

**Proposal for a New/Revised  
Major, Minor, Emphasis, Certificate**

**INSTRUCTIONS:**

- Prepare your proposal according to the following outline. (Hand written forms will not be accepted.)
  - Attach the new/current catalog copy with all affected changes clearly noted. List all courses and requirements, indicate new courses, deleted courses and/or course changes.  
Note: *A form must be submitted for each change.*
  - Submit the signed proposal to the Office of Academic Affairs. All forms must be completed in full with appropriate signatures to be added to the agenda. You will be contacted by the Curriculum Committee Coordinator with a date and time to present the proposal.
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**I. Identification of Department(s)/Program(s):** Nursing/BSN Program

**II. Is this a New or Revised Proposal?**  New  Revised

Type of proposal:  Major  Minor  Emphasis  Certificate

Title of Proposal: Bachelor of Science in Nursing Program

**III. Rationale for the proposal:**

- a. What research/evidence supports the need for the proposal?  
**Revisions are based on current national standards and trends in concert with specialty accreditation guidelines.**
- b. How will it support departmental philosophy/mission and existing curriculum? How will it support the philosophy/mission and existing curriculum of your School/College and the University?  
**Current curriculum is consistent with mission to provide in depth study in a discipline. Changes do not affect congruence.**
- c. List the learning objectives/outcomes: Upon completion of the BSN program, the graduate will be able to:
  1. **Demonstrate critical thinking skills by integrating knowledge from a broad base of disciplines.**
  2. **Apply theory and evidence based knowledge in professional nursing practice.**
  3. **Use a holistic approach to promote health for individuals, families, and communities.**
  4. **Apply ethical principles that reflect professional nursing values.**
  5. **Apply knowledge of the effects of cultural, societal, and environmental factors on health.**
  6. **Demonstrate effective communication.**
  7. **Demonstrate behaviors that reflect the values of nursing as a caring profession.**

d. How will these outcomes be assessed?

**Course objectives are related to program outcomes. Assignments in courses and graduate surveys will be used to measure outcomes. Students oral and written communication skills are assessed at designated points throughout the program.**

e. Why is this being proposed?

**To address national standards and to remain competitive with other RN to BSN programs.**

f. Will this proposal have an impact on other Webster departments, schools/colleges or campuses (including overseas)?  Yes  No. If yes, please provide a brief explanation.  
**Will impact the KANS campus, faculty will need to prepare new courses, and students will need to be advised re: changes in program requirements. Impact on Biological Science Dept. and Computer Science related to future deletion of one course in each department is negligible.**

g. What Campus(es) will offer this?

**WEBG, KANS, online (will expand gradually, dependent on obtaining state licensure/approvals)**

h. Does this proposal require a new course?  Yes  No. If yes, what course(s)?

NURS 3030 Communication and Information Literacy  
NURS 4060 Gerontology

i. Does this proposal require a new prefix?  Yes  No. If yes, what prefix?

*Note: A New Course Proposal Form and/or Course Change Form must be submitted with this proposal for any course(s) affected by this change (including those that are converting to the new prefix.)*

#### IV. Staffing Information:

a. What additions or changes in staffing are necessary for this proposal?

**Additional faculty and staff will be needed in relation to program growth.**

b. How will this be coordinated?

**Not applicable**

c. Who will coordinate this program? (name, title and department)

**Susan Heady, Chair, Nursing Department**

#### V. Feasibility information:

a. What are the resources necessary for this proposal? (space, equipment, etc)

**Same as for current BSN curriculum.**

b. What are the projections for enrollment and growth for this upon implementation?

**Enrollment is expected to remain stable, or increase with addition of online delivery method (not directly related to proposed curriculum changes).**

**Enrollment is expected to remain stable, or increase with addition of online delivery method (not directly related to proposed curriculum changes.)**

**VI. Endorsements & Approvals:**

Please have the Chair of the Department/Committee, Dean of each School/College and other programs that may be affected by this proposal, review prior to submission to the Office of Academic Affairs.

