

Use this form to propose a new degree program. The Board of Regents, Executive Director, and/or their designees may request additional information about the proposal. After the university President approves the proposal, submit a signed copy to the Executive Director through the System Academic Officer (through the online submission process).

Note: Within the proposal, all references to external sources should be documented with a footnote (including web addresses where applicable).

University NSU - Northern State University

Degree BSN : Bachelor of Science in Nursing

Name of Major X999 : New Major Requested

Nursing

Specialization No

Required? Note: If the new proposed program includes specific specializations within it, complete and submit a New Specialization Form for each proposed specialization and attach it to this form. Since specializations appear on transcripts, they require Board approval.

College/Department 5A : NSU College of Arts & Sciences/NSCM : Science and Mathematics

Planned CIP Code 51.3801

WICHE WRRGP

Eligibility

Program Description

1. Provide the working program description that may appear in the university catalog.

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.

2. Does the university request any exceptions to any Board policy for this program?

Explain any requests for exceptions to Board Policy. If not requesting any exceptions, indicate "None."

No.

Strategic Impact

3. Describe how the program fits in with the institutional mission, strategic plan, existing institutional program array, and academic priorities.

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 have an immediate impact on 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 in 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 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.

If the program does not align to the strategic plan, provide a compelling rationale for the institution to offer the program.

N/A

4. How does the program connect to the Board of Regent's Strategic Plan?

Northern seeks to address the critical nursing shortage by expanding existing programming available on the Northern campus and utilizing deep regional partnerships and collaborations to provide the didactic and clinical programs central to the BSN. The South Dakota Board of Regents' (SDBOR) mission 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.

Access and Affordability. Northern's BSN program is 120 credits. Currently, students who want to earn a BSN degree on the Northern campus, must earn 186 credits (120 credits for the bachelor's degree from Northern and an additional 66 credits for the accelerated BSN from SDSU at Northern). The cost of the additional 66 credits is over \$27,000 (at the posted rate of \$413 per credit). Northern's nursing career ladder will create clearly stackable credentials where students graduate with their BSN at 120 credits. To improve access to education, the SDBOR Strategic Plan

encourages expanding delivery modes for academic programs: “Creating opportunities for additional academic delivery models that offer enhanced educational quality will be critical for additional enrollments and an important strategy for affordability.” Northern’s courses in the BSN program will be offered via HyFlex delivery (face-to-face, synchronously online, and asynchronously online). Increasing student access, especially in rural and remote communities in South Dakota, is intrinsic to the HyFlex model of academic program delivery.

Academic Excellence, Student Outcomes, and Educational Attainment. Students pursuing Northern’s BSN are more likely to persist to their goal because the program is organized into a stackable curriculum with the opportunity for tiered training/certification. Students may choose to work as LPNs after earning that credential, while continuing on pace to attain the BSN at 120-123 credits. The BSN includes didactic and clinical nursing courses along with foundational general education and allied health courses, all with clearly defined student learning outcomes that will be assessed on a regular basis. Northern will also seek accreditation by the Commission on Collegiate Nursing Education (CCNE). This accreditation and the program courses work together to ensure students achieve academic excellence and are adequately prepared for the health care field.

Workforce Development and Economic Development. The nursing shortage is particularly acute in rural areas, including northeastern South Dakota. Northern’s BSN addresses the local and regional shortage by capturing interest in BSN programs among residents of Aberdeen and rural communities throughout the region. The closure of Presentation College will exacerbate the nursing shortage, as the college’s closure eliminates the only face-to-face, standard 4-year nursing program delivered in northeastern South Dakota. The SDSU accelerated nursing program housed at NSU predominantly draws students from outside of South Dakota who may not have a vested interest in remaining in South Dakota. Northern will primarily draw students from within the region to its BSN, and they are more likely to remain in the region after graduation, which will directly address the local and regional nursing shortage.

Financial Health Competitiveness. Northern’s BSN will improve the efficiency and effectiveness of earning a degree in nursing for residents of northeastern South Dakota, reducing the cost of a BSN degree by more than \$27,000 per student, and will improve the competitiveness of a South Dakota public university.

Program Summary

5. If a new degree is proposed, what is the rationale?

This question refers to the type of degree, not the program. For example, if your university has authorization to offer the Bachelor of Science and the program requested is a Bachelor of Science, then the request is not for a new degree.

The BSN (Bachelor of Science in Nursing) is the standard for a professional accredited nursing program. Northern will seek accreditation by CCNE, the Commission on Collegiate Nursing Education. The BSN is a professional degree in nursing. The BSN degree is preferred by students who want clear transcription of their credential, and the BSN will set a clear end goal for students on the career ladder Northern is creating to address the nursing workforce needs of northeastern South Dakota.

6. What modality/modalities will be used to offer the new program?

Note: The accreditation requirements of the Higher Learning Commission (HLC) require Board approval for a university to offer programs off-campus and through distance delivery.

Yes/No

Intended Start Date

On Campus

Yes

Fall 2024

	Yes/No	Location(s)	Intended Start Date
Off Campus Location	No		(n/a) (n/a)

	Yes/No	Delivery Method(s)	Intended Start Date
Distance Delivery	Yes	HyFlex	Fall 2024

	Yes/No	Identify Institutions
Does another BOR institution already have authorization to offer the program online?	Yes	The University of South Dakota (USD) and South Dakota State University (SDSU) offer an upward mobility program online, (i.e., RN to BSN). Northern's career ladder program will be delivered HyFlex delivery (face-to-face, synchronous online, and asynchronous online) and not in the asynchronous online modality employed by USD and SDSU.

