Alabama Commission on Higher Education

Accessibility. Affordability. Coordination.

Proposal for a New Degree Program

I. Information and Rationale

A. Primary Contact Information

Institution: Troy University

Contact: Dr. Mary Anne Templeton

Title: Associate Provost, Dean of the Graduate School

Email: mtempleton@troy.edu

Telephone: (334) 670-3189

B. Program Information

Date of Proposal Submission: 3/6/2025

Award Level: Associate's Degree

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

Field of Study/Program Title: Associate of Science in Nursing

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

C. Administration of the Program

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

Name of Department/Division: School of Nursing

Name of Chairperson: Dr. Wade Forehand

D. Implementation Information

Proposed Program Implementation Date: 8/1/2025

Anticipated Date of Approval from Institutional Governing Board: 2/20/2025

Anticipated Date of ACHE Meeting to Vote on Proposal: 6/13/2025

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

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

E. Concise Program Description

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

The LPN to RN option is being proposed as another track for the existing Associate of Science in Nursing (ASN) Program. An LPN to RN option is designed to provide Licensed Practical Nurses (LPNs) a pathway to become Registered Nurses (RNs) at the associate degree level. It affords individuals the opportunity to expand their knowledge and clinical skills required to write the licensing examination to become a registered nurse (RN).

All students in the proposed LPN to RN option will be engaged in various experiential learning opportunities throughout the program entirety. Students will complete clinical learning experiences in each of the four semesters.

F. Specific Rationale (Strengths) for the Program

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

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

2. **Supporting Educational Mobility of LPNs** - According to the ABN Workforce Survey, 37% of Alabama's RN workforce presently holds a degree at the associate level. Fifthteen percent of nurses are licensed practical.[3] Research supports the benefits to the healthcare system and patient care for nurses that have advanced academic preparation.[4] Further, LPNs are current nurses supporting our community healthcare system. Helping to provide opprutntuines for nurses to expand their preparation means they are more likely to remain in the community and improving healthcare for residents.

3. **Growing Your Own Workforce** – Data supports the difficulty in attracting and retaining a well qualified healthcare workforce in rural and underserved communities. Much of

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1 https://aldailynews.com/nearly-39000-alabama-nurses-likely-to-leave-profession-in-next-five-years/
2 https://bhw.hrsa.gov/data-research/projecting-health-workforce-supply-demand
3 https://www.abn.alabama.gov/wp-content/uploads/2023/09/2021-2022-ABN-Workforce-Survey-Executive-Summary_9.13.2023.pdf
4 https://www.aacnnursing.org/news-data/fact-sheets/impact-of-education-on-nursing-practice

Alabama, 58 of 67 counties, are designated as healthcare shortage areas. Therefore, creative methods are needed to support the current workforce and to grow it. Baptist Helath System has adopted a "grow your own" philosophy to employee development. Presently, Baptist is in partnership with Trenholm Community College to offer a pathway for employees to becomes nruses, LPNs. In hopes of further developing the workforce, Baptist seeks a partnership with Troy University through the LPN to RN option to offer employees a means to grow and become RNs. Since these individuals will continue to work, it will be important to have a program that is both flexibile and conviently close in proximity for students.

II. Background with Context

A. Student Learning Outcomes

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

Upon successful completion of the MSN degree the graduate will be able to achieve the following end-of-program student learning outcomes:

1. Relate introductory theoretical knowledge from nursing, scientific, environmental, and humanistic disciplines to the practice of professional nursing.
2. Recognize the nursing process substantiated by evidence as a basis for formulating nursing judgments.
3. Identify safe, high-quality patient-centered care for diverse patient populations.
4. Define current ethical and legal standards of professional nursing.
5. Describe open communication, mutual respect, and shared decision-making within nursing and interprofessional teams to achieve high-quality patient care.
6. Recognize accountability for one's own personal and professional behavior.
7. Identify information and evidence to improve the quality of nursing care within secondary and tertiary practice settings.