<u>Susan A Heady</u> Petitioner	<u>1/22/09</u> Date
<u>Susan A Heady</u> Chair of the Department/Committee	<u>1/22/09</u> Date
<u>Sandra Cayo</u> Dean of the School/College	<u>1-22-09</u> Date
_____ Chair of the Curriculum Committee	_____ Date

**Distribution:**

Academic Affairs  
Registrar

Dean, School/College  
Chair, Department

Chair, Committee  
Academic Advising (UG)

## BSN Catalog Copy-NEW

### B.S.N. Program Outcomes

Upon completion of the program, the graduate will be able to:

1. Demonstrate critical thinking skills by integrating knowledge from a broad base of disciplines.
2. Apply theory and evidence based knowledge in professional nursing practice.
3. Use a holistic approach to promote health for individuals, families, and communities.
4. Apply ethical principles that reflect professional nursing values.
5. Apply knowledge of the effects of cultural, societal, and environmental factors on health.
6. Demonstrate effective communication.
7. Demonstrate behaviors that reflect the values of nursing as a caring profession.

### Nursing (B.S.N.)

#### Degree Requirements

86 required credit hours

12 general elective credit hours

30 elective credit hours

The 86 required credit hours consist of 31 credit hours in upper division nursing coursework, 3 credit hours in required support courses, 20 credit hours in designated prerequisite courses, and 32 credit hours of lower-division nursing coursework.

Students seeking the B.S.N. degree are required to meet four of the nine general educational goals of Webster University. B.S.N. students are required to take at least 30 credit hours at Webster University.

#### Required Courses

NURS 3010 Concepts of Professional Nursing	3 hours
NURS 3020 Health Assessment	4 hours
NURS 3030 Communication and Information Literacy	3 hours
NURS 3270 Research and Evidence Based Practice	3 hours
NURS 3400 Health Education in Nursing Practice	3 hours
NURS 3410 Family Health Promotion	3 hours
NURS 4060 Gerontology	3 hours
NURS 4240 Nursing Leadership and Management	4 hours
NURS 4250 Community Health Nursing	5 hours
PSYC 2750 Introduction to Measurement and Statistics	3 hours

#### Prerequisite Courses

English	3 hours
General Psychology	3 hours
General Sociology	3 hours
Microbiology	3 hours
Anatomy and Physiology	5 hours
Computer course or validated computer competency	3 hours



## College of Arts & Sciences

### Nursing (B.S.N.)

#### Major and Degree Offered

- Nursing (B.S.N.)

#### Special Study Opportunities

The nursing profession endeavors to assist the individual person, family, group, and the community to attain the best health status possible in a complex, changing world. Toward this goal the profession is committed to continually refine and expand the science of nursing and the skills of its practitioners. The bachelor of science in nursing (B.S.N.) program is designed for the registered nurse who wishes to advance his or her knowledge in nursing, the sciences, and the liberal arts. The program helps the registered nurse develop analytic and communication skills for professional excellence.

The B.S.N. curriculum focuses on holistic health promotion for the individual student, the profession, the individual client, the family, groups, and the community. There is a strong emphasis on the nurse's personal development, the needs and future of the profession, and the broad, accountable nursing role that is needed and expected by today's health care consumer. The program prepares the registered nurse for generalist nursing practice. The faculty strives to create a dynamic, interactive learning environment. A variety of faculty members, student experiences, and learning environments is used to meet program and individual student goals. The B.S.N. program is accredited by the National League for Nursing Accrediting Commission, 61 Broadway, New York, NY 10006, 212-363-5555.

Full-time and part-time evening study is available. B.S.N. courses are offered in Kansas City and St. Louis throughout the calendar year in eight-week sessions. A student can complete the program requirements in two and one-half years on a part-time basis.

#### B.S.N. Program Outcomes

Upon completion of the program, students should:

- Demonstrate critical thinking skills by integrating knowledge from a broad base of disciplines.

- Be able to apply theory and research based knowledge in professional nursing practice.
- Be able to utilize assessment frameworks and the nursing process in health promotion and health education for individuals, families, groups, and communities.
- Be able to apply ethical principles that reflect professional nursing values in the provision of holistic care.
- Be able to apply knowledge of the effects of cultural, societal, and environmental factors on health.
- Demonstrate effective communication.
- Be able to evaluate research findings for professional practice.
- Demonstrate commitment to lifelong learning and service to the nursing profession.