7. If the program will be offered through distance delivery, identify the planned instructional modality:

Both / HyFlex

8. What are the student learning outcomes for this program?

At the completion of the program of student, the graduate:

1. Applies leadership concepts, ethical reasoning, and decision making in the provision of high-quality nursing care, healthcare team coordination, and the oversight and accountability for care delivery in a variety of settings (Leadership and Ethics).
2. Accesses, analyzes, and interprets information and demonstrates skills in using patient care technologies, information systems, and communication devices that support safe, effective nursing practice (Informed Solutions).
3. Uses 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. Incorporates 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).
5. Develops 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).

9. For associate's and bachelor's degree proposals, identify the 3-5 AAC&U Essential Learning Outcomes that have been selected for this program.

Use the chart below to indicate the student learning outcomes that align to the selected ELOs (See BOR Policy 2.11 and Guideline 8.5).

Essential Learning Outcomes (AAC&U)	Student Learning Outcomes
Inquiry and Analysis	3
Critical and Creative Thinking	

**Essential Learning Outcomes
(AAC&U)**

Student Learning Outcomes

Information Literacy	5
Teamwork	
Problem Solving	2
Civic Knowledge and Engagement	
Intercultural Knowledge	
Ethical Reasoning	1
Foundational Lifelong Learning Skills	4
Integrative Learning	

10. Enter the number of credit hours required to graduate

Credit Hours 120

11. Complete the following tables to provide a degree program curriculum summary.

A. Table 1 – Total Program Degree Credit Hours

	Credit Hours In Program	
	Hours Per Requirement	%Total Hours
System General Education Requirements	32	
Subtotal - Gen Ed Requirements	32	%
Program Requirements		
Required Support Courses	22	
Major Requirements	57	
Major Electives	9	
Subtotal - Program Requirements	88	%
Free Electives	0	
Subtotal - Free Electives	0	%
Degree Total	120	%

*Board Policy 2:29 requires each baccalaureate level degree program to require 120 credit hours and each associate degree program to require 60 credit hours. Exceptions to this policy require documentation that programs must comply with specific standards established by external accreditation, licensure, or regulatory bodies or for other compelling reasons, and must receive approval by the Executive Director in consultation with the President of the Board of Regents.

B. Table 2 – Insert Required Program Support Courses Impacting Other Programs (outside department). Do not include General Education courses.

The individual curriculum tables should be included as a word document attached to the TDX ticket.

C. Table 3 – Insert Major Requirements (within department)

The individual curriculum tables should be included as a word document attached to the TDX ticket.

D. Table 4 – Insert Major Electives

The individual curriculum tables should be included as a word document attached to the TDX ticket.

12. New Course Approval

New courses required to implement the new degree program may receive approval in conjunction with program approval or receive approval separately. Please check the appropriate statement:

Yes

Academic Quality

13. What peer institutions and current national standards will be referenced to develop the curriculum for this program?

Peer Institution: Regional and Competitive institutions. Include links to at least 3 comparable programs at peer institutions and links to national or accreditation standards, if any.

Northern State University will model the BSN curriculum on SDSU and USD's BSN programs and will share common courses with SDSU and USD.

In addition, NSU is referencing three similarly-sized peer institutions when developing the curriculum and staffing for this program. These are identified as peer-institutions or institutions of similar size and focus and include: Augustana University, University of Sioux Falls, and Truman State University.

Augustana University <https://www.augie.edu/academics/undergraduate-programs/nursing>

University of Sioux Falls <https://www.usiouxfalls.edu/academics/nursing>

Truman State University <https://www.truman.edu/majors-programs/majors-minors/nursing-major/>

The American Association of Colleges of Nursing (AACN) The Essentials: Core Competencies for Professional Nursing Education are the current national standards that Northern will follow for its BSN. <https://www.aacnnursing.org/essentials>.

Northern will follow the standards set by the SD Board of Nursing to ensure the safety of the public as defined by SD Codified Law. <https://doh.sd.gov/boards/nursing/>.

Northern will follow the safety competencies set by Quality and Safety Education for Nurses (QSEN) and will map the clinical courses to QSEN competencies. <https://qsen.org/>

14. What program accreditation is available, if any?

Accreditation is available through the Commission on Collegiate Nursing Education (CCNE) and Northern will seek accreditation through CCNE. <https://www.aacnnursing.org/CCNE>. Northern will also obtain approval from the SD Board of Nursing and HLC to ensure Northern's nursing program meets or exceeds state licensure and accreditation requirements.

15. Will the proposed program pursue accreditation or certifications?

Yes

If no, why has the department elected not to pursue accreditation for the program?

N/A

16. Did the university engage any developmental consultants to assist with the development of the curriculum? Did the university consult any professional or accrediting associations during the development of the curriculum? What were the contributions of the consultants and associations to the development of the curriculum?

Developmental consultants are experts in the discipline hired by the university to assist with the development of a new program, including content, courses, and experiences, etc. Universities are encouraged to discuss the selection of developmental consultants with Board staff.

Yes. Dr. Sandra Welling, former Dean of Nursing at Presentation College, was hired as a consultant to help design and review this program with the needs of healthcare in northeastern South Dakota in mind, including telehealth and gerontology. The program is designed to meet the current and future needs of nursing practice, allow opportunity and mobility for students, and meet or exceed requirements of accrediting bodies.

17. Inclusion of High Impact Practices (HIP) across all undergraduate programs is a strategic priority of the Board of Regents to enhance academic quality and increase student engagement. For associate's and bachelor's degree proposals, which HIPs will faculty embed into the program?

Mark all that apply. To be considered as a HIP program, two or more should be selected and required in the program.

High Impact Practices	Included
Capstone courses and projects	Yes
Collaborative assignments and projects	Yes
Common intellectual experiences	Yes
Diversity/global learning	Yes
ePortfolios	No
First year experiences	Yes
Internships	Yes
Learning communities	No
Service learning, community-based learning	Yes
Writing intensive courses	Yes
Undergraduate research	Yes

18. For associate's and bachelor's degree proposals, discuss how HIPs will be embedded into the program

Your discussion should provide examples and include whether the HIP is required or an optional component. It should also indicate at what point the experience is offered or required. (eg "students will be required to participate in an internship during their third year of enrollment in order to develop skills in...").

