Appendix A

College of Technology

Memo

To: Karen VanDaveer

From: Mary Anne Harding

CC: Jane Baker

Date: 5/15/2002

Re: Nursing Survey

_____

The following are the results of the responses to the individual question asked on the Nursing Survey.

In choosing nursing education would you prefer?

    8   Associate of Science – Registered Nursing (ASN)

    121 Bachelor of Science – Registered Nursing (BSN)

    3   Both

If Montana Tech were to offer the bachelor degree in nursing, would you be interested in enrolling in the additional courses?

    125 Yes

    5   No

    1   Maybe or no answer

Would you prefer to continue your bachelor degree in nursing education at Montana Tech?

    129 Yes

    1   No

    1   Maybe or no answer

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College of Technology

Memo

To:	Karen VanDaveer
From:	Mary Anne Harding
CC:	Jane Baker
Date:	5/15/2002
Re:	Nursing Survey Returns

Of the approximate 221 Nursing Survey's mailed, **132** have been returned as of 3/6/02.

Associate of Science – Registered Nursing (ASN) = **8**

Bachelor of Science – Registered Nursing (BSN) = **121**

Associate of Science and Bachelor of Science = **3** (both boxes were checked)

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Nursing Survey Comments

Associate of Science – Registered Nursing (ASN):

Due to my personal situation involving time and money, I prefer the Associate degree.

Bachelor of Science – Registered Nursing (BSN):

The Bachelor degree would be a benefit to Tech, Butte and the students.

Both degrees are important.

I would like to finish at Montana Tech, it is where I started my education and I would like to keep the money in Butte.

Like the option of the tier program – the option to exit is important.

Bachelor program is very much needed in the community due to the shortage of Nurses.

Montana Tech is my personal preference.

Will do correspondence if needed to get my BA, I would really like to see Montana Tech offer the degree.

I would love to continue my Bachelor degree in Nursing at Montana Tech.

One of the reasons for my interest in Montana Tech offering the BSN is in the strength of the program's educators. I can honestly say that Tech's nursing educators are preparing us well for the challenges that lay ahead in providing healthcare as professionals.

I would love to get my BSN in nursing. If we don't get the BSN degree here at Montana Tech, I will settle for the ASN. Hopefully, I can continue on here to get my BSN degree.

A BSN program would offer even more draw to both local Nurses continuing their education and drawing new students who have so little Bachelor's program opportunities in this area.

I would prefer that Tech get my money if given the option because I am planning on pursuing my BSN regardless. The instructors are excellent!

This would be a great benefit to me. I'm middle age and do not have the time nor money to go to another town to receive my BSN.

Those of us who have little kids wouldn't have to travel to get the BSN. That really appeals to me.

My family is here and my husband has a good job. We also have small children which makes commuting impossible. I am 32 years old and finally found a career I love and I want to go as far as I can.

Absolutely essential to institute BSN program in Butte!

I was planning on getting my BSN in Bozeman because Tech didn't offer it.

It would be best accessible if the courses were available on the Internet or at a variety of times.

Offering a BSN at Tech is crucial in serving the community that supports Montana Tech so well. While the ASN is a quality education, it leaves students unqualified for advancement in the nursing industry as most job advancement positions require a BSN. I am proud to say that I received my education at Montana tech and would like to say, "I have a BSN in nursing."

My goal is to get a BSN because there are more opportunities. I would enroll if it were offered at Tech.

