSCOC

E. Concise Program Description

Include general opportunities for work-based and/or experiential learning, if applicable.

The Accelerated Master of Science in Nursing (AMSN) Program is designed to provide graduates of baccalaureate programs (non-nursing) the opportunity to develop the knowledge and clinical skills required for entering the nursing profession in a compressed timeframe. The program prepares graduates to apply to the Board of Nursing to write the licensing examination to become a registered nurse (RN). Full-time study is required and due

to the rigorous nature of the program employment is not recommended. The AMSN program is offered in a blended format with both on campus and online requirements.

All students in the proposed Accelerated Master of Science in Nursing program will be engaged in many experiential learning opportunities throughout the program entirety. Students will complete clinical learning experiences in each of the four semesters.

F. **Specific Rationale (Strengths) for the Program**

List 3 – 5 strengths of the proposed program as specific rationale for recommending approval of this proposal.

1. **Increasing the RN workforce.** Alabama faces a significant nursing shortage that impacts healthcare delivery across the state. The Alabama Hospital Association (AlaHA) reports the state could face a significant shortage of registered nurses (RNs) by 2030 if current trends continue.[1] Furthermore, the Health Resources and Services Administration (HRSA) projects that by 2025, Alabama could have a shortage of nearly 12,000 nurses[2]. Rural areas in Alabama are particularly hard hit by the nursing shortage with some regions experiencing vacancy rates for nursing positions exceeding 20%, while the national average is at 15%. Approximately one-third of Alabama's nursing workforce is over the age of 50, with many approaching retirement age, exacerbating the shortage. The average age of an RN in Alabama is around 47 years old.[3] The Alabama Board of Nursing (ABN) conducted a survey to assess and project future nurse workforce needs in Alabama. This survey revealed retirement plans for many RNs in the state within the next five years, resulting in an upcoming loss of nearly 40,000 nurses by 2027.[3] Therefore, it makes sense to add programs in the state of Alabama that will contribute to meeting the nursing workforce demand.

2. **Advancing nursing education.** According to the ABN Workforce Survey, 83% of Alabama's nursing workforce holds a degree at the baccalaureate level or less; 15% licensed practical prepared, 2% diploma prepared, 35% associate degree prepared, and 31% baccalaureate prepared. Thus, leaving 17% of the nursing workforce with academic preparation at the graduate level, 14% master's degree prepared, 2% DNP prepared, and 1% PhD prepared. Research supports the benefits to the healthcare system and patient care for nurses that have advanced academic preparation.[4]

3. **Expanding educational proximity and opportunity**. A nursing program is both rigorous and time demanding. Due to the nature of the skills, knowledge, and practice needed by

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[1] https://aldailynews.com/nearly-39000-alabama-nurses-likely-to-leave-profession-in-next-five-years/

[2] https://bhw.hrsa.gov/data-research/projecting-health-workforce-supply-demand

[3] https://www.abn.alabama.gov/wp-content/uploads/2023/09/2021-2022-ABN-Workforce-Survey-Executive-Summary_9.13.2023.pdf

[4] https://www.aacnnursing.org/news-data/fact-sheets/impact-of-education-on-nursing-practice

nursing students, a student's time on campus with faculty supervision is critically important to success. Therefore, nursing programs need to meet the student's need related to proximity and reasonable travel for students to achieve educational mobility. Currently, there are only three accelerated master's level degree programs in the state of Alabama, the University of Alabama, the University of Alabama at Birmingham, and the University of South Alabama. The University of Alabama provides geographical coverage to central and west Alabama, the University of Alabama at Birmingham provides geographical coverage to north Alabama, and the University of South Alabama provides geographical coverage to south Alabama. An accelerated program of this nature by Troy University would provide an educational opportunity to residents in the east and southeast portion of Alabama. Therefore, giving residents in this part of the state an opportunity to enter the nursing workforce and advance their education.

II. Background with Context

A. Student Learning Outcomes

List four (4) to seven (7) of the student learning outcomes of the program.