Students earn HIPs as a part of their clinical course load, starting in the second semester of the stand-alone BSN program and starting in the first semester of the LPN to BSN career ladder program. HIPs are integrated in the core nursing curriculum through the final semester of each student's education.

Student Success

This section outlines the university's plan to assess student achievement of the program learning outcomes.

19. Complete the table below to provide evidence of a preliminary assessment plan. Place an asterisk next to assessments that are national or state-level instruments.

Note: It is only necessary to indicate the summative assessment for each outcome, not the formative assessments used throughout the program.

Program Learning Outcome	Course	Summative Assessment
1. Applies leadership concepts, ethical reasoning, and decision making in the provision of high-quality nursing care, healthcare	Leadership in Professional	Written Assignment

Program Learning Outcome	Course	Summative Assessment
team coordination, and the oversight and accountability for care delivery in a variety of settings (Leadership and Ethics).	Practice	
2. Accesses, analyzes, and interprets information and demonstrates skills in using patient care technologies, information systems, and communication devices that support safe, effective nursing practice (Informed Solutions).	Patient-Centered Care	Final Exam
3. Uses 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).	Professional Nursing IV	Presentation
4. Incorporates 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).	Foundations in Professional Nursing	Final Exam
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).	Community Cross-Cultural Issues	Final Exam

20. How will outcomes for graduates of the program be assessed?

Outcomes may include employment and placement rates, licensure examination pass rates, acceptance rates to graduate school, student or employer surveys, or other assessments of graduate outcomes.

The outcomes of Northern's BSN program will be determined by first-time NCLEX pass rates. This outcome is important to determine student understanding and is also essential for program accreditation and state licensure.

Duplication and Competition

21. Do any related programs exist at other public universities in South Dakota?

A list of existing programs is available through the university websites and the RIS Reporting: Academic Reports Database. If there are no related programs within the Regental system, indicate none.

South Dakota State University and 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).

A. If yes, defend the need for an additional program within the state, Include IPEDS enrollment data and additional data as needed.

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.

SDSU's accelerated BSN is intended for students who already possess a bachelor's degree in any field and who have met the pre-requisite courses. Rather than earning 120 credits for a bachelor's, completing an additional 16 credits in pre-requisites, and then completing 66 more credits in the accelerated BSN, students in Northern's BSN can earn a stand-alone BSN at 120 credits or they can choose to follow a nursing career ladder and earn the LPN first. Northern's BSN program is unique from the BSNs offered through SDSU and USD in that Northern's students are educated to engage in healthcare with special emphases in telehealth and gerontology. These two emphases in Northern's BSN will help meet the healthcare needs of northeastern South Dakota.

There is no program-specific enrollment data in IPEDS other than the number of degrees conferred during a given year. The most recent IPEDS data is from 2020-2021 and indicates the following regarding nursing degrees conferred during that academic year.

□USD: a total of 198 nursing degrees were conferred

(<https://nces.ed.gov/collegenavigator/?q=university+of+south+dakota&s=all&l=93&id=219471#enrollment>)

□SDSU: a total of 315 nursing degrees were conferred

(<https://nces.ed.gov/collegenavigator/?q=south+dakota+state+university&s=all&l=93&id=219356#programs>)

B. If yes, would this program be a candidate for Regental system collaboration?

No. Northern already collaborates with Southeast Technical College (STC) to offer the LPN at Huron Community Campus (HCC). Northern will continue this established partnership to collaborate with STC and offer the LPN to BSN via HyFlex to Huron area students who earn their LPN at HCC. Northern intends to partner synergistically with tribal colleges in northeastern and central South Dakota to reserve seats in the LPN to BSN cohort for students from underserved areas. SDSU and USD each maintain BSN programs that are entirely face-to-face and the LPN to BSN online. These programs serve the Brookings and Vermillion communities and together serve the health care needs of Sioux Falls and southeastern South Dakota. The intent of Northern's BSN is to primarily enroll students from northeastern South Dakota to meet the large gap created by the closure of Presentation College and to help address the nursing shortage in the region. By providing additional nursing options through a career ladder model, Northern will help students earn their degrees from the communities where they live – in rural and remote areas of northeastern South Dakota.

Delivering the BSN HyFlex leans into Northern State University's unique E-learning mission. Further, the curriculum will be tailored to address industry needs in telehealth and gerontology, both of which are relevant to healthcare needs in northeastern South Dakota.

22. Do any related programs exist at any non-Regental college or university within 100 miles of the university?

List those programs here:

Using the 100-mile radius, the only program proximate to Northern's campus is the University of Jamestown. The University of Jamestown is a private institution that houses BSN and RN to BSN programs on its campus.

A. If yes, use IPEDS to identify the enrollment in those programs.

The most recent IPEDS data indicates the University of Jamestown conferred a total of 18 degrees during that academic year
(<https://nces.ed.gov/collegenavigator/?q=university+of+jamestown&s=all&l=93&id=200156#enrolmt>).

B. What evidence suggests there is unmet student demand for the proposed program, or that the proposed program would attract students away from the existing program?

Northern will meet and surpass the number of students in the region who were formerly enrolled in Presentation College's face to face nursing program by promoting the stand-alone BSN and the career ladder in nursing education.

Market Demand

This section establishes the market demand for the proposed program (eg Regental system need, institutional need, workforce need). Use the following sources for your data:

- [South Dakota Department of Labor & Regulation](#)
- [O-Net](#)
- [US Department of Labor Projections Central](#)
- SDBOR Workforce and Degree Gap Analysis Report

23. What is the expected growth of the industry or occupation in South Dakota and nationally? Include the number of openings, as well as the percentage of growth when possible.