## Special Requirements

Prior to application to the program, all R.N. applicants must have a preplanning academic advising interview with B.S.N. program personnel. Students are expected to have demonstrated a minimum G.P.A. of 2.5 on prior college coursework for admission to the B.S.N. program. The student must also hold current licensure as a registered nurse in Missouri or, for new graduates, a scheduled NCLEX exam within three months of beginning the program.

To progress through the program, nursing courses (NURS) must be completed with a grade of “C” or higher. In addition, in courses with a clinical component, students must receive a grade of “Satisfactory” in the clinical portion of the course in order to pass the course. Unsatisfactory completion of the clinical component of the course results in automatic failure of the course. Students may repeat a specific nursing course only one time and no more than two nursing courses may be repeated during the program.

# Nursing (B.S.N)

## Degree Requirements

- 91 required credit hours
- 12 general education credit hours
- 25 elective credit hours

The 91 required credit hours consist of 33 credit hours in upper division nursing coursework, 9 credit hours in required support courses, 17 credit hours in designated prerequisite courses, and 32 credit hours of lower-division nursing coursework.

Students seeking the B.S.N. degree are required to meet four of the nine general educational goals of Webster University. B.S.N. students are required to take at least 30 credit hours at Webster University.

## Required Courses

- |  |         |
|--|---------|
| • NURS 3010 Concepts of Professional Nursing     | 3 hours |
| • NURS 3020 Holistic Health Assessment           | 4 hours |
| • NURS 3400 Health Education in Nursing Practice | 4 hours |
| • NURS 3410 Family Health Promotion              | 4 hours |
| • NURS 3420 Group Process in Nursing Practice    | 4 hours |

- NURS 4230 Introduction to Nursing Research 3 hours
- NURS 4240 Nursing Leadership and Management 4 hours
- NURS 4250 Community Health Nursing 5 hours
- NURS elective 2-3 hours
- BIOL 4210 or 4220 Advanced Physiology I or II 3 hours
- ANSO 2750/PSYC 2750 Introduction to Measurement and Statistics 3 hours
- COAP 3030 Computer Applications in Nursing 3 hours

## Prerequisite Courses

All registered nurse (R.N.) applicants must successfully establish college credit hours in the following prerequisite courses:

- English 3 hours
- General Psychology 3 hours
- General Sociology 3 hours
- Microbiology 3 hours
- Anatomy and Physiology 5 hours

## Nursing Course Listings

### NURS 3010 Concepts of Professional Nursing (3)

Integrates the student into Webster University and baccalaureate education. Aspects of professional practice provide the framework for this course. Critical thinking, and oral and written communication skills are strengthened.

### NURS 3020 Holistic Health Assessment (4)

Focuses on the holistic approach to health assessment, combining data from a health history based on functional health patterns, subjective findings from the review of systems, and objective findings from physical examination. Prerequisite: NURS 3010.

### NURS 3400 Health Education in Nursing Practice (4)

Focuses on theories and strategies relevant to health education throughout the lifespan. Emphasis is on the role of the nurse in the health teaching process. Students develop, implement, and evaluate a teaching plan for an individual based on assessment of their education needs. Prerequisites: NURS 3010 and NURS 3020.

### NURS 3410 Family Health Promotion (4)

Focuses on characteristics of families. Family theories are explored. Students examine variables that influence the health of families. Students conduct a family assessment, identify strengths and health concerns, and develop a

plan for family health promotion activities. Prerequisites: NURS 3010 and NURS 3020.

#### **NURS 3420 Group Process in Nursing Practice (4)**

Focuses on examining characteristics and principles of small group communication. The systems approach to looking at groups as interactive bodies is discussed. Emphasis is on the nurse's development of skills for effective functioning in and with groups. Students participate in a group health promotion project. Prerequisites: NURS 3010 and NURS 3020.

#### **NURS 3500 Issues in Women's Health (3)**

Presents an overview of society's impact on women's health with discussion of how the women's health movement has introduced alternatives to medical control.