Upon successful completion of the MSN degree the graduate will be able to achieve the following end-of-program student learning outcomes:
1. Incorporate advanced knowledge in nursing and related disciplines as the basis for decisions and innovation in advanced nursing practice.
2. Integrate and apply leadership, management and education principles into advanced nursing care that utilizes ethical and critical decision making forming the basis for an innovative nursing practice framework.
3. Integrate established and emerging principles of quality and safety for advanced nursing within diverse settings and populations.
4. Appraise research outcomes and current evidence for integration into practice to improve professional nursing practice and health care.
5. Manage informatics, communication and healthcare technologies to enhance, integrate, and coordinate patient care to improve delivery of nursing care and outcomes in accordance with best practice and standards.
6. Develop inter-disciplinary advocacy strategies to impact healthcare policy within complex systems of healthcare.
7. Communicate, collaborate and consult as a leader and member of intraprofessional and interprofessional teams for improvement of health care outcomes while recognizing and supporting individual perspectives, characteristics, norms and values. Integrate clinical prevention interventions for the provision of culturally responsive advanced nursing care to individuals and populations in a global society.
8. Translate clinical judgement interventions for the provision of person-centered care and population- centered care that is culturally responsive to promote positive health outcomes.
9. Demonstrate role competencies in a specialized area of advanced nursing practice at the master's level.

B. Similar Programs at Other Alabama Public Institutions

List programs at other Alabama public institutions of the same degree level and the same (or similar) CIP codes. If no similar programs exist within Alabama, list similar programs offered within the 16 SREB states. If the proposed program duplicates, closely resembles, or is similar to any other offerings in the state, provide justification for any potential duplication.

CIP Code	Degree Title	Institution with Similar Program	Justification for Duplication
51.3801	Master of Science in Nursing	Auburn	See below.
51.3801	Master of Science in Nursing	AUM	See below.
51.3801	Master of Science in Nursing	JSU	See below.
51.3801	Master of Science in Nursing	UA	See below.
51.3801	Master of Science in Nursing	UAB	See below.
51.3801	Master of Science in Nursing	UAH	See below.
51.3801	Master of Science in Nursing	UNA	See below.
51.3801	Master of Science in Nursing	USA	See below.

There are a total of eight programs within the state of Alabama with a program designation of 51.3801, Registered Nursing/Registered Nurse. Of those eight programs, only three offer a master's degree in an accelerated format for individuals that have earned a bachelor's degree in a non-nursing field. The remaining five programs offer a variety of master's degree tracks for nursing, but they do not provide an accelerated option. Therefore, there would only be duplication of accelerated degrees at the master's level by the University of Alabama at Birmingham (Accelerated Master's in Nursing Pathway), the University of Alabama (Masters Entry into the Profession of Nursing), and the University of South Alabama (Accelerated MSN). Troy University's duplication of the Accelerated Master of Science Nursing degree would provide Alabama residents another option to pursue their nursing education. The programs offered by UA and UAB address the educational needs for residents in northern Alabama. The program offered by USA provides an option for Alabama residents in the southern area. Troy University's program would provide an educational option for Alabama residents located in the central part of the state.

Relationship to Existing Programs within the Institution

1. Is the proposed program associated with any existing offerings within the institution, including options within current degree programs?   **Yes ☒ No ☐**

   Some of the proposed program courses currently exist in the traditional MSN program.

2. Will this program replace any existing programs or specializations, options, or concentrations?   **Yes ☐ No ☒**

   If yes, please explain.

3. Will the program compete with any current internal offerings?   **Yes ☐ No ☒**

   If yes, please explain.

C. Collaboration

Have collaborations with other institutions or external entities been explored?   **Yes** ☐ **No** ☒

If yes, provide a brief explanation indicating those collaboration plan(s) for the proposed program.

Have any collaborations within your institution been explored?   **Yes** ☒ **No** ☐

Troy University presently offers the Bachelor of Science in Nursing degree for undergraduate students. The proposed Accelerated Master of Science Nursing degree would utilize faculty and existing resources from this program to facilitate the new program offering. The Troy University BSN program has a long history of preparing registered nurses that are equipped to be successful on the NCLEX and ready to meet the healthcare workforce.

D. Specialized Accreditation

1. Will this program have any external accreditation requirements in addition to the institution's SACSCOC program requirements?   **Yes** ☒ **No** ☐

   The School of Nursing maintains specialized accreditation by the Accreditation Commission for Education in Nursing (ACEN). The Alabama Board of Nursing also approves in-state programs leading licensure. The timeframe for application to both groups is dependent upon approval to offer the degree option.

2. Does your institution intend to pursue any other non-required accrediting organizations for the program?*   **Yes** ☐ **No** ☒

   If there are plans to pursue non-required external accreditation at a later date, list the name(s) and why the institution is not pursuing them at this time.

   Note: Check *No* to indicate that non-required external accreditation will not be pursued, which requires no explanation.

E. Professional Licensure/Certification

Graduates of the Accelerated Master of Science Nursing degree would be required to successfully pass the NCLEX to become a registered nurse and obtain licensure in their respective state of practice.

F. Additional Education/Training

Not applicable.

