

BOARD OF HIGHER EDUCATION
REQUEST FOR COMMITTEE AND BOARD ACTION

COMMITTEE: Assessment and Accountability **NO.:** AAC 08-08

COMMITTEE DATE: April 17, 2008

BOARD DATE: April 25, 2008

MOVED: The Board of Higher Education hereby approves the Articles of Amendment of **Caritas Labouré College** to award the **Bachelor of Science in Nursing** and to update the purpose clause to read as follows:

“To establish, maintain, manage and operate exclusively for educational, charitable and benevolent purposes, an institution of higher learning to provide a general and technical education and experience in nursing and in other selected health fields; to provide such education and training in an environment and by appropriate means conducive to the formation of those moral and social ideals which the Members and Trustees of the Corporation determine to be necessary to the professional development of students entering the nursing and allied health profession; and to grant and confer at and through said Caritas Labouré College, Inc., associate in science and bachelor of science in nursing degrees.”

Authority: Massachusetts General Laws Chapter 69, Section 30 et seq.

Contact: Aundrea Kelley, Associate Vice Chancellor for Academic Policy

BOARD OF HIGHER EDUCATION

April 2008

Caritas Labouré College
Bachelor of Science in Nursing

INTENT

In December 2006, Caritas Labouré College filed a petition with the Board of Higher Education to seek approval to offer the Bachelor of Science in Nursing. As a college of higher education focused on preparing nursing and allied health practitioners, the proposed program directly aligns with the institution's mission to provide high-quality education and to prepare women and men for careers in nursing and allied health fields. Caritas Labouré College derives its mission from Caritas Christi Health Care, a health system rooted in the Archdiocese of Boston.

The proposed BSN program will prepare nurses to advance in clinical practice and have the ability to enter beginning-level nurse manager positions. Students who graduate from the program will have the necessary knowledge to apply to graduate educational programs, as well as to effectively meet the workforce challenges within the health care system for the 21st century and beyond. Recognizing the role of the college as part of the Caritas Christi Health Care System, the college sought input in the development of the program from the nursing leadership of the system.

INSTITUTIONAL OVERVIEW

Caritas Labouré College dates back to 1892, with the opening of Carney Hospital Training School for Nurses in South Boston, Massachusetts. In addition to Carney Hospital Training School for Nurses, the Daughters of Charity of St. Vincent de Paul also operated St. John Hospital School of Nursing in Lowell, Massachusetts, and St. Margaret Hospital School of Nursing in Dorchester. In 1949, Carney, St. John and St. Margaret Schools of Nursing merged into a single program.

The Daughters of Charity of St. Vincent de Paul sponsored the establishment of the new Catherine Labouré School of Nursing as an independent school of nursing in 1950. The Commonwealth of Massachusetts granted the school a charter, and the first class was admitted in 1951. In 1954 Catherine Labouré School of Nursing moved to the site of the new Carney Hospital in Dorchester. In 1970 the Catherine Labouré School of Nursing Board of Trustees petitioned the Commonwealth of Massachusetts for a change in charter. This change included degree-granting authority, an expansion in purpose to allied health, as well as nursing, and a name change. Catherine Labouré School of Nursing became Catherine Labouré Junior College in 1971. In 1984 Catherine Labouré Junior College changed its name to Catherine Labouré College. In 1993 the name was formally changed to Labouré College. In 1997 Labouré College came under the sponsorship of Caritas Christi Health Care System. A change in the College's name to Caritas Labouré College was approved in June 2005.

Currently the College employs 81 faculty, including 27 full-time and 54 part-time. Enrollment numbers 555 with the majority, 527 students, attending part-time.

ACADEMIC AND RELATED MATTERS

Admissions and enrollment

All applicants to the upper division nursing courses must possess an unrestricted Massachusetts license as a Registered Nurse. Students applying to the proposed RN to BSN program will have to show academic success, achievement at the associate level and academic promise through the admissions process.

Students will be admitted to the proposed program in cohorts of up to 20 students. The program will be offered in an evening/part-time format to accommodate working professionals. RN Students are expected to complete the program within two years.

	# of Students Year 1*	# of Students Year 2	# of Students Year 3	# of Students Year 4
New Full Time				
Continuing Full Time				
New Part Time	20	20	20	20
Continuing Part Time	0	18	18	18
Totals	20	38	38	38

Tuition and Fees

Student charges at Caritas Labouré charges currently total \$450 per course credit. User fees per term per student include an Academic fee of \$25; course/lab fee of \$200; nursing simulation lab fee of \$60; additional nursing and radiology course fees of \$75; and a matriculation/tuition deposit fee of \$200.

Curriculum (Attachment A)

In developing the curriculum, the College consulted the *Standards for Accreditation of Baccalaureate and Graduate Nursing Programs* from the Commission on Collegiate Nursing Education (CCNE). The proposed Bachelor of Science in Nursing is a 122-credit program. The final 45-credits are designed for nurse professionals who seek to acquire a more challenging and rigorous professional responsibility in the field of nursing. The proposed program is intended to meet the need for improvement in quality of care in hospitals and other health care facilities. The curriculum is also intended to develop nursing leaders who can empower others and who can help transform the practice of nursing in an ever-changing health care environment.