I feel that Montana Tech's Nursing Program is on its way to becoming one of the top competitive schools in the state.
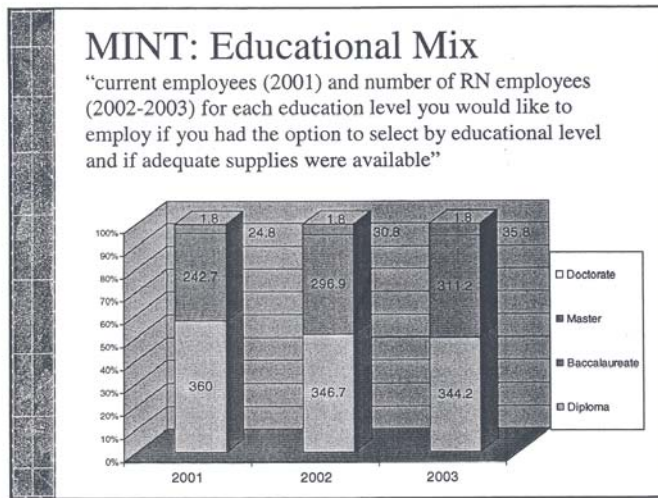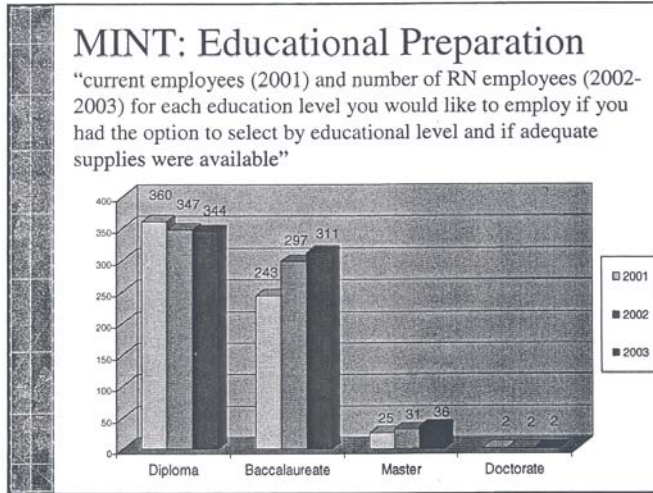
I would like to get my BSN at Montana Tech as I am a single mother and do not have the opportunity to relocate for school.

It would make it much easier to continue at Tech. I could work while going to school and the money would stay in our own community. It would also allow most of the non-traditional students to continue their education, when they would not normally have the chance.

I would rather finish everything here than have to take additional credits that aren't really needed so I could graduate somewhere else with my Bachelor degree.

The program is great but I feel that instructors need to better inform students on their decisions. The switching around of tracks created tremendous hardships and feelings on the students and they felt they had no input. There was no warning or time to plan before it was done. I feel it was very beneficial yet as many of us were mad at first. I feel we deserved an explanation. We as students need to be informed on why choices as these are made to promote our understanding and lower our stress level.

This nursing program has meant so much to me. Without it my dream would not have happened. I would definitely finish my degree here. If I went somewhere else I would have to take more unnecessary credits. Also, some places won't hire unless I have a BSN.

MINT: Educational Preparation

"current employees (2001) and number of RN employees (2002-2003) for each education level you would like to employ if you had the option to select by educational level and if adequate supplies were available"

MINT: Educational Mix

"current employees (2001) and number of RN employees (2002-2003) for each education level you would like to employ if you had the option to select by educational level and if adequate supplies were available"

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Appendix C

Montana Tech Nursing Department
Proposed 2 Year ASN/BSN Completion Degrees
Transition Plan