B. Similar Programs at Other Alabama Public Institutions

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

CIP Code	Degree Title	Institution with Similar Program	Justification for Duplication
51.3801	ASN	UWA	See below.
51.3801	AAS	BEV	See below.
51.3801	AAS	BIS	See below.

51.3801	AAS		CACC	See below.
51.3801	AAS		CAL	See below.
51.3801	AAS		CEN	See below.
51.3801	AAS		CVC	See below.
51.3801	AAS		DRA	See below.
51.3801	AAS		ENT	See below.
51.3801	AAS		GAD	See below.
51.3801	AAS		JSC	See below.
51.3801	AAS		LAW	See below.
51.3801	AAS		LBW	See below.
51.3801	AAS		NEC	See below.
51.3801	AAS		NWS	See below.
51.3801	AAS		SHC	See below.
51.3801	AAS		SND	See below.
51.3801	AAS		SOU	See below.
51.3801	AAS		TRE	See below.
51.3801	AAS		WSD	See below.
51.3801	AAS		WSH	See below.
51.3801	AAS		WSS	See below.

There are a total of 22 assocaite degree programs within the state of Alabama with a program designation of 51.3801, Registered Nursing/Registered Nurse, listed on the Alabama Commission on Higher Education Program Inventory. Of those 22 programs, none of the campuses offer an LPN to RN pathway locally in the Montgomery area. Shelton State Community College (89 miles), Central Alabama Community College (53 miles), and Lurleen B Wallace Community College (73 miles) all have an LPN to RN pathway, but are approximately an hour away from the Capital City traveling in one direction. This program would provide residents of Montgomery and surrounding communities an educational opportunity to advance their preparation as RNs. Data supports the growing need for nurses in our state. Adding additional program options in an area that is geographically challenged will provide more oppurtunities for Montgomery residents and help elevate the care of the community.

Relationship to Existing Programs within the Institution

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

Much of the exsiting TROY ASN curriculum will be utilized to build the LPN to RN option.

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

    If yes, please explain.

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

If yes, please explain.

C. Collaboration

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

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

Baptist Health System approached TROY regarding the need for an option for LPN staff to further their career as RNs. Please see attached letter. Baptist is supportive of this effort and has agreed to partner with TROY to offer resources to support the program.

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

TROY presently offers the Associate of Science in Nursing degree for undergraduate students. The proposed LPN to RN option would utilize faculty and existing resources from this program to facilitate the new option. The TROY ASN program has a long history of preparing RNs that are equipped to be successful on the NCLEX and ready to meet the healthcare workforce.

D. Specialized Accreditation

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

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

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

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

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

E. Professional Licensure/Certification

Graduates of the Associate of Science Nursing degree would be required to successfully pass the NCLEX to become an RN and obtain licensure in the state of Alabama.

F. Additional Education/Training

Not applicable.

G. Admissions

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

Application requirements for the LPN to RN option will require students to have a current unencumbered LPN single state or multistate license. Otherwise, all traditional requirements will apply to this option.

H. Mode of Delivery

The proposed program will be delivered in a mixed format including in-person on the Montgomery campus in Montgomery, AL and online. In order to complete the LPN to RN option, students will be required to satisfactorily obtain 70 credit hrs. Twenty-eight of the 70 required credit hrs will account for nursing courework. Students will receive up to 15 credit hrs of prior learning credit from the LPN certificate. The remaining 27 credit hrs will include general education coursework.

I. Projected Program Demand (Student Demand)

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

This program proposal is a request on behalf of the Baptist Health System in Montogomery, AL. Baptist is presently partnered with Trenholm State Community College to support individuals that wish to become nurses (LPNs). Baptist has been in discussions with Troy Unviersity in order develop an option for these nurses to have an educational pathway in which to become RNs. Interest for this option is a direct result from their employees that wish to have the ability for education mobility in the field of nursing. Through Baptist's partnership, their employees (LPNs) will have the oppruntnity to continue their education through financial support by Baptist in return for a post-graduation work commitment. The program will be open to non-Baptist employees that are LPNs that also wish to advance their education.