G. Admissions

Will this program have any additional admissions requirements beyond the institution's standard admissions process/policies for this degree level?   **Yes** ☒ **No** ☐

Application requirements for the Accelerated Master of Science Nursing degree do differ than the traditional requirements by Troy University Graduate School. The reason for the

differences is due to the nature of the program and accelerated timeframe. The proposed admission requirements include: (a) hold a baccalaureate degree outside of nursing from a regionally accredited university; (b) overall undergraduate grade point average (GPA) of 3.0 on a 4.0 scale; (c) complete an online application with the School of Nursing; (d) completion of A&P I &II with laboratory components, Human Growth & Development and/or Developmental Psychology, Microbiology with laboratory, nutrition, and statistics within the pas 7 years; (e) written essay; (f) live or virtual interview; and (g) ability to achieve certain core performance standards required by the duties of the nursing profession.

H. Mode of Delivery

The proposed program will be delivered in a mixed format including in-person on the Dothan campus in Dothan, AL and online. Currently 24 credit hours of the 66 total credit hour program is scheduled to be taught online. These 24 credit hours are currently offered online for Troy's existing master's program. The remaining 42 credit hours will be delivered in an in-person format on the Dothan campus.

I. Projected Program Demand (Student Demand)

Briefly describe the primary method(s) used to determine the level of student demand for this program using evidence, such as enrollments in related coursework at the institution, or a survey of student interest conducted (indicate the survey instrument used), number and percentage of respondents, and summary of results.

A brief interest survey was developed to solicit feedback from current Troy University students and graduates within the last three years that may have interest in an AMSN program. Certain undergraduate majors were targeted for the survey. The target majors included social work, biology, biomedical sciences, psychology, human services, interdisciplinary studies, rehabilitation, exercise science, applied health sciences, and nutrition. The query produced over 2600 current students and over 2800 graduates. The survey was deployed via email through Qualtrics.

A total 104 individuals participated in the survey ($N = 104$). The survey asked current students and graduates how interested they might be in the AMSN program. Available responses were included 5 = extremely interested, 4 = very interested, 3 = moderately interested, 2 = slightly interested, and 1 = not interested at all. Respondents of the survey indicated that 43% ($n = 45$) were extremely interested, 22% ($n = 23$) were very interested, 14% ($n = 15$) were moderately interested, 14% ($n = 15$) were slightly interested. Thus, the responses were over 95% in support of interest in an AMSN program.

Limitations of the survey included only Troy University current and graduates within the past three years. The survey only explored targeted majors and did not include a broad audience. Also, survey fatigue and low participation occurred. Due to the timing of deployment at the end of the semester and other surveys that occur, likely impacted participant interest in taking the survey. Lastly, the participant pool only included individuals affiliated with Troy University. Others in the community that would likely have interest in this type of program were not able to participate in the survey.

J. Standard Occupational Code System

Using the federal Standard Occupational Code (SOC) System, indicate the top three occupational codes related to post-graduation employment from the program. A full list

of SOCs can be found at https://www.onetcodeconnector.org/find/family/title#17.

A list of Alabama's In-Demand Occupations is available at
https://www.ache.edu/index.php/policy-guidance/.

SOC 1 (**required**): 29-1141.00 Registered Nurses

Briefly describe how the program fulfills a specific industry or employment need for the State
of Alabama. As appropriate, discuss alignment with Alabama's Statewide or Regional Lists of
In-Demand Occupations (https://www.ache.edu/index.php/policy-guidance/) or with emerging
industries as identified by Innovate Alabama or the Economic Development Partnership of
Alabama (EDPA).

As previously stated, Alabama faces a significant nursing shortage that impacts healthcare
delivery across the state. The Alabama Hospital Association (AlaHA) reports the state could
face a significant shortage of registered nurses (RNs) by 2030 if current trends continue.[5]
Furthermore, the Health Resources and Services Administration (HRSA) projects that by
2025, Alabama could have a shortage of nearly 12,000 nurses[6]. Rural areas in Alabama are
particularly hard hit by the nursing shortage with some regions experiencing vacancy rates
for nursing positions exceeding 20%, while the national average is at 15%. Approximately
one-third of Alabama's nursing workforce is over the age of 50, with many approaching
retirement age, exacerbating the shortage. The average age of an RN in Alabama is around
47 years old.[7] The Alabama Board of Nursing (ABN) conducted a survey to assess and
project future nurse workforce needs in Alabama. This survey revealed retirement plans for
many RNs in the state within the next five years, resulting in an upcoming loss of nearly
40,000 nurses by 2027.[3] Therefore, it makes sense to add programs in the state of Alabama
that will contribute to meeting the nursing workforce demand.

