

## **School of Nursing Response to SBRC Comments from 11/11/14**

### **Budgetary Implications of Projected Headcount**

A conservative estimate of projected forensic nurse (FN) program enrollment would be 20 students annually in the Fall semester- 10 in the MSN-FN and 10 in the GCFN. The MSN-FN is a 28-month program; the GCFN is a 15-month program. Beginning year two there will be multiple cohorts of students matriculating through the program increasing student numbers each year. The projected enrollment of 20 students would be modest compared with the FN program at Duquesne University. This program is similar in infrastructure and national support and projected an enrollment of 25 students for Fall 2015 (personal communication Susan Harder, Duquesne University School of Nursing, December 9<sup>th</sup>, 2013). Current and projected annual enrollment for the Fall semester in other OU SON MSN tracks is 40 students for MSN- Nurse Practitioner (NP) (approximately 70% family and 30% adult-gero) and 20-23 students for MSN-Nurse Anesthesia (NA).

The break-even analysis shows that in the first year of the FN program, a total of 270 credit hours are required to run the program with a positive bottom line. This equates to a need for approximately 18 students to be enrolled in the program. In years 2-5, a total of 250 credit hours per year would be required for a positive bottom line which equates to a need for approximately 17 students (see the accompanying Break-Even Analysis document for complete statistics). If enrollment falls short of this projection, expenses could be decreased in areas such as travel, faculty support, or guest honoraria to supplement funds.

The projected enrollment of 20 students annually is further supported in the MSN-FN proposal on p. 26. There is extensive interest in the proposed FN programs at OU. In February 2014, nurses working at affiliated clinical agencies were surveyed regarding potential interest in an FN program at OU. Out of 395 respondents, 197 were interested in pursuing a MSN-FN and 230 were interested in a GCFN. Out of 113 nurses in a position to hire, 62 stated that a FN education would have a positive impact on likelihood of hiring. A survey of current OU SON students at the undergraduate and graduate levels was conducted in April 2013. Seventy-six out of 156 students surveyed responded. Forty-four were interested in pursuing FN education with an additional 19 students citing possible interest. A discussion on the proposed FN program was delivered to RNs participating in a sexual assault nurse examiner (SANE) course in Macomb in April 2013. All 25 RNs that participated in the course signed up to receive

additional information about the FN program. Most recently, the SON began a listserv which is currently comprised of 40 nurses who requested to be notified of program updates in the hopes of joining the first cohort of FN students at OU. Importantly, Nurse Executives in our community of interest stated that an FN education from OU would increase the value placed on nurses seeking employment within their organization as identified in letters of support from the Vice President of Patient Care Services and Chief Nurse Officer at St. Joseph Mercy Oakland, the Senior Vice President and Chief Nurse Officer at Oakwood Hospital, the Manager of Nursing Development in the Oakwood Healthcare System, the Director of Talent Acquisition for Sparrow Health System, and various Program Directors at area Forensic Nurse Examiner organizations. This information demonstrates a ready pool of students for the program and several career options post-graduation.

Further identified in letters of support, leading experts in FN, Virginia Lynch (founder of FN) and Jamie Ferrell (pediatric sexual assault expert), recognize that the program proposed by OU SON will lead the way in FN education and practice. At the 2014 International Association of Forensic Nursing's (IAFN) annual conference, SON faculty met with Ms. Lynch who described how she is often asked for recommendations on where nurses should pursue FN education. Ms. Lynch stated that OU is the place that she would recommend for this education based on the proposed comprehensive FN curriculum. Ms. Lynch further discussed through her contacts in Saudi Arabia, that representatives are very interested in providing FN education to their nurses. She discussed the potential for OU to be the university to offer this education to a cohort of Saudi students.