#### **NURS 3600 Topics in Nursing (1-3)**

Elective course focusing on a specific area or issue in nursing. May be repeated if content differs.

#### **NURS 4230 Introduction to Nursing Research (3)**

Examines elements of the research process and the application of research to clinical practice. Current research studies are analyzed, critiqued, and evaluated for application to the clinical area. Students identify and discuss researchable nursing questions and review nursing research literature on a selected topic. Prerequisites: NURS 3400, NURS 3410, NURS 3420, and PSYC 2750.

#### **NURS 4240 Nursing Leadership and Management (4)**

Explores the theoretical basis of effective nursing management and leadership. Effective skills of nurse leaders/managers in practice settings are discussed and analyzed. Selected current issues and trends in management/leadership and nursing are integrated into the course content. Participation in a leadership/management situation with a nurse mentor provides the opportunity for students to analyze the application of leadership principles. Prerequisites: NURS 3400, NURS 3410, and NURS 3420.

#### **NURS 4250 Community Health Nursing (5)**

Focuses on care of community as client. Emphasizes the role of the nurse in addressing the preventive health needs of populations at risk and Current public health problems, epidemiology, trends In health care delivery, and community resources are examined. Students analyze the sociocultural, political, economic, ethical, and environmental factors that Influence community and global health. Prerequisites: NURS 3400, NURS 3410, and NURS 3420.

#### **NURS 4340 Influencing Health Policy: Implications for Nursing Practice (2-3)**

Examines the relationship of health policy and nursing practice. The legislative process at both the state and

national levels is explored.

**NURS 4350 Ethical Dilemmas in Nursing Practice (2-3)**

Examines ethical dilemmas encountered in nursing and explores the processes of ethical decision making and their application in clinical practice.

**NURS 4370 Cultural Care Nursing (2-3)**

Examines dimensions involved in care for people from diverse cultural backgrounds along with the traditional health beliefs and practices of selected populations.

**NURS 4400 Case Studies in Nursing (2-3)**

Presents students with the opportunity to explore cases in depth in selected areas of nursing practice. Engages students in gathering health and physical assessment data along with family and psychosocial information in preparation for case analysis. Prerequisites: NURS 3010 and NURS 3020.

**NURS 4500 Nursing Case Management (2-3)**

Explores the evolving role of case management in nursing practice today.

**NURS 4600 Advanced Seminar in Nursing (2-3)**

Elective course designed for in-depth study of a specific area or issue in nursing. May be repeated for credit if content differs.

**NURS 4610 Advanced Readings in Nursing (1-3)**

Individual student exploration of a specific area of interest in nursing. Prerequisites: NURS 3010, permission of the department chair, and filing of official form. May be repeated for credit if content differs.

## Program Assessment Plan: College of Arts & Sciences Programs

Program BSN (RN to BSN) Program

Department Nursing

Academic year plan becomes effective June 1, 2009

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### Part One: Program Learning Outcomes

*Students who complete this program will be able to:*

1. Demonstrate critical thinking skills by integrating knowledge from a broad base of disciplines.
2. Apply theory and evidence based knowledge in professional nursing practice.
3. Use a holistic approach to promote health for individuals, families, and communities.
4. Apply ethical principles that reflect professional nursing values.
5. Apply knowledge of the effects of cultural, societal, and environmental factors on health.
6. Demonstrate effective communication.
7. Demonstrate behaviors that reflect the values of nursing as a caring profession.

### Part Two: Methods of Measurement

**(a) Direct Methods** (e.g., portfolios, essays, exit interviews, field experience supervisor's evaluations, comprehensive examinations)

1. Course objectives and course assignments in all courses directly relate to program outcomes. Faculty assess course outcomes through assignments in each course. (See Appendix A)
2. Skills in oral communication, written communication, and therapeutic nursing intervention are evaluated in specified courses throughout the program through use of Likert scales for each skill set. (See Appendix B)

**(b) Indirect Methods** (e.g., course evaluations, alumni or employee surveys)

1. Alumni and employer surveys measure achievement of program outcomes. (See Appendix C)

2. Faculty course groups review the course evaluation summaries annually and discuss areas of strength and concern. Course meeting minutes document the reviews.