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

24. What evidence, if any, suggests there are unfilled openings in South Dakota or nationally?

The American Association of Colleges of Nursing states that “The U.S. is projected to experience a shortage of Registered Nurses (RNs) that is expected to intensify as Baby Boomers age and the need for health care grows. Compounding the problem is the fact that nursing schools across the country are struggling to expand capacity to meet the rising demand for care.” The nursing shortage in the United States is well documented. For example, see <https://www.aacnnursing.org/Portals/0/PDFs/Fact-Sheets/Nursing-Shortage-Factsheet.pdf>.

South Dakota is projected to have the third highest shortfall in registered nurses as a percent of demand in the nation by 2030 behind only Alaska and South Carolina (<https://www.registerednursing.org/articles/largest-nursing-shortages/>). 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.

The South Dakota Board of Nursing data reveal that “Region 5,” the northeast sector of South Dakota, has the greatest decline in “population ratio change” (a measure of the number of nurses relative to population) for registered nurses among the seven regions of South Dakota (<https://doh.sd.gov/documents/CNW2021NsgWFRReport1.pdf>). With the closure of Presentation College, the only 4-year BSN program in northeastern South Dakota has now been lost. More nurses are leaving than joining the profession, which leaves several states, including South Dakota, to face nursing shortages. In a snapshot taken in February 2023, Indeed.com advertised 114 RN positions open in Aberdeen, SD alone. Many positions in more remote and rural communities in northeastern South Dakota may not be advertised, as providers may have adopted a permanent rotation of traveling nurses to meet the needs of their communities.

According to the Regional President and CEO of Avera St. Lukes, 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, Avera St. Luke’s has over 40 open nursing positions. On average, Avera St. Luke’s might hire 20 nurses per year, but lose 10 to 12. In more recent years. The Regional President and CEO reports Avera St. Luke’s projects losses will continue as baby boomers retire. This echoes the data provided by Indeed as well as other healthcare facilities (e.g., Primrose and Conklin Clinics) in the region. With the loss of Presentation College, filling the nursing demand in the region will become increasingly difficult.

25. What salaries can program graduates expect to earn in South Dakota and nationally?

According to its most recent data (2021), O-Net projects the following median wages for nurses nationally and in South Dakota:

<https://www.onetonline.org/link/summary/29-1141.00>

<https://www.onetonline.org/link/localwages/29-1141.00?zip=57401>

- Nationally - \$37.31 hourly, \$77,600 annually
- South Dakota - \$29.11 hourly, \$60,550 annually

26. Optional: Provide any additional evidence of regional demand for the program.

e.g. prospective student interest survey data, letters of support from employers, community needs...

Letters of support included.

Student Demand

27. Provide evidence of student enrollment at peer institutions that offer the same/similar program using data obtained from IPEDS.

Peer Institution: Regional and Competitive institutions. Choose programs not already listed in question 11. Use the most recent year available.

University Name	State	Program Name	Number of Degrees Conferred in Program	Total Number of Conferrals at Level (Undergrad or Grad)
Augustana University	SD : South Dakota	BSN	83	399
University of Sioux Falls	SD : South Dakota	BSN	56	311
Truman State University	MO : Missouri	BSN	55	1098

28. What evidence suggests there is interest from prospective students for this program at the university?

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.

As indicated in item 2 above, 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 need in 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.

Enrollment

29. Are students enrolling in this program expected to be new to the university or redirected from existing programs at the university?

It is expected that Northern's BSN students will be new to Northern and new to the BOR system. With and in-seat nursing program at Northern, students in northeastern South Dakota will choose to pursue the 4-year BSN at Northern.

30. Complete the enrollment worksheet to provide an enrollment projection for the next six academic years

Worksheet Completed Yes

31. What is the minimum number of students required in this program to break even, with respect to the budget?

N/A

32. Discuss the assumptions informing your enrollment estimates.

(e.g. current enrollment and trends in similar programs, IPEDS data, recruitment strategies, partnerships)

These projections are based on the following data/information:

- * Central High School in Aberdeen averages 35 senior students in their high school health course. Students taking the course are typically interested in nursing. The program does not currently have a CNA curriculum, and students are interested in receiving this training and earning this certification.
- * Northern State University Admissions receives more than 50 student inquiries for nursing annually even though the university does not offer the nursing major. Northern does not have permission to track pre-nursing as a secondary program in Banner because nursing is a stand-alone major at other BOR institutions. College of Arts and Sciences professional advisors report 20 Northern students are currently taking courses to prepare for admission to a nursing program. Approximately 15 current NSU students are expected to apply to the Northern BSN program.
- * Camp Med and Scrubs Camp are regularly held in Aberdeen, hosted at Northern State University, Presentation College, and Sanford Hospital-Aberdeen. The camps attract more than 100 high school students annually, all of whom are interested in careers in health care.
- * In the past, Presentation College (PC) enrolled 60 new nursing students in their in-seat nursing program annually. Starting fall 2023, there will be no in-seat, 4-year nursing program delivered in northeastern South Dakota.

According to data provided by the Board of Nursing, each of the current BSN programs in South Dakota enrolls between 40 and 327 new students annually, averaging 115 students per institution. To calculate the first-year enrollment, we looked at the current number of Northern students who matriculate from Northern's biology program into SDSU's accelerated nursing program. On average, seven students matriculate into this program each year. We used this average to gauge the level of intense interest from current Northern students who choose nursing despite Northern not offering a nursing degree. Our model assumes 70% student retention first to second year, 90% thereafter.

Our model assumes that 10 LPN students enter the junior year of the BSN program from either the Southeast Technical College partnership LPN program or LPNs from the workforce. Sustained discussions with community clinical partners including Avera St. Luke's, Sanford, and Primrose, will allow Northern to set the nursing cohort size to align with regional clinical site capacity and demand for nurses.