Also at the IAFN conference, SON faculty met with organization CEO, Carey Goryl, and was presented with an opportunity to sit on the planning committee for the FN Generalist Certification Exam. Further, the OU SON has the potential to serve as a clinical/laboratory site to compliment the IAFN's on-line SANE didactic course. Having a FN program such as the one that the OU SON is proposing will open many doors for the university and school, much beyond student enrollment in the program. The proposed FN program is poised the SON and university to be internationally recognized as a leader in FN education and care of vulnerable populations.

In regards to graduate admissions in the SON at OU, there are several reasons for decline in current graduate enrollment. When the SON began the DNP program, it was the only degree of its kind in the area. During its inauguration, the SON received a grant that provided full scholarships and stipends to

students enrolled in the program, increasing demand and enrollment exponentially. With the completion of the grant and the increase in competition from other universities now offering a DNP, enrollment in the OU SON program has naturally declined. Also a result of competing programs, there is limited availability of clinical placements for students enrolled in the current MSN program tracks, as such, enrollment is now capped at approximately 20-23 students for the NA track and approximately 40 students for the NP tracks. To maximize SON resources, all graduate programming has now transitioned to once a year admissions in the Fall semester; thus enrollment in the Winter semester is nonexistent so numbers would consequently decrease. Despite program caps, demand for graduate nursing education remains high with approximately 150-200 students applying to the graduate programs in the OU SON each enrollment period and the Bureau of Labor Statistics (BLS, 2014) estimating Advanced Practice Registered Nurse (APRN) employment to grow by 31% by 2022. A particular benefit of the FN program would be that it does not face the same enrollment cap as the other MSN tracks as there is no direct competition for clinical placements; thus, the program track could increase admittance into the track to meet applicant demand.

The MSN-FN should not impact current graduate programming in the SON. While a clinically focused degree, the MSN-FN does not educate the student to practice as an APRN. Students interested in practicing as an APRN would enter into the currently offered MSN tracks of NA or NP. Whereas nurses interested in leadership, administration, education, or specialty clinical practice as a FN would be interested in the MSN-FN track.

The average median income for RNs is \$65,470/year with a projected growth in RN employment of 19% by 2022 compared to 11% for all occupations (BLS, 2014). According to *Healthcare Salaries* (2014), FN is projected to be the fastest growing nursing specialty between now and 2020. Because FN is considered a newer specialty, there is limited availability on FN salary. While the BLS does not separate out FN salaries from overall RN salaries, according to *Monster.com*, the median salary for a FN is \$39/hour, or \$81,800/year, with a range from \$50,000/year to \$140,000 annually (Nursing Link, 2014). *PayScale.com* places FN salary between \$42,574-\$112,441 annually, dependent upon state of practice, education, and experience (DegreeDirectory.org, 2014). FNs who currently assume on-call responsibilities tend to earn an additional \$1-\$4 dollars/hour when on call (Healthcare Salaries, 2014). At HAVEN of Oakland County, FNs can make up to \$7/hour on-call for higher education levels, FN certification, and accepting call hours

above the monthly requirement. FNs may also be paid per patient at a rate of \$100-\$400 per case (Healthcare Salaries, 2014)

It is important to note that salary is not necessarily a motivating factor for nurses seeking graduate education. For many RNs with graduate degrees, pay has not increased exponentially; some have even experience a reduction in pay. The purpose for graduate level education for these nurses is to expand their knowledge to best prepare for practice, to gain expertise, and to increase the quality of care delivered to their population of interest. Nurse Anesthesia (NA) is a very unique and specific nursing specialty; very different from the type of nursing provided by FNs. Someone interested in NA practice would not be interested in FN practice and vice-versa. NAs may make a higher salary than most nursing roles; however, students enrolled in the program cannot work during the 28 month duration. The cost of the NA program at OU is approximately \$63,000, which may also not be a viable option for many nurses looking for graduate nursing education. Further, because of the cap on NA enrollment, which is true of most NA programs, admission into the program is highly competitive with only a select handful of students allowed entry.