SOC 1 (**required**): 29-1141.00 Registered Nurses

From O*NET OnLine: https://www.onetonline.org/link/details/29-1141.00
Alabama employment trends:
    Employment (2020): 51,280 employees
    Projected employment (2030): 55,450 employees
    Projected growth (2020-2030): 8%
    Projected annual job openings (2020-2030): 3,180

From Alabama Demand Occupations (2023-2024):
    2023 Employment 51,600
    Average Annual Openings 3,450
    Median Annual Salary $59,664

Alabama Demand Occupations 2023-2024 information from: https://www.ache.edu/wp-content/Instruction/2024_Statewide_InDemand_Occ.pdf

From Regional Demand Occupations (2023-2024):
    2021 Employment 9,970
    Average Annual Openings 675
    Median Annual Salary $60,507

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[5] https://aldailynews.com/nearly-39000-alabama-nurses-likely-to-leave-profession-in-next-five-years/
[6] https://bhw.hrsa.gov/data-research/projecting-health-workforce-supply-demand
[7] https://www.abn.alabama.gov/wp-content/uploads/2023/09/2021-2022-ABN-Workforce-Survey-Executive-Summary_9.13.2023.pdf

Regional Demand Occupations 2023-2024 information from: https://www.ache.edu/wp-content/uploads/2022/12/2024-Regional-List-of-In-Demand-Occupations.pdf

Curriculum Information for Proposed Degree Program

A. Program Completion Requirements: Enter the credit hour value for all applicable components (enter N/A if not applicable).

Curriculum Overview of Proposed Program	
Credit hours required in **general education**	0
Credit hours required in **program courses**	63
Credit hours in **program electives/concentrations/tracks**	0
Credit hours in **free electives**	0
Credit hours in **required research/thesis**	3
Total Credit Hours Required for Completion	**66**

Note: The above credit hours **MUST** match the credit hours in the *Curriculum Components of Proposed Program* table in Section V.G.

B. Maximum number of credits that can be transferred in from another institution and applied to the program:

12 credit hours

C. Intended program duration in semesters for full-time students:

The AMSN is designed to be in a compressed format in order to provide students a quick path into the nursing profession. The program will be offered only in a full-time option. It will require 4 semesters or 17 credit hrs in Fall, 17 credit hrs in Spring, 16 credit hrs in Summer, and 16 credit hrs in Fall. Students will complete the 4 semester consecutively with no breaks, 1.5 years.

D. Intended program duration in semesters for part-time students:

Not applicable as the program is only available for full-time study.

E. Does the program require students to demonstrate industry-validated skills, specifically through an embedded industry-recognized certification, structured work-based learning with an employer partner, or alignment with nationally recognized industry standards?   **Yes ☐ No ☒**

If yes, explain how these components fit with the required coursework.

F. Does the program include any concentrations?   **Yes ☐ No ☒**

G. Please provide all course information as indicated in the following table. Indicate new courses with "Y" in the associated column. If the course includes a required work-based learning component, such as an internship or practicum course, please indicate with a "Y" in the WBL column.

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Program Name:	Accelerated Master of Science in Nursing			
Program Level:	Graduate			
Curriculum Components of Proposed Program				
Course Number	**Course Title**	**Credit Hours**	**New? (Y)**	**WBL? (Y)**
Program Courses				
NSG 55xx	Accelerated Pathophysiology	3	Y	
NSG 55xx	Foundations of Nursing Practice	3	Y	
NSG 55xx	Clinical Management I: Common Health Alterations	4	Y	
NSG 55xx	Accelerated Mental Health Nursing	4	Y	
NSG 55xx	Accelerated Pharmacology	3	Y	
NSG 55xx	Clinical Management II: Chronic Health Alterations	4	Y	
NSG 55xx	Clinical Management III: Complex Health Alterations	4	Y	
NSG 6633	Healthcare Systems	3	N	
NSG 55xx	Leadership	3	Y	
NSG 55xx	Clinical Management IV: Children and Women's Health	7	Y	
NSG 6645	Diversity and Global Health Perspectives	3	N	
NSG 6605	Economics	3	N	
NSG 6660	Foundations	3	N	
NSG 55xx	Population Health	4	Y	
NSG 55xx	Clinical Management V: Transition to Clinical Practice	6	Y	
NSG 6631	Concepts of Healthcare Informatics and Leadership	3	N	
NSG 66xx	Scholarly Course (Title TBD)	3	Y	
Research/Thesis				
NSG 6691	Research	3	N	
*Total Credit Hours Required for Completion		66		

*Note: The total credit hours should equal the total credit hours in the Curriculum Overview table (V.B, p. 9).