33. If projected program enrollment is not realized in year two, what actions is the university prepared to take?

Possible tools to grow program enrollment include:

- * Work with NSU Foundation to grow scholarships for BSN majors.
- * Develop a healthcare advisory committee with faculty, students, health care partners, and k-12 educators.
- * Solicit feedback from school counselors and high school students on the marketing, and market the career ladder in new ways.
- * Based on feedback, communicate the two career paths to the BSN (stand-alone BSN and career ladder CNA>LPN>BSN) in new ways (beyond the methods used in year 1). Career paths will be communicated with current high school students through the Northern Academy, NSU E-Learning, Rising Scholars, Huron Community Campus, and High School Dual Credit.
- * Expand already strong partnerships with the healthcare community in Aberdeen.

34. Discuss the marketing and recruitment plan for the program

Include information on partnerships and pipelines (e.g. articulation agreements with BOTE, collaboration with partner university, community partnerships).

All marketing materials, both for current NSU students and incoming NSU students will have a similar message about need for nurses and the career pathways in Northern’s nursing program. Communications will include:

* Both the stand-alone BSN and the Career Ladder BSN will be marketed to high school students and high school counselors. Northern will market to high school students enrolled in the Northern Academy, NSU E-Learning, Rising Scholars, Huron Community Campus, and High School Dual Credit. In addition, NSU will market the career ladder to high school students hosted in on campus events.

* With the growing need to provide flexibility in learning, Northern is developing a program with HyFlex courses to facilitate the Career Ladder to accommodate individuals already in the workforce.

* Northern’s stand-alone BSN incorporates a telehealth certificate. The telehealth certificate will also be available as a standalone credential, so students pursuing other careers in health care, health sciences, and information systems (e.g. pre-med and pre-PT/OT students at Northern) can also gain education and skills in this essential area of healthcare in northeastern South Dakota. The telehealth certificate is important for rural healthcare. Sanford Hospital is investing \$350 million in telemedicine; so, this certificate also supports health care providers in the region.

*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.

* Both the stand-alone BSN and the Career Ladder BSN provide the full array of student success supports, including tutoring, accessibility services, counseling, professional advising, TRIO Student Support Services, and supplemental instruction.

Financial Health

35. Complete the budget worksheet to provide a budget projection for the next six academic years.

Worksheet Completed	Yes					
Financial Health Summary						
	1st FY24	2nd FY25	3rd FY26	4th FY27	5th FY28	6th FY29
Tuition & Fee Revenues	0	73835	135857	337346	596590	717024
Program Expenses	1032039	838130	845630	1017614	1225645	1225645
NET	-1032039	-764295	-709773	-680268	-629055	-508621
Other Supporting Revenues	695000	0	0	0	0	0
NET (Other)	-337039	-764295	-709773	-680268	-629055	-508621

36. Explain the amount and source(s) of any one-time and continuing investments in personnel, professional development, release time, time redirected from other assignments, instructional technology and software, other operation and maintenance expenses, facilities, etc., needed to implement the proposed major.

Address off-campus or distance delivery separately.

Initial costs are incurred during FY23 and FY24, prior to the actual start date (of FA24) when students can enroll. This includes the timeline for state board nursing approval, accreditation (CCNE) application, HLC approval, program development, nursing facilities and infrastructure, personnel and personnel development.

The attached budget worksheet details all start-up and continuing costs of the program. As indicated in the budget worksheet, the proposed new program is projected to be revenue negative. Community healthcare partners have committed to providing start-up and ongoing funds to achieve budget neutrality for NSU. Community partners understand the critical need for nurses in northeastern South Dakota and are committed to support this new program to make it sustainable. See also attached letters of support.

37. If new faculty are not requested, describe how existing faculty will be utilized and indicate whether this action will impact other existing programs.

N/A

38. Is the university requesting or intending to request permission for a new fee or to attach an existing fee to the program?.

Requesting Permission for Fee?	Yes, new fee
Explanation	Nursing programs require clinical and didactic training. Fees help cover the costs of these practical experiences, which tend to be a bit higher than other disciplines due to the nature of clinical and lab experiences.

39. Use the table below to describe potential risks to the program’s implementation over the next four years.

For each risk, identify the severity (low, medium, high), probability of occurrence (low, medium, high) and the institution’s mitigation strategy for each risk.

Risk	Severity	Probability	Mitigation Strategy
Enrollment	Medium	Low	Marketing and recruitment
Initial Cost	High	Low	External funding support

External Review

40. If this proposal is for a graduate program, provide information below for at least five potential consultants who may be considered to conduct the external review.

Reviewer Name	Title	Institution
/		
/		
/		
/		
/		

Additional Information

41. (Optional) Use this space to provide pertinent information not requested above that may assist the Board in understanding the proposal.

There is already a nursing shortage in northeastern South Dakota. The loss of Presentation College eliminates the only face-to-face 4-year BSN program in the region and is expected to exacerbate the existing workforce deficit. Northern's proposed BSN and LPN to BSN bridge programs will address this critical healthcare workforce shortfall in the region. In partnership with Southeast Technical College, Northern plans to provide a comprehensive nursing career ladder on Northern's campus for the northeastern South Dakota region.

Approvals

University Approval

To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.

President of the University

Date

1/1/0001

Academic Affairs, Provost

Date

1/1/0001

Finance and Administration, Vice President

Date

3/9/2023

Veronica Paulson

Enrollment Management, Vice President

Date

5/10/2023

Marcus Garstecki



**SOUTH DAKOTA BOARD OF REGENTS
ACADEMIC AFFAIRS FORMS**

Proposed Curriculum Summary

UNIVERSITY:	NSU
PROPOSED PROGRAM:	Bachelor of Science in Nursing

Required General Education Courses Specific to Major

(Please list if any general education courses are required for the proposed major. If not, leave blank.)