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### **Part Three: Data Collection**

For each of the methods listed in *Part Two*, state when the data will be collected and who will be accountable for collecting it.

#### **(a) Direct Methods**

1. Faculty review students' achievement of course objectives during each course.
2. Faculty assess students' performance in oral and written communication and therapeutic nursing intervention during specified courses throughout the program. (See Appendix D)

#### **(b) Indirect Methods**

1. Alumni and Employer Survey data is collected annually by the department representative. Summaries are given to the Chair and the Evaluation Committee Chair. The data is reviewed and presented to the faculty for additional review.
  2. Faculty course groups review the course evaluation summaries annually and discuss areas of strength and concern. Suggestions for revision are taken to the faculty for approval.
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### **Part Four: Applying the Results**

Who will review the data? How often, and at what time of the year? What sort of record will be kept of the data review results and of the decisions regarding programmatic adjustments?

Aggregate data from the outcomes assessments and surveys are reported to the faculty annually.

Faculty meeting minutes document the data reports and decisions regarding program revisions.

## Appendix A

### BSN Program Outcomes and Course Objectives

BSN Program Outcomes	Course Objectives
1. Demonstrate critical thinking skills by integrating knowledge from a broad base of disciplines.	NURN 3020, # 3 NURS 3400, # 3 NURS 3410, # 4, 5 NURS 4240, # 4
2. Apply theory and evidence-based knowledge in professional nursing practice.	NURS 3010, # 1, 2, 3, 6 NURS 3020, # 3, 4 NURS 3400, # 1 NURS 3410, # 2, 3, 7 NURS 4230, # 1, 2, 4 NURS 3270, # 1, 2, 3, 5 NURS 4250, # 3, 7
3. Use a holistic approach to promote health for individuals, families, and communities	NURS 3010, # 3, 5 NURS 3020, # 1, 5, 6 NURS 3400, # 2, 3, 4, 5, 6 NURS 3410, # 1, 3, 6, 7 NURS 4250, # 2, 5, 6
4. Apply ethical principles that reflect professional nursing values.	NURS 3010, # 7 NURS 3410, # 5 NURS 3270, # 3 NURS 4240, # 7 NURS 4250, # 9

<p>5. Apply knowledge of the effects of cultural, societal, and environmental factors on health.</p>	<p>NURS 3010, # 4, 8  NURS 3020, # 2  NURS 3400, # 3  NURS 3410, # 3, 4  NURS 4240, #8  NURS 4250, # 4, 8</p>
<p>6. Demonstrate effective communication skills.</p>	<p>NURS 3020, # 4  NURS 3400, # 5</p>
<p>7. Demonstrate behaviors that reflect the values of nursing as a caring profession.</p>	<p>NURS <del>4230</del>, # 4, 5, 6  NURS 4240, # 2  NURS 4250, # 10</p>

Appendix B

Outcome Assessment Oral Communication

STUDENT \_\_\_\_\_ Course \_\_\_\_\_

Term/Year \_\_\_\_\_

Student # \_\_\_\_\_

Faculty Name \_\_\_\_\_

3 – Above Average

2 - Average

1 – Below average

Below Average

Average

Above Average

	1	2	3
<b>1. Organization</b>			
Introduction			
Main Points			
Conclusions			
Transitions/Connections between Ideas			

	1	2	3
<b>2. Content</b>			
Articulates Ideas Accurately: Major Points Made			
Integrates Knowledge from Nursing/Other Disciplines			
Content Appropriate for Audience			
Selects Appropriate Sources for References			

	1	2	3
<b>3. Expressing Ideas</b>			
Usage of Words/Grammar/Use of Technology			

4. Presentation Skills	1	2	3
Eye Contact/Engagement of Audience/Use of Time			
Professional Appearance/Voice Projection			
Use of Notes/Non-verbal Language (facial expressions, gestures)			

COMMENTS:

## Outcome Assessment Written Communication

STUDENT \_\_\_\_\_ Course \_\_\_\_\_

Term/Year \_\_\_\_\_

Student # \_\_\_\_\_

Faculty Name \_\_\_\_\_

3 – Above Average

2 - Average

1 – Below average

Below Average

Average

Above Average

	1	2	3
<b>1. Organization</b>			
Introduction			
Main Point			
Conclusion			
Transitions/Connections between Ideas			