III. Program Resource Requirements

A. Proposed Program Faculty*

Current Faculty and Faculty to Be Hired

Complete the following **New Academic Degree Proposal Faculty Roster** to provide a brief summary and qualifications of current faculty and potential new hires specific to the program.

*Note: Institutions must maintain and have current as well as additional faculty curriculum vitae available upon ACHE request for as long as the program is active, but CVs are **not** to be submitted with this proposal.

Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (FT, PT)	COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
Undergraduate Nursing Faculty			
Karri Booth (FT)	NSG 3319, Informatics in Nursing, 3 credit hrs, Fall semester NSG 3314, Nursing Concepts Practicum, 3 credit hrs, Fall semester NSG 3326, Adult Health Nursing I Practicum, 3 credit hrs, Fall semester	MSN – Healthcare Informatics & Nursing Leadership, Troy University BSN – Nursing, Troy University	Registered Nurse, Alabama Certified Health Simulation Educator (CHSE) Lab Coordinator IP and OL UT
Teresa Law (FT)	NSG 3313, Nursing Concepts, 3 credit hrs, Fall semester NSG 3314, Nursing Concepts Practicum, 3 credit hrs, Fall semester NSG 55xx, Clinical Management I: Common Health Alterations, 4 credit hrs, TBD	DNP – Advanced Nursing Practice, Troy University MSN – Family Nurse Practitioner, The University of Alabama BSN – Nursing, Troy University	Registered Nurse, Alabama Certified Family Nurse Practitioner, Alabama IP UT
Deborah Rushing (FT)	NSG 3336, Adult Health Nursing II, 3 credit hrs, Fall semester NSG 3337, Adult Health Nursing II Practicum, 2 credit hrs, Fall semester NSG 55xx, Clinical Management II: Chronic Health Alterations, 4 credit hrs, TBD	Post-grad – Family Nurse Practitioner, Samford University DNP - Advanced Nursing Practice, Samford University MSN - Advanced Nursing Practice, Troy University BSN – Nursing, Auburn University ASN – Nursing, Troy University	Registered Nurse, Alabama Certified Family Nurse Practitioner, Alabama IP UT

Current Faculty			
1	**2**	**3**	**4**
CURRENT FACULTY NAME (FT, PT)	**COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)**	**ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed**	**OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)**
Kim Andrews (FT)	NSG 1105, Medical Terminology, 1 credit hr, Fall Semester NSG 3340, Ethics in Nursing, 3 credit hrs, Fall Semester NSG 3310, Health Assessment Practicum, 1 credit hr, Fall Semester NSG 3326, Adult Health Nursing I Practicum, 3 credit hrs, Fall Semester NSG 55xx, Clinical Management II: Chronic Health Alterations, 4 credit hrs, TBD	DNP - Advanced Nursing Practice, Troy University MSN –Nurse Education, South University BSN – Nursing, Troy University ASN – Nursing, Southern Union State Community College	Registered Nurse, Alabama IP UT
Amy Davis (FT)	NSG 3310, Health Assessment Practicum, 1 credit hr, Fall Semester NSG 3314, Nursing Concepts Practicum, 3 credit hrs, Fall semester NSG 3323, Maternal Infant Health Nursing, 3 credit hrs, Fall Semester NSG 3324, Maternal Infant Health Nursing Practicum, 2 credit hrs, Fall Semester NSG 55xx, Clinical Management IV: Children and Women's Health, 7 credit hrs, TBD	MSN – Nursing, Walden University BSN – Nursing, University of South Alabama	Registered Nurse, Alabama IP UT
Joy Butler (FT)	NSG 3334, Psychiatric Mental Health Nursing, 3 credit hrs, Fall Semester NSG 3335, Psychiatric Mental Health Nursing Practicum, 3 credit hrs, Fall Semester NSG 55xx, Accelerated Mental Health Nursing, 4 credit hrs, TBD	MSN – Clinical Nurse Specialist, Troy University BSN – Nursing, Troy University	Registered Nurse, Alabama IP UT