### Enrollment Figures and Placement of Graduates in other FN Programs

Comparative data for similar FN programs in the country was provided in the table on p. 11 of the MSN-FN proposal and includes comparative credit hours, cost, and specialty focus. A column for program type was added. Comparison data was limited to programs offering an MSN-FN or graduate certificate in FN as these programs would be direct competition to the program.

Institution	Program Type	Credits	Cost per Credit	Specialty Courses/Focus
<b>Oakland University</b>	MSN-FN and Graduate Certificate-post-baccalaureate	38	\$637.25	-Foundations of Forensic Nursing Science -Emergency Preparedness, Disaster Management, and Global/Societal Crimes -Care of Patients Experiencing Sexual Assault, Interpersonal Violence, and Maltreatment - Forensic Nurse Death Investigation -Advanced Forensic Nursing Interventions and Seminar
<b>Duquesne University-Pittsburg, PA</b>	MSN-FN and Graduate Certificate Post-MSN	37	\$1036	-Introduction to Forensic Nursing and Health -Advanced Practice Forensic Nursing -Theories of Violence -Forensic Science, the Legal System, and Civil Law -Trial Preparation and Criminal Law -Forensic Clinical -Research and Writing in Forensic Nursing -Students select one FN subspecialty to pursue in clinical
<b>Monmouth University-West Long Branch, NJ</b>	MSN-FN and Graduate Certificate-post-baccalaureate	39	\$963	-Issues in Forensic Nursing -Interpersonal Violence -Forensic Nursing Practicum -Forensic Nursing Seminar -SANE or DI course

<b>Xavier University-Cincinnati, OH</b>	MSN	36	\$600	-Foundations of Forensic Nursing -Criminalistics -Psych/Social/Legal Aspects of Forensics -Interprofessional Collaboration
<b>Cleveland State University-Cleveland, OH</b>	MSN	37	\$530.95	-Intro to Population Health -Intro to FN Crisis Theory -Forensic Methodologies -Population Assessment -Population Interventions -The Legal System
<b>Fitchburg State University-Fitchburg, MA</b>	MSN-FN and Graduate Certificate Post-MSN	36	\$347	-Criminal Law: Substantive and Procedural -Forensic Science & Technology -Intro to FN -Scientific Foundations for FN Interventions -FN: Caring for Victims -FN: Caring for Perpetrators -Practicum in FN

Projected enrollment for the FN program at Duquesne, which would be the most comparative to OU, was 25 students for Fall 2015 (personal communication Susan Harder, Duquesne University School of Nursing, December 9<sup>th</sup>, 2013). Encounters with FNs in the field most frequently state they received education at Duquesne. The advantage of the FN program at OU would be that our graduate certificate is post-baccalaureate where the certificate at Duquesne is post-masters; as a result we would attract a broader range of students, potentially increasing enrollment. When comparing the program at OU and competition by location, Xavier and Cleveland State Universities are the closest offering FN education. Both programs only offer an MSN option, significantly limiting the prospective student pool. Nurses considering graduate education may be intimidated to return to the academic setting. Launching into a full graduate degree program may be daunting for a number of reasons including time commitment and financial constraints. A certificate may be a more convenient option for nurses looking to ease back into the academic setting. Successfully completing the certificate may then encourage those nurses to complete their education by enrolling in the MSN program.

In regards to post-graduate job placement, a wide range of possibilities exist as many RN roles have not been historically cited as a FN position but are now being redefined as having FN implications. FN roles may include: forensic nurse generalist in the acute care or mental health setting, case management, risk management, community agency as a forensic nurse examiner, death investigator in the medical examiner's office, correctional agency, legal nurse consultant, expert witness testimony, work in government agencies related to emergency preparedness and disaster response, military affairs, public health organizations, community health organizations, child and elder maltreatment investigation, and in school systems. FN has roots in public health with a foundational component of assessment; as a

result, all nurses have the potential to benefit from FN education. With a push for APRN programs to move to doctoral degrees for entry into practice, MSN degrees will become increasingly important for nurses who want to further their education but may not want to practice as an APRN. The need for the MSN degree will be crucial for nurses interested in working in education, leadership, management, and administration. The MSN-FN will fill this need.