	1	2	3
<b>2. Content</b>			
Articulates Ideas Accurately: Major Points Made			
Integrates Knowledge from Nursing/Other Disciplines			
Content Appropriate for Audience			
Selects Appropriate Sources for References			

	1	2	3
<b>3. Expressing Ideas</b>			
Usage of Words/Grammar			
Sentence structure/capitalization			
APA Format			
Correct citations/gives appropriate credit to sources			

## Outcome Assessment Therapeutic Interventions

STUDENT \_\_\_\_\_ Course \_\_\_\_\_ Term/Year \_\_\_\_\_

Student # \_\_\_\_\_

Faculty \_\_\_\_\_

Name \_\_\_\_\_

3 – Above Average

2 - Average

1 – Below average

Below Average

Average

Above Average

	1	2	3
<b>1. Nursing Process</b>			
Assessment			
Planning			
Implementation			
Evaluation			

	1	2	3
<b>2. Communication</b>			

	1	2	3
<b>3. Critical Thinking</b>			

	1	2	3
<b>4. Individual Considerations</b>			
Ethical			
Cultural			
Societal			
Environment			

Comments:

Appendix C

Webster University

BSN Graduate Questionnaire

Year of Graduation 20\_\_

**General Information**

Gender: Male \_\_\_\_ Female \_\_\_\_ Age: \_\_\_\_

Ethnicity: Black non Hispanic \_\_\_\_ Hispanic \_\_\_\_ White non Hispanic Origin \_\_\_\_  
American Indian/Native Alaskan \_\_\_\_ Asian/Pacific Islander \_\_\_\_

**Employment:**

Employment Status:

Full-time \_\_\_\_ Part-time \_\_\_\_ Years in current employment \_\_\_\_

Not employed in nursing \_\_\_\_

Employment Setting:

Hospital \_\_\_\_ Community Health \_\_\_\_ Nursing Home \_\_\_\_

Nursing Education \_\_\_\_ Physician's Office \_\_\_\_

Other \_\_\_\_ If other, please indicate setting \_\_\_\_\_

Type of Position: (check)

Administrator \_\_\_\_ Staff Nurse \_\_\_\_

Nurse Manager \_\_\_\_ Nurse Educator \_\_\_\_

Other \_\_\_\_ If other, please specify \_\_\_\_\_

**Program Outcomes:**

Please use the following scale and circle the response that best describes your ability in the following areas, since graduation from the Webster BSN Program:

1 =Excellent      2 = Good      3 = Fair      4 = Poor

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- |    |   |   |   |   |   |
|----|---|---|---|---|---|
| 1. | Demonstrate critical thinking skills by integrating knowledge from a broad base of disciplines. | 1 | 2 | 3 | 4 |
| 2. | Apply theory and evidence based knowledge in professional nursing practice.                     | 1 | 2 | 3 | 4 |
| 3. | Use a holistic approach to promote health for individuals, families, and communities.           | 1 | 2 | 3 | 4 |
| 4. | Apply ethical principles that reflect professional nursing values.                              | 1 | 2 | 3 | 4 |
| 5. | Apply knowledge of the effects of cultural, societal, and environmental factors on health.      | 1 | 2 | 3 | 4 |
| 6. | Demonstrate effective communication.  | 1 | 2 | 3 | 4 |
| 7. | Demonstrate behaviors that reflect the values of nursing as a caring profession.                | 1 | 2 | 3 | 4 |

**Webster Program:**

What did you find most helpful about Webster's program?

What did you find least helpful about Webster's program?

What changes would you suggest in Webster's program?

Thank you for your assistance.

*The Webster faculty*

Revised 1-09

Appendix D

BSN Outcome Assessment Measures per Course

Outcome Assessment Measures

Course	Oral	Written	Therapeutic
3010 Concepts	x	x	
3020 Health Assessment			x
3400 Health Education		x	x
3410 Family	x		x
3270/4230 Research		x	
4240 Leadership	x	x	
4250 Community		x	x