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Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (FT, PT)	COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
Nikki Hilburn (FT)	NSG 4413, Complex Care, 3 credit hrs, Fall Semester NSG 4414, Complex Care Practicum, 2 credit hrs, Fall Semester NSG 55xx, Clinical Management III: Complex Health Alterations, 4 credit hrs, TBD	DNP - Advanced Nursing Practice, Samford University MSN – Family Nurse Practitioner, The University of Alabama Birmingham BSN – Nursing, Troy University ASN – Nursing, Wallace Community College	Registered Nurse, Alabama Certified Family Nurse Practitioner, Alabama IP UT
Jenna Hussey (FT)	NSG 4403, Child Health Nursing, 3 credit hrs, Fall Semester NSG 4415, Nursing Leadership/Management, 2 credit hrs, Fall Semester NSG 4404, Child Health Nursing Practicum, 2 credit hrs, Fall Semester NSG 55xx, Clinical Management IV: Children and Women's Health, 7 credit hrs, TBD	DNP - Advanced Nursing Practice, Troy University MSN – Clinical Nurse Specialist, Troy University BSN – Nursing, Troy University	Registered Nurse, Alabama IP UT
Brandy Simpler (FT)	NSG 3325, Adult Health Nursing I, 3 credit hrs, Fall Semester NSG 3326, Adult Health Nursing I Practicum, 3 credit hrs, Fall Semester NSG 3310, Health Assessment Practicum, 1 credit hr, Fall Semester NSG 55xx, Clinical Management II: Chronic Health Alterations 4 credit hrs, TBD	DNP - Advanced Nursing Practice, Troy University BSN – Nursing, Troy University	Registered Nurse, Alabama IP
Jacquelyn Smith (FT)	NSG 4421, Professional Nursing Clinical Preceptorship, 3 credit hrs, Fall Semester NSG 4405, Public Health Nursing, 3 credit hrs, Fall Semester NSG 4406 Public Health Nursing Practicum, 2 credit hrs, Fall Semester NSG 55xx, Population Health, 4 credit hrs, TBD	DNP - Advanced Nursing Practice, Samford University MSN – Family Nurse Practitioner, Auburn University BSN – Nursing, Troy University	Registered Nurse, Alabama Certified Family Nurse Practitioner, Alabama IP
Graduate Nursing Faculty:			

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Current Faculty			
1	**2**	**3**	**4**
CURRENT FACULTY NAME (FT, PT)	**COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)**	**ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed**	**OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)**
Djuana Burns (FT)	NSG 6688, Primary Care II Preceptorship, 3 credit hrs, Fall semester NSG 6632, Theoretical Foundations of Nursing Informatics and Leadership, 3 credit hrs, Fall semester NSG 6671, Advanced Pathophysiology, 3 credit hrs, Fall semester NSG 6633 Healthcare Systems, 3 credit hrs, Spring semester	DNP - Advanced Nursing Practice, The University of Alabama Birmingham Post-grad – Family Nurse Practitioner, Troy University MSN – Clinical Nurse Specialist, Troy University BSN – Nursing, Auburn University Montgomery	Registered Nurse Compact, Alabama Certified Family Nurse Practitioner, Alabama OL
Kelli Cleveland (FT)	NSG 6612, Advanced Health Assessment, 3 credit hrs, Fall semester NSG 6613, Advanced Health Assessment Preceptorship, 3 credit hrs, Fall semester NSG 8810, Synthesis of Evidence Based Practice I, 1 credit hr, Fall semester NSG 55xx, Accelerated Pathophysiology, 3 credit hrs, TBD	DNP - Advanced Nursing Practice, Troy University MSN – Family Nurse Practitioner, Troy University BSN – Nursing, Troy University	Registered Nurse Compact, Alabama Certified Family Nurse Practitioner, Alabama OL
Lenetra Jefferson (FT)	NSG 6631, Concepts of Healthcare Informatics and Leadership, 3 credit hrs, Fall semester NSG 6674, Curriculum Design & Development in Nursing Education, 3 credit hrs, Fall semester NSG 6636, Advanced Nursing Practice Internship I, 3 credit hrs, Fall semester	Certificate – Higher Education, Laureate International Universities PhD – Nursing, Southern University and A&M College MSN – Adulty Health, University of South Alabama BSN – Nursing, University of South Alabama	Registered Nurse, Alabama Registered Nursing Compact, Louisiana Registered Nurse, Florida Registered Nurse, California Clinical Nurse Leader Certified Nurse Educator OL
Barbara Miller (FT)	NSG 6696, Scholarly Inquiry Practicum I, 1 credit hrs, Fall semester NSG 8812, Foundations of Evidence-based Practice, 3 credit hrs, Fall semester NSG 6691, Research, 3 credit hrs, Spring semester	PhD – Nursing, Mercer University MSN – Clinical Nurse Specialist, Troy University BSN – Nursing, Troy University ASN – Nursing, Wallace Community College	Registered Nurse Compact, Georgia Clinical Nurse Specialist OL

