

Contact: Rachel Boon

**REQUEST FOR NEW PROGRAM AT IOWA STATE UNIVERSITY:  
REGISTERED NURSE TO BACHELOR OF SCIENCE IN NURSING**

**Action Requested:** Consider approval of the request by Iowa State University to establish a program of Registered Nurse to Bachelor of Science in Nursing (RN-BSN) in the Department of Food Science and Human Nutrition in the College of Human Sciences and in partnership with the College of Agriculture and Life Sciences.

**Executive Summary:** The proposed RN-BSN degree is intended for students who complete an RN associate degree and obtain licensure prior to enrolling at Iowa State. The BSN degree is increasingly desired for nurses at hospitals and clinics nationally and in Iowa. The proposed program addresses the Board of Regents Strategic Plan objective 1.1; "The Regent institutions provide clear pathways for students to enter, move through and complete their education and career goals." The program has been approved by all appropriate Iowa State University faculty and administrative committees, as well as unanimous approval of the Council of Provosts. Board staff recommends approval of this program.

**Background:**

**Description of proposed program.** Students who have completed an Associate Degree in Nursing (ADN, or RN) from a program approved by the Iowa Board of Nursing (IBON) and accredited by the Commission on Collegiate Nursing Education (CCNE) will enter the BSN degree program at ISU. Credit hours earned from the ADN (typically 74-86) will be accepted toward the BSN degree. Additional coursework at the junior and senior level will be offered by ISU in alignment with the national standards of the American Association of Colleges of Nursing (AACN). The RN to BSN educational model is a common pathway and a similar program has been offered by the University of Iowa as an online program for several years (see appendix). The ISU Department of Food Science and Human Nutrition (FSHN) is uniquely poised to provide the BSN degree because of our long-standing programs in dietetics and human nutrition, disease prevention and health promotion. Select courses from these curricula will be integrated into the degree plan for the BSN program.

**Academic objectives.** Per the Iowa Board of Nursing requirements the program will, collaboratively with Des Moines Area Community College, meet national nursing accreditation standards using the Commission on Collegiate Nursing Education (CCNE) accreditation standards and the AACN "Essentials of Baccalaureate Education for Professional Nursing Practice" educational competencies.

**Essential I: Liberal Education for Baccalaureate Generalist Nursing Practice**

A solid base in liberal education provides the cornerstone for the practice and education of nurses.

**Essential II: Basic Organizational and Systems Leadership for Quality Care and Patient Safety**

Knowledge and skills in leadership, quality improvement, and patient safety are necessary to provide high quality health care.

**Essential III: Scholarship for Evidence Based Practice**

Professional nursing practice is grounded in the translation of current evidence into one's practice.

Essential IV: Information Management and Application of Patient Care Technology

Knowledge and skills in information management and patient care technology are critical in the delivery of quality patient care.

Essential V: Health Care Policy, Finance, and Regulatory Environments

1. Healthcare policies, including financial and regulatory, directly and indirectly influence the nature and functioning of the healthcare systems and thereby are important considerations in professional nursing practice.

Essential VI: Interprofessional Communication and Collaboration for Improving Patient Health Outcomes

1. Communication and collaboration among healthcare professionals are critical to delivering high quality and safe patient care.

Essential VII: Clinical Prevention and Population Health

1. Health promotion and disease prevention at the individual and population level are necessary to improve population health and are important components of baccalaureate generalist nursing practice.

Essential VIII: Professionalism and Professional Values

1. Professionalism and the inherent values of altruism, autonomy, human dignity, integrity, and social justice are fundamental to the discipline of nursing.

Essential IX: Baccalaureate Generalist Nursing Practice

1. The baccalaureate-graduate nurse is prepared to practice with patients, including individuals, families, groups, communities, and populations across the lifespan and across the continuum of healthcare environments.
2. The baccalaureate graduate understands and respect use of healthcare resources inherent in caring for patients.