J. Standard Occupational Code System

Using the federal Standard Occupational Code (SOC) System, indicate the top three occupational codes related to post-graduation employment from the program. A full list of SOCs can be found at https://www.onetcodeconnector.org/find/family/title#17.

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

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

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

As previously stated, Alabama faces a significant nursing shortage that impacts healthcare delivery across the state. The Alabama Hospital Association (AlaHA) reports the state could

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

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

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

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

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

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

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

Curriculum Information for Proposed Degree Program

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

Curriculum Overview of Proposed Program	
Credit hours required in **general education**	42
Credit hours required in **program courses**	28
Credit hours in **program electives/concentrations/tracks**	0
Credit hours in **free electives**	0
Credit hours in **required research/thesis**	0
Total Credit Hours Required for Completion	**70**

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

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

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

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

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

15 credit hours from a student's LPN program

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

The LPN to RN option is designed to be completed over four semesters of study.

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

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

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

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

The LPN to RN option will require students to complete clinical coursework to prepare them to take the NCLEX-RN to become RNs. Therefore, they will have courses to bridge their knowledge and experience from the LPN role to the RN role. The program is built to ensure that students receive all the instruction and training as required by the Alabama Board of Nursing.

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

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

Program Name:	Associate of Science in Nursing – LPN to RN Option			
Program Level:	Undergraduate – Associate			
Curriculum Components of Proposed Program				
Course Number	Course Title	Credit Hours	New? (Y)	WBL? (Y)
Program Courses				
TROY 1101	The University Experience	1		
ENG 1101	Composition and Modern English I	3		
BIO 3347	Human Anatomy and Phisology I with Lab	4		
BIO 3372	Microbiology with Lab	4		
MTH 1112	Pre-Calculus Algebra	3		
PSY 2200	Introduction to Psychology	3		

NSG 2210	Developmental Psychology	3		
BIO 3348	Human Anatomy and Physiology II with Lab	4		
NSG 1135	Health Assessment	1		
NSG 2213	Nutrition	2		
NSG 2202	Pharmacology	2		
NSG XXXX	Essentials of Psychiatric Nursing	1	Y	
NSG XXXX	Transition to RN Practice	2	Y	
NSG 1140	Adult Health I	3		
NSG1141	Adult Health I Practicum	3		
NSG XXXX	Essentials of OB and Peds	1	Y	
NSG 2282	Adulty Health II	2		
NSG 2283	Adult Health II Practicum	2		
NSG XXXX	Advanced Nursing Concepts	3	Y	
NSG 2281	Advanced Nursing Concepts Practicum	6		
*Total Credit Hours Required for Completion		**70**		

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

Alabama Commission on Higher Education

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Program Resource Requirements