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Current Faculty

1	2	3	4
CURRENT FACULTY NAME (FT, PT)	COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
Latonda Paymon (FT)	NSG 6612, Advanced Health Assessment, 3 credit hrs, Fall semester NSG 6613, Advanced Health Assessment Preceptorship, 3 credit hrs, Fall semester NSG 6605, Healthcare Economics, 3 credit hrs, Fall semester	DNP - Advanced Nursing Practice, Troy University MSN – Family Nurse Practitioner, Troy University BSN – Nursing, Troy University ASN – Nursing, Troy University	Registered Nurse Compact, Alabama Certified Family Nurse Practitioner, Alabama OL

Additional Faculty (To Be Hired)

1	2	3	4
CURRENT FACULTY NAME (FT, PT)	COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
New Hire (FT)	NSG 55xx Accelerated Pathophysiology, 3 credit hrs, TBD NSG 55xx Clinical Management I, 3 credit hrs, TBD NSG 55xx Leadership, 3 credit hrs, TBD	To be hired	To be hired
New Hire (FT)	NSG 55xx Accelerated Pharmacology, 3 credit hrs, TBD NSG 55xx Clinical Management II, 4 credit hrs, TBD NSG 55xx Foundations of Nursing Practice, 3 credit hrs, TBD	To be hired	To be hired
New Hire (FT)	NSG 55xx Clinical Management IV: Children and Women's Health, 7 credit hrs, TBD NSG 55xx Foundations of Nursing Practice, 3 credit hrs, TBD	To be hired	To be hired

Abbreviations: (FT, PT): Full-Time, Part-Time; (D, UN, UT, G, DU): Developmental, Undergraduate Nontransferable, Undergraduate Transferable, Graduate, Dual: High School Dual Enrollment
Course Modality: (IP, OL, HY, OCIS): In-Person, Online, Hybrid, Off-Campus Instructional Site

Employment Status of Program Personnel		Personnel Information		
		Count from Proposed Program Department	Count from Other Departments	Subtotal of Personnel
Current	Full-Time Faculty	37	0	37
	Part-Time Faculty	0	0	0
	Administration	1	0	0
	Support Staff	3	0	0
**New To Be Hired	Full-Time Faculty	3	0	3
	Part-Time Faculty	0	0	0
	Administration	0	0	0
	Support Staff	0	0	0
	Personnel Total			52

Courses Taught/To be Taught – For a substantive change prospectus/application, list the courses *to be taught*, **not historical teaching assignments.**

B. All Proposed Program Personnel

Provide all personnel counts for the proposed program.

Note: **Any new funds designated for compensation costs (Faculty (FT/PT), Administration, and/or Support Staff to be Hired) **should be included** in the **New Academic Degree Program Business Plan Excel file**. Current personnel salary/benefits (Faculty (FT/PT), Administration, and/or Support Staff) **should not be included** in the **Business Plan**.

Provide justification that the institution has proposed a sufficient number of faculty (full-time and part-time) for the proposed program to ensure curriculum and program quality, integrity, and review.

The courses included in this proposed Management major are courses that already exist and are offered regularly. MGT 4460 Project Management has not been offered as regularly due to some staffing changes but will be able to be offered more regularly in the future. There are multiple elective offerings for students to choose from, so, even if a particular elective is not offered in a given semester, there will be other options from which the student may choose.

C. Equipment

Will any special equipment be needed specifically for this program? **Yes** ☒ **No** ☐
If *yes*, list the special equipment. Special equipment cost should be included in the **New Academic Degree Program Business Plan Excel file.**

Laboratory equipment and supplies

D. Facilities

Will any new facilities be required specifically for the program? **Yes ☐ No ☒**

If *yes*, list only **new** facilities. New facilities cost should be included in the **New Academic Degree Program Business Plan Excel file.**

Will any renovations to any existing infrastructure be required specifically for the program? **Yes ☐ No ☒**

If *yes*, list the renovations. Renovation costs should be included in the **New Academic Degree Program Business Plan Excel file.**

E. Assistantships/Fellowships

Will the institution offer any assistantships specifically for this program? **Yes ☐ No ☒**

If *yes*, how many assistantships will be offered?

The expenses associated with any *new* assistantships should be included in the **New Academic Degree Program Business Plan Excel file.**

F. Library

Provide a brief summarization (one to two paragraphs) describing the current status of the library collections supporting the proposed program.