Need for proposed program. The Robert Wood Johnson (RWJ) Foundation and the Institute of Medicine (IOM) established an initiative to address the Future of Nursing: Leading Change, Advancing Health (2011). Within this report, Key Message #2 states Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression, with the suggestion that “One step to realizing this goal is for a greater number of nurses to enter the workforce with a baccalaureate degree or progress to this degree early in their career (p.7).” Furthermore, Recommendation 4 of the report is to Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020. The Iowa Task for Advancing Nursing Education (April 2014) reported that in 2012 there were 46,780 nurses registered in Iowa with only 29% holding the BSN degree, hence there is an immediate need to provide BSN level education for Iowa nurses.

While the number of BSNs in the state has increased slightly, there has not been a similar increase in all geographic areas, especially those serving a rural population. The most recent (2016) statewide data reported by the Iowa Board of Nursing (IBON) and the Iowa Organization of Nurse Leaders (IONL), validates that Iowa continues to have a low percentage (46.5 percent) of RNs with a baccalaureate degree or higher compared to the nation (65.0 percent). Furthermore, the percentage of RNs with a baccalaureate degree or higher is much smaller in the most rural areas of the state, reported as less than 30 percent in four of the seven geographic districts defined by the IONL, and reported in the annual Practice Surveys conducted by the organization.

Iowa nurse education programs continue to graduate significantly more associate degree nurses than per-licensure baccalaureate degree nurses. In the 2015 calendar year 1,584 candidates with an associate degree applied for initial RN licensure in Iowa, compared to 610 candidates with the baccalaureate degree as their first nursing degree. The difference means that in just the one year an additional 974 nurses entered practice with only an associate degree. Partnerships to enhance

opportunities for academic progression are critical to meeting the goals of 80 percent BSN educated by 2020 and consequently providing safer delivery of healthcare to the citizens of Iowa.

Link to institutional strategic plan. ISU and both College of Agriculture and Life Sciences and College of Human Sciences have strategic goals to prepare students for global challenges, including optimizing health and well-being. ISU is committed to providing high quality educational opportunities that fulfill critical needs of society.

ISU-FSHN has experience in providing healthcare degrees as they have accredited programs in both Dietetics and the Dietetic Internship. The College also offers a health-coaching certificate and a focus in community and public health through the Department of Kinesiology. Hence, there are efficiencies of course offerings among these programs and the BSN degree that would facilitate the development of this new program at ISU. The three institutions, ISU, Mary Greeley Medical Center (MGMC) and Des Moines Area Community College (DMACC), as well as other interested groups, would work collaboratively to develop and offer the RN-BSN degree offered through ISU-FSHN. There is significant interest and opportunity for additional partnerships with Iowa education programs and healthcare providers.

Relationship to existing programs at the institution. As noted, FSHN will dovetail the nursing curriculum with current course offerings in the department and university to optimize learning outcomes for students. Opportunities to incorporate existing courses from other departments into the curriculum will be investigated to meet the professional standards and approval/accreditation requirements. Nursing students will bring a new dimension to the ISU campus and likely will integrate into extra-curricular programs that promote health and well-being. Employers and potential students have shared that they desire a more traditional, on campus, opportunity to complete the baccalaureate degree. The inclusion of nursing students and curriculum at ISU will strengthen the interdisciplinary opportunities for faculty, staff and students. The BSN does not duplicate an existing program at ISU.

Relationship to existing programs at other colleges and universities. As noted, there are 16 approved and accredited RN-BSN programs in Iowa. The BSN offered by ISU will emphasize the connection between nutrition, activity, health promotion and nursing care management, which will be unique. ISU offers the only BS in nutritional sciences and the only accredited dietetics program in the state. Therefore, students matriculating from the ISU RN-BSN will be distinguished by having exposure to a model of dietary prevention of disease. Considering that diet and exercise habits are a primary factor for development of the major chronic diseases (obesity, diabetes and cardiovascular disease) and strong evidence that diet, weight and activity level are associated with increased risk for certain cancers, a focus on nutrition assessment and intervention, and education in health promotion is beneficial for nurses. Students drawn to the ISU RN-BSN program will include Registered Nurses working in healthcare settings where a BSN is required and students preparing to enter nursing practice through the community college Associate Degree in nursing pathway. The unique focus areas available at Iowa State University will give potential students new choices in advancing their knowledge and career.