A. Proposed Program Faculty*

Current Faculty and Faculty to Be Hired

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

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

Current Faculty			
1	**2**	**3**	**4**
CURRENT FACULTY NAME (FT, PT)	**COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)**	**ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed**	**OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)**
Undergraduate Nursing Faculty			
Lee Patino (FT)	NSG 2281, Advanced Nursing Practicum, 6 credit hrs, Spring semester	DNP (in progress) – Nursing Leadership, Troy University MSN – Family Nurse Practitioner, Auburn University BSN – Nursing, University of Alabama	Registered Nurse, Alabama Certified Family Nurse Practitioner, Alabama Certified Health Simulation Educator (CHSE) **Lab Coordinator** IP UT
Amanda Dunagan (FT)	NSG 2281, Advanced Nursing Practicum, 6 credit hrs, Spring semester NSG 2280, Advanced Nursing Concepts, 4 credit hrs, Spring semester NSG 2266, Nursing of Children Practicum, 2 credit hrs, Spring semester	PhD – Nursing Education and Administration, William Carey University MSN – Clinical Nurse Leader, University of Alabama BSN – Nursing, Troy University	Registered Nurse, Alabama Certified Nurse Leader (CNL) Certified Perioperative Nurse (CNOR) **ASN Program Coordinator** IP UT
Darlla Thompson (FT)	NSG 2271, Psychosocial Nursing Concepts, 2 credit hrs, Spring semester NSG 2272, Psychosocial Nursing Practicum, 2 credit hrs, Spring semester	DNP – Advanced Nursing Practice, Troy Unviersity MPH – Public Health, Walden University BSN – Nursing, Kennesaw State University ASN – Nursing, Georgia State Unviersity AST – Greenville Technical College	Registered Nurse, Alabama Certified Family Nurse Practitioner, Alabama **ASN Assistant Coordinator** IP UT
Sierra Austin (FT)	NSG 2265, Nursing of Children, 2 credit hrs, Spring semester NSG 2266, Nursing of Children Practicum, 2 credit hrs, Spring semester	MSN – Advanced Nursing Practice, Troy University BSN – Nursing, Troy University	Registered Nurse, Alabama Certified Family Nurse Practitioner, Alabama IP UT

Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (FT, PT)	COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
Heather Baker (FT)	NSG 2255, Maternal Infant Nursing, 2 credit hrs, Spring semester NSG 2256, Maternal Infant Nursing Practicum, 2 credit hrs, Spring semester	MSN – Nursing, Auburn University BSN – Nursing, Auburn University Montgomery	Registered Nurse, Alabama IP UT
Lindsey Cantrell (FT)	NSG 1140, Foundations of Adult Health Nursing, 3 credit hrs, Spring semester NSG 1141, Foundations of Adult Health Nursing Practicum, 3 credit hrs, Spring semester	MSN – Clinical Nurse Specialist, Maryville University BSN – Nursing, Troy University	Registered Nurse, Alabama Certified Family Nurse Practitioner, Alabama IP UT
Shane Cantrell (FT)	NSG 1140, Foundations of Adult Health Nursing, 3 credit hrs, Spring semester NSG 1141, Foundations of Adult Health Nursing Practicum, 3 credit hrs, Spring semester	MSN - Nursing Education, Western Governors University BSN – Nursing, Western Governors University ASN – Nursing, LBW Community College	Registered Nurse, Alabama Certified Nurse Educator Medcial-Surgical Nurse Board Certified IP UT
Dana Davis (FT)	NSG 2280, Advanced Nursing Concepts, 4 credit hrs, Spring semester NSG 2281, Advanced Nursing Practicum, 6 credit hrs, Spring semester NSG 1131, Basic Nursing Concepts Practicum, 2 credit hrs, Spring semester	MSN – Nursing, Troy University BSN – Nursing, Troy University	Registered Nurse, Alabama IP UT
Michelle Grainger (FT)	NSG 2255, Maternal Infant Nursing, 2 credit hrs, Spring semester NSG 2256, Maternal Infant Nursing Practicum, 2 credit hrs, Spring semester NSG 1131, Basic Nursing Concepts Practicum, 2 credit hrs, Spring semester NSG 1135, Health Assessment Practicum, 1 credit hrs, Spring semester	DNP – Nursing Leadership, Troy University MSN – Nursing, Troy University BSN – Nursing, Troy University	Registered Nurse, Alabama Certification In-Patient Obstetrics IP UT
Rachel Nanzer (FT)	NSG 2282, Adult Health Nursing II, 2 credit hrs, Spring semester NSG 2283, Adult Health Nursing II Practicum, 2 credit hrs, Spring semester	MSN –Nursing, Benedictine University BSN – Nursing, Auburn University Montgomery	Registered Nurse, Alabama Certified Critical Care Nurse IP UT

