



Office of the President

**Southeastern Oklahoma
State University**

May 16, 2024

Sheridan McCaffree
Executive Director
Regional University System of Oklahoma
3555 NW. 58th St., Suite 320
Oklahoma City, OK 73112

Dear Executive Director McCaffree,

In accordance with RUSO policy (1.10.2), Southeastern Oklahoma State University is formally submitting a letter of intent requesting approval for the program listed below.

Official Degree Designation and Program Title: RN-BSN, Bachelor of Science in Nursing

Location where program will be offered: Durant, OK

Method of delivery: Electronic Delivery

Contact Information: Dr. Teresa Golden, Vice President for Academic Affairs
(tgolden@se.edu)

Description of Proposed Program:

The mission of the nursing program is to prepare nurses in an environment of academic excellence for the dynamic and ever-changing healthcare environment. Through the development of knowledge, skills, habits, and experiences students will reach their highest potential and promote values needed to meet the critical challenges faced by today's nurse. This is congruent with Southeastern Oklahoma State University's institutional mission of "Southeastern Oklahoma State University provides an environment of academic excellence that enables students to reach their highest potential. By having personal access to excellent teaching, challenging academic programs, and extracurricular experiences, students will develop skills and habits that promote values for career preparation, responsible citizenship, and lifelong learning." These proposed outcomes were developed to meet the mission of the School of Nursing and Allied Health which are as follows:

Domain 1: Knowledge of Nursing Practice

Students completing the entry-level program will integrate knowledge, skills, and technology from the established and ever evolving science of nursing, as well as biological, social, and

behavioral sciences, to apply clinical judgement and critical thinking across a wide spectrum of practice care settings.

Domain 2: Person-Centered Care

Students completing the entry-level program will provide safe, ethical, evidence-based, holistic, compassionate, and person-centered care across the lifespan that is respectful of the preferences, values, needs, resources, and determinants of health unique to and in partnership with the client, identified support persons, and the healthcare team.

Domain 3: Population Health

Students completing the entry-level program will promote health equity through advocacy, health promotion, community resource partnerships, and disease prevention strategies at the individual, community, and population levels with considerations for social determinates for health.

Domain 4: Scholarship for the Nursing Discipline

Students completing the entry-level program will demonstrate the ability to evaluate, synthesize, translate, apply, and disseminate nursing knowledge to improve patient outcomes.

Domain 5: Safety and Quality

Students completing the entry-level program will integrate safety and quality improvement principles into the delivery of high-quality care to individuals, families, communities, and populations.

Domain 6: Interprofessional Partnership

Students completing the entry-level program will demonstrate collaborative interprofessional communication and practice to optimize patient experience, patient safety, and improved patient outcomes in an effort to reduce costs of care.

Domain 7: System Based Practice

Students completing the entry-level program will apply knowledge of systems, cost-effectiveness, and regulations to plan, provide, and evaluate care.

Domain 8: Information and Healthcare Technologies

Students completing the entry-level program will effectively use information and communication technologies to deliver evidence-based care in accordance with regulatory and institutional policies.

Domain 9: Professionalism and Professional Identity Formation

After completing the program, students will apply principles of professional nursing ethics, accountability, and respect in the care of diverse populations.

Domain 10: Personal, Professional, and Leadership Development

Students completing the entry-level program will create a personal and professional plan for long-term resilience, self-care, lifelong learning, ethical leadership, and decision making in the provision and oversight of nursing practice, in a variety of settings.

Employment Demand for Proposed Program:

According to the Bureau of Labor Statistics' Employment Projections 2021-2031, the Registered Nursing (RN) workforce is expected to grow by 6% over the next decade. The RN workforce is expected to grow from 3.1 million in 2021 to 3.3 million in 2031, an increase of 195,400 nurses. The Bureau also projects 203,200 openings for RNs each year through 2031 when nurse retirements and workforce exits are factored into the number of nurses needed in the U.S. According to the Health Resources & Services Administration's (HRSA) Bureau of Health Workforce (BHW) a national shortage of 78,610 full-time equivalent RNs will exist in 2025 and a shortage of 63,720 nurses in 2030. Close to 100,000 registered nurses left the workforce during the last two years because of stress, burnout, or retirement. An additional 610, 388 plan to leave the profession by 2027, according to the National Council of State Boards of Nursing (NCSBN).

In April 2022, Dr. David Auerbach and colleagues published a nursing workforce analysis in Health Affairs, which found that total supply of RNs decreased by more than 100,000 from 2020 to 2021 – the largest drop than ever observed over the past four decades. A significant number of nurses leaving the workforce were under the age of 35, and most were employed in hospitals. The Institute of Medicine in its landmark report on The Future of Nursing called for increasing the number of baccalaureate-prepared nurses in the workforce to at least 80% to enhance patient safety. The current nursing workforce falls short of these recommendations with only 65.2% of registered nurses prepared at the baccalaureate or graduate degree level according to the latest workforce survey conducted by the National Council of State Boards of Nursing. There are only 7.5 nurses per 1,000 Oklahoma residents, ranking the state 46th in the nation for nurses per capita, according to data compiled by the Bureau of Labor Statistics. This program will help to produce more nurses to meet the demands of the aging population in Oklahoma.

Unmet Need for Proposed Program

Nursing schools are already at maximum capacity. According to the National League for Nursing, more than a quarter of qualified applicants to RN programs are currently denied admission. According to AACN's report on 2021-2022 Enrollment and Graduations in Baccalaureate and Graduate Programs in Nursing, U.S. nursing schools turned away 91,938 qualified applications (not applicants) from baccalaureate and graduate nursing programs in 2021 due to insufficient number of faculty, clinical sites, classroom space, and clinical preceptors, as well as budget constraints. No BSN exists in the Choctaw nation or Southeast Oklahoma. Southeastern is in a prime position to serve this rural area and bring a higher level of nursing education to this population. Additionally, in 2023 alone, Southeastern had 203 inquiries for online nursing, a program that was/is not at this time offered or advertised but is being highly sought after.

Please do not hesitate to contact me if you need additional information.

Sincerely,



Thomas W. Newsom
President