Prefix	Number	Course Title <i>(add or delete rows as needed)</i>	General Education Goal
BIOL	220/L	Anatomy and Physiology I and lab	6
CHEM	106/L	Survey of Chemistry and lab	6
PSYC	101	Psychology	3
SOC	100	Intro to Sociology	3
PHIL	220	Intro to Ethics	4

Required Support Courses Outside the Major for BSN

(Not general education requirements)

Prefix	Number	Course Title <i>(add or delete rows as needed)</i>	Credit Hours	New (yes, no)
BIOL	230/L	Anatomy and Physiology II and Lab	4	No
BIOL	331/L	Microbiology and Lab	4	No
PSYC	221	Lifespan Development	3	No
SOC	288	Gerontology Issues on Aged Care and Community Services	3	No
IDL	190	First Year Seminar	2	No
BIO	250	Introduction to Biotechnology	3	No
HLTH	422	Nutrition	3	No
Subtotal			22	

Major Requirements

Prefix	Number	Course Title <i>(add or delete rows as needed)</i>	Credit Hours	New (yes, no)
NURS	203	Foundations in Professional Nursing	2	Yes
NURS	203L	Foundations in Professional Nursing (lab)	1	Yes
NURS	322	Pharmacology	3	Yes
NURS	119	First-Year Nursing Seminar	1	Yes
NURS	243	Patient-Centered Care I	2	Yes

NURS	243C	Patient-Centered Care I (clinical)	2	Yes
NURS	243L	Patient-Centered Care I (lab)	1	Yes
NURS	259	Professional Nursing I	2	Yes
NURS	259C	Professional Nursing I (clinical)	2	Yes
NURS	259L	Professional Nursing I Application (lab)	1	Yes
NURS	315	Pathophysiology	3	Yes
NURS	359	Professional Nursing II	5	Yes
NURS	359C	Professional Nursing II (clinical)	2	Yes
NURS	359L	Professional Nursing II Application (lab)	1	Yes
NURS	333	Community Cross-cultural Issues	2	Yes
NURS	333L	Community Cross-cultural Issues Practicum	1	Yes
NURS	369	Professional Nursing III	5	Yes
NURS	369C	Professional Nursing III Clinical	3	Yes
NURS	369L	Professional Nursing III Application Lab	1	Yes
NURS	459	Professional Nursing IV	3	Yes
NURS	459C	Professional Nursing IV Clinical	3	Yes
NURS	459L	Professional Nursing IV Application Lab	1	Yes
NURS	479	Leadership in Professional Practice	3	Yes
NURS	479C	Leadership in Professional Practice (Practicum)	3	Yes
NURS	469	Nursing Leadership Capstone	1	Yes
NURS	489	Health Care Policy and Regulations	3	Yes
Subtotal			57	

Major Electives: List courses available as electives in the program. Indicate any proposed new courses added specifically for the major.

Prefix	Number	Course Title <i>(add or delete rows as needed)</i>	Credit Hours	New (yes, no)
MIS	120	Introduction to Telehealth and Theory	3	Yes
MIS	220	Ethical and Legal Telehealth Concepts	3	Yes
MIS	320	Informatics	3	Yes
Subtotal			9	

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
<p><i>*Do not include current fiscal year.</i></p> <p><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></p>						

Northern State University, Bachelor of Science in Nursing (BSN)

FINANCIAL HEALTH SUMMARY						
	1st FY24	2nd FY25	3rd FY26	4th FY27	5th FY28	6th 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)

FINANCIAL HEALTH SUMMARY - EXPANDED

	1st FY24	2nd FY25	3rd FY26	4th FY27	5th FY28	6th FY29
PROGRAM TUITION AND FEE REVENUES						
<i>Estimated # of Students Enrolled</i>	0	25	58	104	143	159
Tuition (Net of HEFF)	-	50,548	93,008	230,948	408,427	490,876
Program Fees	-	23,288	42,849	106,398	188,163	226,148
Total Program Tuition and Fee Revenues	-	73,835	135,857	337,346	596,590	717,024
PROGRAM EXPENSES						
<i>Personal Services</i>						
FTE - Faculty	1.00	3.00	3.00	4.00	6.00	6.00
FTE - NFE / CSA	1.00	4.00	4.00	4.00	4.00	4.00
# of Adjunct Course	0	7	7	17	31	31
# of GA's	0	0	0	0	0	0
Salary	188,800	531,417	531,417	643,727	848,961	848,961
Benefits	48,239	149,213	149,213	173,887	221,684	221,684
Sub-Total Personal Services	237,039	680,630	680,630	817,614	1,070,645	1,070,645
Chk	-	-	-	-	-	-
<i>Operating Expenses (OE)</i>						
Travel	12,000	12,000	10,000	15,000	10,000	10,000
Contractual Services	18,000	18,000	18,000	18,000	18,000	18,000
Supplies and Materials	55,000	55,000	55,000	55,000	55,000	55,000
Grants and Contracts	5,000	12,500	22,000	12,000	12,000	12,000
Capital Assets	695,000	50,000	50,000	90,000	50,000	50,000
Faculty Start-Up	10,000	10,000	10,000	10,000	10,000	10,000
Sub-Total Personal Services	795,000	157,500	165,000	200,000	155,000	155,000
Chk	-	-	-	-	-	-
Total Program Expenses	1,032,039	838,130	845,630	1,017,614	1,225,645	1,225,645
Chk	-	-	-	-	-	-
NET (T&F Revenues less Program Expenses)	(1,032,039)	(764,295)	(709,773)	(680,268)	(629,055)	(508,621)
OTHER SUPPORTING REVENUES						
General Funds - New	-	-	-	-	-	-
General Funds - Redirect	-	-	-	-	-	-
Institutional Support	-	-	-	-	-	-
Private / Gifts	-	-	-	-	-	-
Industry Support	-	-	-	-	-	-
Other-Lincoln Hall Project	695,000	-	-	-	-	-
Total Other Supporting Revenues	695,000	-	-	-	-	-
NET AFTER OTHER SUPPORT REVENUES	(337,039)	(764,295)	(709,773)	(680,268)	(629,055)	(508,621)
Chk	-	-	-	-	-	-