Offering undergraduate education in FN in the form of a course elective would be an important consideration to provide nursing students with information on the role of the FN as many are unaware of the growing need for nurses educated and trained in this specialty. An undergraduate education would serve to expand nursing knowledge; however, would in no way prepare an entry level nurse who has yet to practice to be able to care for FN patients who require an advanced level of care. Patient assessment is a foundational principle in nursing practice, particularly in FN. A nurse interested in working as a FN must have clinical experience in patient assessment and care before moving on to specialty FN practice. FN practice requires nurses to receive advanced education and training in patient assessment, identifying patterns of injury, communication with patients who are victims of crime, and interaction with a multidisciplinary forensics team. By virtue of this specialized education and training, it would then negate the possibility of nursing assistants or LPNS being an appropriate substitute in providing quality care to FN patients as both of these roles are considered vocational.

As emphasized in the Institute of Medicine's 2011 *Report on Nursing*, "the education nurses receive must better prepare them to deliver patient-centered, equitable, safe, high-quality health care services. Additionally, they must engage with physicians and other health care professionals to deliver efficient and effective care and assume leadership roles in the redesign of the health care system" (p.xii). Important redesigns in healthcare include better care and support of patients who are victims of violent crime. This is what the FN program seeks to offer to nurses and the healthcare institution in America.

The MSN-FN and GCFN are being proposed concurrently as recommended last year by both Graduate Council and Senate Planning as it was cited that certificate programs should be attached to an MSN degree. The SON currently has a MSN program. The FN proposal seeks to add a new track to the current MSN program. As a result, the only new course work that is proposed would come from the GCFN. Both options are important in that there are two types of students that would find each program enticing. By only offering one or the other, we would be limiting enrollment.

### **Salaries and Other Expenses**

To reflect the cost of the program, the Faculty Inload (replacement) line was removed and a line item was added for Faculty Salaries to demonstrate expense associated with faculty teaching in the FN Functional Area Content/ Specialty courses. Year 1 this has been calculated to be \$29,237, years 2-5 \$36,489 (see the Actual Faculty Costs for Forensic Program document for calculations). In regards to “shared courses”, all students enrolled in the MSN program are required to take the same Graduate Core Courses based on *The Essentials of Master’s Education in Nursing* by the American Association of Colleges of Nursing (2011). Students in all OU SON MSN program tracks will take these Graduate Core Courses together. With capped enrollment in all other MSN tracks and suspended admissions to the MSN-Ed track, sufficient room is available for the projected 10 MSN-FN students to enroll in currently offered MSN Graduate Core Courses. The FN program is a new track being added to the existing MSN program; therefore, additional cost is associated only with adding the Specialty courses. Part-time faculty are being requested to help oversee clinical requirements of the FN program.

Per discussion regarding no anticipated increase in workload for academic advising, the same theory would apply to administrative assistance. After speaking with administration in the SON, it was determined that there is sufficient available administrative assistance to support the FN program without seeking additional staff.

In regards to advertising/marketing of the FN program, the proposed budget of \$45,500 is warranted for this new and innovative program. Duquesne currently has national notoriety for their FN program. We have received support from the IAFN and leaders in FN; in order to help effectively market the FN program, national advertisement will be required. The NA program, which is a nationally ranked, has a budget of \$50,000 annually. The NP and undergraduate program share a budget of \$60,000.

### **Accounting for the \$25,000 Gift**

The budget has been updated to reflect start-up costs associated with the purchase of new lab equipment (\$15,560) and supplies (\$9,440) for the program start in year 1.

### References

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