RESOURCES

Faculty and Library Resources

The Nursing Department comprises 13 full-time and 23 part-time faculty. In addition to existing faculty, the College will hire a Chairperson and Associate Chairperson of Nursing. Both will work together in the hiring and orientation of new faculty.

Students and faculty will have access to the College's Helen Stubblefield Law Library, which provides over 10,000 print volumes, 650 videotapes, 150 print periodical titles and access to 20 significant electronic databases. The library is located on the fourth floor of the college and is open seven days per week. The library includes a media room, computer room, periodicals' room and student study areas. The College library is also an active member of several networks that provide resources sharing and professional development, including, the Massachusetts Health Sciences Library Network.

Fiscal Resources (Attachment B)

A program budget, contained in attachment B, anticipates that the proposed program will generate a positive balance starting in year two of full operations.

EXTERNAL EVALUATION

Visiting Committee

The proposed Bachelor of Science in Nursing was evaluated by an external Visiting Committee, comprising Phyllis A. Currier, Ed.D., RN, Professor, RN Program Director, College of Nursing, University of Massachusetts Dartmouth; Visiting Committee Chair, Sheila Fredette, PhD, Professor of Nursing, Fitchburg State College; Joan Rasool, PhD, Vice President for Academic Affairs, Westfield State College; and Kathleen Scoble, PhD, Director of Nursing, Elms College.

The Visiting Committee reviewed the petition in preparation for the site visit, which took place March 5-8, 2006. During the visit, the Committee met with administrators, faculty, staff, and students and toured the facilities. The Committee commended the College for the dedication and enthusiasm of faculty and students. The Committee also recommended that the College make curricular modifications and submit the proposed program to open internal review and approval. The team made additional recommendations, including recommendations concerning faculty, admissions, and budget.

Institutional Response.

In its response the College adequately addressed the concerns of the Visiting Committee, and included multiple exhibits that documented its follow through on the Committee's recommendations, including submission and approval of the revised curriculum through College governance structures where it was approved by appropriate bodies. Revisions were adopted to admission standards to delete the planned one year professional work experience requirement for new students prior to acceptance into the program, and to require instead a six months work experience requirement only prior to beginning 400 level nursing courses. The college also submitted a revised budget plan that included additional funds for two more full time faculty during the second year of the program's implementation, as well as additional funds for

professional development and to expand the library collection. After reviewing the College's response, the Committee concluded: "We are all in agreement concerning the revised proposal and recommend allowing the college to proceedbased on the summary report."

PUBLIC HEARING

The required public hearing was held on March 27, 2008, at 10:30 a.m. at the Department of Higher Education. No comments were offered in opposition to the proposed program.

STAFF ANALYSIS AND RECOMMENDATION

After an exhaustive evaluation of all documentation submitted, staff is satisfied that the proposed Bachelor of Science in Nursing at Caritas Labouré College meets the criteria set forth for New England Association of Schools and Colleges (NEASC) accredited institutions in 610 CMR 2.08 (3) in the *Degree-Granting Regulations for Independent Institutions of Higher Education*. Recommendation is for approval of the College's petition to offer the Bachelor of Science in Nursing and to amend its purpose clause to read as follows:

"To establish, maintain, manage and operate exclusively for educational, charitable and benevolent purposes an institution of higher learning to provide a general and technical education and experience in nursing and in other selected health fields; to provide such education and training in an environment and by appropriate means conducive to the formation of those moral and social ideals, which the Members and Trustees of the Corporation determine to be necessary to the professional development of students entering the nursing and allied health profession; and to grant and confer at and through said Caritas Labouré College, Inc., associate in science and bachelor of science in nursing degrees."