Alabama Commission on Higher Education

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Current Faculty			
1	**2**	**3**	**4**
CURRENT FACULTY NAME (FT, PT)	**COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)**	**ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed**	**OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)**
Hannah Picazo (FT)	NSG 1131, Basic Nursing Concepts Practicum, 2 credit hrs, Spring semester NSG 1135, Health Assessment Practicum, 1 credit hrs, Spring semester NSG 1141, Foundations of Adult Health Nursing Practicum, 3 credit hrs, Spring semester	MSN – Leadership and Management, Western Governors University BSN – Nursing, Capella University ASN – Nursing, Fortis College	Registered Nurse, Alabama IP UT
Hope Parrish (FT)	NSG 1130, Basic Nursing Concepts, 2 credit hrs, Spring semester NSG 1131, Basic Nursing Concepts Practicum, 2 credit hrs, Spring semester NSG 1135, Health Assessment Practicum, 1 credit hrs, Spring semester	MSN – Nursing, University of North Alabama BSN – Nursing, Troy University	Registered Nurse, Alabama Certified Hospice and Palliative Nurse IP UT
Morgan Sewell (FT)	NSG 1130, Basic Nursing Concepts, 2 credit hrs, Spring semester NSG 1131, Basic Nursing Concepts Practicum, 2 credit hrs, Spring semester NSG 1135, Health Assessment Practicum, 1 credit hrs, Spring semester	DNP – Nursing Leadership, Troy University BSN – Nursing, Troy University ASN – Nursing, Wallace Community College	Registered Nurse, Alabama IP UT
Samantha Shivers (FT)	NSG 1130, Basic Nursing Concepts, 2 credit hrs, Spring semester NSG 1131, Basic Nursing Concepts Practicum, 2 credit hrs, Spring semester NSG 1135, Health Assessment Practicum, 1 credit hrs, Spring semester	MSN –Nurse Leadership, Western Govenors University BSN – Nursing, Troy University ASN – Nursing, Troy University	Registered Nurse, Alabama IP UT
Whitney Stoyak (FT)	NSG 2202, Pharmacology, 2 credit hrs, Spring semester NSG 1141, Foundations of Adult Health Nursing Practicum, 3 credit hrs, Spring semester	MSN – Family Nurse Practiioner, South Unviersity ASN – Nursing, Wallace Community College BS – Biology, Troy University	Registered Nurse, Alabama Certified Family Nurse Practitioner, Alabama IP UT

Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (FT, PT)	COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
Shunda Wilburn (FT)	NSG 1131, Basic Nursing Concepts Practicum, 2 credit hrs, Spring semester NSG 1135, Health Assessment Practicum, 1 credit hrs, Spring semester NSG 1151, Hospital Measurements, 1 credit hrs, Spring semester	DNP – Nursing Leadership, Troy University MSN – Nursing, University of Alabama at Birmingham BSN – Nursing, Auburn Univeristy Motongomery	Registered Nurse, Alabama IP UT
New Hire (FT)	NSG 55xx Accelerated Pathophysiology, 3 credit hrs, TBD NSG 55xx Clinical Management I, 3 credit hrs, TBD NSG 55xx Leadership, 3 credit hrs, TBD	To be hired	To be hired
New Hire (FT)	NSG 55xx Accelerated Pharmacology, 3 credit hrs, TBD NSG 55xx Clinical Management II, 4 credit hrs, TBD NSG 55xx Foundations of Nursing Practice, 3 credit hrs, TBD	To be hired	To be hired
New Hire (FT)	NSG 55xx Clinical Management IV: Children and Women's Health, 7 credit hrs, TBD NSG 55xx Foundations of Nursing Practice, 3 credit hrs, TBD	To be hired	To be hired

Employment Status of Program Personnel		Personnel Information		
		Count from Proposed Program Department	Count from Other Departments	Subtotal of Personnel
Current	Full-Time Faculty	14	0	14
	Part-Time Faculty	0	0	0
	Administration	2	0	2
	Support Staff	3	0	3
**New To Be Hired	Full-Time Faculty	2	0	2
	Part-Time Faculty	0	0	0
	Administration	0	0	0
	Support Staff	0	0	0
		Personnel Total		**21**