	Fall 02	Spring 03	Fall 03	Spring 04	Fall 04	Spring 05	Fall 05	Spring 06	Fall 06	Spring 07	Fall 07	Spring 08
CNA (10 students)	Grp CNA-1	Grp CNA-2	Grp CNA-3	Grp CNA-4	Grp CNA-5	Grp CNA-6	Grp CNA-7	Grp CNA-8	Grp CNA-9	Grp CNA-10	Grp CNA-11	Grp CNA-12
Workload Hours	16	16	16	16	16	16	16	16	16	16	16	16
AAS-PN (40 students)	Grp AAS-1	Grp AAS-1 / Grp AAS-2	GrpAAS-2	Grp AAS-2								
Cert PN (10 students)					Grp PN-1	Grp PN-1 (+ Sum 05)	Grp PN-2	Grp PN-2 (+ Sum 06)	Grp PN-3	Grp PN-3 (+ Sum 07)	Grp PN-4	Grp PN-4 (+ Sum 08)
Workload Hours		149		119								
Post-PN ASN (40 students)	Grp RN-1	GrpRN-1	Grp RN-2	Grp RN-2	Grp RN-3	Grp RN-3	---	---	---	---	---	---
Workload Hours	59	59	59	59	59		NA		NA		NA	
"New" ASN (40 students)	---	---	Grp ASN-1	Grp ASN-1	GrpASN-1	Grp ASN-1	Grp ASN-2	Grp ASN-3 Grp ASN-2	Grp ASN-3	Grp ASN-3 Grp ASN-4	Grp ASN-4	Grp ASN-5 Grp ASN-4
Workload Hours	NA	NA	31	31	128	128	128	128		128		128
"Temp" BSN (4 students)	---	---	Temp Grp-1	Temp Grp-1	Temp Grp-2	Temp Grp-2	Temp Grp-3	Temp Grp-3	---	---	---	---
Workload Hours	NA	NA	18	18	18	18	18		NA		NA	
BSN Comp. (40 students)	---	---	---	---	---	---	BSNGrp-1	BSN Grp-1	BSN Grp-1 BSN Grp-2	BSN Grp-1 BSN Grp-2	BSN Grp-2 BSN Grp-3	BSN Grp-2 BSN Grp-3
Workload Hours	NA	NA	NA	NA	NA		31		55	55		55
Total Workload Hrs.	224			243	221**			193**		199**		199**
Total FTE	9.33			10.12	9.20**			8.04**		8.29**		8.29**

* Certificate LPN curriculum yet to be determined pending approval of current proposal and anticipated conversion to certificate LPN proposal. Workload hours will be generated based on eventual curriculum.

** Does not include workload hours or FTE for yet-to-be-determined certificate LPN curriculum.

	Definitions	Details
CNA	Certified Nurse Assistant	One semester certificate program offered each semester (15 credits). Limited to 10 students.
AAS-PN	Associate of Applied Science Degree Licensed Practical Nurse	Current four-semester (1st semester pre-requisite courses) Associate of Applied Science degree program (64 credits). Plan to propose conversion to a three semester certificate program if current ASN/BSN completion program is approved. Last AAS-PN group to graduate Spring 2004; first certificate LPN group admitted Fall 2004. Need to continue AAS-PN until Spring 2004 graduation to accommodate students entering under the 2002-2003 catalog.
Cert. PN	Certificate of Completion Licensed Practical Nurse	If current ASN/BSN completion proposal is approved, Montana Tech will likely propose conversion of the AAS-PN degree to a certificate LPN program beginning Fall 2004. The three-semester curriculum is to be determined.
Post-PN ASN	Associate of Science Degree Registered Nurse (for currently licensed LPN's)	Current Montana Tech ASN degree program. Three-semester post-LPN program. Initially consisted of 119 credits when combined with AAS-PN, now 102 credits. Will phase out as newly proposed traditional ASN degree is phased in. Need to continue Post-PN ASN until Spring 2005 graduation to accommodate students entering under the 2002-2003 catalog.
"New" ASN	Traditional Associate of Science Degree Registered Nurse	Proposed 72 credit, four semester traditional ASN degree. If approved, will be phased in to replace current "post-PN ASN" program beginning Fall 2004.
"Temp" BSN	18 credit Bachelor of Science Degree completion program (for 2001-2005 graduates of Montana Tech's Post-PN ASN program)	2001 to 2005 ASN graduates will have completed 102-119 credits at Montana Tech (included all required GER) after completing an AAS-PN and ASN. This temporary curriculum (offered 3 times during 2003-2005) will allow these select ASN graduate to complete a BSN in one additional semester. (see next page)
BSN Comp.	Bachelor of Science Degree completion program for graduates of a traditional ASN degree program.	Proposed 48 credit traditional BSN completion program to begin fall 2005 (after graduation of first 72-credit ASN students in Spring 2005).