Unique features. A benefit of the ISU-FSHN RN-BSN degree will be a seamless path for graduates of the DMACC RN degree program and RN students from other programs to earn the BSN degree. Due to the close proximity of DMACC to ISU, and the willingness of both campuses to collaborate, the development of a coordinated program will be straightforward. Additionally, collaborators, including MGMC, Mid Iowa Community Action Agency, Heartland Area Agency on Aging, residential living communities, local school districts and likely others, will be engaged to assist ISU-FSHN in offering experiential learning opportunities for the BSN students. This will

encourage faculty-clinician collaborations between and across these institutions that are likely to advance health-related research and community projects. There are direct benefits to the state of Iowa by increasing the number of nurses with the BSN degree, thereby addressing the stated goals of the RWJ and IOM report. A minimal investment will be needed to launch the program, and existing degree programs at ISU (e.g. dietetics, dietetics, kinesiology and health) may be enhanced through interactions with the BSN students. In summary, this is an exciting opportunity to build a new collaborative academic program, by leveraging existing programs that address a statewide need in healthcare with great potential to create new synergies and opportunities across the participating institutions.

Resources to establish a high-quality program. No new facilities are needed to establish the program. CHS has included the BSN degree program in planning for a substantial building remodeling that is under discussion. Should the program expand beyond 100 students, additional classroom space for hands-on laboratories will likely be needed. Funds have been reallocated to support a director of nursing education to develop, coordinate, and direct the program per the Iowa Board of Nursing.

Student demand. DMACC graduates about 150-200 RNs each year, and CHS estimates that as many as 20% of these students would be seeking opportunities to pursue the BSN degree. Working nurses in Central Iowa and graduates from other community college programs are also interested in this program. While there are many BSN options for residents of Iowa, the capacity of programs in central Iowa is inadequate. The DMACC system matriculates a significant number of RN graduates, and most of them find immediate work in the greater Des Moines metro. The capacity of RN-BSN programs in the Des Moines area is insufficient to accommodate these students. Additionally, the location of ISU in Central Iowa makes it accessible to RNs working in medical centers in the area. Ames is a more central location for students a significant portion of central Iowa who currently do not have a viable, onsite, RN-BSN option.

Applicants to ISU RN-BSN will need to meet an admission GPA of at least 2.5. The University of Iowa requires a 3.0 GPA for admission. There will be limited prerequisites; mostly likely Statistics, Nutrition, and Composition II, if not included or completed at the community college. Applicants will also need to demonstrate compliance with health requirements, HIPPA training, and satisfactory background checks prior to beginning nursing major courses.

Workforce need/demand. MGMC currently encourages all of their RNs to pursue a BSN degree within 6 years of employment. Most major medical centers are also moving toward requiring the BSN degree for their nursing staff. There is a growing trend by healthcare providers to state a hiring preference for BSN prepared nurses. The continued growth of the healthcare sector in central Iowa supports the expectation that both working nurses and new graduates will increasingly seek the RN-BSN degree. Curriculum that addresses the current issues of health promotion and disease prevention, management of chronic disease and development of leadership skills will be highly desirable to the future nursing workforce.

Cost.

	<b>TOTAL COSTS</b>	<b>TOTAL NEW COSTS</b> (salary increases are assumed)
Year 1	100,000	100,000
Year 2	150,000	50,000 for part-time teaching and initiation of accreditation process
Year 3	200,000	Additional full time clinical faculty or lecturer, if anticipated growth met.
Year 4	250,000	Additional part time teaching as enrollments increase

Year 5	250.000	
Year 6	250.000	
Year 7	250.000	

Projected enrollment.

Undergraduate	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7
Majors	50	100	150	200	200	200	200
Non-Majors	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Articulation agreement. An articulation agreement will be sought with DMACC initially, and other Iowa community colleges are already expressing interest. Admission requirements, progression and graduation requirements will be developed and apply to all applicants from the inception of the program. DMACC is the model and exemplar, but not the exclusive sending institution. Transfer agreements will be developed accordingly.

Off-campus delivery. There are no plans to offer this program away from the ISU campus.