Abbreviations: (FT, PT): Full-Time, Part-Time; (D, UN, UT, G, DU): Developmental, Undergraduate Nontransferable, Undergraduate Transferable, Graduate, Dual: High School Dual Enrollment
Course Modality: (IP, OL, HY, OCIS): In-Person, Online, Hybrid, Off-Campus Instructional Site
Courses Taught/To be Taught – For a substantive change prospectus/application, list the courses *to be taught*, not historical teaching assignments.

B. All Proposed Program Personnel

Provide all personnel counts for the proposed program.

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

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

Many of the courses that LPN to RN students will take include courses that are routinely offered each semester for traditional students. Therefore, these courses will be easily covered by current faculty. New courses for the program include four new classes or seven credit hours. Support from Baptist Health System will fund two new FT faculty FTEs to help with new course offerings and growth from LPN to RN student enrollments.

C. Equipment

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

D. Facilities

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

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

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

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

E. Assistantships/Fellowships

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

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

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

F. Library

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

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

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

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

G. Accreditation Expenses

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

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

H. Other Costs

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

Troy Unviersity will provide internal support of funds to support the marketing and recruitment campaign efforts for the LPN to RN option on the Montgomery, AL campus.

I. Revenues for Program Support

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

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

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

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

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

Baptist Health System has agreed to partner with Troy University for developing the LPN to RN option. This comes as a need to grow the internal workforce for the Baptist system. As such, Baptist has agreed to support funding for two new FT lecturers for the ASN program. These lines will be funded at $65,000 for a total support of $174,200 to include salary and benefits. Additionally, a total of $6,000 is being provided as well by Baptist to support an administrative stipend. In order to support administrative oversight, the ASN Program Coorindator will receive an additional $500 monthly for oversight and management. Refer to attached letter from Baptist Health System.

ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY

INSTITUTION:	Troy University						
PROGRAM NAME:						CIP CODE:	
SELECT LEVEL:	UNDERGRADUATE (BACHELOR'S)						

ESTIMATED *NEW* EXPENSES TO IMPLEMENT PROPOSED PROGRAM

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
FACULTY	$174,200	$174,200	$174,200	$174,200	$174,200	$174,200	$174,200	$1,219,400
ADMINISTRATION/STAFF	6000	$6,000	$6,000	$6,000	$6,000	$6,000	$6,000	$36,000
EQUIPMENT								$0
FACILITIES								$0
ASSISTANTSHIPS/FELLOWSHIPS								$0
LIBRARY								$0
ACCREDITATION AND OTHER COSTS								$0
TOTAL EXPENSES	$180,200	$180,200	$180,200	$180,200	$180,200	$180,200	$180,200	**$1,255,400**

NEW REVENUES AVAILABLE FOR PROGRAM SUPPORT

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
REALLOCATIONS								$0
EXTERNAL FUNDING	$180,200	$180,200	$180,200	$180,200	$180,200	$180,200	$180,200	$1,261,400
TUITION + FEES	$50,880	$101,760	$101,760	$101,760	$101,760	$101,760	$101,760	$661,440
TOTAL REVENUES	$231,080	$281,960	$281,960	$281,960	$281,960	$281,960	$281,960	**$1,922,840**

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

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
FULL-TIME ENROLLMENT HEADCOUNT	No data reporting	10	20	20	20	20	20	**18.33**
PART-TIME ENROLLMENT HEADCOUNT								**0.00**
TOTAL ENROLLMENT HEADCOUNT		10	20	20	20	20	20	**18.33**
NEW ENROLLMENT HEADCOUNT		10	20	10	10	10	10	**11.67**
Validation of Enrollment			YES	YES	YES	YES	YES	

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

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
DEGREE COMPLETION PROJECTIONS	No data reporting	10	10	10	10	10	10	**10.00**