Temporary BSN Completion Program Curriculum

NURS 4306	Nursing Management	3
NURS 4XX6	Nursing Theory	3
NURS 4206	Nursing Research	3
NURS 4XX6	Undergraduate Research Project	3
NURS 4406 (W)	Application of BSN Practice	3
NURS 4916	Professional Nursing Internship	3
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Appendix D

FISCAL IMPACT AND BUDGET INFORMATION
Nursing
ASN/BSN
Draft Date: 06/11/02

*FTE based on 15 cr/semester	FY 2003 First Year		FY 2004 Second Year		FY 2005 Third Year	
	FTE	Headcount	FTE	Headcount	FTE	Headcount
I. PLANNED STUDENT ENROLLMENT						
A. New Enrollment	108	90	132	110	150	120
B. Shifting Enrollment	48	40	48	40	46	40
TOTAL	**156**	**130**	**180**	**150**	**196**	**160**

II. EXPENDITURES	First Year		Second Year		Third Year	
	FTE	Cost	FTE	Cost	FTE	Cost
A. Personnel Cost						
1. Faculty	7	$ 350,000.00	7	$ 364,000.00	7	$ 378,560.00
2. Administrators	1.11	$ 65,000.00	1.11	$ 67,600.00	1.11	$ 70,304.00
3. Adjunct Faculty	0	$ -	0	$ -	0	$ -
Nursing	1.22	$ 23,500.00	2.01	$ 38,400.00	1.09	$ 21,000.00
Degree Area 2	0	$ -	0	$ -	0	$ -
Degree Area 3	0	$ -	0	$ -	0	$ -
Degree Area 4	0	$ -	0	$ -	0	$ -
Degree Area 5	0	$ -	0	$ -	0	$ -
Degree Area 6	0	$ -	0	$ -	0	$ -
Degree Area 7	0	$ -	0	$ -	0	$ -
Degree Area 8	0	$ -	0	$ -	0	$ -
4. Graduate Assistants	0	$ -	0	$ -	0	$ -
5. Research Personnel	0	$ -	0	$ -	0	$ -
6. Support Personnel	0.5	$ 12,000.00	0.5	$ 12,000.00	0.5	$ 12,000.00
7. Fringe Benefits (@25%)	0	$ 112,625.00	0	$ 120,500.00	0	$ 120,466.00
8. Other	0	$ -	0	$ -	0	$ -
Total Personnel FTE And Cost	**9.83**	**$ 563,125.00**	**10.62**	**$ 602,500.00**	**9.7**	**$ 602,330.00**
B. Operating Expenditures						
1. Travel (& Professional Development)		$ 8,000.00		$ 8,000.00		$ 8,000.00
2. Professional Services		$ -		$ -		$ -
3. Operations		$ 13,140.00		$ 17,240.00		$ 13,140.00
4. Communications		$ 2,560.00		$ 2,560.00		$ 2,560.00
5. Utilities		$ -		$ -		$ -
6. Materials and Supplies		$ 3,300.00		$ 3,300.00		$ 3,300.00
7. Rentals		$ -		$ -		$ -
8. Repairs & Maintenance		$ -		$ -		$ -
9. Materials & Goods for Man. & Resale		$ -		$ -		$ -
10. Miscellaneous		$ -		$ -		$ -
Total Operating Expenditure		**$ 27,000.00**		**$ 31,100.00**		**$ 27,000.00**

FISCAL IMPACT AND BUDGET INFORMATION
Nursing
ASN/BSN
Page 2

II. EXPENDITURES	First Year		Second Year		Third Year	
	FTE	Cost	FTE	Cost	FTE	Cost
C. Capital Outlay						
1. Library Resources		$ 2,400.00		$ 2,400.00		$ 2,400.00
2. Equipment		$ 12,000.00		$ 12,000.00		$ 12,000.00
3. Other		$ -		$ -		$ -
4. Other		$ -		$ -		$ -
Total Capital Outlay		**$ 14,400.00**		**$ 14,400.00**		**$ 14,400.00**
D. Physical Facilities						
1. Construction or Major Renovation		$ -		$ -		$ -
2. Other		$ -		$ -		$ -
3. Other		$ -		$ -		$ -
Total Physical Facilities		$ -		$ -		$ -
E. Indirect Costs						
1. Indirect Costs		$ -		$ -		$ -
Total Indirect Costs		**$ -**		**$ -**		**$ -**
GRAND TOTAL EXPENDITURES		**$ 604,525.00**		**$ 648,000.00**		**$ 643,730.00**