Accreditation. All nursing programs in the state must be approved by the Iowa Board of Nursing. In summer 2017 the program will apply for approval from the Board of Nursing and CCNE. These processes will initiate upon approval to proceed. Both processes, although unique to the agency, require an early application and approval to develop and implement the program. Ongoing reports and/or updates are required and culminate in self-studies and onsite visits. Both require not only that students start the program, but that you are delivering the program before the site visit and final approval or accreditation. All processes will be guided by an experienced director of the nursing program and in close communication with University leadership and staff. Following the established processes, students will not suffer any negative consequences. For the national accreditation, the site visit cannot be scheduled until at least the second semester and typically it is right after the first year of program delivery. Accreditation, when granted, is retroactive to the first date of the site visit. Therefore, students will graduate from an accredited program.

Opportunities for internships. No.

Marketing plan. Through articulation agreements with DMACC and other community colleges, students will be encouraged to complete the BSN after finishing the RN. In addition, ISU will contact nursing directors of the major medical institutions in Central Iowa to connect nurses with the program. Once accredited, the program will be listed on the Iowa Board of Nursing approved programs, a primary source of information for those seeking a BSN degree. The program will be included in ongoing ISU marketing and recruitment efforts at no significant increase to expenses.

Evaluation plan. FSHN has a well-established outcomes assessment system for the existing curricula. The learning outcomes for the BSN will be develop in accordance with college, department and accrediting standards. Assessment of student performance relative to the outcomes will be conducted annually by collecting student artifacts, assessing performance on exams, conducting student interviews and contacting employers that hire our graduates. Accreditation will require ongoing student assessment and documentation, and regular reports and site visits.

Date of implementation. Creation of the proposed program will become effective upon approval by the Board of Regents and will be included in the University's General Catalog.

LETTERS OF SUPPORT

4/17/2017

Board of Regents, State of Iowa Mail - UNI support of RN-BSN proposal from ISU



Boon, Rachel <rboon@iowaregents.edu>

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**UNI support of RN-BSN proposal from ISU**

1 message

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Jolly, Laura D [HS AD] <ljolly@iastate.edu>

Mon, Apr 17, 2017 at 12:32 PM

To: "rachel.boon@iowaregents.edu" <rachel.boon@iowaregents.edu>

Proposal support from the University of Northern Iowa

----- Forwarded message -----

From: "David Saunders" <david.saunders@uni.edu>

To: "MacDonald, Ruth S [FSHNA]" <ruthmacd@iastate.edu>

Subject: RN-BSN proposal from ISU

Date: Tue, Apr 11, 2017 10:37 AM

Dear Dr. MacDonald:

After reviewing your RN to BSN program proposal, I don't see any overlap with the curriculum or offerings of the Department of Biology at the University of Northern Iowa. As such, I am supportive of your proposal and wish you the best as this program is set into place.

Best Regards

David Saunders, Professor and Head

Department of Biology

University of Northern Iowa

On 4/4/2017 3:11 PM, MacDonald, Ruth S [FSHNA] wrote:

Dr. Saunders – Thank you for speaking with me today. Attached please find our RN to BSN proposal as we discussed. As I noted, this program would only enroll students who have already completed the RN credential elsewhere (for example at a community college). It would not be a path for a student to enter the nursing profession directly, nor would it take the place of a program such as the one you mentioned with Allen College where students start their degree at UNI and then complete their RN training at Allen. We are not proposing to provide the clinical nursing training required for an RN credential – ours is a path to the BSN degree only for students who have already completed their clinical training.



OFFICE OF THE EXECUTIVE  
VICE PRESIDENT AND PROVOST

111 Jessup Hall  
Iowa City, Iowa 52242-1316  
319-335-3565 Fax 319-335-3560  
<http://provost.uiowa.edu>

May 18, 2017

Dr. Rachel Boon  
Interim Chief Academic Officer  
Board of Regents, State of Iowa  
11260 Aurora Avenue  
Urbandale, IA 50322-7905

Dear Dr. Boon:

I am writing as a follow-up to discussions held at the April 19, 2017, Council of Provosts meeting about ISU's proposed RN to BSN program.