Northern State University, Bachelor of Science in Nursing (BSN)

NEW TUITION AND FEE REVENUE PROJECTIONS

1st 2nd 3rd 4th 5th 6th
FY24 FY25 FY26 FY27 FY28 FY29

ENROLLMENT PROJECTIONS

		1st FY24	2nd FY25	3rd FY26	4th FY27	5th FY28	6th FY29
Full-Time							
Pgy 1		-	25	40	50	50	50
Pgy 2		-	-	18	28	35	35
Pgy 3		-	-	-	26	35	42
Pgy 4		-	-	-	-	23	32
Sub-Total		-	25	58	104	143	159
Part-Time							
Pgy 1		-	-	-	-	-	-
Pgy 2		-	-	-	-	-	-
Pgy 3		-	-	-	-	-	-
Pgy 4		-	-	-	-	-	-
Pgy 5		-	-	-	-	-	-
Sub-Total		-	-	-	-	-	-
Total		-	25	58	104	143	159

PROGRAM CREDITS TAKEN (MAJOR, IN DISCIPLINE)

Full-Time							
Pgy 1		9	9	9	9	9	9
Pgy 2		3	3	3	3	3	3
Pgy 3		19	19	19	19	19	19
Pgy 4		26	26	26	26	26	26
Total		57	57	57	57	57	57
Part-Time							
Pgy 1		-	-	-	-	-	-
Pgy 2		-	-	-	-	-	-
Pgy 3		-	-	-	-	-	-
Pgy 4		-	-	-	-	-	-
Total		-	-	-	-	-	-

TOTAL CREDIT HOURS GENERATED (MAJOR, IN DISCIPLINE)

Full-Time							
Pgy 1		-	225	360	450	450	450
Pgy 2		-	-	54	84	105	105
Pgy 3		-	-	-	494	665	798
Pgy 4		-	-	-	-	598	832
Sub-Total		-	225	414	1,028	1,818	2,185
Part-Time							
Pgy 1		-	-	-	-	-	-
Pgy 2		-	-	-	-	-	-
Pgy 3		-	-	-	-	-	-
Pgy 4		-	-	-	-	-	-
Sub-Total		-	-	-	-	-	-
Total		-	225	414	1,028	1,818	2,185

APPLICABLE TUITION AND FEE RATES

Tuition - Per Credit	253.85
Program Fee Per Credit	103.50

TUITION AND FEE REVENUE PROJECTIONS

Tuition (Net HEFF)	-	50,548	93,008	230,948	408,427	490,876
Program Fee	-	23,288	42,849	106,398	188,163	226,148
TOTAL	-	73,835	135,857	337,346	596,590	717,024

Northern State University, Bachelor of Science in Nursing (BSN)

PROGRAM EXPENDITURES - PERSONAL SERVICES

1st 2nd 3rd 4th 5th 6th
FY24 FY25 FY26 FY27 FY28 FY29

FACULTY

Faculty / Administrator - 12 Mos

Annualized

FTE	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Salary	147,200	147,200	147,200	147,200	147,200	147,200	147,200
Benefits		31,564	31,564	31,564	31,564	31,564	31,564
Total		178,764	178,764	178,764	178,764	178,764	178,764

Notes: Director of Nur

Faculty - 12 Mos

Annualized

FTE	1.00	0.00	2.00	2.00	3.00	5.00	5.00
Salary	80,000	-	160,000	160,000	240,000	400,000	400,000
Benefits		-	44,178	44,178	66,267	110,445	110,445
Total		-	204,178	204,178	306,267	510,445	510,445

Notes: Nursing faculty

Faculty - 9 Mos

Annualized

FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Salary	-	-	-	-	-	-	-
Benefits		-	-	-	-	-	-
Total		-	-	-	-	-	-

Notes:

Adjunct

Avg Per Course

# of Courses		0	7	7	17	31	31
Salary	3,231	-	22,617	22,617	54,927	100,161	100,161
Benefits		-	1,809	1,809	4,394	8,013	8,013
Total		-	24,426	24,426	59,321	108,174	108,174

Notes:

Faculty Sub-Total

FTE	1.00	3.00	3.00	4.00	6.00	6.00
Adjunct Course Count	0	7	7	17	31	31
Salary	147,200	329,817	329,817	442,127	647,361	647,361
Benefits	31,564	77,552	77,552	102,225	150,022	150,022
Total		178,764	407,369	544,352	797,383	797,383

NFE / CSA

Program Advisor

Annualized

FTE	0.00	0.00	1.00	1.00	1.00	1.00	1.00
Salary	50,000	-	50,000	50,000	50,000	50,000	50,000
Benefits		-	17,859	17,859	17,859	17,859	17,859
Total		-	67,859	67,859	67,859	67,859	67,859

Notes:

Program Assistant

Annualized

FTE	0.00	1.00	1.00	1.00	1.00	1.00	1.00
Salary	41,600	41,600	41,600	41,600	41,600	41,600	41,600
Benefits		16,675	16,675	16,675	16,675	16,675	16,675
Total		58,275	58,275	58,275	58,275	58,275	58,275

Notes: Budgeted at \$20

Other

Annualized

FTE	0.00	0.00	2.00	2.00	2.00	2.00	2.00
Salary	55,000	-	110,000	110,000	110,000	110,000	110,000
Benefits		-	37,128	37,128	37,128	37,128	37,128
Total		-	147,128	147,128	147,128	147,128	147,128