FISCAL IMPACT AND BUDGET INFORMATION
Nursing
ASN/BSN

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III. REVENUES	FY 2003 First Year		FY 2004 Second Year		FY 2005 Third Year	
	FTE	Cost	FTE	Cost	FTE	Cost
A. Source of Funds						
1. Appropriated Funds-Reallocation		$ 668,226.00		$ 771,030.00		$ 838,586.00
2. Appropriated Funds-New		$ 245,934.00		$ 283,770.00		$ 308,994.00
3. Federal Funds		$ -		$ -		$ -
4. Other Grants		$ -		$ -		$ -
5. Fees		$ 564,830.50		$ 651,727.50		$ 695,176.00
6. Other(_____)						
TOTAL SOURCE OF FUNDS		**$ 1,478,990.50**		**$ 1,706,527.50**		**$ 1,842,756.00**
ACTUAL FUNDS AVAILABLE TO PROGRAM (65% Instruction, 70% program specific)		$ 672,940.68		$ 776,470.01		$ 773,957.52
B. Nature of funds						
1. Recurring						
2. Non-Recurring						
GRAND TOTAL REVENUES		$ 672,940.68		$ 776,470.01		$ 773,957.52
TOTAL PROFIT / LOSS		$ 68,415.68		$ 128,470.01		$ 130,227.52

Appendix E

Current Laboratory Equipment

Nursing Fundamentals Laboratory

12 patient care stations
- Electronic hospital bed
- Patient care manikin with hospital attire
- Bedside table
- Personal hygiene kit
- Overbed table
- Bedside chair
- Oxygen delivery setup (mock)

1 medication Cart
12 IV poles
3 gastric/throat suction machine
2 wheelchairs
1 patient transport cart
1 electric lift chair
Numerous consumable supplies that support skill acquisition in basic and advanced nursing procedures

Maternal Child Laboratory

1 patient care station (as above)
1 hospital crib
3 hospital bassinettes
3 infant manikins
2 child manikins
3 obstetric models (including infants)
Various labor & delivery simulators
Numerous consumable supplies that support skill acquisition in caring for the laboring mother & pediatric patient

Critical Care Laboratory

1 patient care station (as above)
1 electronic cardiac monitor
1 electronic IV infusion pump
3 pulse oximeters
1 electronic non-invasive blood pressure cuff
Various advanced critical care equipment available on loan from St. James Healthcare
Numerous consumable supplies that support skill acquisition in caring for the critically ill patient

APPENDIX F

Statement of Support

NSNA (National Student Nurses Association) has urged that all programs preparing RNs for practice gradually move towards the BSN level (1976 House of Delegates, Reaffirmed, 1986 House of Delegates). Montana Tech is proposing a BSN completion program to be offered as an option to graduates of the ASRN program. A Montana Tech student's option to continue to the BSN level meets the recommendations of the 1976 and 1986 House of Delegates Resolution statement.

The MSNA BOD (Montana Student Nurses Association Board of Directors) and MSNA Chapters are in support of the proposed BSN program at Montana Tech for the following reasons:

Characteristics of the proposed BSN program at Montana Tech:

☐ The BSN will be a 120 credit, four-year multi-entry/multi-exit program. This means students have the option to exit and enter at the completion of CNA, LPN, ASRN and BSN levels.

Benefits of the proposed program:

☐ Allows Montana Tech students to continue without losing credits in transfer. 129 of 130 (99%) Montana Tech nursing students said they want to continue at Tech for their BSN.

☐ Allows completion of the BSN in 4 years instead of the current option of 41/2 years or more via the internet and/or additional costs.

☐ Enhances communication by maintaining the face-to face classroom atmosphere valuable to Montana Tech NSNA students seeking their BSN.

☐ Allows for better financial aid options if implemented.

☐ Allows students to work as CNAs, LPNs and ASRNs while completing their BSN. Area employers will have continued access to qualified CNAs, LPNs, ASRNs and BSNs, benefiting both our licensed students and area healthcare facilities.

☐ Allows a bridge from LPN to BSN.

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