We appreciate the conversations we have had about this program with Provost Jon Wickert, Dean Laura Jolly (College of Human Sciences), and Dr. Ruth MacDonald (Chair, Department of Food Science and Human Nutrition). We also appreciated receiving from Dr. MacDonald additional information about ISU's timeline for obtaining approval for its RN to BSN from the Iowa Board of Nursing, and the steps ISU is taking to receive the appropriate accreditation for this program.

Although the University of Iowa College of Nursing currently offers an RN-BSN online program, we are not objecting to ISU offering its own face-to-face RN to BSN program. We also look forward to discussions between the College of Nursing and the ISU Department of Food Science and Human Nutrition/College of Human Sciences about ways to collaborate on RN to BSN coursework for students in the Des Moines area.

Sincerely,

A handwritten signature in cursive script that reads "Susan J. Curry".

Susan J. Curry, Ph.D.  
Interim Executive Vice President and Provost

c: Dr. Thad Wilson, Interim Dean, College of Nursing



Office of the Executive Vice President, Academic Affairs  
2006 South Ankeny Boulevard, Borgen Administration Center  
Ankeny, Iowa 50023-3993

Ruth MacDonald, RD, PhD  
Professor and Chair, Food Science and Human Nutrition  
College of Agriculture and Life Sciences and College of Human Science  
Iowa State University  
Ames Iowa 50011

February 10, 2017

Dr. MacDonald:

Please accept this letter on behalf of Des Moines Area Community College regarding the proposed RN-BSN program within the Department of Food Science and Human Nutrition at Iowa State University. The demand for nurses with a BSN continues to grow in Iowa and throughout the United States. The Institute of Medicine (IOM, 2010) issued, *The Future of Nursing: Leading Change, Advancing Health* report stating, "Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression". The Iowa Consortium for Advancing Nursing Education has set an Iowa goal of having 50% of all nurses prepared at the BSN level by 2020. DMACC is the first community college to implement the ICANE recommendations in the Nursing program in an effort to assist in the states achievement of increasing BSN nurses in the Iowa workforce.

DMACC's Associate Degree Nursing (ADN) program graduates approximately 140 students throughout Central Iowa each year. DMACC nursing graduates will have completed the majority of their general education courses within their obtained AAS degree. However, the RN-BSN curriculum is necessary for obtainment of the BSN that many healthcare employers prefer or require. DMACC graduates pursue the BSN in a variety of delivery modes: full-time upon completion of the ADN, part-time online while they are working, or some combination, depending on personal circumstances. The proposed RN-BSN degree at ISU provides another viable and desirable option; it will allow DMACC nursing graduates a transfer opportunity to complete their BSN degrees in Central Iowa at the ISU campus while continuing to work. The added benefits of attending face-to-face classes at the university are the accessibility of student resources, support services, and opportunities for a comprehensive university experience.

Overall, DMACC strongly supports the opportunity for advancement of our ADN graduates as they pursue continued education towards additional degree attainment.

Sincerely,

Kim J Linduska, Ph.D.  
Executive Vice President, Academic Affairs

Kendra Ericson, RN, MSN  
DMACC Director of Nursing

**Ankeny Campus**  
2006 S. Ankeny Blvd.  
Ankeny, IA 50023-3993  
515-964-6200

**Boone Campus**  
1125 Hancock Dr.  
Boone, IA 50036-5399  
515-432-7203

**Carroll Campus**  
906 N. Grant Rd.  
Carroll, IA 51401-2525  
712-792-1755

**Newton  
Polytechnic Campus**  
600 N. 2nd Ave. W.  
Newton, IA 50208-3049  
641-791-3622

**Urban Campus**  
1100 7th St.  
Des Moines, IA 50314-2597  
515-244-4226

**West Campus**  
5959 Grand Ave.  
WDM, IA 50266-5302  
515-633-2407





March 6th, 2017

Board of Regents  
State of Iowa  
11260 Aurora Avenue  
Urbandale, IA 50322

To whom it may concern:

This letter is written to express Story County Medical Center's support for the proposed bachelor of science in nursing degree program to be offered from Iowa State University in conjunction with Des Moines Area Community College. Story County Medical Center is a critical access hospital in Nevada with affiliate clinics in Maxwell, Nevada and Zeoring. The ability to have an affordable BSN degree program offered in close proximity would be of great benefit to the 60 registered nurses on staff in the hospital and clinics. Story Medical does not currently require Rn's to obtain a BSN but all staff are encouraged to pursue higher education for the benefit of increased knowledge and more comprehensive patient care. An estimated 20% of registered nurses at Story County Medical Center would have interest in seeking opportunities for a BSN degree were it to be offered at Iowa State University with the knowledge that Story Medical would assist ISU with required practical nursing for a seamless educational experience.

Thank you for your consideration of the highly valuable bachelor of science in nursing degree program to be offered at Iowa State University.

Sincerely,

*Nathan Thompson*  
Nathan Thompson  
Chief Executive Officer  
Story County Medical Center

*Teresa Newman*  
Teresa Newman  
Interim Chief Nursing Executive  
Story County Medical Center



1015 Union Street, Boone, Iowa 50036 Phone: 515-432-3140 www.boonehospital.com

March 3, 2017

Board of Regents, State of Iowa  
11260 Aurora Avenue  
Urbandale, IA 50322-7905

Dear Regents,

Boone County Hospital is aware of a proposed joint effort between Des Moines Area Community College and Iowa State University to provide a RN to BSN degree at Iowa State. Boone County Hospital enthusiastically supports this effort and would benefit greatly from having this option available to our nursing staff.

While BCH does not currently require a newly hired RN to obtain a BSN within a certain timeframe, we do recognize the increasing need for access to BSN programs and other higher levels of education curriculum. Currently, the majority of RN's enrolled in a BSN program are completing their education online due to the lack of nearby, on-campus, programs. Having a program such as this so close would be a tremendous asset to our employees. BCH currently employs over 100 full time, part time and PRN nurses working in various clinical settings and leadership roles. Of these RN's, approximately 25% have a BSN, which also indicates the importance of having a BSN resource close to home.

BCH has worked successfully with DMACC in regard to nursing education for many, many years and the partnership has been extremely important to us. I believe this program would greatly strengthen this partnership.

Please favorably consider this proposal. If you have questions or would like any additional information, please feel free to contact me personally.

Sincerely,

A handwritten signature in black ink, appearing to read 'Joseph S. Smith', is written over a printed name and title.

Joseph S. Smith, CEO



DALLAS COUNTY HOSPITAL

*Specialized care is close to home.*

610 10th Street  
Perry, Iowa 50220  
Phone: 515-465-3547  
Fax 515-465-2922

March 1, 2017

To Iowa Board of Regents,

This is a letter of support for the proposal for Iowa State University in conjunction with Des Moines Area Community College, to develop a degree program that allows registered nurses to obtain a bachelor of science in nursing (BSN) at Iowa State University. Dallas County Hospital currently employs 35 RNs and only 17% are bachelor prepared nurses. We encourage our staff to further their education and strongly support the Institute of Medicine report, Future of Nursing: Leading Change, Advancing Health Initiative. In addition, studies show that bachelor prepared nurses improve quality of care. The population in rural communities deserves to have quality care just as the urban population, where BSN programs tend to be located and where BSNs tend to work. There is a critical need for our staff to have an option to attend an RN to BSN program that is in close proximity to both their residence and employer within central and rural Iowa. Iowa State University will fulfill this need.

Dallas County Hospital would be interested in providing practical nursing experiences for the BSN students. Dallas County Hospital values our collaborative relationship that we currently have with Des Moines Area Community College for nursing student clinical rotations and look forward to expanding to Iowa State University.

Thank you for considering approval of this much needed degree program that Iowa State University is proposing to offer.

Sincerely,

A handwritten signature in cursive script that reads "Tonya Summerson".