Notes: Other FTE inclu

NFE / CSA Sub-Total

FTE	1.00	4.00	4.00	4.00	4.00	4.00
Salary	41,600	201,600	201,600	201,600	201,600	201,600
Benefits	16,675	71,662	71,662	71,662	71,662	71,662
Total		58,275	273,262	273,262	273,262	273,262

GA's

Avg Stipend Amount

# of GA's		0	0	0	0	0	0
Salary	-	-	-	-	-	-	-
Benefits		-	-	-	-	-	-
Total		-	-	-	-	-	-

TOTAL PERSONAL SERVICES

FTE - Faculty	1.00	3.00	3.00	4.00	6.00	6.00
FTE - NFE / CSA	1.00	4.00	4.00	4.00	4.00	4.00
# of Adjunct Course	0	7	7	17	31	31
# of GA's	0	0	0	0	0	0
Salary	188,800	531,417	531,417	643,727	848,961	848,961
Benefits	48,239	149,213	149,213	173,887	221,684	221,684

Northern State University, Bachelor of Science in Nursing (BSN)

PROGRAM EXPENDITURES - PERSONAL SERVICES

	1st FY24	2nd FY25	3rd FY26	4th FY27	5th FY28	6th FY29
Total	237,039	680,630	680,630	817,614	1,070,645	1,070,645

Northern State University, Bachelor of Science in Nursing (BSN)

PROGRAM EXPENDITURES - OPERATING EXPENSES (OE)

1st 2nd 3rd 4th 5th 6th
FY24 FY25 FY26 FY27 FY28 FY29

TRAVEL

BON, MACN, AACN, CCNE, other travel	12,000	12,000	10,000	15,000	10,000	10,000
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Total	12,000	12,000	10,000	15,000	10,000	10,000

Notes:

CONTRACTUAL SERVICES

E.g., marketing, printing	18,000	18,000	18,000	18,000	18,000	18,000
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Total	18,000	18,000	18,000	18,000	18,000	18,000

Notes:

SUPPLIES AND MATERIALS

Lab supplies	35,000	35,000	35,000	35,000	35,000	35,000
Library subscriptions, resources	20,000	20,000	20,000	20,000	20,000	20,000
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Total	55,000	55,000	55,000	55,000	55,000	55,000

Notes:

GRANTS AND CONTRACTS

Program costs, e.g., accreditation dues	5,000	12,500	22,000	12,000	12,000	12,000
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Total	5,000	12,500	22,000	12,000	12,000	12,000

Notes: NSU's BSN j Collegiate Nursing E

CAPITAL ASSETS

Simulators, other major equipment	695,000	50,000	50,000	90,000	50,000	50,000
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Total	695,000	50,000	50,000	90,000	50,000	50,000

Notes:

FACULTY START-UP

Professional training, e.g., HyFlex training	10,000	10,000	10,000	10,000	10,000	10,000
Description	-	-	-	-	-	-
Description	-	-	-	-	-	-
Total	10,000	10,000	10,000	10,000	10,000	10,000

Notes:

TOTAL OPERATING EXPENSES (OE)

TRAVEL	12,000	12,000	10,000	15,000	10,000	10,000
CONTRACTUAL SERVICES	18,000	18,000	18,000	18,000	18,000	18,000
SUPPLIES AND MATERIALS	55,000	55,000	55,000	55,000	55,000	55,000
GRANTS AND CONTRACTS	5,000	12,500	22,000	12,000	12,000	12,000
CAPITAL ASSETS	695,000	50,000	50,000	90,000	50,000	50,000
FACULTY START-UP	10,000	10,000	10,000	10,000	10,000	10,000

Northern State University, Bachelor of Science in Nursing (BSN)

PROGRAM EXPENDITURES - OPERATING EXPENSES (OE)

	1st FY24	2nd FY25	3rd FY26	4th FY27	5th FY28	6th FY29
Total	795,000	157,500	165,000	200,000	155,000	155,000

Northern State University, Bachelor of Science in Nursing (BSN)

OTHER RESOURCE IMPLICATIONS

PLEASE PROVIDE NARRATIVE REGARDING ANY NEW NEEDS OR IMPACT TO THE FOLLWING SUPPORT AREAS

CLASSROOMS:

Space for the Northern nursing program, e.g., classrooms, is planned in the new Lincoln Hall project, along with the space for SDSU accelerated nursing. In the event of the federal government not approving the ARPA funding for Lincoln Hall, the alternative plan is for SDSU accelerated nursing to stay in its current location in MeWaldt-Jensen Hall and for the NSU program to be located in the Jewett Regional Science Education building.

OTHER PHYSICAL FACILITIES: Faculty offices, student space, labs, seminar rooms, etc.

Space for the Northern nursing program, e.g., faculty offices, labs, simulation lab, is planned in the new Lincoln Hall project, along with the space for SDSU accelerated nursing. In the event of the federal government not approving the ARPA funding for Lincoln Hall, the alternative plan is for SDSU accelerated nursing to stay in its current location in MeWaldt-Jensen Hall and for the NSU program to be located in the Jewett Regional Science Education building.

TECHNOLOGY RESOURCES: Computer labs, software, network/internet, Audio-visual / telecommunications, wireless connectivity, etc.

Technology resources are included in the Lincoln Hall project plan.

LIBRARY SERVICES: Staffing, collections (books, ebooks, journals, subscriptions), study space, etc.

Materials needed for the Library are included in the NSU nursing budget (see 3. Expense Detail-OE).

REGISTRAR: Student records support, classroom scheduling support, etc.

No additional Registrar resources are anticipated.

MARKETING & ENROLLMENT SERVICES: program marketing, program recruitment, etc.

Marketing resources are included in the NSU nursing budget (see 3. Expense Detail-OE).

STUDENT SUPPORT: International student support, health counseling, career services, housing, scholarship, etc.

Student Support will be covered by Northern's existing support services in the Opportunity Center, including the Student Success Center and services provided by Student Affairs.

OTHER