

Entry Level Master's of Science In Nursing

Maryland Nurse Support Program II Grant: 20-120

Objective: Increase the number of qualified nurses in Maryland hospitals and health systems.

Towson University Research:

Develop a new graduate entry for bedside nurses

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Research

Goal: Increase the numbers of pre-licensure students and graduates who will provide direct care to patients across Maryland.

Plan: Create a direct-entry pre-licensure masters of science (ELMS) in nursing program for individuals with non-nursing baccalaureate degrees.



Overall Goal

- The proposed Entry Level Masters in Nursing (ELMS) Program is designed for individuals with non-nursing bachelor's degrees who wish to pursue a career in nursing at the graduate level. Graduates will receive a master's degree in nursing and be prepared to sit for the NCLEX-RN© examination following successful completion of the program and graduation. The program will prepare graduates as advanced generalist nurses who are uniquely qualified to apply the principles of quality, safety and evidence-based practice in professional nursing.

Objectives



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- Research other accredited alternate master's level entry into nursing programs.
- Write a program plan and curriculum that addresses the learning needs of individuals with non-nursing baccalaureate degrees.

First Steps

- Literature review – supports master's entry for nurses
- Compare to other programs in Maryland
 - Johns Hopkins University – entry level with an emphasis on moving into advanced nursing roles
 - University of Maryland – Clinical Nurse Leader focus



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Goal of Program



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- To help meet the need for more master's prepared nurses who are in clinical practice in Maryland.
- Follow the IOM suggestion for increasing the number of nurses who practice to the full extent of their education.

Work Completed

- Curriculum that meets both the Baccalaureate and Master's AACN Essentials developed
- Twenty-four new courses developed to meet criteria and prepare students for NCLEX



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Resources

- What resources are needed to support a new ELMS program?
 - Faculty – doctoral preparation
 - Staff support
 - Classroom and simulation space
 - Clinical agency sites



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Next Steps



- Submit proposals to higher education agencies
 - TU approval process
 - University of Maryland System
 - MHEC
 - CCNE
 - MBON

Policies and Procedures



- Develop policies and procedures that meet guidelines from:
 - University
 - MBON
 - CCNE

Barriers and Challenges



- Time for proposals to move through all the levels of approval
- COVID-19 pandemic has slowed the development of clinical agency partners and raised questions about starting a new face-to-face program as early as fall 2021