Tonya Summerson, Chief Clinical Officer  
Dallas County Hospital  
Direct Dial: 515-465-7545  
Direct Fax: 515-465-7654  
Email: [tsummerson@dallascohospital.org](mailto:tsummerson@dallascohospital.org)



March 6, 2017

Iowa Board of Regents  
11260 Aurora Avenue  
Urbandale, IA 50322

Re: Proposal for RN to BSN Degree Program at Iowa State University

Dear Iowa Board of Regent Members:

Van Diest Medical Center is a progressive Critical Access Hospital located just 36 miles north of Ames, Iowa, in Hamilton County. Our hospital provides a number of services, including emergency medicine, acute care, obstetrical care, surgery services, skilled care and many outpatient services for Webster City and surrounding communities.

While providing care to our patients, we strongly encourage further development in the education of future healthcare providers and caregivers within our hospital. We support clinical rotations for Iowa Central Community College nursing students and paramedics, as well as working with Des Moines University, to serve as a clinical rotation site for medical students. We are committed to supporting these programs and the medical practitioners and caregivers of the future. We welcome the opportunity to have RN to BSN students mentor with our current BSN, Masters, and Doctorate prepared staff.

Van Diest Medical Center believes it is in the best interest of all our patients, nurses, and the entire organization to help our nurses obtain higher levels of education and certifications as they continue to provide care in a very fluid environment. This environment requires quick critical thinking, creativity, and leadership within the organization. We also offer annual tuition reimbursement to all staff interested in higher education. We currently do not require nurses to obtain their BSN but are creating an environment where it is strongly encouraged.

Iowa State University's proposal for an RN to BSN program appeals to many within our organization with regard to cost, state school versus private school, the close proximity of course work, and the many strong ISU alumni ties and support throughout the county.

The RN to BSN degree program is a wonderful opportunity for our nurses and community to better educate and serve our patients. We would definitely support this program and ask the Iowa Board of Regents to also support and approve this program.

Best Regards,

A handwritten signature in blue ink that reads "Lisa Ridge".

Lisa Ridge, CNO/Assistant Administrator  
Van Diest Medical Center



February 27, 2017

Iowa Board of Regents  
11260 Aurora Avenue  
Urbandale, IA 50322

Virginia "Ginny" Wangerin, PhD, MSN, RN, CNE  
Clinical Assistant Professor, Nursing  
1103 Human Nutritional Sciences Bldg (HNSB)  
706 Morrill Road  
Ames, Iowa 50011-2101

Dear Iowa Board of Regents:

On behalf of Mary Greeley Medical Center and the patients served by our mission, we fully support the proposal for a RN to BSN degree program within the Iowa State University's academic offerings. Mary Greeley Medical Center has been a strong advocate for advancing the education standards for the professional Registered Nurse. In Patricia Benner's 2010 publication from the Carnegie Foundation for the Advancement of Teaching: Educating Nurses, A Call for Radical Transformation, recommendations included partnerships for seamless articulation to create an educated workforce and to require the BSN for entry to practice. Though nursing practice in Iowa does not support limiting entry into practice to BSN prepared nurses, we do believe that a BSN should be achieved within the nurse's career.

Since 2011, Mary Greeley Medical Center has made it a requirement of continued employment for newly hired nurses to obtain his or her bachelor's degree in nursing. Our motivation is in response to evidence-based literature within the past 10 years that has demonstrated a connection between the percentage of nurses prepared with a BSN and a reduction in patient morbidity and mortality. Currently 47 percent of our nearly 500 nurses at Mary Greeley Medical Center are baccalaureate prepared. We provide excellent tuition support and flexible scheduling to support our nurses in their academic journey.

There has been a proliferation of on-line education opportunities and most of these are out of state programs. Iowa State University is the only public university in Central Iowa that could provide this opportunity of academic progression for nurses who work and live in Central Iowa. In addition, this will help keep tuition dollars in Iowa.

We ask for your support and approval for Iowa State University to establish an RN to BSN degree program. Mary Greeley Medical Center is willing to provide learning experiences and consultation as requested.

Thank you for your consideration.

A handwritten signature in blue ink, appearing to read 'Brian R. Dieter'.

Brian R. Dieter  
President & CEO

A handwritten signature in blue ink, appearing to read 'Neal T. Loes'.

Neal T. Loes, MS, BSN, RN  
Chief Nursing Officer