Undergraduate Program Curriculum Outline

Required (Core) Courses in the Major (Total # courses required = 10)		
Course Number	Course Title	Credit Hours
NUR 301	Professional Perspectives	3
NUR 311	Health Assessment	3
NUR 312	Continuing Care Principles and Practice	3
NUR 313	Communications in Health	3
NUR 314	Pathophysiology	3
NUR 315	Nursing Research	3
NUR 401	Organization, Structure, Process and Behavior	3
NUR 411	Leadership and Management	3
NUR 421	Application of Evidence-based Nursing Practice	3
NUR 422	Mentorship Practicum	4
Sub Total Required Credits		31
Distribution of General Education Requirements Attach List of General Education Offerings (Course Numbers, Titles, and Credits)		# of Gen Ed Credits 21
Arts and Humanities, including Literature and Foreign Languages ETH 301 Ethical Domains and Dilemmas HUM 401 Critical Analysis		3
Mathematics and the Natural and Physical Sciences (Science credits) MAT301 level Essentials of Statistics SCI 301 level Scientific Revolutions		3 3 3
Social Sciences SSC 301 level Intercultural Communications SSC 401 level Agents for Social Change SES 421 Level Senior Seminar		3 3 3
Sub Total General Education Credits		21
Curriculum Summary		
Total number of courses required for the degree		17
Total credit hours required for degree		122
Prerequisite, Concentration or Other Requirements: Students who are entering the RN-BSN program expected to have completed the following prior to admission:		
Sciences 12 Credits;	Social Sciences 9 Credits	Humanities 12 Credits
<i>Anatomy and Physiology I w Lab</i>	<i>Social Science Elective</i>	<i>English Composition</i>
<i>Anatomy and Physiology II w lab</i>	<i>Psychology 101</i>	<i>World Lit/ English</i>
<i>Microbiology w Lab</i>	<i>Psychology 201</i>	<i>Ethics Elective</i>
		<i>Humanities Elective</i>
Nursing Transfer Credits (37 Credits)		
<i>Medical-Surgical Nursing 1, 2, 3, ...29 Credits</i>		
<i>Pediatric Nursing.....4 Credits</i>		
<i>Maternal/child nursing.....4 Credits</i>		
<i>Psychiatric Nursing included in above nursing transfer credits</i>		

Attachment B: Budget

Budget for RN-BSN Program

	Startup	Year 1	Year 2	Year 3	Year 4	Program to Date
Revenue						
Tuition & Fees (Gross)	\$ 162,000	\$ 804,000	\$ 1,314,000	\$ 1,467,000		\$ 3,747,000
Less withdrawals (estimated at 5%)	<u>\$ (9,000)</u>	<u>\$ (40,000)</u>	<u>\$ (66,000)</u>	<u>\$ (73,000)</u>		<u>\$ (188,000)</u>
Net Tuition & Fees	\$ 153,000	\$ 764,000	\$ 1,248,000	\$ 1,394,000		\$ 3,559,000
Expenses						
OPERATING EXPENSES						
Wages						
Fixed (Director/faculty/staff)	\$ 32,760	\$ 70,000	\$ 158,620	\$ 163,379	\$ 168,280	\$ 593,039
Adjunct faculty/overload		\$ 14,100	\$ 33,578	\$ 81,689	\$ 100,312	\$ 229,680
Benefits (@25%)	\$ 8,190	\$ 21,025	\$ 48,050	\$ 61,267	\$ 67,148	\$ 205,680
Purchased services		\$ 1,500	\$ 5,150	\$ 5,305	\$ 5,464	\$ 17,418
Med-surgical supplies	\$ 3,400	\$ 300	\$ 309	\$ 318	\$ 328	\$ 4,655
Supplies-handbooks, media, lab materials, etc.	\$ 5,500	\$ 1,900	\$ 206	\$ 212	\$ 219	\$ 8,037
Instruments		\$ 2,500	\$ -	\$ 1,061	\$ 1,093	\$ 4,654
Contract maintenance		\$ 350	\$ 361	\$ 371	\$ 382	\$ 1,464
Rental equipment		\$ 1,500	\$ 1,545	\$ 1,591	\$ 1,639	\$ 6,275
Publications/dues	\$ 200	\$ 200	\$ 206	\$ 212	\$ 219	\$ 1,037
Travel	\$ 500	\$ 500	\$ 515	\$ 530	\$ 546	\$ 2,592
Miscellaneous	\$ 6,000	\$ 3,000	\$ 3,090	\$ 3,183	\$ 3,278	\$ 18,551
Postage/freight		\$ 100	\$ 26	\$ 106	\$ 109	\$ 341
Library	\$ 7,000	\$ 7,000	\$ 7,210	\$ 7,426	\$ 7,649	\$ 36,285
Marketing	\$ 1,500	\$ 10,000	\$ 10,300	\$ 15,914	\$ 16,391	\$ 54,104
Faculty development	\$ 10,000	\$ 10,000	\$ 10,300	\$ 10,609	\$ 10,927	\$ 51,836
Testing		\$ 1,000	\$ 1,030	\$ 2,122	\$ 2,185	\$ 6,337
Overhead	<u>\$ 3,950</u>	<u>\$ 11,025</u>	<u>\$ 19,505</u>	<u>\$ 37,704</u>	<u>\$ 31,831</u>	<u>\$ 104,015</u>
TOTAL OPERATING EXPENSES	\$ 79,000	\$ 156,000	\$ 300,000	\$ 393,000	\$ 418,000	\$ 1,346,000
Net Revenue Summary						
Revenue	\$ -	\$ 153,000	\$ 764,000	\$ 1,248,000	\$ 1,394,000	\$ 3,559,000
Operating expenses	<u>\$ 79,000</u>	<u>\$ 156,000</u>	<u>\$ 300,000</u>	<u>\$ 393,000</u>	<u>\$ 418,000</u>	<u>\$ 1,346,000</u>
Net revenue	<u>\$ (79,000)</u>	<u>\$ (3,000)</u>	<u>\$ 464,000</u>	<u>\$ 855,000</u>	<u>\$ 976,000</u>	<u>\$ 2,213,000</u>