Will additional library resources be required to support the program? **Yes ☐ No ☒**

If *yes*, briefly describe how any deficiencies will be remedied, and include the cost in the **New Academic Degree Program Business Plan Excel file.**

In the field of Nursing, the library has developed its collection to meet the Research Level standards set by the Research Libraries Group, ensuring access to essential published materials for research purposes. The Library subscribes to CINAHL Ultimate from Ebsco, which offers 1,329 active full-text, peer-reviewed journals with no embargo periods. Additionally, MEDLINE is available through both Ebsco and OVID, while OVID Journals provides a core collection of nursing titles. Faculty-selected journal subscriptions from Wiley and Elsevier further enhance the resources available through aggregator databases. The Library also offers access to nearly 800 nursing titles through the Ovid eBooks database, alongside a variety of print and electronic books in its general collection. Other valuable resources supporting Nursing programs include AccessMedicine, AccessPediatrics, Evidence-Based Medicine, Evidence-Based Nursing, and Lippincott Advisor.

G. Accreditation Expenses

Will the proposed program require accreditation expenses? **Yes ☐ No ☒**

If *yes*, briefly describe the estimated cost and funding source(s) and include cost in the **New Academic Degree Program Business Plan Excel file.**

H. Other Costs

Please explain any other costs to be incurred with program implementation, such as marketing or recruitment costs. Be sure to note these in the **New Academic Degree Program Business Plan Excel file.**

Funds in the amount of $265,200.00 have been allocated to fund the 3 new full-time faculty lines. Therefore, $87,333.00 will be provided for each of the 3 lines, including 34% for employee benefits.

I. Revenues for Program Support

Will the proposed program require budget reallocation?   **Yes ☐ No ☒**

If *yes*, briefly describe how any deficiencies will be remedied and include
the revenue in the **New Academic Degree Program Business Plan Excel file.**

Yes. Money for the new faculty members will be reallocated from other existing budget lines.

Will the proposed program require external funding (*e.g.*, Perkins,   **Yes ☐ No ☒**
Foundation, Federal Grants, Sponsored Research, etc.)?

If *yes*, list the sources of external funding and include the revenue in the
New Academic Degree Program Business Plan Excel file.

Please describe how you calculated the tuition revenue that appears in the **New Academic Degree Program Business Plan Excel file.** Specifically, did you calculate using cost per credit hour or per term? Did you factor in differences between resident and non-resident tuition rates?

ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY

INSTITUTION:	Troy University		
PROGRAM NAME:	Accelerated Master of Science in Nursing	CIP CODE:	51.3801
SELECT LEVEL:	GRADUATE (MASTER'S)		

ESTIMATED *NEW* EXPENSES TO IMPLEMENT PROPOSED PROGRAM

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
FACULTY	$265,200	$265,200	$265,200	$265,200	$265,200	$265,200	$265,200	$1,856,400
ADMINISTRATION/STAFF	$0	$0	$0	$0	$0	$0	$0	$0
EQUIPMENT	$0	$0	$0	$0	$0	$0	$0	$0
FACILITIES	$0	$0	$0	$0	$0	$0	$0	$0
ASSISTANTSHIPS/FELLOWSHIPS	$0	$0	$0	$0	$0	$0	$0	$0
LIBRARY	$0	$0	$0	$0	$0	$0	$0	$0
ACCREDITATION AND OTHER COSTS	$0	$0	$0	$0	$0	$0	$0	$0
TOTAL EXPENSES	$265,200	$265,200	$265,200	$265,200	$265,200	$265,200	$265,200	**$1,856,400**

NEW REVENUES AVAILABLE FOR PROGRAM SUPPORT

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
REALLOCATIONS	$265,200	$265,200	$265,200	$265,200	$265,200	$265,200	$265,200	$1,856,400
EXTERNAL FUNDING								$0
TUITION + FEES	$38,000	$76,000	$114,000	$114,000	$114,000	$114,000	$114,000	$684,000
TOTAL REVENUES	$303,200	$341,200	$379,200	$379,200	$379,200	$379,200	$379,200	**$2,540,400**

ENROLLMENT PROJECTIONS
Note: "New Enrollment Headcount" is defined as unduplicated counts across years.

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
FULL-TIME ENROLLMENT HEADCOUNT	No data reporting	10	15	15	15	15	15	**14.17**
PART-TIME ENROLLMENT HEADCOUNT								**0.00**
TOTAL ENROLLMENT HEADCOUNT		10	15	15	15	15	15	**14.17**
NEW ENROLLMENT HEADCOUNT		5	6	6	7	7	8	**6.50**
Validation of Enrollment			NO	YES	YES	YES	YES	

DEGREE COMPLETION PROJECTIONS
Note: Do not count Lead "0"s and Lead 0 years in computing the average annual degree completions.

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
DEGREE COMPLETION PROJECTIONS	No data reporting	4	4	4	5	5	6	**4.67**